

GOODHUE COUNTY EDUCATION DISTRICT BOARD AGENDA

Thursday, October 24, 2024 at 7:00 PM
River Bluff Education Center, Red Wing
395 Guernsey Ln
Red Wing, MN 55066

AGENDA

- I. **Pledge of Allegiance**
- II. **Call to Order/Adoption of Agenda:**
- III. **Consent Agenda:**
 - A. Approval of September 26, 2024 Minutes

2

GOODHUE COUNTY EDUCATION DISTRICT BOARD MINUTES

Thursday, September 26, 2024 at 7:00 PM

River Bluff Education Center

395 Guernsey Lane, Red Wing, MN 55066

MEMBERS PRESENT: T. Bjornstad, J. Lohmann, D. Balow, B. Brintnall, M. Syverson, A. Dicke

MEMBERS ABSENT: J. Stehr (A. Dicke - alternate present)

OTHERS: C. Johnson, J. Paradis

- I. Call to Order/Adoption of Agenda:** J. Lohmann called the meeting to order. D. Balow motioned to adopt the agenda. A. Dicke seconded, motion passed 6-0.
- II. Consent Agenda:** D. Balow motioned to approve the consent agenda. A. Dicke seconded, motion passed 6-0.
 - A.** Approval of August 22, 2024 Minutes
 - B.** Approval of Claims: B. Brintnall
 - C.** Staff Updates:
 - 1. Resignations:** *Heather Zeissler, ELA Teacher 5RO.*
 - 2. New Hire:** *Catherine Swanson, Paraprofessional - RBEC effective 10/21/24; Sarah Edwards, LPN - Zumbrota-Mazeppa effective 9/4/2024; Laurie Poole, ECSE Teacher - Goodhue start dependent upon approval of Tier1 license.*
 - 3. Transfers:** *Lindsay Woodard - .3 MA Lead to .3 B-3 Coordinator effective immediately; Jennifer Marquardt - 1.0 Special Education Coordinator to 1.0 Assistant Director of Special Education with MA Lead Duties; Brian Cashman - 1.0 Coordinator of Federal Programs to 1.0 Director of Federal Programs with Human Resources*
 - 4. Re-assignment:** *Kate Safe - 1.0 5RO Interventionist to 1.0 5RO Elementary Teacher; Cari Kohrs - 1.0 5RO Elementary Teacher to .21 5RO Interventionist (.79 reassigned to LC); Linda Hodgell - ..5 ML Teacher Gdh to .5 ML Teacher LC; Heather Zeissler - 1.0 5RO ELA Teacher to 1.0 ML Teacher, Gdh*
- III. Public Input:** The policy of the education district board is to encourage discussion by persons of subjects related to the management of the district at board meetings. The board shall, as a matter of policy, protect the legal rights to privacy and due process of employees and students. Persons who wish to have a subject discussed at a public board meeting must notify the executive director's office in advance of the board meeting. The person should provide his or her name, address, the name of the group represented (if any), and the subject to be covered or the issue to be addressed. The board retains the discretion to limit discussion of any agenda item to a reasonable period of time as determined by the board.
- IV. Reports and Communication:**
 - A. Business Manager Report:** This is the third look at the year end for FY24. We have earned \$19,420,409 or 103.73% of the revised budget. We have expended \$19,122,835 or 101.7% of the revised expense budget. There are still some entries to be made for the audit which starts Oct 1. Cash Flow is included for your information. Cash flow is looking good through the end of the fiscal year. FY25 Cash Flow has some lower spots through the winter right now as is the usual case. We'll keep an eye on it as we get closer to Nov-Dec and adjust accordingly.
 - B. Paraprofessional Training Update:** C. Johnson shared new systems we have in place to track training and qualifications for paraprofessionals. She also shared current numbers of paraprofessionals that have met qualifications and plans to get remaining paraprofessionals through the process.
 - C. Support for Decision Making Series - 5RiversOnline:** C. Johnson reviewed commitments

member districts made during the creation of 5RO. To become an online provider, GCED went through an intensive vetting process. Areas included review of curriculum, alignment to MN standards, student support systems, planned PD for staff to build efficacy of online instruction, assurances of appropriately licensed staff and other areas. During the creation of this program, both the superintendent's advisory council and member district boards provided feedback and were invested and supportive of the plans.

With the legislative change two years ago that any district can provide online instruction to its students without any vetting or oversight, providing this type of instruction has become an option that districts can quickly implement if they choose to do so. 5RO student enrollments are down in both parttime and fulltime programming. It is important to remember that the state definition of full time online programming is a student taking four or more online courses. While a district who is providing four online courses to a student may be thinking that it isn't full time, it does impact 5RO full time enrollments.

GCED administration was unaware that districts had planned to offer online courses to their students this fall. We learned about this during late August. In staffing last spring for 5RO, the GCED board approved staffing consistent with enrollment trends. Due to significant drops in enrollment, administration is reviewing cost saving measures.

Going forward, the Board will need to make a decision about the feasibility of continuing our collaborative online school.

V. Old Business:

- A. 3rd Reading of Policy 606.5 Library Materials and 606.5 Form:** M. Syverson motioned to approve the 3rd reading of Policy 606.5 Library Materials and 606.5 Form. D. Balow seconded, motion passed 6-0.
- B. 2nd Reading of Policy 522 Title IX Sex Nondiscrimination Policy Grievance Procedure and Process:** T. Bjornstad motioned to approve the 2nd reading of Policy 522 Title IX Sex Nondiscrimination Policy Grievance Procedure and Process. B. Brintnall seconded, motion passed 6-0.
- C. Data Sharing Agreement with RiseUp Red Wing:** M. Syverson motioned to approve the Data Sharing Agreement with RiseUp Red Wing. J. Lohmann seconded, motion passed 6-0.

VI. New Business:

- A. Data Sharing Agreement with GCED and Prairie Island Indian Community:** D. Balow motioned to approve the Data Sharing Agreement with the Prairie Island Indian Community. B. Brintnall seconded, motion passed 6-0..
- B. Annual Review of 100 Series Policies:** D. Balow motioned to approve Policy 101 Legal Status of the Education District, Policy 101.1 Legal Name of the Education District, Policy 102 Equal Educational Opportunity and Policy 103 Complaints - Students, Employees, Parents, Other Persons. M. Syverson seconded, motion passed 6-0.
- C. 1st Reading of Policy 104 Education District Mission Statement:** Board reviewed this policy which will be presented at the October board meeting for approval.
- D. Acceptance of Donations/Grants:** A. Dicke motioned to accept the donation of an Easy Zing Stander from Miranda Lynn Forsblad-Kemper. D. Balow seconded. Motion passed by resolution: A. Dicke-yes, D. Balow-yes, M. Syverson-yes, B. Brintnall-yes, T. Bjornstad-yes and J. Lohmann-yes.
- E. Board Work Session:** B. Brintnall motioned to hold a board work session with superintendents concerning 5RO. M. Syverson seconded, motion passed 6-0.

V. Other: C. Johnson thanked board members for their work on the GCED Board. She handed out Certificates of Appreciation.

VI. Comments: Board/Director:

VII. Next Meeting Date: Thursday, September 26, 2024 at 7:00 PM at the River Bluff Education Center in Red Wing.

VIII. Adjournment: M. Syverson motioned to adjourn. D. Balow seconded, motion passed 6-0.

Goodhue County Ed District 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
MERC		40012		Direct Pymt	1	00360	CARLSON, MELISSA		Yes	Yes	No	09/19/2024	46.10
MERC		40013		Direct Pymt	1	02672	METRO SALES, INC.		Yes	Yes	No	09/19/2024	246.32
MERC		40014		Direct Pymt	1	03977	SOUTHEAST SERVICE COOPERATIVE		Yes	Yes	No	09/19/2024	1,700.00
MERC		40015		Direct Pymt	1	04565	ZUMBROTA-MAZEPPA PUBLIC SCHOOL		Yes	Yes	No	09/19/2024	71,924.69
MERC		40016		Direct Pymt	1	09129	RED WING IND SCHOOL DIST 256		Yes	Yes	No	09/19/2024	534,503.28
MERC		40017		Direct Pymt	1	1483	LAKE CITY PUBLIC SCHOOLS		Yes	Yes	No	09/19/2024	17,763.29
MERC		40018		Direct Pymt	1	1784	NCS PEARSON, INC.	C Corporation	Yes	Yes	No	09/19/2024	29,158.95
MERC		40019		Direct Pymt	1	2284	E. B. C., LLC /ACS		Yes	Yes	No	09/19/2024	138.40
MERC		40020		Direct Pymt	1	2585	TEACHERS ON CALL	C Corporation	Yes	Yes	No	09/19/2024	696.60
MERC		40021		Direct Pymt	1	2865	INTELLICENTS		Yes	Yes	No	09/19/2024	1,250.00
MERC		40022		Direct Pymt	1	2951	SHI		Yes	Yes	No	09/19/2024	738.00
MERC		40023		Direct Pymt	1	2986	YUSTY-ROJAS, JEIMMY		Yes	Yes	No	09/19/2024	397.85
MERC		40024		Direct Pymt	1	3184	MCLAREN, ARLIE		Yes	Yes	No	09/19/2024	176.21
MERC		40025		Direct Pymt	1	3222	BAUER, SARAH		Yes	Yes	No	09/19/2024	741.02
MERC		40026		Direct Pymt	1	3409	RIVERSIDE INSIGHTS		Yes	Yes	No	09/19/2024	4,470.79
MERC		40027		Direct Pymt	1	3415	AMAZON CAPITAL SERVICES		Yes	Yes	No	09/19/2024	444.22
MERC		40028		Direct Pymt	1	3421	ALBIN ACQUISITION CORP		Yes	Yes	No	09/19/2024	349.50
MERC		40029		Direct Pymt	1	3504	SENECHALLE, MEGAN		Yes	Yes	No	09/19/2024	66.40
MERC		40030		Direct Pymt	1	3522	CUSTOM ALARM	S Corporation	Yes	Yes	No	09/19/2024	418.92
MERC		40031		Direct Pymt	1	3548	RED WING PLUMBING & HEATING LLC	LLC - S Corp	Yes	Yes	No	09/19/2024	1,125.00
MERC		40032		Direct Pymt	1	3601	ESPIRICUETA VALDEZ, ILIANA		Yes	Yes	No	09/19/2024	229.14
MERC		40033		Direct Pymt	1	3628	AMPION PBC C/O DEPT. 8121	C Corporation	Yes	Yes	No	09/19/2024	5,962.81
MERC		40034		Direct Pymt	1	3673	AMPION PBC C/O DEPT. 8125	C Corporation	Yes	Yes	No	09/19/2024	111.90
MERC		40035		Direct Pymt	1	3736	EBERT, ABBY		Yes	Yes	No	09/19/2024	361.13
MERC		40036		Wire	1	2216	KWIK TRIP EXTENDED NETWORK		No	Yes	No	09/19/2024	505.90
MERC		40037		Wire	1	3232	ENTERPRISE FM TRUST		No	Yes	No	09/19/2024	4,868.62
MERC		40063		Wire	1	04060	PERA-PUBLIC EMPLOYEES RETIREMT		No	Yes	No	09/26/2024	8,872.58
MERC		40064		Wire	1	04062	MN TEACHERS RETIREMENT ASSOC		No	Yes	No	09/26/2024	61,429.40
MERC		40065		Wire	1	2284	E. B. C., LLC /ACS		No	No	No	09/26/2024	20,840.30
MERC		40066		Wire	1	2392	US DEPT. OF TREASURY		No	Yes	No	09/26/2024	97,926.75
MERC		40067		Wire	1	2396	MN Dept of Revenue		No	No	No	09/26/2024	17,863.23
MERC		40068		Wire	1	2501	Merchants Bank		No	Yes	No	09/26/2024	3,250.68
MERC		40071		Wire	1	03977	SOUTHEAST SERVICE COOPERATIVE		No	No	No	10/04/2024	118,046.34
MERC		40072		Wire	1	09346	MINNESOTA UC FUND		No	No	No	10/04/2024	5,460.61
MERC		40073		Wire	1	1280	DELTA DENTAL PLAN OF MN		No	No	No	10/04/2024	8,651.17
MERC		40074		Wire	1	2216	KWIK TRIP EXTENDED NETWORK		No	No	No	10/04/2024	681.39
MERC		40094		Direct Pymt	1	00707	MENARD'S RED WING		Yes	No	No	10/04/2024	41.96
MERC		40095		Direct Pymt	1	02672	METRO SALES, INC.		Yes	No	No	10/04/2024	840.00
MERC		40096		Direct Pymt	1	09129	RED WING IND SCHOOL DIST 256		Yes	No	No	10/04/2024	31,631.60

Goodhue County Ed District 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
MERC		40097		Direct Pymt	1	09270	CRISIS PREVENTION INST., INC.	C Corporation	Yes	No	No	10/04/2024	15,571.50
MERC		40098		Direct Pymt	1	1115	RODGERS, MATT		Yes	No	No	10/04/2024	68.34
MERC		40099		Direct Pymt	1	1784	NCS PEARSON, INC.	C Corporation	Yes	No	No	10/04/2024	608.65
MERC		40100		Direct Pymt	1	1984	E. B. C., LLC/Flex Contributions		Yes	No	No	10/04/2024	481.25
MERC		40101		Direct Pymt	1	2197	JOHNSON, CHERYL		Yes	No	No	10/04/2024	306.57
MERC		40102		Direct Pymt	1	2324	BLUUM OF MINNESOTA, LLC		Yes	No	No	10/04/2024	2,230.20
MERC		40103		Direct Pymt	1	2585	TEACHERS ON CALL	C Corporation	Yes	No	No	10/04/2024	2,792.21
MERC		40104		Direct Pymt	1	3002	MOLDE-BOEDING, JAYNE		Yes	No	No	10/04/2024	454.26
MERC		40105		Direct Pymt	1	3040	INTEREUM	S Corporation	Yes	No	No	10/04/2024	3,904.22
MERC		40106		Direct Pymt	1	3249	BUCHAL, AMY		Yes	No	No	10/04/2024	313.56
MERC		40107		Direct Pymt	1	3415	AMAZON CAPITAL SERVICES		Yes	No	No	10/04/2024	2,009.65
MERC		40108		Direct Pymt	1	3464	NAVIGATE360,LLC	Ind/Sole Proprietor	Yes	No	No	10/04/2024	2,122.00
MERC		40109		Direct Pymt	1	3468	YUSTEN, NIKKI		Yes	No	No	10/04/2024	178.89
MERC		40110		Direct Pymt	1	3563	IMAGINE LEARNING, LLC	LLC - C Corp	Yes	No	No	10/04/2024	19,243.00
MERC		40111		Direct Pymt	1	3601	ESPIRICUETA VALDEZ, ILIANA		Yes	No	No	10/04/2024	238.52
MERC		40112		Direct Pymt	1	3616	PRICE, MORGAN		Yes	No	No	10/04/2024	436.17
MERC		40113		Direct Pymt	1	3623	E.B.C. LLC/FLEX MONTHLY		Yes	No	No	10/04/2024	138.40
MERC		40114		Direct Pymt	1	3670	GREEN, MADELYN		Yes	No	No	10/04/2024	104.52
MERC		40115		Direct Pymt	1	3740	BONINE, KATHERINE		Yes	No	No	10/04/2024	174.20
MERC		40116		Direct Pymt	1	3741	KRUEGER, SAMANTHA		Yes	No	No	10/04/2024	32.43
MERC		40117		Wire	1	04060	PERA-PUBLIC EMPLOYEES RETIREMT		No	No	No	10/10/2024	9,180.92
MERC		40118		Wire	1	04062	MN TEACHERS RETIREMENT ASSOC		No	No	No	10/10/2024	61,847.53
MERC		40119		Wire	1	2284	E. B. C., LLC /ACS		No	No	No	10/10/2024	20,590.30
MERC		40120		Wire	1	2392	US DEPT. OF TREASURY		No	No	No	10/10/2024	99,795.54
MERC		40121		Wire	1	2396	MN Dept of Revenue		No	No	No	10/10/2024	18,240.54
MERC		40122		Wire	1	2501	Merchants Bank		No	No	No	10/10/2024	3,770.68
MERC		40123		Wire	1	04062	MN TEACHERS RETIREMENT ASSOC		No	No	No	10/11/2024	380.85
MERC		40124		Wire	1	2392	US DEPT. OF TREASURY		No	No	No	10/11/2024	353.16
MERC		40125		Wire	1	2396	MN Dept of Revenue		No	No	No	10/11/2024	82.71
MERC		40141		Wire	1	2216	KWIK TRIP EXTENDED NETWORK		No	No	No	10/18/2024	439.61
MERC		40142		Wire	1	2396	MN Dept of Revenue		No	No	No	10/18/2024	513.73
MERC		40143		Wire	1	3232	ENTERPRISE FM TRUST		No	No	No	10/18/2024	5,408.33
MERC		40144		Direct Pymt	1	00360	CARLSON, MELISSA		Yes	No	No	10/18/2024	41.14
MERC		40145		Direct Pymt	1	02672	METRO SALES, INC.		Yes	No	No	10/18/2024	742.00
MERC		40146		Direct Pymt	1	03350	REGION V COMPUTER SERVICES		Yes	No	No	10/18/2024	2,206.25
MERC		40147		Direct Pymt	1	03977	SOUTHEAST SERVICE COOPERATIVE		Yes	No	No	10/18/2024	1,700.00
MERC		40148		Direct Pymt	1	04565	ZUMBROTA-MAZEPPA PUBLIC SCHOOL		Yes	No	No	10/18/2024	57,327.76
MERC		40149		Direct Pymt	1	1984	E. B. C., LLC/Flex Contributions		Yes	No	No	10/18/2024	481.25
MERC		40150		Direct Pymt	1	2440	LIBERTY'S RESTAURANT		Yes	No	No	10/18/2024	193.76

