Hastings Area Public Schools - ISD 200
School Board Meeting Agenda

Wednesday, December 17, 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**
   - **State Athletic Champions**
     - Chloe Aarness, Girls Swim & Dive
     - Nolan St. Sauver, Adapted Soccer
   - **SPARK Grant Recipients**
   - **Fall 2025 Employees of the Semester**
VI. Public Comment Session
VII. Truth in Taxation
VIII. Reports and Discussions
   a. Student School Board Representative Updates
   b. Superintendent Report
   c. Building Construction Fund Project Update
   d. Legal: Data Request Update
   e. Paid Family Medical Leave (PFML) Update
   f. Delegate Assembly Update
   g. School Board Representatives/Committees
      i. ISD 917 School Board Representative Update
      ii. AMSD Update
      iii. Community Collaboration Committee Update
      iv. Facilities, Finance and Joint Powers Committee Update
      v. NAPAC Committee Update
      vi. Student School Board Committee Update
         - No meetings held since last update.
      vii. Policy Committee Update
   h. Policies
      i. First Readings
         - 520 Student Surveys
         - 807 Health and Safety
         - 901 Community Education Advisory Council
      ii. Second Readings
         - 511 Student Fundraising
         - 527 Student Use and Parking of Motor Vehicles; Patrols, Inspections, and Searches
         - 712 Video Recording
   i. 2025-2026 Revised Budget
IX. **Action Items**
   a. Consent Agenda
      i. Personnel Report

ii. Approval of the Minutes from the:
- 11/19/2025 Regular Board Meeting
- 11/19/2025 Regular Board Meeting {summary} for publishing
- 12/3/2025 Special Board Meeting

iii. Bills Payable

iv. Change Order #1
Schreiber Mullaney Construction
$1,315.08
Additional demolition for new casework and corner guards

v. Policies for Approval after Third Reading
- 612 Development of Parent and Family Engagement Policies for Title I Programs
- 710 Extracurricular Transportation
- 715 Crowdfunding/Employee Fundraising for School Purposes

vi. 2025-2027 Teacher Contract

vii. Approval of MOUs Allowing Top Off of PFML

b. Items for Individual Action

i. Payable Levy

ii. Revised Budget

iii. Donations Resolution - November 2025

X. **Future Meetings**

XI. **Adjournment**

Hastings Public Schools, ISD 200

Public Hearing for Taxes Payable in 2026

DECEMBER 17, 2025

PRESENTED BY:

JENNIFER SEUBERT,

DIRECTOR OF FINANCE AND OPERATIONS

Minnesota State Law Requirements

A Public Meeting…

- Between November 25th & December 29th
- At 6:00 PM or later
- May be part of regularly scheduled meeting
- Must allow for public comments
- May adopt final levy at same meeting

…and Presentation of:

- Current year budget
- Proposed property tax levy

Hearing Agenda



Background Information on School Funding



District's Budget



District's Proposed Tax Levy for Taxes Payable in 2026



Public Comments

MN Legislature Must Set Funding for Minnesota Public Schools

Minnesota Constitution ARTICLE XIII

MISCELLANEOUS SUBJECTS

Section 1

“UNIFORM SYSTEM OF PUBLIC SCHOOLS. The stability of a republican form of government depending mainly upon the intelligence of the people, 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.”

As a Result, Funding is Highly Regulated

State Sets:

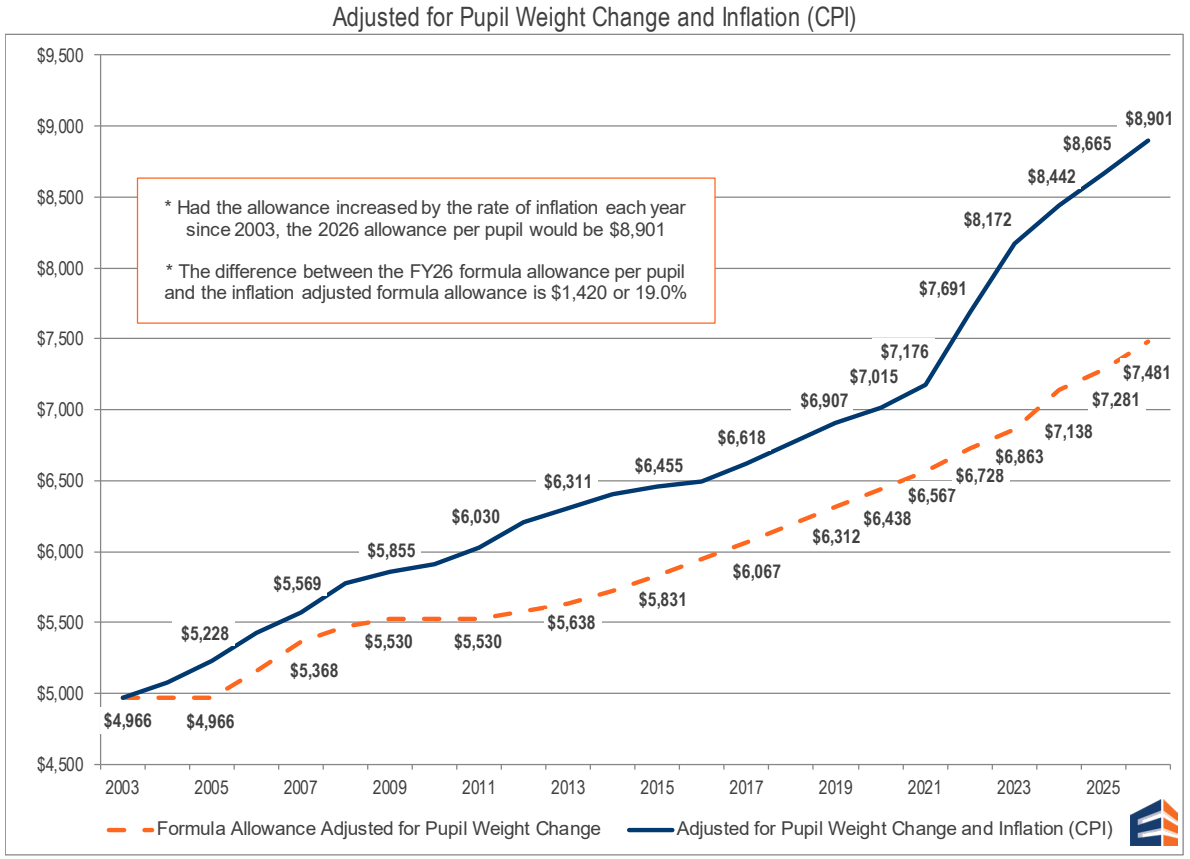
- Formulas which determine revenue; most revenue based on specified amounts per pupil
- Tax policy for local schools
- Maximum authorized property tax levy
  - Districts can levy less, but not more than amount authorized by state, unless approved by voters in November

State also authorizes school board to submit referendums for operating & capital needs to voters for approval

General Education Formula Allowance, 2003-26

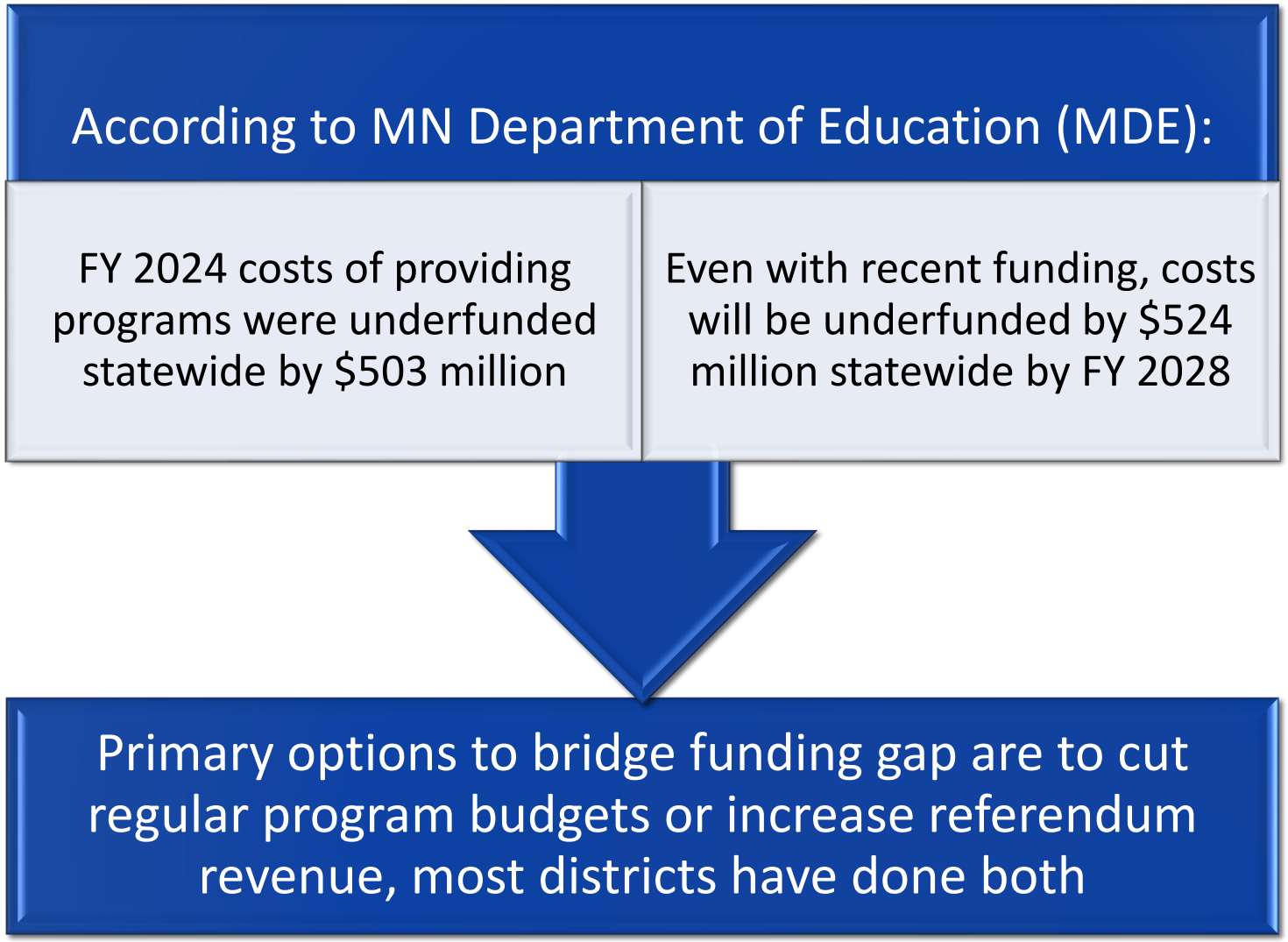
- Since 2002-03, state General Education Revenue formula has not kept pace with inflation
- For Fiscal Year 2024-25, an increase of 2.00% or $143 over previous year was approved
- For Fiscal Year 2025-26, an increase of 2.75% or $200 over previous year was approved

Per-pupil allowance for Fiscal Year 2025-26 of $7,481 would need to increase by another $1,420 (19.0%) to have kept pace with inflation since 2002-03, resulting in an allowance of $8,901



Source: MDE June 2025 CPI Inflation Estimates and Minnesota Laws 2023

Underfunding of Special Education



Budget Information

Because approval of school district budget lags certification of tax levy by six months, state requires *only current year budget information be presented at this hearing. Fiscal Year 2026-27 budget will be adopted by School Board in June 2026.*

School district budgets are divided into separate funds, based on purposes of revenue, as required by law.

Our District's Funds:

- General
- Food Service
- Community Service
- Building Construction
- Debt Service
- Trust
- Internal Service
- OPEB* Trust

**Other Post-Employment Benefits*



District Revenues & Expenditures

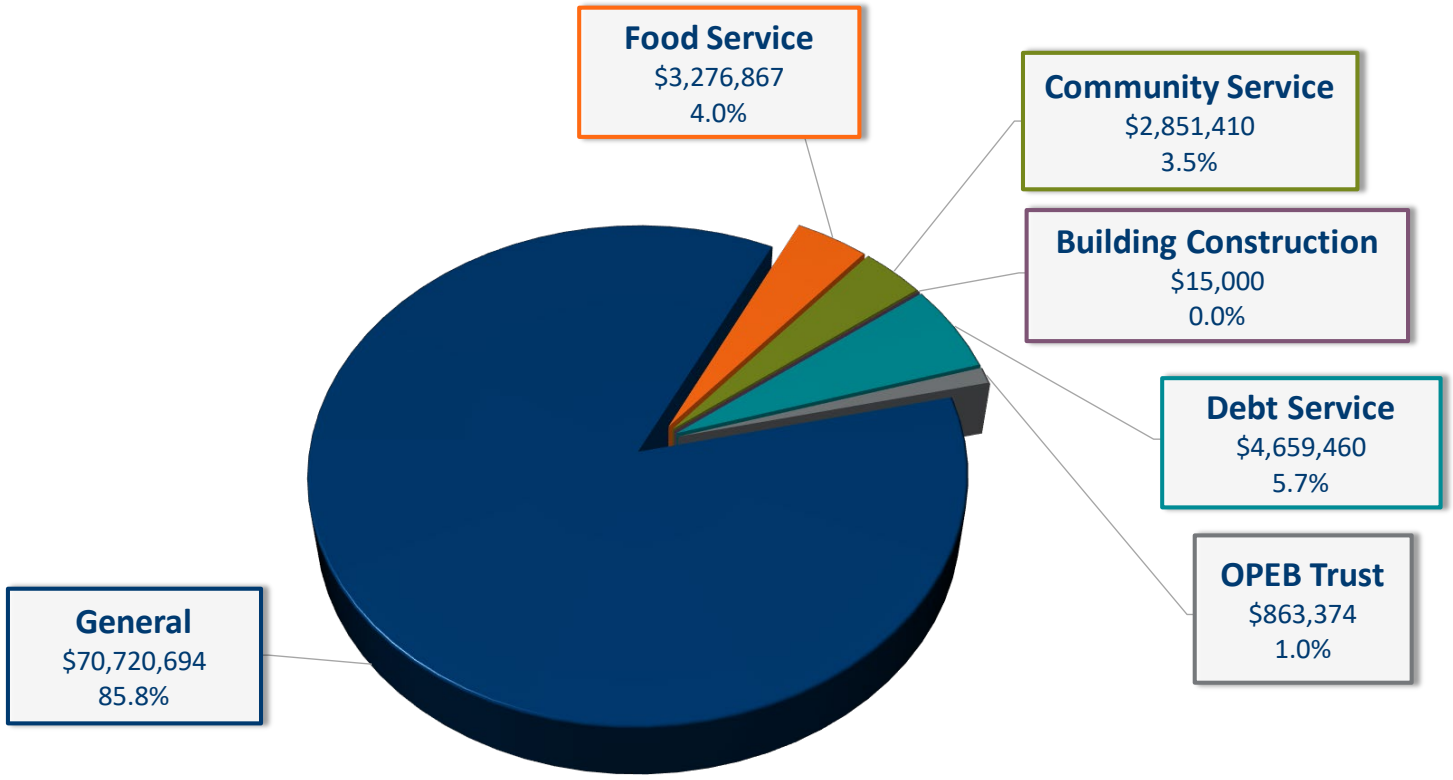
Actual for FY 2025, Budget for FY 2026

FUND	FISCAL 2025 BEGINNING	2024-25 ACTUAL		JUNE 30, 2025 ACTUAL	2025-26 BUDGET		JUNE 30, 2026 PROJECTED
	FUND BALANCES	REVENUES & TRANSFERS IN	EXPENDITURES & TRANSERS OUT	FUND BALANCES	REVENUES & TRANSERS IN	EXPENDITURES & TRANSFERS OUT	FUND BALANCES
General/Restricted	$12,752,977	$10,779,586	$10,507,736	$13,024,827	$10,626,430	$11,059,418	$12,591,840
General/Other	19,769,606	61,557,930	58,058,488	23,269,048	60,094,264	60,809,931	22,553,381
Food Service	945,365	3,216,331	3,487,942	673,754	3,276,867	3,517,837	432,784
Community Service	331,936	2,832,491	2,944,570	219,858	2,851,410	2,847,673	223,595
Building Construction	2,649,440	58,384	2,159,223	548,602	15,000	563,602	0
Debt Service	16,580,309	5,515,156	20,620,450	1,475,015	4,659,460	4,686,350	1,448,125
Trust	62,549	67	62,616	0	0	0	0
Internal Service	5,538,896			6,281,544			5,939,247
OPEB* Irrevocable Trust	6,358,035	598,574	0	6,956,609	863,374	375,764	7,444,219
Total All Funds	**64,989,113**	**84,558,521**	**97,841,024**	**52,449,257**	**82,386,805**	**83,860,575**	**50,633,190**

*Other Post Employment Benefits

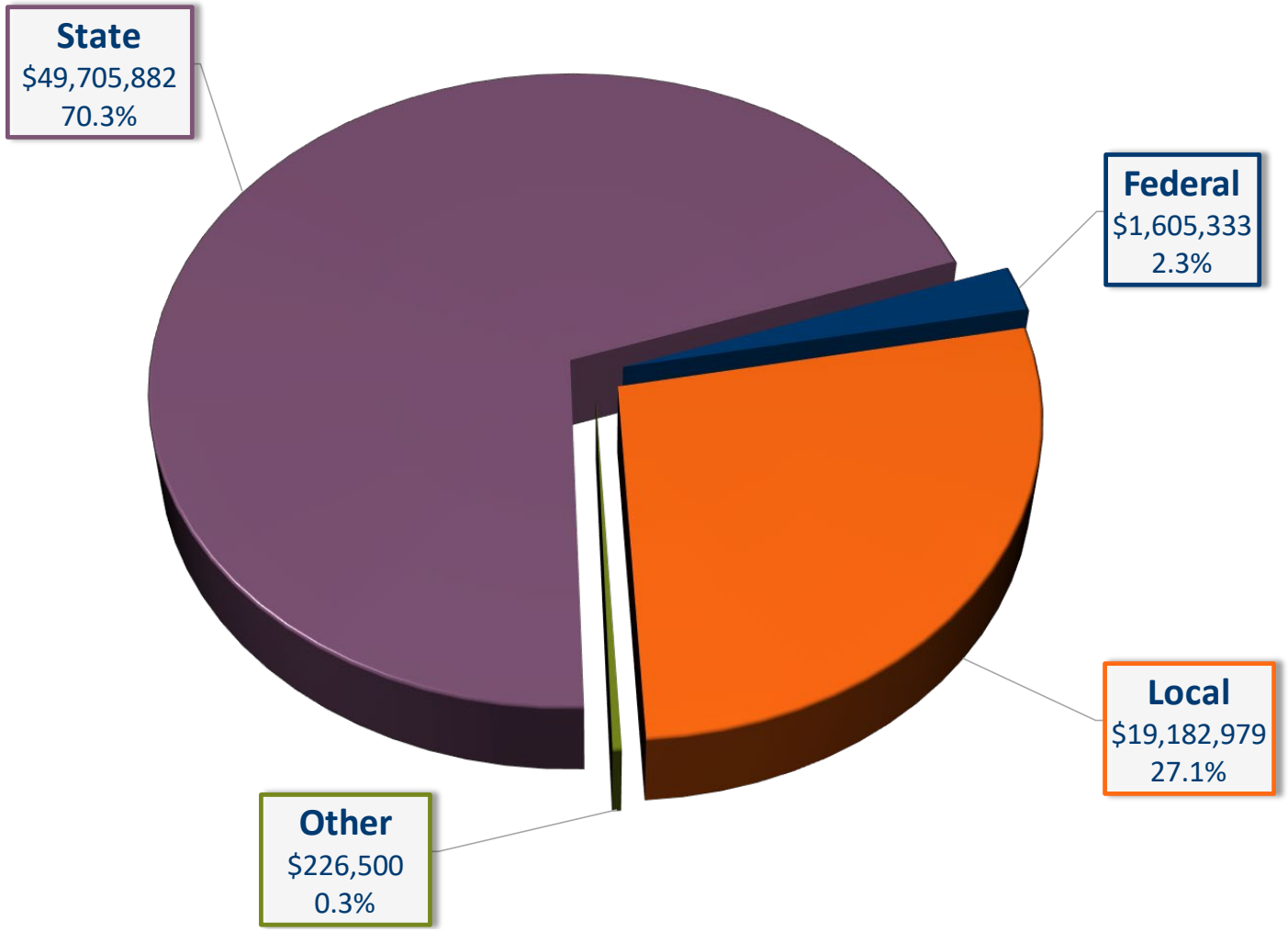
Revenue
- All Funds -

2025-26 Budget
$82,386,805



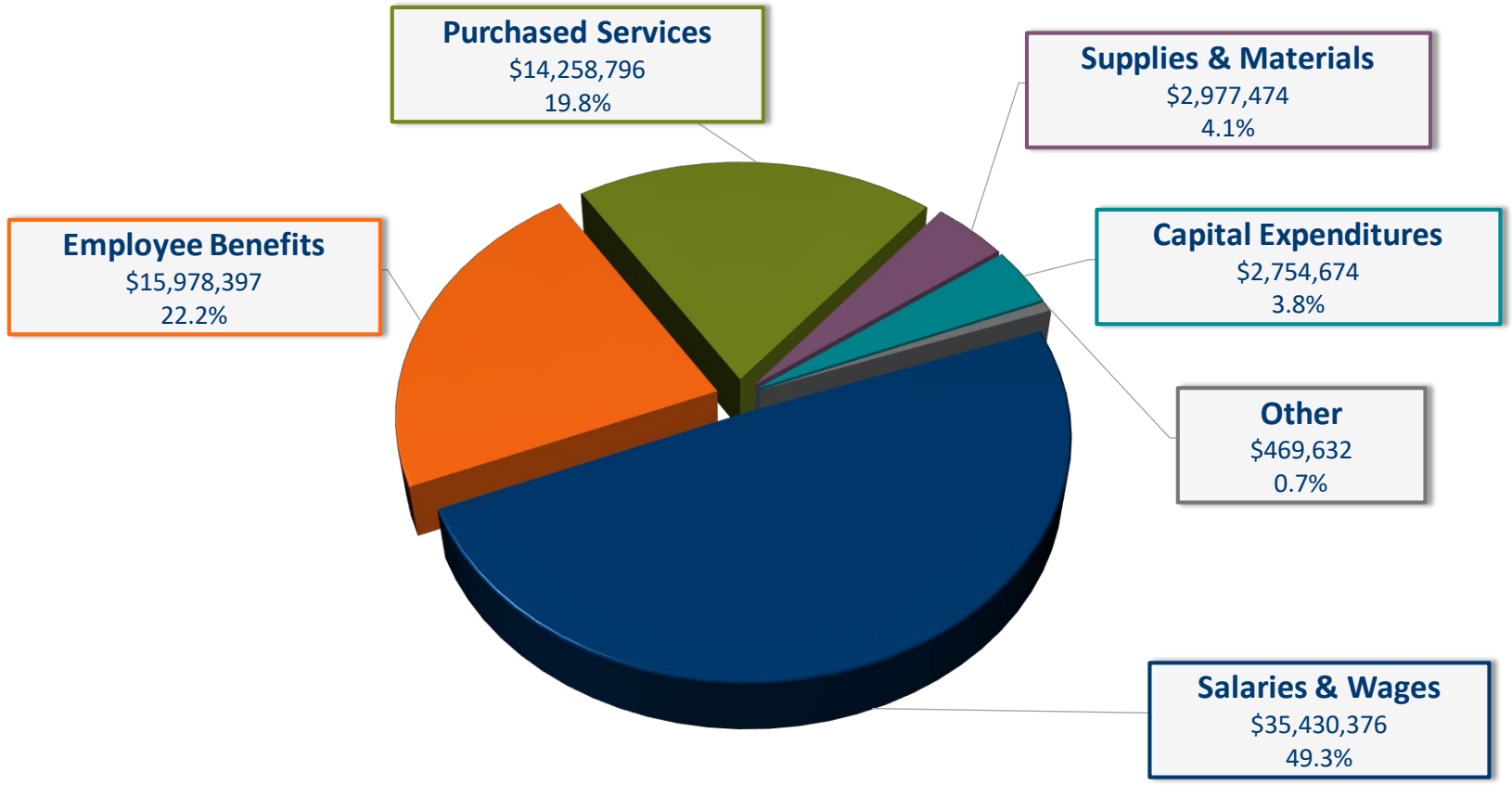
General Fund Revenue

2025-26 Budget
$70,720,694



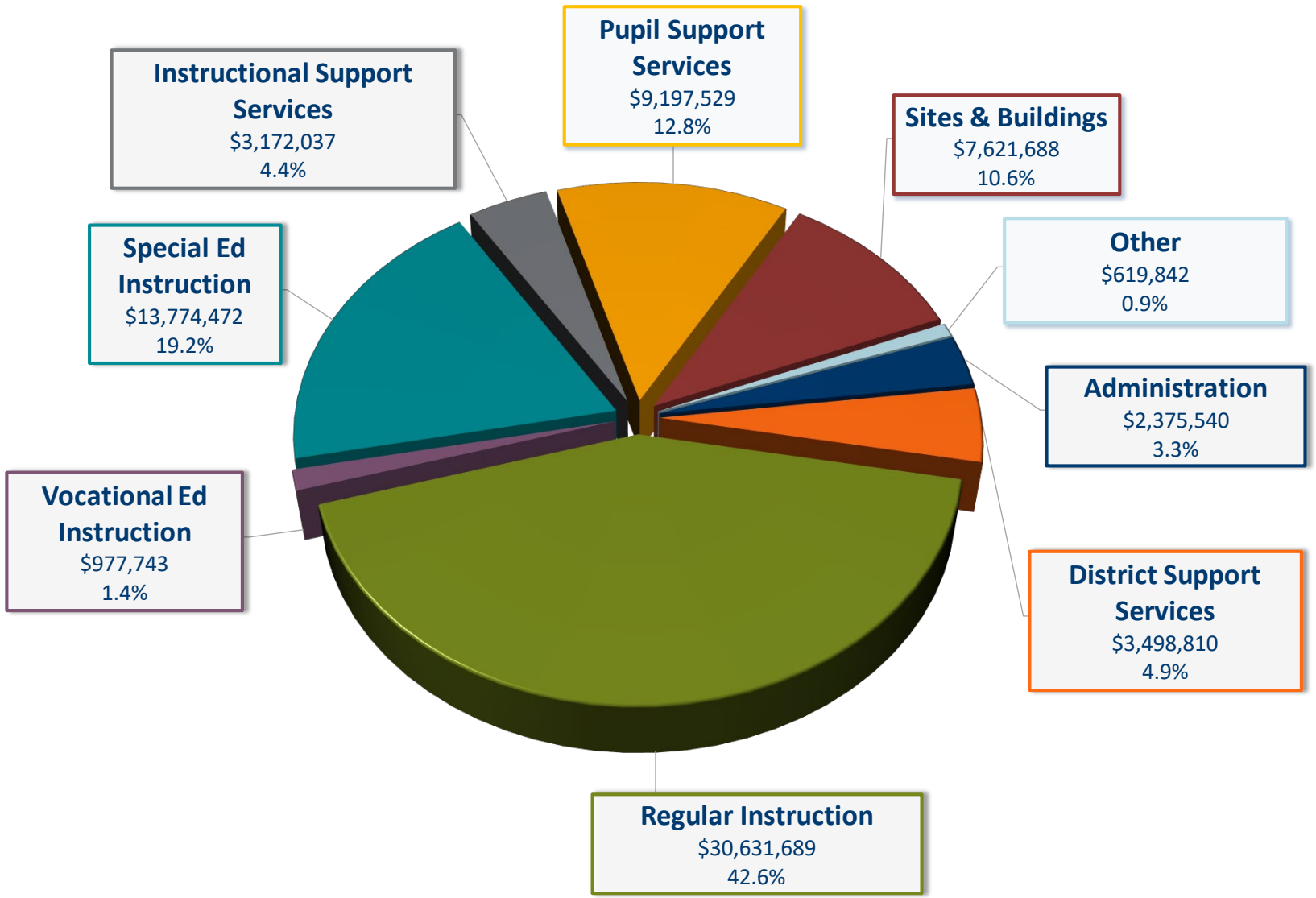
General Fund Expenditures - by Object -

2025-26 Budget
$71,869,349



General Fund Expenditures - by Program -

2025-26 Budget
$71,869,349



Change in Tax Levy does not Determine Change in Budget



Tax levy is based on many state-determined formulas plus voter approved referendums



Some increases in tax levies are revenue neutral, offset by reductions in state aid



Expenditure budget is limited by state-set revenue formulas, voter-approved levies & fund balance



An increase in school taxes does not always correlate to an equal increase in budget

Difference in Levy Cycles



School District:

- Budget year begins July 1st
- 2026 taxes provide revenue for 2026-27 fiscal year
- Budget adopted in June 2026



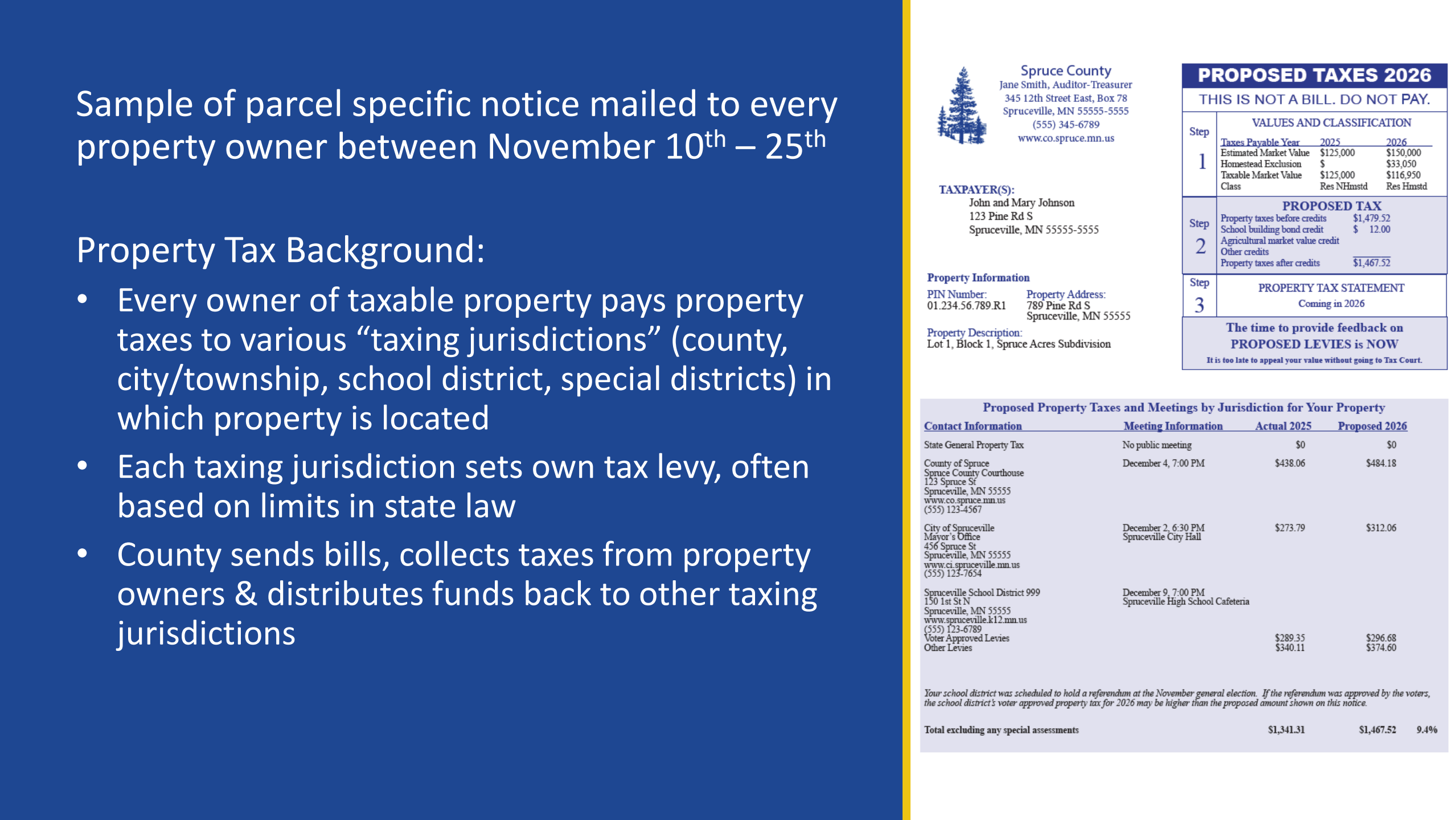
City/County:

- Budget year begins January 1st
- 2026 taxes provide revenue for 2026 calendar year budget

Sample of parcel specific notice mailed to every property owner between November 10th – 25th

Property Tax Background:

- Every owner of taxable property pays property taxes to various “taxing jurisdictions” (county, city/township, school district, special districts) in which property is located
- Each taxing jurisdiction sets own tax levy, often based on limits in state law
- County sends bills, collects taxes from property owners & distributes funds back to other taxing jurisdictions



Spruce County
Jane Smith, Auditor-Treasurer
345 12th Street East, Box 78
Spruceville, MN 55555-5555
(555) 345-6789
www.co.spruce.mn.us

TAXPAYER(S):
John and Mary Johnson
123 Pine Rd S
Spruceville, MN 55555-5555

Property Information
PIN Number: 01.234.56.789.R1
Property Address: 789 Pine Rd S, Spruceville, MN 55555
Property Description: Lot 1, Block 1, Spruce Acres Subdivision

PROPOSED TAXES 2026

THIS IS NOT A BILL. DO NOT PAY.

Step 1 — VALUES AND CLASSIFICATION

Taxes Payable Year	2025	2026
Estimated Market Value	$125,000	$150,000
Homestead Exclusion	$	$33,050
Taxable Market Value	$125,000	$116,950
Class	Res NHmstd	Res Hmstd

Step 2 — PROPOSED TAX

Property taxes before credits	$1,479.52
School building bond credit	$ 12.00
Agricultural market value credit	
Other credits	
Property taxes after credits	$1,467.52

Step 3 — PROPERTY TAX STATEMENT
Coming in 2026

The time to provide feedback on PROPOSED LEVIES is NOW
It is too late to appeal your value without going to Tax Court.

Proposed Property Taxes and Meetings by Jurisdiction for Your Property

Contact Information	Meeting Information	Actual 2025	Proposed 2026
State General Property Tax	No public meeting	$0	$0
County of Spruce Spruce County Courthouse 123 Spruce St Spruceville, MN 55555 www.co.spruce.mn.us (555) 123-4567	December 4, 7:00 PM	$438.06	$484.18
City of Spruceville Mayor's Office 456 Spruce St Spruceville, MN 55555 www.ci.spruceville.mn.us (555) 123-7654	December 2, 6:30 PM Spruceville City Hall	$273.79	$312.06
Spruceville School District 999 150 1st St N Spruceville, MN 55555 www.spruceville.k12.mn.us (555) 123-6789	December 9, 7:00 PM Spruceville High School Cafeteria		
Voter Approved Levies		$289.35	$296.68
Other Levies		$340.11	$374.60

Your school district was scheduled to hold a referendum at the November general election. If the referendum was approved by the voters, the school district's voter approved property tax for 2026 may be higher than the proposed amount shown on this notice.

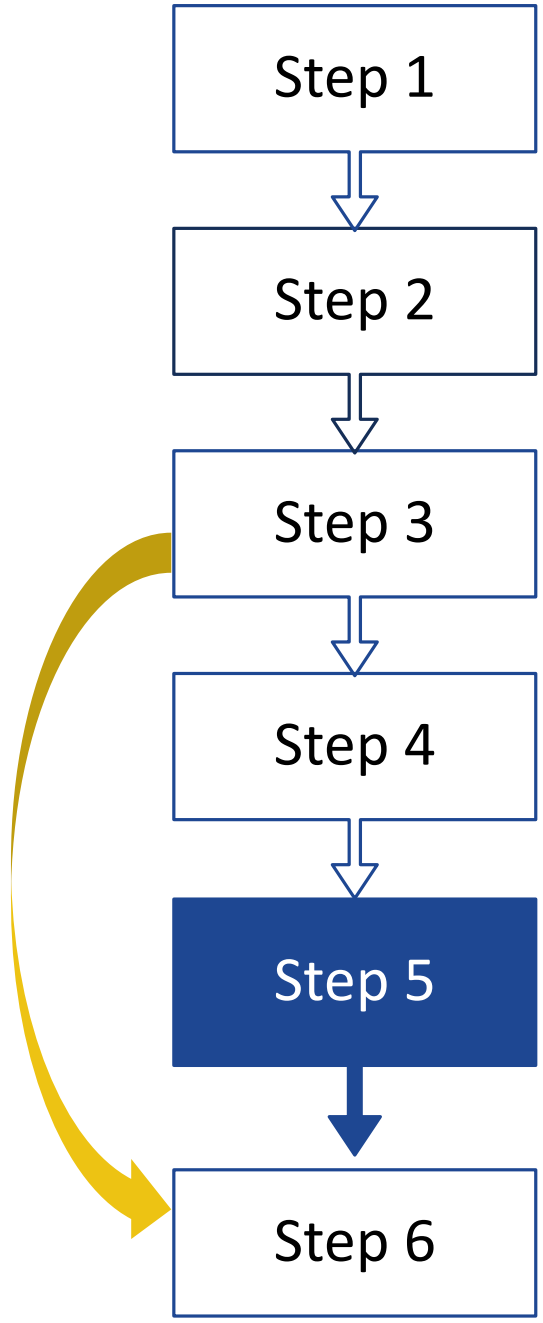
Total excluding any special assessments	**$1,341.31**	**$1,467.52**	**9.4%**

School District Property Taxes

- Each school district has limited authority to levy taxes
- MDE calculates levy amounts for various categories, set by:
  - State law
  - Voter approval

School District Property Tax Process

Note: For certain levy categories, tax rates & levy amounts are based on referendum market value, rather than tax capacity.



City or County Assessor determines estimated market value for each parcel of property.

Legislature sets formulas for tax capacity and school district levy limits.

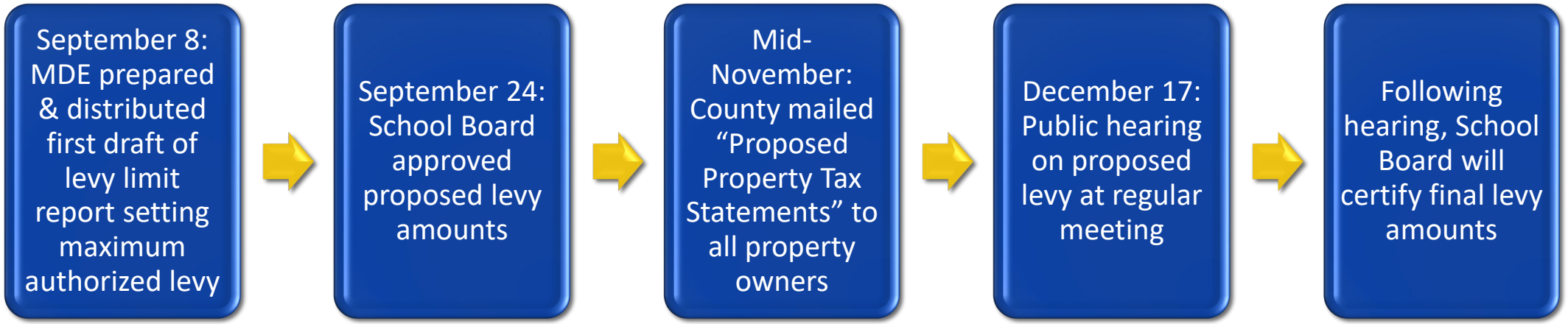
County Auditor calculates tax capacity for each parcel of property, as well as total tax capacity for each school district.

Minnesota Department of Education calculates detailed levy limits for each school district, based on formulas approved by Legislature.

School Board sets levy and is only one step in the process.

County Auditor divides final levy by district's total tax capacity to determine tax rate needed to raise levy amount.

Approval of District's Tax Levy in 2025 (Payable 2026)





Overview of District's Proposed Tax Levy

- Proposed Payable 2026 tax levy is a decrease from 2025 of $399,834 or 1.9%
- Changes by levy category and reasons for major increases & decreases in levy are included on following slides

Comparison of Actual Tax Levy Payable in 2025 to Proposed Levy Payable in 2026

Fund Levy Category	Actual Levy Payable in 2025	Proposed Levy Payable in 2026	$ Change	% Change
General				
Voter Approved Operating Referendum	$7,423,126	$7,455,997	$32,871	
Local Optional Revenue (LOR)	3,108,022	3,032,820	(75,202)	
Equity	405,170	396,552	(8,618)	
Voter Approved Capital Project Levy	2,150,880	2,184,045	33,165	
Operating Capital	632,765	635,426	2,661	
Achievement and Integration	100,063	99,119	(944)	
Long Term Facilities Maintenance (LTFM)	1,347,647	1,326,848	(20,799)	
Lease Levy	265,894	300,286	34,392	
Other	536,258	499,311	(36,947)	
Prior Year Adjustments	67,201	(266,998)	(334,199)	
Total, General Fund	$16,037,026	$15,663,405	($373,621)	-2.3%
Community Service				
Basic Community Education	$208,850	$201,274	($7,576)	
Early Childhood Family Education	126,594	113,955	(12,638)	
School-Age Child Care	99,000	99,000	0	
Other	7,586	7,634	47	
Prior Year Adjustments	398	(11,414)	(11,812)	
Total, Community Service Fund	$442,428	$410,449	($31,979)	-7.2%
Debt Service				
Voter Approved	$4,919,460	$4,916,415	($3,045)	
Reduction for Debt Excess	(418,882)	(414,693)	4,189	
Prior Year Adjustments	8,882	13,504	4,622	
Total, Debt Service Fund	$4,509,460	$4,515,226	$5,766	0.1%
Total Levy, All Funds	**$20,988,913**	**$20,589,080**	**($399,834)**	**-1.9%**
Subtotal by Truth in Taxation Categories:				
Voter Approved	14,117,109	14,046,174	(70,935)	
Other	6,871,804	6,542,906	(328,898)	
Total	**$20,988,913**	**$20,589,080**	**($399,834)**	**-1.9%**

Explanation of Levy Changes

Category:	General Fund – Prior Year Adjustments
Change:	-$334,199
Use of Funds:	Various
Reason for Change:	Initial levies are based on estimates. In later years, amounts are updated and levies are retroactively adjusted.

Factors Impacting Individual Taxpayers' School Taxes

Many factors can cause a tax bill for an individual property to increase or decrease from year to year

- Changes in value of individual property
- Changes in total value of all property within District
- Increases or decreases in levy amounts caused by changes in state funding formulas, local needs & costs, voter-approved referendums & other factors

Impact of Property Valuations

Two properties in the district

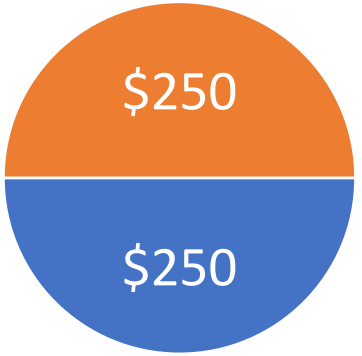
- Both houses are valued at $100,000

Total levy of $500

- Each property will pay $250 of levy

$100,000





$100,000



Impact of Property Valuations

Two properties in the district

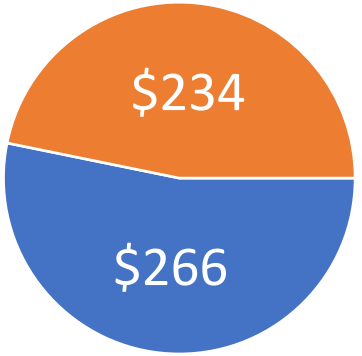
- Orange house value increases by 10%
- Blue house value increases by 25%

Total levy of $500

- School District will still generate the same amount of levy even though values increased
- Orange house pays less
- Blue house pays more

$110,000





$125,000



Four Year School Levy Comparison

- Examples include school district taxes only & are shown based on no change and a 10.8% increase in property value for residential homes over the past four years
  - Actual changes in value may be more or less than this for any parcel of property
  - Intended to provide a fair representation of what happened to school district property taxes over this period for typical properties
- Examples are for property in City of Hastings
- Amounts for 2026 are preliminary estimates; final amounts could change slightly
- Estimates prepared by Ehlers (District's municipal advisors)

Estimated Changes in School Property Taxes, 2023 to 2026

Based on No Changes in Property Values

Type of Property	Estimated Market Value	Actual Taxes Payable in 2023	Actual Taxes Payable in 2024	Actual Taxes Payable in 2025	Estimated Taxes Payable in 2026	Change in Taxes 2023 to 2026	Change in Taxes 2025 to 2026
Residential Homestead	$100,000	$325	$332	$305	$286	-$39	-$19
	200,000	703	726	686	644	-59	-42
	300,000	1,080	1,120	1,067	1,003	-77	-64
	400,000	1,458	1,514	1,448	1,361	-97	-87
	500,000	1,825	1,895	1,829	1,720	-105	-109
Commercial/ Industrial #	$250,000	$944	$1,000	$954	$892	-$52	-$62
	500,000	1,957	2,083	1,986	1,858	-99	-128
	1,000,000	3,982	4,248	4,051	3,790	-192	-261
Agricultural Homestead (average value per acre of land and buildings)	$7,000	$3.02	$3.92	$3.90	$3.71	$0.69	-$0.19
	9,000	$3.89	$5.04	$5.01	4.77	0.89	-0.24
	11,000	$4.75	$6.15	$6.12	5.83	1.09	-0.29

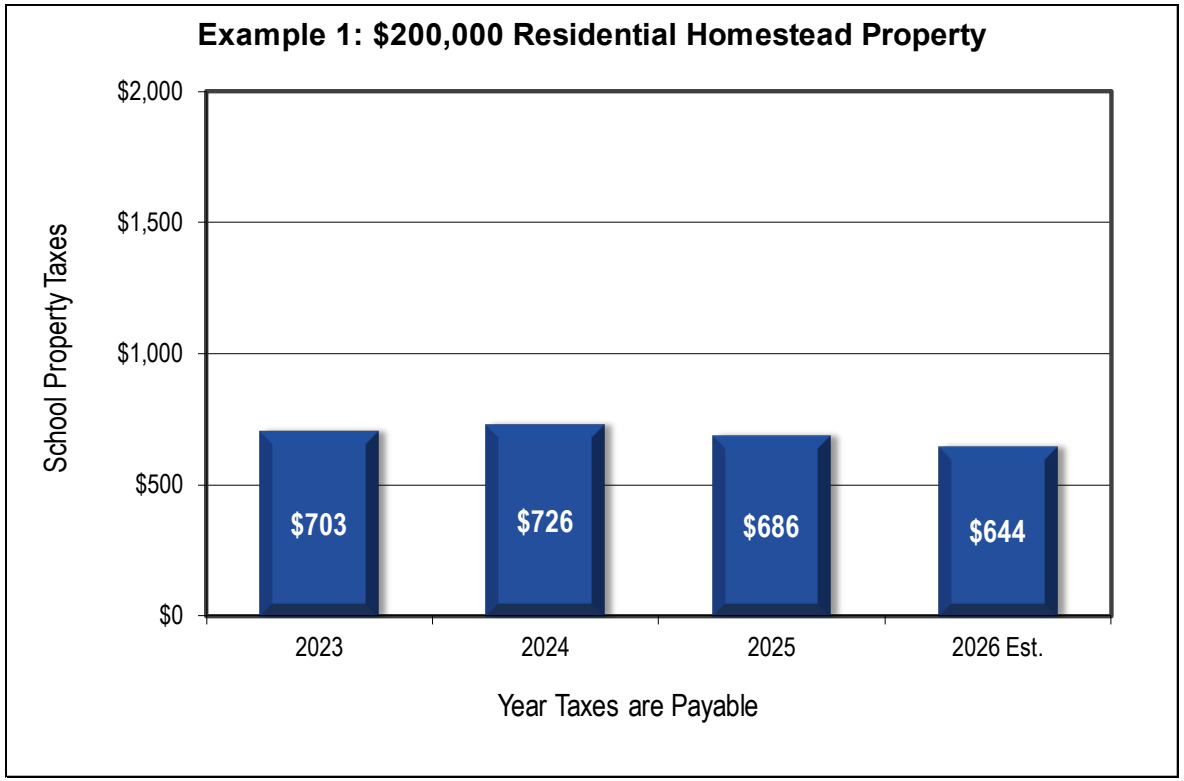
For commercial-industrial property, amounts above are for property in Hastings. Taxes for commercial-industrial property in other municipalities may be slightly different, due to the impact of the Fiscal Disparities Program.

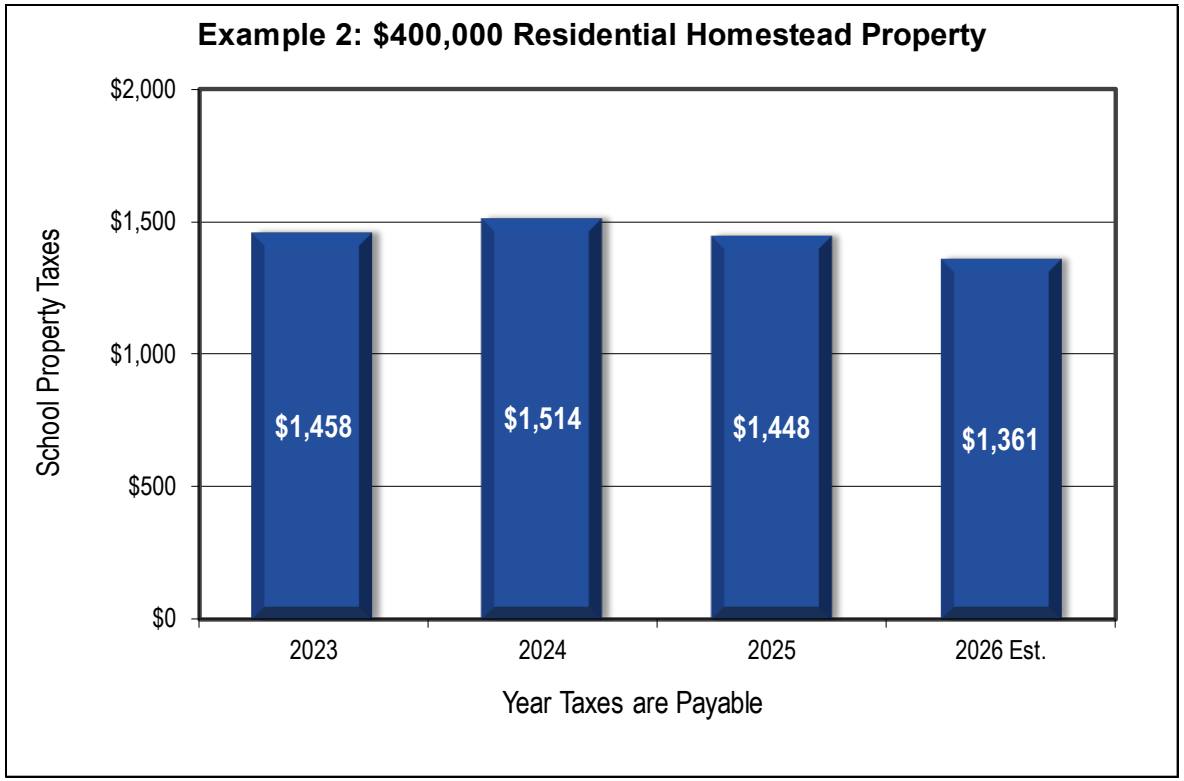
General Notes

1. Amounts are based on school district taxes only, and do not include taxes for city or township, county, state, or other taxing jurisdictions.
2. Estimates of taxes payable in 2026 are preliminary, based on the best data available.
3. For all examples of properties, taxes are calculated based on no changes in estimated market value from 2023 to 2026.
4. For agricultural property, estimates of taxes include impact of School Building Bond Agricultural Credit. Average value per acre is total estimated market value of all land and buildings, divided by total acres. Homestead examples do not include value of house, garage, and one acre, for which tax impact will be same as on a residential homestead property. This calculation does not include impact of Agricultural Homestead Credit, which reduces taxes on each parcel of agricultural homestead property by varying amounts.

Estimated Changes in School Property Taxes, 2023-26

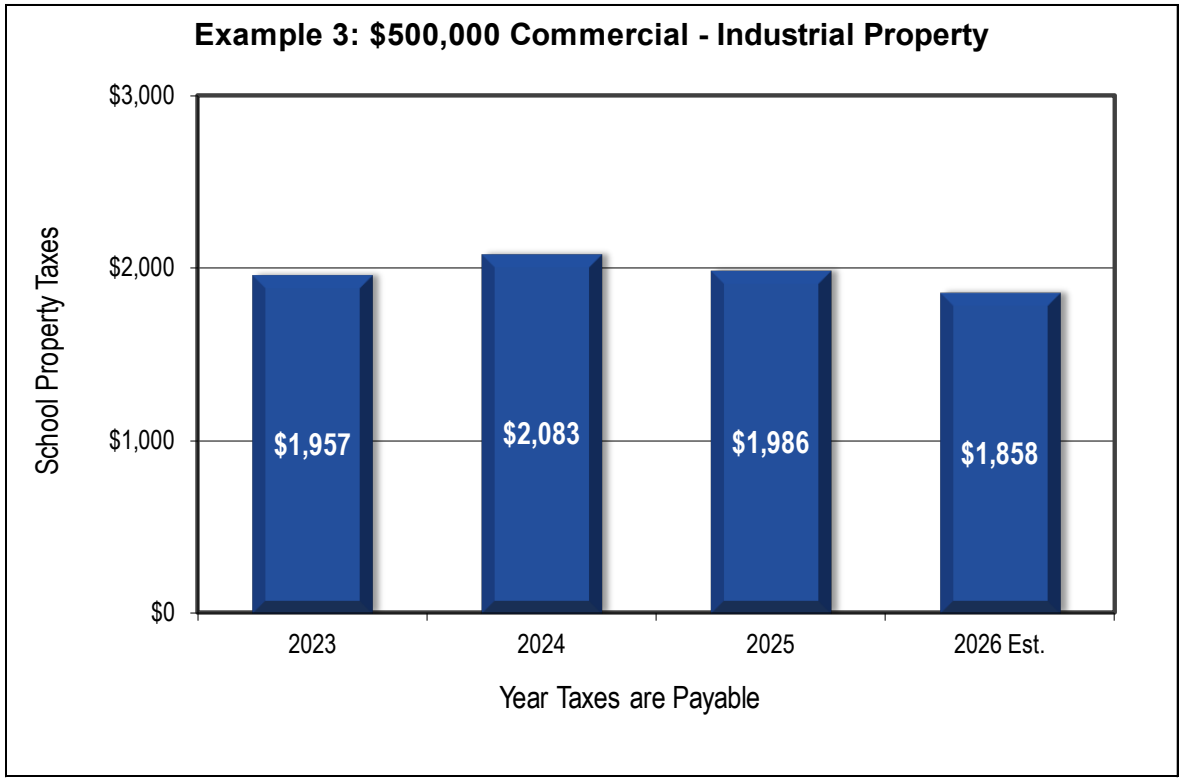
Based on No Changes in Property Value

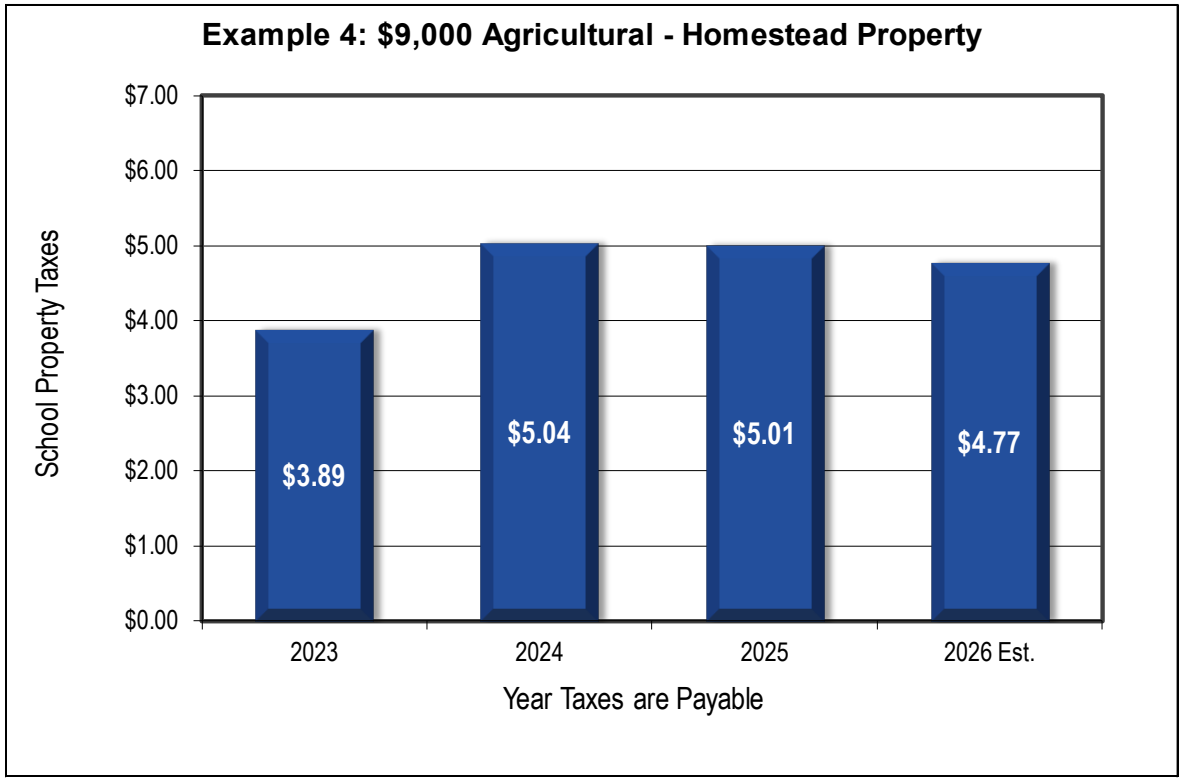




Estimated Changes in School Property Taxes, 2023-26

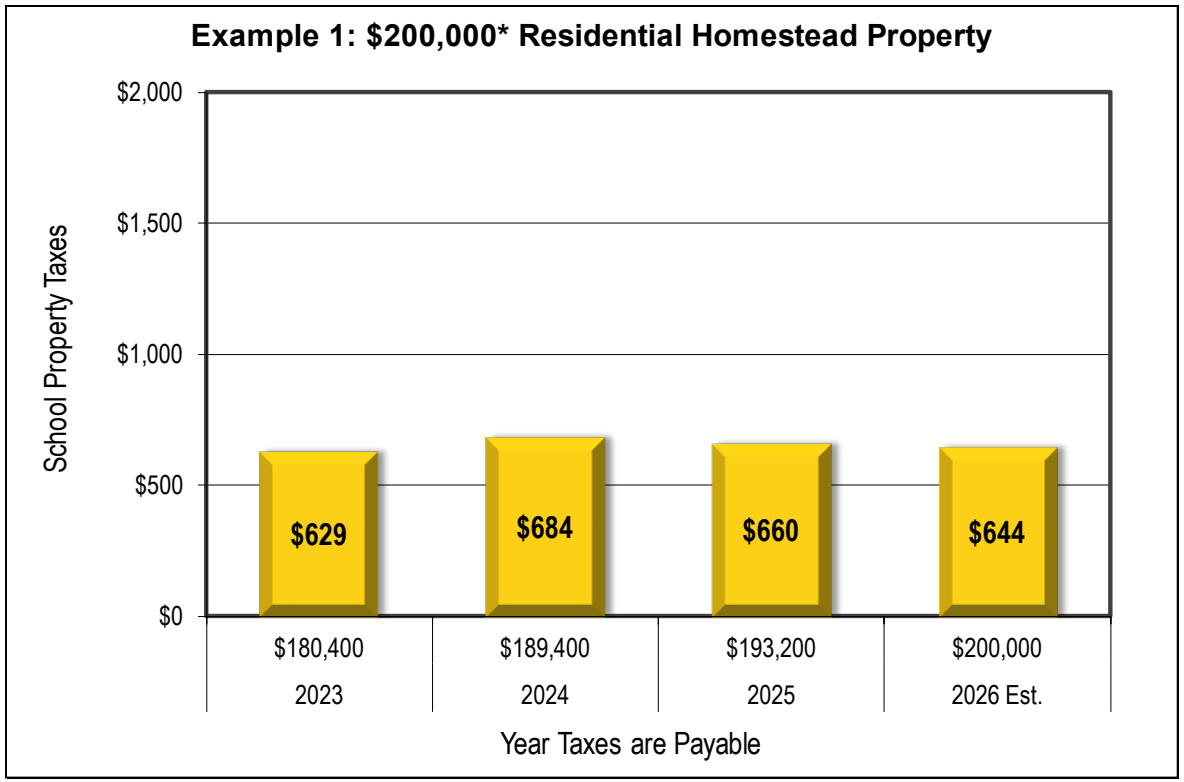
Based on No Changes in Property Value

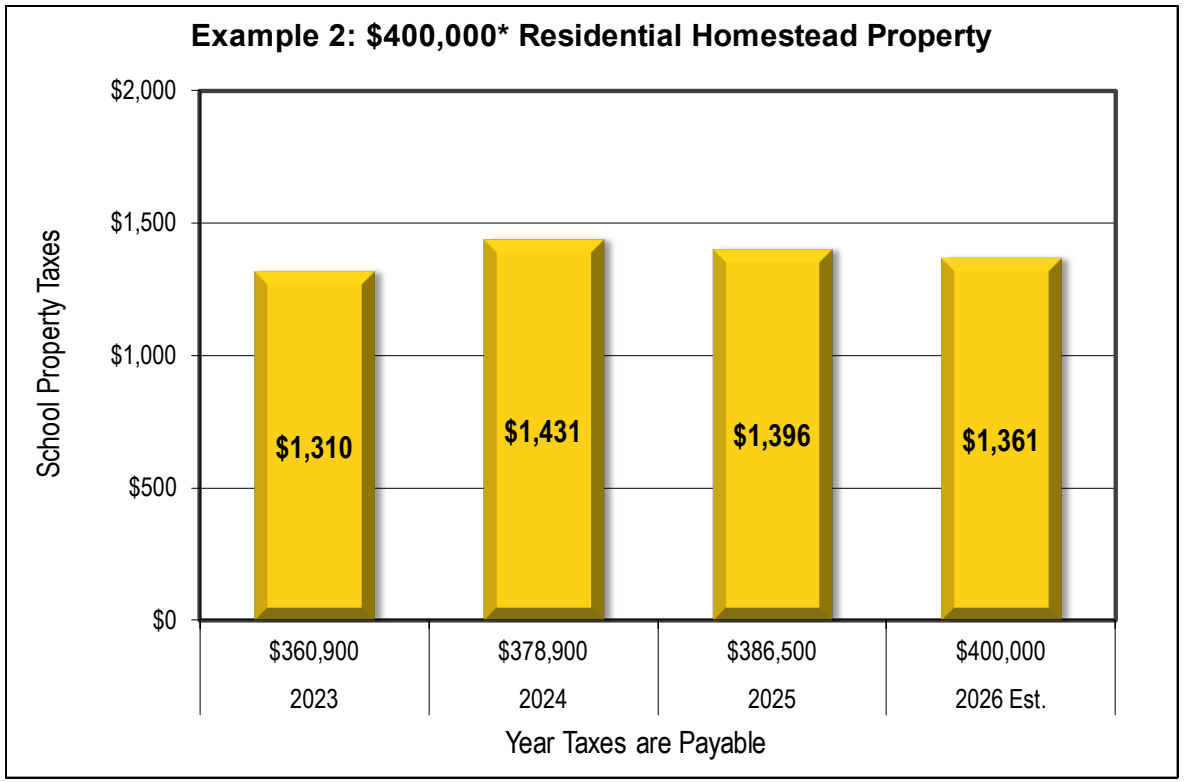




Estimated Changes in School Property Taxes, 2023-26

Based on 10.8% Cumulative Changes in Property Value





* Estimated market value for taxes payable in 2026. Taxes are calculated based on changes in market value of 5.0% from 2023 to 2024, 2.0% from 2024 to 2025 and 3.5% from 2025 to 2026.

State Property Tax Preferences

Homestead Credit Refund	• Available for all homestead property, both residential and agricultural (house, garage and one acre (HGA) only) • Refund is sliding scale, based on total property taxes and income
Special Property Tax Refund	• Available for all homestead property, both residential & agricultural (HGA only) with a gross tax increase of at least 12% and $100 over prior year • Refund is 60% of tax increase that exceeds greater of 12% or $100 (max $1,000)
Senior Citizen Property Tax Deferral	• Allows people 65 years of age or older with household income of $96,000 or less to defer a portion of property taxes on their home • Deferred property taxes plus accrued interest must be paid when home is sold or homeowner(s) dies
Income Taxes	• If you itemize deductions for federal income taxes, you may deduct a portion of your taxes paid. Starting with your 2024 taxes, renters can claim the Renter's refundable credit on a Minnesota income tax return.

Next Steps


Board accepts public comments on proposed levy
Board certifies 2026 property tax levy



PUBLIC COMMENTS

BRIDGE TO SUCCESS

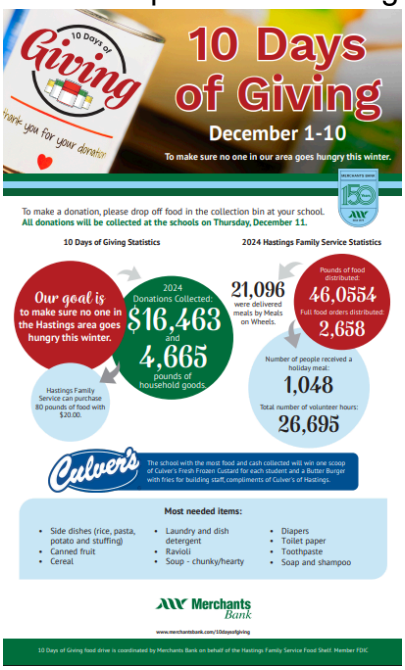
Hastings Public Schools
INDEPENDENT SCHOOL DISTRICT 200
1000 11TH STREET WEST
HASTINGS, MN 55033-2597
Phone (651) 480-7000
Fax (651) 480-7004

December 17, 2025 Student Representative Reports

Shyla Henson

Kennedy Elementary

- 10 Days of Giving (Dec 1st- Dec 10th)
  - Through December 10th, students donated food to Hastings Family Service to ensure no person in Hastings goes hungry



- Students get creative through beautiful art!



- Visit from author Christine Conlin
    - 3rd-grade students learned about the life of an author and the work that goes into writing



- STEM grant!
    - Jill Jensen and other STEM teachers wrote a grant, opening more robotic opportunities for students
- Superintendent Dr. Wehrkamp Herman visited a 4th-grade student focus group
    - Students offered valuable information on their experience at school and how it could be improved



- Carpenter Nature Center visit
    - 4th-grade students took a field trip to Carpenter Nature Center
    - Learned about survival situations and what to do
    - Kindly sponsored by Wendy Loomis and Karen Egeberg







- SEA-LIFE visit!
    - Made real-life connections with what they've been learning during Wit and Wisdom



(Fun Behind-the-Scenes Tour!)



(Interactive touch pool activity!)





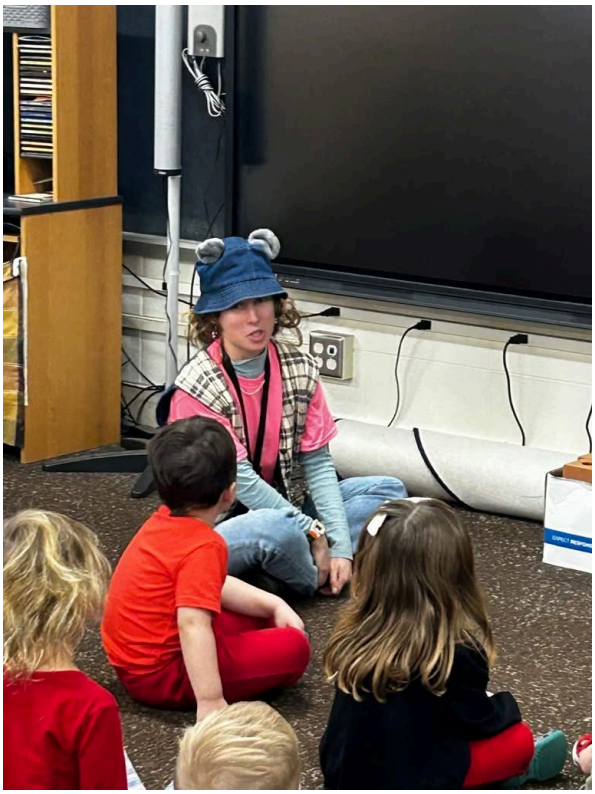
- Science Museum visit
    - The Science Museum came to visit the 4th-grade students and taught them about paleontology


EXIT

Tilden

- A very fun visit from CLIMB Theatre
    - demonstrated how to be a preschool student and self-regulation





- Students created a thankful turkey in Ms. Michelle's class!



Avery Durfee

McAuliffe Elementary

- December 5th: Starting the month off strong, the 1st-grade STEM students are having a blast learning to code with Blue-Bot robots to complete mazes designed by their classmates!
- December 12th: The Kindergarteners got festive, making gingerbread houses out of milk cartons with their grandparents and/or loved ones!
- December 19th: The Kindergarteners have an exciting visit coming up from the Pleasant Hill Library!
- December 22nd: Winding down towards Winter Break, the students are getting a very special treat from our HHS Jazz Band, who will be performing a concert for them!
- December 23rd: Finally, to kick off break, the students are ending their last day of school with a fun game of Winter Bingo!



Pinecrest Elementary

- December 1st-10th: In the spirit of the season of giving, Pinecrest absolutely crushed their “10 Days of Giving,” raising 2,925 pounds of food, earning themselves a Culver's party!
- December 4th: The 4th-grade students were visited by members of the HHS Band to explore a variety of woodwind instruments during their music class!
- December 5th: The MN Twins Mascot joined Pinecrest to provide a program called T.C.'s Strike Out Plan. T.C. Bear taught students the importance of breathing exercises and how to manage their mental health: Notice it, Name it, Share it.
- December 17: 3rd Grade Field Trip to Children's Theater
- December 18: Culver’s is celebrating Pinecrest for raising the most among three elementary schools for Hastings Family Service (2,925 pounds of food and $610) by providing a free lunch for all staff and custard for all students!
- December 18 & 19: Grandparents of kindergarten students are making gingerbread houses to celebrate the Holidays!
- December 19: 4th Grade Field Trip to The Classic Nutcracker at O'Shaughnessy St. Catherine University
- December 22: Choir holiday show for parents
- December 22: Choir, Jazz band, & Spiral Singers show for Pinecrest and staff





Aidan Suarez Garcia

Hastings High School



This month at the high school, the Raider refuel crew was started. This is a group of our special education students who go around delivering coffee and other beverages to the teachers, along with the occasional snack. This is a great opportunity for these kids to learn useful job skills. Also, the website, specifically the high school portion, has been revamped to highlight the pathways. Making it easily accessible for parents but also the students. Allowing them to dig deeper in the different routes post high school.

Arts

This month was crazy for our arts students. Two concerts showed their festive spirit. The band and orchestra students had their concert on 12/9. And the choir concert was this last Saturday.

Extracurriculars

Winter sports are underway. We have 12 different HHS sports and 1 adapted cooperative sport. We do host a holiday basketball tournament in 2 weeks for boys and girls, which is great for our community, and we have sports like wrestling, boys hockey, and girls hockey that all play in out-of-town holiday events during the upcoming holiday break. Also, our knowledge bowl's first team is doing really well to start the season off with a 7th place finish at the first meet of the year. Lastly, Youth in Government students are getting ready for an exciting convention next month.

ALP

Annual Thanksgiving Celebration





The ALP celebrated its Annual Thanksgiving tradition on the day before Thanksgiving. Festivities began with Turkey Bingo, a favorite activity among students. Each Turkey Bingo winner received a custom-made hat constructed by Mr. K. In addition, ALP staff provided a full turkey feast, serving over 50 students and staff members. There was an abundance of food, ensuring that all attendees were well served and able to enjoy the celebration.



College and Career Readiness: Campus Visit

The ALP completed its first campus visit of the school year with a trip to Dakota County Technical College (DCTC). The ALP also aims to provide two to three campus visits each school year to support students' post-secondary planning. These visits intentionally focus on two-year technical and community colleges, as the majority of HAHS students who pursue post-secondary education typically enroll in institutions other than four-year universities.



Hastings Online Academy (HOA)

The Hastings Online Academy (HOA) remains very active this year. HOA is currently serving a total of 70 online students, including: 27 full-time students and 43 part-time students. Early enrollment data for Semester Two indicates continued growth, with: 37 full-time students enrolled and 39 part-time students enrolled. HOA continues to provide flexible learning options to meet the diverse needs of students across the district.

Jen Behnke

Hastings Middle School

- On December 8th-9th, the Middle School had one of its Scholastic book fairs!
- Many students were awarded Level Up Awards this week for their excellence in and outside of the classroom!





- Students can audition for the winter play, *How to Get Away With Murder*, this week.
- Today, students were able to get involved with some school spirit with a Whoville dress up day!
- Hastings Middle School has been invited by Dakota County and the Public Arts Advisory Committee to help promote the 2026 Dakota County Student Art Contest. This annual event celebrates young artists across the county, and we encourage our HMS students to showcase their creativity! Students can submit designs until late March.
- On December 23rd, the students will have Jingle bingo, where parents have the option to donate wish list items.

Building Construction Fund Projects as of 11/30/2025

	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
Grounds/Site Improvements (split w/Capital)	500,000	464,605	464,605	35,265	222	(92)	Complete
Safety & Security Improvements	576,468	424,152	424,152	70,553	17,193	64,571	Complete

Radio Replacement	100,000	-	-	-	100,170	(170)	Complete
Contingency	2,007,858	-	-	-	-	2,007,858	Contingency
Reallocations from/to projects	(9,731,222)	-	-	-	-	(9,731,222)	Reallocation
Interest Earnings		-	-	-	-	2,648,461	Interest Earnings
Subtotal	**47,847,918**	**42,316,814**	**42,312,815**	**3,239,633**	**4,539,525**	**404,406**	

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

	A	B	C	D	E	A-C-D-E	
Interior Locks Allowance-Door Hardware Upgrades	420,000	379,619	271,288	37,755	2,026	108,931	In Process
High School Deferred Maintenance (Storefront/Shower Valves)	264,386	227,515	219,484	36,172	242	8,488	In Process
Middle School Pod Redesign	235,000	57,045	57,045	-	154,523	23,432	In Process
Subtotal	**919,386**	**664,179**	**547,817**	**73,927**	**156,790**	**140,851**	

Remaining funds from in process projects are <u>not</u> available for excess costs on other identied projects or reallocation for new projects.

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

Remaining funds from in design projects are <u>not</u> available for excess costs on other identied projects or reallocation for new projects.

Other District Projects	A	B	C	D	E	A-B-E	
Flexible Learning Furniture	600,000	-	-	-	582,905	17,095	Not Completed
Subtotal	**600,000**	**-**	**-**	**-**	**582,905**	**17,095**	

Remaining funds from not completed projects are <u>not</u> available for excess costs on other identied projects or reallocation for new projects.

Total	**49,367,304**	**42,980,994**	**42,860,632**	**3,313,560**	**5,279,221**	**562,352**	

Complete and In Process (does not include contingency)	56,490,668
Project Total	49,367,304
%	114%

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

Hastings
Public Schools

Paid Family Medical Leave 12.17.25

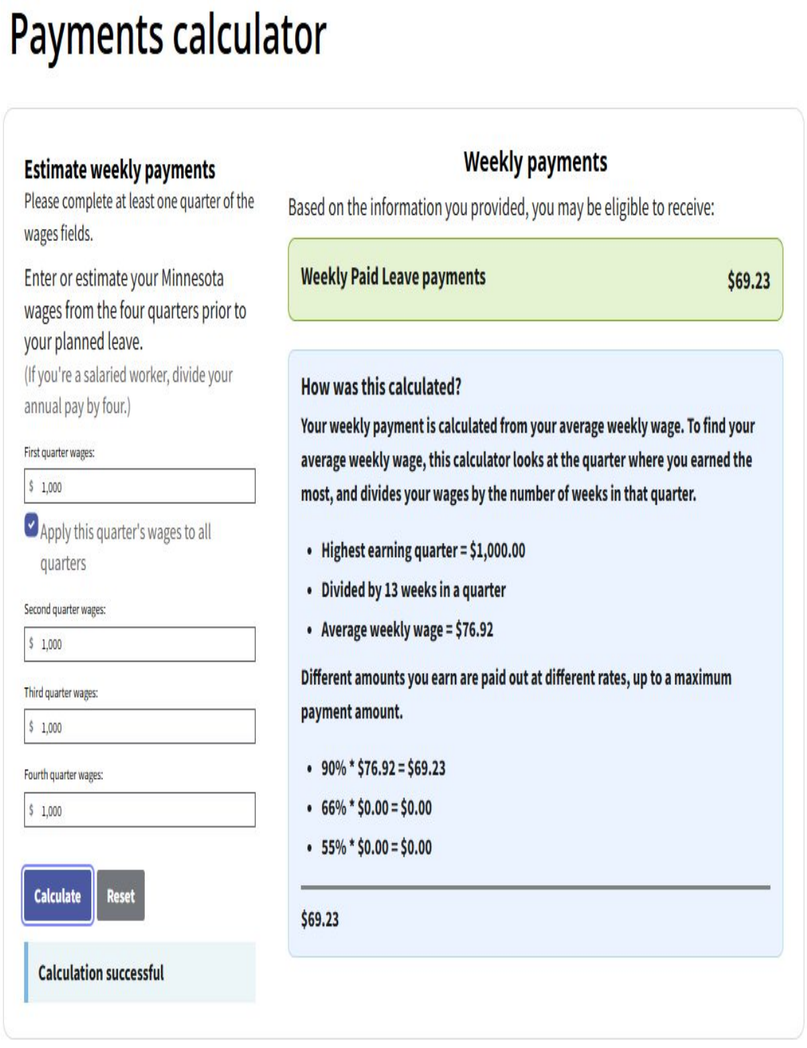
Prepared by:

Cathy Moen, Director of Human Resources

Students are the heart of all we do

What is Paid Family Leave?

- A state provided benefit that starts January 1, 2026, with payments that cover a portion of an individual's usual pay during a qualified leave
- Premiums/tax paid by employers or employers/employees (.88%)
  - Hastings - 50% employer paid/50% employee paid
- Eligibility for payment is based on the earnings of the individual during the previous year
  - To qualify must have earned at least $3,900 from all employers in past year
  - Maximum pay per week $1,423 (average weekly wage in MN)
- Employees apply directly through DEED
  - Generally, conditions must last more than seven days and be certified by a healthcare provider or other professional
  - Can be use consecutively or intermittently



Paid Leave Available

Family Leave

- Bonding Leave – to care for and bond with a new child welcomed through birth, adoption, or foster placement
- Caring Leave – to care for a family member with a serious health condition
- Military Family Leave – to support a family member called to active duty
- Safety Leave – to respond to issues related to domestic violence, sexual assault, or stalking for yourself or a family member

Medical Leave

Leave to care for the employee's own serious health condition, including care related to pregnancy, childbirth, and recovery

General Info

Hastings
Public Schools

Available Leave

- Up to 12 weeks of Medical Leave
- Up to 12 weeks of Family Leave
- Maximum of 20 weeks combined per year
- Available to both spouses

Employment Protections

- Job protections: Generally, an employee must be restored to their job or an equivalent position when returning from leave. Job protections take effect 90 days after the employee's date of hire.
- Health insurance continuation: Generally, employers must continue to fund the District's portion of healthcare insurance premiums while the employee is on leave.
- No retaliation or interference: Employers must not interfere with or retaliate against an employee if they apply for or use Paid Leave. Employers cannot take an employee's Paid Leave payments.

