

**INTERMEDIATE SCHOOL DISTRICT 917
IN DAKOTA COUNTY**

REGULAR SCHOOL BOARD MEETING

Tuesday, September 8, 2015

AGENDA:

- I. **Call to Order - Chair Lewis**
- II. **Conduct Pledge of Allegiance - Chair Lewis**
- III. **Visitors opportunity to be heard - Chair Lewis**
- IV. **Additions to the agenda - Chair Lewis**
- V. **Good News Report - Directors** 2
- VI. **Consent Items - Chair Lewis**
 - A. Minutes, August 25, 2015, School Board Meeting 4
 - B. Personnel Considerations 6
- VII. **Business Manager's Report - Nicolle Roush**
 - A. Review and Approve Payment of Bills 16
 - B. Review and Approve Wire Transfers 19
- VIII. **New Business**
 - A. Review and Approve 2015-2016 Administrative Operational Actions and Goals - John Christiansen 26
 - B. Consideration of Employee Separation Agreement - John Christiansen 27
- IX. **Consider Future Agenda Items**
- X. **Adjournment**

SCHOOL BOARD CALENDAR INFORMATION SCHOOL BOARD CALENDAR INFORMATION

September 10, 2015 - 3-7 PM, Open House, YTP, 12425 River Ridge Blvd., #200, Burnsville
September 10, 2015 - 3-7 PM, Open House, Juvenile Services Center, 1600 Hwy. 55 W., Hastings
September 10, 2015 - 3-7 PM, Open House, Options, 151 W. Burnsville Pkwy, #100, Burnsville
September 10, 2015 - 3-7 PM, Open House, Anthony Louis, 1517 Highway 13 E., Burnsville
September 14, 2015 - 3-7 PM, Open House, Alliance Education Center, 14300 Biscayne, Rosemount
October 1, 2015 - 3:30 - 7:30 PM, Open House, DCALS, CTE, and DCALS North
October 6, 2015 - 5:00 PM, Regular School Board Meeting, DCTC, 917 Board Room
October 29, 2015 - 8:30 AM, Member District School Board and Superintendent Workshop

Good News
Special Education
September 8, 2015

- This year we have 370 staff members in the special education division of Intermediate School District 917. This includes 115 teachers and 166 paraprofessionals at last count. We have 2 community experts, 5 teachers working on variances and 8 teachers with limited licenses.
- In the last two weeks we have had requests from two member districts to purchase services for D/HH and physical therapy. We are working to fill those requests.
- Volume 7, Issue 1 of *The Special Edition* will be out soon. It will be sent via email to staff and also posted on the website.

Good News Report
Secondary Programs
Eric Van Brocklin
September 2015

-Erin Sanford, DCALS instructor will be offering a music appreciation opportunity for students this school year during her advisory class each day. We were able to access guitars through a grant from Education Minnesota for use during this class.

-Dr. Christiansen and Eric Van Brocklin were able to meet with Minnesota State Senator Greg Clausen on Wed, Sept. 2nd to discuss the future of Career and Technical Education. We will continue to interact with Sen. Clausen on ways in which we can enhance our programming and maintain the current services we offer our members.

-On Sept. 24th we will host the South Metro MN Association of Alternative Programs collaborative meeting in our board room. This group is working on the plans for the Oct. 23rd South Metro MAAP conference to be held in Savage.

-Eric Van Brocklin had an opportunity to meet with Mr. Mark Parr, Director of Secondary Education for ISD 196 on Wed., Sept. 2nd. Held discussion on 917 Technical Careers Academy and Alternative Learning options. He assured that ISD 196 still views our ALC as a great option for some of their students and that they would continue to provide bussing for these students. He agreed to continue the dialogue for potential CTE course options for some of their students.

INTERMEDIATE SCHOOL DISTRICT 917

A School Board Meeting of the Intermediate School District 917 School Board was held on Tuesday, August 25, 2015, at 1300 145th Street East, Rosemount, MN 55068.

Members Present: Dick Bergstrom, Bob Erickson, Dan Cater, Jill Lewis, Deb Clark, Vanda Pressnall, Melissa Sauser, and ex-officio member Superintendent John Christiansen.

Members Absent: Ron Hill, Joanne Mansur

Also Present: Nicolle Roush, Eric Van Brocklin, Melissa Schaller, and Linda Berg

School Board Chair Jill Lewis called the meeting to order at 5:03 PM.

There were no visitors to be heard.

The good news reports were presented.

1. Motion by Bob Erickson , seconded by Deb Clark, to approve the consent items, as presented. All present voted aye. Motion carried.
 - **Minutes:** July 14, 2015, Regular School Board Meeting
 - **Minutes:** July 14, 2015, Organizational School Board Meeting
 - **Personnel:** *New Hires:* Peter Badeski, Classroom Assistant, effective September 3, 2015. Carrie Bartel, Special Education Teacher, effective August 27, 2015 (was a Community Expert January-June 2015). Carmen Bertsch, Classroom Assistant, effective September 3, 2015. Kaila Dayton, Classroom Assistant, effective September 3, 2015. Ann Eckstrom, Classroom Assistant, effective September 3, 2015. Shae Elliott, Special Education Teacher, effective August 28, 2015 (was a Community Expert in 2014-2015). Patrick Engrav, Classroom Assistant, effective September 3, 2015. Ellana Garthune, Classroom Assistant, effective September 3, 2015. Nicholas Hanson, Classroom Assistant, effective September 3, 2015. Jennifer Lentz, Program Assistant, effective September 3, 2015 (from Student Assistant to Program Assistant). Manzaler Lohrey, Classroom Assistant, effective September 3, 2015. Karissa Martin, Program Assistant, effective September 3, 2015 (from Student Assistant to Program Assistant). Kendra Martin, Program Assistant, effective September 3, 2015 (from Student Assistant to Program Assistant). Shane McNeeley, Classroom Assistant, effective September 3, 2015. Amy Reiersen, Classroom Assistant, effective September 3, 2015 (from Student Assistant to Classroom Assistant). Bijan Riahi, Special Education Community Expert, effective August 27, 2015. Mitchell Rolland, Technical Tutor, effective August 31, 2015. Stefanie Schmitz, Physical Education/Health Teacher, effective August 31, 2015. Michelle Sontag, Classroom Assistant, effective September 3, 2015. Kelsey Tjomslund, Classroom Assistant, effective September 3, 2015. Dawn Tucker, Classroom Assistant, effective September 3, 2015. Sarah Winkler, Classroom Assistant, effective September 3, 2015. Renee Youngs, Classroom Assistant, effective September 3, 2015. *Rehires:* Lori Crandall, Custodial/Maintenance, effective August 3, 2015. Teresa Kane, Classroom Assistant, effective September 3, 2015. Hannah White, Special Education Community Expert, effective August 28, 2015, through June 10, 2016. *Status Change:* Christine Livingston, Special Education Teacher, Parental Leave of Absence effective August 31, 2015, with a return date of August 27, 2016. *Resignations & Terminations:* Teresa Dulko, Teacher of the Visually Impaired, effective August 13, 2015, contingent upon finding a suitable replacement. Jennifer Lewis, Classroom Assistant, effective August 3, 2015. Kasey Pena, Program Assistant, effective July 30, 2015. Katie Pinnt, Program Assistant, effective August 10, 2015. Martin Sarne, Classroom Assistant, effective July 23, 2015. Lara Schlieve, Program Assistant, effective August 10, 2015. Gail Schumacher, Program Assistant, effective August 5, 2015.