Goodhue County Ed District 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
MERC		40151		Direct Pymt	1	2585	TEACHERS ON CALL	C Corporation	Yes	No	No	10/18/2024	1,625.40
MERC		40152		Direct Pymt	1	2865	INTELLICENTS		Yes	No	No	10/18/2024	1,250.00
MERC		40153		Direct Pymt	1	3415	AMAZON CAPITAL SERVICES		Yes	No	No	10/18/2024	169.60
MERC		40154		Direct Pymt	1	3417	LEMMON, KELSEY		Yes	No	No	10/18/2024	51.59
MERC		40155		Direct Pymt	1	3465	WEISENBECK, STEPHANIE		Yes	No	No	10/18/2024	5.36
MERC		40156		Direct Pymt	1	3563	IMAGINE LEARNING, LLC	LLC - C Corp	Yes	No	No	10/18/2024	325.00
MERC		40157		Direct Pymt	1	3592	PELLETIER, CORI		Yes	No	No	10/18/2024	14.74
MERC		40158		Direct Pymt	1	3601	ESPIRICUETA VALDEZ, ILIANA		Yes	No	No	10/18/2024	344.38
MERC		40159		Direct Pymt	1	3623	E.B.C. LLC/FLEX MONTHLY		Yes	No	No	10/18/2024	125.00
MERC		40160		Direct Pymt	1	3628	AMPION PBC C/O DEPT. 8121	C Corporation	Yes	No	No	10/18/2024	5,435.33
MERC		40161		Direct Pymt	1	3638	DEFINED LEARNING, LLC	LLC - S Corp	Yes	No	No	10/18/2024	15,120.00
MERC		40162		Direct Pymt	1	3673	AMPION PBC C/O DEPT. 8125	C Corporation	Yes	No	No	10/18/2024	224.01
MERC		40163		Direct Pymt	1	3681	QUELLE, REBECCA		Yes	No	No	10/18/2024	49.84
MERC		40164		Direct Pymt	1	3736	EBERT, ABBY		Yes	No	No	10/18/2024	326.96
MERC		40042	21568	Check	1	01903	CANNON FALLS ISD #252		Yes	Yes	No	09/19/2024	64,021.64
MERC		40046	21569	Check	1	1132	CULLIGAN		Yes	No	No	09/19/2024	62.00
MERC		40055	21570	Check	1	3297	DEL CARMEN POSADA JARAMILLO, MA	Ind/Sole Proprietor	Yes	No	No	09/19/2024	458.15
MERC		40051	21571	Check	1	2871	EMC Insurance Companies		Yes	No	No	09/19/2024	7,894.07
MERC		40050	21572	Check	1	2778	ESTR PUBLICATIONS		Yes	Yes	No	09/19/2024	344.20
MERC		40061	21573	Check	1	3718	GARCIA, MONICA	Ind/Sole Proprietor	Yes	Yes	No	09/19/2024	259.79
MERC		40038	21574	Check	1	00227	GODFATHER'S PIZZA		Yes	Yes	No	09/19/2024	523.34
MERC		40043	21575	Check	1	01904	GOODHUE PUBLIC SCHOOL		Yes	Yes	No	09/19/2024	99,290.71
MERC		40054	21576	Check	1	3108	GOVERNMENT LEASING & FINANCE, IN		Yes	Yes	No	09/19/2024	39,979.82
MERC		40059	21577	Check	1	3662	GRAFTON SCHOOL, INC	Other	Yes	Yes	No	09/19/2024	942.24
MERC		40045	21578	Check	1	09162	HILLYARD FLOOR CARE SUPPLY		Yes	Yes	No	09/19/2024	178.24
MERC		40040	21579	Check	1	00367	KENYON-WANAMINGO PUBLIC SCHOC		Yes	No	No	09/19/2024	113,514.04
MERC		40052	21580	Check	1	2960	LANGUAGE LINE SERVICES	C Corporation	Yes	Yes	No	09/19/2024	226.63
MERC		40057	21581	Check	1	3467	MASSP		Yes	Yes	No	09/19/2024	640.00
MERC		40062	21582	Check	1	3735	MENDIVIL, MARICARMEN	Ind/Sole Proprietor	Yes	No	No	09/19/2024	58.08
MERC		40060	21583	Check	1	3675	MISSISSIPPI WELDING SUPPLY	S Corporation	Yes	Yes	No	09/19/2024	312.00
MERC		40047	21584	Check	1	1227	PAR, INC.		Yes	No	No	09/19/2024	294.10
MERC		40044	21585	Check	1	06510	PRO-ED, INC		Yes	Yes	No	09/19/2024	575.30
MERC		40039	21586	Check	1	00245	READ NATURALLY	S Corporation	Yes	Yes	No	09/19/2024	3,828.00
MERC		40041	21587	Check	1	00563	SOUTH CENTRAL SERVICE COOP		Yes	Yes	No	09/19/2024	3,863.75
MERC		40058	21588	Check	1	3570	ST. CLOUD STATE UNIVERSITY		Yes	No	No	09/19/2024	15,000.00
MERC		40056	21589	Check	1	3398	TRANE U.S. INC	C Corporation	Yes	Yes	No	09/19/2024	605.00
MERC		40049	21590	Check	1	2042	TREASURE ISLAND RESORT&CASINO	Other	Yes	No	No	09/19/2024	12,090.86
MERC		40053	21591	Check	1	3011	U.S. BANK EQUIPMENT FINANCE		Yes	Yes	No	09/19/2024	290.00
MERC		40048	21592	Check	1	1789	UPS		Yes	Yes	No	09/19/2024	56.19

Goodhue County Ed District 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
MERC		40069	21593	Check	1	09118	EDUCATION MN - GCED		Yes	No	No	09/30/2024	3,199.36
MERC		40070	21594	Check	1	3235	Goodhue Co Ed Dist Paraprofessional Unit		Yes	No	No	09/30/2024	254.46
MERC		40090	21595	Check	1	3505	CAPITAL ONE		Yes	No	No	10/04/2024	753.62
MERC		40087	21596	Check	1	3329	CHASE CARD SERVICES		Yes	No	No	10/04/2024	9,646.87
MERC		40075	21597	Check	1	00433	CITY OF RED WING		Yes	No	No	10/04/2024	1,942.40
MERC		40093	21598	Check	1	3729	DATA TECHNICAL SERVICES		Yes	No	No	10/04/2024	1,975.00
MERC		40081	21599	Check	1	2894	DEPARTMENT OF HUMAN SERVICES -		Yes	No	No	10/04/2024	103.00
MERC		40077	21600	Check	1	05393	EDUCATION WEEK		Yes	No	No	10/04/2024	35.00
MERC		40091	21601	Check	1	3641	EMPLOYERS PREFERRED INS. CO		Yes	No	No	10/04/2024	3,501.40
MERC		40084	21602	Check	1	3126	FERNBROOK FAMILY CENTER	S Corporation	Yes	No	No	10/04/2024	32,632.09
MERC		40092	21603	Check	1	3662	GRAFTON SCHOOL, INC	Other	Yes	No	No	10/04/2024	4,172.21
MERC		40083	21604	Check	1	3082	GRAINGER		Yes	No	No	10/04/2024	374.22
MERC		40078	21605	Check	1	09162	HILLYARD FLOOR CARE SUPPLY		Yes	No	No	10/04/2024	16.96
MERC		40088	21606	Check	1	3337	KEVIN'S SERVICE	Ind/Sole Proprietor	Yes	No	No	10/04/2024	73.49
MERC		40086	21607	Check	1	3296	MUTUAL OF OMAHA		Yes	No	No	10/04/2024	3,491.74
MERC		40085	21608	Check	1	3138	QUALITY OVERHEAD DOOR		Yes	No	No	10/04/2024	838.59
MERC		40076	21609	Check	1	00670	RATWIK ROSZAK & MALONEY PA		Yes	No	No	10/04/2024	2,707.92
MERC		40089	21610	Check	1	3434	SCHOLASTIC		Yes	No	No	10/04/2024	351.78
MERC		40082	21611	Check	1	3078	SHRED-N-GO-446138	S Corporation	Yes	No	No	10/04/2024	81.93
MERC		40080	21612	Check	1	1855	TOM PARKER ELECTRIC	S Corporation	Yes	No	No	10/04/2024	137.50
MERC		40079	21613	Check	1	1789	UPS		Yes	No	No	10/04/2024	164.83
MERC		40138	21614	Check	1	3586	ADAM'S PEST CONTROL - MAIN	S Corporation	Yes	No	No	10/18/2024	102.00
MERC		40129	21615	Check	1	1132	CULLIGAN		Yes	No	No	10/18/2024	31.00
MERC		40136	21616	Check	1	3297	DEL CARMEN POSADA JARAMILLO, MA	Ind/Sole Proprietor	Yes	No	No	10/18/2024	310.94
MERC		40127	21617	Check	1	09118	EDUCATION MN - GCED		Yes	No	No	10/18/2024	3,199.36
MERC		40132	21618	Check	1	2871	EMC Insurance Companies		Yes	No	No	10/18/2024	7,909.07
MERC		40135	21619	Check	1	3235	Goodhue Co Ed Dist Paraprofessional Unit		Yes	No	No	10/18/2024	254.46
MERC		40140	21620	Check	1	3743	HIAWATHA HOMECARE		Yes	No	No	10/18/2024	5,336.00
MERC		40126	21621	Check	1	00367	KENYON-WANAMINGO PUBLIC SCHOC	C Corporation	Yes	No	No	10/18/2024	403.00
MERC		40133	21622	Check	1	2960	LANGUAGE LINE SERVICES		Yes	No	No	10/18/2024	122.88
MERC		40128	21623	Check	1	09346	MINNESOTA UC FUND		Yes	No	No	10/18/2024	38,533.66
MERC		40137	21624	Check	1	3427	SPECIAL SCHOOL DISTRICT #1		Yes	No	No	10/18/2024	138.60
MERC		40139	21625	Check	1	3742	TeachTown		Yes	No	No	10/18/2024	21,875.00
MERC		40134	21626	Check	1	3011	U.S. BANK EQUIPMENT FINANCE		Yes	No	No	10/18/2024	212.00
MERC		40130	21627	Check	1	1789	UPS		Yes	No	No	10/18/2024	8.54
MERC		40131	21628	Check	1	2303	WABASHA-KELLOGG PUBLIC SCHOOL		Yes	No	No	10/18/2024	194.25

Bank Total: \$1,924,096.14

Report Total: \$1,924,096.14

C. Staff Updates:

1. **Resignations:**
2. **New Hire:** Mackenzie Diggins, ML Teacher Goodhue
3. **Transfers:**
4. **Re-assignment:**

IV. **Public Input:** The policy of the education district board is to encourage discussion by persons of subjects related to the management of the district at board meetings. The board shall, as a matter of policy, protect the legal rights to privacy and due process of employees and students. Persons who wish to have a subject discussed at a public board meeting must notify the executive director's office in advance of the board meeting. The person should provide his or her name, address, the name of group represented (if any), and the subject to be covered or the issue to be addressed. The board retains the discretion to limit discussion of any agenda item to a reasonable period of time as determined by the board.

V. **Reports and Communication:**

A. Business Manager Report

11

Business Manager Report 10-24-24

Preliminary Audit Results 2023-24

Attached is a preliminary look at 2023-24 ending fund balances. The audit is not complete yet, so changes could still be made. We are estimating that we will use \$142k of the unassigned fund balance for FY 24, bringing our fund balance percentage to 3.40%. This is in line with our plan to use \$80k for the equipment lease payments and \$50k towards assessments (Fastbridge).

Budget 2024-25 as of 9/30/24

We have received \$3,551,603 or 18.10% of the adopted budget, compared to 15.60% at Sept 30, 2023 and 18.99% at Sept 30, 2022. We have expended \$2,915,855 or 14.77% of the adopted expense budget, compared to 13.25% at Sept 30, 2023 and 15.96% at Sept 30, 2022.

Cash Flow

For your information. Cash flow is looking good through the end of the fiscal year. 2024-25 Cash flow has some lower spots through the winter right now as is the usual case. We'll keep an eye on it as we get closer to Nov-Dec and adjust accordingly.

Sept Bank Rec

For your information

Enrollment

We have increased 9 students since September. Below is the change by program.

Program	Sept 24	Oct 24	Change
REACH	56	52	-4
STEP	15	14	-1
Pathways 6-7	9	10	+1
Pathways 8-12	30	31	+1
5RO Elementary	22	26	+4
5RO Secondary FT	207	204	-3
5RO Secondary PT	89	100	+11
Total	428	437	+9

As of 10/15/24

District	REACH / Setting IV	STEP	Pathways 6-7	Pathways 8-12	5RO Elementary	5RO Secondary	5RO Part Time	Total
Cannon Falls	2	2		4	1	22	39	70
Goodhue	2	1		1	1	5	4	14
Kenyon-Wanamingo	8	3			1	9	14	35
Lake City	3	1	1	2	1	24	23	55
Red Wing	34	4	9	23	15	85	5	175
Zumbrota-Mazeppa	3	3		1	3	14	10	34
Non Members					4	45	5	54
Total Program	52	14	10	31	26	204	100	437

Total Special Ed	52	14	0	7	2	39	2	116
Percent Special Ed	100.00%	100.00%	0.00%	22.58%	7.69%	19.12%	2.00%	26.54%

Color Code Key

	MDE Tuition Billing System	13
	Billed to Districts at or below APU amount	
	Billed to Districts throughout year for cash flow and trued up at year end (Open Enrollment)	

Goodhue Co Ed District
Budget / Fund Balance Overview
Projected End of Year Results

General Fund - 01	Beginning				End of Year	Net Increase
	Fund Balance	Revenues	Expenditures	Transfers	Proj. Balance	or Decrease
422 Unassigned Fund Balance	819,771 4.48%	18,130,518	18,202,027	(70,343)	677,919 3.40%	(141,852)
Restricted						
434 Area Learning Center	-	1,180,779	1,241,272	60,492	(0)	(0)
441 Basic Skills Programs	-	376,365	376,365	-	-	-
467 Long-Term Facilities Maint	84,274	86,370	59,613	-	111,031	26,757
472 Medical Assistance	-	62,748	63,085	337	0	0
Subtotal Restricted	84,274	1,706,263	1,740,336	60,829	111,031	26,757
460 Nonspendable	106,592	-	-	9,514	116,106	9,514
Total General Fund	1,010,638	19,836,781	19,942,363	-	905,056	(105,581)
Total All Funds:	1,010,638	19,836,781	19,942,363	-	905,056	(105,581)

REVENUE & EXPENDITURE SUMMARY BY SOURCE, OBJECT SERIES & PROGRAM SERIES

Goodhue Co Ed District | September 30, 2024

REVENUE CATEGORIES						September	September	September	Current YTD vs. PYTD	September	September
	June 30, 2023	June 30, 2024	Adopted Budget	Received YTD	Budget Remaining	30, 2024	30, 2023	30, 2022		30, 2023	30, 2022
						% of Budget Received	% of Actuals Received	% of Actuals Received			
STATE	4,813,151	6,163,546	6,340,963	1,090,446	5,250,517	17.20%	14.65%	18.26%	187,518	902,928	878,861
FEDERAL	2,251,202	2,369,376	2,178,935	0	2,178,935	0.00%	0.00%	8.30%	0	0	186,747
PROPERTY TAXES	0	0	0	0	0	0.00%	0.00%	0.00%	0	0	0
LOCAL SALES, INS RECOVERY & JUDGEMENTS	685	19,221	0	0	0	0.00%	0.00%	0.00%	0	0	0
SALE OF BONDS & LOANS	0	0	0	0	0	0.00%	0.00%	0.00%	0	0	0
INCOMING TRANSFERS FROM OTH FUNDS	0	0	0	0	0	0.00%	0.00%	0.00%	0	0	0
LOCAL (FEES, INTEREST, ETC.)	9,223,672	11,284,638	11,104,042	2,461,157	8,642,885	22.16%	19.42%	21.98%	269,330	2,191,827	2,026,915
TOTALS	16,288,710	19,836,781	19,623,940	3,551,603	16,072,337	18.10%	15.60%	18.99%	456,849	3,094,755	3,092,523

EXPENDITURES (OBJECT SERIES)						September	September	September	Current YTD vs. PYTD	September	September
	June 30, 2023	June 30, 2024	Adopted Budget	Expended YTD	Budget Remaining	30, 2024	30, 2023	30, 2022		30, 2023	30, 2022
						% of Budget Expended	% of Actuals Expended	% of Actuals Expended			
SALARIES & WAGES	8,344,468	10,076,742	11,007,974	1,383,841	9,624,133	12.57%	12.59%	15.03%	114,973	1,268,869	1,254,086
EMPLOYEE BENEFITS	2,223,951	2,842,117	2,993,894	380,633	2,613,261	12.71%	11.88%	14.54%	43,049	337,584	323,399
PURCHASED SERVICES	3,795,640	5,105,484	3,876,561	464,686	3,411,875	11.99%	8.60%	11.27%	25,711	438,975	427,677
SUPPLIES	890,342	819,001	691,907	363,643	328,264	52.56%	41.63%	40.25%	22,669	340,974	358,386
EQUIPMENT	1,128,431	1,073,045	1,150,815	303,834	846,981	26.40%	22.09%	21.11%	66,822	237,012	238,223
DEBT SERVICE	0	0	0	0	0	0.00%	0.00%	0.00%	0	0	0
OTHER EXPENDITURES	21,215	25,974	26,626	19,217	7,409	72.18%	71.52%	75.63%	642	18,576	16,045
OTHER FINANCING USES	0	0	0	0	0	0.00%	0.00%	0.00%	0	0	150
TOTALS	16,404,047	19,942,363	19,747,777	2,915,855	16,831,923	14.77%	13.25%	15.96%	273,866	2,641,989	2,617,815

EXPENDITURES (PROGRAM SERIES)						September	September	September	Current YTD vs. PYTD	September	September
	June 30, 2023	June 30, 2024	Adopted Budget	Expended YTD	Budget Remaining	30, 2024	30, 2023	30, 2022		30, 2023	30, 2022
						% of Budget Expended	% of Actuals Expended	% of Actuals Expended			
SITE ADMINISTRATION	287,209	357,044	380,753	94,760	285,993	24.89%	21.06%	23.88%	19,584	75,176	68,588
DISTRICT ADMINISTRATION	69,508	72,288	77,591	21,816	55,775	28.12%	28.40%	28.36%	1,284	20,532	19,712
SUPPORT SERVICES	245,155	338,566	297,375	178,714	118,661	60.10%	48.71%	56.10%	13,792	164,922	137,533
REGULAR INSTRUCTION	2,522,391	3,261,316	2,906,194	242,364	2,663,830	8.34%	4.92%	7.89%	81,751	160,612	199,046
EXTRA-CURRICULAR ACTIVITES	0	0	0	0	0	0.00%	0.00%	0.00%	0	0	0
VOCATIONAL INSTRUCTION	351,614	452,604	454,250	74,283	379,967	16.35%	7.76%	9.98%	39,145	35,138	35,099
SPECIAL EDUCATION	9,014,155	10,737,308	10,988,391	1,605,247	9,383,144	14.61%	14.41%	17.10%	57,626	1,547,621	1,541,374
COMMUNITY SERVICES	0	0	0	0	0	0.00%	0.00%	0.00%	0	0	0
INSTRUCTIONAL SUPPORT	698,392	888,508	604,624	229,165	375,459	37.90%	24.30%	25.76%	13,239	215,926	179,930
PUPIL SUPPORT SERVICES	1,800,017	2,480,061	2,572,894	225,636	2,347,258	8.77%	8.17%	10.20%	23,131	202,505	183,580
FACILITIES	1,415,606	1,354,668	1,465,705	243,870	1,221,835	16.64%	16.21%	17.87%	24,314	219,556	252,954
OTHER FINANCING USES	0	0	0	0	0	0.00%	0.00%	0.00%	0	0	0
TOTALS	16,404,047	19,942,363	19,747,777	2,915,855	16,831,923	14.77%	13.25%	15.96%	273,866	2,641,989	2,617,815

REVENUE & EXPENDITURE SUMMARY BY SOURCE, OBJECT SERIES & PROGRAM SERIES

Goodhue Co Ed District | September 30, 2024

SUMMARY - ALL FUNDS				September 30, 2024	September 30, 2023	September 30, 2022						
SUMMARY	June 30, 2023	June 30, 2024	Adopted Budget	YTD	Budget Remaining	% of Budget Expended	% of Actuals Expended	% of Actuals Expended	Current YTD vs. PYTD	September 30, 2023	September 30, 2022	
REVENUE	16,288,710	19,836,781	19,623,940	3,551,603	16,072,337	18.10%	15.60%	18.99%	456,849	3,094,755	3,092,523	
EXPENDITURES	16,404,047	19,942,363	19,747,777	2,915,855	16,831,923	14.77%	13.25%	15.96%	273,866	2,641,989	2,617,815	
SPENDING VARIANCE	(115,336)	(105,581)	(123,837)	635,749	N/A	N/A	N/A	N/A	182,983	452,766	474,708	



