

**INTERMEDIATE SCHOOL DISTRICT 917
IN DAKOTA COUNTY**

REGULAR SCHOOL BOARD MEETING

Tuesday, October 2, 2018

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** 3
- VI. Consent Items - Chair Lewis**
 - A. School Board Minutes, September 4, 2018 14
 - B. Personnel Considerations 16
- VII. Donations - Chair Lewis** 46
- VIII. Business Manager's Report - Nicolle Roush**
 - A. Review and Approve Payment of Bills 47
 - B. Review and Approve Wire Transfers 55
 - C. Review and Approve Investment Report 63
- IX. Reports**
 - A. Assurance of Compliance - Mark Zuzek 64
- X. Old Business**
 - A. Review Accounts Receivable Aged Invoice Report - Nicolle Roush 66
(will be added on Tuesday)
 - B. Approve 2018-2019 Operational Focus Initiatives - Mark Zuzek 67
- XI. Policies**
 - A. Review Annual Policies: - Final reading 70
 - 514 - Bullying
 - 413 - Harassment and Violence
 - 414 - Mandated Reporting of Child Neglect, etc.
 - 415 - Mandated Reporting of Maltreatment of Vulnerable Adults
 - 522 - Student Sex Nondiscrimination
 - B. Review revised policies 524 - Acceptable Use and Internet Safety Policy and 506 Student Discipline, first reading 111
- XII. New Business**
 - A. Approval of Medical and Dental Insurance Renewals for 2018-2019 - Nicolle Roush 139
 - B. Review Enrollment Counts for Special Education as of October 1, 2018 - Melissa Schaller 141
(Materials will be handed out at the meeting.)
 - C. Review Enrollment Counts for DCALS/DCALS North as of October 1, 2018 - Eric Van Brocklin 142
(Materials will be handed out at the meeting.)
 - D. Review and Approve Temporary Work Agreement Report - Mark Zuzek 179
- XIII. Adjournment**

XIV. **Call to Order - Chair Lewis**

XV. **Conduct Pledge of Allegiance - Chair Lewis**

XVI. **Visitors opportunity to be heard - Chair Lewis**

XVII. **Additions to the agenda - Chair Lewis**

XVIII. **Good News Reports**

XIX. **Consent Items - Chair Lewis**

A. Minutes, October 3, 2017, Regular School Board Meeting

B. Personnel Considerations

XX. **Donations - Chair Lewis**

A. Resolution Approving Donations

XXI. **Business Manager's Report - Nicolle Roush**

A. Review and Approve Payment of Bills

B. Review and Approve Wire Transfers

XXII. **Reports**

A. Anthony Louis Program Review - Jennifer Hetland

B. Revenue and Expenditure Report - Nicolle Roush

XXIII. **Old Business**

XXIV. **New Business**

XXV. **Adjournment**

SCHOOL BOARD CALENDAR INFORMATION SCHOOL BOARD CALENDAR INFORMATION

October 25, 2018 - 8:15 AM - Noon, School Board and Member District Superintendent Workshop

November 1, 2018 - 3:30 - 7:30 PM, TESA Open House, DCTC

November 6, 2018 - 4:30 PM, School Board Meeting, 917 Board Room, DCTC

Good News
Special Education
October 2, 2018

- Cedar and Lebanon Education Center held their open houses on Thursday, August 31st. Both sites had a great turnout of parents and family members. There was a total of 12 families (29 individuals) that visited Lebanon. The Mobile Pantry also provided food to 11 families. At Cedar, 14 families (30+ individuals) attended. In addition, there were seven intakes at Lebanon and six at Cedar that included tours of the buildings.
- Mobile Pantry has returned for another year at several of the district's sites. At this point, 12 families at Cedar are participating in the program and 16 families at Lebanon. Mobile pantry has also donated almost 300 lbs. of food for snacks for the classrooms. A large box of snacks was sent to each of the new early-childhood TEA classrooms as well. These sites are also taking advantage of a new service in the program that provides ready-to-go meals that can be sent home with students between visits from the Mobile Pantry.
- Students in TESA will be participating in Unity Day on Wednesday, October 24. On this day everyone can come together- in schools, communities, and online- to promote support, hope, and unity to show that we are together against bullying and united for kindness, acceptance and inclusion.
- TESA open house will be held at the DCTC on Thursday, November 1, 3:30 p.m. - 7:30 p.m.
- This summer, six students (three from our member districts and three from surrounding communities) attended the annual Expanded Core Curriculum (ECC) Program hosted by ISD 917. Expanded Core Curriculum (ECC) is a program for students who are blind/visually impaired. The ECC program is provided to target concepts and skills that often require specialized instruction with students who are blind or visually impaired to compensate for decreased opportunities to learn incidentally by observing others. This summer's programming included:
 - Instruction by Metro Transit staff to explore and learn about accessing public transportation
 - Utilizing technology available at Rosemount Marcus Theater to experience descriptive video
 - Meal planning, shopping at Cub Foods, and making lunches for the duration of the program
 - Visiting Camp Butterscotch to explore a fully accessible farm
 - Playing Goalball, a team sport designed specifically for athletes with a vision impairment
 - Assist the Customized Training and Continuing Education Program at DCTC by doing the laundry generated during the two weeks of our program
 - Utilizing the light rail system from the Mall of America to downtown Minneapolis to visit Candyland
 - Lunch at Applebee's in Apple Valley to access braille and large print menus



