

Hastings Area Public Schools - ISD 200

School Board Meeting Agenda

Wednesday, May 21, 2025
Regular Meeting
Middle School Media Center

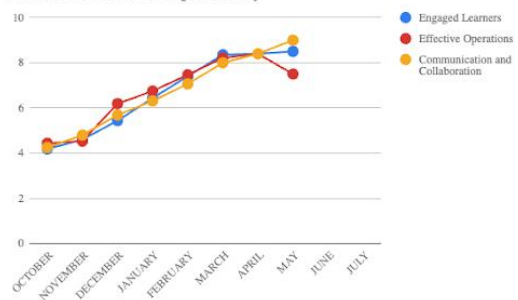
- I. **Call Meeting to Order**
 - a. Attendance
- II. **Pledge of Allegiance**
- III. **Motion to Approve the Agenda/Table File**
- IV. **Recognition of Visitors**
- V. **Raider Spotlight**
 - Rotary Students of the Month
 - February - Gavyn Hanson
 - March - Julia Rotty
 - April - Ollie Pfeiffer
 - May - Audrey McNamara
 - Polar Plunge Team - Teachers & Students
 - HS Innovation Award - Scott Doran, Mindy Tavernier, Chris Moore
 -
- VI. **Doffing Grants**
 - Jeff Carlson, Greg Stotko, Doug Speedling, Erik Dietz & Student Construction Crew
- VII. **Public Comment Session**
- VIII. **Reports and Discussions**
 - a. Superintendent Report
 - i. Cadence Review
 - b. Goal Update - Missy Williams, Director of Technology & Student Systems
 - c. Student School Board Representative Updates
 - i. 2025-26 Student School Board Representatives Announced
 - d. Building Construction Fund Project Update
 - e. Legal: Data Request Update
 - f. School Board Representatives/Committees
 - i. ISD 917 School Board Representative Update
 - ii. AMSD Update
 - iii. Community Collaboration Committee Update
 - iv. Facilities, Finance & Joint Powers Committee Update
 - v. NAPAC Committee Update
 - vi. Student School Board Committee Update
 - vii. Policy Committee Update
 - g. Policies
 - i. First Readings
 - 425 Staff Development and Mentoring
 - 602 Organization of School Calendar and School Day
 - ii. Second Readings
 - 422 Policies Incorporated by Reference
 - 523 Policies Incorporated by Reference
 - 522 Sex Discrimination, Title IX Grievance Procedure and Process
 - 607 Organization of Grade Levels
 - 609 Religion and Cultural Observances

- 611 Home Schooling
- IX. **Action Items**
- a. Consent Agenda
 - i. Approval of the Minutes from:
 - ii. Bills Payable
 - iii. Policies for Approval after Third Reading
 - 101.1 Name of the School District
 - 101.2 Official & Approved Logos, Mascot, & Song
 - 413 Harassment and Violence
 - 704 Development and Maintenance of an Inventory of Fixed Assets and a Fixed Asset Accounting System
 - 902 Use of School District Facilities and Equipment
 - iv. Procedures for Approval
 - 604.1 Procedure for Parent/Guardian or Adult Student Objection to Instructional Content and Request for Alternative Instruction
 - 606.1PR Curriculum Review
 - 606.2 Procedure for Addressing and Objection to a Resource
 - v. Personnel Report
 - vi. Science Curriculum Approval
 - vii. STEM Curriculum Approval
 - viii. Show Choir Trip Approval to Illinois June 15 & 16
 - ix. Solar Panel Location Approval at Kennedy Elementary
 - x. 2025-2026 Food Service Vendors
 - Upper Lakes Foods
 - Prairie Farms Dairy
 - Trio Supply Company
 - xi. MOU - ISD917 Itinerant Services
 - xii. Dakota County Voting Equipment Cost Sharing Agreement
 - xiii. 2025-2026 Budget Adjustments
 - xiv. Board Book Renewal Approval
 - b. Items for Individual Action
 - i. ISD 917 LTFM
 - ii. MSHSL Resolution
 - iii. MNDOT Lease Extension Approval
 - iv. 2025-2026 Adopted Budget
 - v. 2025-2028 Superintendent Contract Approval
 - vi. Approval of the Appointment of 2025-26 Student School Board Representatives
- X. **Future Meetings**
- XI. **Adjournment**

Cadence of Raider Responsibility Website

CADENCE OF RAIDER RESPONSIBILITY

Cadence of Raider Responsibility





BRIDGE TO SUCCESS

Hastings Public Schools

INDEPENDENT SCHOOL DISTRICT 200
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HASTINGS, MN 55033-2597
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May 21, 2025 Student Representative Reports

Aidan Suarez Garcia

McAuliffe Elementary

The McAuliffe PTC has been actively supporting our school community with exciting initiatives as we near the end of the year. A limited number of 2024–2025 yearbooks have been purchased for resale and are available for \$15 each. There were also some amazing musical demonstrations. In addition, the PTC has been diligently planning a fun-filled school carnival, which will take place during the school day on Monday, June 2nd, promising a memorable celebration for all students as school comes to a close.



ALC

As the school year comes to a close, Hastings Alternative High School is celebrating several meaningful accomplishments. For the third year, Mr. Waage's 4th-period science class led a beautification project, this time edging the trees near our school sign, planting colorful annuals, and refreshing mulch around established perennials—enhancing the entrance with teamwork and pride. Looking ahead to our “Bonus Week” beginning June 2, we've planned guest speakers and hands-on learning activities to ensure a purposeful and engaging final four days for students not yet graduating. Our Credit Recovery program has been highly successful, with nearly 200 credits earned by approximately 100 students, helping many stay on track. Meanwhile, Hastings Online Academy wraps up with over 60 full- and part-time students completing the year, reflecting our continued commitment to flexible, supportive learning environments.



Victoria Steinke

Hastings Middle School Student Activities

Athletics

- 12u baseball headed to state
- 12u softball won the Apple Valley rally in the valley tournament 10-4
- May 16: boys 5th-8th grade tennis last practice

Arts

- May 2: 8th grade band field trip
- May 13: 6th grade choir concert and 5th grade choir concert
- May 15: 8th grade choir concert and 7th grade choir concert
- May 20: 6th grade band concert and 5th grade band concert
- May 22: 6th-8th grade orchestra concert and 5th grade orchestra concert
- May 29: 7th and 8th grade band concert

Achievements

- Hallway Heroes challenge
 - 5th grade met level 1 with 522 slips
 - 6th grade has 328
 - 7th grade has 328
 - 8th grade has 84

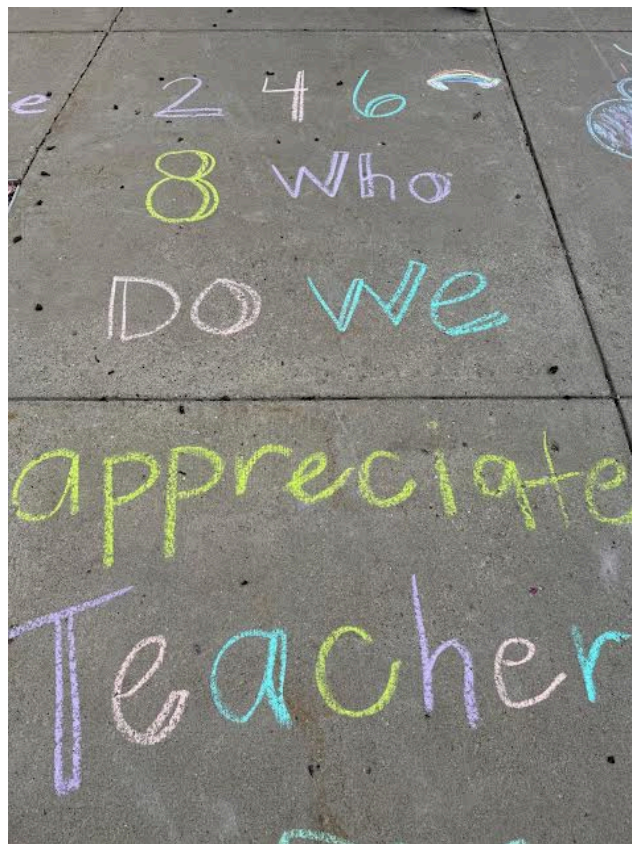
More student events

- May 14-15: 6th grade base camp field trip
- May 19: last chess club meeting
- May 20: 7th grade field trip to St. Paul Saints game
- May 21: trivia at lunch
- May 23: Tug of war
- May 28: 5th and 7th grade treat truck
- May 29: 6th and 8th grade treat truck

Jen Behnke

Pinecrest

- Pinecrest hosted its Fun Run on May 1st!
- On Thursday, June 5th, the annual Pinecrest Festival will wrap up the school year!
- Teacher Appreciation Week was this month from May 5th to 9th. To show support for their teachers, students could write messages around the school in chalk!



Kennedy

- Kennedy hosted their 3rd and 4th grade music informances on May 9th!
- Students were able to connect concepts they were learning in both STEM and Wit and Wisdom. They read about and then built their own Statue of Liberty stand!
- Students got to visit the Works Museum!!!



Briseis Rusnacko

Hastings High School and Tilden Preschool May Report

HHS:

Sports:

- Lacrosse, Baseball, Frisbee, Golf, and tennis have all been thriving this month, with Tennis finishing up their season.

Arts:

- This month is a busy one for the world of arts-
- On May 2nd to 4th, the cast of 'You're a Good Man, Charlie Brown' came and put on 3 wonderful shows at HHS. As a dancer/ensemble member in the show itself, it was a great way to channel my inner child one last time and I think the audience felt that too.
- Last week, the band students had their last band concert and many choir students had a vocal recital in the choir room.
- After this meeting, we will all be heading over to the High School as me and Aidan are performing in the Spring Vocal Concert where we sing many songs, ranging from Showtunes to rock and roll.

Academics:

- The Tv show, officially named 'The Bridge' came to an end with a total of 22 episodes, find them on HCTV!
- Like highlighted before, Audrey McNamara was the Rotary Club senior student of the month, many congratulations to her.
- The Native Graduation happened last week and from the videos I saw, it seemed like an incredible experience.
- Two HHS students put together the Suicide Prevention 'Walk a Mile in Someone's Shoes' Walkathon where many students got together after school to raise awareness for Suicide. It was a great turnout and I hope for students to continue making an effort for change just like this.
- Our Child Psychology and Development classes just had their very own preschools in their classrooms as they had many preschool students come in and the students got to play games, teach them lessons, and overall just have a ton of fun.
- This past Monday, the community and staff hosted the annual Senior Scholarship Awards Night, giving out over \$240k to the class of 2025.
- Tuesday morning Doffing Grant event (\$35,000 gifted to 21 students).

Future:

- This week is the last Raider Connect Days of the year, on Thursday and Friday, as students prepare for their finals.
- Seniors last day is May 30th, with many dress up days, senior privileges, fun lunch opportunities, and final moments to spend with the community. Make sure to make it to Graduation at Todd Field on June 6th.

Tilden:

- Bike day was last week, where Officer Freeman shared safety tips about bike riding and the kids brought their bikes and were able to ride them around the Tilden parking lot. This annual event is always a huge hit with the students over at Tilden
- Preschool classes end on Friday, May 23rd, so there have been a lot of end-of-the-year celebrations happening:
 - All day classes had their graduation programs last week. Families come to hear them sing songs and go through preschool graduation.
 - Each preschool class will be doing a year end celebration with their students. Some classes are going to a park, some are having events happening on the playground and some are doing mini programs in their classrooms. Each class is celebrating their year in a special way.
 - Finally, Preschool teachers will be having curriculum training next week for our new Creative Curriculum that will be implemented next school year. A big thank you to the Teaching and Learning department for supporting our implementation of the new curriculum.

Thank you all

Building Construction Fund Projects as of 4/30/2025

	A	B	C	D	E	A-C-D-E	
Project	Project Budget	Vendor Bid Amount +/- Change Orders	Vendor Contract Expenses to Date	Wold/Loeffler Fees to Date	Other Expenses Less Rebates to Date	Remaining Funds	Status
High School Roof Replacement	4,645,800	2,944,318	2,944,318	294,530	11,568	1,395,384	Complete
High School & Pinecrest Chillers	1,182,000	753,551	753,551	74,842	(34,273)	387,879	Complete
Multi-Site Exterior Lighting	468,500	246,483	246,483	30,569	(26,321)	217,770	Complete
High School & McAuliffe Parking Lot	1,516,540	1,084,851	1,084,851	116,970	22,836	291,883	Complete
High School Track Resurfacing	360,000	286,864	286,864	23,219	3,323	46,593	Complete
High School BAS Replacement	1,951,100	606,642	606,642	123,429	28,570	1,192,459	Complete
Pinecrest Partial Roof Replacement	373,000	289,800	289,800	23,757	248	59,194	Complete
McNamara Stadium Improvements	3,370,000	2,688,639	2,688,639	216,215	286,531	178,615	Complete
Pinecrest Deferred Maintenance	968,000	602,279	602,279	62,183	248	303,290	Complete
Early Childhood Improvements (High School)	445,000	275,513	275,513	28,362	1,414	139,711	Complete
District Wide Camera Project	382,000	192,975	192,975	24,421	22,175	142,429	Complete
Tilden Deferred Maintenance & Roof	828,746	691,944	691,944	49,803	29,121	57,878	Complete
Board Room Renovations	93,359	-	-	-	63,193	30,166	Complete
High School Athletic Field Parking Lot	506,000	426,038	426,038	27,646	20,549	31,766	Complete
Pinecrest Exterior Emergency Lighting	10,000	-	-	-	4,780	5,220	Complete
High School Tennis Court Replacement	542,000	495,345	495,345	34,683	34,647	(22,674)	Complete
Kennedy & McAuliffe Partial Roof Replacement	533,200	405,900	405,900	33,978	3,154	90,168	Complete
High School Lecture Hall	140,000	-	-	-	139,530	470	Complete
Replace Middle School Softball & Baseball Backstops	160,000	-	-	-	84,647	75,353	Complete
Miscellaneous Deferred Maintenance Projects <\$100,000	367,100	-	-	-	135,856	231,244	Complete
High School Baseball Drainage	200,000	-	-	-	61,770	138,230	Complete
Tilden Asbestos	18,400	-	-	-	-	18,400	Complete
Miscellaneous Deferred Maintenance Projects <\$100,000	27,800	-	-	-	9,005	18,795	Complete
Middle School Improvements	23,814,024	22,189,111	22,189,111	1,385,892	251,768	(12,747)	Complete
High School Retaining Wall	50,000	-	-	339	47,500	2,161	Complete
Middle School Privacy Improvements	324,300	263,071	263,071	15,522	1,261	44,446	Complete
High School Parking Lot Improvement - Phase 3	324,760	138,208	138,208	6,340	7,100	173,112	Complete
High School Lighting (split from HS Deferred Maintenance)	119,939	128,822	128,822	2,555	(11,439)	0	Complete
District Office Renovations	278,000	164,723	164,723	19,169	98,904	(4,796)	Complete
Middle School Storage Building	452,500	418,363	418,363	15,275	19,518	(657)	Complete
ALC Renovation	1,421,640	1,169,674	1,165,674	120,806	116,940	18,220	Complete
McAuliffe Deferred Maintenance & Water Coolers	336,731	288,842	288,842	12,216	42,869	(7,197)	Complete
Middle School Track	404,750	341,273	341,273	40,196	17,334	5,947	Complete
Monument Signs	357,000	326,472	326,472	14,029	8,609	7,890	Complete
Board Room Renovations - Phase II	6,641	-	-	-	5,845	796	Complete
Water Coolers (Tilden & Middle School)	182,000	142,500	142,500	11,559	198	27,743	Complete
HHS Privacy Improvements	1,013,063	876,007	876,007	127,025	6,880	3,150	Complete
Middle School Partial Roof Replacement	717,200	747,255	747,255	45,778	10,396	(86,230)	Complete
Gymnastics	50,000	-	-	-	21,913	28,087	Complete
Tilden Preschool Classroom	90,000	60,660	60,660	5,877	678	22,785	Complete
Door & Glass Improvements Phase I	67,262	31,450	31,450	-	35,812	(0)	Complete
Safety & Security Improvements-Phase I	33,245	33,245	33,245	-	-	-	Complete
Middle School Media Center	160,000	-	-	-	92,157	67,843	Complete
Replace High School Carpet (Phase I&II)	537,629	376,700	376,700	43,234	117,695	0	Complete
High School Fire Alarm/Alert System Replacement	410,000	362,552	362,552	27,735	135	19,579	Complete
District Wide Fire Alarm/Alert System Replacement	205,000	161,250	161,250	23,110	1,864	18,775	Complete
Kennedy Deferred Maintenance	662,576	599,554	599,554	19,106	6,951	36,965	Complete
Nature Preserve Gravel Parking Lot & Monument Sign	9,100	-	-	-	9,100	-	Complete
High School Student Entrance Bollards	5,000	-	-	-	5,000	-	Complete
Technology Improvements	2,529,625	-	-	-	2,529,625	-	Complete
Replace High School Carpet (Phase III)	74,471	-	-	-	74,471	-	Complete
High School TuckPoint (split from HS Deferred Maintenance)	237,075	236,791	236,791	-	284	0	Complete
Door & Glass Improvements (Middle School split w/LTFM)	432,738	380,393	380,393	33,445	-	18,901	Complete
Contingency	2,007,858	-	-	-	-	2,007,858	Contingency
Reallocations from/to projects	(9,731,222)	-	-	-	-	(9,731,222)	Reallocation

Interest Earnings		-	-	-	-	2,633,348	Interest Earnings
Subtotal	46,671,450	41,428,057	41,424,058	3,133,815	4,421,941	324,985	

Remaining funds from complete projects are available for excess costs on other identified projects or reallocation for new projects.

	A	B	C	D	E	A-C-D-E	
Safety & Security Improvements	576,468	424,152	396,384	70,553	17,193	92,339	In Process
Interior Locks Allowance-Door Hardware Upgrades	420,000	379,619	240,155	37,619	2,026	140,200	In Process
High School Deferred Maintenance (Storefront/Shower Valves)	264,386	227,515	219,484	36,172	242	8,488	In Process
Grounds/Site Improvements	500,000	500,182	369,504	33,009	222	97,266	In Process
Middle School Pod Redesign	235,000	57,045	57,045	-	107,004	70,950	In Process
Subtotal	1,995,854	1,588,513	1,282,573	177,352	126,686	409,242	

Remaining funds from in process projects are not available for excess costs on other identified projects or reallocation for new projects.

	A	B	C	D	E	A-B-D-E	
Subtotal	-	-	-	-	-	-	In Design

Remaining funds from in design projects are not available for excess costs on other identified projects or reallocation for new projects.

Other District Projects	A	B	C	D	E	A-B-E	
Radio Replacement	100,000	-	-	-	90,768	9,232	Not Completed
Flexible Learning Furniture	600,000	-	-	-	547,987	52,013	Not Completed
Subtotal	700,000	-	-	-	638,755	61,245	

Remaining funds from not completed projects are not available for excess costs on other identified projects or reallocation for new projects.

Total	49,367,304	43,016,571	42,706,631	3,311,167	5,187,382	795,472	
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Complete and In Process (does not include contingency)	51,825,083
Project Total	49,367,304
%	105%

Transfers from/(to) Contingency:

\$445,000 Early Childhood Improvements (High School)
 \$ 87,000 High School Athletic Field Parking Lot
 \$ 44,300 High School Retaining Wall
 \$113,024 Middle School Bathrooms near Auditorium
 \$300,000 Technology
 \$244,500 Water Coolers (\$50,000 Tilden, \$62,500 McAuliffe, \$132,000 Middle School)
 \$746,250 High School Privacy Improvements (Athletic Locker Rooms)
 \$160,476 Kennedy Deferred Maintenance
 \$167,131 McAuliffe Deferred Maintenance
 \$290,000 Middle School Storage Building
 \$542,000 High School Tennis Court Replacement
 \$330,000 District Office Renovations
 \$100,000 Board Room Renovations
 \$85,000 Entrance Security Improvements
 \$503,750 Additional to HHS Privacy Improvements (Bathrooms)
 \$362,500 Middle School Privacy Improvements
 \$140,000 High School Lecture Hall
 \$200,000 HHS Baseball Field Drainage
 \$493,750 Middle School Track Replacement
 \$856,563 HS Team Locker Privacy Improvements
 \$1,421,640 ALC Renovation
 \$397,500 Transferred from HHS Privacy Improvements to Middle School Storage Building
 \$160,100 Additional to Middle School Improvements
 (\$38,200) from Middle School Privacy Improvements
 (\$600,000) from High School Privacy Improvements
 (\$50,000) from High School Carpet
 \$86,000 Additional to Kennedy Deferred Maintenance
 \$400,000 Technology
 \$200,000 Monument Signs
 \$500,000 Grounds/Site Improvements

\$300,000 Additional to Safety & Security Improvements
 \$202,000 Additional to Monument Signs
 (\$52,000) from District Office Renovation
 (\$96,000) from HS Privacy
 (\$89,000) from MS Track
 (\$235,000) from Storage Building
 (\$160,000) from DW Fire Alarm/Alert System
 (\$25,000) from HS Fire Alarm/Alert System
 \$324,713 Safety & Security Improvements
 \$120,000 Interior Locks Allowance (Middle School add)
 \$629,625 Technology
 \$ 50,000 Gymnastics
 \$160,000 Middle School Media Center
 \$ 90,000 Tilden Preschool Classroom
 \$ 5,000 High School Student Entrance Bollards
 \$ 50,000 Nature Preserve Gravel Parking Lot
 \$ 17,000 High School Shower Valves
 \$235,000 Middle School Pod Redesign
 (\$85,900) from Nature Preserve Parking Lot & Monument Sign



ISD 917 BOARD NOTES

MAY 6, 2025 BOARD MEETING

The ISD 917 School Board met for a Work Session and Regular Meeting on May 6, 2025. School Board information and resources are available on our website at https://www.isd917.org/about/school_board.

WORK SESSION

COMMUNICATIONS

- Visitors Opportunity to be Heard
- Meet and Greet Dr. Frank Herman, Secondary Schools Principal (effective 7/1/25)
- Student Services Report
- Updates from Member Districts

INNOVATION

- Meet and Greet ISD 917 ITRAC Registered Teacher Apprentices

INTEGRITY

- Reviewed Policies:
 - 201 - Legal Status of the School Board
 - 203 - Operation of School Board
 - 203.1 - School Board Procedures
 - 203.5 - School Board Meeting Agenda
 - 203.6 - Consent Agendas
- Reviewed Accounts Receivable Aging Report
- Reviewed Long-Term Facilities Maintenance Plan
- Reviewed Long-Term Facilities Maintenance Resolution
- Reviewed Levy Allocations for 2025 Payable 2026-2027

PERSONALIZATION

- Reviewed Resolution for Licensed Staff

COLLABORATION

- Reviewed Revised Bloodborne Pathogens Exposure Control Plan
- Review Extension of Probationary Period for Teacher
- Review Resolution for Probationary Non-Renewal for Teacher

STEWARDSHIP

- Review 917 MOU for Educational Support Professionals' Apprenticeship Program
- Review 917 MOU with Teachers re Apprenticeship Program
- Review MOU for Certified Occupational Therapy Assistants



ISD 917 BOARD NOTES

MAY 6, 2025 BOARD MEETING

REGULAR BOARD MEETING

COMMUNICATIONS

- Approved Consent Items
 - 4/1/25 Minutes
 - Personnel
 - New Hires:
 - Effective 4/1/25:
 - Francisco Gomez, Education Support Professional
 - Sean Stallings, Education Support Professional
 - Effective 4/14/25:
 - Katie Irby, Education Support Professional
 - Effective 4/22/25:
 - Katie Hayhurst, Education Support Professional
 - Effective 4/28/25:
 - Kathryn Adee, Sign Language Interpreter
 - Re-Hires
 - None
 - Change In Status:
 - Effective 7/1/25:
 - Jeanne D'Aloia, Teacher to Assistant Principal/Special Education Coordinator
 - Leaves of Absence:
 - None
 - Resignation and Terminations:
 - Effective 4/3/25:
 - Dunigan, Annette, Education Support Professional
 - Effective 4/11/25:
 - Payton Henderson, Education Support Professional
 - Barry Rogers, Teacher, Education Support Professional
 - Effective 4/24/25:
 - Kaitlyn Knight, Education Support Professional
 - Effective 6/12/25:
 - Daniel Boston, Teacher
 - Mark Hennager, Teacher
 - Annie Taylor, Teacher
 - Effective 6/30/25:
 - Marci Levy-Maguire, Director of Communications and Strategic Partnerships
 - Retirement:
 - Effective 7/31/25
 - Linda Berg, Executive Assistant to the Superintendent & School Board
 - Donations
 - \$800 Value School Store Items for TESA Exchange Program from Kym Nitcher of Oakdale
 - \$500 from South Robert Street Business Association to DCALS North student activity fund



ISD 917 BOARD NOTES

MAY 6, 2025 BOARD MEETING

REGULAR BOARD MEETING

STEWARDSHIP

- Approved bills
- Approved wire transfers
- Approved investment reports
- Approved Accounts Receivable Aging Report
- Approved Long-Term Facilities Maintenance Plan
- Approved Long-Term Facilities Maintenance Resolution
- Approved Levy Allocations for 2025 Payable 2026-2027
- Approved Preliminary Budget for FY26
- Approved Extension of Probation for Teacher
- Approved Resolution for Probationary Non-Renewal for Teacher
- Approved 917 MOU for Teacher Apprenticeship Program
- Approved 917 MOU for Educational Support Professionals' Apprenticeship Program
- Approved MOU for Certified Occupational Therapy Assistants

COLLABORATION

- Approved Policies:
 - 201 - Legal Status of the School Board
 - 203 - Operation of School Board
 - 203.1 - School Board Procedures
 - 203.5 - School Board Meeting Agenda
 - 203.6 - Consent Agendas





Association of Metropolitan School Districts

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2025 Conference Committee Priorities

AMSD recognizes that the state faces a budget challenge. At the same time, the State Constitution provides clear direction to state policymakers: "... it is the duty of the Legislature to establish a general and uniform system of public schools. The Legislature shall make such provisions by taxation or otherwise as will secure a thorough and efficient system of public schools throughout the state." AMSD urges the Governor and Legislators to fulfill this duty and address the priorities listed below.

Budget Target

The Governor, Senate, and House have proposed significantly different budget targets for education:

- Governor: Proposes \$240 million in education cuts in the 26-27 biennium and \$445 million in cuts in the 28-29 biennium.
- Senate: Holds education funding flat in 26-27 but cuts funding by \$687 million in the 28-29 biennium.
- House: Provides a \$40 million increase in the 26-27 biennium and holds funding flat in the 28-29 biennium.

AMSD supports the education budget target proposed by the House at a minimum. Even under the House budget target, most school districts will face significant budget shortfalls and staff layoffs.

Formula Link to Inflation

AMSD is strongly opposed to the Senate proposal to de-link the formula from inflation for the next biennium.

Compensatory Hold-Harmless

The Governor and Senate propose hold harmless funding for compensatory revenue and modifying the compensatory formula to include the application for educational benefits form, in addition to direct certification, to determine eligibility for compensatory services. AMSD supports restoring the educational benefits form and urges the Governor and Legislators to hold **all** school districts harmless from the change adopted in the 2023 session to compute compensatory revenue strictly on direct certification.

Local Optional Revenue

AMSD supports the House proposal to change the name of Local Optional Revenue to Basic Supplemental Revenue and create a new tier of state aid with a per pupil allowance of \$40.34 for FY26, \$40.45 for FY27, \$43.72 for FY28, and \$43.82 for FY29 and later.

READ Act Funding

AMSD supports the House proposal to provide \$40 million in one-time aid for Read Act implementation. The bill would provide the greater of \$2,000 or \$45.70 times the number of students served in the 2024 fall enrollment count, for costs related to implementation of the Read Act.

School Board Renewal of Capital Projects Referendum

AMSD supports the Senate proposal to allow locally elected school boards to renew an existing capital projects referendum one time at the same rate, following a public hearing.

LTFMR For Roof Replacement

AMSD supports the House and Senate proposals to make approved roof repair costs eligible for long-term facilities maintenance (LTFM) revenue for all school districts.

Fund Transfer Flexibility

AMSD supports the House and Senate proposals to provide additional flexibility in the food service fund and with Student Support Personnel aid. The Senate proposal related to the food service fund is preferred as it includes costs related to remodeling or reconfiguration, **facility expansion**, or costs of plumbing, electrical, air handling, ventilation or other building utility work essential for food service activities or to remediate certain health and safety hazards.

Local Control and Managerial Rights

AMSD urges Legislators and the Governor to refrain from enacting any unfunded mandates and to honor the historical role of school boards and their administrators to govern and manage their school districts. Specifically, the Governor and Legislators should address the following:

Summer Unemployment Insurance

The Governor's proposal would provide funding to cover unemployment insurance costs for FY26. The Senate provides funding to cover FY26 and FY27. The House provides funding for FY26 and repeals summer term unemployment effective Sept. 9, 2028.

AMSD urges state policymakers to fully fund or repeal summer term unemployment insurance for non-licensed staff. Without state funding, this mandate would have to be paid for with general fund revenue needed for classroom instruction.

Earned Sick and Safe Time (ESST)

AMSD supports changes to the Earned Sick and Safe Time law proposed in [HF2025/SF2300](#) to reduce administrative burdens and ensure adequate staffing:

- Allows an employer to advance earned sick and safe time hours based on the number of hours the employee is anticipated to work for the remaining portion of an accrual year.
- An employer providing paid time off or other paid leave more than the minimum amount required under the Safe and Sick Time law may limit the minimum standards and requirements to no less than the available leave or 160 hours in a 12-month period, whichever is less. An employer may not require an employee to use ESST leave prior to other available paid leave.

Paid Leave

AMSD supports setting the employer contribution at 50 percent. Current law requires the employer contribution to be at least 50 percent but leaves it open to the bargaining process.

Establishing an employer contribution rate of 50 percent in law will provide stability, reduce administrative burden, and ensure employee groups are treated equally. In addition, under current law school districts will be required to use general fund revenue to pay the employer share.

K-3 Discipline

AMSD supports allowing limited removal time from class within a non-exclusionary framework to enable schools to plan effective reentry supports and interventions to ensure safe classrooms.

School Calendar

AMSD supports [HF1124/SF1336](#) to allow school boards to begin the school year prior to Labor Day in the 26-27 and 27-28 school years when Labor Day will fall very late. Locally elected school boards should have the ability to adopt the school calendar that best meets the needs of their students, families, and community.

Links to Omnibus Education Bills

- [House Omnibus Education Finance Bill](#)
- [House Omnibus Education Policy Bill](#)
- [Senate Omnibus Education Finance Bill](#)
- [Senate Omnibus Education Policy Bill](#)



Association of Metropolitan School Districts

April 25, 2025

To: AMSD Board of Directors

From: Scott Croonquist, Executive Director

RE: Board of Directors Meeting
7 – 9 a.m., May 2, 2025
Quora Education Center
70 County Road B2 W, Little Canada, MN
Breakfast served at 7 AM and business meeting begins at 7:30 AM

AGENDA

- | | | |
|------|---|------------|
| I. | Welcome and Introductions | Oksnevad |
| II. | Routine Business | Oksnevad |
| | • Approval of Minutes of April 11 Meeting | |
| III. | Legislative Committee Report | Oksnevad |
| | • Approval of AMSD Conference Committee Priorities | |
| IV. | Executive Director's Report | Croonquist |
| V. | Guest Speakers | Oksnevad |
| | • <i>Professional Educator Licensing & Standards Board Updates & Futures Thinking</i> | |
| | ○ Dr. Yelena Bailey, Executive Director, PELSB | |
| | ○ Dr. Lucy Payne, Vice-Chair, PELSB | |
| VI. | Upcoming Meetings | Oksnevad |

Executive/Legislative Committee Meeting
7:30 – 9 a.m., Friday, May 16, 2025
2 Pine Tree Dr., Room 301
Arden Hills

AMSD Board of Directors
7 – 9 a.m., Friday, May 23, 2025
Quora Education Center
70 County Road B2 W., Little Canada



Association of Metropolitan School Districts

2025 Education Omnibus Bill Comparisons

AMSD Priorities within the House, Senate, and Governor's Omnibus Education Finance Proposals and other bills

[Links to Legislative Documents Below](#)

AMSD Priority	House Omnibus Education Bills LINK: View the Finance Bill HF2433 LINK: View the Policy Bill HF1306	Senate Omnibus Education Bills LINK: View the Finance Bill SF2255 LINK: View the Policy Bill SF1740	Governor's Omnibus Education Bill LINK: View the Budget Recommendations LINK: View the Policy Recommendations
Financial Priorities			
Targets	\$40 million increase in the 26-27 biennium directed toward the READ Act. Funding held flat in the 28-29 biennium.	Holds education funding flat in 26-27 but cuts funding by \$687 million in the 28-29 biennium.	\$240 million in education cuts in the 26-27 biennium and \$445 million in cuts in the 28-29 biennium.
Increase the basic formula by 3 percent over current law for FY26.	Retains the annual inflation adjustment to the formula.	Removes the annual inflation adjustment from the calculation of the basic revenue formula allowance for the 28-29 biennium. Sets the formula allowance at \$7,481 in FY26 (2.74% increase over FY25) and \$7,705 in FY27 and later. (3% increase over FY26)	Retains the annual inflation adjustment to the formula.
READ Act / Increase literacy incentive aid to help all school districts successfully implement the legislation.	Provides \$40 million, the greater of \$2,000 or \$45.70 times the number of students served in the 2024 fall enrollment count, for costs related to implementation of the Read Act. Does not modify the Literacy Incentive Aid formula.	Proposes a change to the Literacy Incentive Aid formula effective in FY27. The proposal is budget neutral for the state but it will have distributional impacts on school districts with some districts realizing additional revenue and others seeing a reduction in Literacy Incentive Aid.	Proposes a change to the Literacy Incentive Aid formula. The proposal is budget neutral for the state but it will have distributional impacts on school districts with some districts realizing additional revenue and others seeing a reduction in Literacy Incentive Aid.
Fully fund the mandates adopted during the last biennium including establishing a permanent funding stream for the Unemployment Insurance and Paid Leave programs.	Summer term unemployment expires effective Sept. 9, 2028. The bill appropriates \$30 million to cover the cost of UI through FY26. Does not include funding for the Paid Leave program.	Provides \$30 million in FY26 and \$70 million in FY27 to fund unemployment insurance costs through the next biennium. Does not include funding for the Paid Leave program.	Provides \$30 million to cover unemployment insurance costs through FY26. Does not include funding for the Paid Leave program.

AMSD Priority	House Omnibus Education Bills	Senate Omnibus Education Bills	Governor's Omnibus Education Bill
Increase Local Optional Revenue to \$974 per pupil effective for FY27 and link it to the formula.	Local Optional Revenue is increased, renamed Basic Supplemental Revenue, and a new tier is created. The first tier is all state aid and the per pupil allowance is \$40.34 for FY26, \$40.45 for FY27, \$43.72 for FY28, and \$43.82 for FY29 and later. The second and third tiers are \$300 per pupil and \$424 per pupil and remain an equalized levy.	Not included.	Not included.
Hold all districts harmless from a reduction in compensatory revenue and stabilize the formula by calculating eligibility on the basis of both direct certification and the application for education benefits.	Does not include hold-harmless funding for compensatory revenue. Authorizes a school for FY26/27 only, to allocate up to 40 percent of the district's compensatory revenue on a districtwide basis. Creates a Compensatory Revenue Task Force charged with examining Minnesota's compensatory revenue program and reporting recommendations to the Legislature.	Provides that the pupil units used to calculate FY26 compensatory aid for each building in a district equals the greater of the building's FY26 (Fall 2024) pupil unit count or its FY 24 (Fall 2022) pupil unit count as adjusted for total enrollment decline at the building over that two-year period. Under the proposal, students identified by direct certification or by an application for educational benefits would be included in the fiscal year 2026 calculation. The bill would also establish a Compensatory Revenue Task Force.	Recommends \$39.7 million in FY26 and \$4.4 million in FY27 to extend a hold harmless provision for the compensatory revenue and establishes a task force.
Retain and expand the Q Comp program to allow additional school districts to participate.	Retains Q Comp.	Retains Q Comp.	Proposes the elimination of Q Comp effective in FY27.
Allow roof repairs in excess of \$100,000 to be included in Long-Term Facilities Maintenance Revenue.	Adds eligibility for approved roof repair amounts to each district's long-term facilities maintenance (LTFM) revenue first effective for the 2027-2028 school year.	The bill would authorize a school district to include roof repair and replacement costs totaling \$100,000 or more per site in the district's annual LTFM revenue authority effective FY27, and increase the LTFM equalizing factor beginning in FY27 to offset projected increases in statewide LTFM levies with additional equalization aid.	Not included.
Policy Priorities			
Provide flexibility with instructional hour requirements to allow school districts to expand personalized and experiential learning opportunities for students such as asynchronous learning, internships, and project-based learning.	Not included.	Not included.	Not included.
Repeal the requirement that locally elected school boards negotiate e-learning days, student testing, and student-to-staff ratios.	Not included.	Not included.	Not included.

AMSD Priority	House Omnibus Education Bills	Senate Omnibus Education Bills	Governor's Omnibus Education Bill
Allow school boards to renew existing capital project levies one-time after a public hearing.	Not included.	Authorizes a school board to renew an expiring capital projects referendum that had initially been authorized by school district voters, and require that the renewed capital projects referendum authority must be the same annual amount as the amount expiring and for a renewed term no longer than the initial term authorized by the voters, after holding a public meeting and allowing public testimony on the proposed renewal.	Not included.
Replace the high school MCA exams with a nationally recognized college entrance exam.	Not included.	Not included.	Not included.
Allow limited removal time from class with Non-Exclusionary Discipline to enable schools to plan effective reentry supports and interventions to ensure safe classrooms.	Not included.	Not included.	Not included.
Require individuals submitting a data request to identify themselves and the organization they represent and allow districts to recover the costs of redacting nonpublic information.	The House Judiciary Finance and Civil Law bill HF 2432 provides that a government entity may suspend an ongoing response to a public data request if, after five business days, the requesting person does not appear to inspect requested data or collect copies of requested data that the government entity has already prepared for that person.	Establishes parameters around data requests to allow districts to respond to larger or more complex public data requests on a rolling basis over a period of time, rather than all at once. This bill would also provide that a government entity may suspend an ongoing response to a public data request if the requesting person does not appear to inspect requested data or collect copies of requested data that the government entity has prepared for that person, as well as charge the person for the cost of preparation of the data in that event.	Not included.
Allow locally elected school boards to adopt the school calendar and election cycle that best meets the needs of their students, staff and community.	HF1124 is awaiting action on the House floor. It would allow the school year to begin Sept. 1 or later in the 26-27 and 27-28 school years. HF69 would require school board elections to be held in even-numbered years. It is not moving forward at this time.	Not included. SF634 would require school board elections to be held in even-numbered years. It is not moving forward at this time.	Not included.
Eliminate the state requirement of a three-day notice for remote school board meeting access.	Not included.	SF3045, the Omnibus State and Local Government Budget bill, amends the open meeting law to allow members of a public body to participate remotely in a meeting governed by the open meeting laws from a location that is not open and accessible to the public. Under current law, a member may only participate from a nonpublic location three times a year, and only if the member is serving in the military or has personal or family medical reasons for not being in a public place.	Not included.

Bill Links

	House Omnibus Education Bills	Senate Omnibus Education Bills	Governor's Omnibus Education Bill
	HF2433 House Research Summary	SF2255 Bill Language	MDE Presentation - Governor's 2025 Education Budget
	HF2433 - A22 Amendment (Not Adopted)	SF2255 Appropriations Spreadsheet	MDE Agency Budget Book Pages
	HF2433 - Change-Only Spreadsheet	SF2255 Levies Spreadsheet	House Fiscal Analysis - Appropriations Tracker with Gov Recs
	HF2433 - Levies Spreadsheet	SF2255 Change Items Spreadsheet	House Fiscal Analysis - Levy Tracker with Gov Recs
	HF2433 Bill Language	SF2255 Change Items With A31-Amendment	
	HF2433 - Appropriations Spreadsheet	SF2255 Summary	
		SF2255 Summary of Amendments Adopted in Finance Committee	
		SF2255-A-3-compensatory-aid-amounts-FY25-27.pdf	
		SF2255-A-3-literacy-aid-amounts-FY25-27.pdf	
		SF2255-A-3-SSPA-amounts-for-cooperative-units.pdf	
		SF2255-A-3-SSPA-amounts-for-districts-and-charters.pdf	



MINNESOTA

PROFESSIONAL EDUCATOR

LICENSING AND STANDARDS BOARD

Updates & Future Thinking

Professional Educator Licensing and Standards Board (PELSB)

2025

Mission & Vision

MISSION:

Ensuring all Minnesota students have high quality educators in their schools

VISION:

To ensure equitable education practices through high licensure standards, quality educator preparation programs, and stakeholder engagement.



Board Members

1

Dr. Angela Osuji

Teacher - Metro

2

Dr. Lucy Payne

Teacher Preparation

3

Ms. Amy Aho

Teacher - Metro

4

Ms. Glazell Toledo

Teacher - Metro

5

Dr. Gift Saloka

Teacher – Special Education

6

Ms. Jennifer Trask

Teacher – Greater Minnesota

7

Ms. Brandee Shoemaker

Teacher – Greater Minnesota

8

Ms. Janie Yang

Teacher³ – Charter School

9

Dr. Kurt Stumpf

Superintendent

10

Mr. Justin Hoelscher

Cooperative Administrator

11

Open Seat

Public Member

12

Ms. Rochelle Dyer

Teacher Preparation

13

Dr. Quennel Cooper

Principal

FY24 Jurisdiction and Scope of Work

5

Pathways to Licensure

- ✓ Oversees 38 Providers
- ✓ Oversees 670 Programs
- ✓ Licensure via Portfolio
- ✓ Heritage Language Licensure Pathways Program

14

Licensure

- ✓ 110,000 Licensed Teachers
- ✓ 16,359 New Licenses Issued
- ✓ 5,119 Permissions Granted
- ✓ 20,145 Renewals Processed

4

Board Work

- ✓ 12 Meetings Held
- ✓ 1 Retreat
- ✓ 6 Committees (with regularly scheduled meetings)

2

Ethics

- ✓ 217 licensee files opened
- ✓ 567 applications reviewed

2

Data & Compliance

- ✓ Licensure and assignment data from 550 Districts & Charter schools

1

Grants

- ✓ \$17 million in grant funding distributed

1

Rulemaking

- ✓ 1 Active Project

Legislative Updates

These items were included in the Senate bill, with the exception of the Teacher Marketing and Outreach Campaign.

The House bill does not include most items, but keeps base funding.

2025 Legislative Items

- Move CUGMEC, Teacher Mentorship, and Teacher Marketing grants to MDE
- Move voluntary paraprofessional credential to MDE
- Remove requirement for Tier 1 teachers to take, but not pass, exams before renewal
- Provide one-time funding for IT and 1 ongoing FTE to BOSA
- Fund operations and alternative pathways (portfolio and heritage language)
- Other technical changes

Activity: Streamlining Licensure and Addressing the Teacher Shortage

Currently, there are more than 80 licensure fields, many of which can be issued with multiple scopes (e.g. a license in Mathematics can be issued for grades 5-8 or 5-12). The Board is interested in feedback on how we can streamline licensure in Minnesota so as to better meet the needs of students. Additionally, the Board is interested in how this work may address teacher shortages in districts.

Participants will work in small groups on the 2x2 activity. Each group should have at least one superintendent and one school board member. To foster greater conversation, no group should have a superintendent and school board member from the same district.

Contact Us



(651) 539-4200



pelsb@state.mn.us



mn.gov/pelsb



1021 Bandana Blvd. E.
Suite 222
St. Paul, MN 55108

May 2025
Volume 22
Number 8

Westonka Schools Leads the Way in Sports Safety with Portable AEDs

May 16, 2025
Executive/Legislative Committee Meeting

7:30 a.m. - 9 a.m.
Anderson Center
Bethel University
Arden Hills

May 23, 2025
Board of Directors Meeting

7 a.m. - 9 a.m.
Quora Education Center
NE Metro 916
Little Canada

June 13, 2025
Executive/Legislative Committee Meeting

7:30 a.m. - 9 a.m.
Anderson Center
Bethel University
Arden Hills

July 25, 2025
Executive/Legislative Committee Meeting

7:30 a.m. - 9 a.m.
Anderson Center
Bethel University
Arden Hills



Westonka Public Schools has become the first school district in Minnesota to equip every high school sports team with a portable automated external defibrillator (AED) — a pioneering move that could set a new standard for schools statewide. This initiative, designed to ensure quick access to life-saving devices during sudden cardiac arrest events, is part of a larger community-driven effort to prevent cardiac-related deaths.

The idea to provide every Westonka White Hawks sports team with an AED was sparked last year by Westonka Activities Director Jeff Peterson and quickly gained support.

“Every second counts during a cardiac emergency, and we know that having an AED readily available could mean the difference between life and death,” Peterson explained. “When it comes to the safety of our athletes and spectators, we want to make sure we’re doing everything we can.”

When Kevin and Nicole Nash, founders of the BeLikeTommy Project, learned of the idea, they were “all in,” according to Peterson. Their son, Tommy Nash, tragically passed away from sudden cardiac arrest in 2021, and since then, the Nashes have been passionate advocates for heart health and safety.

The collaboration expanded when local cardiac arrest survivor Dale Wagasugi, founder of My AED & CPR Solutions, connected the group with Kim Harkins at the University of Minnesota’s Center for Resuscitation Medicine (CRM). Through CRM’s AED Recycle/Reuse Program, Westonka was able to acquire refurbished AED units at a reduced cost.

The MN AED Recycle/Reuse Program is part of a larger effort to improve

Continued on page 2

The 2025 legislative session is quickly winding down with the May 19 adjournment date less than two weeks away. The final budget negotiations will determine the level of funding for our schools for the next two years along with other important issues outlined in the research article in this month’s newsletter. Please make a phone call or send a few more emails today urging your local legislators, legislative leaders, and Gov. Walz to support the [priorities](#) adopted by the AMSD Board. You can find contact information for legislative leaders and Gov. Walz [here](#) and your local legislators [here](#). Thank you in advance for your continued advocacy!

From the AMSD Chair, Laura Oksnevad, St. Anthony-New Brighton Board Member

Building a Heart Safe Westonka Community

Continued from page 1

outcomes from sudden cardiac arrest. AEDs have been donated to CRM by first responder agencies across Minnesota, which received new AEDs through a \$18.8 million grant from the Helmsley Charitable Trust. These used AEDs are then updated with new batteries and pads, ensuring they are rescue-ready before being redistributed to communities in need through an application process.

Fundraising efforts by the BeLikeTommy Project were crucial in making Westonka's plan a reality. Last summer, the Tommy's Speed Walk event raised over \$17,000, enough to equip all of Westonka's high school sports teams with AEDs. The funds will also help install an additional outdoor AED at the new Westonka High School stadium.

The Westonka Activities Department assembled the portable AEDs and medical kits ahead of the fall sports season. They also developed a system to track the location, usage and expiration date of each device. "We believe we're the first school in Minnesota to do this," said Peterson. "It's a cool opportunity for us to lead the way and be at the forefront of something that could save lives."

The project is already being hailed as a game-changer for athlete and spectator safety. Wagasugi put it simply: "An AED is like a fire extinguisher—you hope you never have to use it, but if you do, it can save a life."

Beyond providing AEDs, Westonka Public Schools is committed to training students and staff in emergency response. In February 2024, nearly 1,000 students and staff participated in an all-school CPR and AED training event at the high school, part of the Heart Safe Communities initiative. Over 65 local emergency responders collaborated to provide the training, which included hands-on experience with CPR and AED use.



"We work hard to make sure we deliver academics well, but we also want to create space for well-rounded students and staff, and that includes mental and physical health," said Assistant Principal Marty Fischer, who helped coordinate the event. A highlight of the event was a powerful presentation from six survivors of sudden cardiac arrest, who shared how early CPR and AED intervention saved their lives. The goal was to empower students to take on a leadership role in an emergency and have the confidence to respond immediately to a cardiac emergency.

Sudden cardiac arrest accounts for nearly 20 percent of deaths in Minnesota, making it the second-leading cause of death in the state. Westonka Public Schools' proactive training and AED initiatives are critical steps in improving survival rates and addressing this issue head-on. As Westonka leads the way, the hope is that other schools will follow, creating safer environments for students, athletes, and communities everywhere.

This month's member feature was submitted by Becca Neuger, Communications Coordinator, Westonka Public Schools.

AMSD Board Adopts Conference Committee Priorities

With the 2025 legislative session winding down, the AMSD Board of Directors has approved [conference committee priorities](#) based on legislation moving forward at the Capitol. AMSD urges legislators to address these priorities as they deliberate the House and Senate Omnibus Education Bills and move toward a conference committee to reconcile the differences.



AMSD Chair and St. Anthony-New Brighton School Board Member Laura Oksnevad testifying earlier this session to the Senate Education Policy Committee.

The Senate and House have proposed significantly different budget targets for education, with the House providing a \$40 million increase in the 26-27 biennium and holding funding flat in the 28-29 biennium, while the Senate would hold education funding flat in 26-27 but make \$687 million in cuts in the 28-29 biennium including de-linking the general education formula from inflation for the biennium. AMSD urges the Governor and legislative leaders to adopt at least the House budget target with our member school districts facing significant budget challenges.

AMSD Priorities include:

General Education Formula.

The House bill retains the annual inflation adjustment to the formula. The Senate has proposed removing the annual inflation adjustment to the basic formula allowance for the 28-29 biennium. It would set the formula allowance at \$7,481 in FY26 (2.74 percent increase over FY25) and \$7,705 in FY27 and later. (3 percent increase over FY26). AMSD advocated for linking the formula to inflation for many years before it was finally adopted in the 2023 session and is strongly opposed to removing the link.

Compensatory Revenue / Hold Harmless.

The Senate bill includes funding for compensatory revenue to hold districts harmless from a change adopted in the 2023 session that determines eligibility for compensatory solely on direct certification. The Senate bill would modify the compensatory formula to include the application for educational benefits form, in addition to direct certification, to determine eligibility for compensatory services. The House bill does not include hold harmless funding for compensatory revenue.

Read Act and Literacy Aid Funding.

The House bill provides \$40 million, the greater of \$2,000 or \$45.70 times the number of students served in the 2024 fall enrollment count, for costs related to implementation of the READ Act. The Senate proposes a change to the Literacy Incentive Aid Formula effective in FY27. The proposal is budget neutral for the state, but it will have distributional impacts on school districts with some districts realizing additional revenue and others seeing a reduction in Literacy Incentive Aid. All school districts need additional literacy aid to ensure a successful implementation of the READ act.

Local Optional Revenue.

Local Optional Revenue (LOR) has not been increased since it went into effect in 2014 and would be \$250 per pupil higher if it had simply kept pace with inflation. LOR is increased in the House bill, changed to Basic Supplemental Revenue, and a new tier is created. The first tier is all state aid and the

Continued on page 4

AMSD Urges Policymakers to Fund or Repeal State Mandates

Continued from page 3

per pupil allowance is \$40.34 for FY26, \$40.45 for FY27, \$43.72 for FY28, and \$43.82 for FY29 and later. The second and third tiers are \$300 per pupil and \$424 per pupil and remain an equalized levy. LOR is not addressed in the Senate Education Finance Omnibus bill.

Unemployment insurance.

The House bill proposes to end summer term unemployment for school hourly workers effective Sept. 9, 2028. It appropriates \$30 million to cover the cost of UI through FY26. The Senate retains summer term unemployment insurance and provides \$30 million in FY26 and \$70 million in FY27 to cover costs through the next biennium.

School Board Renewal of Capital Projects Referendum.

The Senate bill would authorize a school board to renew an expiring capital projects referendum that had initially been authorized by school district voters, and require that the renewed capital projects referendum authority must be the same annual amount as the amount expiring and for a renewed term no longer than the initial term authorized by the voters, after holding a public meeting and allowing public testimony on the proposed renewal. This is not included in the House bill.