Goodhue County Ed District Reconciliation Worksheet Report 09/30/2024

Audit No	Statement Date	Co	Bank Code	Bank Name/Description
1545	09/30/2024	6051	MERC	MERCHANTS BANK GENERAL

Statement Amount 1,668,019.80

Deposits in Transit 0.00

Outstanding Payments

Checks 159,170.29

Wires 38,703.53

SHR - Payments 0.00

SHR - Third Party 0.00

Cash 0.00

ACH 0.00

Adjustment Amount (4,294.92)

Amount Per Bank 1,465,851.06

GL Account Balance 1,465,851.06

Co	L	Fd	Org	Pro	Crs	Fin	O/S	Ty
6051	B	01	101	000				F

Difference 0.00

Adjustments

Manual	09/30/2024	KT	Wire	305.77	KWIK TRIP BKD OCT
Manual	09/30/2024	SWEEP	Deposit	(10,061.30)	FROM SWEEP
Manual	09/30/2024	UI	Wire	5,460.61	UI BKD OCT



GOODHUE CO ED DISTRICT
2024-25 CASH FLOW
AS OF 10-18-24

JULY

DATE	ACCOUNTS PAYABLE	PAYROLL	MISC. RECEIPTS	STATE AID	FEDERAL GRANT	RUNNING BALANCE
7/1/2024	(20,928.28)	(9,194.74)	-		180.54	1,166,131.27
7/9/2024	(430,444.50)	-	255.36		-	735,942.13
7/15/2024	(215,249.41)	(301,019.29)	-	615,136.93	-	834,810.36
7/20/2024	(270,423.19)	-	566,979.61		-	1,131,366.78
7/31/2024	(197,465.86)	(265,620.92)	3,541.59	89,355.93		761,177.52
ENDING BALANCE	(1,134,511.24)	(575,834.95)	570,776.56	704,492.86	180.54	761,177.52

AUGUST

DATE	ACCOUNTS PAYABLE	PAYROLL	MISC. RECEIPTS	STATE AID	FEDERAL GRANT	RUNNING BALANCE
8/1/2024		-	262,301.05			1,023,478.57
8/4/2024	(355,715.77)	-	-		-	667,762.80
8/15/2024	(237,065.62)	(343,024.91)		339,552.54	-	427,224.81
8/17/2024	(234,651.62)	-	575,308.28			767,881.47
8/30/2024	(199,410.49)	(267,390.10)	599,822.03	733,458.21		1,634,361.12
ENDING BALANCE	(1,026,843.50)	(610,415.01)	1,437,431.36	1,073,010.75	-	1,634,361.12

SEPTEMBER

DATE	ACCOUNTS PAYABLE	PAYROLL	MISC. RECEIPTS	STATE AID	FEDERAL GRANT	RUNNING BALANCE
9/1/2024	(670,307.09)	-	326,141.94		239,257.93	1,529,453.90
9/15/2024	(223,964.95)	(303,040.23)	15,065.60	154,323.75	17,931.01	1,189,769.08
9/17/2024	(1,043,703.19)	-	407,172.99		-	553,238.88
9/30/2024	(213,866.69)	(289,324.42)	530,764.35	457,190.06	427,848.88	1,465,851.06
ENDING BALANCE	(2,151,841.92)	(592,364.65)	1,279,144.88	611,513.81	685,037.82	1,465,851.06

OCTOBER

DATE	ACCOUNTS PAYABLE	PAYROLL	MISC. RECEIPTS	STATE AID	FEDERAL GRANT	RUNNING BALANCE
10/1/2024	(279,762.16)	-	-		-	1,186,088.90
10/9/2024	-	-	76,171.00			1,262,259.90
10/15/2024	(386,994.03)	(297,710.71)		100,686.08	-	678,241.24
10/20/2024	-	-	110,000.00		-	788,241.24
10/31/2024	(459,561.72)	(284,572.83)	89,988.77	189,813.69	-	323,909.15
ENDING BALANCE	(1,126,317.91)	(582,283.54)	276,159.77	290,499.77	-	323,909.15

NOVEMBER

DATE	ACCOUNTS PAYABLE	PAYROLL	MISC. RECEIPTS	STATE AID	FEDERAL GRANT	RUNNING BALANCE
11/1/2024	(164,895.05)	-	-		829.28	159,843.39
11/5/2024	-	-	80,652.49		-	240,495.88
11/15/2024	(192,939.50)	(282,615.81)	-	109,044.62	-	(126,014.81)
11/20/2024	-	-	14.18		259,033.54	133,032.91
11/30/2024	(458,373.34)	(298,935.24)	326,793.46	174,471.40	9,991.32	(113,019.50)
ENDING BALANCE	(816,207.89)	(581,551.05)	407,460.12	283,516.02	269,854.14	(113,019.50)

DECEMBER

DATE	ACCOUNTS PAYABLE	PAYROLL	MISC. RECEIPTS	STATE AID	FEDERAL GRANT	RUNNING BALANCE
12/1/2024	-	-	-		-	(113,019.50)
12/8/2024	(241,258.77)	-	214,800.63		247,273.25	107,795.60
12/15/2024	(192,796.86)	(287,692.72)	221,985.96	239,898.17	137,318.10	226,508.24
12/20/2024	(85,335.60)	-	416,912.63		62,408.73	620,494.01
12/31/2024	(190,385.95)	(288,224.39)	1,484.57	130,853.55	-	274,221.80
ENDING BALANCE	(709,777.18)	(575,917.11)	855,183.79	370,751.72	447,000.08	274,221.80

JANUARY

DATE	ACCOUNTS PAYABLE	PAYROLL	MISC. RECEIPTS	STATE AID	FEDERAL GRANT	RUNNING BALANCE
1/1/2025	-	-	142,360.40	-	-	416,582.19
1/8/2025	(185,918.69)	-	-	-	-	230,663.50
1/15/2025	(996,536.03)	(262,992.73)	1,618.07	285,343.34	105,270.22	(636,633.64)
1/20/2025	-	-	322,315.70	-	-	(314,317.94)
1/31/2025	-	(275,249.43)	151,320.75	228,274.67	1,603.66	(208,368.29)
ENDING BALANCE	(1,182,454.73)	(538,242.16)	-	617,614.91	513,618.00	106,873.89

FEBRUARY

DATE	ACCOUNTS PAYABLE	PAYROLL	MISC. RECEIPTS	STATE AID	FEDERAL GRANT	RUNNING BALANCE
2/1/2025	(402,446.18)	-	213,371.69	-	22,919.27	(374,523.51)
2/15/2025	(195,550.90)	(286,735.61)	177,267.30	228,274.67	6,035.04	(445,233.02)
2/20/2025	(48,060.06)	-	277,058.20	-	-	(216,234.88)
2/28/2025	(531,427.76)	(277,444.74)	279,117.60	475,343.34	161,373.18	(109,273.27)
ENDING BALANCE	(1,177,484.91)	(564,180.35)	-	946,814.79	703,618.00	190,327.49

MARCH

DATE	ACCOUNTS PAYABLE	PAYROLL	MISC. RECEIPTS	STATE AID	FEDERAL GRANT	RUNNING BALANCE
3/1/2025	-	-	305,591.48	-	28,788.70	225,106.91
3/15/2025	(411,889.95)	(277,398.66)	236,935.96	285,343.34	-	58,097.59
3/20/2025	-	-	363,513.45	-	-	421,611.03
3/31/2025	(432,403.77)	(274,877.81)	70,548.50	342,412.00	-	127,289.96
ENDING BALANCE	(844,293.72)	(552,276.47)	-	976,589.38	627,755.34	28,788.70

APRIL

DATE	ACCOUNTS PAYABLE	PAYROLL	MISC. RECEIPTS	STATE AID	FEDERAL GRANT	RUNNING BALANCE
4/9/2025	-	-	151,518.81	-	-	278,808.76
4/15/2025	(360,107.20)	(263,326.75)	602,324.55	228,274.67	263,759.95	749,733.99
4/20/2025	-	-	256,476.55	-	-	1,006,210.54
4/30/2025	(433,369.45)	(302,357.65)	2,256.88	455,312.17	-	728,052.49
ENDING BALANCE	(793,476.65)	(565,684.39)	-	1,012,576.79	683,586.84	263,759.95

MAY

DATE	ACCOUNTS PAYABLE	PAYROLL	MISC. RECEIPTS	STATE AID	FEDERAL GRANT	RUNNING BALANCE
5/1/2025	(251,706.29)	-	-	-	862.59	477,208.79
5/15/2025	(343,011.36)	(305,000.00)	232,147.96	285,343.34	-	346,688.73
5/20/2025	(154,144.83)	-	351,448.48	-	-	543,992.37
5/31/2025	(234,354.48)	(338,897.46)	221,192.30	285,343.34	-	477,276.08
ENDING BALANCE	(983,216.95)	(643,897.46)	-	804,788.74	570,686.67	862.59

JUNE

DATE	ACCOUNTS PAYABLE	PAYROLL	MISC. RECEIPTS	STATE AID	FEDERAL GRANT	RUNNING BALANCE
6/1/2025	(489,389.13)	-	704,652.44	-	-	692,539.39
6/15/2025	(223,675.69)	(319,983.92)	375,050.79	-	-	523,930.57
6/20/2025	-	-	439,044.67	285,343.34	-	1,248,318.57
6/30/2025	(411,775.79)	(296,362.63)	105,758.69	-	323,955.28	969,894.14
ENDING BALANCE	(1,124,840.60)	(616,346.54)	-	1,624,506.58	285,343.34	323,955.28

TOTALS	(13,071,267.19)	(6,998,993.68)	-	10,809,047.68	6,718,393.12	2,316,640.47	969,894.14
---------------	------------------------	-----------------------	----------	----------------------	---------------------	---------------------	-------------------

- B. Habitat for Humanity Trip
- VI. **Old Business:**
 - A. 2nd Reading of Policy 104 Education District Mission Statement

21

104 EDUCATION DISTRICT MISSION STATEMENT


I. PURPOSE

The purpose of this policy is to establish a clear statement of the purpose for which the education district exists.

II. GENERAL STATEMENT OF POLICY

The education district board believes that a mission statement should be adopted. The mission statement should be based on the beliefs and values of the community, should direct any change effort and should be the basis on which decisions are made. The education district board, on behalf of and with extensive participation by the community, should develop a consensus among its members regarding the nature of the enterprise the education board governs, the purposes it serves, the constituencies it should consider, including student representation, and the results it intends to produce.

III. MISSION STATEMENT

 Goodhue County Education District - Partners in the Journey			
Strategy	Archetype <i>The Companion</i>		
	Why Goodhue County Education District is the source of programmatic expertise that serves to surround students who need individualized instruction, special services and adaptable environments in order to thrive in their learning and life.	How We collaborate with our member districts to create a seamless and trusting partnership where we embrace students who need learning and instruction beyond the traditional school and classroom.	What We come alongside our colleagues in our member districts to offer support, learning and expertise, and welcome each student in our care with a deep commitment to help shape their lives and learning.
Brand Expression	Values We value ... Imagination. Collaboration. Perseverance.	Personality & Voice We are ... Trustworthy. Adaptive. Selfless.	Tone We sound ... Confident. Compassionate. Loyal.
	Brand Promise We will embrace each student who needs our programs and services with our collective energy and our commitment to adjusting and adapting our work to best align with their needs.		
Marketing	Brand Idea & Positioning Partners in the Journey GCED is like your most reliable friend. We are a trusted companion – present whenever needed, bringing our expertise and experience, and draw from the perspectives of colleagues and partners, to resolve the challenges we face as well as those faced by our member districts. Our commitment extends to all of our students, embracing each as a unique individual deserving of our best.		

Goodhue County Education District No. 6051 Strategic Planning Outcomes developed 01/2024.

IV. REVIEW

The education district board will review the education district’s mission every five years, or more often if the education district board determines there is significant reason for a review. The education district board will conduct a comprehensive review of the mission, including the beliefs and values of the community, every five to seven years.

Legal References: Minn. Stat. § 120B.11 (School District Process for Reviewing Curriculum, Instruction, and Student Achievement Goals; Striving for Comprehensive Achievement and Civic Readiness)

Cross References: None

VII. **New Business:**
A. 2024-26 Paraprofessional Agreement

23

AGREEMENT

between

GOODHUE COUNTY EDUCATION DISTRICT

DISTRICT NO. 6051-61

and

EDUCATION MINNESOTA – EDUCATIONAL SUPPORT PARAPROFESSIONALS

LOCAL NO. 7371

for

2024-2025 and 2025-2026 ~~2022-2023 and 2023-2024~~

TABLE OF CONTENTS

<i>ARTICLE I</i>		<i>PURPOSE</i>	
Section 1 - Parties			1
<i>ARTICLE II</i>		<i>RECOGNITION OF EXCLUSIVE REPRESENTATIVE</i>	
Section 1 - Recognition			1
Section 2 - Appropriate Unit			1
<i>ARTICLE III</i>		<i>DEFINITIONS</i>	
Section 1 - Terms and Conditions of Employment			1
Section 2 - Paraprofessional			1
Section 3 - Education District			2
Section 4 - Director			2
Section 5 - Other Terms			2
<i>ARTICLE IV</i>		<i>EDUCATION DISTRICT RIGHTS</i>	
Section 1 - Inherent Managerial Rights			2
Section 2 - Education District Board Responsibilities			2
Section 3 - Effect of Laws, Rules, and Regulations			2
Section 4 - Reservation of Managerial Rights			3
<i>ARTICLE V</i>		<i>PARAPROFESSIONAL RIGHTS</i>	
Section 1 - Right to Views			3
Section 2 - Right to Join			3
Section 3 - Request for Dues Check Off			4
Section 4 - Fair Share Fee			4
Section 4 5 - Personnel Files			5
Section 5 6 - Exclusive Representative Leave			5
Section 6 7 - Communicating with Members			5
Section 7 - Collection and Submission of Personnel Data			5
<i>ARTICLE VI</i>		<i>BASIC SCHEDULE AND RATE OF PAY</i>	
Section 1 - Basic Compensation			6
Section 2 - Salary Schedules			7
Section 3 - New Paraprofessional			7
Section 4 - Education District Discretion			7
Section 5 - Increment Step			7
Section 6 - Pay Deductions			7
Section 7 - Payment for Summer Work			7
Section 8 - Incentive Pay			8
Section 9 - Absence of Regularly Assigned Teacher			8
<i>ARTICLE VII</i>		<i>GROUP INSURANCE</i>	
Section 1 - Selection			9

Section 2 - Health, Hospitalization, Dental, Long-Term Disability (LTD), Life Ins	9
Section 3 - Claims Against the Education District	10
<i>ARTICLE VIII</i>	<i>LEAVES OF ABSENCE</i>
Section 1 - Earned Sick and Safe Time (ESST) Sick Leave	10
Section 2 - Workers' Compensation	11
Section 3 - Bereavement Leave	12
Section 4 - Personal Leave	12
Section 5 - Family Medical Leave	13
Section 6 - Jury Service	14
Section 7 - Military Leave	14
Section 8 - Medical Leave	14
Section 9 - Holiday Pay	14
Section 10 - General Leaves of Absence	14
Section 11 - Sick Leave Bank	15
<i>ARTICLE IX</i>	<i>HOURS OF SERVICE</i>
Section 1 - Basic Work Year	16
Section 2 - Building Hours	16
Section 3 - Additional Activities	16
Section 4 - Emergency Days	17
<i>ARTICLE X</i>	<i>LENGTH OF THE SCHOOL YEAR</i>
Section 1 - Established Calendar	17
Section 2 - Modifications in Calendar, Length of School Day	17
<i>ARTICLE XI</i>	<i>VACANCIES</i>
Section 1 - Vacancies	18
<i>ARTICLE XII</i>	<i>SENIORITY AGREEMENT</i>
Section 1 - Seniority Agreement	18
Section 2 - Reduction of Workforce	19
Section 3 - Recall	20
<i>ARTICLE XIII</i>	<i>MISCELLANEOUS</i>
Section 1 - Meet and Confer	21
Section 2 - Probationary Period	21
Section 3 - Completion Stipend	21
<i>ARTICLE XIV</i>	<i>GRIEVANCE PROCEDURE</i>
Section 1 - Grievance Definition	22
Section 2 - Representation	22
Section 3 - Definitions and Interpretations	22
Section 4 - Time Limitation and Waiver	23
Section 5 - Adjustment of Grievance	23
Section 6 - Education District Board Review	24

Section 7 - Denial of Grievance	24
Section 8 - Arbitration Procedures	24
Section 9 - Election of Remedies and Waiver	26
<i>ARTICLE XV SUSPENSION WITHOUT PAY</i>	
Section 1 - Discipline, Suspension and Dismissal of School District Employee	26
Section 2 - Without Pay	26
Section 3 - Notice	26
Section 4 - Hearing	27
Section 5 - Grievance	27
<i>ARTICLE XVI DURATION</i>	
Section 1 - Terms and Reopening Negotiations	27
Section 2 - Effect	28
Section 3 - Finality	28
Section 4 - Severability	28
<i>In Witness Whereof - Signatures</i>	29
<i>SCHEDULE A - Insurance Contributions</i>	30
<i>SCHEDULE B - Salary Schedules 2020-2021 2021-2022 2024-2025 2025-2026</i>	31
<i>SCHEDULE C - Tax Deferred, Matching Contribution Plan</i>	32

**ARTICLE I
PURPOSE**

SECTION 1. PARTIES: This Agreement is entered into between Goodhue County Education District, Red Wing, Minnesota, hereinafter referred to as the Education District, and the Education Minnesota - Educational Support Professionals, Local No. 7371, hereinafter referred to as exclusive representative, pursuant to and in compliance with the Public Employment Labor Relations Act of 1971, as amended, hereinafter referred to as the PELRA, to provide the terms and conditions of employment for paraprofessionals.

**ARTICLE II
RECOGNITION OF EXCLUSIVE REPRESENTATIVE**

SECTION 1. RECOGNITION: In accordance with the PELRA, the Education District recognizes Education Minnesota - Educational Support Professionals, Local No. 7371, as the exclusive representative of paraprofessionals employed by the Education District, which exclusive representative shall have those rights and duties as prescribed by the PELRA and as described in this Agreement.

SECTION 2. APPROPRIATE UNIT: The exclusive representative shall represent all the paraprofessionals of the Education District as defined in this Agreement and in the PELRA.

**ARTICLE III
DEFINITIONS**

SECTION 1. TERMS AND CONDITIONS OF EMPLOYMENT: The term, “terms and conditions of employment,” means the hours of employment, the compensation therefore including fringe benefits, except retirement contributions or benefits, *staffing ratios, adult-to-student ratios in classrooms, student testing, student to personnel ratios* and the Education District’s personnel policies affecting the working conditions of the *paraprofessionals employees*. The term does not mean educational policies of the Education District. “Terms and Conditions of Employment” are subject to the provisions of the PELRA.