- Congratulations to **Jhenna Becker**, a recent Bloomington graduated who was supported by ISD 917 staff, for being the **2018 recipient of the R.Orin Cornett Scholarship** awarded by the National Cued Speech Association!
- Our new District Reading Specialist, Kayleen Taffe, is creating monthly newsletters to share literacy strategies with our wonderful teachers. Here is a link to the first newsletter: <https://www.smores.com/q1kv4>
- Kelsey Mlodozyniec and Taylor Thomas, Itinerant Teachers of Deaf/Hard of Hearing, are creating monthly newsletters to share with families. Here is a link to the first newsletter: <https://www.smores.com/47w0g>

- Concord Education Center had its Open House on Monday, September 17. We had a great turnout! Many families, students, educators, community, and board members attended to see the new facility and to connect with the staff. It was a great night to showcase the great things happening for our students and to build positive connections with families and community members.



- Riverside, New Chance, Options and Youth Transition Program held Open House on Monday, September 17, 2018. The New Chance program had 84% parent/guardian participation!

- **Pat Arneson, AJ Boehmer, Michael Burgio, Janel Vrieze, Shelly Vollbrecht and Becky Zuehlke,** The Intermediate School District 917 BehaviorTools™ Training Team, has trained over 100 staff

members during the past three months. BehaviorTools™ training informs staff what not to do and what to do in different situations with students. The BehaviorTools™ trainers will be out at sites during meetings to provide short refresher trainings to staff throughout the year. Thank you, trainers.



ALLIANCE EDUCATION CENTER

- Alliance Education Center held Open House on Thursday August 27, 2018. We had 26 families in attendance! This is the most families in attendance in the last 5 years. We are so proud of the work of our staff in preparing for this night and encouraging our families to attend.
- Mobile Pantry is also up and running at our building. We will continue to serve 20 families throughout the school year.
- We are working with our Mobile Pantry partners to see if we can create a food shelf inside Alliance. This would help us reach about 80% of all of our student's food needs. We are currently only meeting about 20% of our student's needs.
- We have our first parent engagement night planned for October 4, 2018. We will be partnering with Concord Education Center, Lebanon Education Center, and Cedar programs to present on ACES. Dinner and childcare will be provided to families. We look forward to a great evening.
- We are off and running in all of our programs (CASE, IDEA, and SUN). Our students are adjusting well to the changes in classrooms and new staff. While the weather was gorgeous our K-2 classrooms conducted an experiment using rubber bands and a watermelon.



Good News Report
Secondary Programs
October, 2018

-**Dexter PROTOUR™** a state-of-the-art, mobile cutlery education center designed to present the features and processes for the manufacture of professional quality cutlery was at ISD 917 on October 2 to educate students on the use of professional knives. In addition a representative from the Vollrath Kitchen Equipment company educated students on Vollrath equipment and its benefits. Both Career and Technical Education and DCALS students were invited to attend. This educational day was organized by Jane Hempel, a Dexter representative and a member of the Food Industry Careers and Fundamental Chef Training Advisory Committee. Our thanks to our business and industry partners who support student education!

-The Army provided our students and staff with a STEM experience trailer on Tues, Oct. 2nd on the DCTC campus. John Pereda our DCALS counselor helped to coordinate this great opportunity.



-Good news from your special education team at DCALS. We had 14 students receiving special education service earn credit in all of their classes as well as some that completed Independent Study for additional credit. These "High Flyers" earned a taco party to celebrate their awesome attendance and academic achievement. Students are rewarded for no behavioral referrals, high attendance, and passing their classes. Many of these students have typically struggled in their home schools and are now having academic success at DCALS.