School Calendars/pre-Labor Day Start.

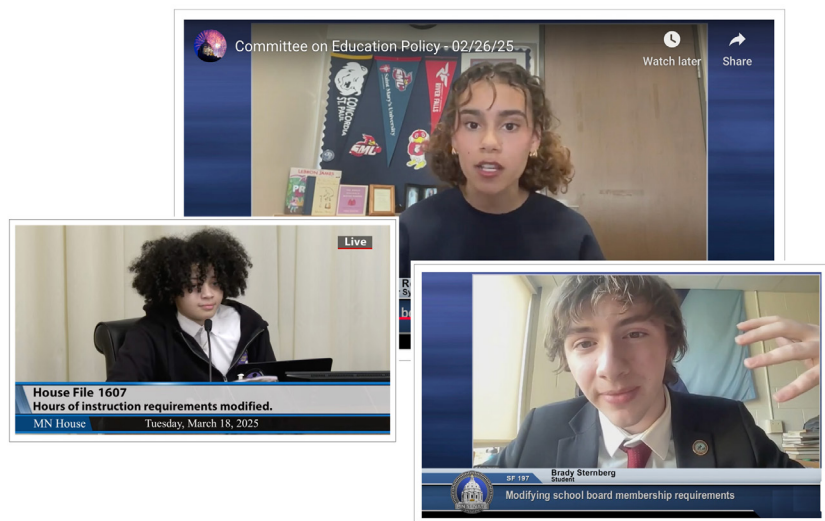
[HF1124](#) would allow districts to start school before Labor Day for the 2025-26 and 2026-27 school years only and was approved by the Education Policy Committee and the bill is awaiting action on the House floor. The Senate companion bill has not advanced.

A more detailed summary of where key education issues stand can be found [here](#).



Supt. David Law, Minnetonka, Supt. Cory McIntyre, Anoka-Hennepin, and Supt. Michael Thomas, Prior Lake-Savage Area Schools, testifying early in the session about the importance of prioritizing funding for classroom instruction and restoring managerial rights and local control.

Students from several AMSD districts shared testimony throughout the 2025 legislative session.





BRIDGE TO SUCCESS

Hastings Public Schools

INDEPENDENT SCHOOL DISTRICT 200
1000 11TH STREET WEST
HASTINGS, MN 55033-2597
Phone (651) 480-7000
Fax (651) 480-7004

ISD 200 Finance, Facilities, and Joint Powers Committee Mission Statement:

The mission of the ISD 200 Finance, Facilities, and Joint Powers Committee is to provide strategic guidance on budgetary, financial, and substantial facilities investment activities. These efforts prioritize sustainability, transparency, and equity, serving the School Board and the broader community.

The Committee is committed to fostering financial sustainability, ensuring transparency in decision-making, and supporting equity in resource allocation. It aims to enhance public confidence by effectively managing, maintaining, and improving district facilities, while educating stakeholders about facility usage, condition, and future outlook.

Working collaboratively with City of Hastings elected officials and staff collaborate on opportunities with the City under Joint Powers Programs. The Committee works to maximize shared resources through partnerships with the City, as outlined in Minnesota Statutes 124D.18 et. seq., to achieve meaningful outcomes for students and the community.

ISD 200 Finance, Facilities, and Joint Powers Committee Meeting:

Friday, May 16, 2025 @ 1:00 p.m. at the Tilden Community Center

Attendees:

School District: Mark Zuzek, Carrie Tate, Melissa Millner, Jen Seubert, and Tammy Champa

ISD 200 Finance, Facilities, and Joint Powers Committee Meeting Summary:

1. The primary purpose was to a review of the 2025-2026 Budget by Director Jennifer Seubert
 - Director Seubert reviewed enrollments, and each funds budget for the school year
 - The assumptions that the budget was built on were reviewed
 - It was agreed that the same presentation would be provided to the school board at the 5-21-25 school board meeting
2. Future dates were set for the finance functions of the Finance, Facilities, and Joint Powers Committee

Future ISD 200 Finance, Facilities, and Joint Powers Committee Meetings:

Friday, June 20, 2025, 7:30 a.m. @ the Tilden Community Center (Joint Powers functions)

Friday, October 31, 2025, 1:00 p.m. @ the District Office (Finance functions)

Friday, December 12, 2025, 12:00 noon @ the District Office (Finance functions)



BRIDGE TO SUCCESS

Hastings Public Schools

INDEPENDENT SCHOOL DISTRICT 200
1000 11TH STREET WEST
HASTINGS, MN 55033-2597
Phone (651) 480-7000
Fax (651) 480-7004

Native American Parent Advisory Council: Summary of May 1, 2025

- I. Call to Order
- II. Old Business
 - A. AIEA Plan & Budget Framework
 1. Both have been started
 2. Submissions are due on June 1 to MDE
 - a) Prioritizing three events (Fall, Winter, Graduation)
 - b) Prioritizing participation at MIEA in 2026
 - B. Event Sub-Committee: Ironing out details for Graduate Honoring Ceremony
- III. District Updates
 - A. School Board
 1. Strategic Plan Review and Feedback
 2. Feedback
 - B. Andrew Hodges - Teaching & Learning: Budget Adjustments
 1. Previously appeared over budget
 2. Purchases that had been double counted were rectified
 3. Goal is to spend the budget down to zero - not allowed to rollover funds when in nonconcurrency.
 - C. Principals (Scott Doran, Ryan Wynn)
 1. Open discussion on better supporting Native American students
 2. Open discussion on Native Language/Native Culture course
 - a) **Not allowable under AIEA to have the Native American Education Liaison serve as the instructor.**
 - b) **Is there strategic collaboration between HMS and HHS to split FTE?**
 - D. Alyssa Cherry - Native American Education Liaison
 1. Shout out to Chris Moore at HHS for always reaching out to me directly for student of the month nominations.
 2. Regular Update: *See additional board attachment*
- IV. NAPAC Updates
 - A. Dr. Jane Harstad no longer a part of Office of American Indian Education
 - B. Review of District response to vote of nonconcurrency
- V. Future Events
 - A. May 6, 2025: Native Graduate Honoring Ceremony at HHS

-
- B. June 1, 2025: Deadline for future American Indian Education Aid
 - C. June 6, 2025: High School Graduation
 - D. June 12, 2025: June Meeting
 - E. August 12, 2025: Career Fair at Prairie Island Community Center



Student School Board Committee



The school board believes that the views, insights, and suggestions of student representatives on the school board can be an advantage to the school board in its decision-making role. The Student School Board Committee will focus on identifying, interviewing, and recommending students to serve on the school board.

Agenda, May 14, 2025

1. Interviews Completed

- 5 Interviews
 - Hastings High School
 - April 29, 2025
- Student Scores
 - All students performed well in the interview process
 - See Scores
- **Committee recommendations:**
 - Recommending two students: Students A and C from the interview process.
 - Contacted via phone on May 15, 2025
 - 1. Will need contact information
 - Students not moving forward will be contacted via email.
 - They will be invited to attend the Regular School Board Meeting on May 21, 2025.

2. Mentorship

- **Committee discussion:** Mentors tend to contact their mentors once per month, minimum.
- Sitting Members will help support mentorship.
 - Dressley will support the mentorship of the two seniors
 - Bruns will mentor Student A
 - Millner will mentor Student C

3. Future Work

- Contact students on May 15, 2025
 - Invite to Regular Board Meeting May 21, 2025
 - Inform that they will be seated on September 24, 2025 at the Regular Board Meeting. They will be sworn in on this date.
- Onboarding
- Regular mentorship contact schedule



Policy Committee Mission

The Hastings School Board Policy Committee serves to review and revise current policies, and propose policy changes for adoption based on statute, at the direction of the School Board or administrator, and as identified for the benefit for the students and staff of ISD 200.

Next Policy Committee Meetings

June 5 2025 at 11:00am

May 2 & May 16, 2025 Policy Committee Summary

[Review Cycle Tracker](#)

Discussion

606.1 Textbooks and Instructional Materials - Responsibility of Selection

- Committee Discussion: This procedure is replaced by *606.IPR Curriculum Development and Review*
 - Committee Recommendation: ***No board action required***

1st Readings

425 Staff Development and Mentoring

- Committee Discussion: New ISD 200 policy, recommended by administration. This is an MSBA model policy with minor revisions to language to reflect Hastings specific language/ Examples: Updated "*Advisory Staff Development Committee*" to "*Staff Development Committee*" throughout the policy.
 - Committee Recommendation: ***1st Reading***

602 Organization of School Calendar and School Day

(Note: this policy will be added to the agenda in BoardBook on Monday)

- Committee Discussion:
- Section II: Language revision "*The school calendar and schedule of the school day are important to parents, students, employees, and the general public for advanced, effective planning of the school year.*"
- Section V(A)(1): Added language to establish that snow days will utilize the additional days built into the calendar (for example President's Day & Good Friday) before using an E-learning day. The district must use an e-learning day for snow days when not doing so would result in:
 - a loss of funding; or
 - an extension of days at the end of the school year.
- Added Section VI "*Schools may implement digital instruction according to Minnesota Statutes section 124D.094 Subd. 2*"
- Added Legal Reference "*Minn Stat. § 124D.094 Subd.2 (Online Instruction Act)*"
 - Committee Recommendation: ***1st Reading***

2nd Reading

No changes

3rd Readings

704 Development and Maintenance of an Inventory of Fixed Assets and a Fixed Asset Accounting System

- Committee discussion: Section III: Group purchases for technology, furniture, or other equipment updated from "\$25,000" to "\$50, 000" to reflect "2 C.F.R. § 200 (Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards)"

-
- Committee Recommendation: *3rd Reading/ Consent Agenda*

Consent Agenda

604.1PR Parent/Guardian or Adult Student Objection to Instructional Content and Request for Alternative Instruction

- Committee Discussion: New administrative procedure, establishes a procedure for parents/guardians or adult students to follow when objecting to instructional content & requesting alternative instruction/ Does not require 3 readings
 - Committee Recommendation: *Consent Agenda*

606.1PR Curriculum Development and Review

- Committee Discussion: New administrative procedure, outlines ISD 200's curriculum development and review cycle/ does not require 3 readings
 - Committee Recommendation: **Consent Agenda**

606.5PR/FRM Addressing an Objection to a Library Media Resource

- Committee Discussion: New administrative procedure, and forms, outlines ISD 200's library media objection procedure and includes all related forms./ Does not require 3 readings
 - Committee Recommendation: *Consent Agenda*

Upcoming/ In Progress

The committee continues to work through the 600 series of policies (Education Programs) with the Director of Teaching & Learning, and these will come to the board over the next couple of months. As a reminder, the legislative session ends in May and we anticipate that any legislative revisions will come from MSBA in late June. I will work on these as quickly as possible for committee review with the goal of bringing them to the board in July.

May 21, 2025 Board Meeting

1st Readings:

425 Staff Development and Mentoring
602 Organization of School Calendar and School Day

2nd Readings:

422 Policies Incorporated by Reference
522 Sex Nondiscrimination Policy, Title IX Grievance Procedure and Process
523 Policies Incorporated by Reference
607 Organization of Grade Levels
609 Religion and Cultural Observances
611 Home Schooling

Consent Agenda:

- Consent Agenda
 - 604.1PR Parent/Guardian or Adult Student Objection to Instructional Content and Request for Alternative Instruction
 - 606.1PR Curriculum Development and Review
 - 606.5PR/FRM Addressing an Objection to a Library Media Resource
- 3rd Reading/ Consent Agenda
 - 101.1 Name of the School District
 - 101.2 Official & Approved Logos, Mascot, & Song

-
- 413 Harassment and Violence
 - 704 Development and Maintenance of an Inventory of Fixed Assets and a Fixed Asset Accounting System
 - 902 Use of School District Facilities and Equipment



425 STAFF DEVELOPMENT AND MENTORING

I. PURPOSE

The purpose of this policy is to establish a staff development program and structure to carry out planning and reporting on staff development that supports improved student learning.

II. STAFF DEVELOPMENT COMMITTEE

A. The school board delegates the Director of Teaching & Learning to establish a Staff Development Committee. The committee will develop a staff development plan, including site plans consistent with the goals of the staff development plan, and evaluate staff development efforts at the site level.

The majority of the membership of the Staff Development Committee shall consist of teachers representing various grade levels, subject areas, and special education. The committee also will include non teaching staff, parents, and administrators.

III. DUTIES OF THE STAFF DEVELOPMENT COMMITTEE

A. The Staff Development Committee will develop a staff development plan that will be reviewed and subject to approval by the school board annually.

B. The Staff Development Plan must contain the following elements:

1. Staff development outcomes that are consistent with the education outcomes will be reviewed annual by the school board;
2. The means to achieve the staff development outcomes;
3. The procedures for evaluating progress at each school site toward meeting educational outcomes consistent with relicensure requirements under Minnesota Statutes, section 122A.187;
4. Ongoing staff development activities that contribute toward continuous improvement in achievement of the following goals:
 - a) Improve student achievement of state and local education standards in all areas of the curriculum, including areas of regular academic and applied and experiential learning, by using research-based best practices methods;
 - b) Effectively meet the needs of a diverse student population, including at-risk children, children with disabilities, English learners, and gifted children, within the regular classroom, applied and experiential learning settings;

- c) Provide an inclusive curriculum for a racially, ethnically, linguistically, and culturally diverse student population that is consistent with Minnesota Statutes section 124D.861 Achievement and Integration for Minnesota;
 - d) Improve staff collaboration and develop mentoring and peer coaching programs for teachers new to the school or district;
 - e) Effectively teach and model violence prevention policy and curriculum that address early intervention alternatives, issues of harassment, and teach nonviolent alternatives for conflict resolution;
 - f) Effectively deliver digital and blended learning and curriculum and engage students with technology; and
 - g) Provide teachers and other members of site-based management teams with appropriate management and financial management skills.
5. The Staff Development Plan also must:
- a) Support stable and productive professional communities achieved through ongoing and schoolwide progress and growth in teaching practice;
 - b) Emphasize coaching, professional learning communities, classroom action research, and other job-embedded models;
 - c) Maintain a strong subject matter focus premised on students' learning goals consistent with Minnesota Statutes, section 120B.125;
 - d) Ensure specialized preparation and learning about issues related to teaching English learners and students with special needs by focusing on long-term systemic efforts to improve educational services and opportunities and raise student achievement; and
 - e) Reinforce national and state standards of effective teaching practice.
6. Staff development activities must:
- a) Focus on the school classroom and research-based strategies that improve student learning;
 - b) Provide opportunities for teachers to practice and improve their instructional skills over time;
 - c) Provide opportunities for teachers to use student data as part of their daily work to increase student achievement;
 - d) Enhance teacher content knowledge and instructional skills, including to

accommodate the delivery of digital and blended learning and curriculum and engage students with technology;

- e) Align with state and local academic standards;
- f) Provide opportunities to build professional relationships, foster collaboration among principals and staff who provide instruction, and provide opportunities for teacher-to-teacher mentoring;
- g) Align with the plan, if any, of the district or site for an alternative teacher professional pay system;
- h) Provide teachers of English learners, including English as a second language, and content teachers with differentiated instructional strategies critical for ensuring student long-term academic success, the means to effectively use assessment data on the academic literacy, oral academic language, and English language development of English learners, and skills to support native and English language development across the curriculum; and
- i) Provide opportunities for staff to learn about current workforce trends, the connections between workforce trends and postsecondary education, and training options, including career and technical education options.

7. Staff development activities may include curriculum development and curriculum training programs and activities that provide teachers and other members of site-based teams training to enhance team performance.

8. The school district may implement other staff development activities required by law and activities associated with professional teacher compensation models.

- C. The Staff Development Committee will assist Site Professional Development Teams in developing a site plan consistent with the goals and outcomes of the staff development plan.
- D. The Staff Development Committee will evaluate staff development efforts at the site level and will report to the school board annually the extent to which staff at the site have met the outcomes of the staff development plan.
- E. In addition to developing a staff development plan, the Staff Development Committee also must develop teacher mentoring programs for teachers new to the profession or school district. Teacher mentoring programs must be included in or aligned with the school district's teacher evaluation and peer review processes under Minnesota Statutes, sections 122A.40, subdivision 8 or 122A.41, subdivision 5.
- F. The Staff Development Committee shall assist the school district in preparing any reports required by the Minnesota Department of Education (MDE) relating to staff development or

teacher mentoring including, but not limited to, the reports referenced in Section VII. below.

IV. DUTIES OF THE SITE PROFESSIONAL DEVELOPMENT TEAM

- A. Each Site Professional Development Team shall develop a site plan, consistent with the goals of the staff development plan. The school board will review the site plans for consistency with the staff development plan annually.
- B. The Site Professional Development Team must demonstrate to the school board the extent to which staff at the site have met the outcomes of the staff development plan. The actual reports to the school board can be made by the Staff Development Committee to avoid duplication of effort.
- C. If the school board determines that staff development outcomes are not being met, it may withhold a portion of the initial allocation of revenue referenced in Section V. below.

V. STAFF DEVELOPMENT FUNDING

- A. Unless the school district is in statutory operating debt or a majority of the school board and a majority of its licensed teachers annually vote to waive the requirement to reserve basic revenue for staff development, the school district will reserve an amount equal to at least two percent of its basic revenue for: (1) teacher development and evaluation under Minnesota Statutes, section 122A.40, subdivision 8 or 122A.41, subdivision 5; (2) principal development and evaluation under section 123B.147, subdivision. 3; (3) professional development under section 122A.60; (4) in-service education for programs under section 120B.22, subdivision 2; and (5) teacher mentorship under section 122A.70, subdivision 1. To the extent extra funds remain, staff development revenue may be used for development plans, including plans for challenging instructional activities and experiences under section 122A.60, and for curriculum development and programs, other in-service education, teacher's workshops, teacher conferences, the cost of substitute teachers for staff development purposes, preservice and in-service education for special education professionals and paraprofessionals, and other related costs for staff development efforts. The school district also may use the revenue reserved for staff development for grants to the school district's teachers to pay for coursework and training leading to certification as either a college in the schools teacher or a concurrent enrollment teacher. To receive a grant, the teacher must be enrolled in a program that includes coursework and training focused on teaching a core subject.
- B. The school district may, in its discretion, expend an additional amount of unreserved revenue for staff development based on its needs.
- C. Release time provided for teachers to supervise students on field trips and school activities, or independent tasks not associated with enhancing the teacher's knowledge and

instructional skills, such as preparing report cards, calculating grades, or organizing classroom materials, may not be counted as staff development time that is financed with staff development reserved revenue under Minnesota Statutes, section 122A.61.

VI. PROCEDURE FOR USE OF STAFF DEVELOPMENT FUNDS

- A. On an annual basis, the Staff Development Committee shall prepare a projected budget setting forth proposals for allocating staff development and mentoring funds reserved for each school site. Such budgets shall include, but not be limited to, projections as to the cost of building site training programs, costs of individual staff seminars, and cost of substitutes.
- B. Upon approval of the budget by the school board, the Staff Development Committee shall be responsible for monitoring the use of such funds in accordance with the staff development plan and budget. The requested use of staff development funds must meet or make progress toward the goals and objectives of the Staff Development Plan. All costs/expenditures will be reviewed by the school board and/or superintendent for consistency with the staff development plan annually.
- C. Individual requests from staff for leave to attend staff development activities shall be submitted and reviewed according to school district policy, staff procedures, contractual agreement, and the effect on school district operations. Failure to timely submit such requests may be cause for denial of the request.
- D. The school district may use staff development revenue, special grant programs established by the legislature, or another funding source to pay a stipend to a mentor who may be a current or former teacher who has taught at least three (3) years and is not on an improvement plan. Other initiatives using such funds or funds available under Minnesota Statutes, sections 124D.861 and 124D.862.

VII. PARAPROFESSIONALS, TITLE I AIDES, AND OTHER INSTRUCTIONAL SUPPORT STAFF

- A. The school district must provide a minimum of eight hours of paid orientation or professional development annually to all paraprofessionals, Title I aides, and other instructional support staff. Six of the eight hours must be completed before the first instructional day of the school year or within 30 days of hire.
- B. The orientation or professional development must be relevant to the employee's occupation and may include collaboration time with classroom teachers and planning for the school year.
- C. For paraprofessionals who provide direct support to students, at least 50 percent of the professional development or orientation must be dedicated to meeting the requirements of this section. Professional development for paraprofessionals may also address the requirements of Minnesota Statutes, section 120B.363, subdivision 3.

- D. A school administrator must provide an annual certification of compliance with this requirement to the MDE Commissioner.

VIII. REPORTING

- A. The school district and staff development committee shall prepare a report of the previous fiscal year's staff development activities and expenditures as part of the school district's comprehensive achievement and civic readiness report.
1. The report must include assessment and evaluation data indicating progress toward district and site staff development goals based on teaching and learning outcomes, including the percentage of teachers and other staff involved in instruction who participate in effective staff development activities.
 2. The report will provide a breakdown of expenditures for:
 - a) Curriculum development and curriculum training programs;
 - b) Staff development training models, workshops, and conferences; and
 - c) The cost of releasing teachers or providing substitute teachers for staff development purposes.

The report also must indicate whether the expenditures were incurred at the district level or the school site level and whether the school site expenditures were made possible by the grants to school sites that demonstrate exemplary use of allocated staff development revenue. These expenditures must be reported using the uniform financial and accounting and reporting standards (UFARS).
 3. The report will be signed by the superintendent and staff development chair.
- B. To the extent the school district receives a grant for mentorship activities described in Section V.(D), by June 30 of each year after receiving a grant, the site staff development committee must submit a report to the Professional Educator Licensing and Standards Board on program efforts that describes mentoring and induction activities and assesses the impact of these programs on teacher effectiveness and retention.

Legal References: *Minn. Stat. § 120A.41 (Length of School Year; Days of Instruction)*
Minn. Stat. § 120A.415 (Extended School Calendar)
Minn. Stat. § 120B.125 (Planning for Students' Successful Transition to Postsecondary Education and Employment; Personal Learning Plans)
Minn. Stat. § 120B.22, Subd. 2 (Violence Prevention Education)
Minn. Stat. § 121A.642 (Paraprofessional Training)
Minn. Stat. § 122A.187 (Expiration and Renewal)
Minn. Stat. § 122A.40, Subds. 7, 7a and 8 (Employment; Contracts; Termination - Additional Staff Development and Salary)

Minn. Stat. § 122A.41, Subds. 4, 4a and 5 (Teacher Tenure Act; Cities of the First Class; Definitions - Additional Staff Development and Salary)
Minn. Stat. § 122A.60 (Staff Development Program)
Minn. Stat. § 122A.70 (Teacher Mentorship and Retention of Effective Teachers)
Minn. Stat. § 122A.61 (Reserved Revenue for Staff Development)
Minn. Stat. § 123B.147, subd. 3 (Principals)
Minn. Stat. § 124D.861 (Achievement and Integration for Minnesota)
Minn. Stat. § 124D.862 (Achievement and Integration Revenue)
Minn. Stat. § 126C.10, Subds. 2 and 2b (General Education Revenue)
Minn. Stat. § 126C.13, Subd. 5 (General Education Levy and Aid)

Cross References: *None.*

Policy Reviewed: 05.16.2025

Policy Adopted:

Policy Revised:



602 ORGANIZATION OF SCHOOL CALENDAR AND SCHOOL DAY

I. PURPOSE

The purpose of this policy is to provide for a timely determination of the school calendar and school day.

II. GENERAL STATEMENT OF POLICY

The school calendar and schedule of the school day are important to parents, students, employees, and the general public ~~for advanced, effective to have advance knowledge of the school calendar and school day to effectively~~ planning of for the school year.

III. CALENDAR RESPONSIBILITY

- A. The school calendar shall be adopted annually by the school board. It shall meet all provisions of Minnesota statutes pertaining to minimum number of school days and other provisions of law. The school calendar shall establish student days, workshop days for staff, provide for emergency closings and other information related to students, staff and parents.
- B. Except for learning programs during summer and flexible learning year programs, the school district will not commence an elementary or secondary school year before Labor Day, except as provided in Section III(B)(1), III(B)(2) or III(B)(3). Days devoted to teacher's workshops may be held before Labor Day.
 - 1. The school district may begin the school year on any day before Labor Day to accommodate a construction or remodeling project of \$400,000 or more affecting a school district school facility.
 - 2. The school district may begin the school year on any day before Labor Day if the school district has agreement under Minnesota Statutes section 123A.30, 123A.32, or 123A.35 with a school district that qualifies under Section III(B)(1).
 - 3. The school district may begin the school year on any day before Labor Day if the school district agrees to the same schedule with a school district in an adjoining state.
- C. Employee and advisory groups shall be provided an opportunity to participate in school calendar considerations through a meet and confer process.

IV. SCHOOL DAY RESPONSIBILITY

- A. The superintendent shall be responsible for developing a schedule for the student day, subject to review by the school board. All requirements and provisions of Minnesota Statutes and Minnesota Department of Education Rules shall be met.

- B. In developing the student day schedule, the superintendent shall consider such factors as school bus schedules, cooperative programs, differences in time requirements at various grade levels, effective utilization of facilities, cost effectiveness, and other concerns deserving of attention.
- C. Proposed changes in the school day shall be subject to review and approval by the school board.

V. E-LEARNING DAYS

- A. An “e-learning day” is a school day where a school offers full access to online instruction provided by students’ individual teachers due to inclement weather.
 - 1. The first emergency or snow day will not be rescheduled.
 - 2. The second and/or third emergency or snow day will utilize dates built and noted on the school calendar (i.e. Presidents Day, Good Friday, etc).
 - 3. After the third emergency or snow day, or after dates built into the calendar are exhausted (i.e. Presidents Day, Good Friday, etc); an e-learning day must be utilized for future closures; otherwise it would result in (1) loss of funding; or (2) an extension of days at the end of the school year.
- B. A school district may designate up to five e-learning days in one school year.
- C. An e-learning day is counted as a day of instruction and included in the hours of instruction pursuant to Section III(A), above.
- D. A school board may adopt an e-learning day plan after consulting with the exclusive representative of the teachers. The e-learning day plan developed by the school district will include accommodations for students without Internet Access at home and for digital device access for families without the technology or with an insufficient amount of technology for the number of children in the household. The plan must also provide accessible options for students with disabilities.
- E. The school district must notify parents and students of its e-learning day plan at the beginning of each school year.
- F. When an e-learning day is declared by the school district, notice must be provided to parents and students at least two hours prior to the normal school start time that students will need to follow the e-learning day plan for that day.
- G. On an e-learning day, each student’s teacher must be accessible both online and by telephone during normal school hours to assist students and parents.
- H. When the school district declares an e-learning day, it must continue to pay the full

wages for scheduled work hours and benefits of all school employees for the duration of the e-learning period. During the e-learning period, school employees must be allowed to work from home to the extent practicable, be assigned to work in an alternative location, or be retained on an on-call basis for any potential need.

VI. Schools may implement digital instruction according to Minnesota Statutes section 124D.094 Subd. 2.

Legal References: *Minn Stat. § 10.55 (Juneteenth)*
Minn Stat. § 120A.40 (School Calendar)
Minn Stat. § 120A.41 (Length of School Year; Hours of Instruction)
Minn Stat. § 120A.414 (E-Learning Days)
Minn Stat. § 120A.415 (Extended School Calendar)
Minn Stat. § 120A.42 (Conduct of School on Certain Holidays)
Minn Stat. § 122A.40 Subds. 7 and 7a (Employment; Contracts; Termination)
Minn Stat. § 122A.41 Subds. 4 and 4a (Teacher Tenure Act; Cities of the First Class; Definitions)
Minn Stat. § 123A.30 (Agreements for Secondary Education)
Minn Stat. § 123A.32 (Interdistrict Cooperation)
Minn Stat. § 123A.35 (Cooperation and Combination)
Minn Stat. § 124D.094 Subd.2 (Online Instruction Act)
Minn Stat. § 124D.126 (Powers and Duties of Commissioner; Flexible Learning Year Programs)
Minn Stat. § 124D.151 (Voluntary Prekindergarten Program)
Minn Stat. § 124E.25 (Payment of Aids to Charter Schools)
Minn Stat. § 127A.41, Subd. 7 (Distribution of School Aids; Appropriation)
Minn Stat. § 645.44 (Words and Phrases Defined)

Cross References: *None*

Policy Reviewed: 058.169.20253
Policy Adopted: 07.31.2024
Policy Revised: 07.01.2024



422 POLICIES INCORPORATED BY REFERENCE

I. PURPOSE

Certain policies as contained in this policy reference manual are applicable to employees as well as to students. To avoid undue duplication, the school district provides this notice that the following policies also apply to employees:

- A. ISD 200 Policy 505 Temporary Distribution of Non-School Sponsored Materials on School Premises by Students and Employees
- B. ISD 200 Policy 507 Corporal Punishment and Prone Restraint
- C. ISD 200 Policy 511 Student Fundraising
- D. ISD 200 Policy 518 DNR-DNI Orders
- E. ISD 200 Policy 519 Interviews of Students by Outside Agencies
- F. ISD 200 Policy 522 Sex Nondiscrimination Policy, Title IX Grievance Procedure & Process
- G. ISD 200 Policy 524 Internet and Technology Acceptable Use and Safety Policy
- H. ISD 200 Policy 535 Service Animals in Schools

II. NOTICE

Employees are charged with notice that the above cited policies are also applicable to employees; in addition employees are also on notice that the provisions of other policies speak for themselves and may be applicable although not specifically listed above.

Legal References: *None*

Cross References: *None*

Policy Reviewed: *04.04.2025*

Policy Adopted:

Policy Revised:



**522 SEX NONDISCRIMINATION POLICY, TITLE IX GRIEVANCE PROCEDURE
AND PROCESS**

I. GENERAL STATEMENT OF POLICY

- A. The school district does not discriminate on the basis of sex in its education programs or activities, and it is required by Title IX of the Education Amendments Act of 1972, and its implementing regulations, not to discriminate in such a manner. The requirement not to discriminate in its education programs or activities extends to admission and employment. The school district is committed to maintaining an education and work environment that is free from discrimination based on sex, including sexual harassment.
- B. The school district prohibits sexual harassment that occurs within its education programs and activities. When the school district has actual knowledge of sexual harassment in its education program or activity against a person in the United States, it shall promptly respond in a manner that is not deliberately indifferent.
- C. This policy applies to sexual harassment that occurs within the school district's education programs and activities and that is committed by a school district employee, student, or other members of the school community. This policy does not apply to sexual harassment that occurs off school grounds, in a private setting, and outside the scope of the school district's education programs and activities. This policy does not apply to sexual harassment that occurs outside the geographic boundaries of the United States, even if the sexual harassment occurs in the school district's education programs or activities.
- D. Any student, parent, or guardian having questions regarding the application of Title IX and its regulations and/or this policy and grievance process should discuss them with the Title IX Coordinator. The school district's Title IX Coordinator(s) is/are:

Cathy Moen
Director of Human Resources
Hastings Public Schools 1000 West 11th Street
Hastings, MN 55033
(651) 480-7002
cmoen@isd200.org

Alternate Title IX Coordinator:
Andrew Hodges
Director of Teaching & Learning
Hastings Public Schools 1000 West 11th Street
Hastings, MN 55033
(651) 480-7011
ahodges@isd200.org

Questions relating solely to Title IX and its regulations may be referred to the Title IX Coordinator(s), the Assistant Secretary for Civil Rights of the United States Department of Education, or both.

- E. The effective date of this policy is August 14, 2020, and applies to alleged violations of this policy occurring on or after August 14, 2020.

~~The school district prohibits discrimination on the basis of sex in all forms, including sexual harassment.¶¶~~

- ~~F. The school district does not discriminate on the basis of sex in its education programs or activities, and it is required by Title IX of the Education Amendments Act of 1972, and its implementing regulations, not to discriminate in such a manner. The requirement not to discriminate in its education programs or activities extends to admission and employment. The school district is committed to maintaining an education and work environment that is free from discrimination based on sex, including sexual harassment.¶¶~~

~~SEX DISCRIMINATION COMPLAINTS NOT INVOLVING SEXUAL HARASSMENT~~

~~Complaints of sex discrimination that do not constitute sexual harassment, as defined below, or retaliation from making a complaint of sexual harassment, should be reported to the building principal or building supervisor. The building principal or supervisor is then responsible for notifying the school district's Title IX Coordinator of the complaint. If a complaint involves the building principal or supervisor, it should be reported directly to the Title IX Coordinator. The Title IX Coordinator will ensure an investigation is completed in accordance with the requirements of applicable school district policies. The district's Title IX Coordinator is the Director of Human Resources. The Title IX Coordinator's contact information is:¶¶~~

~~Cathy Moen¶¶
Director of Human Resources ¶¶
Hastings Public Schools 1000 West 11th Street¶¶
Hastings, MN 55033¶¶
(651) 480-7002¶¶
cmoen@isd200.org~~

~~GENERAL POLICY PROHIBITING SEXUAL HARASSMENT¶¶~~

- ~~G. The school district prohibits sexual harassment that occurs within its education programs and activities. When the school district has actual knowledge of sexual harassment in its education program or activity against a person in the United States, it shall promptly respond in a manner that is not deliberately indifferent.¶¶~~

~~This policy applies to sexual harassment that occurs within the school district's education programs and activities. This policy does not apply to sexual harassment that occurs outside the scope of the school district's education programs and activities. This policy does not apply to sexual harassment that occurs outside the geographic boundaries of the United States, even if the sexual harassment occurs in the school district's education programs or activities.~~¶¶

~~Any student, parent, or guardian having questions regarding the application of Title IX and its regulations and/or this policy and grievance process should discuss them with the Title IX Coordinator identified in Section II above.~~¶¶

~~Questions relating solely to Title IX and its regulations may be referred to the Title IX Coordinator(s), the Assistant Secretary for Civil Rights of the United States Department of Education, or both.~~¶¶

~~The effective date of this policy is August 14, 2020, and it applies to alleged violations of this policy occurring on or after August 14, 2020.~~

II. DEFINITIONS

- A. "Actual knowledge" means notice of sexual harassment or allegations of sexual harassment to the school district's Title IX Coordinator or to any employee of the school district. Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute actual knowledge. This standard is not met when the only official of the school district with actual knowledge is the respondent.
- B. "Complainant" means a person who is alleged to be the victim of conduct that could constitute sexual harassment under Title IX. A Title IX Coordinator who signs a formal complaint is not a complainant unless the Title IX Coordinator is alleged to be the victim of the conduct described in the formal complaint.
- C. "Day" or "days" means, unless expressly stated otherwise, business days (i.e. day(s) that the school district office is open for normal operating hours, Monday - Friday, excluding State-recognized holidays).
- D. "Deliberately indifferent" means clearly unreasonable in light of the known circumstances. The school district is deliberately indifferent only if its response to sexual harassment is clearly unreasonable in light of the known circumstances.
- E. "Education program or activity" means locations, events, or circumstances over which the school district exercises substantial control over both the respondent and the context in which the sexual harassment occurs and includes school district education programs or activities that occur on or off of school district property.

- F. “Formal complaint” means a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the school district investigate the allegation of sexual harassment.
1. A formal complaint filed by a complainant must be a physical document or an electronic submission. The formal complaint must contain the complainant’s physical or digital signature, or otherwise indicate that the complainant is the person filing the formal complaint, and must be submitted to the Title IX Coordinator in person, by mail, or by email.
 2. A formal complaint shall state that, at the time of filing the formal complaint, the complainant was participating in, or attempting to participate in, an education program or activity of the school district with which the formal complaint is filed.
 3. A parent or guardian of a child younger than 18 years old may file a formal complaint on behalf of their child.
- G. “Informal resolution” means options for resolving a formal complaint that do not involve a full investigation and adjudication. Informal resolution may encompass a broad range of conflict resolution strategies, including mediation or restorative justice.
- H. “Relevant questions” and “relevant evidence” are questions, documents, statements, ~~physical items,~~ or information that are related to the allegations raised in a formal complaint. ~~and have any tendency to make the allegations more or less likely to be true.~~ Relevant evidence ~~includes evidence~~ that is both inculpatory and exculpatory. Questions and evidence about the complainant’s sexual predisposition or prior sexual behavior are not relevant, unless such questions or evidence about the complainant’s prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions or evidence concern specific incidents of the complainant’s prior sexual behavior with respect to the respondent and are offered to prove consent.
- I. “Remedies” means actions designed to restore or preserve the complainant’s equal access to education after a respondent is found responsible for sexual harassment. Remedies may include the same individualized services that constitute supportive measures, but need not be non-punitive or non-disciplinary, nor must they avoid burdening the respondent.
- J. “Respondent” means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment under Title IX.
- K. “Sexual harassment” means any of three types of misconduct on the basis of sex that occurs in a school district education program or activity and is committed against a person in the

United States:

1. *Quid pro quo* harassment by a school district employee (conditioning the provision of an aid, benefit, or service of the school district on an individual's participation in unwelcome sexual conduct);
 2. Unwelcome conduct that a reasonable person would find so severe, pervasive, and objectively offensive that it denies a person equal educational access; or
 3. Any instance of sexual assault (as defined in the Clery Act, 20 United States Code section 1092(f)(6)A(v)), dating violence, domestic violence, or stalking (as defined in the Violence Against Women Act, 34 United States Code section 12291).
- L. “Supportive measures” means individualized services provided to the complainant or respondent without fee or charge that are reasonably available, non-punitive, non-disciplinary, not unreasonably burdensome to the other party, and designed to ensure equal educational access, protect safety, and deter sexual harassment. Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, alternative educational services as defined under Minnesota Statutes section 121A.41, as amended, mutual restrictions on contact between the parties, changes in work or school locations, leaves of absence, increased security and monitoring of certain areas of the school district buildings or property, and other similar measures.
- M. “Title IX Personnel” means any person who addresses, works on, or assists with the school district’s response to a report of sexual harassment or formal complaint, and includes persons who facilitate informal resolutions. The following are considered Title IX Personnel:
1. “Title IX Coordinator” means an employee of the school district that is designated and authorized to coordinate the school district’s efforts to comply with and carry out its responsibilities under Title IX. The Title IX Coordinator is responsible for acting as the primary contact for the parties and ensuring that the parties are provided with all notices, evidence, reports, and written determinations to which they are entitled under this policy and grievance process. The Title IX Coordinator is also responsible for effective implementation of any supportive measures or remedies. The Title IX Coordinator must be free from conflicts of interest and bias when administering the grievance process.
 2. “Investigator” means a person who investigates a formal complaint. The investigator of a formal complaint may not be the same person as the ~~Title IX Coordinator,~~ Decision-maker, or the Appellate Decision-maker. ~~in that formal complaint.~~ The Investigator may be a school district employee, school district official, or a third party

designated by the school district.

3. “Decision-maker” means a person who makes a determination regarding responsibility after the investigation has concluded. The Decision-maker ~~cannot for a formal complaint cannot~~ be the same person as the Title IX Coordinator, the Investigator, or the Appellate Decision-maker. ~~in that formal complaint. The Decision-maker may be an administrator, supervisor, or other individual qualified to determine and impose appropriate remedies if a determination of responsibility is made.~~
4. “Appellate Decision-maker” means a person who considers and decides appeals of determinations regarding responsibility and dismissals of formal complaints. The Appellate Decision-maker ~~for a formal complaint~~ cannot be the same person as the Title IX Coordinator, Investigator, or Decision-maker ~~in that formal complaint~~. The Appellate Decision-maker may be a school district employee, or a third party designated by the school district.

~~“Informal resolution facilitator” means a person who facilitates the informal resolution process if desired by the parties. The Informal resolution facilitator may be the Title IX Coordinator, but may not be the Investigator, Decision-maker or Appellate Decision-maker in the formal complaint proposed for informal resolution.~~

5. The superintendent of the school district may delegate functions assigned to a specific school district employee under this policy, including but not limited to the functions assigned to the Title IX Coordinator, Investigator, Decision-maker, Appellate Decision-maker, and ~~facilitator of informal resolution processes~~ ~~Informal resolution facilitator~~, to any suitably qualified individual and such delegation may be rescinded by the superintendent at any time. The school district may also, in its discretion, appoint suitably qualified persons who are not school district employees to fulfill any function under this policy, including, but not limited to, Investigator, Decision-maker, Appellate Decision-maker, and ~~facilitator of informal resolution processes~~. ~~Informal resolution facilitator~~.

III. BASIC REQUIREMENTS FOR GRIEVANCE PROCESS

A. Equitable Treatment

1. The school district shall treat complainants and respondents equitably. However, equality or parity with respect to supportive measures provided to complainants and respondents is not required.
2. The school district will not impose any disciplinary sanctions or take any other actions against a respondent that do not constitute supportive measures until it has completed

this grievance process and the respondent has been found responsible.

3. The school district will provide appropriate remedies to the complainant any time a respondent is found responsible.

B. Objective and Unbiased Evaluation of Complaints

1. Title IX Personnel, including the Title IX Coordinator, Investigator, Decision-maker, and Appellate Decision-maker, shall be free from conflicts of interest or bias for or against complainants or respondents generally or a specific complainant or respondent.
2. Throughout the grievance process, Title IX Personnel will objectively evaluate all relevant evidence, inculpatory and exculpatory, and shall avoid credibility determinations based solely on a person's status as a complainant, respondent, or witness.

- C. Title IX Personnel will presume that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.

D. Confidentiality

The school district will keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any complainant, any individual who has been reported to be the perpetrator of sex discrimination, any respondent, and any witness, except as may be permitted by the Family Educational Rights and Privacy Act (FERPA), 20 United States Code section 1232g, FERPA regulations, 34 Code of Federal Regulations part 99, Minnesota law under Minnesota Statutes section 13.32, or as required by law, or to carry out the purposes of 34 Code of Federal Regulations part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder (i.e., the school district's obligation to maintain confidentiality shall not impair or otherwise affect the complainants and respondents receipt of the information to which they are entitled with respect to the investigative record and determination of responsibility).

E. Right to an Advisor; Right to a Support Person

Complainants and respondents have the right, at their own expense, to be assisted by an advisor of their choice during all stages of any grievance proceeding, including all meetings and investigative interviews. The advisor may be, but is not required to be, an attorney. In general, an advisor is not permitted to speak for or on behalf of a complainant or respondent, appear in lieu of complainant or respondent, participate as a witness, or participate directly in any other manner during any phase of the grievance process.

A complainant or respondent with a disability may be assisted by a support person throughout the grievance process, including all meetings and investigative interviews, if such accommodation is necessary. A support person may be a friend, family member, or any individual who is not otherwise a potential witness. The support person is not permitted to speak for or on behalf of a complainant or respondent, appear in lieu of complainant or respondent, participate as a witness, or participate directly in any other manner during any phase of the grievance process.

F. Notice

The school district will send written notice of any investigative interviews or meetings to any party whose participation is invited or expected. The written notice will include the date, time, location, participants, and purpose of the meeting or interview, and will be provided to allow sufficient time for the party to prepare to participate.

G. Consolidation

The school district may, in its discretion, consolidate formal complaints as to allegations of sexual harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of sexual harassment arise out of the same facts or circumstances.

H. Evidence

1. During the grievance process, the school district will not require, allow, rely upon, or otherwise use questions or evidence that constitute or seek disclosure of information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.
2. The school district shall not access, consider, disclose, or otherwise use a party's medical, psychological, and similar treatment records unless the school district obtains the party's voluntary, written consent.

I. Burden of Proof

1. The burden of gathering evidence and the burden of proof shall remain upon the school district and not upon the parties.
2. The grievance process shall use a preponderance of the evidence standard (i.e. whether it is more likely than not that the respondent engaged in sexual harassment) for all formal complaints of sexual harassment, including when school district employees are respondents.

J. Timelines

1. Any informal resolution process must be completed within thirty (30) calendar days following the parties' agreement to participate in such informal process.
2. An appeal of a determination of responsibility or of a decision dismissing a formal complaint must be received by the school district within five (5) days of the date the determination of responsibility or dismissal was provided to the parties.
3. Any appeal of a determination of responsibility or of a dismissal will be decided within thirty (30) calendar days of the day the appeal was received by the School District.
4. The school district will seek to conclude the grievance process, including any appeal, within 120 calendar days of the date the formal complaint was received by the School District.
5. Although the school district strives to adhere to the timelines described above, in each case, the school district may extend the time frames for good cause. Good cause may include, without limitation: the complexity of the allegations; the severity and extent of the alleged misconduct; the number of parties, witnesses, and the types of other evidence (e.g., forensic evidence) involved; the availability of the parties, advisors, witnesses, and evidence (e.g., forensic evidence); concurrent law enforcement activity; intervening school district holidays, breaks, or other closures; the need for language assistance or accommodation of disabilities; and/or other unforeseen circumstances.

K. Potential Remedies and Disciplinary Sanctions

1. The following is the range of possible remedies that the school district may provide a complainant and disciplinary sanctions that the school district might impose upon a respondent, following determination of responsibility: counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, mutual or unilateral restrictions on contact between the parties, changes in work locations, leaves of absence, monitoring of certain areas of the school district buildings or property, warning, suspension, exclusion, expulsion, transfer, remediation, termination, or discharge.
2. If the Decision-maker determines a student-respondent is responsible for violating this policy, the Decision-maker will recommend appropriate remedies, including disciplinary sanctions/consequences. The Title IX Coordinator will notify the superintendent of the recommended remedies, such that an authorized administrator can consider the recommendation(s) and implement appropriate remedies in compliance with MSBA Model Policy 506 – Student Discipline. The discipline of a student respondent must comply with the applicable provisions of Minnesota Pupil Fair Dismissal Act, the Individuals with Disabilities Education Improvement Act (IDEA) and/or Section 504 of the Rehabilitation Act of 1972, and their respective implementing

regulations.

IV. REPORTING PROHIBITED CONDUCT

- A. Any student who believes they have been the victim of unlawful sex discrimination or sexual harassment, or any person (including the parent of a student) with actual knowledge of conduct which may constitute unlawful sex discrimination or sexual harassment should report the alleged acts as soon as possible to the Title IX Coordinator.
- B. Any employee of the school district who has experienced, has actual knowledge of, or has witnessed unlawful sex discrimination, including sexual harassment, or who otherwise becomes aware of unlawful sex discrimination, including sexual harassment, must promptly report the allegations to the Title IX Coordinator without screening or investigating the report or allegations.
- C. A report of unlawful sex discrimination or sexual harassment may be made at any time, including during non-business hours, and may be made in person, by mail, by telephone, or by e-mail using the Title IX Coordinator's contact information. A report may also be made by any other means that results in the Title IX Coordinator receiving the person's verbal or written report.
- D. Sexual harassment may constitute both a violation of this policy and criminal law. To the extent the alleged conduct may constitute a crime, the school district may report the alleged conduct to law enforcement authorities. The school district encourages complainants to report criminal behavior to the police immediately.

V. INITIAL RESPONSE AND ASSESSMENT BY THE TITLE IX COORDINATOR

- A. When the Title IX Coordinator receives a report, the Title IX Coordinator shall promptly contact the complainant confidentially to discuss the availability of supportive measures, consider the complainant's wishes with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the complainant the process for filing a formal complaint.
- B. The school district will offer supportive measures to the complainant whether or not the complainant decides to make a formal complaint. The school district must maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the school district's ability to provide the supportive measures. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.
- C. If the complainant does not wish to file a formal complaint, the allegations will not be investigated by the school district unless the Title IX Coordinator determines that signing a

formal complaint to initiate an investigation over the complainant's wishes is not clearly unreasonable in light of the known circumstances.

- D. Upon receipt of a formal complaint, the school district must provide written notice of the formal complaint to the known parties with sufficient time to prepare a response before any initial interview. This written notice must contain:
1. The allegations of sexual harassment, including sufficient details known at the time, the identities of the parties involved in the incident (if known), the conduct allegedly constituting sexual harassment, and the date and location of the alleged incident, if known;
 2. A statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility will be made at the conclusion of the grievance process;
 3. A statement explaining that the parties may have an advisor of their choice, who may be, but is not required to be, an attorney;
 4. A statement that the parties may inspect and review evidence gathered pursuant to this policy;
 5. A statement informing the parties of any code of conduct provision that prohibits knowingly making false statements or knowingly submitting false information; and
 6. A copy of this policy.

VI. STATUS OF RESPONDENT DURING PENDENCY OF FORMAL COMPLAINT

A. Emergency Removal of a Student

1. The school district may remove a student-respondent from an education program or activity of the school district on an emergency basis before a determination regarding responsibility is made if:
 - (a) The school district undertakes an individualized safety and risk analysis;
 - (b) The school district determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal of the student-respondent; and
 - (c) The school district determines if the student-respondent poses such a threat, it will so notify the student-respondent and the student-respondent will have an opportunity to challenge the decision immediately following the removal. In determining whether to impose emergency removal measures, the Title IX

Coordinator shall consult related school district policies, including MSBA Model Policy 506 – Student Discipline. The school district must take into consideration applicable requirements of the Individuals with Disabilities Education Act and Section 504 of the Rehabilitation Act of 1973, prior to removing a special education student or Section 504 student on an emergency basis.

B. Employee Administrative Leave

The school district may place a non-student employee on administrative leave during the pendency of the grievance process of a formal complaint. Such leave will typically be paid leave unless circumstances justify unpaid leave in compliance with legal requirements. The school district must take into consideration applicable requirements of Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act prior to removing an individual with a qualifying disability.

VII. INFORMAL RESOLUTION OF A FORMAL COMPLAINT

- A. At any time prior to reaching a determination of responsibility, informal resolution may be offered and facilitated by the school district at the school district’s discretion, but only after a formal complaint has been received by the school district.
- B. The school district may not require as a condition of enrollment or continued enrollment, or of employment or continued employment, or enjoyment of any other right, waiver of the right to a formal investigation and adjudication of formal complaints of sexual harassment.
- C. The informal resolution process may not be used to resolve allegations that a school district employee sexually harassed a student.
- D. The school district will not facilitate an informal resolution process without both parties’ agreement, and will obtain their voluntary, written consent. The school district will provide to the parties a written notice disclosing the allegations, the requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations, the parties’ right to withdraw from the informal resolution process, and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.
- E. At any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint.

VIII. DISMISSAL OF A FORMAL COMPLAINT

- A. Under federal law, the school district must dismiss a Title IX complaint, or a portion thereof, if the conduct alleged in a formal complaint or a portion thereof:
 - 1. Would not meet the definition of sexual harassment, even if proven;
 - 2. Did not occur in the school district's education program or activity; or
 - 3. Did not occur against a person in the United States.
- B. The school district may, in its discretion, dismiss a formal complaint or allegations therein if:
 - 1. The complainant informs the Title IX Coordinator in writing that the complainant desires to withdraw the formal complaint or allegations therein;
 - 2. The respondent is no longer enrolled or employed by the school district; or
 - 3. Specific circumstances prevent the school district from gathering sufficient evidence to reach a determination.
- C. The school district shall provide written notice to both parties of a dismissal. The notice must include the reasons for the dismissal.
- D. Dismissal of a formal complaint or a portion thereof does not preclude the school district from addressing the underlying conduct in any manner that the school district deems appropriate.

IX. INVESTIGATION OF A FORMAL COMPLAINT

- A. If a formal complaint is received by the School District, the school district will assign or designate an Investigator to investigate the allegations set forth in the formal complaint.
- B. If during the course of the investigation the school district decides to investigate any allegations about the complainant or respondent that were not included in the written notice of a formal complaint provided to the parties, the school district must provide notice of the additional allegations to the known parties.
- C. When a party's participation is invited or expected in an investigative interview, the Investigator will coordinate with the Title IX Coordinator to provide written notice to the party of the date, time, location, participants, and purposes of the investigative interview with sufficient time for the party to prepare.
- D. During the investigation, the Investigator must provide the parties with an equal opportunity to present witnesses for interviews, including fact witnesses and expert witnesses, and other inculpatory and exculpatory evidence.