Retirements: Joan McNamara, Sign Language Interpreter, effective October 30, 2015.

2. Board Member Dick Bergstrom introduced the following resolution and waived the reading: Resolution to Accept Donations in the amount of \$2060.00. Donation of a Supine Rifton Stander, from Jeff and Melissa Lallak of Farmington (Value: \$2000). Donation of \$60 to the PACES Program from Keith Koentopf of Farmington (Value: \$60) and an additional donation of \$60 to the PACES Program from Keith Koentopf of Farmington through the Wells Fargo Community Support/United Way Campaign (Value: \$60). The motion for the adoption of the foregoing resolution was duly seconded by Dan Cater and upon vote being taken thereon, the following voted in favor thereof: Dick Bergstrom, Bob Erickson, Dan Cater, Deb Clark, Jill Lewis, Vanda Pressnall, Melissa Sauser, and the following voted against the same: none. Whereupon said resolution was duly passed and adopted. (Addendum A.)
3. Motion by Deb Clark, seconded by Vanda Pressnall, to approve the bills from July 6, 2015, to August 20, 2015, wire transfers, and Investment Report, as presented by the Business Manager. All present voted aye. Motion carried.

Superintendent Christiansen reviewed the proposed 2015-2016 administrative Operational Actions and Goals with the Board. These goals will be finalized at the September 8, 2015, School Board meeting.

The School Board Agenda items were reviewed for 2015-2016.

4. Motion by Bob Erickson, seconded by Dick Bergstrom, to approve the School Resource Officer Contract with Dakota County, as presented. (Addendum C.) Voting aye: Dick Bergstrom, Bob Erickson, Deb Clark, Jill Lewis, Vanda Pressnall, Melissa Sauser. Dan Cater abstained from voting. Motion carried.
5. Motion by Dan Cater, seconded by Dick Bergstrom, to deny the Employee Request for Leave of Absence under Board Policy 464, as presented. (Addendum D.) All present voted aye. Motion carried.
6. Motion by Dan Cater, seconded by Dick Bergstrom, to adjourn the meeting. All present voted aye. Motion carried.

There being no further business the meeting adjourned at 5:34 P.M.

The next regular School Board Meeting will be Tuesday, September 8, 2015, in the 917 Board Room at Dakota County Technical College at 5:00 PM.

Clerk

**SUMMARY OF PERSONNEL ITEMS RECOMMENDED
FOR ACTION AT BOARD MEETING OF SEPTEMBER 8, 2015**

NEW HIRES:

Brian Buechner, Program Assistant, effective September 3, 2015.

Jennifer Dibble, Classroom Assistant, effective September 3, 2015.

Kristin Fink, Classroom Assistant, effective September 3, 2015.

Timothy Foskett, DAPE Teacher, effective August 31, 2015.

Jenna Greenslit, Classroom Assistant, September 3, 2015.

Amy Hart, Classroom Assistant, effective September 3, 2015.

Maggie Shaffer, Classroom Assistant, effective September 3, 2015.

Jacob Stone, Classroom Assistant, effective September 3, 2015.

Tamera Troesken, Classroom Assistant, effective September 3, 2015.

CHANGE IN STATUS:

Gabriella Kubik, Teacher of the Deaf or Hard of Hearing, increase from .8 FTE contract to 1.0 FTE contract, effective August 27, 2015.

Sarah Rabe, Teacher of the Deaf/Hard of Hearing, reduction from 6.81 hours per day and 185 days per year (.85 FTE) to 5.971 hours per day and 69 days per year (.28 FTE) effective August 31, 2015, for the 2015-2016 school year only.

RESIGNATIONS & TERMINATIONS:

Edward Aika, Classroom Assistant, effective August 26, 2015

Samuel Betterley, Program Assistant, effective September 3, 2015.

Ann Eckstrom, Classroom Assistant, effective August 26, 2015

Nicholas Hanson, Classroom Assistant, effective September 3, 2015.

Albert Hoekstra, School Psychologist, effective June 10, 2016.

Kathryn Rogers, Classroom Assistant, effective September 1, 2015

Renee Theiste, Classroom Assistant, effective August 27, 2015

To Be 9/18/15

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: September 8, 2015	Teaching Licenses Held:
NAME: Brian Buechner	
Position: Program Assistant	
College: Secondary: Special Education: <input checked="" type="checkbox"/> District:	Recommended Salary : 18.29
	Employment Date: 9/3/15

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	Hastings High	Yes	Generals	Yes
Technical College				
College	St. Cloud State	Yes	Relational Communications	BA
Other				

Teaching Experience:

Employer (most recent first)	From	To	Position/Responsibilities

Total Years Experience

Business/Industry Work Experience:

Employer (most recent first)	From	To	Position/Responsibilities
AME Community Services	1/11	7/15	Direct Support Professional
Catholic Charities	10/11	1/14	PCA

Total Years Experience

Remarks:

Brian will be a program assistant in the IDEA Program located in Apple Valley.

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: September 8, 2015	Teaching Licenses Held:
NAME: Jennifer Dibble	
Position: Classroom Assistant	
College: Secondary: Special Education: <input checked="" type="checkbox"/> District:	Recommended Salary : 17.14
	Employment Date: 9/3/15

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	Eastview High	Yes	Generals	Yes
Technical College				
College	Metropolitan State	Yes	Psychology	BA
Other				

Teaching Experience:

Employer (most recent first)	From	To	Position/Responsibilities

Total Years Experience

Business/Industry Work Experience:

Employer (most recent first)	From	To	Position/Responsibilities
Community Involvement Programs	4/07	12/14	PCA

Total Years Experience 7

Remarks:

Jennifer will be a classroom assistant in the TEA Program located at Lebanon Education Center.