Aaron Evans, Amelia Schmitz, Jessica Sinkinson

-The Construction Trades program has an official contract signed to begin construction of the new house for this school year. They are also working with DCTC to prepare and pour a new concrete apron around the construction site to provide a safer and more stable site for the house construction. DCTC is funding this project.



-Students from the DCALS program had the opportunity to visit and tour Brackett's Crossing Country Club in Lakeville on Thursday, Sept. 27th. Tim Roche, Director of Membership and Marketing and Leslie Novak, Director of Human Resources provided great insight into all the careers available within the club. The students were treated to light snack and input from a variety of staff. Finally, the students got to visit with and tour the groundskeeping area of the club. Tom Proshek, Golf Course Supt, provided great information to students on all that goes in to making a course ready for daily use.





-Our Secondary Programs held a fall open house on Thursday, Sept. 27th. This was one of the most well attended events we have had in many years. We had 36 families attend for our DCALS ALC in Rosemount and 15 families at our North campus. Our CTE programs had around 35 students/families attend.

-Tony Vilelli was given a donation by the DCTC Automotive Programs of 6 vehicles for students to work on during the school year.







INTERMEDIATE SCHOOL DISTRICT 917

A School Board Meeting of the Intermediate School District 917 School Board was held on Tuesday, September 4, 2018 at Dakota County Technical College, 1300 145th Street East, Rosemount.

Members Present: Dick Bergstrom, DeeDee Currier, Bob Erickson, Wendy Felton, Jill Lewis, Vanda Pressnall, Russ Rohloff, Melissa Sauser, Byron Schwab, and ex-officio member Superintendent Mark Zuzek.

Members Absent: none.

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

School Board Chair Jill Lewis called the meeting to order at 5:00 PM.

There were no visitors to be heard.

The good news reports were presented.

1. Motion by Byron Schab, seconded by Dick Bergstrom, to approve the consent items, as presented. All present voted aye. Motion carried.

- **Minutes:** August 21, 2018, Regular School Board Meeting
- **Personnel:** *New Hires:* Nicole Ahlstrand, Classroom Assistant, effective August 30, 2018. Lucretia Andrews, Classroom Assistant, effective August 30, 2018. Jaime Bartels, Program Assistant, effective August 30, 2018. Mark Bauer, Special Education Teacher, effective August 23, 2018. Ramon Bender, Program Assistant, effective August 30, 2018. JoAnna Collins, Classroom Assistant, effective August 30, 2018. Craig Curtis, Computer Network Specialist, effective August 20, 2018. Mackenzie Eckman, Program Assistant, effective August 30, 2018. Alison Hild, Classroom Assistant, effective August 30, 2018. Lucina Kayee, Classroom Assistant, effective August 30, 2018. Kelly Kennedy, Classroom Assistant, effective August 30, 2018. Nicole Lohman, Classroom Assistant, effective August 30, 2018. Katrina Mayes, Classroom Assistant, effective August 30, 2018. Lauren Melzer, Special Education Teacher, effective August 23, 2018 (from Classroom Assistant to Tier 1 Special Education Teacher). Linda Minjares, Classroom Assistant, effective August 30, 2018. Heather Moss, Program Assistant, effective August 30, 2018. Jonathon Mulville, Language Arts Teacher, effective August 30, 2018. Norelle Pearson, Classroom Assistant, effective August 30, 2018. Katherine Phillips, Special Education Teacher, effective August 27, 2018. Marshall Ramsay, Classroom Assistant, effective August 30, 2018. Leah Riege, Classroom Assistant, effective August 30, 2018. Riley Viner, Classroom Assistant, effective August 30, 2018. LaQuayila Wells, Classroom Assistant, effective August 30, 2018. Heather Winblad, Classroom Assistant, effective August 30, 2018. Jackson Woolems, Program Assistant, effective August 30, 2018. Keng Xiong, Classroom Assistant, effective August 30, 2018. Soua Yang, Program Assistant, effective August 30, 2018. Anna Zappetillo, Classroom Assistant, effective August 30, 2018. *Rehires:* Ann Hawkins, Special Education Teacher, effective August 24, 2018. *Change in Status:* Kirstie Gabbert, Special Education Teacher, maternity disability leave effective on or about February 8, 2019, with an expected return date of May 6, 2019. *Resignations and Terminations:* Kelly Branch, Classroom Assistant, effective August 22, 2018. Riley Buschke, Classroom Assistant, effective August 30, 2018. Kim Fuerstenberg, Classroom Assistant, effective August 31, 2018. JoAnn Golden, Program Assistant, effective September 3, 2018. Johnathan Harlin, Special Education Teacher, effective August 28, 2018. Sheila Johnson, Classroom Assistant, effective August 20, 2018. Timothy Knight, Classroom Assistant, effective August 29, 2018. Bonnie Korman, Program Assistant, effective August 22, 2018. Mary Lawrence, Classroom Assistant, effective August 30, 2018. Kathryn Papendick, Program Assistant, effective August 23, 2018.