- E. Prior to the completion of the investigative report, the Investigator, through the Title IX Coordinator, will provide the parties and their advisors (if any) with an equal opportunity to inspect and review any evidence directly related to the allegations. The evidence shall be provided in electronic format or hard copy and shall include all relevant evidence, evidence upon which the school district does not intend to rely in reaching a determination regarding responsibility, and any inculpatory or exculpatory evidence whether obtained from a party or another source. The parties will have ten (10) days to submit a written response, which the Investigator will consider prior to completion of the investigative report.
- F. The Investigator will prepare a written investigative report that fairly summarizes the relevant evidence. The investigative report may include credibility determinations that are not based on a person's status as a complainant, respondent or witness. The school district will send the parties and their advisors (if any) a copy of the report in electronic format or hard copy, for their review and written response at least ten (10) days prior to a determination of responsibility.

X. DETERMINATION REGARDING RESPONSIBILITY

- A. After the school district has sent the investigative report to both parties and before the school district has reached a determination regarding responsibility, the Decision-maker must afford each party the opportunity to submit written, relevant questions that a party wants asked of any party or witness.
- B. The Decision-maker must provide the relevant questions submitted by the parties to the other parties or witnesses to whom the questions are offered, and then provide each party with the answers, and allow for additional, limited follow-up questions from each party.
- C. The Decision-maker must explain to the party proposing the questions any decision to exclude a question as not relevant.
- D. When the exchange of questions and answers has concluded, the Decision-maker must issue a written determination regarding responsibility that applies the preponderance of the evidence standard to the facts and circumstances of the formal complaint. The written determination of responsibility must include the following:
 - 1. Identification of the allegations potentially constituting sexual harassment;
 - 2. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, and methods used to gather other evidence;
 - 3. Findings of fact supporting the determination;
 - 4. Conclusions regarding the application of the school district's code of conduct to the

facts;

5. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the school district imposes on the respondent, and whether remedies designed to restore or preserve equal access to the recipient's education program or activity will be provided by the school district to the complainant; and
 6. The school district's procedures and permissible bases for the complainant and respondent to appeal and the date by which an appeal must be made.
- E. In determining appropriate disciplinary sanctions, the Decision-maker should consider the surrounding circumstances, the nature of the behavior, past incidents or past or continuing patterns of behavior, the relationships between the parties involved, and the context in which the alleged incident occurred.
- F. The written determination of responsibility must be provided to the parties simultaneously.
- G. The Title IX Coordinator is responsible for the effective implementation of any remedies.
- H. The determination regarding responsibility becomes final either on the date that the school district provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

XI. APPEALS

- A. The school district shall offer the parties an opportunity to appeal a determination regarding responsibility or the school district's dismissal of a formal complaint or any allegations therein, on the following bases:
1. A procedural irregularity that affected the outcome of the matter (e.g., a material deviation from established procedures);
 2. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
 3. The Title IX Coordinator, Investigator, or Decision-maker had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter.
- B. If notice of an appeal is timely received by the school district, the school district will notify the parties in writing of the receipt of the appeal, assign or designate the Appellate Decision-maker, and give the parties a reasonable, equal opportunity to submit a written

statement in support of, or challenging, the outcome.

- C. After reviewing the parties' written statements, the Appellate Decision-maker must issue a written decision describing the result of the appeal and the rationale for the result.
- D. The written decision describing the result of the appeal must be provided simultaneously to the parties.
- E. The decision of the Appellate Decision-maker is final. No further review beyond the appeal is permitted.

XII. RETALIATION PROHIBITED

- A. Neither the school district nor any other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX, its implementing regulations, or this policy, or because the individual made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX, its implementing regulations, or this policy, constitutes retaliation. Retaliation against a person for making a report of sexual harassment, filing a formal complaint, or participating in an investigation, constitutes a violation of this policy that can result in the imposition of disciplinary sanctions/consequences and/or other appropriate remedies.
- B. Any person may submit a report or formal complaint alleging retaliation to the Title IX Coordinator in the manner described in this policy and it will be addressed in the same manner as other complaints of sexual harassment or sex discrimination.
- C. Charging an individual with violation of school district policies for making a materially false statement in bad faith in the course of a grievance proceeding under this policy shall not constitute retaliation, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

XIII. TRAINING

- A. The school district shall ensure that Title IX Personnel receive appropriate training. The training shall include instruction on:

1. The Title IX definition of sexual harassment;
 2. The scope of the school district's education program or activity;
 3. How to conduct an investigation and grievance process, appeals, and informal resolution processes, as applicable;
 4. How to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias;
 5. For Decision-makers, training on issues of relevance of questions and evidence, including when questions and evidence about the complainant's prior sexual behavior are not relevant; and
 6. For Investigators, training on issues of relevance, including the creation of an investigative report that fairly summarizes relevant evidence.
- B. The training materials will not rely on sex stereotypes and must promote impartial investigations and adjudications of formal complaints.
- C. Materials used to train Title IX Personnel must be posted on the school district's website. If the school district does not have a website, it must make the training materials available for public inspection upon request.

XIV. DISSEMINATION OF POLICY

- A. This policy shall be made available to all students, parents/guardians of students, school district employees, and employee unions.
- B. The school district shall conspicuously post the name of the Title IX Coordinator, including office address, telephone number, and work e-mail address on its website and in each handbook that it makes available to parents, employees, students, unions, or applicants.
- C. The school district must provide applicants for admission and employment, students, parents or legal guardians of elementary and secondary school students, employees, and all unions holding collective bargaining agreements with the school district, with the following:
1. The name or title, office address, electronic mail address, and telephone number of the Title IX Coordinator;
 2. Notice that the school district does not discriminate on the basis of sex in the education program or activity that it operates, and that it is required by Title IX not

to discriminate in such a manner;

3. A statement that the requirement not to discriminate in the education program or activity extends to admission and employment, and that inquiries about the application of Title IX may be referred to the Title IX Coordinator, to the Assistant Secretary for Civil Rights of the United States Department of Education, or both; and
4. Notice of the school district's grievance procedures and grievance process referenced in this policy, including how to report or file a complaint of sex discrimination, how to report or file a formal complaint of sexual harassment, and how the school district will respond.

XV. RECORDKEEPING

- A. The school district must create, and maintain for a period of seven calendar years, records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment. In each instance, the school district must document:
 1. The basis for the school district's conclusion that its response to the report or formal complaint was not deliberately indifferent;
 2. The measures the school district has taken that are designed to restore or preserve equal access to the school district's education program or activity; and
 3. If the school district does not provide a complainant with supportive measures, then it must document the reasons why such a response was not clearly unreasonable in light of the known circumstances. Such a record must be maintained for a period of seven years.
 4. The documentation of certain bases or measures does not limit the school district in the future from providing additional explanations or detailing additional measures taken.
- B. The school district must also maintain for a period of seven calendar years records of:
 1. Each sexual harassment investigation including any determination regarding responsibility, any disciplinary sanctions imposed on the respondent, and any remedies provided to the complainant designed to restore or preserve equal access to the school district's education program or activity;
 2. Any appeal and the result therefrom;
 3. Any informal resolution and the result therefrom; and

4. All materials used to train Title IX Personnel.

~~APPLICATION OF LAWS OTHER THAN TITLE IX~~

~~C. If a formal complaint is dismissed because the allegations, if true, would not constitute sexual harassment as described above or if a Decision-maker or Appellate decision-maker makes a determination that a respondent is not responsible for sexual harassment under these procedures, the Title IX Coordinator will consider whether the alleged conduct may constitute a violation of one or both of the alternative definitions below. If an investigation has already been conducted, the Title IX Coordinator may review the investigation to determine whether prohibited sexual harassment has occurred. If the Title IX Coordinator concludes that it has, the Title IX Coordinator shall report those findings to the Decision-maker and the Decision-maker shall impose or recommend remedies. If no investigation has taken place, the complaint shall be investigated consistent with Policy 103.~~

~~D. Alternative Definitions of Sexual Harassment~~

- ~~1. Minnesota Human Rights Act (Applicable to Employees and Students) “Sexual harassment” includes unwelcome sexual advances, requests for sexual favors, sexually motivated physical contact or other verbal or physical conduct or communication of a sexual nature when:~~
 - ~~(a) submission to that conduct or communication is made a term or condition, either explicitly or implicitly, of obtaining employment or education;~~
 - ~~(b) submission to or rejection of that conduct or communication by an individual is used as a factor in decisions affecting that individual’s employment or education, or~~
 - ~~(c) that conduct or communication has the purpose or effect of substantially interfering with an individual’s employment or education, or creating an intimidating, hostile, or offensive employment, or educational environment.~~
- ~~2. Title VII (Applicable to Employees)~~

~~“Sexual harassment” mean unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:~~

 - ~~(a) submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment;~~
 - ~~(b) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or~~
 - ~~(c) such conduct has the purpose or effect of unreasonably interfering with an~~

~~individual's work performance or creating an intimidating, hostile, or offensive working environment.¶~~

~~XVI. GRIEVANCE PROCEDURE AND PROCESS¶~~

~~The grievance procedure and process adopted by the school district shall be included with the Policy as an addendum, and may be reviewed and revised as deemed appropriate by the school district.~~

Legal References: *Minn. Stat. § 121A.04 (Athletic Programs; Sex Discrimination)*
Minn. Stat. § 121A.40 – 121A.575 (Minnesota Pupil Fair Dismissal Act) Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
~~*20 U.S.C. §§ 1681-1688 (Title IX of the Education Amendments of 1972)*~~
~~*29 C.F.R. Part 1604 (Implementing Regulations of Title VII)*~~
34 C.F.R. Part 106 (Implementing Regulations of Title IX)
20 U.S.C § 1400, et seq. (Individuals with Disabilities Education Improvement Act) of 2004)
29 U.S.C. § 794 (Section 504 of the Rehabilitation Act)
42 U.S.C. § 12101, et seq. (Americans with Disabilities Act)
20 U.S.C. § 1232g (Family Educational Rights and Privacy Act of 1974)
20 U.S.C. § 1092 et seq. (Jeanne Clery Disclosure of Campus Security and Campus Crime Statistics Act (“Clery Act”))

Cross References: *ISD 200 Policy 102 (Equal Educational Opportunity)*
ISD 200 Policy 413 (Harassment and Violence)
ISD 200 Policy 506 (Student Discipline)
ISD 200 Policy 528 (Student Parental, Family ,and Marital Status Nondiscrimination)

Policy Reviewed: ~~04.04.2025~~ ~~08.11.2022~~
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Policy Revised: 09.28.2022

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~~Title IX Grievance Procedure and Process Addendum to Policy 522~~

~~I. BASIC REQUIREMENTS FOR GRIEVANCE PROCESS~~

~~A. Equitable Treatment~~

- ~~1. The school district will treat complainants and respondents equitably. However, equality or parity with respect to supportive measures provided to complainants and respondents is not required.~~
- ~~2. The school district will not impose any disciplinary sanctions or take any other actions against a respondent, other than supportive measures, until the school district has completed this grievance process and the respondent has been found responsible.~~
- ~~3. The school district will provide appropriate remedies to the complainant when a determination of responsibility for sexual harassment has been made against a respondent.~~

~~B. Objective and Unbiased Evaluation of Complaints~~

- ~~1. Title IX Personnel, including the Title IX Coordinator, Investigator, Decision-maker, and Appellate Decision-maker, shall be free from conflicts of interest or bias for or against complainants or respondents generally or a specific complainant or respondent.~~
- ~~2. Throughout the grievance process, Title IX Personnel will objectively evaluate all relevant evidence, inculpatory and exculpatory, and shall avoid credibility determinations based solely on a person's status as a complainant, respondent, or witness.~~

~~C. Title IX Personnel will presume that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.~~

~~D. Confidentiality~~

~~To the extent permitted by governing law and regulations, the school district will not release private educational or personnel data about complainants, respondents, witnesses, allegations of sexual harassment, investigations, decisions, dismissals, and/or findings of responsibility. However, the school district's obligations under the implementing regulations for Title IX may require disclosure of certain private educational or personnel data to other parties and/or witnesses.~~

~~E. Right to an Advisor~~

~~Complainants and respondents have the right, at their own expense, to be assisted by an advisor of their choice during all stages of any grievance proceeding, including all meetings and investigative interviews. The advisor may be, but is not required to be, an attorney. In general, an advisor is not permitted to speak for or on behalf of a complainant or respondent, appear in lieu of complainant or respondent, participate as a witness, or participate directly during any phase of the grievance process. An advisor to a complainant or respondent may prepare written submissions on behalf of the party.~~

~~F. Notice~~

~~The school district will send written notice of any investigative interviews or meetings to any party whose participation is invited or expected. The written notice will include the date, time, location, expected participants, and purpose of the meeting or interview, and will be provided so as to allow sufficient time for the party to prepare to participate.~~

~~G. Consolidation~~

~~The school district may, in its discretion, consolidate formal complaints as to allegations of sexual harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of sexual harassment arise out of the same facts or circumstances.~~

~~H. Evidence~~

~~1. During the grievance process, the school district will not require, allow, rely upon, or otherwise use questions or evidence that constitute or seek disclosure of information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.~~

~~2. The school district shall not access, consider, disclose, or otherwise use a party's medical, psychological, and similar treatment records unless the school district obtains the party's voluntary, written consent.~~

~~I. Burden of Proof~~

~~1. The burden of gathering evidence and the burden of proof shall remain upon the school district and not upon the parties.~~

~~2. The grievance process shall use a preponderance of the evidence standard~~

(i.e. whether it is more likely than not that the respondent engaged in sexual harassment) for all formal complaints of sexual harassment, including when school district employees are respondents.¶¶

J. Timelines¶¶

1. Any informal resolution process must be completed within 30 calendar days following the parties' agreement to participate in such informal process.¶¶
2. An appeal of a determination of responsibility or of a decision dismissing a formal complaint must be received by the school district within five calendar days of the date the determination of responsibility or dismissal was provided to the parties.¶¶
3. Any appeal of a determination of responsibility or of a dismissal will be decided within 30 calendar days of the day the appeal was received by the school district.¶¶
4. The school district will seek to conclude the grievance process, including any appeal, within 120 calendar days of the date the formal complaint was received by the school district.¶¶
5. Although the school district strives to adhere to the timelines described above, in each case, the school district may extend the time frames for good cause. Good cause may include, without limitation: the complexity of the allegations; the severity and extent of the alleged misconduct; the number of parties, witnesses, and the types of other evidence (e.g., forensic evidence) involved; the availability of the parties, advisors, witnesses, and evidence (e.g., forensic evidence); concurrent law enforcement activity; intervening school district holidays, breaks, or other closures; the need for language assistance or accommodation of disabilities; and/or other unforeseen circumstances.¶¶

K. Potential Remedies and Disciplinary Sanctions¶¶

1. The following is the range of possible remedies that the school district may provide a complainant and disciplinary sanctions that the school district might impose upon a respondent, following determination of responsibility: counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, mutual or unilateral restrictions on contact between the parties, changes in transportation, changes in work locations, leaves of absence, monitoring of certain areas of school district buildings or property, warning, suspension, exclusion, expulsion, transfer,

~~remediation, termination, or discharge.¶¶~~

- ~~2. If the Decision-maker determines a student-respondent is responsible for violating this policy, the Decision-maker will impose or recommend appropriate remedies, including disciplinary sanctions/consequences. The discipline of a student-respondent must comply with the applicable provisions of Policy 506 – Student Discipline, the Minnesota Pupil Fair Dismissal Act, the Individuals with Disabilities Education Act (IDEA) and/or Section 504 of the Rehabilitation Act of 1972, and their respective implementing regulations.¶¶~~

~~H. INITIAL RESPONSE AND ASSESSMENT BY THE TITLE IX COORDINATOR¶¶~~

- ~~A. When the Title IX Coordinator receives a report, the Title IX Coordinator shall promptly contact the complainant confidentially to discuss the availability of supportive measures, consider the complainant’s wishes with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the complainant the process for filing a formal complaint.¶¶~~
- ~~B. The school district will offer supportive measures to the complainant whether or not the complainant decides to make a formal complaint. The school district must maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the school district’s ability to provide the supportive measures. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.¶¶~~
- ~~C. If the complainant does not wish to file a formal complaint, the allegations will not be investigated by the school district unless the Title IX Coordinator determines that signing a formal complaint to initiate an investigation against the complainant’s wishes is not clearly unreasonable in light of the known circumstances.¶¶~~
- ~~D. Upon receipt of a formal complaint, the school district must provide written notice of the formal complaint to the known parties with sufficient time to prepare a response before any initial interview. This written notice must contain:¶¶~~
 - ~~1. The allegations of sexual harassment, including sufficient details known at the time, the identities of the parties involved in the incident (if known), the conduct allegedly constituting sexual harassment, and the date and location of the alleged incident, if known;¶¶~~
 - ~~2. A statement that the respondent is presumed not responsible for the alleged~~

~~conduct and that a determination regarding responsibility will be made at the conclusion of the grievance process;~~¶¶

- ~~3. A statement explaining that the parties may have an advisor of their choice, who may be, but is not required to be, an attorney;~~¶¶
- ~~4. A statement that the parties may inspect and review evidence gathered pursuant to this policy;~~¶¶
- ~~5. A statement informing the parties of any code of conduct provision that prohibits knowingly making false statements or knowingly submitting false information, and a copy of Policy 522 and this Grievance Procedures document.~~¶¶

~~III. STATUS OF RESPONDENT DURING PENDENCY OF FORMAL COMPLAINT~~¶¶

~~A. Emergency Removal of a Student~~¶¶

- ~~1. The school district may remove a student-respondent from an education program or activity of the school district on an emergency basis before a determination regarding responsibility is made if:~~¶¶
 - ~~a. The school district undertakes an individualized safety and risk analysis;~~¶¶
 - ~~b. The school district determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal of the student-respondent, and~~¶¶
 - ~~c. If the school district determines the student-respondent poses such a threat, it will notify the student-respondent and the student-respondent will have an opportunity to challenge the decision immediately following the removal. In determining whether to impose emergency removal measures, the Title IX Coordinator shall consult related school district policies, including Policy 506— Student Discipline. The school district must take into consideration applicable requirements of the Individuals with Disabilities Education Act and Section 504 of the Rehabilitation Act of 1973, prior to removing a special education student or Section 504 student on an emergency basis.~~¶¶

~~B. Employee Administrative Leave~~¶¶

~~The school district may place a non-student employee on administrative leave during the pendency of the grievance process of a formal complaint. Such leave will typically be paid leave unless circumstances justify unpaid leave in compliance with legal requirements. The school district must take into consideration requirements of any applicable collective bargaining agreement or individual contract, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act prior to removing an individual with a qualifying disability.~~¶¶

~~IV. INFORMAL RESOLUTION OF A FORMAL COMPLAINT~~¶¶

- ~~A. At any time prior to reaching a determination of responsibility, informal resolution may be offered and facilitated by the school district at the school district's discretion, but only after a formal complaint has been received by the school district.~~¶¶
- ~~B. The school district may not require as a condition of enrollment or continued enrollment, or of employment or continued employment, or enjoyment of any other right, waiver of the right to a formal investigation and adjudication of formal complaints of sexual harassment.~~¶¶
- ~~C. The informal resolution process may not be used to resolve allegations that a school district employee sexually harassed a student.~~¶¶
- ~~D. The school district will not facilitate an informal resolution process without both parties' agreement, and will obtain their voluntary, written consent to participate in the informal resolution process. The school district will provide to the parties a written notice disclosing the allegations, the requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations, the parties' right to withdraw from the informal resolution process, and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.~~¶¶
- ~~E. At any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint.~~¶¶

~~V. DISMISSAL OF A FORMAL COMPLAINT~~¶¶

- ~~A. Under federal law, the school district must dismiss a Title IX complaint, or a portion thereof, if the conduct alleged in a formal complaint or a portion thereof:~~¶¶
 - ~~1. Would not meet the definition of sexual harassment, even if proven;~~¶¶

¶

~~2. Did not occur in the school district's education program or activity, or~~¶

~~3. Did not occur against a person in the United States.~~¶

~~B. The school district may, in its discretion, dismiss a formal complaint or allegations therein if:~~¶

~~1. The complainant informs the Title IX Coordinator in writing that the complainant desires to withdraw the formal complaint or allegations therein;~~¶

~~2. The respondent is no longer enrolled or employed by the school district; or~~¶

~~3. Specific circumstances prevent the school district from gathering sufficient evidence to reach a determination.~~¶

~~C. The school district shall provide written notice to both parties of a dismissal. The notice must include the reasons for the dismissal and grounds upon which an appeal may be made.~~¶

~~D. Dismissal of a formal complaint or a portion thereof does not preclude the school district from addressing the underlying conduct in any manner that the school district deems appropriate, including an investigation pursuant to other school district policies.~~¶

~~VI. INVESTIGATION OF A FORMAL COMPLAINT~~¶

~~A. If a formal complaint is received by the school district, the school district will assign or designate an Investigator to investigate the allegations set forth in the formal complaint.~~¶

~~B. If during the course of the investigation the school district decides to investigate any allegations about the complainant or respondent that were not included in the written notice of a formal complaint provided to the parties, the school district must provide notice of the additional allegations to the known parties.~~¶

~~C. When a party's participation is invited or expected in an investigative interview, the Investigator will coordinate with the Title IX Coordinator to provide written notice to the party of the date, time, location, participants, and purposes of the investigative interview with sufficient time for the party to prepare.~~¶

~~D. During the investigation, the Investigator must provide the parties with an equal opportunity to present witnesses for interviews, including fact witnesses and expert~~

¶

~~witnesses, and other inculpatory and exculpatory evidence.¶¶~~

- ~~E. Prior to the completion of the investigative report, the Investigator, through the Title IX Coordinator, will provide the parties and their advisors (if any) with an equal opportunity to inspect and review any evidence directly related to the allegations. The evidence shall be provided in electronic format or hard copy and shall include all relevant evidence, evidence upon which the school district does not intend to rely in reaching a determination regarding responsibility, and any inculpatory or exculpatory evidence whether obtained from a party or another source. The parties will have ten days to submit a written response, which the Investigator will consider prior to completion of the investigative report.¶¶~~
- ~~F. The Investigator will prepare a written investigative report that fairly summarizes the relevant evidence. The investigative report may include credibility determinations that are not based on a person's status as a complainant, respondent or witness. The investigative report may include recommended findings of fact and conclusions. The school district will send the parties and their advisors (if any) a copy of the report in electronic format or hard copy, for their review and written response at least ten days prior to a determination of responsibility.¶¶~~

~~VII. DETERMINATION REGARDING RESPONSIBILITY¶¶~~

- ~~A. After the school district has sent the investigative report to both parties and before the school district has reached a determination regarding responsibility, the Decision-maker must afford each party the opportunity to submit written, relevant questions that a party wants asked of any party or witness. The time allowed for submitting questions and answers is at the discretion of the Decision-maker.¶¶~~
- ~~B. The Decision-maker must provide the relevant questions submitted by the parties to the other parties or witnesses to whom the questions are offered, and then provide each party with the answers, and allow for additional, limited follow-up questions from each party.¶¶~~
- ~~C. The Decision-maker must explain to the party proposing the questions any decision to exclude a question as not relevant.¶¶~~
- ~~D. When the exchange of questions and answers has concluded, and the parties have been provided at least ten days to review and submit a written response to the investigative report, the Decision-maker must issue a written determination regarding responsibility that applies the preponderance of the evidence standard to the facts and circumstances of the formal complaint. The written determination of responsibility must include the following:¶¶~~

- ~~1. Identification of the allegations potentially constituting sexual harassment.¶¶~~
 - ~~2. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, and methods used to gather other evidence.¶¶~~
 - ~~3. Findings of fact supporting the determination.¶¶~~
 - ~~4. Conclusions regarding the application of the school district's code of conduct to the facts.¶¶~~
 - ~~5. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the school district imposes on the respondent, and whether remedies designed to restore or preserve equal access to the school district's education program or activity will be provided by the school district to the complainant, and¶¶~~
 - ~~6. The school district's procedures and permissible bases for the complainant and respondent to appeal and the date by which an appeal must be made.¶¶~~
- ~~E. In determining appropriate disciplinary sanctions, the Decision-maker should consider the surrounding circumstances, the nature of the behavior, past incidents or past or continuing patterns of behavior, the relationships between the parties involved, and the context in which the alleged incident occurred.¶¶~~
- ~~F. The written determination of responsibility must be provided to the parties simultaneously.¶¶~~
- ~~G. The Title IX Coordinator is responsible for the effective implementation of any remedies.¶¶~~
- ~~H. The determination regarding responsibility becomes final either on the date that the school district provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.¶¶~~

~~VIII. APPEALS¶¶~~

- ~~A. The school district shall offer the parties an opportunity to appeal a determination regarding responsibility or the school district's dismissal of a formal complaint or any allegations therein, on the following bases.¶¶~~
- ~~1. A procedural irregularity that affected the outcome of the matter (e.g., a~~

~~material deviation from established procedures),¶¶~~

- ~~2. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter, and¶¶~~
- ~~3. The Title IX Coordinator, Investigator, or Decision-maker had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter.¶¶~~

- ~~B. If notice of an appeal is timely received by the school district, the school district will notify the parties in writing of the receipt of the appeal, assign or designate the Appellate Decision-maker, and give the parties a reasonable, equal opportunity to submit a written statement in support of, or challenging, the outcome.¶¶~~
- ~~C. After reviewing the parties' written statements, the Appellate Decision-maker must issue a written decision describing the result of the appeal and the rationale for the result.¶¶~~
- ~~D. The written decision describing the result of the appeal must be provided simultaneously to the parties.¶¶~~
- ~~E. The decision of the Appellate Decision-maker is final. No further review beyond the appeal is permitted.¶¶~~

~~**Legal References:** Minn. Stat. § 121A.04 (Athletic Programs; Sex Discrimination)¶¶
Minn. Stat. § 121A.40 – 121A.575 (Minnesota Pupil Fair Dismissal Act)¶¶
Minn. Stat. Ch. 363A (Minnesota Human Rights Act)¶¶
20 U.S.C. §§ 1681-1688 (Title IX of the Education Amendments)¶¶
34 C.F.R. Part 106 (Implementing Regulations of Title IX)¶¶
20 U.S.C. § 1400, et seq. (Individuals with Disabilities Education Act)¶¶
29 U.S.C. § 794 (Section 504 of the Rehabilitation Act)¶¶
42 U.S.C. § 12101, et seq. (Americans with Disabilities Act)¶¶
20 U.S.C. § 1232g (Family Educational Rights and Privacy Act of 1974)¶¶
20 U.S.C. § 1092 et seq. (Jeanne Clery Disclosure of Campus Security and Campus Crime Statistics Act (“Clery Act”))¶¶~~

~~**Cross References:** MSBA/MASA Model Policy 102 (Equal Educational Opportunity)¶¶
MSBA/MASA Model Policy 413 (Harassment and Violence)¶¶
MSBA/MASA Model Policy 506 (Student Discipline)¶¶~~

~~MSBA/MASA Model Policy 528 (Student Parental, Family, and
Marital Status Nondiscrimination)~~

~~¶~~

~~¶~~

~~Policy Reviewed: 09.22.2021~~

~~Policy Adopted: 09.22.2021~~

~~Policy Revised: 09.22.2021~~

~~¶~~



523 POLICIES INCORPORATED BY REFERENCE

I. PURPOSE

Certain policies as contained in this policy reference manual are applicable to students as well as to employees. To avoid undue duplication, the school district provides notice that the following policies apply to district employees as well as district students:

- A. ISD 200 Policy 413 Harassment and Violence
- B. ISD 200 Policy 417 Chemical Use and Abuse
- C. ISD 200 Policy 418 Drug-Free Workplace/Drug-Free School
- D. ISD 200 Policy 419 Tobacco Free Environment

II. NOTICE

Students are charged with notice that the above cited policies are also applicable to students; in addition students are also on notice that the provisions of other policies speak for themselves and may be applicable although not specifically listed above.

Legal References: *None*

Cross References: *None*

Policy Reviewed: *04.04.2025*

Policy Adopted:

Policy Revised:



607 ORGANIZATION OF GRADE LEVELS

I. PURPOSE

The purpose of this policy is to address the grade level organization of schools within the school district.

II. GENERAL STATEMENT OF POLICY

A. The policy of the school district is to address the groupings of grade levels as **defined recognized** in Minnesota Statute 120A.05, as follows:

Preschool: Any programming offered for students prior to
Kkindergarten

Elementary: Kindergarten through grade 4

Middle: Grades 5-8

High School: Grades 9-12

Transitional: Programming based on Individual Education
Plan for students ages 18-21

B. The superintendent may seek school board approval to administer certain programs on a nongraded basis or a design different from that indicated. Program proposals that seek school board approval must meet all state requirements and reflect the rationale for the modification.

C. The school district may request documentation that verifies a student falls within the school's minimum and maximum age requirements for admission to publicly funded prekindergarten, preschool, kindergarten, or grades 1 through 12. Documentation may include a passport, a hospital birth record or physician's certificate, a baptismal or religious certificate, an adoption record, health records, immunization records, immigration records, previously verified school records, early childhood screening records, Minnesota Immunization Information Connection records, or an affidavit from a parent.

III. DEFINITIONS

A. "Kindergarten" means a program designed for students five years of age on September 1 of the calendar year in which the school year commences that prepares students to enter first grade the following school year.

B. "Prekindergarten/**Preschool**" means a program designed for students younger than five

years of age on September 1 of the calendar year in which the school year commences that prepares students to enter kindergarten the following school year.

Legal References: *Minn. Stat. § 120A.05, Subds. 9, 10a, 11, 13, 17 (Definitions)*
Minn. Stat. § 120A.20, Subd. 4 (Admission to Public School)
Minn. Stat. § 123B.02, Subd. 2 (General Powers of Independent School Districts)

Cross References: *None*

Policy Reviewed: 04.17.2025

Policy Adopted: 07.31.2024

Policy Revised: 07.01.2024



609 RELIGION AND RELIGIOUS AND CULTURAL OBSERVANCES

I. PURPOSE

The purpose of this policy is to identify the status of religion as it pertains to the programs of the school district.

II. GENERAL STATEMENT OF POLICY

- A. The school district shall neither promote nor disparage any religious belief or nonbelief. Instead, the school district encourages all students and employees to ~~have appreciation for~~ ~~and be tolerantance~~ of each other's views.
- B. The school district also recognizes that religion has had and is having a significant role in the social, cultural, political, and historical development of civilization.
- C. The school district recognizes that one of its educational objectives is to increase its students' knowledge and appreciation of music, art, drama, and literature which may have had a religious basis or origin as well as a secular importance.
- D. The school district supports the inclusion of religious music, art, drama, and literature in the curriculum and in school activities provided it is intrinsic to the learning experience and is presented in an objective manner without sectarian indoctrination.
- E. The historical and contemporary values and the origin of various religions, holidays, customs, and beliefs may be explained in an unbiased and nonsectarian manner.

III. RESPONSIBILITY

- A. The superintendent shall be responsible for ensuring that the study of religious materials, customs, beliefs, and holidays in the school district is in keeping with the following guidelines:
 - 1. The proposed activity must have a secular purpose.
 - 2. The primary objective of the activity must be one that neither advances nor inhibits religion.
 - 3. The activity must not foster excessive governmental relationships with religion.
 - 4. Notwithstanding the foregoing guidelines, reasonable efforts must be made to accommodate any student who wishes to be excused from a curricular activity for a religious observance or American Indian cultural practice, observance, or ceremony.

The school district must provide annual notice to parents of this policy.

- B. The superintendent is granted authority to develop and present for school board review and approval directives and guidelines for the purpose of providing further guidance relative to the teaching of materials related to religion. **In the event there are any approved religious materials**, directives and guidelines shall be attached as an addendum to this policy.

Legal References: *U. S. Const., amend. I*
Minn. Stat. § 120A.22, Subd. 12 (Compulsory Instruction)
Minn. Stat. § 120A.35 (Absence From School for Religious and Cultural Observance)
Minn. Stat. § 121A.10 (Moment of Silence)
Good News Club v. Milford Central School, 533 U.S. 98, (2001)
Santa Fe Indep. Sch. Dist. v. Doe, 530 U.S. 290 (2000)
Tangipahoa Parish Bd. of Educ. v. Freiler, 530 U.S. (2000)
Lemon v. Kurtzman, 403 U.S. 602 (1971)
Child Evangelism Fellowship v. Minneapolis Special Sch. Dist. No. 1, 690 F.3d 996 (8th Cir. 2012)
Wigg v. Sioux Falls Sch. Dist., 382 F.3d 807 (8th Cir. 2004)
Doe v. School Dist. of City of Norfolk, 340 F.3d 605 (8th Cir. 2003)
Stark v. Independent Sch. Dist. No. 640, 123 F.3d 1068 (8th Cir. 1997)
Florey v. Sioux Falls Sch. Dist. 49-5, 619 F.2d 1311 (8th Cir. 1980)
Roark v. South Iron R-1 Sch. Dist., 573 F.3d 556 (8th Cir. 2009)
Child Evangelism Fellowship v. Elk River Area Sch. Dist. No. 728, 599 F.Supp.2d 1136 (D. Minn. 2009)
LeVake v. Independent Sch. Dist. No. 656, 625 N.W.2d 502 (Minn. App. 2001)
Minn. Op. Atty. Gen. 169-J (Feb. 14, 1968)
Minn. Op. Atty. Gen. 169-K (Oct. 21, 1949)
Minn. Op. Atty. Gen. 63 (1940)
Minn. Op. Atty. Gen. 120 (1924)
Minn. Op. Atty. Gen. 121 (1924)

Cross References: *None*

Policy Reviewed: 04.17.2025

Policy Adopted: 07.31.2024

Policy Revised: 07.01.2024



611 HOME SCHOOLING

I. PURPOSE

The purpose of this policy is to recognize and provide guidelines in accordance with state law for parents who wish to have their children receive education in a home school that is an alternative to an accredited public or private school.

II. GENERAL STATEMENT OF POLICY

The Compulsory Attendance Law (Minnesota Statutes section 120A.22) provides that the parent or guardian of a child is primarily responsible for assuring that the child acquires knowledge and skills that are essential for effective citizenship. ~~(Minn. Stat. § 120A.22, Subd. 1)~~

III. CONDITIONS FOR HOME SCHOOLING

The person in charge of a home school and the school district must provide instruction and meet the requirements specified in Minnesota Statutes section 120A.22.

IV. IMMUNIZATION

The parent of a home schooled child shall submit statements as required by Minnesota Statutes section 121A.15, Subds. 1, 2, 3 4, and 12 on the appropriate Minnesota Department of Education form, to the superintendent of the school district in which the child resides by October 1 of the first year of home schooling in Minnesota and the grade 7 each school year. ~~(Minn. Stat. § 121A.15)~~

V. TEXTBOOKS, INSTRUCTIONAL MATERIAL, STANDARD TESTS

Upon formal request as required by law, the school district will provide textbooks, ~~(including a teacher's edition, guide, or other materials that accompany a textbook when the edition, guide, or materials are packaged physically or electronically with textbooks for student use)~~ individualized instructional or cooperative learning materials ~~(including teacher materials that accompany pupil materials)~~, software or other educational technology, and standardized tests and loan or provide them for use by a home schooled child as provided under state law. ~~in Minn. Stat. § 123B.42 and Minn. Rules Ch. 3540. The school district is not required to expend any amount for this purpose that exceeds the amount it receives pursuant to state law Minn. Stat. §§ 123B.40-123B.48 for this purpose. If curriculum has both physical and electronic components, the school district will, at the request of the student or the student's parent/guardian, make the electronic component accessible to a resident student provided that the school district does not incur more than an incidental cost as a result of providing access~~

electronically.

VI. PUPIL SUPPORT SERVICES

Upon formal request as required by law, the school district will provide pupil support services in the form of health services and counseling and guidance services to a home schooled child as provided ~~under state law by Minn. Stat. § 123B.44 and Minn. Rules Ch. 3540.~~ The school district is not required to expend an amount for any of these purposes that exceeds the amount it receives pursuant to ~~state law Minn. Stat. §§ 123B.40-123B.48 for any of these purposes.~~

VII. EXTRACURRICULAR ACTIVITIES

Resident pupils who receive instruction in a home school (~~in which~~~~where~~ five or fewer students receive instruction) may fully participate in extracurricular activities of the school district on the same basis as other public school students. (~~Minn. Stat. §§ 123B.36, Subd. 1, and 123B.49, Subd. 4~~)

VIII. SHARED TIME PROGRAMS

Enrollment in class offerings of the school district.

- A. A home schooled child who is a resident of the school district may enroll in classes in the school district as a shared time pupil on the same basis as other nonpublic school students. The provisions of this policy shall not be determinative of whether the school district allows the enrollment of any pupils on a shared-time basis.
- B. The school district may limit enrollment of shared-time pupils in such classes based on the capacity of a program, class, grade level, or school building. The school board and administration retain sole discretion and control over scheduling of all classes and assignment of shared time pupils to classes.

IX. OPTIONAL COOPERATIVE ARRANGEMENTS

A. Activities

1. Minnesota State High School League sponsored activities (~~in which~~~~where~~ six or more students receive instruction in the home school or the home school students are not residents of the school district).

A home school which is a member of the Minnesota State High School League may request that the school district enter into a cooperative sponsorship arrangement as provided in Minnesota State High School League bylaws ~~403.00~~. The approval of such an arrangement shall be at the discretion of the school board.

- a) The home school must become a member of the Minnesota State High School

League in accordance with the rules of the Minnesota State High School League.

- b) The home school is solely responsible for any costs or fees associated with its application for and/or subsequent membership in the Minnesota State High School League.
 - c) The home school is responsible for any and all costs associated with its participation in a cooperative sponsorship arrangement as well as any school district activity fees associated with the Minnesota State High School League activity.
2. Non-Minnesota State High School League activities where six or more students receive instruction in the home school.

A home schooled child may participate in non-Minnesota State High School League activities offered by the school district upon application and approval from the school board to participate in the activity and the payment of any activity fees associated with the activity. However home school students may not be charged higher activity fees than other public school students. An approval shall be granted at the discretion of the school board.

B. Transportation Services

1. The school district may, **in accordance with statute**, provide nonpublic non regular transportation services to a homeschooled child.
2. The school board of the school district retains sole discretion and control and management of scheduling routes, establishment of the location of bus stops, manner and method of transportation, control and discipline of school children, and any other matter relating to the provision of transportation services.

Legal References: *Minn. Stat. § 120A.22 (Compulsory Instruction)*
Minn. Stat. § 120A.24 (Reporting)
Minn. Stat. § 120A.26 (Enforcement and Prosecution)
Minn. Stat. § 121A.15 (Health Standards; Immunizations; School Children)
Minn. Stat. § 123B.36 (Authorized Fees)
Minn. Stat. § 123B.41 (Definitions)
Minn. Stat. § 123B.42 (Textbooks, Individual Instruction or Cooperative Learning Material; ~~Material~~, Standard Tests)
Minn. Stat. § 123B.44 (Provision of Pupil Support Services)
Minn. Stat. § 123B.49 (Extracurricular Activities; Insurance)
Minn. Stat. § 123B.86 (Equal Treatment - Transportation)
Minn. Stat. § 123B.92 (Transportation Aid Entitlement)
Minn. Stat. § 124D.03 (Enrollment Options Program)
Minn. Rules Ch. 3540 (Nonpublic Schools)

Cross References: *ISD 200 Policy 509 (Enrollment of Nonresident Students)*

Policy Review: 04.17.2025

Policy Adopted: 12.13.2006

Policy Revised: 02.23.2022

**Board of Education
Independent School District 200
Hastings, Minnesota**

A Regular Meeting of the School Board of Independent School District No. 200, Hastings, Minnesota, was held on Wednesday, April 23, 2025 at the Hastings Middle School Media Center.

The meeting was called to order at 6:00 PM by Chairperson Carrie Tate.

The following board members were present: Matt Bruns, Jessica Dressely, Melissa Millner, Carrie Tate, and Mark Zuzek. Philip Biermaier was absent. Roll call attendance was taken by Melissa Millner. Superintendent Champa was also present at the meeting. The following Student School Board Representatives were present: Briseis Rusnacko, Aidan Suarez Garcia, Jenevieve Behnke, and Victoria Steinke.

A motion to approve the agenda was made by Jessica Dressely and seconded by Mark Zuzek. With 5 ayes, 0 nays, the motion carried unanimously.

A motion to approve the minutes from the 03.26.2025 Regular Board Meeting, Special Meetings held on March 26, 31, April 2, 3, 8, 9, 15, 21, and 22, 2025 of the Hastings School Board was made by Mark Zuzek and seconded by Jessica Dressely. With 5 ayes, 0 nays, the motion carried unanimously.

Chairperson Tate recognized the visitors in the room and those viewing remotely.

Superintendent Champa presented the Raider Spotlight, which recognized Jen Behnke, 2025 Drum Major; Spring Employees of the Semester: Alyssa Cherry, Nicole Ellson, Stefanie Johnson, Jean Lindberg, Naomi Marietta, and Lori Marsh; and Employee of the Year, Mary Pasch.

The Public Comment Session was held with one person speaking.

Superintendent Champa provided the Board with the Superintendent Report and resignation.

Elementary Principals: Kyle Latch, Paul Bakker and Matt Esterby provided their 2024-25 goal update.

The Student Representatives provided their school updates.

The Building and Construction Fund Project update was provided by Jennifer Seubert.

The Legal: Data Request Update was provided by Cathy Moen.

The 2025-2026 Budget Adjustments Update was provided by Jennifer Seubert.

The Native American Parent Advisory Council (NAPAC) Vote of Non-Concurrence response was provided by Dr. Tammy Champa.

The 2025-2026 Taher Contract Renewal information was provided by Brittney Hirschauer.

The Combined Polling Location Resolution to Rescind and Amend was provided by Dr. Tammy Champa.

The ISD 917 update was provided by Mark Zuzek.

The AMSD update was provided by Matt Bruns.

The Community Collaboration Committee update was provided by Melissa Millner.

The Facilities, Finance and Joint Powers Committee update was provided by Mark Zuzek.

The NAPAC Committee update was provided by Matt Bruns.

The Student School Board Committee update was provided by Matt Bruns.

The Policy Committee update was provided by Jessica Dressely.

A motion to approve the Consent Agenda was made by Jessica Dressely and seconded by Melissa Millner. With a vote of 5 ayes, and 0 nays, the motion carried unanimously. The following items were approved under the consent agenda:

- March Bills Payable
- Personnel Report
- Policies after Third Reading: 101, 102, 103, 406, 410, 414, 415, 515, 714, 722, 806, 904
- Policy Forms: 206.1FRM, 406.1FRM, 521.1FRM
- Quarterly Fundraiser Approvals
- 2024-2026 Computer Instructional Technician Contract
- NAPAC Non-Concurrence Response Approval
- Dakota County - SHIP Grant Approval - Worksite Wellness at Pinecrest Elementary

A motion was made by Mark Zuzek to approve Policy 902.1PR Community Use of Facilities and was seconded by Jessica Dressely. With a vote of 5 ayes and 0 nays, the motion carries.

A motion was made by Matt Bruns to rescind the resolution establishing combined polling places for the 2026 elections, which was approved during the January 6, 2025 Organizational Meeting due to an error. Motion was seconded by Jessica Dressely. With a vote of 5 ayes and 0 nays, the motion carries.

A motion was made by Mark Zuzek to approve the resolution establishing combined polling places and waiving the reading. Motion was seconded by Melissa Millner. A roll call vote was taken by Melissa Millner to approve the resolution. The following voted in favor: Matt Bruns, Jessica Dressely, Melissa Millner, Carrie Tate, and Mark Zuzek.

A motion was made by Melissa Millner to approve the January-March 2025 Donations Resolution. Motion was seconded by Jessica Dressely. A roll call vote was taken by Melissa Millner to approve the resolution. The following voted in favor: Matt Bruns, Jessica Dressely, Melissa Millner, Carrie Tate, and Mark Zuzek.

A motion was made by Jessica Dressely to approve the last day for high school seniors on May 30, 2025 and was seconded by Melissa Millner. With a vote of 5 ayes and 0 nays, the motion carries.

A motion was made by Mark Zuzek to approve the Marching Band Trip Request and was seconded by Jessica Dressely. With a vote of 5 ayes and 0 nays, the motion carries.

A motion was made by Jessica Dressely to approve the 2025-2026 Budget Adjustments and was seconded by Mark Zuzek. With a vote of 5 ayes and 0 nays, the motion carries.

A motion was made by Jessica Dressely to approve the 2025-2026 Taher Contract and was seconded by Matt Bruns. With a vote of 5 ayes and 0 nays, the motion carries.

Future meetings were presented and discussed by Chair Tate.

With no further business to discuss, a motion was made to adjourn the meeting by Mark Zuzek and seconded by Jessica Dressely. With a vote of 5 ayes and 0 nays, the motion carried unanimously.

The meeting was adjourned at 8:09 PM.

**Board of Education
Independent School District 200
Hastings, Minnesota**

A Special Meeting of the School Board of Independent School District No. 200, Hastings, Minnesota, was held on Tuesday, April 29, 2025 at the Hastings Middle School Media Center.

The meeting was called to order at 6:05 PM by Chairperson Carrie Tate.

The following board members were present: Philip Biermaier, Matt Bruns, Jessica Dressely, Melissa Millner, Carrie Tate, Mark Zuzek. Roll call attendance was taken by Melissa Millner.

A motion to approve the agenda was made by Mark Zuzek and seconded by Jessica Dressely. With 6 ayes, 0 nays, the motion carried unanimously.

Barb Dorn with MSBA facilitated board discussion in regards to who they would extend an offer for first round interviews for superintendent.

A motion was made by Jessica Dressely to extend an offer for first round interviews to candidates, A, G, I, K, N and was seconded by Philip Biermaier. With 6 ayes, 0 nays, the motion carried unanimously.

After a short recess where Barb Dorn called the superintendent candidates, the names were released: Dr. Daniel Edwards, Dr. Jeffrey Fleig, Dr. Kristine Wehrkamp Herman, Dr. Michael Neubeck and Theodore Ihns.

Barb Dorn then took the school board through superintendent interview training.

With no further business to discuss, a motion was made to adjourn the meeting by Jessica Dressely and seconded by Melissa Millner. With a vote of 6 ayes and 0 nays, the motion carried unanimously.

The meeting was adjourned at 8:46 PM.

**Board of Education
Independent School District 200
Hastings, Minnesota**

A Special Meeting of the School Board of Independent School District No. 200, Hastings, Minnesota, was held on Tuesday, May 6, 2025 at the Hastings School District Office Conference Room A.

The meeting was called to order at 8:00 AM by Chairperson Carrie Tate.

The following board members were present: Matt Bruns, Jessica Dressely, Melissa Millner, Carrie Tate, and Mark Zuzek. Philip Biermaier was absent. Roll call attendance was taken by Melissa Millner.

Barb Dorn with MSBA facilitated superintendent interviews.

Deliberations began at 2:50 pm after the completion of interviews of five superintendent candidates.

A motion was made by Mark Zuzek to extend an offer for second round interviews to Dr. Kristine Wehrkamp Herman and Dr. Jeffrey Fleig and seconded by Jessica Dressely. With 5 ayes, 0 nays, the motion carried unanimously.

With no further business to discuss, a motion was made to adjourn the meeting by Matt Bruns and seconded by Melissa Millner. With a vote of 5 ayes and 0 nays, the motion carried unanimously.

The meeting was adjourned at 3:53 PM.

**Board of Education
Independent School District 200
Hastings, Minnesota**

A Special Meeting of the School Board of Independent School District No. 200, Hastings, Minnesota, was held on Monday, May 12, 2025 at the Hastings School District Office Conference Room A.

The meeting was called to order at 4:58 PM by Board Clerk Melissa Millner.

The following board members were present: Philip Biermaier, Matt Bruns, Elaine Mikel-Mulder, Melissa Millner, and Mark Zuzek. Carrie Tate and Jessica Dressely were absent.

A motion to approve the agenda was made by Mark Zuzek to approve the agenda and seconded by Matt Bruns. With a vote of 5 ayes, 0 nays, motion carries.

The seating of Elaine Mikel-Mulder, appointed school board member due to vacancy occurred.

With no further business to discuss, a motion was made to adjourn the meeting by Mark Zuzek and seconded by Elaine Mikel-Mulder. With a vote of 5 ayes and 0 nays, the motion carried unanimously.

The meeting was adjourned at 5:01 PM.

**Board of Education
Independent School District 200
Hastings, Minnesota**

A Special Meeting of the School Board of Independent School District No. 200, Hastings, Minnesota, was held on Monday, May 12, 2025 at the Hastings School District Office Conference Room A.

The meeting was called to order at 5:03 PM by Board Clerk Melissa Millner.

The following board members were present: Philip Biermaier, Matt Bruns, Elaine Mikel-Mulder, Melissa Millner, and Mark Zuzek. Carrie Tate and Jessica Dressely were absent. Also present were Superintendent Champa, Director Jennifer Seubert and Director Cathy Moen.

A motion to approve the agenda was made by Mark Zuzek to approve the agenda and seconded by Matt Bruns. With a vote of 5 ayes, 0 nays, motion carried unanimously.

A motion was made by Mark Zuzek to move to a closed session pursuant to Minnesota Statute 13D.03 to discuss labor negotiations strategy and seconded by Philip Biermaier. Those voting in favor: Matt Bruns, Melissa Millner, Elaine Mikel-Mulder, and Mark Zuzek. Motion carried unanimously.

Meeting moved to a closed session at 5:05 pm.

Chair Carrie Tate joined the meeting at 5:11 pm.

A motion was made by Carrie Tate to move to an open meeting and seconded by Elaine Mikel-Mulder. Those voting in favor: Matt Bruns, Melissa Millner, Elaine Mikel-Mulder, Carrie Tate and Mark Zuzek. Motion carried unanimously.

A motion was made to adjourn the meeting by Matt Bruns and seconded by Elaine Mikel-Mulder. Those voting in favor: Matt Bruns, Melissa Millner, Elaine Mikel-Mulder, Carrie Tate and Mark Zuzek. Motion carried unanimously.

The meeting was adjourned at 7:00 PM.

**Board of Education
Independent School District 200
Hastings, Minnesota**

A Special Meeting of the School Board of Independent School District No. 200, Hastings, Minnesota, was held on Tuesday, May 13, 2025 at the Hastings School District Office Conference Room A.

The meeting was called to order at 2:01 PM by Chairperson Carrie Tate.

The following board members were present: Philip Biermaier, Matt Bruns, Jessica Dressely, Elaine Mikel-Mulder, Melissa Millner, Carrie Tate, and Mark Zuzek.

Barb Dorn with MSBA facilitated superintendent interviews.

Deliberations began at 4:30 pm after the completion of second round interviews of two superintendent candidates; Dr. Kristine Wehrkamp Herman and Dr. Jeffrey Fleig.

A motion was made by Matt Bruns to extend an offer of an employment contract for the position of Hastings Public Schools Superintendent to Dr. Kristine Wehrkamp Herman contingent upon the following: that a mutually-agreeable employment contract is negotiated, and a criminal background check is completed with results acceptable to the school board. With 6 ayes, 1 nay, the motion carried unanimously. Jessica Dressely voted nay. Motion carries.

A five minute recess was taken to call the candidate and she accepted based on contingencies.

A motion was made to adjourn the meeting by Jessica Dressely and seconded by Mark Zuzek. With a vote of 7 ayes and 0 nays, the motion carried unanimously.

The meeting was adjourned at 6:02 PM.