70 20 15

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: September 3, 2015	Teaching Licenses Held:
NAME: Kristin Fink	
Position: Classroom Assistant	
College: Secondary: Special Education: x District:	Recommended Salary : 16.37
	Employment Date: 9/3/15

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	Mankato West High	Yes	Generals	Yes
Technical College				
College	Stout University	Yes	Education/Home Economics	BA
Other				

Teaching Experience:

Employer (most recent first)	From	To	Position/Responsibilities
Glencoe Silver Lake	1990	1999	Family and Consumer Science

Total Years Experience 9

Business/Industry Work Experience:

Employer (most recent first)	From	To	Position/Responsibilities
St. John's Lutheran	2004	Current	Religion Teacher

Total Years Experience 11

Remarks:

Kristin will be a classroom assistant in the PACES Program at Cherry View Elementary.

To Bd 9/8/15

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: September 1, 2015	Teaching Licenses Held: Phys. Ed and DAPE
NAME: Timothy Foskett	
Position: Teacher	
College: Secondary: Special Education: x District:	Recommended Salary : 43,377
	Employment Date: 8/31/15

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	Prior Lake	Yes	Generals	Yes
Technical College				
College	U of Minnesota	Yes	Applied Kinesology DAPE	MA
	Bethel	Yes	Phys. Ed.	BA
Other				

Teaching Experience:

Employer (most recent first)	From	To	Position/Responsibilities
St. Louis Park Schools	8/14	7/15	Teacher
White Bear Public Schools	10/09	9/14	Substitute Teacher
Fridley Schools	10/09	9/14	Substitute Teacher
Cedar/Riverside Schools	9/09	6/10	Substitute Teacher

Business/Industry Work Experience:

Employer (most recent first)	From	To	Position/Responsibilities
YMCA	3/12	Current	Instructor
Dugsi Academy	8/07	8/09	Teaching Specialist

Remarks:

Timothy will be a DAPE Teacher for the DASH and PACES Programs

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: September 8, 2015	Teaching Licenses Held:
NAME: Jenna Greenslit	
Position: Classroom Assistant	
College: Secondary: Special Education: x District:	Recommended Salary : 16.37
	Employment Date: 9/3/15

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	Dickinson High	Yes	Generals	Yes
Technical College				
College	University of ND	No	Political Science	
	University of MN	No	English	
Other				

Teaching Experience:

Employer (most recent first)	From	To	Position/Responsibilities

Total Years Experience

Business/Industry Work Experience:

Employer (most recent first)	From	To	Position/Responsibilities
Dickinson Public Schools	10/14	2/15	Paraprofessional
LaQuinta Inn	8/12	10/12	Front Desk Clerk
University of Mary	4/09	6/11	Administrative Assistant

Total Years Experience 5

Remarks:

Jenna will be a classroom assistant in the TEA Program located in Apple Valley.

To Bd 9/8/15

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: August 25, 2015	Teaching Licenses Held:
NAME: Amy Hart	
Position: Classroom Assistant	
College: Secondary: Special Education: x District:	Recommended Salary : 16.37
	Employment Date: 9/3/15

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	East View High	Yes	Generals	Yes
Technical College				
College				
Other				

Teaching Experience:

Employer (most recent first)	From	To	Position/Responsibilities

Total Years Experience

Business/Industry Work Experience:

Employer (most recent first)	From	To	Position/Responsibilities
Creative Care Resources	10/13	7/15	Respite Coordinator/Direct Care

Total Years Experience 2

Remarks:

Amy will be a classroom assistant in the SUN Program at Alliance Education Center.

To Bd 9/8/15

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: September 1, 2015	Teaching Licenses Held:
NAME: Maggie Shaffer	
Position: Classroom Assistant	
College: Secondary: Special Education: x District:	Recommended Salary : 16.37
	Employment Date: 9/3/15

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	Rosemount	Yes	Generals	Yes
Technical College				
College	Liberty University	Yes	Athletic/Sports Management	MA
	Concordia College	Yes	Psychology, Scandinavian Studies	BA
Other				

Teaching Experience:

Employer (most recent first)	From	To	Position/Responsibilities

Total Years Experience

Business/Industry Work Experience:

Employer (most recent first)	From	To	Position/Responsibilities
ISD 196	4/15	6/15	Substitute Paraprofessional
Spurs Sports and Entertainment	12/12	3/15	Family Service Representative

Total Years Experience 3

Remarks:

Maggie will be a classroom in the TEA Program located in Apple Valley.

TOTAL 9/8/15

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: August 17, 2015	Teaching Licenses Held:
NAME: Jacob Stone	
Position: Classroom Assistant	
College: Secondary: Special Education: x District:	Recommended Salary : 16.37
	Employment Date: 9/3/15

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	Farmington High	Yes	Generals	Yes
Technical College				
College	Inver Hills	In process		
Other				

Teaching Experience:

Employer (most recent first)	From	To	Position/Responsibilities

Total Years Experience

Business/Industry Work Experience:

Employer (most recent first)	From	To	Position/Responsibilities
USI	7/15	8/15	Installer
Kirk Acoustics	6/11	11/14	Installer
UPS	2/12	5/12	Loader

Total Years Experience 4

Remarks:

Jacob will be a classroom assistant in the PACES Program at Cherry View Elementary.

To Bd 9/8/15

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: 9/2/15	Teaching Licenses Held:
NAME: Tamera Troesken	
Position: Classroom Assistant	
College: Secondary: Special Education: x District:	Recommended Salary : 16.37
	Employment Date: 9/3/15

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	Eagan High	Yes	Generals	Yes
Technical College				
College				
Other				

Teaching Experience:

Employer (most recent first)	From	To	Position/Responsibilities

Total Years Experience

Business/Industry Work Experience:

Employer (most recent first)	From	To	Position/Responsibilities
ISD 196	2002	2015	Paraprofessional and Substitute

Total Years Experience 13

Remarks:

Tamera will be a classroom assistant in the SUN Program located at Cedar School.