2. Motion by Bob Erickson, seconded by Vanda Pressnall, to approve the bills from August 15, 2018, to August 28, 2018, wire transfers and Investment Reports for the month of July, as presented by the Business Manager. All present voted aye. Motion carried.
3. Policies 411-Bullying, 413-Harassment and Violence, 414-Mandated Reporting of Child Neglect, 415-Mandated Reporting of Maltreatment of Vulnerable Adults, and 6.32-Student Sex Nondiscrimination were reviewed on a first reading basis.
4. Supt. Zuzek and the School Board reviewed the 2018-2019 Operational Focus. This will be brought to the October 2 School Board Meeting for final approval.
5. Motion by Wendy Felton, seconded by Byron Schwab, to approve Agreements between ISD #199 and ISD#192 and ISD 917 for the Purchase of Early Childhood Special education Teacher for early childhood mental health programs. Addendum B. All present voted aye. Motion carried.
6. Motion by Byron Schwab, seconded by Dick Bergstrom, to adjourn the meeting. All present voted aye. Motion carried.

There being no further business the meeting adjourned at 6:03 PM.

The next regular School Board Meeting will be Tuesday, October 2, 2018, at 5:00 PM, at the new Concord Education Center, Inver Grove Heights, MN.

Clerk

To Bd 10/2/18

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: 9/12/18	Teaching Licenses Held:
NAME: Jessica Alexander	
Position: Classroom Assistant	
College: Secondary: Special Education: <input checked="" type="checkbox"/> District:	Recommended Salary : \$17.78
	Employment Date : 9/17/18

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	South Campus	Yes	Generals	Yes
Technical College				
College	Bemidji State	Yes	Criminal Justice	BA
	Century	Yes	Associates and Animal Science	AA
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
Safeway	1/18	Current	Driving Instructor
St. Paul Parks	6/17	7/18	Park Security
MN Reading Corp.	11/16	7/17	Literacy Tutor

Total Years Experience 2

Remarks:

Jessica will be a classroom assistant in the IDEA Program at AEC.

To Bd 10/2/18

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: 9/12/18	Teaching Licenses Held:
NAME: Natalie Bump	
Position: Program Assistant	
College: Secondary: Special Education: <input checked="" type="checkbox"/> District:	Recommended Salary : \$18.57
	Employment Date : 9/26/18

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	Waupaca High	Yes	Generals	Yes
Technical College	Wisconsin Indianhead	Yes	Human Services	AS
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
O-I-See Youth Strategies	12/14	9/18	Youth Support Manager
Somerset Schools	9/11	12/14	Paraprofessional
Crossways Camping	5/10	8/11	Program Assistant

Total Years Experience 8

Remarks:

Natalie will be a program assistant in the SUN Program at CEC.

To Bd 10/2/18

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: 9/12/18	Teaching Licenses Held:
NAME: Ashley Collins	
Position: Classroom Assistant	
College: Secondary: Special Education: X District:	Recommended Salary : \$17.78
	Employment Date : 9/10/18

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	Hastings High	Yes	Generals	Yes
Technical College				
College	Bethel	Yes	Educational 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 200	2/15	12/17	Paraprofessional
Tutor Time	9/14	2/15	Child Care Float
Michaels	2/13	8/13	Cashier

Total Years Experience 4

Remarks:

Ashley will be a classroom assistant in the CASE Program at Alliance Education Center.

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: 9/17/18	Teaching Licenses Held:
NAME: Latricia Domally	
Position: Classroom Assistant	
College: Secondary: Special Education: <input checked="" type="checkbox"/> District:	Recommended Salary : \$18.57
	Employment Date : 9/17/18

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	Lourdes High School	Yes	Generals	Yes
Technical College	Rochester Community	Yes	Generals	AS
College	Northwestern	Yes	Health 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
Rochester Center for Autism	10/17	2/18	Behavioral Therapist
ISD 917	1/17	10/17	Paraprofessional

Total Years Experience 1

Remarks:

Latricia will be a classroom assistant in the ECSE TEA Program in Inver Grove Heights.