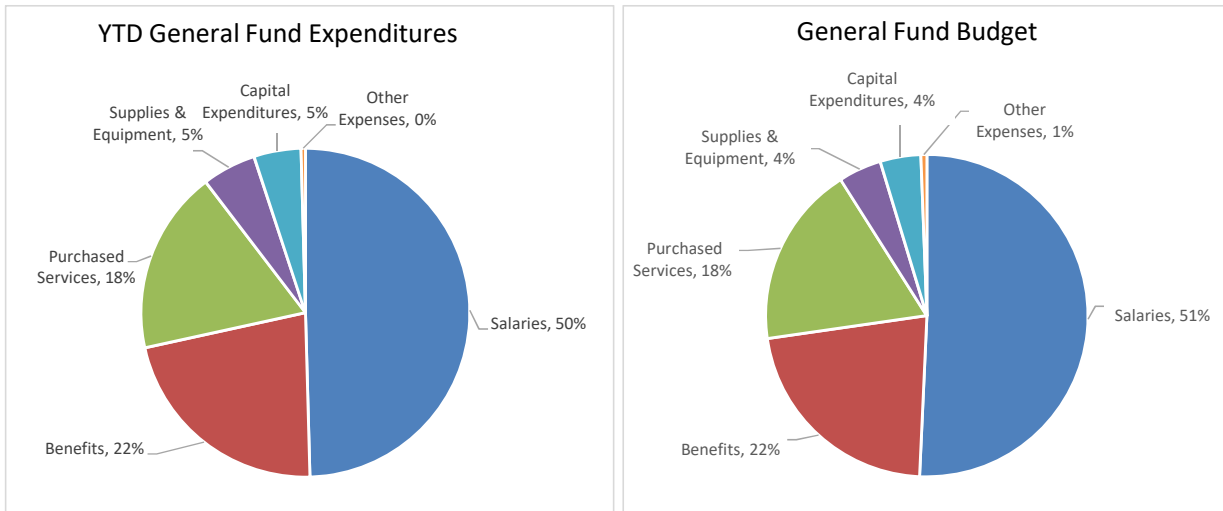
HASTINGS ISD #200 BOARD REPORT FOR THE MONTH ENDING: April 2025

EXPENDITURE TOTALS

	FY 2025 Budget (REV)	**Monthly Expenditures	Year-to-Date Expenditures	Remaining Balance	% Spent
General Fund (01)					
100 Salaries	34,391,243	2,798,562	23,787,586	10,603,657	69%
200 Benefits	14,940,629	1,131,175	10,568,529	4,372,099	71%
300 Purchased Services	12,392,304	1,045,016	8,669,187	3,723,118	70%
400 Supplies & Equipment	2,934,459	355,278	2,550,740	383,719	87%
500 Capital Expenditures	2,777,663	68,860	2,230,729	546,933	80%
800 Other Expenses	391,068	18,132	199,487	191,581	51%
	67,827,366	5,417,022	48,006,258	19,821,108	71%
Food Service Fund (02)	3,530,227	314,860	2,749,464	780,763	78%
Community Service Fund (04)	2,864,210	291,380	2,371,814	492,396	83%
Building Construction Fund (06)	2,699,440	67,378	1,967,284	732,156	73%
Debt Service Fund (07)	20,619,675	0	20,619,125	550	100%
Student Activities Fund (10)	250,000	39,194	219,930	30,070	88%
Deferred Accounts- Donations/Misc Fund (11)	640,619	106,187	494,772	145,847	77%
Scholarships Fund (12)	120,000	3,000	118,000	2,000	98%
Totals	\$98,551,537	\$6,239,022	\$76,546,648	\$22,004,889	

** Monthly expenditures include payroll, finance and encumbrances.

** Some payments are coded to revenue codes and are not included in above monthly expenditures but are included on payment registers.



PAYROLL DISBURSEMENTS

Checks & Direct Deposits	4/1/2025	4/30/2025	1,948,610	Pay dates 4/4 and 4/18 Bd. Share \$356,869
Liability Checks & Wires	4/1/2025	4/30/2025	1,429,035	
Total			\$3,377,646	

FINANCE DISBURSEMENTS

Checks & Wires	4/1/2025	4/30/2025	1,787,566
Total			\$1,787,566

SELF-FUNDED INSURANCE

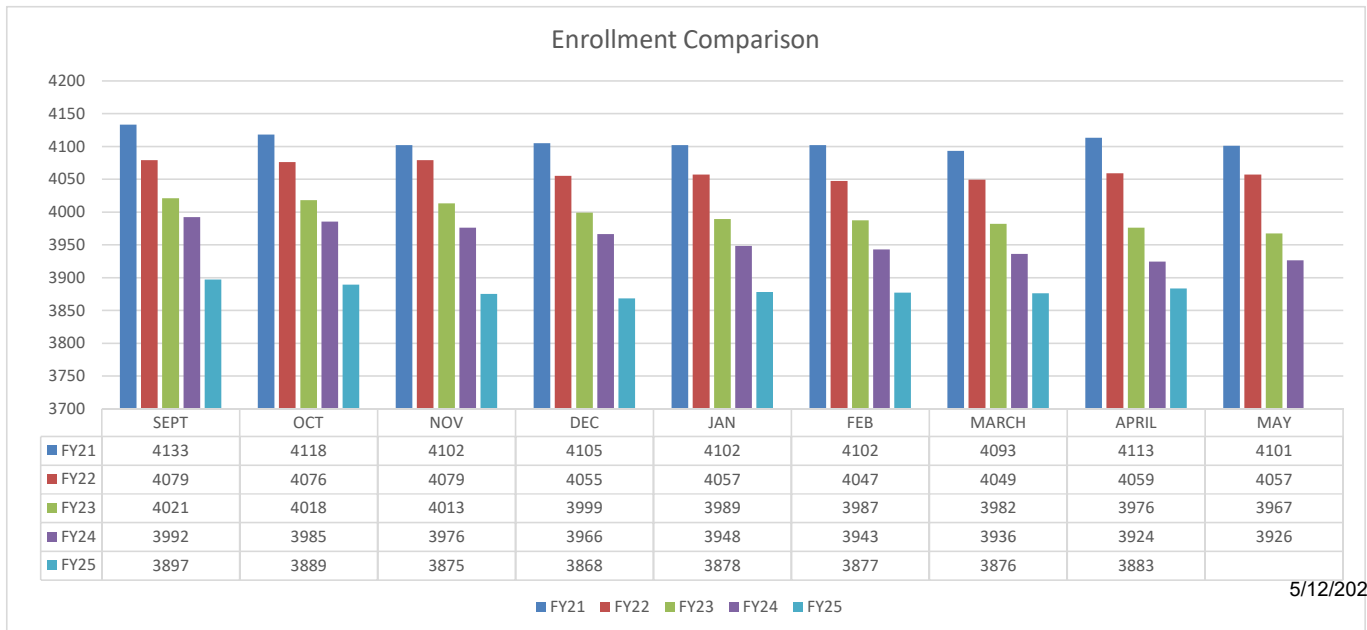
	Revenue YTD	Expenses YTD	YTD Balance
Dental	646,010	561,996	\$84,014
Health	8,318,294	6,972,975	\$1,345,319

ELECTRONIC FUND TRANSFERS

<u>Date</u>	<u>From</u>	<u>To</u>	<u>Amount</u>	<u>Description</u>
4/2/2025	MSDLAF General	MSDLAF Flex	31,367.95	Payroll
4/4/2025	MSDLAF General	MSDLAF AP	13,473.90	Accounts Payable
4/4/2025	MSDLAF General	MSDLAF Payroll	1,662,236.34	Payroll
4/4/2025	MSDLAF General	MSDLAF Flex	20,742.02	Payroll
4/7/2025	Merchants Bank	MSDLAF General	50,000.00	Local Receipts
4/8/2025	MSDLAF General	MSDLAF Health Self Funded	771,151.72	Health Insurance
4/9/2025	MSDLAF Health Self Funded	MSDLAF Health Self FundedMAX	2,000,000.00	Exchange
4/9/2025	MSDLAF General	MSDLAF GeneralMAX	4,000,000.00	Exchange
4/10/2025	MSDLAF General	MSDLAF Health Self Funded	447.81	Health Insurance
4/11/2025	MSDLAF General	MSDLAF AP	28,905.58	Accounts Payable
4/11/2025	MSDLAF General	Vermillion Bank	8,089.76	Local Receipts
4/11/2025	MSDLAF GeneralMAX	MSDLAF General	3,000,000.00	Exchange
4/11/2025	MSDLAF Health Self FundedMAX	MSDLAF Health Self Funded	1,000,000.00	Exchange
4/14/2025	Merchants Bank	MSDLAF General	50,000.00	Local Receipts
4/15/2025	MSDLAF General	MSDLAF AP	682,793.99	Accounts Payable
4/16/2025	MSDLAF General	MSDLAF Health Self Funded	31,234.70	Health Insurance
4/17/2025	MSDLAF General	MSDLAF Payroll	1,709,838.28	Payroll
4/17/2025	MSDLAF General	MSDLAF AP	29,037.00	Accounts Payable
4/17/2025	MSDLAF General	MSDLAF Flex	21,184.62	Payroll
4/21/2025	Merchants Bank	MSDLAF General	25,000.00	Local Receipts
4/25/2025	MSDLAF Health Self FundedMAX	MSDLAF Health Self Funded	1,000,000.00	Exchange
4/25/2025	MSDLAF General	MSDLAF AP	142,401.37	Accounts Payable
4/25/2025	MSDLAF General	MSDLAF AP	8,677.65	Accounts Payable
4/28/2025	Merchants Bank	MSDLAF General	25,000.00	Local Receipts
4/29/2025	MSDLAF General	MSDLAF Payroll	4,777.82	Payroll
4/29/2025	MSDLAF General	MSDLAF Health Self Funded	31,367.95	Health Insurance
4/29/2025	MSDLAF Flex	MSDLAF General	8.51	Payroll
4/29/2025	MSDLAF General	MSDLAF Dental Self Funded	61,958.58	Dental Insurance
4/29/2025	MSDLAF General	MSDLAF AP	40,848.53	Accounts Payable
4/30/2025	MSDLAF General	MSDLAF Health Self Funded	21,494.87	Health Insurance
4/30/2025	Merchants Bank	MSDLAF General	200,000.00	Local Receipts
4/30/2025	MSDLAF General	MSDLAF Scholarship	12,632.00	Local Receipts
4/30/2025	MSDLAF General	MSDLAF AP	835,983.65	Accounts Payable
			<u>\$17,520,654.60</u>	

ENROLLMENT

<u>GRADE</u>	<u>COUNT</u>	<u>SCHOOL</u>	<u>COUNT</u>
K	260	HALC	33
1	260	High School	1296
2	281	Middle School	1180
3	283	Kennedy Elementary	466
4	290	Pinecrest Elementary	431
5	283	McAuliffe Elementary	477
6	298		3883
7	308		
8	291		
9	302		
10	333	Elementary	1374
11	359	Middle School	1180
12	335	High School/HALC	1329
	3883	Total District	3883



INDEPENDENT SCHOOL DISTRICT NO. 200
Hastings High School and Middle School
Extra Curricular Student Activity Accounts
Statement of Receipts and Disbursements
Year ended June 30, 2025
Current Statement as of 4/30/2025

Crs Code	Activity Account	Balance 7/1/2024	Receipts	Disbursements	Subtotal (Less Interest)	Interest Earned	Balance 4/30/2025
601	Art Club	389.29	5,647.00	76.95	5,959.34	44.9945	6,004.33
608	AVID	3,537.27	0.00	0.00	3,537.27	96.5428	3,633.81
602	Band	12,069.74	15,075.63	24,512.32	2,633.05	307.5339	2,940.58
605	Basketball - Boys	3,375.11	0.00	1,722.57	1,652.54	61.0495	1,752.89
609	Choir Tour	1,713.20	0.00	0.00	1,713.20	46.7584	1,759.96
610	Cross Country Running	290.32	1,173.00	934.00	529.32	16.8632	546.18
613	Fellowship Christian Athletes (FCA)	2,478.49	3,171.00	1,854.44	3,795.05	95.1809	3,890.23
615	Gymnastics	4,376.24	2,912.00	3,215.50	4,072.74	116.8921	4,189.63
616	French Honor Society (FHS)	1,453.27	804.00	646.68	1,610.59	42.9697	1,653.56
622	Marching Band	36,853.69	40,261.02	63,043.47	14,071.24	645.9328	14,717.17
675	INTEREST EARNED	0.00	5,408.86	45.00	5,363.86	-	0.00
623	National Honor Society (NHS)	2,356.95	8,693.00	1,505.17	9,544.78	117.6911	9,662.47
625	Nordic Skiing	382.57	147.00	180.67	348.90	9.7066	358.61
626	Orchestra	278.74	0.00	0.00	278.74	7.6077	286.35
618	Peer Helpers	18.55	185.00	14.28	189.27	2.9852	192.26
632	Show Choir	36,140.07	83,998.96	78,686.04	41,452.99	1,363.2829	42,816.27
647	Spanish Club	6,498.83	6,566.75	6,988.27	6,077.31	173.0049	6,250.31
650	Student Council	57,778.41	37,109.00	26,833.87	68,053.54	1,531.5797	69,585.12
652	Tennis - Boys	3,733.32	0.00	487.50	3,245.82	90.5407	3,336.36
653	Tennis - Girls	918.97	2,303.35	1,948.70	1,273.62	40.0253	1,313.65
655	Thespians	565.57	0.00	0.00	565.57	15.4361	581.01
656	Track	14,031.40	7,032.20	2,945.00	18,118.60	382.9312	18,501.53
654	Ultimate Frisbee	25.23	2,301.19	675.00	1,651.42	12.9480	1,664.37
659	Wrestling	629.12	0.00	0.00	629.12	17.1706	646.29
665	Middle School Yearbook	14.01	0.00	0.00	14.01	0.3824	14.39
666	Middle School Student Council	4,821.46	5,834.18	3,614.93	7,040.71	123.8497	7,164.56
		194,729.82	228,623.14	219,930.36	203,422.60	5,363.8600	203,422.60

INDEPENDENT SCHOOL DISTRICT NO. 200
HASTINGS, MINNESOTA
TREASURER'S REPORT TO SCHOOL BOARD

April 2025 Investment Reconciliation - %-104-%

FUNDS	BALANCE BEGINNING OF MONTH	RECEIPTS	DISBURSEMENTS	BALANCE END OF MONTH
GENERAL FUND - 01	11,000,000.00	3,000,000.00	3,000,000.00	11,000,000.00
SCHOLARSHIP FUND - 12	10,000.00	0.00	0.00	10,000.00
DENTAL SELF FUNDED - 20	488,000.00	0.00	0.00	488,000.00
HEALTH SELF FUNDED - 21	2,000,000.00	2,000,000.00	2,000,000.00	2,000,000.00
TOTALS	13,498,000.00	5,000,000.00	5,000,000.00	<u>13,498,000.00</u>

RECONCILEMENT OF TREASURER'S BALANCE WITH BANK

DESCRIPTION	BALANCE PER BANK STATEMENT	OTHER RECONCILING ITEMS	BALANCE PER TREASURER'S BOOKS
Certificates of Deposit - MSDLAF - General	0.00	0.00	0.00
Term - MSDLAF - General	11,000,000.00	0.00	11,000,000.00
Scholarship CD	10,000.00	0.00	10,000.00
Certificates of Deposit - MSDLAF - Dental	488,000.00	0.00	488,000.00
Term - MSDLAF - Health	2,000,000.00	0.00	2,000,000.00
TREASURER'S BALANCE	13,498,000.00	0.00	<u>13,498,000.00</u>

INDEPENDENT SCHOOL DISTRICT NO. 200
HASTINGS, MINNESOTA
TREASURER'S REPORT TO SCHOOL BOARD

April 2025 Bank Reconciliation

FUNDS	BALANCE BEGINNING OF MONTH	RECEIPTS	DISBURSEMENTS	JOURNAL ENTRIES	BALANCE END OF MONTH
GENERAL FUND- 01	24,044,205.99	6,904,198.12	(2,911,402.46)	(2,432,923.18)	25,604,078.47
FOOD SERVICE FUND - 02	203,526.73	563,189.53	(189,327.87)	(128,035.53)	449,352.86
COMMUNITY ED - 04	664,559.87	176,849.95	(74,407.67)	(217,106.38)	549,895.77
BUILDING CONSTRUCTION - 06	799,959.75	2,731.72	(7,219.33)	0.00	795,472.14
DEBT REDEMPTION - 07	2,528,546.32	0.00	0.00	0.00	2,528,546.32
STUDENT ACTIVITY FUND -10	191,706.93	48,653.98	(35,413.31)	(2,325.00)	202,622.60
DEFERRED ACCOUNTS - 11	583,111.44	70,125.15	(62,525.80)	(17,920.39)	572,790.40
SCHOLARSHIP - 12	248,204.78	18,521.04	(3,000.00)	0.00	263,725.82
TRUST - 18	0.00	0.00	0.00	0.00	0.00
DENTAL SELF FUNDED - 20	913,501.25	3,085.44	(54,259.54)	61,958.58	924,285.73
HEALTH SELF FUNDED -21	3,118,359.10	49,696.50	(641,827.06)	859,714.20	3,385,942.74
OPEB PERA/CE TRUST - 45	6,885,611.14	0.00	0.00	23,480.78	6,909,091.92
TOTALS	40,181,293.30	7,837,051.43	(3,979,383.04)	(1,853,156.92)	42,185,804.77

RECONCILEMENT OF TREASURER'S BALANCE WITH BANK

DESCRIPTION	BALANCE PER BANK STATEMENT	OUTSTANDING CHECKS	OUTSTANDING DEPOSITS	OTHER RECONCILING ITEMS	BALANCE PER TREASURER'S BOOKS
Merchants Bank	99,645.98	0.00	0.00	68.10	99,714.08
MSDLAF AP	1,109,298.70	(1,007,953.24)	0.00	0.00	101,345.46
MSDLAF Payroll	133,465.22	(31,297.77)	0.00	(244.51)	101,922.94
MSDLAF Scholarship	266,725.82	(3,000.00)	0.00	0.00	263,725.82
MSDLAF General	29,970,934.17	0.00	30,207.52	0.00	30,001,141.69
MSDLAF Flex	187,483.14	0.00	0.00	1,799.21	189,282.35
MSDLAF Dental Self Funded	924,285.73	0.00	0.00	0.00	924,285.73
MSDLAF Health Self Funded	2,616,939.00	0.00	0.00	0.00	2,616,939.00
MSDLAF Bond Proceeds	778,995.59	0.00	0.00	0.00	778,995.59
Vermillion Bank	195,432.92	(806.73)	0.00	0.00	194,626.19
MidAmerica - CE Trust	0.00	0.00	0.00	0.00	0.00
OPEB PERA/CE Trust Account	6,913,825.92	0.00	0.00	0.00	6,913,825.92
TREASURER'S BALANCE	43,197,032.19	(1,043,057.74)	30,207.52	1,622.80	42,185,804.77

HASTINGS PUBLIC SCHOOLS

Payment Reg by Bank and Check

											Pay/Void			
Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Date	Amount	
MB	P510MB	110476		Wire	1	10229	MERCHANTS BANK FEES		No	Yes	No	04/10/2025	50.22	
Bank Total:												\$50.22		
USAP	p509a	110514		Wire	1	11387	AMAZON CAPITAL SERVICES, INC		No	No	No	04/14/2025	8,510.87	
USAP	P51015	110599		Wire	1	10920	AFFINETY - MERCH BANK FEES (WIRE)		No	Yes	No	04/15/2025	4,547.21	
USAP	P51015	110600		Wire	1	2976	SALES TAX (MN DEPT REVENUE)		No	Yes	No	04/15/2025	149.00	
USAP	P51015	110601		Wire	1	9935	ELEYO FEES		No	Yes	No	04/15/2025	5,149.78	
USAP	p509b	110676		Wire	1	9557	BMO HARRIS BANK NA		No	Yes	No	04/25/2025	30,499.46	
USAP	P51030	110762		Wire	1	3167	MSDLAF BANK FEES		No	Yes	No	04/30/2025	214.16	
USAP	P50903	110364	837419	Check	1	1982	MINNESOTA DEPT. OF HEALTH		Yes	No	Yes	04/17/2025	(140.00)	
USAP	P51001	110471	837495	Check	1	9066	BAKKER, PAUL		Yes	No	No	04/04/2025	25.90	
USAP	P51001	110459	837496	Check	1	11926	BALDWIN, MARGARET		Yes	No	No	04/04/2025	318.05	
USAP	P51001	110472	837497	Check	1	9953	BEHNKE, KERI		Yes	No	No	04/04/2025	57.40	
USAP	P51001	110468	837498	Check	1	7120	R2 BSN SPORTS LLC		Yes	No	No	04/04/2025	890.42	
USAP	P51001	110464	837499	Check	1	3030	GROTH MUSIC		Yes	No	No	04/04/2025	29.99	
USAP	P51001	110466	837500	Check	1	4980	HANSON, TRENT		Yes	No	No	04/04/2025	494.21	
USAP	P51001	110467	837501	Check	1	5828	JIM CARLSON LEASING CO.		Yes	No	No	04/04/2025	710.00	
USAP	P51001	110470	837502	Check	1	8622	MAHTOMEDI HIGH SCHOOL		Yes	No	No	04/04/2025	250.00	
USAP	P51001	110469	837503	Check	1	7173	MEDICINE LAKE TOURS		Yes	No	No	04/04/2025	1,800.00	
USAP	P51001	110458	837504	Check	1	11776	REARDON, JOSEPH		Yes	No	No	04/04/2025	64.68	
USAP	P51001	110465	837505	Check	1	4344	ROWAN, MARY		Yes	No	No	04/04/2025	22.54	
USAP	P51001	110457	837506	Check	1	11587	SAFEWAY DRIVING SCHOOL		Yes	No	No	04/04/2025	3,960.00	
USAP	P51001	110463	837507	Check	1	2850	R1 SCHOOL SPECIALTY		Yes	No	No	04/04/2025	300.66	
USAP	P51001	110460	837508	Check	1	11996	STOCKDALE, SCOTT		Yes	No	No	04/04/2025	95.90	
USAP	P51001	110461	837509	Check	1	2519	TEAM SPORTING GOODS		Yes	No	No	04/04/2025	4,394.15	
USAP	P51001	110462	837510	Check	1	2548	R1 T-MOBILE		Yes	No	No	04/04/2025	60.00	
USAP	P51002	110481	837511	Check	1	11213	ANDERSON, ERIN		Yes	No	No	04/11/2025	80.36	
USAP	P51002	110500	837512	Check	1	7157	AUSTIN HIGH SCHOOL-ATHL OFFICE		Yes	No	No	04/11/2025	350.00	
USAP	P51002	110483	837513	Check	1	11558	BATAGLIA, KATHERINE		Yes	No	No	04/11/2025	29.54	
USAP	P51002	110494	837514	Check	1	3155	BEHNKE, RON		Yes	No	No	04/11/2025	68.88	
USAP	P51002	110505	837515	Check	1	8830	BORGEN, CHERYL		Yes	No	No	04/11/2025	840.07	
USAP	P51002	110477	837516	Check	1	10132	BURMEISTER, ANNE		Yes	No	No	04/11/2025	241.94	
USAP	P51002	110503	837517	Check	1	8581	CIRILLO, MOLLY		Yes	No	No	04/11/2025	5.00	
USAP	P51002	110498	837518	Check	1	6687	CLARK, DAVID		Yes	No	No	04/11/2025	12.53	
USAP	P51002	110504	837519	Check	1	8741	CLARK, JAMIE		Yes	No	No	04/11/2025	89.77	
USAP	P51002	110497	837520	Check	1	5504	COON RAPIDS HIGH SCHOOL		Yes	No	No	04/11/2025	300.00	
USAP	P51002	110499	837521	Check	1	6745	CULLIGAN OF STILLWATER		Yes	No	No	04/11/2025	466.70	
USAP	P51002	110495	837522	Check	1	3597	GRAND SLAM		Yes	No	No	04/11/2025	1,292.00	

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USAP	P51002	110507	837523	Check	1	9880	GUSTAFSON, JILL		Yes	No	No	04/11/2025		74.48
USAP	P51002	110479	837524	Check	1	10826	HANSON, MEREDITH		Yes	No	No	04/11/2025		362.91
USAP	P51002	110486	837525	Check	1	12022	HAUER, CHRISTINA		Yes	No	No	04/11/2025		9.10
USAP	P51002	110484	837526	Check	1	11582	HEWITT, SARA		Yes	No	No	04/11/2025		23.52
USAP	P51002	110478	837527	Check	1	10420	HOPE ENGLISH-SPANISH INTERPRETE		Yes	No	No	04/11/2025		4,954.25
USAP	P51002	110485	837528	Check	1	11726	JOHNSON, STEFANIE		Yes	No	No	04/11/2025		24.22
USAP	P51002	110501	837529	Check	1	7981	LIEBOVICH BROS		Yes	No	No	04/11/2025		1,556.82
USAP	P51002	110502	837530	Check	1	8342	M JUDGE ELECTRIC LLC		Yes	No	No	04/11/2025		1,065.00
USAP	P51002	110490	837531	Check	1	1894	MASSP		Yes	No	No	04/11/2025		175.00
USAP	P51002	110487	837532	Check	1	12108	MINNETONKA HIGH SCHOOL		Yes	No	No	04/11/2025		180.00
USAP	P51002	110489	837533	Check	1	1882	OFFICE OF MN IT SERVICES		Yes	No	No	04/11/2025		61.17
USAP	P51002	110480	837534	Check	1	11186	R2 PERFORMANCE FOOD SERVICE		Yes	No	No	04/11/2025		4,781.21
USAP	P51002	110491	837535	Check	1	2424	SOUTHWEST MN STATE UNIVERSITY		Yes	No	No	04/11/2025		10,450.00
USAP	P51002	110506	837536	Check	1	9692	STILLWATER ALPINE BOOSTER CLUB		Yes	No	No	04/11/2025		550.00
USAP	P51002	110492	837537	Check	1	2499	SUPER DUPER SCHOOL COMPANY		Yes	No	No	04/11/2025		58.95
USAP	P51002	110488	837538	Check	1	1575	TESSIER-MORSE, HAILEN		Yes	No	No	04/11/2025		55.16
USAP	P51002	110493	837539	Check	1	2563	TROPHIES PLUS		Yes	No	No	04/11/2025		433.00
USAP	P51002	110482	837540	Check	1	11525	TWO RIVERS HIGH SCHOOL		Yes	No	No	04/11/2025		300.00
USAP	P51002	110496	837541	Check	1	4331	VIAL, JESSE		Yes	No	No	04/11/2025		14.00
USAP	P51015	110578	837542	Check	1	5510	ACCELERATED TECHNOLOGIES		Yes	No	No	04/15/2025		1,248.99
USAP	P51015	110523	837543	Check	1	1087	R5 ASCD		Yes	No	No	04/15/2025		119.00
USAP	P51015	110543	837544	Check	1	11916	BACKYARD PARTY RENTALS		Yes	No	No	04/15/2025		1,000.00
USAP	P51015	110551	837545	Check	1	12105	BAFARO, RILEY		Yes	No	No	04/15/2025		102.87
USAP	P51015	110530	837546	Check	1	1132	BEMIDJI STATE UNIVERSITY		Yes	No	No	04/15/2025		1,025.32
USAP	P51015	110534	837547	Check	1	11580	BEN BROUWER PIANO CARE		Yes	No	No	04/15/2025		150.00
USAP	P51015	110533	837548	Check	1	1156	BIX PRODUCE COMPANY LLC		Yes	No	No	04/15/2025		8,043.66
USAP	P51015	110580	837549	Check	1	7120	R2 BSN SPORTS LLC		Yes	No	No	04/15/2025		276.88
USAP	P51015	110590	837550	Check	1	8681	CANVAS HEALTH		Yes	No	No	04/15/2025		6,042.08
USAP	P51015	110588	837551	Check	1	7911	CENTURYLINK		Yes	No	No	04/15/2025		80.52
USAP	P51015	110545	837552	Check	1	11978	CHARPENTIER ENTERPRISES LLC		Yes	No	No	04/15/2025		97.50
USAP	P51015	110546	837553	Check	1	11998	CHERRY, ALYSSA		Yes	No	No	04/15/2025		233.66
USAP	P51015	110522	837554	Check	1	10730	COMMUNITIES IN SCHOOLS OF THE TV		Yes	No	No	04/15/2025		16,250.00
USAP	P51015	110516	837555	Check	1	10245	CSTMN LLC		Yes	No	No	04/15/2025		22,002.09
USAP	P51015	110554	837556	Check	1	1286	CUB FOODS		Yes	No	No	04/15/2025		17.75
USAP	P51015	110532	837557	Check	1	11555	CUSTOM COMMUNICATIONS INC		Yes	No	No	04/15/2025		569.00
USAP	P51015	110591	837558	Check	1	8840	DEFINITIVE TECHNOLOGY SOLUTIONS		Yes	No	No	04/15/2025		1,271.25
USAP	P51015	110592	837559	Check	1	8840	R2 DEFINITIVE TECHNOLOGY SOLUTIONS		Yes	No	No	04/15/2025		214.00
USAP	P51015	110555	837560	Check	1	1319	DEMCO		Yes	No	No	04/15/2025		266.55

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USAP	P51015	110579	837561	Check	1	6190	R2	EDUCATORS BENEFIT CONSULTANTS		Yes	No	No	04/15/2025	566.86
USAP	P51015	110584	837562	Check	1	7631		EF EDUCATIONAL TOURS		Yes	No	No	04/15/2025	43.45
USAP	P51015	110542	837563	Check	1	11858		FAMILY ACHIEVEMENT CENTER		Yes	No	No	04/15/2025	2,636.25
USAP	P51015	110586	837564	Check	1	7843		FUN AND FUNCTION		Yes	No	No	04/15/2025	51.94
USAP	P51015	110541	837565	Check	1	11844		FUTURA LANGUAGE PROFESSIONALS		Yes	No	No	04/15/2025	1,140.00
USAP	P51015	110598	837566	Check	1	9863	R2	GENUINE PARTS COMPANY		Yes	No	No	04/15/2025	197.69
USAP	P51015	110529	837567	Check	1	11220		GOPHERMODS LLC		Yes	No	No	04/15/2025	59.00
USAP	P51015	110556	837568	Check	1	1482		GRAINGER, W.W..		Yes	No	No	04/15/2025	397.34
USAP	P51015	110557	837569	Check	1	1483		GRAPHIC DESIGN INC		Yes	No	No	04/15/2025	471.00
USAP	P51015	110574	837570	Check	1	3030		GROTH MUSIC		Yes	No	No	04/15/2025	235.78
USAP	P51015	110531	837571	Check	1	11444		H2I GROUP		Yes	No	No	04/15/2025	724.50
USAP	P51015	110553	837572	Check	1	12110		HARRIS, JESSICA		Yes	No	No	04/15/2025	75.00
USAP	P51015	110593	837573	Check	1	9329		HOMETOWN ACE HARDWARE		Yes	No	No	04/15/2025	1,070.75
USAP	P51015	110550	837574	Check	1	12102		HOPE SQUAD INC		Yes	No	No	04/15/2025	3,700.00
USAP	P51015	110562	837575	Check	1	1845		HORIZON COMMERCIAL POOL SUPPLY		Yes	No	No	04/15/2025	55.67
USAP	P51015	110544	837576	Check	1	11943		IMPERIAL DADE		Yes	No	No	04/15/2025	675.58
USAP	P51015	110576	837577	Check	1	3584		INFOPRO LEGAL RESOURCES INC		Yes	No	No	04/15/2025	1,665.00
USAP	P51015	110585	837578	Check	1	7721	R3	INNOVATIVE OFFICE SOLUTIONS		Yes	No	No	04/15/2025	4,893.29
USAP	P51015	110558	837579	Check	1	1664		INTERMEDIATE DIST 287		Yes	No	No	04/15/2025	806.68
USAP	P51015	110559	837580	Check	1	1665		INTERMEDIATE SCHOOL DIST 917		Yes	No	No	04/15/2025	157,558.94
USAP	P51015	110560	837581	Check	1	1679	R1	J.W. PEPPER & SON INC		Yes	No	No	04/15/2025	267.30
USAP	P51015	110596	837582	Check	1	9459	R1	KONICA MINOLTA/LOFFLER		Yes	No	No	04/15/2025	2,054.00
USAP	P51015	110561	837583	Check	1	1799	R1	LAKESHORE LEARNING MATERIALS		Yes	No	No	04/15/2025	34.94
USAP	P51015	110548	837584	Check	1	12070		LB CARLSON LLP		Yes	No	No	04/15/2025	4,150.00
USAP	P51015	110597	837585	Check	1	9776	R1	LOFFLER COMPANIES		Yes	No	No	04/15/2025	2,154.50
USAP	P51015	110563	837586	Check	1	1863		MACKIN EDUCATIONAL RESOURCES		Yes	No	No	04/15/2025	606.70
USAP	P51015	110564	837587	Check	1	1942		MENARDS		Yes	No	No	04/15/2025	588.02
USAP	P51015	110565	837588	Check	1	1977		MINNESOTA COACHES INC		Yes	No	No	04/15/2025	63,721.13
USAP	P51015	110566	837589	Check	1	1988		MINNESOTA HISTORICAL SOCIETY		Yes	No	No	04/15/2025	80.00
USAP	P51015	110573	837590	Check	1	2795		MTI DISTRIBUTING, INC.		Yes	No	No	04/15/2025	710.48
USAP	P51015	110587	837591	Check	1	7883	R1	NAC MECHANICAL & ELECRICAL SERV		Yes	No	No	04/15/2025	640.50
USAP	P51015	110515	837592	Check	1	10019	R1	NCS PEARSON INC		Yes	No	No	04/15/2025	201.08
USAP	P51015	110538	837593	Check	1	11749		NOBLE CONSERVATION SOLUTIONS		Yes	No	No	04/15/2025	8,469.31
USAP	P51015	110519	837594	Check	1	10721	R4	NORTHFIELD SOLAR LLC		Yes	No	No	04/15/2025	28,712.94
USAP	P51015	110540	837595	Check	1	11771		NOVA EDUCATION CONSULTANTS		Yes	No	No	04/15/2025	1,612.50
USAP	P51015	110567	837596	Check	1	2163	R1	PAN-O-GOLD BAKING CO		Yes	No	No	04/15/2025	618.80
USAP	P51015	110526	837597	Check	1	11186	R2	PERFORMANCE FOOD SERVICE		Yes	No	No	04/15/2025	5,905.42
USAP	P51015	110537	837598	Check	1	11740		PRAIRIE FARMS - WOODBOURY, MN		Yes	No	No	04/15/2025	6,200.35

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USAP	P51015	110568	837599	Check	1	2267	REGION V COMPUTER SERVICES		Yes	No	No	04/15/2025		13,794.00
USAP	P51015	110582	837600	Check	1	7356	R1 RESILITE SPORTS PRODUCTS INC		Yes	No	No	04/15/2025		24,976.00
USAP	P51015	110589	837601	Check	1	7918	RIESTER REFRIGERATION		Yes	No	No	04/15/2025		1,051.00
USAP	P51015	110518	837602	Check	1	10576	R1 RIVERSIDE INSIGHTS		Yes	No	No	04/15/2025		699.38
USAP	P51015	110535	837603	Check	1	11675	ROLFE, YELENA		Yes	No	No	04/15/2025		362.91
USAP	P51015	110577	837604	Check	1	4344	ROWAN, MARY		Yes	No	No	04/15/2025		10.71
USAP	P51015	110552	837605	Check	1	12106	SHAW/STEWART LUMBER CO		Yes	No	No	04/15/2025		1,569.05
USAP	P51015	110528	837606	Check	1	11196	R1 SHRED IT USA - C/O STERICYCLE INC.		Yes	No	No	04/15/2025		104.37
USAP	P51015	110539	837607	Check	1	11768	R1 TAHER INC		Yes	No	No	04/15/2025		14,375.00
USAP	P51015	110547	837608	Check	1	12034	TEACHERS ON CALL, INC		Yes	No	No	04/15/2025		15,091.80
USAP	P51015	110569	837609	Check	1	2522	TERRY'S HARDWARE		Yes	No	No	04/15/2025		312.19
USAP	P51015	110594	837610	Check	1	9380	THE WORKS		Yes	No	No	04/15/2025		1,241.25
USAP	P51015	110581	837611	Check	1	7351	TOAY, GRETCHEN		Yes	No	No	04/15/2025		110.00
USAP	P51015	110525	837612	Check	1	11080	R1 TRAFERA HOLDINGS LLC		Yes	No	No	04/15/2025		163,150.00
USAP	P51015	110570	837613	Check	1	2559	TRIO SUPPLY		Yes	No	No	04/15/2025		3,220.93
USAP	P51015	110571	837614	Check	1	2563	TROPHIES PLUS		Yes	No	No	04/15/2025		143.00
USAP	P51015	110583	837615	Check	1	7490	UNIVERSITY LANGUAGE CTR INC		Yes	No	No	04/15/2025		211.49
USAP	P51015	110572	837616	Check	1	2579	UNIVERSITY OF MINNESOTA, TWIN CIT		Yes	No	No	04/15/2025		435.00
USAP	P51015	110575	837617	Check	1	3277	UPPER LAKES FOODS, INC		Yes	No	No	04/15/2025		46,042.84
USAP	P51015	110536	837618	Check	1	11713	R1 VAN METER INC.		Yes	No	No	04/15/2025		62.50
USAP	P51015	110527	837619	Check	1	11187	R1 VISTAR		Yes	No	No	04/15/2025		3,217.42
USAP	P51015	110520	837620	Check	1	10722	R4 WALCOTT SOLAR LLC		Yes	No	No	04/15/2025		17,154.74
USAP	P51015	110521	837621	Check	1	10723	R4 WARSAW SOLAR LLC		Yes	No	No	04/15/2025		15,376.70
USAP	P51015	110517	837622	Check	1	10452	WAYNE PETERSON ENTERPRISES		Yes	No	No	04/15/2025		2,002.20
USAP	P51015	110595	837623	Check	1	9382	WAYZATA RESULTS		Yes	No	No	04/15/2025		1,000.00
USAP	P51015	110524	837624	Check	1	10950	WENZEL, ARINN		Yes	No	No	04/15/2025		115.97
USAP	P51015	110549	837625	Check	1	12074	WESTBY, ALEXANDRA		Yes	No	No	04/15/2025		163.89
USAP	P51003	110606	837626	Check	1	11981	R7 DOROTHY WILTERMUTH		Yes	No	No	04/17/2025		175.00
USAP	P51003	110615	837627	Check	1	3800	FOX, MARY ELLEN		Yes	No	No	04/17/2025		13.02
USAP	P51003	110618	837628	Check	1	6189	GLOVER, GALE		Yes	No	No	04/17/2025		258.07
USAP	P51003	110607	837629	Check	1	12022	HAUER, CHRISTINA		Yes	No	No	04/17/2025		18.20
USAP	P51003	110609	837630	Check	1	1582	HILLYARD INC-MINNEAPOLIS		Yes	No	No	04/17/2025		269.96
USAP	P51003	110611	837631	Check	1	1845	HORIZON COMMERCIAL POOL SUPPLY		Yes	No	No	04/17/2025		703.56
USAP	P51003	110619	837632	Check	1	7721	R3 INNOVATIVE OFFICE SOLUTIONS		Yes	No	No	04/17/2025		3,008.39
USAP	P51003	110610	837633	Check	1	1657	INSECT LORE		Yes	No	No	04/17/2025		232.85
USAP	P51003	110617	837634	Check	1	5218	LEE, ERIN		Yes	No	No	04/17/2025		20.91
USAP	P51003	110616	837635	Check	1	4228	MCGINNIS, ANGELA		Yes	No	No	04/17/2025		153.76
USAP	P51003	110612	837636	Check	1	2146	ORKIN PEST CONTROL INC.		Yes	No	No	04/17/2025		387.25

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USAP	P51003	110613	837637	Check	1	2163	R1	PAN-O-GOLD BAKING CO		Yes	No	No	04/17/2025	409.20
USAP	P51003	110605	837638	Check	1	11740		PRAIRIE FARMS - WOODBOURY, MN		Yes	No	No	04/17/2025	8,515.98
USAP	P51003	110614	837639	Check	1	2552	R1	PUSH PEDAL PULL		Yes	No	No	04/17/2025	397.00
USAP	P51003	110604	837640	Check	1	10898	R1	SYMMETRY ENERGY SOLUTIONS		Yes	No	No	04/17/2025	11,749.19
USAP	P51003	110608	837641	Check	1	12090		TITAN DISTRIBUTORS		Yes	No	No	04/17/2025	2,864.66
USAP	P51004	110657	837642	Check	1	12118		ALLAR, COLE		Yes	No	No	04/25/2025	109.96
USAP	P51004	110644	837643	Check	1	10919	R1	ARVIG		Yes	No	No	04/25/2025	1,205.95
USAP	P51004	110674	837644	Check	1	9066		BAKKER, PAUL		Yes	No	No	04/25/2025	48.16
USAP	P51004	110652	837645	Check	1	11983	R20	BILL SCHAEFFER		Yes	No	No	04/25/2025	205.35
USAP	P51004	110671	837646	Check	1	7725		BOOK CITY		Yes	No	No	04/25/2025	333.00
USAP	P51004	110649	837647	Check	1	1180	R1	BUREAU OF EDUCATION AND RESEAR		Yes	No	No	04/25/2025	825.00
USAP	P51004	110668	837648	Check	1	4811		CENTER FOR EFFECTIVE SCHOOL OPI		Yes	No	No	04/25/2025	9,435.00
USAP	P51004	110666	837649	Check	1	3748		CENTERPOINT ENERGY		Yes	No	No	04/25/2025	18,308.11
USAP	P51004	110653	837650	Check	1	12002		COLUMN SOFTWARE PBC		Yes	No	No	04/25/2025	313.96
USAP	P51004	110669	837651	Check	1	7000		CRETIN DERHAM HALL HIGH SCHOOL		Yes	No	No	04/25/2025	40.00
USAP	P51004	110656	837652	Check	1	12116		D'ALIMONTE, JENNIFER		Yes	No	No	04/25/2025	105.49
USAP	P51004	110673	837653	Check	1	8840		DEFINITIVE TECHNOLOGY SOLUTIONS		Yes	No	No	04/25/2025	455.86
USAP	P51004	110664	837654	Check	1	3030		GROTH MUSIC		Yes	No	No	04/25/2025	60.19
USAP	P51004	110650	837655	Check	1	11917		HAMLIN TRACK & FIELD		Yes	No	No	04/25/2025	240.00
USAP	P51004	110658	837656	Check	1	1665		INTERMEDIATE SCHOOL DIST 917		Yes	No	No	04/25/2025	22.00
USAP	P51004	110655	837657	Check	1	12113		JOHNSON & SCOFIELD		Yes	No	No	04/25/2025	1,450.00
USAP	P51004	110665	837658	Check	1	3071		KENNEDY PETTY CASH ACCOUNT		Yes	No	No	04/25/2025	490.10
USAP	P51004	110651	837659	Check	1	11949		LAWRENCE, ABBRIEL		Yes	No	No	04/25/2025	141.40
USAP	P51004	110643	837660	Check	1	10476		MILLER, DANA		Yes	No	No	04/25/2025	135.79
USAP	P51004	110659	837661	Check	1	1993		MINNESOTA SCHOOL BOARDS ASS'N.		Yes	No	No	04/25/2025	5,000.00
USAP	P51004	110672	837662	Check	1	8186	R1	MPCA		Yes	No	No	04/25/2025	25.00
USAP	P51004	110648	837663	Check	1	11732		MY LIFE IGNITED LLC		Yes	No	No	04/25/2025	429.00
USAP	P51004	110670	837664	Check	1	7525		NEUMAN, NATHAN		Yes	No	No	04/25/2025	123.90
USAP	P51004	110663	837665	Check	1	3029		SCHMITT MUSIC		Yes	No	No	04/25/2025	356.00
USAP	P51004	110647	837666	Check	1	11724		SQUIRES, WALDSPURGER & MACE P.A		Yes	No	No	04/25/2025	28.00
USAP	P51004	110667	837667	Check	1	4405	R1	STEP SAVER INC		Yes	No	No	04/25/2025	101.15
USAP	P51004	110660	837668	Check	1	2476		STERNAU & ASSOCIATES		Yes	No	No	04/25/2025	1,935.00
USAP	P51004	110654	837669	Check	1	12034		TEACHERS ON CALL, INC		Yes	No	No	04/25/2025	92,576.28
USAP	P51004	110645	837670	Check	1	11378	R2	THE JOURNAL		Yes	No	No	04/25/2025	708.57
USAP	P51004	110661	837671	Check	1	2548	R1	T-MOBILE		Yes	No	No	04/25/2025	147.90
USAP	P51004	110662	837672	Check	1	2563		TROPHIES PLUS		Yes	No	No	04/25/2025	11.00
USAP	P51004	110646	837673	Check	1	11437		VOLUME CASES		Yes	No	No	04/25/2025	7,034.25
USAP	P51030	110683	837674	Check	1	10630		ALL STRINGS ATTACHED		Yes	No	No	04/30/2025	134.97

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Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void		Amount
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USAP	P51030	110752	837675	Check	1 7110		APPLE EDUCATION INC		Yes	No	No	04/30/2025		749.00
USAP	P51030	110687	837676	Check	1 11204		ASLIS		Yes	No	No	04/30/2025		450.00
USAP	P51030	110706	837677	Check	1 12124		BAKKUM, DOUGLAS		Yes	No	No	04/30/2025		270.00
USAP	P51030	110691	837678	Check	1 1156		BIX PRODUCE COMPANY LLC		Yes	No	No	04/30/2025		7,707.15
USAP	P51030	110704	837679	Check	1 12122		BLASER, TODD		Yes	No	No	04/30/2025		260.00
USAP	P51030	110689	837680	Check	1 11486	R1	BOELTER LLC		Yes	No	No	04/30/2025		9,700.00
USAP	P51030	110734	837681	Check	1 2780		BREEZY POINT		Yes	No	No	04/30/2025		2,505.00
USAP	P51030	110741	837682	Check	1 3360		CARGILL		Yes	No	No	04/30/2025		7,077.50
USAP	P51030	110708	837683	Check	1 1214		CDW GOVERNMENT		Yes	No	No	04/30/2025		26,065.55
USAP	P51030	110754	837684	Check	1 7295		CENTURYLINK		Yes	No	No	04/30/2025		170.74
USAP	P51030	110757	837685	Check	1 7332		CENTURYLINK		Yes	No	No	04/30/2025		3,773.51
USAP	P51030	110698	837686	Check	1 11845		CHANEY ELECTRONICS INC		Yes	No	No	04/30/2025		1,682.81
USAP	P51030	110759	837687	Check	1 8581		CIRILLO, MOLLY		Yes	No	No	04/30/2025		120.82
USAP	P51030	110709	837688	Check	1 1251		COMMERCIAL KITCHEN SERVICES		Yes	No	No	04/30/2025		754.08
USAP	P51030	110710	837689	Check	1 1257		COMPUTER INTEGRATION TECHNOLO		Yes	No	No	04/30/2025		740.25
USAP	P51030	110699	837690	Check	1 11846		CONQUER NINJA GYMS-ROSEMOUNT		Yes	No	No	04/30/2025		159.20
USAP	P51030	110711	837691	Check	1 1286		CUB FOODS		Yes	No	No	04/30/2025		124.14
USAP	P51030	110690	837692	Check	1 11555		CUSTOM COMMUNICATIONS INC		Yes	No	No	04/30/2025		3,570.00
USAP	P51030	110760	837693	Check	1 8840		DEFINITIVE TECHNOLOGY SOLUTIONS		Yes	No	No	04/30/2025		68.12
USAP	P51030	110712	837694	Check	1 1319		DEMCO		Yes	No	No	04/30/2025		238.95
USAP	P51030	110729	837695	Check	1 2365		EAST RIDGE HIGH SCHOOL		Yes	No	No	04/30/2025		625.00
USAP	P51030	110703	837696	Check	1 12121		EMMONS, MARY		Yes	No	No	04/30/2025		200.00
USAP	P51030	110756	837697	Check	1 7322	R1	FERGUSON ENTERPRISES		Yes	No	No	04/30/2025		246.33
USAP	P51030	110713	837698	Check	1 1409		FISHER SCIENTIFIC		Yes	No	No	04/30/2025		315.49
USAP	P51030	110696	837699	Check	1 11765		FLOURISH CONSULTING LLC		Yes	No	No	04/30/2025		8,250.00
USAP	P51030	110747	837700	Check	1 4918		FRANDRUP MASONRY INC		Yes	No	No	04/30/2025		9,460.00
USAP	P51030	110714	837701	Check	1 1482		GRAINGER, W.W..		Yes	No	No	04/30/2025		711.13
USAP	P51030	110715	837702	Check	1 1483		GRAPHIC DESIGN INC		Yes	No	No	04/30/2025		7,730.00
USAP	P51030	110738	837703	Check	1 3030		GROTH MUSIC		Yes	No	No	04/30/2025		119.97
USAP	P51030	110716	837704	Check	1 1550		H&B SPECIALIZED PRODUCTS INC		Yes	No	No	04/30/2025		20,000.00
USAP	P51030	110717	837705	Check	1 1555	R1	HAWKINS, INC.		Yes	No	No	04/30/2025		1,098.53
USAP	P51030	110700	837706	Check	1 11943		IMPERIAL DADE		Yes	No	No	04/30/2025		6,512.73
USAP	P51030	110736	837707	Check	1 2905		IND. SCHOOL DIST 197		Yes	No	No	04/30/2025		756.00
USAP	P51030	110742	837708	Check	1 3584		INFOPRO LEGAL RESOURCES INC		Yes	No	No	04/30/2025		3,052.50
USAP	P51030	110758	837709	Check	1 7721	R3	INNOVATIVE OFFICE SOLUTIONS		Yes	No	No	04/30/2025		5,305.81
USAP	P51030	110750	837710	Check	1 6681		KENNEDY & GRAVEN, CHARTERD		Yes	No	No	04/30/2025		3,500.00
USAP	P51030	110751	837711	Check	1 6786		KOEHLER & DRAMM		Yes	No	No	04/30/2025		172.08
USAP	P51030	110688	837712	Check	1 11261	R2	LAFORCE LLC		Yes	No	No	04/30/2025		630.00