District Impacts

Hastings
Public Schools

Substitutes

- Shortage of substitutes
  - Increased number of absences
  - Increased length of leaves
  - Individuals who had babies during 2025 are able to use PFML during 2026
    - Must be used within 12 months of the date of birth
- Increased substitute costs
  - Budget increased by $500,000 in an effort to estimate increased costs for subs
  - Collapsed classroom and loss of prep

Increased Workload

- Staff covering when no sub available
- Providing required information to DEED
- Increased number of leaves taken
  - Increased number and longer meetings with staff to provide information and explain options
- Coordination and tracking of leave types
  - PFML, FMLA, MN Pregnancy and Parental Leave Act, ESST, Discretionary and other District provided leaves
- Payroll calculation of leaves and “top off” amounts
  - By law can’t exceed 100% of regular pay
  - District MOU’s to allow “top off”

Employee Communication

Hastings
Public Schools

Notice Requirement

- Notice required by December 1 and/or within 30 days of hire
  - Safe Schools Annual Training (August 2025)
  - New Hire Packets since August 2025
  - Reminder Notice - Email Communication to all staff on December 1, 2025 with links
    - Required Notice from MDE
    - District Developed Handout
    - PFML Frequently Asked Questions

Coordination of Leave Benefits Under FMLA, Sick/ESST, and PFML
(Updated 11.4.25)

This document is provided as a general reference to help employees understand the Family and Medical Leave Act (FMLA), Minnesota Paid Family and Medical Leave (PFML), and Earned Sick and Safe Time (ESST). It summarizes key provisions but is not a complete statement of the law or district policy. Laws, regulations, and district policies may change over time; this document may be updated to reflect those changes. If there is any conflict between this summary and applicable federal or state law, collective bargaining agreements, or district policy, the official documents and laws will govern. Employees with questions or who need guidance should contact the Human Resources Department.

Below is a comparison of the three types of leave:

	FMLA	PFML	Sick/ESST
Purpose	Provide job-protected, unpaid leave for eligible employees who are unable to work due to their own serious health condition, to care for a qualifying family member, or for certain family and military reasons.	Provide job protections and partial wage replacement for individuals unable to work due to a qualifying condition lasting at least seven days.	Allow for accrual and use of paid time off and provide job protections for employees who are unable to work due to a qualifying reason.
Qualifying Reasons	**Medical:** employee's own serious health condition. **Caring:** to care for a spouse, child, or parent with a serious health condition. **Parental leave:** birth, adoption, or foster care placement of a child and bonding time. Military Caregiver **Leave:** care for a covered service member. **Qualifying Exigency:** certain reasons arising from a family member's military deployment.	**Medical:** employee's mental or physical illness, treatment **Caring:** family member's mental or physical illness, treatment Safety: domestic assault, sexual abuse or stalking **Parental leave:** bond with a new child after birth, foster or adoption **Active duty:** family member on active duty or notified of impending order A health care provider or designated professional must certify the need for leave	**Medical**: employee's mental or physical illness, treatment or preventive care **Caring:** family member's mental or physical illness, treatment or preventive care **Safety:** domestic assault, sexual abuse or stalking **Closings**: employee's workplace or their family member's school or place of care closes due to weather or a public emergency **Communicable disease:** when an employee or a family member is at risk of infecting others with a communicable disease

	FMLA	PFML	Sick/ESST
Qualifying Reasons (Cont'd)			**Bereavement**: arrange or attend a funeral or memorial or address financial or legal matters that arise after the death of a family.
Covered Employees	Employees who have worked for the employer for at least 12 months, and have worked at least 1,250 hours during the previous 12 months.	Employees who have earned at least 5.3% of the statewide average annual wage (about $3,600 in 2023) in the past year.	Employees who have worked at least 80 hours in a year for an employer in Minnesota.
Amount of Leave Per Year	Up to 12 workweeks of unpaid, job-protected leave in a rolling 12-month period for qualifying reasons. Military caregiver leave may extend up to 26 weeks.	In a benefit year (the 52-week period that begins on the first day the emp Paid Leave), an employee is eligible for a maximum of 12 weeks of family leave, 12 weeks of medical leave, or a combination of the two not exceeding 20 weeks.	An employee earns one hour for every 30 hours worked and can earn up to 48 hours each year. For regular employees, this leave is allocated at the start of the school year based on time an employee is anticipated to work.
Payment During Leave	Unpaid (employees required to use accrued paid leave such as sick/ESST and other District paid leaves, or PFML Leave benefits when available/elected by the employee, to supplement income during FMLA leave).	An employee is paid a benefit by the state following an application and verification of eligibility. The PFML program will be funded through employer and employee premiums starting in 2026.	Employees paid their regular base rate of pay.
Runs Concurrently with	PMFL, Sick/ESST and other District paid leaves	FMLA (if eligible); Also Sick/ESST and other District paid leaves if elected by employee	FMLA; Also PMFL if elected by the employee.
Links to Resources	Fact Sheet #28: The Family and Medical Leave Act	U.S. DOL	Individuals and families / Minnesota Paid Leave	Earned sick and safe time (ESST)	MN Department of Labor and Industry

Important Note: Please refer to the MOU related to PFML in place for your employee group/bargaining unit for specific requirements for this leave type.

Human Resources Contact Info	Tonia Wood Email: Tonia Wood Phone: x 7021	District Admin, Principals, Supervisors, Teachers, and Unaffiliated
	Rebekah Lutchen Email: Rebekah Lutchen Phone: x7042	Custodians, Comm Ed Paras, Computer Instructional Tech, Food Service, Secretaries

Questions?

2025 MSBA Delegate Assembly: Resolution-by-Resolution Results

The 2025 Delegate Assembly acted on 36 resolutions, adopting 23 and not adopting 13, with participation from 118 delegates from across the state.

Delegate Assembly Meeting was Called to Order on December 6th at 8:02 a.m.

Resolution #1 (Page 15 of Guidebook) **PASSED**

Provide a Fund Reallocation Authority provision which would enable districts to transfer restricted, non-federally encumbered funds between internal restricted operating funds through formal school board resolutions, thereby granting local school boards the authority to address financial needs without requiring additional state aid or property tax authority.

(**MSBA Recommended: Passage)**

Resolution #2 (Page 23 of Guidebook) **NOT ADOPTED**

Not adopted due to lack of motion.

Broaden the definition of operating capital to include costs for essential training that supports the adoption of new, high-quality curriculum materials.

(**MSBA Recommended: Maintain Existing Position (and Resolution #1**)

Resolution #3 (Page 29 of Guidebook) **PASSED**

Ensure school districts have adequate time to plan and prepare for the financial and operational impact of new laws and regulations.

(**MSBA Recommended: Passage)**

Resolution #4 (Page 37 of Guidebook) **PASSED**

Require that all proposed legislation creating new mandates on public school districts include a full fiscal note, as well as a local impact note when appropriate, and dedicated, sustainable funding source sufficient to cover all associated costs.

(**MSBA Recommended: Passage)**

Resolution #5 (Page 55 of Guidebook) **PASSED**

Ensure that any shortfalls in meeting the $250 million reduction target for the Blue Ribbon Special Education Task Force do not come from special education cross subsidy aid funding.

(**MSBA Recommended: Passage)**

Resolution #6 (Page 63 of Guidebook) **PASSED**

Invest in Career Pathways and Technical Education by Allocating Targeted Funds to Fully Implement Minnesota Statutes, Section 127A.70, Subdivision 2a.

(**MSBA Recommended: Passage)**

Resolution #7 (Page 69 of Guidebook) **PASSED**

Fully and permanently fund Unemployment Insurance for hourly school workers between term breaks or repeal.

(**MSBA Recommended: Passage)**

Resolution #8 (Page 75 of Guidebook) **PASSED**

Expand funding and program flexibility for State-Approved Alternative Programs (SAAPs) to meet the growing need for extended learning opportunities, including Targeted Services and summer programming.

(**MSBA Recommended: Passage)**

Resolution #9 (Page 119 of Guidebook) **NOT ADOPTED**

Increase the basic general education formula by at least 4% for the 2026-27 school year this investment represents a sustained commitment to meeting the needs of every student, every day, and is crucial for the long-term health and success of Minnesota's public schools.

(MSBA Recommended: Maintain Existing Positions)

Resolution #10 (Page 123 of Guidebook) **NOT ADOPTED**

Repeal the Alternative Teacher Professional Pay System (Q-Comp) program (Minnesota Statutes, sections 122A.414-122A.417), redirect its dedicated funding into the General Education Fund to provide flexibility and equitable access for all districts, and implement a one- to two-year phase-out period for current participants to ensure stability.

(MSBA Recommended: Maintain Existing Positions)

Resolution #11 (Page 129 of Guidebook) **PASSED**

As amended to read: Fund all students enrolled in early learning (i.e. School Readiness/Prekindergarten) programs at a ratio equal to the number of instructional hours divided by 850 times 1.0. Since state law now requires instructional staff in these programs to be classified as teachers under Minnesota Statutes, section 179A.03, and to receive salaries comparable to K-12 teachers (Minnesota Statute 142D.08), all early learning program students should be fully recognized as students for purposes of computing pupil units.

(MSBA Recommended: Maintain Existing Positions)

Resolution #12 (Page 135 of Guidebook) **PASSED**

Increase local Career Technical Education (CTE) revenue levy authority from 35% to 80%.

(**MSBA Recommended: Passage)**

Resolution #13 (Page 141 of Guidebook) **PASSED**

Change Minnesota Statute to hold districts providing educational services in Residential Treatment Centers (RTC) harmless when residential treatment centers do not meet their enrollment targets during the school year.

(**MSBA Recommended: Passage)**

Resolution #14 (Page 149 of Guidebook) **NOT ADOPTED**

Not adopted due to lack of motion.

Allow school boards to levy for costs of property/casualty insurance safeguarding the community investment in their school facilities.

(**MSBA Recommended: Opposition)**

Resolution #15 (Page 163 of Guidebook) **NOT ADOPTED**

Amend the Open Meeting Law and data practices statutes to allow school boards at any time during the hiring process to classify the personnel data of all superintendent applicants as private and to close meetings for the purpose of interviewing these candidates, thereby attracting a more competitive and confidential pool of educational leaders.

(**MSBA: No Recommendation)**

Resolution #16 (Page 171 of Guidebook) **NOT ADOPTED**

Grant school districts the authority to prioritize coursework within the district before allowing students enrollment through PSEO for same or substantially comparable courses.

(**MSBA Recommended: Passage)**

Resolution #17 (Page 193 of Guidebook) **PASSED**

Grant school districts the authority to determine student eligibility for supplemental online school course enrollment with an established set of criteria as determined by the district.

(**MSBA Recommended: Passage)**

Resolution #18 (Page 207 of Guidebook) **PASSED**

Reform Minnesota's Postsecondary Enrollment Options (PSEO) statutes to restore balance and fairness for school districts while preserving meaningful college-credit opportunities for students.

(**MSBA Recommended: Passage)**

Resolution #19 (Page 229 of Guidebook) **NOT ADOPTED**

Enact legislation establishing a study group to review and recommend updates to state statutes concerning Post-Secondary Enrollment Options (PSEO) to further strengthen the quality of education, and to enhance the degree to which participation in PSEO prepares students for success in postsecondary education and the workforce, and evaluate the financial impact that student participation in PSEO has on high schools.

(**MSBA: No Recommendation)**

Resolution #20 (Page 243 of Guidebook) **NOT ADOPTED**

Review the Data Privacy law passed in the 2025 legislative session to update wording that allows districts to share parental emails with parent teacher organizations (PTO) and local sports associations, with a provision for parents to retain an opt-out, to ensure that our students are given every opportunity to engage in educational opportunities outside of the classroom. **AMENDMENT ALSO NOT ADOPTED**.

(**MSBA: No Recommendation)**

Resolution #21 (Page 247 of Guidebook) **PASSED**

Create a statewide council to develop a unified approach to updating and securing data privacy agreements with third-party vendors and to strengthening cybersecurity measures.

(**MSBA Recommended: Passage)**

Resolution #22 (Page 253 of Guidebook) **NOT ADOPTED**

Not adopted due to lack of motion.

Require all public K-12 institutions in Minnesota to adopt an "away for the day" policy, prohibiting student access to cell phones during the school day.

(**MSBA Recommended: Maintain Existing Position)**

Resolution #23 (Page 257 of Guidebook) **PASSED**

Authorize candidates to omit addresses from campaign materials or use a non-residential address under Minnesota Statutes, section 211B.04, and require redaction of home addresses from campaign finance filings posted online by the Campaign Finance and Public Disclosure Board under Minnesota Statutes, section 10A, per Minnesota Statutes, section 13.607, to protect candidate safety.

(**MSBA: No Recommendation)**

Resolution #24 (Page 263 of Guidebook) **NOT ADOPTED**

Allow school boards, in the case of a special election, to fill a vacant seat, to bypass holding a special election when the number of candidates matches the number of open seats.

(**MSBA Recommended: Opposition)**

Resolution #25 (Page 267 of Guidebook) **NOT ADOPTED**

Not adopted due to lack of second.

Replace the required practice of state standardized testing with the progress monitoring system all schools are required to have in place.

(**MSBA Recommended: Maintain Existing Position)**

Resolution #26 (Page 271 of Guidebook) **PASSED**

Direct the Minnesota Department of Education to design, implement, and evaluate a pilot of secure remote testing options for Minnesota Comprehensive Assessment (MCA) administration, limited to students enrolled in accredited online schools.

(**MSBA Recommended: Passage)**

Resolution #27 (Page 289 of Guidebook) **PASSED**

Invest dedicated funding to include a comprehensive review and redesign of academic standards and ask the Minnesota Department of Education (MDE) to launch a collaborative statewide effort to develop and implement *AI Literacy Frameworks and Implementation Guidelines* that will serve all Minnesota schools drawing on the expertise of educators, industry experts, higher education, K-12 leaders, government, and policymakers to ensure responsible, equitable, and future-ready adoption.

(**MSBA Recommended: Passage)**

Resolution #28 (Page 295 of Guidebook) **PASSED**

Redesign the components of the Comprehensive Achievement and Civic Readiness report that must be submitted to MDE each year to better align with best practices in continuous improvement and to increase the value of the process of developing the report for school districts.

(**MSBA Recommended: Passage)**

Resolution #29 (Page 299 of Guidebook) **PASSED**

Amend the Earned Sick and Safe Time (ESST) mandate (Minnesota Statutes, sections 181.9445-181.9448) to redefine "family member" to include only immediate family (spouse, parents, grandparents, siblings, children), require reasonable verification (e.g., doctor's note or equivalent documentation when applicable), and mandate employer approval for voluntary shift swaps not using ESST, to ensure operational stability and support districts' ability to prioritize student learning.

(**MSBA Recommended: Passage)**

Resolution #30 (Page 305 of Guidebook) **PASSED**

Either repeal summer unemployment benefits for non-instructional school employees between academic terms, or to fully and permanently fund those benefits and allow non-instructional employees to resign from their upcoming school term positions during the summer break without losing eligibility for unemployment benefits.

(**MSBA Recommended: Passage)**

Resolution #31 (Page 309 of Guidebook) **PASSED**

Allow public school district employers and district collective bargaining units the ability to opt out of MN Paid Leave or, if not able to bargain an opt out agreement, a 50/50 employer/employee contribution shall be implemented.

(**MSBA Recommended: Passage)**

Resolution #32 (Page 319 of Guidebook) **PASSED**

Strengthen state law to ensure school districts will no longer be denied access to criminal background information concerning applicants and hires.

(**MSBA Recommended: Passage)**

Resolution #33 (Page 325 of Guidebook) **NOT ADOPTED**

Have the State of Minnesota establish a working task force, or committee, of legislators from the House and Senate to seek a solution to make school board stipends more equitable and economically fulfilling, which will further reflect the crucial work board members do to advance the goals of pre-k-12 education in Minnesota public schools, in addition to helping recruit new board members and retain current ones.

(**MSBA Recommended: Opposition)**

Resolution #34 (Page 335 of Guidebook) **NOT ADOPTED**

Create and implement a policy providing up to 16 hours of paid leave annually for caregivers and guardians to participate in school-related activities.

(**MSBA Recommended: Opposition)**

Resolution #35 (Page 341 of Guidebook) **PASSED**

Enforce current law regarding late resignations of teaching staff in school districts. Resignations made after August 1st will be subject to the suspension of teaching license based on school district recommendation.
(**MSBA Recommended: Passage)**

Resolution #36 (Page 345 of Guidebook) **PASSED**

Propose an amendment to the Minnesota Constitution to replace the outdated formula for distributing proceeds from the Permanent School Fund (PSF), which currently limits distributions to the annual interest and dividends earned by the Fund, with a contemporary distribution framework that allows for distributions based on an annual percentage of the PSF's market value, ensuring both predictable support for school districts and the long-term preservation of the Fund.
(**MSBA Recommended: Passage)**

Delegate Assembly Adjourned at 12:40 p.m.

WORKSESSION

COMMUNICATIONS

December Update from Student Services
Updates from Member Districts
Visitors Opportunity to be Heard
Dr. Schaller presented on behalf of Taylor Lovin the Licensed and Non-Licensed Employee of the Fall Quarter due to a snowstorm. Taylor and the employees will be invited to the January board meeting to be celebrated.

- Non-Licensed: Krista Meyen - TESA DCTC - Education Support Professional
  Licensed: Lisa Kent - Teacher of Deaf/Hard of Hearing - Simley Deaf/Hard of Hearing Resource Program

Jim Eichten, CPA - LB Carlson - Shared 2024-2025 Financial Audit

BOARDMEETING

Communications

Approved consent items
11/18/25 Minutes
Personnel:
NEW HIRES:
Arnisha Adams, Education Support Professional, effective November 11, 2025.
Quinn Baker, Education Support Professional, effective November 10, 2025.
Abigail Barnabas, Education Support Professional, effective November 17, 2025.
Kimary Calrson, Education Support Professional, effective November 12, 2025.
Rebecca Carter, Education Support Professional, effective November 24, 2025.
Chelsea Skluzacek, Education Support Professional, effective November 17, 2025.
Leah Springs, Education Support Professional, effective November 5, 2025.
Tayghan Wilkerson, Education Support Professional, effective November 10, 2025.
RE-HIRES:
CHANGE IN STATUS:
LEAVES OF ABSENCE:
RESIGNATION
TERMINATIONS:
Bethany Aaker, Teacher, effective December 19, 2025.
Faisa Hasan, Education Support Professional, effective November 12, 2025.
Breanna Huback, Education Support Professional, effective January 5, 2026.
Kaho Yusuf, Education Support Professional, effective November 14, 2025.
RETIREMENT:
INTEGRITY
Approved Policies - First and Final Readings
404 Employment Background Checks

420 Students and Employees with Sexually Transmitted Infections and Diseases and Certain Other Communicable Diseases and Infectious Conditions
529 Violent Behavior by Students
903 Visitors to School District Buildings and Sites.
Policies were reviewed as a First Reading
512 School-Sponsored Student Publications and Activities
STEWARDSHIP
Approve Bills, Wire Transfers, and Investments
Approved 2024-2025 Finance Audit

Association of Metropolitan School Districts

November 26, 2025

To: AMSD Board of Directors

From: Scott Croonquist, Executive Director

RE: Board of Directors Meeting
7 – 9 a.m., Dec. 5, 2025
Quora Education Center
70 County Road B2 W
Little Canada, MN
Breakfast served at 7 a.m. and business meeting begins at 7:30 a.m.

AGENDA

I.	Welcome and Introductions	DeMay
II.	Routine Business	DeMay
	○ Approval of Minutes of November 7 Meeting	
III.	Guest Speaker	DeMay
	○ Josiah Litant, Executive Director, MN P-20 Education Partnership *Overview of Dual Enrollment Project & Survey*	
IV.	*Less Media. More Social. Stillwater's Journey to Phone-Free Schools*	DeMay
	○ Supt. Mike Funk, Board Chair Alison Sherman, Chief of Staff Carissa Keister, and Principal Rob Bach, Stillwater Area Public Schools	
V.	Legislative Committee Report	DeMay
	○ Approval of AMSD 2026 Legislative Platform ○ Approval of Updated Position Papers	
VI.	Executive Director's Report	Croonquist
VII.	Upcoming Meetings	DeMay

Executive/Legislative Committee Meeting
7:30 – 9 a.m., Dec. 19, 2025
2 Pine Tree Dr., Room 301
Arden Hills

Board of Directors Meeting
7 – 9 a.m., Friday, Jan. 9, 2026
Quora Education Center
70 County Road B2 W., Little Canada

CONNECTIONS AMSD

News from the Association of Metropolitan School Districts

December 2025
Volume 23
Number 3

December 5, 2025
Board of Directors Meeting
7 a.m. - 9 a.m.
Quora Education Center
NE Metro 916
Little Canada

December 19, 2025
Executive/Legislative Committee Meeting
7:30 a.m. - 9 a.m.
Anderson Center
Bethel University
Arden Hills

January 9, 2026
Board of Directors Meeting
7 a.m. - 9 a.m.
Quora Education Center
NE Metro 916
Little Canada

January 30, 2026
Executive/Legislative Committee Meeting
7:30 a.m. - 9 a.m.
Anderson Center
Bethel University
Arden Hills

Farmington High School's Tiger Vision: Where Passion Meets Possibility

Like many districts across the state, Farmington Area Public Schools has faced significant budget challenges driven by rising costs associated with goods/services and state requirements not being fully funded or funded at all. This has resulted in significant budget reductions resulting in the loss of experiences and programs for students. The most heavily impacted areas have been experiences created in partnership with other districts. Loss can have a lasting impact if we allow it, but it also provides an opportunity to reevaluate and approach learning experiences differently.



Farmington High School is excited to have an Arts and Communication Pathway for learners interested exploring different opportunities within performing and visual arts.

At Farmington High School, this year marked the exciting beginning of our work to bring Tiger Vision, "*Where passion meets possibility*," to life in new and intentional ways. We launched a comprehensive effort to build career pathways from the ground up, with a focus on creating hands-on learning experiences that help students explore their interests, develop their strengths, and prepare for life after high school.

We know students learn best when they can apply their learning in real and relevant settings. Hands-on experiences allow them to "try on" potential

Continued on page 2

The AMSD Legislative Committee has approved the 2026 legislative platform, and it will be presented to the board of directors for adoption at its next meeting on Dec. 5. Thank you to all who provided input over the past several months and a special thanks to the legislative committee members for their work. Please mark your calendar for AMSD's Annual Session Preview where we will share the platform with our legislators. The preview will be held on Friday, Feb. 6 with the option to attend in person at the Quora Education Center or join virtually. In the meantime, I wish you a very happy holiday season!

From the AMSD Chair, Jim DeMay, Mounds View Board Member

Turning Student's Interests Into Meaningful Next Steps

Continued from page 1

careers, build confidence, and better understand the opportunities that await them after graduation, whether they choose college, technical training, the workforce, or military service. With that in mind, we set out this year to reimagine and strengthen how we support students in discovering what they are passionate about.

One of the major accomplishments of this first year was the development of the Tiger Vision Career Guide. This new tool maps out each of our pathways, highlights recommended course sequences, and outlines the hands-on opportunities available in every area. It was created to help students and families clearly see how their coursework connects to real-world skills and future careers in high-wage, high-skill, in-demand occupations. The guide provides a starting point for students to explore possibilities and understand how their interests can turn into meaningful next steps. Right now, we offer career pathways in 5 different areas:

- Health and Human Services
- Engineering/Technology/Manufacturing
- Arts and Communication
- Business and Marketing
- Animal, Plant and Environmental Studies

To support the development of these career pathways, we formed dedicated pathway teams. These groups, made up of teachers, counselors, administrators, and industry partners, are collaborating to shape curriculum, identify gaps, and strengthen course offerings around a specific career pathway. Their work ensures our pathways stay relevant and aligned with emerging industries and the needs of today's learners.

A key part of this year's progress has been the creation of new courses designed to fill those identified gaps. These classes offer students more opportunities to engage in authentic, hands-on learning. Whether in healthcare, communications, arts, business, engineering, trades, or education, these new courses give students access to tools, experiences, and environments that mirror the real world. They help students develop practical skills while exploring what excites them.



FHS student participating in Woodworking I which is a foundational class as part of the Engineering/ Technology/ Manufacturing Pathway.



FHS students taking part in the Certified Nursing Assistant program that is part of the Health and Human Services Pathway.

Although much of this work began only this year, it has already created strong momentum. We know the career pathway system will continue to grow, evolve, and strengthen over time, and we are committed to building on this foundation. Collaboration with staff, community partners, and industry experts will remain essential as we expand opportunities for students. Most importantly, our students' interests and voices will guide the direction of this work.

Tiger Vision represents our belief in what is possible for every learner. This year was just the start, laying the groundwork for pathways to careers that connect passions with possibilities in meaningful and transformative ways. We are proud of the progress made in this inaugural year and excited for the continued work ahead as we build even stronger opportunities for all students.

This month's member feature was submitted by Superintendent Jason Berg, Farmington Area Public Schools.

Teacher Recruitment and Retention Challenges Continue

Growth in the number of students of color continues to outpace the gains in Teachers of Color

Despite incremental increases in the number of Teachers of Color and American Indian Teachers (TOCAIT) across Minnesota, the state's teacher workforce still falls far short of proportionally reflecting the diversity of the student population in Minnesota.

That's just one of several findings from the recently released 2025 Teacher Supply and Demand Report from the Professional Educator Licensing and Standards Board (PELSB).

PELSB, by direction of the Minnesota Legislature, must produce a biannual report on the state of the teacher workforce. The report was released annually in March until 2023, with the report now released every other year in November.

Table 14: Comparison of Teachers and Students for 2021-2022 to 2024-2025

Economic Development Region	2021-2022 Percent of TOCAIT	2024-2025 Percent of TOCAIT	2021-2022 Percentage of SOCAIS	2024-2025 Percentage of SOCAIS
01: Northwest	1.44%	**2.19%**	18.36%	**19.40%**
02: Headwaters	4.41%	**5.52%**	41.76%	**44.12%**
03: Arrowhead	3.10%	**(2.95%)**	17.65%	**18.50%**
04: West Central	2.01%	**3.04%**	18.87%	**20.91%**
05: North Central	1.73%	**1.73%**	15.40%	**16.79%**
06E: Southwest Central	1.10%	**2.23%**	30.13%	**32.08%**
06W: Upper Minnesota Valley	2.22%	**(2.17%)**	20.58%	**24.31%**
07E: East Central	1.33%	**1.42%**	13.39%	**15.44%**
07W: Central	2.10%	**2.68%**	20.74%	**24.07%**
08: Southwest	2.16%	**3.17%**	34.46%	**36.97%**
09: South Central	2.59%	**3.15%**	23.69%	**25.90%**
10: Southeast	2.41%	**2.83%**	29.35%	**31.75%**
11: 7-County Twin Cities	9.68%	**11.09%**	48.13%	**51.18%**
Statewide	6.24%	**7.40%**	36.91%	**39.74%**

According to the new 2025 report, teachers of color have increased by just more than 1 percent statewide since the 2023 report, while students of color in Minnesota outpaced that increase across all Economic Development Regions and by nearly 3 percent statewide. Overall statewide, as noted in Table 14, Teachers of Color represent less than 8 percent of teachers holding a tiered license, while the percentage of students of color is nearly 40 percent across the state.

There is, however, a sliver of good news in the demographic data: Candidates completing teacher preparation in Minnesota are more diverse than Minnesota's existing teacher workforce. Teacher candidates of color comprised nearly 16 percent of candidates who completed teacher preparation in Minnesota — and more than 4 percent higher than in 2023, when they comprised just 11 percent.

The report also notes an increase in the percentage of teaching assignments filled by teachers holding a Tier 1 or Tier 2 license, or out-of-field permission (OFP) — reflecting the teacher shortage in certain areas. In addition, new data shows that the number of teachers entering the profession has continued to incrementally drop year-over-year since 2022.

Overall Minnesota counted 110,254 teachers and related service providers holding 174,054 field specific licenses as of June 30 this year — an "extremely minimal increase" from 2023-2024 of only four (110,250) and a decrease of just more than 4,000 from 2022-2023 (114,312).

Equally concerning is the data showing that nearly one third of new teachers leave teaching within the first five years in the profession, despite recently boosted efforts to recruit and retain them. As the data

Continued on page 4

Multiple Pathways, Grant Programs Critical To Address Shortage Areas

Continued from page 3

in Table 42 shows, the attrition, combined with decreases in new teachers, "exacerbates demand," the report notes.

Table 42: Teacher Attrition by Cohort[38]

Cohort Year	Newly Licensed Teachers	Returned in 21-22		Returned in 22-23		Returned in 23-24		Returned in 24-25	
		Teachers	Difference	Teachers	Difference	Teachers	Difference	Teachers	Difference
20-21	1,696	1,464	(13.68%)	1,420	(16.27%)	1,298	(23.47%)	1,202	(29.13%)
21-22	1,838			1,514	(17.63%)	1,398	(23.94%)	1,268	(31.01%)
22-23	1,960					1,684	(14.08%)	1,534	(21.73%)
23-24	1,754							1,465	(16.48%)
24-25	1,738								

To address teacher shortages, the report concludes that state agencies and policymakers must continue supporting high-demand, low-supply geographic areas, focusing recruitment strategies on special education teachers and teachers of color.

Notably for special education, the report identifies the high number of underfilled positions and low supply of licensed teachers as particularly significant, even putting the state at risk of violating the Individuals with Disabilities Education Act (IDEA).

And data shows that increasing the number of teachers of color helps close the dramatic and persistent achievement gap between students of color and white students. MNSPIRE, a survey of licensed teachers published by PELSB in 2022, also showed that negative perceptions of the profession and unsupportive school climates led to teachers of color leaving the profession.

The 2025 Supply and Demand Report concludes that policy objectives that support the increased recruitment, preparation, and retention of these teachers — which have long been advocated by the AMSD, along with support for new teacher recruitment and teacher candidate grants (Table 24) — could have a significant increase in the supply of TOCAIT throughout Minnesota.

Table 24: Teacher Recruitment & Teacher Candidate Grants[27]

Grant	Fiscal Year 2024 Funding	Fiscal Year 2025 Funding	FY24 Individuals Impacted
Grow Your Own Grant – Student Pathway	$6.4 million	$25 million	750
Concurrent Enrollment Intro to Teaching Grant	$500k	$500k	262 (76 TOCAIT)
Collaborative Urban and Greater Minnesota Educators of Color (CUGMEC) Grant	$5.3 million	$5.3 million	830
Underrepresented Student Teacher Grant	$1.9 million	$1.9 million	131
Grow Your Own Grant – Adult Pathway	$6.4 million	$25 million	276 (222 TOCAIT)
Minnesota American Indian Teacher Training Program	$2.2 million	$600k	38

- LINK: View the 2025 Teacher Supply and Demand Report
- LINK: View the 2023 Teacher Supply and Demand Report



Less Media. More Social.

Devices off

Engagement on

Stillwater Area Public Schools'

Journey To Phone-Free Schools





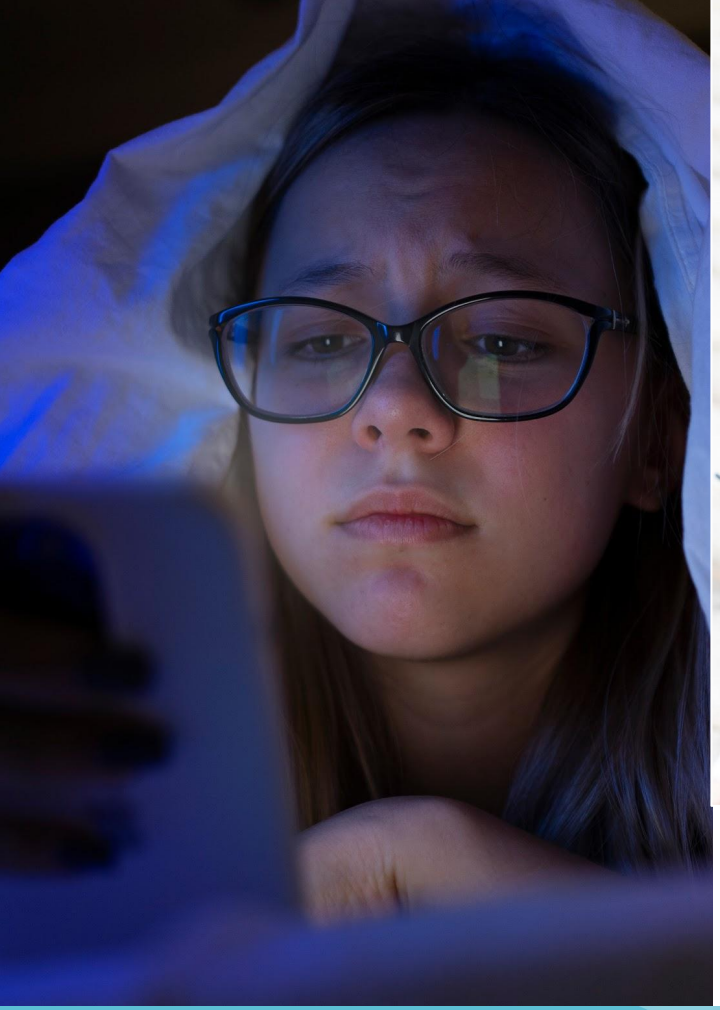
Legislative Mandate

School cell phone policy:
Requires districts and charter schools to adopt a policy on students' possession and use of cellphones in school by March 15, 2025.



School Board Priorities:

- Improve **student success**
- Address student and staff **mental and physical health**
- Operate in a **fiscally responsible manner**

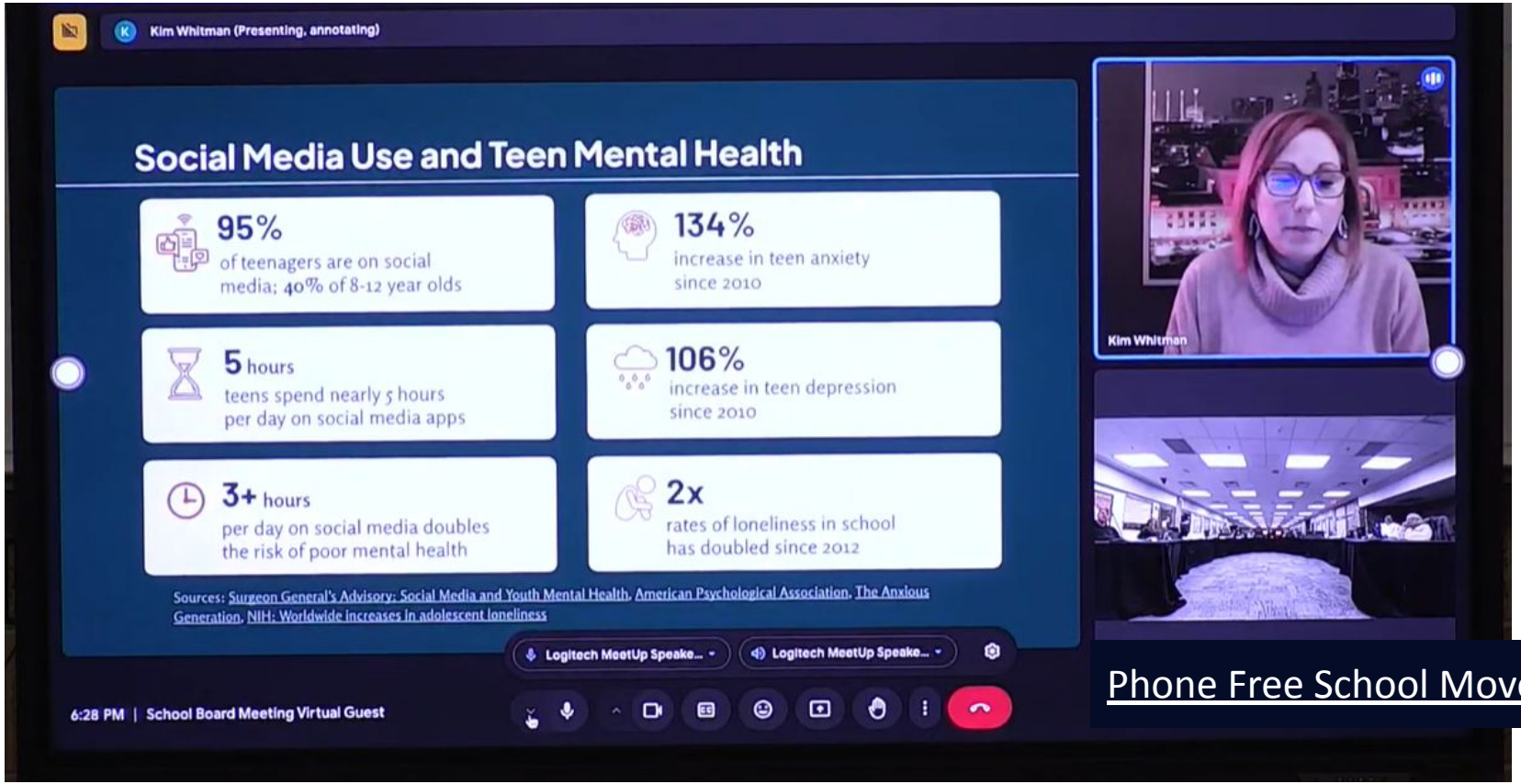




Nearly **30%** of our middle and high school students indicated they have **long-term mental health, behavioral or emotional problems**

2022 Minnesota Student Survey - Stillwater specific results

Doing Our Homework



Phone Free School Movement

Managing Change

- Listening to our community
  - Staff meetings
  - Community ThoughtExchange
  - Community conversations
  - Student surveys
- Transparent, inclusive communication
- Gradual, supported implementation

Implementation Timeline		
	Research	Aug - Oct
	Initial Communication	Nov
	Community Engagement	Nov - Jan
	Draft policy	Dec - Jan
	Feedback on Policy	Jan - Feb
	Board approval	March 11
	Implementation Planning	April - July
	Communication Campaign	July - Sept

Community Input on Phone Policy

3,970
respondents shared their feedback

Data collected Nov. 27 - Dec. 21, 2024

- **Student survey**:
  2,918 students *(grades 6-12)*
- **Staff survey:**
  513 staff districtwide
- **Online ThoughtExchange**:
  433 parents and 106 “other” community members

Policy 524.5: Personal Electronic Communication Devices

1. All students (preK-12) are **prohibited from using personal electronic communication devices** - including phones, smart watches, earbuds, etc. - on school premises **from the first bell of the school day to the last**. This includes instructional time, lunch periods, recess, school-sponsored programs, events or activities, or any other time during the designated school day.
2. All personal electronic communication devices shall be **kept in designated areas** and turned off.

Approved March 4, 2025

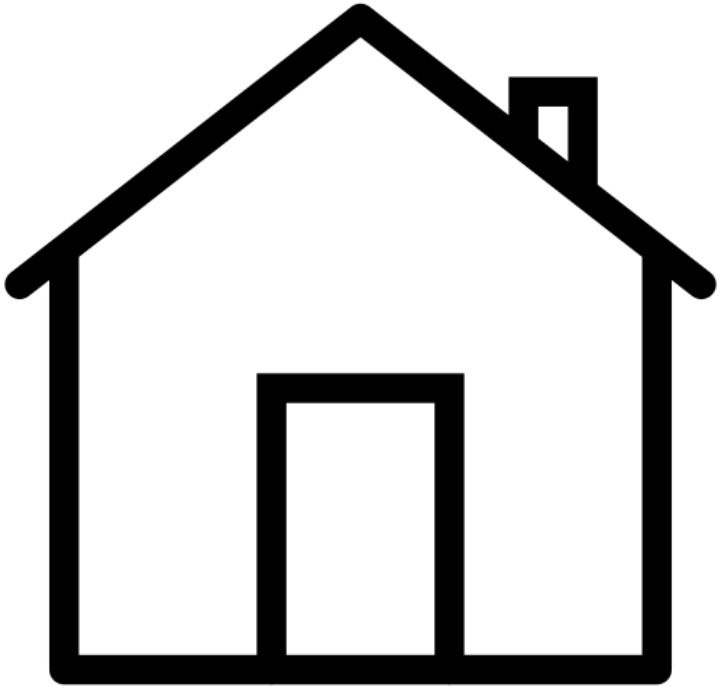
Implementation

- Internal Implementation Committee
- Principals worked with staff to develop building-specific implementation plans
- All staff trained prior to start of school
- District-wide communication campaign for students and families
- Ongoing feedback/evaluation

Initiative Implementation Checklist

Initiative: _____ **Owner:** _____

Initial Strategy	Yes	No	Details/Attachments
Have you identified who this initiative is meant to serve? (ie. specific student population)			
Have you identified which strategic priority this initiative aligns with?			
Has a timeframe for the initiative been established?			
Have all participants/key stakeholders been identified?			
Resources	**Yes**	**No**	**Details/Attachments**
Have materials/resources/technologies been identified?			
Have all necessary resources been secured?			
Has a rollout plan been established to distribute resources?			
Training	**Yes**	**No**	**Details/Attachments**
Have training needs been identified?			
Has an initial training plan been established?			
Have process participants been briefed and prepared?			
Is a plan in place to provide ongoing training?			
Is a plan in place to provide training for new staff in the future?			
Communication	**Yes**	**No**	**Details/Attachments**
Have key stakeholders been informed/engaged?			
Has a communication plan been developed?			
Have potential risks/challenges been identified?			
Has a strategy been developed to mitigate/manage risks?			



Leave Devices At Home!

Bring A Device? Lock It Up

- Students who choose to bring their devices to school are responsible for turning them in at the start of the day
- Devices will be turned off and stored in designated area throughout the school day
- Students will retrieve their phones/devices at the end of the day

NOTE: *Procedures are school-specific. Details will be shared with families prior to the start of the school year.*

Students who choose to bring a device to school at their own risk.

School and/or school staff is **not liable for lost, stolen, or damaged devices**.

Response To Non-Compliance

If a student is found with a device during school day:

1. Staff will take the device to the Main Office for secure storage
2. The violation will be documented

Response for Repeated Violations

- **1st and 2nd Offenses:**
  - A parent/guardian must retrieve the device in person; Policy and behavior matrix (progressive response) will be shared with families, parent education resources
- **3rd Offense:**
  - Mandatory conference with the student, parent/guardian, and administration; Response plan developed with family; Possible referral to an education program to address patterns of inappropriate device use

Policy Exceptions

- Use allowed under an **IEP, 504 Plan, or documented health care plan**
- Use allowed to monitor or address a health concern or medical condition upon permission granted by school administration
- Families will work with Student Support Services to determine if there is a need

Other Ways To Communicate

- Parents and/or guardians who need to contact their student during the school day may do so by calling the main office
- A phone will be available in the main office for students who need to call their families during school hours
- School will contact family in event of incident/emergency



Phone-Free Schools: Staff Expectations

Staff play a key role in making this policy successful by:

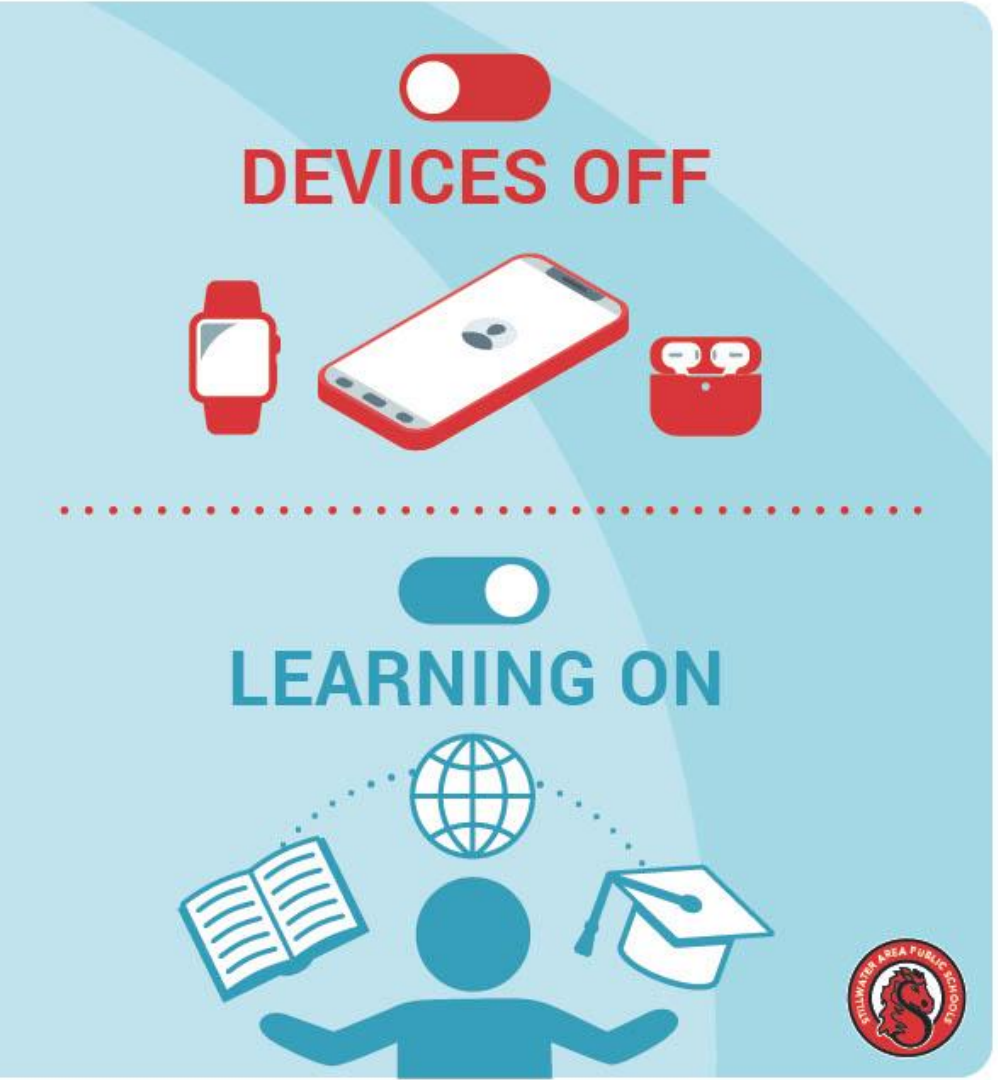
- Model phone-free behavior
- Reinforce student expectations
- Follow enforcement procedures


and for the most part they feel
really really positive about it

Teacher Experience Survey

October 2025





Contact Us:

Dr. Mike Funk, Superintendent
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Carissa Keister, Chief of Staff
keisterc@stillwaterschools.org

Rob Bach, Principal
Stillwater Area High School
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Alison Sherman, School Board Chair
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Minnesota Dual Enrollment Survey Overview

Presented by Josiah S. Litant

December 2025

MINNESOTA
P-20 EDUCATION PARTNERSHIP

Image by rawpixel.com on Freepik

About our partnership

- **Josiah Litant**, Executive Director, & **Mandy Janssen**, Deputy Director
- A **multi-sector, independent coalition of leaders** representing 27 organizations across early childhood, K-12, higher education, nonprofits, workforce development, and government, working across the seams of education
- Coalition also includes **bipartisan, bicameral legislator representation**
- Created in statute in 2009 with the charge of making **P-20 education policy recommendations** to the governor and state legislature
- Much of our work also focuses on collaboration to **influence change** and to **incubate, accelerate, and amplify** promising practices statewide
- We are well positioned to tackle issues that **cross sectors**, like dual enrollment

MNP20's work in dual enrollment

- **Dual Credit subcommittee** from 2020-2024 with cross-organizational representation
- We explore the dual enrollment landscape with a **comprehensive approach**
- MNP20 looks at the work through **two lenses**:
  - What are the **policy and funding** barriers/opportunities?
  - What role can an intermediary play to help **accelerate action**?
- 2023 report with the CHSA, *Improving Minnesota's Dual Enrollment Funding System*, which included a priority to **increase access and equity** as our core focus
- Conducted some initial **dual enrollment ROI** analysis in 2024

“Next Phase of DE Policy” cohort

- A lack of **cohesive, shared vision**—the WHY—was hampering forward movement
- College in High School Alliance announced their **“Next Phase of DE Policy” cohort** opportunity; selected states are MN, NM, OH, OR, TN, VA, and WA
- Focusing on:
  - Developing a **statewide vision** for dual enrollment
  - Increasing **intentionality** of dual enrollment experiences
  - Increasing **participation** and **success** for **rural and BIPOC students**
- Work will lead to a series of **recommendations** to MNP20

Stakeholder survey

- In late spring we conducted a dual enrollment-focused survey to assess the views of Minnesota's dual enrollment stakeholders across K-12, higher ed, state government, and nonprofit/advocacy organizations.
- Our primary goal was to gather more information about opinions around dual enrollment from K-12 and higher education, and to see where differences and agreement existed across sectors
- This survey was specifically not intended for students or families—we are currently conducting surveys of both of those groups (with over 2,000 student responses and over 600 family responses to date)

Survey overview: Participation

The survey received 1,014 completed responses:

- **K-12:** 687 responses
- **Postsecondary:** 258 responses
- **Nonprofit/advocacy orgs:** 27 responses
- **State government:** 23 responses
- **Other sectors:** 19 responses

Survey overview: Participation

There was diverse representation across roles, including in K-12:

- **Principal or other school administrator:** 233 responses
- **Superintendent or other central office administrator:** 143 responses
- **Counselor or academic advisor:** 121 responses
- **Teacher:** 113 responses
- **Dual enrollment coordinator:** 5 responses
- **Other roles:** 68 responses

Survey overview: Participation

There was broad participation from all parts of the state*

REGION

- **Seven County Metro:** 284 responses
- **Central:** 229 responses
- **Southeast:** 147 responses
- **Southwest:** 107 responses
- **Northeast:** 71 responses
- **Northwest:** 70 responses
- **Statewide:** 43 responses

GEOGRAPHIC CLASSIFICATION

- **Rural:** 518 responses
- **Rural-suburban mix:** 241 responses
- **Suburban or micropolitan:** 213 responses
- **Urban/metro:** 198 responses

**respondents could select more than one option when identifying what region of the state they work in*

Survey overview: Findings

In general:

- Survey findings revealed that, in general, K-12 and postsecondary agree on the value and potential of dual enrollment
- K-12 and postsecondary also agree on a number of the solutions to expand access and success for students
- We also saw that K-12 and postsecondary have different perceptions of each other and their roles in MN's dual enrollment ecosystem
- Funding model concerns were consistently raised and are a major barrier to progress, though not the central focus of this project
- There were not significant differences in rural vs. non-rural responses, aside from access concerns

Survey overview: Findings

Communications, Messaging, and Vision:

- Many felt that students know what DE is, but fewer felt that they understand how credit transfer work or the risks/drawbacks of DE participation
- A majority felt that families do not fully understand what DE is, with particular concerns about families with limited English proficiency or lower socioeconomic status facing larger gaps in information and support
- High schools feel that their work is being undermined by online college programs in particular
- The complexity and variation of programs creates confusion for all

Survey overview: Findings

Access

- A majority believed that all high school students should have access to appropriate DE opportunities
- A majority also felt that students experience barriers to accessing DE opportunities
- Specific concerns were raised about access to opportunities across geographies (rural access)
- Transportation to campuses is a challenge for PSEO

Survey overview: Findings

Success and Resources

- Students in under-resourced schools lack local DE opportunities and adequate advising
- Broad desire for better counseling/advising around course selection, transferability, and career alignment
- Significant concerns about the responsibilities around counseling (students and families) largely falling to school counselors who don't have the capacity
- Concerns about lack of academic supports for students needing help (PSEO)
- K-12 specifically cited concerns about student readiness for DE (PSEO in particular)
- Frustration in K-12 with schools being expected to provide student support without additional funding or oversight authority, nor real-time academic progress data

Survey overview: Findings

Policy

- Broad support for policies to ensure equitable access across race, income, geography, and school type
- High school counselors and admin feel overwhelmed with tracking applications, eligibility, and scheduling
- Concerns that GPA or age requirements exclude capable or motivated students
- Scheduling is a major challenge for student access
- Concerns that eligibility policies do not always align with student readiness
- Concerns about course overload (e.g., a full course load per semester)
- Desire for strengthening collaboration by creating policies that make dual enrollment a win-win-win (students-schools-colleges)

Survey Overview: Findings

Intentionality

- There is a desire for clearer pathways from DE to credential or degree, especially in CTE
- Both K-12 and higher ed reported that stronger relationships between them are a positive aspect of dual enrollment when it works well, resulting in shared curriculum planning, PD opportunities, and systems alignment
- If students can participate more equally in DE it could be a tool to narrow success gaps
- Concerns about the lack of coordination by postsecondary with high schools, specifically a lack of alignment in schedules, calendars, and communication, as well as inconsistent partnership and cooperation between high schools and colleges

What comes next?

- **Read the report** for many more details and specifics
- Holding **roundtable discussions** with students in 2026, looking at other structured input opportunities for stakeholders
- **Additional opportunities** for engagement, input, and feedback as we draft our work—our state vision will be the next thing we share out for input
  - Email Josiah if you are not on our contact list (or are not sure if you are) and want to be added: josiah.litant@state.mn.us
- **Recommendations** to be brought to MNP20 in fall 2026

MINNESOTA
P-20 EDUCATION PARTNERSHIP

Questions or discussion?

For more information:

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Association of Metropolitan School Districts

2025 Fall AMSD Referendums

Referendum Results Fall 2025*

15 AMSD Member Districts

**Secretary of State Unofficial Results / Tues., Nov. 4, 2025*

https://electionresults.sos.mn.gov/20251104

School District	Pass / Fail	Details
Eastern Carver County Schools	Pass with 62.26%	**Operating Referendum** New Request Total Ballot Amount: $742 Per Pupil, plus inflation Duration: 10 years Approximately $7,000,000 revenue per year https://www.district112.org/vote2025
Farmington Area Schools	Pass with 57.54%	**Operating Referendum** New Request Total Ballot Amount: $1,237 Per Pupil, plus inflation Duration: 10 years $8,000,000 revenue per year https://www.farmington.k12.mn.us/referendum
Hopkins Public Schools	Pass Capital projects with 77.87% Bond with 72.85%	**Capital Projects Renewal** Total Ballot Amount: $1,714 Per Pupil Duration: 10 years $15,667,898 per year for technology, band instruments, transportation vehicles. **Building Bond** Total Amount: $140,000,000 Duration: 22 years Safety & security, ADA compliance, playground upgrades, storm shelters, CTE renovation, learning space improvements. https://www.hopkinsschools.org/district/referendum-2025
Lakeville Area Public Schools	Pass with 68.99%	**Capital Projects Renewal** Total Ballot Amount: $330 Per Pupil Duration: 10 years $4,399,351 per year for standard building and classroom technology including projectors and TVs; student and staff devices, device management and cybersecurity systems; equipment and software for K-12 STEM education and career-focused courses at both high schools; security equipment; as well as 5.5 full-time employees to manage these systems. https://www.isd194.org/district/levy-renewal
Mahtomedi Public Schools	Pass Operating Referendum with 63.97% Bond with 58.16%	**Operating Referendum** New Request Total Ballot Amount: $575 Per Pupil Duration: 10 years $2,000,000 per year **Building Bond** Total Amount: $28,535,000 Duration: 20 years Safety and security upgrades, critical infrastructure updates, athletics, performing arts. The passage of Question 2 is contingent upon the passage of Question 1. https://www.mahtomedi.k12.mn.us/o/msd/page/elections
Minnetonka Public Schools	Pass with 68.74%	**Building Bond** Total Amount: $85,000,000 Duration: Modernized middle school science classrooms, gym/performance spaces, and small instructional space; select additions at elementary schools, cafeteria addition and counseling area modifications at high school, security software. https://www.minnetonkaschools.org/district/about/building-bond-2025

Association of Metropolitan School Districts

2025 Fall AMSD Referendums

Referendum Results Fall 2025*

15 AMSD Member Districts

**Secretary of State Unofficial Results / Tues., Nov. 4, 2025*

https://electionresults.sos.mn.gov/20251104

School District	Pass / Fail	Details
Mounds View Public Schools	Pass with 64.43%	**Capital Project** New Request: Total Amount: $888 Per Pupil Duration: 10 years $10 million per year to improve school safety, maintain cybersecurity efforts and advance student achievement. https://www.mvpschools.org/saferschools
North St. Paul-Maplewood-Oakdale	Fail Operating Referendum with 58.05% Capital Project with 55.57%	**Operating Referendum** Revoke and Replace Total Amount: $1,153 Per Pupil, plus inflation Duration: 10 years $13,178,878 per year Note: ("The operating question is a revoke/replace. Listed is the total amount above if it were to pass. The net change is as follows: Per Pupil: $946 Total: $10,814,445") **Capital Project** New Request: Total Amount: $2,000,000 Duration: 10 years The additional revenue from the proposed capital project levy authorization will provide funds for the acquisition, installation, replacement, support and maintenance of software, software licenses, computers, improved technology equipment, networks, infrastructure, technology systems related to security and operations, and the costs of technology related personnel and training. https://www.isd622.org/about/levy-2025
Rockford Area Schools	Pass Operating referendum with 58.93% Capital projects with 58.35%	**Operating Referendum** New Request Total Amount: $633 Per Pupil, plus inflation Duration: 10 years ~$1.03 million annually **New Capital Projects Request** Total Amount: $250,000/year or $2.5 million over 10 years Duration: 10 years Safety/Security & Infrastructure https://www.rockford883.org/vote2025
Rosemount-Apple Valley-Eagan Public Schools	Pass with 67.99%	**Capital Projects for Technology Renewal and Increase** (Current authority expires this year) Increase: $6.4 million (value of increase for 2026 Technology Levy) Total: Tech Levy will be $15.5 million total for renewal and increase ($155 million over 10 years) Duration: 10 years https://www.district196.org/about/techlevy2025
Roseville Area Schools	Pass with 67.37%	**New Capital Projects Request** Total Amount: $770 Per Pupil Duration: 10 years $6,000,000 annually for Technology and Security https://www.isd623.org/levy2025
Saint Paul Public Schools	Pass with 65.07%	**Operating Referendum** Total Amount: $1,073 per pupil + inflation Duration: 10 years $37.2 million per year in additional revenue for the district. https://www.spps.org/referendum

Association of Metropolitan School Districts

2025 Fall AMSD Referendums

Referendum Results Fall 2025*

15 AMSD Member Districts

**Secretary of State Unofficial Results / Tues., Nov. 4, 2025*

https://electionresults.sos.mn.gov/20251104

School District	Pass / Fail	Details
Shakopee Public Schools	Pass with 63.25% and 61.73%	**Operating Referendums** **New Request** Total Amount: $620 Per Pupil, plus inflation Duration: 10 years $5,000,052 **New Request** Total Amount: $310 Per Pupil, plus inflation Duration: 10 years $2,500,026 per year https://www.shakopee.k12.mn.us/our-district/about-shakopee/finance-updates/2025-operating-levy
Spring Lake Park Schools	Pass with 66.16%	**Operating Referendum** New Request Total Amount: $550 Per Pupil (2026-28); $930 per pupil (2029-35) + inflation Duration: 10 years https://www.springlakeparkschools.org/levy2025
St. Michael-Albertville Public Schools	Pass Operating Referendum with 59.03% Bond with 56.64%	**Operating Referendum** New Request Total Amount: $275 Per Pupil (2026-27); $835 per pupil (2028-35). Duration: 10 years **Building Bond** New Request Total Amount: $21 million Duration: 20 years $4,300,000 for safety and security; $5,700,000 for technology; $2,800,000 Question 2 can only pass if Question 1 is approved. https://www.stma.k12.mn.us/vote2025

Association of Metropolitan School Districts

LEGISLATIVE PLATFORM

2026

AMSD recognizes that the biennial budget was set last session. However, inflation continues to outpace general education revenue, and recent legislative changes have created instability in key funding streams. Safe Schools and Local Optional Revenue have been frozen for a decade, changes to the compensatory formula have created funding cliffs for many school districts, and a contingent $250 million cut to special education cross-subsidy reduction aid would erase inflationary increases to the basic formula. Given the state's current fiscal landscape, AMSD identifies both immediate and ongoing priorities essential to sustaining high-quality education.



IMMEDIATE PRIORITIES

ENHANCE SCHOOL SAFETY

- Increase the Safe Schools levy to $100 per pupil for school districts and $35 per pupil for intermediate and cooperative districts.
- Permit limited removal time within non-exclusionary discipline to support effective reentry planning and maintain safe classrooms.
- Strengthen secure gun storage requirements.

STABILIZE COMPENSATORY FUNDING

- Hold districts harmless from revenue losses resulting from recent compensatory formula changes until recommendations from the Compensatory Revenue Task Force can be implemented.

MODERNIZE PERMANENT SCHOOL FUND DISTRIBUTIONS

- Support a constitutional amendment to adopt a percentage-of-market-value distribution model that provides predictable funding while protecting long-term trust assets.

REEVALUATE MINNESOTA'S ASSESSMENT SYSTEM

- Establish a blue-ribbon commission to redesign Minnesota's assessment system, focusing on balanced, student-centered measures and exploring the replacement of high school MCAs with a nationally recognized college entrance exam.

- Modernize hours-of-instruction requirements so students can earn credit for learning that occurs beyond traditional settings.

Association of Metropolitan School Districts

ONGOING PRIORITIES

While acknowledging fiscal constraints, AMSD believes the following priorities remain critical to the long-term success of students and school districts:

Stabilize Education Funding

- Repeal the contingent $250 million cut to special education cross-subsidy reduction aid scheduled for the 2028–29 biennium.
- Increase Local Optional Revenue to $979 per pupil to restore purchasing power lost to inflation and index it to the general education formula.
- Strengthen the PSEO program to ensure financial stability, academic rigor, student support, and preparation for success after high school.

Reduce Mandates and Restore Local Control

- Repeal requirements that school boards negotiate e-learning days, student testing, and student-to-staff ratios.
- Allow school boards to renew a capital project levy at the existing rate following a public hearing.
- Fully fund or repeal summer unemployment insurance for non-licensed staff.
- Provide funding for employer premiums and substitute staff costs associated with the Paid Leave program—or exempt school districts.
- Expand school board flexibility to transfer non-federal fund surpluses among operating accounts.

ABOUT AMSD

The Association of Metropolitan School Districts represents 49 K-12 school districts and six intermediate / cooperative districts. AMSD member school districts enroll more than one-half of all public school students in Minnesota, with the mission to lead the transformation of public education. AMSD stands ready to assist state policymakers by providing current research and data to help them make informed decisions.

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AMSD MEMBER DISTRICTS

Anoka-Hennepin School District • Bloomington Public Schools • BrightWorks • Brooklyn Center Community Schools • Buffalo-Hanover-Montrose • Burnsville-Eagan-Savage School District 191 • Centennial School District • Columbia Heights Public Schools • Duluth Public Schools • Eastern Carver County Schools • Eden Prairie Schools • Edina Public Schools • Elk River School District ISD #728 • Farmington Area Public Schools • Forest Lake Area Schools • Fridley Public Schools • Hastings Public Schools • Hopkins Public Schools • Intermediate School District #287 • Intermediate School District #917 • Inver Grove Heights Schools • Lakeville Area Public Schools • Mahtomedi Public Schools • Mankato Area Public Schools • Minneapolis Public Schools • Minnetonka Public Schools • Mounds View Public Schools • North St. Paul-Maplewood-Oakdale School District • Northeast Metro Intermediate School District #916 • Northwest Suburban Integration District • Orono Schools • Osseo Area Schools • Perpich Center for Arts Education • Prior Lake-Savage Area Schools • Richfield Public Schools • Robbinsdale Area Schools • Rochester Public Schools • Rockford Area Schools • Rosemount-Apple Valley-Eagan Public Schools • Roseville Area Schools • Shakopee Public Schools • South St. Paul Public Schools • South Washington County Schools • SouthWest Metro Intermediate District • Spring Lake Park Schools • St. Anthony-New Brighton Independent School District • St. Cloud Area School District 742 • St. Louis Park Public Schools • St. Michael Albertville Schools • Saint Paul Public Schools • Stillwater Area Public Schools • Wayzata Public Schools • West St. Paul-Mendota Heights-Eagan School District • Westonka Public Schools • White Bear Lake Area Schools

MINNESOTA
P-20 EDUCATION PARTNERSHIP

Minnesota Dual Enrollment Survey
Summary of Findings

October 2025

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About the Minnesota P-20 Education Partnership

The Minnesota P-20 Education Partnership collaborates across sectors to increase equitable education access and supports, enhance lifelong learning opportunities, and improve outcomes for every Minnesotan.

The partnership is a multi-sector, independent coalition of leaders representing early childhood, K-12, higher education, nonprofits, workforce development, and government. Partnership members collaborate to influence change, foster innovation, and advocate for policies affecting learner success and outcomes from birth through workforce.

In 2009, legislation was first enacted to formally create the Minnesota P-20 Education Partnership by bringing together major statewide educational groups and other organizations with a stated interest in P-20 education. Today the partnership totals 28 voting member organizations, agencies, institutions, and legislators.

Minnesota P-20 Education Partnership

c/o Minnesota Office of Higher Education
1450 Energy Park Drive, Suite 350
Saint Paul, MN 55108-5227

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Introduction

In June 2025, the Minnesota P-20 Education Partnership launched the Minnesota Dual Enrollment Survey to assess the views of Minnesota's dual enrollment stakeholders from K-12 Education, Postsecondary Education, State Government, and Non-profits, Advocacy Organizations, and Intermediaries about dual enrollment. The survey is being conducted as part of Minnesota's participation in the **College in High School Alliance's (CHSA) Next Phase of Dual Enrollment Policy Cohort,** through which the state is receiving coaching and funding from CHSA to strategies to enhance dual enrollment statewide.

The survey received 1,054 partial and complete responses from anonymous participants in the previously mentioned stakeholder categories. The data was analyzed by the College in High School Alliance, who prepared this report, and key findings from the survey analysis are being presented here for public knowledge. The CHSA has significant experience working with Minnesota's policymakers around dual enrollment, and has been engaged in projects with the Minnesota P-20 Education Partnership since 2021.

At the highest level, the survey findings reveal that while K-12 and Postsecondary Education agree on the value and potential of dual enrollment and a number of the solutions to expand access and success, they have different perceptions of each other and their role in Minnesota's dual enrollment ecosystem.

Now that these areas of difference and disagreement are identified, they can be explored in more depth to understand their nuances. The Minnesota Next Phase of Dual Enrollment Policy planning team are using the survey data to design and develop additional opportunities for stakeholders to offer feedback as part of this process, and also to design effective engagements with students and parents.

This summary will provide information for each survey question about the responses of all survey respondents. It will also highlight any notable differences in responses between K-12 and postsecondary in answer to specific questions, given those two categories made up a significant majority of the overall responses provided to the survey and where the biggest differences of opinion were observed.

Survey Responses

The survey received 1,014 complete responses, broken down by the following sectors:

- **K-12 Education** - 687 responses
- **Postsecondary Education** - 258 responses
- **Non-profit, Advocacy Organization, or Intermediary** - 27 responses
- **State Government** - 23 responses
- **Other Sector** - 19 responses

Among K-12 respondents, the identified roles included:

- Principal or other school administrator - 233 responses
- Superintendent or other central office administrator - 143 responses
- Counselor or academic advisor - 121 responses
- **Teacher** - 113 responses
- **Other** - 68 responses
- Dual enrollment coordinator - 5 responses

Among Postsecondary Education respondents, the identified roles included:

- College/university staff - 69 responses
- College/university faculty - 61 responses
- College/university president or senior administrator - 59 responses
- Dual enrollment coordinator - 32 responses
- Counselor or academic advisor - 19 responses
- System administrator/staff - 10 responses
- **Other** - 6 responses

Among State Government respondents, the identified roles included:

- State agency staff - 16 responses
- **Other** - 3 responses
- Elected official - 2 responses

  Legislative staff - 2 responses

Among Non-profit, Advocacy Organization, or Intermediary respondents, the identified roles included:

- **Staff** - 12 responses
- Executive Director/CEO - 10 responses
- **Lobbyist** - 4 responses
- **Other** - 1 response

Geographically, respondents identified themselves as working in the following parts of the state:

- Seven County Metro Region - 284 responses
- **Central** - 229 responses
- **Southeast** - 147 responses
- **Southwest** - 107 responses
- **Northeast** - 71 responses
- **Northwest** - 70 responses
- **Statewide** (working in multiple or all regions) - 43 responses

And in the following geographic categories:

- **Rural** - 518 responses
- Rural-suburban mix - 241 responses
- Suburban or Micropolitan - 213 responses
- Urban/Metropolitan - 198 responses

For both region and geographic categories, respondents were permitted to select more than one option, which may result in total responses to these questions that are higher than the total number of respondents to the survey.

Students Understand What Dual Enrollment Is - All Respondents

In total, 73.5% of respondents indicated their agreement that students understand what dual enrollment is, while 18.5% of respondents disagreed.

Table 1. All respondents

Response	Number	Percent
Somewhat agree	514	57.7%
Strongly agree	141	15.8%
Somewhat disagree	133	14.9%
Neither agree nor disagree	71	8.0%
Strongly disagree	32	3.6%

Students Understand What Dual Enrollment Is - K-12 and Postsecondary Education Comparison

89% of K-12 respondents agreed that students understand what dual enrollment is, where only 65.7% of Postsecondary Education respondents agree. 16% of K-12 respondents disagree that students understand what dual enrollment is, while 20.8% of Postsecondary Education respondents disagree.

Table 2. K-12 Respondents

Response	Number	Percent
Somewhat agree	367	59.9%
Strongly agree	114	18.6%
Somewhat disagree	80	13.1%
Neither agree nor disagree	34	5.5%
Strongly disagree	18	2.9%

Table 3. Postsecondary Respondents

Response	Number	Percent
Somewhat agree	123	55.70%
Somewhat disagree	37	16.70%
Neither agree nor disagree	30	13.60%
Strongly agree	22	10.00%
Strongly disagree	9	4.10%

Students understand how the process for transferring credits to colleges/universities works – All Respondents

45.7% of all respondents agreed that students understand how the process for transferring credits to colleges/universities works, while 39.4% disagreed.

Table 4. All respondents

Response	Number	Percent
Somewhat agree	362	40.6%
Somewhat disagree	266	29.9%
Neither agree nor disagree	133	14.9%
Strongly disagree	85	9.5%
Strongly agree	45	5.1%

Students understand how the process for transferring credits to colleges/universities works – K-12 and Postsecondary Education Comparison

50.9% of K-12 respondents agreed that students understand how the process for transferring credits to colleges/universities works, while only 34.9% of Postsecondary Education respondents agreed. 35.9% of K-12

respondents disagreed that students understand how the process for transferring credits to colleges/universities works, while 46.2% of Postsecondary Education respondents disagreed.

Table 5. K-12 Respondents

Response	Number	Percent
Somewhat agree	273	44.5%
Somewhat disagree	173	28.2%
Neither agree nor disagree	81	13.2%
Strongly disagree	47	7.7%
Strongly agree	39	6.4%

Table 6. Postsecondary Education Respondents

Response	Number	Percent
Somewhat disagree	76	34.4%
Somewhat agree	72	32.6%
Neither agree nor disagree	42	19.0%
Strongly disagree	26	11.8%
Strongly agree	5	2.3%

Students benefit from having dual enrollment opportunities - All Respondents

92.9% of all respondents agreed that students benefit from having dual enrollment opportunities, with 65.5% of all respondents strongly agreeing with the sentiment, while only 3.1% of respondents disagreed that students benefit from having dual enrollment opportunities.

Table 7. All respondents

Response	Number	Percent
Strongly agree	584	65.5%
Somewhat agree	244	27.4%
Neither agree nor disagree	36	4.0%
Somewhat disagree	22	2.5%
Strongly disagree	5	0.6%

All high school students should have access to appropriate dual enrollment opportunities – All Respondents

80.7% of all respondents agreed that all high school students should have access to appropriate dual enrollment opportunities, while only 14.2% of respondents disagreed that all high school students should have access to appropriate dual enrollment opportunities.

Table 8. All respondents

Response	Number	Percent
Strongly agree	488	54.8%
Somewhat agree	231	25.9%
Somewhat disagree	78	8.8%
Neither agree nor disagree	46	5.2%
Strongly disagree	48	5.4%

Some students experience barriers to accessing dual enrollment opportunities – All Respondents

72.1% of all respondents agreed that students experience barriers to accessing dual enrollment opportunities, while 23.9% of all respondents disagreed that some students experience barriers to accessing dual enrollment opportunities.

Table 9. All respondents

Response	Number	Percent
Somewhat agree	335	37.6%
Strongly agree	307	34.5%
Somewhat disagree	107	12.0%
Neither agree nor disagree	106	11.9%
Strongly disagree	36	4.0%

Some students experience barriers to accessing dual enrollment opportunities – K-12 and Postsecondary Education Comparison

65.1% of K-12 respondents agreed that some students experience barriers to accessing dual enrollment opportunities, while 87.3% of Postsecondary Education respondents agreed that some students experience barriers to accessing dual enrollment opportunities. 21.3% of K-12 respondents disagreed that some students

experience barriers to accessing dual enrollment opportunities, while 4.1% of Postsecondary Education respondents disagreed.

Table 10. K-12 Respondents

Response	Number	Percent
Somewhat agree	236	38.5%
Strongly agree	163	26.6%
Somewhat disagree	97	15.8%
Neither agree nor disagree	83	13.5%
Strongly disagree	34	5.5%

Table 11. Postsecondary Education Respondents

Response	Number	Percent
Somewhat agree	111	50.2%
Strongly agree	82	37.1%
Somewhat disagree	19	8.6%
Neither agree nor disagree	7	3.2%
Strongly disagree	2	0.9%

Students receive sufficient academic advising to help them make informed dual enrollment course selection decisions – All Respondents

46.8% of all respondents agreed that students receive sufficient academic advising to help them make informed dual enrollment course selection decisions, while 33.9% of all respondents disagreed that students receive sufficient academic advising to help them make informed dual enrollment course selection decisions.

Table 12. All respondents

Response	Number	Percent
Somewhat agree	291	32.7%
Strongly agree	227	25.5%
Somewhat disagree	126	14.1%
Neither agree nor disagree	172	19.3%
Strongly disagree	75	8.4%

Students receive sufficient academic advising to help them make informed dual enrollment course selection decisions – K-12 and Postsecondary Education Comparison

56.1% of K-12 respondents agreed that students receive sufficient academic advising to help them make informed dual enrollment course selection decisions, while 29.2% of Postsecondary Education respondents agreed. 29.4% of K-12 respondents disagreed that students receive sufficient academic advising to help them make informed dual enrollment course selection decisions, while 41.6% of Postsecondary Education respondents disagreed. Nearly 30% of Postsecondary Education respondents gave "Neither agree nor disagree" as their response.

Table 13. K-12 Respondents

Response	Number	Percent
Somewhat agree	233	38.0%
Strongly agree	138	22.5%
Somewhat disagree	111	18.1%
Neither agree nor disagree	90	14.7%
Strongly disagree	41	6.7%

Table 14. Postsecondary Education Respondents

Response	Number	Percent
Somewhat agree	65	29.4%
Strongly agree	65	29.4%
Somewhat disagree	51	23.3%
Neither agree nor disagree	27	12.2%
Strongly disagree	13	5.9%

Students understand the benefits of dual enrollment – All Respondents

70.8% of all respondents agreed that students understand the benefits of dual enrollment, while 16.5% of respondents disagreed that students understand the benefits of dual enrollment.

Table 15. All respondents

Response	Number	Percent
Somewhat agree	492	55.2%

Response	Number	Percent
Strongly agree	139	15.6%
Somewhat disagree	124	13.9%
Neither agree nor disagree	113	12.7%
Strongly disagree	23	2.6%

Students understand the risks and/or drawbacks of dual enrollment – All Respondents

29% of all respondents agreed that students understand the risks and/or drawbacks of dual enrollment, while 55.7% of all respondents disagreed that students understand the risks and/or drawbacks of dual enrollment.

Table 16. All respondents

Response	Number	Percent
Somewhat agree	348	39.1%
Strongly agree	223	25.0%
Somewhat disagree	148	16.6%
Neither agree nor disagree	136	15.3%
Strongly disagree	36	4.0%

Students understand the risks and/or drawbacks of dual enrollment – K-12 and Postsecondary Education Comparison

31.4% of K-12 respondents agree that students understand the risks and/or drawbacks of dual enrollment, while 19% of Postsecondary Education respondents agreed. 55.8% of K-12 respondents disagreed that students understand the risks and/or drawbacks of dual enrollment, while 49.2% of Postsecondary Education respondents disagreed.

Table 17. K-12 Respondents

Response	Number	Percent
Somewhat agree	234	38.2%
Strongly agree	161	26.3%
Somewhat disagree	108	17.6%
Neither agree nor disagree	79	12.9%
Strongly disagree	31	5.1%

Table 18. Postsecondary Education Respondents

Response	Number	Percent
Somewhat agree	98	38.0%
Strongly agree	45	17.4%
Somewhat disagree	44	17.1%
Neither agree nor disagree	29	11.2%
Strongly disagree	5	1.9%

Students should be able to access dual enrollment opportunities without having to leave their high school – All Respondents

82.2% of all respondents agreed that students should be able to access dual enrollment opportunities without having to leave their high school, while 8.1% of all respondents disagreed that students should be able to access dual enrollment opportunities without having to leave their high school.

Table 19. All respondents

Response	Number	Percent
Somewhat agree	521	58.5%
Strongly agree	211	23.7%
Somewhat disagree	87	9.8%
Neither agree nor disagree	51	5.7%
Strongly disagree	21	2.4%

Students should be able to access dual enrollment opportunities without having to leave their high school – K-12 and Postsecondary Education Comparison

Eighty-seven percent of K-12 respondents agreed that students should be able to access dual enrollment opportunities without having to leave their high school, while 71.1% of Postsecondary Education respondents agreed. 6.5% of K-12 respondents disagreed that students should be able to access dual enrollment opportunities without having to leave their high school, while 8% of Postsecondary Education respondents disagreed.

Table 20. K-12 Respondents

Response	Number	Percent
Somewhat agree	381	62.2%
Strongly agree	144	23.5%
Somewhat disagree	48	7.8%
Neither agree nor disagree	27	4.4%
Strongly disagree	13	2.1%

Table 21. Postsecondary Education Respondents

Response	Number	Percent
Somewhat agree	104	47.1%
Strongly agree	53	24.0%
Somewhat disagree	35	15.8%
Neither agree nor disagree	27	4.4%
Strongly disagree	8	3.6%

Students should be able to access dual enrollment opportunities on college campuses – All Respondents

70.6% of all respondents agreed that students should be able to access dual enrollment opportunities on college campuses, while 14.4% of all respondents disagreed that students should be able to access dual enrollment opportunities on college campuses.

Table 22. All respondents

Response	Number	Percent
Somewhat agree	323	36.3%

Response	Number	Percent
Strongly agree	306	34.3%
Somewhat disagree	133	14.9%
Neither agree nor disagree	85	9.5%
Strongly disagree	44	4.9%

Students should be able to access dual enrollment opportunities on college campuses – K-12 and Postsecondary Education Comparison

63.1% of K-12 respondents agreed that students should be able to access dual enrollment opportunities on college campuses, while 75.6% of Postsecondary Education respondents agreed. 19.4.6% of K-12 respondents disagreed that students should be able to access dual enrollment opportunities on college campuses, while 2.8% of Postsecondary Education respondents disagreed.

Table 23. K-12 Respondents

Response	Number	Percent
Somewhat agree	231	37.3%
Strongly agree	158	25.8%
Somewhat disagree	105	17.1%
Neither agree nor disagree	78	12.7%
Strongly disagree	41	6.7%

Table 24. Postsecondary Education Respondents

Response	Number	Percent
Somewhat agree	136	52.7%
Strongly agree	59	22.9%
Somewhat disagree	19	7.4%
Neither agree nor disagree	4	1.6%
Strongly disagree	3	1.2%

Respondents were given the opportunity to provide additional context to support their previous responses to the questions:

- Students Understand What Dual Enrollment Is
- Students understand how the process for transferring credits to colleges/universities works

- Students benefit from having dual enrollment opportunities
- All high school students should have access to appropriate dual enrollment opportunities
- Some students experience barriers to accessing dual enrollment opportunities
- Students receive sufficient academic advising to help them make informed dual enrollment course selection decisions
- Students understand the benefits of dual enrollment
- Students understand the risks and/or drawbacks of dual enrollment
- Students should be able to access dual enrollment opportunities without having to leave their high school
- Students should be able to access dual enrollment opportunities on college campuses

The following is a summary of the themes from responses received:

Funding and Financial Incentives

- Concerns about losing per-pupil funding when students enroll in PSEO.
- Requests for a funding model that does not penalize schools for encouraging dual enrollment.
- Expressions of frustration that Concurrent Enrollment is underfunded despite being more accessible and structured than PSEO.

Equity and Access

- Calls for more intentional policies to ensure equitable access across race, income, geography, and school type.
- Notes that students in under-resourced schools lack local dual enrollment options or adequate advising.