CHECK #	TYPE	CHECK AMT	CHECK DATE	VENDOR #	ADDRS #	VENDOR NAME	CHECK STATUS
319010	S	\$14908.23	08/20/15	0		ACCELERATED TECHNOLOGIES	OUTSTANDING
319011	S	\$1713.00	08/20/15	1		ADVANCED BIONICS LLC	OUTSTANDING
319012	S	\$2291.10	08/20/15	0		AMAZON COM, LLC	OUTSTANDING
319013	S	\$27453.00	08/20/15	1		AMERICAN COMPENSATION INSURANCE COMPANY	OUTSTANDING
319014	S	\$26700.00	08/20/15	0		BEHAVIORAL HEALTHCARE PROVIDERS	OUTSTANDING
319015	S	\$648.00	08/20/15	0		BLUECROSS BLUESHIELD OF MINNESOTA	OUTSTANDING
319016	S	\$660.80	08/20/15	0		CANON USA	OUTSTANDING
319017	S	\$151.04	08/20/15	0		CENTRYLINK	OUTSTANDING
319018	S	\$2953.03	08/20/15	0		CORPORATE HEALTH SYSTEMS	OUTSTANDING
319019	S	\$93.33	08/20/15	3		CUB FOODS	OUTSTANDING
319020	S	\$412.52	08/20/15	0		DAKOTA COUNTY TECH COLLEGE	OUTSTANDING
319021	S	\$316.00	08/20/15	0		DEX MEDIA EAST, INC.	OUTSTANDING
319022	S	\$162.73	08/20/15	1		DISCOUNT SCHOOL SUPPLY	OUTSTANDING
319023	S	\$191.60	08/20/15	0		EDUCATORS BENEFIT CONSULTANTS, LLC	OUTSTANDING
319024	S	\$1717.95	08/20/15	0		FRONTIER COMMUNICATIONS	OUTSTANDING
319025	S	\$778.74	08/20/15	0		INNOVATIVE OFFICE SOLUTIONS	OUTSTANDING
319026	S	\$1054.00	08/20/15	0		INTEGRATED PROTECTION SYSTEMS	OUTSTANDING
319027	S	\$637.14	08/20/15	0		LAKESHORE LEARNING MATERIALS	OUTSTANDING
319028	S	\$538.13	08/20/15	0		MARCO INC	OUTSTANDING
319029	S	\$199.00	08/20/15	1		MAYER-JOHNSON CO	OUTSTANDING
319030	S	\$1022.42	08/20/15	0		MCGRAW-HILL SCHOOL EDUCATION HOLDINGS, LLC	OUTSTANDING
319031	S	\$538.00	08/20/15	0		MED-EL CORPORATION	OUTSTANDING
319032	S	\$51.20	08/20/15	0		MEDICAREBLUE RX	OUTSTANDING
319033	S	\$111.91	08/20/15	0		MENARDS	OUTSTANDING
319034	S	\$10224.00	08/20/15	0		MIDWEST SPECIAL INSTRUMENTS, CORP	OUTSTANDING
319035	S	\$30.60	08/20/15	15		MN DEPT OF EDUCATION	OUTSTANDING
319036	S	\$93.06	08/20/15	0		MN ENERGY RESOURCES CORPORATION	OUTSTANDING
319037	S	\$7238.99	08/20/15	0		MN SCHOOL BOARDS ASSN	OUTSTANDING
319038	S	\$1900.00	08/20/15	0		NCS PEARSON INC	OUTSTANDING
319039	S	\$4387.50	08/20/15	0		PEDIATRIC HOME SERVICE COOPERATIVE	OUTSTANDING
319040	S	\$790.00	08/20/15	1		SOUTH CENTRAL SERVICE COOPERATIVE	OUTSTANDING
319041	S	\$1005.20	08/20/15	0		SPECTRUM BRANDS	OUTSTANDING
319042	S	\$26.10	08/20/15	0		SUPPLYWORKS	OUTSTANDING
319043	S	\$1690.44	08/20/15	0		TEACHERS ON CALL	OUTSTANDING
319044	S	\$299.00	08/20/15	0		THE CONOVER COMPANY	OUTSTANDING
319045	S	\$3392.80	08/20/15	0		ULINE	OUTSTANDING
319046	S	\$7.48	08/20/15	0		VICTORIA KAMPMEYER	OUTSTANDING
319047	S	\$2699.20	08/20/15	0		XCEL ENERGY	OUTSTANDING
319048	S	\$8680.00	08/27/15	0		APPLE COMPUTER, INC	OUTSTANDING
319049	S	\$38657.33	08/27/15	0		APPLE VALLEY ISD LLC	OUTSTANDING
319050	S	\$5800.00	08/27/15	0		ATOMIC LEARNING INC	OUTSTANDING
319051	S	\$1998.00	08/27/15	0		BOUNDLESS ASSISTIVE TECHNOLOGY	OUTSTANDING
319052	S	\$124.73	08/27/15	0		CENTERPOINT ENERGY	OUTSTANDING
319053	S	\$576.86	08/27/15	1		DISCOUNT SCHOOL SUPPLY	OUTSTANDING
319054	S	\$1017.68	08/27/15	0		FRONTIER COMMUNICATIONS	OUTSTANDING
319055	S	\$48485.00	08/27/15	0		IND SCH DIST 191	OUTSTANDING
319056	S	\$1500.00	08/27/15	0		JONATHAN FRIESEN	OUTSTANDING
319057	S	\$479.49	08/27/15	0		LAKESHORE LEARNING MATERIALS	OUTSTANDING
319058	S	\$848.00	08/27/15	1		MASSP	OUTSTANDING
319059	S	\$159.00	08/27/15	0		N2Y INC	OUTSTANDING
319060	S	\$467.95	08/27/15	0		NASC0	OUTSTANDING
319061	S	\$122.30	08/27/15	2		NEW READERS PRESS	OUTSTANDING

Intermediate School Dist 917
 CHECK REGISTER FOR BANK 01 - WELLS FARGO BANK
 DATE RANGE: 08/20/15 - 08/28/15