SECTION 2. PARAPROFESSIONAL: The word, “paraprofessional,” shall mean all persons in the appropriate unit employed by the Education District, who are public employees within the meaning of Minn. Stat. 179A.03, subd. 14, excluding supervisory, confidential and all other employees excluded by law.

SECTION 3. EDUCATION DISTRICT: For purposes of administering this Agreement, the term, “Education District,” shall mean the Education District Board or its designated representative(s).

SECTION 4. DIRECTOR: The word, “Director,” shall mean the Education District Executive Director who is the chief administrative officer.

SECTION 5. OTHER TERMS: Terms not defined in this Agreement shall have those meanings as defined by the PELRA.

ARTICLE IV

EDUCATION DISTRICT RIGHTS

SECTION 1. INHERENT MANAGERIAL RIGHTS: The exclusive representative recognizes that the Education 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 Education District, its overall budget, utilization of technology, the organizational structure, and selection and direction and number of personnel.

SECTION 2. EDUCATION DISTRICT BOARD RESPONSIBILITIES: The exclusive representative recognizes the right and obligation of the Education District Board to efficiently manage and conduct the operation of the Education District within its legal limitations and with its primary obligation to provide educational opportunity for the students of its member school districts.

SECTION 3. EFFECT OF LAWS, RULES, AND REGULATIONS: The exclusive representative recognizes that all paraprofessionals covered by this Agreement shall perform the services prescribed by the Education District Board and shall be governed by the laws of the State of Minnesota, and by Education District Board rules, regulations, directives, and orders issued by properly designated officials of the Education District. The exclusive representative also recognizes the right, obligation, and duty of the Education District Board and its duly designated officials to promulgate rules, regulations, and directives, from time to time, as deemed necessary by the Education District Board insofar as such rules, regulations, and directives, are not inconsistent with the terms of this Agreement. The exclusive representative also recognizes that the Education District, all paraprofessionals 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 Department of Education, and valid rules, regulations, and

orders of State and Federal governmental agencies. Any provision of this Agreement found to be in violation of any such laws, rules, regulations, and directives, or orders, shall be null and void and without force and effect.

SECTION 4. RESERVATION OF MANAGERIAL RIGHTS: The foregoing enumeration of rights and duties shall not be deemed to exclude other inherent managerial rights and managerial functions, and all managerial rights and managerial functions not expressly delegated in this Agreement are reserved to the Education District.

ARTICLE V PARAPROFESSIONAL RIGHTS

SECTION 1. RIGHT TO VIEWS: Pursuant to the PELRA, nothing contained in this Agreement shall be construed to limit, impair, or affect the right of any paraprofessional 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.

SECTION 2. RIGHT TO JOIN: Pursuant to the PELRA, paraprofessionals shall have the right to form and join labor or employee organizations and shall have the right not to form and join such organizations. Paraprofessionals 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 paraprofessionals.

SECTION 3. REQUEST FOR DUES CHECK OFF: The exclusive representative shall be allowed dues check off for its members, provided that dues check off and the proceeds thereof shall not be allowed to any exclusive representative that has lost its right to dues check off pursuant to the PELRA. Upon receipt of a properly executed authorization card of the paraprofessional involved, the Education District will deduct from the paraprofessional's paycheck the dues that the paraprofessional has agreed to pay to the paraprofessional's organization.

~~**SECTION 4. FAIR SHARE FEE:** In accordance with the PELRA, any paraprofessional included in the appropriate unit who is not a member of the exclusive~~

~~representative may be required by the exclusive representative to contribute a fair share fee for services rendered as exclusive representative. The fair share fee for any paraprofessional shall not exceed his/her pro rata share of the specific expenses incurred for services rendered by the Exclusive Representative in relation to negotiations and administration of grievance procedures for paraprofessionals in the appropriate unit.¶¶~~

~~The exclusive representative shall provide written notice of the amount of the fair share fee assessment and the name of each paraprofessional to be assessed to the Education District and the written notice of the amount to each paraprofessional to be assessed the fair share fee. ¶¶~~

~~A challenge by a paraprofessional or by a person aggrieved by the assessment shall be filed in writing with the Commissioner of the Minnesota Bureau of Mediation Services (BMS), the Education District, and the exclusive representative within 30 days after receipt of the written notice. All challenges shall specify those portions of the assessment challenged and the reasons therefore, but the burden of proof relating to the amount of the fair share fee shall be on the exclusive representative. The Education District shall deduct the fee from the earnings of the paraprofessional and transmit the fee to the exclusive representative within 30 days after the written notice was provided, or, in the event a challenge is filed, the deductions for a fair share fee shall be held in escrow by the Education District pending a decision by the Commissioner or Court. Any fair share challenge shall not be subject to the grievance procedure.¶¶~~

~~The exclusive representative hereby warrants and covenants that it will defend, indemnify, and save the Education 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 deduction of the fair share fee specified by the exclusive representative as provided in this Agreement.~~

SECTION 4.~~SECTION 5.~~ **PERSONNEL FILES:** All evaluations and files relating to each individual paraprofessional shall be available during regular Education District business hours to each individual paraprofessional upon his/her written request. The paraprofessional shall have the right to reproduce any of the contents of the file at the paraprofessional's expense and to submit for inclusion in the file written information in response to any material contained in it. However, the Education District may destroy such files as provided by law. The

paraprofessional shall be notified upon the placement in his/her file of material and/or information which reflects upon his/her professional performance.

SECTION 5. SECTION 6. EXCLUSIVE REPRESENTATIVE LEAVE: Four exclusive representative leave days shall be granted with pay per contract period to be used as designated by the exclusive representative for duties in regard to the exclusive representative's organizational needs. Substitute costs will be reimbursed by the exclusive representative. All notifications of use shall be in writing to the Director at least 5 days prior to the absence and shall include names and amount of time off required.

SECTION 6. SECTION 7. COMMUNICATING WITH MEMBERS: The Education District agrees to allow the exclusive representative to meet in person with newly hired employees, without charge to the pay or leave time of the employees, for 30 minutes, within 30 calendar days from the date of hire, during new employee orientations or, if the employer does not conduct new employee orientations, at individual or group meetings. An exclusive representative shall receive no less than ten days' notice in advance of an orientation, except that a shorter notice may be provided where there is an urgent need critical to the operations of the public employer that was not reasonably foreseeable. Notice of and attendance at new employee orientations and other meetings under this paragraph must be limited to the public employer, the employees, the exclusive representative, and any vendor contracted to provide a service for purposes of the meeting. Meetings may be held virtually or for longer than 30 minutes only by mutual agreement of the public employer and exclusive representative.

The Education District will allow the exclusive representative to communicate with bargaining unit members using their employer-issued email addresses regarding collective bargaining, the administration of collective bargaining agreements, the investigation of grievances, other workplace-related complaints and issues, and internal matters involving the governance or business of the exclusive representative, consistent with the education district's generally applicable technology use policies. The Education District will allow the exclusive representative to meet with bargaining unit members in facilities owned or leased by the education district. The education district may charge the exclusive representative for maintenance, security, and other costs related to the use of the Education District building or facility that would not otherwise be incurred by the Education District. ~~use of its facilities and resources for the purpose of communicating with its members. The Education District's~~

~~resources include, but are not limited to, the use of email, Education District mailboxes (so long as the union physically distributes the communication in the mailbox), a designated bulletin board for the exclusive representative, and the telephone system. The exclusive representative agrees that it will not use such resources to disturb or interfere with the educational process.~~

SECTION 7. COLLECTION AND SUBMISSION OF PERSONNEL DATA: Within 20 calendar days from the date of hire of a bargaining unit employee, the Education District will provide the following contact information to the exclusive representative in a spreadsheet format agreed to by the exclusive representative: name; job title; worksite location, including location within a facility when appropriate; home address; work telephone number; home and personal cell phone numbers on file with the public employer; date of hire; and work email address and personal email address on file with the public employer. Every 120 calendar days beginning on January 1, 2024, the Education District will provide the exclusive representative in a spreadsheet format agreed to by the exclusive representative, the previously listed contact information. The Education District must notify an exclusive representative within 20 calendar days of the separation of employment or transfer out of the bargaining unit of a bargaining unit employee.

ARTICLE VI

BASIC SCHEDULES AND RATES OF PAY

SECTION 1. BASIC COMPENSATION:

Subd. 1. ~~2024-2025~~~~2022-2023~~ Rates of Pay: The ~~2024-2025~~~~2022-2023~~ rates of pay shall be according to SCHEDULE B attached, and the paraprofessional shall advance 1 increment on the salary schedule per SECTION 5. below.

Subd. 2. ~~2025-2026~~~~2023-2024~~ Rates of Pay: The ~~2025-2026~~~~2023-2024~~ rates of pay shall be according to SCHEDULE B attached, and the paraprofessional shall advance 1 increment on the salary schedule per SECTION 5. below.

Subd. 3. Pay Schedule: For the 2024-2025 school year, Pparaprofessionals shall be paid twice per month on the 15th and 30th, except in February when the second payment will be made on the last day of that month. Paraprofessionals may choose either 18 or 24 pay periods. For paraprofessionals that choose 24 pay periods, salary will be estimated by multiplying daily hours times days to be worked. The Education District will true the final salary up prior to the June 30th pay period. September 15th shall be the initial payroll date of each school year. Beginning in 2025-2026, there will be up to nineteen (19) pay periods with any

final pay period occurring on June 15. The first pay period will be on September 15. The last pay period will be on or before June 15. Hours worked will be on a one (1) pay period delay. Hours worked the 1st through the 15th of the month will be paid on the 30th of the month except for in the month of February which will be on the 28th of the month. Hours worked the 16th through the last day of the month will be paid on the 15th of the following month.

Subd. 4. Longevity: Longevity increases will be given as described below:

5-9 years of service in the Education District	\$1.00 \$.75 /hour
10 –14 years of service in the Education District	\$1.25 \$1.00 /hour
15+ years of service in the Education District	\$1.50 \$1.25 /hour

During 2024-2025, ~~longevity~~ longevity will be paid out in 18 or 24 pay periods.

During 2025-2026, longevity will be paid out over the established pay periods which may be eighteen (18) or nineteen (19) pay periods.

Subd. 5. Reimbursement for Broken Personal Items: The Education District, upon proper documentation, such as receipts, will reimburse employees up to \$250 annually for expenses not covered by Education District insurance incurred in repairing or replacing personal items broken by students while the employees are performing their assigned duties. These items may include, but are not limited to: eyeglasses, hearing aids, clothing and communication devices. A written report of the incident must be provided to the Executive Director within 24 hours. Requests for reimbursement must be made to the Executive Director within one month of the incident. The Education District reserves the right to provide uniform clothing that must be worn.

SECTION 2. SALARY SCHEDULES:

Subd. 1. Status of Salary Schedule: The salary schedule shall not be construed as a part of a paraprofessional’s contract. In the event a successor Agreement is not entered into prior to the expiration date of this Agreement, a paraprofessional shall be compensated according to the previous year’s compensation until such time that a successor Agreement is fully ratified. *Salary and benefits will be paid retroactively.*

Subd. 2. Withholding of Salary Increase: An individual paraprofessional’s advancement is subject to the right of the Education District to withhold increments, lane changes, or other salary increases for good and sufficient grounds. An action withholding a salary increase shall be subject to the grievance procedure.

SECTION 3. NEW PARAPROFESSIONAL: A new paraprofessional shall be placed on such step of the salary schedule as agreed between the Education District and the paraprofessional. Contingent upon starting their position, paraprofessionals must meet state and federal qualifications and complete the Minnesota Department of Health PCA training successfully. State and federal qualifications include: having at least two years of college credits (usually 60 credits in Minnesota) through an accredited institution of higher education; or an associate's degree; or obtaining a passing score set by Minnesota on the ParaPro Test or ParaEducator Test.

SECTION 4. EDUCATION DISTRICT DISCRETION: The Education District may, in its sole discretion, compensate paraprofessionals above the salary schedule. The Exclusive Representative and Director will meet on or before June 1 of each year to review situations that vary from the salary schedule.

SECTION 5. INCREMENT STEP: A paraprofessional must work at least 50% or more of the scheduled work year to be eligible for the next step of the wage schedule the following year.

SECTION 6. PAY DEDUCTIONS: Whenever pay deduction is made for a paraprofessional's absence, the hourly salary shall be deducted for each hour absent.

SECTION 7. PAYMENT FOR SUMMER WORK: All paraprofessionals, employed by the GCED or one of the GCED's member districts, working extended school year programs shall be paid the hourly paraprofessional wage established during the previous school year. If no hourly wage was established during the previous year, or the paraprofessional has not worked for the GCED or one of the GCED's member districts during the previous school year, the paraprofessional will be placed on the GCED Paraprofessional Salary Grid in Schedule B based on experience.

SECTION 8. INCENTIVE PAY: The Incentive Pay encourages paraprofessionals to pursue job-related training and education, and provides incentive pay to be added to the individual's base rate of pay. To be eligible for incentive credit, the activity has to meet an approval process and be pursued on the employee's time and at the employee's expense. It is understood that the District also at times provides training and education on the District's time

and at the District's expense. These activities would not be eligible for incentive credit. The Incentive Program is described below:

Subd. 1. Increments: Thirty (30) hours are required to receive the ~~2510~~ cents increase to a maximum of 150 hours. Incentive training could earn an employee an additional ~~1.2550~~ cents per hour in addition to base pay.

Subd. 2. Start of Policy: Incentive training must have been obtained after July 1, 2017, in order to qualify for incentive pay.

Subd. 3. Pre Approval: Incentive pay experience must be pre-approved by members of the incentive committee which shall be made up of the Assistant Director/Principal and Executive Director. Once properly documented and submitted to the Executive Director the pay adjustment will be made. Credits submitted to the committee must be submitted to the Executive Director prior to September 1st and/or February 1st. Credits submitted by September 1st and approved will result in a salary change for the entire school year. Those submitted by February 1st and approved will result in a one-half (1/2) year salary change. There are no time limits on putting the thirty (30) hours together.

SECTION 9. ABSENCE OF REGULARLY ASSIGNED TEACHER: In the event that a substitute through the district's absence system is utilized to cover an absent licensed staff member that required a substitute, ~~the regularly assigned classroom teacher is not present in their regular assigned classroom for one and one-half or more clock hours~~ the most senior paraprofessional normally assigned and working with the substitute ~~absent teacher~~ shall receive his/her current rate of pay plus an additional \$3.00 per hour for student contact hours. The additional \$3.00 per hour will only occur when the absence is for greater than one and one half hours. If the total absence is for greater than one and a half hours, the incentive pay will begin at the beginning of the licensed staff member's absence. ~~When the teacher's absence is for one and a half or more hours, all consecutive hours will qualify for the additional \$3.00 dollar per hour.~~

Subd. 1. In the event that a substitute through the district's absence system is utilized to cover an absent licensed staff member that required a substitute, ~~In the absence of both the teacher and the regularly assigned paraprofessional(s) are absent and their position is covered through the district's absence system, then regularly assigned paraprofessional,~~ all paraprofessionals normally assigned in this classroom will alternate the days or hours equally for submitting absence of classroom teacher pay. The paraprofessionals alternating pay will keep

track of their extra duty assignment pay. ~~In the absence of both the teacher and regularly assigned paraprofessional, all paraprofessionals normally assigned in this classroom will alternate the days or hours equally for submitting absence of classroom teacher pay. The paraprofessionals alternating pay will keep track of their extra duty assignment pay.~~

Subd. 2. On a community outing/field trip when a substitute through the district's absence system is utilized to cover the licensed staff member that required a substitute, ~~the regular Education District classroom teacher or a hired Education District substitute teacher is not in attendance for two and one-half consecutive hours or more,~~ one Education District designated paraprofessional shall receive his/her current rate of pay plus an additional \$4 per hour for student contact hours.

Subd. 3. The \$4 per hour increase does not refer to or include the time paraprofessionals are out of the classroom or in the community in a job coaching assignment or job training assignment. (Ex: bagging groceries, school office sorting mail, attending a workshop through a future employer).

ARTICLE VII GROUP INSURANCE

SECTION 1. SELECTION: The selection of the insurance carrier and policy shall be made by the Education District as provided by law subsequent to the Education District Board's review of the insurance committee input.

SECTION 2. HEALTH, HOSPITALIZATION, DENTAL, LONG-TERM DISABILITY (LTD), AND LIFE INSURANCE:

Subd. 1. Single or Family Coverage: The Education District shall contribute the sum as reflected in SCHEDULE A, attached hereto, toward the premium for individual coverage for each paraprofessional working at least 6 hours per day and 175 days per year. If the actual premium is less than the stated amount, the contribution difference shall be retained by the Education District Board.

Subd. 2. LTD Insurance: Long Term Disability shall be available for paraprofessionals working a minimum of 5 hours a day and 175 days per year. The Education District shall contribute the full premium for said coverage for paraprofessionals working this minimum.

Subd. 3. Life Insurance: The Education District will contribute the full cost of the premium for a \$50,000 life insurance policy for those paraprofessionals working at least 5 hours per day and 175 days per year.

SECTION 3. CLAIMS AGAINST THE EDUCATION DISTRICT: The eligibility of the employee, or the employee's dependents or beneficiary for insurance benefits shall be governed by the terms of the insurance policies purchased by the Education District pursuant to this section. It is understood that the District's only obligation is to purchase the insurance policies described herein, and no claim shall be made against the District as a result of denial of insurance benefits by an insurance carrier if the District has purchased the policies and paid the premiums described herein.

ARTICLE VIII LEAVES OF ABSENCE

SECTION 1. **EARNED SICK AND SAFE TIME:**~~SICK LEAVE:~~

Subd. 1. Earning: The annual allocation of Earned Sick and Safe Time (ESST) shall be based on MN Statute 181.9445, 181.9446, 181.9447, and 181.9448. The annual allotment of time for sick leave shall include the required allocation of ESST. The allocation of ESST is not in addition to the allotment of sick leave. ~~Employees must work at least 20 hours a week to qualify for sick leave benefit.~~ Days are interpreted as the length of your regularly scheduled workday. For example, if the regularly scheduled workday is ~~if you normally work~~ six hours per day, three days of leave is interpreted to mean three days that are six hours in length, which is 18 hours. A 9 month paraprofessional shall earn sick leave at the rate of 9 days each year of service in the employ of the Education District. Annual sick leave shall accrue monthly as it is earned on a proportionate basis to the paraprofessional's work year.

Subd. 2. Accumulation: Unused sick leave days may accumulate to a maximum of 130 days of sick leave per paraprofessional.