Concerns about Program Quality and Rigor

- Warnings that online PSEO college courses may lack rigor, especially compared to in-person high school instruction.
- Perceptions that students are gaming the system, choosing the easiest dual enrollment course options.

Recommendations for Program Design

- Proposals to keep students in high school buildings for instruction where possible.
- Desire for clearer pathways from dual enrollment to credential or degree, especially in CTE courses.

Eligibility and Advising

- Concerns that GPA or age requirements exclude capable or motivated students.
- Desire for better guidance counseling around course selection, transferability, and career alignment.

Families understand what dual enrollment is and the general options their students have for participation – All Respondents

48.2% of all respondents agree that families understand what dual enrollment is and the general options their students have for participation, while 36.9% of all respondents disagree that families understand what dual enrollment is and the general options their students have for participation.

Table 25. All Respondents

Response	Number	Percent
Somewhat agree	385	43.8%
Strongly agree	254	28.9%
Somewhat disagree	130	14.8%
Neither agree nor disagree	70	8.0%
Strongly disagree	39	4.4%

Families understand the benefits of dual enrollment – All Respondents

65.3% of all respondents agreed that families understand the benefits of dual enrollment, while 21.6% of all respondents disagree that families understand the benefits of dual enrollment.

Table 26. All Respondents

Response	Number	Percent
Somewhat agree	466	53.1%
Strongly agree	155	17.7%
Somewhat disagree	114	13.0%
Neither agree nor disagree	109	12.4%
Strongly disagree	34	3.9%

Families understand the risks and/or drawbacks of dual enrollment – All Respondents

20.2% of all respondents agreed that families understand the risks and/or drawbacks of dual enrollment, while 63.6% of all respondents disagreed that families understand the risks and/or drawbacks of dual enrollment.

Table 27. All Respondents

Response	Number	Percent
Somewhat agree	379	43.2%
Strongly agree	179	20.4%
Somewhat disagree	161	18.3%
Neither agree nor disagree	142	16.2%
Strongly disagree	17	1.9%

Families know how to access information about dual enrollment opportunities for their children – All Respondents

34.1% of all respondents agreed that families know how to access information about dual enrollment opportunities for their children, while 44% of all respondents disagreed that families know how to access information about dual enrollment opportunities for their children.

Table 28. All Respondents

Response	Number	Percent
Somewhat agree	293	33.4%
Strongly agree	257	29.3%
Somewhat disagree	193	22.0%
Neither agree nor disagree	93	10.6%
Strongly disagree	42	4.8%

Families know how to access information about dual enrollment opportunities for their children – K-12 and Postsecondary Education Comparison

41.4% of K-12 respondents agreed that families know how to access information about dual enrollment opportunities for their children, while 19.3% of Postsecondary Education respondents agreed. 38.9% of K-12 respondents disagreed that families know how to access information about dual enrollment opportunities for their children, while 51.2% of Postsecondary Education respondents disagreed.

Table 29. K-12 Respondents

Response	Number	Percent
Somewhat agree	210	34.8%

Response	Number	Percent
Strongly agree	180	29.8%
Somewhat disagree	119	19.7%
Neither agree nor disagree	55	9.1%
Strongly disagree	40	6.6%

Table 30. Postsecondary Education Respondents

Response	Number	Percent
Somewhat agree	80	36.9%
Strongly agree	64	29.5%
Somewhat disagree	40	18.4%
Neither agree nor disagree	31	14.3%
Strongly disagree	2	0.9%

Respondents were given the opportunity to provide additional context to support their previous responses to the questions:

- Families understand what dual enrollment is and the general options their students have for participation
- Families understand the benefits of dual enrollment
- Families understand the risks and/or drawbacks of dual enrollment
- Families know how to access information about dual enrollment opportunities for their children

The following is a summary of the themes from responses received:

Lack of Awareness and Understanding

- Concerns that many families — particularly first-generation college families — do not understand:
- What dual enrollment is
- The steps required to participate (application, registration, etc.)
- How credits transfer or apply toward degrees

Equity and Access Barriers

- Concerns that families with limited English proficiency or lower socioeconomic status face larger gaps in information and support.
- Concerns that there is a significant disparity between families who can navigate the system and those who can't.

High Burden on Schools and Counselors

- Concerns that the responsibility for informing families often falls entirely on school counselors.
- Concerns that schools lack sufficient resources to provide consistent, individualized advising for families.

Misinformation and Unrealistic Expectations

- Concerns that some families assume dual enrollment will allow students to graduate college years early — which may not be true if credits don't apply efficiently.
- Beliefs that the high school should handle all PSEO logistics on families' behalf.

Difficulty Navigating Complexity

- Concerns that families may not grasp how college systems differ from high school systems.
- Concerns that course selection, scheduling, and program policies can be confusing and are often not clearly explained.

High schools benefit from dual enrollment opportunities – All Respondents

67.9% of all respondents agreed that high schools benefit from dual enrollment opportunities, while 19.7% of all respondents disagreed that high schools benefit from dual enrollment opportunities.

Table 31. All Respondents

Response	Number	Percent
Somewhat agree	305	34.8%
Strongly agree	290	33.1%
Somewhat disagree	110	12.6%
Neither agree nor disagree	109	12.4%
Strongly disagree	62	7.1%

Colleges and universities benefit from dual enrollment opportunities – All Respondents

88.2% of all respondents agreed that colleges and universities benefit from dual enrollment opportunities, while 3.9% of all respondents disagreed that colleges and universities benefit from dual enrollment opportunities.

Table 32. All Respondents

Response	Number	Percent
Somewhat agree	546	62.3%
Strongly agree	227	25.9%
Somewhat disagree	69	7.9%
Neither agree nor disagree	23	2.6%
Strongly disagree	11	1.3%

Colleges and universities benefit from dual enrollment opportunities – K-12 and Postsecondary Education Comparison

90.4% of K-12 respondents agreed that colleges and universities benefit from dual enrollment opportunities, while 83.3% of Postsecondary Education respondents agreed. 2.5% of K-12 respondents disagreed that colleges and universities benefit from dual enrollment opportunities, while 8.7% of Postsecondary Education respondents disagreed.

Table 33. K-12 Respondents

Response	Number	Percent
Somewhat agree	413	68.6%
Strongly agree	130	21.6%
Somewhat disagree	44	7.3%
Neither agree nor disagree	11	1.8%
Strongly disagree	4	0.7%

Table 34. Postsecondary Education Respondents

Response	Number	Percent
Somewhat agree	108	49.8%
Strongly agree	73	33.6%
Somewhat disagree	17	7.8%
Neither agree nor disagree	12	5.5%
Strongly disagree	7	3.2%

Dual enrollment programs can create challenges for high schools – All Respondents

70.8% of all respondents agreed that dual enrollment programs can create challenges for high schools, while 5.2% of all respondents disagreed that dual enrollment programs can create challenges for high schools.

Table 35. All Respondents

Response	Number	Percent
Somewhat agree	404	38.3%
Strongly agree	343	32.5%
Somewhat disagree	74	7.0%
Neither agree nor disagree	39	3.7%
Strongly disagree	16	1.5%

Dual enrollment programs can create challenges for high schools – K-12 and Postsecondary Education Comparison

88% of K-12 respondents agreed that dual enrollment programs can create challenges for high schools, while 78.8% of Postsecondary Education respondents agreed. 6% of K-12 respondents disagreed that dual enrollment programs can create challenges for high schools, while 7.8% of Postsecondary Education respondents disagreed.

Table 36. K-12 Respondents

Response	Number	Percent
Somewhat agree	332	55.1%
Strongly agree	198	32.9%
Somewhat disagree	36	6.0%
Neither agree nor disagree	25	4.2%
Strongly disagree	11	1.8%

Table 37. Postsecondary Education Respondents

Response	Number	Percent
Somewhat agree	115	53.0%
Strongly agree	56	25.8%
Somewhat disagree	29	13.4%
Neither agree nor disagree	13	6.0%

Response	Number	Percent
Strongly disagree	4	1.8%

Dual enrollment programs can create challenges for colleges and universities - All Respondents

52.8% of all respondents agreed that dual enrollment programs can create challenges for colleges and universities, while 20.8% of all respondents disagreed that dual enrollment programs can create challenges for colleges and universities. Over one in four responses neither agreed nor disagreed that dual enrollment programs can create challenges for colleges and universities.

Table 38. All Respondents

Response	Number	Percent
Somewhat agree	333	38.0%
Strongly agree	231	26.4%
Somewhat disagree	130	14.8%
Neither agree nor disagree	121	13.8%
Strongly disagree	61	7.0%

Dual enrollment programs can create challenges for colleges and universities - K-12 and Postsecondary Education Comparison

42.9% of K-12 respondents agreed that dual enrollment programs can create challenges for colleges and universities, while 78.8% of Postsecondary Education respondents agreed. 24.9% of K-12 respondents disagreed that dual enrollment programs can create challenges for colleges and universities, while 11.5% of Postsecondary Education respondents disagreed. Almost 1 in 3 K-12 respondents chose “Neither agree nor disagree” that dual enrollment programs can create challenges for colleges and universities.

Table 39. K-12 Respondents

Response	Number	Percent
Somewhat agree	194	32.9%
Strongly agree	186	30.9%
Somewhat disagree	94	15.6%
Neither agree nor disagree	72	12.0%
Strongly disagree	56	9.3%

Table 40. Postsecondary Education Respondents

Response	Number	Percent
Somewhat agree	122	56.2%
Strongly agree	49	22.6%
Somewhat disagree	21	9.7%
Neither agree nor disagree	20	9.2%
Strongly disagree	5	2.3%

Respondents were given the opportunity to provide additional context to support their previous responses to the questions:

- High schools benefit from dual enrollment opportunities
- Colleges and universities benefit from dual enrollment opportunities
- Dual enrollment programs can create challenges for high schools
- Dual enrollment programs can create challenges for colleges and universities

The following is a summary of the themes from responses received:

Tensions Over Funding and Enrollment

- Descriptions of a competitive or adversarial relationship between high schools and colleges due to:
- PSEO diverting funds from high schools.
- Colleges depending on dual enrollment to meet enrollment targets.
- Concerns among high schools about feeling like their work is being undermined or "cannibalized" by online college programs.

Varied Perceptions of Program Quality

- Respondents often distinguished between Concurrent Enrollment and PSEO, with many viewing Concurrent Enrollment as more structured, higher-quality, and collaborative.
- Concerns that PSEO — especially online — was more isolating or poorly supervised.

Need for Better Collaboration and Communication

- Some relationships are described as strong and collaborative, especially when communication is open and roles are clearly defined.
- Others noted a lack of shared vision, fragmented communication, and policy disagreements around eligibility, oversight, and credit transfer.

Operational Burdens on High School Staff

- High school counselors and administrators feel overwhelmed by tracking applications, eligibility, and scheduling across institutions.
- This burden often detracts from serving students with greater equity needs.

Student Behavior and Engagement Concerns

- Some respondents noted that dual enrollment, particularly PSEO, disrupts the traditional high school experience by removing top students from the classroom.
- Others raised concerns about students lacking maturity or commitment to succeed in independent college-level courses.

What do you see as the positive impact and benefits of dual enrollment in Minnesota for students, high schools, colleges/universities, and/or the community/state?

All Respondents

College Access and Readiness

- Dual enrollment gives students early exposure to college-level coursework and expectations.
- It helps students build confidence that they can succeed in higher education.
- Some respondents emphasized this is particularly valuable for students who might not otherwise see themselves as "college-bound."

Cost Savings

- Many highlighted the significant financial benefit to students and families:
- Tuition-free or low-cost college credits.
- Reduces student loan burden.

Accelerated Progress

- Students can:
    - Earn college credits early, shortening time to degree.
    - Complete general education or prerequisite courses before enrolling full-time.
    - Graduate faster from college.

Increased Rigor and Challenge

- Dual enrollment raises academic expectations in high school.
- It provides more challenging coursework for advanced students, keeping them engaged.

Career Exploration

- Students can explore different career interests without committing to a college major.
- Some respondents compared dual enrollment to internships or job shadowing for career pathways.

Institutional Collaboration

- Stronger partnerships between high schools and colleges were mentioned as a benefit:
- Shared curriculum planning.
- Professional development opportunities.
- Closer alignment between secondary and postsecondary systems.

Equity and Opportunity

- Several responses stressed the potential to:
    - Expand access for underrepresented groups.
    - Narrow opportunity gaps—if all students can participate equally.
- However, some cautioned that current participation skews toward already college-bound students.

Social and Emotional Benefits

- A few noted dual enrollment allows academically advanced students to stay socially connected in their high school environment while taking rigorous courses.

Support Structures

- Access to additional advising and college support services was seen as an important benefit in helping students navigate options.

K-12 Respondents

College Access and Readiness

- Strong emphasis on giving students early exposure to college expectations.
- Increases confidence that they can succeed in higher education.
- Seen as a tool to build a college-going mindset among all students.

Cost Savings

- Frequently noted benefit: earning credits with little or no cost.
- Viewed as essential in reducing student debt and family expenses.

Accelerated Progress

- Many respondents praised how dual enrollment helps students finish degrees faster.
- Students can get prerequisites out of the way and enter college with momentum.

Increased Rigor and Engagement

- Helps high-achieving students remain challenged.
- Reduces disengagement or boredom in traditional high school classes.

Career Exploration

- Recognized as a way for students to sample career fields before graduation.
- Helps inform choices about postsecondary pathways.

Equity of Opportunity

- Frequently mentioned as a strategy to improve access for underrepresented groups.
- Some noted it can help close opportunity gaps if implemented equitably.

Positive Impact on Schools

- Schools benefit from stronger partnerships with colleges.
- Dual enrollment seen as improving overall academic culture.

Social and Emotional Support

- Some K–12 respondents emphasized the benefit of letting students stay connected socially in high school while advancing academically.

Postsecondary Education Respondents

College Pipeline Development

- Seen as a critical recruitment tool for institutions.
- Helps students see themselves as future college students.

Cost Savings and Efficiency

- Strong focus on affordability: earning credits without tuition burden.
- Emphasized as accelerating time to degree and reducing loan debt.

Academic Readiness

- Helps students build confidence and skills to succeed in college coursework.
- Provides authentic exposure to college rigor while still in a supportive environment.

Equity and Access

- Viewed as a strategy to broaden participation from diverse communities.
- Several noted it can level the playing field for students with fewer resources.

Institutional Collaboration

- Strengthens partnerships between secondary and postsecondary systems.
- Encourages alignment of curriculum and expectations.

Career Exploration and Credentialing

- Enables students to explore career interests and get a head start on credentials.
- Sometimes framed as a workforce pipeline benefit.

Student Engagement and Motivation

- Helps maintain students' interest in school by showing clear purpose and relevance.

What do you see as the challenges for dual enrollment participation and success in Minnesota for students, high schools, colleges/universities, and/or the community/state?

All Respondents

Access and Equity

- Uneven access by geography: Students in Greater Minnesota or rural areas have fewer options.
- Equity gaps: Some groups over-participate (e.g., higher-income or high-achieving students), while others lack information or opportunity.
- Transportation barriers for students who must travel to college campuses.

Advising and Awareness

- Inconsistent advising: School counselors are overburdened, making it hard to provide adequate, early guidance.
- Families and students often don't understand the consequences of failure (e.g., college transcript permanence, financial aid impacts).
- Confusion about credit transfer and applicability to future degrees.

Academic Readiness

- Underprepared students may struggle in college-level courses, leading to:
- Failing grades on permanent transcripts.
- Loss of confidence.
- Delays in high school graduation if courses are not completed.
- Students sometimes overload on dual enrollment without sufficient academic preparation or support.

Social-Emotional Readiness

- Students earning many credits early may:

- Enter college as juniors but lack maturity for upper-division coursework.
- Miss developmental experiences that happen during traditional college progression.

Funding and Incentives

- School district funding loss: High schools lose revenue when students enroll in college courses through PSEO.
- Pressure to innovate funding models (e.g., PSEO by contract) creates complexity and tension.
- Colleges and schools struggle to fund faculty engagement and curriculum alignment.

Credit Transfer and Applicability

- Credits may not transfer cleanly to all institutions, especially out-of-state or private colleges.
- Some students complete courses they don't end up needing, leading to wasted effort and potential burnout.
- A perception that dual enrollment credits earned under any circumstances will always contribute towards reducing a student's time to degree.

Program Complexity

- Varied programs (PSEO, concurrent enrollment, CTE dual enrollment) create confusion:
- Which courses are available?
- Who qualifies?
- How do requirements differ?
- Master scheduling and staffing challenges, especially when students make late decisions.

Faculty Qualifications

- Difficulty finding qualified high school instructors credentialed to teach concurrent enrollment courses, especially in certain disciplines (math, CTE).

Support Structures

- Limited academic supports:
- College professors may not be as accessible as high school teachers.
- Some students need additional help navigating expectations.

Impact on High Schools

- Loss of enrollment in high-level high school courses as a result of students electing to participate in PSEO.
- Challenges maintaining a robust curriculum when many students leave the high school to participate in PSEO opportunities.

K-12 Respondents

Funding and Cost Burdens

- Loss of per-pupil funding due to PSEO participation.
- Cost of books, transportation, and fees not covered for students.
- Lack of financial support for schools offering concurrent enrollment.

Inequitable Access

- Rural schools and students face limited course options.
- Low-income and first-gen students encounter more logistical and financial barriers.
- Limited staff capacity in smaller districts to support dual enrollment programs.

Rigid Eligibility Requirements

- GPA or grade level thresholds exclude capable students.
- Mismatch between student readiness and eligibility policies.

Student Readiness and Support

- Some students struggle academically or emotionally with college-level expectations.
- Lack of advising, both pre- and post-enrollment.

Credit Transfer and Academic Planning

- Concerns about credits not applying to majors.
- Students take disconnected or duplicative courses without guidance.

Postsecondary Respondents

Financial and Resource Strains

- Dual enrollment is underfunded relative to its actual costs.
- Administrative burden without proportional state support.

Instructor Credentialing

- Difficulty finding enough high school teachers who meet Higher Learning Commission (HLC) requirements to teach college-level courses.
- Hiring and training instructors for off-site delivery is a challenge.

Coordination with High Schools

- Lack of alignment in schedules, calendars, and communication.
- Inconsistent partnerships and cooperation between institutions.

Student Readiness and Support

- Some students struggle academically or emotionally with college-level expectations.
- Lack of advising, both pre- and post-enrollment.

Credit Transfer and Academic Planning

- Concerns about credits not applying to majors.
- Students take disconnected or duplicative courses without guidance.

What do you believe are the most critical aspects of a successful dual enrollment experience for students? (Select only your top four)

Table 41. All Respondents

Aspect	Number	Percent
Credits earned through dual enrollment should transfer seamlessly between institutions of higher education in Minnesota	481	57.3%
Students and families should fully understand the potential benefits and risks of dual enrollment	475	56.5%
Courses should be no cost for students and their families	429	51.1%
Students should be able to participate in dual enrollment courses at their high school	358	42.6%
Students should receive high-quality instruction that builds their skills and confidence	309	36.8%
Dual enrollment opportunities should include career and technical education courses	273	32.5%
Students should have access to high-quality college and career advising	244	29.0%
Students should receive wrap-around supports (academic and non-academic) to ensure their success	239	28.5%
Dual enrollment programs should include career pathways to ensure that students are participating in courses with intentionality toward a specific credential	211	25.1%
Students across a variety of academic levels should be able to participate	130	15.5%
Students should be able to participate in dual enrollment courses on a college campus	77	9.2%
Students should be able to participate in dual enrollment online	59	7.0%
Other	43	5.1%
Students should be able to enroll in up to a full course load of dual enrollment credits each semester they are eligible to participate	32	3.8%

Table 42. K-12 Respondents

Aspect	Number	Percent
Credits earned through dual enrollment should transfer seamlessly between institutions of higher education in Minnesota	345	59.7%
Students and families should fully understand the potential benefits and risks of dual enrollment	314	54.3%
Courses should be no cost for students and their families	297	51.4%
Students should be able to participate in dual enrollment courses at their high school	275	47.6%
Students should receive high-quality instruction that builds their skills and confidence	217	37.5%
Dual enrollment opportunities should include career and technical education courses	194	33.6%
Students should have access to high-quality college and career advising	163	28.2%
Students should receive wrap-around supports (academic and non-academic) to ensure their success	153	26.5%
Dual enrollment programs should include career pathways to ensure that students are participating in courses with intentionality toward a specific credential	150	26.0%
Students across a variety of academic levels should be able to participate	85	14.7%
Students should be able to participate in dual enrollment courses on a college campus	34	5.9%
Students should be able to participate in dual enrollment online	33	5.7%
Other	31	5.4%
Students should be able to enroll in up to a full course load of dual enrollment credits each semester they are eligible to participate	21	3.6%

Themes that emerged in “Other” responses include:

Financial Burden on High Schools

- Many respondents emphasized that the growth of PSEO (Postsecondary Enrollment Options) directly undermines their budgets, since high schools lose per-pupil funding when students enroll off-site. There is a strong belief that this structure is unsustainable and inequitable, especially when districts still carry responsibility for student support.

Accountability and Student Responsibility

- There is concern that when students choose PSEO or other non-concurrent dual enrollment paths, they often lack maturity and require significant hand-holding. Respondents expressed frustration that high schools are still expected to provide support without funding or oversight authority.

Desire for Structural Reforms

- Some respondents suggested more fundamental reforms, such as:
- Students who pursue full-time dual enrollment should graduate from the state, not their local high school.
- If postsecondary institutions want to offer independent dual enrollment, they should assume full responsibility for advising, student services, and graduation.

Proposals for Shared Data and Oversight

- A few comments requested real-time access to academic progress for dual enrollment students, so that high schools can step in before students fail or drop out.

Table 43. Postsecondary Respondents

Aspect	Number	Percent
Credits earned through dual enrollment should transfer seamlessly between institutions of higher education in Minnesota	129	61.7%
Students and families should fully understand the potential benefits and risks of dual enrollment	115	55.0%
Courses should be no cost for students and their families	105	50.2%
Students should be able to participate in dual enrollment courses at their high school	83	39.7%
Students should receive high-quality instruction that builds their skills and confidence	80	38.3%
Dual enrollment opportunities should include career and technical education courses	62	29.7%
Students should have access to high-quality college and career advising	56	26.8%
Students should receive wrap-around supports (academic and non-academic) to ensure their success	51	24.4%
Dual enrollment programs should include career pathways to ensure that students are participating in courses with intentionality toward a specific credential	46	22.0%
Students across a variety of academic levels should be able to participate	44	21.1%
Students should be able to participate in dual enrollment courses on a college campus	30	14.4%
Students should be able to participate in dual enrollment online	21	10.0%
Other	7	3.3%
Students should be able to enroll in up to a full course load of dual enrollment credits each semester they are eligible to participate	7	3.3%

Themes that emerged in “Other” responses include:

Funding Misalignment and Institutional Tensions

- Several responses expressed concern that PSEO creates adversarial financial incentives between institutions:
- K–12 schools lose per-pupil funding.
- Postsecondary institutions feel pressure to increase PSEO enrollment, but without consistent collaboration with K–12 partners.

Concerns About Program Quality and Oversight

- There were calls for more oversight and accountability for online PSEO. Respondents noted that the flexibility of online courses can sometimes lead to misuse or disengagement by students.

Relationship Strain Between Systems

- Some comments acknowledged the tension in partnerships between postsecondary institutions and high schools, particularly where roles are unclear or collaborative planning is lacking.

To determine the impact of dual enrollment programs in Minnesota, what data should be collected and analyzed about dual enrollment participants?

Table 44. All Respondents

Data	Number	Percent
Dual enrollment course completion and success rates	641	76.6%
Credit acceptance rates by college/university for completed dual enrollment credits	391	46.7%
Dual enrollment participation and success rates by demographic	322	38.5%
Average participant cost savings for degree completion	250	29.9%
College-going rates after high school	242	28.9%
College completion rates	202	24.1%
Participation rates by high school, by demographic	187	22.3%
High school completion rates	118	14.1%
Time to college degree	116	13.9%
Other	42	5.0%

Themes that emerged in “Other” responses include:

Financial Impact on High Schools

- Respondents repeatedly emphasized the need to collect data on how PSEO and dual enrollment affect K–12 school budgets. This includes:
    - Per-pupil funding losses when students enroll in college courses
    - Additional costs borne by districts (e.g., advising, transportation, infrastructure)
    - Opportunity costs in terms of programming reductions

Student Outcomes and Readiness

- Respondents encouraged measuring:
    - Academic success of dual enrollment students
    - College GPA and credit transfer
    - Remediation rates or courses retaken in college
    - ACT scores and college readiness

Geographic Disparities

- A few responses pointed to the need for data disaggregated by urban/rural status and school size, to identify access gaps.

Instructor and Instructional Quality Data

- A minor theme included the importance of gathering data on the qualifications and support of dual enrollment instructors, particularly those based in high schools.

What are specific policies or practices that you believe Minnesota should adopt or change to improve equitable dual enrollment outcomes for students?

All Respondents

Revise Eligibility Requirements

- Remove or reduce GPA thresholds so more students can qualify.
- Evaluate eligibility criteria to avoid excluding students with potential but lower prior academic performance.

Improve Funding and Cost Structures

- Fully fund dual enrollment programs to avoid shifting costs onto K–12 budgets.
- Create consistent tuition rates across colleges offering dual enrollment.
- Allow high schools to receive all student aid and then reimburse colleges.
- Cap per-credit costs for online PSEO courses.

- Develop cost-sharing or financial accountability structures (e.g., minimal fees scaled to income) to increase student ownership.

Expand Access and Course Availability

- Ensure all students have access to at least one dual enrollment program, regardless of geography.
- Develop Concurrent Enrollment consortiums so high schools can share instructors and offer more courses.
- Require colleges to collaborate with high schools to broaden offerings equitably.

Address Scheduling and Policy Barriers

- Eliminate the October deadline for spring semester enrollment.
- Limit total combined high school and college courses to avoid overload (e.g., 15 credits per semester).
- Require administrative approval for all PSEO enrollments to better track readiness.
- Consider limiting PSEO eligibility to juniors and seniors.

Support High Schools' Role

- Provide incentives and funding for high schools to build dual enrollment programs.
- Develop policies ensuring if schools invest in Concurrent Enrollment, students will enroll in those options before online PSEO.
- Recognize the economic impact on high schools when students enroll elsewhere.

Increase Transparency and Accountability

- Study and publish data about participation, success rates, and gaps.
- Ensure equitable grading and consistent expectations across institutions.
- Require clear information about which credits transfer and how.

Consider Developmental Readiness

- Recognize that not all students mature at the same pace.
- Explore policies that allow dual enrollment to extend after high school graduation, rather than only during high school.

Fully Fund or Subsidize Programs

- Multiple respondents called for full state funding to cover tuition, books, and support services so participation does not depend on district resources.

Strengthen Collaboration

- Create policies that make dual enrollment a "win–win–win" for students, schools, and colleges rather than prioritizing college interests over K–12 needs.

K-12 Respondents

Revise Eligibility Requirements

- Remove or lower GPA thresholds to expand access.
- Allow more students to participate regardless of past performance.

Reform Funding and Incentives

- Fully fund programs so participation doesn't depend on local district resources.
- Reimburse high schools for lost per-pupil revenue.
- Cap costs colleges can charge schools for concurrent enrollment.

Improve Advising and Communication

- Provide clearer information to students and families about options and implications.
- Strengthen advising support to ensure informed participation.

Expand Access and Availability

- Require colleges to collaborate with rural and smaller districts.
- Develop regional consortia to offer a wider range of courses.

Improve Credit Transfer and Alignment

- Guarantee credits will transfer seamlessly to Minnesota colleges and universities.
- Standardize which courses meet general education requirements.

Limit Over-enrollment and Course Load

- Some recommended capping the number of credits students can take per term to prevent burnout.

Protect High School Curriculum

- Require students to take in-district courses Concurrent Enrollment before enrolling in PSEO.
- Balance dual enrollment participation with maintaining robust high school offerings.

Develop Clear Accountability Structures

- Track participation and success data disaggregated by demographics.
- Hold institutions accountable for equitable outcomes.

Postsecondary Education Respondents

Funding Reform

- Fully fund dual enrollment so institutions and K–12 districts aren't pitted against each other.
- Create predictable, sustainable funding streams.

- Reimburse colleges appropriately for instructional costs.

Equity of Access

- Lower barriers for underrepresented students.
- Support targeted outreach to first-generation and low-income families.
- Provide transportation assistance in rural areas.

Eligibility Criteria

- Reevaluate GPA and grade level requirements to avoid unnecessary gatekeeping.
- Allow more flexible eligibility based on student readiness and support structures.

Strengthen Advising

- Require consistent advising about course selection, credit transfer, and academic expectations.
- Develop joint advising models between high schools and colleges.

Credit Transfer Assurance

- Standardize credit transfer policies across institutions.
- Clearly communicate which credits apply to degree programs.

Program Coordination

- Align high school and college calendars to ease scheduling.
- Improve data sharing and cross-system collaboration.

Faculty Credentials and Support

- Create pathways for more high school teachers to meet concurrent enrollment credential requirements.
- Fund professional development and mentorship.

For further questions about this project, please contact the Minnesota P-20 Education Partnership (https://ohe.mn.gov/p20).

BRIDGE TO SUCCESS

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Community Collaboration Committee Purpose Statement:

The Community Collaboration Committee is a link between the Hastings School District and the ISD200 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.

Summary of 12/10/25 Committee meeting:

- In attendance: Melissa Millner, Matt Bruns, Phil Biermaier, Dr. Kristine Wehrkamp Herman
- Next community meeting is Monday January 12, 2026 from 6 - 7:30 in the Middle School Cafeteria
    - Meeting goals:
        - Review key findings from the School Perceptions Survey
        - Interpret results - participation rates, demographics, comparison to previous years or benchmarks
        - Identify priorities for future planning based on strengths, concerns and emerging trends

- We also discussed changing up the format of these community events completely if there isn't more community engagement in this next event.

Future Community Collaboration Events:

- 1-12-2026 at 6 pm Middle School Cafeteria
  Topics: See above
  Plan to promote and engage: Committee members, along with Dr. Kristine Wehrkamp Herman, have assigned groups and town locations to promote the event, distribute flyers, and engage the community.

- 4-1-2026 at 6 pm Hastings High School Lecture Hall, room F253
  Topics: Student achievements and setting the foundation for the 2026/27 school year

Committee meeting:

- 1-28-26 from 5-6 pm to compile feedback from 1-12-26 event to take action.

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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, December 12, 2025 @ 1:00 p.m. at the District Office, Conference Room A

Attendees:
Mark Zuzek, Carrie Tate, Melissa Millner, Jen Seubert, Dr. Kristine Wehrkamp Herman, and LynnDee Humble

ISD 200 Finance Committee Meeting Summary:

The primary task at this meeting was to review and comment on a 2025/2026 proposed revised budget. The presentation was a slightly deeper review of the information presented at the December 10, 2025 work session. There was also a brief discussion regarding the operating referendum. A brief discussion of the data and recommendations presented are reviewed below.

1. Overall change of revenues > expenditures by $1,677,406
2. The ending unassigned fund balance is expected to increase by $768,817, requiring a 24-25 audit entry provided for $908,589. Without the audit entry, we would be overspending by $139,772.
3. If the 26-27 adopted budget has expenditures greater than revenues, we will be required to make an audit entry again.
4. There was a discussion regarding the operating referendum. Initial facts to consider are as follows:
    a. Last year of revenue is FY27-28
    b. The operating levy provides $4.3 million annually.
    c. Board renewal window is 7/1/25-6/15/27
    d. Voter approved window is November 2026 & November 2027
    e. There will be many discussions regarding any potential operating referendums.
5. The Budget Projection Model data (with 25-26 Revised Budget) has been provided to Ehlers for an updated model. The model should be ready by the end of December. The budget timeline for Jan/Feb includes “budget adjustment process for next fiscal year.”
6. The district’s ACFR has been submitted to ASBO (Associates of School Business Officials International) fpr consideration for the Certificate of Excellence in Financial Reporting.

Future Finance Committee Meetings:

Thursday, DATE is TBD (Probably in February) @ District Office, Conference Room A

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Native American Parent Advisory Council: Summary of September 11, 2025

I. **Call to Order**

II. **Old Business**

A. Election

1. Bylaws changed
2. Positions appointed based on consensus

B. Commissioner of Education + Office of American Indian Education Visit

1. Was cancelled due to conflicts at Prairie Island
2. Waiting to hear on makeup date

III. **New Business**

A. **District Updates**

1. School Board
   a) School Perceptions Survey Results
   b) Community Collaboration Event
      (1) Monday, January 12, 2026
      (2) 6-8 PM
      (3) Hastings Middle School Cafeteria
2. Dr. Wehrkamp Herman and/or Principals - Administrative Updates
   a) Cyan is on board!
   b) Superintendent is starting focus groups across sites to get a sense of the students perspective
3. Andrew Hodges: Grants and Teaching + Learning
   a) Working to get exact number for NAPAC to do a budget amendment due to not having a Liaison for a period of time to reallocate savings.
   b) About 70% of Native American students receive a reading intervention.
      (1) All of these interventions are now tracked in the same location
      (2) Progress is updated weekly for each student
         (a) 90% of kindergarteners at Kennedy are showing above expectation growth when receiving intervention
         (b) 80% at McAuliffe and Pinecrest
      (3) Conversation this week around updating data dashboard as it relates to interventions and analysis of intervention effectiveness
      (4) New Fastbridge data available in the next month.

c) ELA curriculum review at the secondary level begins next month.
d) Elementary science curriculum review beginning
e) Trialling moving third and fourth grade students away from iPads and toward Chromebooks.

4. Cyan Peacock-Hale: Native American Education Liaison
    a) Developed goals and strategies for achievement, seeking feedback
    b) Meeting with students, developing relationships
    c) Prioritizing establishing a Native Club at the Middle School (two meetings already)
    d) Has connected with Alyssa Cherry to lean on past successes

B. **NAPAC Updates**
1. Logo
2. Author/Winter Storytelling
3. Date Selection for Graduation Ceremony
    a) May 12, 2026
    b) 11 seniors
    c) Academic support available through Community in Schools and MTSS.

IV. Future Events

A. **January Meeting**
1. Thursday, January 8, 2026 doors open at 5:30 PM
2. Curriculum Center

B. **February Meeting**
1. Thursday, February 5, 2026, doors open at 5:30 PM
2. Curriculum Center

C. **Spring TNEC Consultations**
1. Week of February 23-26, 2026
2. Treasure Island

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BRIDGE TO SUCCESS

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 Tentative Policy Committee Meetings
January 8, 2026 at 12:00pm

December 12, 2025 Policy Committee Summary
Review Cycle Tracker

1st Readings
Since all three policies presented for first reading include substantial revisions. Detailed rationale for the changes is provided in the "Committee Discussion" section below. Redlined versions are attached in BoardBook for review.

520 Student Surveys
- Committee Discussion:The recommended revisions provide clearer guidance on the district's design, administration, and use of student surveys, ensuring consistency and compliance with federal and state privacy laws. References to "invasive physical examinations" were removed, as they are unrelated to the policy's focus..
    - Committee Recommendation: **1st Reading**

807 Health and Safety
- Committee Discussion: The recommended revision updates the policy to reflect current state requirements and remove references to repealed subdivisions of Minnesota Statutes, section 123B.57 (effective FY2017). Policy now aligns with the Minnesota Department of Education's Health and Safety Data Submission System for submitting school board–approved LTFM Ten-Year Plans and ensures compliance with Minnesota Statutes, section 182.676 regarding Safety Committees
    - Committee Recommendation: **1st Reading**

901 Community Education Advisory Council
- Committee Discussion: The recommended revisions establish a formal framework for the Community Education Advisory Council and ensure compliance with requirements for qualifying for annual Community Education levies under Minnesota Statutes, section 124D.19.
    - Committee Recommendation: **1st Reading**

2nd, and 3rd Readings
No changes since last reading

December 17, 2025 Board Meeting
1st Readings:
520 Student Surveys
807 Health and Safety
901 Community Education Advisory Council

2nd Readings:
511 Student Fundraising

527 Student use and Parking of Motor Vehicles; Patrols, Inspections, and Searches
712 Video Recording

Consent Agenda:
3rd Readings/Consent:

- 612 Development of Parent and Family Engagement Policies for Title I Programs
- 710 Extracurricular Transportation
- 715 Crowdfunding/Employee Fundraising for School Purposes

520 STUDENT SURVEYS

I. PURPOSE

The purpose of this policy is to govern how the district designs, administers, and uses student surveys within the district. Student surveys can provide valuable insight into students' experiences, and learning needs. The district recognizes its legal and ethical responsibility to safeguard student privacy and to protect personal information from misuse or unauthorized access. This policy ensures that student surveys are purposeful, voluntary, limited in scope, align with educational improvement and student wellbeing, and are compliant with federal and state privacy laws, including the Family Educational Rights and Privacy Act (FERPA), the Protection of Pupil Rights Amendment (PPRA), and the Minnesota Government Data Practices Act.~~Occasionally the school district utilizes surveys to obtain student opinions and information about students. The purpose of this policy is to establish the parameters of information that may be sought in student surveys.~~

II. GENERAL STATEMENT OF POLICY

Surveys shall be administered with the highest regard for the privacy rights of students and families, shall be limited to the collection of information necessary for legitimate educational purposes, including but not limited to, program evaluations, continuous improvement planning, or statutory compliance, and shall not include unnecessary or intrusive questions unrelated to the goals of the district. The district will safeguard against data mining, targeted marketing, or other uses unrelated to student learning and wellbeing. ~~Student surveys may be conducted as determined necessary by the school district. Surveys, analyses and evaluations conducted as part of any program funded through the U.S. Department Of Education must comply with 20 United States Code section 1232h.~~

III. DEFINITIONS

A. "Instructional material" means instructional content that is provided to a student, regardless of format, including printed or representational materials, audio-visual materials, and materials in electronic or digital formats (i.e., materials accessible through the Internet). The term does not include academic tests or academic assessments.

B. ~~"Invasive physical examination" means any medical examination that involves the exposure of private body parts, or act during such examination that includes incision, insertion, or injection into the body, but does not include a hearing, vision, or scoliosis screening.~~

C. "Parent" means a legal guardian ~~or other person acting in loco parentis (in place of a parent), such as a grandparent or stepparent with whom the child lives,~~ or a person who is

legally responsible for the welfare of the child.

D. "Personal information" means individually identifiable information including a student or parent's first and last name; a home or other physical address (including street name and the name of the city or town); a telephone number; or a Social Security identification number.

E. "Private information" means political affiliations or beliefs of the student or the student's parent, mental and psychological problems of the student or the student's family, sex behavior or attitudes, illegal, antisocial, self-incriminating, or demeaning behavior, critical appraisals of other individuals with whom respondents have close family relationships, legally recognized privileged or analogous relationships, such as those of lawyers, physicians, and ministers, religious practices, affiliations, or beliefs of the student or the student's parent; or income (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program), or morality or personal beliefs; or health conditions.

F. "Survey" is any instrument, activity, or process used by the district, its employees, or third parties to solicit and collect ~~personal or~~ private information directly from students in written, digital, verbal, or interactive formats, and include questionnaires, interviews, focus groups, polling tools, or other structured methods of collecting feedback.

IV. STUDENT SURVEYS ~~IN GENERAL~~

A. Student surveys will be conducted anonymously, with no mechanism or attempt to identify participants. Survey responses shall be kept confidential to the maximum extent permitted by law. The district shall implement safeguards to protect the security of all collected data. Survey results shall be reported in aggregate form whenever possible to protect individual respondent identity.~~and in an indiscernible fashion. No mechanism will be used for identifying the participating student in any way. No attempt will be made in any way to identify a student survey participant. There will be n~~ No requirement that the student return the survey will exist, and no record of the student returning a survey will be maintained.

B. The district shall ensure that no survey instrument, whether developed internally or administered by an external provider, is used for commercial data mining, targeted advertising, or the collection of personally identifiable information for non-educational purposes. Student-level survey data shall not be sold, shared, or repurposed for uses outside the scope of the original educational intent.

This provision does not apply to the collection, disclosure, or use of personal information collected from students for the exclusive purpose of developing, evaluating, or providing educational products or services for, or to, students or educational institutions, such as:

1. college or other postsecondary education recruitment or military;
2. book clubs, magazines, and programs providing access to low cost literary products;
3. curriculum and instructional materials used by elementary and secondary schools;
4. tests and assessments used by elementary schools and secondary schools to provide cognitive, evaluative, diagnostic, clinical, aptitude, or achievement information about students, or to generate other statistically useful data for the purpose of securing such tests and assessments and the subsequent analysis and public release of the aggregate data from such tests and assessments;
5. the sale by students of products or services to raise funds for school-related or education-related activities; and
6. student recognition programs.

C. Although the survey is conducted anonymously, potential exists for personally identifiable information to be provided in response thereto. To the extent that personally identifiable information of a student is contained in his or her responses to a survey, the school district will take appropriate steps to ensure the data is protected in accordance with Minnesota Statutes chapter 13 (Minnesota Government Data Practices Act), 20 United States Code section 1232g (Family Educational Rights and Privacy Act) and 34 Code of Federal Regulations Part 99.

D. ~~The superintendent may choose not to approve any survey that seeks probing personal and/or sensitive information that could result in identifying the survey participant, or is discriminatory in nature based on age, race, color, sex, disability, religion, or national origin~~.

E. All instructional materials, including teacher's manuals, films, tapes, or other supplementary material which will be used in connection with any survey, analysis, or evaluation as part of any program, shall be available for inspection by the parents or guardians of the students.

F. No required survey shall be administered to a student~~No student shall be required~~, without the prior consent of the student (if the student is an adult or emancipated minor), or in the case of an unemancipated minor, without the prior written consent of the parent.

G. ~~No~~ All surveys requesting private information shall be administered after providing prior notification to parents/guardians and an option to opt out unless the ~~to a student shall be required, without the prior consent of the student (if the~~ student is an adult or emancipated minor. In that case, notification and opt out option is provided to the student.~~), or in the case of an unemancipated minor, without the prior written consent of the parent, to submit~~

~~to a survey that reveals information about themselves concerning:¶~~

~~1. political affiliations or beliefs of the student or the student's parent;¶~~

~~2. mental and psychological problems of the student or the student's family;¶~~

~~3. sex behavior or attitudes;¶~~

~~4. illegal, antisocial, self-incriminating, or demeaning behavior;¶~~

~~5. critical appraisals of other individuals with whom respondents have close family relationships;¶~~

~~6. legally recognized privileged or analogous relationships, such as those of lawyers, physicians, and ministers;¶~~

~~7. religious practices, affiliations, or beliefs of the student or the student's parent; or¶~~

~~8. income (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program); or¶~~

~~9. morality or personal beliefs; or¶~~

~~H. health conditions.~~

~~Surveys containing questions pertaining to the student's or the student's parent(s) or guardian(s) personal beliefs or practices in sex, family life, morality and religion will not be administered to any student unless the parent or guardian of the student is notified in writing that such survey is to be administered and the parent or guardian of the student gives written permission for the student to participate or the opportunity to opting out of the survey depending upon how the survey is funded. Any and all documents containing the written permission of a parent for a student to participate in a survey will be maintained by the school district in a file separate from the survey responses.~~

I. The school district must not impose an academic or other penalty on a student who opts out of participating in a student survey.

J. Parents/guardians have the right to inspect, on request, a survey, including an evaluation created by a third party before the survey is administered or distributed by a school to their ~~a~~ student, including procedures for granting a parent's request for reasonable access to such survey within a reasonable period of time after the request is received. Parents shall be notified in advance and given the opportunity to inspect the survey in digital and hardcopy formats.

K. ~~The administration of physical examinations or screenings that the school district may~~

~~administer to a student. This provision does not apply to a survey administered to a student in accordance with the Individuals with Disabilities Education Act (20 United States Code section 1400, et seq.).~~

L. The superintendent may choose not to approve any survey that seeks probing personal and/or sensitive information that could result in identifying the survey participant, or is discriminatory in nature.

V. ~~STUDENT SURVEYS CONDUCTED AS PART OF DEPARTMENT OF EDUCATION PROGRAM~~

A. ~~All instructional materials, including teacher's manuals, films, tapes, or other supplementary material which will be used in connection with any survey, analysis, or evaluation as part of any program funded in whole or in part by the U.S. Department of Education, shall be available for inspection by the parents or guardians of the students.¶~~

B. ~~No student shall be required, as part of any program funded in whole or in part by the U.S. Department of Education, without the prior consent of the student (if the student is an adult or emancipated minor), or in the case of an unemancipated minor, without the prior written consent of the parent, to submit to a survey that reveals information concerning:¶~~

1. ~~political affiliations or beliefs of the student or the student's parent;¶~~
2. ~~mental and psychological problems of the student or the student's family;¶~~
3. ~~sex behavior or attitudes;¶~~
4. ~~illegal, antisocial, self-incriminating, or demeaning behavior;¶~~
5. ~~critical appraisals of other individuals with whom respondents have close family relationships;¶~~
6. ~~legally recognized privileged or analogous relationships, such as those of lawyers, physicians, and ministers;¶~~
7. ~~religious practices, affiliations, or beliefs of the student or the student's parent; or¶~~
8. ~~income (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program).~~

C. A~~This policy exists because a~~A~~~~ school district that receives funds under any program funded by the U.S. Department of Education shall develop local policies consistent with Sections IV.DA. and IV.EB., above, concerning student privacy, parental access to information, and administration of certain physical examinations to minors.¶

1. The following practicespolicies are to be adopted in consultation with parents:¶

D. The right of a parent to inspect, on request, a survey, including an evaluation, created by a third party before the survey is administered or distributed by a school to a student, including procedures for granting a parent's request for reasonable access to such survey within a reasonable period of time after the request is received.

"Parent" means a legal guardian or other person acting *in loco parentis* (in place of a parent), such as a grandparent or stepparent with whom the child lives, or a person who is legally responsible for the welfare of the child.

a) Arrangements to protect student privacy in the event of the administration or distribution of a survey, including an evaluation, to a student which contains one or more of the items listed in Section V.B., above, including the right of a parent of a student to inspect, on request, any such survey.

b) The right of a parent of a student to inspect, on request, any instructional material used as part of the educational curriculum for the student and procedures for granting a request by a parent for such access within a reasonable period of time after the request is received.

"Instructional material" means instructional content that is provided to a student, regardless of format, including printed or representational materials, audio-visual materials, and materials in electronic or digital formats (i.e., materials accessible through the Internet). The term does not include academic tests or academic assessments.

c) The administration of physical examinations or screenings that the school district may administer to a student. This provision does not apply to a survey administered to a student in accordance with the Individuals with Disabilities Education Act (20 United States Code section 1400, et seq.).

d) The collection, disclosure, or use of personal information collected from students for the purpose of marketing or for selling that information (or otherwise providing the information to others for that purpose), including arrangements to protect student privacy that are provided by the school district in the event of such collection, disclosure, or use.

"Personal information" means individually identifiable information including a student or parent's first and last name; a home or other physical address (including street name and the name of the city or town); a telephone number; or a Social Security identification number.

(1) This provision does not apply to the collection, disclosure, or use of personal information collected from students for the exclusive purpose of developing, evaluating, or providing educational products or services for, or to, students or educational institutions, such as:¶

(a) college or other postsecondary education recruitment or military;¶

(b) book clubs, magazines, and programs providing access to low cost literary products;¶

(c) curriculum and instructional materials used by elementary and secondary schools;¶

(d) tests and assessments used by elementary schools and secondary schools to provide cognitive, evaluative, diagnostic, clinical, aptitude, or achievement information about students, or to generate other statistically useful data for the purpose of securing such tests and assessments and the subsequent analysis and public release of the aggregate data from such tests and assessments;¶

(e) the sale by students of products or services to raise funds for school-related or education-related activities; and¶

(f) student recognition programs.¶

(2) The right of a parent to inspect, on request, any instrument used in the collection of information, as described in Section V.C.1., Subparagraph e., above, before the instrument is administered or distributed to a student and procedures for granting a request by a parent for reasonable access to such an instrument within a reasonable period of time after the request is received.

2. The practicespolicies adopted under Section V.C., Subparagraph 1., above, shall provide for reasonable notice of the adoption or continued use of such practicespolicies directly to parents of students enrolled in or served by the school district.

a. The notice will be provided at least annually, at the beginning of the school year, and within a reasonable period of time after any substantive change in a policy.

b. The notice will provide parents with an opportunity to opt out of participation in the following activities:¶

(1) Activities involving the collection, disclosure, or use of personal information collected from students for the purpose of marketing or for selling that information, or otherwise providing that information to others for that purpose.¶

(2) The administration of any third-party survey (non-Department of Education funded) containing one or more of the items contained in Section V.B., above.¶

(3) Any non-emergency, invasive physical examination or screening that is required as a condition of attendance, administered by the school and scheduled by the school in advance, and not necessary to protect the immediate health and safety of the student or other students.¶

"Invasive physical examination" means any medical examination that involves the exposure of private body parts, or act during such examination that includes incision, insertion, or injection into the body, but does not include a hearing, vision, or scoliosis screening.

c. The notice will advise students of the specific or approximate dates during the school year when the activities in Section V.C.2., Subparagraph b., above, are scheduled, or expected to be scheduled.

d. The notice provisions shall not be construed to preempt applicable provisions of state law that require parental notification and do not apply to any physical examination or screening that is permitted or required by applicable state law, including physical examinations or screenings that are permitted without parental notification.

VI. NOTICE

A. The school district must give parents and students notice of this policy at the beginning of each school year and after making substantive changes to this policy. The school district shall give parents and students notice of their rights under this section.

B. The school district must inform parents at the beginning of the school year if the district or school has identified specific or approximate dates for administering surveys and give parents reasonable notice of planned surveys scheduled after the start of the school year. The school district must give parents direct, timely notice when their students are scheduled to participate in a student survey by United States mail, e-mail, or another direct form of communication.

C. The school district must give parents/guardians the opportunity to review the survey and to opt their students out of the following activities: participating in the survey.

1. Activities involving the collection, disclosure, or use of personal information collected from students for the purpose of marketing or for selling that information, or otherwise providing that information to others for that purpose.

2. The administration of any third-party survey (non-Department of Education funded) containing private information. one or more of the items contained in Section III.,

~~above.~~

3. ~~Any non-emergency, invasive physical examination or screening that is required as a condition of attendance, administered by the school and scheduled by the school in advance, and not necessary to protect the immediate health and safety of the student or other students.~~

D. ~~The notice provisions shall not be construed to preempt applicable provisions of state law that require parental notification and do not apply to any physical examination or screening that is permitted or required by applicable state law, including physical examinations or screenings that are permitted without parental notification.~~

Legal References: *Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)*
Minn. Stat. § 121A.065 (District Surveys to Collect Student Information; Parent Notice and Opportunity for Opting Out)
20 U.S.C. 1232g (Family Educational Rights and Privacy Act)
20 U.S.C. 1232h (Protection of Pupil Rights)
34 C.F.R. Part 99 (Family Educational Rights and Privacy Act Regulations)
Gonzaga University v. Doe, 536 U.S. 273 (2002)
C.N. v. Ridgewood Bd. of Educ., 430 F.3d. 159 (3rd Cir. 2005)
Fields v. Palmdale School Dist., 427 F.3d. 1197 (9th Cir. 2005)

Cross References: *ISD 200 Policy 515 (Protection and Privacy of Pupil Records)*
ISD 200 Policy 521 (Student Disability Nondiscrimination)
ISD 200 Policy 522 (Student Sex Nondiscrimination, Title IX Grievance Procedure and Process)

Policy Reviewed: *12.12.2025~~09.06.2024~~2.08.2022*
Policy Adopted: *11.15.2006*
Policy Revised: *02.23.2022*

807 HEALTH AND SAFETY

I. PURPOSE

The purpose of this policy is to ensure the school district identifies health and safety projects that promote health and safety, reduce injuries, and comply with all applicable state and federal laws and regulations.. ~~The purpose of this policy is to assist the school district in promoting health and safety, reducing injuries, and complying with federal, state, and local health and safety laws and regulations.~~

II. GENERAL STATEMENT OF POLICY

A. The school district will identify health and safety projects that protect employees, students, volunteers, and the public on district property. Health and safety projects will:

1. Provide a safe and healthy learning environment;
2. Increase safety awareness;
3. Prevent accidents, illnesses, and injuries;
4. Reduce liability;
5. Assign staff responsibilities for implementing and maintaining health and safety projects;
6. Establish written plans to identify and manage hazards;
7. Train staff on safe work practices; and
8. Comply with all health, safety, environmental, and occupational laws and regulations.

B. All employees share responsibility for maintaining a safe and healthy environment and are expected to follow all established health and safety procedures. ~~The policy of the school district is to implement a health and safety program that includes plans and procedures to protect employees, students, volunteers, and members of the general public who enter school district buildings and grounds. The objective of the health and safety program will be to provide a safe and healthy learning environment; to increase safety awareness; to help prevent accidents, illnesses, and injuries; to reduce liability; to assign duties and responsibilities to school district staff to implement and maintain the health and safety program; to establish written procedures for the identification and management of hazards or potential hazards; to train school district staff on safe work practices; and to comply with all health and safety, environmental, and occupational health laws, rules, and regulations.¶~~

~~C. All school district employees have a responsibility for maintaining a safe and healthy~~

environment within the school district and are expected to be involved in the health and safety program to the extent practicable. For the purpose of implementing this policy, the school district shall form a health and safety advisory committee to be appointed by the superintendent. The health and safety advisory committee will be composed of employees and other individuals with specific knowledge of related issues. The advisory committee will provide recommendations to the administration regarding plans and procedures to implement this policy and to establish procedures for identifying, analyzing, and controlling hazards, minimizing risks, and training school district staff on safe work practices. The committee will also recommend procedures for investigating accidents and enforcement of workplace safety rules. Each recommendation shall include estimates of annual costs of implementing and maintaining that proposed recommendation. The superintendent may request that the safety committee established under Minnesota Statutes, section . Stat. § 182.676 carry out all or part of the duties of the advisory committee or the advisory committee may consider recommendations from a separate safety committee established under Minnesota. Statutes, section § 182.676.

III. PROCEDURES

A. Based on the district's Long-Term Facility Maintenance (LTFM) Ten-Year Plan, and within the school board approved budget, administration will implement projects that identify and manage hazards in compliance with all applicable laws. The district's LTFM ten-year plan will be updated, maintained, and reviewed and approved annually and will be included as an addendum to this policy. A contact person will be assigned to oversee the district's LTFM ten-year plan. Based upon recommendations from the health and safety advisory committee and subject to the budget adopted by the school board to implement or maintain these recommendations, the administration will adopt and implement written plans and procedures for identification and management of hazards or potential hazards existing within the school district in accordance with federal, state, and local laws, rules, and regulations. Written plans and procedures will be maintained, updated, and reviewed by the school board on an annual basis and shall be an addendum to this policy. The administration shall identify in writing a contact person to oversee compliance with each specific plan or procedure.

B. When laws or regulations do not address specific hazards, the administration will review other resources and best practices which are defined as proven techniques that lead to positive outcomes. To the extent that federal, state, and local laws, rules, and regulations do not exist for identification and management of hazards or potential hazards, the health and safety advisory committee shall evaluate other available resources and generally accepted best practice recommendations. Best practices are techniques or actions which, through experience or research, have consistently proven to lead to specific positive outcomes.

C. The school district will monitor and make good-faith efforts to comply with new or amended laws or regulations related to hazard control. The school district shall monitor and

~~make good faith efforts to comply with any new or amended laws, rules, or regulations to control potential hazards~~.

IV. IMPLEMENTATION OF PROJECTS ~~OGRAM~~AND PLANS

A. Within budget limitations, the administration will implement health and safety projects. Areas that may be considered include, but are not limited to, the following:~~For the purpose of implementing this policy, the administration will, within the budgetary limitations adopted by the school board, implement a health and safety program that includes specific plan requirements in various areas as identified by the health and safety advisory committee. Areas that may be considered include, but are not limited to, the following~~:

1. Asbestos
2. Fire and Life Safety
3. Employee Right to Know
4. Emergency Action Planning
5. Combustible and Hazardous Materials Storage
6. Indoor Air Quality
7. Mechanical Ventilation
8. Mold Cleanup and Abatement
9. Accident and Injury Reduction Program: (Model AWAIR Program)
10. Infectious Waste/Bloodborne Pathogens
11. Community Right to Know
12. Compressed Gas Safety
13. Confined Space Standard
14. Electrical Safety
15. First Aid/CPR/AED
16. Cardiac Emergency Response
17. Food Safety Inspection
18. Forklift Safety
19. Hazardous Waste

20. Hearing Conservation

21. Hoist/Lift/Elevator Safety

22. Integrated Pest Management

23. Laboratory Safety Standard/Chemical Hygiene Plan

24. Lead

25. Control of Hazardous Energy Sources (Lockout/Tagout)

26. Machine Guarding

27. Safety Committee

28. Personal Protection Equipment (PPE)

29. Playground Safety

30. Radon

31. Respiratory Protection

32. Underground and Above Ground Storage Tanks

33. Welding/Cutting/Brazing

34. Fall Protection

35. EPA Hazardous Air Pollutant Standards for School Generators

36. Any other areas deemed appropriate~~Other areas determined to be appropriate by the health and safety advisory committee~~.

    If a risk is not present in the school district, no plan for that area is required.~~If a risk is not present in the school district, the preparation of a plan or procedure for that risk will not be necessary.~~

B. Administration will ensure employees receive appropriate training in crisis response, and emergency actions when exposure to hazards is possible.~~The administration shall establish procedures to ensure, to the extent practicable, that all employees are properly trained and instructed in job procedures, crisis response duties, and emergency response actions where exposure or possible exposure to hazards and potential hazards may occur.~~

C. Administration will conduct or arrange safety inspections and drills. Identified hazards or unsafe conditions will be documented, and corrective action will be taken when practicable. ~~The administration shall conduct or arrange safety inspections and drills. Any identified~~

~~hazards, unsafe conditions, or unsafe practices will be documented and corrective action taken to the extent practicable to control that hazard, unsafe condition, or unsafe practice~~.

D. Employees are encouraged to report hazards or unsafe conditions verbally or in writing. No retaliation will occur for such reports.~~Communication from employees regarding hazards, unsafe or potentially unsafe working conditions, and unsafe or potentially unsafe practices is encouraged in either written or oral form. No employee will be retaliated against for reporting hazards or unsafe or potentially unsafe working conditions or practices~~.

E. Administration will conduct periodic workplace inspections to identify hazards.~~The administration shall conduct periodic workplace inspections to identify potential hazards and safety concerns~~

F. All accidents and near misses must be reported to a supervisor immediately. The school district will promptly investigate incidents to determine the cause and prevent recurrence.~~In the event of an accident or a near miss, the school district shall promptly cause an accident investigation to be conducted in order to determine the cause of the incident and to take action to prevent a similar incident. All accidents and near misses must be reported to an immediate supervisor as soon as possible~~

V. BUDGET

A. The superintendent is responsible for creating procedures to ensure that the school district complies with Minnesota Statutes, section 182.676(a) regarding the establishment of safety committees and with all requirements of the Health and Safety Data Submission System used for long-term facilities maintenance revenue (LTFM).

B. The superintendent or designee shall ensure that the school board annually reviews all health and safety projects included in the district's LTFM ten-year plan, including current written plan requirements and any recommended new requirements.

C. Each year, the superintendent or designee shall prepare preliminary revenue and expenditure budgets for the district's LTFM ten-year plan. These budgets must include any written explanations needed for clear understanding by the school board and the public.

D. The superintendent or designee shall review projected revenues and expenditures and may recommend budget adjustments necessary to support the current LTFM plan or implement new recommendations, provided the adjustments remain within projected and appropriated revenues.

E. The district must comply with requirements of the Health and Safety Data Submission System by entering project estimates by health and safety finance code for all projects eligible under Minnesota Statutes, section 123B.57, subdivision 6.

F. The district's LTFM ten-year plan must be approved by both the school board and the

commissioner.

No funds may be spent on the health and safety projects until the school board adopts a budget, or a budget amendment authorizing the expenditure. All health and safety projects must be implemented and administered within the fiscal limits of the LTFM ten-year plan and the adopted budget.

~~The superintendent shall be responsible to provide for periodic school board review and approval of the various plan requirements of the health and safety program, including current plan requirements and related written plans and procedures and recommendations for additional plan requirements proposed to be adopted. The superintendent is responsible for ensuring that the school board regularly reviews and approves all required components of the health and safety program. This includes current plan requirements, related written plans and procedures, and any recommendations for new plan requirements that may be added. The superintendent, or designee such other school official as designated by the superintendent, each year shall prepare preliminary revenue and expenditure budgets for the school district's health and safety program annually. The preliminary budgets shall be accompanied by such written commentary as may be necessary for them to be clearly understood by the members of the school board and the public. The school board shall review the projected revenues and expenditures for this program and make such adjustments within the expenditure budget to carry out the current program and to implement new recommendations within the revenues projected and appropriated for this purpose. Preliminary budgets must include any written explanations necessary for clear understanding by the school board and the public. The superintendent or designee shall review projected revenues and expenditures for this program and may make recommendations to adjust the expenditure budget as needed to support the current program and implement new recommendations, provided these adjustments remain within the projected and appropriated revenues. No funds may be expended for the health and safety program in any school year prior to the adoption of the budget document authorizing that expenditure for that year, or prior to the adoption of an amendment to that budget document by the school board to authorize that expenditure for that year. The health and safety program shall be implemented, conducted, and administered within the fiscal restraints of the adopted budget so adopted.~~

VI. ENFORCEMENT

Enforcement of this policy is essential to achieving health and safety goals. Within budget limits, employees will receive training and periodic reviews of safety practices relevant to their job responsibilities. Employees must participate in required drills. Willful violations of safe work procedures may result in discipline as determined by the superintendent.~~Enforcement of this policy is necessary for the goals of the school district's health and safety program to be achieved. Within applicable budget limitations, school district employees will be trained and receive periodic reviews of safety practices and procedures, focusing on areas that directly affect the employees' job duties. Employees shall participate in practice drills. Willful violations of safe work practices may result in disciplinary action in accordance with applicable~~

~~school district policies.~~

Legal References: *Minn. Stat. § 123B.56 (Health, Safety, and Environmental Management)*
Minn. Stat. § 123B.57 (~~Capital Expenditure;~~ Health and Safety Projects)
Minn. Stat. § 182.676 (Safety Committees)
Minn. Rules Part 5208.0010 (Accident and Injury Reduction Program; Applicability)
Minn. Rules Part 5208.0070 (Accident and Injury Reduction Program; Alternative Forms of Committee)

Cross References*:* *ISD 200 Policy 806 (Crisis Management Policy)*

Policy Reviewed: *12.12.2025*
Policy Adopted: *06.20.2012*
Policy Revised:

901 COMMUNITY EDUCATION ADVISORY COUNCIL

I. PURPOSE

The purpose of this policy is to establish the framework for the Community Education Advisory Council (CEAC) that ensures community representation, guides program development, fosters collaboration, prevents duplication of efforts, and promotes efficient use of resources to help the district respond to the needs of all learners in the community and in compliance with Minnesota Statute 124D.19~~The purpose of this policy is to convey to employees and to the general public the important role of community education within the school district.~~

II. GENERAL STATEMENT OF POLICY

As required for the school district to qualify for annual Community Education levies under Minnesota Statutes, section 124D.19, the Hastings Community Education Advisory Council shall give valuable input and feedback from the community perspective to advise staff on community education activities, programs and services.~~The school board affirms a strong commitment to the community education program. The school board welcomes and strongly encourages the use of school buildings and activity areas by the community when not used for regularly scheduled elementary and secondary programs.~~ The school administration should strive to accomplish the following objectives:

A. Maximum use should be made of public school facilities within the school district service area.

B. Educational needs and interests of area residents should be determined periodically.

C. Community resources and the expertise of residents should be utilized to develop a vibrant, well-rounded community education program.

D. Area residents should be encouraged to actively participate in program opportunities.

III. COMMUNITY EDUCATION ADVISORY COUNCIL

The mission of the Community Education Advisory Council is to inspire lifelong connections and engagement within the community, by fostering meaningful interactions and educational opportunities at every stage of life. The Advisory Council will:

A. Adopt bylaws, including criteria pertaining to membership, officers' duties, frequency and structure of meetings and any other matters deemed necessary and appropriate;

B. At least once every five years district's community education advisory council must review

and approve the district's adults with disabilities program and submit a statement of assurances to the Department of Education;

C. Serve in an advisory capacity to the director of community education to promote the goals and objectives of the community education program;

D. Conduct periodic assessments to identify community needs and resources and bring them together to support the growth of individuals and the community; and

E. Provide input and recommendations on program development including early childhood education, youth services, adult programs, special needs programming, after-school enrichment, extended-day or summer programs, consistent with statute.

~~The council shall assist in promoting the goals and objectives of the program.~~

F. The membership of the community education advisory will consist of members who represent: various service organizations; churches; public and nonpublic schools; local government including elected officials; public and private nonprofit agencies serving youth and families; parents; youth; park, recreation or forestry services of municipal or local government units located in whole or in part within the boundaries of the school district; and any other groups participating in the community education program in the school district.

~~Bylaws of the community education advisory council shall provide the framework for the organization including criteria pertaining to membership, officers' duties, frequency and structure of meetings and such other matters as deemed necessary and appropriate.~~

G. The council will adopt a policy to reduce and eliminate program duplication within the school district.

Legal References: *Minn. Stat. § 123B.51 (Schoolhouses and Sites; Uses for School and Nonschool Purposes; Closings ~~Access for Noncurricular Purposes~~)*
Minn. Stat. § 124D.19, Subd. 1 (Community Education Programs; Advisory Council)
Minn. Stat. § 124D.20, Subd. 1 (Community Education Revenue)

Cross References: *ISD 200 ~~MSBA/MASA Model~~ Policy 902 (Use of School District Facilities and Equipment)*

Policy Reviewed: *12.12.2025~~05.29.2020~~*
Policy Adopted: *07.22.2020*
Policy Revised: *05.29.2020*

Hastings Public Schools
Independent School District 200

511 STUDENT FUNDRAISING

I. PURPOSE

The purpose of this policy is to address student fundraising efforts.

II. GENERAL STATEMENT OF POLICY

The school board recognizes a desire and a need by some student organizations for fundraising. The school board also recognizes a need for some constraint to prevent fundraising activities from becoming too numerous and overly demanding on employees, students and the general public.

III. RESPONSIBILITY

A. Student Fundraising Appendix A:Fundraising Request Form must be completed and approved by the building principal/director and the school board prior to the start of any fundraising activities. Participation in nonapproved fundraising activities shall be considered a violation of this policy;

1. The school board will review student fundraising requests quarterly.

B. Student Fundraising Activities

1. The district expects all students who participate and all staff members who coordinate fundraising activities to represent the school and the student organization in a responsible manner. Fundraising must not result in embarrassment on the part of individual students, staff members, or the school district;

2. Student participation must be voluntary and cannot be required. All rules pertaining to student conduct and student discipline extend to student fundraising activities; and

3. Student Fundraising-Appendix B:Fundraising Final Report must be submitted within 30 days of the fundraiser completion date.

Legal References: *Minn. Stat. § 120A.20 (Admission to Public School)*
Minn. Stat. § 123B.09, Subd. 8 (Boards of Independent School Districts)
Minn. Stat. § 123B.36 (Authorized Fees)

Cross References: *ISD 200 Policy 506 (Student Discipline)*
ISD 200 Policy 713 (Student Activity Accounting)
Student Fundraising Appendix A:Fundraising Request Form
Student Fundraising-Appendix B:Fundraising Final Report

Policy Reviewed: *10.31.2025*
Policy Adopted: *08.28.2024*
Policy Revised

527 STUDENT USE AND PARKING OF MOTOR VEHICLES; PATROLS, INSPECTIONS, AND SEARCHES

I. PURPOSE

The purpose of this policy is to establish guidelines for student use and parking of motor vehicles on school district property, to maintain order and discipline, and to protect the health, safety, and welfare of students, staff, and visitors.

II. GENERAL STATEMENT OF POLICY

Parking and use of motor vehicles on school property is a privilege, not a right. Students are allowed to park only in designated areas after purchasing a parking permit.

Students may not use motor vehicles during the school day unless authorized by school administration.

Unauthorized vehicles parked on school district property may be towed at the owner's expense.

The school district may conduct routine patrols of parking lots and inspections of vehicle exteriors without notice, consent, or a warrant. Interiors of student vehicles may be searched when school administration has reasonable suspicion that the search will uncover evidence of a violation of law or school policy. Any such search will be conducted within a reasonable scope based on the circumstances.

If contraband is found, it may be seized and turned over to law enforcement. Students who violate this policy may lose parking privileges and be disciplined according to ISD 200 Policy 506 (Student Discipline).

III. DEFINITIONS

A. "Contraband" means any unauthorized item prohibited by law or school policy, including but not limited to weapons and look-alikes, alcohol, controlled substances and look-alikes, overdue school materials, and stolen property.

B. "Reasonable Suspicion" means grounds for believing a search will reveal evidence of a violation of law or school policy. This may be based on a school administrator's observation, a reliable report from a student, parent, or staff member, a student's suspicious behavior, a student's age, or record of conduct both in and out of school, or other reliable sources of information.

C. "Reasonable Scope" means that the scope and/or intrusiveness of the search is reasonably related to its purpose, considering factors such as the seriousness of the suspected violation, reliability of information, the necessity of acting without delay, the existence of exigent circumstances necessitating an immediate search and further investigation (e.g., to prevent

violence, serious and immediate risk of harm, or destruction of evidence), and the student's age.

D. "School District Location" means property owned, leased, rented, or used by the school district for school purposes, including adjacent areas used for parking or gaining access to such property. This also includes off-site locations where students are under the jurisdiction of the school district, including all school sponsored and approved activities, athletic events, field trips, and functions.

IV. STUDENT USE OF MOTOR VEHICLES

Students are generally not permitted to use vehicles during the school day. Exceptions may be granted by school administration for emergencies or special circumstances.

V. STUDENT PARKING OF MOTOR VEHICLES

Parking is allowed only in areas designated for student use. Unauthorized vehicles may be:

A. Ordered to move or be removed from school property by school administration, or

B. Towed to the nearest safe location at the owner's expense if unattended.

VI. PATROLS, INSPECTIONS, AND SEARCHES

A. Exterior Searches

School administration may conduct routine patrols of parking lots and inspections of vehicle exteriors without notice, consent, or a search warrant.

B. Interior Searches

The interior of a student's vehicle, including compartments such as the trunk or glove box, may be searched when school administration has reasonable suspicion that the search will uncover evidence of a violation of law or district policy. The search will be conducted within a reasonable scope, meaning its intrusiveness will be reasonably related to the purpose and seriousness of the suspected violation. Such searches may be conducted without notice, without consent, and without a search warrant.

Students who refuse to unlock or allow inspection of a vehicle under their control may lose parking privileges and face disciplinary action.

C. Seizure of Contraband

If a search yields contraband, school administration will seize the items and may refer the matter to law enforcement.

D. Interference

Students may not store or carry contraband in vehicles or interfere with patrols, inspections, searches, and/or seizures as provided by this policy.

VII. DISSEMINATION OF POLICY

This policy will be published in the student handbook or otherwise distributed as deemed appropriate by school administration.

VIII. VIOLATIONS

Students who violate this policy may lose parking privileges and be disciplined in accordance with Policy 506 (Student Discipline), which may include suspension, exclusion, or expulsion. In addition the student may also be referred to law enforcement when appropriate.

Legal References: *U. S. Const., amend. IV*
Minn. Const., art. I, §10
Minn. Stat. § 123B.02, Subds. 1 and 5 (General Powers of Independent School Districts)
Minn. Stat. § 123B.38 (Hearing)
New Jersey v. T.L.O., 469 U.S. 325 (1985)

Cross References: *ISD 200 Policy 417 (Chemical Use and Abuse)*
ISD 200 Policy 418 (Drug-Free Workplace/Drug-Free School)
ISD 200 Policy 501 (School Weapons Policy)
ISD 200 Policy 502 (Search of Student Lockers, Desks, Personal Possessions, and Student's Person)
ISD 200 Policy 506 (Student Discipline)

Policy Reviewed: *11.14.2025*
Policy Adopted:
Policy Revised:

712 VIDEO RECORDING

I. PURPOSE

Maintaining the health, safety, and welfare of students, staff, and visitors, as well as protecting school district property, are essential responsibilities of the school district. The conduct of individuals on school property plays a vital role in ensuring order, discipline, and security for all. The school district acknowledges the importance of video recording systems as a valuable tool for monitoring activity on school property and supporting efforts to safeguard students, staff, visitors, and district facilities, while maintaining privacy in private areas of the buildings

II. GENERAL STATEMENT OF POLICY

Video cameras will be placed in and around school buildings appropriately to ensure the safety and security of students, staff, and visitors. Recordings will be used and maintained in compliance with the law.

III. VIDEO RECORDING

A. Placement

1. School district buildings and grounds may be equipped with video cameras;

2. Video recording may occur in any school district building or on any school district property; and

3. In areas of district buildings where there is a reasonable expectation of privacy, such as bathrooms or locker rooms, video monitoring will not be used. However, these areas may be monitored by individuals of the same sex as the occupants of the bathrooms or locker rooms. Video recordings of these areas may be used for investigative purposes and will not include identifiable individuals without prior consent.

B. Use of Video Recordings

1. Video recordings will be viewed by school district personnel on a random basis and/or when problems have been brought to the attention of the school district;

2. A video recording of the actions of students and/or employees may be used by the school district as evidence in any disciplinary action brought against any student or employee arising out of the student's or employee's conduct in school district buildings or on school grounds; and

3. A video recording will be released only in conformance with the Minnesota Government Data Practices Act, Minnesota Statutes, chapter 13, and the Family

Educational Rights and Privacy Act, 20 United States Code, section 1232g.

C. Security and Maintenance

1. The school district shall establish appropriate security safeguards to ensure that video recordings are maintained and stored in conformance with the Minnesota Government Data Practices Act, Minnesota Statutes, chapter 13, and the Family Educational Rights and Privacy Act, 20 United States Code, section 1232g; and

2. The school district shall ensure that video recordings are retained in accordance with the school district's records retention schedule.

Legal References: *Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)*
Minn. Stat. § 138.17 (Government Records; Administration)
Minn. Stat. § 609.746 (Interference with Privacy)
20 U.S.C. § 1232g (Family Educational Rights and Privacy Act)
34 C.F.R. §§ 99.1-99.67 (Family Educational Rights and Privacy)

Cross References: *ISD 200 Policy 406 (Public and Private Personnel Data)*
ISD 200Policy 502 (Search of Student Lockers, Desks, Personal Possessions, and Student's Person)
ISD 200 Policy 506 (Student Discipline)
ISD 200 Policy 515 (Protection and Privacy of Pupil Records)
ISD 200 Policy 709 (Student Transportation Safety Policy)

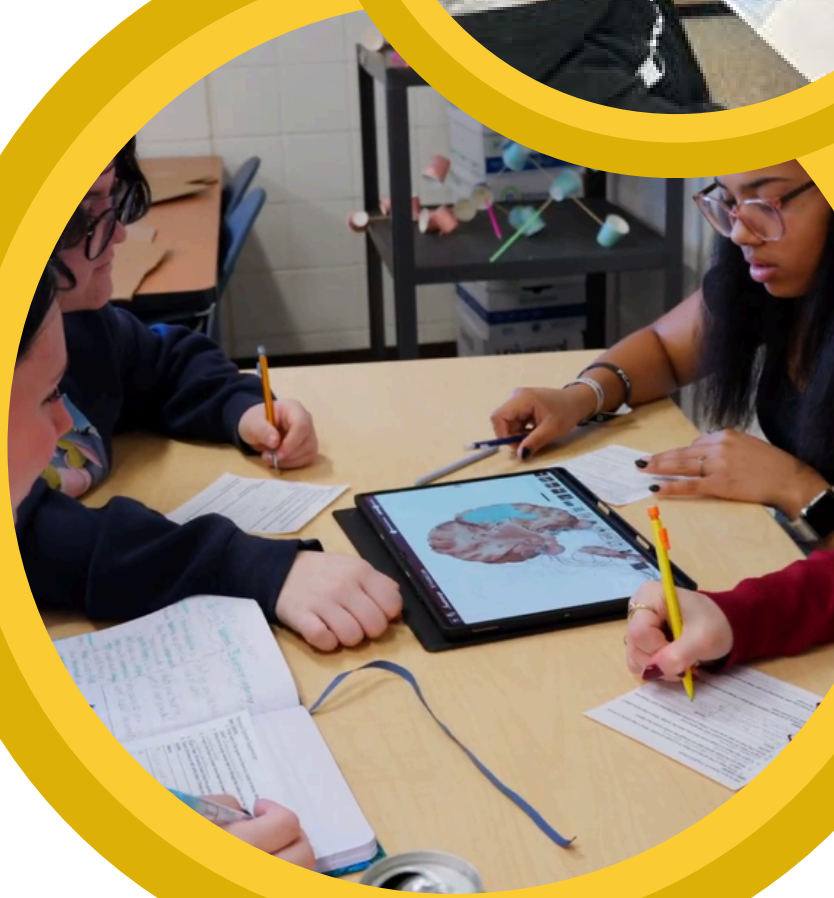
Resources: *U.S. Department of Education: FAQs on Photos and Videos under FERPA*

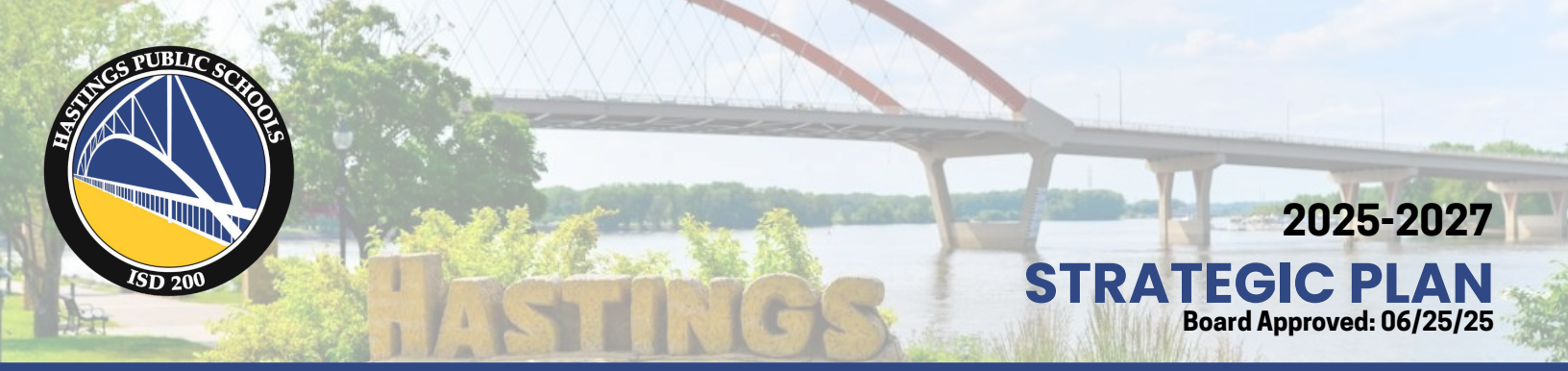
Policy Reviewed: *11.14.2025*
Policy Adopted:
Policy Revised:

REVISED BUDGET

2025-2026







HASTINGS PUBLIC SCHOOLS ISD 200

2025-2027

STRATEGIC PLAN

Board Approved: 06/25/25

VISION: What We Intend to Create

Hastings Public Schools is a safe, welcoming, student-centered home for families. We are focused on academics, growth, engagement, and excellence to develop lifelong learners who are college and career-ready.

MISSION

Our Core Purpose

We Care
We Empower
We Achieve

Students are the heart of all we do

Our Core Values: Drivers of Words & Actions

Compassion and Respect

We treat one another with kindness, dignity, and empathy in all interactions.

Innovation

We continuously seek improvement and creative solutions to embrace challenges, opportunities, and evolving needs.

Voice and Choice

We empower individuals to express their experiences as they discover, develop, and pursue their passions.

Partnership

We collaborate with students, families, businesses, and the community to support learning and strengthen our shared impact.

Equity

We provide each and every student and staff member with the resources and supports they need to achieve their personal best.

Core Pillars & Strategic Anchors

ACADEMIC EXCELLENCE

- Deliver rigorous, engaging, and evidence-based instruction that supports and challenges each and every student to thrive and succeed.
- Provide targeted support for academic growth for all students.
- Build and foster community partnerships for student experiences.
- Build and sustain robust secondary pathways.