CHECK #	TYPE	CHECK AMT	CHECK DATE	VENDOR #	ADDRS #	VENDOR NAME	CHECK STATUS
319062	S	\$1180.93	08/27/15	1		OFFICE DEPOT	OUTSTANDING
319063	S	\$1115.30	08/27/15	0		OFFICE OF ENTERPRISE TECHNOLOGY	OUTSTANDING
319064	S	\$246.86	08/27/15	0		PEARSON ASSESSMENTS/NCS PEARSON	OUTSTANDING
319065	S	\$468.00	08/27/15	1		PRO-ED	OUTSTANDING
319066	S	\$3807.75	08/27/15	0		RIFTON EQUIPMENT	OUTSTANDING
319067	S	\$138.11	08/27/15	3		SCHOOL SPECIALTY INC.	OUTSTANDING
319068	S	\$1857.17	08/27/15	0		SIMPLEXGRINNELL	OUTSTANDING
319069	S	\$461.70	08/27/15	0		SOUTHWAY ENTERPRISES	OUTSTANDING
319070	S	\$825.85	08/27/15	0		IRCHSMITH	OUTSTANDING
319071	S	\$102.35	08/27/15	0		TIERNY BROS. INC	OUTSTANDING
319072	S	\$846.00	08/27/15	3		VIRCO INC.	OUTSTANDING
319073	S	\$16382.00	08/27/15	0		VIZZLE VISUAL LEARNING	OUTSTANDING
319074	S	\$1331.69	08/27/15	0		XCEL ENERGY	OUTSTANDING
319075	S	\$237.44	08/27/15	0		GREAT LAKES HIGHER EDUCATION CORPORATION	OUTSTANDING
319076	S	\$865.50	08/27/15	0		NYS CHILD SUPPORT PROCESSING CENTER	OUTSTANDING
319077	S	\$553.98	08/27/15	0		S.P.E.I.E., LOCAL 12	OUTSTANDING
319078	S	\$131.02	08/27/15	0		RELATED SERVICES NURSES ESP	OUTSTANDING
319079	S	\$107.16	08/27/15	0		SOCIAL SECURITY ADMINISTRATION	OUTSTANDING
319080	S	\$76.09	08/27/15	0		U.S. DEPARTMENT OF EDUCATION	OUTSTANDING
319081	S	\$641.67	08/27/15	0		WADDELL & PEED INC	OUTSTANDING
319082	S	\$658.50	08/27/15	0		BOOTH LAW GROUP	OUTSTANDING
319083	S	\$23053.61	08/27/15	0		IND SCH DIST 192	OUTSTANDING
319084	S	\$5578.51	08/27/15	0		IND SCH DIST 194	OUTSTANDING
319085	S	\$7032.77	08/27/15	0		SPECIAL SCHOOL DIST #6	OUTSTANDING
707734	E	\$45.00	08/26/15	8787		ASMUS, JOAN SCHAEFER	OUTSTANDING
707735	E	\$90.00	08/26/15	8873		BUDACH, DON JAMES	OUTSTANDING
707736	E	\$90.00	08/26/15	9679		CHRISTIANSEN, JOHN MAXWELL	OUTSTANDING
707737	E	\$45.00	08/26/15	10050		DOBSON, MEGHAN	OUTSTANDING
707738	E	\$45.00	08/26/15	9028		EPSS, DAWN	OUTSTANDING
707739	E	\$90.00	08/26/15	9702		GARETSON, PAMELA VICK	OUTSTANDING
707740	E	\$90.00	08/26/15	8341		HETLAND, JENNIFER AMY	OUTSTANDING
707741	E	\$90.00	08/26/15	6145		KYLLO, KIRI LARSON	OUTSTANDING
707742	E	\$90.00	08/26/15	9468		LANGENFELD, CORY LEE	OUTSTANDING
707743	E	\$20.00	08/26/15	9589		PETERSEN, JENNIFER MAE	OUTSTANDING
707744	E	\$90.00	08/26/15	10944		PRATT, SARA	OUTSTANDING
707745	E	\$90.00	08/26/15	8628		ROUSH, NICOLLE KATHERI	OUTSTANDING
707746	E	\$90.00	08/26/15	9915		SCHALLER, MELISSA	OUTSTANDING
707747	E	\$90.00	08/26/15	10405		STOLL, DAVID L	OUTSTANDING
707748	E	\$20.00	08/26/15	9068		SWANEY, AMY LYNN	OUTSTANDING
707749	E	\$90.00	08/26/15	10756		VAN BROCKLIN, ERIC	OUTSTANDING
707750	E	\$20.00	08/26/15	9883		ZEHNDER, SCOTT MICHAEL	OUTSTANDING
707751	E	\$25.98	08/26/15	9874		ALLEN, ANN CATHERINE	OUTSTANDING
707752	E	\$90.85	08/26/15	8873		BUDACH, DON JAMES	OUTSTANDING
707753	E	\$250.00	08/26/15	4881		LACHER GODDARD, LINDA	OUTSTANDING
707754	E	\$69.00	08/26/15	10592		MABERRY, SAYRAJAYNE	OUTSTANDING
707755	E	\$54.05	08/26/15	9589		PETERSEN, JENNIFER MAE	OUTSTANDING
707756	E	\$117.30	08/26/15	9468		LANGENFELD, CORY LEE	OUTSTANDING

TOTAL # OF ISSUED CHECKS: 99 TOTAL AMOUNT 297494.15

TOTAL # OF VOIDED CHECKS: 0 TOTAL AMOUNT 0.00

REPORT: CHECKREG 000002 AP Check Register Bank 01 BOARD
Intermediate School Dist 917
CHECK REGISTER FOR BANK 01 - WELLS FARGO BANK
DATE RANGE: 08/20/15 - 08/28/15

CHECK #	TYPE	CHECK AMT	CHECK DATE	VENDOR #	ADDRS #	VENDOR NAME	CHECK STATUS
---------	------	-----------	------------	----------	---------	-------------	--------------

TOTAL # OF UNISSUED CHECKS: 0

Date: August 31, 2015
To: FOR EFT INPUT

From: Becky Edson
Payroll Clerk

Subject: Flex Plan ACH Transfer for Flex Debit Card Reimbursement for 2015

Transferred From Wells Fargo Bank Account Number xxxxxx2167 \$21.37
Corporate Health Systems Inc Vendor # 22698

Charge to:	Amount	
10-215-39	\$21.37	
10-215-40	\$0.00	
10-215-42	\$0.00	
Total	\$21.37	proof \$0.00

cc: Payroll Insurance Payment File
Date Bank Account to be debited 8/31/2015 \$21.37

Authorized Signature  Date 9-2-15

Date: September 4, 2015

To: FOR EFT INPUT


From: Becky Edson
Payroll Clerk

Subject: Flex Plan ACH Transfer for Flex Reimbursement for 2015

Transferred From Wells Fargo Bank Account Number xxxxxx2167 \$1,588.34
Corporate Health Systems Inc Vendor # 22698

Charge to:	Amount	
10-215-39	\$0.00	
10-215-40	\$1,588.34	
10-215-42	\$0.00	
Total	\$1,588.34	proof \$0.00

cc: Payroll Insurance Payment File
Date Bank Account to be debited 9/4/2015 \$1,588.34

Authorized Signature  Date 9-2-15

Date: September 2, 2015

To: FOR EFT INPUT

From: Becky Edson
Payroll Clerk

Subject: Group Insurance Premium for August, 2015
(Employer's Costs and Employees' Withholdings)