Subd. 3. Use: Sick leave use is defined in MN Statute 181.9448. ~~181.9413. A paraprofessional may use sick leave provided by the Education District for absences due to an illness or injury to the paraprofessional's child, including a stepchild and a biological, adopted, and foster child, under the age of 18 or an individual under 20 who is still attending secondary school, adult child, spouse, sibling, parent, grandparent, or stepparent, for reasonable periods of~~

~~time as paraprofessional attendance may be necessary, on the same terms upon which paraprofessional is able to use sick leave benefits for paraprofessionals own illness or injury. ¶~~

~~The Education District may limit the use of sick leave benefits provided by the employer for absences due to an illness of or injury to the paraprofessional's adult child, spouse, sibling, parent, grandparent, or stepparent to no less than 160 hours in any 12-month period. This paragraph does not apply to absences due to the illness or injury of a child, including a stepchild and a biological, adopted, and foster child, under the age of 18 or an individual under 20 who is still attending secondary school.¶~~

~~A paraprofessional may use sick leave as allowed under this section for safety leave, whether or not the paraprofessional's employer allows use of sick leave for that purpose for such reasonable periods of time as may be necessary. Safety leave may be used for assistance to the paraprofessional or assistance to the relatives described in paragraph (a). For the purpose of this section, "safety leave" is leave for the purpose of providing or receiving assistance because of sexual assault, domestic abuse, or stalking as defined in MN Statute 181.9413.¶~~

~~This section does not prevent the Education District from providing greater sick leave benefits than are provided for under this section. Sick leave with pay shall be allowed whenever a paraprofessional's absence is found to have been due to his/her illness and/or disability which prevented attendance at school and performances of duties on that day or days.~~

Subd. 4. Medical Certificate: The Education District may require an employee to furnish reasonable documentation that the earned sick and safe time ESST is covered by MN Statute 181.9448. ~~a medical certificate from a qualified physician or clinical psychologist authorized to practice, and perform within the scope of their practice, under state law as evidence of illness, indicating such absence was due to illness, in order to qualify for sick leave pay. However, the final determination as to the eligibility of a paraprofessional for sick leave is reserved to the Education District.~~ In the event that reasonable documentation ~~a medical certificate~~ will be required, the paraprofessional will be so advised.

Subd. 5. Approval: Sick leave pay shall be approved only upon following sick leave procedures in the Education District Staff Handbook.

SECTION 2. WORKERS' COMPENSATION: Pursuant to M.S. chapter 176, a paraprofessional injured on the job in the service of the Education District and collecting workers' compensation insurance may draw sick leave and receive full salary from the Education District, the salary to be reduced by an amount equal to the insurance payments, and only that fraction of the days not covered by insurance will be deducted from accrued sick leave.

Paraprofessionals injured by a student assault in the course of their daily work will be able to use up to three (3) days of sick leave per incident with no deduction from their current accumulation, if the incident qualifies for workers' compensation coverage; medical verification will be required by the Education District. If the incident does not qualify for workers' compensation coverage, the paraprofessional will be required to use sick leave for time missed. In addition, the Education District, through its workers' compensation insurance carrier, is responsible for the cost of the injured employee's medical treatment and supplies, including but not limited to psychological, chiropractic, podiatric, surgical, and hospital treatment as required by law.

SECTION 3. BEREAVEMENT LEAVE: Bereavement leave shall be granted up to a total of five days per incident for the death(s) of a spouse, child, stepchild, ward, or parent/guardian, grandchild, grandparent, sister, brother, aunt, uncle, niece, nephew, first cousin and the same in-laws. No deduction will be made for the first 3 days; however, the next 2 days shall be deducted from accrued sick leave days. The Director, at his or her discretion, may grant that up to 2 sick days may be used for the illness, disability or death of a close friend or other relative not specified in the subdivision above.

SECTION 4. PERSONAL LEAVE:

Subd. 1. Use: Paraprofessionals must work at least 20 hours a week to qualify for personal leave benefits. Days are interpreted as the length of your regularly scheduled workday. For example, if you normally work six hours per day, three days of leave is interpreted to mean three days that are six hours in length, which is 18 hours. To request one day of leave, your request form would show that you plan to use six hour of leave. Personal leave may be granted to paraprofessionals working pursuant to a letter of appointment at the discretion of the Director of no more than 3 days per year, noncumulative, for business or critical personal situations that arise which cannot be attended to when school is not in session. Personal leave will be prorated for paraprofessionals starting after the first day of school. Any unused personal leave at the end of the school year may be rolled over to the next school year for a maximum of 5 days.

Subd. 2. Requests: Requests for personal leave must be made in writing to the Director at least 3 days in advance. The Education District reserves the right to refuse to grant such leave if, under the circumstances involved, such leave should not be granted. All leaves must have prior, written approval.

Subd. 3. Limitation: A personal leave day shall not be granted for the first and last days of the school year or on professional development days. Any exception shall be subject to the written approval of the Director. At any time, no more than 1 employee per program can be out on a personal leave with a limit for 2 total for the Education District. The limit of 2 total does not include those employees for whom substitutes are normally not hired.

Subd. 4. Pay for Unused Personal Leave: Paraprofessionals who have unused Personal Leave at the end of the contracted year reserve the right to receive payment at at their hourly rate or have the option to roll up to 2 days into the next year's Personal Leave for a maximum of 5 personal days in any one year or have the option to roll all or some of the unused personal leave days into sick leave. This applies to full or half days of unused personal leave and is not meant to be prorated in hourly increments. Paraprofessionals will submit the request by the last student contact day. If paraprofessionals do not submit a request for payment or request to roll personal leave into next year's personal leave, unused personal leave will be rolled into sick leave.

SECTION 5. FAMILY MEDICAL LEAVE:

Subd. 1. Purpose: Pursuant to the Family Medical Leave Act, 29 U.S.C. 2601 et. seq., an eligible paraprofessional shall be granted, upon written request, up to a total of 12 weeks of unpaid leave per 12-month period in connection with: (1) the birth and first-year care of a child, (2) the adoption or foster placement of a child, (3) the serious health condition of a paraprofessional's spouse, child, or parent, and (4) the paraprofessional's own serious health condition.

Subd. 2. Requests: Requests for leave shall be made to the Director. Paraprofessionals must give 30 days' written notice of a leave of absence when practicable. Paraprofessionals are expected to make reasonable effort to schedule leaves resulting from planned medical treatment so as not to disrupt unduly the operations of the Education District subject to and in coordination with the health care provider. Paid leave must be exhausted before unpaid leave may be used.

SECTION 6. JURY SERVICE: A paraprofessional who serves on jury duty shall be granted the day(s) necessary as stipulated by the court to discharge this responsibility without any salary deduction or loss of basic leave allowance. The compensation received for jury duty service shall be remitted to the Education District.

SECTION 7 MILITARY LEAVE: Military leave shall be granted pursuant to applicable law.

SECTION 8 MEDICAL LEAVE:

Subd. 1. Eligibility: A paraprofessional who is unable to work because of illness or injury and who has exhausted all sick leave credit available or has become eligible for LTD insurance shall, upon request, be granted a medical leave of absence, without pay, for up to 1 year. The Education District Board may, in its discretion, renew such a leave.

Subd. 2. Request: A request for leave of absence or renewal thereof under this section shall be accompanied by a qualified physicians or clinical psychologists, authorized to practice, and performing within the scope of their practice, under state law, written statement outlining the condition of health and estimated time by which the paraprofessional is expected to be able to assume normal responsibilities.

SECTION 9: HOLIDAY PAY: Paraprofessionals must work at least 20 hours a week to qualify for holiday pay. Paraprofessionals working a minimum of 20 hours per week and 50 days per year over a 9 month school calendar will receive holiday pay for Labor Day, Thanksgiving Day, Thanksgiving Friday, Christmas Eve, Christmas Day, New Year’s Eve Day, New Year’s Day and Memorial Day. They must submit on their timecard the number of hours equal to a normal work day for the holiday and timely submit said timecard to the District.

SECTION 10. GENERAL LEAVES OF ABSENCE:

Subd. 1. Application: Paraprofessionals with a minimum of 3 years of service in the Education District may apply in writing for an unpaid leave of absence subject to the provisions of this section. The granting of such leave shall be at the sole discretion of the Education District Board.

Subd 2. Notification: A paraprofessional on such leave shall notify the Education District Board in writing of their intent to return by April 1 of the final leave year. . The granting of an extension shall be at the sole discretion of the Education District Board. The Education District Board may also, at its sole discretion, waive the April 1 notice date if it determines special circumstances are involved.

SECTION 11. SICK LEAVE BANK:

Subd. 1. Significant Illness: A “significant illness” is defined as a medical or psychological condition that causes the teacher to be absent from his/her teaching duties for 30

or more continuous contract days. Certification of “significant illness” by a qualified physician or clinical psychologist authorized to practice, and performing within the scope of their practice, under state law is required.

Subd. 2. Donation: The sick leave bank will be created as the result of each paraprofessional, on a voluntary basis, donating 1 of his/her paid sick days each school year. In order to be eligible to donate, a paraprofessional must have at least 20 days of accrued accumulated sick leave.

Subd. 3. Use: All paraprofessionals will have 1 opportunity at the beginning of every school year to donate to the sick leave bank. The number of donated accumulated sick leave days which a paraprofessional may receive is limited to the number of sick leave days donated, but may not continue beyond the paraprofessional’s eligibility for long-term disability.

Subd. 4. Administration: The sick leave bank will be administered by a committee of 2 representatives from the Education District, 1 of whom shall be the Director or his/her designee, and 2 representatives from the exclusive representative, 1 of whom shall be the president or his/her designee. Among its duties, this committee will be responsible for explaining the sick leave bank to paraprofessionals and providing them with sufficient advance notice and opportunity to determine whether to participate in the bank. All paraprofessionals will notify the Education District in writing of their decision to either participate or not participate in the bank. Sick leave benefits from the bank will be awarded in increments of 1 day; provided, however, that the paraprofessional may return to work sooner, and the unused days will be returned to the bank. A paraprofessional may not receive more than 60 days from the sick leave bank during any rolling 5-year period.

ARTICLE IX

HOURS OF SERVICE

SECTION 1. BASIC WORK YEAR: The paraprofessional’s work schedule will be determined by the Director or designee, taking the requirements of the position into consideration. Hours worked in excess of 40 hours per week will be paid at time and a half time the paraprofessional’s hourly rate and shall be approved by the Director or designee in advance. In case of an emergency, the Director shall be notified during the next working day after the overtime is worked provided no prior approval can be given. All hours worked on Sunday shall be paid at double time rates. Recognized holidays, if worked, shall be paid at time and one-half

rate. The paraprofessional's work schedule may be modified in the event of school closures either at the member district or education district level.

SECTION 2. BUILDING HOURS: The specific hours at an individual building may vary according to the needs of the educational program of the school district to which the paraprofessional is assigned. The specific hours for the paraprofessional will be designated by the Director.

SECTION 3. ADDITIONAL ACTIVITIES: In addition to the basic day, paraprofessionals shall be required to reasonably participate in Education District activities beyond the paraprofessional's basic day as authorized by the Director. The normal duties for paraprofessionals include a reasonable share of training and supervisory activities.

Subd. 1. Definition: For purposes of this Section, an extracurricular assignment is a work assignment outside of the regularly scheduled work day that is assigned in writing by the Executive Director or designee.

Subd. 2. Applicability: Extracurricular work assignments under this section may be for a variety of purposes, but do not include summer school, staff development activities or extended work year. The exception would be enrichment activities that entail overnights.

Subd. 3. Rate of Pay: Extracurricular work assignments shall be at the employee's normal hourly rate of pay for any hours worked, except when the accumulated weekly hours, including regularly assigned work hours, plus the extracurricular work hours, exceed forty (40) hours per week. If the accumulated weekly work hours exceed forty (40), any time worked beyond forty (40) hours per week shall be paid at the rate of 1-1/2 times the normal rate of pay, in accordance with current district overtime procedures for non-exempt employees.

SECTION 4. EMERGENCY DAYS: Snow Days: In the event that school is closed for any emergency and the district designates the day as a distance learning day, an e-learning day or a snow day, paraprofessionals will be contacted by the Executive Director or designee and provided assignments. ~~Paraprofessionals will be paid their full wages for scheduled work hours and benefits for the duration of an e-learning day. If provided professional development activities, these must be completed within 5 school days.~~ If a paraprofessional is in attendance at school, ~~they and paraprofessionals are sent home by the Executive Director or designee due to an~~

~~emergency, inclement weather, or other unforeseen circumstances, the paraprofessional will be paid for hours worked. Paraprofessionals may use a personal leave day for the absence or make up the absence with supervisor approval. Paraprofessionals shall be released once all students are safely accounted for and accommodated. For emergency days that are not designated e-learning or digital days, paraprofessionals may use a personal leave day for an absence or make up the absence with Executive Director approval in writing.~~

**ARTICLE X
LENGTH OF THE SCHOOL YEAR**

SECTION 1. ESTABLISHED CALENDAR: Paraprofessional Duty Days: Prior to June 1 of each school year, the Education District Board shall establish the number of school days and paraprofessional duty days for the next school year. The paraprofessional shall perform services on those days as determined by the Education District Board, including those legal holidays on which the Education District Board is authorized to conduct school and, pursuant to such authority, has determined to conduct school. The school year shall consist of a minimum of 178 duty days and ~~up to a minimum~~ of 174 student contact days.

SECTION 2. MODIFICATION IN CALENDAR, LENGTH OF SCHOOL DAY:

Subd. 1. Calendar Modifications: In the event of energy shortage, severe weather, or other emergency condition, the Education District reserves the right to modify the Education District calendar, and, if school is closed on a normal duty day(s), the paraprofessional shall perform duties on such other day(s) in lieu thereof as the Education District shall determine. However, the paraprofessional's duty days shall not exceed their contracted year.

Subd. 2. Other Modifications: In the event of energy shortage, severe weather, or other emergency condition, the Education District may modify the duty day or duty week, but with the understanding that the total number of hours shall not be increased, i.e., a 4-day week with increased hours per day but the total weekly hours not more than the regular 40 hour week.

Subd. 3. Meet and Confer: Prior to adjusting the calendar, duty day, or duty week, the Education District shall afford the exclusive representative the opportunity to meet and confer on such matters.

**ARTICLE XI
VACANCIES**

SECTION 1. VACANCIES: A qualified paraprofessional may apply for any vacancy that occurs within the Education District.

Subd. 1. Length of Posting: During the school year, open positions will be posted for a minimum of 5 working days on the Education District website, at River Bluff Education Center, and by notifying the exclusive representative. Positions that become open during summer months will be posted on the Education District website and at River Bluff Education Center. The exclusive representative will be notified, within one working day, of all open positions.

Subd. 2. Assignments: As soon as practicable, the Director shall deliver to each paraprofessional a Letter of Assignment for the following school year. The Exclusive Representative will also receive monthly Education District Board minutes through Boardbook.

**ARTICLE XII
SENIORITY AGREEMENT**

SECTION 1. SENIORITY AGREEMENT:

Subd. 1. Preparation: The Education District Board shall annually, by December 1, cause a seniority list which includes name, date employed, position/location and years worked to be prepared from its records. The prepared Seniority List will be emailed to each member's school email address. Seniority will be determined by date of employment.

Subd. 2. Request for Change: Any person whose name appears on such a list and who may disagree with the findings of the Education District and the order of seniority in said list shall have 10 days from the date of posting to supply written documentation, proof, and request for seniority change to the Education District.

Subd. 3. Final List: Within 10 days thereafter, the Education District shall evaluate any and all such written communications regarding the order of seniority contained in said list and may make such changes the Education District deems warranted. A final seniority list shall thereupon be prepared by the Education District, which list, as revised, shall be binding on the Education District and any paraprofessional. Each year thereafter, the Education District shall cause such a seniority list to be updated to reflect any addition or deletion of personnel caused by retirement, death, resignation, other cessation of services, or new employees.

Paraprofessionals shall acquire seniority upon completion of the six (6) month probationary period and, upon acquiring seniority, the seniority date shall relate back to the first date of service. If more than one (1) paraprofessional commences work on the same date, seniority ranking shall be determined by granting the higher seniority ranking to the paraprofessional with the earliest signature on their initial Notice of Assignment for that role. A paraprofessional who is properly discharged or who resigns shall forfeit accrued seniority. In the event of reemployment, seniority accrual shall begin as of the date of re-employment.

SECTION 2. REDUCTION OF WORKFORCE: A reduction of the work force shall be defined as the elimination of a job position or positions or the reduction of the yearly hours of a job position or positions by more than an hour per day. Upon receipt of a notice of layoff, an employee shall retain their seniority and right to recall within their classification in seniority order for a period of 2 calendar years, beginning with the effective date of layoff. In the event the Education District reduces the paraprofessional work force within the Education District, such layoff shall occur in reverse seniority order.

Subd. 1. Notification: The Education District shall identify the position(s) being terminated and/or reduced by more than 1 hour per day. Notice of such layoffs or reduction in hours shall be given to the employees affected, on or before June 15 of each year. The designated Union representative will be notified by the Education District with the names of any paraprofessionals whose jobs are eliminated or have hours reduced by more than 1 hour per day within 10 calendar days of the action.

Subd. 2. Right to Position: An employee whose position is affected by a reduction as discussed above shall have the right to replace any less senior employee in the same classification provided the employee is qualified for the position selected, as determined by the Education District. The replacement procedure shall be repeated until the employee with the least seniority is laid off or an employee waives their right of seniority in writing.

SECTION 3. RECALL: Employees shall be recalled in inverse order of seniority within classification. Only employees who have completed their probationary period are eligible for recall. Employees who choose not to return shall be terminated from their employment in the respective classification, with no right of recall.

Subd. 1. Notice of Recall: If school is in session, notice of recall shall be hand delivered to the employee. If school is not in session, notice of recall shall be by certified mail to

the address on record in the employee personnel file. Response to the notice of recall must be made in writing to the Education District main office within 7 calendar days, excluding legal holidays, after receipt of such notice. If the notice of recall cannot be delivered to the address on record, the employment of the employee may be terminated after 7 calendar days, excluding legal holidays, following the attempted delivery.

Subd. 2. Seniority Status: Upon returning to the Education District position, the employee shall be credited with the same number of years of service as at the time of layoff and shall be given credit on the seniority list for all years worked in the Education District prior to the layoff. If an employee is recalled, the employee will be credited for the accumulated sick leave and vacation leave that the employee had when placed on layoff.

ARTICLE XIII MISCELLANEOUS PROVISIONS

SECTION 1. Meet and Confer: The Director or designee, Education District Board Representatives, and up to three (3) paraprofessionals appointed by the Exclusive Representative will meet for the purpose of reviewing the administration of the Agreement, and to resolve problems of interpretation and administration that may arise as needed.

Subd. 1: Agenda. Each party will submit to the other, at least forty-eight (48) hours prior to the meeting, an agenda of the items discussed.

Subd. 2: Meetings. All meetings will be scheduled to take place at mutually agreed upon times when the representatives involved are free from assigned work responsibilities. Meetings are not intended to bypass the grievance procedures.

SECTION 2. PROBATIONARY PERIOD: A paraprofessional, under the provisions of this Agreement, shall serve a probationary period of ~~two (2) calendar years~~ **twelve (12) months** from the date of (continuous) hire during which time the Education District shall have the unqualified right to suspend without pay, discharge or otherwise discipline such a paraprofessional. In the event the Education District terminates a probationary paraprofessional at the end of a school year and rehires the paraprofessional within four (4) months of the termination, the paraprofessional's previous probationary employment period shall be credited toward their probationary period of ~~two (2) calendar years~~ **twelve (12) months** from the date of (continuous) hire. During the probationary period, the paraprofessional will receive two

performance appraisals during each calendar year. The first appraisal shall occur prior to December 15 and the second will occur prior to April 15.

SECTION 3. COMPLETION STIPEND: Paraprofessionals employed through the end of the school calendar and not on an improvement plan, will receive a ~~\$1500~~~~\$1000~~ completion stipend payable in June. Paraprofessionals hired after the start of the year will have this completion stipend prorated by the number of days they are contracted over ~~the calendar established in Article X Section 1178 days~~ or the total number of paraprofessional work days in that school calendar.