EQUITY AND BELONGING

- Empower each and every student and staff member to experience success.
- Ensure each and every student and staff member feels seen, valued and supported.
- Establish authentic partnerships with families and community members through clear communication, shared responsibility, and mutual respect.
- Provide instruction that respects and reflects diverse student experiences and backgrounds.

SAFE, SUPPORTIVE AND ENGAGING ENVIRONMENTS

- Create a culture of emotional and physical safety where students can learn through high engagement, supported by clear expectations, social-emotional resources, and strong relationships.
- Promote responsibility and accountability for all.

STAFF EMPOWERMENT AND RETENTION

- Value, support and invest in a talented and skilled workforce through collaboration, professional development and growth to empower staff to create an environment that cultivates excellence for all.
- Foster a culture that honors teacher and staff expertise and leadership.
- Provide Competitive Compensation & Benefits Aligned to Area Standards.

EFFECTIVE AND RESPONSIVE OPERATIONS

- Ensure resources are allocated in alignment with strategic plan priorities.
- Maintain strong leadership and transparent student-centered decision making that supports district-wide success.
- Establish transparent and timely communication systems that foster meaningful engagement with families and the broader community.

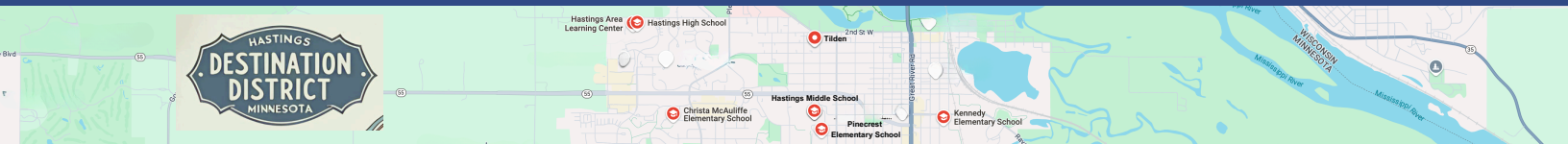


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BUDGET TIMELINE HASTINGS ISD 200

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

- Budget bootcamp meetings
- 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
- Budget bootcamp meetings

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 VS Revised Budget 25-26

Revenues General Fund Unassigned	**Amount**
APU Adp 4,275 to Rev 4,318 (+43), Prior Yr. Final 4,380 to Rev (-62)	414,222
State Special Ed Aid (Budget $12,000,000)	670,000
Interest (Budget $1,200,000)	400,000
Hourly Worker Unemployment Between Terms	280,000
Federal Special Education (Revenues = Expenditures)	89,522
Title I, II, III (Revenues = Expenditures)	62,280
Cyber Security Grant	33,819
HS Athletics Misc Revenues (Revenues = Expenditures)	15,300
Paraprofessional Training (Revenues = Expenditures)	14,481
All Other	3,266
Total Revenue Budget Increase F1-Unassigned	**1,982,889**

Expenditures General Fund Unassigned	
Payroll/Benefit Annual Budget Calc (Includes the Following)	(278,919)
* 3.38 FTE Decrease	
* New hires updated from estimated to actual	
* Teachers updated to proposed settlement	
* Paraprofessionals are estimates pending contract settlement	
Substitute Costs	500,000
Special Education Unfilled Positions to Contracted Positions	402,812
Hourly Worker Unemployment Between Terms	290,000
Transportation	93,282
Federal Special Education (Revenues = Expenditures)	89,522
Leases (Ice Arena Increase, Gymnastics Addition, 917's DCTC)	76,058
Title I, II, III (Revenues = Expenditures)	62,280
Special Education	53,750
Maintenance Department	33,679
All Other	24,679
HS Athletics Misc Revenues (Revenues = Expenditures)	15,300
Paraprofessional Training (Revenues = Expenditures)	14,481
Building Supply Budget Changes (Enrollment & Addt'l Culinary Class)	5,217
Audit Entry - Subsequent Year's Expenditures	(908,589)
Tuition (Care & Treatment, PSEO, CIS)	(90,000)
Safe Schools (Proration of School Resource Officer and Increase in Crossing Guards)	(47,580)
Liability Insurance & Worker's Compensation	(30,488)
Total Expenditure Budget Increase F1-Unassigned	**305,483**
	1,677,406

Fund Balances-Projected Ending Balances General Fund	
Change reflects audited 24-25 ending fund balances and adjustments above	**Net Change**
Restricted -Capital, Def Maint, H&S, GT,St Dev, Tchr Eval	551,203
Committed- Pension/ASL, Technology	41,983
Assigned	1,275,229
Prepaid	(511,512)
Unassigned	3,435,681
Total Projected Fund Balance Changes F1	**4,792,583**

	Unassigned	**3,435,681**
	24-25 Variance to budget	1,758,275
	25-26 Adopted vs Revised Changes	1,677,406
Actual Unassigned Ending Fund Balance 20-21	15,004,570	*1,461,393*
Actual Unassigned Ending Fund Balance 21-22	14,155,694	*(848,876)*
Actual Unassigned Ending Fund Balance 22-23	15,455,621	*1,299,927*
Actual Unassigned Ending Fund Balance 23-24	17,135,231	*1,679,611*
Actual Unassigned Ending Fund Balance 24-25	19,276,645	*2,141,414*

Hastings ISD # 200 2025-2026 Revised

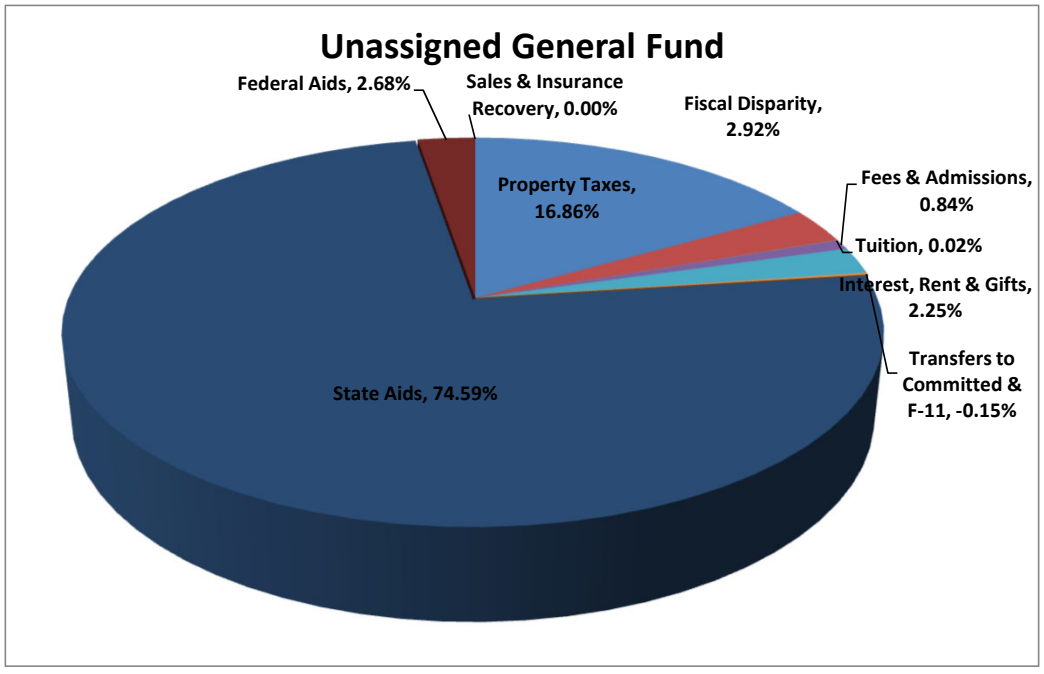
		Audited Balance 6/30/25	Revenues	Expenditures	Net Budget	Balance 6/30/26
1/10/11/12	**GENERAL FUND**					
460-131	Prepaid Expenditures	716,904.99	0.00	0.00	0.00	716,904.99
	NONSPENDABLE	**716,904.99**	**0.00**	**0.00**	**0.00**	**716,904.99**
403	Staff Development	139,863.15	646,110.03	785,973.18	(139,863.15)	0.00
412	Literacy Incentive Aid	368,182.29	187,419.42	205,821.00	(18,401.58)	349,780.71
457	Teacher Comp for READ Act Training	1,538.61	0.00	1,538.61	(1,538.61)	0.00
467	LTFM (old def maint and H&S)	5,034,280.45	1,682,154.92	1,600,000.00	82,154.92	5,116,435.37
424	Operating Capital	4,327,447.92	1,013,531.06	1,277,892.00	(264,360.94)	4,063,086.98
428	Learning & Development	0.00	843,095.20	843,095.20	0.00	0.00
434	Area Learning Center	0.00	375,000.00	375,000.00	0.00	0.00
438	Gifted & Talented	136,739.78	56,138.42	123,553.00	(67,414.58)	69,325.20
439	English Learners	0.00	53,293.84	53,293.84	0.00	0.00
441/459	Basic Skills	1,590,541.17	1,583,718.48	1,677,927.07	(94,208.59)	1,496,332.58
443	School Library Aid	0.00	44,345.86	44,345.86	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	87,500.00	87,500.00	0.00	0.00
471	Student Support Personnel	0.00	129,755.90	129,755.90	0.00	0.00
472	MA/3rd Party	426,707.26	225,000.00	154,355.00	70,645.00	497,352.26
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)	187,955.22	275,000.00	275,000.00	0.00	187,955.22
464	Donations & Grants (Fund 11 - tied to fund 1)	511,959.08	640,619.00	640,619.00	0.00	511,959.08
402	Scholarships (Fund 12 - tied to fund 1)	299,612.74	140,000.00	140,000.00	0.00	299,612.74
	RESTRICTED	**13,024,827.67**	**10,626,430.36**	**11,059,417.89**	**(432,987.53)**	**12,591,840.14**
418	Pension and ASL (trnsf from 422)	118,583.34	92,444.00	54,272.42	38,171.58	156,754.92
461-392	Technology (trnsf from 422)	638,500.40	0.00	0.00	0.00	638,500.40
	COMMITTED	**757,083.74**	**92,444.00**	**54,272.42**	**38,171.58**	**795,255.32**
462-001	Subsequent Year's Expenditures	908,588.75	0.00	908,588.75	(908,588.75)	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	95,978.45	0.00	71,665.00	(71,665.00)	24,313.45
462-005	Curriculum	280,767.00	0.00	17,400.00	(17,400.00)	263,367.00
462-006	STEM - Elementary	249,985.17	0.00	125,001.98	(125,001.98)	124,983.19
462-007	Future Funding Changes	1,300,000.00	0.00	0.00	0.00	1,300,000.00
	ASSIGNED	**3,235,319.37**	**0.00**	**1,522,655.73**	**(1,522,655.73)**	**1,712,663.64**
397,891 C0	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	215,662.00	(215,662.00)	(215,662.00)
	Safe Schools/Crime Levy	0.00	0.00	247,084.34	(247,084.34)	(247,084.34)
	Unassigned	18,559,740.19	58,279,293.83	*56,955,286.51*	1,324,007.32	19,883,747.51
	Includes pmt to OPEB Trust ($558,049) 24-25 & 25-26					
422	**UNASSIGNED**	**18,559,740.19**	**60,001,819.72**	**59,233,002.74**	**768,816.98**	**19,328,557.17**
1/10/11/12	**TOTAL GENERAL FUND**	**36,293,875.96**	**70,720,694.08**	**71,869,348.78**	**(1,148,654.70)**	**35,145,221.26**
			70,720,694.08	71,869,348.78	(908,588.75)	24-25 Rev
			0.00	0.00	(1,677,405.73)	(SpEd Aid-12,000,000)

Hastings ISD # 200 2025-2026 Revised

		Audited Balance 6/30/25	Revenues	Expenditures	Net Budget	Balance 6/30/26
2	**FOOD SERVICE FUND**					
464-418	Pension and ASL (trnsf from 464)	36,913.33	4,622.00	0.00	4,622.00	41,535.33
464	Food Service Program	636,840.15	3,272,245.00	3,517,837.00	(245,592.00)	391,248.15
	Includes pmt to OPEB Trust ($11,720) 24-25 & 25-26					
	RESTRICTED	**673,753.48**	**3,276,867.00**	**3,517,837.00**	**(240,970.00)**	**432,783.48**
	TOTAL FOOD SERVICE FUND	**673,753.48**	**3,276,867.00**	**3,517,837.00**	**(240,970.00)**	**432,783.48**
4	**COMMUNITY SERVICE FUND**					
431	Community Education General	292,570.02	1,844,805.66	1,709,161.99	135,643.67	428,213.69
432	ECFE	(66,502.91)	322,770.47	385,740.90	(62,970.43)	(129,473.34)
444	School Readiness	(58,045.08)	544,019.78	591,292.91	(47,273.13)	(105,318.21)
447	ABE	0.00	15,622.45	16,095.50	(473.05)	(473.05)
464-418	Pension and ASL (trnsf from trust 18 & above GL)	30,367.04	0.00	11,531.73	(11,531.73)	18,835.31
464-599	Screening	0.00	8,730.00	17,757.85	(9,027.85)	(9,027.85)
464	Non Public	21,467.20	115,461.59	116,092.12	(630.53)	20,836.67
	Includes pmt to OPEB Trust ($18,605) 24-25 & 25-26					
	RESTRICTED	**219,856.27**	**2,851,409.95**	**2,847,673.00**	**3,736.95**	**223,593.22**
	TOTAL COMMUNITY SERVICE FUND	**219,856.27**	**2,851,409.95**	**2,847,673.00**	**3,736.95**	**223,593.22**
6	**BUILDING CONSTRUCTION FUND**					
464	Building Construction	548,602.12	15,000.00	563,602.12	(548,602.12)	0.00
	RESTRICTED	**548,602.12**	**15,000.00**	**563,602.12**	**(548,602.12)**	**0.00**
	TOTAL BLDG CONSTRUCTION FUND	**548,602.12**	**15,000.00**	**563,602.12**	**(548,602.12)**	**0.00**
7	**DEBT SERVICE FUND**					
464	Debt Service	1,475,015.32	4,659,460.00	4,686,350.00	(26,890.00)	1,448,125.32
	RESTRICTED	**1,475,015.32**	**4,659,460.00**	**4,686,350.00**	**(26,890.00)**	**1,448,125.32**
	TOTAL DEBT SERVICE FUND	**1,475,015.32**	**4,659,460.00**	**4,686,350.00**	**(26,890.00)**	**1,448,125.32**
	TRUST FUNDS					
20	Dental Self-Funded	1,429,095.79	753,670.00	697,126.00	56,544.00	1,485,639.79
21	Health Self-Funded	4,852,448.17	10,216,770.00	10,615,611.00	(398,841.00)	4,453,607.17
45---000	IRR-OPEB- PERA	6,956,609.09	863,374.00	375,764.00	487,610.00	7,444,219.09
	TOTAL TRUST FUNDS	**13,238,153.05**	**11,833,814.00**	**11,688,501.00**	**145,313.00**	**13,383,466.05**
	TOTAL ALL FUNDS	**52,449,256.20**	**93,357,245.03**	**95,173,311.90**	**(1,816,066.87)**	**50,633,189.33**
			93,357,245.03	95,173,311.90		
			0.00	0.00		

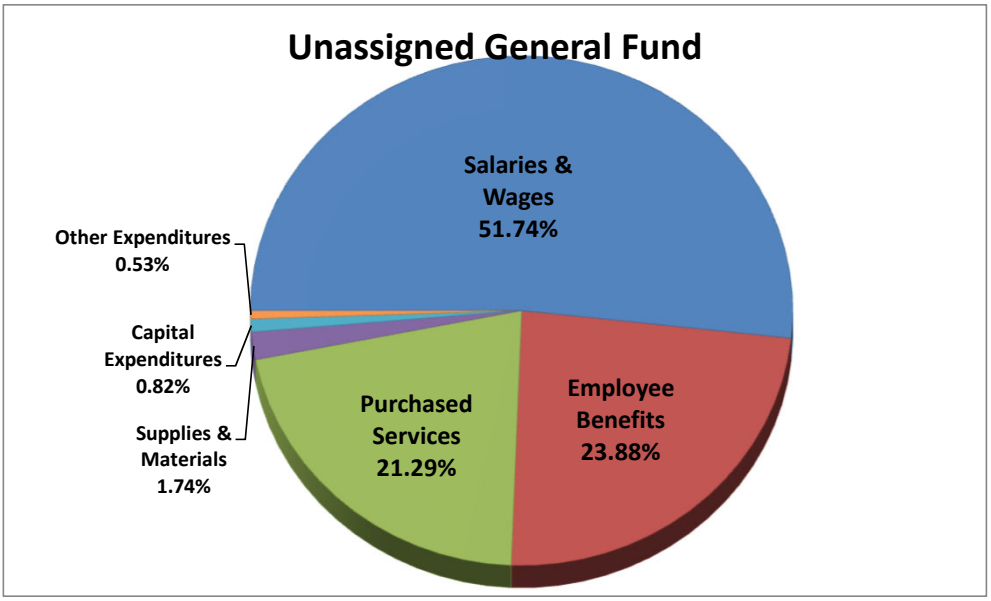
HASTINGS ISD # 200 REVENUES BY SOURCE

General Fund (1)		Final 23-24	Final 24-25	Adopted 25-26	Revised 25-26
Restricted					
001-020	Property Taxes	2,431,865	4,198,492	4,365,399	4,365,399
050-069	Fees/Admissions	106,735	107,168	0	0
070-079	3rd Party Medical Asst.	226,623	304,646	225,000	225,000
090-099	Interest, Rent & Gifts	30,000	30,000	30,000	30,000
200-399	State Aids	4,636,644	5,378,152	5,089,712	4,950,412
600-630	Sales & Insurance Recovery	338,719	415,724	0	0
		7,770,587	10,434,182	9,710,111	9,570,811
Committed					
090-099	Interest	0	0	0	0
090-099	E-Rate	0	0	0	0
090-099	Transfer from Unassigned	134,665	92,444	(157,556)	92,444
		134,665	92,444	(157,556)	92,444
Unassigned/Assigned					
001-020	Property Taxes	10,361,324	10,457,054	10,290,962	10,116,138
001-020	Fiscal Disparity	1,490,284	1,575,673	1,575,673	1,749,984
021-049	Tuition	7,782	12,796	12,796	12,796
050-069	Fees & Admissions	462,519	474,507	505,304	505,304
090-099	Interest, Rent & Gifts	1,918,231	1,841,605	683,939	1,349,239
090-099	Transfers to Committed & F-11	(135,120)	(93,135)	407,556	(92,444)
200-399	State Aids	41,716,595	44,726,486	43,339,170	44,755,470
400-599	Federal Aids	3,200,553	1,718,352	1,453,531	1,605,333
600-630	Sales & Insurance Recovery	7,160	4,207	0	0
		59,029,328	**60,717,546**	**58,268,931**	**60,001,820**
Student Activities Fund (10)					
050-069	Fees/Admissions	150,739	175,477	131,000	156,000
090-099	Interest/Rent/Gifts/Grant	66,126	44,109	22,500	22,500
600-630	Sales	51,426	53,993	96,500	96,500
		268,291	273,579	250,000	275,000
Deferred Accounts-Donations/Misc (11)					
050-069	Fees/Admissions	97,420	114,315	125,000	125,000
090-099	Deferred Donations	(55,291)	(42,845)	0	0
090-099	Transfer from Unassigned	455	691	0	0
090-099	Interest/Rent/Gifts/Grant	415,217	547,298	385,619	385,619
600-630	Sales	47,740	47,144	130,000	130,000
		505,540	666,602	640,619	640,619
Scholarships Fund (12)					
090-099	Interest/Rent/Gifts/Grant	132,363	152,664	120,000	140,000
600-630	Sales	0	500	0	0
		132,363	153,164	120,000	140,000
	General Fund (01/10/11/12) Total	**67,840,775**	**72,337,516**	**68,832,105**	**70,720,694**



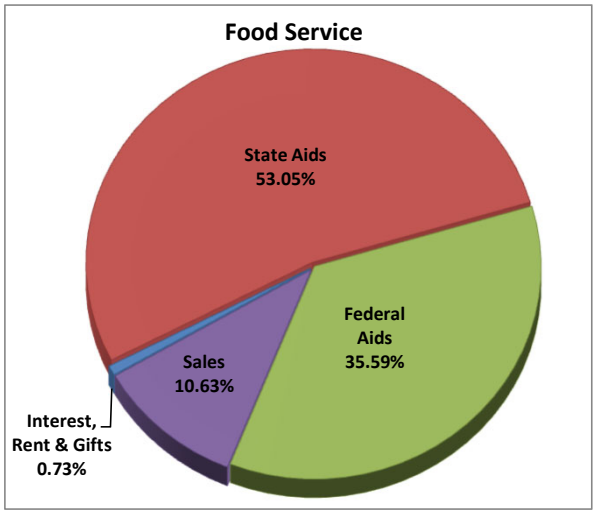
HASTINGS ISD # 200 EXPENDITURES BY OBJECT

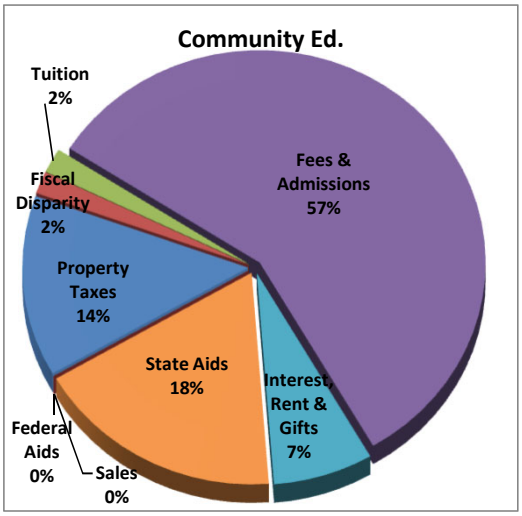
General Fund (1)		Final 23-24	Final 24-25	Adopted 25-26	Revised 25-26
Restricted					
100-199	Salaries & Wages	2,578,800	3,811,426	3,819,473	3,871,311
200-299	Employee Benefits	750,362	1,292,888	1,485,681	1,410,835
300-399	Purchased Services	1,159,960	989,990	1,044,106	1,047,876
400-499	Supplies & Materials	454,444	2,028,367	1,529,048	1,532,830
500-599	Capital Expenditures	3,175,281	2,409,551	2,195,557	2,140,248
800-899	Other Expenditures	8,239	16,348	700	700
		8,127,086	10,548,570	10,074,565	10,003,799
Committed					
100-199	Salaries & Wages	0	24,977	29,389	14,977
200-299	Employee Benefits	106,799	57,894	27,307	39,296
300-399	Purchased Services	9,265	0	0	0
400-499	Supplies & Materials	23,125	0	0	0
500-599	Capital Expenditures	13,653	0	0	0
		152,842	82,870	56,696	54,272
Unassigned/Assigned					
100-199	Salaries & Wages	29,740,720	29,868,053	31,230,111	31,432,190
200-299	Employee Benefits	13,647,399	13,271,345	14,742,875	14,506,796
300-399	Purchased Services	9,950,363	11,281,544	11,662,777	12,936,725
400-499	Supplies & Materials	1,247,244	938,901	1,097,986	1,059,899
500-599	Capital Expenditures	105,591	651,208	475,118	497,926
800-900	Other Expenditures	678,663	768,299	331,218	322,122
		55,369,979	**56,779,350**	**59,540,084**	**60,755,658**
Student Activities Fund (10)					
300-399	Purchased Services	74,500	144,047	86,500	106,500
400-599	Supplies & Capital	120,071	120,531	158,500	163,500
800-899	Other Expenditures	19,111	15,775	5,000	5,000
		213,682	280,354	250,000	275,000
Deferred Accounts-Donations/Misc (11)					
100-199	Salaries & Wages	90,429	127,219	73,349	111,899
200-299	Employee Benefits	10,535	15,123	11,265	21,470
300-399	Purchased Services	166,534	175,088	170,005	167,695
400-499	Supplies & Materials	163,349	192,738	361,000	246,245
500-599	Capital Expenditures	129,960	232,941	25,000	91,500
800-899	Other Expenditures	1,369	4,831	0	1,810
		562,176	747,940	640,619	640,619
Scholarships Fund (12)					
800-899	Other Expenditures	121,810	127,140	120,000	140,000
		121,810	127,140	120,000	140,000
	General Fund (01/10/11/12) Total	**64,547,575**	**68,566,224**	**70,681,965**	**71,869,349**



HASTINGS ISD # 200 REVENUES BY SOURCE

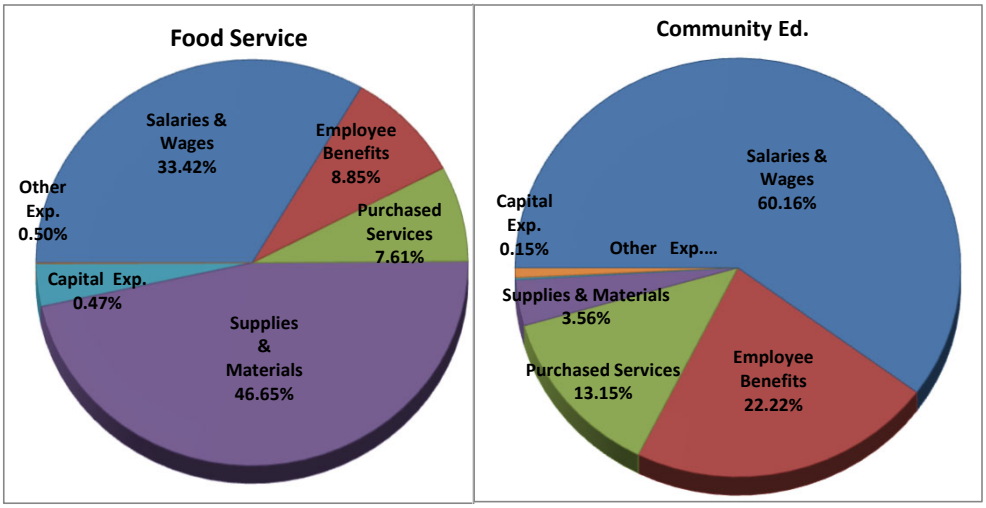
		Final 23-24	Final 24-25	Adopted 25-26	Revised 25-26
Food Service (2)					
090-099	Interest, Rent & Gifts	43,854	27,806	20,000	24,000
200-399	State Aids	1,526,870	1,649,423	1,649,753	1,738,276
400-599	Federal Aids	1,312,276	1,216,963	1,211,713	1,166,391
600-630	Sales	343,222	322,140	348,200	348,200
	Food Service Fund (2) Total	**3,226,223**	**3,216,331**	**3,229,666**	**3,276,867**
Community Service Fund (4)					
001-020	Property Taxes	410,299	406,826	393,522	393,522
001-020	Fiscal Disparity	53,714	38,027	48,300	48,300
021-049	Tuition	53,449	59,449	53,449	53,449
050-069	Fees & Admissions	1,610,712	1,539,232	1,642,170	1,642,170
090-099	Interest, Rent & Gifts	235,646	290,953	204,044	204,044
200-399	State Aids	430,286	484,396	512,330	509,924
400-599	Federal Aids	9,258	0	0	0
600-630	Sales	6,773	13,608	0	0
	Community Service Fund (4) Total	**2,810,138**	**2,832,491**	**2,853,816**	**2,851,410**
Building Construction Fund (6)					
090-099	Interest/Misc Rev	187,707	58,384	9,000	15,000
631-640	Sale of Bonds & Loans	0	0	0	0
	Building Construction Fund (6) Total	**187,707**	**58,384**	**9,000**	**15,000**
Debt Service Fund (7)					
001-020	Property Taxes	3,706,565	3,961,553	3,796,863	3,796,863
001-020	Fiscal Disparity	516,495	396,181	492,297	492,297
090-099	Interest/Misc Rev	803,063	857,808	0	120,000
200-399	State Aids/Credits	323,820	299,615	308,255	250,300
400-599	Federal Aids	0	0	0	0
631-640	Sale of Bonds & Loans	0	0	0	0
	Debt Service Fund (7) Total	**5,349,943**	**5,515,156**	**4,597,415**	**4,659,460**
Trust Fund (18)					
090-099	Interest/Scholarship Receipts	938	67	0	0
600-630	Sales	0	0	0	0
	Trust Fund (18) Total	**938**	**67**	**0**	**0**
Self-Funded Insurance (20-21)					
080-099	Interest/Premiums/Prescription Rebates	10,085,745	10,728,906	11,413,443	10,970,440
	Self-Funded Insurance (20-21) Total	**10,085,745**	**10,728,906**	**11,413,443**	**10,970,440**
OPEB Irrevocable Trust Fund (45)					
092	Interest	350,128	320,176	250,000	275,000
614	Contribution for Post Employment Benefit	76,445	278,398	588,374	588,374
	OPEB Irrevocable Trust Fund (45) Total	**426,573**	**598,574**	**838,374**	**863,374**
	TOTAL ALL FUNDS	**89,928,042**	**95,287,427**	**91,773,819**	**93,357,245**





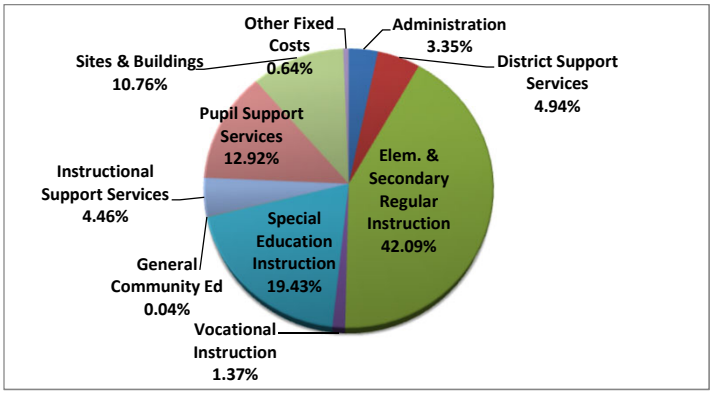
HASTINGS ISD # 200 EXPENDITURES BY OBJECT

		Final 23-24	Final 24-25	Adopted 25-26	Revised 25-26
Food Service (2)					
100-199	Salaries & Wages	997,975	1,129,135	1,177,729	1,175,673
200-299	Employee Benefits	283,846	283,604	308,312	311,270
300-399	Purchased Services	272,869	236,103	267,850	267,850
400-499	Supplies & Materials	1,598,212	1,629,175	1,611,229	1,641,044
500-599	Capital Expenditures	135,497	195,862	90,000	120,000
800-899	Other Expenditures	14,846	14,063	2,000	2,000
	Food Service Fund (2) Total	**3,303,245**	**3,487,942**	**3,457,120**	**3,517,837**
Community Service Fund (4)					
100-199	Salaries & Wages	1,775,081	1,773,618	1,722,548	1,713,178
200-299	Employee Benefits	599,054	632,360	665,876	632,676
300-399	Purchased Services	325,274	370,076	341,919	374,401
400-499	Supplies & Materials	98,283	97,351	97,620	101,391
500-599	Capital Expenditures	1,917	4,103	3,506	4,506
800-899	Other Expenditures	66,768	67,063	21,202	21,521
	Community Service Fund (4) Total	**2,866,378**	**2,944,570**	**2,852,671**	**2,847,673**
Building Construction Fund (6)					
300-399	Purchased Services	320,275	37,721	0	0
400-499	Supplies & Materials	428,225	327,998	0	0
500-599	Capital Expenditures	1,658,852	1,793,504	500,000	413,602
800-899	Other Expenditures	0	0	150,000	150,000
	Building Construction Fund (6) Total	**2,407,352**	**2,159,223**	**650,000**	**563,602**
Debt Service Fund (7)					
500-599	Capital Expenditures	0	0	0	0
700-799	Debt Service	3,871,750	20,620,450	4,686,325	4,686,350
900-999	Other Financing Uses	0	0	0	0
	Debt Service Fund (7) Total	**3,871,750**	**20,620,450**	**4,686,325**	**4,686,350**
Trust Fund (18)					
300-399	Purchased Services	0	0	0	0
400-499	CE Retirement Payments	0	62,616	0	0
800-899	Scholarship Payments	0	0	0	0
	Trust Fund (18) Total	**0**	**62,616**	**0**	**0**
Self-Funded Insurance Fund (20&21)					
200-499	Purchased Services/Supplies	10,150,822	9,986,259	11,849,556	11,312,737
	Self-Funded Insurance Fund (20&21) Total	**10,150,822**	**9,986,259**	**11,849,556**	**11,312,737**
OPEB Irrevocable Trust Fund (45)					
200-299	Employee Benefits	0	0	249,414	375,764
	OPEB Irrevocable Trust Fund (45) Total	**0**	**0**	**249,414**	**375,764**
	TOTAL ALL FUNDS	**87,147,123**	**107,827,283**	**94,427,051**	**95,173,312**



HASTINGS ISD # 200 EXPENDITURES BY PROGRAM

		Final 23-24	Final 24-25	Adopted 25-26	Revised 25-26
General Fund (1)					
000-099	Administration	2,125,692	2,200,195	2,343,023	2,375,540
100-199	District Support Services	2,528,787	3,159,398	3,472,149	3,498,810
200-299	Elem. & Secondary Regular Instruction	26,897,952	28,298,454	29,114,690	29,804,020
300-399	Vocational Instruction	883,162	914,579	961,153	968,743
400-499	Special Education Instruction	11,735,978	12,412,034	13,411,487	13,759,422
500-599	General Community Ed	15,310	32,188	0	27,000
600-699	Instructional Support Services	2,872,219	3,390,433	3,121,292	3,158,737
700-799	Pupil Support Services	8,298,170	8,677,202	9,005,980	9,146,929
800-899	Sites & Buildings	7,891,013	7,887,057	7,768,187	7,621,688
900-999	Other Fixed Costs	401,625	439,249	473,384	452,842
	General Fund (1) Total	**63,649,908**	**67,410,790**	**69,671,346**	**70,813,730**
Student Activities Fund (10)					
200-299	Elem. & Secondary Regular Instruction	213,682	280,354	250,000	275,000
	Student Activities Fund (10) Total	**213,682**	**280,354**	**250,000**	**275,000**
Donations Fund (11)					
100-199	District Support Services	398	2,993	0	0
200-299	Elem. & Secondary Regular Instruction	424,382	543,783	640,619	552,669
300-399	Vocational Instruction	10,726	10,505	0	9,000
400-499	Special Education Instruction	10,787	13,144	0	15,050
600-699	Instructional Support Services	12,108	46,447	0	13,300
700-799	Pupil Support Services	103,775	108,408	0	50,600
800-899	Sites & Buildings	0	22,660	0	0
	Donations Fund (11) Total	**562,176**	**747,940**	**640,619**	**640,619**
Scholarships Fund (12)					
960	Other Non-Recurring	121,810	127,140	120,000	140,000
	Scholarships Fund (12) Total	**121,810**	**127,140**	**120,000**	**140,000**
Food Service Fund (2)					
700-799	Pupil Support Services	3,303,245	3,487,942	3,457,120	3,517,837
	Food Service Fund (2) Total	**3,303,245**	**3,487,942**	**3,457,120**	**3,517,837**
Community Service Fund (4)					
500-599	Community Education & Services	2,813,135	2,875,313	2,800,175	2,791,077
600-699	Instructional Support Services	0	1,189	0	1,189
700-799	Pupil Support Services	53,243	68,068	52,496	55,407
	Community Service Fund (4) Total	**2,866,378**	**2,944,570**	**2,852,671**	**2,847,673**
Building Construction Fund (6)					
800-899	Sites & Buildings	2,407,352	2,159,223	650,000	563,602
	Building Construction Fund (6) Total	**2,407,352**	**2,159,223**	**650,000**	**563,602**
Debt Service Fund (7)					
900-999	Other Fixed Costs	3,871,750	20,620,450	4,686,325	4,686,350
	Building Construction Fund (6) Total	**3,871,750**	**20,620,450**	**4,686,325**	**4,686,350**
Trust Fund (18)					
960	Other Non-Recurring	0	62,616	0	0
	Trust Fund (18) Total	**0**	**62,616**	**0**	**0**
Self-Funded Insurance (20 & 21)					
105	District Support Services	10,150,822	9,986,259	11,849,556	11,312,737
	Self-Funded Insurance (20 & 21) Total	**10,150,822**	**9,986,259**	**11,849,556**	**11,312,737**
OPEB Irrevocable Trust Fund (45)					
935	Post Employment Benefits	0	0	249,414	375,764
	Trust Fund (45) Total	**0**	**0**	**249,414**	**375,764**
	TOTAL ALL FUNDS	**87,147,123**	**107,827,283**	**94,427,051**	**95,173,312**



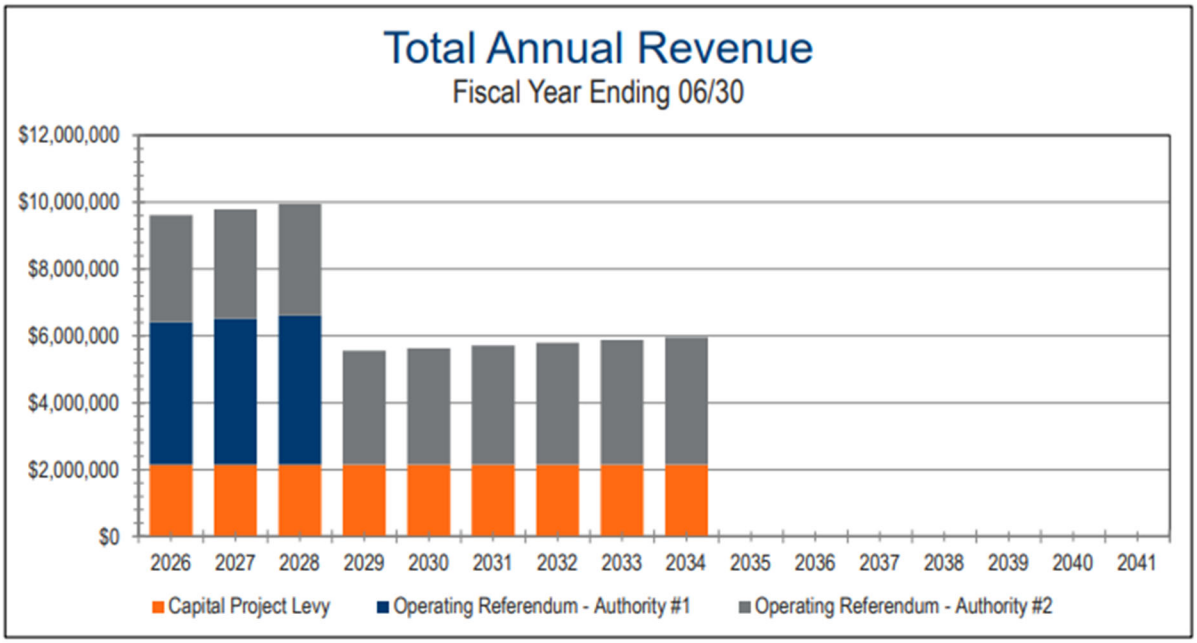
TEACHER STAFFING SUMMARY

	DISTRICT-WIDE TOTAL STAFFING - LICENSED FTE				
					INCR/DECR
	2022-2023	2023-2024	2024-2025	2025-2026	FROM PRIOR
	FTE	FTE	FTE	FTE	YR FTE
Early Childhood	4.87	6.10	5.10	4.12	(0.98)
Elementary Classroom	63.00	64.00	64.00	64.00	-
Elementary Specialists	17.10	19.59	18.19	17.60	(0.59)
Secondary Classroom	121.40	118.19	115.76	108.71	(7.05)
Counselors	8.00	8.00	8.00	8.00	-
ALC	3.00	3.20	3.29	4.00	0.71
Special Education	67.90	70.30	69.00	66.10	(2.90)
District-wide Staff	8.90	7.01	8.01	7.60	(0.41)
Floating Subs*	6.00	6.80	-	-	-
TOTAL DISTRICT-WIDE FTE	**300.17**	**303.19**	**291.35**	**280.13**	**(11.22)**

Hastings Public Schools, ISD #200

Operating Referendum and Capital Project Levy (As of 07/01/2025)

Levy Authority	Approved by Voters	Date Renewed by School Board	Board Renewal Window	Voter Renewal Window
Capital Project Levy (10 years)	Nov 2023	N/A	N/A	2029 - 2033
Operating Referendum - Authority #1 (10 years)	Nov 2017	N/A	7/1/25 - 6/15/27	Nov 2026 & Nov 2027
Operating Referendum - Authority #2 (10 years)	Nov 2013	June 2023	N/A	Nov 2032 & Nov 2033



Notes:

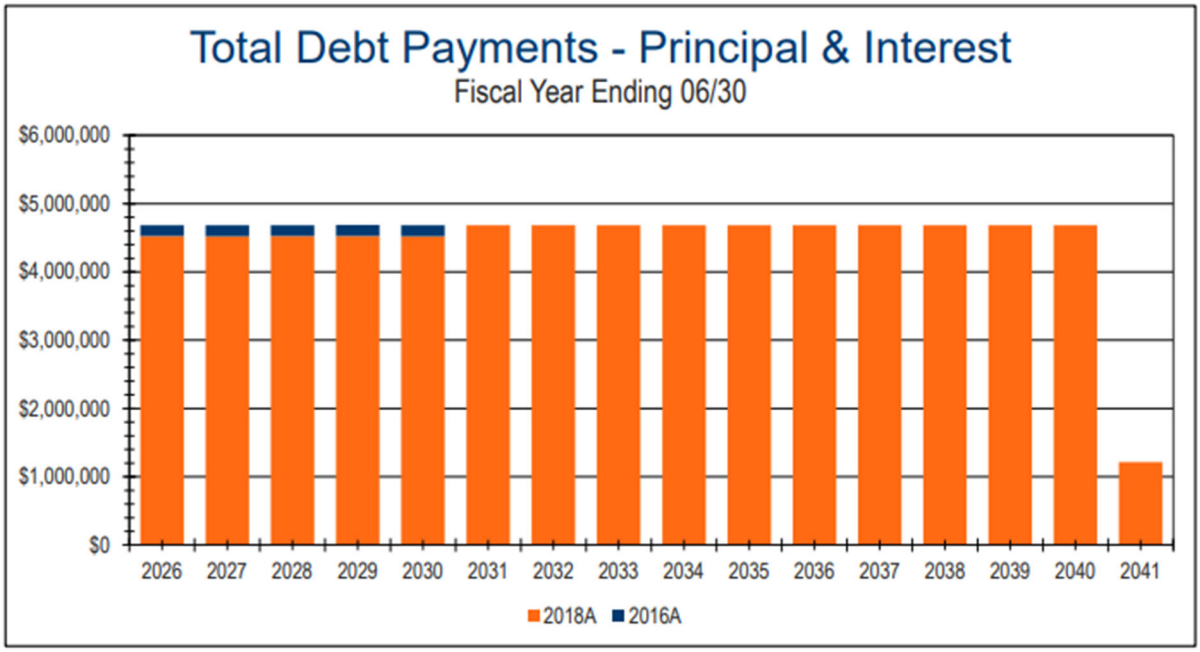
Assume annual revenue generated by the Capital Project Levy stays consistent at Fiscal Year 2026 levels

Assume enrollment continues at Fiscal Year 2026 levels for Operating Referednum Revenue; inflation based on MDE June 2025 CPI estimates

Hastings Public Schools, ISD #200

Outstanding Debt (As of 07/01/2025)

	Original Par Amount	Current Outstanding	Final Maturity	Optional Redemption
G.O. School Building Refunding Bonds, Series 2016A	$ 1,965,000	$ 760,000	02/01/2030	02/01/2025
G.O. School Building Bonds (CABs), Series 2018A	$ 49,922,524	$ 41,826,288	02/01/2041	02/01/2028
Total Outstanding		$ 42,586,288		



Hastings Public School District

Total Enrollment Projection

	Enrollment History			Enrollment Projections					
	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32
ECSE	49.7	51.5	35.1	33.7	33.5	33.2	32.3	31.9	31.4
Pre K	0.0	11.3	12.4	11.9	11.9	11.8	11.5	11.3	11.1
HK	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
K	258.4	258.6	263.9	253.3	252.3	249.8	243.0	240.0	236.4
1	284.9	256.8	260.2	266.1	255.5	254.5	251.9	245.1	242.0
2	275.1	283.1	259.0	261.7	267.7	256.9	255.9	253.4	246.5
3	289.0	282.5	275.2	258.5	261.3	267.2	256.5	255.5	253.0
4	277.4	290.1	289.1	278.7	261.8	264.6	270.6	259.8	258.7
5	289.2	285.0	299.9	299.5	288.7	271.2	274.1	280.4	269.1
6	310.1	298.6	281.5	302.0	301.5	290.6	273.1	276.0	282.3
7	295.4	308.1	308.7	285.1	305.8	305.3	294.3	276.5	279.5
8	290.5	296.1	312.0	311.5	287.6	308.5	308.1	296.9	279.0
9	368.3	306.4	319.4	336.5	336.0	310.3	332.8	332.3	320.3
10	359.5	337.9	304.9	304.3	320.6	320.1	295.6	317.1	316.6
11	338.8	364.0	329.5	299.8	299.1	315.2	314.7	290.6	311.7
12	352.5	356.3	377.2	339.7	309.0	308.4	324.9	324.4	299.6
K-12	3,989.2	3,923.5	3,880.5	3,796.7	3,747.0	3,722.7	3,695.6	3,647.9	3,594.7
ECSE-12	4,038.9	3,986.3	3,928.0	3,842.3	3,792.4	3,767.7	3,739.3	3,691.1	3,637.3
Adjusted Pupil Units	4,439.9	4,380.1	4,318.4	4,217.6	4,164.0	4,141.3	4,113.4	4,058.7	3,998.6
% Change K-12	-0.89%	-1.65%	-1.09%	-2.16%	-1.31%	-0.65%	-0.73%	-1.29%	-1.46%
Change K-12	(35.9)	(65.7)	(43.0)	(83.9)	(49.7)	(24.2)	(27.2)	(47.7)	(53.2)

ISD #200 CAPITAL 2025-2026 REVISED

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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	Pinecrest	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**

****

Total Expenses	**1,277,892.00**	
Aid	623,184.58	
Levy	360,346.48	
Sr Ctr Constr. Contribution	30,000.00	
Total Revenue	**1,013,531.06**	-264,361
Beginning Fund Balance	**4,327,447.92**	
Projected Ending Fund Balance	**4,063,086.98**	-264,361

ISD #200 LTFM 2025-2026 REVISED

****

LTFM

	Beginning Fund Balance	**5,034,280.45**
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	**5,116,435.37**

HASTINGS CAPITAL 2025-26 for Revised		
Available Funds		**$600,000**
SITE	**DESCRIPTION**	**BUDGET**
DW	Custodial Equipment	$50,000.00
DW	Grounds Truck	$45,000.00
DW	Gymnastics Facility	$400,000.00
MS	Pool Timing System	$57,563.00
DW	Postage Machine	$15,000.00
DW	Grounds Trailer	$5,000.00
TF	Bleachers/Fence	$5,000.00
HS	Orchestra Equipment (Water Damaged)	$2,000.00
	District Wide to be determined	**$20,437.00**
	Total Budgeted 25-26	**$600,000.00**
	Reserve Carryover Next Year	**$0.00**

HASTINGS LTFM 2025-26 for Revised		
Available Funds		**$1,600,000.00**
SITE	**DESCRIPTION**	**BUDGET**
917	*Annual-H&S Costs*	$9,495.00
DW	Annual-H&S Costs	$203,233.63
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	$10,000.00
DW	Panic button upgrades	$25,365.00
DW	Plumbing fixtures	$10,000.00
DW	Sidewalk repair	$8,000.00
DW	Todd Field turf maintenance	$10,000.00
HS	Air handler 12 & 27	$36,319.00
HS	Commons windows replacement	$29,000.00
HS	Elevator modernization	$77,951.48
HS	Interior storefront hardware	$29,700.00
HS	Parking lot crack fill and seal coat	$138,000.00
HS	Plumbing fixtures	$20,000.00
HS	Wall paint	$6,000.00
HS	Windows (N. side shop windows)	$8,000.00
KE	Automation controls	$90,450.00
KE	Curriculum Center EIFS/stucco	$2,400.00
KE	Curriculum Center trim & paint	$2,000.00
KE	Plumbing fixtures	$10,000.00
KE	Repair and paint tile walls	$19,815.00
KE	RTU's and automation	$58,910.00
KE	Sand and refinish wood soffit and beams	$1,800.00
MC	Door hardware replacement	$51,300.00
MC	Wall paint	$500.00
MS	Door hardware replacement	$35,100.00
MS	PA System	$20,000.00
MS	Plumbing fixtures	$10,740.00
MS	Repair and paint tile walls	$44,300.00
PI	Automation controls	$94,306.00
KE/MC/PI	Plumbing fixtures	$10,000.00
TI	Wall paint	$500.00
HS	Removal of broken mirrors	$2,750.00
KE	Replace exterior sealants	$9,502.00
MS	Pool Filter Rebuild	40,000.00
HS	Backup Generator radiator replace	10,736.35
MS	Door Transom	12,895.00
HS	Electrical work Parking lot lights	$1,540.00
HS	Electrical work for drinking fountain	$1,108.00
MS	Keying Project extra costs	18,180.00
MC	Fire System Work	$741.00
KE	Fire System Work	$974.00
MS	Door closers reqired by Fire Marshal	$15,750.00
PI	PA System Power Amp Replacement	$1,039.80
PI	RTU's	$157,300.00
HS	Mechanical work AHU 8 and CU 6	$14,260.00
	District Wide - Contingency	**$26,575.45**
	Total Budgeted 25-26	**$1,600,000.00**

STAFF DEVELOPMENT DETAIL **25-26 Revised Budget**

Estimated APU		4,318.34
Formula Allowance		$7,481.00
Basic Revenue		$32,305,501.54
MN State Academies Adj		$0.00
Revenue	2% Set-Aside	**$646,110.03**

Designated Budget	$239,092.00	*See below*
Chbk Staff Budget	$507,018.03	
Designated Carryover - Obj 367	$39,863.15	*See below*
Expenditures	**$785,973.18**	

		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	39,863	64,296
		239,092	**39,863**	**278,955**

Carryover budgets are not available until the Revised Budget

SCHOOL PROPERTY TAX LEVY
Hastings Public School # 200

	2023 Pay 2024 for 24-25 Levy	2024 Pay 2025 for 25-26 Levy	Change
PROPERTY TAXES DETERMINED BY STATE LEGISLATION			
General Fund (Excludes Referendum)	6,269,816	6,429,376	159,560
Community Education & Services	448,400	442,428	(5,972)
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	19	0	(19)
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 ISD # 200 2024-2025 Final

		Audited Balance 6/30/24	Revenues	Expenditures	Net Budget	Balance 6/30/25
1/10/11/12	**GENERAL FUND**					
460-131	Prepaid Expenditures	1,228,417.16	0.00	511,512.17	(511,512.17)	716,904.99
	NONSPENDABLE	**1,228,417.16**	**0.00**	**511,512.17**	**(511,512.17)**	**716,904.99**
403	Staff Development	135,096.59	637,661.24	632,894.68	4,766.56	139,863.15
412	Literacy Incentive Aid	180,762.87	187,419.42	0.00	187,419.42	368,182.29
456	Literacy Aid	-	163,554.30	163,554.30	0.00	0.00
457	Teacher Comp for READ Act Training	-	147,665.70	146,127.09	1,538.61	1,538.61
467	LTFM (old def maint and H&S)	5,653,822.80	1,663,795.68	2,283,338.03	(619,542.35)	5,034,280.45
424	Operating Capital	4,300,980.39	1,160,720.69	1,053,896.51	106,824.18	4,407,804.57
424-287	Lease Levy Capital	(85,483.63)	0.00	-5,126.98	5,126.98	(80,356.65)
428	Learning & Development	0.00	855,828.10	855,828.10	0.00	0.00
434	Area Learning Center	0.00	358,823.40	358,823.40	0.00	0.00
438	Gifted & Talented	113,249.12	56,926.22	33,435.56	23,490.66	136,739.78
439	English Learners	0.00	511,025.26	511,025.26	0.00	0.00
441/459	Basic Skills	1,060,702.66	1,594,652.68	1,097,476.11	497,176.57	1,557,879.23
441-620	Basic Skills-ECSE	15,548.54	71,828.30	72,891.60	(1,063.30)	14,485.24
441-630	Basic Skills-Staars	10,539.24	8,696.70	1,059.24	7,637.46	18,176.70
443	School Library Aid	0.00	70,581.13	70,581.13	0.00	0.00
449	Safe Schools-Crime Levy	0.00	152,610.84	152,610.84	0.00	0.00
448	Achievement & Integration	0.00	342,455.86	342,455.86	0.00	0.00
420	American Indian Education	0.00	70,315.18	70,315.18	0.00	0.00
471	Student Support Personnel	0.00	74,975.33	74,975.33	0.00	0.00
472	MA/3rd Party	306,142.29	304,645.86	184,080.89	120,564.97	426,707.26
407	Tech Levy	0.00	2,000,000.00	2,000,000.00	0.00	0.00
401	Student Activities (Fund 10 - tied to fund 1)	194,729.82	273,578.99	280,353.59	(6,774.60)	187,955.22
464	Donations & Grants (Fund 11 - tied to fund 1)	593,297.35	(81,338.27)	0.00	(81,338.27)	511,959.08
402	Scholarships (Fund 12 - tied to fund 1)	273,588.93	153,163.81	127,140.00	26,023.81	299,612.74
	RESTRICTED	**12,752,976.97**	**10,779,586.42**	**10,507,735.72**	**271,850.70**	**13,024,827.67**
418	Pension and ASL (trnsf from 422)	109,009.83	92,444.00	82,870.49	9,573.51	118,583.34
461-392	Technology (trnsf from 422)	888,500.40	0.00	250,000.00	(250,000.00)	638,500.40
	COMMITTED	**997,510.23**	**92,444.00**	**332,870.49**	**(240,426.49)**	**757,083.74**
462-001	Subsequent Year's Expenditures	791,133.75	0.00	(117,455.00)	117,455.00	908,588.75
462-002	Middle School Project Timing	45,731.54	0.00	45,731.54	(45,731.54)	0.00
462-003	Site Improvements	400,000.00	0.00	0.00	0.00	400,000.00
462-004	Safety & Security	100,000.00	0.00	4,021.55	(4,021.55)	95,978.45
462-005	Curriculum	300,000.00	0.00	19,233.00	(19,233.00)	280,767.00
462-006	STEM	0.00	0.00	(249,985.17)	249,985.17	249,985.17
462-007	Future Funding Changes	0.00	0.00	(1,300,000.00)	1,300,000.00	1,300,000.00
	ASSIGNED	**1,636,865.29**	**0.00**	**-1,598,454.08**	**1,598,454.08**	**3,235,319.37**
397,891 CO	GASB 68 TRA/State contribution	0.00	163,064.00	163,064.00	0.00	0.00
	Fed. Title-Spec Ed, AI Aid, LCTS R=E	0.00	1,578,917.47	1,578,917.47	0.00	0.00
	Technology/Pension, ASL	0.00	(92,444.00)	0.00	(92,444.00)	(92,444.00)
	English Learners	0.00	0.00	405,191.88	(405,191.88)	(405,191.88)
	Achievement & integration	0.00	-	(25,804.89)	25,804.89	25,804.89
	Area Learning Center	0.00	0.00	156,876.40	(156,876.40)	(156,876.40)
	Safe Schools/Crime Levy	0.00	0.00	212,383.01	(212,383.01)	(212,383.01)
	Unassigned	15,906,814.09	59,815,948.29	56,321,931.79	3,494,016.50	19,400,830.59
	Includes pmt to OPEB Trust ($558,049) 24-25 & 25-26					
422	**UNASSIGNED**	**15,906,814.09**	**61,465,485.76**	**58,812,559.66**	**2,652,926.10**	**18,559,740.19**
1/10/11/12	**TOTAL GENERAL FUND**	**32,522,583.74**	**72,337,516.18**	**68,566,223.96**	**3,771,292.22**	**36,293,875.96**
			72,337,516.18	68,566,223.96	894,651.17	24-25 Rev
			0.00	0.00	(1,758,274.93)	(SpEd Aid-12,023,253)

Hastings ISD # 200 2024-2025 Final

		Audited Balance 6/30/24	Revenues	Expenditures	Net Budget	Balance 6/30/25
2	**FOOD SERVICE FUND**					
464-418	Pension and ASL (trnsf from 464)	34,428.36	4,622	2,137	2,485	36,913.33
464	Food Service Program	910,935.97	3,211,709	3,485,805	(274,096)	636,840.15
	Includes pmt to OPEB Trust ($11,720) 24-25 & 25-26					
	RESTRICTED	**945,364.33**	**3,216,331**	**3,487,942**	**(271,611)**	**673,753.48**
	TOTAL FOOD SERVICE FUND	**945,364.33**	**3,216,331**	**3,487,942**	**(271,611)**	**673,753.48**
4	**COMMUNITY SERVICE FUND**					
431	Community Education General	276,032.52	1,781,547	1,765,010	16,538	292,570.02
432	ECFE	11,213.50	294,495	372,211	(77,716)	(66,502.91)
444	School Readiness	6,581.78	529,089	593,715	(64,627)	(58,045.08)
447	ABE	0.00	19,975	19,975	0	0.00
464-418	Pension and ASL (trnsf from trust 18 & above GL)	13,477.40	62,616	45,727	16,890	30,367.04
464-599	Screening	0.00	30,484	30,484	0	0.00
464	Non Public	24,629.29	114,285	117,447	(3,162)	21,467.20
	Includes pmt to OPEB Trust ($18,605) 24-25 & 25-26					
	RESTRICTED	**331,934.49**	**2,832,491**	**2,944,570**	**(112,078)**	**219,856.27**
	TOTAL COMMUNITY SERVICE FUND	**331,934.49**	**2,832,491**	**2,944,570**	**(112,078)**	**219,856.27**
6	**BUILDING CONSTRUCTION FUND**					
464	Building Construction	2,649,440.37	58,384	2,159,223	(2,100,838)	548,602.12
	RESTRICTED	**2,649,440.37**	**58,384**	**2,159,223**	**(2,100,838)**	**548,602.12**
	TOTAL BLDG CONSTRUCTION FUND	**2,649,440.37**	**58,384**	**2,159,223**	**(2,100,838)**	**548,602.12**
7	**DEBT SERVICE FUND**					
451	QSCB Sinking Fund (GL JE)	15,641,874.90	680,845	16,322,720	(15,641,875)	0.00
464	Debt Service	938,434.17	4,834,311	4,297,730	536,581	1,475,015.32
	RESTRICTED	**16,580,309.07**	**5,515,156**	**20,620,450**	**(15,105,294)**	**1,475,015.32**
	TOTAL DEBT SERVICE FUND	**16,580,309.07**	**5,515,156**	**20,620,450**	**(15,105,294)**	**1,475,015.32**
	TRUST FUNDS					
18	CE Pension and ASL	62,549.40	67	62,616	(62,549)	0.00
20	Dental Self-Funded	1,328,272.21	784,121.07	683,297.49	100,824	1,429,095.79
21	Health Self-Funded	4,210,623.97	9,944,785.42	9,302,961.22	641,824	4,852,448.17
45---000	IRR-OPEB- PERA	6,358,034.75	598,574	0	598,574	6,956,609.09
	TOTAL TRUST FUNDS	**11,959,480.33**	**11,327,548**	**10,048,875**	**1,278,673**	**13,238,153.05**
	TOTAL ALL FUNDS	**64,989,112**	**95,287,427**	**107,827,283**	**(12,539,856)**	**52,449,256**
			95,287,427.02	107,827,283.15		
			0	0		

HR PERSONNEL REPORT **Board Meeting Date:** **12.17.25**

RETIREMENT/RESIGNATION/TERMINATION

NAME	STATUS	ASSIGNMENT	EMPLOYEE GROUP	EFFECTIVE DATE
Bagwill, Bethany	Resignation	Special Education Teacher; 1.0 FTE STAARS	ED MN - Teachers	November 26, 2025
Bailey, Savanna	Resignation	Paraprofessional; 6.25 Hours / Day Hastings High School	ED MN - ESP	December 12, 2025
Heitman, Cheryl	Resignation	Kids Campus Assistant Sub; Hours Vary District Wide	N/A	December 5, 2025
Hodgson, Cassandra	Resignation	Paraprofessional; 6.25 Hours / Day Hastings High School	Ed MN - ESP	November 7, 2025
Neisen, Renee	Retirement	Cook; 6.25 Hours / Day McAuliffe Elementary	Food Service	January 8, 2025
Stoneberg, Anne	Retirement	General Education Para; 6.25 Hours / Day Hastings Middle School	ED MN - ESP	January 16, 2025
Waller, Emily	Resignation	Paraprofessional; 6.25 Hours / Day Hastings Middle School	ED MN - ESP	November 26, 2025

NEW HIRES

NAME	ASSIGNMENT	SALARY PLACEMENT/HOURLY RATE	EMPLOYEE GROUP	EFFECTIVE DATE
Anderson, Audrey	Kids Campus Assistant Sub; Hours Vary District Wide	$15.30 / Hours	N/A	December 9, 2025
Bailey, Savanna	Paraprofessional; 6.25 Hours / Day Hastings High School	$20.96 / Hour	ED MN-ESP	November 25, 2025
Baum, Christine	Homebound Teacher; Hours Vary Hastings High School	$37.00 / Hour	ED MN - Teachers	November 24, 2025
Boudreau, Mia	Kids Campus Assistant Sub; Hours Vary District Wide	$15.30 / Hours	N/A	December 9, 2025
DuFour, Julie	Paraprofessional; 6.25 Hours / Day Hastings High School	$20.96 / Hour	ED MN - ESP	December 9, 2025
Harris, Jacqueline	Paraprofessional; 6.25 Hours / Day Kennedy Elementary	$20.96 / Hours	ED MN - ESP	December 1, 2025
Hodorff, Norma	Lunch/Recess Aide; 2.5 Hours / Day Kennedy Elementary	$20.89 / Hour	ED MN - ESP	December 4, 2025
Kochendorfer, Julie	Paraprofessional; 6.25 Hours / Day Hastings High School	$20.96 / Hour	ED MN - ESP	November 25, 2025
Lester, Megan	PSA Kids Campus; 1 Hour / Day McAuliffe Elementary	$22.94 / Hour	N/A	December 3, 2025
Marthaler, Hailey	Kids Campus Assistant Sub; Hours Vary District Wide	$15.30 / Hours	N/A	January 2, 2026
Miller, Hunter	Paraprofessional; 6.25 Hour / Day Hastings Middle School	$20.96 / Hour	ED MN - ESP	December 9, 2025
Pasicznyk, Amanda	General Ed Para Sub; Hours Vary District Wide	$19.47 / Hour	N/A	December 3, 2025

Peterson, Nicole	National Honor Society Advisor Hastings High School	$1,526.00 Annually	ED MN - Teachers	December 1, 2025
Regan, Amber	Paraprofessional; 6.25 Hours / Day Kennedy Elementary	$20.96 / Hour	ED MN - ESP	December 1, 2025
Rowan, Sophia	Kids Campus Assistant Sub; Hours Vary District Wide	$15.30 / Hours	N/A	December 9, 2025
Schinke, Stacy	Support Staff Sub; Hours Vary District Wide	$16.37 / Hour	N/A	December 5, 2025
Silva-Perez, Linnette	Paraprofessional; 6.25 Hours / Day Pinecrest Elementary	$20.96 / Hour	ED MN - ESP	November 25, 2025
Wilson, Amanda	Special Education Teacher; 1.0 FTE STAARS	$80,491	ED MN - Teachers	November 26, 2025
Winkler, Dana	Lunch/Recess Aide Sub; Hour Vary District Wide	$16.37 / Hour	N/A	November 6, 2025
Winkler, Dana	Support Staff Sub; Hours Vary District Wide	$16.37 / Hour	N/A	December 5, 2025

ASSIGNMENT CHANGES

NAME	FROM	TO	EMPLOYEE GROUP	EFFECTIVE DATE(S)
Benson, Cynthia	TSN Dept Chair $2770 Annually District Wide	TSN Dept Chair $3,314 Annually (Correction) District Wide	ED MN - Teachers	November 12, 2025 - June 5, 2026
Gullicks, Kristen	TSN Dept Chair $2770 Annually District Wide	TSN Dept Chair $3,314 Annually (Correction) District Wide	ED MN - Teachers	November 12, 2025 - June 5, 2026
Matzek, Katie	TSN Dept Chair $2770 Annually District Wide	TSN Dept Chair $3,314 Annually (Correction) District Wide	ED MN - Teachers	November 12, 2025 - June 5, 2026

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, November 19, 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: Philip Biermaier, Matt Bruns, Jessica Dressely, Elaine Mikel-Mulder, Melissa Millner, Carrie Tate and Mark Zuzek. Roll call attendance was taken by Melissa Millner. Superintendent Wehrkamp Herman was also present at the meeting. The following Student School Board Representatives were present: Jenevieve Behnke, Avery Durfee, Aidan Suarez Garcia and Shyla Henson.

A motion to approve the agenda was made by Elaine Mikel-Mulder and was seconded by Philip Biermaier. With 7 ayes, 0 nays, the motion carried.

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

Superintendent Wehrkamp Herman presented the Raider Spotlight by recognizing LynDee Humble, Election Clerk for the 2025 Special Election.

Public comment was held with one person speaking.

The Student School Board Representatives provided their school updates.

Superintendent Wehrkamp Herman provided the Board with the Superintendent Report.

The Audit Presentation was provided by Aaron Nielsen, CPA.

School Perceptions Survey Results Report was provided by Daren Sievers.

The Comprehensive Achievement and Civic Readiness (CACR) Presentation (including 2024-2025 Staff Development Activities and Expenditures) was provided by Andrew Hodges, Director of Teaching & Learning.

The Hastings Public Schools Language Access Plan Presentation was provided by Andrew Hodges, Director of Teaching & Learning.

Bill Payable Update was provided by Jennifer, Seubert, Director of Finance & Operations.

The Building and Construction Fund Project update was provided by Jennifer Seubert, Director of Finance & Operations.

The Legal: Data Request Update was provided by Cathy Moen, Director of Human Resources.

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; no meetings held since the last update.

The Student School Board Committee update was provided by Matt Bruns; no meetings held since the last update.

The Policy Committee update was provided by Jessica Dressely.

A motion to approve the Consent Agenda was made by Mark Zuzek and seconded by Jessica Dressely. With a vote of 7 ayes, and 0 nays, the motion carried unanimously. The following items were approved under the consent agenda:

- October Bills Payable and 24-25 Bills Payable Final
- Change Order #4: $25,947 for DW Door Hardware; Derau Construction
- Personnel Report
- Meeting Minutes from 10/22/25 Special Closed Meeting; 10/22/25 Regular Meeting; 10/22/25 {Summary} Regular Meeting for Publication; and 11/12/25 Special Meeting Election Canvass
- Policies for Approval after Third Reading: 205, 515, 613, 701, 702, 703, 706
- Policies for Approval for Technical and Legal Updates: 306, 417, 507.5, 513, 519, 603, 621, 709
- Trip Approval - Concordia Language Villages
- Trip Approval - Show Choir - Nashville, TN
- Trip Approval - Show Choir - Marion, IA
- MOU with ESP Regarding District Payment for Training/Testing for New Hires to Meet Highly Qualified Requirements
- 2025-2026 Non-Contracted Rates of Pay
- 2026 HCTV Rent Agreement $0

A motion was made by Elaine Mikel-Mulder to approve the October 2025 Donations Acceptance Resolution and waive the reading. The motion was seconded by Jessica Dressely. Roll call vote was taken by Melissa Millner. With a vote of 7 ayes and 0 nays, the motion carries.

A motion was made by Matt Bruns to approve the 2026-2027 Revised District Calendar and was seconded by Mark Zuzek. With a vote of 7 ayes and 0 nays, the motion carries.

A motion was made by Jessica Dressely to approve the 2027-2028 District Calendar and was seconded by Melissa Millner. With a vote of 7 ayes and 0 nays, the motion carries.

A motion was made by Mark Zuzek to accept the Audit Report and was seconded by Elaine Mikel-Mulder. With a vote of 7 ayes and 0 nays, the motion carries.

A motion was made by Jessica Dressely to approve the Comprehensive Achievement and Civic Readiness (CACR) and was seconded by Philip Biermaier. With a vote of 7 ayes and 0 nays, the motion carries.

A motion was made by Jessica Dressely to approve the Hastings Public Schools Language Access Plan and was seconded by Melissa Millner. With a vote of 7 ayes and 0 nays, the motion carries.

A motion was made by Mark Zuzek to approve the Joint Powers Agreement with the City of Hastings and Addendum A for the Hastings Senior Center Program and was seconded by Carrie Tate. With a vote of 7 ayes and 0 nays, the motion carries.

A motion was made by Jessica Dressely to approve the updated Amy Brown Counseling Contract and was seconded by Philip Biermaier. With a vote of 7 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 Jessica Dressely and seconded by Melissa Millner. With a vote of 7 ayes and 0 nays, the motion carried.

The meeting was adjourned at 8:59 PM.

Board of Education
Independent School District 200
Hastings, Minnesota

This is a summary of the Hastings Public Schools Board Meeting on Wednesday, November 19, 2025, with full text available for public inspection on the district's website at www.hastings.k12.mn.us or the district office at 1000 W 11th Street, Hastings, MN 55033.

The meeting was held at the Hastings Middle School Media Center, 1000 W 11th Street, Hastings, MN 55033. The meeting was called to order at 6:00 PM by Chairperson Carrie Tate. Directors Biermaier, Bruns, Dressely, Mikel-Mulder, Millner, Tate and Zuzek were present. Superintendent Wehrkamp Herman was also present. Student School Board Representatives were present: Behnke, Durfee, Suarez Garcia and Henson.

Consent agenda items approved: October Bills Payable and 24-25 Bills Payable Final; Change Order #4: $25,947 for DW Door Hardware; Derau Construction; Personnel Report; Meeting Minutes from 10/22/25 Special Closed Meeting; 10/22/25 Regular Meeting; 10/22/25 {Summary} Regular Meeting for Publication; and 11/12/25 Special Meeting Election Canvass; Policies for Approval after Third Reading: 205, 515, 613, 701, 702, 703, 706; Policies for Approval for Technical and Legal Updates: 306, 417, 507.5, 513, 519, 603, 621, 709; Trip Approval - Concordia Language Villages; Trip Approval - Show Choir - Nashville, TN; Trip Approval - Show Choir - Marion, IA; MOU with ESP Regarding District Payment for Training/Testing for New Hires to Meet Highly Qualified Requirements; 2025-2026 Non-Contracted Rates of Pay; and 2026 HCTV Rent Agreement $0.

Action items approved: agenda; October Donations Acceptance Resolution; 2026-2027 Revised District Calendar; 2027-2028 District Calendar; Audit Report; Comprehensive Achievement and Civic Readiness; Hastings Public Schools Language Access Plan; Joint Powers Agreement with City of Hastings and Addendum A for Hastings Senior Center; Amy Brown Counseling updated contract.

All motions were carried.

The meeting was adjourned at 8:59 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 Wednesday, December 3, 2025 at the Hastings School District Office Conference Room A.

The meeting was called to order at 5:31 PM by Chair Tate.

The following board members were present: Philip Biermaier, Matt Bruns, Elaine Mikel-Mulder, Melissa Millner, Carrie Tate, and Mark Zuzek. Also present were Superintendent Wehrkamp Herman, and Daren Sievers with School Perceptions. Director Jessica Dressely was absent.

A motion was made by Mark Zuzek to approve the agenda and seconded by Elaine Mikel-Mulder. With a vote of 6 ayes, and 0 nays, motion passed.

A motion was made by Mark Zuzek to Certify the 2025 Special School Board Election Resolution and waive the reading and was seconded by Philip Biermaier. A roll call vote was taken by Director Millner. Those voting in favor: Philip Biermaier, Matt Bruns, Elaine Mikel-Mulder, Melissa Millner, Carrie Tate, and Mark Zuzek. Motion carried unanimously.

School Perceptions Survey Deep Dive was led by Daren Sievers with School Perceptions

A motion was made by Mark Zuzek and seconded by Melissa Millner to adjourn the meeting.

The meeting was adjourned at 7:28 PM.

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

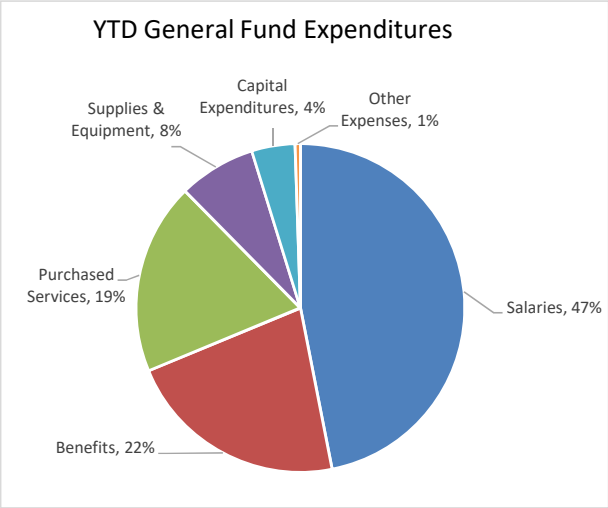
EXPENDITURE TOTALS

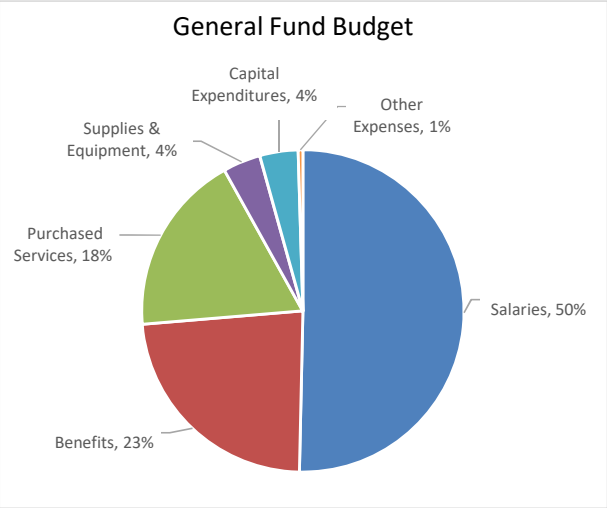
	FY 2026 Budget (ADP)	**Monthly Expenditures	Year-to-Date Expenditures	Remaining Balance	% Spent
General Fund (01)					
100 Salaries	35,078,973	2,832,078	9,116,946	25,962,027	26%
200 Benefits	16,255,863	1,461,796	4,249,400	12,006,463	26%
300 Purchased Services	12,706,883	1,099,771	3,667,148	9,039,735	29%
400 Supplies & Equipment	2,627,034	139,871	1,478,695	1,148,339	56%
500 Capital Expenditures	2,670,675	265,279	831,176	1,839,499	31%
800 Other Expenses	331,918	12,883	99,375	232,543	30%
	69,671,346	5,811,678	19,442,740	50,228,606	**28%**
Food Service Fund (02)	3,457,120	302,325	1,161,919	2,295,201	**34%**
Community Service Fund (04)	2,852,671	205,388	1,026,480	1,826,191	**36%**
Building Construction Fund (06)	650,000	0	(3,864)	653,864	**-1%**
Debt Service Fund (07)	4,686,325	0	7,600	4,678,725	**0%**
Student Activities Fund (10)	250,000	62,916	142,345	107,655	**57%**
Deferred Accounts-Donations/Misc Fund (11)	640,619	67,847	201,268	439,351	**31%**
Scholarships Fund (12)	120,000	0	2,000	118,000	**2%**
Totals	**$82,328,081**	**$6,450,155**	**$21,980,488**	**$60,347,592**	

** Monthly expenditures include payroll and finance.

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

** Some July/August payment register expenses are posted to June due to timing of incurred expense and are not included in above monthly expenditures.