To Bd 10/2/18

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: 9/10/18	Teaching Licenses Held:
NAME: Timothy Furney	
Position: Classroom Assistant	
College: Secondary: Special Education: X District:	Recommended Salary : \$18.17
	Employment Date : 8/30/18

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	Hastings 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
LW's Bierstube	8/07	Current	Bartender
ISD 917	9/00	6/04	Paraprofessional

Total Years Experience 14

Remarks:

Timothy will be a classroom assistant in the SUN Program at Concord Education Center.

To Bd 10/2/18

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: 9/24/18	Teaching Licenses Held:
NAME: Johnathan Harlin	
Position: Teacher	
College: Secondary: Special Education: X District:	Recommended Salary : \$48,509
	Employment Date : 9/24/18

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	Washburn High	Yes	Generals	Yes
Technical College				
College	Adler Graduate School	Yes	Mental Health Counseling	MS
	Metro State	Yes	Liberal Arts	BA
Other				

Teaching Experience:

Employer (most recent first)	From	To	Position/Responsibilities
Uplift Education	7/17	12/17	Art Teacher
Manara Academy	8/15	4/17	Art Teacher

Total Years Experience 1.5

Business/Industry Work Experience:

Employer (most recent first)	From	To	Position/Responsibilities
ISD 917	2/14	6/14	Paraprofessional

Total Years Experience 4 mths

Remarks:

Johnathan will be a teacher in the SUN Program at AEC.

To Bd 10/2/18

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: 9/12/18	Teaching Licenses Held:
NAME: Coralee Huddle	
Position: Classroom Assistant	
College: Secondary: Special Education: X District:	Recommended Salary : \$17.78
	Employment Date : 9/10/18

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	Simley 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
So. St. Paul Schools	8/17	6/18	Paraprofessional
ISD 199	6/17	8/18	Paraprofessional
Great Lakes Educational Loan	6/16	1/17	Service Agent

Total Years Experience 3

Remarks:

Coralee will be a classroom assistant in the SUN Program at CEC.

To Bd 10/2/18

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: 9/6/18	Teaching Licenses Held:
NAME: Cassandra Ireland	
Position: Program Assistant	
College: Secondary: Special Education: <input checked="" type="checkbox"/> District:	Recommended Salary : \$17.78
	Employment Date : 9/4/18

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	Rosemount High	Yes	Generals	Yes
Technical College	Inver Hills Community College	Yes	Generals	AA
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
Farmington Health Services	6/13	10/17	Nursing Assistant

Total Years Experience 4

Remarks:

Cassandra will be a program assistant in the YTP Program.

To Bd 10/2/18

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: 9/10/18	Teaching Licenses Held:
NAME: Amy Janey	
Position: Classroom Assistant	
College: Secondary: Special Education: X District:	Recommended Salary : \$18.17
	Employment Date : 9/4/18

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	Virginia Secondary	Yes	Generals	Yes
Technical College				
College	Inver Hills Community	Yes	Generals	AS
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 199	2/12	3/17	Substitute Paraprofessional
Toshiba Business	11/01	1/04	Support Assistant
St. Therese of New Hope	7/96	9/98	Nursing Assistant

Total Years Experience 11

Remarks:

Amy will be a classroom assistant in the SUN Program at CEC.

To Bd 10/2/18

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: September 12, 2018	Teaching Licenses Held:
NAME: Melissa Kinneman	
Position: Classroom Assistant	
College: Secondary: Special Education: X District:	Recommended Salary : \$18.57
	Employment Date : 10/1/18

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	Century High	Yes	Generals	Yes
Technical College				
College	Inver Hills Community	Yes	Law Enforcement	AS
	MN State College	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
Red Wing Juvenile Detention	8/07	Current	Correctional Officer
US Bank	8/05	8/07	Security Operator

Total Years Experience 13

Remarks:

Melissa will be a classroom assistant in the CASE Program at AEC.

To Bd 10/2/18

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: 8/29/18	Teaching Licenses Held:
NAME: Elizabeth Miller	
Position: Program Assistant	
College: Secondary: Special Education: X District:	Recommended Salary : \$18.17
	Employment Date : 8/30/18

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	Luther High School	Yes	Generals	Yes
Technical College	Rasmussen College	Yes	Early Childhood Education	AS
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
Fraser Eden Prairie	8/16	6/18	Senior Developmental Trainee
Primrose School of Eagan	8/11	5/15	Early Childhood Ed.
New Horizon	8/07	6/11	Lead Infant Room Teacher
New Horizon	5/06	2/07	Preschool Teacher

Total Years Experience 11

Remarks:

Elizabeth will be a program assistant in the ECSE TEA Program.