ARTICLE XIV GRIEVANCE PROCEDURE

SECTION 1. GRIEVANCE DEFINITION: A "grievance" shall mean an allegation by a paraprofessional, group of paraprofessionals, and/or the exclusive representative resulting in a dispute or disagreement between the paraprofessional, group of paraprofessionals and/or the exclusive representative and the Education District as to the interpretation of the application or terms and conditions contained in this Agreement.

SECTION 2. REPRESENTATION: The paraprofessional or group of paraprofessionals, may represent themselves during the informal level and Levels I, II, and III of the Grievance Procedure or may be represented by the Exclusive Representative. Only the Exclusive Representative has the right to pursue a grievance to arbitration. The administrator or Education District may be represented during any step of the procedure by any person or agent designated by such party to act on the party's behalf.

SECTION 3. DEFINITIONS AND INTERPRETATIONS:

Subd. 1. Extension: Time limits specified in this Agreement may be extended by mutual written agreement.

Subd. 2. Days: Reference to "days" regarding time periods in this procedure shall refer to working days. A "working day" is defined as all week days not designated as holidays by state law.

Subd. 3. Computation of Time: In computing any period of time prescribed or allowed by procedures in this article, the date of the act, event, or default for which the designated period of time begins to run shall not be included. The last day of the period so computed shall be counted, unless it is a Saturday, a Sunday, or a legal holiday designated by

state law, in which event, the period runs until the end of the next day which is not a Saturday, a Sunday, or a legal holiday designated by state law.

Subd. 4. Filing and Postmark: The filing or service of any notice or document required by this Agreement shall be timely if it is personally served or if it bears a certified postmark of the United States Postal Service within the time period.

SECTION 4. TIME LIMITATION AND WAIVER: A grievance shall not be valid for consideration unless the grievance is submitted in writing to the Education District's designee, setting forth the facts and the specific provision(s) of the Agreement allegedly violated and the particular relief sought within 20 days after the date of the first event giving rise to the grievance occurred. Failure to file any grievance within such period shall be deemed a waiver thereof. Failure to appeal a grievance from one level to another within the time periods hereafter provided shall constitute a waiver of the grievance. An effort shall first be made to adjust an alleged grievance informally between the paraprofessional and the Education District's designee.

SECTION 5. ADJUSTMENT OF GRIEVANCE: The Education District and the paraprofessional, group of paraprofessionals, and/or exclusive representative shall attempt to resolve all grievances which may arise during the course of employment through informal discussion in the following manner:

Subd. 1. Level I: If the grievance is not resolved through informal discussions, the Education District's designee shall give a written decision on the grievance to the parties involved within 10 days after receipt of the written grievance.

Subd. 2. Level II: In the event the grievance is not resolved in Level I, the decision rendered may be appealed to the Director provided such appeal is made in writing within 5 days after receipt of the decision in Level I. If a grievance is properly appealed to the Director, the Director or his/her designee shall set a time to meet regarding the grievance within 15 days after receipt of the appeal. Within 10 days after the meeting, the Director or his/her designee shall issue a decision in writing to the parties involved.

Subd. 3. Level III: In the event the grievance is not resolved in Level II, the decision rendered may be appealed to the Education District Board, provided such appeal is made in writing within 5 days after receipt of the decision in Level II. If a grievance is properly appealed to the Education District Board, the Education District Board shall set a time to hear the grievance within 20 days after the meeting. The Education District Board shall issue its decision

in writing to the parties involved. At the option of the Education District Board, a committee or representative(s) of the Education District Board may be designated by the Education District Board to hear the appeal at this level and report the findings and recommendations to the Education District Board. The Education District Board shall then render its decision.

SECTION 6. EDUCATION DISTRICT BOARD REVIEW: The Education District Board reserves the right to review any decision issued under Level I or Level II of this procedure provided the Education District Board or its representative(s) notifies the parties of the intention to review within 10 days after the decision has been rendered. In the event the Education District Board reviews a grievance under this section, the Education District Board reserves the right to reverse or modify such decision.

SECTION 7. DENIAL OF GRIEVANCE: Failure by the Education District Board or its representative(s) to issue a decision within the time periods provided in this article shall constitute a denial of the grievance, and the paraprofessional may appeal it to the next level.

SECTION 8. ARBITRATION PROCEDURES: In the event that the Exclusive Representative and the Education District are unable to resolve any grievance, the grievance may be submitted to arbitration by the Exclusive Representative as defined in this article:

Subd. 1. Request: A request to submit a grievance to arbitration must be in writing signed by the Exclusive Representative, and such request must be filed in the office of the Director within 10 days following the decision in Level III above.

Subd. 2. Prior Procedure Required: No grievance shall be considered by the arbitrator which has not been first duly processed in accordance with the grievance procedure and appeal provisions.

Subd. 3. Selection of Arbitrator: Upon the proper submission of a grievance under the terms of this procedure, the parties shall, within 10 days after the request to arbitrate, attempt to agree upon the selection of an arbitrator. If no agreement on an arbitrator is reached, either party may request the BMS to appoint an arbitrator, providing such request is made within 20 days after request for arbitration. The request shall ask that the appointment be made within 30 days after the receipt of said request.

Subd. 4. Submission of Grievance Information: Upon appointment of the arbitrator, the appealing party shall, within 5 days after notice of appointment, forward to the

arbitrator, with a copy to the Director, the submission of the grievance which shall include the following:

- (1) the issues involved,
- (2) statement of the facts,
- (3) position of the grievant,
- (4) the written information relating to Section 5. above.

The Education District may make a similar submission of information relating to the grievance either before or at the time of the hearing.

Subd. 5. Hearing: The grievance shall be heard by a single arbitrator, and both parties may be represented by such person or persons as they may choose and designate, and the parties shall have the right to a hearing at which time both parties will have the opportunity to submit evidence, offer testimony, and make oral or written arguments relating to the issues before the arbitrator. The proceeding before the arbitrator shall be a hearing de novo.

Subd. 6. Decision: The decision by the arbitrator shall be rendered within 30 days after the close of the hearing. The decision by the arbitrator in cases properly before him/her shall be final and binding upon the parties, subject, however, to the limitations of arbitration decisions as provided in the PELRA. The arbitrator shall issue a written decision and order, including findings of fact which shall be based upon substantial and competent evidence presented at the hearing. All witnesses shall be sworn upon oath by the arbitrator.

Subd. 7. Expenses: Each party shall bear its own expenses in connection with arbitration including expenses relating to the party's representatives, witnesses, and any other expenses which the party incurs in connection with presenting its case in arbitration. A transcript or recording, if requested by either or both parties, and any other expenses which the parties mutually agree are necessary for the conduct of the arbitration shall be paid for equally.

Subd. 8. Jurisdiction: The arbitrator shall have jurisdiction over disputes or disagreements relating to grievances properly before him/her pursuant to the terms of this procedure. The jurisdiction of the arbitrator shall not extend to proposed changes in terms and conditions of employment as contained in this written Agreement; nor shall an arbitrator have jurisdiction over any grievance which has not been submitted to arbitration in compliance with the terms of the grievance and arbitration procedure as outlined in this article; nor shall the jurisdiction of the arbitrator extend to matters of inherent managerial policy, which shall include,

but are not limited to, such areas of discretion or policy as the functions and programs of the Education District, its overall budget, utilization of technology, the organizational structure, and selection and direction and number of personnel. In considering any issue in dispute, in his/her order, the arbitrator shall give due consideration to the statutory rights and obligation of the Education District to efficiently manage and conduct its operation within the legal limitations surrounding the financing of such operations.

SECTION 9. ELECTION OF REMEDIES AND WAIVER: A party instituting any action, proceeding, or complaint in a federal or state court of law or before an administrative tribunal, federal agency, state agency, or seeking relief through any statutory process for which relief may be granted, the subject matter of which may constitute a grievance under this Agreement, shall immediately thereupon waive any and all rights to pursue a grievance under this article. Upon instituting a proceeding in another forum as outlined in this Agreement, the paraprofessional shall waive the right to initiate a grievance pursuant to this article, or, if the grievance is pending in the grievance procedure, the right to pursue it further shall be immediately waived. This section shall not apply to actions to compel arbitration as provided in this Agreement or to enforce the award of an arbitrator.

ARTICLE XV

SUSPENSION WITHOUT PAY

SECTION 1. DISCIPLINE, SUSPENSION, AND DISMISSAL OF SCHOOL DISTRICT EMPLOYEES: Progressive discipline procedures are covered in Education District Policy 403.

SECTION 2. WITHOUT PAY: A paraprofessional may be suspended without pay for reasons addressed in Education District Policy 403.

SECTION 3. NOTICE: Suspension shall take effect upon the paraprofessional's receipt of written notification from the Director, stating the grounds for suspension together with a statement that the paraprofessional may make a written request within 5 work days after receipt of such notification for a hearing before the Education District Board to review the suspension. If no hearing is requested within such 5-work-day period, the paraprofessional shall be deemed to have acquiesced to the suspension.

SECTION 4. HEARING: If the paraprofessional requests a hearing within the 5-work-day period, the hearing shall take place within 10 work days after receipt of the request for hearing. At the option of the Education District Board, the hearing may be by a committee or a designated representative of the Education District Board. The Education District Board reserves the right to affirm, reduce, or reverse the suspension action. In the event the suspension is reversed or reduced, the paraprofessional shall be compensated appropriately for any salary loss during the period of the suspension not affirmed by the Education District Board. The paraprofessional shall be notified of the date, time, and place of the hearing, and the Education District Board shall issue its decision within 10 work days after the conclusion of the hearing.

SECTION 5. GRIEVANCE: The decision of the Education District Board shall be subject to the grievance procedure commencing at the arbitration level, provided written notification requesting arbitration is received by the Director within 5 work days after receipt of the Education District Board's decision.

ARTICLE XVI DURATION

SECTION 1. TERMS AND REOPENING NEGOTIATIONS: The Agreement shall remain in full force and effect for period commencing upon the date of its execution through June 30, 2026~~2024~~, and thereafter as provided by the PELRA. If the exclusive representative desires to modify or amend this Agreement commencing on July 1, 2024~~2022~~, it shall give written notice of such intent to the other party no later than May 1, 2026~~2024~~. If such notice is not timely served, the Education District shall not be required to negotiate any terms of employment for the following school year. 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 Education District and the exclusive representative. The provisions of this Agreement relating to terms and conditions of employment supersede any and all prior Agreements, resolutions, practices, and Education District policies, rules, or regulations concerning terms and conditions of employment inconsistent with these provisions. Nothing in this Agreement shall be construed to obligate the Education District to continue or discontinue existing or past practices or prohibit the Education District from exercising all management

rights and prerogatives, except insofar as this exercise would be in express violation of any term or terms of this Agreement.

SECTION 3. FINALITY: Pursuant to M.S. 179A.20, Subd. 3., any matters relating to the current Agreement term, whether or not referred to in this Agreement, shall not be open for negotiation during the term of this Agreement.

SECTION 4. SEVERABILITY: The provisions of this Agreement shall be severable, and if any provision or the application of any such provision under any circumstances is held invalid, it shall not affect any other provisions of the application of any provision of the Agreement.

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

For: The Education District Board:

Education District Board Chair

Officer of Business Affairs

Date: _____

Date: _____

For: The Exclusive Representative:

President

Chair, Negotiation's Committee

Date: _____

Date: _____

SCHEDULE A
INSURANCE CONTRIBUTIONS

The Education District will contribute:

1. for 2024-2025 \$568.00 per month to pay health-hospitalization insurance for paraprofessionals working at least 6 hours per day and 9 months per year.
2. for 2025-2026 \$593.00~~\$568.00~~ per month to pay health-hospitalization insurance for paraprofessionals working at least 6 hours per day and 9 months per year.
3. for ~~2022-2023~~ 2024-2025 and for ~~2023-2024~~ 2025-2026 \$16.00 per month to pay the paraprofessional's single dental insurance; \$37.00 per month to pay the paraprofessional's and dependent's dental insurance if the paraprofessional has legal dependents.

**SCHEDULE B
SALARY SCHEDULES**

2024-2025

STEP	Early Childhood SpEd Paraprofessionals and SpEd Settings I - III Paraprofessionals	SpEd Setting IV Paraprofessionals
1	\$19.26\$18.00	\$24.61\$23.00
2	\$19.80\$18.50	\$25.15\$23.50
3	\$20.33\$19.00	\$25.68\$24.00
4	\$20.87\$19.50	\$26.22\$24.50
5	\$21.40\$20.00	\$26.75\$25.00

2025-2026

STEP	Early Childhood SpEd Paraprofessionals and SpEd Settings I - III Paraprofessionals	SpEd Setting IV Paraprofessionals
1	\$20.61\$18.00	\$26.33\$23.00
2	\$21.18\$18.50	\$26.91\$23.50
3	\$21.75\$19.00	\$27.48\$24.00
4	\$22.33\$19.50	\$28.05\$24.50
5	\$22.90\$20.00	\$28.62\$25.00

SCHEDULE C
TAX-DEFERRED, MATCHING CONTRIBUTION PLAN:

1. The Education District shall contribute an amount equal to the paraprofessional’s contribution in a tax-deferred, matching-contribution plan, subject to the schedule below:

2. All paraprofessionals hired after July 1, 2021 will be automatically enrolled in a voluntary 403(b) plan. Fifty (\$50.00) dollars will be deducted from each paycheck and contributed into a Target Date Fund (TDF) as the default investment managed by EFS Advisors. EFS Advisors will be the responsible Fiduciary of the default investments. A paraprofessional can opt out of the plan within 90 days and withdrawals will be returned to the school and added back into the paraprofessional's paycheck. Paraprofessionals may transfer the account to any of the qualified investment companies listed in the Employer 403(b) Plan Document Adoption Agreement.

<u>Years of Service in the Education District</u>	<u>Education District Match</u>
0-3	\$ 1,000
4-10	\$ 1,500
11+	\$ 2,000

Paraprofessional Negotiation Summary

The Board and the paraprofessional union arrived at a tentative agreement at our last negotiation session on October 2, 2024. The paraprofessionals have voted on October 16 to approve the tentative agreement.

Tentative Agreement Summary:

- Article III Definitions Section 1 Terms and Conditions of Employment was updated to align with legislative changes from the last session (MN Statute 179A.03 Subd. 18 and 19)
- Article V Paraprofessional Rights Section 4 on Fair Share was removed as it no longer applies.
- Article V Paraprofessional Rights Section 7 Communicating with Members was updated to align with legislative changes from the last session (MN Statute 179A.07 Subd. 9).
- Added Article V Paraprofessional Rights Section 8 Collection and Submission of Personnel Data to align with legislative changes from the last session (MN Statute 179A.07 Subd. 8).
- Article VI Basic Schedule and Rate of Pay Section 1 Subd. 3 retained a paraprofessionals right to choose between 18 and 24 pay periods for the 2024-25 school year. Beginning in the 2025-26 school year, all paraprofessionals will be paid using the school year and up to 19 pay periods.
- Article VI Basic Schedule and Rate of Pay Section 2 Subd. 1 added the words, "Salary and benefits will be paid retroactively.
- Article VI Basic Schedule and Rate of Pay Section 3 added the following language around new paraprofessionals: A new paraprofessional shall be placed on such step of the salary schedule "as agreed between the Education District and the paraprofessional. Contingent upon starting their position, paraprofessionals must meet state and federal qualifications and complete the Minnesota Department of Health PCA training successfully. State and federal qualifications include: having at least two years of college credits (usually 60 credits in Minnesota) through an accredited institution of higher education; or an associate's degree; or obtaining a passing score set by Minnesota on the ParaPro Test or ParaEducator Test."
- Article VI Basic Schedule and Rate of Pay Section 8 Subd. 1 increased incentive pay from 10 cents to 25 cents for every 30 hours up to a maximum \$1.25.
- Article VI Basic Schedule and Rate of Pay Section 9 clarified language around roles when a regularly assigned teacher is absent.
- Article VIII Leaves of Absence Sections 1, 3 & 4 were updated to reflect Earned Safe and Sick Time. No additional days were added.
- Article IX Basic Work Year Section 4 was updated to reflect e-learning day legislative changes.
- Article X Length of the School Year Section 1 Subd 1 amended to read "up to 174 student days" rather than will have 174 student days.

- Article XIII Misc Provisions Section 2 probationary period was changed from 2 years to 12 months.
- Health Insurance. No change in 2024-25. In 2025-26, Single Coverage was increased from \$568/mo to \$593/mo.
- Dental Insurance - no change.
- Longevity:
 - 5-9 years of service in the Education District increased from \$.75 to \$1.00/hour
 - 10-14 years of service in the Education District increased from \$1.00 to \$1.25/hour
 - 15+ years of service in the Education District increased from \$1.25 to \$1.50/hour
- Additional compensation was increased from \$1000 to \$1500.
- Year One Salary 7%. Year Two Salary 7%

Impact to budget is an increase of \$64,146 each year.

- B. Executive Director Agreement
- C. GCED Health Insurance Plan Changes

2025 Health Insurance Changes

Our initial renewal quote from the MN Health Consortium (Medica) came back at a 14.65% increase for all plans. Below is a summary.