PAYROLL DISBURSEMENTS

Checks & Direct Deposits	11/1/2025	11/30/2025	1,966,744	Pay dates 11/5 and 11/20
Liability Checks & Wires	11/1/2025	11/30/2025	1,465,409	Bd. Share $367,357
Total			**$3,432,153**	

FINANCE DISBURSEMENTS

Checks & Wires	11/1/2025	11/30/2025	2,024,741
Total			**$2,024,741**

SELF-FUNDED INSURANCE

	Revenue YTD	Expenses YTD	YTD Balance
Dental	300,077	274,198	$25,878
Health	4,046,414	3,228,495	$817,918

12/9/2025

HASTINGS
FY 2025-26 - Budget to Actual Comparison
Month Ended November 30, 2025

REVENUE & EXPENDITURES
SUMMARY BY SOURCE, OBJECT
SERIES & PROGRAM SERIES

November 30, 2025

GENERAL FUND DETAILED (Fund 01,10,11,12)

REVENUE

REVENUE CATEGORIES	June 30, 2024	June 30, 2025	Adopted Budget FY26	Revised Budget	Received YTD	Budget Remaining	November 30, 2025 % of Budget Received	November 30, 2024 % of Actuals Received	November 30, 2023 % of Actuals Received
Property Tax	$ 14,283,473	$ 16,231,220	$ 16,232,034	$ -	$ 6,527,461	$ 9,704,573	40.21%	41.17%	40.01%
Local Revenue (Fees, Interest, Etc.)	$ 3,558,465	$ 3,761,739	$ 2,491,158	$ -	$ 1,938,834	552,324	77.83%	43.28%	56.80%
State Revenue	$ 46,353,239	$ 49,941,574	$ 48,428,882	$ -	$ 8,078,039	40,350,843	16.68%	19.15%	20.59%
Federal Revenue	$ 3,200,553	$ 1,718,352	$ 1,453,531	$ -	$ 15,200	1,438,331	1.05%	5.34%	0.20%
Other Revenue	$ 445,045	$ 521,567	$ 226,500	$ -	$ 38,519	187,981	17.01%	6.04%	22.50%
TOTAL REVENUE	**$ 67,840,775**	**$ 72,174,452**	**$ 68,832,105**	**$ -**	**$ 16,598,054**	**$ 52,234,051**	**24.11%**	**24.94%**	**25.63%**

EXPENDITURES

OBJECT SERIES	June 30, 2024	June 30, 2025	Adopted Budget FY26	Revised Budget	Expended YTD	Budget Remaining	November 30, 2025 % of Budget Expended	November 30, 2024 % of Actuals Expended	November 30, 2023 % of Actuals Expended
Salary & Wages	$ 32,409,949	$ 33,831,675	$ 35,152,322	$ -	$ 9,156,322	$ 25,996,001	26.05%	27.94%	27.03%
Employee Benefits	$ 14,515,095	$ 14,637,250	$ 16,267,128	$ -	$ 4,255,364	12,011,764	26.16%	28.65%	31.97%
Purchased Services	$ 11,360,622	$ 12,590,669	$ 12,963,388	$ -	$ 3,807,620	9,155,768	29.37%	26.45%	27.02%
Supplies & Materials	$ 1,999,355	$ 3,264,620	$ 3,121,534	$ -	$ 1,581,386	1,540,148	50.66%	54.32%	56.16%
Capital Expenditures	$ 3,433,364	$ 3,309,617	$ 2,720,675	$ -	$ 879,525	1,841,149	32.33%	49.48%	70.54%
Debt Service	$ -	$ -	$ -	$ -	$ -	0	0.00%	0.00%	0.00%
Other Expenditures	$ 527,439	$ 354,047	$ 456,918	$ -	$ 108,137	348,781	23.67%	37.53%	24.16%
Other Financing Uses	$ 301,752	$ 415,282	$ -	$ -	$ -	0	0.00%	0.00%	0.00%
TOTAL OBJECT SERIES	**$ 64,547,575**	**$ 68,403,160**	**$ 70,681,965**	**$ -**	**$ 19,788,353**	**$ 50,893,612**	**28.00%**	**30.00%**	**31.21%**

PROGRAM SERIES	June 30, 2024	June 30, 2025	Adopted Budget FY26	Revised Budget	Expended YTD	Budget Remaining	November 30, 2025 % of Budget Expended	November 30, 2024 % of Actuals Expended	November 30, 2023 % of Actuals Expended
Administration	$ 2,125,692	$ 2,193,163	$ 2,343,023	$ -	$ 913,844	$ 1,429,179	39.00%	37.74%	40.17%
District Support Services	2,529,185	3,159,698	3,472,149	0	1,698,108	1,774,041	48.91%	45.96%	48.19%
Ele & Sec Regular Instruction	27,536,015	29,027,801	30,005,309	0	7,376,054	22,629,255	24.58%	27.80%	26.52%
Career & Tech Instruction	893,888	922,356	961,153	0	218,483	742,670	22.73%	24.40%	24.59%
Special Education Instruction	11,746,765	12,388,067	13,411,487	0	2,991,957	10,419,530	22.31%	23.74%	24.77%
Instructional Support Services	2,899,636	3,462,138	3,121,292	0	962,216	2,159,076	30.83%	28.02%	33.37%
Pupiil Support Services	8,401,946	8,778,263	9,005,980	0	2,459,594	6,546,385	27.31%	24.10%	25.43%
Site, Building & Equipment	7,891,013	7,905,285	7,768,187	0	2,713,256	5,054,931	34.93%	44.14%	52.36%
Fiscal & Other Fixed Costs	523,435	566,389	593,384	0	454,842	138,542	76.65%	75.95%	76.92%
TOTAL PROGRAM SERIES	**$ 64,547,575**	**$ 68,403,160**	**$ 70,681,965**	**$ -**	**$ 19,788,353**	**$ 50,893,612**	**28.00%**	**30.00%**	**31.21%**

HASTINGS
FY 2025-26 - Budget to Actual Comparison
Month Ended November 30, 2025

FOOD SERVICE DETAILED (Fund 02)

REVENUE	June 30, 2024	June 30, 2025	Adopted Budget FY26	Revised Budget	Received YTD	Budget Remaining	November 30, 2025 % of Budget Received	November 30, 2024 % Of Actual Received	November 30, 2023 % Of Actual Received
Local Revenue	$ 43,854	$ 27,806	$ 20,000	$ -	$ 5,248	$ 14,752	26.24%	0.00%	0.00%
State Revenue	1,526,870	1,649,423	1,649,753	0	399,313	1,250,440	24.20%	22.11%	19.99%
Federal Revenue	1,312,276	1,216,963	1,211,713	0	237,520	974,193	19.60%	19.58%	23.85%
Sales	343,222	322,140	348,200	0	152,927	195,273	43.92%	53.44%	51.20%
Other Revenue	0	0	0	0	0	0	0.00%	0.00%	0.00%
TOTAL REVENUE	**$ 3,226,223**	**$ 3,216,331**	**$ 3,229,666**	**$ -**	**$ 795,008**	**$ 2,434,658**	24.62%	24.10%	24.61%

EXPENDITURES BY OBJECT	June 30, 2024	June 30, 2025	Adopted Budget FY26	Revised Budget	Expended YTD	Budget Remaining	November 30, 2025 % of Budget Expended	November 30, 2024 % Of Actual Expended	November 30, 2023 % Of Actual Expended
Salary & Wages	$ 997,975	$ 1,129,135	$ 1,177,729	$ -	$ 317,358	$ 860,371	26.95%	25.64%	23.51%
Employee Benefits	283,846	283,604	308,312	0	$ 95,819	212,493	31.08%	31.00%	36.23%
Purchased Services	272,869	236,103	267,850	0	$ 76,655	191,195	28.62%	20.35%	19.78%
Supplies & Materials	1,598,212	1,629,175	1,611,229	0	$ 575,520	1,035,709	35.72%	34.72%	31.76%
Capital Expenditures	135,497	195,862	90,000	0	$ 95,714	(5,714)	106.35%	24.57%	11.50%
Debt Service	0	0	0	0	$ -	0	0.00%	0.00%	0.00%
Other Expenditures	14,846	14,063	2,000	0	$ 852	1,148	42.61%	45.09%	39.59%
Other Financing Uses	0	0	0	0	0	0	0.00%	0.00%	0.00%
TOTAL EXPENDITURES	**$ 3,303,245**	**$ 3,487,942**	**$ 3,457,120**	**$ -**	**$ 1,161,919**	**$ 2,295,201**	**33.61%**	**29.98%**	**27.87%**

HASTINGS
FY 2025-26 - Budget to Actual Comparison
Month Ended November 30, 2025

HASTINGS **November 30, 2025**

COMMUNITY EDUCATION DETAILED (Fund 04)

REVENUE	June 30, 2024	June 30, 2025	Adopted Budget FY26	Revised Budget	Received YTD	Budget Remaining	November 30, 2025 % of Budget Received	November 30, 2024 % Of Actual Received	November 30, 2023 % Of Actual Received
Property Tax	$ 464,013	$ 444,853	$ 441,822	$ -	$ 209,032	$ 232,790	47.31%	56.35%	51.93%
Local Revenue	1,899,808	1,889,634	1,899,663	0	780,387	1,119,276	41.08%	46.24%	41.68%
General State Revenue	3,125	2,881	3,132	0	195	2,937	6.23%	4.53%	1.22%
State Support Program	427,161	481,515	509,199	0	211,147	298,052	41.47%	46.03%	48.78%
Federal Revenue	9,258	0	0	0	0	0	0.00%	0.00%	0.00%
Other Revenue	6,773	13,608	0	0	2,791	(2,791)	0.00%	25.85%	69.84%
TOTAL REVENUE	**$ 2,810,138**	**$ 2,832,491**	**$ 2,853,816**	**$ -**	**$ 1,203,552**	**$ 1,650,264**	**42.17%**	**47.65%**	**44.34%**

EXPENDITURES BY OBJECT	June 30, 2024	June 30, 2025	Adopted Budget	Revised Budget	Expended YTD	Budget Remaining	November 30, 2025 % of Budget Expended	November 30, 2024 % Of Actual Expended	November 30, 2023 % Of Actual Expended
Salary & Wages	$ 1,775,081	$ 1,773,618	$ 1,722,547	$ -	$ 627,464	$ 1,095,083	36.43%	38.34%	36.07%
Employee Benefits	599,054	632,360	665,879	0	$ 188,515	477,364	28.31%	40.63%	36.36%
Purchased Services	325,274	370,076	341,919	0	$ 178,876	163,043	52.32%	46.82%	51.52%
Supplies & Materials	98,283	97,351	97,621	0	$ 26,225	71,396	26.86%	41.65%	34.06%
Capital Expenditures	1,917	4,103	3,506	0	$ 1,384	2,122	39.48%	104.45%	89.00%
Debt Service	0	0	0	0	$ -	0	0.00%	0.00%	0.00%
Other Expenditures	66,768	67,063	21,202	0	$ 4,017	17,185	18.94%	29.46%	29.63%
Other Financing Uses	0	0	0	0	0	0	0.00%	0.00%	0.00%
TOTAL EXPENDITURES	**$ 2,866,378**	**$ 2,944,570**	**$ 2,852,674**	**$ -**	**$ 1,026,480**	**$ 1,826,194**	**35.98%**	**39.73%**	**37.70%**

ELECTRONIC FUND TRANSFERS

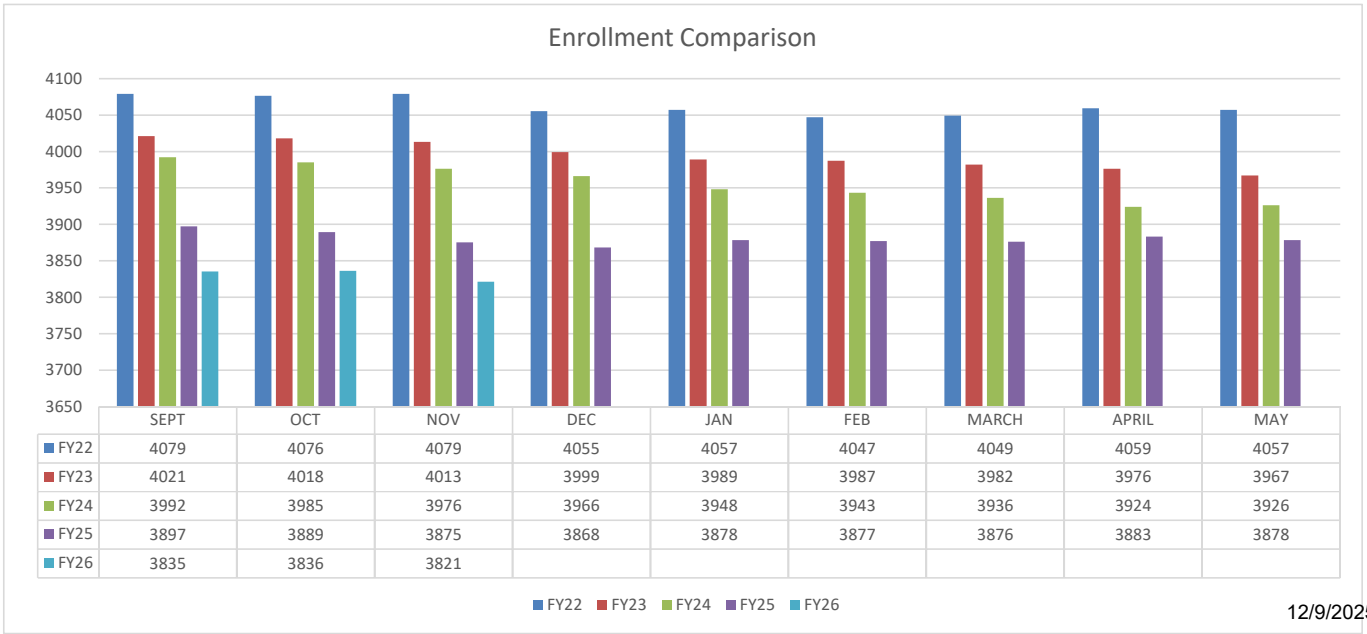
Date	From	To	Amount	Description
11/5/2025	MSDLAF General	MSDLAF GeneralMAX	3,000,000.00	Exchange
11/5/2025	MSDLAF General	MSDLAF Health Self Funded	814,534.42	Health Insurance
11/5/2025	MSDLAF General	MSDLAF Payroll	1,687,127.53	Payroll
11/5/2025	MSDLAF General	MSDLAF Flex	18,569.94	Payroll
11/7/2025	MSDLAF General	MSDLAF AP	192,684.13	Accounts Payable
11/10/2025	MSDLAF General	MSDLAF Health Self Funded	3,644.46	Health Insurance
11/12/2025	Merchants Bank	MSDLAF General	75,000.00	Local Receipts
11/12/2025	MSDLAF General	MSDLAF Payroll	291.51	Payroll
11/12/2025	MSDLAF General	MSDLAF Health Self Funded	29,934.51	Health Insurance
11/13/2025	MSDLAF General	Vermillion Bank	25,423.50	Local Receipts
11/13/2025	MSDLAF Health Self Funded	MSDLAF General	20.00	Health Insurance
11/17/2025	MSDLAF General	MSDLAF AP	544,872.82	Accounts Payable
11/19/2025	MSDLAF GeneralMAX	MSDLAF General	2,000,000.00	Exchange
11/19/2025	MSDLAF General	MSDLAF Health Self Funded	30,001.29	Health Insurance
11/20/2025	MSDLAF General	MSDLAF Payroll	1,751,741.35	Payroll
11/20/2025	MSDLAF General	MSDLAF Flex	18,448.07	Payroll
11/21/2025	MSDLAF General	MSDLAF AP	7,664.76	Accounts Payable
11/24/2025	Merchants Bank	MSDLAF General	50,000.00	Local Receipts
11/25/2025	MSDLAF General	MSDLAF Health Self Funded	47.67	Health Insurance
11/25/2025	MSDLAF General	MSDLAF Bond Proceeds	16,476.55	Local Receipts
11/25/2025	MSDLAF General	MSDLAF Scholarship	14,162.00	Local Receipts
11/26/2025	MSDLAF General	MSDLAF AP	22,920.26	Accounts Payable
11/26/2025	MSDLAF General	MSDLAF AP	36,144.52	Accounts Payable
11/26/2025	Merchants Bank	MSDLAF General	25,000.00	Local Receipts
11/26/2025	MSDLAF General	MSDLAF Dental Self Funded	61,142.81	Dental Insurance
11/26/2025	MSDLAF GeneralMAX	MSDLAF General	2,000,000.00	Exchange
11/26/2025	MSDLAF General	MSDLAF AP	1,158,253.81	Accounts Payable
			$13,584,105.91	

ENROLLMENT

GRADE	COUNT
K	262
1	260
2	257
3	272
4	283
5	291
6	281
7	299
8	307
9	325
10	298
11	327
12	359
	3821

SCHOOL	COUNT
ALP	49
High School	1260
Middle School	1178
Kennedy Elementary	449
Pinecrest Elementary	409
McAuliffe Elementary	476
	3821

Elementary	1334
Middle School	1178
High School/ALP	1309
Total District	**3821**



	SEPT	OCT	NOV	DEC	JAN	FEB	MARCH	APRIL	MAY
FY22	4079	4076	4079	4055	4057	4047	4049	4059	4057
FY23	4021	4018	4013	3999	3989	3987	3982	3976	3967
FY24	3992	3985	3976	3966	3948	3943	3936	3924	3926
FY25	3897	3889	3875	3868	3878	3877	3876	3883	3878
FY26	3835	3836	3821						

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, 2026
Current Statement as of 11/30/2025

Crs Code	Activity Account	Balance 7/1/2025	Receipts	Disbursements	Subtotal (Less Interest)	Interest Earned	Balance 11/30/2025
601	Art Club	**342.61**	0.00	0.00	342.61	5.3251	**347.94**
608	AVID	**2,309.08**	0.00	0.00	2,309.08	35.8897	**2,344.97**
602	Band	**1,852.94**	4,281.00	456.00	5,677.94	68.5790	**5,746.52**
605	Basketball - Boys	**5,276.27**	0.00	665.00	4,611.27	74.8527	**4,686.12**
609	Choir Tour	**1,769.44**	0.00	0.00	1,769.44	27.5022	**1,796.94**
610	Cross Country Running	**549.60**	910.00	966.00	493.60	10.1827	**503.78**
613	Fellowship Christian Athletes (FCA)	**3,481.12**	4,705.00	3,984.12	4,202.00	64.7462	**4,266.75**
615	Gymnastics	**4,213.33**	386.34	0.00	4,599.67	70.1063	**4,669.78**
616	French Honor Society (FHS)	**1,548.07**	450.00	99.77	1,898.30	27.7404	**1,926.04**
622	Marching Band	**47,025.43**	32,637.82	62,895.67	16,767.58	406.8299	**17,174.41**
675	**INTEREST EARNED**	**0.00**	2,335.10	0.00	**2,335.10**	-	**0.00**
623	National Honor Society (NHS)	**2,842.95**	679.75	139.50	3,383.20	50.7114	**3,433.91**
625	Nordic Skiing	**360.57**	0.00	0.00	360.57	5.6043	**366.17**
626	Orchestra	**213.16**	0.00	0.00	213.16	3.3131	**216.47**
618	Peer Helpers	**103.33**	0.00	21.04	82.29	1.4048	**83.69**
632	Show Choir	**44,492.93**	39,605.11	53,301.30	30,796.74	525.2002	**31,321.94**
647	Spanish Club	**5,489.94**	633.90	470.05	5,653.79	87.0869	**5,740.88**
650	Student Council	**43,929.25**	3,032.00	15,408.10	31,553.15	562.0383	**32,115.19**
652	Tennis - Boys	**3,213.88**	0.00	228.10	2,985.78	46.7819	**3,032.56**
653	Tennis - Girls	**1,321.76**	886.00	2,202.93	4.83	7.3489	**12.18**
655	Thespians	**141.67**	0.00	0.00	141.67	2.2020	**143.87**
656	Track	**10,643.97**	0.00	1,507.00	9,136.97	145.4353	**9,282.41**
654	Ultimate Frisbee	**646.90**	0.00	0.00	646.90	10.0547	**656.95**
665	Middle School Yearbook	**14.47**	0.00	0.00	14.47	0.2249	**14.69**
666	Middle School Student Council	**6,172.55**	0.00	0.00	6,172.55	95.9391	**6,268.49**
		187,955.22	**90,542.02**	**142,344.58**	**136,152.66**	**2,335.1000**	**136,152.66**

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

November 2025 Investment Reconciliation - %-104-%

FUNDS	BALANCE BEGINNING OF MONTH	RECEIPTS	DISBURSEMENTS	BALANCE END OF MONTH
GENERAL FUND - 01	11,000,000.00	0.00	0.00	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	0.00	0.00	2,000,000.00
TOTALS	13,498,000.00	0.00	0.00	**13,498,000.00**

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	**13,498,000.00**

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

November 2025 Bank Reconciliation

FUNDS	BALANCE BEGINNING OF MONTH	RECEIPTS	DISBURSEMENTS	JOURNAL ENTRIES	BALANCE END OF MONTH
GENERAL FUND- 01	30,050,824.03	4,437,863.70	(3,302,083.05)	(4,086,431.20)	27,100,173.48
FOOD SERVICE FUND - 02	246,878.30	353,042.13	(154,440.07)	(146,256.83)	299,223.53
COMMUNITY ED - 04	460,684.48	204,860.31	(25,878.88)	(42,425.52)	597,240.39
BUILDING CONSTRUCTION - 06	560,588.82	1,762.77	0.00	0.00	562,351.59
DEBT REDEMPTION - 07	4,806,016.86	41,375.11	0.00	1,404,564.02	6,251,955.99
STUDENT ACTIVITY FUND -10	177,954.43	21,114.17	(62,915.94)	0.00	136,152.66
DEFERRED ACCOUNTS - 11	536,504.33	53,674.96	(38,956.23)	(28,908.19)	522,314.87
SCHOLARSHIP - 12	302,879.06	14,565.05	0.00	0.00	317,444.11
DENTAL SELF FUNDED - 20	944,864.03	2,986.36	(42,019.29)	61,142.81	966,973.91
HEALTH SELF FUNDED -21	3,543,131.70	9,602.09	(926,494.25)	874,126.78	3,500,366.32
OPEB PERA/CE TRUST - 45	6,704,959.34	0.00	(2,720.31)	21,384.42	6,723,623.45
TOTALS	48,335,285.38	5,140,846.65	(4,555,508.02)	(1,942,803.71)	**46,977,820.30**

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	71,030.35	0.00	0.00	34.88	71,065.23
MSDLAF AP	746,156.34	(710,269.43)	0.00	0.00	35,886.91
MSDLAF Payroll	130,494.51	(22,050.34)	0.00	(170.00)	108,274.17
MSDLAF Scholarship	317,444.11	0.00	0.00	0.00	317,444.11
MSDLAF General	34,973,520.28	0.00	12,652.32	0.00	34,986,172.60
MSDLAF Flex	30,485.24	(3,482.77)	0.00	0.00	27,002.47
MSDLAF Dental Self Funded	976,003.45	(9,029.54)	0.00	0.00	966,973.91
MSDLAF Health Self Funded	2,686,155.34	0.00	0.00	0.00	2,686,155.34
MSDLAF Bond Proceeds	562,351.59	0.00	0.00	0.00	562,351.59
Vermillion Bank	169,519.08	(36,321.37)	0.00	0.00	133,197.71
OPEB PERA/CE Trust Account	7,083,296.26	0.00	0.00	0.00	7,083,296.26
TREASURER'S BALANCE	47,746,456.55	(781,153.45)	12,652.32	(135.12)	**46,977,820.30**

HASTINGS PUBLIC SCHOOLS

Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void Date	Amount
MB	P605MB	112761		Wire	1	10229		MERCHANTS BANK FEES		No	Yes	No	11/13/2025	46.17
												Bank Total:		$46.17
USAP	P604A	112768		Wire	1	11387		AMAZON CAPITAL SERVICES, INC		No	No	No	11/14/2025	21,281.19
USAP	P60515	112904		Wire	1	10920		AFFINETY - MERCH BANK FEES (WIRE)		No	Yes	No	11/14/2025	7,027.87
USAP	P60515	112905		Wire	1	9935		ELEYO FEES		No	Yes	No	11/14/2025	958.08
USAP	p604a	112913		Wire	1	11387		AMAZON CAPITAL SERVICES, INC		No	No	No	11/19/2025	45.94
USAP	P604B	112936		Wire	1	9557		BMO HARRIS BANK NA		No	Yes	No	11/21/2025	23,056.75
USAP	P60530	113069		Wire	1	2976		SALES TAX (MN DEPT REVENUE)		No	Yes	No	11/26/2025	376.00
USAP	P60530	113070		Wire	1	3167		MSDLAF BANK FEES		No	Yes	No	11/26/2025	214.82
USAP	P60530	113071		Wire	1	9860		MINNESOTA STATE RETIREMENT SYST		No	No	No	11/26/2025	2,798.66
USAP	P60130	111705	838434	Check	1	12167	R16	BERNIE WHITE		Yes	No	Yes	11/21/2025	(43.80)
USAP	P60130	111715	838455	Check	1	12167	R26	DESIREE CRAIN		Yes	No	Yes	11/21/2025	(45.25)
USAP	P60501	112735	839284	Check	1	12241		AZ SECURITIES LLC		Yes	No	No	11/07/2025	8,908.00
USAP	P60501	112729	839285	Check	1	12029		BRANSON'S OZARK JUBILEE		Yes	No	No	11/07/2025	3,186.00
USAP	P60501	112749	839286	Check	1	6687		CLARK, DAVID		Yes	No	No	11/07/2025	33.95
USAP	P60501	112725	839287	Check	1	10582		FENTON, ALYSA		Yes	No	No	11/07/2025	122.51
USAP	P60501	112750	839288	Check	1	7322	R1	FERGUSON ENTERPRISES		Yes	No	No	11/07/2025	267.38
USAP	P60501	112736	839289	Check	1	12242		FINISHING TOUCH PAINTING & HANDYI		Yes	No	No	11/07/2025	3,994.00
USAP	P60501	112737	839290	Check	1	1482		GRAINGER, W.W..		Yes	No	No	11/07/2025	82.69
USAP	P60501	112754	839291	Check	1	9641		HANSEY, JACLYN		Yes	No	No	11/07/2025	60.06
USAP	P60501	112746	839292	Check	1	4980		HANSON, TRENT		Yes	No	No	11/07/2025	323.89
USAP	P60501	112726	839293	Check	1	10877		HOBART SERVICE		Yes	No	No	11/07/2025	218.63
USAP	P60501	112732	839294	Check	1	12165	R9	JANI WAGNER		Yes	No	No	11/07/2025	50.00
USAP	P60501	112748	839295	Check	1	5828		JIM CARLSON LEASING CO.		Yes	No	No	11/07/2025	730.00
USAP	P60501	112731	839296	Check	1	12165	R8	JUDITH BLOMGREN		Yes	No	No	11/07/2025	105.00
USAP	P60501	112745	839297	Check	1	3071		KENNEDY PETTY CASH ACCOUNT		Yes	No	No	11/07/2025	412.90
USAP	P60501	112753	839298	Check	1	8342		M JUDGE ELECTRIC LLC		Yes	No	No	11/07/2025	825.00
USAP	P60501	112739	839299	Check	1	1977		MINNESOTA COACHES INC		Yes	No	No	11/07/2025	40,408.38
USAP	P60501	112734	839300	Check	1	12238		MY AED & CPR SOLUTIONS		Yes	No	No	11/07/2025	1,060.00
USAP	P60501	112751	839301	Check	1	7883	R1	NAC MECHANICAL & ELECRICAL SERV		Yes	No	No	11/07/2025	100,000.00
USAP	P60501	112733	839302	Check	1	12224		RAWAY, JASON		Yes	No	No	11/07/2025	284.99
USAP	P60501	112740	839303	Check	1	2275		RENT & SAVE		Yes	No	No	11/07/2025	795.00
USAP	P60501	112743	839304	Check	1	2819		REPUBLIC SERVICES #923		Yes	No	No	11/07/2025	22,662.42
USAP	P60501	112752	839305	Check	1	7918		RIESTER REFRIGERATION		Yes	No	No	11/07/2025	335.00
USAP	P60501	112741	839306	Check	1	2341		SCHINDLER ELEVATOR CORP.		Yes	No	No	11/07/2025	5,018.02
USAP	P60501	112744	839307	Check	1	3069		SENIOR HIGH PETTY CASH		Yes	No	No	11/07/2025	667.18
USAP	P60501	112727	839308	Check	1	11581		ST. CROIX SPORTS		Yes	No	No	11/07/2025	350.00

Bank	Batch	Pmt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void Date	Amount
USAP	P60501	112738	839309	Check	1	1575		TESSIER-MORSE, HAILEN		Yes	No	No	11/07/2025	86.94
USAP	P60501	112742	839310	Check	1	2548	R1	T-MOBILE		Yes	No	No	11/07/2025	151.14
USAP	P60501	112747	839311	Check	1	5557	R1	ULINE SHIPPING SUPPLIES		Yes	No	No	11/07/2025	156.94
USAP	P60501	112730	839312	Check	1	12111	R1	UNITED REFRIGERATION INC		Yes	No	No	11/07/2025	1,166.46
USAP	P60501	112728	839313	Check	1	11661		VERMILLION TOWNSHIP		Yes	No	No	11/07/2025	221.65
USAP	P60515	112811	839314	Check	1	12026		AC GIRLS HOCKEY BOOSTER CLUB IN		Yes	No	No	11/14/2025	1,300.00
USAP	P60515	112771	839315	Check	1	1025		AFTON APPLE ORCHARD		Yes	No	No	11/14/2025	1,152.00
USAP	P60515	112790	839316	Check	1	11576	R1	AGILEBITS INC		Yes	No	No	11/14/2025	2,876.40
USAP	P60515	112793	839317	Check	1	11598		ALEXANDRIA TECHNICAL & COMMUNIT		Yes	No	No	11/14/2025	993.48
USAP	P60515	112774	839318	Check	1	10630		ALL STRINGS ATTACHED		Yes	No	No	11/14/2025	2,693.00
USAP	P60515	112805	839319	Check	1	11772		AMY BROWN COUNSELING SERVICES		Yes	No	No	11/14/2025	5,000.00
USAP	P60515	112780	839320	Check	1	11213		ANDERSON, ERIN		Yes	No	No	11/14/2025	223.72
USAP	P60515	112880	839321	Check	1	6190	R3	AVIBEN LLC		Yes	No	No	11/14/2025	566.86
USAP	P60515	112769	839322	Check	1	10143	R1	AVID CENTER		Yes	No	No	11/14/2025	12,673.00
USAP	P60515	112828	839323	Check	1	12235		AVTECH SOFTWARE INC		Yes	No	No	11/14/2025	12,511.05
USAP	P60515	112787	839324	Check	1	11558		BATAGLIA, KATHERINE		Yes	No	No	11/14/2025	36.40
USAP	P60515	112788	839325	Check	1	1156		BIX PRODUCE COMPANY LLC		Yes	No	No	11/14/2025	3,399.68
USAP	P60515	112795	839326	Check	1	1169	R1	BRAUN INTERTEC CORPORATION		Yes	No	No	11/14/2025	1,041.00
USAP	P60515	112877	839327	Check	1	5078		BREDEMUS HARDWARE CO INC		Yes	No	No	11/14/2025	301.20
USAP	P60515	112814	839328	Check	1	1204	R1	CARPENTER ST. CROIX VALLEY NATUI		Yes	No	No	11/14/2025	768.00
USAP	P60515	112818	839329	Check	1	1214		CDW GOVERNMENT		Yes	No	No	11/14/2025	16,000.00
USAP	P60515	112879	839330	Check	1	5986	R2	CENGAGE LEARNING		Yes	No	No	11/14/2025	18,620.80
USAP	P60515	112891	839331	Check	1	7911		CENTURYLINK		Yes	No	No	11/14/2025	80.52
USAP	P60515	112823	839332	Check	1	1221		CHANHASSEN DINNER THEATER		Yes	No	No	11/14/2025	3,505.50
USAP	P60515	112808	839333	Check	1	11978		CHARPENTIER ENTERPRISES LLC		Yes	No	No	11/14/2025	520.00
USAP	P60515	112835	839334	Check	1	1235		CITY OF HASTINGS		Yes	No	No	11/14/2025	6,098.86
USAP	P60515	112826	839335	Check	1	12227		CLOCWORKS INC		Yes	No	No	11/14/2025	548.16
USAP	P60515	112810	839336	Check	1	12002		COLUMN SOFTWARE PBC		Yes	No	No	11/14/2025	59.53
USAP	P60515	112836	839337	Check	1	1251		COMMERCIAL KITCHEN SERVICES		Yes	No	No	11/14/2025	593.75
USAP	P60515	112816	839338	Check	1	12059	R1	CONCORD THEATRICALS CORP		Yes	No	No	11/14/2025	1,974.00
USAP	P60515	112770	839339	Check	1	10245		CSTMN LLC		Yes	No	No	11/14/2025	16,731.56
USAP	P60515	112837	839340	Check	1	1286		CUB FOODS		Yes	No	No	11/14/2025	115.76
USAP	P60515	112882	839341	Check	1	6745		CULLIGAN OF STILLWATER		Yes	No	No	11/14/2025	466.70
USAP	P60515	112786	839342	Check	1	11555		CUSTOM COMMUNICATIONS INC		Yes	No	No	11/14/2025	931.92
USAP	P60515	112792	839343	Check	1	11584		DASH SPORTS LLC		Yes	No	No	11/14/2025	2,771.00
USAP	P60515	112897	839344	Check	1	8840		DEFINITIVE TECHNOLOGY SOLUTIONS		Yes	No	No	11/14/2025	2,063.93
USAP	P60515	112898	839345	Check	1	8840	R2	DEFINITIVE TECHNOLOGY SOLUTIONS		Yes	No	No	11/14/2025	238.69
USAP	P60515	112838	839346	Check	1	1319		DEMCO		Yes	No	No	11/14/2025	941.21

Bank	Batch	Pmt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void Date	Amount
USAP	P60515	112884	839347	Check	1	6808		ECKROTH MUSIC		Yes	No	No	11/14/2025	42.00
USAP	P60515	112872	839348	Check	1	3865		FLINN SCIENTIFIC		Yes	No	No	11/14/2025	221.27
USAP	P60515	112889	839349	Check	1	7843		FUN AND FUNCTION		Yes	No	No	11/14/2025	922.81
USAP	P60515	112903	839350	Check	1	9863	R2	GENUINE PARTS COMPANY		Yes	No	No	11/14/2025	72.42
USAP	P60515	112839	839351	Check	1	1482		GRAINGER, W.W..		Yes	No	No	11/14/2025	6,282.94
USAP	P60515	112840	839352	Check	1	1483		GRAPHIC DESIGN INC		Yes	No	No	11/14/2025	610.00
USAP	P60515	112867	839353	Check	1	3030		GROTH MUSIC		Yes	No	No	11/14/2025	400.86
USAP	P60515	112785	839354	Check	1	11399		GUETTER, LINDSEY		Yes	No	No	11/14/2025	270.00
USAP	P60515	112812	839355	Check	1	12032		HALBERG, ROBERT		Yes	No	No	11/14/2025	60.20
USAP	P60515	112796	839356	Check	1	11701		HARRIS, BRIGGAN		Yes	No	No	11/14/2025	14.21
USAP	P60515	112841	839357	Check	1	1555	R1	HAWKINS, INC.		Yes	No	No	11/14/2025	1,287.59
USAP	P60515	112800	839358	Check	1	11750		HERMANSON, SAMANTHA		Yes	No	No	11/14/2025	16.10
USAP	P60515	112842	839359	Check	1	1582		HILLYARD INC-MINNEAPOLIS		Yes	No	No	11/14/2025	2,625.83
USAP	P60515	112825	839360	Check	1	12223		HOVLAND, RACHEAL		Yes	No	No	11/14/2025	17.92
USAP	P60515	112806	839361	Check	1	11943		IMPERIAL DADE		Yes	No	No	11/14/2025	7,960.81
USAP	P60515	112779	839362	Check	1	11207		INFINITE HEALTH COLLABORATIVE		Yes	No	No	11/14/2025	300.00
USAP	P60515	112871	839363	Check	1	3584		INFOPRO LEGAL RESOURCES INC		Yes	No	No	11/14/2025	3,154.00
USAP	P60515	112888	839364	Check	1	7721	R3	INNOVATIVE OFFICE SOLUTIONS		Yes	No	No	11/14/2025	4,056.97
USAP	P60515	112843	839365	Check	1	1679	R1	J.W. PEPPER & SON INC		Yes	No	No	11/14/2025	378.89
USAP	P60515	112844	839366	Check	1	1681		JAEGER, KARI		Yes	No	No	11/14/2025	42.98
USAP	P60515	112798	839367	Check	1	11726		JOHNSON, STEFANIE		Yes	No	No	11/14/2025	25.13
USAP	P60515	112817	839368	Check	1	12120		KELLY SERVICES		Yes	No	No	11/14/2025	44,009.24
USAP	P60515	112881	839369	Check	1	6681		KENNEDY & GRAVEN, CHARTERD		Yes	No	No	11/14/2025	5,260.50
USAP	P60515	112869	839370	Check	1	3071		KENNEDY PETTY CASH ACCOUNT		Yes	No	No	11/14/2025	474.36
USAP	P60515	112885	839371	Check	1	7069		KITTELSON MARKETING CO.		Yes	No	No	11/14/2025	2,720.00
USAP	P60515	112883	839372	Check	1	6786		KOEHLER & DRAMM		Yes	No	No	11/14/2025	571.76
USAP	P60515	112781	839373	Check	1	11261	R2	LAFORCE LLC		Yes	No	No	11/14/2025	1,033.00
USAP	P60515	112783	839374	Check	1	11309		LESSONPIX, INC		Yes	No	No	11/14/2025	1,101.60
USAP	P60515	112820	839375	Check	1	12165	R10	LORRAINE MCMANMON		Yes	No	No	11/14/2025	115.00
USAP	P60515	112892	839376	Check	1	8342		M JUDGE ELECTRIC LLC		Yes	No	No	11/14/2025	1,229.00
USAP	P60515	112874	839377	Check	1	4228		MCGINNIS, ANGELA		Yes	No	No	11/14/2025	135.10
USAP	P60515	112846	839378	Check	1	1915		MCGINNIS, PETER		Yes	No	No	11/14/2025	26.71
USAP	P60515	112847	839379	Check	1	1919	R01	MCGRAW HILL		Yes	No	No	11/14/2025	27.24
USAP	P60515	112801	839380	Check	1	11760		MCSAS PRODUCTIONS LLC		Yes	No	No	11/14/2025	500.00
USAP	P60515	112848	839381	Check	1	1942		MENARDS		Yes	No	No	11/14/2025	601.26
USAP	P60515	112834	839382	Check	1	12250		MILLER UTILITIES LLC		Yes	No	No	11/14/2025	7,231.00
USAP	P60515	112824	839383	Check	1	12215		MILLER, ROSE		Yes	No	No	11/14/2025	12.18
USAP	P60515	112775	839384	Check	1	1104		MINNESOTA AG GROUP		Yes	No	No	11/14/2025	109.83

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Bank	Batch	Pmt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void Date	Amount
USAP	P60515	112849	839385	Check	1	1977		MINNESOTA COACHES INC		Yes	No	No	11/14/2025	96,520.40
USAP	P60515	112850	839386	Check	1	1982		MINNESOTA DEPT. OF HEALTH		Yes	No	No	11/14/2025	6,130.00
USAP	P60515	112830	839387	Check	1	12244		MINNETONKA DANCE TEAM BOOSTER		Yes	No	No	11/14/2025	1,210.00
USAP	P60515	112873	839388	Check	1	4163		MN DEPT OF LABOR & INDUSTRY		Yes	No	No	11/14/2025	485.00
USAP	P60515	112875	839389	Check	1	4283		MSPA		Yes	No	No	11/14/2025	370.00
USAP	P60515	112864	839390	Check	1	2795		MTI DISTRIBUTING, INC.		Yes	No	No	11/14/2025	754.41
USAP	P60515	112890	839391	Check	1	7883	R1	NAC MECHANICAL & ELECRICAL SERV		Yes	No	No	11/14/2025	62,150.00
USAP	P60515	112804	839392	Check	1	11771		NOVA EDUCATION CONSULTANTS		Yes	No	No	11/14/2025	10,470.00
USAP	P60515	112899	839393	Check	1	9208		NUTRISLICE, INC		Yes	No	No	11/14/2025	2,425.56
USAP	P60515	112822	839394	Check	1	12206		ORLICH-SULLIVAN, MEGAN		Yes	No	No	11/14/2025	246.61
USAP	P60515	112851	839395	Check	1	2163	R1	PAN-O-GOLD BAKING CO		Yes	No	No	11/14/2025	929.23
USAP	P60515	112782	839396	Check	1	11262	R1	PARAGON VISUAL LLC		Yes	No	No	11/14/2025	225.20
USAP	P60515	112821	839397	Check	1	12203		PEDIATRIC HOME RESPIRTORY SERVI		Yes	No	No	11/14/2025	187.50
USAP	P60515	112776	839398	Check	1	11186	R2	PERFORMANCE FOOD SERVICE		Yes	No	No	11/14/2025	6,192.16
USAP	P60515	112772	839399	Check	1	10357		PETTY CASH - SPECIAL SERVICES		Yes	No	No	11/14/2025	25.00
USAP	P60515	112868	839400	Check	1	3070		PINECREST PETTY CASH ACCOUNT		Yes	No	No	11/14/2025	480.11
USAP	P60515	112895	839401	Check	1	8796		PIONEER ATHLETICS		Yes	No	No	11/14/2025	845.25
USAP	P60515	112799	839402	Check	1	11740		PRAIRIE FARMS - WOODBOURY, MN		Yes	No	No	11/14/2025	12,212.45
USAP	P60515	112896	839403	Check	1	8834	R1	RAPTOR		Yes	No	No	11/14/2025	299.00
USAP	P60515	112852	839404	Check	1	2251		RATWIK, ROSZAK, & MALONEY P.A.		Yes	No	No	11/14/2025	90.00
USAP	P60515	112813	839405	Check	1	12037		RED WING MUSIC LLC		Yes	No	No	11/14/2025	460.00
USAP	P60515	112886	839406	Check	1	7210		REINDERS INC		Yes	No	No	11/14/2025	986.00
USAP	P60515	112902	839407	Check	1	9820		RESURRECTION UNITED METHODIST		Yes	No	No	11/14/2025	300.00
USAP	P60515	112853	839408	Check	1	2310		ROTO ROOTER SERVICES COMPANY		Yes	No	No	11/14/2025	536.00
USAP	P60515	112901	839409	Check	1	9479	R1	SAF-GARD SAFETY SHOE CO		Yes	No	No	11/14/2025	89.99
USAP	P60515	112831	839410	Check	1	12245		SAUK RAPIDS - RICE HIGH SCHOOL		Yes	No	No	11/14/2025	880.00
USAP	P60515	112866	839411	Check	1	3029		SCHMITT MUSIC		Yes	No	No	11/14/2025	128.00
USAP	P60515	112819	839412	Check	1	12161		SCHMITZ, BRIAN		Yes	No	No	11/14/2025	123.48
USAP	P60515	112854	839413	Check	1	2347	R1	SCHOLASTIC BOOK FAIRS		Yes	No	No	11/14/2025	996.90
USAP	P60515	112863	839414	Check	1	2704	R2	SCHOLASTIC MAGAZINES		Yes	No	No	11/14/2025	7,355.39
USAP	P60515	112802	839415	Check	1	11766		SCHOOL PERCEPTIONS LLC		Yes	No	No	11/14/2025	11,900.00
USAP	P60515	112865	839416	Check	1	2850	R1	SCHOOL SPECIALTY		Yes	No	No	11/14/2025	103.14
USAP	P60515	112807	839417	Check	1	11961		SCHOOLSIN		Yes	No	No	11/14/2025	1,368.25
USAP	P60515	112832	839418	Check	1	12246		SCHULTE, MICHELLE		Yes	No	No	11/14/2025	51.92
USAP	P60515	112855	839419	Check	1	2387		SHERWIN WILLIAMS CO		Yes	No	No	11/14/2025	256.71
USAP	P60515	112778	839420	Check	1	11196	R1	SHRED IT USA - C/O STERICYCLE INC.		Yes	No	No	11/14/2025	104.76
USAP	P60515	112784	839421	Check	1	11311		SILL, KIM		Yes	No	No	11/14/2025	30.97
USAP	P60515	112900	839422	Check	1	9423		SMILEY, MICHAEL		Yes	No	No	11/14/2025	33.02

HASTINGS PUBLIC SCHOOLS

Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void Date	Amount
USAP	P60515	112894	839423	Check	1	8684		SOCIAL THINKING		Yes	No	No	11/14/2025	176.35
USAP	P60515	112815	839424	Check	1	12058		SPARKPATH		Yes	No	No	11/14/2025	735.00
USAP	P60515	112791	839425	Check	1	11581		ST. CROIX SPORTS		Yes	No	No	11/14/2025	2,214.70
USAP	P60515	112876	839426	Check	1	4405	R1	STEP SAVER INC		Yes	No	No	11/14/2025	127.31
USAP	P60515	112856	839427	Check	1	2476		STERNAU & ASSOCIATES		Yes	No	No	11/14/2025	1,680.00
USAP	P60515	112809	839428	Check	1	11996		STOCKDALE, SCOTT		Yes	No	No	11/14/2025	63.28
USAP	P60515	112833	839429	Check	1	12249		STRUB, KRISTINA		Yes	No	No	11/14/2025	198.80
USAP	P60515	112878	839430	Check	1	5445	r2	SUMMIT FIRE PROTECTION		Yes	No	No	11/14/2025	546.00
USAP	P60515	112789	839431	Check	1	11563		SVL INC.		Yes	No	No	11/14/2025	1,171.97
USAP	P60515	112845	839432	Check	1	1893		SWCS COMMUNITY EDUCATION		Yes	No	No	11/14/2025	2,309.06
USAP	P60515	112803	839433	Check	1	11768	R1	TAHER INC		Yes	No	No	11/14/2025	15,000.00
USAP	P60515	112857	839434	Check	1	2522		TERRY'S HARDWARE		Yes	No	No	11/14/2025	1,017.80
USAP	P60515	112827	839435	Check	1	12232		TIMERSON, ANNA		Yes	No	No	11/14/2025	34.02
USAP	P60515	112858	839436	Check	1	2548	R1	T-MOBILE		Yes	No	No	11/14/2025	60.00
USAP	P60515	112829	839437	Check	1	12239		TOOLS TO GROW		Yes	No	No	11/14/2025	66.99
USAP	P60515	112859	839438	Check	1	2559		TRIO SUPPLY		Yes	No	No	11/14/2025	3,837.04
USAP	P60515	112860	839439	Check	1	2563		TROPHIES PLUS		Yes	No	No	11/14/2025	12.00
USAP	P60515	112794	839440	Check	1	11668		TWIG EDUCATION INC.		Yes	No	No	11/14/2025	6,187.01
USAP	P60515	112893	839441	Check	1	8469		TWIN CITY SCALE CO		Yes	No	No	11/14/2025	231.25
USAP	P60515	112887	839442	Check	1	7490		UNIVERSITY LANGUAGE CTR INC		Yes	No	No	11/14/2025	3,007.55
USAP	P60515	112870	839443	Check	1	3277		UPPER LAKES FOODS, INC		Yes	No	No	11/14/2025	51,331.61
USAP	P60515	112797	839444	Check	1	11713	R1	VAN METER INC.		Yes	No	No	11/14/2025	2,381.79
USAP	P60515	112777	839445	Check	1	11187	R1	VISTAR		Yes	No	No	11/14/2025	2,748.59
USAP	P60515	112773	839446	Check	1	10452		WAYNE PETERSON ENTERPRISES		Yes	No	No	11/14/2025	2,068.00
USAP	P60515	112861	839447	Check	1	2645		WHISTLING WELL FARM		Yes	No	No	11/14/2025	1,188.00
USAP	P60515	112862	839448	Check	1	2687		YOUTH FRONTIERS, INC.		Yes	No	No	11/14/2025	7,990.00
USAP	P60502	112937	839449	Check	1	10164		ADDYMAN, SCOTT D		Yes	No	No	11/21/2025	45.78
USAP	P60502	112941	839450	Check	1	12167	R16	BERNIE WHITE		Yes	No	No	11/21/2025	43.80
USAP	P60502	112947	839451	Check	1	6063		BUTLER, TEMIRA		Yes	No	No	11/21/2025	79.21
USAP	P60502	112950	839452	Check	1	8741		CLARK, JAMIE		Yes	No	No	11/21/2025	18.76
USAP	P60502	112942	839453	Check	1	12167	R26	DESIREE CRAIN		Yes	No	No	11/21/2025	45.25
USAP	P60502	112951	839454	Check	1	9582		ERICKSON, ANGILEE		Yes	No	No	11/21/2025	50.40
USAP	P60502	112946	839455	Check	1	3800		FOX, MARY ELLEN		Yes	No	No	11/21/2025	66.39
USAP	P60502	112952	839456	Check	1	9863	R2	GENUINE PARTS COMPANY		Yes	No	No	11/21/2025	39.13
USAP	P60502	112949	839457	Check	1	8361		GILES, DANIEL		Yes	No	No	11/21/2025	20.00
USAP	P60502	112944	839458	Check	1	1525		HASTINGS COMMUNITY ED		Yes	No	No	11/21/2025	255.60
USAP	P60502	112943	839459	Check	1	12252		KOCHENDORFER, GUY		Yes	No	No	11/21/2025	58.38
USAP	P60502	112948	839460	Check	1	7502		MIDWEST EDUCATIONAL CONSULTAN		Yes	No	No	11/21/2025	1,000.00

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USAP	P60502	112945	839461	Check	1	2266		REGION 3AA		Yes	No	No	11/21/2025	175.00
USAP	P60502	112938	839462	Check	1	10898	R1	SYMMETRY ENERGY SOLUTIONS		Yes	No	No	11/21/2025	5,571.29
USAP	P60502	112939	839463	Check	1	11518		VERTEX PERFORMANCE GROUP LLC		Yes	No	No	11/21/2025	200.00
USAP	P60502	112940	839464	Check	1	11997	R1	WELCOME WAGON		Yes	No	No	11/21/2025	84.82
USAP	P60530	113000	839465	Check	1	12168		AMPERSAND THERAPY LLC		Yes	No	No	11/26/2025	21,440.00
USAP	P60530	112981	839466	Check	1	11791		ANDERSON, ANNE		Yes	No	No	11/26/2025	97.50
USAP	P60530	112964	839467	Check	1	10919	R1	ARVIG		Yes	No	No	11/26/2025	1,255.95
USAP	P60530	113005	839468	Check	1	12253		AUGER, THERESA		Yes	No	No	11/26/2025	331.50
USAP	P60530	113007	839469	Check	1	12255		BADER, BRENDA		Yes	No	No	11/26/2025	60.00
USAP	P60530	112956	839470	Check	1	10641		BAYCOM INC		Yes	No	No	11/26/2025	97.50
USAP	P60530	112987	839471	Check	1	11807		BERG, GLORIA		Yes	No	No	11/26/2025	272.00
USAP	P60530	112975	839472	Check	1	1156		BIX PRODUCE COMPANY LLC		Yes	No	No	11/26/2025	1,994.52
USAP	P60530	113051	839473	Check	1	7120	R2	BSN SPORTS LLC		Yes	No	No	11/26/2025	200.00
USAP	P60530	113004	839474	Check	1	12248		BUFFALO BISON DANCE BOOSTER CLI		Yes	No	No	11/26/2025	214.00
USAP	P60530	113060	839475	Check	1	8681		CANVAS HEALTH		Yes	No	No	11/26/2025	5,421.67
USAP	P60530	113012	839476	Check	1	12261		CARTER, KELLY		Yes	No	No	11/26/2025	97.50
USAP	P60530	113042	839477	Check	1	3748		CENTERPOINT ENERGY		Yes	No	No	11/26/2025	9,095.41
USAP	P60530	113052	839478	Check	1	7295		CENTURYLINK		Yes	No	No	11/26/2025	171.80
USAP	P60530	113054	839479	Check	1	7332		CENTURYLINK		Yes	No	No	11/26/2025	3,844.41
USAP	P60530	112969	839480	Check	1	11236		CHORDS AND BOARDS LLC		Yes	No	No	11/26/2025	140.00
USAP	P60530	113016	839481	Check	1	1235		CITY OF HASTINGS		Yes	No	No	11/26/2025	16,078.06
USAP	P60530	113045	839482	Check	1	4073	R3	COLLEGE BOARD		Yes	No	No	11/26/2025	839.52
USAP	P60530	113017	839483	Check	1	1251		COMMERCIAL KITCHEN SERVICES		Yes	No	No	11/26/2025	1,501.80
USAP	P60530	113018	839484	Check	1	1257		COMPUTER INTEGRATION TECHNOLO		Yes	No	No	11/26/2025	13,609.00
USAP	P60530	112980	839485	Check	1	11790		CORBIN, TOM		Yes	No	No	11/26/2025	297.50
USAP	P60530	112990	839486	Check	1	11821		CROKER, DEBBIE		Yes	No	No	11/26/2025	272.00
USAP	P60530	113019	839487	Check	1	1286		CUB FOODS		Yes	No	No	11/26/2025	44.01
USAP	P60530	112974	839488	Check	1	11555		CUSTOM COMMUNICATIONS INC		Yes	No	No	11/26/2025	585.00
USAP	P60530	113062	839489	Check	1	8840		DEFINITIVE TECHNOLOGY SOLUTIONS		Yes	No	No	11/26/2025	887.00
USAP	P60530	113047	839490	Check	1	4412		DePALMA, NICOLE		Yes	No	No	11/26/2025	90.00
USAP	P60530	112962	839491	Check	1	10860		DEPARTMENT OF TRANSPORTATION		Yes	No	No	11/26/2025	743.25
USAP	P60530	113053	839492	Check	1	7322	R1	FERGUSON ENTERPRISES		Yes	No	No	11/26/2025	100.00
USAP	P60530	113043	839493	Check	1	3865		FLINN SCIENTIFIC		Yes	No	No	11/26/2025	335.28
USAP	P60530	113058	839494	Check	1	7843		FUN AND FUNCTION		Yes	No	No	11/26/2025	180.78
USAP	P60530	112953	839495	Check	1	10336		GEIB, JODY		Yes	No	No	11/26/2025	25.62
USAP	P60530	113068	839496	Check	1	9863	R2	GENUINE PARTS COMPANY		Yes	No	No	11/26/2025	16.50
USAP	P60530	112957	839497	Check	1	10674		GESCH, SUSAN		Yes	No	No	11/26/2025	97.50
USAP	P60530	113020	839498	Check	1	1482		GRAINGER, W.W..		Yes	No	No	11/26/2025	86.71

Bank	Batch	Pmt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void Date	Amount
USAP	P60530	112993	839499	Check	1	11912		GREISKALNS, DINA		Yes	No	No	11/26/2025	19.99
USAP	P60530	112971	839500	Check	1	11272		GRUNDMAN, PEGGY		Yes	No	No	11/26/2025	82.50
USAP	P60530	112976	839501	Check	1	11582		HEWITT, SARA		Yes	No	No	11/26/2025	51.87
USAP	P60530	113021	839502	Check	1	1582		HILLYARD INC-MINNEAPOLIS		Yes	No	No	11/26/2025	744.99
USAP	P60530	113001	839503	Check	1	12200		HOMERUN LEADERSHIP LLC		Yes	No	No	11/26/2025	340.00
USAP	P60530	113064	839504	Check	1	9329		HOMETOWN ACE HARDWARE		Yes	No	No	11/26/2025	652.51
USAP	P60530	112954	839505	Check	1	10420		HOPE ENGLISH-SPANISH INTERPRETE		Yes	No	No	11/26/2025	3,780.00
USAP	P60530	112991	839506	Check	1	11824		HOUSKER, CONSTANCE		Yes	No	No	11/26/2025	105.00
USAP	P60530	112994	839507	Check	1	11943		IMPERIAL DADE		Yes	No	No	11/26/2025	51.84
USAP	P60530	113022	839508	Check	1	1629		IND. SCHOOL DIST 15		Yes	No	No	11/26/2025	34,200.60
USAP	P60530	113041	839509	Check	1	3584		INFOPRO LEGAL RESOURCES INC		Yes	No	No	11/26/2025	2,850.00
USAP	P60530	113057	839510	Check	1	7721	R3	INNOVATIVE OFFICE SOLUTIONS		Yes	No	No	11/26/2025	8,255.39
USAP	P60530	113023	839511	Check	1	1660		INSTITUTE FOR ENVIRONMENTAL ASS		Yes	No	No	11/26/2025	3,693.30
USAP	P60530	113024	839512	Check	1	1679	R1	J.W. PEPPER & SON INC		Yes	No	No	11/26/2025	60.00
USAP	P60530	113025	839513	Check	1	1709		JOHNSON, SPENCER		Yes	No	No	11/26/2025	60.00
USAP	P60530	113040	839514	Check	1	3562		JUNIOR LIBRARY GUILD		Yes	No	No	11/26/2025	2,407.80
USAP	P60530	113008	839515	Check	1	12256		KLEIN, CAITLIN		Yes	No	No	11/26/2025	284.75
USAP	P60530	113065	839516	Check	1	9459	R1	KONICA MINOLTA/LOFFLER		Yes	No	No	11/26/2025	2,054.00
USAP	P60530	113015	839517	Check	1	12266		KROMAREK, RALPH		Yes	No	No	11/26/2025	97.50
USAP	P60530	112995	839518	Check	1	12020		KUMMER, JUSTIN		Yes	No	No	11/26/2025	29.40
USAP	P60530	112970	839519	Check	1	11261	R2	LAFORCE LLC		Yes	No	No	11/26/2025	160.00
USAP	P60530	112998	839520	Check	1	12070		LB CARLSON LLP		Yes	No	No	11/26/2025	20,100.00
USAP	P60530	113066	839521	Check	1	9776	R1	LOFFLER COMPANIES		Yes	No	No	11/26/2025	2,311.25
USAP	P60530	113013	839522	Check	1	12262		LUND, WESLEY		Yes	No	No	11/26/2025	97.50
USAP	P60530	112986	839523	Check	1	11804		MAHER-ANGERMAN, TARA		Yes	No	No	11/26/2025	198.75
USAP	P60530	113049	839524	Check	1	5673		MARSHALL, MARY		Yes	No	No	11/26/2025	217.50
USAP	P60530	113046	839525	Check	1	4314		MASPA		Yes	No	No	11/26/2025	275.00
USAP	P60530	113014	839526	Check	1	12265		MCADAMS, BARBARA		Yes	No	No	11/26/2025	97.50
USAP	P60530	112983	839527	Check	1	11797		MCGOON, JEANETTE		Yes	No	No	11/26/2025	90.00
USAP	P60530	113010	839528	Check	1	12258		MCNARY, BONNIE		Yes	No	No	11/26/2025	101.25
USAP	P60530	113027	839529	Check	1	1942		MENARDS		Yes	No	No	11/26/2025	283.15
USAP	P60530	113056	839530	Check	1	7502		MIDWEST EDUCATIONAL CONSULTAN		Yes	No	No	11/26/2025	3,600.00
USAP	P60530	112965	839531	Check	1	1104		MINNESOTA AG GROUP		Yes	No	No	11/26/2025	90.96
USAP	P60530	113028	839532	Check	1	1977		MINNESOTA COACHES INC		Yes	No	No	11/26/2025	550,099.26
USAP	P60530	113029	839533	Check	1	1982		MINNESOTA DEPT. OF HEALTH		Yes	No	No	11/26/2025	505.00
USAP	P60530	113044	839534	Check	1	3917	R3	MINNESOTA UI FUND		Yes	No	No	11/26/2025	287,989.60
USAP	P60530	112985	839535	Check	1	11802		MOLINE, ANITA		Yes	No	No	11/26/2025	90.00
USAP	P60530	113006	839536	Check	1	12254		MORSE, DAVID		Yes	No	No	11/26/2025	136.00

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USAP	P60530	113030	839537	Check	1	2031		MOSENG LOCKSMITHING CO.		Yes	No	No	11/26/2025	85.00
USAP	P60530	113009	839538	Check	1	12257		MOST, RICHARD		Yes	No	No	11/26/2025	240.00
USAP	P60530	113011	839539	Check	1	12260		MWANGI, JOYCE		Yes	No	No	11/26/2025	217.50
USAP	P60530	113059	839540	Check	1	7883	R1	NAC MECHANICAL & ELECRICAL SERV		Yes	No	No	11/26/2025	71,233.00
USAP	P60530	112984	839541	Check	1	11798		NEHRING, MARY		Yes	No	No	11/26/2025	191.25
USAP	P60530	113038	839542	Check	1	3177		NORCOSTCO		Yes	No	No	11/26/2025	1,755.00
USAP	P60530	112959	839543	Check	1	10721	R4	NORTHFIELD SOLAR LLC		Yes	No	No	11/26/2025	30,286.93
USAP	P60530	112979	839544	Check	1	11771		NOVA EDUCATION CONSULTANTS		Yes	No	No	11/26/2025	10,260.00
USAP	P60530	113026	839545	Check	1	1882		OFFICE OF MN IT SERVICES		Yes	No	No	11/26/2025	112.35
USAP	P60530	113050	839546	Check	1	6341	R1	O'REILLY AUTO PARTS		Yes	No	No	11/26/2025	10.99
USAP	P60530	113031	839547	Check	1	2146		ORKIN PEST CONTROL INC.		Yes	No	No	11/26/2025	387.25
USAP	P60530	112982	839548	Check	1	11793		OSENDORF, PAMELA		Yes	No	No	11/26/2025	90.00
USAP	P60530	113032	839549	Check	1	2163	R1	PAN-O-GOLD BAKING CO		Yes	No	No	11/26/2025	1,043.82
USAP	P60530	112968	839550	Check	1	11219	R1	PAUL H BROOKS PUBLISHING CO		Yes	No	No	11/26/2025	186.50
USAP	P60530	113002	839551	Check	1	12203		PEDIATRIC HOME RESPIRTORY SERVI		Yes	No	No	11/26/2025	187.50
USAP	P60530	112966	839552	Check	1	11186	R2	PERFORMANCE FOOD SERVICE		Yes	No	No	11/26/2025	2,896.78
USAP	P60530	113034	839553	Check	1	2477		PHOENIX SCHOOL COUNSELING		Yes	No	No	11/26/2025	2,870.00
USAP	P60530	112992	839554	Check	1	11832		PONCIN, CLARICE		Yes	No	No	11/26/2025	217.50
USAP	P60530	112978	839555	Check	1	11740		PRAIRIE FARMS - WOODBOURY, MN		Yes	No	No	11/26/2025	5,210.49
USAP	P60530	112977	839556	Check	1	11602		PRO-TEC DESIGN, INC.		Yes	No	No	11/26/2025	2,165.50
USAP	P60530	113061	839557	Check	1	8834	R1	RAPTOR		Yes	No	No	11/26/2025	12,665.00
USAP	P60530	113033	839558	Check	1	2275		RENT & SAVE		Yes	No	No	11/26/2025	795.00
USAP	P60530	113067	839559	Check	1	9803		RUDIS ATHLETIC APPAREL		Yes	No	No	11/26/2025	4,947.68
USAP	P60530	112996	839560	Check	1	12041		SANVILLE, BRYCE		Yes	No	No	11/26/2025	38.50
USAP	P60530	112988	839561	Check	1	11809		SCHOEPPNER, PEGGY		Yes	No	No	11/26/2025	217.50
USAP	P60530	113003	839562	Check	1	12230		SEIBERT, JACK		Yes	No	No	11/26/2025	30.24
USAP	P60530	112997	839563	Check	1	12058		SPARKPATH		Yes	No	No	11/26/2025	450.00
USAP	P60530	113063	839564	Check	1	9149		SPURGEON, CAROLINE		Yes	No	No	11/26/2025	289.00
USAP	P60530	113048	839565	Check	1	5445	r2	SUMMIT FIRE PROTECTION		Yes	No	No	11/26/2025	1,065.00
USAP	P60530	112963	839566	Check	1	10898	R1	SYMMETRY ENERGY SOLUTIONS		Yes	No	No	11/26/2025	929.98
USAP	P60530	112973	839567	Check	1	11378	R2	THE JOURNAL		Yes	No	No	11/26/2025	75.00
USAP	P60530	112989	839568	Check	1	11812		THOMAS, JENNIE		Yes	No	No	11/26/2025	306.00
USAP	P60530	113035	839569	Check	1	2548	R1	T-MOBILE		Yes	No	No	11/26/2025	176.97
USAP	P60530	112999	839570	Check	1	12137	R1	TRIMARK MARLINN LLC		Yes	No	No	11/26/2025	606.00
USAP	P60530	113036	839571	Check	1	2559		TRIO SUPPLY		Yes	No	No	11/26/2025	1,110.92
USAP	P60530	112955	839572	Check	1	10441		TWIN CITY HARDWARE CO		Yes	No	No	11/26/2025	2,386.92
USAP	P60530	113055	839573	Check	1	7490		UNIVERSITY LANGUAGE CTR INC		Yes	No	No	11/26/2025	203.34
USAP	P60530	113039	839574	Check	1	3277		UPPER LAKES FOODS, INC		Yes	No	No	11/26/2025	26,634.55

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USAP	P60530	112967	839575	Check	1	11187	R1	VISTAR		Yes	No	No	11/26/2025	2,816.67
USAP	P60530	112960	839576	Check	1	10722	R4	WALCOTT SOLAR LLC		Yes	No	No	11/26/2025	15,229.79
USAP	P60530	112961	839577	Check	1	10723	R4	WARSAW SOLAR LLC		Yes	No	No	11/26/2025	13,530.05
USAP	P60530	113037	839578	Check	1	2645		WHISTLING WELL FARM		Yes	No	No	11/26/2025	1,056.00
USAP	P60530	112972	839579	Check	1	11276		WRIGHT, ELIZABETH		Yes	No	No	11/26/2025	210.00
USAP	P60530	112958	839580	Check	1	10684		WRIGHT, MARY		Yes	No	No	11/26/2025	327.25

Bank Total: $2,024,695.29

Report Total: $2,024,741.46

HASTINGS PUBLIC SCHOOLS

Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void Date	Amount
USPR	p265p1	112708		Wire	1	10929		AVIBEN LLC		No	Yes	No	11/05/2025	71,522.86
USPR	p265p1	112709		Wire	1	1984		MINNESOTA DEPT. OF REVENUE		No	Yes	No	11/05/2025	52,868.20
USPR	p265p1	112710		Wire	1	2016		MN TRA		No	Yes	No	11/05/2025	196,830.72
USPR	p265p1	112711		Wire	1	2705		EFTPS - TAX PAYMENT		No	Yes	No	11/05/2025	320,662.11
USPR	p265p1	112712		Wire	1	3283		MINNESOTA DEPT. OF REVENUE		No	Yes	No	11/05/2025	793.00
USPR	p265p1	112713		Wire	1	3880		MII LIFE		No	Yes	No	11/05/2025	0.00
USPR	p265p1	112714		Wire	1	7771		MINNESOTA PERA (WIRE TRANSFER)		No	Yes	No	11/05/2025	51,958.70
USPR	p265p1	112757		Wire	1	2016		MN TRA		No	Yes	No	11/12/2025	44.20
USPR	p265p1	112758		Wire	1	2705		EFTPS - TAX PAYMENT		No	Yes	No	11/12/2025	37.96
USPR	p265p2	112914		Wire	1	10929		AVIBEN LLC		No	Yes	No	11/20/2025	72,426.70
USPR	p265p2	112915		Wire	1	1984		MINNESOTA DEPT. OF REVENUE		No	Yes	No	11/20/2025	57,274.82
USPR	p265p2	112916		Wire	1	2016		MN TRA		No	Yes	No	11/20/2025	193,210.80
USPR	p265p2	112917		Wire	1	2705		EFTPS - TAX PAYMENT		No	Yes	No	11/20/2025	336,440.15
USPR	p265p2	112918		Wire	1	3283		MINNESOTA DEPT. OF REVENUE		No	Yes	No	11/20/2025	1,169.71
USPR	p265p2	112919		Wire	1	3880		MII LIFE		No	Yes	No	11/20/2025	0.00
USPR	p265p2	112920		Wire	1	7771		MINNESOTA PERA (WIRE TRANSFER)		No	Yes	No	11/20/2025	66,817.18
USPR	p265p1	112716	105971	Check	1	12077		GURSTEL LAW FIRM PC		Yes	No	No	11/05/2025	541.45
USPR	p265p1	112717	105972	Check	1	1529		HASTINGS EDUCATION ASS'N. MN.		Yes	No	No	11/05/2025	17,069.94
USPR	p265p1	112718	105973	Check	1	1974		MINNESOTA CHILD SUPPORT PYMT C		Yes	No	No	11/05/2025	11.00
USPR	p265p1	112715	105974	Check	1	11853		RIVERVIEW LAW OFFICE, PLLC		Yes	No	No	11/05/2025	104.13
USPR	p265p1	112722	105975	Check	1	12243		GRONQUIST, SARAH		Yes	No	No	11/05/2025	200.00
USPR	p265p2	112930	105976	Check	1	5234		EDUCATION MINNESOTA		Yes	No	No	11/20/2025	16.00
USPR	p265p2	112921	105977	Check	1	10975		EDUCATION MN HASTINGS ESP'S		Yes	No	No	11/20/2025	2,290.19
USPR	p265p2	112924	105978	Check	1	12077		GURSTEL LAW FIRM PC		Yes	No	No	11/20/2025	1,133.52
USPR	p265p2	112926	105979	Check	1	1529		HASTINGS EDUCATION ASS'N. MN.		Yes	No	No	11/20/2025	17,069.94
USPR	p265p2	112932	105980	Check	1	7384		HIGH SCHOOL FACULTY SCHOLARSHI		Yes	No	No	11/20/2025	82.00
USPR	p265p2	112927	105981	Check	1	1974		MINNESOTA CHILD SUPPORT PYMT C		Yes	No	No	11/20/2025	11.00
USPR	p265p2	112928	105982	Check	1	2002		MINNESOTA TEAMSTERS LOCAL 320		Yes	No	No	11/20/2025	2,628.21
USPR	p265p2	112925	105983	Check	1	12079		NATIONAL D.R.I.V.E.		Yes	No	No	11/20/2025	14.00
USPR	p265p2	112929	105984	Check	1	2010		NCPERS GROUP LIFE INS -157410		Yes	No	No	11/20/2025	32.00
USPR	p265p2	112923	105985	Check	1	11853		RIVERVIEW LAW OFFICE, PLLC		Yes	No	No	11/20/2025	350.12
USPR	p265p2	112931	105986	Check	1	6780		SEIU LOCAL 284		Yes	No	No	11/20/2025	1,718.07
USPR	p265p2	112922	105987	Check	1	11741		ST. CROIX VALLEY FOUNDATION		Yes	No	No	11/20/2025	80.00

Bank Total: $1,465,408.68

Report Total: $1,465,408.68

HASTINGS PUBLIC SCHOOLS

Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void Date	Amount
ACTV	P04ASA	112723		Wire	1	11387		AMAZON CAPITAL SERVICES, INC		No	No	No	11/07/2025	1,593.13
ACTV	P04ASB	112759		Wire	1	9557		BMO HARRIS BANK NA		No	Yes	No	11/13/2025	13,087.77
ACTV	P05AS1	112724	38410	Check	1	12033		MELISSA SLAPNICHER		Yes	Yes	No	11/07/2025	1,565.15
ACTV	P05AS2	112762	38411	Check	1	12036		BAUER, ANNA		Yes	No	No	11/14/2025	358.84
ACTV	P05AS2	112766	38412	Check	1	7689		MOA ENTERTAINMENT		Yes	Yes	No	11/14/2025	10,600.00
ACTV	P05AS2	112765	38413	Check	1	7311		STEVE WEISS MUSIC INC.		Yes	Yes	No	11/14/2025	1,313.65
ACTV	P05AS2	112764	38414	Check	1	3626	R1	THE WEXFORD AT EMERALD GREENS		Yes	No	No	11/14/2025	5,490.48
ACTV	P05AS2	112763	38415	Check	1	2563		TROPHIES PLUS		Yes	Yes	No	11/14/2025	468.00
ACTV	P05AS2	112767	38416	Check	1	8775		WENTZLER, BRANDY LYNN & TOM		Yes	No	No	11/14/2025	420.00
ACTV	P05AS3	112935	38417	Check	1	7337		GATEWAY MUSIC FESTIVALS & TOURS		Yes	No	No	11/21/2025	25,000.00
ACTV	P05AS3	112933	38418	Check	1	11176		HASTINGS GOLF CLUB		Yes	No	No	11/21/2025	2,418.92
ACTV	P05AS3	112934	38419	Check	1	12247		LINN-MAR HIGH SCHOOL VOCAL MUSI(		Yes	No	No	11/21/2025	600.00

Bank Total: $62,915.94

Report Total: $62,915.94

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

Sequence: Crs, Org, Fd

									Description	26ADP Annual Budget	Period 202605	Year To Date	% YTD	Encumbrances	% YTD + Enc	Remaining 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	(45,000.00)	(2,986.36)	(16,502.46)	37%	0.00	37%	(28,497.54)
R	20	000	000	000	095	000	422	000	Employer Share/Premiums	(495,073.00)	(41,566.89)	(196,823.45)	40%	0.00	40%	(298,249.55)
R	20	000	000	000	097	000	422	000	Employee Share/Premiums	(101,400.00)	(9,465.63)	(35,547.74)	35%	0.00	35%	(65,852.26)
R	20	000	000	000	098	000	422	000	Retiree-Cobra Share/Premium	(125,609.00)	(10,110.29)	(51,202.96)	41%	0.00	41%	(74,406.04)
E	20	005	105	000	236	000	422	000	Dental Insurance Claims	633,533.00	38,863.99	258,527.44	41%	0.00	41%	375,005.56
E	20	005	105	000	301	000	422	000	Fees-Carrier & Consultant	36,774.00	3,155.30	15,671.05	43%	0.00	43%	21,102.95
				000	**Districtwide**					**(96,775.00)**	**(22,109.88)**	**(25,878.12)**	**27%**	**0.00**	**27%**	**(70,896.88)**
									Report Totals:	**(96,775.00)**	**(22,109.88)**	**(25,878.12)**	**27%**	**0.00**	**27%**	**(70,896.88)**

HASTINGS PUBLIC SCHOOLS
Health Self-Funded Summary
Period Ending November 30, 2025

Sequence: Crs, Org, Fd

									Description	26ADP Annual Budget	Period 202605	Year To Date	% YTD	Encumbrances	% YTD + Enc	Remaining 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	(7,456,742.00)	(602,705.54)	(2,828,971.08)	38%	0.00	38%	(4,627,770.92)
R	21	000	000	000	097	000	422	000	Employee Share/Premiums	(1,864,186.00)	(168,199.06)	(740,885.30)	40%	0.00	40%	(1,123,300.70)
R	21	000	000	000	098	000	422	000	Retiree-Cobra Share/Premiur	(475,030.00)	(40,730.58)	(201,409.88)	42%	0.00	42%	(273,620.12)
R	21	000	000	000	099	000	422	000	ER/Trust Share for Retirees	(90,482.00)	(2,555.80)	(21,381.40)	24%	0.00	24%	(69,100.60)
R	21	000	000	000	092	000	422	000	Interest -Health	(165,000.00)	(9,602.09)	(58,296.16)	35%	0.00	35%	(106,703.84)
E	21	005	105	000	314	000	422	000	Springbuk Fee $1/pm/pm	4,968.00	1,215.00	2,421.00	49%	0.00	49%	2,547.00
E	21	005	105	000	317	000	422	000	Network Fees	2,000.00	0.00	500.00	25%	0.00	25%	1,500.00
E	21	005	105	000	223	000	422	000	Medical Insurance Claims	8,272,821.00	624,350.79	2,024,545.35	24%	0.00	24%	6,248,275.65
E	21	005	105	000	224	000	422	000	Pharmacy Claims	1,459,910.00	237,370.43	963,518.76	66%	0.00	66%	496,391.24
E	21	005	105	000	300	000	422	000	Pharmacy Rebates/Admin Fe	0.00	(60,370.50)	(239,038.28)	0%	0.00	0%	239,038.28
E	21	005	105	000	301	000	422	000	Veba/Flex/Health	263,829.00	21,105.58	87,009.16	33%	0.00	33%	176,819.84
E	21	005	105	000	308	000	422	000	StopLoss	539,600.00	42,887.15	173,469.68	32%	0.00	32%	366,130.32
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**					**532,888.00**	**42,765.38**	**(817,918.15)**	**(153%)**	**0.00**	**(153%)**	**1,350,806.15**
R	21	000	000	000	094	326	422	000	Employer-VEBA Trust Rev	(591,600.00)	(59,935.80)	(191,557.38)	32%	0.00	32%	(400,042.62)
R	21	000	000	000	089	326	422	000	Employer-PCORI-ACA	(3,321.00)	0.00	(3,912.30)	118%	0.00	118%	591.30
E	21	005	105	000	301	326	422	000	Employer-VEBA Trust Pmt.	591,600.00	59,935.80	191,557.38	32%	0.00	32%	400,042.62
E	21	005	105	000	313	326	422	000	Employer-PCORI- ACA	3,321.00	0.00	3,912.30	118%	0.00	118%	(591.30)
				326	**District Additional R/E**					**0.00**	**0.00**	**0.00**	**0%**	**0.00**	**0%**	**(0.00)**
									Report Totals:	**532,888.00**	**42,765.38**	**(817,918.15)**	**(153%)**	**0.00**	**(153%)**	**1,350,806.15**

AIA® Document G701® – 2017

Change Order

PROJECT: *(Name and address)*	**CONTRACT INFORMATION:**	**CHANGE ORDER INFORMATION:**
Hastings Middle School Science Casework Project (9999)	Contract For: General Construction	Change Order Number: One (1)
	Date: April 22, 2025	Date: November 19, 2025
1000 West Eleventh Street Hastings, Minnesota 55033		

OWNER: *(Name and address)*	**ARCHITECT:** *(Name and address)*	**CONTRACTOR:** *(Name and address)*
Independent School District #200 1000 West Eleventh Street Hastings, Minnesota 55033	Wold Architects and Engineers 50 South Sixth Street, Suite 2250 Minneapolis, Minnesota 55402	Schreiber Mullaney Construction 1286 Hudson Road St. Paul, Minnesota 55106

THE CONTRACT IS CHANGED AS FOLLOWS:
(Insert a detailed description of the change and, if applicable, attach or reference specific exhibits. Also include agreed upon adjustments attributable to executed Construction Change Directives.)
Additional demolition extents of existing casework. *Add $567.86*
Addition of four corner guards for protection at demonstration table. *Add $747.22*

TOTAL CHANGE ORDER NO. 1 ADD $1,315.08

The original Contract Sum was	$	52,350.00
The net change by previously authorized Change Orders	$	0.00
The Contract Sum prior to this Change Order was	$	52,350.00
The Contract Sum will be increased by this Change Order in the amount of	$	1,315.08
The new Contract Sum including this Change Order will be	$	53,665.08

The Contract Time will be unchanged by Zero (0) days.
The new date of Substantial Completion will be August 15, 2025

NOTE: This Change Order does not include adjustments to the Contract Sum or Guaranteed Maximum Price, or the Contract Time, that have been authorized by Construction Change Directive until the cost and time have been agreed upon by both the Owner and Contractor, in which case a Change Order is executed to supersede the Construction Change Directive.

NOT VALID UNTIL SIGNED BY THE ARCHITECT, CONTRACTOR AND OWNER.

ARCHITECT *(Signature)*	**CONTRACTOR** *(Signature)*	**OWNER** *(Signature)*
Tyler Ertl | AIA Education Practice Leader	Tim Mullaney - President	
(Printed name, title, and license number if required)	*(Printed name and title)*	*(Printed name and title)*
November 19, 2025	11/20/25	
Date	*Date*	*Date*

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User Notes: (691de3bd373ab05d4d454dfe)

Hastings Public Schools
Independent School District 200

612 DEVELOPMENT OF AND FAMILY ENGAGEMENT PROCEDURE ~~OLICIES~~ FOR TITLE I PROGRAMS

I. PURPOSE

The purpose of this policy is to encourage and facilitate involvement by parents/guardians of students participating in Title I in the educational programs and experiences of students. The procedure~~olicy~~ shall provide the framework for organized, systematic, ongoing, informed, and timely parental involvement in relation to decisions about the Title I services within the school district. The involvement of parents/guardians by the school district shall be directed toward both public and private school children whose parents/guardians are school district residents or whose children attend school within the boundaries of the school district.

II. GENERAL STATEMENT OF POLICY

A. The ~~policy of the~~ school district shall ~~is to~~ plan and implement, with meaningful consultation with parents/guardians of participating children, programs, activities, and procedures for the engagement of parents/guardians and families in its Title I programs.

B. The ~~policy of the~~ school district shall ~~is to~~ fully comply with 20 United States Code section 6318 which requires the school district to develop jointly with, agree upon with, and distribute to parents/guardians~~parents~~ of children participating in Title I programs written parent/guardian and family engagement policies.

III. DEVELOPMENT OF DISTRICT LEVEL PROCEDURE ~~POLICY~~

The ~~school board will direct the~~ administration shall ~~to~~ develop jointly with, agree upon with, and distribute to parents/guardians and family members of participating children a written parent/guardian and family engagement procedures ~~policy~~ that will be incorporated into the school district's Title I plan. The procedure is located as an addendum to this policy and ~~olicy~~ will establish the expectations for meaningful parent/guardian and family involvement and describe how the school district will:

A. Involve parents/guardians and family members in the joint development of the school district's Title I plan and the development of support and improvement plans;

B. Provide the coordination, technical assistance, and other support necessary to assist and build the capacity of all participating schools within the school district in planning and implementing effective parent/guardian and family involvement activities to improve student academic achievement and school performance, which may include meaningful consultation with employers, business leaders, and philanthropic organizations, or

individuals with expertise in effectively engaging parents/guardians and family members in education;

C. Coordinate and integrate parent/guardian and family engagement strategies with similar strategies, to the extent feasible and appropriate, with other relevant federal, state, and local laws and programs;

D. Conduct, with the meaningful involvement of parents/guardians and family members, an annual evaluation of the content and effectiveness of the parent/guardian and family engagement procedure ~~olicy~~ in improving the academic quality of the schools served, including identifying barriers to greater participation by parents/guardians in parental involvement activities (with particular attention to parents/guardians~~parents~~ who are economically disadvantaged, disabled, have limited English proficiency, have limited literacy, or who are of a racial or ethnic minority background); the needs of parents/guardians and family members to assist with the learning of their children, including engaging with school personnel and teachers; and strategies to support successful school and family interactions;

E. Use the findings of such evaluations to design evidence-based strategies for more effective parental involvement and to revise, if necessary, the district-level and school-level parent/guardian and family engagement policies; and

F. Involve parents/guardians~~parents~~ in the activities of the schools, which may include establishing a parent/guardian advisory board comprised of a sufficient number and representative group of parents/guardians or family members served by the school district to adequately represent the needs of the population served by the school district for the purposes of developing, revising, and reviewing the parent/guardian and family engagement procedure~~olicy~~.

IV. DEVELOPMENT OF SCHOOL LEVEL PROCEDURE

The school board will direct the administration of each school to develop (or amend an existing parental involvement procedure) jointly with, and distribute to, parents/guardians and family members of participating children a written parent/guardian and family engagement procedure , agreed upon by such parents/guardians and families, that shall describe the means for carrying out the federal requirements of parent/guardian and family engagement. Parents/guardians shall be notified of the procedure in an understandable and uniform format and, to the extent practicable, provided in a language the parents/guardians can understand. Such procedures shall be made available to the local community and updated periodically to meet the changing needs of parents/guardians and the school.

A. The procedure will describe the means by which each school with a Title I program will:

1. Convene an annual meeting, at a convenient time, to which all parents/guardians of participating children shall be invited and encouraged to attend, to inform parents/guardians of their school's participation in Title I programs, and to explain to parents/guardians of participating children the program, its requirements, and their right to be involved;

2. Offer a flexible number of meetings, such as meetings in the morning or evening, and may provide with Title I funds transportation, child care, or home visits, as such services relate to parental involvement;

3. Involve parents/guardians in an organized, ongoing, and timely way in the planning, review, and improvement of the parental involvement programs, including the planning, review, and improvement of the school parent and family engagement procedure~~policy~~ and the joint development of the school-wide program plan, except that if a school has in place a process for involving parents/guardians in the joint planning and design of the school's programs, the school may use that process, if such process includes an adequate representation of parents/guardians of participating children;

4. Provide parents/guardians of participating children with: timely information about Title I programs; a description and explanation of the curriculum in use at the school, the forms of academic assessment used to measure student progress, and the achievement levels of the challenging state academic standards; if requested by parents/guardians, opportunities for regular meetings to formulate suggestions and to participate, as appropriate, in decisions relating to the education of their children, and to respond to any such suggestions as soon as practicably possible; and

5. If the school-wide program plan is not satisfactory to the parents/guardians of participating children, submit any parent's/guardian's comments on the plan when it is submitted to the school district.