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												Date		
USAP	P51030	110745	837713	Check	1 4233		LAKEVILLE NORTH HIGH SCHOOL		Yes	No	No	04/30/2025		225.00
USAP	P51030	110749	837714	Check	1 6542		LAKEVILLE SO HIGH SCHOOL		Yes	No	No	04/30/2025		595.00
USAP	P51030	110681	837715	Check	1 10012	R1	LANGUAGE TESTING INTERNATIONAL,		Yes	No	No	04/30/2025		180.00
USAP	P51030	110705	837716	Check	1 12123		LAWRENCE, DEVON		Yes	No	No	04/30/2025		240.00
USAP	P51030	110707	837717	Check	1 12126		LOCKWOOD JR., ARTHUR		Yes	No	No	04/30/2025		500.00
USAP	P51030	110719	837718	Check	1 1894		MASSP		Yes	No	No	04/30/2025		885.00
USAP	P51030	110720	837719	Check	1 1914		MCEA EXECUTIVE OFFICE		Yes	No	No	04/30/2025		98.00
USAP	P51030	110753	837720	Check	1 7173		MEDICINE LAKE TOURS		Yes	No	No	04/30/2025		38,450.00
USAP	P51030	110721	837721	Check	1 1942		MENARDS		Yes	No	No	04/30/2025		256.19
USAP	P51030	110722	837722	Check	1 1977		MINNESOTA COACHES INC		Yes	No	No	04/30/2025		507,921.56
USAP	P51030	110744	837723	Check	1 3917	R1	MINNESOTA UI FUND		Yes	No	No	04/30/2025		2,599.28
USAP	P51030	110727	837724	Check	1 2229		MPLS PUBLIC SCHOOLS-SPEC DIST 1		Yes	No	No	04/30/2025		138.60
USAP	P51030	110723	837725	Check	1 2094		NINE EAGLES PROMOTIONS		Yes	No	No	04/30/2025		1,410.00
USAP	P51030	110697	837726	Check	1 11771		NOVA EDUCATION CONSULTANTS		Yes	No	No	04/30/2025		675.00
USAP	P51030	110718	837727	Check	1 1882		OFFICE OF MN IT SERVICES		Yes	No	No	04/30/2025		63.00
USAP	P51030	110702	837728	Check	1 12119		PANEL SYSTEMS MANUFACTURING		Yes	No	No	04/30/2025		9,300.00
USAP	P51030	110724	837729	Check	1 2163	R1	PAN-O-GOLD BAKING CO		Yes	No	No	04/30/2025		615.10
USAP	P51030	110725	837730	Check	1 2166		PARK COTTAGE GROVE HIGH SCHOOL		Yes	No	No	04/30/2025		200.00
USAP	P51030	110685	837731	Check	1 11186	R2	PERFORMANCE FOOD SERVICE		Yes	No	No	04/30/2025		9,832.72
USAP	P51030	110726	837732	Check	1 2219		POSTMASTER		Yes	No	No	04/30/2025		1,488.33
USAP	P51030	110694	837733	Check	1 11740		PRAIRIE FARMS - WOODBOURY, MN		Yes	No	No	04/30/2025		5,446.15
USAP	P51030	110692	837734	Check	1 11602		PRO-TEC DESIGN, INC.		Yes	No	No	04/30/2025		1,379.61
USAP	P51030	110755	837735	Check	1 7314		REGENTS OF UNIVERSITY OF MN		Yes	No	No	04/30/2025		3,200.00
USAP	P51030	110728	837736	Check	1 2275		RENT & SAVE		Yes	No	No	04/30/2025		192.05
USAP	P51030	110735	837737	Check	1 2819		REPUBLIC SERVICES #923		Yes	No	No	04/30/2025		10,947.02
USAP	P51030	110682	837738	Check	1 10576	R1	RIVERSIDE INSIGHTS		Yes	No	No	04/30/2025		340.93
USAP	P51030	110737	837739	Check	1 3029		SCHMITT MUSIC		Yes	No	No	04/30/2025		375.00
USAP	P51030	110695	837740	Check	1 11745		SCHREIBER MULLANEY CONSTRUCTIC		Yes	No	No	04/30/2025		8,350.00
USAP	P51030	110748	837741	Check	1 6284		SENSKE, STACY		Yes	No	No	04/30/2025		112.90
USAP	P51030	110730	837742	Check	1 2387		SHERWIN WILLIAMS CO		Yes	No	No	04/30/2025		68.89
USAP	P51030	110746	837743	Check	1 4529		SOUTHWEST METRO INTERMEDIATE #		Yes	No	No	04/30/2025		8,276.78
USAP	P51030	110693	837744	Check	1 11622	R2	SPECIAL OLYMPICS MINNESOTA		Yes	No	No	04/30/2025		780.00
USAP	P51030	110684	837745	Check	1 11178		ST. CROIX COLLISION		Yes	No	No	04/30/2025		2,475.97
USAP	P51030	110740	837746	Check	1 3282	R1	SUNBURST DIGITAL		Yes	No	No	04/30/2025		2,235.00
USAP	P51030	110701	837747	Check	1 12034		TEACHERS ON CALL, INC		Yes	No	No	04/30/2025		25,388.06
USAP	P51030	110743	837748	Check	1 3649		TOTAL MECHANICAL SERVICES, INC		Yes	No	No	04/30/2025		4,491.36
USAP	P51030	110731	837749	Check	1 2559		TRIO SUPPLY		Yes	No	No	04/30/2025		2,669.82
USAP	P51030	110732	837750	Check	1 2563		TROPHIES PLUS		Yes	No	No	04/30/2025		84.00

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Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Pay/Void		Amount
											Void	Date	
USAP	P51030	110761	837751	Check	1 9280		UNITED PROMOTIONS		Yes	No	No	04/30/2025	772.18
USAP	P51030	110739	837752	Check	1 3277		UPPER LAKES FOODS, INC		Yes	No	No	04/30/2025	44,540.27
USAP	P51030	110686	837753	Check	1 11187	R1	VISTAR		Yes	No	No	04/30/2025	1,277.28
USAP	P51030	110733	837754	Check	1 2683		YMCA CAMP ST. CROIX		Yes	No	No	04/30/2025	1,786.36
Bank Total:												\$1,787,516.25	
Report Total:												\$1,787,566.47	

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Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void		Amount
												Date		
USPR	p510p1	110446		Wire	1	10929	EDUCATORS BENEFIT CONSULTANTS		No	Yes	No	04/04/2025		69,714.23
USPR	p510p1	110447		Wire	1	1984	MINNESOTA DEPT. OF REVENUE		No	Yes	No	04/04/2025		53,061.34
USPR	p510p1	110448		Wire	1	2016	MN TRA		No	Yes	No	04/04/2025		180,983.26
USPR	p510p1	110449		Wire	1	2705	EFTPS - TAX PAYMENT		No	Yes	No	04/04/2025		320,155.55
USPR	p510p1	110450		Wire	1	3880	MII LIFE		No	Yes	No	04/04/2025		0.00
USPR	p510p1	110451		Wire	1	7771	MINNESOTA PERA (WIRE TRANSFER)		No	Yes	No	04/04/2025		52,328.95
USPR	p510p2	110620		Wire	1	10929	EDUCATORS BENEFIT CONSULTANTS		No	Yes	No	04/21/2025		70,454.58
USPR	p510p2	110621		Wire	1	1984	MINNESOTA DEPT. OF REVENUE		No	Yes	No	04/21/2025		54,630.68
USPR	p510p2	110622		Wire	1	2016	MN TRA		No	Yes	No	04/21/2025		180,808.80
USPR	p510p2	110623		Wire	1	2705	EFTPS - TAX PAYMENT		No	Yes	No	04/21/2025		329,079.26
USPR	p510p2	110624		Wire	1	3880	MII LIFE		No	Yes	No	04/21/2025		0.00
USPR	p510p2	110625		Wire	1	7771	MINNESOTA PERA (WIRE TRANSFER)		No	Yes	No	04/21/2025		60,232.27
USPR	p510p3	110677		Wire	1	3166	BREMER BANK FEES		No	Yes	No	04/28/2025		213.80
USPR	p258p3	110033	105850	Check	1	11734	THE HARTFORD		Yes	No	Yes	04/03/2025		(12,530.09)
USPR	p258p3	110445	105867	Check	1	11734	THE HARTFORD		Yes	No	No	04/03/2025		12,530.09
USPR	p510p1	110452	105868	Check	1	12077	GURSTEL LAW FIRM PC		Yes	No	No	04/04/2025		560.06
USPR	p510p1	110453	105869	Check	1	1529	HASTINGS EDUCATION ASS'N. MN.		Yes	No	No	04/04/2025		18,295.95
USPR	p510p1	110454	105870	Check	1	1974	MINNESOTA CHILD SUPPORT PYMT C		Yes	No	No	04/04/2025		10.00
USPR	p510p1	110475	105871	Check	1	11890	WILSON, ANGELA		Yes	No	No	04/09/2025		1,140.14
USPR	p510p2	110635	105872	Check	1	5234	EDUCATION MINNESOTA		Yes	No	No	04/21/2025		16.00
USPR	p510p2	110626	105873	Check	1	10975	EDUCATION MN HASTINGS ESP'S		Yes	No	No	04/21/2025		1,528.09
USPR	p510p2	110628	105874	Check	1	12077	GURSTEL LAW FIRM PC		Yes	No	No	04/21/2025		786.23
USPR	p510p2	110630	105875	Check	1	1529	HASTINGS EDUCATION ASS'N. MN.		Yes	No	No	04/21/2025		18,295.95
USPR	p510p2	110637	105876	Check	1	7384	HIGH SCHOOL FACULTY SCHOLARSHII		Yes	No	No	04/21/2025		82.00
USPR	p510p2	110631	105877	Check	1	1974	MINNESOTA CHILD SUPPORT PYMT C		Yes	No	No	04/21/2025		11.00
USPR	p510p2	110632	105878	Check	1	2002	MINNESOTA TEAMSTERS LOCAL 320		Yes	No	No	04/21/2025		2,617.50
USPR	p510p2	110629	105879	Check	1	12079	NATIONAL D.R.I.V.E.		Yes	No	No	04/21/2025		8.00
USPR	p510p2	110633	105880	Check	1	2010	NCPERS GROUP LIFE INS -157410		Yes	No	No	04/21/2025		32.00
USPR	p510p2	110636	105881	Check	1	6780	SEIU LOCAL 284		Yes	No	No	04/21/2025		1,536.29
USPR	p510p2	110627	105882	Check	1	11741	ST. CROIX VALLEY FOUNDATION		Yes	No	No	04/21/2025		80.00
USPR	p510p2	110634	105883	Check	1	2576	UNITED WAY		Yes	No	No	04/21/2025		145.00
USPR	p510p3	110678	105884	Check	1	11734	THE HARTFORD		Yes	No	No	04/28/2025		12,228.42

Bank Total: \$1,429,035.35

Report Total: \$1,429,035.35

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Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Pay/Void				Amount
									Print	Recon	Void	Date	
USBP	P510B1	110473	1349	Check	1	11614	BOLTON & MENK, INC.		Yes	No	No	04/09/2025	4,020.00
USBP	P510B1	110474	1350	Check	1	2663	WOLD ARCHITECTS AND ENGNRS INC		Yes	No	No	04/09/2025	3,199.33
Bank Total:												\$7,219.33	
Report Total:												\$7,219.33	

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Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Pay/Void			Amount	
									Print	Recon	Void		Date
ACTV	P07AS3	109678		Check	1	11923	TWIN CITIES PHOTOBOOTH LLC		Yes	No	Yes	04/30/2025	(100.00)
ACTV	P09ASA	110508		Wire	1	11387	AMAZON CAPITAL SERVICES, INC		No	No	No	04/11/2025	166.78
ACTV	P09ASB	110602		Wire	1	6828	VERMILLION STATE BANK		No	Yes	No	04/17/2025	45.00
ACTV	P09ASB	110603		Wire	1	9557	BMO HARRIS BANK NA		No	Yes	No	04/17/2025	10,349.07
ACTV	P10AS1	110455	38335	Check	1	11207	INFINITE HEALTH COLLABORATIVE		Yes	Yes	No	04/04/2025	150.00
ACTV	P10AS1	110456	38336	Check	1	11923	TWIN CITIES PHOTOBOOTH LLC		Yes	Yes	No	04/04/2025	900.00
ACTV	P10AS2	110509	38337	Check	1	12036	BAUER, ANNA		Yes	Yes	No	04/11/2025	592.42
ACTV	P10AS2	110512	38338	Check	1	6876	LANGUAGE & FRIENDSHIP, INC		Yes	No	No	04/11/2025	105.00
ACTV	P10AS2	110513	38339	Check	1	9783	LOCK AND DAM EATERY		Yes	Yes	No	04/11/2025	2,000.00
ACTV	P10AS2	110510	38340	Check	1	1977	MINNESOTA COACHES INC		Yes	Yes	No	04/11/2025	10,669.48
ACTV	P10AS2	110511	38341	Check	1	3626	R1 THE WEXFORD AT EMERALD GREENS		Yes	Yes	No	04/11/2025	10,296.56
ACTV	P10AS4	110675	38342	Check	1	9351	INSTRUMENTALIST AWARDS LLC		Yes	No	No	04/25/2025	239.00

Bank Total: \$35,413.31

Report Total: \$35,413.31

HASTINGS PUBLIC SCHOOLS
Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Pay/Void				Amount
									Print	Recon	Void	Date	
SCH	p5101p	110680	304593	Check	1	12131	HENNEPIN TECHNICAL COLLEGE		Yes	No	No	04/29/2025	1,000.00
SCH	p5101p	110679	304594	Check	1	12125	UNIVERSITY OF IOWA		Yes	No	No	04/29/2025	2,000.00
Bank Total:												\$3,000.00	
Report Total:												\$3,000.00	

HASTINGS PUBLIC SCHOOLS
Dental Self-Funded Summary
Period Ending April 30, 2025

Sequence: Crs, Org, Fd

										25REV				% YTD	Remaining		
Description										Annual Budget	Period 202510	Year To Date	% YTD	Encumbrances	+ Enc	Balance	
R	20	000	000	000	087	000	422	000	EE Unpaid Premiums	0.00	0.00	0.00	0%	0.00	0%	0.00	
R	20	000	000	000	092	000	422	000	Interest-Dental	(40,000.00)	(3,085.44)	(46,948.02)	117%	0.00	117%	6,948.02	
R	20	000	000	000	095	000	422	000	Employer Share/Premiums	(485,023.00)	(41,831.30)	(407,185.93)	84%	0.00	84%	(77,837.07)	
R	20	000	000	000	097	000	422	000	Employee Share/Premiums	(99,342.00)	(9,745.70)	(85,630.42)	86%	0.00	86%	(13,711.58)	
R	20	000	000	000	098	000	422	000	Retiree-Cobra Share/Premiurr	(122,310.00)	(10,381.58)	(106,245.40)	87%	0.00	87%	(16,064.60)	
E	20	005	105	000	236	000	422	000	Dental Insurance Claims	615,081.00	51,174.79	531,518.95	86%	0.00	86%	83,562.05	
E	20	005	105	000	301	000	422	000	Fees-Carrier & Consultant	35,964.00	3,084.75	30,477.30	85%	0.00	85%	5,486.70	
E	20	005	105	000	302	000	422	000	Claims-Dental	0.00	0.00	0.00	0%	0.00	0%	0.00	
000 Districtwide										(95,630.00)	(10,784.48)	(84,013.52)	88%	0.00	88%	(11,616.48)	
Report Totals:										(95,630.00)	(10,784.48)	(84,013.52)	88%	0.00	88%	(11,616.48)	

HASTINGS PUBLIC SCHOOLS

Health Self-Funded Summary

Period Ending April 30, 2025

Sequence: Crs, Org, Fd

										25REV				% YTD	Remaining		
										Annual Budget	Period 202510	Year To Date	% YTD	Encumbrances	+ Enc	Balance	
										Description						+ Enc	Balance
R	21	000	000	000	087	000	422	000	EE Unpaid Premiums	0.00	0.00	0.00	0%	0.00	0%	0.00	
R	21	000	000	000	095	000	422	000	Employer Share/Premiums	(8,166,826.00)	(577,818.36)	(5,701,924.79)	70%	0.00	70%	(2,464,901.21)	
R	21	000	000	000	097	000	422	000	Employee Share/Premiums	(1,220,330.00)	(148,446.63)	(1,426,277.37)	117%	0.00	117%	205,947.37	
R	21	000	000	000	098	000	422	000	Retiree-Cobra Share/Premiurr	(444,961.00)	(35,612.75)	(364,786.17)	82%	0.00	82%	(80,174.83)	
R	21	000	000	000	099	000	422	000	ER/Trust Share for Retirees	(27,899.00)	(7,076.00)	(68,599.00)	246%	0.00	246%	40,700.00	
R	21	000	000	000	092	000	422	000	Interest -Health	(165,000.00)	(38,873.90)	(165,497.31)	100%	0.00	100%	497.31	
E	21	005	105	000	314	000	422	000	Springbuk Fee \$1/pm/pm	4,968.00	0.00	3,684.00	74%	0.00	74%	1,284.00	
E	21	005	105	000	317	000	422	000	Network Fees	0.00	250.00	1,791.65	0%	0.00	0%	(1,791.65)	
E	21	005	105	000	322	000	422	000	PaydHealth Fees	0.00	0.00	0.00	0%	0.00	0%	0.00	
E	21	005	105	000	223	000	422	000	Medical Insurance Claims	7,990,000.00	415,937.57	4,242,979.29	53%	0.00	53%	3,747,020.71	
E	21	005	105	000	224	000	422	000	Pharmacy Claims	1,410,000.00	229,327.21	2,003,595.88	142%	0.00	142%	(593,595.88)	
E	21	005	105	000	300	000	422	000	Pharmacy Rebates/Admin Fex	(100,000.00)	(64,720.62)	(356,594.52)	357%	0.00	357%	256,594.52	
E	21	005	105	000	301	000	422	000	Vebea/Flex/Health	20,000.00	97,143.18	110,676.72	553%	0.00	553%	(90,676.72)	
E	21	005	105	000	302	000	422	000	Claims-Medical	0.00	0.00	0.00	0%	0.00	0%	0.00	
E	21	005	105	000	305	000	422	000	Claims-Pharmacy/RX	0.00	0.00	0.00	0%	0.00	0%	0.00	
E	21	005	105	000	307	000	422	000	Health Carrier TPA	243,829.00	(175,991.60)	0.00	0%	0.00	0%	243,829.00	
E	21	005	105	000	308	000	422	000	StopLoss	506,134.00	38,348.26	355,232.89	70%	0.00	70%	150,901.11	
E	21	005	105	000	309	000	422	000	Fitness reimbursements	0.00	0.00	0.00	0%	0.00	0%	0.00	
E	21	005	105	000	312	000	422	000	Consultant-OneDigital \$40,00	41,200.00	0.00	20,600.00	50%	0.00	50%	20,600.00	
000 Districtwide										91,115.00	(267,533.64)	(1,345,118.73)	(1476%)	0.00	(1476%)	1,436,233.73	
R	21	000	000	000	094	326	422	000	Employer-VEBA Trust Rev	(654,000.00)	(62,602.65)	(587,888.32)	90%	0.00	90%	(66,111.68)	
R	21	000	000	000	089	326	422	000	Employer-PCORI-ACA	(3,321.00)	0.00	(3,321.00)	100%	0.00	100%	0.00	
E	21	005	105	000	301	326	422	000	Employer-VEBA Trust Pmt.	654,000.00	62,552.65	587,688.28	90%	0.00	90%	66,311.72	
E	21	005	105	000	313	326	422	000	Employer-PCORI- ACA	3,321.00	0.00	3,321.00	100%	0.00	100%	0.00	
326 District Additional R/E										0.00	(50.00)	(200.04)	0%	0.00	0%	200.04	
Report Totals:										91,115.00	(267,583.64)	(1,345,318.77)	(1477%)	0.00	(1477%)	1,436,433.77	



101.1 NAME OF THE SCHOOL DISTRICT

I. PURPOSE

The purpose of this policy is to clarify the name of the school district.

II. GENERAL STATEMENT OF POLICY

Pursuant to statute, the official name of the school district is Hastings Public Schools Independent School District No. 200. However, the school district is often referred to by other informal names. In order to avoid confusion and to encourage consistency in school district letterheads, signage, publications and other materials, the school board has established uniform names for the school district.

III. UNIFORM NAME

- A. The name of the school district shall be Hastings Public Schools Independent School District No. 200.
- B. The name specified above may be used to refer to the school district and may be shown on school district letterheads, signage, publications and other materials.
- C. In official communications and on school district ballots, the school district shall be referred to as Hastings Public Schools Independent School District No. 200 , but inadvertent failure to use the correct name shall not invalidate any legal proceeding or matter or affect the validity of any document.

IV. LOGO

The district can be represented as a whole using the logo found at the top of this policy. The official Hastings Public Schools logo is copyrighted and therefore all copyright laws and permissions apply. Individual buildings may have approved independent logos.

Legal References: *Minn. Stat. § 123A.55 (Classes, Number)*

Cross References: *ISD 200 Policy Addendum 101.2*

Date Reviewed: *03.07.2025*

Dated Adopted:

Date Revived:



Hastings Public Schools
Independent School District 200

101.2 OFFICIAL & APPROVED DISTRICT LOGOS, MASCOT, & SONG

I. OFFICIAL TRADEMARKED DISTRICT LOGOS



Reflex Blue C

R = 0
G = 20
B = 137

C = 100
M = 89
y = 0
K = 0



Gold 1235 C

R = 255
G = 184
B = 28

C = 0
M = 31
y = 98
K = 0



II. OFFICIAL APPROVED DISTRICT LOGOS

A. Early Education



B. Elementary Building Logos

1. Kennedy



2. McAuliffe



3. Pinecrest



III. SCHOOL MASCOT :Raider

IV. SCHOOL SONG

Hastings High School you are the tops,
Blue, Gold our colors, sports our mascot
Ore' the line and through the net,
You'll always be our very best bet!
Hastings High School, you're shooting high, V-I-C-T-O-R-Y
Loyal, steadfast, true to you, our cheers are for Hastings High.
H-A-S-T-I-N-G-S Hastings Raiders RAH!

Reviewed: 03.07.2025



413 HARASSMENT AND VIOLENCE

I. PURPOSE

The purpose of this policy is to maintain a learning and working environment that is free from harassment and violence on the basis of race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression, ~~or disability~~ **or any other or unknown reason.**

II. GENERAL STATEMENT OF POLICY

- A. The policy of the school district is to maintain a learning and working environment that is free from harassment and violence on the basis of race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression, ~~or disability, or any other or unknown reason.~~ ~~The school district prohibits any form of harassment or violence on the basis of race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression, or disability.~~
- B. A violation of this policy occurs when any student, teacher, administrator, or other school district personnel harasses a student, teacher, administrator, or other school district personnel or group of students, teachers, administrators, or other school district personnel through conduct or communication. ~~based on a person's race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression, or disability, as defined by this policy.~~ (For purposes of this policy, school district personnel include school board members, school employees, agents, volunteers, contractors, or persons subject to the supervision and control of the district.)
- C. A violation of this policy occurs when any student, teacher, administrator, or other school district personnel inflicts, threatens to inflict, or attempts to inflict violence upon any student, teacher, administrator, or other school district personnel or group of students, teachers, administrators, or other school district personnel. ~~based on a person's race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression, or disability.~~
- D. The school district will act to investigate all complaints, either formal or informal, verbal or written, of harassment or violence, ~~based on a person's race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression, or disability,~~ and to discipline or take appropriate action against any student, teacher, administrator, or other school district

personnel who is found to have violated this policy.

III. DEFINITIONS

A. "Assault" is:

1. an act done with intent to cause fear in another of immediate bodily harm or death;
2. the intentional infliction of or attempt to inflict bodily harm upon another; or
3. the threat to do bodily harm to another with present ability to carry out the threat.

B. "Harassment" prohibited by this policy consists of physical, ~~or~~ verbal conduct, ~~,including, but not limited to,~~ including electronic communications, relating to an individual's or group of individuals' race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression, or disability when the conduct:

1. has the purpose or effect of creating an intimidating, hostile, or offensive working or academic environment;
2. has the purpose or effect of substantially or unreasonably interfering with an individual's work or academic performance; or
3. otherwise adversely affects an individual's employment or academic opportunities.

C. "Immediately" means as soon as possible but in no event longer than 24 hours.

D. Protected Classifications; Definitions

~~These are the protected classifications covered in MN Statute 363A.02 (Public Policy), but the district does not allow harassment or violence for any reason.~~

1. "Disability" means, ~~with respect to an individual who any condition or characteristic that renders a person a disabled person. A disabled person is any person who:~~
 - a. has a physical, sensory, or mental impairment ~~that~~ ~~which~~ materially limits one or more major life activities ~~of such individual;~~
 - b. has a record of such an impairment; ~~or~~
 - c. is regarded as having such an impairment; or
 - d. ~~has an impairment that is episodic or in remission and would materially limit a major life activity when active;~~
2. "Familial status" means the condition of one or more minors ~~having legal status or custody with::~~

- a. the minor’s parent or parents or the minor’s legal guardian; or
 - b. the designee of the parent or parents or guardian with the written permission of the parent or parents or guardian. Familial status also means residing with and caring for one or more individuals who lack the ability to meet essential requirements for physical health, safety, or self-care because the individual or individuals are unable to receive and evaluate information or make or communicate decisions. The protections afforded against harassment on the basis of family status apply to any person who is pregnant or is in the process of securing legal custody of an individual who has not attained the age of majority.
3. “Gender Identity” refers to a person’s deeply held sense or knowledge of their own gender.
 4. “Gender Expression” refers to the manner in which persons represent or express gender to others, often through behavior, clothing, hairstyles, activities, voice, or mannerisms.
 5. “Marital status” means whether a person is single, married, remarried, divorced, separated, or a surviving spouse and, in employment cases, includes protection against harassment **or discrimination** on the basis of the identity, situation, actions, or beliefs of a spouse or former spouse.
 6. “National origin” means the place of birth of an individual or of any of the individual’s lineal ancestors.
 7. “Sex” includes, but is not limited to, pregnancy, childbirth, and disabilities related to pregnancy or childbirth.
 8. “Sexual orientation” means **to whom someone is, or is perceived of as being, emotionally, physically, or sexually attracted to based on sex or gender identity. A person may be attracted to men, women, both, neither, or to people who are genderqueer, androgynous, or have other gender identities.**
 9. “Status with regard to public assistance” means the condition of being a recipient of federal, state, or local assistance, including medical assistance, or of being a tenant receiving federal, state, or local subsidies, including rental assistance or rent supplements.
- E. “Remedial response” means a measure to stop and correct acts of harassment or violence, prevent acts of harassment or violence from recurring, and protect, support, and intervene on behalf of a student who is the target or victim of acts of harassment or violence.
- F. Sexual Harassment, ~~Definition for Purposes of this Policy~~
1. Sexual harassment ~~includes~~**consists of** unwelcome sexual advances, requests for sexual

favors, sexually motivated physical conduct, or other verbal or physical conduct or communication of a sexual nature when:

- a. submission to that conduct or communication is made a term or condition, either explicitly or implicitly, of obtaining employment or an education; or
 - b. submission to or rejection of that conduct or communication by an individual is used as a factor in decisions affecting that individual's employment or education; or
 - c. that conduct or communication has the purpose or effect of substantially or unreasonably interfering with an individual's employment or education, or creating an intimidating, hostile, or offensive employment or educational environment.
2. Sexual harassment may include, but is not limited to:
- a. unwelcome verbal harassment or abuse, **including electronic communications**;
 - b. unwelcome pressure for sexual activity;
 - c. unwelcome, sexually motivated, or inappropriate patting, pinching, or physical contact, other than necessary restraint of student(s) by teachers, administrators, or other school district personnel to avoid physical harm to persons or property;
 - d. unwelcome sexual behavior or words, including demands for sexual favors, accompanied by implied or overt threats concerning an individual's employment or educational status;
 - e. unwelcome sexual behavior or words, including demands for sexual favors, accompanied by implied or overt promises of preferential treatment with regard to an individual's employment or educational status; or
 - f. unwelcome behavior or words directed at an individual because of sexual orientation, including gender identity or expression.

G. Sexual Violence; ~~Definition~~

1. Sexual violence is a physical act of aggression or force or the threat thereof which involves the touching of another's intimate parts or forcing a person to touch any person's intimate parts. Intimate parts, as defined in Minnesota Statute section 609.341, includes the primary genital area, groin, inner thigh, buttocks, or breast, as well as the clothing covering these areas.
2. Sexual violence may include, but is not limited to:
 - a. touching, patting, grabbing, or pinching another person's intimate parts, ~~whether that person is of the same sex or the opposite sex~~;

- b. coercing, forcing, or attempting to coerce or force the touching of anyone’s intimate parts;
- c. coercing, forcing, or attempting to coerce or force sexual intercourse or a sexual act on another; or
- d. threatening to force or coerce sexual acts, including the touching of intimate parts or intercourse, on another.

H. Violence; ~~Definition~~

Violence is prohibited by this policy and is defined as a physical act of aggression or assault upon another or group of individuals. ~~because of, or in a manner reasonably related to, race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression, or disability.~~

~~IV. SEXUAL HARASSMENT REPORTING AND INVESTIGATION PROCEDURES~~

- ~~A. Allegations of sexual harassment may be subject to detailed requirements outlined in federal regulations implementing Title IX. To ensure the District’s compliance with Title IX requirements, all allegations involving sexual harassment must be immediately brought to the attention of the District’s Title IX Coordinator.~~
- ~~B. For Title IX purposes, “sexual harassment” means conduct on the basis of sex that includes one or more of the following elements:~~
 - ~~1. An employee of the District conditioning the provision of an aid, benefit, or service of the District on an individual’s participation in unwelcome sexual conduct;~~
 - ~~2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District’s education program or activity;~~
 - ~~3. “Sexual assault” as defined in 20 U.S.C. 1092(f)(6)(A)(v), “dating violence” as defined in 34 U.S.C. 12291(a)(10), “domestic violence” as defined in 34 U.S.C. 12291(a)(8), or “stalking” as defined in 34 U.S.C. 12291(a)(30).~~
- ~~C. Any District employee who is aware of an allegation of sexual harassment must immediately notify the Title IX Coordinator. Students are strongly encouraged to notify the Title IX Coordinator of sexual harassment allegations, but may report allegations to any District employee. A District employee who receives a report from a student is responsible for immediately notifying the Title IX Coordinator.~~
- ~~D. Sexual harassment allegations will be processed in accordance with the Title IX Grievance Procedures attached to School Board Policy 522. The Grievance Procedures must be~~

~~published and disseminated as required by law. Alleged conduct that does not meet Title IX's definition of "sexual harassment," if proved, may be investigated and addressed pursuant to the procedures outlined below.~~

~~E. The District's Title IX Coordinator is:~~

~~Cathy Moen
Director of Human Resources
Hastings Public Schools
1000 West 11th Street
Hastings, MN 55033
(651) 480-7002
cmoen@isd200.org~~

~~V. REPORTING AND INVESTIGATION PROCEDURES IN SITUATIONS NOT INVOLVING SEXUAL HARASSMENT~~

- A. For complaints other than those involving sexual harassment or retaliation allegations subject to the Title IX grievance procedures outlined above, any person who believes he or she has been the target or victim of harassment or violence ~~on the basis of race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression, or disability~~ by a student, teacher, administrator, or other school district personnel, or any person with knowledge or belief of conduct which may constitute harassment or violence prohibited by this policy toward a student, teacher, administrator, or other school district personnel or group of students, teachers, administrators, or other school district personnel should report the alleged acts immediately to the building principal or lead building supervisor ("building report taker"). A person may report conduct which may constitute harassment or violence anonymously. However, the school district may not rely solely on an anonymous report to determine discipline or other remedial responses.
- B. The school district encourages the reporting party or complainant to use the report form available from the principal or building supervisor of each building or available from the school district office, but oral reports shall be considered complaints as well
- C. Nothing in this policy shall prevent any person from reporting harassment or violence directly to the school district Human Rights Officer, ~~who is the Director of Human Resources~~, or to the superintendent. If the complaint involves the building report taker, the complaint shall be made or filed directly with the superintendent ~~or the school district human rights officer~~ by the reporting party or complainant. The District's Human Rights Officer is:

Cathy Moen
Director of Human Resources
Hastings Public Schools

1000 West 11th Street
Hastings, MN 55033
(651) 480-7002
cmoen@isd200.org

D. In Each School Building.

The building report taker, as defined above, is the person responsible for receiving oral or written reports of harassment or violence prohibited by this policy at the building level. Any adult school district personnel who receives a report of harassment or violence prohibited by this policy shall inform the building report taker immediately. If the complaint involves the building report taker, the complaint shall be made or filed directly with the superintendent or the school district human rights officer by the reporting party or complainant. The building report taker shall ensure that this policy and its procedures, practices, consequences, and sanctions are fairly and fully implemented and shall serve as a primary contact on policy and procedural matters.

E. A teacher, school administrator, volunteer, contractor, or other school employee shall be particularly alert to possible situations, circumstances, or events that might include acts of harassment or violence. Any such person who witnesses, observes, receives a report of, or has other knowledge or belief of conduct that may constitute harassment or violence shall make reasonable efforts to address and resolve the harassment or violence and shall inform the building report taker immediately. School district personnel who fail to inform the building report taker of conduct that may constitute harassment or violence or who fail to make reasonable efforts to address and resolve the harassment or violence in a timely manner may be subject to disciplinary action.

F. Upon receipt of a report, the building report taker must notify the school district human rights officer immediately, without screening or investigating the report. The building report taker may request, but may not insist upon, a written complaint. A written statement of the facts alleged will be forwarded as soon as practicable by the building report taker to the human rights officer. If the report was given verbally, the building report taker shall personally reduce it to written form within 24 hours and forward it to the human rights officer. Failure to forward any harassment or violence report or complaint as provided herein may result in disciplinary action against the building report taker.

G. In the District.

The school board hereby designates the Director of Human Resources as the school district human rights officer to receive reports or complaints of harassment or violence prohibited by this policy. If the complaint involves the Human Rights Officer, the complaint shall be filed directly with the District Superintendent.

H. The school district shall conspicuously post the name of the human rights officer, including

mailing addresses and telephone numbers.

- I. Submission of a good faith complaint or report of harassment or violence prohibited by this policy will not affect the complainant or reporter's future employment, grades, work assignments, or educational or work environment.
- J. Use of formal reporting forms is not mandatory.
- K. Reports of harassment or violence prohibited by this policy are classified as private educational and/or personnel data and/or confidential investigative data and will not be disclosed except as permitted by law.
- L. The school district will respect the privacy of the complainant(s), the individual(s) against whom the complaint is filed, and the witnesses as much as possible, consistent with the school district's legal obligations to investigate, to take appropriate action, and to comply with any discovery or disclosure obligations.
- M. Retaliation against a victim, good faith reporter, or a witness of violence or harassment is prohibited.
- N. False accusations or reports of violence or harassment against another person are prohibited.
- O. A person who engages in an act of violence or harassment, reprisal, retaliation, or false reporting of violence or harassment, or permits, condones, or tolerates violence or harassment shall be subject to discipline or other remedial responses for that act in accordance with the school district's policies and procedures.

Consequences for students who commit, or are a party to, prohibited acts of violence or harassment or who engage in reprisal or intentional false reporting may range from remedial responses or positive behavioral interventions up to and including suspension and/or expulsion.

Consequences for employees who permit, condone, or tolerate violence or harassment or engage in an act of reprisal or intentional false reporting of violence or harassment may result in disciplinary action up to and including termination or discharge.

Consequences for other individuals engaging in prohibited acts of violence or harassment may include, but not be limited to, exclusion from school district property and events and/or termination of services and/or contracts.

VI. INVESTIGATION

- A. By authority of the school district, the Human Rights Officer, within three (3) days of the receipt of a report or complaint alleging harassment or violence prohibited by this policy, shall undertake or authorize an investigation. The investigation may be conducted by school

district officials or by a third party designated by the school district.

- B. The investigation may consist of personal interviews with the complainant, the individual(s) against whom the complaint is filed, and others who may have knowledge of the alleged incident(s) or circumstances giving rise to the complaint. The investigation may also consist of any other methods and documents deemed pertinent by the investigator.
- C. In determining whether alleged conduct constitutes a violation of this policy, the school district should consider the surrounding circumstances, the nature of the behavior, past incidents or past or continuing patterns of behavior, the relationships between the parties involved, and the context in which the alleged incidents occurred. Whether a particular action or incident constitutes a violation of this policy requires a determination based on all the facts and surrounding circumstances.
- D. In addition, the school district may take immediate steps, at its discretion, to protect the target or victim, the complainant, and students, teachers, administrators, or other school district personnel pending completion of an investigation of alleged harassment or violence prohibited by this policy.
- E. The alleged perpetrator of the act(s) of harassment or violence shall be allowed the opportunity to present a defense during the investigation or prior to the imposition of discipline or other remedial responses.
- F. The investigation will be completed as soon as practicable. The school district human rights officer shall make a written report to the superintendent upon completion of the investigation. If the complaint involves the superintendent, the report may be filed directly with the school board. The report shall include a determination of whether the allegations have been substantiated as factual and whether they appear to be violations of this policy.

VII. SCHOOL DISTRICT ACTION

- A. Upon completion of an investigation that determines a violation of this policy has occurred, the school district will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination, or discharge. Disciplinary consequences will be sufficiently severe to try to deter violations and to appropriately discipline prohibited behavior. School district action taken for violation of this policy will be consistent with requirements of applicable collective bargaining agreements, Minnesota and federal law, and applicable school district policies and regulations.
- B. The school district is not authorized to disclose to a victim private educational or personnel data regarding an alleged perpetrator who is a student or employee of the school district. School officials will notify the targets or victims and alleged perpetrators of harassment or violence, the parent(s) or guardian(s) of targets or victims of harassment or violence and the

parent(s) or guardian(s) of alleged perpetrators of harassment or violence who have been involved in a reported and confirmed harassment or violence incident of the remedial or disciplinary action taken, to the extent permitted by law.

- C. In order to prevent or respond to acts of harassment or violence committed by or directed against a child with a disability, the school district shall, where determined appropriate by the child's individualized education program (IEP) or Section 504 team, allow the child's IEP or Section 504 plan to be drafted to address the skills and proficiencies the child needs as a result of the child's disability to allow the child to respond to or not to engage in acts of harassment or violence.

VIII. RETALIATION OR REPRISAL

The school district will discipline or take appropriate action against any student, teacher, administrator, or other school district personnel who commits an act of reprisal or who retaliates against any person who asserts, alleges, or makes a good faith report of alleged harassment or violence prohibited by this policy, who testifies, assists, or participates in an investigation of retaliation or alleged harassment or violence, or who testifies, assists, or participates in a proceeding or hearing relating to such harassment or violence. Retaliation includes, but is not limited to, any form of intimidation, reprisal, harassment, or intentional disparate treatment. Disciplinary consequences will be sufficiently severe to deter violations and to appropriately discipline the individual(s) who engaged in the harassment or violence. Remedial responses to the harassment or violence shall be tailored to the particular incident and nature of the conduct.

IX. RIGHT TO ALTERNATIVE COMPLAINT PROCEDURES

These procedures do not deny the right of any individual to pursue other avenues of recourse which may include filing charges with the Minnesota Department of Human Rights, initiating civil action, or seeking redress under state criminal statutes and/or federal law.

X. HARASSMENT OR VIOLENCE AS ABUSE

- A. Under certain circumstances, alleged harassment or violence may also be possible abuse under Minnesota law. If so, the duties of mandatory reporting under Minnesota Statutes chapter 260E may be applicable.
- B. Nothing in this policy will prohibit the school district from taking immediate action to protect victims of alleged harassment, violence, or abuse.

XI. DISSEMINATION OF POLICY AND TRAINING

- A. This policy shall be conspicuously posted throughout each school building in areas accessible to students and staff members.

- B. This policy shall be given to each school district employee and independent contractor who regularly interacts with students at the time of initial employment with the school district.
- C. This policy shall appear in the student handbook.
- D. The school district will develop a method of discussing this policy with students and employees.
- E. The school district may implement violence prevention and character development education programs to prevent and reduce policy violations. Such programs may offer instruction on character education including, but not limited to, character qualities such as attentiveness, truthfulness, respect for authority, diligence, gratefulness, self-discipline, patience, forgiveness, respect for others, peacemaking, resourcefulness, and/or sexual abuse prevention.
- F. Although it's not mandated by statute, this policy shall be reviewed at least annually for compliance with state and federal law.

Legal References: *Minn. Stat. § 120B.232 (Character Development Education)*
Minn. Stat. § 120B.234 (Child Sexual Abuse Prevention Education)
Minn. Stat. § 121A.03 Subd. 2 (Sexual, Religious, and Racial Harassment and Violence Policy)
Minn. Stat. § 121A.031 (School Student Bullying Policy)
Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
Minn. Stat. § 609.341 (Definitions)
Minn. Stat. Ch. 260E (Reporting of Maltreatment of Minors)
20 U.S.C. §§ 1681-1688 (Title IX of the Education Amendments of 1972)
29 U.S.C. § 621 et seq. (Age Discrimination in Employment Act)
29 U.S.C. § 794 (Section 504 of the Rehabilitation Act of 1973)
42 U.S.C. § 1983 (Civil Action for Deprivation of Rights)
42 U.S.C. § 2000d et seq. (Title VI of the Civil Rights Act of 1964)
42 U.S.C. § 2000e et seq. (Title VII of the Civil Rights Act)
42 U.S.C. § 12101 et seq. (Americans with Disabilities Act)

Cross References: *ISD 200 Policy 102 (Equal Educational Opportunity)*
ISD 200 Policy 401 (Equal Employment Opportunity)
ISD 200 Policy 402 (Disability Nondiscrimination Policy)
ISD 200 Policy 406 (Public and Private Personnel Data)
ISD 200 Policy 414 (Mandated Reporting of Child Neglect or Physical or Sexual Abuse)
ISD 200 Policy 415 (Mandated Reporting of Maltreatment of Vulnerable Adults)
ISD 200 Policy 506 (Student Discipline)
ISD 200 Policy 514 (Bullying Prohibition Policy)
ISD 200 Policy 515 (Protection and Privacy of Pupil Records)
ISD 200 Policy 521 (Student Disability Nondiscrimination)
ISD 200 Policy 522 (Title IX Sex Nondiscrimination, Grievance Procedures)

and Process)
ISD 200 Policy 524 (Internet Acceptable Use and Safety Policy)
ISD 200 Policy 526 (Hazing Prohibition)

Policy Reviewed: 04~~3~~.04~~7~~.2025

Policy Adopted: 07.31.2024

Policy Revised: 07.01.2024



704 DEVELOPMENT AND MAINTENANCE OF AN INVENTORY OF FIXED ASSETS AND A FIXED ASSET ACCOUNTING SYSTEM

I. PURPOSE

The purpose of this policy is to provide for the development and maintenance of an inventory of the fixed assets of the school district and the establishment and maintenance of a fixed asset accounting system.

II. GENERAL STATEMENT OF POLICY

The policy of the school district is that a fixed asset accounting system and an inventory of fixed assets be developed and maintained.

III. DEVELOPMENT OF INVENTORY AND ACCOUNTING SYSTEM

The superintendent or such other school official as designated by the superintendent or the school board shall be responsible for the development and maintenance of an inventory of the fixed assets of the school district and for the establishment and maintenance of a formal fixed asset accounting system. The accounting system shall be operated in compliance with the applicable provisions of the Uniform Financial Accounting and Reporting Standards for Minnesota School Districts (UFARS): *with a capitalization level that equals or exceeds \$10,000. Group purchases for technology, furniture, or other equipment that is purchased as a per quantity that otherwise may be below the individual item threshold, the total threshold is \$25,000* 50,000. ~~In addition,~~ The inventory ~~must~~ *shall* specify the location of all continued abstracts showing the conveyance of the property to the school district; certificates of title showing title to the property in the school district; title insurance policies; surveys; and other property records relating to the real property of the school district.

IV. REPORT

The administration shall annually update the property records of the school district and provide an inventory of the fixed assets of the school district to the school board.

Legal References: *Minn. Stat. § 123B.02 (General Powers of Independent School Districts)*
Minn. Stat. § 123B.09 (Boards of Independent School Districts)
Minn. Stat. § 123B.51 (Schoolhouse and Sites; Uses for School and Nonschool Purposes; Closings)
GASB Implementation Guide 2021-1
2 C.F.R. § 200 (Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards)

Policy Reviewed: 05.02.2025
Policy Adopted: 08.07.2024
Policy Revised: 03.07.2025



902 USE OF SCHOOL DISTRICT FACILITIES AND EQUIPMENT

I. PURPOSE

The purpose of this policy is to provide guidelines for community use of school facilities and equipment.

II. GENERAL STATEMENT OF POLICY

The school board encourages maximum use of school facilities and equipment for community purposes if, in its judgment, that use will not interfere with use for school purposes.

III. SCHEDULED COMMUNITY EDUCATION CLASSES AND ACTIVITIES

- A. The school district administration shall be charged with the process of scheduling rooms and special areas for community education classes and activities planned to be offered during each session.
- B. Procedures for providing publicity, registration, and collection of fees shall be the responsibility of the school district administration.
- C. Registration fees may be structured to include a pro-rata portion of costs for custodial services that may be needed.

IV. GENERAL COMMUNITY USE OF SCHOOL FACILITIES

- A. The school board may authorize the use of school facilities by community groups or individuals. It may impose reasonable regulations and conditions upon the use of school facilities as it deems appropriate.
- B. Requests for use of school facilities by community groups or individuals shall be made through the school district administrative office. The administration will present recommended procedures for the processing and review of requests to the school board. Upon approval by the school board, such procedures shall be an addendum to this policy.
- C. The school board may require a rental fee for the use of school facilities. Such fee may include the cost of custodial and supervisory service if deemed necessary. It may also require a deposit or surety bond for the proper use and repair of damage to school facilities. A rental fee schedule, deposit or surety bond schedule, and payment procedure shall be presented for review and approval by the school board.

D. When emergencies or unusual circumstances arise that necessitate rescheduling the use of school facilities, every effort will be made to find acceptable alternative meeting space.

V. USE OF SCHOOL EQUIPMENT

The administration will present a procedure to the school board for review and approval regarding the type of equipment that is available for community use, the extent to which it may be utilized, and the manner by which it may be scheduled for use and any charges to be made relating thereto. Upon approval of the school board, such procedure shall be an addendum to this policy.

VI. RULES FOR USE OF FACILITIES AND EQUIPMENT

The school board expects members of the community who use facilities and equipment to do so with respect for school district property and an understanding of proper use. Individuals and groups shall be responsible for damage to facilities and equipment. A certificate of insurance may be required by the school district to ensure payment for these damages and any liability for injuries.

Legal References: *Minn. Stat. § 123B.51 (Schoolhouses and Sites; Access for Non Curricular Purposes; Closings)*

Cross References: ~~MSBA/MASA Model Policy 801 (Equal Access to School Facilities)~~ ¶
~~ISD 200 MSBA/MASA Model Policy 901 (Community Education)~~

Policy Reviewed: ~~03.07.2025~~ 05.29.2020

Policy Adopted: 07.22.2020

Policy Revised: 05.29.2020



**604.1PR PARENT/GUARDIAN OR ADULT STUDENT OBJECTION TO
INSTRUCTIONAL CONTENT & REQUEST FOR ALTERNATIVE
INSTRUCTION**

I. PURPOSE

In accordance with ISD 200 Policy 604 Instructional Curriculum and Minnesota Statutes Section 120B.20, Hastings Public Schools provides a procedure for a parent, guardian, or an adult student (18 years of age or older) to review instructional content and, if necessary, request alternative instruction. The following procedure must be followed:

II. WRITTEN REQUEST TO THE TEACHER

- A. A parent, guardian, or adult student must submit a written request to the teacher.
- B. The request must:
 - 1. Clearly identify the instructional content or portion of the material to which they object;
 - 2. Specify the reason for the objection; and
 - 3. Include a request for alternative instruction or accommodation.
- C. The teacher will notify the site principal and Director of Teaching and Learning of the request.

III. CONSIDERATION AND DEVELOPMENT OF ALTERNATIVE INSTRUCTION

- A. Requests must be submitted with sufficient notice to allow for the development of appropriate accommodations or alternative instruction. The time frame considered "sufficient" depends on the length and complexity of the objected-to content;
- B. When submitted within an appropriate time frame, school staff will consider creating an alternative instructional plan or unit aligned with course outcomes and standards; and
- C. If the request is submitted without adequate lead time, the alternative instruction may consist of a district-approved online course option for the duration of the unit in question.

IV. STAFF COMPENSATION FOR ALTERNATIVE INSTRUCTIONAL PLANNING

- A. Staff who are required to create alternative instructional materials will be compensated for their additional work;
- B. Compensation may be provided through release time or up to 10 hours of paid curriculum writing time through Teaching and Learning;

- C. All alternative instructional materials must comply with the procedures outlined in ISD 200 Policy 603 Curriculum Development; and
- D. Alternative instruction may not require in-person teaching and may be asynchronous.

V. PARENT PROVIDED ALTERNATIVE INSTRUCTION

- A. If the parent, guardian, or adult student does not agree with the district-provided alternative instruction, they may choose to provide alternative instruction themselves.
 - 1. The instruction must align with Minnesota Academic Standards.
- B. Teachers may evaluate and assess the quality of the student’s alternative work solely for the purpose of determining proficiency in the required standards.
- C. No academic or other penalty shall be imposed on a student for participating in alternative instruction arranged under this procedure.

VI. REVIEW OF PROPOSED SOLUTION

- A. The requested solution will be reviewed by the Director of Teaching and Learning and the site Principal utilizing the following criteria:
 - 1. Does the material support the academic standards?
 - 2. Does the material consider the needs, age, and maturity of the student(s)?
 - 3. Does the material follow district policies regarding curriculum and instruction?
- B. The resolution will be communicated to those submitting the request and all relevant parties.
- C. If the parties do not agree with the solution, the request will be forwarded to the Superintendent. The decision of the Superintendent is final.

*Legal References: 20 U.S. Code § 1232h (Protection of pupil rights)
Minn. Stat. § 120B.20 (Parental Curriculum Review)*

Cross Reference: ISD 200 Policy 604 (Instructional Curriculum)

Reviewed: 05.02.2025



606.1PR CURRICULUM DEVELOPMENT AND REVIEW

I. THE PURPOSE OF CURRICULUM REVIEW

Curriculum review is not merely about evaluating our curricular options; it's about fully understanding the meaning and complexity of the standards we are working with. We need to ensure both vertical and horizontal alignment to establish a guaranteed and viable curriculum for our students. This will take time, in fact recommendations from MDE suggest at least a 2-3 year timeline to conduct this work fully, from deconstructing standards, selecting/adapting/creating curriculum, to implementation.

We will spend considerable time deconstructing the anchor standards and immersing ourselves in the benchmarks. This work will also include crafting a clear vision for our departments. It is essential to recognize that without a deep understanding of the standards, the depth of knowledge and skill development required of students, and the vertical alignment of benchmarks, any curriculum review will be isolated and lack the proper focus on transfer skill development.

II. CURRICULUM DEVELOPMENT AND REVIEW

- A. The Director of Teaching and Learning is responsible for curriculum and program review and development. The Director will keep the school board informed of all state-mandated curriculum changes, and periodically present recommended discretionary changes for board review and approval.
- B. The review and development process will be completed through a curriculum cycle in alignment with the MDE curricular review cycle. The review and development process will:
 1. Use relevant data and research to inform the process;
 2. Provide the opportunity to purchase, design new or revise curriculum and programs; and
 3. Identify necessary reductions or eliminations in current curriculum and programs.

III. CURRICULUM ADVISORY COMMITTEE

- A. The Curriculum Advisory Committee will be updated in the review and development process. Additionally, staff, parents/guardians, community members, students, and where appropriate, consultants, will assist in the review and development process. The selection determination will be based on the needs and demands of the curricular area or program under review within the cycle.

- B. The review and development process will address:
1. Review and articulation of courses of study within the content area (typically grades K-12)
 2. Determine learner outcomes and align local, state, and/or national standards for each course at each grade/content level
 3. Determine continuing evaluation of program(s) implementation with students and teachers, including a program for ongoing monitoring of student progress
 4. Provide for specific, particular, and special needs of all members of the student community
 5. Meet all applicable requirements of the Minnesota Department of Education and the federal Every Student Succeeds Act and all applicable state and federal laws.
- C. All district curriculum and program additions and reductions will be approved by the school board, after being given sufficient time for review. All minor adjustments/modifications to meet course outcomes and assessment may be done with the approval from the superintendent.
- D. Funding sources will be defined, ensuring that the program(s) are financially supported including the implementation and ongoing support for teacher development and student materials and curricular material replacement.
- E. Modification in the instructional delivery to a program or course will address the following:
1. Identification of the rationale for modification, including added value and supportive research/data;
 2. Completion of an approval process determined by the Director of Teaching and Learning and the site principal; and
 3. Communication of the modification to the Superintendent for approval.
- F. Curriculum/program reduction will address:
1. Rationale for reduction or elimination;
 2. Identification of the required standards that will be eliminated and what opportunities exist for students to complete these standards where applicable; and
 3. Identify the transition plan for elimination of the course/curriculum.

IV. CURRICULUM REVIEW PHASES

Phase	Key Actions
Phase 1 - Self Study of the Current State	<ul style="list-style-type: none"> ● Identify current core curricular materials ● Identify current supplemental materials ● Analyze the materials <ul style="list-style-type: none"> ○ Do they represent all students? ○ How have the materials been successful in meeting the needs of students in meeting the standards? What data can you pull to review? ○ What is missing from the current materials? ● Identify potential professional development needs
Phase 2 - Standards and Curriculum Review	<ul style="list-style-type: none"> ● Analyze updated standards <ul style="list-style-type: none"> ○ Deconstruct standards ○ Understand benchmark learning progressions ● Create program purpose statement ● Create a prioritized list of needs and wants for new curricular materials ● Create a review tool for potential curricular material review/creation ● Review curricular samples (if applicable) <ul style="list-style-type: none"> ○ Include feedback on curricular material choices from EL and special education ● Purchase curricular materials, or, create curricular materials ● Receive purchases ● Create professional development and implementation plan
Phase 3 - Curriculum Implementation	<ul style="list-style-type: none"> ● Initial training on curricular materials (if applicable) ● Update course descriptions (info on what students will be expected to learn, read, and write and how their work will be assessed) ● Progress monitor implementation using identified tools ● Receive additional professional learning in an implementation year both proactive and reactive ● Identify what tools and information department will utilize to determine effectiveness of the curriculum throughout the next 5 years of implementation ● Identify professional learning needs
Phase 4 - Curriculum Progress Monitoring	<ul style="list-style-type: none"> ● Progress monitor the implementation of the curriculum utilizing the tools and data identified ● Professional learning in areas identified through implementation

Refer to Minnesota Statutes 120B.022 subd. 1 and 120B.021 subd. 1 (E).