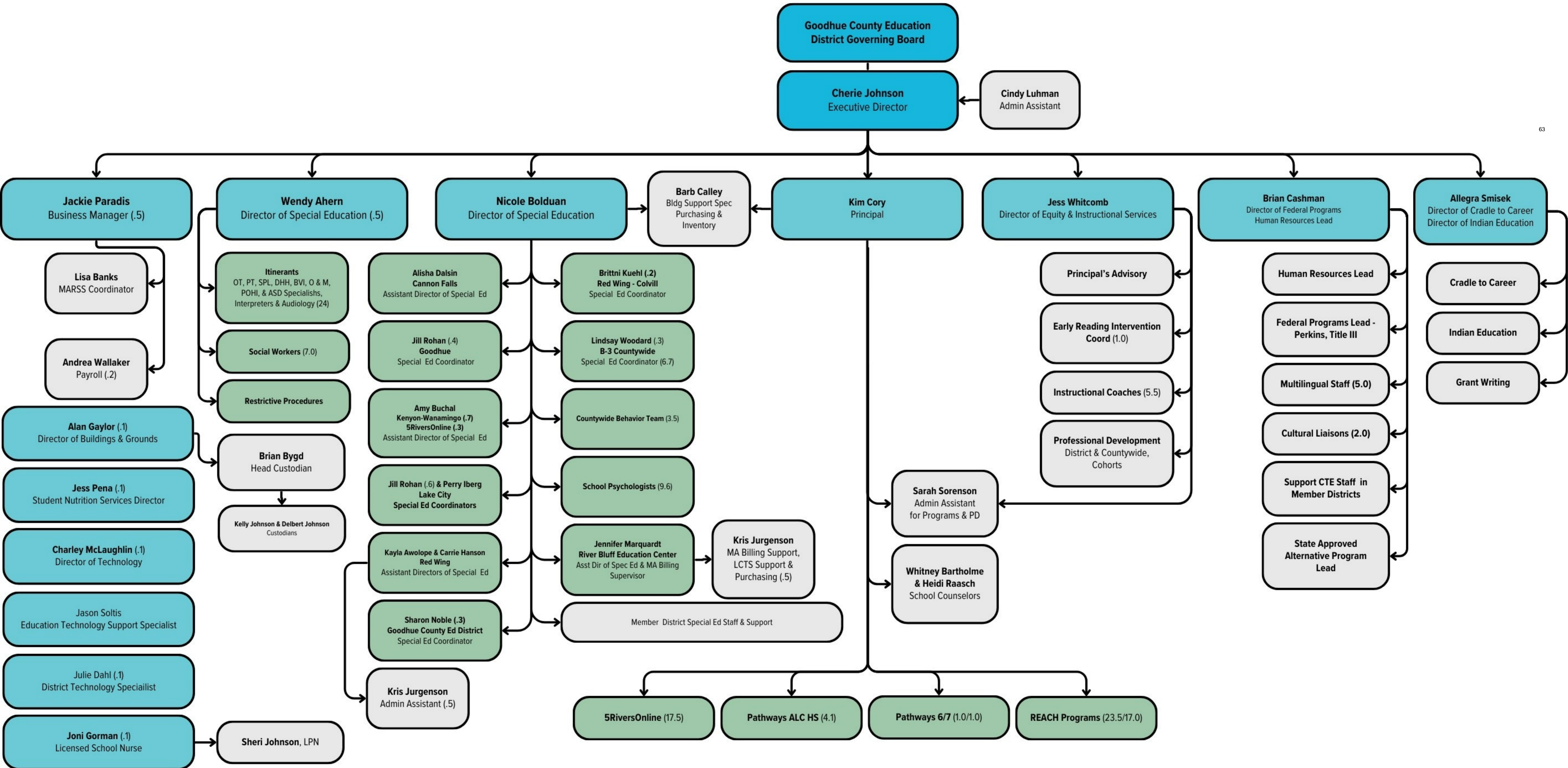
Plan	2024 Rate	2025 Renewal Rate	% Increase
Open Access \$850 single	\$904.74	\$1,037.28	14.65
Open Access \$1,700 family	\$2,415.26	\$2,769.10	14.65
Open Access \$2,000 single	\$796.70	\$913.42	14.65
Open Access \$4,000 family	\$2,126.86	\$2,438.46	14.65
Mayo Network \$850 single	\$877.60	\$1,006.16	14.65
Mayo Network \$1,700 family	\$2,342.80	\$2,686.02	14.65
Mayo Network \$2,000 single	\$772.80	\$886.02	14.65
Mayo Network \$4,000 family	\$2,063.06	\$2,365.30	14.65
Elect Network \$850 single	\$791.64	\$907.62	14.65
Elect Network \$1,700 family	\$2,113.26	\$2,422.96	14.65
Elect Network \$2,000 single	\$697.12	\$799.24	14.65
Elect Network \$4,000 family	\$1,861.00	\$2,133.64	14.65

We asked our insurance reps to go back to MHC and see if we could find some lower rates with plan design changes. If we increase our deductibles on the H.S.A. compatible plans, we can reduce the increase on those plans to 5.49%. See below.

Plan	2024 Rate	2025 Renewal Rate	% Increase
Open Access \$850 single	\$904.74	\$1,037.28	14.65
Open Access \$1,700 family	\$2,415.26	\$2,769.10	14.65
Open Access \$3,300 single	\$796.70	\$840.40	5.49
Open Access \$6,600 family	\$2,126.86	\$2,243.52	5.49
Mayo Network \$850 single	\$877.60	\$1,006.16	14.65
Mayo Network \$1,700 family	\$2,342.80	\$2,686.02	14.65
Mayo Network \$3,300 single	\$772.80	\$815.18	5.49
Mayo Network \$6,600 family	\$2,063.06	\$2,176.22	5.49
Elect Network \$850 single	\$791.64	\$907.62	14.65
Elect Network \$1,700 family	\$2,113.26	\$2,422.96	14.65
Elect Network \$3,300 single	\$697.12	\$735.36	5.49
Elect Network \$6,600 family	\$1,861.00	\$1,963.08	5.49

The majority of our staff that take health insurance are on an H.S.A compatible plan (53 of 74). We have met with staff and they are in agreement to move forward with the increased deductibles.

Goodhue County Education District Organizational Chart





October 15, 2024

Cheryl Johnson
Director
Goodhue County Education District

Dear Ms. Johnson,

Thank you for this opportunity to propose arrangements for Business Support Services. Upon approval, this arrangement will remain in effect until notice is given by either party to terminate. A notice of a minimum of 60 days is required by either party to terminate the agreement.

Scope of Services:

Business Support Services which includes Accounts Receivable, Tuition Billing, Bank Reconciliations, General Accounting Support, SEDRA entries and reconciliation to UFARS and other Misc duties as assigned. Annual Fee of \$20,000 effective 11/1/2024. Increases at the rate of 3% annually.

Accounts Payable Services Payment of Bills according to Schools procurement schedule. Ensuring accurate UFARS coding and issuing 1099's annually. Reconciling Vendor Statements and Year End Audit Support. Annual fee of \$15,000 effective 11/1/2024. Increases at the rate of 3% annually.

Mileage Reimbursement at IRS Enacted rate at the time of travel.

Site Time: On Site as needed

Invoiced Semi-Annually in Advance: \$17,500 due by 11/1 and 5/1.

Thank you for the opportunity to partner with you. Please let me know if you have any questions.

Respectfully,

Todd R. Netzke
President

Enclosure

Signature Page

**AGREEMENT FOR THE PROVISION OF PROFESSIONAL SERVICES TO
GOODHUE COUNTY EDUCATION DISTRICT**

WHEREFORE, this Agreement was entered into on the date set forth below and the undersigned, by execution hereof, represent that they are authorized to enter into this Agreement on behalf of the respective parties and state that this Agreement has been read by them and that the undersigned understand and fully agree to each, all and every provision hereof, and hereby, acknowledge receipt of a copy hereof.

**For: Goodhue County Education District
395 Guernsey Ln
Red Wing, MN 55066**

By: Name _____

Title _____

Date _____

**For: School Management Services, LLC
PO Box 327
Albany, MN 56307**

By: Name _____

Title _____

Date _____

S-Corp
Federal I.D. #56-2545979
SCORP – No 1099 Needed

**CANNON FALLS PUBLIC SCHOOLS
FY25 BILL FOR SERVICES
REVISED 10/14/2024 FY25 BILL**

		FTE	ANNUAL AMT	INVOICED TO DATE	REMAINING PER MONTH	FIN	OBJ	252 REVENUE SOURCE
SPECIAL EDUCATION SERVICES								
EARLY CHILDHOOD								
Marissa Behrens (ECSE Teacher)		1.00	49,475.00	16,491.67	4,122.92	740	396	STATE SP ED
	Benefits		10,142.00	3,380.67	845.17	740	397	STATE SP ED
Nicole Meyer (B-3 ECSE Teacher)		0.57	36,661.00	12,220.33	3,055.08	740	396	STATE SP ED
	Benefits		7,133.00	2,377.67	594.42	740	397	STATE SP ED
Sue Bodenhamer (B-3 ECSE Teacher)		0.15	11,077.00	3,692.33	923.08	740	396	STATE SP ED
	Benefits		3,760.00	1,253.33	313.33	740	397	STATE SP ED
Morgan Price (B-3 Social Worker)		0.09	5,645.00	1,881.67	470.42	740	396	STATE SP ED
	Benefits		1,599.00	533.00	133.25	740	397	STATE SP ED
Lindsay Woodard (B-3 Speech Path)		0.10	12,556.00	4,185.33	1,046.33	740	396	STATE SP ED
	Benefits		4,378.00	1,459.33	364.83	740	397	STATE SP ED
Substitutes			1,030.00	343.33	85.83	740	399	STATE SP ED
OCCUPATIONAL & PHYSICAL THERAPY SERVICES								
Monica Capra (POHI/AT)		0.15	11,731.00	3,910.33	977.58	740	396	STATE SP ED
	Benefits		2,612.00	870.67	217.67	740	397	STATE SP ED
Teasha Archambault (PT)		0.32	31,310.00	10,436.67	2,609.17	740	396	STATE SP ED
	Benefits		10,843.00	3,614.33	903.58	740	397	STATE SP ED
Sydney Jacobson (OT)		0.78	58,695.00	19,565.00	4,891.25	740	396	STATE SP ED
	Benefits		9,049.00	3,016.33	754.08	740	397	STATE SP ED
Katee Bowe (OT)		0.15	11,707.00	3,902.33	975.58	740	396	STATE SP ED
	Benefits		2,148.00	716.00	179.00	740	397	STATE SP ED
ASSISTANT DIRECTOR OF SPECIAL EDUCATION								
Alisha Dalsin		1.00	119,008.00	39,669.33	9,917.33	740	396	STATE SP ED
	Benefits		26,817.00	8,939.00	2,234.75	740	397	STATE SP ED
SPEECH LANGUAGE PATHOLOGY								
Lynn Booth		1.00	93,880.00	31,293.33	7,823.33	740	396	STATE SP ED
	Benefits		17,717.00	5,905.67	1,476.42	740	397	STATE SP ED
Madasyn Austin		1.00	68,047.00	22,682.33	5,670.58	740	396	STATE SP ED
	Benefits		12,735.00	4,245.00	1,061.25	740	397	STATE SP ED
SCHOOL PSYCHOLOGY								
Kristin Kirk		1.00	109,518.00	36,506.00	9,126.50	740	396	STATE SP ED
	Benefits		20,383.00	6,794.33	1,698.58	740	397	STATE SP ED
SOCIAL WORK								
Courtney Skluzacek		1.00	56,451.00	18,817.00	4,704.25	740	396	STATE SP ED
	Benefits		27,878.00	9,292.67	2,323.17	740	397	STATE SP ED
Laura Burvee		1.00	75,790.00	25,263.33	6,315.83	740	396	STATE SP ED
	Benefits		32,142.00	10,714.00	2,678.50	740	397	STATE SP ED
GENERAL EDUCATION SERVICES								
MULTI LINGUAL LEARNERS								
Rebecca Quelle (ML Teacher)		0.60	33,529.00	11,176.33	2,794.08	339	396	COMP ED
	Benefits		12,043.00	4,014.33	1,003.58	339	397	COMP ED
Iliana Espiricueta (Cultural Liaison)		0.13	5,842.00	1,947.33	486.83	339	396	COMP ED
	Benefits		910.00	303.33	75.83	339	397	COMP ED
Travel			200.00	66.67	16.67	339	366	COMP ED
INSTRUCTIONAL COACHING								
Catherine Stark		1.00	0.00	0.00	0.00	000	305	GEN FUND
COMMUNITY EDUCATION SERVICES								
SCHOOL READINESS								
OPERATIONS COSTS								
LEASE			136,296.13	45,432.04	11,358.01	000	390	LEASE LEVY FLOW THRU
LTFM			14,288.84	4,762.95	1,190.74	000	390	LTFM LEVY FLOW THRU
ADMINISTRATIVE*			18,501.00	6,167.00	1,541.75	000	305	SUB AWARD AGREEMENT
OPERATING FEE*			30,960.00	10,320.00	2,580.00	000	305	GEN FUND
TOTAL			1,194,486.97	398,162.32	99,540.58			

*These two line items are flowed back to the district as stipulated in Sub-award Agreement No. 252101

GOODHUE PUBLIC SCHOOL DISTRICT #253
FY25 BILL FOR SERVICES
 REVISED 10/14/2024 FY25 BILL

	FTE	ANNUAL AMT	INVOICED TO DATE	REMAINING PER MONTH	FIN	OBJ	253 REVENUE SOURCE
SPECIAL EDUCATION SERVICES							
EARLY CHILDHOOD							
Laurie Poole (ECSE Teacher)	1.00	50,780.00	19,083.00	3,962.13	740	396	STATE SP ED
Sarah Bauer (B-3 ECSE Teacher)	0.18	14,087.00	4,695.67	1,173.92	740	396	STATE SP ED
Sue Bodenhamer (B-3 ECSE Teacher)	0.06	4,431.00	1,477.00	369.25	740	396	STATE SP ED
Morgan Price (B-3 Social Worker)	0.03	1,882.00	627.33	156.83	740	396	STATE SP ED
Lindsay Woodard (B-3 Speech Pathologist)	0.04	5,022.00	1,674.00	418.50	740	396	STATE SP ED
Benefits		15,669.00	5,655.67	1,251.67	740	397	STATE SP ED
Substitutes		412.00	137.33	34.33	740	399	STATE SP ED
OCCUPATIONAL & PHYSICAL THERAPY SERVICES							
Monica Capra (POHI/AT)	0.06	4,692.00	1,564.00	391.00	740	396	STATE SP ED
Teasha Archambault (PT)	0.18	17,612.00	5,870.67	1,467.67	740	396	STATE SP ED
Katee Bowe (OT)	0.06	4,683.00	1,561.00	390.25	740	396	STATE SP ED
Olivia Dick (OT)	0.28	21,507.00	7,169.00	1,792.25	740	396	STATE SP ED
Benefits		12,018.00	4,006.00	1,001.50	740	397	STATE SP ED
SPECIAL EDUCATION COORDINATOR							
Jill Rohan	0.40	37,877.00	12,625.67	3,156.42	740	396	STATE SP ED
Benefits		14,862.00	4,954.00	1,238.50	740	397	STATE SP ED
SPEECH LANGUAGE PATHOLOGY							
Rebecca Humphrey	0.80	74,276.00	24,758.67	6,189.67	740	396	STATE SP ED
Benefits		26,593.00	8,864.33	2,216.08	740	397	STATE SP ED
SCHOOL PSYCHOLOGY							
Makenna Holt	0.60	56,712.00	18,904.00	4,726.00	740	396	STATE SP ED
Benefits		15,519.00	5,173.00	1,293.25	740	397	STATE SP ED
SOCIAL WORK							
Kamie Lodermeier	0.50	34,447.00	11,482.33	2,870.58	740	396	STATE SP ED
Benefits		15,462.00	5,154.00	1,288.50	740	397	STATE SP ED
AMERICAN SIGN LANGUAGE (ASL) INTERPRETER							
Jessica Reyes	1.00	41,510.00	13,836.67	3,459.17	740	396	STATE SP ED
Benefits		6,511.00	2,170.33	542.58	740	397	STATE SP ED
GENERAL EDUCATION SERVICES							
MULTI LINGUAL LEARNERS							
Anna Herman (ML Teacher)	1.00	73,845.00	24,615.00	6,153.75	339	396	COMP ED
Linda Hodgell (ML Teacher) (End Date 10/25/2024)	0.50	6,183.00	12,365.00	-772.75	339	396	COMP ED
Iliana Espiricueta (Cultural Liaison)	0.12	5,393.00	1,797.67	449.42	339	396	COMP ED
MacKenzie Diggins (Start Date 10/30/2024)	1.00	35,961.00	0.00	4,495.13	339	396	COMP ED
Benefits		25,314.00	10,329.67	1,873.04	339	397	COMP ED
Contracted Interpreters		1,100.00	366.67	91.67	339	396	COMP ED
SOCIAL WORK							
Kamie Lodermeier	0.50	34,446.00	11,482.00	2,870.50	000	396	GEN FUND
Benefits		15,463.00	5,154.33	1,288.58	000	397	GEN FUND
INSTRUCTIONAL COACHING							
Courtney Bonnin	1.00	0.00	0.00	0.00	000	305	GEN FUND
COMMUNITY EDUCATION SERVICES							
EARLY CHILDHOOD FAMILY EDUCATION							
Wendie Christianson	0.10	7,716.00	2,572.00	643.00	325	396	COMM ED
Benefits		1,265.00	421.67	105.42	325	397	COMM ED
SCHOOL READINESS							
		0.00	0.00	0.00			
OPERATIONS COSTS							
LEASE		93,378.01	31,126.00	7,781.50	000	390	LEASE LEVY FLOW THRU
LTFM		9,851.05	3,283.68	820.92	000	390	LTFM LEVY FLOW THRU
ADMINISTRATIVE*		7,278.00	2,426.00	606.50	000	305	SUB AWARD AGREEMENT
OPERATING FEE*		23,010.00	7,670.00	1,917.50	000	305	GEN FUND
TOTAL		816,767.06	275,053.35	67,714.21			

*These two line items are flowed back to the district as stipulated in Sub-award Agreement No. 253102

KENYON-WANAMINGO PUBLIC SCHOOLS
FY25 BILL FOR SERVICES
 REVISED 10/14/2024 FY25 BILL

		FTE	ANNUAL AMT	INVOICED TO DATE	REMAINING PER MONTH	FIN	OBJ	2172 REVENUE SOURCE
SPECIAL EDUCATION SERVICES								
EARLY CHILDHOOD								
Nicole Meyer (B-3 ECSE Teacher)		0.43	27,656.00	9,218.67	2,304.67	740	396	STATE SP ED
Sue Bodenhamer (B-3 ECSE Teacher)		0.12	8,861.00	2,953.67	738.42	740	396	STATE SP ED
Morgan Price (B-3 Social Worker)		0.07	4,390.00	1,463.33	365.83	740	396	STATE SP ED
Lindsay Woodard (B-3 Speech Pathologist)		0.08	10,045.00	3,348.33	837.08	740	396	STATE SP ED
Benefits			41,811.00	13,937.00	3,484.25	740	397	STATE SP ED
Travel			800.00	266.67	66.67	740	366	STATE SP ED
Substitutes			2,575.00	858.33	214.58	740	399	STATE SP ED
PARAPROFESSIONALS								
Annette Kraft		1.00	26,553.00	8,851.00	2,212.75	740	396	STATE SP ED
Benefits			5,784.00	1,928.00	482.00	740	397	STATE SP ED
Substitutes			1,030.00	343.33	85.83	740	399	STATE SP ED
OCCUPATIONAL & PHYSICAL THERAPY SERVICES								
Monica Capra (POHI/AT)		0.11	8,603.00	2,867.67	716.92	740	396	STATE SP ED
Teasha Archambault (PT)		0.14	13,698.00	4,566.00	1,141.50	740	396	STATE SP ED
Nicole Yusten (OT)		0.37	28,877.00	9,625.67	2,406.42	740	396	STATE SP ED
Katee Bowe (OT)		0.12	9,366.00	3,122.00	780.50	740	396	STATE SP ED
Benefits			20,152.00	6,717.33	1,679.33	740	397	STATE SP ED
SPEECH LANGUAGE PATHOLOGIST								
Megan Olson		1.00	94,190.00	31,396.67	7,849.17	740	396	STATE SP ED
Benefits			16,895.00	5,631.67	1,407.92	740	397	STATE SP ED
NURSING SERVICES								
Sarah Christensen		0.09	5,300.00	1,766.67	441.67	740	396	STATE SP ED
Benefits			2,773.00	924.33	231.08	740	397	STATE SP ED
SCHOOL PSYCHOLOGY								
Kelsey Lemmon		0.80	73,602.00	24,534.00	6,133.50	740	396	STATE SP ED
Benefits			13,613.00	4,537.67	1,134.42	740	397	STATE SP ED
ASSISTANT DIRECTOR OF SP ED								
Amy Buchal		0.70	82,775.00	27,591.67	6,897.92	740	305	STATE SP ED
Benefits			18,683.00	6,227.67	1,556.92	740	397	STATE SP ED
GENERAL EDUCATION SERVICES								
MULTI LINGUAL LEARNERS								
Rebecca Quelle (ML Teacher)		0.40	22,352.00	7,450.67	1,862.67	339	396	COMP ED
Iliana Espiricueta (Cultural Liaison)		0.17	7,640.00	2,546.67	636.67	339	396	COMP ED
Benefits			15,976.00	5,325.33	1,331.33	339	397	COMP ED
Contracted Interpreters			500.00	166.67	41.67	339	399	COMP ED
Travel between sites			500.00	166.67	41.67	339	366	COMP ED
NURSING SERVICES								
Sarah Christensen		0.83	47,700.00	15,900.00	3,975.00	000	396	GEN FUND
Benefits			24,959.00	8,319.67	2,079.92	000	397	GEN FUND
Travel - between sites			0.00	0.00	0.00	000	366	GEN FUND
INSTRUCTIONAL COACHING								
Jake Weime / Cheryl Dahl		0.80	0.00	0.00	0.00	000	305	GEN FUND
COMMUNITY EDUCATION SERVICES								
ECFE			0.00	0.00	0.00			
SCHOOL READINESS			0.00	0.00	0.00			
OPERATIONS COSTS								
LEASE			84,822.93	28,274.31	7,068.58	000	390	LEASE LEVY FLOW THRU
LTFM			8,875.56	2,958.52	739.63	000	390	LTFM LEVY FLOW THRU
ADMINISTRATIVE*			14,029.00	4,676.33	1,169.08	000	305	SUB AWARD AGREEMENT
OPERATING FEE*			19,590.00	6,530.00	1,632.50	000	305	GEN FUND
TOTAL			764,976.49	254,992.16	63,748.04			