Payable to: \$42,357.78
Delta Dental Vendor # 30132

Charge to:	Amount
21-005-110-000-235-250	\$42,357.78

Total	\$42,357.78	proof	\$0.00
-------	-------------	-------	--------

cc: Payroll Insurance Payment File
Date Bank Account to be debited 9/10/2015

Authorized Signature  Date 9-2-15


TO: Nicolle Roush DATE: 08/31/2015
Business Manager

FROM: Becky Edson
Payroll/Fringe Benefits Technician

SUBJECT: EFT for pay period ending August 31, 2015

Aflac Vendor #40072	\$ 1,607.58
Amperprise Financial Vendor #40027	\$ 2,004.17
AXA Equitable Life Vendor #40022	\$ 762.52
Horance Mann Vendor #40026	\$ 783.34
PERA - Executive Director Vendor #40006	\$ 27,472.83
TRA - State Treasurer Vendor #40005	\$ 64,869.20
ESI/MEA Vendor #29026	\$ 1,903.77
VALIC (Variable Annuity Life) Vendor #40033	\$ 2,242.93
Minnesota Dept. of Revenue Vendor # 40003	\$ 23,083.78
Internal Revenue Service Vendor Nbr 40037	\$ 148,278.71
Payroll Acct #XXXXXX4197 Vendor #40001	\$ 412,334.66
Bancorp Vendor #23474	\$ 11,943.06
MSRS Vendor # 28803-2	\$ 542.92
MN Dept of Revenue - Garnishments Vendor #40058	\$ 332.46
MN Child Support Vendor # 21704	\$ -
VOYA (Formerly ING) Vendor #28803-2	\$ 1,012.51
Fidelity Investments Vendor #40060	\$ 4,262.08

Total Electronic Funds Transfer was made in the amount of \$ 703,436.52

Authorized Signature  Date 8-31-15

Date: August 31, 2015

To: Accounts Payable

From: Becky Edson
Payroll Clerk

Subject: Group Insurance Premium for Sept 2015
(Employer's Costs and Employees' Withholdings)

Wire Funds to Kansas City Life Insurance Co \$6,409.80

Payable to:
Kansas City Life Ins Co Vendor # 24031

Charge to:	Amount	
01-215-32	\$456.61	
02-215-32	\$3,555.68	
10-215-32	\$252.34	
01-215-33	\$243.12	
02-215-33	\$1,781.44	
10-215-33	\$120.61	
Total	\$6,409.80	proof \$0.00

cc: Payroll Insurance Payment File

Authorized Signature  Date 8-31-15

Date: August 31, 2015

To: Account Payable

From: Becky Edson
Payroll Clerk

Invoice nbr: 38388161
Date: 9/1/2015
Group # 586196

Subject: Group Insurance Premium for Sept 2015
(Employer's Costs and Employees' Withholdings)

Wire Funds Transfer was made in the amount of \$

\$235,017.91

Payable to:
Medica

Vendor # 21088

Charge to:

Amount

01-215-30

\$24,600.52

02-215-30

\$202,941.00

10-215-30

\$7,476.39

20-215.30

\$0.00

Total

\$235,017.91 ^{proof} \$0.00

Authorized Signature



Date

8-31-15

Date: August 21, 2015

To: FOR EFT INPUT

From: Becky Edson
Payroll Clerk

Subject: Flex Plan ACH Transfer for Flex Debit Card Reimbursement for 2015

Transferred From Wells Fargo Bank Account Number xxxxxx2167 \$365.31
Corporate Health Systems Inc Vendor # 22698

Charge to:	Amount	
10-215-39	\$365.31	
10-215-40	\$0.00	
10-215-42	\$0.00	
Total	\$365.31	proof \$0.00

cc: Payroll Insurance Payment File
Date Bank Account to be debited 8/21/2015 \$365.31

Authorized Signature  Date 8-21-15

Administrative Operational Actions and Goals 2015/2016

Draft Statements

1. Contract with a marketing and communications professional to facilitate stakeholder research, develop brand definition, and develop a marketing communication plan to assist in defining target audiences, key messages, marketing strategy and tactics.
2. Expand Cognitive Coaching capacity for the Educator Development and Evaluation Process by training three more staff members.
3. Continue implementation of the work plan for workers' compensation claims control and reduction of lost work time.
4. Evaluate options for student information, business office and HR systems due to changes at TIES.
5. Implement and expand the 917 Technical Careers Academy with member districts, DCTC and IHCC.
6. Increase the number of local business contacts for our secondary programs to provide more opportunities for our students such as site visits, project based learning, mentors, internships, etc.
7. Increase the number of participants involved in the Perkins Consortium Career and College Fair.
8. Continue to develop and train staff in specialized strategies and interventions in the areas of academics, behavior and mental health, as well as due process procedures.
9. Develop and implement the roles and responsibilities of behavior support staff, including licensed psychologist and board certified behavior analysts, across district programs to increase student academic engagement.
10. Enhance the current referral process for member districts to ensure appropriate and timely placement of students.
11. Explore ways to recruit and retain quality special education and secondary staff including exploring contract options and incentives for difficult to fill positions.
12. Complete negotiations for all expired multi-year contracts (teachers, administrators).

TO: Board Members
FROM: John Christiansen
DATE: August 19, 2015
RE: Employee Separation Agreement

Attached to the Board agenda for your review only is a copy of the employee separation agreement I recommend for approval. The essential elements are the employee used all available paid leaves to be paid through June of 2015. The employee is placed on unpaid medical leave until June of 2016. The employee will pay their contribution to single health and dental insurance and the district will pay the district contribution to June 2016. The employee resigns now effective June 2016. Employee releases all past, present, or future claims against the district.

This is a good outcome for the District and protects us from any discrimination claims now and in the future. We are pleased to recommend your approval of the agreement.

JC:ljb

Separation Agreement and Release

This Separation Agreement and Release (“**Agreement**”) is made and entered into by and between **Albert Hoekstra, Jr.** (“**Employee**”) and **Intermediate School District No. 917** (“**District**”). District and Employee are interchangeably and generically referred to in this Agreement as “**Party**” or “**Parties**”.

Article 1 **Recitals**

1.1 End of Employment. Employee and District agree that Employee’s last day of employment is June 10, 2016 (“**Resignation Date**”) and that Employee’s voluntary resignation of employment will be effective as of that date. From the date Employee executes this Agreement until the Resignation Date, Employee will be placed on unpaid medical leave by the District.

1.2 Purpose of Settlement. This Agreement is to set forth the specific separation compensation that Employee will receive in exchange for Employee’s agreement to the terms and conditions of this Agreement.

1.3 Covenants and Promises. In consideration of the covenants and promises contained in this Agreement and for other valuable consideration, receipt of which is acknowledged, the following Agreement is entered into by the Employee and the School.