~~Address the importance of communication between teachers and parents on an on-going basis through the use of~~:

6. ~~Annual parent-teacher conferences to discuss the compact and the child's achievement~~;

7. ~~Frequent progress reports to the parents; and~~

8. ~~Reasonable access to staff, opportunities to volunteer, participate in the child's class, and observe in the child's classroom~~.

9. ~~Ensuring regular two-way, meaningful communication between family members and school staff and, to the extent practicable, in a language that family members can understand~~.

B. As a component of this procedure~~policy~~, each qualifying school shall jointly develop with parents/guardians a school/parent/guardian compact and will be posted on the district website. The compact shall ~~which~~ outline~~s~~ how parents/guardians, staff, and students will share the responsibility for improved student academic achievement and the means by which the school and parents/guardians will build and develop a partnership to help children achieve the state's high standards. The compact shall:

1. Describe the school's responsibility to provide high-quality curriculum and instruction in a supportive and effective learning environment that enables participating students to meet state student academic achievement standards;

2. Describe the ways each parent/guardian will be responsible for supporting their child's learning by volunteering in their child's classroom and participating, as appropriate, in decisions relating to their child's education and use of extracurricular time.

3. Address the importance of communication between teachers and parents/guardians~~parents~~/guardians on an ongoing basis through the use of:

   a) Annual parent-teacher conferences to discuss the compact and the child's achievement;

   b) Frequent progress reports to the parents/guardians~~parents~~/guardians;

   c) Reasonable access to staff, opportunities to volunteer, participate in the child's class, and observe in the child's classroom; and

   d) Regular two-way, meaningful communication between family members and school staff and, to the extent practicable, in a language that family members can understand.

C. To ensure effective involvement of parents/guardians and to support a partnership among the school, parents/guardians~~parents~~, and community to improve student academic achievement, the procedure~~policy~~ will describe how each school and the school district will:

1. Provide assistance to participating parents/guardians in understanding such topics as the state's academic content standards and state academic achievement standards, state and local academic assessments, Title I requirements, and how to monitor a child's progress and work with educators to improve the achievement of their children;

2. Provide materials and training to assist parents/guardians~~parents~~ in working with their children to improve their children's achievement, such as literacy training and using technology, as appropriate, to foster parental involvement;

3. Educate school staff, with the assistance of parents/guardians, in the value and utility of contributions of parents/guardians and in how to reach out to, communicate with, and work with parents/guardians as equal partners, implement and coordinate parent/guardian programs, and build ties between parents/guardians and school;

4. Coordinate and integrate parental involvement programs and activities with other federal, state, and local programs, including public preschool programs, and conduct other activities, such as parent/guardian resource centers, that encourage and support parents/guardians in more fully participating in the education of their children to the extent feasible and appropriate;

5. Ensure, to the extent practicable, that information about school and parent/guardian meetings, programs, and activities is sent to the parents/guardians of participating children in a format and, to the extent practicable, in a language the parents/guardians can understand; and

6. Provide such other reasonable support for parental involvement activities as requested by parents/guardians~~parents~~.

D. The procedure~~olicy~~ will also describe the process to be taken if the school district and school choose to:

1. Involve parents/guardians~~parents~~ in the development of training for school staff to improve the effectiveness of such training;

2. Provide necessary literacy training with funds received under Title I programs if all other funding has been exhausted;

3. Pay reasonable and necessary expenses associated with parental involvement activities, including transportation and child care costs, to enable parents/guardians~~parents~~ to participate in school-related meetings and training sessions;

4. Train parents/guardians~~parents~~ to enhance the involvement of other parents/guardians~~parents~~;

5. Arrange meetings at a variety of times or conduct in-home conferences between teachers or other educators, who work directly with participating children, and parents/guardians~~parents~~ who are unable to attend such conferences at school in order to maximize parental involvement and participation in school- related activities;

6. Adopt and implement model approaches to improving parental involvement;

7. Develop appropriate roles for community-based organizations and business in parental involvement activities; and

8. Establish a district-wide parent/guardian advisory council to provide advice on all matters related to parental involvement in Title I programs.

E. To carry out the requirements of parent/guardian and family engagement, the school district and schools, to the extent practicable, will provide opportunities for the informed participation of parents/guardians~~parents~~ and family members (including parents/guardians~~parents~~ and family members who have limited English proficiency, parents/guardians~~parents~~ and family members with disabilities, and parents/guardians~~parents~~ and family members of migratory children), including providing information and school reports in a format and, to the extent practicable, in a language that is understandable by the parents/guardians~~parents~~.

F. The school district and each school shall inform parents/guardians~~parents~~ and parent /guardian organizations of the existence of family engagement in education programs.

The p~~olicies~~rocedure will be updated periodically to meet the changing needs of parents/guardians~~parents~~ and the school.

Legal References: *20 U.S.C. § 6318 (Parent and Family Engagement)*

Cross References: *None*

Resources: **U.S. Department of Education: *Parent and Family Engagement Non-Regulatory Guidance* (January 2025)**

Policy Reviewed: *10.03.2025 ~~06.24.2020~~*
Policy Adopted: *07.22.2020*
Policy Revised: *10.31~~26~~.2025~~2~~*

710 EXTRACURRICULAR TRANSPORTATION

I. PURPOSE

The purpose of this policy is to make clear to students, parents, and staff the school district's policy regarding extracurricular transportation.

II. GENERAL STATEMENT OF POLICY

The determination as to whether to provide transportation for students, spectators, or participants to and from extracurricular activities shall be made solely by the school district administration. This determination shall include, but is not limited to, the decision to provide transportation, the persons to be transported, the type or method to be utilized, all transportation scheduling and coordination, and any other transportation arrangements or decisions. Employees who are involved in extracurricular activities shall be advised by the administration as to the transportation arrangements made, if any.

III. ARRANGEMENT OF EXTRACURRICULAR TRANSPORTATION

School district employees shall not undertake independent arrangement, scheduling, or coordination of transportation for extracurricular activities unless specifically directed or approved by the school district administration. All transportation arrangements made by a school district employee must be approved by a building administrator. If the school district makes no arrangements for extracurricular transportation, students who wish to participate are responsible for arranging for or providing their own transportation.

IV. NO EMPLOYEE TRANSPORTATION OF STUDENTS WITH PERSONAL VEHICLES

An employee must not use a personal vehicle to transport one or more students except as provided herein. However, employees may make appropriate transportation arrangements for students as necessary in an emergency or other unforeseeable circumstance.

In a nonemergency situation, an employee must get prior, written approval from the administration which must come from the parent/guardian before transporting a student in a personal vehicle. If a school vehicle is available, the employee will use the school vehicle. The administration has the sole discretion to make a final determination as to the appropriate use of a personal vehicle to transport one or more students.

If any emergency transportation arrangements are made by employees pursuant to this section, the relevant facts and circumstances shall be reported to the administration as soon thereafter as practicable.

All vehicles used to transport students shall be properly registered and insured.

V. FEES

At its discretion, the school district may charge fees for transportation of students to and from extracurricular activities conducted at locations other than school, where attendance is optional.

Legal References: *Minn. Stat. § 123B.36 (Authorized Fees)*
Minn. Stat. § 169.011, Subd. 71(a) (Definitions)
Minn. Stat. § 169.454, Subd. 13 (Type III Vehicle Standards)

Cross References: *ISD 200 Policy 610 (Field Trips)*
ISD 200 Policy 709 (Student Transportation Safety Policy)
ISD710.1FRM Co-Curricular and Extracurricular Participation and Alternative Transportation Permission Form

Policy Reviewed: *10.03.2025*
Policy Adopted:
Policy Revised:

Hastings Public Schools
Independent School District 200

715 CROWDFUNDING/EMPLOYEE FUNDRAISING FOR SCHOOL PURPOSES

I. PURPOSE

Hastings Public Schools recognizes that desired enhancements to educational programming, have always, and will always, exceed school resources. One modern manifestation of employee fundraising for school purposes is commonly referred to as "crowdfunding," or the placement of needs on various websites in order to secure donations to meet those needs. The school board also recognizes a need for some constraint to prevent fundraising activities from becoming too numerous and overly demanding on the general public. With advance approval and adherence to the procedures, as set forth in this policy~~herein~~, employee fundraising for school purposes is permissible within the Hastings Public School District.

II. GENERAL STATEMENT OF POLICY

School District employees wishing to engage in any fundraising for school purposes, including "crowdfunding," must comply with the following:

A. All fundraising campaigns must support educational and instructional-based initiatives;

B. All fundraising campaigns must be pre-approved by the building principal and the district's department of Finance & Operations ~~District Business Office~~ using the Crowdfunding Project Request Form (Policy 715.1FRM). Participation in non-approved fundraising activities will~~shall~~ be considered a violation of school district policy.

C. Fundraising must be conducted in a professional manner that will not result in confusion by the public or embarrassment to employees or the school. When making requests for fundraising/crowdfunding support, teachers/employees must comply with ISD 200~~school district~~ policies, including ISD 200 Policy 515 Protection and Privacy of Pupil Records.

D. Immediately upon completion of the fundraising campaign, the total amount of funds raised must be reported to the district's department of Finance & Operations~~District Business Office~~. All monies or items secured through the employee fundraising will become the property of the Hastings Public Schools ISD 200~~District~~. All such funds must be accounted for through the district's department of Finance & Operations~~District Business Office~~. If the fundraising/crowdfunding site requires that it collect the dollars, purchase the described items, and send them to the teacher/employee, then a simple record of the acquisition should be sent to the building principal and Director of Finance & Operations~~District Business Office~~.

Legal References: *Minn. Stat. § 123B.09, Subd. 8 (Duties)*
Minn. Stat. § 123B.36 (Authorized Fees)
Family Educational Rights and Privacy Act

Cross References: *ISD 200 Policy 515 (Protection and Privacy of Pupil Records)*
ISD 200 Policy 713 (Student Activity Accounting)
ISD 200 Policy 715.1FRM (Crowdfunding Project Request Form)

Policy Reviewed: 10.03.2025
Policy Adopted: 12.11.2019
Policy Revised:

INDEPENDENT SCHOOL DISTRICT #200

IMPORTANT NOTE:
Formatting will be reviewed as a part of the preparation of the final agreement.

Master Agreement



2025~~3~~-2026~~4~~
2026~~4~~-2027~~5~~

Education Minnesota Hastings Teachers

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ARTICLE I - PURPOSE

Section 1 - Parties

This Agreement is entered into between the Hastings School District, Independent School District No. 200, Hastings, Minnesota (hereinafter referred to as the School Board or School District) and Education Minnesota-Hastings, (hereinafter referred to as the exclusive representative or Association) pursuant to and in compliance with the Public Employment Labor Relations Act of 1971, as amended, (hereinafter referred to as P.E.L.R.A.) to provide the terms and conditions of employment for teachers during the duration of this Agreement.

ARTICLE II - RECOGNITION OF EXCLUSIVE REPRESENTATIVE

Section 1 - Recognition

In accordance with the P.E.L.R.A., the School Board recognizes Education Minnesota-Hastings as the exclusive representative of teachers employed by the School Board of the School District, which exclusive representative shall have those rights and duties as prescribed by the P.E.L.R.A. and as described in the provisions of this Agreement.

Section 2 - Appropriate Unit

The exclusive representative shall represent all of the teachers of the School District as defined in Article III, Section 2, of this Agreement.

Section 3 - Legal Rights

Nothing contained in this Agreement shall deny or restrict either the School District or the teacher regarding any rights under existing State and Federal laws or regulations.

ARTICLE III - DEFINITIONS

Section 1 - Terms and Conditions of Employment

Terms and conditions of employment means the hours of employment, the compensation therefore, including fringe benefits, except retirement contributions or benefits, and the employer's personnel policies affecting the working conditions of the employees. In the case of professional employees, the terms do not mean educational policies of a School District. The terms in both cases are subject to the provisions of Section 179A.07 regarding the rights of public employers and the scope of negotiations.

Section 2 - Teachers

Teacher shall mean any person employed by the School District in a position for which licensure is required by the Board of Teaching or the State Board of Education, or in a position of Board Certified Behavior Analyst (BCBA), physical therapist, occupational therapist, preschool teacher, or other positions as mutually agreed by the School District and the Association, but shall not include superintendent, assistant superintendent, principals and assistant principals who devote more than 50% of their time to administrative and supervisory duties, confidential employees, supervisory employees, daily substitute teachers who do not replace the same teacher for more

than 30 working days, and such other employees excluded by law.

Section 3 - School Board or School District

Any reference to the School Board or School District in this Agreement shall mean the School Board or its designated officials or representatives.

Section 4 - Other Terms

Terms not defined in this Agreement shall have those meanings as defined by the P.E.L.R.A.

ARTICLE IV - SCHOOL BOARD RIGHTS

Section 1 - Inherent Managerial Rights

The exclusive representative recognizes that the School District is not required to meet and negotiate on matters of inherent managerial policy, which include, but are not limited to, such areas of discretion or policy as the functions and programs of the employer, its overall budget, utilization of technology, the organizational structure and selection and direction , and that all management rights and management functions not expressly delegated in this Agreement are reserved to the School District.

Section 2 - Management Responsibilities

The exclusive representative recognizes the right and obligation of the School District to efficiently manage and conduct the operation of the School District within its legal limitations and with its primary obligation to provide educational opportunity for the students of the School District.

Section 3 - Effect of Laws and Regulations

The parties recognize that the School District, all teachers covered by this Agreement, and all provisions of this Agreement are subject to the laws of the State of Minnesota, Federal laws, rules and regulations of the State Board of Education, and valid rules, regulations and orders of Minnesota State and Federal governmental agencies. Any provision of this Agreement found to be in violation of any such laws, rules, regulations, directives or orders shall be null and void and without force and effect.

ARTICLE V - TEACHER RIGHTS

Section 1 - Right to View

Pursuant to M.S. 179A.06, nothing contained in this Agreement shall be construed to limit, impair or affect the right of any teacher or his/her representative to the expression or communication of a view, grievance, complaint or opinion on any matter related to the conditions or compensation of public employment or their betterment, so long as the same is not designed to and does not interfere with the full, faithful and proper performance of the duties of employment or circumvent the rights of the exclusive representative, nor shall it be construed to require any public employee to perform labor or services against his/her will.

Section 2 - Right to Join

Pursuant to the P.E.L.R.A, teachers shall have the right to form and join labor or employee organizations and shall have the right not to form and join such organizations. Teachers in an appropriate unit shall have the right, by secret ballot, to designate an exclusive representative for the purpose of negotiating grievance procedures and the terms and conditions of employment for such teachers with the School Board of such unit.

Section 3 - Request for Dues Check Off

Subd. 1 - Teachers shall have the right to request and be allowed dues check off for the organization of their selection, provided that dues check off and the proceeds thereof shall not be allowed any organization that has lost its right to dues check off pursuant to the P.E.L.R.A. Upon receipt of a properly executed authorization card of the teacher involved, the School District will deduct from the teacher's paycheck the dues that the teacher has agreed to pay to the exclusive representative during the period provided in said authorization.

Subd. 2 - In the event a teacher chooses to discontinue membership outside of provisions in the dues check off authorization form, the dues deductions shall continue but shall be held in escrow by the School District pending a final notification from the exclusive representative as to whether or not the deductions are to be discontinued. The exclusive representative shall hold the School District harmless regarding any disputes that arise between the teacher and the exclusive representative.

Subd. 3 - The exclusive representative hereby warrants and covenants that it will defend, indemnify and save the School District harmless from any and all actions, suits, claims, damages, judgments and executions or other forms of liability, liquidated or unliquidated, which any person may have or claim to have, now or in the future, arising out of or by reason of the implementation of this Section.

Subd. 4 - By September 20 of each year, the exclusive representative will notify the business office of the amount of dues to be deducted. Dues will be deducted in 16 equal installments beginning with the first paycheck in October and concluding with the last paycheck in May.

Section 4 - Personnel Files

Pursuant to M.S. 122A.40, Subd. 19, as amended, relating to individual teacher records (access and expungement) all evaluations and files relating to each individual teacher shall be available during regular school business hours to each individual teacher upon his/her written request. The teacher shall have the right to reproduce any of the contents of the files at the teacher's expense and to submit for inclusion in the file written information in response to any material contained therein, provided however, the School District may destroy such files as provided by law. The School District shall expunge from a teacher's file any material found to be false or substantially inaccurate through the grievance procedure. Whenever any material is to be permanently removed from the personnel file, it shall be forwarded to the teacher. Whenever School District initiated materials are placed in a teacher's personnel file, a copy shall be supplied to the teacher.

ARTICLE VI - ASSOCIATION RIGHTS

Section 1 - School Buildings and Facilities

The exclusive representative may reasonably use school copy machines, calculating machines, audio-visual equipment, computers and other accessories when such equipment is not otherwise in actual use and during non-working hours, so long as the equipment is kept in the building. The cost of materials for use of such equipment shall be borne by the exclusive representative. The exclusive representative shall also have access to school facilities such as classrooms, lecture halls, and theaters during non-working hours when those facilities are not in use, subject to the requirements and conditions contained in the School District's facilities use policies and procedures.

Section 2 - Meet and Confer

The Association shall have the right to meet and confer with the School District to discuss policies and those matters related to teachers' employment not included under 179A.03, Subd. 19.

Section 3 - Information

The parties agree that the Association shall have access, upon reasonable notice, to appropriate and available information necessary for the Association to exercise its responsibilities as exclusive representative.

Section 4 - President Release Time

Subd. 1 - The President of the Association will be granted Association leave in the form of release time from his/her teaching position. The Association leave shall be up to .2 FTE and must be used for conducting the business of the Association.

Subd. 2 - The Association will reimburse the School District for all salary and benefit costs of the Association release time of the Association President. Such reimbursement will be paid on a monthly basis beginning November and continuing through June each year.

Subd. 3 - The School District agrees to allow the President to maintain eligibility as a part of the group insurance plan as if they were a 1.0 FTE teacher.

Subd. 4 - The Association will notify the School District in writing no later than March 1, as to who the President will be for the following school year and the amount of Association release time, not to exceed .2 FTE. Upon mutual agreement, this timeline may be waived in extenuating circumstances.

Subd. 5 - The teacher serving as the Association President shall retain rights to his/her position.

Section 5 - Association Leave

At the beginning of the school year, the Association shall be credited with 40 days to be used at the discretion of the Association for the purpose of conducting its duties as exclusive representative. In addition, the Association shall be granted the option of purchasing ten

additional days at the current substitute daily rate of pay. The days shall not accumulate from year to year. The Association President shall notify the Superintendent at least five working days before the leave is to be taken. The Superintendent may waive the five--day notice. The notification shall include the name(s) of the teacher(s) using leave, the date(s) of the leave and the purpose(s) of the leave(s). No individual teacher shall utilize more than three consecutive days of Association Leave with the exception of the Association President. Days for which the School District receives substitute reimbursement from other entities shall be credited toward the additional ten days included in this Section. In no event shall the number of Association Leave days exceed 40 days in a single school year.

ARTICLE VII - LENGTH OF THE SCHOOL YEAR

Section 1 - Official School Calendar

Subd. 1 - Pursuant to M.S. 120A.40, the School District shall, prior to April 1 of each school year, establish the school calendar for the coming school year. The Association shall be afforded the opportunity to meet and confer on the matter of calendar prior to its adoption. Upon adoption by the School District, the calendar shall not be altered except after meeting and conferring by the School District and the Association or by Minnesota Statute.

Subd. 2 - Teachers shall perform services on those days as determined by the School District, including those legal holidays on which the School District is authorized to conduct school and pursuant to Minnesota Statute 120A.42, has determined it will conduct school.

Subd. 3 - The basic school calendar for teachers shall consist of 184 days, of which no less than five will be workshop days, and no more than 176 will be in-person/virtual student learning days.

Subd. 4 - Teachers new to the School District will be required to attend two additional workshop days during opening workshop for a total of 186 days. If the School District determines it needs additional days beyond the 186 for teachers new to the School District, the exclusive representative and the School District shall meet and mutually agree as to when such days will occur. Payment of the days beyond 186 will be compensated at the summer curriculum rate of pay.

Section 2 - Emergency School Closings - Severe Weather

Subd. 1 - Teachers shall report for duty on all duty days and as required on e-learning days, including days when students are excused for emergencies, unless teachers are advised to the contrary. An e-learning day shall be defined as a school day where the School District offers full access to online instruction provided by the students' individual teachers.

Subd. 2 - In the event that, pursuant to School District policy, teachers are advised not to report for duty on a normal duty day, the teacher shall perform duties on such day, in lieu thereof, as the School District or its designated representative shall determine, if any, after meeting and conferring by the School District and the Association.

Subd. 3 - Emergency Calendar Modifications: In the event of an energy shortage, severe weather or other emergency, the School District reserves the right to modify the school calendar, and if school is closed on a normal duty day(s), the teacher shall perform duties on such other day(s), in lieu thereof, as the School Board or their designated representative shall determine.

Subd. 4 - Meet and Confer: Prior to modifying the scheduled length of the school day the School District shall afford to the Association the opportunity to meet and confer on such matters.

ARTICLE VIII - PROFESSIONAL TEACHING DAY

Section 1 - Basic Day

The basic teacher's day, inclusive of lunch, shall average eight hours, except on Friday when the basic day shall be seven and three-quarters hours, inclusive of lunch.

Section 2 - Building Hours

The specific hours at any individual building may vary according to the needs of the educational program of the School District. The specific hours for each building will be designated by the School District.

Section 3 - Additional Activities

The professional responsibilities of a teacher may require time outside the basic school day. In order to meet the needs of students, parents, the School District, and the personal and professional needs of educators, flexibility on the part of both parties is necessary and mutually beneficial. If a teacher finds it necessary be away from their building at the beginning or end of their professional teaching day for up to 30 minutes, they will not be required to request leave, provided the absence does not require substitute coverage and is mutually agreed upon by the principal and the teacher.

Section 4 - Duty Free Lunch

Each elementary teacher shall be provided with a duty-~~-~~free lunch period of at least 30 minutes, except in cases of emergency. Each secondary teacher shall be provided with a ~~duty free~~duty-free lunch period no shorter than the student lunch period. When possible, secondary teachers' lunch period shall be at least 30 minutes.

Section 5 - Part-Time Teachers

Subd. 1 - Elementary and Special Education Teachers: Part-time elementary and special education teachers shall be assigned building hours and student contact time pro rata a full-time teacher.

Subd. 2 - Secondary Teachers: Part-time secondary teachers shall be assigned building hours, class period and supervisory duties pro rata of a full-time teacher.

Section 6 - Teacher Preparation

Subd. 1 - Teacher preparation time shall be defined as a block of time during the student contact day for the teacher to prepare for his/her teaching assignments. The teacher shall not be responsible for classroom or building activities during preparation time. Student contact time shall be defined as time for which preparation or supervision is required.

Subd. 2 - Classroom and Special Services teachers through grade four shall have an average of 240 minutes per five--day week during the student contact day for the purpose of preparation. Community -Ed school readiness/preschool teachers see Article XIX.) Scheduled preparation time shall include at least one uninterrupted block of not less than 30 minutes. Preparation time may be less than 30 minutes by mutual agreement of the teacher and the building principal.

Subd. 3 - Secondary teachers shall have an average minimum of 230 minutes of preparation time and a maximum average of 240 minutes duty time per five--day week during the student contact day. Scheduled preparation time shall include at least one uninterrupted block of not less than 40 minutes. Preparation time may be less than 40 minutes by mutual agreement of the teacher and the building principal.

Subd. 4 - Subdivisions one through three shall apply except when unique and infrequent learning opportunities (i.e. field trips, special programs, etc.) are scheduled.

ARTICLE IX - COMPENSATION AND SALARY SCHEDULE

Section 1 - Salary Schedules

Subd. 1 - The wages and salaries reflected in Appendices A1, A2, B and C, attached hereto, shall be a part of the Agreement.

Subd. 2 - Computation of Daily Pay: For the purposes of this Agreement, a teacher's daily salary is 1/184 amount of base pay. (Total amount received for the year according to the teacher's contracted salary).

Subd. 3 - If negotiations for a successor contract are not completed at the beginning of the school year, no adjustment shall be made in step position on the salary schedules; horizontal lane changes will be granted pursuant to this Agreement.

Section 2 - Withholding Step Advancement

Subd. 1 - The School District shall have the right to withhold increases in the form of increments, lane changes or other increases as provided herein.

Subd. 2 - Advancement on the salary schedule is subject to the right of the School District to withhold salary increases for just cause. A salary increase shall not be withheld unless the teacher is notified of the deficiency, in writing, and given reasonable opportunity to correct such deficiency. An action withholding a salary increase shall be subject to the grievance procedure. Notwithstanding actual years of experience credit, a teacher shall not advance more than one successive step on the salary schedule in any one school year from the step the teacher occupied in the prior school year, except if a teacher has had a step increase withheld for just cause subject to the provisions of this Section and the deficiency is later corrected. Such a teacher may be returned to the proper step in a subsequent school year.

Section 3 - Individual Contracts

Upon hire, all teachers will be issued individual contracts placing them at salary levels pursuant to the terms of this Agreement. Individual contracts shall be in form as provided in Appendices E-1, E-2, E-3 and E-4. Teachers shall be issued an updated contract if a change in full-time equivalency (FTE) or licensure tier occurs.

Section 4 - Experience Credit

Subd. 1 - Credit for Outside Experience - New Teachers: A maximum of ten years of experience credit shall be allowed for all newly hired teachers. This includes work experience in an accredited medical work setting with school-aged children, or placement by an outside agency in a school setting, for non-classroom specialized medical related positions. With Human Resources approval, up to15 years will be allowed for difficult to fill positions. This experience must have been within the last 19 years in order to apply. All outside teaching experience must have been in a public school.

Subd. 2 - Experience Credit - Full-time Teachers: All teachers, regardless of FTE, shall receive one year of experience if their term of employment is for at least one half of the duty days in the school year.

Subd. 3 - Days counted for purposes of this Section shall be limited to regular contract days of the regular school year and shall not include extended time, summer school, extra-curricular, or substitute teaching. A long-term substitute continuously employed and obtaining a regular teaching contract in a succeeding school year shall be eligible for experience credit pursuant to this Subd.

Subd. 4 - Any changes or adjustments in this Section shall not be retroactive.

Section 5 - Lane Placement

Subd. 1 - Grades and Credits: Credits to apply to any lane of the salary schedule beyond the BA degree must be:

a. Earned at an accredited college or university (on-line learning, see Subd.12)
b. College approved graduate credits that would apply toward graduate level professional development or a graduate level degree
c. Germane to the teacher's present assignment and/or the field of education
d. Carry a final grade of "B-" or higher ~~or 80% or higher~~

Subd. 2 - Teachers shall be limited to moving one lane per semester.

~~Subd. 2 - Grades submitted as Pass (P) or Satisfactory (S) will require the submission of a letter on the letterhead of the college/university granting the credit, indicating that the grade provided is the equivalent of a "B" and/or 80% or higher. Such letter must be submitted along with lane change request materials, prior to the deadlines provided in Section 5, Subd. 4, of this Article. It is the responsibility of the teacher to ensure this letter is included at the time of the request. If the letter is not included, the lane change will not be processed.~~

Subd. 3 - Prior Approval: All credits and degree programs, in order to be considered for application on the salary schedule, must be approved by Human Resources, in writing, using the School District issued Course Approval Form, prior to the taking of the course(s). A Master's

Degree program, which is achieved entirely online, must be approved by Human Resources in advance of registration.

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Subd. 4 - Lane Changes: Individual contracts will be modified to reflect qualified lane changes twice every school year, effective as of the start of the school year, and the start of the second semester. Qualified credits, along with official transcripts, submitted to Human Resources by no later than September 15 shall be retroactive to the beginning of the school year; those submitted by no later than February 1 shall be retroactive to the start of the second semester.

Subd. 5 - If a transcript is not available by these dates, other satisfactory evidence of the completion of a course will be recognized pending the receipt of the official transcript, as long as it is submitted by the required timelines. However, the salary adjustment, retroactive to the start of the semester, shall not be made until the official transcript is received. Credits submitted after an eligibility date, or without required transcripts, even though otherwise qualifying, shall not be considered until the following eligibility date.

Subd. 6 - Present Lane Placement: The rules contained herein relating to the application of credits on the salary schedule shall not deprive any teacher of any salary schedule placement already recognized and actually paid.

Subd. 7 - National Board Certification: Teachers who provide verification of currently holding National Board for Professional Teaching Standards certification will receive an additional annual salary stipend of $2,500. Administration of this stipend will be managed similarly to lane changes. Teachers must maintain current certification to be eligible for the stipend. If the certification on file with Human Resources expires, the teacher's stipend shall be discontinued, and they shall be eligible for a pro rata stipend beginning the first day of the pay period following receipt of an updated certification.

Subd. 8 - High Professional Standards: The School District defines high professional standards as successful attainment of one of the following:

- National Board for Professional Teaching Standards (NBPTS) – *Accomplished Teaching*
- National Association of School Psychologist (NASP) - *Nationally Certified School Psychologist (NCSP)*
- American Speech-Language-Hearing Association (ASHA) - *Certificate of Clinical Competence (CCC)*
- State of Minnesota, Board of Social Work - Licensed Independent Clinical Social Worker (LICSW)
- American Physical Therapy Association (APTA) – *Pediatric Specialist Certification (PSC)*
- American Occupational Therapy Association (AOTA) - *Board Certified in Pediatrics (BCP)*.
- National Board for Certification of School Nurses (NCSN)

Subd. 9 - Teachers hired on or after July 1, 2024, who are required to hold such certifications to meet licensing requirements to hold their positions shall not be eligible for certification pay.

Subd. 10 - Teachers must maintain current certification to be eligible for the stipend. If the certification on file with Human Resources expires, the teacher's stipend shall be discontinued,

and they shall be eligible for a pro rata stipend beginning the first day of the pay period following receipt of an updated certification.

Subd. 11 - Pre-Approval: Teachers planning to pursue a course of study leading to certification in a High Professional Standards (HPS) area with the intent of qualifying for the HPS stipend must secure prior approval. Request for prior approval should be submitted to Human Resources.

Subd. 12 - Earnings of Credits: Credits to apply on a lane beyond a degree lane must be earned subsequent to the granting of the degree. No credits will be approved which involve primarily TV viewing, correspondence work or self-study. This limitation shall not exclude the utilization of such materials providing that the primary course work involves direct contact between a faculty person and the teacher.

Subd. 13 - For purposes of Subd. 12, legally handicapped persons may be granted certain exceptions by Human Resources.

Subd. 14 - Credits for Licensure: Credits taken to obtain initial licensure as a teacher will not be given credit on lanes beyond that required to obtain licensure for the position, except for a teacher in a field for which the Minnesota State Department of Education requires more than a BA/BS degree for initial licensure.

Subd. 15 - Transfers: The rules contained in this Article shall not deprive a teacher from his/her salary schedule placement if he/she is transferred to an assignment when his/her credits would be otherwise inapplicable.

Section 6 - Short-Term Substitute Teachers

Subd. 1 - A short-term substitute shall be defined as working 31-85 consecutive days in a single school year in the same assignment replacing the same individual teacher.

Subd. 2 - Payment for short-term substitutes shall be based on Step B of the BA lane of Appendices A-1 and A-2.

Subd. 3 - The short-term substitute rate of pay will be pro rata according to the FTE of the assignment.
Subd. 4 - When it is known that the short-term substitute assignment will be for 31-85 consecutive days, the rate will start with the first day. When it is unknown and the basic day substitute assignment extends into a short-term assignment, the rate will be retroactive.

Section 7 - Long-Term Substitute Teachers

Subd. 1 - A long-term substitute is defined as an individual substituting for 86 or more consecutive days in a single school year in the same assignment replacing the same individual teacher.

Subd. 2 - Long-term substitute teachers shall be given a long--term substitute contract and shall be employed by written contract in accordance with Section 3, of this Article. They will be placed on the appropriate step and lane of Appendices A-1 and A-2 and receive experience credit as outlined in Section 4 of this Article.

Subd. 3 - When the length of the substitute assignment is unknown and extends into a long-term substitute position, as defined in this Section, the rate will be retroactive.

Section 8 - Credit Reimbursement

Subd. 1 - The purpose of this Section is to provide reimbursement of expenses incurred when earning credits not used for lane changes. Credits must be:

a. Earned at an accredited college or university
b. College approved undergraduate or graduate credits
c. Germane to the teacher's assignment at the time of application
d. Carry a final grade of "C" or higher
e. State approved AVTI (Accredited Vocational Technical Institute) credits

Subd. 2 - Reimbursement: Reimbursement of expenses for credits earned will be paid by the School District subject to the provisions of this Section. Teachers must provide satisfactory evidence and documentation of expenses incurred in the earning of credits on School District provided forms for said reimbursement.

Subd. 3 - Prior Approval: All coursework shall be previously approved in writing by the School District. If an individual takes a course without advance approval of the School District, he/she does so at his/her own risk.

Subd. 4 - Reimbursement Dates: An official transcript or grade report will be satisfactory evidence of completion. Application for reimbursement may be made as soon as a satisfactory report is available. May 1 will be the cutoff date for immediate reimbursement for undergraduate or graduate credits each year. All returning teachers will be paid in September for qualified credits earned after that date.

Subd. 5 - Maximum Reimbursement: In no instance will a teacher, during the duration of his/her employment in the School District, be paid more than $2,500 total under the provisions of this Section. Credits earned under this provision may not be used again for payment of a subsequent degree earned or higher lane.

Subd. 6 - Not Retroactive: Changes or adjustments in this Section shall not be retroactive.

Section 9 - Part-Time Teachers

Subd. 1 - Part-time teachers who are required to attend special education meetings, which include but are not limited to Individualized Educational Plan (IEP) and Evaluation Summary Report (ESR) meetings, that take place outside of his/her regular duty day, shall be compensated hourly on a pro rata basis from their current position on the salary schedule.

Subd. 2 - Part-time teachers who are required to attend other School District meetings which include, but are not limited to, staff development meetings/trainings, workshops and Professional Learning Community (PLC) meetings, that take place outside of his/her regular duty day, shall be compensated in accordance with Appendix B.

Section 10 - Extended Employment

Subd. 1 - Extended time beyond the regular school year shall be assigned by the School District based upon the needs of service. If a teacher is assigned extended time, such assignment shall be by letter of assignment issued upon initial assignment. A teacher shall not be required to accept an extended time assignment. Prior to May 1, the School District will afford the opportunity to the teacher to meet and confer regarding any reduction in extended time from the previous summer.

Subd. 2 - Extended time beyond the regular school year, excluding extra classes offered for credit, paid in accordance with Appendix B, shall be compensated pro rata. Sick leave, discretionary leave and bereavement leave shall be allowed for teachers on extended time assignment.

ARTICLE X - EXTRA COMPENSATION

Section 1 - Extra-Curricular Schedules

Subd. 1 - Extra-curricular and co-curricular activities are not to be construed as part of the continuing contract unless expressly provided as such in the individual contract.

Subd. 2 - Payment for coaches and advisors covered in Appendix C will be paid in a lump sum at the conclusion of the activity, or if designated prior to the start of the activity, pro rata equally over the pay periods occurring during the season in which the activity occurs. All reports and inventories must be completed satisfactorily to the administration.

Subd. 3 - The School Board or its designated representatives may assign a teacher to extra-curricular, co-curricular or other assignments subject to established compensation of such services. Initial assignment to such a position shall be made by letter of assignment. An assignment shall not be made without agreement of the teacher except where no qualified teacher is willing to assume the assignment. In such case, the assignment shall be only on a year-to-year basis by letter of assignment until a qualified teacher is available to accept the assignment, and in the event of such assignments, the School District shall distribute the activities as equitably as practicable among the staff.

Section 2 - Department Head Compensation

FTE	~~2023-24~~	20254-275
1	~~$1,631~~	$1,680
2-3	~~$1,894~~	$1,951
4-6	~~$2,158~~	$2,223
7-9	~~$2,423~~	$2,496
10-12	~~$2,689~~	$2,770
13-15	~~$2,952~~	$3,041
16-18	~~$3,217~~	$3,314
19+	~~$3,482~~	$3,586

Section 3 - Special Education Annual Lead Pay

Position	~~**2023-2024**~~	**2025~~4~~-2027~~5~~**
Elementary Special Education Lead	~~$3,000~~	$3,090
Secondary Special Education Lead	~~$4,000~~	$4,120
Due Process Special Education Lead	~~$2,116~~	$2,179

ARTICLE XI - GROUP INSURANCE

Section 1 - Selection of Carrier

Subd. 1 - The selection of the insurance carrier shall be made by the School District. However, the suggestions and recommendations of the Association will be reviewed by the School District. The level of benefits under the plans shall not be reduced during the duration of this Agreement.

Subd. 2 - Spouse Contribution: Each teacher may only be covered under one policy under each of the School District's insurance plans, i.e. health and dental. When both teacher and spouse are members of the bargaining unit, or members of another bargaining unit eligible to combine coverage, and covered under the School District's medical insurance plan, they will be covered by single insurance plans unless there are additional dependents. Coverage for teacher and spouse, when there are additional dependents, will be provided through one family plan. When this is the case, the School District will contribute an amount equal to the family premium, not to exceed the total premium for the Comp Basic plan.

Section 2 - Full and Part-time Definitions

Subd. 1 - Full-time Teachers: Teachers regularly employed at least .75 FTE shall be eligible for all group insurance as provided in this Article. Teachers employed after February 1 will only be eligible for benefits specified in Subd. 2, until the first day of work at the start of the next school year, when full benefits will be awarded.

Subd. 2 - Part-time Teachers: Teachers regularly employed at least .5 FTE but less than .75 FTE shall be eligible for health and dental insurance on a pro rata basis, based on their FTE. Teachers shall be eligible for Long Term Disability Income Protection (LTD) and Life Insurance in accordance with Sections 6 and 7 of this Article.

Subd. 3 - Teachers employed less than .5 FTE will not be eligible for benefits provided in this Article.

Subd. 4 - Shared Teaching Positions: Any teacher who requests or accepts placement in a shared teaching position shall be eligible for benefits in accordance with Subdivisions 2 and 3 above.

Section 3 - Benefits for Substitute Teachers

Subd. 1 - Short-term substitute teachers are not eligible to participate in health and welfare plans or any other fringe benefits of the School District.

Subd. 2 - Long-term substitutes may participate in group insurance programs offered to regularly employed teachers in accordance with Section 2 of this Article.

Section 4 - Duration of Insurance Contribution

Subd. 1 - For all insurance programs provided by this Agreement, the School Board will pay the insurance premiums for eligible teachers during each contract year. A teacher is eligible for monthly School District contributions as provided in this Article as long as the teacher is employed by the School District.

Subd. 2 - Coverage will commence September 1 and end on August 31 except that coverage for new teachers shall commence on the first day of actual service.

Subd. 3 - Upon termination of employment, all School Board participation and contributions shall cease, effective on the last working day. A teacher who has been employed for the full school year shall be entitled to School District contributions for 12 calendar months (September 1 - August 31).

Section 5 - Medical-Hospitalization Insurance

Subd. 1 - The School District shall provide a monthly contribution toward the premium for single or family insurance for full-time teachers who qualify for, and are enrolled in, the School District's group health and hospitalization plan. The amount provided by the School District shall be as follows; however, the amount shall not exceed the actual cost of the insurance premium.

~~Subd. 2 - For the 2023-2024 plan year (ending June 30, 2024), a teacher shall experience an increase in deduction for family insurance of no more than $15 per month.~~

The contribution for 2025-2026 shall be as follows:

Non-High Deductible Plan (Comp Basic):

Effective July 1, 2025~~4~~: Up to $2,390~~2,161~~ per month

High Deductible/VEBA Plan:

Effective July 1, 2025~~4~~: Up to $2,190~~1,961~~ per month

The contribution for 2026-2027 shall be as follows:

Non-High Deductible Plan (Comp Basic):

Effective July 1, 2026: Up to $2,629 per month

High Deductible/VEBA Plan:

Effective July 1, 2026: Up to $2,429 per month

Subd. 2~~3~~ - The cost of any premium that exceeds the School District's monthly contribution shall be borne by the teacher and paid by pre-tax payroll deduction.

Subd. 3~~4~~ - For full-time teachers participating in the single high deductible/VEBA insurance plan, the monthly School District contribution to a VEBA shall be as follows:

Effective July 1, 2025~~3~~: $100.00 per month

Subd. 4~~5~~ - For full-time teachers participating in the family high deductible/VEBA insurance plan, the monthly School District contribution to a VEBA shall be as follows:

Effective July 1, 20253: $200.00 per month

Subd. 56 - ~~Effective July 1, 2024, t~~The monthly VEBA contribution will be divided equally over 18 pay periods beginning in September and continuing through May of each year. The annual contribution will be pro rata for teachers leaving the School District prior to the end of the year.

Subd. 67 - Part-time teachers eligible for benefits shall receive a total School District contribution for single insurance on a pro rata amount based on their FTE. Such amount will be reduced by $100 per month, with this amount being contributed to a VEBA account, for those enrolled in the high deductible plan.

Subd. 78 - Part-time teachers eligible for benefits shall receive a total School District contribution for family insurance on a pro rata amount based on their FTE. Such amount will be reduced by $200 per month, with this amount being contributed to a VEBA account, for those enrolled in the high deductible plan.

Subd. 89 - Survivor Benefits: In the event of the death of a teacher receiving dependent coverage, the surviving dependents will be eligible to continue to participate in the group medical-hospitalization insurance plan and the School District shall contribute 100% of the premium for 12 months after the death of the teacher. The School District shall notify the surviving dependents of the availability for participation in the group plan. Continuation of coverage provisions cease when a qualified beneficiary receives full coverage under any other group plan, whether or not as a teacher.

Section 6 - Long Term Disability (LTD) Income Protection

Subd. 1 - The School District will contribute the cost of the monthly premium for the LTD income protection plan (as modified effective 9/1/2003 with a cap of $85,000) for eligible teachers employed in the School District who qualify and are enrolled in the same LTD plan. Medical-hospitalization insurance benefits shall be retained by teachers who become totally disabled while employed by the School District and whose absence has been caused by such disability. Teachers qualifying for LTD shall be allowed to continue on the plan, in accordance with Minnesota state and federal laws related to benefit continuation.

Subd. 2 - The disabled teacher is required to apply for Social Security and Medicare benefits, when eligible to do so, and must inform the School District upon approval for either or both.

Subd. 3 - All insurance benefits for the disabled teacher shall cease at the date on which the teacher is eligible for Medicare.

Subd. 4 - A disabled teacher may retain job rights for two years following the implementation of LTD.

Section 7 - Life Insurance

Subd. 1 - The School District shall provide a group term life insurance policy covering eligible teachers in the amount of $50,000 for each eligible teacher who qualifies for and is enrolled in the life insurance plan.

Subd. 2 - The term life insurance benefit shall provide the same beneficiary prerogatives, conversion privileges, and extended insurance benefits present in the term life contract in force during the terms of the 2001-2003 Master Agreement.

Subd. 3 - The term life insurance accidental death, dismemberment and loss of sight benefit shall be $50,000 for each eligible teacher who qualifies for and is enrolled in the plan.

Section 8 - Dental Insurance

Subd. 1 - The School District shall provide a monthly contribution toward the premium for dental insurance, including dependent protection, for all full-time teachers who qualify for, and are enrolled in, the School District's dental insurance plan. The amount provided by the School District shall be as follows; however, the amount shall not exceed the actual cost of the insurance premium:

Effective July 1, 2025~~3~~: Up to $138.00 per month

Subd. 2 - When both teacher and spouse are members of the bargaining unit and they elect dependent dental coverage, the full cost of one dependent plan shall be paid by the School District.

Section 9 - Claims Against the School District

The parties agree that any description of insurance benefits contained in this Article are intended to be informational only, and the eligibility of any teacher for benefits shall be governed by the terms of the insurance policy purchased by the School District pursuant to this Article. It is further understood that the School District's only obligation is to purchase an insurance policy and pay such amounts as agreed to herein, and no claims shall be made against the School District as a result of a denial of insurance benefits by an insurance carrier.

Section 10 - IRS 125 Plan

The School District shall pay the fees and initial cost of maintaining an IRS 125 plan for teachers electing to participate in the plan.

ARTICLE XII - LEAVES OF ABSENCE

Section 1 ~~—~~ Sick/ESST Leave

Subd. 1 - All full-time teachers shall earn 12 days of sick/ESST leave per year. The total sick/ESST leave to be earned during a service year shall be available to the teacher at the beginning of the year, after working a minimum of one day.

Subd. 2 - Unused sick/ESST leave days may accumulate with no maximum. For those who have achieved a 142 sick/ESST leave day base or more, $120 for each of up to eight of the unused sick/ESST leave days over 142 will be contributed into the Health Care Savings Plan (HCSP). If there are any additional unused sick/ESST days remaining over the 142, they will be added to the base and not converted into HCSP contributions. Payment into the teacher's HCSP will be made at the end of June.

Subd. 3 -- Sick/ESST leave with pay shall be allowed by the School District whenever a teacher's absence is found to have been due to illness which prevented his/her attendance and performance of duties on that day or days.is to be utilized for qualifying absences of an employee or that of a qualifying individual under the ESST law.

Subd. 4 - In addition, a teacher may use sick leave pursuant to M.S. 181.9413, for the illness of or injury to the teacher's child (including biological, step, adopted or foster), adult child, spouse, sibling, parent or stepparent, grandparent or domestic partner provided the teacher has a Domestic Partnership Agreement & Affidavit form on file with the School District.

Subd. 45 - The School BoardSchool District may require a teacher to furnish certification a medical certificate from a qualified physician as evidence of illness or injury, indicating such absence was due to illness or injury, in order to qualify for sick leave pay in accordance with Minnesota Statute and ESST laws in order to qualify for sick/ESST leave. In the event that a medical certificate will be required, the teacher will be so advised.

Subd. 6 - If the teacher is absent from work, the cost of the medical certificate, not paid by the insurance carrier, shall be borne by the School District, and a teacher shall take such examination from one doctor selected from a list of three doctors furnished by the School District.

Subd. 57 -- Sick/ESST leave allowed shall be deducted from the accrued sick/ESST leave days earned by the teacher.

Subd. 68 - Upon the teacher's request, a teacher injured on the job and collecting worker's compensation insurance, may supplement worker's compensation with sick/ESST leave to an amount sufficient to maintain regular pay, not to exceed their accrued sick/ESST leave balance. A teacher who is out due to a work-related injury resulting from a physical assault by a student, shall be entitled to compensation during the first three days, without use of sick/ESST leave, for any time not compensated by the workers compensation carrier. The teacher is obligated to inform the business office of amounts received from worker's compensation insurance.

Subd. 79 - Sick Leave Bank

Subd. 7a - The purpose of the Sick Leave Bank is to provide additional sick leave to those teachers who have exhausted their paid leave and have a catastrophic accident, illness, or serious recurring illness, necessitating extended absence.

Subd. 7b - Membership

a. Teachers shall be allowed to contribute a maximum of one day of sick leave during each donation period.
b. Teachers are not required to donate to the Sick Leave Bank to be eligible to use days.
c. Leave contributed to the Sick Leave Bank is not taxed or tax deductible to the donor, is non-refundable, and contributions are irrevocable.
d. If at any time the balance in the Sick Leave Bank goes below 20 days, the School District will organize a donation period.

Subd. 7c - Qualification

a. To qualify for the Sick Leave Bank, the teacher must have exhausted their personal sick leave accrual and other paid leave available to them (e.g. discretionary leave); and
b. To qualify as a catastrophic accident or illness, for the purposes of this Sick Leave Bank, the teacher must:
    1. Need leave to meet the waiting period for Long Term Disability; or
    2. Need leave to cover an extended period of absence resulting from an accident with major injury and/or a serious health condition, as defined under the FMLA; or
    3. Need leave to cover intermittent absences resulting from an ongoing, recurring illness/serious health condition, as defined under the FMLA; or
    4. Be required to provide care for the serious health condition (as defined under the FMLA) of a spouse, child, or parent, whether for an extended period of time or on a recurring basis; and
c. Written verification by the attending physician is required.

Subd. 7d - Maximum Eligibility - Teachers shall be eligible to use up to a maximum of ten days per school year from the Sick Leave Bank, for qualifying absences. If additional days are needed, approval must be mutually agreed to by Human Resources and the Association President.

Subd. 7e - Exclusions

a. With the exception of FMLA or medical leave, teachers on leave are not eligible to access the Sick Leave Bank.
b. A teacher who is collecting benefits from Long Term Disability or Workers Compensation will not be eligible.
c. A teacher who is absent for treatment and/or surgery that is considered elective in nature will not be eligible.

Subd. 7f - Part-time Teachers - Teachers who are part of the plan and work less than full-time shall be eligible for benefits only for the pro rata portion of the school day for which they are employed.

Subd. 7g - Administration

a. A teacher must apply for benefits under the Sick Leave Bank by submitting a leave request through the Absent Management (Frontline/AESOP) leave system.
b. The Sick Leave Bank will be administered by Human Resources.
    1. If, in reviewing eligibility, it is determined that a request does not qualify, Human Resources will review the request with the Association President prior to denial. If there is not mutual agreement, the matter will be referred to the Superintendent for final determination.
    2. Eligibility decisions related to the qualification for use of days from the Sick Leave Bank are not subject to the grievance procedures.
c. Contributions to sick leave may accumulate to 150 days.
d. No bargaining unit member may be granted from the pool of sick leave days more than is needed to become eligible for long term disability.

~~For the duration of the 2023-2025 Agreement, and until the 2025-2027 Agreement is ratified, this Subd. shall be replaced by the Sick leave MOU at the end of this Agreement. Each school year, it shall be the option of each bargaining unit member to contribute one accumulated sick leave day to establish and maintain a paid sick leave bank up to 150 days. On or before June 1, the business office will electronically prompt teachers to indicate whether or not they wish to contribute to the sick leave bank. The paid sick leave bank shall be administered by the President of the Association and Human Resources. Paid sick leave days shall be available for serious illness or injury of bargaining unit members who have exhausted their accumulated paid sick leave. No bargaining unit member may be granted from the pool of sick leave days more than is needed to become eligible for long-term disability.~~

Subd. ~~8~~10 ~~--~~ Sick/ESST Leave for Substitutes - A licensed teacher hired to fulfill a short-term substitute position of 31-85 consecutive days will earn sick/ESST in accordance with ESST law.~~one day of sick leave per 20 days of the consecutive assignment, not to exceed four days. These days will not carry over from a previous assignment. Long-term substitutes shall be granted pro rata sick leave days.~~

Section 2 - Bereavement Leave

Subd. 1 - Up to five days per occurrence of paid leave may be granted for a death in the teacher's immediate family.

Subd. 2 - For purposes of this Section, immediate family shall be defined as the teacher's spouse, child, parent/guardian or stepparent, brother, sister, mother-in-law, father-in-law, brother-in-law, sister-in-law, aunt, uncle, grandparent, grandchild, domestic partner or domestic partner's parent.

Section 3 - Military Leave

Military leave shall be granted by the School District pursuant to applicable state and federal laws.

Section 4 - Sabbatical Leave

Subd. 1 - A sabbatical leave may be granted to teachers in the School District for the purpose of professional improvement subject to the conditions of this Section.

Subd. 2 - Sabbatical leave shall be used for professional study and shall be limited to an individual centering his/her study in his/her area of employment in the School District and shall not be used for retraining in a new area unless at the agreement of the School District.

Subd. 3 - A teacher must have completed six years of employment with the School District before he/she may request such leave.

Subd. 4 - Request for such leave shall be submitted, in writing, to Human Resources by February 15, and the teacher shall be notified of action on his/her request by March 15.

Subd. 5 - The granting of such leave shall be limited to the equivalency of three teaching staff.

Subd. 6 - Prior to February 1 of the year of sabbatical leave, the teacher who has been granted such leave shall inform Human Resources of his/her teaching intentions regarding the school year immediately succeeding the year of sabbatical leave.

Subd. 7 - While on sabbatical leave, the allowance granted to a teacher shall be based on one-half of the contract salary for the basic school year described in Article VII for the school year during which the leave takes place. Should the teacher be granted an NDEA (National Defense Education Act) stipend, or a comparable scholarship grant, and receive a sabbatical leave during the same academic year, the allowance for the sabbatical leave plus the stipend or grant may equal, but not exceed, the teacher's contract salary. The sabbatical allowance shall be reduced so that the combined allowances equal, but do not exceed, the contract salary for the year. Upon request of the teacher, the School District will pay 75% of the teacher's regular salary during the sabbatical year. The year following the sabbatical, 25% of the previous year's salary will be deducted from the teacher's salary to determine the contract salary.

Subd. 8 - A teacher who does not return to teach in the School District after the year of sabbatical leave shall be subject to the following terms:

a. The teacher shall be obligated to refund all money received for the period of the leave. The School District may collect on a mutually agreeable basis, but in no case shall more than five years be extended for repayment.

b. The teacher that received a full year sabbatical leave shall refund the School District on the following basis if he/she should leave before the three years of required service have been met.

    1. After returning to teach one year in the School District, the teacher shall refund 2/3 of the one-half contract salary for the year of the leave.
    2. After returning to teach two years, the teacher shall refund 1/3 of the one-half contract salary for the year of the leave.

c. The teacher that received a semester sabbatical leave shall refund the School District on the following basis if he/she should leave before the three semesters of required service have been met.

    1. After returning to teach one semester in the School District, the teacher shall refund 2/3 of the one-half contract salary for the semester of the leave.
    2. After returning to teach two semesters, the teacher shall refund 1/3 of the one-half contract salary for the semester of the leave.

d. In the event of the death of the teacher, the provisions in items a, b and c herein, shall not apply.

Subd. 9 - A teacher on sabbatical leave shall retain such amount of sick leave days and other accrued benefits which he/she had accrued, if any, at the time he/she went on sabbatical leave for use upon his/her return pursuant to Article XII. No additional sick leave shall accrue for the period of time that a teacher is on sabbatical leave.

Subd. 10 - A teacher returning from sabbatical leave shall be credited with one year of experience on the salary schedule for the sabbatical year.

Subd. 11 - A teacher on sabbatical leave shall have the premiums of all group insurance granted in this Agreement paid by the School District.

Section 5 - Discretionary Leave

Subd. 1 - Teachers will be allocated five discretionary leave days.

Subd. 2 - Discretionary leave must be entered into the leave system one week in advance. In emergency situations this timeline may be waived.

Subd. 3 - No more than 5% of a building staff, or two staff, whichever is greater, may use this leave on any given day; this may be waived in emergency situations.

Subd. 4 - Leave days may carry over to a maximum accrual of seven days.

Subd. 5 - Discretionary leave may be used adjacent to a holiday or scheduled break one time per year.

Subd. 6 - Discretionary leave may not be used during the first ten ~~or last ten~~ student days of the school year, on student contact days after Memorial Day, on parent conference days, or on professional development days. In extenuating circumstances, with advanced approval from Human Resources, leave may be granted on the days specified above.

Subd. 7 - Teachers shall be eligible to receive payment for up to three unused earned discretionary leave days upon separation from the District at the current sub rate of pay.

~~Subd. 7 - Teachers will be required to use accrued comp time prior to submitting discretionary or personal leave.~~

~~Subd. 8 - Teachers will have the option to use comp time and personal leave in conjunction with discretionary leave; however, no more than a maximum of seven days combined may be used in a year.~~

~~Subd. 9 - Teachers shall have until the end of the 2024-2025 school year to use any remaining personal leave. Any personal leave remaining as of June 30, 2025, shall be paid out to the teacher at the sub rate of pay in effect at that time.~~

Subd. ~~8~~10 - Discretionary leave for Long -Term Substitutes: In rare cases a licensed teacher hired to fulfill a long-term substitute position will be allowed one discretionary leave day with the permission of Human Resources when the teacher is unable to report to their assignment due to circumstances not related to their illness. Permission must be obtained at least two weeks in advance of the absence or as soon as possible.

Section 6 - Parental Leave

Subd. 1 - A teacher shall be afforded a parental leave of absence provided the teacher follows the procedures outlined in this Section.

Subd. 2 - The teacher requesting parental leave shall make the request in writing to Human Resources on the appropriate forms provided by the School District. The request should include the following:

a. The commencement and return date
b. The estimated date of delivery

Subd. 3 - The pregnant teacher shall notify Human Resources in writing not later than in the fourth month of pregnancy. Also, at such time provide a physician's statement indicating the estimated date of delivery of the child.

Subd. 4 - The beginning date of said leave and its duration shall be submitted to the School Board for its action. In recommending the date of commencement and duration of the leave, Human Resources shall review each case on its individual merits taking into consideration the following:

a. The continuity of the instructional program for the students
b. Desires of the teacher
c. Specific employment duties of the teacher involved
d. The recommendation of the teacher's physician, if any

Subd. 5 - In making the determination under this Section concerning commencement and duration of a parental leave of absence, Human Resources shall not in any event be required to:

a. Grant any leave more than 12 months in duration
b. Permit the teacher to return for employment prior to the date designated in the request for parental leave except by mutual agreement

Subd. 6 - If the teacher complies with all provisions of this Section and a parental leave is granted by the School District, the School District shall notify the teacher, in writing, of its action.

Subd. 7 - A teacher returning from parental leave shall be reemployed in a position for which the teacher is qualified commensurate with the position occupied prior to the leave, subject to the following conditions:

a. That the position has not been abolished
b. That the teacher returns on the date designated on the request for leave approved by the School Board

Subd. 8 - The parties agree that the applicable periods of probation for teachers as set forth in Minnesota Statutes are intended to be periods of actual service enabling the School District to have opportunity to evaluate a teacher's performance. The parties agree, therefore, that periods of times for which the teacher is on parental leave shall not be counted in determining the completion of the probationary period.

Subd. 9 - The parties agree that any parental leave of absence granted under this Section shall be leave without pay.

Subd. 10 - Parental leave may be extended by mutual consent of the School District and the teacher.

Subd. 11 - When the parental leave is not occasioned by pregnancy, teachers may be granted ten days of leave during the first 12 months after the birth of a child or children. The days are to be deducted from their allocated sick leave.

Section 7 - Adoption Leave

Subd. 1 - Adoption leave shall be granted upon the request of a teacher pursuant to applicable provisions of the Parental Leave Section.

Subd. 2 - The District shall grant each teacher up to 30 duty days. These days do not need to be consecutive for the adoption of a child. Adoption leave may include, but is not limited to, pre-adoption consultation, legal counsel, legal proceedings and naturalization proceedings.

Subd. 3 - The District shall allow teachers to use any accrued paid sick and discretionary leave for adoption leave, the remainder of which shall be unpaid, except as provided under the Family Medical Leave Act (FMLA). This leave may be extended under FMLA and shall count toward a teacher's FMLA allowance.

Section 8 - General Leave

Subd. 1 - Teachers with a minimum of three years of experience in the School District may apply for an unpaid leave of absence, subject to the provisions of this Section. The granting of such leave shall be at the discretion of the School District.

Subd. 2 - Such leave may be granted by the School District for overseas teaching, Peace Corps, Vista, National Teacher Corps, extended illness of the teacher, extended illness of the teacher's family, adoption, civic activities, alternate employment opportunities, or other reasons accepted by the School District.

Subd. 3 - Short-Term General Leave of Absence: Teachers with a minimum of three years of experience in the District shall be eligible for an unpaid short-term general leave of absence. The granting of such leave shall be at the discretion of Human Resources and subject to the provisions of this Subd.

a. Such leave shall be without pay.
b. Such leave shall be for a minimum of three consecutive school days.
c. Such leave shall not be used to extend non-school session breaks.
d. Such leave shall not be used during the first and last two weeks of the student school year.
e. Requests for short-term general leave shall be submitted at least ten school days prior to the date of said leave.
f. In emergency situations, the superintendent or designee may in his/her discretion make exceptions to provisions b through e above.

Section 9 - Medical Leave

Subd. 1 - A continuing contract teacher who is unable to teach because of illness or injury, and has exhausted all sick leave credit available, or has become eligible for long term disability compensation, shall, upon request, be granted a medical leave of absence, without pay, up to one year. The School District may, in its discretion, renew such a leave and request for renewal shall also be accompanied by a written doctor's statement.

Subd. 2 - A request for leave of absence under this Section shall be accompanied by a written doctor's statement outlining the condition of health and estimated time at which the teacher is expected to be able to resume his/her normal responsibilities.

Subd. 3 - The School District reserves the right to require a teacher to take a physical and/or psychological examination by a qualified doctor selected by the School District. Said cost to be paid by the School District.

Section 10 - Paid Family Medical Leave

The District will contribute 50% of the premium required under the Minnesota Paid Family Medical Leave (PFML) program. The remaining 50% shall be borne by the teacher and paid through payroll deduction.

Section 1~~0~~ - Jury Duty and Other Legal Commitments

Subd. 1 - Teachers called for jury duty, deposition, subpoena or to give testimony before a court, legal jurisdiction or administrative proceedings shall be granted a leave of absence unless the teacher is party to a court action against the School District, is a complainant in an action against the School District, or is a participant in an action on behalf of the exclusive representative and/or is a protagonist in a criminal, civil and/or personal legal accusation.

Subd. 2 - The teacher shall receive full pay for this type of absence less jury duty and/or consultant pay, exclusive of expenses.

Section 12~~1~~ - Exchange Teaching

Should a teacher be granted an exchange teaching leave in another School District, state, territory or country, upon return from such leave a teacher shall be continued at the same position on the salary schedule as if he/she had taught in the School District during such period. Sick leave arrangements, insurance benefits, and related matters shall be subject to the agreement between the teacher and the governing bodies.

Section 13~~2~~ - Insurance Application

Subd. 1 - A teacher on leave under Section 8 - General Leave of this Article is eligible to continue to participate in group insurance programs if permitted under the insurance policy provisions, but shall pay the entire premium for such programs as he/she wishes to retain commencing with the beginning of the leave.

Subd. 2 - A teacher on leave under Section 6 - Parental Leave, Section 7 - Adoption Leave, or Section 9 - Medical Leave of this Article, is eligible to participate in group insurance as 5provided in Subd. 1 and the School District will pay the pro rata portion of annual insurance contributions based on the number of compensated days.

Subd. 3 - It is the responsibility of the teacher to make arrangements with the school business office to pay the School District the monthly premium amounts, in advance and on such date, as determined by the School District.

Section 143 - Accrued Benefits

A teacher on leave under Section 6 - Parental Leave, Section 7 - Adoption Leave, Section 8 - General Leave, or Section 9 - Medical Leave of this Article, shall retain such amounts of experience credit for pay purposes and other accrued benefits, if any, which the teacher had accrued at the time he/she went on leave for use upon his/her return. No additional experience credit for pay purposes or other benefits shall accrue for the period of time that a teacher is on leave under these Sections.

Section 154 - Seniority

For purposes of seniority standing, a teacher on leave, pursuant to this Article, shall continue to accrue seniority during such leaves of absence.

Section 165 - Eligibility

Leave benefits provided in Section 1 - Sick Leave, Section 2 - Bereavement Leave, Section 5 - Discretionary Leave, and Section 8 - General Leave shall apply to teachers regularly employed at least 14 hours per week but shall not apply to part-time teachers employed less than 14 hours per week. Part-time teachers employed at least 14 hours per week shall accrue and accumulate sick leave in amounts pro rata to their work day.

Section 176 - Notification Requirement

A teacher on a leave of absence shall notify the School District of their intent to return from leave no later than February 1 each year.

ARTICLE XIII - TEACHER EVALUATION AND DISCIPLINE

Section 1 - Evaluation

Evaluations shall be made by the building principal or other qualified person of all teachers in the building. Classroom observations shall be made in person. All classroom observations of the performance of a teacher shall be conducted openly and with the full knowledge of the teacher. The performance of all teachers shall be evaluated in writing. In addition to the classrooms, the principal has the responsibility for evaluating the total school performance of the teacher.

Section 2 - Copies

Two copies of the written evaluation shall be submitted to the teacher at the time of the mandatory personal conference, which shall be held within ten days after the classroom observation. One copy is to be signed and returned to the administration; the other to be retained by the teacher.

Section 3 - Suspension Without Pay

With just cause, the School District, via its designee, may suspend a teacher without pay. If the School District contemplates suspension without pay, the teacher's immediate supervisor and Human Resources will meet with the teacher and his/her representative to review the circumstances. If upon review, it is the School District's decision to suspend the teacher without pay, the teacher will be notified, in writing, as to the reason for the suspension and the duration of the suspension without pay. In this notice, the School District will include a specific statement as to what modifications or changes in behavior and performance are expected on the part of the teacher to correct the deficiency. Any time a suspension is involved, the issue may be submitted to the grievance procedure. Since Human Resources and the teacher's immediate supervisor have already conferred with the teacher and his/her representative as to the reasons for the suspension, the primary grievance steps will be suspended, and the matter will go directly to arbitration under the grievance procedure.

Section 4 - Objections

In the event that the teacher feels an evaluation was incomplete or unjust, the teacher may put objections in writing and have them attached to the evaluation report to be placed in his/her personnel file.

ARTICLE XIV - UNREQUESTED LEAVE OF ABSENCE AND SENIORITY

Section 1 - Unrequested Leave of Absence (ULA)

Subd. 1 - The School Board may place on ULA, without pay or fringe benefits, as many teachers as may be necessary because of discontinuance of position, lack of pupils, financial limitations, or merger of classes caused by consolidation of districts. The ULA is effective at the close of the school year. In placing teachers on ULA, the School Board is governed by the provisions below

Subd. 2 - Continuing contract teachers: A teacher who has acquired continuing contract rights must not be placed on ULA while Tier 1- licensed, Tier 2- licensed, or probationary teachers are retained in positions for which the teacher who has acquired continuing contract rights is licensed. Tier 3 and 4 continuing contract teachers shall be placed on ULA in inverse order of seniority, as calculated by initial date of hire as a licensed teacher.

Subd. 3 - Exceptions for licensure: Notwithstanding the provisions above, a teacher is not entitled to exercise any seniority when that exercise results in that teacher being retained by the School District in a field for which the teacher holds only an out of field permission, as defined by the Professional Educator Licensing and Standards Board, unless that exercise of seniority results in the placement of ULA of another teacher who also holds a provisional license in the same field.

Section 2 - Notice to Teachers

Following School Board action on discontinued positions and School Board action proposing placement of teachers on ULA, each individual teacher proposed for placement on ULA shall receive notice of the proposed placement that:

a. states the applicable grounds for the proposed placement; and

b. provides notice to the teacher of their right to request a hearing on the proposed placement within 14 days from the receipt of the notice; and
c. provides notice to the teacher that failure to request a hearing will be deemed acquiescence to the School Board's proposed placement action.

Section 3 - Right to a Hearing and Decision

If the teacher requests a hearing, teachers proposed for placement on ULA pursuant to School Board action shall be entitled to a hearing and challenge the proposed placement. If a request for a hearing officer does not specify that the hearing be before a hearing officer, it is considered to be a request for a hearing before the School Board.

Section 4 - Final Board Action

Final School Board action to place a teacher on ULA must take place prior to July 1. Final School Board action must not occur before notice to the teacher as required above and acquiescence, or notice to the teacher as required above and the hearing officer decision.

Section 5 - Reinstatement

A teacher placed on ULA shall have rights to reinstatement for a period of five years or until the teacher is fully reinstated, after which the right to reinstatement shall terminate. Teachers placed on ULA must be reinstated to the positions from which they have been given leaves of absence or, if not available, to other available positions in the School District in fields in which they are licensed. Reinstatement must be in the inverse order of placement on ULA. A teacher must not be reinstated to a position in a field in which the teacher holds only a provisional license, other than a vocational education license, while another teacher who holds a non-provisional license in the same field remains on ULA. A teacher on ULA does not forfeit right to reinstatement when accepting a position for less than the full position they were placed on leave from or when they refuse an offered position.

Section 6 - Vacancies and Notification

No teacher shall be hired by the School District while any qualified teacher is on ULA in that field of licensure unless the teacher fails to advise the School Board of their desire to accept the position within 30 days of the date of notification that a position is available to that teacher on ULA. The School District will not apply for a Tier 1 or Tier 2 teaching license for any individual while a teacher who has acquired continuing contract rights is on ULA, unless the position has been offered to and rejected by the teacher on ULA.

Section 7 - Seniority

Seniority for purposes of ULA means initial date of service with the School District in a position requiring a license.

Section 8 - Preparation of Seniority List

Subd. 1 - Preparation and posting of seniority and licensure lists: By January 15 of each school year, the School District shall create and post a seniority and licensure list. The list will include the name of every teacher, their seniority date, continuing contract or probationary status, and licensure area by tier. The list will be posted at all school buildings in the School District and email notification will be provided to teachers when the list is initially posted.

Subd. 2 - Request for change: A teacher who disputes their standing in the list promulgated by the School District may process a grievance pursuant to the grievance procedure.

Subd. 3 - Final list: Within ten business days after the request for change period has ended, the School District will prepare and post a final seniority and licensure list. The list will be posted at all school buildings in the School District and email notification will be provided to teachers. The final seniority and licensure list shall be binding on the School District.

Section 9 - Ties in Seniority

In the event two or more teachers commenced employment with the School District on the same date and there exist ties in seniority, the teacher with the lowest Minnesota file folder number shall have greater seniority.

Section 10 - Benefits While on Leave

Teachers placed on ULA shall remain eligible for participation in the School District's group insurance programs at their own expense for the duration of their reinstatement period.

Section 11 - Employment Rights During Leave

A teacher placed on ULA may engage in teaching or any other occupation during the period of this leave.

Section 12 - Continuing Contract Rights and Service Credits

The ULA must not impair the continuing contract rights of a teacher or result in a loss of credit for previous years of service. A teacher's continuing contract must remain in full force and effect, except as modified by mutual consent of the School Board and the teacher. Any agreement to mutually modify continuing contract rights must be in writing and can only occur after the teacher is provided with an explanation of their rights under the continuing contract statute and an opportunity to consult with the exclusive representative. The School District agrees to provide notice to the exclusive representative of all mutual modifications of continuing contracts prior to the modifications being finalized.

Section 13 - Unemployment Benefits While on ULA

Nothing in this Article shall be construed to impair the rights of teachers placed on ULA to receive unemployment benefits if otherwise eligible.

Section 14 - Termination

The same provisions applicable to termination of probationary or continuing contracts in Minnesota Statutes 122A.40 Subds. 5 and 7 must apply to placement on ULA.

Section 15 - Filing Licenses

Filing of Licenses and Certificates: In any year in which the School District is placing teachers on ULA, only those teaching licenses and certificates actually received by Human Resources as of January 1 of that year are considered for purposes of determining ULA within areas of licensure. A license filed after January 1 will be considered for purposes of recall but not for placement on ULA.

Section 16 - Vacancies and Posting Process

Subd. 1 - Whenever a teaching or extra-curricular position becomes available for assignment, the School District shall post, for a minimum of two weeks, notice of that available position. All postings shall be made to the School District website and sent via e-mail to all licensed staff's School District e-mail on the day the position is posted. The School District shall also post the position to at least one statewide online teacher job posting site. The available position shall not be filled during that time, except in the case of an emergency or immediate need. In such cases, no opening that must be filled immediately shall be filled until it has been posted for at least three weekdays.

Subd. 2 - Posting: The posting shall be made in each building with a copy to the Association.

Subd. 3 - Dates: Each posting shall indicate the date such notice is posted and the date the posting expires.

Subd. 4 - Application: Teachers may apply for transfer, assignment, or reassignment to an available position provided they:

a. Make written application prior to the expiration date of the notice; and
b. Possess a valid license to teach in the subject area or grade level that requires such licensure.

Subd. 5 - Summer posting rules: During the summer, the School District shall send a copy of the posting to the Association and email the posting to all licensed staff. No vacancies shall be filled during the summer until July 15 or at least five days after the posting has been made. After July 15, vacancies must be posted for at least three days before being filled.

Subd. 6 - Exceptions: Posting requirements shall not apply in cases where teachers on ULA have a right to positions that become vacant.

ARTICLE XV - TEACHER TRANSFERS

Section 1 - Vacancies

A vacancy shall be defined as any teacher position as defined in Article III, Section 2, for which a certificated/licensed person currently on staff or returning from leave has not been placed

pursuant to the provisions of this Agreement.

Section 2 - Postings

Subd. 1 - Where a vacancy of .4 FTE or greater exists, Human Resources shall prepare a written notice of such vacancy. Such notices shall be posted on the School District web site.

Subd. 2 - No vacancy shall be filled until notice of such vacancies has been posted for at least three working days, except by mutual agreement of the School District and the Association.

Subd. 3 - When vacancies occur after the first student contact day, it may be difficult or undesirable to fill them from within the School District. Such a vacancy may be filled on a temporary basis until the end of the school year at which time the position will be considered vacant.

Subd. 4 - Each spring, the School District will do a spring posting process, consisting of two rounds of internal posting, for all vacant positions for the next school year. In determining positions to be posted, the School District shall ascertain the status of all teachers for the next school year, including teachers on leaves of absence, and those intended to retire and/or resign. A first round of postings will be completed and any positions remaining open, or that become vacant as a result of the first round of posting, shall be posted in the second round. After the spring posting process is complete, the School District will post positions individually in accordance with Subd. 2.

Section 3 - Transfer

Subd. 1 - A teacher may make a request for a transfer to a different assignment. The request shall be submitted electronically to Human Resources using the online application. A request for transfer shall be affected as approved by Human Resources and the receiving building administrator.

Subd. 2 - In the event continuing contract teachers are displaced or a vacancy occurs, a teacher may request a transfer. The transfer request provides the teacher an opportunity to state their first two position preferences from the vacancies occurring in other buildings for which the teacher is certified. An administrative decision will be made based on the following criteria:

a. Years of experience
b. Grade level/subject previously taught
c. The formation of a well-balanced grade level/subject team taking into account:
    1. Area of interest in various subjects (at elementary level) to provide a well-rounded team
    2. Varied interest would also provide an opportunity for team teaching if the team was interested in doing so

Subd. 3 - Within building transfers occur under the approval of the building principal and before a position is posted.

Subd. 4 - After a position is posted, all presently employed and qualified teachers (or those coming back from a leave) who are interested will be granted an informal interview. An

exception is a candidate who has already interviewed for a position in that building. The principal will inform such candidates if they will not be interviewed for that reason.

Subd. 5 - In every case, the decision will be based on the particular requirements, program needs and overall idiosyncratic initiatives particular to that building. In other words, the persons selected will be the best "fit" for that building.

Subd. 6 - If a teacher is not granted a transfer, the building administrator will meet with the teacher to inform the teacher of the rationale for the decision. The rationale will also be presented to the teacher in writing.

Section 4 - Involuntary Transfer

Should any involuntary transfer become necessary, the School District shall meet with the teacher involved, prior to said transfer. Nothing herein shall be construed to alter the School District's discretion to make staffing decisions, and if the teacher is not available to respond to the transfer notice within a reasonable time, the School District may proceed to make such transfer without further notice.

ARTICLE XVI - SEVERANCE PAY

Section 1 - Application of Article

This Article shall apply to teachers whose service has been at least .5 FTE.

Section 2 - Severance Pay

Subd. 1 - Eligibility

Subd. 1a - Regularly employed teachers who were hired on or before January 1, 2000, shall be eligible for severance if they meet the requirements of 1b OR 1c below. Only those individuals listed in attached Appendix D are eligible for severance.

Subd. 1b - Regularly employed teachers with not less than 15 years of teaching service in the School District who are at least 55 years of age and have submitted a written resignation that has been accepted by the School Board, shall be eligible for severance pay pursuant to the provisions of this Article.

Subd. 1c - Regularly employed teachers with not less than 30 years of teaching service, 15 of which must be in the School District and have submitted a written resignation that has been accepted by the School Board, shall be eligible for severance pay pursuant to the provisions of this Article.

Subd. 2 - Payment

Subd. 2a - Severance pay shall be paid by the School District in equal annual installments over two years from the effective date of resignation. The payment schedule shall begin the first pay period of the calendar year after the year in which the resignation takes place. (For tax deferral of severance, see the Memorandum of Understanding).

Subd. 2b - Pursuant to this Section, the School District will accept resignations (for the purpose of severance pay) during the school year provided the teacher gives a written notice 90 days prior to the date of resignation.

Subd. 2c - Eligible teachers shall receive as severance payment an amount representing 60 days of pay.

Subd. 2d - In addition to the severance amount provided in Subd. 2c, a teacher shall be eligible to receive an additional amount obtained by adding the teacher's unused number of sick leave days, but in any event not to exceed 124 days of pay. In circumstances when a teacher falls short of the 124 days, the Superintendent may grant additional days to reach the required number of days.

Subd. 2e - In applying these provisions, the severance payment will be the teacher's daily rate of pay times the percent of FTE per year and/or days employed at the time of retirement. In the case of a part-time teacher, a pro rata shall be applied. The pro rata will be the average FTE during the last five years of employment and/or days employed, times the daily rate of pay at the time of retirement. The severance payment will not include any additional compensation for extra-curricular activities, extended employment or other compensation.

Subd. 2f - The amount of severance payment will not exceed the maximum cell value in each individual's respective lane placement of the 2008-2009 salary schedule.

BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45	MA+60 Specialist
$50,511	$57,790	$60,474	$64,002	$68,721	$69,392	$70,691	$71,697	$73,818

Subd. 2g - Severance pay may not be granted to any teacher whose employment has been terminated by the School District.

Subd. 2h - In the event of the death of a teacher who is eligible for severance pay under the provisions of this Article, Section 2, Subd. 1b or 1c above, the spouse of the teacher shall be eligible for the severance pay. The estate will collect if there is no spouse. The requirement of a written resignation does not apply. Such payment shall be made in accordance with state and federal law.

Section 3 - Insurance

Subd. 1 - Eligibility for School District Contribution to Retiree Insurance

Subd. 1a - Regularly employed teachers, shall be eligible for medical-hospitalization insurance benefits in this Section, provided that they meet the requirements of Subd. 1b below and were enrolled in coverage immediately preceding their retirement.

Subd. 1b - Regularly employed teachers with at least 15 years of teaching service in the School District who are at least 55 years of age and have submitted a written resignation that has been accepted by the School Board shall be eligible for medical-hospitalization insurance benefits pursuant to the provisions of this Section.

Subd. 1c - Teachers hired on or after July 1, 2022, shall not be eligible for a School District contribution toward retiree insurance as provided in this Section. Teachers eligible for insurance shall receive a School District contribution of $700 to be deposited into the School District designated HCSP at the conclusion of each school year, and no later than June 30. Such contribution shall be pro rata based on FTE for part-time teachers.

~~Subd. 1d - All teachers eligible for a School District contribution toward retiree insurance shall be provided an opportunity to make a one-time irrevocable election to forfeit the retiree benefit provided in this Article, Subd. 2b below and receive a School District contribution to the HCSP in accordance with Subd. 1c above. The one-time irrevocable election must be made by no later than March 15, 2022.~~

Subd. 2 - Participation

Subd. 2a - Teachers who meet age and service requirements to be eligible to participate in an annuity shall be eligible to continue participation in the School District group medical-hospitalization insurance plan indefinitely if permitted by the terms of the policy with the insurance carrier. Except as otherwise provided in Subd. 2b hereof, the teacher shall pay the entire premium for such coverage.

Subd. 2b - A teacher meeting the requirements of Subd. 1 (a and b) of this Section, shall receive a lump sum dollar amount that will be placed into the teacher's Minnesota HCSP account. The lump sum dollar amount will be determined by taking the single premium insurance cost of the non-high deductible plan for the last year in which the individual taught, multiplied by a maximum of eight years, or the number of years remaining until the individual reaches the age of 65, whichever is less.

Subd. 2c - In the event of the death of a teacher whose retirement has been accepted by the School Board and who is eligible to receive the insurance benefit as stated in Subd. 2b the spouse and/or dependents of the teacher shall be eligible for the insurance benefit. Only the insurance benefit that would have been paid to the teacher shall be available for the spouse and/or the dependents.

Subd. 3 - Primary Coverage

If a teacher who leaves employment with an employer other than the School District and said retiree is covered by a medical-hospitalization insurance plan or HMO, such coverage shall be considered primary.

Section 4 - Matching Contributions Plan (403b/457)

Subd. 1 - Eligibility: Teachers who are regularly employed with the School District shall be eligible to participate in a 403b/457 matching contribution plan pursuant to M.S. 356.24.

Subd. 2 - Contributions

Subd. 2a - The School District will match eligible annual teacher contributions based on the completion of the following years of teaching experience in the School District. Years of service shall be defined as complete school years and shall not count or combine any partial years of employment.