To Ed 10/18

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: 9/10/18	Teaching Licenses Held:
NAME: Amelia Morris	
Position: Classroom Assistant	
College: Secondary: Special Education: <input checked="" type="checkbox"/> District:	Recommended Salary : \$17.78
	Employment Date : 9/10/18

Education:

	Institution	Graduated (yes or no)	Major	Degree/Diploma
High School	Beloit Memorial	Yes	Generals	Yes
Technical College				
College	University of Wisconsin	Yes	Dance and Somatic Practices	BFA
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
North Ballet Academy	9/17	Current	Instructor
Integrated Developmental Services	6/15	9/15	Direct Service Provider
Milwaukee Ballet	9/15	5/16	Instructor

Total Years Experience 2

Remarks:

Amelia will be a classroom assistant in the PACES Program at Christina Huddleston Elementary.

To Bd 10/2/18

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: July 24, 2018	Teaching Licenses Held:
NAME: Brittany Nasgovitz	
Position: Classroom Assistant	
College: Secondary: Special Education: <input checked="" type="checkbox"/> District:	Recommended Salary : \$18.57
	Employment Date : 8/30/18

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	DC Everest High	Yes	Generals	Yes
Technical College				
College	St. Mary's	Yes	Special Education	MA
	Bethel	Yes	Elementary Ed. And Spanish	BA

Teaching Experience:

Employer (most recent first)	From	To	Position/Responsibilities
So. Washington County Schools	8/10	6/17	Spanish Teacher

Total Years Experience 7

Business/Industry Work Experience:

Employer (most recent first)	From	To	Position/Responsibilities
Accra Care	10/17	Current	PCA

Total Years Experience 1

Remarks:

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

To Bel 10/2/18

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: August 28, 2018	Teaching Licenses Held:
NAME: Kimberlie Nelson	
Position: Classroom Assistant	
College: Secondary: Special Education: <input checked="" type="checkbox"/> District:	Recommended Salary : \$17.78
	Employment Date : 8/30/18

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	Stillwater	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
Hallmark Marketing	10/09	Current	Retail
Licensed Daycare	5/98	5/05	Owner
LEC Tec Corporation	1/96	2/98	Sales

Total Years Experience 20

Remarks:

Kimberlie will be a classroom assistant in the SUN Program at CEC.

To Bd 10/2/18

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: 9/25/18	Teaching Licenses Held:
NAME: Dominique Parks	
Position: Classroom Assistant	
College: Secondary: Special Education: <input checked="" type="checkbox"/> District:	Recommended Salary : \$17.78
	Employment Date : 8/30/18

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	Prior Lake 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 917	8/17	Current	Student Assistant
The Goddard School	12/16	8/17	Teacher

Total Years Experience 2

Remarks:

Dominique will be a classroom assistant in the SUN Program at AEC.

To Bd 10/2/18

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: 9/25/18	Teaching Licenses Held:
NAME: Chad Parslow	
Position: Classroom Assistant	
College: Secondary: Special Education: X District:	Recommended Salary : \$17.78
	Employment Date : 9/26/18

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	River Falls High	Yes	Generals	Yes
Technical College				
College	University of Maryland	Yes	Public Policy	MA
	University of Wisconsin	Yes	Communication Arts	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
EPPA Emergency Physicians	12/17	Current	Medical Scribe
UMN	2/16	8/17	Research
SPHERE Institute	9/14	1/16	Writer/Coordinator

Total Years Experience 4

Remarks:

Chad will be a classroom assistant in the SUN Program at CEC.

To Bd 10/2/18

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: 9/25/18	Teaching Licenses Held:
NAME: Nicholas Reding	
Position: Classroom Assistant	
College: Secondary: Special Education: <input checked="" type="checkbox"/> District:	Recommended Salary : \$17.78
	Employment Date : 9/24/18

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	Cretin-Derham Hall	Yes	Generals	Yes
Technical College				
College	St. Mary's	Yes	Social Studies Education	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
St. Paul Linoleum and Carpet	6/14	Current	Material Handler

Total Years Experience 4

Remarks:

Nicholas will be a classroom assistant in the SUN Program at CEC.

To Bd 10/2/18

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: 9/25/18	Teaching Licenses Held:
NAME: Mariana Roca	
Position: Classroom Assistant	
College: Secondary: Special Education: <input checked="" type="checkbox"/> District:	Recommended Salary : \$17.78
	Employment Date : 9/27/18

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	Jesus reyes, Mexico	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
Edina Daycare	6/18	Current	Daycare
Mis Amigos Spanish Immersion	1/13	6/18	Teacher

Total Years Experience 5

Remarks:

Mariana will be a classroom assistant in the SUN Program at CEC.