Article 2 **Accrued Compensation**

2.1 Salary and Benefits. Employee will receive payment for earned but unpaid compensation on July 31, 2015 and August 15, 2015. Upon receipt of the July 31 and August 15 payments, Employee acknowledges and agrees that he has received from District all accrued salary including benefits earned through the date Employee executes this Agreement subject to standard payroll deductions and withholdings and is not eligible for any other compensation, payments or benefits of any kind except for those expressly described in this Agreement, which Employee will receive if Employee signs, returns and does not rescind this Agreement.

Article 3 **Consideration**

District agrees to provide Employee with the following Consideration as part of this Agreement provided Employee signs, returns and does not rescind this Agreement.

3.1 Medical and Dental Insurance Benefits. District will pay its contribution of the premium for single coverage for the District’s group health insurance plan through June 30, 2016. The District will pay for the entire single premium for dental coverage through June 30, 2016. The District is not responsible for the employee’s contribution to medical insurance.

Medical Insurance Terms. The amount of the employee contribution and the District contribution is subject to change. Employee must make Employee's contribution on a timely basis or coverage will lapse. District has no responsibility for the payment of any premium if the Employee allows the coverage to lapse for non-payment. Employee acknowledges that he is solely responsible for ensuring that Employee's portion of the insurance premium is timely received by District and failure to do so may cause the coverage to lapse. For purposes of this Section 3.1, Employee will be required to pay Twenty Four and 85/100 Dollars (\$24.85) not later than August 25, 2015 for Employee's portion of the premium coverage for September 2015. Thereafter, Employee will be required to pay Forty Nine and 75/100 Dollars (\$49.75) per month, not later than the 25th of each subsequent month for Employee's portion of the premium for coverage for months subsequent to September 2015. The Employee's portion of the premium will be subject to adjustment on or before December 25, 2015 as a result of Employer's renewal of the group health insurance plan. *MMH 2/14/15* (Employee Initials/ Date)

3.2 Post-Employment Insurance Benefit. After the Resignation Date, Employee will be required to pay for such benefit for the remainder of the COBRA Period, should Employee elect to continue COBRA coverage. For a minimum period of eighteen (18) months following the Resignation Date ("COBRA Period"), School will provide, pursuant to federal and state law, a continuation of the group medical insurance coverage previously provided to Employee by District.

Article 4 Release of Claims

4.1 Release of Claims. Employee, for Employee's person, heirs, representatives, agents, successors and assigns releases and forever discharges District and any parent, subsidiary or related entity, and all present and past officers, directors, employees, insurers, administrators or trustees of any benefit plan, agents, insurers, attorneys and other representatives of District and of any related entity, both individually and in their corporate or official capacity, and the successors and assigns of each, from any and all manner of past, present, or future claims, demands, actions, causes of action, administrative claims, liability, damages, claims for punitive or liquidated damages, claims for attorneys' fees, costs and disbursements, any individual or class action claims, or demand of any kind whatsoever, including but not limited to any claims for wages, commissions, vacation, paid time off, severance pay or benefits, bonus, any claims arising by statute, in tort or contract, any constitutional claims, any claims arising under Title VII of the Civil Rights Act, 42 U.S.C. § 2000e et seq., the Age Discrimination in Employment Act, 29 U.S.C. § 621 et seq., the Americans with Disabilities Act, 42 U.S.C. § 12101 et seq., the Employee Retirement Income Security Act (ERISA), 20 U.S.C. § 1001 et seq., the Family and Medical Leave Act, 29 U.S.C. § 2601 et seq., the Minnesota Human Rights Act, Minnesota Statutes Chapter 363A, Minnesota Statutes Chapters 177 or 181, any other claims arising under federal, state or local law or regulation, or any claims in any manner relating to Employee's employment or Employee's association with or separation from District arising in law or equity, whether known, suspected or unknown, and however originating or existing, from the beginning of time to the date of the signing of this Agreement.

4.2 Claims Not Waived. Employee does not, by signing this Agreement, release or waive (a) any vested interest Employee may have in any 403(b) or Pension Plan by virtue of Employee's employment with District, (b) any rights or claims that may arise after the effective date of this Agreement, (c) the payment(s) set forth in Article 3 of this Agreement, (d) the right to institute legal action for the purpose of enforcing the provisions of this Agreement, (e) the right to apply for state unemployment compensation benefits, (f) the right to file a charge with a governmental agency, including the Equal Employment Opportunity Commission, although Employee agrees that Employee will not be able to recover any award of compensation, damages or any other moneys if Employee files a charge or complaint or has a charge filed on Employee's behalf with any federal, state or local government agency.

4.3 No Re-application or Re-employment. Employee agrees that Employee will not reapply or otherwise seek to become an employee of the District in the future nor will Employee assert that Employee's voluntary resignation of employment is void or voidable.

Article 5 Property

5.1 School Property. By signing this Agreement Employee warrants that Employee has returned to District all District documents (and all copies thereof) and any other District property in Employee's possession, custody or control, including, but not limited to, District files, notes, drawings, records, e-mails, business plans and forecasts, financial information, specifications, computer-recorded information, tangible property, credit cards, entry cards, identification badges and keys and any material of any kind whether in hard copy, computer disc or tape or otherwise (and all reproductions thereof) which contain or embody any District information, including, but not limited to, proprietary or confidential material of District or its students or families which in any way relates to the business of District or its students or families or the services Employee performed for District for its students or families.

Article 6 Confidentiality

The facts giving rise to, the existence of and the terms of this Agreement will be held in strictest confidence by Employee and by School Board members and the District's administrative employees to the extent permitted by law, and will not be publicized or disclosed in any manner whatsoever. Notwithstanding the prohibition in the preceding sentence, Employee may disclose this Agreement, in confidence, (a) to Employee's attorney, tax preparer, and financial advisor; and (b) insofar as such disclosure may be necessary to enforce its terms or as otherwise required by law. In particular (and without limitation), Employee agrees not to discuss this Agreement with present or former District employees, District students, parents of District students or any other individuals. District, its School Board members, directors, officers and management personnel agree to treat the content and terms of this Agreement confidential, to be shared only with legal and financial advisors and as otherwise required by law. Nothing in this Article 6 prevents District or Employee from providing a copy of this Agreement to a government agency,

including the Equal Employment Opportunity Commission, to demonstrate that the Employee and the School have knowingly and voluntarily executed a Mutual Separation Agreement and Release.

Article 7
Full Compensation

Employee understands and agrees that the payments made and other consideration provided by District under this Agreement will fully compensate Employee for and extinguish any and all of the potential claims that Employee is releasing, including without limitation, any and all claims Employee may have for attorneys' fees, costs and disbursements and any and all claims for any type of legal or equitable relief.