*These two line items are flowed back to the district as stipulated in Sub-award Agreement No. 172103

**LAKE CITY PUBLIC SCHOOLS
FY25 BILL FOR SERVICES
REVISED 10/14/2024 FY25 BILL**

		FTE	ANNUAL AMT	INVOICED TO DATE	REMAINING PER MONTH	FIN	OBJ	813 REVENUE SOURCE
SPECIAL EDUCATION SERVICES								
EARLY CHILDHOOD								
	Sarah Bauer (B-3 ECSE Teacher)	0.37	28,957.00	9,652.33	2,413.08	740	396	STATE SP ED
	Lindsay Woodard (B-3 Speech Pathologist)	0.08	10,045.00	3,348.33	837.08	740	396	STATE SP ED
	Morgan Price (B-3 Social Worker)	0.07	4,390.00	1,463.33	365.83	740	396	STATE SP ED
	Benefits		9,416.00	3,138.67	784.67	740	397	STATE SP ED
OCCUPATIONAL & PHYSICAL THERAPY SERVICES								
	Monica Capra (POHI/AT)	0.11	8,603.00	2,867.67	716.92	740	396	STATE SP ED
	Jayne Molde-Boeding (PT)	0.36	39,246.00	13,082.00	3,270.50	740	396	STATE SP ED
	Katee Bowe (OT)	0.12	9,366.00	3,122.00	780.50	740	396	STATE SP ED
	Olivia Dick (OT)	0.72	55,305.00	18,435.00	4,608.75	740	396	STATE SP ED
	Benefits		26,776.00	8,925.33	2,231.33	740	397	STATE SP ED
SCHOOL PSYCHOLOGY								
	Brittany Liljevall	1.00	97,033.00	32,344.33	8,086.08	740	396	STATE SP ED
	Benfits		16,577.00	5,525.67	1,381.42	740	397	STATE SP ED
SOCIAL WORK								
	Korissa Atkinson	1.00	58,047.00	19,349.00	4,837.25	740	396	STATE SP ED
	Benefits		10,810.00	3,603.33	900.83	740	397	STATE SP ED
SPEECH LANGUAGE PATHOLOGY								
	Stephanie Weisenbeck	1.00	84,164.00	28,054.67	7,013.67	740	396	STATE SP ED
	Madeline Ocel	1.00	77,249.00	25,749.67	6,437.42	740	396	STATE SP ED
	Benefits		46,681.00	15,560.33	3,890.08	740	397	STATE SP ED
SPECIAL EDUCATION COORDINATOR								
	Jill Rohan	0.60	56,815.00	18,938.33	4,734.58	740	396	STATE SP ED
	Benefits		21,849.00	7,283.00	1,820.75	740	397	STATE SP ED
GENERAL EDUCATION SERVICES								
MULTI LINGUAL LEARNERS								
	Linda Hodgell (ML Teacher) (Start Date 10/28/24)	0.50	30,912.00	0.00	3,864.00	339	396	COMP ED
	Jeimmy Yusty-Rojas (Cultural Liaison)	0.10	4,836.00	1,612.00	403.00	339	396	COMP ED
	Iliana Espiricueta (Cultural Liaison)	0.35	8,988.00	2,996.00	749.00	339	396	COMP ED
	Benefits		15,146.00	791.00	1,794.38	339	397	COMP ED
	Contracted Interpreters		500.00	166.67	41.67	339	305	COMP ED
	Travel		1,000.00	333.33	83.33	339	305	COMP ED
INSTRUCTIONAL COACHING								
	Amy Heise	1.00	0.00	0.00	0.00	000	305	GEN FUND
COMMUNITY EDUCATION SERVICES								
OPERATIONS COSTS								
	LEASE		152,698.26	50,899.42	12,724.86	000	390	LEASE LEVY FLOW THRU
	LTFM		16,143.63	5,381.21	1,345.30	000	390	LTFM LEVY FLOW THRU
	ADMINISTRATIVE*		14,818.00	4,939.33	1,234.83	000	305	SUB AWARD AGREEMENT
	OPERATING FEE*		35,130.00	11,710.00	2,927.50	000	305	GEN FUND
TOTAL			941,500.89	299,271.96	80,278.62			
*These two line items are flowed back to the district as stipulated in Sub-award Agreement No. 813106.								

**RED WING PUBLIC SCHOOLS
FY25 BILL FOR SERVICES
REVISED 10/14/2024 FY25 BILL**

	FTE	ANNUAL AMT	INVOICED TO DATE	REMAINING PER MONTH	FIN	OBJ	256 REVENUE SOURCE
SPECIAL EDUCATION SERVICES							
SPEECH LANGUAGE PATHOLOGY							
Megan Senechalle**	0.70	56,389.00	18,796.33	4,699.08	740	396	STATE SP ED
Benefits		22,407.00	7,469.00	1,867.25	740	397	STATE SP ED
Sam Krueger	1.00	59,853.00	19,951.00	4,987.75	740	396	STATE SP ED
Benefits		10,406.00	3,468.67	867.17	740	397	STATE SP ED
Cori Pelletier	1.00	77,249.00	25,749.67	6,437.42	740	396	STATE SP ED
Benefits		14,007.00	4,669.00	1,167.25	740	397	STATE SP ED
Lindsay Woodard	0.25	31,390.00	10,463.33	2,615.83	740	396	STATE SP ED
Benefits		10,133.00	3,377.67	844.42	740	397	STATE SP ED
Morgan Zebo	1.00	59,853.00	19,951.00	4,987.75	740	396	STATE SP ED
Benefits		20,587.00	6,862.33	1,715.58	740	397	STATE SP ED
Brianna Byam	1.00	54,475.00	18,158.33	4,539.58	740	396	STATE SP ED
Benefits		11,848.00	3,949.33	987.33	740	397	STATE SP ED
Ashlyn Werner	1.00	71,414.00	23,804.67	5,951.17	740	396	STATE SP ED
Benefits		13,220.00	4,406.67	1,101.67	740	397	STATE SP ED
EARLY CHILDHOOD							
Missy Carlson (B-3 ECSE Teacher)	1.00	68,477.00	22,825.67	5,706.42	740	396	STATE SP ED
Benefits		29,566.00	9,855.33	2,463.83	740	397	STATE SP ED
Substitutes		1,339.00	446.33	111.58	740	399	STATE SP ED
OCCUPATIONAL & PHYSICAL THERAPY SERVICES							
Monica Capra (POHI/AT)	0.37	28,936.00	9,645.33	2,411.33	740	396	STATE SP ED
Benefits		6,443.00	2,147.67	536.92	740	397	STATE SP ED
Arlie McLaren (OT)	1.00	88,893.00	29,631.00	7,407.75	740	396	STATE SP ED
Benefits		14,825.00	4,941.67	1,235.42	740	397	STATE SP ED
Katee Bowe (OT)	0.40	31,219.00	10,406.33	2,601.58	740	396	STATE SP ED
Benefits		6,905.00	2,301.67	575.42	740	397	STATE SP ED
Mary Testen (OT)	0.59	51,423.00	17,141.00	4,285.25	740	396	STATE SP ED
Benefits		14,012.00	4,670.67	1,167.67	740	397	STATE SP ED
Sydney Jacobson (OT)	0.22	16,555.00	5,518.33	1,379.58	740	396	STATE SP ED
Benefits		2,552.00	850.67	212.67	740	397	STATE SP ED
Jayne Molde-Boeding (PT)	0.64	69,772.00	23,257.33	5,814.33	740	396	STATE SP ED
Benefits		22,854.00	7,618.00	1,904.50	740	397	STATE SP ED
SCHOOL PSYCHOLOGY							
Molly Paulson	1.00	109,018.00	36,339.33	9,084.83	740	396	STATE SP ED
Benefits		45,497.00	15,165.67	3,791.42	740	397	STATE SP ED
Will not be filled	1.00	0.00	25,300.67	-3,162.58	740	396	STATE SP ED
Benefits		0.00	7,739.67	-967.46	740	397	STATE SP ED
Michelle Lundberg Bogner	1.00	90,902.00	30,300.67	7,575.17	740	396	STATE SP ED
Benefits		33,733.00	11,244.33	2,811.08	740	397	STATE SP ED
Alexis Walker	1.00	90,902.00	30,300.67	7,575.17	740	396	STATE SP ED
Benefits		15,904.00	5,301.33	1,325.33	740	397	STATE SP ED
Will not be filled	1.00	0.00	23,871.33	-2,983.92	740	396	STATE SP ED
Benefits		0.00	5,110.67	-638.83	740	397	STATE SP ED
SOCIAL WORK							
Kaycee Tulip	1.00	61,656.00	20,552.00	5,138.00	740	396	STATE SP ED
Benefits		12,583.00	4,194.33	1,048.58	740	397	STATE SP ED
Ashley Nelson	1.00	67,158.00	22,386.00	5,596.50	740	396	STATE SP ED
Benefits		12,497.00	4,165.67	1,041.42	740	397	STATE SP ED
Liz Kittelson	1.00	81,823.00	27,274.33	6,818.58	740	396	STATE SP ED
Benefits		15,320.00	5,106.67	1,276.67	740	397	STATE SP ED
SPECIAL EDUCATION ADMINISTRATION							
Kayla Awolope	1.00	113,809.00	37,936.33	9,484.08	740	305	STATE SP ED
Benefits		37,344.00	12,448.00	3,112.00	740	397	STATE SP ED
Carrie Hansen	0.90	104,465.00	37,936.33	8,316.08	740	396	STATE SP ED
Benefits		38,466.00	14,246.67	3,027.42	740	397	STATE SP ED
SPECIAL EDUCATION NURSING SERVICES							
Hiawatha Homecare Contract	1.00	88,621.00	29,540.33	7,385.08	740	399	STATE SP ED
ADMINISTRATIVE ASSISTANT							
Kris Jurgenson	0.50	29,398.00	9,799.33	2,449.83	740	396	STATE SP ED
Benefits		5,383.00	1,794.33	448.58	740	397	STATE SP ED
GENERAL EDUCATION SERVICES							
MULTI LINGUAL LEARNERS							
Casey O'Donnell (ML Teacher)	1.00	67,158.00	22,386.00	5,596.50	339	396	COMP ED
Benefits		12,241.00	4,080.33	1,020.08	339	397	COMP ED
Jelmy Yusty Rojas (Cultural Liaison)	0.90	43,520.00	14,506.67	3,626.67	339	396	COMP ED
Benefits		8,402.00	2,800.67	700.17	339	397	COMP ED
Contracted Interpreters		3,000.00	1,000.00	250.00	339	399	COMP ED
Travel between sites		1,500.00	500.00	125.00	339	366	COMP ED
INSTRUCTIONAL COACHING							
Brenda Houck	1.00	0.00	0.00	0.00	000	305	GEN FUND
DISTRICT ADMINISTRATION							
Carrie Hansen	0.10	11,607.00	0.00	1,450.88	000	396	GEN FUND
Benefits		0.00	0.00	0.00	000	397	GEN FUND
OPERATIONS COSTS							
LEASE		311,729.16	103,909.72	25,977.43	000	390	LEASE LEVY FLOW THRU
LTFM		33,784.84	11,261.61	2,815.40	000	390	LTFM LEVY FLOW THRU
ADMINISTRATIVE*		47,874.00	15,958.00	3,989.50	000	305	SUB AWARD AGREEMENT
OPERATING FEE*		70,710.00	23,570.00	5,892.50	000	305	GEN FUND
TOTAL		2,633,007.00	940,361.67	211,580.67			
*These two line items are flowed back to the district as stipulated in Sub-award Agreement No. 256104.							
** 0.30 FTE COVERED BY FEDERAL 3-5 FUNDS							

**ZUMBROTA-MAZEPPA PUBLIC SCHOOLS
FY25 BILL FOR SERVICES
REVISED 10/14/2024 FY25 BILL**

	FTE	ANNUAL AMT	INVOICED TO DATE	REMAINING PER MONTH	FIN	OBJ	2805 REVENUE SOURCE
SPECIAL EDUCATION SERVICES							
EARLY CHILDHOOD							
Emily Klapperich (ECSE Teacher)	1.00	48,755.00	16,251.67	4,062.92	740	396	STATE SP ED
Sue Bodenhamer (B-3 ECSE Teacher)	0.15	11,077.00	3,692.33	923.08	740	396	STATE SP ED
Sarah Bauer (B-3 ECSE Teacher)	0.45	35,218.00	11,739.33	2,934.83	740	396	STATE SP ED
Lindsay Woodard (B-3 Speech Pathologist)	0.10	12,556.00	4,185.33	1,046.33	740	396	STATE SP ED
Morgan Price (B-3 Social Worker)	0.09	5,645.00	1,881.67	470.42	740	396	STATE SP ED
Substitutes		1,545.00	515.00	128.75	740	396	STATE SP ED
Benefits		26,155.00	12,349.00	1,725.75	740	397	STATE SP ED
Travel between Sites		100.00	33.33	8.33	740	366	STATE SP ED
OCCUPATIONAL & PHYSICAL THERAPY SERVICES							
Monica Capra (POHI/AT)	0.15	11,731.00	3,910.33	977.58	740	396	STATE SP ED
Teasha Archambault (PT)	0.28	27,397.00	9,132.33	2,283.08	740	396	STATE SP ED
Katee Bowe (OT)	0.15	11,707.00	3,902.33	975.58	740	396	STATE SP ED
Nicole Yusten (OT)	0.63	49,170.00	16,390.00	4,097.50	740	396	STATE SP ED
Benefits		34,294.00	11,431.33	2,857.83	740	397	STATE SP ED
AMERICAN SIGN LANGUAGE (ASL) INTERPRETER							
Bonine, Katherine	1.00	30,576.00	16,118.67	1,807.17	740	396	STATE SP ED
Benefits		5,080.00	4,297.67	97.79	740	397	STATE SP ED
SPEECH LANGUAGE PATHOLOGY							
Megan Carlson	1.00	86,775.00	28,925.00	7,231.25	740	396	STATE SP ED
Madelyn Green	1.00	66,451.00	22,150.33	5,537.58	740	396	STATE SP ED
Benefits		36,189.00	12,063.00	3,015.75	740	397	STATE SP ED
ASSISTANT DIRECTOR OF SPECIAL EDUCATION							
Wendy Ahren	0.50	65,331.00	21,777.00	5,444.25	740	305	STATE SP ED
Benefits		14,179.00	4,726.33	1,181.58	740	397	STATE SP ED
NURSING SERVICES							
Tiffany Boraas	0.10	6,550.00	2,183.33	545.83	740	396	STATE SP ED
Sarah Edwards	0.10	3,111.00	0.00	388.88	740	396	STATE SP ED
Sally Rude	0.10	6,440.00	2,146.67	536.67	740	396	STATE SP ED
Benefits		4,724.00	1,402.67	415.17	740	397	STATE SP ED
SCHOOL PSYCHOLOGY							
Abby Bartelma	1.00	109,018.00	36,339.33	9,084.83	740	396	STATE SP ED
Benefits		20,163.00	6,721.00	1,680.25	740	397	STATE SP ED
GENERAL EDUCATION SERVICES							
MULTI LINGUAL LEARNERS							
Linda Hodgell (ML Teacher)	0.50	37,095.00	12,365.00	3,091.25	339	396	COMP ED
Iliana Espiricueta (Cultural Liaison)	0.19	8,539.00	2,846.33	711.58	339	396	COMP ED
Benefits		16,779.00	5,593.00	1,398.25	339	397	COMP ED
Contracted Interpreters		500.00	166.67	41.67	339	399	COMP ED
Travel Between Sites		1,600.00	533.33	133.33	339	366	COMP ED
NURSING SERVICES							
Tiffany Boraas	0.90	58,953.00	19,651.00	4,912.75	000	396	GEN FUND
Sarah Edwards	0.90	28,000.00	0.00	3,500.00	000	396	GEN FUND
Sally Rude	0.90	57,963.00	19,321.00	4,830.25	000	397	GEN FUND
Travel Between Sites		100.00	33.33	8.33	000	397	GEN FUND
Benefits		43,130.00	12,830.33	3,787.46	000	397	GEN FUND
BUILDING ADMINISTRATION							
Wendy Ahren	0.50	65,331.00	21,777.00	5,444.25	000	396	GEN FUND
Benefits		14,179.00	4,726.33	1,181.58	000	397	GEN FUND
INSTRUCTIONAL COACHING							
Aaron Schumacher	0.50	0.00	0.00	0.00	000	305	GEN FUND
COMMUNITY EDUCATION SERVICES							
ECFE							
Sarah Nygaard (PreK Paraprofessional)		4,365.00	0.00	545.63	325	396	COMM ED
Sue Underdahl (ECFE Teacher)		9,828.00	0.00	1,228.50	325	396	COMM ED
Benefits		2,150.00	0.00	268.75	325	397	COMM ED
SCHOOL READINESS							
Nicole Morgan (PreK Paraprofessional)	1.00	26,241.00	8,747.00	2,186.75	344	396	COMM ED
Benefits		10,892.00	0.00	1,361.50	344	397	COMM ED
OPERATIONS COSTS							
LEASE		160,813.00	53,604.33	13,401.08	000	390	LEASE LEVY FLOW THRU
LTFM		17,174.08	5,724.69	1,431.17	000	390	LTFM LEVY FLOW THRU
ADMINISTRATIVE*		18,501.00	6,167.00	1,541.75	000	305	SUB AWARD AGREEMENT
OPERATING FEE*		39,090.00	13,030.00	3,257.50	000	305	GEN FUND
TOTAL		1,351,160.08	441,381.36	113,722.34			

*These two line items are flowed back to the district as stipulated in Sub-award Agreement No. 805105.

- VIII. **Other:**
- IX. **Comments: Board/Director**
- X. **Next Meeting Date: December 5, 2024, at 7:00PM the River Bluff Education Center in Red Wing.**
- XI. **Adjournment**