V. ISD200 CURRICULUM REVIEW CYCLE*

Phase	Process	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30			
Phase 1	Self Study of the Current State	K-12 Math								
Phase 2	Standards and Curriculum Review	5-12 Social Studies 6-12 ELA K-4 Science						**K-12 Social Studies K-12 Math	K-12 Math	K-4 Science
Phase 3	Curriculum Implementation	K-5 ELA 5 Science						6-12 ELA K-4 Science	K-12 Social Studies	K-12 Math
Phase 4	Curriculum Progress Monitoring		K-5 ELA 5 Science	K-12 ELA K-4 Science	K-12 ELA K-12 Social Studies K-4 Science	K-12 ELA K-12 Social Studies K-12 Math K-4 Science	K-12 ELA K-12 Social Studies K-12 Math K-4 Science			

*Pre-K Curriculum Review will be added in consultation with pre-k staff.

**K-4 Social Studies will convene a team to join 5-12 in the 25-26 school year.

VI. STATE STANDARDS REVIEW SCHEDULE BY MDE

Department	MDE Revision Year	MDE Implementation Year
PE	2016-17	2023-24
Arts	2017-18	2023-24
Science	2018-19	2024-25
ELA	2019-20	2025-26
Social Studies	2020-21	2026-27
Math	2021-22	2027-28

VII. FAQ

- A. If my department is not on a cycle does that mean we will not receive funds for any new curriculum?

We are prioritizing those content areas where new standards are being published by MDE. We know we have to balance this with the reality of curriculum needs in the district. This cycle was built mainly on the MDE review cycle while we continue to evaluate our current materials and needs. As we determine additional needs we will determine the budget prioritization and work with the departments to conduct a review.

- B. What is the budget for purchasing new materials?

There is not one set budget for a department or grade level. Instead of a budget to work from, we are utilizing a needs based approach through our cycle work. We do have a budget ceiling each year that we will have to stay within. Each department has unique needs that come with varying levels of budgetary requirements. We must be equitable with our budget to meet these needs.

- C. Will all teachers in a department be involved in the Curriculum Review process?

All teachers will be involved in Phase 1 and components of Phase 2. We will utilize representatives to engage in the full review process of purchased materials, however we will solicit feedback from all teachers who teach that content as well. All teachers will be involved in Phases 3 and 4.

Cross Reference: ISD 200 Policy 606 (Textbook and Instruction Materials)

Reviewed: 05.02.2025



606.5PR/FRM ADDRESSING AN OBJECTION TO A LIBRARY MEDIA RESOURCE

I. OVERVIEW OF PROCEDURES

- A. While care is taken in the selection of library media resources, occasional objections may arise;
- B. Any resident, parent/guardian, or employee of the district may object to the inclusion or exclusion of a resource based on its appropriateness;
- C. An objection is defined as a verbal or written statement requesting a resource's removal, inclusion, or restriction; and
- D. All objections must adhere to the district's Policy and Procedure for the Selection and Reevaluation of Resources.

II. STEP-BY-STEP PROCEDURE WHEN AN OBJECTION OCCURS

- A. The individual receiving the objection should attempt an informal resolution with the objector;
- B. If unresolved, the objector is referred to the building principal or their designee;
- C. Within three (3) school days, the principal or designee must:
 - 1. Contact the objector;
 - 2. Provide this procedure; and
 - 3. Schedule a meeting.
- D. The principal/designee will:
 - 1. Explain selection procedures, criteria, and qualifications of those who selected the resource; and
 - 2. Clarify the rationale and educational purpose of the resource.
- E. If the objection extends beyond the objector's own child, the "Request for Reevaluation of a Resource" form must be provided. The objection is considered withdrawn if the form is not returned;
- F. A separate form must be completed for each resource in question;
- G. Upon receipt of the form:

1. The principal will notify appropriate personnel (e.g., superintendent, teacher, media staff); and
 2. A building committee may be formed or a decision may be made administratively.
- H. Use of the resource is not restricted during the review process, unless extenuating circumstances exist, or unless the material is clearly in violation of district policy;
- I. If a building committee is formed:
1. Members are notified and must review the resource in full;
 2. The committee must meet and make a recommendation to the principal within ten (10) school days of receiving the objection; and
 3. The principal communicates the decision to the objector.
- J. If the objector is not satisfied, they may escalate the concern to the Superintendent.

III. COMMITTEE FOR REEVALUATION OF RESOURCES

- A. The ISD 200 Reevaluation Committee may include up to seven (7) members:
1. One Board of Education member
 2. One building principal or assistant principal
 3. One elementary teacher
 4. One secondary teacher
 5. One K–12 media specialist
 6. One support staff member or High School Student Council representative
 7. One ISD 200 resident (appointed by the Superintendent)

IV. GUIDELINES FOR THE REEVALUATION COMMITTEE

- A. A quorum of five (5) members is required for decisions;
- B. All members have voting rights;
- C. The administrator will:
1. Notify members and set a meeting date;
 2. Distribute the objection form and reevaluation checklist;
 3. Arrange access to the resource;

4. Schedule a meeting within ten (10) school days; and
5. Invite relevant individuals (objector, staff) for factual testimony.

D. The committee will:

1. Post meeting time and date (open meeting);
2. Review the resource in full;
3. Consider professional reviews;
4. Evaluate the resource holistically;
5. Vote publicly; and
6. Complete the Reevaluation Report.

V. RESOLUTION

- A. The final report and all materials become part of the official record, filed with the superintendent;
- B. A tie vote means the objection is denied;
- C. Decisions apply to the individual school or as specified by the committee;
- D. Staff will be notified of the decision;
- E. Upholding the objection is not a judgment on the professionalism of the original selector;
- F. Decisions may be appealed to the School Board; and
- G. The same resource cannot be reevaluated more than once every three (3) years.

Cross Reference: ISD 200 Policy 606 (Textbook and Instructional Materials)

Reviewed: 04.17.2025



Received by _____ Date Received _____

REQUEST FOR REEVALUATION OF A LIBRARY MEDIA RESOURCE*

Initiated by: _____

Date: _____ Telephone: _____

Address: _____

Representing: Self _____ Organization or Group (name) _____

Resource questioned: Title: _____

Author/Creator: _____

Publisher/Producer: _____

Copyright Date: _____

Type of Resource: _____

Location material is utilized: (specify)

What is your objection to the material? Please be as specific as possible (cite specific passages, pages, etc):

Signature

Date

Please return this form to the building principal



CHECKLIST FOR REEVALUATION COMMITTEE: FICTION

Author: _____

Title: _____

PURPOSE

1. What is the purpose, theme, or message of the resource? How well does the author/producer/composer accomplish this purpose?

2. If the story is fantasy, is it the type that has imaginative appeal and is suitable for the user?
_____ Yes _____ No If not, for what age group do you recommend?

3. Will the reading and/or viewing and/or listening to the resource result in a more compassionate understanding of human beings?
_____ Yes _____ No

4. Does it offer an opportunity to better understand and appreciate the aspirations, achievements, and problems of various minority groups?
_____ Yes _____ No

CONTENT:

1. Does a story about modern times give a realistic picture of life as it is now?
_____ Yes _____ No

2. Does the story avoid an oversimplified view of life, one which leaves the reader with the general feeling that life is sweet and rosy or ugly and meaningless?
_____ Yes _____ No

3. When factual information is part of the story, is it presented accurately?
_____ Yes _____ No

4. Is prejudicial appeal readily identifiable by the potential reader/viewer/listener?
_____ Yes _____ No

5. Are concepts presented appropriate to the ability and maturity of the potential user?

_____ Yes _____ No

6. Do characters speak in a language true to the period and section of the country in which they live?

_____ Yes _____ No

7. Does the resource offend in some special way the sensibilities of any group of people by the way it presents either the chief character or any of the minor characters?

_____ Yes _____ No

8. Is there preoccupation with sex, violence, cruelty, brutality, and aberrant behavior that would make this resource inappropriate?

_____ Yes _____ No

9. If there is use of offensive language, is it appropriate to the purpose of the text?

_____ Yes _____ No

10. Is the resource written well?

_____ Yes _____ No

11. Does the story give a broader understanding of human behavior without stressing differences of class, race, color, sex, religion, education, or philosophy in any adverse way?

_____ Yes _____ No

12. Does the resource make a significant contribution to the history of literature of ideas?

_____ Yes _____ No

13. Are the illustrations appropriate and in good taste?

_____ Yes _____ No

14. Are the illustrations realistic in relation to the story?

_____ Yes _____ No

Additional Comments:



CHECKLIST FOR REEVALUATION COMMITTEE: NONFICTION

Author _____

Title _____

PURPOSE

1. What is the overall purpose of the resource?

2. Is the purpose accomplished?

_____ Yes _____ No

AUTHENTICITY

1. Is the author competent and qualified in the field?

_____ Yes _____ No

2. What is the reputation and significance of the author and publisher/producer in the field?

3. Is the resource up-to-date?

_____ Yes _____ No

4. Are information sources well documented?

_____ Yes _____ No

5. Are translations and retelling faithful to the original?

_____ Yes _____ No

APPROPRIATENESS

1. Does the resource promote the educational goals and objectives of the curriculum?

_____ Yes _____ No

2. Is it appropriate to the level of instruction intended?

_____ Yes _____ No

3. Are the illustrations appropriate to the subject and age level?

_____ Yes _____ No

CONTENT

1. Is the content of this resource well presented by providing adequate scope, depth and continuity?

_____ Yes _____ No

2. Does this resource present information not otherwise available?

_____ Yes _____ No

REVIEWS

1. Source of review

Favorably reviewed: _____

Unfavorably reviewed: _____

2. Does this title appear in one or more reputable selection aides?

_____ Yes _____ No

If the answer is yes, please list titles of selection aides:

Additional Comments:



*Hastings Public Schools
Independent School District 200*

REPORT OF THE REEVALUATION COMMITTEE

Author _____

Title _____

Type of Resource

This decision was made on the _____ day of _____, 2025

Minority report is attached.

FINDINGS OF FACT

DECISION:

The following committee members are in agreement with the above decision:

The following committee members are not in agreement with the above decision:

HR PERSONNEL REPORT

Board Meeting Date:

5.21.25

RETIREMENT/RESIGNATION/TERMINATION

NAME	STATUS	ASSIGNMENT	EMPLOYEE GROUP	EFFECTIVE DATE
Bierwerth, Trinity	Termination	Cook; 6.25 Hours / Day Hastings High School	Food Service	April 25, 2025
Cherry, Alyssa	Resignation	Native American Education Liaison; 8 hours / Day District Wide	Unaffiliated	June 9, 2025
Fisher, Kim	Resignation	Speech Pathologist; .5 FTE Pinecrest Elementary	ED MN - Teachers	June 6, 2025
Havard, Miranda	Resignation	Secretary; 8 Hours / Day Kennedy Elementary	HESA	June 25, 2025
Kennedy, Sue	Resignation	Special Education Teacher; 1.0 FTE Hastings High School	ED MN - Teachers	June 6, 2025
Monson, Jessica	Resignation	Cook; 6.25 Hours / Day Hastings Middle School	Food Service	June 6, 2025
O'Donnell, Sarah	Resignation	School Psychologist; 1.0 FTE McAuliffe & Pinecrest Elementary	ED MN - Teachers	June 6, 2025
Viall, Jesse	Resignation	Grounds Worker; 8 Hours / Day District Wide	Custodian	May 31, 2025
Williams, Missy	Retirement	Director of Technology & Student Systems District Wide	Admin	August 18, 2025
Yanz, Steve	Retirement	Grounds Supervisor; 8 Hours / Day District Wide	Unaffiliated	June 30, 2025
Yares, Lauren	Resignation	Occupational Therapist; 1.0 FTE McAuliffe & Pinecrest Elementary	ED MN - Teachers	June 6, 2025

NEW HIRES

NAME	ASSIGNMENT	SALARY PLACEMENT/HOURLY RATE	EMPLOYEE GROUP	EFFECTIVE DATE
Appert, Nicole	Camp Horizons Site Instructor; Hours Vary Tilden	\$18.00 / Hour	N/A	June 9, 2025 - August 22, 2025
Beyer, Lilyana	Camp Horizons Summer Asst; Hours Vary Tilden	\$15.30 / Hour	N/A	June 9, 2025 - August 22, 2025
Boldt, Kaylee	Paraprofessional Substitute; Hours Vary District Wide	\$19.40 / Hour	N/A	May 13, 2025
Boudreau, Mia	Camp Horizons Summer Asst; Hours Vary Tilden	\$15.30 / Hour	N/A	June 9, 2025 - August 22, 2025
Brown, Alisha	Camp Horizons Summer Instructor; Hours Vary Tilden	\$18.00 / Hour	N/A	June 9, 2025 - August 22, 2025
Bump, Michelle	Kindergarten Summer School Teacher 51 Total Hours McAuliffe Elementary	\$37.00 / Hour	N/A	June 16, 2025 - July 3, 2025
Cody, Erin	ESY Teacher; 4 Hours / Day Hastings Middle School	\$37.00 / Hour	N/A	June 16, 2025 - July 3, 2025
Conway, Jonah	Music Summer School Teacher; 51 Total Hours McAuliffe Elementary	\$37.00 / Hour	N/A	June 16, 2025 - July 3, 2025

Frandrup, Patricia	Grade 1 Summer School Teacher; 51 Total Hours McAuliffe Elementary	\$37.00 / Hour	N/A	June 16, 2025 - July 3, 2025
Garding, Thomas	ESY Teacher; 4 Hours / Day Hastings Middle School	\$37.00 / Hour	N/A	June 16, 2025 - July 3, 2025
Glover, Gale	ESY Teacher; 4 Hours / Day McAuliffe Elementary	\$37.00 / Hour	N/A	June 16, 2025 - July 3, 2025
Hacken, Kay	ESY Instructional Asst SPED; 3.75 Hours / Day District Wide	\$22.00 / Hour	N/A	June 16, 2025 - July 3, 2025
Halbach, Nicole	ESY Instructional Asst; 3.75 Hours / Day District Wide	\$22.00 / Hour	N/A	June 16, 2025 - July 3, 2025
Hanson, Annette	Kindergarten Summer School Teacher 51 Total Hours McAuliffe Elementary	\$37.00 / Hour	N/A	June 16, 2025 - July 3, 2025
Hayes, Sophia	Camp Horizons Lead Staff Tilden	\$21.50 / Hour	N/A	June 9, 2025 - August 22, 2025
Iwerks, Faith	Camp Horizons Summer Instructor; Hours Vary Tilden	\$18.00 / Hour	N/A	June 9, 2025 - August 22, 2025
Jennrich, Jordan	Paraprofessional; 6.25 Hours / Day Hastings High School	\$21.45 / Hour	ESP MN - ESP	April 3, 2025
Jessen, Katie	Registered Nurse; 7.5 Hours / Day McAuliffe Elementary	\$34.13 / Hour	Unaffiliated	May 6, 2025
Jones, Christine	ESY Instructional Asst SPED; 3.75 Hours / Day District Wide	\$22.00 / Hour	N/A	June 16, 2025 - July 3, 2025
Knoll, Sara	Grade 4 Summer School Teacher; 51 Total Hours McAuliffe Elementary	\$37.00 / Hour	N/A	June 16, 2025 - July 3, 2025
Kolta, Manal	ESY Instruction Asst SPED; 3.75 Hours / Day District Wide	\$22.00 / Hour	N/A	June 16, 2025 - July 3, 2025
Krater, Connor	ESY Teacher; 4 Hours / Day Hastings Middle School	\$37.00 / Hour	N/A	June 16, 2025 - July 3, 2025
Lamere, Taylor	Grade 1 Summer School Teacher; 51 Total Hours McAuliffe Elementary	\$37.00 / Hour	N/A	June 16, 2025 - July 3, 2025
Lawrence, Abbriel	Grade 3 Summer School Teacher; 51 Total Hours McAuliffe Elementary	\$37.00 / Hour	N/A	June 16, 2025 - July 3, 2025
Lester, Megan	ESY Instructional Asst SPED; 3.75 Hours/Day District Wide	\$22.00 / Hour	N/A	June 16, 2025 - July 3, 2025
Lipinski, Riley	Camp Horizons Summer Instructor; Hours Vary Tilden	\$18.00 / Hour	N/A	June 9, 2025 - August 22, 2025
Mancl, Tiffany	ESY Instructional Asst SPED; 3.75 Hours / Day District Wide	\$22.00 / Hour	N/A	June 16, 2025 - July 3, 2025
Mann, Joey	Camp Horizons Summer Asst; Hours Vary Tilden	\$15.30 / Hour	N/A	June 9, 2025 - August 22, 2025
Matzek, Katherine	Kindergarten Summer School Teacher 51 Total Hours McAuliffe Elementary	\$37.00 / Hour	N/A	June 16, 2025 - July 3, 2025
McAlpin, Katie	Flag Football Coach; 18 Total Hours Community Education	\$34.00 / Hour	N/A	April 23, 2025

McGinnis, Grace	ESY Instructional Asst SPED; 3.75 Hours / Day District Wide	\$22.00 / Hour	N/A	June 16, 2025 - July 3, 2025
McNamara, Denise	Food Service Substitute; Hours Vary District Wide	\$17.50 / Hour	N/A	May 26, 2025
McTague, Sarah	Camp Horizons Lead Staff; Hours Vary Tilden	\$21.50 / Hour	N/A	June 9, 2025 - August 22, 2025
Meyer, Cassidy	ESY Instructional Asst SPED; 3.75 Hours/Day District Wide	\$22.00 / Hour	N/A	June 16, 2025 - July 3, 2025
Munger, Michelle	ESY Teacher; 4 Hours / Day McAuliffe Elementary	\$37.00 / Hour	N/A	June 16, 2025 - July 3, 2025
Munson, Hannah	Grade 2 Summer School Teacher; 51 Total Hours McAuliffe Elementary	\$37.00 / Hour	N/A	June 16, 2025 - July 3, 2025
Niedermayer, Jessica	Grade 4 Summer School Teacher; 51 Total Hours McAuliffe Elementary	\$37.00 / Hour	N/A	June 16, 2025 - July 3, 2025
Oliver, Janelle	ESY Instructional Asst; 3.75 Hours / Day District Wide	\$22.00 / Hour	N/A	June 16, 2025 - July 3, 2025
Otterness, Chad	ESY Teacher; 4 Hours / Day Hastings Middle School	\$37.00 / Hour	N/A	June 16, 2025 - July 3, 2025
Peine, Edward	Camp Horizons Summer Asst; Hours Vary Tilden	\$15.30 / Hour	N/A	June 9, 2025 - August 22, 2025
Peterson, Jaida	Grade 1 Summer School Teacher; 51 Total Hours McAuliffe Elementary	\$37.00 / Hour	N/A	June 16, 2025 - July 3, 2025
Poncelet, Lisa	Music Summer School Teacher; 51 Total Hours McAuliffe Elementary	\$37.00 / Hour	N/A	June 16, 2025 - July 3, 2025
Renner, Lois	Long Term Food Service Sub; 6.25 Hours / Day Hastings Middle School	\$21.06 / Hour	Food Service	April 15, 2025
Runsewe, Tracy	Grade 3 Summer School Teacher; 51 Total Hours McAuliffe Elementary	\$37.00 / Hour	N/A	June 16, 2025 - July 3, 2025
Ruud, Olivia	Camp Horizons Summer Asst; Hours Vary Tilden	\$15.30 / Hour	N/A	June 9, 2025 - August 22, 2025
Schumacher, Deb	ESY Instructional Asst SPED; 3.75 Hours / Day District Wide	\$22.00 / Hour	N/A	June 16, 2025 - July 3, 2025
St. John, Samantha	Camp Horizons Summer Asst; Hours Vary Tilden	\$15.30 / Hour	N/A	June 9, 2025 - August 22, 2025
Stepan, Josie	Grade 4 Summer School Teacher; 51 Total Hours McAuliffe Elementary	\$37.00 / Hour	N/A	June 16, 2025 - July 3, 2025
Swanson, Sydney	ESY Instructional Asst SPED; 3.75 Hours / Day District Wide	\$22.00 / Hour	N/A	June 16, 2025 - July 3, 2025
Teal, Christine	ESY Instructional Asst SPED; 3.75 Hours / Day District Wide	\$22.00 / Hour	N/A	June 16, 2025 - July 3, 2025
Tebben, Alyssa	Grade 2 Summer School Teacher; 51 Total Hours McAuliffe Elementary	\$37.00 / Hour	N/A	June 16, 2025 - July 3, 2025
Thuet, Teresa	ESY Instructional Asst SPED; 3.75 Hours / Day District Wide	\$22.00 / Hour	N/A	June 16, 2025 - July 3, 2025

Uecker, Cece	Camp Horizons Asst Staff; Hours Vary Tilden	\$15.30 / Hour	N/A	June 9, 2025 - August 22, 2025
Vedders, Mariah	Grade 2 Summer School Teacher; 51 Total Hours McAuliffe Elementary	\$37.00 / Hour	N/A	June 16, 2025 - July 3, 2025
Weston, Sunny	Kids Campus Student Asst Sub; Hours Vary District Wide	\$11.25 / Hour	N/A	April 7, 2025
Wilson, Amanda	ESY Teacher; 4 Hours / Day Hastings Middle School	\$37.00 / Hour	N/A	June 16, 2025 - July 3, 2025
Winkelman, Angela	ESY Instructional Asst SPED; 3.75 Hours / Day District Wide	\$22.00 / Hour	N/A	June 16, 2025 - July 3, 2025
Winkles, Bridee	ESY Instructional Asst; 3.75 Hours / Day District Wide	\$22.00 / Hour	N/A	June 16, 2025 - July 3, 2025

ASSIGNMENT CHANGES

NAME	FROM	TO	EMPLOYEE GROUP	EFFECTIVE DATE(S)
Green, Mike	Custodian; 8 Hours / Day \$22.44 / Hour Hastings Middle School	Lead Custodian; 8 Hours / Day \$27.39 / Hour Hastings Middle School	Custodian	May 12, 2025
Schmitz, Brian	Business Education; 1.0 FTE Hastings High School	Business Education; .5 FTE Hastings High School	ED MN - Teachers	August 25, 2025
Winkler, Dana	Paraprofessional; 6.25 Hours / Day Pinecrest Elementary	Paraprofessional Substitute; Hours Vary District Wide	N/A	May 21, 2025

LEAVE APPROVAL

NAME	STATUS	ASSIGNMENT	EMPLOYEE GROUP	EFFECTIVE DATE(S)
Jackson, Melissa	Approve	Grade 4 Teacher; 1.0 FTE Pinecrest Elementary	ED MN - Teachers	April 25, 2025 - June 6, 2025

PROBATIONARY/OTHER RELEASES

NAME	BUILDING	POSITIONS	FTE	EFFECTIVE DATE
Azen, Paul	District Wide	Special Education Supervisor	1.0	June 30, 2025
Collins, Ashley	Kennedy Elementary	Special Education Teacher	1.0	June 6, 2025
Greiskains, Dina	Tilden	Preschool Teacher	0.93	May 30, 2025



BRIDGE TO SUCCESS

Hastings Public Schools

INDEPENDENT SCHOOL DISTRICT 200
1000 11TH STREET WEST
HASTINGS, MN 55033-2597
Phone (651) 480-7000
Fax (651) 480-7004

DATE: May 21, 2025

TO: ISD #200 School Board

FROM: Andrew Hodges, Director of Teaching & Learning

SUBJECT: Elementary Science Curriculum Recommendation

The Department of Teaching and Learning recommends Amplify Science for adoption for Kindergarten through 4th Grade science curriculum.



BRIDGE TO SUCCESS

Hastings Public Schools

INDEPENDENT SCHOOL DISTRICT 200
1000 11TH STREET WEST
HASTINGS, MN 55033-2597
Phone (651) 480-7000
Fax (651) 480-7004

DATE: May 21, 2025

TO: ISD #200 School Board

FROM: Andrew Hodges, Director of Teaching & Learning

SUBJECT: Elementary STEM Curriculum Recommendation

The Department of Teaching and Learning recommends the Museum of Science Engineering in Elementary and Youth Engineering Science units for adoption as the STEM Curriculum for the 2025-26 school year.

School Sanctioned Trips Approval Form

Hastings ISD 200

Department/Staff Coordinating	Vocal Music / Show Choir / Luke Wamann
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Fund 10 & Account Name Fund 11 & Account Name	Show Choir Fund 10
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Purpose	SCA Premier Performance
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Destination	Rock Island, IL - Augustana College
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Type(s) of Transportation	Bus
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Dates	Depart:	Date	Time	Return:	Date	Time
		6/15	6:30am		6/16	1:00pm

Cost per student	\$ 0	Attach copy of payment schedule for inclusion in Online Payment System
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? Student drops out after paying	Department decision due to cost already incurred
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? Payment was fundraised \$'s	Required to stay in activity account because was earned as tax-exempt
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# Students participating	80
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# Chaperones needed	10
All chaperone fees are the responsibility of the chaperone (not including activity affiliated staff members)	

How are you ensuring equitable access for students of need?	All students that are members of Riverside and there is no cost to any of them
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Are there any additional pre-trips or other unique arrangements?	No
It is the advisor's responsibility to communicate how funding for pre-trips is incorporated into trip fees	

P-Card-Other Expenses	\$	Purpose
All receipts must be obtained and returned at the end of the trip		

Principal Approved	Signature	Date
		4/25/25

Superintendent Reviewed	Signature	Date
	Jamarr Champ	4/30/25

Board Reviewed	Signature	Date

SCA Premiere Performance itinerary for Riverside Company/BUB

June 15th

6:15 a.m. - arrive at HHS

6:30 a.m. - depart HHS for Augustana College, Rock Island Illinois

11:30 a.m. - Lunch

1:30 p.m. - arrive and unload at Augustana for Pre-performance rehearsal

2:00-5:00 p.m. - Rehearse in Concert venue

5:00-6:15 p.m. - Dinner

6:30 p.m. - Change and warm up

7:00 p.m. - Performance at SCA to open the week of camp

7:30 p.m. - tear down, change, depart for hotel

8:15 p.m. - Hotel - Hilton Doubletree, Davenport, IA

Address: 111 E 2nd St, Davenport, IA 52801

Phone: (563) 322-2200

June 16th

6:00 a.m. - Breakfast at hotel

7:00 a.m. - Depart for HHS

12:30 p.m. - Arrive at Hastings High School

12:31 p.m. - The myth of the Sandlot disappears FOR-EV-ER

ISD 200 Hastings Kennedy Elem.





BRIDGE TO SUCCESS

Hastings Public Schools

INDEPENDENT SCHOOL DISTRICT 200
1000 11TH STREET WEST
HASTINGS, MN 55033-2597
Phone (651) 480-7000
Fax (651) 480-7004

DATE: May , 2025
TO: ISD #200 School Board
FROM: Brittney Hirschauer, Director of Food and Nutrition Services
SUBJECT: Prime Food Service Vendors Recommendation 2025-2026

Recommendation to approve the 2025-2026 Bids for Food Service Vendors

- Prairie Farms
- Upper Lakes Foods
- Trio

The district participates in the Big 8 Buying Group. District's include West St Paul, Burnsville, Stillwater, Mahtomedi, Inver Grove Heights, South St Paul, South Washington County and Hastings. West St Paul collects and approves all bids for vendors for the group with district input. The Big 8 Buying Group allows Hastings to leverage the buying power of the group and ultimately receive better pricing than we would receive individually.

Vendors

- Prairie Farms
 - Local company utilizing local dairy farmers
 - Have used since Hastings Dairy closed
 - Renewal year
- Upper Lakes Foods
 - Part of the Big 8 Buying Group
 - Increase of \$.05 per case from last year
 - Renewal year
- Trio
 - RFP
 - Lowest bid for buying group
 -

There are no significant changes with these recommendations. We are continuing to use the same vendors we have in the past, Bix and Pan O Gold did not have price increases since they were two year contracts.

TEL-651-730-2220



PRAIRIE FARMS DAIRY
1930 Wooddale Drive
Woodbury, MN 55125

April 7, 2025

Hastings School District #200

Re: Pricing July 2025 through June 2026

Escalator/de-escalator April 2025 Prices

<u>ITEM</u>	<u>PRICE</u>
Skim White Milk Half Pints	.3277
1% White Milk Half Pints	.3383
1% Chocolate Milk Half Pints	.3608
1% Choc Milk HP Shelf Stable	.64
1% Lactose Free HP Shelf Stable	.79
1% Milk Gallon	4.1772

Ron McNamara
Assistant Sales Manager
Prairie Farms

Signature: *Ron McNamara*
Date: 4-7-25

Brittney Hirschauer
Director of Food & Nutrition Service
Hastings ISD 200

Signature: _____
Date: _____



February 3, 2025

Brittney Hirschauer
Food Director
Hastings Public Schools, ISD #200
1000 W. 11th St.
Hastings, MN 55033

Dear Brittney:

Upper Lakes Foods is pleased to renew with Hastings Public Schools, ISD #200 for the upcoming 2025-2026 school year. The fixed fee is based on our school/distributor partnership, current market costs, and changes in the economy since the conception of our agreement currently in place.

\$1.45 Per Case Fix Fee Grocery

Upper Lakes Foods, Inc. shall not be charged with liquidated damages when delay in delivery is due to unforeseeable cause beyond the control of Upper Lakes Foods, Inc., including but not restricted to Acts of God, acts of the public enemy, epidemics, quarantine restrictions, strikes, and freight embargoes.

Please sign below and return via email or mail.

Sincerely,



Renee Parks, Upper Lakes Foods, Inc.
800-879-1265 Ext 4208
rparks@ulfoods.com

2/3/2025
Date

Purchasing Agent

Date

• FAMILY-OWNED AND OPERATED •
UPPER LAKES FOODS
EST 1967

TO: School Food Authority –Hastings Public Schools, ISD #200
FROM: Denise Sorensen
DATE: February 3, 2025
SUBJECT: USDA Donated Foods (Commodities)

Upper Lakes Foods will deliver and charge the following:

Commodity fee per district dry or frozen \$4.25 per case
Plus, handling and storage pass through fee charged by Wissota/Soldier Trucking and Storage per case.

Diverted/processed commodities:

Commodity fee per district dry or frozen \$4.25 per case
Diverted/processed commodities shall be removed from ULF warehouse within 10 days after such time; a monthly fee may be discussed if storage is necessary.

- Delivery Schedule to be determined per individual School Food Authorities.
- ULF will not provide storage for USDA Donated Foods for extended periods of time.
- ULF reserves the right to review the contract addendum January 1, 2026.
- In the event there are mandated changes in the Distribution of USDA Foods, Upper Lakes Foods reserves the right to adjust the commodity fee.

DISTRIBUTOR: UPPER LAKES FOODS, INC.
CONTACT PERSON: DENISE SORENSEN
ADDRESS: 801 INDUSTRY AVENUE
CITY/STATE/ZIP: CLOQUET, MN 55720
TELEPHONE: (218) 879-1265 Ext. 4379
EMAIL: denisesorensen@ulfoods.com

SCHOOL FOOD AUTHORITY: _____
CONTACT PERSON: _____
ADDRESS: _____
CITY/STATE/ZIP: _____
TELEPHONE: _____
EMAIL: _____
SFA REPRESENTATIVE SIGNATURE: _____
DISTRIBUTOR REPRESENTATIVE SIGNATURE: Denise Sorensen



1897 Delaware Avenue
Mendota Heights, MN 55118
P 651.403.7000 F 651.403.7010

To: School Board Members

From: Mark Fortman, Director of Operations

Date: May 5, 2025

Re: Foodservice Paper and Supplies Request for Proposal Award

BACKGROUND:

On Tuesday April 22nd 2021 the District received two (2) proposals to provide Foodservice Paper and Supplies for the 2025-2027 school years. Districts also included in this request for proposal through a Joint Powers Agreement with District 197 are SSD 6, ISD 191, ISD 199, ISD 200, ISD 832, ISD 833, and ISD 834. Attached is the proposal tabulation.

RECOMMENDED RESOLUTION:

BE IT RESOLVED by the School Board of School District 197 to approve the proposal from Trio Supply Company to provide Foodservice Paper and Supplies for the 2025-2027 school years on behalf of the eight (8) districts included in the Joint Powers Agreement.

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) entered into by and between the Intermediate School District No. 917 (“Intermediate 917”) and Independent School District No. 200 (“School District”). Intermediate 917 and the School District are hereinafter referred to collectively as the “Parties” and individually as a “Party.” It is hereby agreed by the Parties as follows:

WHEREAS, Intermediate 917 is a Minnesota intermediate school district providing special education and related services to students whose resident school districts request such services to be provided by Intermediate 917; and

WHEREAS, the School District is a Minnesota independent school district providing educational services to or for its resident students; and

WHEREAS, the School District desires Intermediate 917 to provide special education and/or related services to those students enrolled in and as requested by the School District; and

WHEREAS, Intermediate 917 is willing and has the authority to enter into a MOU to provide special education and/or related services to students enrolled in the School District, pursuant to Minnesota Statutes, Chapter 136D;

NOW, THEREFORE, IT IS AGREED BY AND BETWEEN THE SCHOOL DISTRICT AND INTERMEDIATE 917 AS FOLLOWS:

1. **Purpose.** The intent of this MOU is for Intermediate 917 providing special education and/or related staffing to students enrolled in and receiving educational and related services at the School District.
2. **School District Obligations.**
 - a. The School District is responsible for ensuring that appropriate education, including special education and/or related services are made available to its resident students.
 - b. The School District shall submit any requests for educational and related services for its students in writing through the annual projection process. Such requests shall specify the nature of the services requested, the number of students to be served, the full time equivalent (FTE) needed, and the location at which the services will be provided.
 - c. The School District shall be responsible to pay, on a timely basis, any and all invoices, including any administrative fees, submitted by Intermediate 917 for the services it provides on behalf of the School District.

- d. The School District shall be responsible for state and federal reporting requirements relating to the students receiving educational and/or related services under this MOU, such as MARSS reporting.
- e. The School District shall provide day-to-day supervision of Intermediate 917 employees providing special education and/or related services at the School District, as it relates to sign-in/sign-out procedures, classroom and office usage, and similar site procedures, although the Intermediate 917 employees shall remain employees only of Intermediate 917. The School District shall notify Intermediate 917 of any known non-compliance by Intermediate 917 employees with such School District procedures. Intermediate 917 will perform supervision of its employees as described below in paragraph 3 (b).
- f. The School District shall collaborate with Intermediate 917 employees providing special education and/or related services at the School District in allowing access to the School District's student information system and technology platforms.
- g. The number of days in this contract shall be determined by the Intermediate 917's employee's labor agreement subject to the School District's pro rata share of the FTE assignment. The School District will provide this data to be utilized for SEDRA reporting.

3. Intermediate 917 Obligations.

- a. Intermediate 917 shall provide special education and/or related services, as defined in Minn. Stat. § 123A.21, subd. 7 and 8, as requested by the School District with appropriately licensed Intermediate 917 employees as identified in the annual signed projection process. Intermediate 917 shall be responsible for STAR reporting requirements relating to the staffing provided by Intermediate 917 to the School District.
- b. If Intermediate 917 is unable to provide appropriately licensed Intermediate 917 employees as identified by the School District in the annual signed projection process, Intermediate 917 will work with the School District to develop alternatives to provide special education and/or related services, as defined in Minn. Stat. § 123A.21, subd. 7 and 8.
- c. The individuals assigned to provide special education and/or related services at the School District by Intermediate 917 shall be Intermediate 917 employees, and shall be hired, retained, assigned, directed, supervised, evaluated, compensated, disciplined or terminated by Intermediate 917, according to applicable Intermediate 917 employment agreements, Intermediate 917 policies and procedures and any applicable state or federal laws or regulations.

- d. Despite the preceding language, the Parties expect that the School District shall provide site supervision of the Intermediate 917 employee while providing services at the School District as it relates to sign-in/sign-out, classroom and office usage, and other site procedures. The Intermediate 917 employees assigned to work at the School District shall abide by any and all School District procedures of which he or she is notified.
 - e. Intermediate 917 shall set staffing reimbursement rates for the special education and related services, as defined in Minn. Stat. § 123A.21, subd. 7 and 8, it provides at the School District and shall issue billing invoices twice annually, consistent with the Intermediate 917 billing cycle. Invoices will include the FTE to be utilized for SEDRA reporting. Billing shall also include reimbursement for staff mileage and travel time and the costs of supplies, equipment and overhead.
 - f. This MOU shall not be construed to give rise to any employment relationship between the School District and any Intermediate 917 employee assigned to work at the School District.
4. **Renewal.** The parties to this MOU may renew this MOU if mutually agreed upon in one-year increments by executing a written renewal agreement at least sixty (60) days prior to expiration of the MOU or any subsequent renewal period, subject to the same terms and conditions as this MOU, or as otherwise mutually agreed upon.
 5. **State Complaint or Due Process Hearing Request.** If a state complaint or due process hearing request is filed involving the School District, the School District will be responsible for responding to the state complaint or due process hearing request. Intermediate 917 will in good faith make any employee assigned to provide services at the School District available to participate as necessary in the School District's response to any allegations or claims arising out of a state complaint or due process hearing. If an attorney retained by the School District requests Intermediate 917 employees to testify or otherwise participate in a complaint response or due process hearing, the attorney retained by the School District will prepare Intermediate 917 employees in the same manner as its own staff. Each party reserves the right to obtain its own attorney.
 6. **Transportation of Students.** Student transportation shall be provided and paid for by the School District, as required by state and federal laws.
 7. **Data Practices.** Nothing in this MOU shall be construed to be contrary to Minnesota Statutes, Chapter 13, the Minnesota Government Data Practices Act ("MGDPA"), and in particular, Minn. Stat. § 13.32, and the Federal Educational Rights and Privacy Act, 20 U.S.C. § 1232g ("FERPA") regarding the creation and maintenance of educational records. All of the data created, collected, received, stored, used or maintained by the Parties in performing functions under this MOU is subject to the requirements of the MGDPA and FERPA and the Parties must

comply with those requirements.

8. **Insurance and Liability.** Nothing in this MOU shall constitute a waiver of the rights, privileges and benefits to which either Party is entitled under Minnesota Statutes. The liability and monetary limits of liability of the School District and Intermediate 917 shall be governed by the Minnesota Government Tort Claims Act, Minnesota Statutes, Chapter 466, et. seq., and other applicable law. Intermediate 917 and the School District shall each maintain insurance against claims arising out of or relating to the provision of services under this MOU, in an amount and of a nature consistent with each Party's Board policies, procedures or practices and as required by the laws of the State of Minnesota.
9. **Indemnification.** Intermediate 917 agrees to indemnify and hold harmless the School District, its officers, agents and employees from any and all claims and losses resulting from the Intermediate 917's performance of this MOU, and from any and all claims and losses resulting to any person who may be injured or damaged by the actions and/or conduct of the employees or agents of Intermediate 917.

The School District agrees to indemnify and hold harmless Intermediate 917, its officers, agents and employees from any and all claims and losses resulting from the School District's performance of this MOU, and from any and all claims and losses resulting to any person who may be injured or damaged by the actions and/or conduct of the employees or agents of the School District.

10. **Term and Cancellation.** This MOU shall commence on July 1, 2025 and shall remain in effect through June 30, 2027, unless Intermediate 917 and the School District mutually agree to terminate or cancel the MOU by written notice prior to March 1 of the current school year for the upcoming school year. Written notices under this MOU shall be sent to:

For Intermediate School District 917:

Executive Director of Student Services
Intermediate School District 917
1300 145th Street East
Rosemount, MN 55068

For The School District:

Director of Special Services
Independent School District No. 200
1000 West 11th Street
Hastings, MN 55033

11. **Termination for Breach.** If either Party fails to comply with the terms and conditions of this MOU, the other Party, upon 30 days prior written notice to the breaching Party, may terminate

this MOU.

- 12. **Assignment.** Neither Party to this MOU shall assign, delegate or transfer any rights or obligations under this MOU without the prior written consent of the other Party.
- 13. **Amendments.** This MOU may be amended during the term of this MOU and may only be amended in writing by the mutual agreement of the Parties.
- 14. **Equal Drafting.** In the event any Party asserts that a provision in this MOU is ambiguous, this MOU must be construed to have been drafted equally by the Parties.
- 15. **Waiver and Severability.** Any term or condition of this MOU found to be invalid, illegal, or unenforceable shall not render this MOU void or unenforceable.
- 16. **Applicable Law.** This MOU shall be governed by the laws of the State of Minnesota.
- 17. **Entire Agreement.** This MOU contains the entire MOU between the Parties with regard to the matters set forth herein and supersedes all communications, written or oral, heretofore related to the subject matter of this MOU. No promises, guarantees, or representations relative to the subject matter addressed herein exist outside the terms of this document.

By signing below, each party represents that it has read, understands, and agrees to be bound by the terms of this Memorandum of Understanding, and is authorized to sign on behalf of the Party he or she represents.

INTERMEDIATE SCHOOL DISTRICT NO. 917

Dated: _____, 2025

By: _____
Its: _____

INDEPENDENT SCHOOL DISTRICT NO. 200

Dated: _____, 2025

By: _____
Its: Chair

Dated: _____, 2025

By: _____
Its: Clerk

COST SHARE AGREEMENT BETWEEN

AND COUNTY OF DAKOTA
FOR ELECTION HARDWARE, SOFTWARE, AND RELATED SERVICES

This Agreement is entered into by and between the _____ (“Municipality”), and the County of Dakota (“County”), 1590 Highway 55, Hastings, MN 55033. Municipality and County are referred to individually as the “Party” and are collectively referred to as the “Parties”.

WHEREAS, pursuant to Minn. Stat. § 471.59, two or more governmental units, by agreement through action of their governing bodies, may jointly exercise powers common to the governmental units; and

WHEREAS, under Minn. Stat. § 201.225 the parties are empowered to purchase election hardware, software and related services; and

WHEREAS, the County along with cities and townships in Dakota County shared cost for the purchase and implementation of voting equipment in 1998 and 2015; and

WHEREAS, the Parties are desirous of cooperating to purchase a replacement for the voting equipment system for use by the Parties and other cities, townships, and school districts in Dakota County who enter into separate Cost Share Agreements with the County (collectively, the “Governmental Units”).

NOW, THEREFORE, in consideration of the premises and covenants contained herein and subject to the provisions of Minn. Stat. § 471.59, the Parties agree as follows:

I. PURPOSE

A. The purpose of this Agreement is to authorize the County to purchase election hardware, software and related services for the Parties and to establish the obligations of the Parties with respect to their use and maintenance.

II. TERM

A. The term of this Agreement shall commence on the Effective Date, which is the date when all signatures of the Parties are obtained and shall remain in full force and effect until the Expiration Date, which is the date when the Vendor Contract entered into pursuant to Section III. A. terminates, this Agreement is terminated as provided herein, or by operation of law, whichever occurs first. This Agreement may be extended by written mutual agreement of the Parties.

III. DUTIES OF THE COUNTY

The Vendor Contract includes hardware, software, licensing, and maintenance.

A. Solicitation. In conformance with the provisions of Minnesota law, the County will prepare a Request for Proposals (RFP) for an electronic voting system that meets the requirements of all Minnesota statutes and rules, including Minn. Stat. § 206.57, to be used by all local government units in Dakota County, including the Parties. The County will consult with the Municipality in preparation of the RFP. The solicitation will consist of a competitive process consistent with state law applicable to such solicitation.

The RFP will include vendor-supplied technical maintenance and regular maintenance and upgrades of the election hardware and software, wherever stored, for at least five years from the date of purchase, including assurances of sufficient parts, supplies and accessories, warranty service, and will seek to obtain a trade-in allowance for all electronic voting systems owned by Dakota County.

B. Award of Contract. The final decision on the vendor to whom the contract shall be awarded will be made by the Dakota County Board of Commissioners. The contract will be awarded to a vendor whose proposal meets all of the standards for voting systems required by Minnesota law. The County will defend and indemnify the Municipality, its elected officials, employees and/or agents and hold them harmless from all claims and damages arising out of the solicitation process and the award of contract for the election hardware, software and related services.

C. Repairs and Maintenance. The County will arrange for all necessary repairs, maintenance and upgrades to the election hardware and software between election seasons.

D. Purchase and Delivery. The County will arrange for the purchase and delivery of election hardware and peripherals.

E. Licenses. The County will obtain all licenses and other rights necessary for the Municipality to use the election hardware and software for its intended use. The County will defend and indemnify the Municipality, its elected officials, employees and/or agents and hold them harmless from all claims and damages arising out of any license, copyright or other intellectual property right.

F. Insurance. The County will include the election hardware and software on its commercial property casualty insurance coverage.

G. Ownership. The County will own the election hardware and software purchased pursuant to this Agreement, regardless of where the election hardware and software may be stored or used.

IV. DUTIES OF THE MUNICIPALITY

A. Existing Election Hardware and Software. To the extent the Municipality has ballot tabulation equipment or ballot boxes in its possession, it will turn such equipment over to the County.

B. Storage, Handling and Service. The Municipality must provide safe storage and handling of the election hardware and software when such equipment is in the Municipality's possession. The Municipality will report any needed hardware and software maintenance, in writing, to the County. Any election hardware or software problems on election days may be reported to the County orally.

C. Payment.

- a. Upon award of the contract, the County will first pay 65% of the purchase price and apply trade-in credit received, if any, to each of the election hardware and software packages purchased. The Municipality will pay its pro rata share of the remaining cost, by percentage, for the election hardware and software packages purchased by the County for the Municipality as identified in Appendix A.
- b. Payment by the Municipality to the County will be made in five equal annual installments, without interest, on or before January 31st of each year beginning in 2027 and ending in 2031. The Municipality may prepay installments at any time without penalty. The Municipality will pay the County within 45 calendar days of receipt of an invoice from the County.
- c. The Municipality will pay to the County its pro rata share of the annual maintenance costs for the election equipment. The Municipality will pay the County within 45 days receipt of an invoice from the County.

D. Operation of the System. Municipality shall operate in compliance with the following General Conditions Governing Operation of the System:

- a. Municipality shall distribute voting equipment to precincts in the quantities advised by the County in each election held in the Municipality through the term of this Agreement.
- b. Municipality must only use the polling place and election procedures approved by or from the County or the Minnesota Secretary of State.

V. INDEMNIFICATION

A. Municipality. The Municipality will defend and indemnify the County, its elected officials, employees, and agents and hold them harmless from all claims and damages arising out of the use, transport, storage, handling, or maintenance of the voting equipment, which are attributable to the intentional, willful, or negligent acts or omissions of the Municipality, its elected officials, employees, or agents.

B. County. The County will defend and indemnify the Municipality, its elected officials, employees, and agents and hold them harmless from all claims and damages arising out of the solicitation and award of the Vendor Contract and arising out of the transport, handling, or storage of the voting equipment attributable to the intentional, willful, or negligent acts or omissions of the County, its elected officials, employees, or agents. The County does not warrant, nor does it indemnify the Municipality for performance of or failure to perform by the Contract Vendor. Nevertheless, the County will pursue any and all rights it may have with respect to warranties, when requested by the Municipality or when necessary, to assure conformance with the intended use of the voting equipment.

C. Municipal Tort Claims Act. It is understood and agreed that the provisions of the Municipal Tort Claims Act, Minn. Stat. Ch. 466, and other applicable laws govern liability arising from the Parties' acts or omissions. Each Party warrants that it is able to comply with the aforementioned indemnity requirements through an insurance or self-insurance program and that each has minimum coverage consistent with the liability limits contained in Minn. Stat. Ch. 466. For purposes of determining total liability for tort damages which may arise from this Agreement, the Parties are to be considered a single governmental unit.

VI. STATE AUDIT

Under Minn. Stat. § 16C.05, subd. 5, each Party's books, records, documents, and accounting procedures and practices relevant to this Agreement are subject to examination by the State and/or the State Auditor or Legislative Auditor, as appropriate, for a minimum of six years from the Expiration Date of this Agreement.

VII. GOVERNMENT DATA PRACTICES

For purposes of this Agreement, all data created, collected, received, stored, used, maintained, or disseminated by the Parties in the performance of this Agreement is subject to the requirements of the Minnesota Government Data Practices Act, Minn. Stat. Ch. 13, and its implementing rules, as well as any other applicable State or Federal laws on data privacy or security.

Each Party shall provide the other Party with prompt notice of a breach of the security of data defined in Minn. Stat. § 13.055, subd. 1(a) or suspected breach of the security of data and shall assist in remedying such breach. Providing or accepting assistance does not constitute a waiver of any claim or cause of action for breach of contract.

The Parties shall promptly notify each other when any third-party requests data related to this Agreement, the voting equipment, or the Vendor Contract. The Party who originated the data subject to the request will give the Party receiving the request instructions concerning the release of the data to the data requester before the data is released.

VIII. VENUE

Venue for all legal proceedings out of this Agreement, or its breach, must be in the appropriate court of competent jurisdiction in Dakota County, Minnesota.

IX. TERMINATION

A. The County will notify the Municipality if its Governmental Unit Share as stated in Appendix A is projected to increase. Small cities and townships that utilize mail balloting will not be subject to this cost-share agreement. Otherwise, the parties must mutually agree to terminate this Agreement in writing by the undersigned or their successors.

B. Termination. This Agreement shall remain in effect until the occurrence of any one of the following events:

- a. Termination is necessitated by operation of law or as a result of a decision by a court of competent jurisdiction.
- b. The Agreement entered into pursuant to Paragraph III. B. above has expired or has otherwise been terminated.
- c. Parties mutually agree to terminate Agreement.

X. MISCELLANEOUS PROVISIONS

A. Severability. The provisions of this Agreement are severable. If any provision of this Agreement is void, invalid, or unenforceable, it will not affect the validity and enforceability of the remainder of this Agreement, unless the void, invalid, or unenforceable provision substantially impairs the value of the entire Agreement with respect to either Party.

B. Assignment. No Party may assign or transfer any rights or obligations under this Agreement without the prior consent of the other Party and an assignment agreement, approved and executed by all Parties to this Agreement, or their successors in office.

C. Amendments. Any amendment to this Agreement must be in writing and is not effective until approved and executed by all Parties to this Agreement, or their successors in office.

D. Waiver. If any Party fails to enforce any provision of this Agreement, such failure does not waive the provision or its right to enforce it.

E. Contract Complete. This Agreement contains all negotiations and agreements between the Parties. No other understanding regarding this Agreement, whether written or oral, is binding on any Party.

F. Compliance with Laws. The Parties shall abide by all Federal, State and local laws, statutes, ordinances, rules and regulations now in effect or hereinafter adopted pertaining to this Agreement.

XI. GENERAL CONDITIONS GOVERNING OPERATION OF THE SYSTEM

[Remainder of Page Intentionally Left Blank]

IN WITNESS WHEREOF, the Municipality and the County have caused this Agreement to be executed on their behalf.

COUNTY OF DAKOTA

By: _____

Name: _____

Title: _____

Date: _____

MUNICIPALITY OF

By: _____

Mayor

Date: _____

By: _____

Municipality Clerk

Date: _____

Approved as to form:

Assistant County Attorney/Date
File No. KS-

Appendix A: COST PROJECTIONS FOR INITIAL EQUIPMENT PURCHASE*

*The information in this Appendix A is informational only and based on all Governmental Units identified in the chart executing a Cost Sharing Agreement and a total Purchase Price of \$5,000,000. If one or more of these factors changes, the Municipal Share will likely increase.