70 Bd 10/2/11

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: 8/8/18	Teaching Licenses Held:
NAME: Jeremy Roe	
Position: Classroom Assistant	
College: Secondary: Special Education: X District:	Recommended Salary : \$17.78
	Employment Date : 8/30/18

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	Hickory County	Yes	Generals	Yes
Technical College				
College	MO-Avila University	Yes	Business Administration	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
JMD Group MN	3/18	Current	Client Strategist
CSDVRS	8/14	1/18	Workforce Manager
Sprint Relay	8/11	7/14	Customer Service

Total Years Experience 3

Remarks:

Jeremy will be a classroom assistant in the DHH Program at Lakeville High.

To Bd 10/2/18

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: 9/10/18	Teaching Licenses Held:
NAME: Kelsey Sletten	
Position: Classroom Assistant	
College: Secondary: Special Education: X District:	Recommended Salary : \$17.78
	Employment Date : 8/30/18

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	Tartan High	Yes	Generals	Yes
Technical College				
College	River Falls	Yes	Communicative Sciences	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
South Washington County Schools	3/15	Current	Paraprofessional
Little Minds Learning Center	9/16	12/17	Teacher
Lunds and Byerlys	6/14	Current	Supervisor/Deli

Total Years Experience 4

Remarks:

Kelsey will be a classroom assistant in the SUN Program at GEC.

To Bd 10/2/18

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: 8/29/18	Teaching Licenses Held:
NAME: Kristen Thoms	
Position: Classroom Assistant	
College: Secondary: Special Education: <input checked="" type="checkbox"/> District:	Recommended Salary : \$17.78
	Employment Date : 9/4/18

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	Springfield 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
New York and Company	9/08	4/13	Regional Assistant
New York and Company	8/96	9/08	Leader and Assistant Manager

Total Years Experience 18

Remarks:

Kristen will be a classroom assistant in the TEA Program located at LEC.

To Bd. 10/2/18

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: September 17, 2018	Teaching Licenses Held:
NAME: John Volkert	
Position: Classroom Assistant	
College: Secondary: Special Education: X District:	Recommended Salary : \$17.78
	Employment Date : 9/17/18

Education:

	Institution	Graduated (yes or no)	Major	Degree/Diploma
High School	Fountain Valley High	Yes	Generals	Yes
Technical College				
College	ND State	Yes	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
Boys and Girls Club	6/15	7/18	Staff Member
Lake Agassiz Elem. School	9/15	5/18	Aide

Total Years Experience 3

Remarks:

John will be a classroom assistant in the TESA Program at the DCTC.

To Bd 10/2/18

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: 8/29/18	Teaching Licenses Held:
NAME: Sarah Weiler	
Position: Classroom Assistant	
College: Secondary: Special Education: X District:	Recommended Salary : \$18.17
	Employment Date : 8/30/18

Education:

	Institution	Graduated (yes or no)	Major	Degree/Diploma
High School	Rosemount	Yes	Generals	Yes
Technical College				
College	University of Wisconsin	Yes	Student Affairs	MA
	University of Oklahoma	Yes	Economics	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
University of Wisconsin	7/17	6/18	Resident Life Coordinator
Carlton College	7/14	6/17	Area Director
University of Wisconsin	8/12	6/14	Assistant Hall Director

Total Years Experience 6

Remarks:

Sarah will be a classroom assistant in the PACES Program at Lakeville North High School.

**SUMMARY OF PERSONNEL ITEMS RECOMMENDED
FOR ACTION AT BOARD MEETING OF OCTOBER 2, 2018**

NEW HIRES:

Jessica Alexander, Classroom Assistant, effective September 17, 2018.

Natalie Bump, Program Assistant, effective September 26, 2018.

Ashley Collins, Classroom Assistant, effective September 10, 2018.

Martha Davis, Program Assistant, effective October 1, 2018.

Kelli DeYoung, Classroom Assistant, effective October 8 , 2018.

Latricia Domally, Classroom Assistant, effective September 17, 2018.

Timothy Furney, Classroom Assistant, effective August 30, 2018.

Johnathan Harlin, Special Education Teacher, effective September 24, 2018 (re-hire).

Coralee Huddle, Classroom Assistant, effective September 10, 2018.

Cassandra Ireland, Program Assistant, effective September 4, 2018.

Amy Janey, Classroom Assistant, effective September 4, 2018

Melissa Kinneman, Classroom Assistant, effective October 1, 2018.