Years of Service Completed In District 200		Maximum Amount per Year of Match
0 - 2	(Eligible beginning year 0)	$600
3 - 7	(Eligible beginning year 4)	$1,100
8 - 12	(Eligible beginning year 9)	$1,600
13 - 17	(Eligible beginning year 14)	$2,100
18 +	(Eligible beginning year 19)	$2,600

~~Subd. 2b - The maximum matching career contribution by the District shall be $35,000.~~

Subd. 2b~~c~~ - The School District Business Office will annually provide a report to teachers which details the lifetime contributions to date for each teacher.

Subd. 3 - Participation

Subd. 3a - A Salary Reduction Authorization form stating "Matching Contribution" must be completed by the eligible teacher by August 1 preceding the school year during which the teacher wishes to participate in the 403b/457 matching contribution plan.

Subd. 3b - Teachers on unpaid leaves may not participate in the matching program while on leave.

Subd. 3c - No retro-active contributions shall be made by the District or the employee when the Master Contract is ratified.

Subd. 3d~~c~~ - Teachers hired before January 1, 2000, who are covered under the severance pay language of Section 2, Subd. 1, of this Article may participate in the 403b/457 matching contribution plan. However, if a teacher chooses to participate in the 403b/457 matching contribution plan, all severance payments as defined in Section 2 and Section 5 of this Article will be forfeited.

Section 5 - Matching Contributions (Grandfathered) Plan (403b/457)

Subd. 1 - Eligibility: Teachers hired prior to January 1, 2000, who are regularly employed with the School District, qualify for severance under Section 2 and do not qualify for a matching contribution under Section 4 qualify for the matching contribution in this Section. Appendix D lists those who qualify for this contribution.

Subd. 2 - Contribution: The School District will match eligible annual teacher contributions up to $750 per year.

Subd. 3 - Retirement Consideration: The School District will pay $3,000 to all teachers who are listed in Appendix D upon retirement. That contribution will be appropriated according to the MOU on Health Savings Accounts and Tax Deferment effective in the year of the individual's retirement.

Subd. 4 - Participation

Subd. 4a - A Salary Reduction Authorization form stating “Matching Contribution” must be completed by the eligible teacher by August 1 preceding the school year during which the teacher wishes to participate in the 403b/457 matching contribution (grandfathered) plan.

Subd. 4b - Teachers on unpaid leaves may not participate in the matching program while on leave.

ARTICLE XVII - TEACHER SUPPORT / MENTORSHIP

Section 1 - Mentorship of Teachers

Subd. 1 - Teachers in their first year of teaching in the School District, who have fewer than five years of teaching experience, are required to participate in all Hastings Mentorship Program (HMP) activities and will follow expectations as established by the HMP Committee and outlined in the HMP Handbook.

Subd. 2 - Mentor teachers will follow expectations and be compensated as established by the HMP Committee and outlined in the HMP Handbook.

Subd. 3 - All teachers in their first year of teaching in the School District, who have fewer than five years of prior teaching experience, are required to attend all Teacher Support Network (TSN) activities.

Section 2 - Attendance

With the understanding that, at times, a teacher may not be able to attend a meeting of the Hastings Mentorship Program (HMP) or the Teacher Support Network (TSN), the School District and Education Minnesota-Hastings agree to the following:

a. Upon mutual agreement between the School District and Education Minnesota-Hastings, teachers shall be excused from attendance at meetings of the HMP and TSN.

b. Teachers shall be held harmless insofar as any provision of this Agreement.

ARTICLE XVIII - MISCELLANEOUS

Section 1 - Damage to Personal Property

The School District shall reimburse teachers, up to a maximum of $500 per incident, for the cost of replacement or repair of personal property, damaged or destroyed as a result of student assault or aggressive behavior that occurs while the teacher is engaged in the performance of his/her assigned duties. In order to be eligible for reimbursement, the teacher must report the incident within 48 hours and provide receipts and a police report, if one was made. Reimbursement made under this Section is gratuitous payment and is not considered acceptance of liability on the part of the School District.

Section 2 - Signed Copies

There shall be four signed copies of the final Agreement for the purpose of record: one retained by the School Board, two by the Association and one by Human Resources.

Section 3 - Teacher Licensure

Teachers are obligated to retain licensure in their areas of current assignment.

Section 4 - Method of Payment

Subd. 1 - Teachers will have the opportunity to select from one of the pay options listed below. Pay dates will be on the 5th and 20th of each month.

Subd. 2 - The annual salary of a teacher, as identified by the salary schedule, shall be divided into 24 equal units from September 5 through August 20.

Subd. 3 - Teachers shall have the option of having their annual salary, as identified by the salary schedule, divided into 24 equal units, with the balance, equivalent to six checks, issued on June 5. Such election shall be made on a form provided by the School District by no later than August 1 of any year.

Subd. 4 - Only teachers who had elected, during the 2020-2021 school year, to have their annual pay spread over 18 pay periods, with the last check issued on May 20, will be eligible to continue this option. If such teachers make a change in their election, they will be required to elect from the options provided in Subd. 2 or 3 and may not revert back. Teachers who had not previously made this election will not be allowed to do so.

Subd. 5 - A teacher's election shall remain in effect from year to year unless the teacher provides the School District with written notice providing a different pay option no later than August 1 of any year.

Section 5 - Mileage Allowance

The School District will pay the IRS rate per mile for authorized use of personal cars in connection with School District business.

Section 6 - New Positions

In the event the School District creates a new position covered by this Agreement and which position is not covered by the present pay structure provided in this Agreement, the Association shall have the right to meet and negotiate pursuant to the P.E.L.R.A. on the compensation for such a position.

Section 7 - Grievance

The parties have failed to reach agreement on a grievance procedure and acknowledge that both parties are subject to the grievance procedure promulgated by the Director of the Bureau of Mediation Services. Grievances must be filed on the form provided as Attachment F and such forms shall be supplied by the School District. The School District shall provide a copy of the

grievance procedure to each teacher covered by this Agreement. Should the Director of the Bureau of Mediation Services promulgate a revised procedure, the School District shall provide copies of the new procedure.

Section 8 - Deductions for Federal Political Action Committee

Upon receipt of a properly executed authorization card of the member involved, the School District will deduct from the member's paycheck the amount the member has agreed to contribute to the NEA Fund for Children and Public Education political action committee. The School District is responsible to transmit contributions along with a roster of contributors on a monthly basis to the NEA political action committee.

Section 9 - Copies of the Agreement

The School District shall:

a. Provide one copy to each teacher offered a contract for employment in the School District
b. Send an electronic copy to the Association President
c. Post the contract on the School District's webpage

Section 10 - Education Service Commitment

Teachers at the sole and irreversible discretion of the School District may be granted a leave of absence with pay for educational service commitments. Serving on task forces, accreditation evaluation and study commissions are examples for which the School District may grant leaves under this Section. If a stipend (in addition to expense reimbursement) is paid to a teacher during such leave, it shall be paid to the School District.

ARTICLE XIX - PRESCHOOL AND EARLY CHILDHOOD FAMILY ED TEACHERS

Section 1 - Preschool and ECFE Teachers

Subd. 1 - Preschool and ECFE teachers shall not be considered continuing contract, unless required by law; however, they will be covered by the terms of the Master Agreement to the extent provided in this Article.

Subd. 2 - The following Articles shall apply to preschool and ECFE teachers who are included in the bargaining unit.

Article I:	Purpose
Article II:	Recognition of Exclusive Representative
Article III:	Definitions
Article IV:	School Board Rights
Article V:	Teacher Rights (except Section 4)
Article VI:	Association Rights
Article VII:	Length of School Year (except Section 1 - Official School Calendar)
Article VIII:	Professional Teaching Duty Day (except Section 1 - Basic Day, Section 5 - Part-Time Teachers (see Subd. 6 below), and Section 6 - Teacher Preparation (see Subd. 4 below)

Article IX:	Compensation and Salary Schedule (except Section 1, Subd. 2 - Computation of Daily Rate, Section 3 - Individual Contracts, Section 8 - Credit Reimbursement, Section 9 - Part-Time Teachers, and Section 10 - Extended Employment)
Article X:	Extra Compensation (Except Section 2 - Department Heads)
Article XI:	Group Insurance
Article XII:	Leaves of Absence
Article XIII:	Teacher Evaluation
Article XVI:	Severance Pay
Article XVII:	Teacher Support / Mentorship
Article XVIII:	Miscellaneous
Article XX:	Duration
Appendices:	A1, A2, B, C, D, and F

Subd. 3 - Teacher Duty Days: Consistent with Subd. 2, above, the parties agree that the limitation of contract terms of duty days, hours, normal school calendar, etc., do not apply to preschool and ECFE teachers. The parties further acknowledge that preschool and ECFE programs will be conducted on a calendar necessarily different from that of K-12 teachers. A preschool or ECFE teacher's work year shall be determined on a year to year basis, as determined by the actual preschool or ECFE calendar.

Subd. 4 - Preparation Time: Preparation time shall be provided on a pro rata basis of that of a full-time elementary teacher who receives an average of 240 minutes per five--day week. Such time shall not be required to be provided during the student contact day.

Subd. 5 - Calculation of Full-Time Equivalency (FTE): Preschool and ECFE teachers' FTE shall be calculated on a pro rata basis of a full-time classroom teacher's FTE at 1472 hours per year, in accordance with Articles VII and VIII.

Subd. 6 - Part-Time Teachers: Preschool and ECFE teachers who are required to attend district meetings which include but are not limited to IEP's, staff development meetings/trainings, workshops, and PLC's that take place outside of their regular day shall be compensated on a pro rata basis at their regular salary.

Subd. 7 - Leaves: Preschool and ECFE teachers shall be eligible for leave in accordance with Article XII, Leaves of Absence, on a pro rata basis, based on number of hours and work days per year as compared to a full-time teacher.

Subd. 8 - Seniority for Preschool Teachers: Seniority commences on the date on which a teacher is most recently hired as a preschool teacher. A separate seniority list will be maintained for preschool teachers. Preschool teachers shall not accumulate seniority on the K-12 teachers' seniority list or the ECFE seniority list. Preschool teachers may only exercise seniority rights within the preschool seniority list; they may not displace a K-12 or ECFE teacher or claim a vacant K-12 or ECFE position. Such list shall be posted by January 15 of each school year. Preschool teachers shall have 15 working days to dispute their standing, after which the list shall be final.

Subd. 9 - Seniority for ECFE Teachers: Seniority commences on the date on which a teacher is most recently hired as an ECFE teacher. A separate seniority list will be maintained for ECFE

teachers. ECFE teachers shall not accumulate seniority on the K-12 teachers' seniority list or the preschool seniority list. ECFE teachers may only exercise seniority rights within the ECFE seniority list; they may not displace a K-12 or preschool teacher or claim a vacant K-12 or preschool position. Such list shall be posted by January 15 of each school year. ECFE teachers shall have 15 working days to dispute their standing, after which the list shall be final.

Subd. 10 - Internal Posting Process: Preschool and ECFE teachers may apply for internal transfer to K-12 positions that are posted; however, they may not grieve decisions made related to such transfer requests. A preschool or ECFE teacher obtaining a K-12 position through a transfer request process shall be moved to the K-12 seniority list and maintain the seniority date held when they were under the preschool or ECFE seniority list.

Subd. 11 - Staff Reductions and Recall: When the School District concludes that it is necessary to reduce the number of preschool or ECFE teachers, the release shall be in seniority order based on the particular teacher's applicable seniority list, unless the School District can show program justification for departing from strict seniority. Recall shall normally be in seniority order based on the particular teacher's applicable seniority list. Preschool and ECFE teachers with the greatest seniority shall be recalled first from the release list, unless the School District can show justification for departing from strict seniority.

Subd. 12 - Personnel Files: All evaluations and files relating to individual preschool or ECFE teachers shall be available during regular school business hours to each individual teacher upon his/her written request and the scheduling of a time with Human Resources to review the documents. The teacher shall have the right to reproduce any of the contents of the files at the teacher's expense and to submit for inclusion in the file written information in response to any material contained therein, provided however, the School District may destroy such files as provided by law. The School District shall expunge from a teacher's file any material found to be false or inaccurate through the grievance procedure.

ARTICLE XX - DURATION

Section 1 - Term and Reopening Negotiations

This Agreement shall remain in full force and effect for a period from July 1, 2025~~3~~, through June 30, 2027~~5~~, and thereafter until modifications are made pursuant to the P.E.L.R.A. If either party desires to modify or amend this Agreement commencing on July 1, 2025~~3~~, it shall give written notice of such intent no later than May 1, 2027~~5~~. Unless otherwise mutually agreed, the parties shall not commence negotiations more than 120 days prior to the expiration of this Agreement.

Section 2 - Effect

This Agreement constitutes the full and complete Agreement between the School District and the exclusive representative representing the teachers of the School District. The provisions herein relating to terms and conditions of employment supersede any and all prior agreements, resolutions, practices, School District policies, rules or regulations concerning terms and conditions of employment inconsistent with these provisions.

Section 3 - Finality

Any matters relating to the current contract term, whether or not referred to in this Agreement, shall not be open for negotiation during the term of this Agreement, except by mutual agreement.

Section 4 - Severability

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

IN WITNESS WHEREOF, the parties have executed this Agreement on this _____ day of ~~November 2023~~December 2025.

EDUCATION MINNESOTA - ~~–~~ HASTINGS

BY: _____
ITS PRESIDENT

HASTINGS PUBLIC SCHOOLS - ISD 200

BY: _____
SCHOOL BOARD CHAIR

BY: _____
SCHOOL BOARD VICE-CHAIR

Appendix A1 - 20253-20264 Salary Schedule

STEP	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45	MA+60 Specialist
C	50,951	52,747	54,147	55,267	57,829	59,107	60,692	62,108	63,236
D	52,310	54,145	55,597	56,810	59,507	60,900	62,542	63,823	65,116
E	53,685	55,604	57,151	58,462	61,474	62,750	64,439	65,920	67,556
F	55,397	57,421	59,158	60,683	64,337	65,807	67,579	69,279	70,994
G	57,632	59,897	61,945	63,493	67,415	69,059	70,876	72,655	74,792
H	59,173	61,583	63,888	65,459	69,955	71,538	73,465	75,782	77,457
I	60,741	63,233	65,665	67,518	72,436	74,133	76,415	78,379	80,033
J	62,078	65,525	68,086	70,262	75,565	77,371	79,555	81,785	83,607
K	63,231	66,924	69,678	72,161	77,858	79,616	81,970	84,358	86,133
M	64,093	68,721	71,547	74,109	80,506	82,430	84,662	86,760	88,905
N	64,659	70,259	73,626	76,302	83,035	84,889	87,169	89,483	91,915
O	66,614	71,664	75,099	77,404	84,230	86,259	88,608	90,896	93,282
P (o-1)	66,614	71,664	75,099	78,356	85,324	87,356	89,710	92,003	94,395
Q (o-2)	66,614	71,664	75,099	80,076	87,963	90,053	92,405	94,720	97,461
R (o-4)	66,614	71,664	75,099	81,397	89,371	91,462	93,820	96,135	98,879
S (P-L)	66,614	71,664	75,099	82,180	90,514	92,605	94,964	97,279	100,023
T (p-1)	66,614	71,664	75,099	82,446	90,781	92,871	95,230	97,545	100,289
U (p-2)	66,614	71,664	75,099	82,852	91,355	93,451	95,821	98,136	100,886
V (p-3)	66,614	71,664	75,099	83,311	92,846	94,942	97,305	99,619	102,373
W (Q-L)	66,614	71,664	75,099	84,903	93,590	95,686	98,049	100,363	104,000

Note: Effective 7.1.25 longevity has been incorporated into the schedule

NOTE: THIS SCHEDULE IS REMOVED AND REPLACED WITH THE NEW 2025-2026 SCHEDULE ABOVE

	STEP	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45	MA+60 Specialist
1	B	44,799	45,756	46,389	46,931	50,064	51,266	52,468	53,670	54,475
2	C	46,185	46,992	48,199	48,803	51,788	53,077	54,366	55,655	56,490
3	D	47,684	48,683	49,887	50,552	53,614	54,946	56,278	57,610	58,474
4	E	49,172	50,250	51,577	52,423	55,614	56,974	58,335	59,695	60,590
5	F	50,831	52,182	53,507	54,594	57,835	59,352	60,868	62,385	63,321
6	G	52,368	53,777	55,192	56,718	60,210	61,836	63,463	65,089	66,065
7	H	54,049	55,801	57,183	59,148	62,951	64,802	66,653	68,504	69,532
8	I	56,205	57,725	59,250	61,687	66,065	67,974	69,884	71,793	72,870
9	J	57,441	59,811	61,391	64,338	68,852	70,778	72,705	74,631	75,750
10	K	59,680	61,976	63,612	66,671	71,822	73,577	75,331	77,086	78,242
11	M	61,417	63,785	66,729	69,940	75,354	76,750	78,147	79,543	80,736
12	N	62,308	64,710	67,698	70,958	76,873	78,395	79,916	81,437	82,659
13	O	63,209	65,649	68,683	71,991	79,304	81,095	82,885	84,676	85,946

Longevity

14	o-1	-	-	-	*71,991*	*79,304*	*81,095*	*82,885*	*84,676*	*85,946*
15	o-2	-	-	-	*71,991*	*79,304*	*81,095*	*82,885*	*84,676*	*85,946*
16	o-4	-	-	-	*71,991*	*79,304*	*81,095*	*82,885*	*84,676*	*85,946*
17	**P-L**	**-**	**-**	**-**	**74,738**	**82,683**	**85,509**	**88,334**	**91,160**	**92,527**
18	p-1	-	-	-	*74,738*	*82,683*	*85,509*	*88,334*	*91,160*	*92,527*
19	p-2	-	-	-	*74,738*	*82,683*	*85,509*	*88,334*	*91,160*	*92,527*
20	p-3	-	-	-	*74,738*	*82,683*	*85,509*	*88,334*	*91,160*	*92,527*
21	**Q-L**	**-**	**-**	**-**	**80,238**	**87,707**	**89,613**	**91,518**	**93,424**	**94,825**

Appendix A2 - 20264-20275 Salary Schedule

STEP	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45	MA+60 Specialist
C	51,970	53,802	55,230	56,372	58,986	60,289	61,906	63,350	64,501
D	53,356	55,228	56,709	57,946	60,697	62,118	63,793	65,099	66,418
E	54,759	56,716	58,294	59,631	62,703	64,005	65,728	67,238	68,907
F	56,505	58,569	60,341	61,897	65,624	67,123	68,931	70,665	72,414
G	58,785	61,095	63,184	64,763	68,763	70,440	72,294	74,108	76,288
H	60,356	62,815	65,166	66,768	71,354	72,969	74,934	77,298	79,006
I	61,956	64,498	66,978	68,868	73,885	75,616	77,943	79,947	81,634
J	63,320	66,836	69,448	71,667	77,076	78,918	81,146	83,421	85,279
K	64,496	68,262	71,072	73,604	79,415	81,208	83,609	86,045	87,856
M	65,375	70,095	72,978	75,591	82,116	84,079	86,355	88,495	90,683
N	65,952	71,664	75,099	77,828	84,696	86,587	88,912	91,273	93,753
O	67,946	73,097	76,601	78,952	85,915	87,984	90,380	92,714	95,148
P (o-1)	67,946	73,097	76,601	79,923	87,030	89,103	91,504	93,843	96,283
Q (o-2)	67,946	73,097	76,601	81,678	89,722	91,854	94,253	96,614	99,410
R (o-4)	67,946	73,097	76,601	83,025	91,158	93,291	95,696	98,058	100,857
S (P-L)	67,946	73,097	76,601	83,824	92,324	94,457	96,863	99,225	102,023
T (p-1)	67,946	73,097	76,601	84,095	92,597	94,728	97,135	99,496	102,295
U (p-2)	67,946	73,097	76,601	84,509	93,182	95,320	97,737	100,099	102,904
V (p-3)	67,946	73,097	76,601	84,977	94,703	96,841	99,251	101,611	104,420
W (Q-L)	67,946	73,097	76,601	86,601	95,462	97,600	100,010	102,370	107,000

Note: Effective 7.1.25 longevity has been incorporated into the schedule

NOTE: THIS SCHEDULE IS REMOVED AND REPLACED WITH THE NEW 2026-2027 SCHEDULE ABOVE

STEP	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45	MA+60 Specialist
B	46,143	46,929	47,780	48,339	51,132	52,804	54,042	55,280	56,109
C	47,571	48,202	49,645	50,267	52,908	54,669	55,997	57,325	58,185
D	49,185	49,943	51,384	52,069	54,788	56,594	57,566	59,338	60,228
E	50,684	51,558	53,125	53,996	56,848	58,684	60,085	61,486	62,408
F	52,356	53,548	55,112	56,232	59,136	61,132	62,694	64,257	65,220
G	53,839	55,191	56,548	58,420	61,582	63,691	65,367	67,042	68,047
H	55,570	57,175	58,499	60,922	64,406	66,346	68,653	70,559	71,618
I	57,891	59,157	61,027	63,537	67,613	69,614	71,580	73,947	75,056
J	59,205	61,405	63,232	66,268	70,484	72,502	74,486	76,370	77,523
K	61,471	63,636	65,521	68,671	73,543	75,384	77,191	78,899	80,090
M	63,260	65,498	68,731	70,879	77,181	79,053	80,491	81,429	82,658
N	64,177	66,785	69,729	73,087	78,746	80,747	82,313	83,380	84,638
O	65,308	67,649	70,743	74,150	81,683	83,528	85,372	87,216	88,525

Longevity

o-1	-	-	-	*74,150*	*82,304*	*84,095*	*85,372*	*87,676*	*88,525*
o-2	-	-	-	*74,150*	*82,304*	*84,095*	*85,885*	*87,676*	*88,946*
o-4	-	-	-	*74,150*	*82,304*	*84,095*	*85,885*	*87,676*	*88,946*
P-L	**-**	**-**	**-**	**76,981**	**85,683**	**88,509**	**91,334**	**94,160**	**95,527**
p-1	-	-	-	*76,981*	*85,683*	*88,509*	*91,334*	*94,160*	*95,527*
p-2	-	-	-	*76,981*	*85,683*	*88,509*	*91,334*	*94,160*	*95,527*
p-3	-	-	-	*76,981*	*85,683*	*88,509*	*91,334*	*94,160*	*95,527*
Q-L	**-**	**-**	**-**	**83,238**	**90,707**	**92,613**	**94,518**	**96,424**	**97,825**

Appendix B - Supplementary Compensation Rates

All rates specified below are on an hourly basis, rounded up/down to the nearest quarter, unless otherwise indicated and shall be effective from July 1 through June 30 of the years indicated.

	20253-20264	20264-20275
Extra Class Offered for Credit*	FTE prorated at Teacher's regular step and lane	
Evening Classes	$37.00	$37.00
Homebound Instruction	$37.00	$37.00
Summer School – HS	$37.00	$37.00
Summer School - Elementary/MS/ESY (Stipend paid over period of summer school)**	$1,900	$1,900
Regular Staff Subbing During Prep or Covering a Colleague's Classroom***	$50.00	$50.00
Loss of Prep Time	$50.00	$50.00
Lunchroom Supervision	$37.00	$37.00
Curricular Work	$37.00	$37.00
Workshop/Staff Development (Outside of working day)	$37.00	$37.00
PLC (Part-time staff required to report for PLC)	$37.00	$37.00
In-service	$37.00	$37.00

* Assignments may be made by mutual consent except in emergency situations
** Pay will be pro-rated based on the number of days if employee is absent.
*** Rounds to the nearest half hour

Appendix C - Co-Curricular Salaries

The schedules in this Appendix are used to determine compensation only. The positions that will be filled and the number of positions filled will be determined yearly by the School Board based on need and funding through the budget.

Athletics - High School and Middle School

	253-264	264-275
Athletic Director - Middle School	7,134	7,134
Equipment Manager - High School	6,849	6,849
Weight Room - High School	5,047	5,047
Baseball		
Head Coach	6,087	6,087
Junior Varsity	4,101	4,101
B Squad	4,065	4,065
9th Grade	3,395	3,395
Middle School (gr 7 & 8)	2,383	2,383
Basketball - Boys		
Head Coach	7,134	7,134
Assistant	5,343	5,343
B Squad	5,030	5,030
9th Grade	4,883	4,883
Middle School (gr 7 & 8)	2,891	2,891
Basketball - Girls		
Head Coach	7,134	7,134
Assistant	5,343	5,343
B Squad	5,030	5,030
9th Grade	4,883	4,883
Middle School (gr 6 - 8)	2,891	2,891
Cross Country - Boys & Girls		
Head Coach	5,177	5,177
Assistant	3,846	3,846
Middle School (gr 5 - 8)	2,362	2,362
Football		
Head Coach	7,134	7,134
Assistant	5,343	5,343
B Squad-Head	4,883	4,883
B Squad-Assistant	4,319	4,319
9th Grade	4,319	4,319
Middle School (gr 7 & 8)	2,625	2,625

Appendix C - Co-Curricular Salaries (Cont'd)

Athletics - High School and Middle School (Cont'd)

	253-264	264-275
Golf - Boys		
Head Coach	4,483	4,483
Assistant-JV	3,191	3,191
Golf - Girls		
Head Coach	4,483	4,483
Assistant-JV	3,191	3,191
Gymnastics		
Head Coach	5,584	5,584
Assistant	4,169	4,169
Hockey – Boys		
Head Coach	7,128	7,128
Assistant	5,334	5,434
Junior Varsity	5,272	5,272
Hockey - Girls		
Head Coach	7,128	7,128
Assistant	5,434	5,434
Junior Varsity	5,272	5,272
Lacrosse - Boys		
Head Coach	6,087	6,087
Assistant	4,373	4,373
Lacrosse - Girls		
Head Coach	6,087	6,087
Assistant	4,373	4,373
Skiing-Nordic or Cross Country		
Head Coach	5,306	5,306
Assistant	3,990	3,990
Middle School (gr 7 & 8)	1,918	1,918
Skiing-Alpine or Slalom		
Head Coach	5,177	5,177
Assistant	4,455	4,455

APPENDIX C - CO-CURRICULAR SALARIES (Cont'd)

Athletics - High School and Middle School (Cont'd)

	253-264	264-2745
Soccer - Boys		
Head Coach	6,087	6,087
Junior Varsity/B Squad	3,982	3,982
C Squad	3,368	3,368
Middle School (gr 6 - 8)	2,378	2,378
Soccer - Girls		
Head Coach	6,087	6,087
Junior Varsity/B Squad	3,982	3,982
C Squad	3,368	3,368
Middle School (gr 6 - 8)	2,378	2,378
Softball		
Head Coach	6,087	6,087
Assistant	4,101	4,101
B Squad	4,064	4,064
9th grade	3,394	3,394
Middle School (gr 7 & 8)	2,383	2,383
Swimming - Boys		
Head Coach	6,849	6,849
Assistant	4,883	4,883
Dive	2,897	2,897
Swimming - Girls		
Head Coach	6,849	6,849
Assistant	4,883	4,883
Dive	2,897	2,897
Middle School (gr 5 - 8)	2,897	2,897
Tennis - Boys		
Head Coach	4,695	4,695
B Squad	3,707	3,707
Middle School (gr 5 - 8)	2,362	2,362
Tennis - Girls		
Head Coach	4,695	4,695
B Squad	3,707	3,707
Middle School (gr 6 - 8)	2,362	2,362
Middle School (gr 5)	1,417	1,417
Track & Field - Boys		
~~Head Coach (Middle School Only)~~	~~6,087~~	~~6,087~~
Head Coach Boys and Girls Combined (High School Only)	7,081	7,081
Assistant	4,373	4,373
Middle School (gr 5 - 8)	2,517	2,517

APPENDIX C - CO-CURRICULAR SALARIES (Cont'd)

Athletics - High School and Middle School (Cont'd)

	253-264	264-275
Track & Field - Girls		
~~Head Coach (Middle School Only)~~	~~6,087~~	~~6,087~~
Assistant	4,373	4,373
Middle School (gr 6 - 8)	2,517	2,517
Middle School (gr 5)	1,511	1,511
Volleyball		
Head Coach	5,373	5,373
Junior Varsity	4,072	4,072
B Squad	3,992	3,992
9th grade	3,269	3,269
Middle School (gr 7 & 8)	2,362	2,362
Wrestling		
Head Coach	7,134	7,134
Junior Varsity	5,726	5,726
9th grade	4,883	4,883
Middle School (gr 5)	2,168	2,168
Middle School (gr 6 - 8)	3,612	3,612

Music, Drama, Speech & Clubs - High School

	253-264	264-275
Musical Production		
Artistic Director	4,230	4,230
Choreographer	1,589	1,589
Musical Director	3,252	3,252
Technical Director	3,027	3,027
Full Length Play Production		
Artistic Director	4,230	4,230
Technical Director	3,027	3,027
Publications		
Yearbook Advisor (offered as a class)	3,865	3,865
Yearbook Assistant Advisor	3,470	3,470

APPENDIX C - CO-CURRICULAR SALARIES (Cont'd)

Music, Drama, Speech & Clubs - High School (Cont'd)

	253-264	264-275
Music Activities		
Band Director (gr 9 - 12)	1,846	1,846
Marching Band Director - Fall (gr 9 - 12)	4,125	4,125
Marching Band Director - Summer (gr 9 - 12)	4,125	4,125
Pep Band Director (gr 9 - 12)	1,846	1,846
Color Guard - Summer (gr 9 - 12)	3,722	3,722
Color Guard - Fall (gr 9 - 12)	3,722	3,722
Drum Line - Summer (gr 9 - 12)	3,722	3,722
Drum Line - Fall (gr 9 - 12)	3,722	3,722
Jazz Ensembles (gr 9 - 12)	4,125	4,125
Orchestra Director (gr 5 - 12)	1,846	1,846
Orchestra Pit Performers (5 @ $753/$768)	3,842	3,842
Vocal Director (gr 9 - 12)	1,846	1,846
Vocal Jazz Ensembles (gr 9 - 12)	4,125	4,125
Riverside Company	5,868	5,868
Show Choir Choreographer	1,796	1,796
Dynamic Edition	4,029	4,029
Assistant Show Choir Director (to both show choirs)	4,029	4,029
Other High School		
FFA (Hort) Advisor	2,577	2,577
Knowledge Bowl Coach	2,867	2,867
National Honor Society Advisor	3,052	3,052
Peer Helper	3,052	3,052
Student Council Advisor	3,052	3,052
Clubs		
Creative Arts Club	1,796	1,796
Drama Club	1,796	1,796
French Honor Club	1,796	1,796
GSA	1,796	1,796
Spanish Club	1,796	1,796
Spanish Honor Club	1,796	1,796
Technology Club	1,796	1,796
Youth in Government Club	1,796	1,796
Link Crew (gr 9)	1,796	1,796

Music, Drama, Speech & Clubs - Middle School

	253-264	264-275
Musical Production		
Artistic Director	2,929	2,929
Technical Director	1,697	1,697
Musical Director	1,816	1,816
Full Length Play Production		
Artistic Director	2,929	2,929
Technical Director	1,697	1,697
Line Coach	432	432
Season Play		
Play Director	2,020	2,020
Assistant Director	858	858
Rookie Plays - Director	942	942
Speech Team - Director	3,141	3,141
Publications - Annual	2,886	2,886
Music Activities		
Band Director	1,524	1,524
Orchestra Director (gr 5, 6, 7 & 8)	1,524	1,524
Vocal Director (gr 7 & 8)	1,524	1,524
Vocal Director (gr 5 & 6)	1,524	1,524
Jazz Ensembles (gr 6, 7 & 8)	1,816	1,816
Spiral Singers (gr 6, 7 & 8)	1,816	1,816
Student Council	1,821	1,821
Knowledge Bowl	1,821	1,821
Clubs		
Art Club	1,821	1,821
Future Teachers	1,821	1,821
Geography Club	1,821	1,821
Math Club	1,821	1,821
Outdoor Club	1,821	1,821
Robotics	1,821	1,821
Science Olympiad	1,821	1,821
U-Crew	1,821	1,821
Writing Center	1,821	1,821
Youth in Government	1,821	1,821
~~PBIS/Raider Way~~	~~1,821~~	~~1,821~~
WEB (Where Everyone Belongs)	1,796	1,796

Music - Elementary Schools

	253-264	264-275
Morning Elementary Choir Program	1,271	1,271

Appendix D - Severance Qualification

The following teachers shall qualify for contribution under Article XVI, Section 2.

Cooper, Carlyn
Destross, Jeff
Dewall, John
Hanson, James
~~Ruder, William~~
~~Westre, Margaret~~

Appendix E1 - Tier 4 Teacher Contract

TIER 4 TEACHER CONTRACT

The School Board of Independent School District No. 200, Hastings, State of Minnesota ("School Board" or "School District"), enters into this Contract with _____("Teacher"), a legally qualified Tier 4 licensed teacher pursuant to Minnesota Statutes section 122A.183 and Minnesota Statutes section 122A.40 who agrees to teach in the public schools of said District as _____ for the school year 20___ to 20___.

The following provisions shall apply and are a part of this Contract:

1. Basic Services: Teacher shall faithfully perform the services prescribed by the School Board, or its designated representative(s), whether or not such services are specifically described in this Contract, abide by the rules and regulations as established by the School Board and the State of Minnesota, and any additions or amendments thereto, for the annual salary indicated below, and agrees to teach for the School District as assigned in such grades or subjects for which Teacher has the necessary license.

2. Duration: This Contract is subject to the provisions of Minnesota Statutes section 122A.184 and Minnesota Statutes section 122A.40, as amended, and to all laws, rules, and regulations of the State of Minnesota relevant to qualification, licensure, employment, termination, and discharge of teachers for cause. After Teacher attains continuing contract status, this Contract shall remain in full force and effect except if terminated, modified by mutual consent of the School Board and Teacher, or ended by written resignation pursuant to Minnesota Statutes section 122A.40.

3. Tier 4 License: Teacher must maintain a Minnesota Tier 4 Teaching License under Minnesota Statutes section 122A.184 from the Professional Educator Licensing and Standards Board for the duration of this Contract. Unless otherwise agreed by the School District, if Teacher does not have a Tier 4 Teaching License by the first day of the school year, this Contract will be null and void and Teacher shall be entitled to no compensation or other benefits. If Teacher is approved for a Tier 1, 2, or 3 Teaching License but not Tier 4, the School Board may, in its sole discretion, enter into a Tier 1, 2, or 3 Teacher Contract with Teacher. If Teacher's Tier 4 License is revoked or suspended at any time during the school year for any reason, Teacher's employment with the School District shall be immediately terminated for cause unless Teacher can immediately cure the revocation or suspension or clearly demonstrate the action was done in error.

4. Duty Year: Teacher's duty year shall be as adopted by the School Board, and Teacher agrees to teach on those legal holidays which the School Board is authorized to conduct school if the School Board so determines. In the event a duty day is lost due to any emergency, Teacher agrees to perform duties on such other day in lieu thereof as determined by the School Board.

5. Additional Services: The School Board, or its designated representative(s), may assign Teacher to extra-curricular, co-curricular, or other assignments, subject to established compensation for such services that exceed the services authorized in paragraph 1. Said extra-curricular, co-curricular, or other assignments may be described in this paragraph 5 or by letter of assignment, together with a recitation of this compensation, if any, to be paid for said assignment. The School Board, or its designated representative(s), may make any additions or amendments during the duty year as shall be necessary. Said extra-curricular, co-curricular, or other assignments and compensation, if any, for such assignment shall not become a part of Teacher's continuing contract rights unless the words "continuing contract" are recorded immediately following the assignment.

In addition, Teacher agrees to perform the following additional services for the additional salary indicated:

Additional Service

	Additional Compensation
1._____	$_____
2._____	$_____
3._____	$_____

6. Reference: This Contract shall be subject to the agreement between the School District and the exclusive representative of teachers and the provisions of the Public Employment Labor Relations Act, as amended.

7. Compensation: In consideration thereof, the School Board agrees to pay said Teacher the following annual salary:

   $_____ For basic services.
   $_____ For additional services as set forth in paragraph 5.
   $_____ Total salary, exclusive of fringe benefits.

   Teacher's total salary shall be paid as authorized and in such installments during the term of the year as may be determined by appropriate School Board policy or procedure. This Contract shall be effective only after it has been authorized by the School Board in appropriate action, recorded in its minutes, and executed by the parties.

8. Choice of Law and Severability: This Contract shall be governed by the laws of the State of Minnesota, regardless of whether any change occurs in Teacher's domicile or status as a resident of Minnesota. If any part of this Contract is construed to be unenforceable or in violation of any applicable law, the remaining portions of the Contract will remain in full force and effect.

9. Waiver: Waiver by the School Board or Teacher of any term or condition of this Contract or any breach will not constitute a waiver of any other term or condition or breach of this Contract.

By signing below, each party acknowledges that is has read this Contract, understands its terms and conditions, and intends to be legally bound by the terms and conditions.

IN WITNESS WHEREOF,
I have subscribed my signature
this _____ day of _____,
20_____.

_____
Teacher

IN WITNESS WHEREOF,
we have subscribed our signatures
this ____ day of _____,
20_____.

_____
School Board Chair

_____
School Board Clerk

Appendix E2 - Tier 3 Teacher Contract

TIER 3 TEACHER CONTRACT

The School Board of Independent School District No. 200, Hastings, State of Minnesota ("School Board" or "School District"), enters into this Contract with _____ ("Teacher"), a legally qualified Tier 3 licensed teacher pursuant to Minnesota Statutes section 122A.183 and Minnesota Statutes section 122A.40 who agrees to teach in the public schools of said District as _____ for the school year 20___ to 20___.

The following provisions shall apply and are a part of this Contract:

1. Basic Services: Teacher shall faithfully perform the services prescribed by the School Board, or its designated representative(s), whether or not such services are specifically described in this Contract, abide by the rules and regulations as established by the School Board and the State of Minnesota, and any additions or amendments thereto, for the annual salary indicated below, and agrees to teach for the School District as assigned in such grades or subjects for which Teacher has the necessary license.

2. Duration: This Contract is subject to the provisions of Minnesota Statutes section 122A.183 and Minnesota Statutes section 122A.40, as amended, and to all laws, rules, and regulations of the State of Minnesota relevant to qualification, licensure, employment, termination, and discharge of teachers for cause. If Teacher attains continuing contract status, this Contract shall remain in full force and effect except if terminated, modified by mutual consent of the School Board and Teacher, or ended by written resignation pursuant to Minnesota Statutes section 122A.40.

3. Tier 3 License: Teacher must maintain a Minnesota Tier 3 Teaching License under Minnesota Statutes section 122A.183 from the Professional Educator Licensing and Standards Board for the duration of this Contract. Unless otherwise agreed by the School District, if Teacher does not have a Tier 3 Teaching License by the first day of the school year, this Contract will be null and void and Teacher shall be entitled to no compensation or other benefits. If Teacher is approved for a Tier 1 or 2 Teaching License but not Tier 3, the School Board may, in its sole discretion, enter into a Tier 1 or 2 Teacher Contract with Teacher. If Teacher's Tier 3 License is revoked or suspended at any time during the school year for any reason, Teacher's employment with the School District shall be immediately terminated for cause unless Teacher can immediately cure the revocation or suspension or clearly demonstrate the action was done in error.

4. Duty Year: Teacher's duty year shall be as adopted by the School Board, and Teacher agrees to teach on those legal holidays on which the School Board is authorized to conduct school if the School Board so determines. In the event a duty day is lost due to any emergency, Teacher agrees to perform duties on such other day in lieu thereof as determined by the School Board.

5. Additional Services: The School Board, or its designated representative(s), may assign Teacher to extra-curricular, co-curricular, or other assignments, subject to established compensation for such services that exceed the services authorized in paragraph 1. Said extra-curricular, co-curricular, or other assignments may be described in this paragraph 5 or by letter of assignment, together with a recitation of the compensation, if any, to be paid for said assignment. The School Board, or its designated representative(s), may make any additions or amendments during the duty year as shall be necessary. Said extra-curricular, co-curricular, or other assignments and compensation, if any, for such assignment shall not become a part of Teacher's continuing contract rights unless the words "continuing contract" are recorded immediately following the assignment.

Teacher agrees to perform the following additional services for the additional salary indicated:

Additional Service

	Additional Compensation
1._____	$_____
2._____	$_____
3._____	$_____

6. Reference: This Contract shall be subject to the agreement between the School District and the exclusive representative of teachers, and the provisions of the Public Employment Labor Relations Act, as amended.

7. Compensation: In consideration thereof, the School Board agrees to pay Teacher the following annual salary:

$_____ For basic services.
$_____ For additional services as set forth in paragraph 5.
$_____ Total salary, exclusive of fringe benefits.

Teacher's total salary shall be paid as authorized and in such installments during the term of the year as may be determined by appropriate School Board policy or procedure. This Contract shall be effective only after it has been authorized by the School Board in appropriate action, recorded in its minutes, and executed by the parties.

8. Choice of Law and Severability**:** This Contract shall be governed by the laws of the State of Minnesota, regardless of whether any change occurs in Teacher's domicile or status as a resident of Minnesota. If any part of this Contract is construed to be unenforceable or in violation of any applicable law, the remaining portions of the Contract will remain in full force and effect.

9. Waiver: Waiver by the School Board or Teacher of any term or condition of this Contract or any breach will not constitute a waiver of any other term or condition or breach of this Contract.

By signing below, each party acknowledges that it has read this Contract, understands its terms and conditions, and intends to be legally bound by the terms and conditions.

IN WITNESS WHEREOF,
I have subscribed my signature
this _____ day of _____,
20_____.

_____
Teacher

IN WITNESS WHEREOF,
we have subscribed our signatures
this ____ day of _____,
20_____.

_____
School Board Chair

_____
School Board Clerk

Appendix E3 - Tier 2 Teacher Contract

TIER 2 TEACHER CONTRACT

The School Board of Independent School District No. 200, Hastings, State of Minnesota, ("School Board" or "School District"), enters into this Contract with_____ ("Teacher"), a legally qualified Tier 2 licensed teacher pursuant to Minnesota Statutes section 122A.182 who agrees to teach in the public schools of said District as _____ for the school year 20___ to 20___.

The following provisions shall apply and are a part of this Contract:

1. Basic Services: Teacher shall faithfully perform the services prescribed by the School Board, or its designated representative(s), whether or not such services are specifically described in this Contract, abide by the rules and regulations as established by the School Board and the State of Minnesota, and any additions or amendments thereto, for the annual salary indicated below, and agrees to teach for the School District as assigned in such grades or subjects for which Teacher has the necessary license.

2. Duration: The duration of this Contract shall be from _____ to _____ [not later than June 30]. This Contract is subject to the provisions of Minnesota Statutes section 122A.182 and to all applicable laws, rules, and regulations of the State of Minnesota. This Contract may be terminated by the School Board, ended by written resignation by Teacher, or modified by mutual consent of the School Board and Teacher.

3. Tier 2 License: Teacher must maintain a Minnesota Tier 2 Teaching License under Minnesota Statutes section 122A.182 from the Professional Educator Licensing and Standards Board for the duration of this Contract. Unless otherwise agreed by the School District, if Teacher does not have a Tier 2 Teaching License by the first day of the school year, this Contract will be null and void and Teacher shall be entitled to no compensation or other benefits. If Teacher is approved for a Tier 1 Teaching License but not Tier 2, the School Board may, in its sole discretion, enter into a Tier 1 Teacher Contract with Teacher. If Teacher's Tier 2 License is revoked or suspended at any time during the school year for any reason, Teacher's employment with the School District shall be immediately terminated for cause unless Teacher can immediately cure the revocation or suspension or demonstrate the action was done in error.

4. Employment Status: During the term of this Contract, Teacher will be in the teacher bargaining unit. Teacher will not have continuing contract rights under Minnesota Statutes section 122A.40.

5. Duty Year: Teacher's duty year shall be as adopted by the School Board, and Teacher agrees to teach on those legal holidays on which the School Board is authorized to conduct school if the School Board so determines. In the event a duty day is lost due to any emergency, Teacher agrees to perform duties on such other day in lieu thereof as determined by the School Board.

6. Additional Services: The School Board, or its designated representative(s), may assign Teacher to extra-curricular, co-curricular, or other assignments, subject to established compensation for such services that exceed the services authorized in paragraph 1. Said extra-curricular, co-curricular, or other assignments may be described in this paragraph 6 or by letter of assignment, together with a recitation of the compensation, if any, to be paid for said assignment. The School Board, or its designated representative(s), may make any additions or amendments during the duty year as shall be necessary. These assignments shall not extend beyond the duration of this Contract.

Teacher agrees to perform the following additional services for the additional salary indicated:

Additional Service

	Additional Compensation
1._____	$_____
2._____	$_____
3._____	$_____

7. Reference: This Contract may be subject to the agreement between the School District and the exclusive representative of teachers, to the extent it is applicable to Tier 2 teachers, and the provisions of the Public Employment Labor Relations Act, as amended.

8. Compensation: In consideration thereof, the School Board agrees to pay Teacher the following annual salary:

$_____ For basic services.
$_____ For additional services as set forth in paragraph 5.
$_____ Total salary, exclusive of fringe benefits.

Teacher's total salary shall be paid as authorized and in such installments during the term of the year as may be determined by appropriate School Board policy or procedure. This Contract shall be effective only after it has been authorized by the School Board in appropriate action, recorded in its minutes, and executed by the parties.

9. Choice of Law and Severability**:** This Contract shall be governed by the laws of the State of Minnesota, regardless of whether any change occurs in Teacher's domicile or status as a resident of Minnesota. If any part of this Contract is construed to be unenforceable or in violation of any applicable law, the remaining portions of the Contract will remain in full force and effect.

10. Waiver: Waiver by the School Board or Teacher of any term or condition of this Contract or any breach will not constitute a waiver of any other term or condition or breach of this Contract.

By signing below, each party acknowledges that it has read this Contract, understands its terms and conditions, and intends to be legally bound by the terms and conditions.

IN WITNESS WHEREOF,
I have subscribed my signature
this _____ day of _____,
20_____.

_____
Teacher

IN WITNESS WHEREOF,
we have subscribed our signatures
this ____ day of _____,
20_____.

_____
School Board Chair

_____
School Board Clerk

Appendix E4 - Tier 1 Teacher Contract

TIER 1 TEACHER CONTRACT

The School Board of Independent School District No. 200, Hastings, State of Minnesota, ("School Board" or "School District"), enters into this Contract with _____ ("Teacher"), a legally qualified Tier 1 licensed teacher pursuant to Minnesota Statutes section 122A.181 who agrees to teach in the public schools of said District as _____ for the school year 20___ to 20___.

The following provisions shall apply and are a part of this Contract:

1. Basic Services: Teacher shall faithfully perform the services prescribed by the School Board, or its designated representative(s), whether or not such services are specifically described in this Contract, abide by the rules and regulations as established by the School Board and the State of Minnesota, and any additions or amendments thereto, for the annual salary indicated below, and agrees to teach for the School District as assigned in such grades or subjects for which Teacher has the necessary license.

2. Duration: The duration of this Contract shall be from _____ ~~to~~ to _____ [*not later than June 30*]. This Contract is subject to the provisions of Minnesota Statutes section 122A.181 and to all applicable laws, rules, and regulations of the State of Minnesota. This Contract may be terminated by the School Board, modified in writing by mutual consent of the School Board and Teacher, or ended by written resignation of Teacher.

3. Tier 1 License: Teacher must maintain a Minnesota Tier 1 Teaching License under Minnesota Statutes section 122A.181 from the Professional Educator Licensing and Standards Board for the duration of this Contract. Unless otherwise agreed by the School District, if Teacher does not have a Tier 1 Teaching License by the first teacher duty day of the school year, this Contract will be null and void and Teacher shall be entitled to no compensation or other benefits provided by this Contract. If Teacher's Tier 1 License is revoked or suspended at any time during the school year for any reason, Teacher's employment with the School District shall be immediately terminated for cause unless Teacher can immediately cure the revocation or suspension or demonstrate the action was done in error.

4. Employment Status and Termination: During the term of this Contract, Teacher will be in the teacher bargaining unit. Teacher will not have continuing contract or other rights under Minnesota Statutes section 122A.40, and will not earn credit toward the probationary period necessary to obtain continuing contract rights.

5. Duty Year: Teacher's duty year shall be as adopted by the School Board, and Teacher agrees to teach on those legal holidays on which the School Board is authorized to conduct school if the School Board so determines. In the event a duty day is lost due to any emergency, Teacher agrees to perform duties on such other day in lieu thereof as determined by the School Board.

6. Additional Services: The School Board, or its designated representative(s), may assign Teacher to extra-curricular, co-curricular, or other assignments, subject to established compensation for such services that exceed the services authorized in paragraph 1. Said extra-curricular, co-curricular, or other assignments may be described in this paragraph 6 or by letter of assignment, together with a recitation of the compensation, if any, to be paid for said assignment. The School Board, or its designated representative(s), may make any additions or amendments during the duty year as shall be necessary. These assignments shall not extend beyond the duration of this Contract.

Teacher agrees to perform the following additional services for the additional salary indicated:

Additional Service	Additional Compensation
1._____	$_____
2._____	$_____
3._____	$_____

7. Compensation: In consideration thereof, the School Board agrees to pay Teacher the following annual salary:

$_____	For basic services.
$_____	For additional services as set forth in paragraph 6.
$_____	Total salary, exclusive of fringe benefits.

Teacher's total salary shall be paid as authorized and in such installments during the term of the year as may be determined by appropriate School Board policy or procedure. This Contract shall be effective only after it has been authorized by the School Board in appropriate action, recorded in its minutes, and executed by the parties.

8. Reference: This Contract may be subject to the agreement between the School District and the exclusive representative of teachers, to the extent it is applicable to Tier 1 teachers, and the provisions of the Public Employment Labor Relations Act, as amended.

9. Choice of Law and Severability: This Contract shall be governed by the laws of the State of Minnesota, regardless of whether any change occurs in Teacher's domicile or status as a resident of Minnesota. If any part of this Contract is construed to be unenforceable or in violation of any applicable law, the remaining portions of the Contract will remain in full force and effect.

10. Waiver: Waiver by the School Board or Teacher of any term or condition of this Contract or any breach will not constitute a waiver of any other term or condition or breach of this Contract.

By signing below, each party acknowledges that it has read this Contract, understands its terms and conditions, and intends to be legally bound by the terms and conditions.

IN WITNESS WHEREOF, I have subscribed my signature this ____ day of _____, 20____

_____
Teacher

IN WITNESS WHEREOF, we have subscribed our signatures this ____ day of _____, 20_____.

_____
School Board Chair

_____
School Board Clerk

Appendix F - Grievance Procedure

BMS Grievance Procedure

Application

This grievance procedure shall be applicable whenever a public employer and the exclusive representative of public employees cannot reach agreement on a grievance procedure as required by Minnesota Statutes 179A.20.

Definitions

Grievance: "Grievance" means a dispute or disagreement as to the interpretation or application of any term or terms of any contract required under Minnesota Statutes 179A.20.

Days: "Days" means calendar days excluding Saturday, Sunday and legal holidays as defined by Minnesota Statute.

Service: "Service" means personal service or by certified mail.

Reduced to Writing: "Reduced to Writing" means a concise statement outlining the nature of the grievance, the provision(s) of the contract in dispute and the relief requested.

Small Group of Employees: "Small Group of Employees" means a group of employees consisting of five or less.

Answer: "Answer" means a concise response outlining the employer position on the grievance.

Step I

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

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

Step II

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

Step III

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

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

Step IV

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

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

The decision of the arbitrator shall be final and binding on all parties to the dispute unless the decision violates any provision of the Laws of Minnesota or rules or regulations promulgated thereunder, or municipal charters or ordinances or resolutions enacted pursuant thereto, or which causes a penalty to be incurred thereunder. The decision shall be issued to the parties by

the arbitrator and a copy shall be filed with the Bureau of Mediation Services, State of Minnesota.

Processing of all grievances shall be during the normal work day whenever possible, and the employee(s) shall not lose wages due to the necessary participation. For purposes of this paragraph, employees entitled to wages during their necessary participation in a grievance proceedings are as follows:

a. The number of employees equal to the number of persons participating in the grievance proceeding on behalf of the public employer; or

b. If the number of persons participating on behalf of the public employer is less than three, three employees may still participate in the proceedings without loss of wages.

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

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

HASTINGS PUBLIC SCHOOLS – ISD #200
GRIEVANCE FORM

GENERAL INFORMATION

Employee Name: Date Grievance Filed:

Phone Number: Email Address:

Position: Classification:

Building: Department:

Supervisor: Grievance Representative (if any):

GRIEVANCE STEP

Step 1 ☐

Step 2– ☐ Note: Step 2 grievance must be filed within 15 days of first informal Step 1 meeting

Date of Step 1 Meeting: _____ Administrator: _____

Step 3 ☐ Note: Step 3 grievance must be filed within 15 days of first Step 2 meeting

Date of Step 2 Meeting: _____ Administrator: _____

NATURE OF GRIEVANCE

Date of Event Giving Rise to the Grievance:

Basis for the Grievance (Attach additional sheets if needed):

Alleged Violations of Contract (Please include Article, Section and Subd.):

DESIRED REMEDY

Please describe the desired outcome or remedy sought:

SIGNATURES

Signature of Employee: _____ Date: _____

Signature of Exclusive Rep: _____ Date: _____

Memorandum of Understanding - Sick Leave Bank

This Memorandum of Understanding is entered into between Independent School District No. 200, Hastings, Minnesota (hereinafter referred to as the "School District") and Education Minnesota-Hastings (hereinafter referred to as the "Association").

WHEREAS, the School District and the Association mutually agree that there is benefit in maintaining a Sick Leave Bank for teachers of the School District; and

WHEREAS, the terms of the Sick Leave Bank were developed collaboratively by School District and Association representatives; and

WHEREAS, during the period of this MOU, Article XII, Section 1, Sick Leave, Subd. 9 of the Master Agreement shall be suspended and the terms of the Sick Leave Bank provided in this MOU will apply.

NOW THEREFORE, it is mutually agreed by and between the undersigned parties that the terms of the Sick Leave Bank shall go into effect upon the ratification of the 2021-2023 Master Agreement and continue until the ratification of the 2025-2027 Master Agreement, with the following terms:

Purpose
The purpose of the Sick Leave Bank is to provide additional sick leave to those teachers who have exhausted their paid leave and have a catastrophic accident, illness, or serious recurring illness, necessitating extended absence.

Membership
Teachers shall be allowed to contribute a maximum of one day of sick leave during each donation period.
Teachers are not required to donate to the Sick Leave Bank to be eligible to use days.
Leave contributed to the Sick Leave Bank is not taxed or tax deductible to the donor, is non-refundable, and contributions are irrevocable.
If at any time the balance in the Sick Leave Bank goes below 20 days, the School District will organize a donation period.

Qualification
To qualify for the Sick Leave Bank, the teacher must have exhausted their personal sick leave accrual and other paid leave available to them (e.g. discretionary leave); and
To qualify as a catastrophic accident or illness, for the purposes of this Sick Leave Bank, the teacher must:

- Need leave to meet the waiting period for Long Term Disability; or
- Need leave to cover an extended period of absence resulting from an accident with major injury and/or a serious health condition, as defined under the FMLA; or
- Need leave to cover intermittent absences resulting from an ongoing, recurring illness/serious health condition, as defined under the FMLA; or
- Be required to provide care for the serious health condition (as defined under the FMLA) of a spouse, child, or parent, whether for an extended period of time or on a recurring basis; and

Written verification by the attending physician is required.

Maximum Eligibility
Teachers shall be eligible to use up to a maximum of ten days per school year from the Sick Leave Bank, for qualifying absences. If additional days are needed, approval must be mutually agreed to by Human Resources and the Association President.

Exclusions
With the exception of FMLA or medical leave, teachers on leave are not eligible to access the Sick Leave Bank.
A teacher who is collecting benefits from Long Term Disability or Workers Compensation will not be eligible.
A teacher who is absent for treatment and/or surgery that is considered elective in nature will not be eligible.

Part-time Teachers
Teachers who are part of the plan and work less than full-time shall be eligible for benefits only for the pro rata portion of the school day for which they are employed.

Administration
A teacher must apply for benefits under the Sick Leave Bank by submitting a leave request through the Absent Management (Frontline/AESOP) leave system.
The Sick Leave Bank will be administered by Human Resources.

If, in reviewing eligibility, it is determined that a request does not qualify, Human Resources will review the request with the Association President prior to denial. If there is not mutual agreement, the matter will be referred to the Superintendent for final determination.

Eligibility decisions related to the qualification for use of days from the Sick Leave Bank are not subject to the grievance procedures.

HASTINGS PUBLIC SCHOOLS - ISD 200 EDUCATION MINNESOTA - HASTINGS

DATE: _____ DATE: _____

BY: _____ BY: _____
FOR THE SCHOOL DISTRICT ITS PRESIDENT

Memorandum of Understanding - Tax Deferral of Severance

This Memorandum of Understanding is entered into between Independent School District No. 200, Hastings, Minnesota (hereinafter referred to as the "School District") and Education Minnesota-Hastings (hereinafter referred to as the "Association").

Whereas, the Association and the School District recognize the tax advantages of the tax deferral of severance for both the employer and the teacher.

Be it therefore resolved that the parties agree to the following:

1. An amount equal to the value of 100% of the amount defined in the parties' collective bargaining agreement will be placed into a post-retirement health care savings plan and the remaining 0% will be placed into the retiree's 403(b) plan. The provider of the post-retirement health care savings plan shall be the Minnesota State Retirement System. The retiree will not receive any direct payment from the School District for severance pay.

2. By September 1, the School District will deposit the full amount of the contribution to the Minnesota Health Care Savings Plan.

3. This is the full and complete agreement of the parties on this issue; there are no other oral or implied agreements.

4. This agreement does not set any precedent for any future issue.

HASTINGS PUBLIC SCHOOLS - ISD 200	EDUCATION MINNESOTA - HASTINGS
DATE: _____	DATE: _____
BY: _____	BY: _____
FOR THE SCHOOL DISTRICT	ITS PRESIDENT

Memorandum of Understanding - Early Childhood Special Ed Stretch Calendar

This Memorandum of Understanding is entered into between Independent School District No. 200, Hastings, Minnesota (hereinafter referred to as the "School District") and Education Minnesota-Hastings (hereinafter referred to as the "Association").

Birth to Three Early Childhood Special Education (ECSE) teachers, occupational therapists, speech & language pathologist, hereinafter "Teachers", will provide services through a stretch school calendar which starts July 1 and ends June 30. Their yearly period of employment shall not exceed the number of required calendar work days in the 2025~~3~~-2027~~5~~ Master Agreement. The Teachers, shall provide services during the summer months for consistent programming as assigned by April 30.

Teachers working a stretch calendar will have full access to their classrooms/offices and materials on the days they are scheduled to work during the summer.

All the terms of the Master Agreement will apply to Teachers working the 12~~-~~month stretch calendar.

The stretch calendar parameters will be developed annually in a collaborative effort between one member from the Birth to Three team, the ECSE department head and one administrator. Attendance at staff workshop days will be mutually agreed upon by the three team members who develop the Teachers' stretch calendar parameters.

HASTINGS PUBLIC SCHOOLS - ISD 200	EDUCATION MINNESOTA - HASTINGS
DATE: _____	DATE: _____
BY: _____	BY: _____
FOR THE SCHOOL DISTRICT	ITS PRESIDENT

Memorandum of Understanding - Elementary Collapsed Classroom

This Memorandum of Understanding is entered into between Independent School District No. 200, Hastings, Minnesota (hereinafter referred to as the "School District") and Education Minnesota-Hastings (hereinafter referred to as the "Association").

WHEREAS, the School District and the Association agree that, from time to time, it is necessary to collapse elementary classrooms when a substitute teacher cannot be secured.

NOW THEREFORE, it is mutually agreed by and between the parties as follows:

1. The practice of collapsed classroom at the elementary level will be utilized at the discretion of the building principal; and

2. A collapsed classroom shall be defined as dispersing the students from one classroom into the classroom of another teacher(s), for the period of time in which the classroom is left without a certified substitute to direct the class; and

3. Teachers who, as a result of a collapsed classroom, are required to teach a minimum of an additional six students, for at least one hour, shall be compensated at the rate of $50 per hour for each hour the collapsed classroom is taught, consistent with the rate established for regular staff covering a colleague's classroom; and

4. This MOU shall be in effect for the 2025~~3~~-2026~~4~~ and 2026-2027 school years only. The need for this MOU will be revisited at the end of the 2026~~3~~-2027~~4~~ school year and must be mutually agreed to at that time in order to continue.

HASTINGS PUBLIC SCHOOLS - ISD 200

DATE: _____

BY: _____
FOR THE SCHOOL DISTRICT

EDUCATION MINNESOTA - HASTINGS

DATE: _____

BY: _____
ITS PRESIDENT

Memorandum of Understanding - Secondary Collapsed Classroom

This Memorandum of Understanding is entered into between Independent School District No. 200, Hastings, Minnesota (hereinafter referred to as the "School District") and Education Minnesota-Hastings (hereinafter referred to as the "Association").

WHEREAS, it has become increasingly difficult to secure substitutes to fill the vacancies of staff absent from work due to illness, and other types of leave; and

WHEREAS, the District has found it necessary, when no substitute has been secured, or colleague available to cover the class, to collapse a classroom(s) and divide students from one classroom into the classroom(s) of another teacher(s); and

WHEREAS, the parties mutually agree that when a teacher is required to take half, or more, of another teacher's class, such teacher shall receive compensation; and

WHEREAS, the Education Minnesota-Hastings Master Agreement currently does not provide a rate of payment in such circumstances.

NOW THEREFORE, it is mutually agreed by and between the parties as follows:

1. Teachers required to take half or more of the students from another teacher's classroom, because there is no coverage available (by either a colleague or a sub) shall be eligible for compensation in accordance with this MOU; and

2. Such teachers shall be eligible to receive compensation at the rate of $50.00 per hour (rounded to the nearest half hour), consistent with the hourly rate provided in Appendix B of the Education Minnesota-Hastings Master Agreement for "Covering a Colleague's Classroom"; and

3. Teachers opting to take additional students into their classroom, despite coverage being available, shall not be eligible for additional compensation; and

4. The terms of this MOU shall not establish a precedent, nor shall this MOU be used to seek or justify similar terms in any subsequent situation.

5. This MOU shall be in effect for the 2025~~3~~-2026~~4~~ and 2026-2027 school years only. The need for this MOU will be revisited at the end of the 2026~~3~~-2027~~4~~ school year and must be mutually agreed to at that time in order to continue.

HASTINGS PUBLIC SCHOOLS - ISD 200	EDUCATION MINNESOTA - HASTINGS
DATE: _____	DATE: _____
BY: _____	BY: _____
FOR THE SCHOOL DISTRICT	ITS PRESIDENT

~~Memorandum of Understanding - Sick Leave and Earned Sick and Safe Leave~~

This Memorandum of Understanding (MOU) is entered into between Independent School District No. 200, Hastings, Minnesota (hereinafter referred to as the "School District") and the Education Minnesota – Hastings (hereinafter referred to as the "Association").

WHEREAS, recent legislation has implemented new laws related to Earned Sick and Safe Leave; and

WHEREAS, the Earned Sick and Safe Leave law will go into effect on January 1, 2024; and

WHEREAS, the state has not yet provided clear guidance as it relates to this new law.

NOW THEREFORE, it is mutually agreed by and between the parties as follows:

1. At the point of implementation of the Earned Sick and Safe leave law, i.e. January 1, 2024, the School District will allocate hours of Earned Sick and Safe Leave available to each teacher; and

2. Such Earned Sick and Safe leave hours shall be calculated based on each teacher's regularly scheduled FTE through the end of the 2023-2024 school year, and the teacher's regularly scheduled FTE for the full year for 2024-2025; and

3. Such hours shall be a sub category of a teacher's regular sick leave balance. For example, if a teacher receives 12 days of sick leave per year and is eligible for six days of Earned Sick and Safe Leave, the teacher's leave balance shall be broken out into two leave types of six days of sick leave and six days of Earned Sick and Safe leave;

4. The general sick leave language in the Education Minnesota – Hastings Master Agreement shall apply to all absences submitted under sick leave (non-Earned Sick and Safe); and

5. The School District will comply with statutory language as it relates to the use and allocation of Earned Sick and Safe leave, i.e. notice requirements, physician's certification requirements, carryover, etc.

6. This MOU shall apply for the duration of the 2023-2025 Master Agreement; and

7. The parties agree to meet and discuss revisions to this MOU if there are substantial changes to the Earned Sick and Safe leave laws, or there is clarification regarding the implementation of this leave and it is determined that the practice related to the School District's implementation of this law needs to be changed.

HASTINGS PUBLIC SCHOOLS - ISD 200 — EDUCATION MINNESOTA - HASTINGS

DATE: _____ DATE: _____

BY: _____ BY: _____

FOR THE SCHOOL DISTRICT — ITS PRESIDENT

Memorandum of Agreement - Eligibility for Severance

This Memorandum of Understanding (MOU) is entered into between Independent School District No. 200, Hastings, Minnesota (hereinafter referred to as the "School District") and the Education Minnesota – Hastings (hereinafter referred to as the "Association").

WHEREAS, the parties mutually agree to grant certain benefits to individuals listed in Appendix D, who are within five years of reaching eligibility for benefits provided in Article XVI, Severance Pay, and who are diagnosed with a terminal illness with a limited life expectancy as certified by a medical physician; and

WHEREAS, the parties agree that this MOU will be in effect for the 2023-2024 and 2024-2025 school years only. This MOU will expire on the final day of the 2024-2025 school year.

NOW THEREFORE, the parties agree that after meeting medical certification requirements stated above, individuals covered by this MOU shall be eligible to receive the following benefits:

1. Benefits provided in Article XVI (Severance Pay), Section 2 (Severance Pay), Subd. 2c (Payment). Such benefits include severance payment in an amount representing 60 days of pay and will be paid in accordance with the terms of the full Subd. 2 (a through h) and related Memorandums of Understanding; and

2. Benefits provided in Article XVI (Severance Pay), Section 5 (Matching Contributions – Grandfathered Plan – 403b/457), Subd. 3 (Retirement Consideration). Such benefits include payment of $3,000 and will be paid in accordance with the MOU on Health Savings Accounts and Tax Deferment.

3. Teachers under this MOU shall not be eligible for other benefits under Article XVI (Severance Pay) unless such teachers meet the full eligibility requirements provided in Article XVI.

4. This MOU will be in effect for the 2023-2024 and 2024-2025 school years only and will expire on the final day of the 2024-2025 school year.

5. Nothing in this MOU may be deemed to establish a precedent or practice or to alter any established precedent or practice arising out of or relating to the collective bargaining agreement between the School District and the Association.

6. It is the intent of the parties that this MOU complies with all laws and regulations. To the extent there are revisions or subsequent enacted laws or regulations that conflict with or invalidate, in whole or in part, any portion of the MOU, the provisions of this MOU shall be severable and, if any provision thereof or the application of such provision under any circumstances is held invalid, it shall not affect any other provisions of this agreement.

7. This MOU reflects the entire agreement between the parties related to the eligibility for severance for individuals identified as eligible in the MOU. Neither party has relied on any statements or promises that are not set forth in this document. The MOU controls to the extent that it conflicts with the collective bargaining agreement. No changes in this MOU are valid unless they are in writing and signed by both parties.

HASTINGS PUBLIC SCHOOLS - ISD 200	EDUCATION MINNESOTA - HASTINGS
DATE: _____	DATE: _____
BY: _____	BY: _____
FOR THE SCHOOL DISTRICT	ITS PRESIDENT

Memorandum of Understanding - Paid Family Medical Leave (PFML)

This Memorandum of Understanding is entered into between Independent School District No. 200, Hastings, Minnesota (hereinafter referred to as the “District”) and Education Minnesota Hastings - Teachers (hereinafter referred to as the “Association”).

Whereas, MN State PFML goes into effect beginning January 1, 2026; and

Whereas, all of the factors and the impacts of such, related to PFML, have not yet been clearly defined by the State of Minnesota; and

Whereas, the District and the Association mutually agree that, as part of the ratification of the 2025-2027 Master Agreement, it is important to define how the District will implement PFML to the best of our ability.

Be it therefore resolved that the parties mutually agree to the following:

8. Procedural
    a. PFML shall run concurrently with available leave under the Family Medical Leave Act (FMLA), the MN Parental and Pregnancy Leave Act, and other state and federal leaves if the purpose of the leave is for the same type of qualifying reason (if the individual is eligible), Sick/ESST, and other District provided leave; and
    b. Employees shall be responsible for applying for and providing required documentation through the State PFML program; and
    c. The District may require medical or other certification, in accordance with applicable laws; and

9. Notification
    a. Employees must notify the District prior to applying for PFML benefits; certification received from DEED when applying for Minnesota Paid Leave benefits must be sent to the District within 48 hours of the submission; and

10. Insurance
    a. Employees shall continue to be responsible for payment of their portion of insurance and other premiums via payroll deduction; if the employee is not receiving pay from the District, payment must be made in accordance with established District procedures for continuation of benefits; and

11. Leave Usage
    a. Leave must be used in half or whole days; and
    b. Employees shall be allowed to "top off" PFML with available sick/ESST or discretionary paid leave, to the extent that they qualify for benefits under PFML; and
    c. Total pay, including any leave "top off", shall not exceed 100% of the employee’s regular wages; and
    d. An employee may "top off" PFML using Sick Leave Bank for the portions(s) of a day needed, to the extent eligible, not to exceed ten calendar/working days (not hours equivalent to ten working days); and
        1. When PFML is occasioned by pregnancy, an employee may, to the extent eligible, "top off" PFML benefits with Sick Leave Bank days during the first six to eight weeks following childbirth, as supported by medical certification; and

12. Intermittent Leave
    a. Employees may not "top off" PFML when used on an intermittent basis; and
        i. For purposes of this MOU, intermittent shall be defined as anything less than eight consecutive days; and
    b. The maximum allowable intermittent leave will be 480 hours and must be used in half or whole days; and

13. The Association and the District both acknowledge that in accordance with Article IX, Compensation and Salary Schedule, Section 4, Experience Credit, Subd. 2, employees electing leave for an extended period of time may not be eligible for a step increase the subsequent school year, dependent on meeting the requirement of working at least one half of the duty days in a school year; and

14. The terms of this MOU shall not establish a precedent, nor shall this MOU be used to seek or justify similar terms in any subsequent situation; and

15. This MOU shall be effective for the 2025-2026 and 2026-2027 school years only and shall sunset on June 30, 2027.

HASTINGS PUBLIC SCHOOLS - ISD 200	EDUCATION MINNESOTA - HASTINGS
DATE: _____	DATE: _____
BY: _____	BY: _____
FOR THE SCHOOL DISTRICT	ITS PRESIDENT

RECOMMENDATION TO APPROVE MOUs RE PAID FAMILY MEDICAL LEAVE (PFML) TOP OFF

December 17, 2025

In preparation for the implementation of the new Minnesota Paid Family Leave law, which is going into effect on January 1, 2026, the District and several bargaining groups have agreed to MOUs that would allow for the "top off" of PFML benefits, using paid District leave. "Topping off" allows an employee to receive a portion of their pay from the state for PFML benefits and use earned District allocated leave to make up the difference in order to receive up to 100% of their regular rate of pay.

Administration is recommending approval of MOUs with the following employee groups:

- Computer Instructional Technicians
- Directors
- District Supervisors
- Educational Support Professionals (Paraprofessionals)
- Teamsters Local 320 – Custodial Employees
- SEIU Local 284 - Food Service Personnel

In addition, non-bargained employee groups will be allowed to "top off" PFML benefits under the same terms as provided to other bargained groups.

Lastly, it is anticipated that MOUs with other bargaining groups may be brought forward at a future Board meeting.

Submitted by: Cathy Moen, Director of Human Resources

MEMORANDUM OF UNDERSTANDING
Paid Family Medical Leave (PFML)

This Memorandum of Understanding is entered into between Independent School District No. 200, Hastings, Minnesota (hereinafter referred to as the "District") and Education Minnesota - Hastings Computer Instructional Technicians (hereinafter referred to as the "Union").

Whereas, MN State PFML goes into effect beginning January 1, 2026; and

Whereas, all of the factors and the impacts of such, related to PFML, have not yet been clearly defined by the State of Minnesota; and

Until such time as the 2026-2028 Master Agreement is negotiated and ratified, the District and the Union mutually agree that it is important to define how the District will implement PFML to the best of our ability.

Be it therefore resolved that the parties mutually agree to the following:

1. Procedural
    a. PFML shall run concurrently with leave available under the Family Medical Leave Act (FMLA), the MN Parental and Pregnancy Leave Act, and other state and federal leaves if the purpose of the leave is for the same type of qualifying reason (if the individual is eligible), Sick/ESST, and other District provided leave; and
    b. Employees shall be responsible for applying for and providing required documentation through the State PFML program; and
    c. The District may require medical or other certification, in accordance with applicable laws; and
2. Notification
    a. Employees must notify the District prior to applying for PFML benefits; certification received from DEED when applying for Minnesota Paid Leave benefits must be sent to the District within 48 hours of the submission; and
3. Insurance
    a. Employees shall continue to be responsible for payment of their portion of insurance and other premiums via payroll deduction; if the employee is not receiving pay from the District, payment must be made in accordance with established District procedures for continuation of benefits; and
4. Leave Usage
    a. Leave must be used in two hour increments; and
    b. Employees shall be allowed to "top off" PFML with available sick/ESST or discretionary paid leave, to the extent that they qualify for benefits under PFML; and
    c. Total pay, including any leave "top off", shall not exceed 100% of the employee's regular wages; and

d. An employee may "top off" PFML leave using Sick Leave Bank for the portions(s) of a day needed, to the extent eligible, not to exceed ten calendar/working days (not hours equivalent to ten working days);
    i. When PFML leave is occasioned by pregnancy, an employee may, to the extent eligible, "top off" PFML benefits with Sick Leave Bank days during the first six to eight weeks following childbirth, as supported by medical certification; and

5. Intermittent Leave
    a. Employees may not "top off" PFML when used on an intermittent basis; and
        i. For purposes of this MOU, intermittent shall be defined as anything less than eight consecutive days; and
    b. The maximum allowable intermittent leave will be 480 hours and must be used in two hour increments.
6. The terms of this MOU shall not establish a precedent, nor shall this MOU be used to seek or justify similar terms in any subsequent situation.
7. This MOU shall be effective for the 2025-2026 school year only and shall sunset on June 30, 2026.

HASTINGS PUBLIC SCHOOLS - ISD 200	EDUCATION MINNESOTA HASTINGS - COMPUTER INSTRUCTIONAL TECHNICIANS
DATE: _____	DATE: 12/9/25
BY: _____	BY: _____
FOR THE SCHOOL DISTRICT	ITS PRESIDENT

MEMORANDUM OF UNDERSTANDING
Paid Family Medical Leave (PFML)

This Memorandum of Understanding is entered into between Independent School District No. 200, Hastings, Minnesota (hereinafter referred to as the "District") and the Hastings District Administrators (hereinafter referred to as the "District Administrators").

Whereas, MN State PFML goes into effect beginning January 1, 2026; and

Whereas, all of the factors and the impacts of such, related to PFML, have not yet been clearly defined by the State of Minnesota; and

Until such time as the 2026-2028 Master Agreement is negotiated and ratified, the District and the District Administrators mutually agree that it is important to define how the District will implement PFML to the best of our ability.

Be it therefore resolved that the parties mutually agree to the following:

1. Procedural
    a. PFML shall run concurrently with available leave under the Family Medical Leave Act (FMLA), the MN Parental and Pregnancy Leave Act, and other state and federal leaves if the purpose of the leave is for the same type of qualifying reason (if the individual is eligible), Sick/ESST, and other District provided leave; and
    b. Employees shall be responsible for applying for and providing required documentation through the State PFML program; and
    c. The District may require medical or other certification, in accordance with applicable laws; and
2. Notification
    a. Employees must notify the District prior to applying for PFML benefits; certification received from DEED when applying for Minnesota Paid Leave benefits must be sent to the District within 48 hours of the submission; and
3. Insurance
    a. Employees shall continue to be responsible for payment of their portion of insurance and other premiums via payroll deduction; if the employee is not receiving pay from the District, payment must be made in accordance with established District procedures for continuation of benefits; and
4. Leave Usage
    a. Leave must be used in half or whole days; and
    b. Employees shall be allowed to "top off" PFML with available sick/ESST or discretionary paid leave, to the extent that they qualify for benefits under PFML; and
    c. Total pay, including any leave "top off", shall not exceed 100% of the employee's regular wages; and

d. An employee may "top off" PFML using Sick Leave Bank for the portions(s) of a day needed, to the extent eligible, not to exceed ten calendar/working days (not hours equivalent to ten working days); and
    i. When PFML is occasioned by pregnancy, an employee may, to the extent eligible, "top off" PFML benefits with Sick Leave Bank days during the first six to eight weeks following childbirth, as supported by medical certification; and

5. Intermittent Leave
    a. Employees may not "top off" PFML when used on an intermittent basis; and
        i. For purposes of this MOU, intermittent shall be defined as anything less than eight consecutive days; and
    b. The maximum allowable intermittent leave will be 480 hours and must be used in half or whole days; and
6. The terms of this MOU shall not establish a precedent, nor shall this MOU be used to seek or justify similar terms in any subsequent situation; and
7. This MOU shall be effective for the 2025-2026 school year only and shall sunset on June 30, 2026.

HASTINGS PUBLIC SCHOOLS - ISD 200	HASTINGS DISTRICT ADMINISTRATORS
DATE: _____	DATE: 12/10/25
BY: _____	BY: _____
FOR THE SCHOOL DISTRICT	FOR THE DISTRICT ADMINISTRATORS

MEMORANDUM OF UNDERSTANDING
Paid Family Medical Leave (PFML)

This Memorandum of Understanding is entered into between Independent School District No. 200, Hastings, Minnesota (hereinafter referred to as the "District") and the District Supervisors (hereinafter referred to as the "Association").

Whereas, MN State PFML goes into effect beginning January 1, 2026; and

Whereas, all of the factors and the impacts of such, related to PFML, have not yet been clearly defined by the State of Minnesota; and

Until such time as the 2026-2028 Master Agreement is negotiated and ratified, the District and the Association mutually agree that it is important to define how the District will implement PFML to the best of our ability.

Be it therefore resolved that the parties mutually agree to the following:

1. Procedural
    a. PFML shall run concurrently with available leave under the Family Medical Leave Act (FMLA), the MN Parental and Pregnancy Leave Act, and other state and federal leaves if the purpose of the leave is for the same type of qualifying reason (if the individual is eligible), Sick/ESST, and other District provided leave; and
    b. Employees shall be responsible for applying for and providing required documentation through the State PFML program; and
    c. The District may require medical or other certification, in accordance with applicable laws; and
2. Notification
    a. Employees must notify the District prior to applying for PFML benefits; certification received from DEED when applying for Minnesota Paid Leave benefits must be sent to the District within 48 hours of the submission; and
3. Insurance
    a. Employees shall continue to be responsible for payment of their portion of insurance and other premiums via payroll deduction; if the employee is not receiving pay from the District, payment must be made in accordance with established District procedures for continuation of benefits; and
4. Leave Usage
    a. Leave must be used in half or whole days; and
    b. Employees shall be allowed to "top off" PFML with available sick/ESST or discretionary paid leave, to the extent that they qualify for benefits under PFML; and
    c. Total pay, including any leave "top off", shall not exceed 100% of the employee's regular wages; and

d. An employee may "top off" PFML using Sick Leave Bank for the portions(s) of a day needed, to the extent eligible, not to exceed ten calendar/working days (not hours equivalent to ten working days); and
    i. When PFML is occasioned by pregnancy, an employee may, to the extent eligible, "top off" PFML benefits with Sick Leave Bank days during the first six to eight weeks following childbirth, as supported by medical certification; and

5. Intermittent Leave
    a. Employees may not "top off" PFML when used on an intermittent basis; and
        i. For purposes of this MOU, intermittent shall be defined as anything less than eight consecutive days; and
    b. The maximum allowable intermittent leave will be 480 hours and must be used in half or whole days; and
6. The terms of this MOU shall not establish a precedent, nor shall this MOU be used to seek or justify similar terms in any subsequent situation; and
7. This MOU shall be effective for the 2025-2026 school year only and shall sunset on June 30, 2026.