	Voters	Percentage	Amount	
Dakota County	289,935	65%	\$ 3,250,000	
Cities/Townships	289,935	30%	\$ 1,500,000	
School Districts	289,935	5%	\$ 250,000	

Municipality Share	Voters	% of Reg Voters	Amount	Annual Payback
Apple Valley	35,995	12.4%	\$ 186,382	\$ 37,276
Burnsville	37,579	13.0%	\$ 194,584	\$ 38,917
Castle Rock Twp	998	0.3%	\$ 5,168	\$ 1,034
Coates	98		\$ -	\$ -
Douglas Twp	536	0.2%	\$ 2,775	\$ 555
Eagan	45,746	15.8%	\$ 236,873	\$ 47,375
Empire	2,022	0.7%	\$ 10,470	\$ 2,094
Eureka Twp	1,088	0.4%	\$ 5,634	\$ 1,127
Farmington	14,909	5.1%	\$ 77,199	\$ 15,440
Greenvale Twp	624	0.2%	\$ 3,231	\$ 646
Hampton City	440	0.2%	\$ 2,278	\$ 456
Hampton Twp	630	0.2%	\$ 3,262	\$ 652
Hastings	15,061	5.2%	\$ 77,986	\$ 15,597
Inver Grove Heights	23,212	8.0%	\$ 120,192	\$ 24,038
Lakeville	49,329	17.0%	\$ 255,426	\$ 51,085
Lilydale	802	0.3%	\$ 4,153	\$ 831
Marshan Twp	882	0.3%	\$ 4,567	\$ 913
Mendota City	148	0.1%	\$ 766	\$ 153
Mendota Heights	9,119	3.1%	\$ 47,218	\$ 9,444
Miesville	88		\$ -	\$ -
New Trier	62		\$ -	\$ -
Nininger Twp	631	0.2%	\$ 3,267	\$ 653
Northfield	989	0.3%	\$ 5,121	\$ 1,024
Randolph City	297	0.1%	\$ 1,538	\$ 308
Randolph Twp	560	0.2%	\$ 2,900	\$ 580
Ravenna Twp	1,738	0.6%	\$ 8,999	\$ 1,800
Rosemount	18,686	6.5%	\$ 96,756	\$ 19,351
Sciota Twp	340	0.1%	\$ 1,761	\$ 352
South St. Paul	12,322	4.3%	\$ 63,803	\$ 12,761
Sunfish Lake	435	0.2%	\$ 2,252	\$ 450
Vermillion City	307	0.1%	\$ 1,590	\$ 318
Vermillion Twp	918	0.3%	\$4,753	\$ 951
Waterford Twp	395	0.1%	\$ 2,045	\$ 409
West St. Paul	12,949	4.5%	\$ 67,050	\$ 13,410

ISD 191	33,351	11.5%	\$ 28,757	\$ 5,751
ISD 192	24,434	8.4%	\$ 21,069	\$ 4,214
ISD 194	37,762	13.0%	\$ 32,561	\$ 6,512
ISD 195	1,603	0.6%	\$ 1,382	\$ 276
ISD 196	108,067	37.3%	\$ 93,182	\$ 18,636
ISD 197	30,660	10.6%	\$ 26,437	\$ 5,287
ISD 199	18,833	6.5%	\$16,239	\$ 3,248
ISD 200	20,498	7.1%	\$ 17,675	\$ 3,535
ISD 252	129	0.0%	\$ 111	\$ 22
ISD 659	2,337	0.8%	\$ 2,015	\$ 403
SSD 6	12,261	4.2%	\$ 10,572	\$ 2,114

2025-2026 BUDGET ADJUSTMENTS



Projected overspend: \$2,400,000

Planned fund balance use: \$900,000

Adjustment target: \$1,500,000

ASSUMPTION UPDATES		TOTAL: \$328,000	
	Description	FTE	Savings
	The basic formula allowance was initially projected to increase by 2.4%, however, the actual increase is 2.74%	N/A	\$100,000
	Board approved adjustment to staffing ratios for grades 5-8 to align with the most recent Metro ECSU/BrightWorks average class size study	2.0	\$228,000
CHANGE IN FUNDING STREAMS AS ALLOWED		TOTAL: \$725,000	
	Description	FTE	Savings
	Staffing costs allocated to Long Term Facilities Maintenance restricted funds	N/A	\$200,000
	Staffing costs allocated to Student Support Personnel Aid restricted funds	N/A	\$150,000
	Staffing costs allocated to Literacy Incentive Aid restricted funds	N/A	\$114,000
	Student parking fees reallocated from Operating Capital to Unassigned funds to offset lot security-related costs and supplies	N/A	\$100,000
	Multi-year Staff Development carryover restricted funds utilized to cover a portion of professional development day payroll costs	N/A	\$100,000
	Staffing costs allocated to Talented and Gifted restricted funds	N/A	\$61,000
STAFFING		TOTAL: \$56,000	
	Description	FTE	Savings
	Elimination of unfilled night custodian position	1.0	\$56,000
OTHER		TOTAL: \$308,510	
	Description	FTE	Savings
	Early Childhood Special Education transportation schedule alignment	N/A	\$223,510
	Credit card processing fees charged to users at time of purchase	N/A	\$60,000
	Middle School athletics study for restructuring	N/A	\$25,000
		TOTAL: \$1,417,510	

Where Minnesota School Boards Learn to Lead

April 30, 2024

BoardBook Premier Subscriber:

Regarding: Changes to the BoardBook Premier Subscription

Thank you for being a valued BoardBook Subscriber! We appreciate your support.

We are committed to providing value with BoardBook Premier. To ensure an optimal meeting management system, all BoardBook Premier subscribers are being transitioned to the BoardBook Tier 2 product, which will offer expanded features and functionality to improve your experience.

Here's what you need to know

The Tier 1 product is being retired and is no longer available. **As of MSBA's Uniform Subscription Date of July 1, 2024, user subscriptions will need to be upgraded to the Tier 2 product.** This renewal will result in a higher cost as you transition from Tier 1 to Tier 2, but it also comes with new and expanded features with additional functionality to help you manage your board and committee meetings even more effectively. The initial proposal from BoardBook was to convert all Tier 1 users in fiscal year 2025 and would have changed to \$3,100. MSBA negotiated a phase-in over a three-year period to soften the budget impact of removing the Tier 1 option.

As a result of negotiations, your Tier 2 subscription fees for the next three subscription years shall be as follows:

July 1, 2024 – June 30, 2025	\$2,700
July 1, 2025 – June 30, 2026	\$2,950
July 1, 2026 – June 30, 2027	\$3,100

If you have questions or concerns about this change, please contact Greg Abbott at 507-420-1881.

With this upgrade, you will benefit from new functionality to help manage meetings including:

- **Automated electronic voting** — This feature streamlines in-meeting voting by easily and accurately capturing votes and voting records.
- **Expanded committee capabilities** — This feature allows users to track committees in one place, such as safety and security and special education.
- **Reference material and document storage** — Efficiently organize reference materials by keeping the board's planning documents and manuals (i.e. strategic plan, policies, etc.) close at hand.

What to expect next

The change will happen automatically upon renewal and will not affect any existing functionality, user logins, or meetings. Starting July 1, 2024, when you log into BoardBook, you will see two new items on the navigation bar. The **Books** section, which allows you to upload and store documents, and **Goals**, which allows you to create different "Goal Types" (ex. "Board Goals" or "Campus Goals" and tie them to relevant agenda items in your meetings).

As a result of this change, the End User Agreement ("EUA") needs to be updated to reflect this current offering. Therefore, with this letter as a separate attachment, we are providing you with the updated EUA. Please review, complete, sign, and return to Joel Stencel (jstencel@mnmsba.org) by May 24, 2024.

EXTRACT OF MINUTES OF MEETING
OF SCHOOL BOARD OF
INDEPENDENT SCHOOL DISTRICT #200
(Hastings)
STATE OF MINNESOTA

Pursuant to due call and notice thereof, a School Board meeting of Independent School District #200, State of Minnesota, was held on May 21, 2025 at 6:00 pm., for the purpose, in part, of approving the Intermediate School District No. 917's Long-Term Facility Maintenance budget and authorizing the inclusion of a proportionate share of Intermediate School District's long-term facility maintenance projects in the district's application for long-term facility maintenance.

Member _____ introduced the following resolution and moved its adoption:

**RESOLUTION APPROVING INTERMEDIATE SCHOOL DISTRICT
NO. 917'S LONG-TERM FACILITY MAINTENANCE PROGRAM
BUDGET AND AUTHORIZING THE INCLUSION OF A
PROPORTIONATE SHARE OF THOSE PROJECTS IN THE
DISTRICT'S APPLICATION FOR LONG-TERM FACILITY
MAINTENANCE REVENUE**

BE IT RESOLVED by the School Board of Independent School District #200, State of Minnesota, as follows:

1. The School Board of Intermediate School District 917 has approved a long-term facility maintenance program budget for its facilities for the 2026-2027 school year in the amount of \$421,100.00 of which our District #200's proportionate share is \$32,137.63. The various components of this program budget are attached as Exhibit A here to and are incorporated herein by reference. Said budget is hereby approved. (Exhibit A.)
2. Minnesota Statutes, Section 123B.57, Subdivision 1, as amended, provides that if an intermediate school district's long-term facility maintenance budget is approved by the school boards of each of the intermediate school district's member school districts, each member district may include its proportionate share of the costs of the intermediate school district program in its long-term facility maintenance revenue application.
3. The proportionate share of the costs of the intermediate school district's long-term facility maintenance program for each member school district to be included in its application shall be determined by multiplying the total cost of the intermediate school district long-term facility maintenance program times a formula that weights two components equally between

the member districts; total net tax capacity and Adjusted Marginal Cost pupil units. The long-term facility maintenance costs shall be funded through annual levy instead of issuing bonds. The inclusion of this proportionate share in the district's long-term facility maintenance revenue application for fiscal year 2027 is hereby approved, subject to approval by the Commissioner of Education.

4. Upon receipt of the proportionate share of long-term facility maintenance revenue attributable to the intermediate school district program, the district shall promptly pay to the intermediate school district the applicable aid or levy proceeds.

The motion for the adoption of the foregoing resolution was duly seconded by Member _____ and, upon vote being taken thereon, the following voted in favor thereof:

And the following voted against the same:

Whereupon said resolution was declared duly passed and adopted.


STATE OF MINNESOTA

COUNTY OF DAKOTA

I, the undersigned, being the duly qualified and acting Clerk of Independent School District #200, State of Minnesota, hereby certify that I have carefully compared the attached and foregoing extract of minutes of a meeting of Independent School District #200, held on the date therein indicated, with the original of said minutes on file in my office, and the same is a full, true and complete transcript insofar as the same relates to the approval of Intermediate School District No. 917's long-term facility maintenance program budget and authorizing the inclusion of a proportionate share of the Intermediate School District's long-term facility maintenance projects in the district's application for long-term facility maintenance revenue.

WITNESS MY HAND officially as such Clerk this _____ day of _____, 2025.

Clerk
Independent School District #200

		Division of School Finance 400 NE Stinson Blvd Minneapolis, MN 55413	ED - 02478-09 old form correct years
Instructions: Enter estimated, allowable LTFM expenditures (Fund 01 and/or Fund 06 only) under Minnesc			
District Info.		Enter Information	
District Name:	Intermediate School District 917		
District Number:	907-06		
District Contact Name:	Nicolle Roush		
Contact Phone #	651-423-8227		
Expenditure Categories			2034
Health and Safety - this section excludes project costs in Category 2 of \$100,000 or more for which additional revenue is requested for Finance Codes 358, 363 and 366.			
Finance Code	Category (1)		
347	Physical Hazards		\$2,950
349	Other Hazardous Materials		\$0
352	Environmental Health and Safety Management		\$35,500
358	Asbestos Removal and Encapsulation		\$0
363	Fire Safety		\$0
366	Indoor Air Quality		\$0
Total Health and Safety Capital Projects			\$38,450
Health and Safety - Projects Costing \$100,000 or more per Project/Site/Year			
Finance Code	Category (2)		
358	Asbestos Removal and Encapsulation		\$0
363	Fire Safety		\$0
366	Indoor Air Quality		\$0
Total Health and Safety Capital Projects \$100,000 or More			\$0
Remodeling for Approved Voluntary Pre-K under Minnesota Statutes, section 124D.151			
Finance Code	Category 3 (a)		
355	Remodeling for prekindergarten (Pre-K) instruction approved by the commissioner.		\$0
Total Remodeling for Approved Voluntary Pre-K Projects			\$0
Remodeling for Gender-Neutral Single-User Restrooms			
Finance Code	Category 3 (b) LTFM REVENUE EFFECTIVE FY 2025		
UFARS Coding Pending	Remodeling for gender-neutral single user restroom per site.		\$0
Total Remodeling for Gender-Neutral Single User Projects			\$0
Accessibility			
Finance Code	Category (4)		
367	Accessibility		\$0
Total Accessibility Projects			\$0
Deferred Capital Expenditures and Maintenance Projects			
Finance Code	Category (5)		
368	Building Envelope		\$50,000
369	Building Hardware and Equipment		\$0
370	Electrical		\$0
379	Interior Surfaces		\$75,000
380	Mechanical Systems		\$0
381	Plumbing		\$0
382	Professional Services and Salary		\$0
383	Roof Systems		\$0
384	Site Projects		\$0
Total Deferred Capital Expense and Maintenance			\$125,000
Total Annual 10-Year Plan Expenditures			\$163,450
Fund Balance Section			
Fund 01			
	Beginning Fund Balance 01-467-XX		\$0
	LTFM Fiscal Year Revenue - Levy		\$0
	LTFM Fiscal Year Revenue - AID if Applicable		\$0
	LTFM Fiscal Year Revenue Other		\$0
	LTFM Transfer IN from Fund 06 if applicable (see transfer guidance tab)		\$0
	LTFM Transfer OUT from Fund 01 if applicable (see transfer guidance tab)		\$0
	LTFM Transfer OUT if applicable - Special Legislation		\$0
	LTFM Estimated Fiscal Year Expenditures		\$0
Ending Fiscal Year Fund Balance 01-467-XX			\$0
Fund 06			
	Beginning Fund Balance 06-467-XX		\$0
	LTFM Fiscal Year Bonded Revenue		\$0
	LTFM Fiscal Year Revenue Other		\$0
	LTFM Transfer IN from Fund 01 if applicable (see transfer guidance tab)		\$0
	LTFM Transfer OUT from Fund 06 if applicable (see transfer guidance tab)		\$0
	Other Transfers		\$0
	LTFM Estimated Fiscal Year Expenditures		\$0
Ending Fiscal Year Fund Balance 06-467-XX			\$0

Intermediate School District #917
Proposed Health and Safety Plan FY27
Approved May 6, 2025 Board meeting

Appendix A

Project #	Object Code	Description	FY27 Expenditures	FY26 Revised Expenditures	FY26 Original Expenditures
Environmental Health & Safety - Finance Code 352					
Numerous expenditures covered in this area please see attachment # 3 page 12-14 for details on allowable expenditures					
305		Fees For Services (Hepatitis A & B, Metro ECSU, Safe Schools training)	\$7,500	\$7,500	\$7,500
366		CPR training and mileage reimbursements	\$0	\$0	\$0
401		Supplies (personal protective equipment, disposable gloves, clothes, pads, masks, pest control, chemical storage). 80% Special Ed, 20 % Secondary	\$11,533	\$11,533	\$11,533
170		IAQ Coordinator Stipend	\$4,400	\$4,400	\$4,400
200		IAQ Coordinator Benefits	\$667	\$667	\$667
820		Mgmt asst. prog. and Metro ECSU H&S Memb	\$4,000	\$4,000	\$4,000
Total Health & Safety			\$28,100	\$28,100	\$28,100
Physical Hazard Control - Finance Code 347					
401		PPE for shop areas (harness, boots, safety glasses etc) and safety equipment for special education programs (Ukeru blocking pads \$15k)	\$17,500	\$2,400	\$2,400
Roofing Systems - Finance Code 383					
520		Build reserve for 2028-2030 roof replacement	\$250,000	\$0	\$0
Site Projects - Finance Code 384					
520		Parking Lot B asphalt/bituminous-crack fill and fog seal	\$15,000		
		Replace outdoor picnic tables		\$13,500	
Total Site Projects			\$15,000	\$13,500	\$0
Building Hardware & Equip - Finance Code 369					
		Replace video monitoring camera system		\$40,000	
		Replace PA System	\$70,000		
Total Building Hardware & Equip			\$70,000	\$40,000	\$0
Electrical - Finance Code 370					
520		Electrical - T8 fluorescent light replacement	\$0	\$141,200	\$0
Interior Surfaces - Finance Code 379					
520		Interior floor replacement	\$34,000	\$14,000	\$40,000
		Interior maintenance	\$6,500	\$6,100	
Total Interior Surfaces			\$40,500	\$20,100	\$40,000
Mechanical Systems - Finance Code 380					
520		HVAC Unit replacements- RTU #5,17,18,20	\$0	\$10,125	\$185,000
Total LTFM			\$421,100	\$255,425	\$255,500



**2025-2026 RESOLUTION FOR MEMBERSHIP
IN THE MINNESOTA STATE HIGH SCHOOL LEAGUE
Membership Renewal Form**

This form must be completed once for each school in the district.

Must be completed and submitted to MSHSL NOT LATER THAN JULY 31, 2025. Retain one copy for the school files.

RESOLVED, that the Governing Board or Entity of _____ (Name of School) located in the State of Minnesota delegates the control, supervision and regulation of interscholastic activities and athletics (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 school listed is authorized by this, the Governing Board of said school district or school to renew its membership in the Minnesota State High School League; and to participate in the approved interscholastic activities and athletics sponsored by said League and its various subdivisions.

FURTHER RESOLVED, that this Governing Board or Entity hereby adopts the Constitution, Bylaws, Policies, 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 athletics. Further, the administration and responsibility for determining student eligibility and for the supervision of such activities and athletics are assigned to the official representatives identified by this Governing Board or Entity.

Signing this Resolution for Membership affirms that this Governing Board has reviewed all required membership materials provided by the League which defines the purpose and value of education-based activity and athletic and programs and defines each member school's responsibilities.

Member schools must develop and publicize administrative procedures to address eligibility suspensions related to Student Code of Responsibilities (Bylaw 206.2) violations for students participating in activity and athletic programs by member schools.

The above Resolution was adopted by the Governing Board or Entity of this school or 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.

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.

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.

Name of School (Please Print)

208.01 VOTE ON BEHALF OF THE HIGH SCHOOL

(Designated School Board Member – please print)

(Designated School Representative – please print)

Email Address

Email Address

208.02 ACTIVITY REPRESENTATIVES

(Boys Sports – please print)

(Girls Sports – please print)

(Speech – please print)

(Music – please print)

208.03 LOCAL ADVISORY COMMITTEE MEMBERS

(Board Member—please print)

(Student—please print)

(Parent—please print)

(Faculty Member—please print)

(Mailing Representative—please print)

The Mailing Representative is the person to whom mailings go. This is usually the Activity Director.

Print Name: _____
(Clerk/Secretary - Local Governing Board)

Print Name: _____
(Superintendent or Head of School)

Signed: ***Signature required***

(Clerk/Secretary - Local Governing Board)
electronically through DocuSign
Date: _____

Signed: ***Signature required***

(Superintendent or Head of School)
electronically through DocuSign
Date: _____

May 14, 2025

Hastings Public Schools Independent School District 200
Attn: Tammy Champa, Superintendent
1000 11th Street West
Hastings, MN 55033

Parcel:	1910 (55=053) 321 0078AX	Lease No.:	19018
County:	Dakota	Property Use:	Paved Parking Lot
Property Address:	Adjacent to Todd Field at 10th Street and Vermillion Street, Hastings, MN 55033	Rent:	\$743.25
		Term:	Five (5) Years

Dear Ms. Champa:

Attached is a copy of the Commercial Amendment #1 by and between the State of Minnesota, Department of Transportation (Mn/DOT) and Hastings Public Schools Independent School District 200 for the above referenced location.

After your review of the attached, please have the appropriate person(s), sign this lease, and return all copies in a timely manner to me via email for final processing. In addition to forwarding the Tenant-executed Lease, please forward a copy of the required Certificate of Insurance, as required in Sections 10 and 11 of the Lease. This can be emailed directly to me at Katherine.roen@state.mn.us

The lease from the State of Minnesota, Department of Transportation is a legal document; if you have any questions or request modifications to the lease, please contact me at 651-234-7550 or by email.

Upon receipt of the above-mentioned items, a fully executed copy of the lease will be sent to you for your records.

Sincerely,

Katherine Roen
Real Estate Aide
Metro District

C: District R/W Engineer– Rebecca Parzyck, P.E.
Office of Finance – Jane Olson
Lease file

Minnesota Department of Transportation
Metro District
1500 W. County Road B2
Roseville, MN 55113
651-234-7550

C.S. 1910 (55=053) 321
PARCEL: 0078AX

LEASE NO. 19018
MnDOT 1037000A01
Contract NO.

AMENDMENT OF COMMERCIAL LEASE
No. 1

THIS AGREEMENT, is made by and between the State of Minnesota, Department of Transportation ("Landlord") and Hastings Public Schools Independent School District 200 ("Tenant"), and shall be an amendment and addition to Lease No. 19018.

WITNESSETH:

WHEREAS, Landlord and Tenant entered into Lease No. 19018 ("Lease") involving the rental of a commercial property;

WHEREAS, the parties deem certain amendments and additional terms and conditions mutually beneficial for the effective continuation of said Lease; and

NOW THEREFOR, Landlord and Tenant agree to substitution and/or addition of the following terms and conditions which shall become a part of the Lease No. 19018, effective as of the date set forth hereinafter.

1. Effective on April 30, 2025, this Lease No. 19018 shall be renewed for a period of five (5) years commencing on May 1, 2025 and continuing through April 30, 2030, with the right of termination in both Landlord and Tenant as set forth in the Lease.
2. Effective on April 30, 2025, Section 2 of the Lease is deleted in its entirety and the following is substituted in lieu thereof:

2. RENT. Tenant shall pay to Landlord as rent for the Premises the sum of Forty-Four Thousand Five Hundred Ninety-Five and NO/100 Dollars (\$44,595.00) in sixty (60) equal monthly payments of Seven Hundred Forty-Three and 25/100 Dollars (\$743.25) each, with the first payment due and payable upon Tenant's execution and delivery of this Amendment of Commercial Lease to Landlord; and thereafter on the first day of each month during the term. Rent payments are to be mailed or delivered to Landlord's finance office as follows:

Department of Transportation
Office of Financial Management
Accounting Department
395 John Ireland Boulevard - Mailstop 215
St. Paul, Minnesota 55155

Make checks payable to:

Commissioner of Transportation

3. The terms of the original Lease and its amendment(s) are expressly reaffirmed and remain in full force and effect. By this reference the original Lease and its amendment(s) are attached and incorporated into this agreement.

The remainder of this page has been intentionally left blank.

TENANT
Hastings Public Schools Independent
School District 200

Signature_____

Print Name_____

Title_____ Date_____

LANDLORD, STATE OF MINNESOTA
DEPARTMENT OF TRANSPORTATION
COMMISSIONER OF TRANSPORTATION

By _____
Rebecca Parzyck, P.E.
Metro District R/W Engineer

Date _____

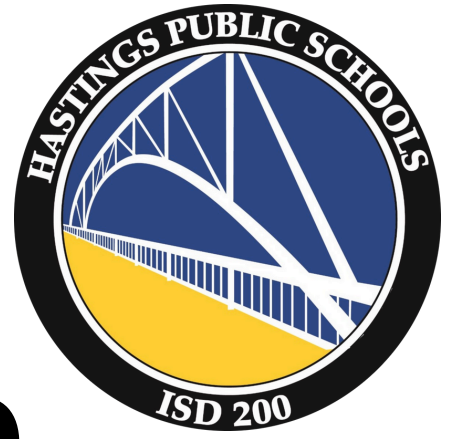
Approved as to form and execution

OFFICE OF CONTRACT MANAGEMENT

By _____

Title _____

Date _____



ADOPTED BUDGET

2025-2026





**INDEPENDENT
SCHOOL
DISTRICT 200**

STRATEGIC PLAN

ONE MISSION. SEVEN CORE VALUES. ALL LEARNERS.



MISSION

Our Core Purpose

We Care
We Empower
We Achieve

Students are the heart of all we do

OUR CORE VALUES

Drivers of Our Words and Actions

- 1 Student-Centered** - Students at the heart of our words, actions, and decisions
- 2 Compassion and Respect** - How we treat each other daily
- 3 Agility** - Building capacity and skill to proactively respond to the signs of the times, the conditions, and the needs of oneself and others
- 4 Innovation** - Constantly striving to improve and to creatively address challenges and opportunities
- 5 Voice and Choice** - Expressing one's experiences and pursue one's passions
- 6 Partnership** - Seeking to connect, to engage, to leverage the assets and interests of others to improve our students, schools, and communities
- 7 Empathy** - Aspiring to understand and share the feelings of another

VISION

What We Intend to Create

Hastings Public Schools is The Choice of Families for:

A **Caring** and Inclusive Culture for All

- Safe, accepting, and respectful schools where individual uniqueness, talents, and interests are nurtured
- One's voice is expressed, heard, and valued
- A united and resilient culture of family and community

That **Empowers** Students, Families, and Staff

- Opportunities and choices are accessible and diverse
- Community collaborations and connections are abundant, robust, and engaging
- Service and support to school and community is energized, recognized, and celebrated

Focused on **Achievement** and Engagement in All We Do

- All students and staff realize the depth and breadth of their passions and are supported academically, socially, and emotionally to achieve
- Learning and development as a whole person is energizing, empowering, engaging, and excelling for students and staff

STRATEGIC ANCHORS

Drivers of Our Continuous Improvement

- A. Engaged Learners**
- B. Effective Operations**
- C. Communication and Collaboration**

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BUDGET TIMELINE HASTINGS ISD 200

January

- ❖ Capital requests for next fiscal year from Principals, Directors, Technology, Maintenance
- ❖ Capital and LTFM project planning for next fiscal year started
- ❖ Budget adjustment process for next fiscal year
- ❖ Technology preliminary budget for next fiscal year
- ❖ Staff Dev/Testing preliminary budgets

February

- ❖ Start negotiations on contracts/bids for next year (Transportation Provider, Copiers, Health/Dental/Life/LTD, Student Photographer, Transportation Routing/Oversight, Environmental Health & Safety Services, School Resource Officer/Traffic Control)
- ❖ Revenue budget for next fiscal year
- ❖ Review current Food Service budget and budget for next fiscal year
- ❖ Finalize Technology budget for next fiscal year
- ❖ Review any changes for Operations & Maintenance budget for next fiscal year
- ❖ Budget adjustment process for next fiscal year
- ❖ Staffing model completed based on enrollment projection and class size ratios

March

- ❖ Community Education budget for next fiscal year
- ❖ Finalize Capital budget for next fiscal year
- ❖ Finalize LTFM budget for next fiscal year
- ❖ Finalize Operations & Maintenance budget for next fiscal year

April

- ❖ Title program budgets for next fiscal year
- ❖ Special Services programs finance budgets for next fiscal year
- ❖ All district wide office budgets for next fiscal year
- ❖ Any redistribution of next year's budget \$'s for buildings and athletics to Business Office
- ❖ Every department should review budgets and make final purchases for current year

May

- ❖ Payroll Calculation for next fiscal year
- ❖ Send invoices to Business Office for payment of final purchases for current year
- ❖ Clean up any outstanding PO's on the system for current year
- ❖ Start OPEB Study (every other year)

June

- ❖ Application and board approval of Aid Anticipation Certificates of Indebtness for next fiscal year
- ❖ Update APU projections according to first MARSS run for current year
- ❖ Adopted budget for next fiscal year approved by the board
- ❖ Submit 10 Year LTFM Plan to MDE

July-September

- ❖ Audit completed
- ❖ Preliminary local property tax levy information for next fiscal year submitted to Mn. Dept. of Ed. and approved by the school board

October

- ❖ Preliminary audit numbers for prior year should be available
- ❖ Revise current year budget based on audit information, other contract updates, and updated APU projections based on Oct. 1 count
- ❖ Update supply budgets based on Oct. 1 enrollment

November-December

- ❖ Auditor presentation to the board
- ❖ Truth in Taxation hearing
- ❖ Board certifies final property tax levy for next fiscal year
- ❖ Revised Budget for current year is approved by the board
- ❖ Update 5 Year Forecast
- ❖ Budget Publication in official newspaper

REVENUE/EXPENDITURE/FUND BALANCE CHANGES-ADOPTED BUDGET 25-26

Pupil Units

APU- For 25-26 adopted budget is 4,275
89 less than 24-25

This number is based on prior year October 1
marrs data and projected forward based on prior years.
On October 1, 2025 new projections will be done
for 25-26 and future years.

<u>Revenue General Fund Unassigned</u>	<u>Amount</u>
Gen Ed Formula 2.74% (\$7,481)	509,224
State Spec Ed Aid (\$11,330,000)	330,000
Special Ed Federal - Coordinated Early Intervening Services (CEIS) - Offset by Expenditures	168,455
Parking Fees - Moved from Operating Capital	102,000
Local Collaborative Time Study (LCTS) Additional Funds	62,159
Levy/Taxes	15,429
Interest	(200,000)
Grants (Non-exclusionary Discipline & MTSS) - Offset by Expenditures	(149,170)
Special Ed Federal - Offset by Expenditures	(148,796)
Lease Accounting Change - Offset by Expenditures	(78,292)
Title Programs - Offset by Expenditures	(30,265)
Rent from HCTV	(9,250)
Maintenance Reimbursement - Intermediate School District #917	(9,000)
Prior Year Refunds	(5,000)
Total Change to Revenue Budget	557,494

<u>Expenditures General Fund Unassigned</u>	<u>Amount</u>
<u>Payroll Expenditures</u>	
Salary and Benefit Increases	1,863,356
Teacher FTE 283.51	
All groups are settled with the exception of teachers and paraprofessionals	
<u>Other Expenditures</u>	
English Language Learners to Compensatory	(475,955)
Grants (Non-exclusionary Discipline & MTSS) - Offset by Revenues	(149,170)
Special Ed Federal - Offset by Revenues	(148,796)
Web Credit Card Processing Fees	(60,000)
Title Programs - Offset by Revenues	(30,265)
Legal Fees	(25,000)
All Other Misc Programs	(14,008)
Audit Entry - Subsequent Year's Expenditures	791,134
Special Ed Federal - Coordinated Early Intervening Services (CEIS) - Offset by Revenues	168,455
Transportation	123,003
Safe Schools (with additional SRO)	105,827
Paid Leave	80,000
Lease Accounting Change - Offset by Revenues	78,292
Property & Liability Insurance	43,035
Election Budget	10,827
Total Change to Expenditure Budget	2,360,734

Net Change (1,803,240)

<u>Fund Balance Changes-Unassigned General Fund</u>		
Actual: Ending Fund Balance 23-24	17,135,231	
Projected: Ending Fund Balance 24-25	18,029,882	894,651
Projected: Ending Fund Balance 25-26	17,121,293	(908,589)

Revised Budget will be updated for the following:

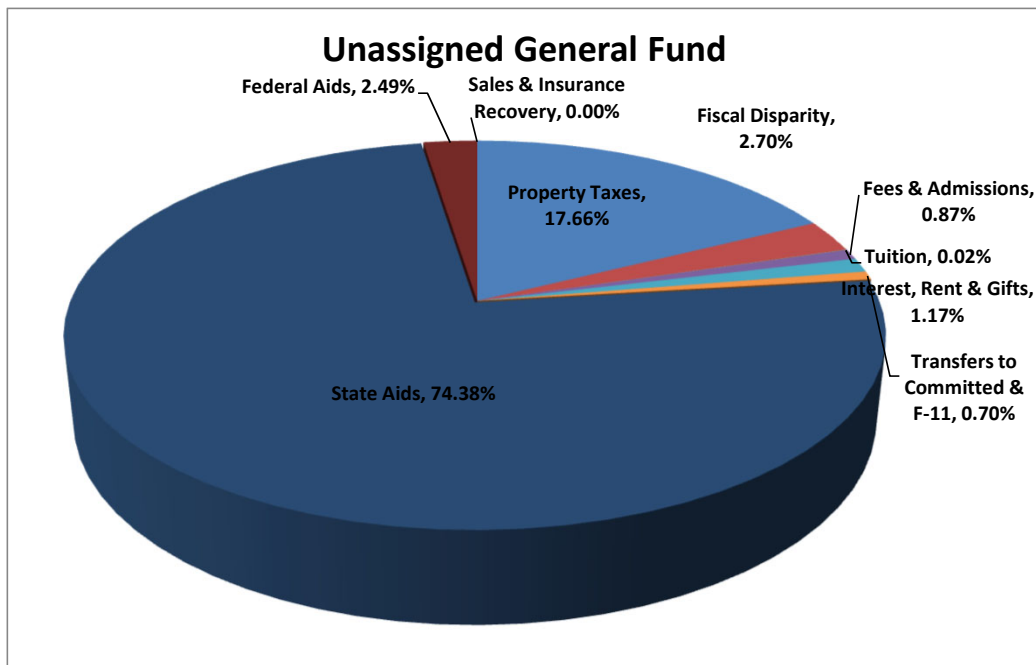
Staffing due to student numbers
Employee Contract Settlements
Actual hire vs estimated salaries for open positions
Legislative changes to revenue & expenditure calculations
Adjustments based on audit for 24-25

Hastings ISD # 200		2025-2026 Adopted				
		Unaudited				
		Balance 6/30/25	Revenues	Expenditures	Net Budget	Balance 6/30/26
1/10/11/12	GENERAL FUND					
403	Staff Development	0.00	639,700.31	739,700.31	(100,000.00)	(100,000.00)
412	Literacy Incentive Aid	368,182.29	187,419.42	182,359.00	5,060.42	373,242.71
456	Literacy Aid	163,554.00	0.00	0.00	0.00	163,554.00
457	Teacher Comp for READ Act Training	0.00	0.00	0.00	0.00	0.00
467	LTFM (old def maint and H&S)	4,817,413.28	1,682,154.92	1,600,000.00	82,154.92	4,899,568.20
424	Operating Capital	4,021,689.57	1,011,537.92	1,277,892.00	(266,354.08)	3,755,335.49
428	Learning & Development	0.00	853,348.80	853,348.80	0.00	0.00
434	Area Learning Center	0.00	375,000.00	375,000.00	0.00	0.00
438	Gifted & Talented	112,878.74	55,581.50	121,265.32	(65,683.82)	47,194.92
439	English Learners	0.00	55,032.82	55,032.82	0.00	0.00
441/459	Basic Skills	1,485,943.59	1,623,456.35	1,706,849.87	(83,393.52)	1,402,550.07
443	School Library Aid	0.00	70,310.00	70,310.00	0.00	0.00
449	Safe Schools-Crime Levy	0.00	157,299.66	157,299.66	0.00	0.00
448	Achievement & Integration	0.00	335,568.69	335,568.69	0.00	0.00
420	American Indian Education	0.00	79,500.00	79,500.00	0.00	0.00
471	Student Support Personnel	0.00	208,321.00	201,960.00	6,361.00	6,361.00
472	MA/3rd Party	373,813.29	225,000.00	167,599.00	57,401.00	431,214.29
407	Tech Levy	0.00	2,150,879.88	2,150,879.88	0.00	0.00
401	Student Activities (Fund 10 - tied to fund 1)	194,729.82	250,000.00	250,000.00	0.00	194,729.82
464	Donations & Grants (Fund 11 - tied to fund 1)	593,297.35	640,619.00	640,619.00	0.00	593,297.35
402	Scholarships (Fund 12 - tied to fund 1)	273,588.93	120,000.00	120,000.00	0.00	273,588.93
	RESTRICTED	12,405,090.86	10,720,730.27	11,085,184.35	(364,454.08)	12,040,636.78
418	Pension and ASL (trnsf from 422)	79,024.17	92,444.00	56,695.87	35,748.13	114,772.30
461-392	Technology (trnsf from 422)	888,500.40	(250,000.00)	0.00	(250,000.00)	638,500.40
	COMMITTED	967,524.57	(157,556.00)	56,695.87	(214,251.87)	753,272.70
462-001	Subsequent Year's Expenditures	0.00	0.00	0.00	0.00	0.00
462-002	Middle School Project Timing	0.00	0.00	0.00	0.00	0.00
462-003	Site Improvements	400,000.00	0.00	400,000.00	(400,000.00)	0.00
462-004	Safety & Security	100,000.00	0.00	70,165.00	(70,165.00)	29,835.00
462-005	Curriculum	300,000.00	0.00	17,400.00	(17,400.00)	282,600.00
462-006	STEM - Elementary	0.00	250,000.00	125,000.00	125,000.00	125,000.00
	ASSIGNED	800,000.00	250,000.00	612,565.00	(362,565.00)	437,435.00
397,891 CO	GASB 68 TRA/State contribution	0.00	180,000.00	180,000.00	0.00	0.00
	Fed. Title-Spec Ed, AI Aid, LCTS R=E	0.00	1,634,969.89	1,634,969.89	0.00	0.00
	Technology/Pension, ASL	0.00	(92,444.00)	0.00	(92,444.00)	(92,444.00)
	Area Learning Center	0.00	0.00	212,980.00	(212,980.00)	(212,980.00)
	Safe Schools/Crime Levy	0.00	0.00	294,664.34	(294,664.34)	(294,664.34)
	Unassigned	18,029,882.17	56,296,404.69	56,604,905.10	(308,500.41)	17,721,381.76
	Includes pmt to OPEB Trust (\$558,049) 24-25 & 25-26					
422	UNASSIGNED	18,029,882.17	58,018,930.58	58,927,519.33	(908,588.75)	17,121,293.42
1/10/11/12	TOTAL GENERAL FUND	32,202,497.60	68,832,104.85	70,681,964.55	(1,849,859.70)	30,352,637.90
			68,832,104.85	70,681,964.55	894,651.17	24-25 Rev
			0.00	0.00	1,803,239.92	(SpEd Aid-11,330,000)

Hastings ISD # 200		2025-2026 Adopted				
Unaudited						
		Balance 6/30/25	Revenues	Expenditures	Net Budget	Balance 6/30/26
2	FOOD SERVICE FUND					
464-418	Pension and ASL (trnsf from 464)	36,913.34	4,622.00	0.00	4,622.00	41,535.34
464	Food Service Program	463,221.09	3,225,044.45	3,457,120.45	(232,076.00)	231,145.09
	<i>Includes pmt to OPEB Trust (\$11,720) 24-25 & 25-26</i>					
	RESTRICTED	500,134.43	3,229,666.45	3,457,120.45	(227,454.00)	272,680.43
	TOTAL FOOD SERVICE FUND	500,134.43	3,229,666.45	3,457,120.45	(227,454.00)	272,680.43
4	COMMUNITY SERVICE FUND					
431	Community Education General	252,775.48	1,844,805.66	1,750,307.81	94,497.85	347,273.33
432	ECFE	(16,489.12)	321,581.32	395,119.57	(73,538.25)	(90,027.37)
444	School Readiness	(1,786.92)	544,019.78	544,307.25	(287.47)	(2,074.39)
447	ABE	0.00	15,622.45	15,886.20	(263.75)	(263.75)
464-418	Pension and ASL (trnsf from trust 18 & above GL)	40,373.15	0.00	10,006.40	(10,006.40)	30,366.75
464-599	Screening	(9,097.73)	8,730.00	17,986.96	(9,256.96)	(18,354.69)
464	Non Public	32,778.01	119,056.59	119,056.59	0.00	32,778.01
	<i>Includes pmt to OPEB Trust (\$18,605) 24-25 & 25-26</i>					
	RESTRICTED	298,552.87	2,853,815.80	2,852,670.78	1,145.02	299,697.89
	TOTAL COMMUNITY SERVICE FUND	298,552.87	2,853,815.80	2,852,670.78	1,145.02	299,697.89
6	BUILDING CONSTRUCTION FUND					
464	Building Construction	0.00	9,000.00	650,000.00	(641,000.00)	(641,000.00)
	RESTRICTED	0.00	9,000.00	650,000.00	(641,000.00)	(641,000.00)
	TOTAL BLDG CONSTRUCTION FUND	0.00	9,000.00	650,000.00	(641,000.00)	(641,000.00)
7	DEBT SERVICE FUND					
464	Debt Service	972,561.59	4,597,415.00	4,686,325.00	(88,910.00)	883,651.59
	RESTRICTED	972,561.59	4,597,415.00	4,686,325.00	(88,910.00)	883,651.59
	TOTAL DEBT SERVICE FUND	972,561.59	4,597,415.00	4,686,325.00	(88,910.00)	883,651.59
	TRUST FUNDS					
18	CE Pension and ASL	0.00	0.00	0.00	0.00	0.00
20	Dental Self-Funded	1,423,902.21	767,082.00	670,307.00	96,775.00	1,520,677.21
21	Health Self-Funded	4,119,508.97	10,646,361.00	11,179,249.00	(532,888.00)	3,586,620.97
45---000	IRR-OPEB- PERA	6,887,782.75	838,374.00	249,414.00	588,960.00	7,476,742.75
	TOTAL TRUST FUNDS	12,431,193.93	12,251,817.00	12,098,970.00	152,847.00	12,584,040.93
	TOTAL ALL FUNDS	46,404,940.42	91,773,819.10	94,427,050.78	(2,653,231.68)	43,751,708.74
			91,773,819.10	94,427,050.78		
			0.00	0.00		

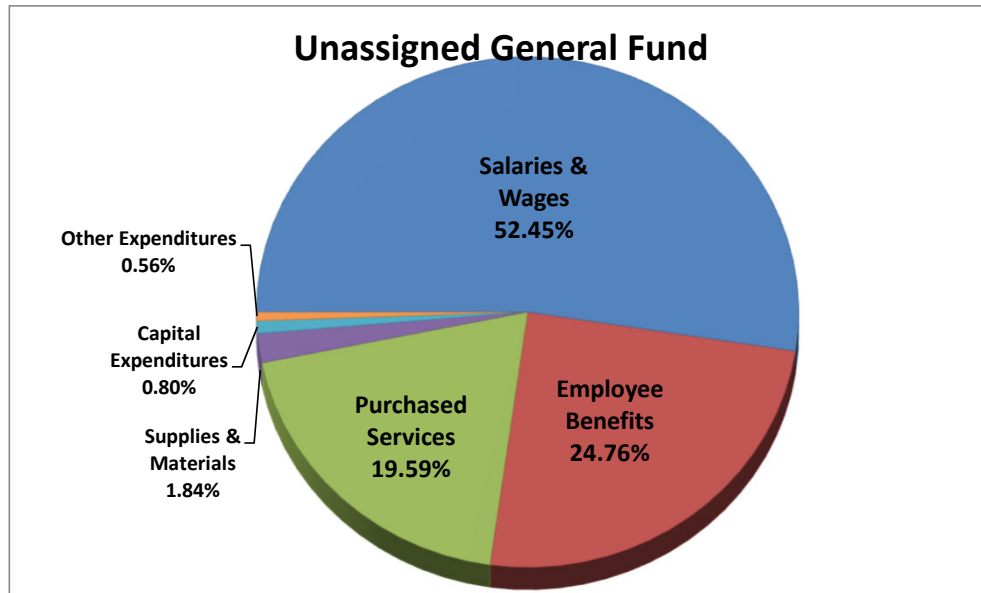
HASTINGS ISD # 200 REVENUES BY SOURCE

General Fund (1)		Final	Final	Revised	Adopted
		22-23	23-24	24-25	25-26
Restricted					
001-020	Property Taxes	2,296,877	2,431,865	4,271,408	4,365,399
050-069	Fees/Admissions	94,899	106,735	102,000	0
070-079	3rd Party Medical Asst.	219,499	226,623	225,000	225,000
090-099	Interest, Rent & Gifts	30,000	30,000	30,000	30,000
200-399	State Aids	1,603,958	4,636,644	5,324,991	5,089,712
600-630	Sales & Insurance Recovery	1,500	338,719	0	0
		<u>4,246,733</u>	<u>7,770,587</u>	<u>9,953,399</u>	<u>9,710,111</u>
Committed					
090-099	Interest	0	0	0	0
090-099	E-Rate	0	0	0	0
090-099	Transfer from Unassigned	134,665	134,665	92,444	(157,556)
		<u>134,665</u>	<u>134,665</u>	<u>92,444</u>	<u>(157,556)</u>
Unassigned/Assigned					
001-020	Property Taxes	8,781,799	10,361,324	10,420,236	10,290,962
001-020	Fiscal Disparity	1,655,194	1,490,284	1,490,284	1,575,673
021-049	Tuition	113,816	7,782	12,796	12,796
050-069	Fees & Admissions	436,943	462,519	403,304	505,304
090-099	Interest, Rent & Gifts	1,229,994	1,918,231	1,095,030	683,939
090-099	Transfers to Committed & F-11	(135,142)	(135,120)	(92,444)	407,556
200-399	State Aids	39,703,118	41,716,595	42,668,093	43,339,170
400-599	Federal Aids	4,782,524	3,200,553	1,464,137	1,453,531
600-630	Sales & Insurance Recovery	9,761	7,160	0	0
		<u>56,578,007</u>	<u>59,029,328</u>	<u>57,461,437</u>	<u>58,268,931</u>
Student Activities Fund (10)					
050-069	Fees/Admissions	145,852	150,739	131,000	131,000
090-099	Interest/Rent/Gifts/Grant	4,052	66,126	22,500	22,500
600-630	Sales	54,064	51,426	96,500	96,500
		<u>203,969</u>	<u>268,291</u>	<u>250,000</u>	<u>250,000</u>
Deferred Accounts-Donations/Misc (11)					
050-069	Fees/Admissions	85,920	97,420	125,000	125,000
090-099	Deferred Donations	6,004	(55,291)	0	0
090-099	Transfer from Unassigned	477	455	0	0
090-099	Interest/Rent/Gifts/Grant	382,605	415,217	385,619	385,619
600-630	Sales	43,048	47,740	130,000	130,000
		<u>518,053</u>	<u>505,540</u>	<u>640,619</u>	<u>640,619</u>
Scholarships Fund (12)					
090-099	Interest/Rent/Gifts/Grant	146,156	132,363	120,000	120,000
600-630	Sales	1,270	0	0	0
		<u>147,426</u>	<u>132,363</u>	<u>120,000</u>	<u>120,000</u>
General Fund (01/10/11/12) Total		61,828,853	67,840,775	68,517,899	68,832,105



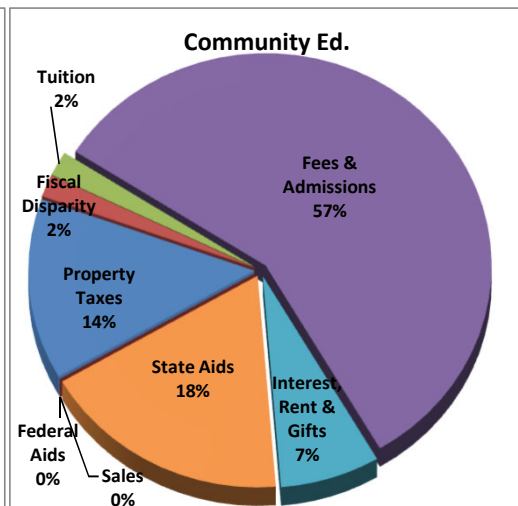
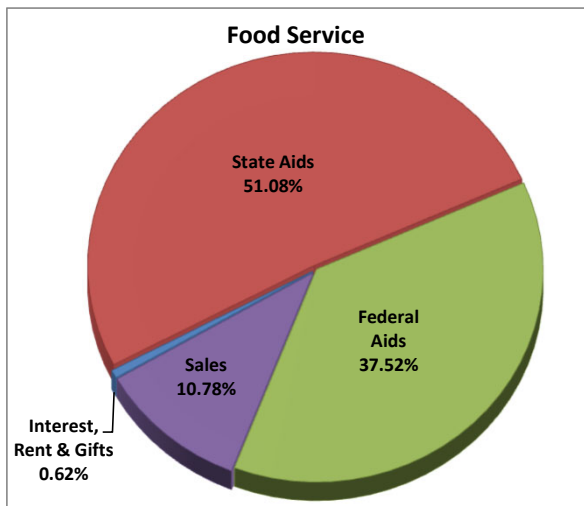
HASTINGS ISD # 200 EXPENDITURES BY OBJECT

<u>General Fund (1)</u>	<u>Final</u>	<u>Final</u>	<u>Revised</u>	<u>Adopted</u>
	<u>22-23</u>	<u>23-24</u>	<u>24-25</u>	<u>25-26</u>
Restricted				
100-199 Salaries & Wages	713,532	2,578,800	3,113,057	3,819,473
200-299 Employee Benefits	269,109	750,362	1,200,165	1,485,681
300-399 Purchased Services	705,401	1,159,960	1,446,663	1,044,106
400-499 Supplies & Materials	474,907	454,444	1,841,187	1,529,048
500-599 Capital Expenditures	1,105,558	3,175,281	2,699,513	2,195,557
800-899 Other Expenditures	5,283	8,239	700	700
	<u>3,273,790</u>	<u>8,127,086</u>	<u>10,301,285</u>	<u>10,074,565</u>
Committed				
100-199 Salaries & Wages	6,479	0	7,163	29,389
200-299 Employee Benefits	193,912	106,799	115,267	27,307
300-399 Purchased Services	0	9,265	0	0
400-499 Supplies & Materials	0	23,125	0	0
500-599 Capital Expenditures	0	13,653	0	0
	<u>200,391</u>	<u>152,842</u>	<u>122,430</u>	<u>56,696</u>
Unassigned/Assigned				
100-199 Salaries & Wages	30,424,369	29,740,720	31,271,023	31,230,111
200-299 Employee Benefits	13,219,442	13,647,399	13,625,197	14,742,875
300-399 Purchased Services	9,462,292	9,950,363	10,945,641	11,662,777
400-499 Supplies & Materials	2,508,396	1,247,244	1,093,272	1,097,986
500-599 Capital Expenditures	256,047	105,591	78,150	475,118
800-899 Other Expenditures	365,772	678,663	390,368	331,218
	<u>56,236,318</u>	<u>55,369,979</u>	<u>57,403,651</u>	<u>59,540,084</u>
Student Activities Fund (10)				
300-399 Purchased Services	134,902	74,500	86,500	86,500
400-599 Supplies & Capital	74,584	120,071	158,500	158,500
800-899 Other Expenditures	16,449	19,111	5,000	5,000
	<u>225,934</u>	<u>213,682</u>	<u>250,000</u>	<u>250,000</u>
Deferred Accounts-Donations/Misc (11)				
100-199 Salaries & Wages	91,439	90,429	73,349	73,349
200-299 Employee Benefits	10,578	10,535	11,265	11,265
300-399 Purchased Services	104,886	166,534	170,005	170,005
400-499 Supplies & Materials	259,506	163,349	361,000	361,000
500-599 Capital Expenditures	61,928	129,960	25,000	25,000
800-899 Other Expenditures	1,274	1,369	0	0
	<u>529,611</u>	<u>562,176</u>	<u>640,619</u>	<u>640,619</u>
Scholarships Fund (12)				
800-899 Other Expenditures	120,100	121,810	120,000	120,000
	<u>120,100</u>	<u>121,810</u>	<u>120,000</u>	<u>120,000</u>
General Fund (01/10/11/12) Total	60,586,145	64,547,575	68,837,985	70,681,965