Article 8
No Admission of Wrongdoing

Both Parties understand that this Agreement does not constitute an admission that either Party has violated any local ordinance, state or federal statute, or principle of common law, or that either Party has engaged in any improper or unlawful conduct or wrongdoing. Neither Party will characterize this Agreement or the payment of any money or other consideration in accordance with this Agreement as an admission that either Party has engaged in any improper or unlawful conduct or wrongdoing.

Article 9
Attorneys' Fees

District and Employee will each pay their own attorneys' fees, if any, incurred in connection with the resolution of Employee's employment with the school, including negotiation and drafting of this Agreement. Each Party will release and forever hold the other harmless from any liability to their attorneys for payment of such fees pursuant to any agreement or understanding between each Party and their attorneys.

Article 10
Authority

Employee represents and warrants that Employee has the authority and capacity to enter into this Agreement, and that no causes of action, claims, or demands released pursuant to this Agreement have been assigned to any person or entity not a party to this Agreement.

Article 11 Voluntary and Knowing Action

Employee acknowledges that Employee has had a full opportunity to consult with an attorney and consider this Agreement and that Employee has not relied upon any statements or representations made by District or its attorneys, written or verbal, other than the statements and representations that are explicitly set forth in this Agreement. Employee has read and understands the terms of this Agreement including the release of claims contained in Article 4 and understands that the release of claims is a full and final release of all claims Employee may have against District and Employee acknowledges that Employee is voluntarily entering into this Agreement with District. This Agreement will not be interpreted against any Party on the basis that the Party or the Party's attorney having drafted any of the provisions.

Article 12 Article Time to Consider Agreement

Employee understands that Employee may take twenty one (21) calendar days to decide whether or not to sign this Agreement, which twenty one (21) day period will commence on the day after the date on which Employee first received copies of this Agreement for review. Employee acknowledges that if Employee signs this Agreement before the expiration of the twenty one (21) day period, Employee has decided that no additional time is required to decide whether or not to sign this Agreement. Employee also acknowledges that any changes made to this Agreement before Employee executes the Agreement, whether such changes are material or immaterial, will not cause the twenty one (21) day period to commence again.

Article 13 Right to Rescind or Revoke

Employee understands that once this Agreement is executed, Employee has the right to rescind or revoke this Agreement for any reason within seven (7) days calendar days to reinstate federal Age Discrimination in Employment Act claims and within fifteen (15) calendar days to reinstate Minnesota Human Rights Act claims ("**Rescission Period**"). The two Rescission Periods will run concurrently. Employee understands that this Agreement will not become effective or enforceable unless and until Employee has not rescinded this Agreement and the applicable Rescission Periods have expired. Employee understands that if Employee wishes to rescind, the rescission must be in writing and hand-delivered or sent via U.S. Mail within the required rescission period to: Melissa Schaller, Intermediate District No. 917, 1300 145th Street East, Rosemount, Minnesota, 55068. If delivered by U.S. Mail, the rescission must be postmarked within the required period, properly addressed to Melissa Schaller as set forth above and sent by certified mail, return receipt requested. Employee understands that District will have no obligation under this Agreement in the event Employee revokes or rescinds this Agreement. After the 15-day rescission period has passed, the release of Minnesota Human Rights Act and Age Discrimination in Employment Act claims will be irrevocable. The release of all other claims is irrevocable upon signing. If Employee rescinds this Agreement in

accordance with this Article 13, Employee will not receive Consideration described in Article 3 and Employee will be obligated to return any such payment(s) already received.

Article 14 Remedies

Employee agrees that enforcement of Articles 6 would be difficult if not impossible to enforce through an action at law. Therefore, Employee agrees that District may seek any and all remedies available to it to enforce these covenants, including seeking any injunctive relief to enjoin Employee from further violation of the covenants or for specific enforcement of this Agreement. Employee further agrees that Company may seek recovery of the consideration described in Article 3 as well as all actual damages incurred as a result of Employee's breach of any of the above referenced articles including, but not limited to, attorneys' fees, costs and expenses incurred by District in seeking to enforce this article.

Article 15 Entire Agreement

This Agreement constitutes the complete, final and exclusive embodiment of the entire agreement between Employee and District with regard to the subject matter of this Agreement. It is entered into without reliance on any promise or representation, written or verbal, other than those expressly contained in this Agreement. This Agreement contains the full agreement between Employee and District and supersedes and terminates any and all other written or oral agreements and understandings between the Parties. This Agreement may not be modified except in a writing signed by Employee and a duly authorized officer of District.

Article 16 Successors and Assigns

This Agreement is personal to the Employee and may not be assigned by Employee without the written consent of District. The rights and obligations of this Agreement will inure to the benefit of and be binding upon the successors and assigns of District.

Article 17 Invalidity

In case any one or more of the provisions of the Agreement will be invalid, illegal, or unenforceable in any respect, the validity, legality, and enforceability of the remaining provisions contained in this Agreement will not in any way be affected or impaired thereby.

Article 18
Applicable Law

This Agreement will be deemed to have been entered into and will be construed and enforced in accordance with the laws of the State of Minnesota as applied to contracts made and to be performed entirely within Minnesota.

Article 19
Section Headings

The section and paragraph headings contained in this Agreement are for reference purposes only and will not affect in any way the meaning or interpretation of this Agreement.

Article 20
Counterparts

This Agreement may be executed in two counterparts, each of which will be deemed an original, all of which together will constitute one and the same instrument.

Article 21
Gender Neutral

The use of the masculine singular pronoun to refer to Employee in this Agreement will be deemed to include the feminine singular pronoun, whenever applicable.

Article 22
Expiration of Offer

The offer contained in the Agreement will expire at 4:30 p.m. twenty one (21) calendar days after Employee has received this Agreement. After Employee has reviewed this Agreement and obtained whatever advice and counsel Employee considers appropriate regarding it, Employee must evidence Employee's agreement to the provisions set forth in this Agreement by dating and signing the Agreement and keeping a copy for Employee's records. Employee must return the original, executed Agreement to Melissa Schaller, Intermediate District No. 917, 1300 145th Street East, Rosemount, Minnesota, 55068 so that Melissa Schaller receives it not later than the time and date described above. Fax or emailing the executed document will be sufficient.

IN WITNESS WHEREOF, Parties have duly authorized and caused this Agreement to be executed as follows:

<p>Employee AKA: <i>(ALESHA A. TRANESHA)</i> <i>A.T. Hoekstra Jr.</i> Albert Hoekstra, Jr. Dated: <i>8-12-2015</i></p>	<p>School _____ Intermediate District No. 917 By: _____ Board Member Dated: _____</p>
----------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------