HASTINGS PUBLIC SCHOOLS - ISD 200	DISTRICT SUPERVISORS
DATE: _____	DATE: 12/5/2025
BY: _____	BY: Brittney Hirschauer
FOR THE SCHOOL DISTRICT	FOR THE DISTRICT SUPERVISORS

MEMORANDUM OF UNDERSTANDING
Paid Family Medical Leave (PFML)

This Memorandum of Understanding is entered into between Independent School District No. 200, Hastings, Minnesota (hereinafter referred to as the "District") and Education Minnesota-Hastings Educational Support Professionals (hereinafter referred to as the "Union").

Whereas, MN State PFML goes into effect beginning January 1, 2026; and

Whereas, all of the factors and the impacts of such, related to PFML, have not yet been clearly defined by the State of Minnesota; and

Whereas, the District and the Union mutually agree that, as part of the ratification of the 2025-2027 Master Agreement, it is important to define how the District will implement PFML to the best of our ability.

Be it therefore resolved that the parties mutually agree to the following:

1. Procedural
    a. PFML shall run concurrently with leave available under the Family Medical Leave Act (FMLA), the MN Parental and Pregnancy Leave Act, and other state and federal leaves if the purpose of the leave is for the same type of qualifying reason (if the individual is eligible), Sick/ESST, and other District provided leave; and
    b. Employees shall be responsible for applying for and providing required documentation through the State PFML program; and
    c. The District may require medical or other certification, in accordance with applicable laws; and
2. Notification
    a. Employees must notify the District prior to applying for PFML benefits; certification received from DEED when applying for Minnesota Paid Leave benefits must be sent to the District within 48 hours of the submission; and
3. Insurance
    a. Employees shall continue to be responsible for payment of their portion of insurance and other premiums via payroll deduction; if the employee is not receiving pay from the District, payment must be made in accordance with established District procedures for continuation of benefits; and
4. Leave Usage
    a. Leave must be used in two hour increments; and
    b. Employees shall be allowed to "top off" PFML with available sick/ESST or discretionary paid leave, to the extent that they qualify for benefits under PFML; and
    c. Total pay, including any leave "top off", shall not exceed 100% of the employee's regular wages; and

d. An employee may "top off" PFML leave using Sick Leave Bank for the portions(s) of a day needed, to the extent eligible, not to exceed ten calendar/working days (not hours equivalent to ten working days);
    i. When PFML leave is occasioned by pregnancy, an employee may, to the extent eligible, "top off" PFML benefits with Sick Leave Bank days during the first six to eight weeks following childbirth, as supported by medical certification; and

5. Intermittent Leave
    a. Employees may not "top off" PFML when used on an intermittent basis; and
        i. For purposes of this MOU, intermittent shall be defined as anything less than eight consecutive days; and
    b. The maximum allowable intermittent leave will be 480 hours and must be used in two hour increments.
6. This MOU shall be incorporated into the 2025-2027 Master Agreement upon ratification.
7. The terms of this MOU shall not establish a precedent, nor shall this MOU be used to seek or justify similar terms in any subsequent situation.
8. This MOU shall be effective for the 2025-2026 and 2026-2027 school years only and shall sunset at the conclusion of the 2026-2027 school year.

HASTINGS PUBLIC SCHOOLS - ISD 200	EDUCATION MINNESOTA HASTINGS - ESP
DATE: _____	DATE: 12/9/25
BY: _____	BY: _____
FOR THE SCHOOL DISTRICT	ITS PRESIDENT

Memorandum of Understanding
Paid Family Medical Leave (PFML)

This Memorandum of Understanding is entered into between Independent School District No. 200, Hastings, Minnesota (hereinafter referred to as the "District") and Teamsters Local 320 Representing Custodians (hereinafter referred to as the "Union").

Whereas, MN State PFML goes into effect beginning January 1, 2026; and

Whereas, all of the factors and the impacts of such, related to PFML, have not yet been clearly defined by the State of Minnesota; and

Whereas, the 2024-2026 Master Agreement with the Union does not expire until June 30, 2026; and

Until such time as the 2026-2028 Master Agreement is negotiated and ratified, the District and the Union mutually agree that it is important to define how the District will implement PFML to the best of our ability.

Be it therefore resolved that the parties mutually agree to the following:

1. Procedural
    a. PFML shall run concurrently with leave available under the Family Medical Leave Act (FMLA), the MN Parental and Pregnancy Leave Act, and other state and federal leaves if the purpose of the leave is for the same type of qualifying reason (if the individual is eligible), Sick/ESST, and other District provided leave; and
    b. Employees shall be responsible for applying for and providing required documentation through the State PFML program; and
    c. The District may require medical or other certification, in accordance with applicable laws; and
2. Notification
    a. Employees must notify the District prior to applying for PFML benefits; certification received from DEED when applying for Minnesota Paid Leave benefits must be sent to the District within 48 hours of the submission; and
3. Insurance
    a. Employees shall continue to be responsible for payment of their portion of insurance and other premiums via payroll deduction; if the employee is not receiving pay from the District, payment must be made in accordance with established District procedures for continuation of benefits; and
4. Leave Usage
    a. Leave must be used in two hour increments; and

b. Employees shall be allowed to "top off" PFML with available sick/ESST or discretionary paid leave, to the extent that they qualify for benefits under PFML; and
c. Total pay, including any leave "top off", shall not exceed 100% of the employee's regular wages; and
d. An employee may "top off" PFML leave using Sick Leave Bank for the portions(s) of a day needed, to the extent eligible, not to exceed ten calendar/working days (not hours equivalent to ten working days);
    i. When PFML leave is occasioned by pregnancy, an employee may, to the extent eligible, "top off" PFML benefits with Sick Leave Bank days during the first six to eight weeks following childbirth, as supported by medical certification; and

5. Intermittent Leave
    a. Employees may not "top off" PFML when used on an intermittent basis; and
        i. For purposes of this MOU, intermittent shall be defined as anything less than eight consecutive days; and
    b. The maximum allowable intermittent leave will be 480 hours and must be used in two hour increments.
6. The terms of this MOU shall not establish a precedent, nor shall this MOU be used to seek or justify similar terms in any subsequent situation.
7. This MOU shall be effective for the 2025-2026 school years only and shall sunset at the end of the 2025-2026 school year.

HASTINGS PUBLIC SCHOOLS - ISD 200	TEAMSTERS LOCAL 320 - CUSTODIANS
DATE: _____	DATE: 12/10/25
BY: _____	BY: _____
FOR THE SCHOOL DISTRICT	~~ITS PRESIDENT~~ Teamsters BA.

Memorandum of Understanding
Paid Family Medical Leave (PFML)

This Memorandum of Understanding is entered into between Independent School District No. 200, Hastings, Minnesota (hereinafter referred to as the "District") and SEIU Local 284 - Food Service Personnel (hereinafter referred to as the "Union").

Whereas, MN State PFML goes into effect beginning January 1, 2026; and

Whereas, all of the factors and the impacts of such, related to PFML, have not yet been clearly defined by the State of Minnesota; and

Whereas, the 2024-2026 Master Agreement with the Union does not expire until June 30, 2026; and

Until such time as the 2026-2028 Master Agreement is negotiated and ratified, the District and the Union mutually agree that it is important to define how the District will implement PFML to the best of our ability.

Be it therefore resolved that the parties mutually agree to the following:

1. Procedural
    a. PFML shall run concurrently with leave available under the Family Medical Leave Act (FMLA), the MN Parental and Pregnancy Leave Act, and other state and federal leaves if the purpose of the leave is for the same type of qualifying reason (if the individual is eligible), Sick/ESST, and other District provided leave; and
    b. Employees shall be responsible for applying for and providing required documentation through the State PFML program; and
    c. The District may require medical or other certification, in accordance with applicable laws; and
2. Notification
    a. Employees must notify the District prior to applying for PFML benefits; certification received from DEED when applying for Minnesota Paid Leave benefits must be sent to the District within 48 hours of the submission; and
3. Insurance
    a. Employees shall continue to be responsible for payment of their portion of insurance and other premiums via payroll deduction; if the employee is not receiving pay from the District, payment must be made in accordance with established District procedures for continuation of benefits; and
4. Leave Usage
    a. Leave must be used in two hour increments; and

b. Employees shall be allowed to "top off" PFML with available sick/ESST or discretionary paid leave, to the extent that they qualify for benefits under PFML; and
c. Total pay, including any leave "top off", shall not exceed 100% of the employee's regular wages; and
d. An employee may "top off" PFML leave using Sick Leave Bank for the portions(s) of a day needed, to the extent eligible, not to exceed ten calendar/working days (not hours equivalent to ten working days);
    i. When PFML leave is occasioned by pregnancy, an employee may, to the extent eligible, "top off" PFML benefits with Sick Leave Bank days during the first six to eight weeks following childbirth, as supported by medical certification; and

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6. The terms of this MOU shall not establish a precedent, nor shall this MOU be used to seek or justify similar terms in any subsequent situation.
7. This MOU shall be effective for the 2025-2026 school years only and shall sunset at the end of the 2025-2026 school year.

HASTINGS PUBLIC SCHOOLS - ISD 200	SEIU Local 284 - Food Service Personnel
DATE: _____	DATE: 12/10/25
BY: _____	BY: _____
FOR THE SCHOOL DISTRICT	ITS PRESIDENT

District Levy Summary

Subtotals By Levy Category

Title	Limit	Proposed	Certified
GENERAL - RMV VOTER	7,346,903.62	7,346,903.62	7,346,903.62
GENERAL - RMV OTHER	3,339,530.98	3,339,530.98	3,339,530.98
GENERAL - NTC VOTER	2,184,044.50	2,184,044.50	2,184,044.50
GENERAL - NTC OTHER	2,792,925.96	2,792,925.96	2,792,925.96
COMMUNITY SERVICE - NTC OTHER	410,449.02	410,449.02	410,449.02
GENERAL DEBT - NTC VOTER	4,515,225.60	4,515,225.60	4,515,225.60
GENERAL DEBT - NTC OTHER	0.00	0.00	0.00
OPEB DEBT - NTC VOTER	0.00	0.00	0.00
OPEB DEBT - NTC OTHER	0.00	0.00	0.00

Subtotals By Fund

Title	Limit	Proposed	Certified
GENERAL FUND	15,663,405.06	15,663,405.06	15,663,405.06
COMMUNITY SERVICES FUND	410,449.02	410,449.02	410,449.02
GENERAL DEBT SERVICE FUND	4,515,225.60	4,515,225.60	4,515,225.60
OPEB/PENSION DEBT SERVICE FUND	0.00	0.00	0.00

Subtotals By Tax Base

Title	Limit	Proposed	Certified
REFERENDUM MARKET VALUE	10,686,434.60	10,686,434.60	10,686,434.60
NET TAX CAPACITY	9,902,645.08	9,902,645.08	9,902,645.08

Subtotals By Truth In Taxation Category

Title	Limit	Proposed	Certified
VOTER APPROVED	14,046,173.72	14,046,173.72	14,046,173.72
OTHER	6,542,905.96	6,542,905.96	6,542,905.96

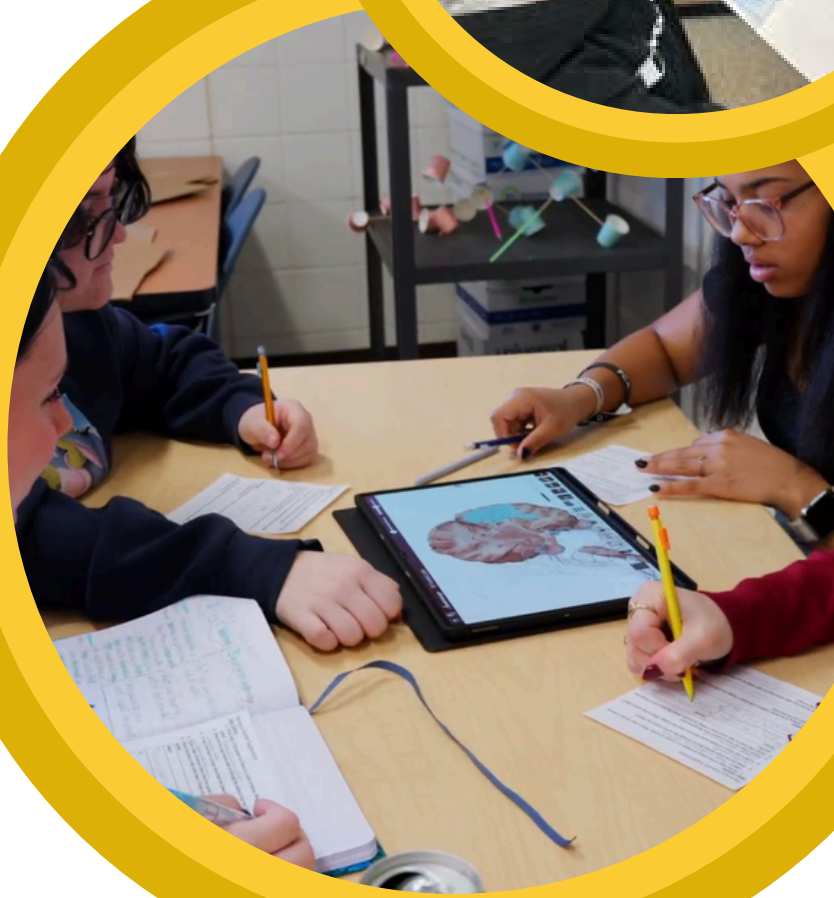
Total Levy

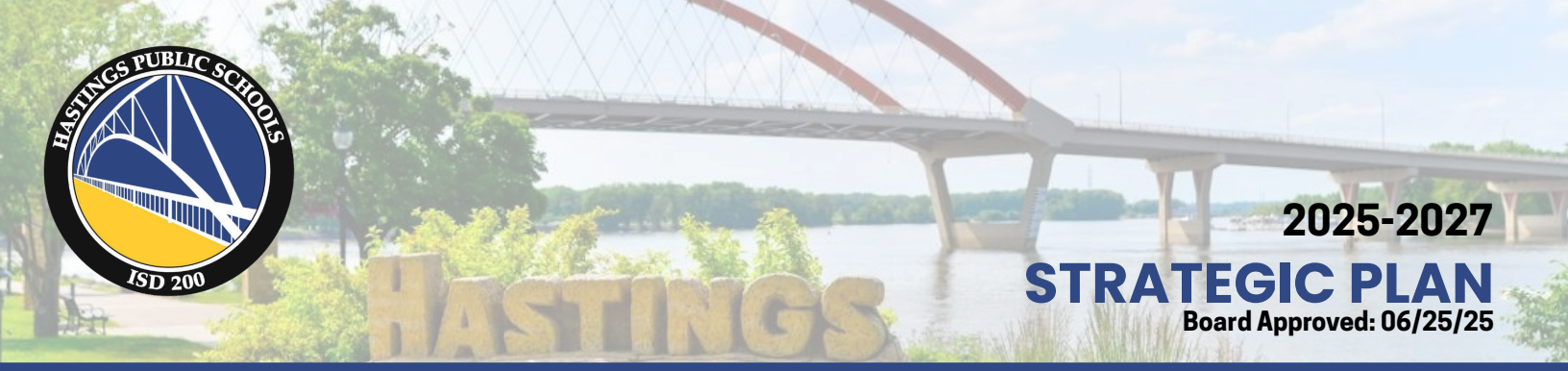
Title	Limit	Proposed	Certified
TOTAL LEVY	20,589,079.68	20,589,079.68	20,589,079.68

REVISED BUDGET

2025-2026







HASTINGS PUBLIC SCHOOLS ISD 200

2025-2027

STRATEGIC PLAN

Board Approved: 06/25/25

VISION: What We Intend to Create

Hastings Public Schools is a safe, welcoming, student-centered home for families. We are focused on academics, growth, engagement, and excellence to develop lifelong learners who are college and career-ready.

MISSION

Our Core Purpose

We Care
We Empower
We Achieve

Students are the heart of all we do

Our Core Values: Drivers of Words & Actions

Compassion and Respect

We treat one another with kindness, dignity, and empathy in all interactions.

Innovation

We continuously seek improvement and creative solutions to embrace challenges, opportunities, and evolving needs.

Voice and Choice

We empower individuals to express their experiences as they discover, develop, and pursue their passions.

Partnership

We collaborate with students, families, businesses, and the community to support learning and strengthen our shared impact.

Equity

We provide each and every student and staff member with the resources and supports they need to achieve their personal best.

Core Pillars & Strategic Anchors

ACADEMIC EXCELLENCE

- Deliver rigorous, engaging, and evidence-based instruction that supports and challenges each and every student to thrive and succeed.
- Provide targeted support for academic growth for all students.
- Build and foster community partnerships for student experiences.
- Build and sustain robust secondary pathways.

EQUITY AND BELONGING

- Empower each and every student and staff member to experience success.
- Ensure each and every student and staff member feels seen, valued and supported.
- Establish authentic partnerships with families and community members through clear communication, shared responsibility, and mutual respect.
- Provide instruction that respects and reflects diverse student experiences and backgrounds.

SAFE, SUPPORTIVE AND ENGAGING ENVIRONMENTS

- Create a culture of emotional and physical safety where students can learn through high engagement, supported by clear expectations, social-emotional resources, and strong relationships.
- Promote responsibility and accountability for all.

STAFF EMPOWERMENT AND RETENTION

- Value, support and invest in a talented and skilled workforce through collaboration, professional development and growth to empower staff to create an environment that cultivates excellence for all.
- Foster a culture that honors teacher and staff expertise and leadership.
- Provide Competitive Compensation & Benefits Aligned to Area Standards.

EFFECTIVE AND RESPONSIVE OPERATIONS

- Ensure resources are allocated in alignment with strategic plan priorities.
- Maintain strong leadership and transparent student-centered decision making that supports district-wide success.
- Establish transparent and timely communication systems that foster meaningful engagement with families and the broader community.

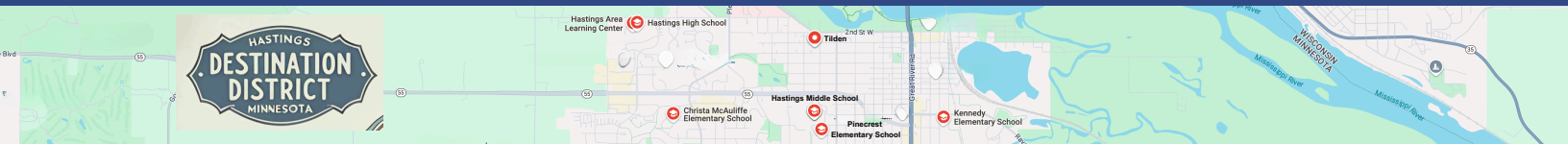


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BUDGET TIMELINE HASTINGS ISD 200

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

- Budget bootcamp meetings
- 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
- Budget bootcamp meetings

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 VS Revised Budget 25-26

Revenues General Fund Unassigned	**Amount**
APU Adp 4,275 to Rev 4,318 (+43), Prior Yr. Final 4,380 to Rev (-62)	414,222
State Special Ed Aid (Budget $12,000,000)	670,000
Interest (Budget $1,200,000)	400,000
Hourly Worker Unemployment Between Terms	280,000
Federal Special Education (Revenues = Expenditures)	89,522
Title I, II, III (Revenues = Expenditures)	62,280
Cyber Security Grant	33,819
HS Athletics Misc Revenues (Revenues = Expenditures)	15,300
Paraprofessional Training (Revenues = Expenditures)	14,481
All Other	3,266
Total Revenue Budget Increase F1-Unassigned	**1,982,889**

Expenditures General Fund Unassigned	
Payroll/Benefit Annual Budget Calc (Includes the Following)	(278,919)
* 3.38 FTE Decrease	
* New hires updated from estimated to actual	
* Teachers updated to proposed settlement	
* Paraprofessionals are estimates pending contract settlement	
Substitute Costs	500,000
Special Education Unfilled Positions to Contracted Positions	402,812
Hourly Worker Unemployment Between Terms	290,000
Transportation	93,282
Federal Special Education (Revenues = Expenditures)	89,522
Leases (Ice Arena Increase, Gymnastics Addition, 917's DCTC)	76,058
Title I, II, III (Revenues = Expenditures)	62,280
Special Education	53,750
Maintenance Department	33,679
All Other	24,679
HS Athletics Misc Revenues (Revenues = Expenditures)	15,300
Paraprofessional Training (Revenues = Expenditures)	14,481
Building Supply Budget Changes (Enrollment & Addt'l Culinary Class)	5,217
Audit Entry - Subsequent Year's Expenditures	(908,589)
Tuition (Care & Treatment, PSEO, CIS)	(90,000)
Safe Schools (Proration of School Resource Officer and Increase in Crossing Guards)	(47,580)
Liability Insurance & Worker's Compensation	(30,488)
Total Expenditure Budget Increase F1-Unassigned	**305,483**
	1,677,406

Fund Balances-Projected Ending Balances General Fund	
Change reflects audited 24-25 ending fund balances and adjustments above	**Net Change**
Restricted -Capital, Def Maint, H&S, GT,St Dev, Tchr Eval	551,203
Committed- Pension/ASL, Technology	41,983
Assigned	1,275,229
Prepaid	(511,512)
Unassigned	3,435,681
Total Projected Fund Balance Changes F1	**4,792,583**

	Unassigned	**3,435,681**
	24-25 Variance to budget	1,758,275
	25-26 Adopted vs Revised Changes	1,677,406
Actual Unassigned Ending Fund Balance 20-21	15,004,570	*1,461,393*
Actual Unassigned Ending Fund Balance 21-22	14,155,694	*(848,876)*
Actual Unassigned Ending Fund Balance 22-23	15,455,621	*1,299,927*
Actual Unassigned Ending Fund Balance 23-24	17,135,231	*1,679,611*
Actual Unassigned Ending Fund Balance 24-25	19,276,645	*2,141,414*

Hastings ISD # 200 2025-2026 Revised

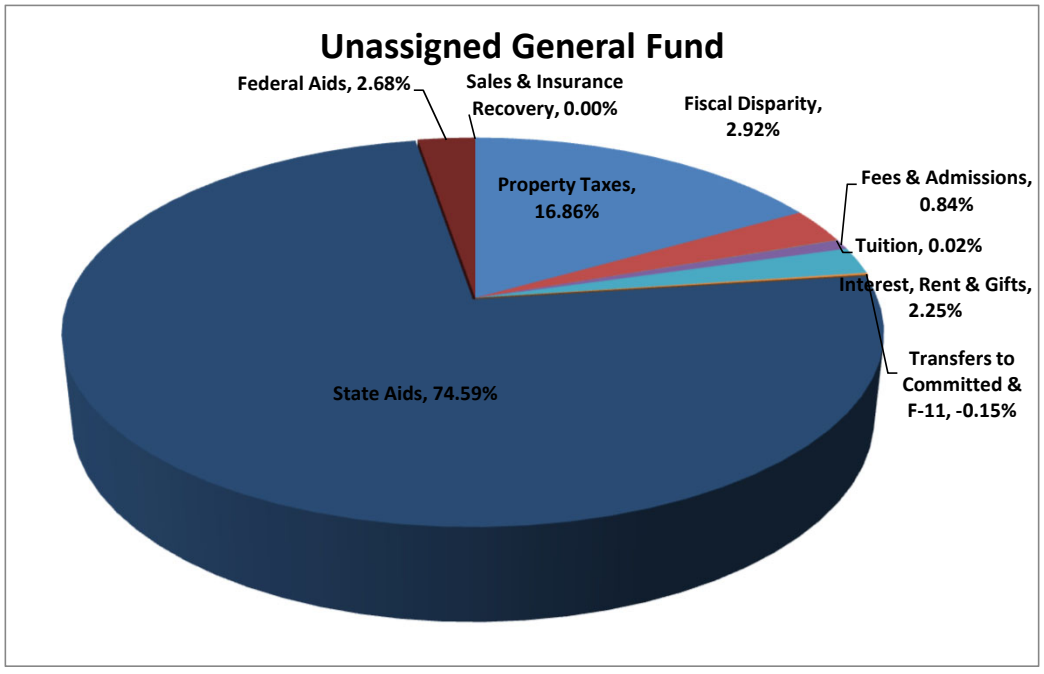
		Audited Balance 6/30/25	Revenues	Expenditures	Net Budget	Balance 6/30/26
1/10/11/12	**GENERAL FUND**					
460-131	Prepaid Expenditures	716,904.99	0.00	0.00	0.00	716,904.99
	NONSPENDABLE	**716,904.99**	**0.00**	**0.00**	**0.00**	**716,904.99**
403	Staff Development	139,863.15	646,110.03	785,973.18	(139,863.15)	0.00
412	Literacy Incentive Aid	368,182.29	187,419.42	205,821.00	(18,401.58)	349,780.71
457	Teacher Comp for READ Act Training	1,538.61	0.00	1,538.61	(1,538.61)	0.00
467	LTFM (old def maint and H&S)	5,034,280.45	1,682,154.92	1,600,000.00	82,154.92	5,116,435.37
424	Operating Capital	4,327,447.92	1,013,531.06	1,277,892.00	(264,360.94)	4,063,086.98
428	Learning & Development	0.00	843,095.20	843,095.20	0.00	0.00
434	Area Learning Center	0.00	375,000.00	375,000.00	0.00	0.00
438	Gifted & Talented	136,739.78	56,138.42	123,553.00	(67,414.58)	69,325.20
439	English Learners	0.00	53,293.84	53,293.84	0.00	0.00
441/459	Basic Skills	1,590,541.17	1,583,718.48	1,677,927.07	(94,208.59)	1,496,332.58
443	School Library Aid	0.00	44,345.86	44,345.86	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	87,500.00	87,500.00	0.00	0.00
471	Student Support Personnel	0.00	129,755.90	129,755.90	0.00	0.00
472	MA/3rd Party	426,707.26	225,000.00	154,355.00	70,645.00	497,352.26
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)	187,955.22	275,000.00	275,000.00	0.00	187,955.22
464	Donations & Grants (Fund 11 - tied to fund 1)	511,959.08	640,619.00	640,619.00	0.00	511,959.08
402	Scholarships (Fund 12 - tied to fund 1)	299,612.74	140,000.00	140,000.00	0.00	299,612.74
	RESTRICTED	**13,024,827.67**	**10,626,430.36**	**11,059,417.89**	**(432,987.53)**	**12,591,840.14**
418	Pension and ASL (trnsf from 422)	118,583.34	92,444.00	54,272.42	38,171.58	156,754.92
461-392	Technology (trnsf from 422)	638,500.40	0.00	0.00	0.00	638,500.40
	COMMITTED	**757,083.74**	**92,444.00**	**54,272.42**	**38,171.58**	**795,255.32**
462-001	Subsequent Year's Expenditures	908,588.75	0.00	908,588.75	(908,588.75)	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	95,978.45	0.00	71,665.00	(71,665.00)	24,313.45
462-005	Curriculum	280,767.00	0.00	17,400.00	(17,400.00)	263,367.00
462-006	STEM - Elementary	249,985.17	0.00	125,001.98	(125,001.98)	124,983.19
462-007	Future Funding Changes	1,300,000.00	0.00	0.00	0.00	1,300,000.00
	ASSIGNED	**3,235,319.37**	**0.00**	**1,522,655.73**	**(1,522,655.73)**	**1,712,663.64**
397,891 C0	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	215,662.00	(215,662.00)	(215,662.00)
	Safe Schools/Crime Levy	0.00	0.00	247,084.34	(247,084.34)	(247,084.34)
	Unassigned	18,559,740.19	58,279,293.83	*56,955,286.51*	1,324,007.32	19,883,747.51
	Includes pmt to OPEB Trust ($558,049) 24-25 & 25-26					
422	**UNASSIGNED**	**18,559,740.19**	**60,001,819.72**	**59,233,002.74**	**768,816.98**	**19,328,557.17**
1/10/11/12	**TOTAL GENERAL FUND**	**36,293,875.96**	**70,720,694.08**	**71,869,348.78**	**(1,148,654.70)**	**35,145,221.26**
			70,720,694.08	71,869,348.78	(908,588.75)	24-25 Rev
			0.00	0.00	(1,677,405.73)	(SpEd Aid-12,000,000)

Hastings ISD # 200 2025-2026 Revised

		Audited Balance 6/30/25	Revenues	Expenditures	Net Budget	Balance 6/30/26
2	**FOOD SERVICE FUND**					
464-418	Pension and ASL (trnsf from 464)	36,913.33	4,622.00	0.00	4,622.00	41,535.33
464	Food Service Program	636,840.15	3,272,245.00	3,517,837.00	(245,592.00)	391,248.15
	Includes pmt to OPEB Trust ($11,720) 24-25 & 25-26					
	RESTRICTED	**673,753.48**	**3,276,867.00**	**3,517,837.00**	**(240,970.00)**	**432,783.48**
	TOTAL FOOD SERVICE FUND	**673,753.48**	**3,276,867.00**	**3,517,837.00**	**(240,970.00)**	**432,783.48**
4	**COMMUNITY SERVICE FUND**					
431	Community Education General	292,570.02	1,844,805.66	1,709,161.99	135,643.67	428,213.69
432	ECFE	(66,502.91)	322,770.47	385,740.90	(62,970.43)	(129,473.34)
444	School Readiness	(58,045.08)	544,019.78	591,292.91	(47,273.13)	(105,318.21)
447	ABE	0.00	15,622.45	16,095.50	(473.05)	(473.05)
464-418	Pension and ASL (trnsf from trust 18 & above GL)	30,367.04	0.00	11,531.73	(11,531.73)	18,835.31
464-599	Screening	0.00	8,730.00	17,757.85	(9,027.85)	(9,027.85)
464	Non Public	21,467.20	115,461.59	116,092.12	(630.53)	20,836.67
	Includes pmt to OPEB Trust ($18,605) 24-25 & 25-26					
	RESTRICTED	**219,856.27**	**2,851,409.95**	**2,847,673.00**	**3,736.95**	**223,593.22**
	TOTAL COMMUNITY SERVICE FUND	**219,856.27**	**2,851,409.95**	**2,847,673.00**	**3,736.95**	**223,593.22**
6	**BUILDING CONSTRUCTION FUND**					
464	Building Construction	548,602.12	15,000.00	563,602.12	(548,602.12)	0.00
	RESTRICTED	**548,602.12**	**15,000.00**	**563,602.12**	**(548,602.12)**	**0.00**
	TOTAL BLDG CONSTRUCTION FUND	**548,602.12**	**15,000.00**	**563,602.12**	**(548,602.12)**	**0.00**
7	**DEBT SERVICE FUND**					
464	Debt Service	1,475,015.32	4,659,460.00	4,686,350.00	(26,890.00)	1,448,125.32
	RESTRICTED	**1,475,015.32**	**4,659,460.00**	**4,686,350.00**	**(26,890.00)**	**1,448,125.32**
	TOTAL DEBT SERVICE FUND	**1,475,015.32**	**4,659,460.00**	**4,686,350.00**	**(26,890.00)**	**1,448,125.32**
	TRUST FUNDS					
20	Dental Self-Funded	1,429,095.79	753,670.00	697,126.00	56,544.00	1,485,639.79
21	Health Self-Funded	4,852,448.17	10,216,770.00	10,615,611.00	(398,841.00)	4,453,607.17
45---000	IRR-OPEB- PERA	6,956,609.09	863,374.00	375,764.00	487,610.00	7,444,219.09
	TOTAL TRUST FUNDS	**13,238,153.05**	**11,833,814.00**	**11,688,501.00**	**145,313.00**	**13,383,466.05**
	TOTAL ALL FUNDS	**52,449,256.20**	**93,357,245.03**	**95,173,311.90**	**(1,816,066.87)**	**50,633,189.33**
			93,357,245.03	95,173,311.90		
			0.00	0.00		

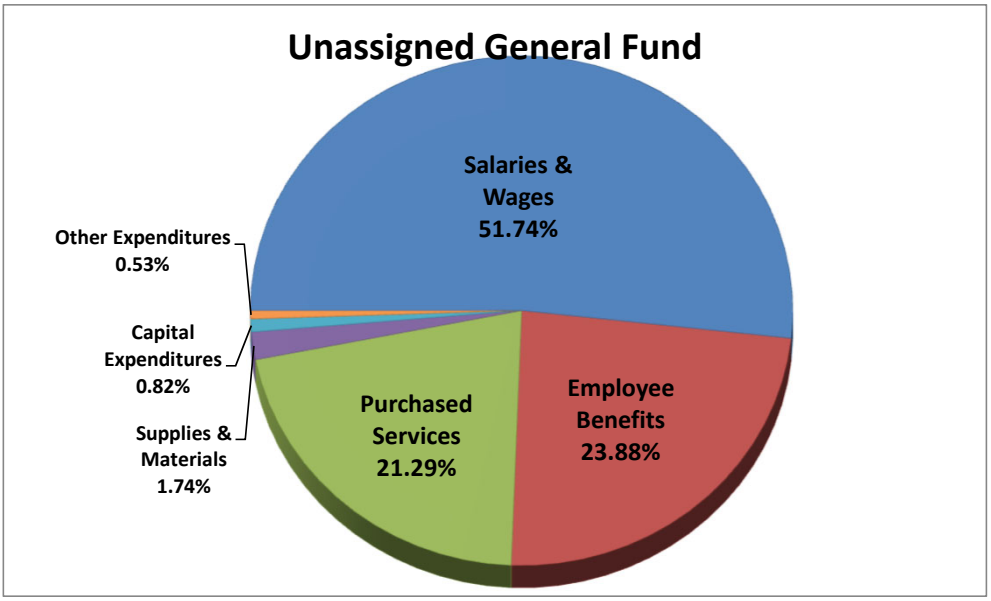
HASTINGS ISD # 200 REVENUES BY SOURCE

General Fund (1)		Final 23-24	Final 24-25	Adopted 25-26	Revised 25-26
Restricted					
001-020	Property Taxes	2,431,865	4,198,492	4,365,399	4,365,399
050-069	Fees/Admissions	106,735	107,168	0	0
070-079	3rd Party Medical Asst.	226,623	304,646	225,000	225,000
090-099	Interest, Rent & Gifts	30,000	30,000	30,000	30,000
200-399	State Aids	4,636,644	5,378,152	5,089,712	4,950,412
600-630	Sales & Insurance Recovery	338,719	415,724	0	0
		7,770,587	10,434,182	9,710,111	9,570,811
Committed					
090-099	Interest	0	0	0	0
090-099	E-Rate	0	0	0	0
090-099	Transfer from Unassigned	134,665	92,444	(157,556)	92,444
		134,665	92,444	(157,556)	92,444
Unassigned/Assigned					
001-020	Property Taxes	10,361,324	10,457,054	10,290,962	10,116,138
001-020	Fiscal Disparity	1,490,284	1,575,673	1,575,673	1,749,984
021-049	Tuition	7,782	12,796	12,796	12,796
050-069	Fees & Admissions	462,519	474,507	505,304	505,304
090-099	Interest, Rent & Gifts	1,918,231	1,841,605	683,939	1,349,239
090-099	Transfers to Committed & F-11	(135,120)	(93,135)	407,556	(92,444)
200-399	State Aids	41,716,595	44,726,486	43,339,170	44,755,470
400-599	Federal Aids	3,200,553	1,718,352	1,453,531	1,605,333
600-630	Sales & Insurance Recovery	7,160	4,207	0	0
		59,029,328	**60,717,546**	**58,268,931**	**60,001,820**
Student Activities Fund (10)					
050-069	Fees/Admissions	150,739	175,477	131,000	156,000
090-099	Interest/Rent/Gifts/Grant	66,126	44,109	22,500	22,500
600-630	Sales	51,426	53,993	96,500	96,500
		268,291	273,579	250,000	275,000
Deferred Accounts-Donations/Misc (11)					
050-069	Fees/Admissions	97,420	114,315	125,000	125,000
090-099	Deferred Donations	(55,291)	(42,845)	0	0
090-099	Transfer from Unassigned	455	691	0	0
090-099	Interest/Rent/Gifts/Grant	415,217	547,298	385,619	385,619
600-630	Sales	47,740	47,144	130,000	130,000
		505,540	666,602	640,619	640,619
Scholarships Fund (12)					
090-099	Interest/Rent/Gifts/Grant	132,363	152,664	120,000	140,000
600-630	Sales	0	500	0	0
		132,363	153,164	120,000	140,000
	General Fund (01/10/11/12) Total	**67,840,775**	**72,337,516**	**68,832,105**	**70,720,694**



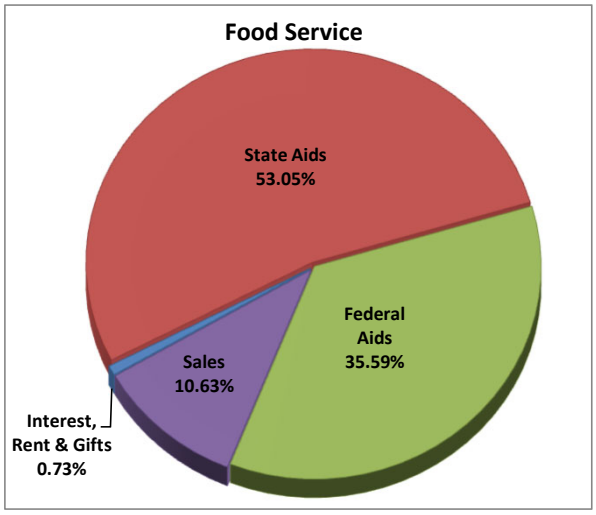
HASTINGS ISD # 200 EXPENDITURES BY OBJECT

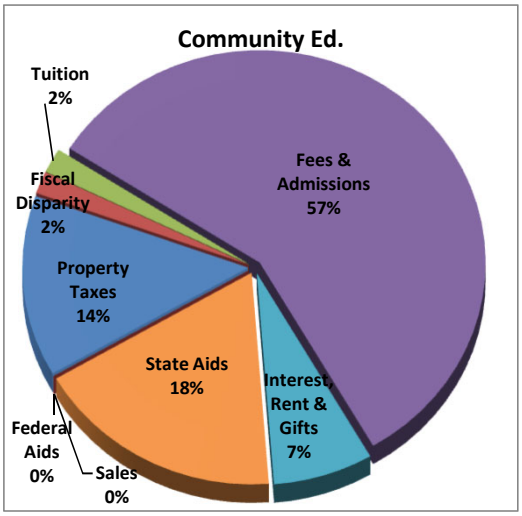
General Fund (1)		Final 23-24	Final 24-25	Adopted 25-26	Revised 25-26
Restricted					
100-199	Salaries & Wages	2,578,800	3,811,426	3,819,473	3,871,311
200-299	Employee Benefits	750,362	1,292,888	1,485,681	1,410,835
300-399	Purchased Services	1,159,960	989,990	1,044,106	1,047,876
400-499	Supplies & Materials	454,444	2,028,367	1,529,048	1,532,830
500-599	Capital Expenditures	3,175,281	2,409,551	2,195,557	2,140,248
800-899	Other Expenditures	8,239	16,348	700	700
		8,127,086	10,548,570	10,074,565	10,003,799
Committed					
100-199	Salaries & Wages	0	24,977	29,389	14,977
200-299	Employee Benefits	106,799	57,894	27,307	39,296
300-399	Purchased Services	9,265	0	0	0
400-499	Supplies & Materials	23,125	0	0	0
500-599	Capital Expenditures	13,653	0	0	0
		152,842	82,870	56,696	54,272
Unassigned/Assigned					
100-199	Salaries & Wages	29,740,720	29,868,053	31,230,111	31,432,190
200-299	Employee Benefits	13,647,399	13,271,345	14,742,875	14,506,796
300-399	Purchased Services	9,950,363	11,281,544	11,662,777	12,936,725
400-499	Supplies & Materials	1,247,244	938,901	1,097,986	1,059,899
500-599	Capital Expenditures	105,591	651,208	475,118	497,926
800-900	Other Expenditures	678,663	768,299	331,218	322,122
		55,369,979	**56,779,350**	**59,540,084**	**60,755,658**
Student Activities Fund (10)					
300-399	Purchased Services	74,500	144,047	86,500	106,500
400-599	Supplies & Capital	120,071	120,531	158,500	163,500
800-899	Other Expenditures	19,111	15,775	5,000	5,000
		213,682	280,354	250,000	275,000
Deferred Accounts-Donations/Misc (11)					
100-199	Salaries & Wages	90,429	127,219	73,349	111,899
200-299	Employee Benefits	10,535	15,123	11,265	21,470
300-399	Purchased Services	166,534	175,088	170,005	167,695
400-499	Supplies & Materials	163,349	192,738	361,000	246,245
500-599	Capital Expenditures	129,960	232,941	25,000	91,500
800-899	Other Expenditures	1,369	4,831	0	1,810
		562,176	747,940	640,619	640,619
Scholarships Fund (12)					
800-899	Other Expenditures	121,810	127,140	120,000	140,000
		121,810	127,140	120,000	140,000
	General Fund (01/10/11/12) Total	**64,547,575**	**68,566,224**	**70,681,965**	**71,869,349**



HASTINGS ISD # 200 REVENUES BY SOURCE

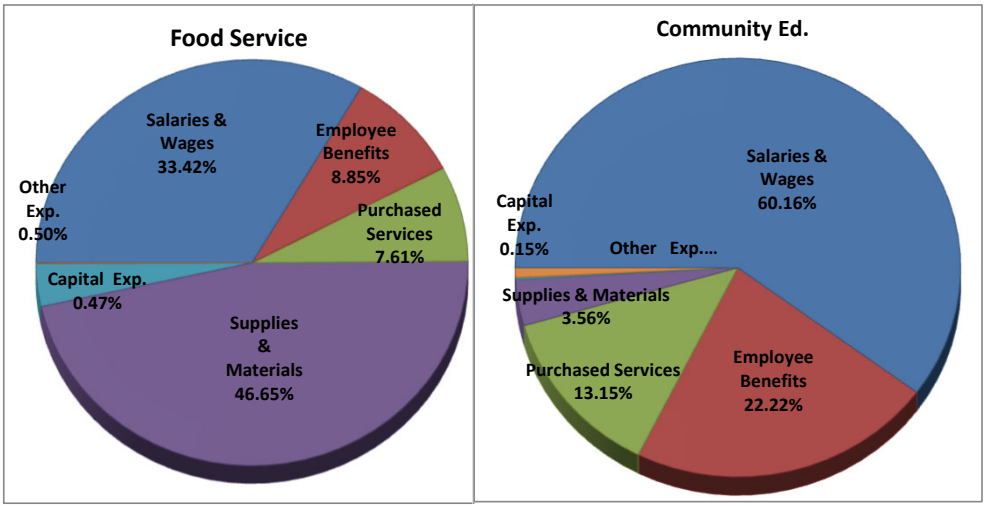
		Final 23-24	Final 24-25	Adopted 25-26	Revised 25-26
Food Service (2)					
090-099	Interest, Rent & Gifts	43,854	27,806	20,000	24,000
200-399	State Aids	1,526,870	1,649,423	1,649,753	1,738,276
400-599	Federal Aids	1,312,276	1,216,963	1,211,713	1,166,391
600-630	Sales	343,222	322,140	348,200	348,200
	Food Service Fund (2) Total	**3,226,223**	**3,216,331**	**3,229,666**	**3,276,867**
Community Service Fund (4)					
001-020	Property Taxes	410,299	406,826	393,522	393,522
001-020	Fiscal Disparity	53,714	38,027	48,300	48,300
021-049	Tuition	53,449	59,449	53,449	53,449
050-069	Fees & Admissions	1,610,712	1,539,232	1,642,170	1,642,170
090-099	Interest, Rent & Gifts	235,646	290,953	204,044	204,044
200-399	State Aids	430,286	484,396	512,330	509,924
400-599	Federal Aids	9,258	0	0	0
600-630	Sales	6,773	13,608	0	0
	Community Service Fund (4) Total	**2,810,138**	**2,832,491**	**2,853,816**	**2,851,410**
Building Construction Fund (6)					
090-099	Interest/Misc Rev	187,707	58,384	9,000	15,000
631-640	Sale of Bonds & Loans	0	0	0	0
	Building Construction Fund (6) Total	**187,707**	**58,384**	**9,000**	**15,000**
Debt Service Fund (7)					
001-020	Property Taxes	3,706,565	3,961,553	3,796,863	3,796,863
001-020	Fiscal Disparity	516,495	396,181	492,297	492,297
090-099	Interest/Misc Rev	803,063	857,808	0	120,000
200-399	State Aids/Credits	323,820	299,615	308,255	250,300
400-599	Federal Aids	0	0	0	0
631-640	Sale of Bonds & Loans	0	0	0	0
	Debt Service Fund (7) Total	**5,349,943**	**5,515,156**	**4,597,415**	**4,659,460**
Trust Fund (18)					
090-099	Interest/Scholarship Receipts	938	67	0	0
600-630	Sales	0	0	0	0
	Trust Fund (18) Total	**938**	**67**	**0**	**0**
Self-Funded Insurance (20-21)					
080-099	Interest/Premiums/Prescription Rebates	10,085,745	10,728,906	11,413,443	10,970,440
	Self-Funded Insurance (20-21) Total	**10,085,745**	**10,728,906**	**11,413,443**	**10,970,440**
OPEB Irrevocable Trust Fund (45)					
092	Interest	350,128	320,176	250,000	275,000
614	Contribution for Post Employment Benefit	76,445	278,398	588,374	588,374
	OPEB Irrevocable Trust Fund (45) Total	**426,573**	**598,574**	**838,374**	**863,374**
	TOTAL ALL FUNDS	**89,928,042**	**95,287,427**	**91,773,819**	**93,357,245**





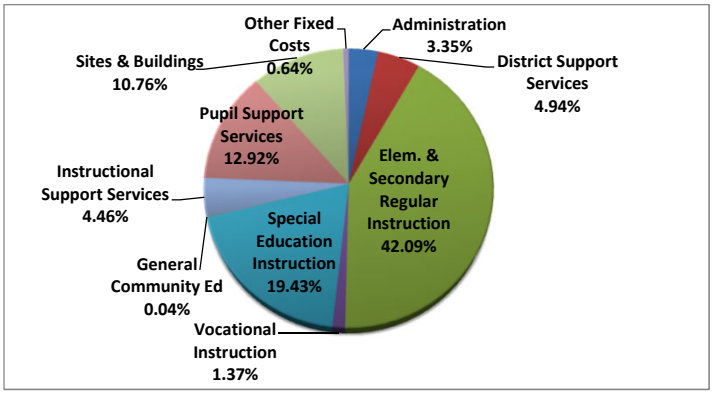
HASTINGS ISD # 200 EXPENDITURES BY OBJECT

		Final 23-24	Final 24-25	Adopted 25-26	Revised 25-26
Food Service (2)					
100-199	Salaries & Wages	997,975	1,129,135	1,177,729	1,175,673
200-299	Employee Benefits	283,846	283,604	308,312	311,270
300-399	Purchased Services	272,869	236,103	267,850	267,850
400-499	Supplies & Materials	1,598,212	1,629,175	1,611,229	1,641,044
500-599	Capital Expenditures	135,497	195,862	90,000	120,000
800-899	Other Expenditures	14,846	14,063	2,000	2,000
	Food Service Fund (2) Total	**3,303,245**	**3,487,942**	**3,457,120**	**3,517,837**
Community Service Fund (4)					
100-199	Salaries & Wages	1,775,081	1,773,618	1,722,548	1,713,178
200-299	Employee Benefits	599,054	632,360	665,876	632,676
300-399	Purchased Services	325,274	370,076	341,919	374,401
400-499	Supplies & Materials	98,283	97,351	97,620	101,391
500-599	Capital Expenditures	1,917	4,103	3,506	4,506
800-899	Other Expenditures	66,768	67,063	21,202	21,521
	Community Service Fund (4) Total	**2,866,378**	**2,944,570**	**2,852,671**	**2,847,673**
Building Construction Fund (6)					
300-399	Purchased Services	320,275	37,721	0	0
400-499	Supplies & Materials	428,225	327,998	0	0
500-599	Capital Expenditures	1,658,852	1,793,504	500,000	413,602
800-899	Other Expenditures	0	0	150,000	150,000
	Building Construction Fund (6) Total	**2,407,352**	**2,159,223**	**650,000**	**563,602**
Debt Service Fund (7)					
500-599	Capital Expenditures	0	0	0	0
700-799	Debt Service	3,871,750	20,620,450	4,686,325	4,686,350
900-999	Other Financing Uses	0	0	0	0
	Debt Service Fund (7) Total	**3,871,750**	**20,620,450**	**4,686,325**	**4,686,350**
Trust Fund (18)					
300-399	Purchased Services	0	0	0	0
400-499	CE Retirement Payments	0	62,616	0	0
800-899	Scholarship Payments	0	0	0	0
	Trust Fund (18) Total	**0**	**62,616**	**0**	**0**
Self-Funded Insurance Fund (20&21)					
200-499	Purchased Services/Supplies	10,150,822	9,986,259	11,849,556	11,312,737
	Self-Funded Insurance Fund (20&21) Total	**10,150,822**	**9,986,259**	**11,849,556**	**11,312,737**
OPEB Irrevocable Trust Fund (45)					
200-299	Employee Benefits	0	0	249,414	375,764
	OPEB Irrevocable Trust Fund (45) Total	**0**	**0**	**249,414**	**375,764**
	TOTAL ALL FUNDS	**87,147,123**	**107,827,283**	**94,427,051**	**95,173,312**



HASTINGS ISD # 200 EXPENDITURES BY PROGRAM

		Final 23-24	Final 24-25	Adopted 25-26	Revised 25-26
General Fund (1)					
000-099	Administration	2,125,692	2,200,195	2,343,023	2,375,540
100-199	District Support Services	2,528,787	3,159,398	3,472,149	3,498,810
200-299	Elem. & Secondary Regular Instruction	26,897,952	28,298,454	29,114,690	29,804,020
300-399	Vocational Instruction	883,162	914,579	961,153	968,743
400-499	Special Education Instruction	11,735,978	12,412,034	13,411,487	13,759,422
500-599	General Community Ed	15,310	32,188	0	27,000
600-699	Instructional Support Services	2,872,219	3,390,433	3,121,292	3,158,737
700-799	Pupil Support Services	8,298,170	8,677,202	9,005,980	9,146,929
800-899	Sites & Buildings	7,891,013	7,887,057	7,768,187	7,621,688
900-999	Other Fixed Costs	401,625	439,249	473,384	452,842
	General Fund (1) Total	**63,649,908**	**67,410,790**	**69,671,346**	**70,813,730**
Student Activities Fund (10)					
200-299	Elem. & Secondary Regular Instruction	213,682	280,354	250,000	275,000
	Student Activities Fund (10) Total	**213,682**	**280,354**	**250,000**	**275,000**
Donations Fund (11)					
100-199	District Support Services	398	2,993	0	0
200-299	Elem. & Secondary Regular Instruction	424,382	543,783	640,619	552,669
300-399	Vocational Instruction	10,726	10,505	0	9,000
400-499	Special Education Instruction	10,787	13,144	0	15,050
600-699	Instructional Support Services	12,108	46,447	0	13,300
700-799	Pupil Support Services	103,775	108,408	0	50,600
800-899	Sites & Buildings	0	22,660	0	0
	Donations Fund (11) Total	**562,176**	**747,940**	**640,619**	**640,619**
Scholarships Fund (12)					
960	Other Non-Recurring	121,810	127,140	120,000	140,000
	Scholarships Fund (12) Total	**121,810**	**127,140**	**120,000**	**140,000**
Food Service Fund (2)					
700-799	Pupil Support Services	3,303,245	3,487,942	3,457,120	3,517,837
	Food Service Fund (2) Total	**3,303,245**	**3,487,942**	**3,457,120**	**3,517,837**
Community Service Fund (4)					
500-599	Community Education & Services	2,813,135	2,875,313	2,800,175	2,791,077
600-699	Instructional Support Services	0	1,189	0	1,189
700-799	Pupil Support Services	53,243	68,068	52,496	55,407
	Community Service Fund (4) Total	**2,866,378**	**2,944,570**	**2,852,671**	**2,847,673**
Building Construction Fund (6)					
800-899	Sites & Buildings	2,407,352	2,159,223	650,000	563,602
	Building Construction Fund (6) Total	**2,407,352**	**2,159,223**	**650,000**	**563,602**
Debt Service Fund (7)					
900-999	Other Fixed Costs	3,871,750	20,620,450	4,686,325	4,686,350
	Building Construction Fund (6) Total	**3,871,750**	**20,620,450**	**4,686,325**	**4,686,350**
Trust Fund (18)					
960	Other Non-Recurring	0	62,616	0	0
	Trust Fund (18) Total	**0**	**62,616**	**0**	**0**
Self-Funded Insurance (20 & 21)					
105	District Support Services	10,150,822	9,986,259	11,849,556	11,312,737
	Self-Funded Insurance (20 & 21) Total	**10,150,822**	**9,986,259**	**11,849,556**	**11,312,737**
OPEB Irrevocable Trust Fund (45)					
935	Post Employment Benefits	0	0	249,414	375,764
	Trust Fund (45) Total	**0**	**0**	**249,414**	**375,764**
	TOTAL ALL FUNDS	**87,147,123**	**107,827,283**	**94,427,051**	**95,173,312**



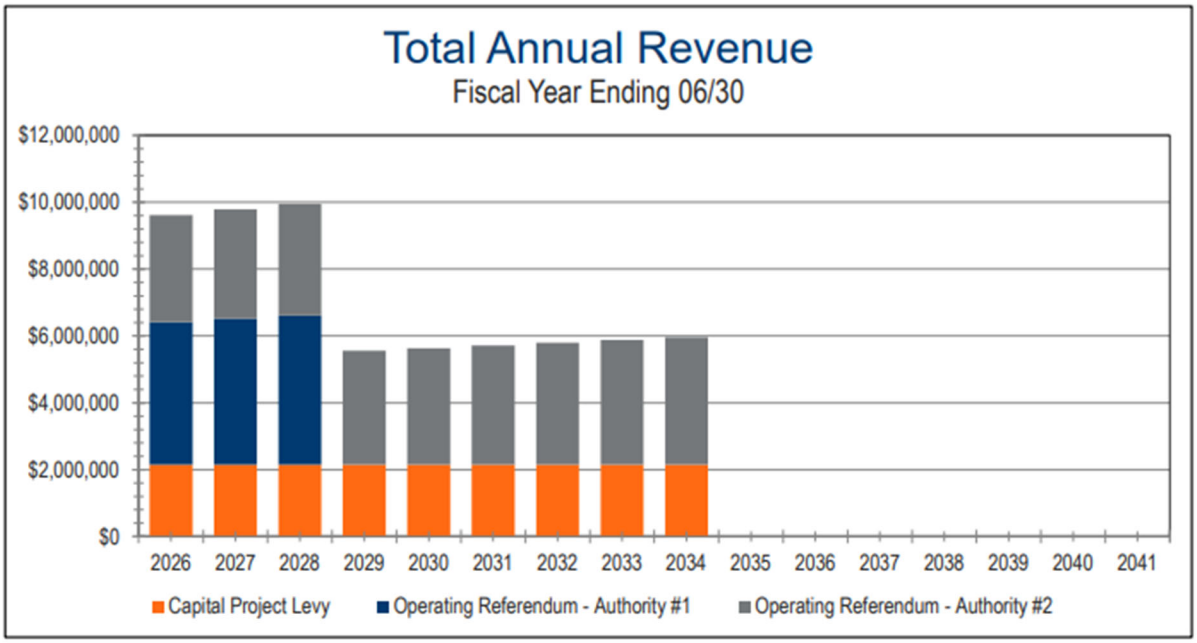
TEACHER STAFFING SUMMARY

	DISTRICT-WIDE TOTAL STAFFING - LICENSED FTE				
					INCR/DECR
	2022-2023	2023-2024	2024-2025	2025-2026	FROM PRIOR
	FTE	FTE	FTE	FTE	YR FTE
Early Childhood	4.87	6.10	5.10	4.12	(0.98)
Elementary Classroom	63.00	64.00	64.00	64.00	-
Elementary Specialists	17.10	19.59	18.19	17.60	(0.59)
Secondary Classroom	121.40	118.19	115.76	108.71	(7.05)
Counselors	8.00	8.00	8.00	8.00	-
ALC	3.00	3.20	3.29	4.00	0.71
Special Education	67.90	70.30	69.00	66.10	(2.90)
District-wide Staff	8.90	7.01	8.01	7.60	(0.41)
Floating Subs*	6.00	6.80	-	-	-
TOTAL DISTRICT-WIDE FTE	**300.17**	**303.19**	**291.35**	**280.13**	**(11.22)**

Hastings Public Schools, ISD #200

Operating Referendum and Capital Project Levy (As of 07/01/2025)

Levy Authority	Approved by Voters	Date Renewed by School Board	Board Renewal Window	Voter Renewal Window
Capital Project Levy (10 years)	Nov 2023	N/A	N/A	2029 - 2033
Operating Referendum - Authority #1 (10 years)	Nov 2017	N/A	7/1/25 - 6/15/27	Nov 2026 & Nov 2027
Operating Referendum - Authority #2 (10 years)	Nov 2013	June 2023	N/A	Nov 2032 & Nov 2033



Notes:

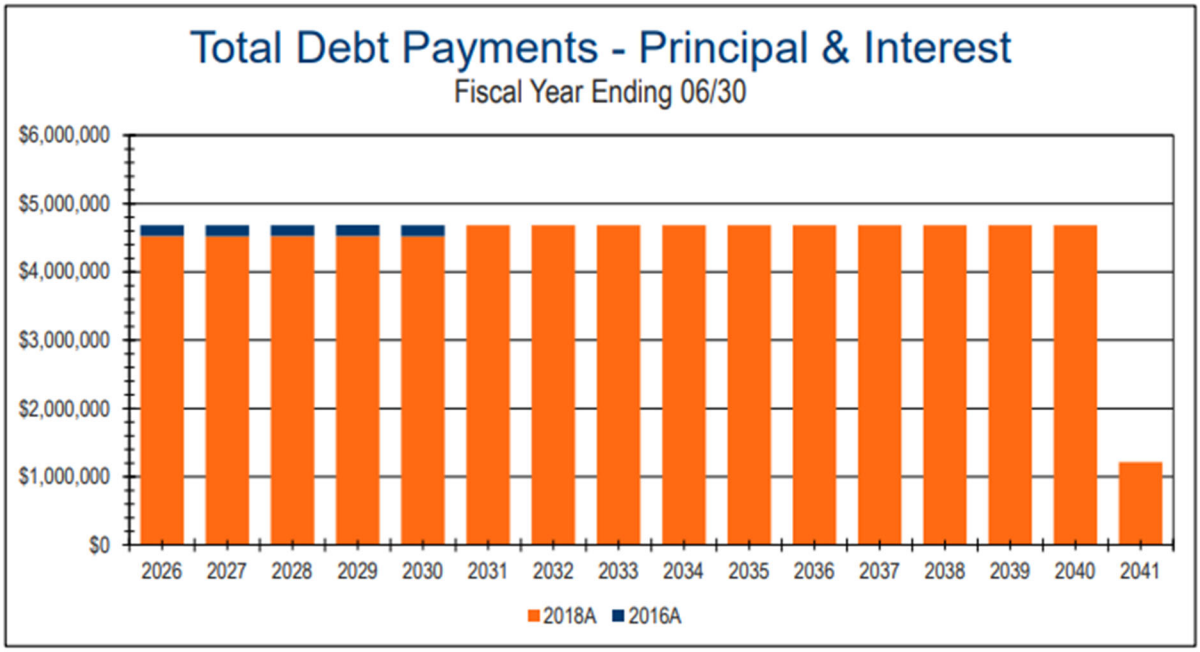
Assume annual revenue generated by the Capital Project Levy stays consistent at Fiscal Year 2026 levels

Assume enrollment continues at Fiscal Year 2026 levels for Operating Referednum Revenue; inflation based on MDE June 2025 CPI estimates

Hastings Public Schools, ISD #200

Outstanding Debt (As of 07/01/2025)

	Original Par Amount	Current Outstanding	Final Maturity	Optional Redemption
G.O. School Building Refunding Bonds, Series 2016A	$ 1,965,000	$ 760,000	02/01/2030	02/01/2025
G.O. School Building Bonds (CABs), Series 2018A	$ 49,922,524	$ 41,826,288	02/01/2041	02/01/2028
Total Outstanding		$ 42,586,288		



Hastings Public School District

Total Enrollment Projection

	Enrollment History			Enrollment Projections					
	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32
ECSE	49.7	51.5	35.1	33.7	33.5	33.2	32.3	31.9	31.4
Pre K	0.0	11.3	12.4	11.9	11.9	11.8	11.5	11.3	11.1
HK	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
K	258.4	258.6	263.9	253.3	252.3	249.8	243.0	240.0	236.4
1	284.9	256.8	260.2	266.1	255.5	254.5	251.9	245.1	242.0
2	275.1	283.1	259.0	261.7	267.7	256.9	255.9	253.4	246.5
3	289.0	282.5	275.2	258.5	261.3	267.2	256.5	255.5	253.0
4	277.4	290.1	289.1	278.7	261.8	264.6	270.6	259.8	258.7
5	289.2	285.0	299.9	299.5	288.7	271.2	274.1	280.4	269.1
6	310.1	298.6	281.5	302.0	301.5	290.6	273.1	276.0	282.3
7	295.4	308.1	308.7	285.1	305.8	305.3	294.3	276.5	279.5
8	290.5	296.1	312.0	311.5	287.6	308.5	308.1	296.9	279.0
9	368.3	306.4	319.4	336.5	336.0	310.3	332.8	332.3	320.3
10	359.5	337.9	304.9	304.3	320.6	320.1	295.6	317.1	316.6
11	338.8	364.0	329.5	299.8	299.1	315.2	314.7	290.6	311.7
12	352.5	356.3	377.2	339.7	309.0	308.4	324.9	324.4	299.6
K-12	3,989.2	3,923.5	3,880.5	3,796.7	3,747.0	3,722.7	3,695.6	3,647.9	3,594.7
ECSE-12	4,038.9	3,986.3	3,928.0	3,842.3	3,792.4	3,767.7	3,739.3	3,691.1	3,637.3
Adjusted Pupil Units	4,439.9	4,380.1	4,318.4	4,217.6	4,164.0	4,141.3	4,113.4	4,058.7	3,998.6
% Change K-12	-0.89%	-1.65%	-1.09%	-2.16%	-1.31%	-0.65%	-0.73%	-1.29%	-1.46%
Change K-12	(35.9)	(65.7)	(43.0)	(83.9)	(49.7)	(24.2)	(27.2)	(47.7)	(53.2)

ISD #200 CAPITAL 2025-2026 REVISED

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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	Pinecrest	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**

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FACILITIES PLAN

Fixed Costs

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

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Total Expenses	**1,277,892.00**	
Aid	623,184.58	
Levy	360,346.48	
Sr Ctr Constr. Contribution	30,000.00	
Total Revenue	**1,013,531.06**	-264,361
Beginning Fund Balance	**4,327,447.92**	
Projected Ending Fund Balance	**4,063,086.98**	-264,361

ISD #200 LTFM 2025-2026 REVISED

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LTFM

	Beginning Fund Balance	**5,034,280.45**
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	**5,116,435.37**

HASTINGS CAPITAL 2025-26 for Revised		
Available Funds		**$600,000**
SITE	**DESCRIPTION**	**BUDGET**
DW	Custodial Equipment	$50,000.00
DW	Grounds Truck	$45,000.00
DW	Gymnastics Facility	$400,000.00
MS	Pool Timing System	$57,563.00
DW	Postage Machine	$15,000.00
DW	Grounds Trailer	$5,000.00
TF	Bleachers/Fence	$5,000.00
HS	Orchestra Equipment (Water Damaged)	$2,000.00
	District Wide to be determined	**$20,437.00**
	Total Budgeted 25-26	**$600,000.00**
	Reserve Carryover Next Year	**$0.00**

HASTINGS LTFM 2025-26 for Revised		
Available Funds		**$1,600,000.00**
SITE	**DESCRIPTION**	**BUDGET**
917	*Annual-H&S Costs*	$9,495.00
DW	Annual-H&S Costs	$203,233.63
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	$10,000.00
DW	Panic button upgrades	$25,365.00
DW	Plumbing fixtures	$10,000.00
DW	Sidewalk repair	$8,000.00
DW	Todd Field turf maintenance	$10,000.00
HS	Air handler 12 & 27	$36,319.00
HS	Commons windows replacement	$29,000.00
HS	Elevator modernization	$77,951.48
HS	Interior storefront hardware	$29,700.00
HS	Parking lot crack fill and seal coat	$138,000.00
HS	Plumbing fixtures	$20,000.00
HS	Wall paint	$6,000.00
HS	Windows (N. side shop windows)	$8,000.00
KE	Automation controls	$90,450.00
KE	Curriculum Center EIFS/stucco	$2,400.00
KE	Curriculum Center trim & paint	$2,000.00
KE	Plumbing fixtures	$10,000.00
KE	Repair and paint tile walls	$19,815.00
KE	RTU's and automation	$58,910.00
KE	Sand and refinish wood soffit and beams	$1,800.00
MC	Door hardware replacement	$51,300.00
MC	Wall paint	$500.00
MS	Door hardware replacement	$35,100.00
MS	PA System	$20,000.00
MS	Plumbing fixtures	$10,740.00
MS	Repair and paint tile walls	$44,300.00
PI	Automation controls	$94,306.00
KE/MC/PI	Plumbing fixtures	$10,000.00
TI	Wall paint	$500.00
HS	Removal of broken mirrors	$2,750.00
KE	Replace exterior sealants	$9,502.00
MS	Pool Filter Rebuild	40,000.00
HS	Backup Generator radiator replace	10,736.35
MS	Door Transom	12,895.00
HS	Electrical work Parking lot lights	$1,540.00
HS	Electrical work for drinking fountain	$1,108.00
MS	Keying Project extra costs	18,180.00
MC	Fire System Work	$741.00
KE	Fire System Work	$974.00
MS	Door closers reqired by Fire Marshal	$15,750.00
PI	PA System Power Amp Replacement	$1,039.80
PI	RTU's	$157,300.00
HS	Mechanical work AHU 8 and CU 6	$14,260.00
	District Wide - Contingency	**$26,575.45**
	Total Budgeted 25-26	**$1,600,000.00**

STAFF DEVELOPMENT DETAIL **25-26 Revised Budget**

Estimated APU		4,318.34
Formula Allowance		$7,481.00
Basic Revenue		$32,305,501.54
MN State Academies Adj		$0.00
Revenue	2% Set-Aside	**$646,110.03**

Designated Budget	$239,092.00	*See below*
Chbk Staff Budget	$507,018.03	
Designated Carryover - Obj 367	$39,863.15	*See below*
Expenditures	**$785,973.18**	

		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	39,863	64,296
		239,092	**39,863**	**278,955**

Carryover budgets are not available until the Revised Budget

SCHOOL PROPERTY TAX LEVY
Hastings Public School # 200

	2023 Pay 2024 for 24-25 Levy	2024 Pay 2025 for 25-26 Levy	Change
PROPERTY TAXES DETERMINED BY STATE LEGISLATION			
General Fund (Excludes Referendum)	6,269,816	6,429,376	159,560
Community Education & Services	448,400	442,428	(5,972)
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	19	0	(19)
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 ISD # 200 2024-2025 Final

		Audited Balance 6/30/24	Revenues	Expenditures	Net Budget	Balance 6/30/25
1/10/11/12	**GENERAL FUND**					
460-131	Prepaid Expenditures	1,228,417.16	0.00	511,512.17	(511,512.17)	716,904.99
	NONSPENDABLE	**1,228,417.16**	**0.00**	**511,512.17**	**(511,512.17)**	**716,904.99**
403	Staff Development	135,096.59	637,661.24	632,894.68	4,766.56	139,863.15
412	Literacy Incentive Aid	180,762.87	187,419.42	0.00	187,419.42	368,182.29
456	Literacy Aid	-	163,554.30	163,554.30	0.00	0.00
457	Teacher Comp for READ Act Training	-	147,665.70	146,127.09	1,538.61	1,538.61
467	LTFM (old def maint and H&S)	5,653,822.80	1,663,795.68	2,283,338.03	(619,542.35)	5,034,280.45
424	Operating Capital	4,300,980.39	1,160,720.69	1,053,896.51	106,824.18	4,407,804.57
424-287	Lease Levy Capital	(85,483.63)	0.00	-5,126.98	5,126.98	(80,356.65)
428	Learning & Development	0.00	855,828.10	855,828.10	0.00	0.00
434	Area Learning Center	0.00	358,823.40	358,823.40	0.00	0.00
438	Gifted & Talented	113,249.12	56,926.22	33,435.56	23,490.66	136,739.78
439	English Learners	0.00	511,025.26	511,025.26	0.00	0.00
441/459	Basic Skills	1,060,702.66	1,594,652.68	1,097,476.11	497,176.57	1,557,879.23
441-620	Basic Skills-ECSE	15,548.54	71,828.30	72,891.60	(1,063.30)	14,485.24
441-630	Basic Skills-Staars	10,539.24	8,696.70	1,059.24	7,637.46	18,176.70
443	School Library Aid	0.00	70,581.13	70,581.13	0.00	0.00
449	Safe Schools-Crime Levy	0.00	152,610.84	152,610.84	0.00	0.00
448	Achievement & Integration	0.00	342,455.86	342,455.86	0.00	0.00
420	American Indian Education	0.00	70,315.18	70,315.18	0.00	0.00
471	Student Support Personnel	0.00	74,975.33	74,975.33	0.00	0.00
472	MA/3rd Party	306,142.29	304,645.86	184,080.89	120,564.97	426,707.26
407	Tech Levy	0.00	2,000,000.00	2,000,000.00	0.00	0.00
401	Student Activities (Fund 10 - tied to fund 1)	194,729.82	273,578.99	280,353.59	(6,774.60)	187,955.22
464	Donations & Grants (Fund 11 - tied to fund 1)	593,297.35	(81,338.27)	0.00	(81,338.27)	511,959.08
402	Scholarships (Fund 12 - tied to fund 1)	273,588.93	153,163.81	127,140.00	26,023.81	299,612.74
	RESTRICTED	**12,752,976.97**	**10,779,586.42**	**10,507,735.72**	**271,850.70**	**13,024,827.67**
418	Pension and ASL (trnsf from 422)	109,009.83	92,444.00	82,870.49	9,573.51	118,583.34
461-392	Technology (trnsf from 422)	888,500.40	0.00	250,000.00	(250,000.00)	638,500.40
	COMMITTED	**997,510.23**	**92,444.00**	**332,870.49**	**(240,426.49)**	**757,083.74**
462-001	Subsequent Year's Expenditures	791,133.75	0.00	(117,455.00)	117,455.00	908,588.75
462-002	Middle School Project Timing	45,731.54	0.00	45,731.54	(45,731.54)	0.00
462-003	Site Improvements	400,000.00	0.00	0.00	0.00	400,000.00
462-004	Safety & Security	100,000.00	0.00	4,021.55	(4,021.55)	95,978.45
462-005	Curriculum	300,000.00	0.00	19,233.00	(19,233.00)	280,767.00
462-006	STEM	0.00	0.00	(249,985.17)	249,985.17	249,985.17
462-007	Future Funding Changes	0.00	0.00	(1,300,000.00)	1,300,000.00	1,300,000.00
	ASSIGNED	**1,636,865.29**	**0.00**	**-1,598,454.08**	**1,598,454.08**	**3,235,319.37**
397,891 CO	GASB 68 TRA/State contribution	0.00	163,064.00	163,064.00	0.00	0.00
	Fed. Title-Spec Ed, AI Aid, LCTS R=E	0.00	1,578,917.47	1,578,917.47	0.00	0.00
	Technology/Pension, ASL	0.00	(92,444.00)	0.00	(92,444.00)	(92,444.00)
	English Learners	0.00	0.00	405,191.88	(405,191.88)	(405,191.88)
	Achievement & integration	0.00	-	(25,804.89)	25,804.89	25,804.89
	Area Learning Center	0.00	0.00	156,876.40	(156,876.40)	(156,876.40)
	Safe Schools/Crime Levy	0.00	0.00	212,383.01	(212,383.01)	(212,383.01)
	Unassigned	15,906,814.09	59,815,948.29	56,321,931.79	3,494,016.50	19,400,830.59
	Includes pmt to OPEB Trust ($558,049) 24-25 & 25-26					
422	**UNASSIGNED**	**15,906,814.09**	**61,465,485.76**	**58,812,559.66**	**2,652,926.10**	**18,559,740.19**
1/10/11/12	**TOTAL GENERAL FUND**	**32,522,583.74**	**72,337,516.18**	**68,566,223.96**	**3,771,292.22**	**36,293,875.96**
			72,337,516.18	68,566,223.96	894,651.17	24-25 Rev
			0.00	0.00	(1,758,274.93)	(SpEd Aid-12,023,253)

Hastings ISD # 200 2024-2025 Final

		Audited Balance 6/30/24	Revenues	Expenditures	Net Budget	Balance 6/30/25
2	**FOOD SERVICE FUND**					
464-418	Pension and ASL (trnsf from 464)	34,428.36	4,622	2,137	2,485	36,913.33
464	Food Service Program	910,935.97	3,211,709	3,485,805	(274,096)	636,840.15
	Includes pmt to OPEB Trust ($11,720) 24-25 & 25-26					
	RESTRICTED	**945,364.33**	**3,216,331**	**3,487,942**	**(271,611)**	**673,753.48**
	TOTAL FOOD SERVICE FUND	**945,364.33**	**3,216,331**	**3,487,942**	**(271,611)**	**673,753.48**
4	**COMMUNITY SERVICE FUND**					
431	Community Education General	276,032.52	1,781,547	1,765,010	16,538	292,570.02
432	ECFE	11,213.50	294,495	372,211	(77,716)	(66,502.91)
444	School Readiness	6,581.78	529,089	593,715	(64,627)	(58,045.08)
447	ABE	0.00	19,975	19,975	0	0.00
464-418	Pension and ASL (trnsf from trust 18 & above GL)	13,477.40	62,616	45,727	16,890	30,367.04
464-599	Screening	0.00	30,484	30,484	0	0.00
464	Non Public	24,629.29	114,285	117,447	(3,162)	21,467.20
	Includes pmt to OPEB Trust ($18,605) 24-25 & 25-26					
	RESTRICTED	**331,934.49**	**2,832,491**	**2,944,570**	**(112,078)**	**219,856.27**
	TOTAL COMMUNITY SERVICE FUND	**331,934.49**	**2,832,491**	**2,944,570**	**(112,078)**	**219,856.27**
6	**BUILDING CONSTRUCTION FUND**					
464	Building Construction	2,649,440.37	58,384	2,159,223	(2,100,838)	548,602.12
	RESTRICTED	**2,649,440.37**	**58,384**	**2,159,223**	**(2,100,838)**	**548,602.12**
	TOTAL BLDG CONSTRUCTION FUND	**2,649,440.37**	**58,384**	**2,159,223**	**(2,100,838)**	**548,602.12**
7	**DEBT SERVICE FUND**					
451	QSCB Sinking Fund (GL JE)	15,641,874.90	680,845	16,322,720	(15,641,875)	0.00
464	Debt Service	938,434.17	4,834,311	4,297,730	536,581	1,475,015.32
	RESTRICTED	**16,580,309.07**	**5,515,156**	**20,620,450**	**(15,105,294)**	**1,475,015.32**
	TOTAL DEBT SERVICE FUND	**16,580,309.07**	**5,515,156**	**20,620,450**	**(15,105,294)**	**1,475,015.32**
	TRUST FUNDS					
18	CE Pension and ASL	62,549.40	67	62,616	(62,549)	0.00
20	Dental Self-Funded	1,328,272.21	784,121.07	683,297.49	100,824	1,429,095.79
21	Health Self-Funded	4,210,623.97	9,944,785.42	9,302,961.22	641,824	4,852,448.17
45---000	IRR-OPEB- PERA	6,358,034.75	598,574	0	598,574	6,956,609.09
	TOTAL TRUST FUNDS	**11,959,480.33**	**11,327,548**	**10,048,875**	**1,278,673**	**13,238,153.05**
	TOTAL ALL FUNDS	**64,989,112**	**95,287,427**	**107,827,283**	**(12,539,856)**	**52,449,256**
			95,287,427.02	107,827,283.15		
			0	0		

Donation Acceptance Resolution

I, _____, introduce the following resolution and move for its adoption:

WHEREAS, School Board Policy 706 establishes guidelines for the acceptance of gifts and donations to the District;

WHEREAS, Minnesota Statutes Section 465.03 states that the School Board may accept a gift, grant, or devise of real or personal property in accordance with the terms prescribed by the donor only by the adoption of a resolution approved by two-thirds of its members; and

WHEREAS, the referenced donations in the District 200 Donations Report from November 2025.

_____ duly seconded the motion for the adoption of the foregoing resolution.

Voting in favor of the resolution:

Voting against:

THEREFORE, BE IT RESOLVED by the Hastings Public School District School Board to gratefully accept these gifts.

Approval of District 200 Donations
November 2025

Date	Donor	Building	Description	Amount
11/5/25	Hastings Football Connections	High School	Assistant Football Coaches	$23,785.00
11/5/25	Pinecrest Parents	Pinecrest	Classroom Party Money	$40.00
11/7/25	Pinecrest PTA	Pinecrest	Read-A-Thon Fundraiser Proceeds	$12,448.81
11/10/25	Chase Allen-Lloyd Passauer Foundation	High School	Chase Passauer Memorial Scholarship	$3,000.00
11/10/25	Hastings Alumni Association	High School	HHS Alumni Assoc Scholarship	$2,500.00
11/12/25	Hastings Girls Hockey Club	High School	Girls Hockey Scrimmage Officials & Trainer	$218.00
11/13/25	Hastings Branch of the AAUW	High School	AAUW Scholarship	$8,000.00
11/14/25	HMS Play Free Will Donations	Middle School	HMS Theatre	$554.00
11/14/25	HMS Play Free Will Donations	Middle School	HMS Theatre	$827.00
11/14/25	HMS Concert Free Will Donations	Middle School	HMS Orchestra	$50.67
11/14/25	HMS Concert Free Will Donations	Middle School	HMS Band	$50.67
11/14/25	HMS Concert Free Will Donations	Middle School	HMS Choir	$50.66
				$152.00
11/14/25	Charities Aid Foundation America-Employee Giving Campaign	Middle School	Middle School Donation-Appropriate Expenditures	$45.00
11/17/25	Dakota County	Kennedy	SHIP Award-Sensory Supplies & Equipment	$2,420.79
11/17/25	Pinecrest Parents	Pinecrest	Classroom Party Money	$10.00
11/18/25	Hastings Girls Soccer Boosters	High School	Girls Soccer Coach	$1,345.63
11/21/25	Hastings Band Boosters	Middle School	Instrument Repairs	$1,000.00
11/21/25	Hastings Band Boosters	Middle School	Instrument Maintenance	$300.00
11/21/25	High School Staff	High School	High School Faculty Scholarship	$82.00
11/25/25	McAuliffe Parent Teacher Connection	McAuliffe	ExploraDome-Traveling Planetarium	$300.00
11/25/25	McAuliffe Parent Teacher Connection	McAuliffe	K-4 Field Trips	$5,000.00
11/26/25	Dakota County	Kennedy	SHIP Award-Sensory Supplies & Equipment	$287.66
11/26/25	HMS Concert Free Will Donations	Middle School	HMS Orchestra	$45.67
11/26/25	HMS Concert Free Will Donations	Middle School	HMS Band	$45.67
11/26/25	HMS Concert Free Will Donations	Middle School	HMS Choir	$45.66
				$137.00
			Total Monthly Donations	**$62,452.89**

Hastings Public Schools
INDEPENDENT SCHOOL DISTRICT 200
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BRIDGE TO SUCCESS

Dr. Kristine Wehrkamp Herman
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**
12.17.2025	6:00 pm	Regular Board Meeting + Truth in Taxation	School Board	Hastings Middle School Media Center
12.17.2025	8:00 pm	Closed Meeting (following Reg. Bd Mtg) Superintendent Evaluation	School Board	District Office Conference Room A
01.05.2026	6:00 pm	Organizational Meeting	School Board	Hastings Middle School Media Center
01.08.2026	12:00 pm	Policy Meeting	Policy Committee	District Office Conference Room A
01.12.2026	6:00 pm	Community Collaboration Event	Community Collaboration Committee	Hastings Middle School Cafeteria
04.01.2026	6:00 pm	Community Collaboration Event	Community Collaboration Committee	Hastings High School, Lecture Hall- Room F253

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 :: Dr. Kristine Wehrkamp Herman**

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 :: Carrie Tate :: Jen Seubert :: Dr. Kristine Wehrkamp Herman**

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 :: Dr. Kristine Wehrkamp Herman :: 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 :: Dr. Kristine Wehrkamp Herman**

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