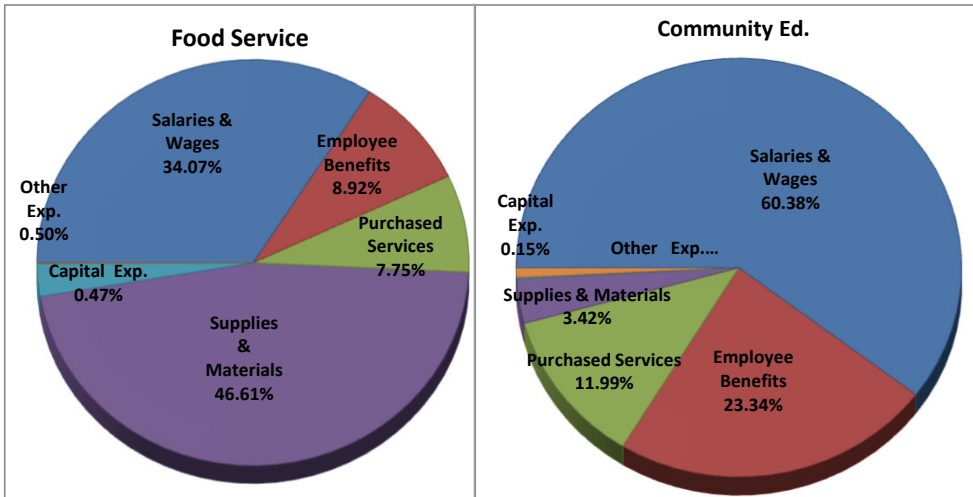
HASTINGS ISD # 200 REVENUES BY SOURCE

	Final <u>22-23</u>	Final <u>23-24</u>	Revised <u>24-25</u>	Adopted <u>25-26</u>
Food Service (2)				
090-099 Interest, Rent & Gifts	38,785	43,854	24,000	20,000
200-399 State Aids	98,025	1,526,870	1,562,561	1,649,753
400-599 Federal Aids	1,349,681	1,312,276	1,149,737	1,211,713
600-630 Sales	<u>1,124,169</u>	<u>343,222</u>	<u>348,700</u>	<u>348,200</u>
Food Service Fund (2) Total	2,610,660	3,226,223	3,084,997	3,229,666
Community Service Fund (4)				
001-020 Property Taxes	399,690	410,299	410,156	393,522
001-020 Fiscal Disparity	61,748	53,714	38,027	48,300
021-049 Tuition	52,599	53,449	53,449	53,449
050-069 Fees & Admissions	1,315,523	1,610,712	1,598,370	1,642,170
090-099 Interest, Rent & Gifts	223,852	235,646	251,660	204,044
200-399 State Aids	360,320	430,286	479,166	512,330
400-599 Federal Aids	8,025	9,258	0	0
600-630 Sales	<u>7,159</u>	<u>6,773</u>	<u>0</u>	<u>0</u>
Community Service Fund (4) Total	2,428,916	2,810,138	2,830,828	2,853,816
Building Construction Fund (6)				
090-099 Interest/Misc Rev	238,198	187,707	50,000	9,000
631-640 Sale of Bonds & Loans	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Building Construction Fund (6) Total	238,198	187,707	50,000	9,000
Debt Service Fund (7)				
001-020 Property Taxes	3,772,041	3,706,565	3,658,974	3,796,863
001-020 Fiscal Disparity	618,965	516,495	396,181	492,297
090-099 Interest/Misc Rev	737,754	803,063	648,518	0
200-399 State Aids/Credits	318,696	323,820	308,255	308,255
400-599 Federal Aids	0	0	0	0
631-640 Sale of Bonds & Loans	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Debt Service Fund (7) Total	5,447,455	5,349,943	5,011,928	4,597,415
Trust Fund (18)				
090-099 Interest/Scholarship Receipts	881	938	67	0
600-630 Sales	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Trust Fund (18) Total	881	938	67	0
Self-Funded Insurance (20-21)				
080-099 Interest/Premiums/Prescription Rebates	<u>9,127,780</u>	<u>10,085,745</u>	<u>11,429,012</u>	<u>11,413,443</u>
Self-Funded Insurance (20-21) Total	9,127,780	10,085,745	11,429,012	11,413,443
OPEB Irrevocable Trust Fund (45)				
092 Interest	227,678	350,128	250,000	250,000
614 Contribution for Post Employment Benefit	<u>709,829</u>	<u>76,445</u>	<u>588,374</u>	<u>588,374</u>
OPEB Irrevocable Trust Fund (45) Total	937,507	426,573	838,374	838,374
TOTAL ALL FUNDS	82,620,250	89,928,042	91,763,105	91,773,819



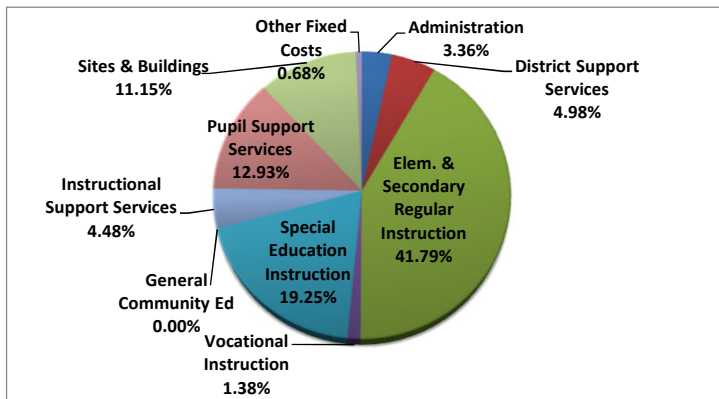
HASTINGS ISD # 200 EXPENDITURES BY OBJECT

	<u>Final</u>	<u>Final</u>	<u>Revised</u>	<u>Adopted</u>
	<u>22-23</u>	<u>23-24</u>	<u>24-25</u>	<u>25-26</u>
<u>Food Service (2)</u>				
100-199 Salaries & Wages	761,945	997,975	1,122,070	1,177,729
200-299 Employee Benefits	265,022	283,846	280,842	308,312
300-399 Purchased Services	186,377	272,869	307,450	267,850
400-499 Supplies & Materials	1,244,701	1,598,212	1,557,865	1,611,229
500-599 Capital Expenditures	193,873	135,497	245,000	90,000
800-899 Other Expenditures	51,178	14,846	17,000	2,000
Food Service Fund (2) Total	2,703,097	3,303,245	3,530,227	3,457,120
<u>Community Service Fund (4)</u>				
100-199 Salaries & Wages	1,545,758	1,775,081	1,714,341	1,722,548
200-299 Employee Benefits	510,110	599,054	631,415	665,876
300-399 Purchased Services	277,451	325,274	357,023	341,919
400-499 Supplies & Materials	81,323	98,283	92,921	97,620
500-599 Capital Expenditures	10,458	1,917	3,506	3,506
800-899 Other Expenditures	56,398	66,768	65,005	21,202
Community Service Fund (4) Total	2,481,498	2,866,378	2,864,210	2,852,671
<u>Building Construction Fund (6)</u>				
300-399 Purchased Services	192,620	320,275	50,000	0
400-499 Supplies & Materials	600,883	428,225	462,000	0
500-599 Capital Expenditures	4,552,295	1,658,852	2,037,440	500,000
800-899 Other Expenditures	0	0	150,000	150,000
Building Construction Fund (6) Total	5,345,798	2,407,352	2,699,440	650,000
<u>Debt Service Fund (7)</u>				
500-599 Capital Expenditures	0	0	0	0
700-799 Debt Service	3,872,540	3,871,750	20,619,675	4,686,325
900-999 Other Financing Uses	0	0	0	0
Debt Service Fund (7) Total	3,872,540	3,871,750	20,619,675	4,686,325
<u>Trust Fund (18)</u>				
300-399 Purchased Services	0	0	0	0
400-499 CE Retirement Payments	8,483	0	62,616	0
800-899 Scholarship Payments	0	0	0	0
Trust Fund (18) Total	8,483	0	62,616	0
<u>Self-Funded Insurance Fund (20&21)</u>				
200-499 Purchased Services/Supplies	9,232,677	10,150,822	11,424,497	11,849,556
Self-Funded Insurance Fund (20&21) Total	9,232,677	10,150,822	11,424,497	11,849,556
<u>OPEB Irrevocable Trust Fund (45)</u>				
200-299 Employee Benefits	485,070	0	308,626	249,414
OPEB Irrevocable Trust Fund (45) Total	485,070	0	308,626	249,414
TOTAL ALL FUNDS	84,715,308	87,147,123	110,347,276	94,427,051



HASTINGS ISD # 200 EXPENDITURES BY PROGRAM

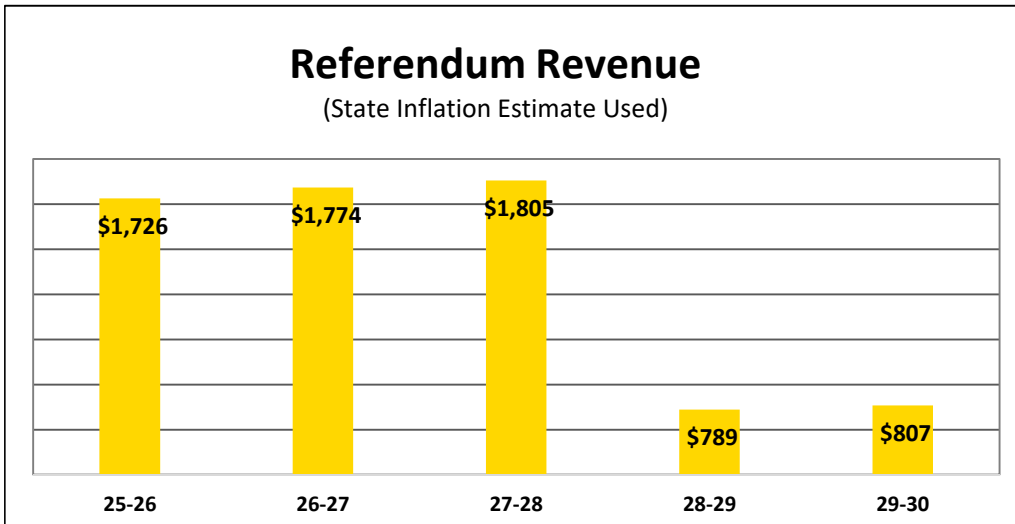
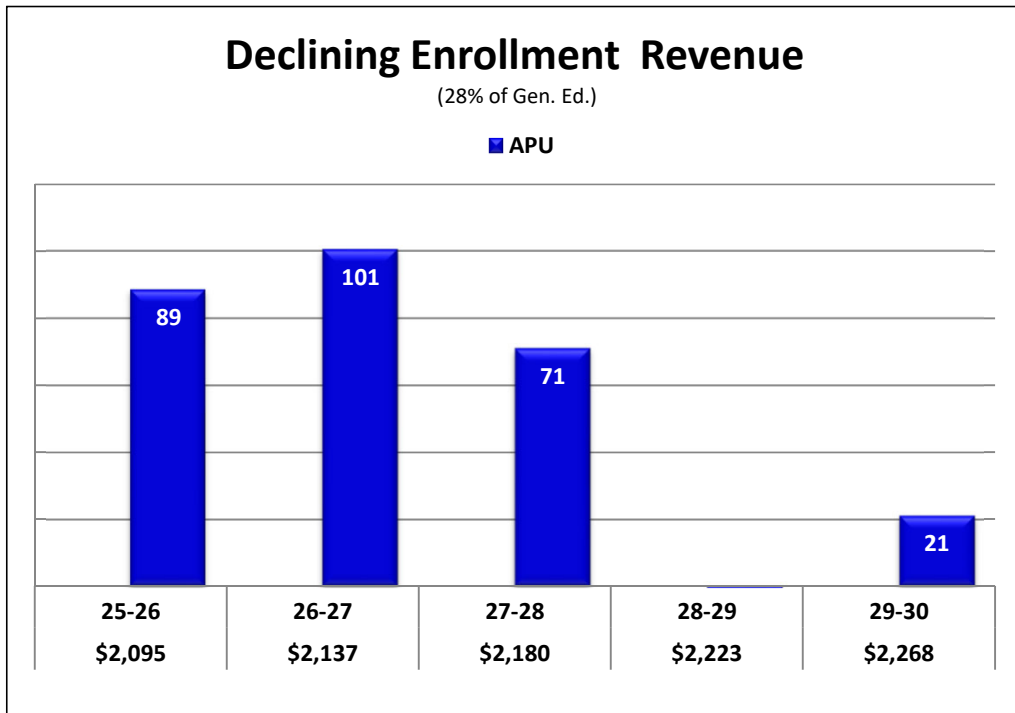
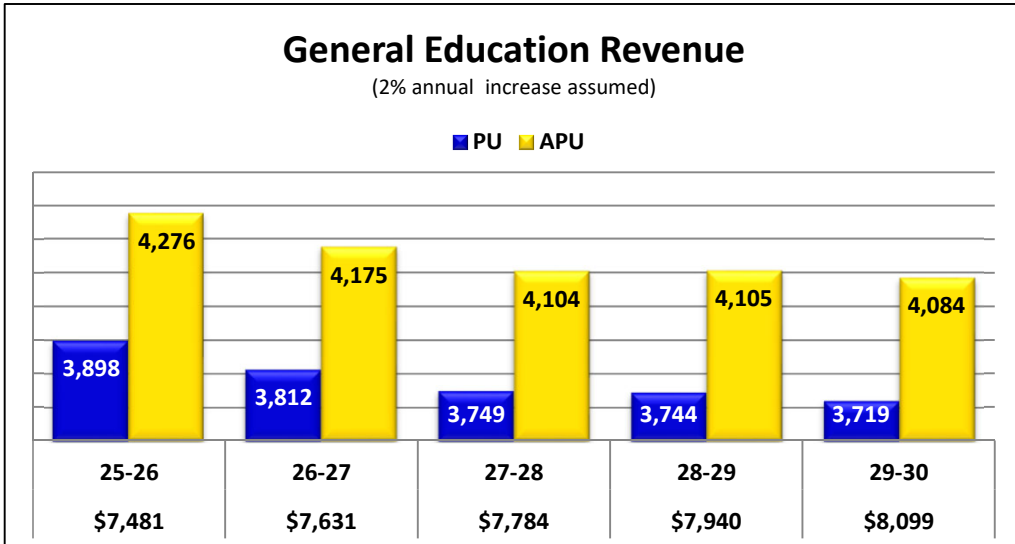
	Final <u>22-23</u>	Final <u>23-24</u>	Revised <u>24-25</u>	Adopted <u>25-26</u>
General Fund (1)				
000-099 Administration	2,212,821	2,125,692	2,286,835	2,343,023
100-199 District Support Services	2,439,646	2,528,787	3,399,918	3,472,149
200-299 Elem. & Secondary Regular Instruction	25,830,170	26,897,952	28,940,297	29,114,690
300-399 Vocational Instruction	878,719	883,162	914,252	961,153
400-499 Special Education Instruction	10,769,542	11,735,978	12,276,171	13,411,487
500-599 General Community Ed	812	15,310	0	0
600-699 Instructional Support Services	2,744,349	2,872,219	3,291,744	3,121,292
700-799 Pupil Support Services	8,639,896	8,298,170	8,478,816	9,005,980
800-899 Sites & Buildings	5,859,619	7,891,013	7,808,984	7,768,187
900-999 Other Fixed Costs	<u>334,926</u>	<u>401,625</u>	<u>430,349</u>	<u>473,384</u>
General Fund (1) Total	59,710,500	63,649,908	67,827,366	69,671,346
Student Activities Fund (10)				
200-299 Elem. & Secondary Regular Instruction	<u>225,934</u>	<u>213,682</u>	<u>250,000</u>	<u>250,000</u>
Student Activities Fund (10) Total	225,934	213,682	250,000	250,000
Donations Fund (11)				
100-199 District Support Services	1,208	398	0	0
200-299 Elem. & Secondary Regular Instruction	376,429	424,382	640,619	640,619
300-399 Vocational Instruction	14,349	10,726	0	0
400-499 Special Education Instruction	23,672	10,787	0	0
600-699 Instructional Support Services	28,338	12,108	0	0
700-799 Pupil Support Services	85,614	103,775	0	0
800-899 Sites & Buildings	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Donations Fund (11) Total	529,611	562,176	640,619	640,619
Scholarships Fund (12)				
960 Other Non-Recurring	<u>120,100</u>	<u>121,810</u>	<u>120,000</u>	<u>120,000</u>
Scholarships Fund (12) Total	120,100	121,810	120,000	120,000
Food Service Fund (2)				
700-799 Pupil Support Services	<u>2,703,097</u>	<u>3,303,245</u>	<u>3,530,227</u>	<u>3,457,120</u>
Food Service Fund (2) Total	2,703,097	3,303,245	3,530,227	3,457,120
Community Service Fund (4)				
500-599 Community Education & Services	2,446,987	2,813,135	2,811,714	2,800,175
700-799 Pupil Support Services	<u>34,511</u>	<u>53,243</u>	<u>52,496</u>	<u>52,496</u>
Community Service Fund (4) Total	2,481,498	2,866,378	2,864,210	2,852,671
Building Construction Fund (6)				
800-899 Sites & Buildings	<u>5,345,798</u>	<u>2,407,352</u>	<u>2,699,440</u>	<u>650,000</u>
Building Construction Fund (6) Total	5,345,798	2,407,352	2,699,440	650,000
Debt Service Fund (7)				
900-999 Other Fixed Costs	<u>3,872,540</u>	<u>3,871,750</u>	<u>20,619,675</u>	<u>4,686,325</u>
Building Construction Fund (6) Total	3,872,540	3,871,750	20,619,675	4,686,325
Trust Fund (18)				
960 Other Non-Recurring	<u>8,483</u>	<u>0</u>	<u>62,616</u>	<u>0</u>
Trust Fund (18) Total	8,483	0	62,616	0
Self-Funded Insurance (20 & 21)				
105 District Support Services	<u>9,232,677</u>	<u>10,150,822</u>	<u>11,424,497</u>	<u>11,849,556</u>
Self-Funded Insurance (20 & 21) Total	9,232,677	10,150,822	11,424,497	11,849,556
OPEB Irrevocable Trust Fund (45)				
935 Post Employment Benefits	<u>485,070</u>	<u>0</u>	<u>308,626</u>	<u>249,414</u>
Trust Fund (45) Total	485,070	0	308,626	249,414
TOTAL ALL FUNDS	84,715,308	87,147,123	110,347,276	94,427,051



TEACHER STAFFING SUMMARY

	2022-2023	2023-2024	2024-2025	2025-2026	INCR/DECR
	FTE	FTE	FTE	FTE	FROM PRIOR
					YR FTE
Early Childhood	4.87	6.10	5.10	5.10	0.00
Elementary Classroom	63.00	64.00	64.00	62.00	-2.00
Elementary Specialists	17.10	19.59	18.19	18.19	0.00
Secondary Classroom	121.40	118.19	115.76	108.11	-7.65
Counselors	8.00	8.00	8.00	8.00	0.00
ALC	3.00	3.20	3.29	4.00	0.71
Special Education	67.90	70.30	69.00	70.10	1.10
District-wide Staff	8.90	7.01	8.01	8.01	0.00
Floating Subs*	6.00	6.80	0.00	0.00	0.00
TOTAL DISTRICT-WIDE FTE	300.17	303.19	291.35	283.51	-7.84

PROJECTED PUPIL UNITS



Hastings Public School District

Total Enrollment Projection

	Enrollment History			Enrollment Projections					
	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31
ECSE	47.6	48.0	51.4	50.6	50.4	49.9	48.5	47.9	47.3
Pre K	0.0	0.0	13.2	13.0	13.0	12.8	12.5	12.3	12.2
HK	47.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
K	225.6	258.4	256.4	252.6	251.6	249.1	242.2	238.9	236.1
1	269.4	284.9	256.0	260.0	256.2	255.1	252.6	245.6	242.2
2	283.0	275.2	283.7	258.5	262.5	258.6	257.6	255.1	248.0
3	277.6	289.0	285.1	290.1	264.2	268.3	264.4	263.4	260.8
4	273.2	277.5	291.2	287.1	292.1	266.1	270.2	266.3	265.2
5	306.2	289.2	288.5	303.0	298.8	304.0	276.9	281.2	277.1
6	299.4	310.1	298.5	294.9	309.8	305.4	310.8	283.1	287.5
7	287.2	295.4	309.3	297.0	293.4	308.2	303.9	309.2	281.7
8	326.9	290.6	294.6	311.0	298.6	295.0	309.9	305.6	310.9
9	401.6	368.4	296.2	316.8	334.5	321.1	317.3	333.3	328.6
10	357.5	359.3	337.8	270.3	289.0	305.2	293.0	289.5	304.1
11	361.7	338.2	357.7	329.1	263.4	281.7	297.4	285.5	282.1
12	308.8	352.0	354.9	364.0	334.9	268.0	286.6	302.6	290.5
K-12	4,025.1	3,987.9	3,909.8	3,834.3	3,749.0	3,686.0	3,682.8	3,659.2	3,614.7
ECSE-12	4,072.6	4,036.0	3,974.4	3,897.9	3,812.3	3,748.7	3,743.8	3,719.3	3,674.2
Adjusted Pupil Units	4,481.4	4,436.7	4,364.4	4,275.5	4,175.1	4,104.5	4,105.4	4,084.5	4,033.8
% Change K-12	-1.56%	-0.92%	-1.96%	-1.93%	-2.23%	-1.68%	-0.08%	-0.64%	-1.21%

ISD #200 CAPITAL 2025-2026 ADOPTED

EQUIPMENT/BOOKS PLAN

Fixed Costs

01-005-850-302-896-000	Txs/Assessments	0	
01-005-107-302-560-000	Copier Lease	24,648	
01-005-110-302-316-000	Region V	9,977	
01-005-720-302-401-000	Menstrual & Opiate Antagonists	8,851	
01-005-850-302-335-000	Todd Field Parking Lot Lease (MN DOT)	8,916	
	Total Fixed		52,392

Other Costs

01-005-203/211-302-460-341	Text Books-Initial	185,000
01-005-203/211-302-xxx-342	Text Books-Recurring	300,000

Site Allocations

01-005-810-302-529/530-035	Maintenance	10,000	
01-129-211-302-460/520/530-026	High School	50,000	
01-130-211-302-460/520/530-027	Middle School	35,000	
01-609-203-302-460/520-530-028	Kennedy	10,000	
01-610-203-302-460/520-530-029	Pincrest	10,000	
01-612-203-302-460/520-530-030	McAuliffe	10,000	
01-100-420-302-305/530/555-031	Spec Services	2,000	
01-136-211-302-305/530/555-032	ALC-HS	2,000	
01-129-292-302-530-033	Athletics HS	7,000	
01-130-292-302-530-034	Athletics MS	2,500	
01-005-770-302-530-036	Food Service	2,000	
	Total Other		625,500

FACILITIES PLAN

Fixed Costs

01-xxx-xxx-302-xxx-280	DW Projects/Equipment	600,000	
	Total Fixed		600,000

Other Costs-reduces fund balance

Total Other 0

Total Expenses	1,277,892.00	
Aid	623,184.58	
Levy	358,353.34	
Sr Ctr Constr. Contribution	30,000.00	
Total Revenue	1,011,537.92	-266,354
Beginning Fund Balance	4,021,689.57	
Projected Ending Fund Balance	3,755,335.49	-266,354

ISD #200 LTFM 2025-2026 ADOPTED

LTFM

	Beginning Fund Balance	4,817,413.28
R 01-xxx-865/866-xxx-xxx-xxx	Revenue	1,682,154.92
E 01-xxx-865/866-xxx-xxx-xxx	Expenditures	1,600,000.00
	Ending Fund Balance	4,899,568.20

HASTINGS CAPITAL 2025-26 for Adopted		
Available Funds		\$600,000
SITE	DESCRIPTION	BUDGET
DW	Custodial Equipment	\$50,000.00
DW	Grounds Truck	\$50,000.00
DW	Gymnastics Facility	\$400,000.00
MS	Pool Timing System	\$55,335.00
DW	Postage Machine	\$15,000.00
District To be determined		\$29,665.00
Total Budgeted 25-26		\$600,000.00
Reserve Carryover Next Year		\$0.00

HASTINGS LTFM 2025-26 for Adopted		
Available Funds		\$1,600,000.00
SITE	DESCRIPTION	BUDGET
917	Annual-H&S Costs	\$9,495.00
DW	Annual-H&S Costs	\$203,234.00
DW	Annual-Staffing	\$203,463.29
DW	ICS Annual Fee	\$6,000.00
DW	Dock freezer replacement (non Food Service costs)	\$4,000.00
DW	Landscaping	\$5,000.00
DW	Panic button upgrades	\$20,000.00
DW	Plumbing fixtures	\$5,000.00
DW	Sidewalk repair	\$10,000.00
DW	Todd Field turf maintenance	\$10,000.00
HS	Air handler 12 & 27	\$51,000.00
HS	Commons windows replacement	\$29,000.00
HS	Elevator modernization	\$77,951.48
HS	Interior storefront hardware	\$40,000.00
HS	Parking lot crack fill and seal coat	\$128,000.00
HS	Plumbing fixtures	\$15,000.00
HS	Wall paint	\$6,000.00
HS	Windows (N. side shop windows)	\$35,000.00
KE	Automation controls	\$74,625.00
KE	Curriculum Center EIFS/stucco	\$2,400.00
KE	Curriculum Center trim & paint	\$2,000.00
KE	Plumbing fixtures	\$25,000.00
KE	Repair and paint tile walls	\$37,000.00
KE	RTU's and automation	\$181,015.00
KE	Sand and refinish wood soffit and beams	\$1,800.00
MC	Door hardware replacement	\$50,000.00
MC	Wall paint	\$500.00
MS	Door hardware replacement	\$5,100.00
MS	PA System	\$20,000.00
MS	Plumbing fixtures	\$50,000.00
MS	Repair and paint tile walls	\$55,500.00
PI	Automation controls	\$74,625.00
TI	Plumbing fixtures	\$20,000.00
TI	Wall paint	\$500.00
District Wide - Contingency		\$141,791.23
Total Budgeted 25-26		\$1,600,000.00
Reserve Carryover Next Year		\$0

STAFF DEVELOPMENT DETAIL

**25-26
Adopted Budget**

Estimated APU	4,275.50
Formula Allowance	\$7,481.00
Basic Revenue	\$31,985,015.50
MN State Academies Adj	\$0.00
Revenue 2% Set-Aside	\$639,700.31

Designated Budget	\$239,092.00 <i>See below</i>
Chbk Staff Budget	\$500,608.31
Designated Carryover - Obj 367	\$0.00 <i>See below</i>
Expenditures	\$739,700.31

		25-26	Prior Yr Carry Over	Total 25-26 Revised Budget
Mentoring Program	307/000	3,540	0	3,540
Superintendent/District Office/Principal	308/303	29,000	0	29,000
High School	306/000	15,000	0	15,000
Middle School	306/000	12,500	0	12,500
Kennedy	306/000	6,666	0	6,666
Pinecrest	306/000	6,667	0	6,667
McAuliffe	306/000	6,667	0	6,667
District Staff Dev Requests/AVID Summer Institute	308/000	40,240	0	40,240
TD&E, Cognitive Coaching, CPI, Staff Dev Committee	308/299	25,079	0	25,079
Curriculum Training, Writing & Review	308/302	69,300	0	69,300
Other	308/300	24,433	0	24,433
		239,092	0	239,092

Carryover budgets are not available until the Revised Budget

**SCHOOL PROPERTY TAX LEVY
Hastings Public School # 200**

	2023 Pay 2024 for 24-25 <u>Levy</u>	2024 Pay 2025 for 25-26 <u>Levy</u>	<u>Change</u>
PROPERTY TAXES DETERMINED BY STATE LEGISLATION			
General Fund (Excludes Referendum)	6,269,816	6,429,376	159,560
Community Education & Services	<u>448,400</u>	<u>442,428</u>	<u>(5,972)</u>
Total Based Upon State Legislation	6,718,216	6,871,804	153,588
	-3.89%	2.29%	
PROPERTY TAX AUTHORITY PROVIDED BY LOCAL VOTERS			
Referendum Levy	9,696,984	9,607,649	(89,334)
Total Based on Voter Authority	27.19%	-0.92%	
DEBT REDEMPTION LEVY			
Voter Approved Building Bonds	4,671,618	4,509,460	(162,158)
Alternative Facility H & S	<u>19</u>	<u>0</u>	<u>(19)</u>
Total Debt Redemption Levy	4,671,636	4,509,460	(162,176)
	4.05%	-3.47%	
TOTAL PROPERTY TAXES	21,086,836	20,988,913	(97,923)
Percent Increase in Tax Levy	10.38%	-0.46%	
TAX BASE (Adjusted Net Tax Capacity for District)	60,435,660	63,326,246	2,890,586
	19.00%	4.78%	
Referendum Market Value	4,461,411,200	4,744,614,964	283,203,764
	18.37%	6.35%	



HASTINGS PUBLIC SCHOOLS SUPERINTENDENT CONTRACT

ARTICLE I PURPOSE

This Contract is entered into between Independent School District No. 200, Hastings, Minnesota, hereinafter referred to as the School District, and Dr. Kristine Wehrkamp Herman, hereinafter referred to as the Superintendent, a legally qualified and licensed Superintendent who agrees to perform the duties of the Superintendent of the School District.

ARTICLE II APPLICABLE STATUTE

This Contract is entered into between the School District and the Superintendent in conformance with Minnesota Statutes section 123B.143.

ARTICLE III LICENSE

The Superintendent shall furnish the School Board, throughout the life of this Contract, a valid and appropriate license to act as Superintendent in the State of Minnesota as provided by applicable laws, rules, and regulations.

ARTICLE IV DURATION, EXPIRATION, TERMINATION DURING THE TERM, MUTUAL CONSENT, AND CONTINGENCY

Section 1 - Duration

This Contract is for a term of three years commencing on July 1, 2025, and ending on June 30, 2028. It shall remain in full force and effect unless modified by mutual consent of the School Board and the Superintendent or unless terminated as provided in this Contract.

Section 2 - Expiration

This Contract shall expire at the end of the term specified in Section 1 above. At the conclusion of its term, neither party shall have any further claim against the other, and the School District's employment of the Superintendent shall cease, unless a subsequent Contract is entered into in accordance with the provisions of this Contract, and Minnesota Statutes section 123B.143, subdivision 1.

Section 3 - Termination During the Term

The Superintendent's employment may be terminated during the term of this Contract only for cause as defined in Minnesota Statutes section 122A.40, subdivisions 9 and 13, but, except for purposes of describing grounds for discharge, the provisions of Minnesota Statutes section 122A.40 shall not be applicable. If the School Board proposes to terminate the Superintendent during the term of this Contract for cause as described in Minnesota Statutes section 122A.40, subdivisions 9 or 13, it shall notify the

Superintendent in writing of the proposed grounds for termination. The Superintendent shall be entitled to a hearing before an arbitrator provided the Superintendent makes such a request in writing to the School Board Chair within 10 calendar days after receipt of the written notice of the proposed termination. In such event, the parties shall jointly petition the Minnesota Bureau of Mediation Services (BMS) for a list of five arbitrators. The arbitrator shall be selected by the parties through the striking process as provided by BMS rules. The arbitrator shall conduct a hearing under arbitration procedure rules and issue a written decision. The decision of the arbitrator shall be final and binding on the parties, subject to judicial review of arbitration decisions as provided by law. The Superintendent may be suspended with pay pending final determination by the arbitrator. If the Superintendent fails to request a hearing as provided in this section within the 10-day calendar period, she shall be deemed to have acquiesced to the School Board's proposed action, and the proposed action shall become final on such date as determined by the School Board, and the Superintendent shall have no further claim or recourse.

Section 4 - Subsequent Contract

- a. Notice by Superintendent. If the Superintendent does not intend to negotiate a subsequent Contract, she must so notify the School Board in writing by January 5, 2028.
- b. Notice by the School Board. If the School Board does not intend to offer the Superintendent a subsequent Contract, it shall so notify the Superintendent in writing no later than January 5, 2028.
- c. Modification of Timelines. The timelines provided in this Section (4a and 4b) may be modified by written agreement between the School Board and the Superintendent; however, the timelines may not be extended beyond June 30, 2028.
- d. Negotiations Regarding Subsequent Contract. The notification requirements set forth in this Section do not prohibit the School Board from entering into negotiations regarding a possible subsequent contract with the Superintendent during the 365 days prior to the expiration of this Contract at the discretion of the School Board and in accordance with Minnesota Statutes section 123B.143, subdivision 1. Proposed termination of employment during the term of this Contract (Art. IV, Section 3) shall render any subsequent contract entered into by the parties null and void.

Section 5 - Mutual Consent

This Contract may be terminated at any time by mutual consent of the School Board and the Superintendent.

Section 6 - Contingency

If this Contract is a subsequent Contract entered into prior to the completion of an existing Contract, this subsequent Contract is contingent upon the Superintendent completing the terms of the existing Contract.

ARTICLE V DUTIES

The Superintendent shall have charge of the administration of the schools under the direction of the School Board. The Superintendent shall be the chief executive officer of the School District; shall direct and assign teachers and other School District employees under the Superintendent's supervision; shall organize, reorganize, and arrange the administrative and supervisory staff, including instruction and business affairs, as best serves the School District subject to the approval of the School Board; shall select all personnel subject to the approval of the School Board; shall, from time to time, suggest

policies, regulations, rules, and procedures deemed necessary for the School District; and, in general, perform all duties incident to the office of the Superintendent and such other duties as may be prescribed by the School Board from time to time. The Superintendent shall abide by the policies, regulations, rules, and procedures established by the School Board and the State of Minnesota. The Superintendent will serve as an ex-officio member of the School Board and all School Board committees, and provide administrative recommendations on each item of business considered by each of these groups.

ARTICLE VI DUTY YEAR AND LEAVES OF ABSENCE

Section 1 - Basic Work Year

The Superintendent's duty year shall be for the entire 12-month Contract year (July 1 - June 30), and the Superintendent shall perform duties on those legal holidays on which the School Board is authorized to conduct school if the School Board so determines. The Superintendent shall be on duty during any emergency, natural or unnatural, unless otherwise excused in accordance with School Board administrative policy. The Superintendent's annual salary, divided by 260 days, shall be used for purposes of calculating daily rate of pay.

Section 2 - Discretionary Leave

The Superintendent shall accrue 33 working days of annual paid discretionary leave each Contract year. Up to 13 unused accrued discretionary leave days may be carried into the subsequent year. The first three days of unused discretionary leave carried over to the next Contract year shall be paid to the Superintendent at a rate of \$300 per day, and the number of carry-over days shall be reduced accordingly. The payment to the Superintendent shall be made no later than July 30th. All other unused discretionary leave shall be forfeited on June 30th of each Contract year. Upon voluntary termination of employment or expiration of the Contract, if not offered a subsequent Contract, the Superintendent shall be entitled to payment for up to 10 unused and accrued days of discretionary leave pursuant to the provisions of this Section. If the Superintendent is proposed for discharge pursuant to Article IV, Section 3 or involuntarily terminated, she shall not be entitled to payment for any accrued unused discretionary leave. Any payment for accrued unused discretionary leave shall be calculated based on the Superintendent's daily rate of pay on the last day of his/her employment. In the event the Superintendent dies while employed under this Contract, payment for unused discretionary leave otherwise due and payable pursuant to this Section shall be payable to the Superintendent's heirs, beneficiaries, or estate.

Section 3 - Holidays

The Superintendent shall be entitled to 14 paid District designated holidays each Contract Year, consistent with those provided to District Administrators.

Section 4 - Sick Leave

The Superintendent shall accrue 15 paid sick leave days per Contract year; 1.25 days each working month. Unused sick leave may accumulate to a maximum of 135 days. If the Superintendent is unable to perform her regular duties because of personal illness or disability, she has exhausted all accumulated sick leave, and she has applied for and has been granted long-term disability benefits, the School District shall provide the Superintendent additional paid sick leave, at the Superintendent's regular daily rate of pay, until expiration of the waiting period for long-term disability benefits.

Section 5 - Workers' Compensation

In the event the Superintendent is injured on the job in service to the School District, is on an unpaid leave of absence, and is receiving workers' compensation benefits, she may use accrued sick leave, to the extent available, to supplement workers' compensation benefits so as to receive the equivalent of his/her full salary. The Superintendent's sick leave accrual shall be reduced accordingly.

Section 6 - Bereavement Leave

The Superintendent shall be granted up to 5 days of bereavement leave per occurrence for a death within the Superintendent's immediate family. The time utilized shall be in an amount to be determined after conferring with the School Board Chairperson. Days utilized will not be deducted from the Superintendent's sick leave. "Immediate family" shall be as defined in the District Administrators Master Agreement. At the discretion of the School Board, and dependent upon the circumstances, the Superintendent may be granted bereavement leave for the death of persons not specified in the District Administrator Master Agreement, for up to 5 days without deduction in pay or deduction from sick leave.

Section 7 - Jury Duty and Other Legal Commitments

If the Superintendent is called for jury duty, deposition, subpoena or to give testimony before a court, legal jurisdiction or administrative proceedings she shall be granted paid leave unless she is party to a court action against the District, is a complainant in an action against the District, and/or is the subject in a criminal, civil and/or personal legal accusation. Any amount paid to the Superintendent for jury duty and/or consultant pay shall be deducted from his/her paid leave, exclusive of expenses.

Section 8 - Military Leave

Military leave shall be granted pursuant to applicable law.

Section 9 - Statutory Leaves

The Superintendent may be eligible for unpaid leave of absence pursuant to federal and state law, including the Family and Medical Leave Act (FMLA), the Minnesota Parenting Leave Act (MPLA), the Americans with Disabilities Act (ADA), and the Women's Economic Security Act, Minn. Stat. §181.9413. Also, the Superintendent shall earn, use or accumulate Earned Sick and Safe Time (ESST) under Minn. Stat. §§181.9445-181.9448 pursuant to School District policy. Requests for such leaves shall be made and considered in compliance with applicable law.

**ARTICLE VII
INSURANCE**

Section 1 - Health and Hospitalization and Dental Insurance

The School District shall provide the Superintendent and the Superintendent's dependents with health and hospitalization insurance coverage under the School District's group health and hospitalization insurance plan. The District shall pay a monthly contribution toward such insurance, up to the amount provide below, however, the amount shall not exceed the actual cost of the insurance premium for the plan the Superintendent is enrolled in. The District's contribution for the 2026-2027 and 2027-2028 Contract years shall increase by the same percentages as provided to employees covered under the District Administrator Agreement. The Superintendent shall be responsible for the cost of premiums not covered by the School District's contribution through pre-tax payroll deduction.

	<u>2025-2026</u>
Non-High Deductible Plan	\$2,940
High Deductible/VEBA	\$2,740

If the Superintendent is enrolled in the High Deductible/VEBA plan, she shall be eligible for an additional monthly contribution to a VEBA; such contribution shall be \$100 per month for single coverage or \$200 per month for family coverage.

Section 2 - Dental Insurance

The School District shall provide the Superintendent and the Superintendent’s dependents with dental insurance coverage under the School District’s group dental insurance plan. The District will pay a monthly contribution toward such coverage in an amount not to exceed \$137.45 per month. The cost of the premium not covered by the School District’s contribution shall be paid by the Superintendent through pre-tax payroll deduction.

Section 3 - Life Insurance

The School District shall provide, at its own expense, term life insurance for the Superintendent under the School District’s group term life insurance plan in the amount of \$500,000, payable to the Superintendent’s named beneficiary(ies).

Section 4 - Long-Term Disability Insurance

The School District shall provide, at its own expense, long-term disability insurance for the Superintendent under the School District’s group long-term disability insurance plan.

Section 5 - Eligibility

The eligibility of the Superintendent and the Superintendent’s dependent(s) and beneficiary(ies) for insurance benefits shall be governed by the terms of the insurance policies purchased by the School District pursuant to this Article.

Section 6 - Claims Against the School District

The School District’s only obligation is to purchase the insurance policies described in this Article, and no claim shall be made against the School District as a result of denial of insurance benefits by an insurer if the School District has purchased the policies and paid the premiums described in this Article.

Section 7 - Reopener

In the event this Contract will cause or does cause penalties, fees, or fines to be assessed against the School District as a result of the School District’s contribution toward the Superintendent’s healthcare benefits as a “highly compensated employee”, the Parties agree to reopen negotiations to revise the Contract to eliminate or reduce the penalty, fees, or fines, as agreed upon between the Parties.

**ARTICLE VIII
OTHER BENEFITS**

Section 1 - Tax-Sheltered Annuities

- a. The Superintendent is eligible to participate in a tax-sheltered annuity plan through payroll deduction established pursuant to Section 403(b) of the Internal Revenue Code and Minnesota Statutes section 123B.02, subdivision 15, School District policy, and as otherwise provided by law. The School District will match the Superintendent’s contributions on a dollar-for-dollar

- basis up to a maximum of 3% of the Superintendent's base salary in each year of this Contract.
- b. In addition to the matching contributions set forth in Paragraph A above, the School District will provide the Superintendent \$3,333.00 no later June 30th of each Contract year to use for employee contribution to her 403(b) account. The Superintendent's irrevocable election to contribute to her 403(b) account must be made prior to June 5th of each Contract year. The School District will not make any matching contribution to the Superintendent's employee contribution pursuant to this Paragraph, and no payment shall be made to the Superintendent in lieu of her employee contribution.
 - c. The Superintendent and the annuity companies involved are solely responsible for ensuring compliance with Section 403(b) of the Internal Revenue Code and Minnesota law. The Superintendent hereby waives any right that she might otherwise have to bring a claim against the School District on any issue related to contributions to his/her tax-sheltered annuity plan. The Superintendent also waives any right that she might otherwise have to demand direct payment to him/her of the amount identified for contribution to his/her 403(b) account. The School District's only obligation is to make its specified contributions to the Superintendent's 403(b) tax-sheltered annuity. Further, the Superintendent understands and agrees that she is solely responsible for any taxes, social security payments, costs, penalties, interest, or any amount assessed by federal or state authorities, arising from contributions or deferrals to his/her tax-sheltered annuity plan and she holds the School District harmless for any such claims.

Section 2 - Vehicle

The School District shall compensate the Superintendent for business use of her private vehicle at the federal mileage reimbursement rate for personal vehicles used in connection with School District business.

Section 3 - Conferences and Meetings

The School District shall pay all legally valid expenses and fees for the Superintendent's attendance at professional conferences and meetings with other educational agencies when such attendance is required, directed, or permitted by the School Board. The Superintendent shall periodically report to the School Board relative to all meetings and conferences attended. The Superintendent shall file itemized expense statements to be processed and approved as provided by School Board policy and law.

**ARTICLE IX
SALARY**

Section 1 - Salary

The Superintendent shall be paid a salary each Contract year as provided below:

<u>2025-2026</u>	<u>2026-2027</u>	<u>2027-2028</u>
\$200,000	\$204,000	\$208,080

During the term of this Contract, the annual salary may be modified but shall not be reduced. The annual salary shall be paid in 24 equal installments during the Contract year.

**ARTICLE X
EVALUATE PERFORMANCE**

The School Board shall oversee and direct the Superintendent's performance as the School Board sees fit. The schedule for periodic performance evaluations of the Superintendent shall be mutually agreed upon by the School Board and Superintendent.

**ARTICLE XI
OTHER PROVISIONS**

Section 1 - Outside Activities

While the Superintendent shall devote full time and due diligence to the affairs and the activities of the School District, she may also serve as a consultant to other school districts or educational agencies, lecture, engage in writing and speaking activities, and engage in other activities if, as solely determined by the School Board, such activities do not impede the Superintendent's ability to perform the duties of the superintendency. However, the Superintendent may not engage in other employment, consultant service, or other activity for which a salary, fee, or honorarium is paid without the prior approval of the School Board Chairperson.

Section 2 - Indemnification and Provision of Counsel

In the event that an action is brought or a claim is made against the Superintendent arising out of or in connection with her employment and the Superintendent is acting within the scope of employment or official duties, the School District shall defend and indemnify the Superintendent to the extent provided by law. Indemnification, as provided in this section, shall not apply in the case of malfeasance in office or willful or wanton neglect of duty, and the obligation of the School District in this regard shall be subject to the limitations as provided in Minnesota Statutes Chapter 466.

Section 3 - Dues

The Superintendent is encouraged to belong to and participate in appropriate professional, educational, economic development, community, and civic organizations when such membership will serve the best interests of the School District. Accordingly, the School District will pay the membership dues for such organizations as are required, directed, or permitted by the School Board. The Superintendent shall present appropriate statements for approval as provided by law.

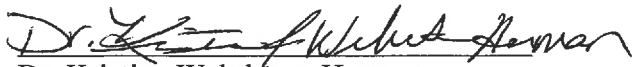
Section 4 - Mandatory Disclosure

Before entering into this Contract, the Superintendent must disclose, in writing, the existence and terms of any buyout agreement, including the amounts and the purpose of the payments, relating to their contract with another School Board. For purposes of this Contract, a "buyout agreement" is any agreement under which the Superintendent was employed as a Superintendent; left before the term of the Contract was over; and received a sum of money, something else of value, or the right to something of value for some purpose other than performing the services of a Superintendent. The failure to make such a disclosure will render this Contract void as a matter of law.

**ARTICLE XII
SEVERABILITY**

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

IN WITNESS WHEREOF, I have
Subscribed my signature this
19th day of May, 2025.


Dr. Kristine Wehrkamp Herman
Superintendent

IN WITNESS WHEREOF, we have
Subscribed our signatures this
__th day of _____, 2025.

School Board Chairperson
Carrie Tate

School Board Clerk
Melissa Millner



BRIDGE TO SUCCESS

Dr. Tamara Champa
 SUPERINTENDENT

2025 Hastings School Board & Committee Future Meetings

This document is a list of all the dates for work sessions, board meetings, special meetings, and committee meetings.

Committee descriptions and members are listed below the list of meetings.

Any questions or concerns regarding meetings can be directed to LynDee Humble at 651-480-7013 or via email at lhumble@isd200.org.

Color Key	Regular Board Work Session	Regular Board Meeting (Including Closed & Special)	Policy Committee	Facilities, Finance & Joint Powers Committee	Community Collaboration Committee	Student School Board Committee
Future Meeting Dates						
Date	Time	Description	Board or Committee		Location	
05.13.2025	2:00 pm	Special Meeting Superintendent Interviews - 2nd Round	School Board		District Office Conference Room A	
05.14.2025	5:30 pm	Student School Board Committee	Student School Board Committee		District Office Conference Room A	
05.14.2025	6:00 pm	Work Session	School Board		Hastings Middle School Media Center	
05.16.2025	12:00 pm	Policy Meeting	Policy Committee		District Office Conference Room A	
05.16.2025	1:00 pm	Finance Meeting	Facilities, Finance & Joint Powers Committee		District Office Conference Room A	
05.21.2025	5:00 pm	Regular Board Meeting	School Board		Hastings Middle School Media Center	
05.28.2025	5:00 pm	Closed Special Meeting	School Board		District Office Conference Room A	
06.05.2025	11:00 am	Policy Meeting	Policy Committee		District Office Conference Room A	
06.18.2025	6:00 pm	Work Session	School Board		Hastings Middle School Media Center	
06.20.2025	7:30 am	Joint Powers Meeting	Facilities, Finance & Joint Powers Committee		Tilden, Room 117	

06.25.2025	6:00 pm	Regular Board Meeting	School Board	Hastings Middle School Media Center
07.09.2025	6:00 pm	Work Session	School Board	Hastings Middle School Media Center
07.10.2025	11:00 am	Policy Meeting	Policy Committee	District Office Conference Room A
07.23.2025	6:00 pm	Regular Board Meeting	School Board	Hastings Middle School Media Center
08.05.2025	7:30 am	Joint Powers Meeting	Facilities, Finance & Joint Powers Committee	Tilden, Room 117
08.06.2025	12:00 pm	Policy Meeting	Policy Committee	District Office Conference Room A
08.13.2025	6:00 pm	Work Session	School Board	Hastings Middle School Media Center
08.20.2025	12:00 pm	Policy Meeting	Policy Committee	District Office Conference Room A
08.27.2025	6:00 pm	Regular Board Meeting	School Board	Hastings Middle School Media Center
09.05.2025	12:00 pm	Policy Meeting	Policy Committee	District Office Conference Room A
09.10.2025	6:00 pm	Work Session	School Board	Hastings Middle School Media Center
09.19.2025	12:00 pm	Policy Meeting	Policy Committee	District Office Conference Room A
09.24.2025	6:00 pm	Regular Board Meeting	School Board	Hastings Middle School Media Center
10.03.2025	12:00 pm	Policy Meeting	Policy Committee	District Office Conference Room A
10.08.2025	6:00 pm	Work Session	School Board	Hastings Middle School Media Center
10.17.2025	12:00 pm	Policy Meeting	Policy Committee	District Office Conference Room A
10.22.2025	6:00 pm	Regular Board Meeting	School Board	Hastings Middle School Media Center
10.31.2025	12:00 pm	Policy Meeting	Policy Committee	District Office Conference Room A
10.31.2025	1:00 pm	Finance Meeting	Facilities, Finance & Joint Powers Committee	District Office Conference Room A
11.05.2025	6:00 pm	Work Session	School Board	Hastings Middle School Media Center
11.14.2025	12:00 pm	Policy Meeting	Policy Committee	District Office Conference Room A
11.19.2025	6:00 pm	Regular Board Meeting	School Board	Hastings Middle School Media Center

12.03.2025	6:00 pm	Work Session	School Board	Hastings Middle School Media Center
12.12.2025	12:00 pm	Policy Meeting	Policy Committee	District Office Conference Room A
12.12.2025	1:00 pm	Finance Meeting	Facilities, Finance & Joint Powers Committee	District Office Conference Room A
12.17.2025	6:00 pm	Regular Board Meeting	School Board	Hastings Middle School Media Center

Community Collaboration Committee (3)

Purpose Statement: *The Community Collaboration Committee is a link between the Hastings School District and the ISD 200 community. The committee focuses on identifying avenues to continuously improve the district's communication process for increased transparency and to better articulate the district's goals with its stakeholders. The committee seeks opportunities for shared learning, knowledge, awareness, experience, and growth to create a stronger, more united community.*

Committee Members: Melissa Millner (Chair) :: Matt Bruns :: Philip Biermaier :: Tammy Champa

Facilities, Finance & Joint Powers Committee (3)

The mission of the ISD 200 Finance, Facilities, and Joint Powers Committee is to provide strategic guidance on budgetary, financial, and substantial facilities investment activities. These efforts prioritize sustainability, transparency, and equity, serving the School Board and the broader community.

The Committee is committed to fostering financial sustainability, ensuring transparency in decision-making, and supporting equity in resource allocation. It aims to enhance public confidence by effectively managing, maintaining, and improving district facilities, while educating stakeholders about facility usage, condition, and future outlook.

Working collaboratively with City of Hastings elected officials and staff collaborate on opportunities with the City under Joint Powers Programs. The Committee works to maximize shared resources through partnerships with the City, as outlined in Minnesota Statutes 124D.18 et. seq., to achieve meaningful outcomes for students and the community.

Committee Members: Mark Zuzek (Chair) :: Melissa Millner :: Jen Seubert :: Tammy Champa

Policy Committee (3)

Purpose Statement: *The Hastings School Board Policy Committee serves to review and revise current policies, and propose policy changes for adoption based on statute, at the direction of the School Board or administrator, and as identified for the benefit for the students and staff of ISD 200.*

Committee Members: Jessica Dressely (Chair) :: Mark Zuzek :: Carrie Tate :: Tammy Champa :: Guests as determined by policy review

Student School Board Committee (3)

Purpose Statement: *The school board believes that the views, insights, and suggestions of student representatives on the school board can be an advantage to the school board in its decision-making role. The Student School Board Committee will focus on identifying, interviewing, and recommending student representatives to serve on the school board.*

Committee Members: Matt Bruns (Chair) :: Jessica Dressely :: Melissa Millner :: Tammy Champa

917 REP (1) - 3 Year Term 2024-2027
Commitment: Typical 1 meeting per month

Mark Zuzek

RELICENSURE COMMITTEE REP

Philip Biermaier
Backup - Mark Zuzek

MSHSL REP (1)

Mark Zuzek

AMSD Liaison (1)

Matt Bruns
Backup - Mark Zuzek

BRIGHTWORKS (1) If appointment is open

Jessica Dressely

Native American Parent Advisory Committee Liaison

Matt Bruns
Backup - Jessica Dressely