Elizabeth Miller, Program Assistant, effective August 30, 2018.

Amelia Morris, Classroom Assistant, effective September 10, 2018.

Brittany Nasgovitz, Classroom Assistant, effective August 30, 2018.

Kimberlie Nelson, Classroom Assistant, effective August 30, 2018.

Dominique Parks, Classroom Assistant, effective August 30, 2018 (from Student Assistant to Classroom Assistant).

Chad Parslow, Classroom Assistant, effective September 26, 2018.

Terry Phillips, Classroom Assistant, effective October 3, 2018.

Nicholas Reding, Classroom Assistant, effective September 24, 2018.

Mariana Roca, Classroom Assistant, effective September 27, 2018.

Jeremy Roe, Classroom Assistant, effective August 30, 2018.

Lindsay Scanlon, Classroom Assistant, effective October 1, 2018.

Kelsey Sletten, Classroom Assistant, effective August 30, 2018.

Kristen Thoms, Classroom Assistant, effective September 4, 2018.

John Volkert, Classroom Assistant, effective September 17, 2018.

Sarah Weiler, Classroom Assistant, effective August 30, 2018.

Claire Williams, Classroom Assistant, effective October 4, 2018.

CHANGE IN STATUS:

Sarah Biddle, Classroom Assistant, maternity disability leave effective on or about August 30, 2018, with an expected return date of October 2, 2018.

Damian Calamese, Program Assistant, parental leave effective on or about November 3, 2018, with an expected return date of November 19, 2018.

Addie Geske, Physical & Health Disabilities Teacher, maternity disability leave effective on or about January 2, 2019, with an expected return date of March 27, 2019.

Kelli Proulx, Physical & Health Disabilities Teacher, maternity disability leave effective on or about January 2, 2019, with an expected return date of March 22, 2019.

Alyssa Ross, Special Education Teacher, maternity disability leave effective on or about January 23, 2019, with an expected return date of March 20, 2019.

Nichole Short, School Psychologist, maternity disability leave effective September 24, 2018, with an expected return date of January 2, 2019.

Lynette Spurgin, Program Assistant, updated medical leave request effective September 1, 2018, through September 28, 2018, with intermittent leave effective October 1, 2018, through June 7, 2019.

RESIGNATIONS & TERMINATIONS:

Kayla Foley, Classroom Assistant, effective October 5, 2018.

Jessica Points, Classroom Assistant, effective September 21, 2018.

Monica Roca, Classroom Assistant, effective October 1, 2018.

Alexander Smith, Classroom Assistant, effective August 29, 2018.

Jermaine Stansberry, Classroom Assistant, effective September 19, 2018.

Riley Felton Viner, Classroom Assistant, effective September 6, 2018.

To Bd 10/2/18

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: 9/24/18	Teaching Licenses Held:
NAME: Martha Davis	
Position: Program Assistant	
College: Secondary: Special Education: <input checked="" type="checkbox"/> District:	Recommended Salary : \$18.17
	Employment Date : 10/1/18

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	Simley 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
Metropolitan Financial	4/14	Current	Loan Processor
Central Bank	1/13	3/14	Processor
ISD 199	9/02	11/09	Paraprofessional

Total Years Experience 14

Remarks:

Martha will be a program assistant in the SUN Program at CEC.

To Bd 10/2/18

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: 9/25/18	Teaching Licenses Held:
NAME: Kelli DeYoung	
Position: Classroom Assistant	
College: Secondary: Special Education: <input checked="" type="checkbox"/> District:	Recommended Salary : \$17.78
	Employment Date : 10/8/18

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	Wyoming Park 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
Leaps and Bounds Childcare	8/16	8/18	Teacher
Chartwells	8/14	8/16	Food Service
Walgreens	6/00	8/05	Manager

Total Years Experience 18

Remarks:

Kelli will be a classroom assistant in the SUN Program at AEC.

To Bd 10/2/18

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: 9/12/18	Teaching Licenses Held:
NAME: Terry Phillips	
Position: Classroom Assistant	
College: Secondary: Special Education: <input checked="" type="checkbox"/> District:	Recommended Salary : \$18.57
	Employment Date : 10/3/18

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	Rufus King 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
City of St. Paul, Parks and Rec.	5/18	8/18	Job Coach
Accra	9/08	8/18	Program Assistant
YMCA	8/05	8/10	Program Specialist

Total Years Experience 13

Remarks:

Terry will be a classroom assistant in the SUN Program at AEC.

To Bd 10/2/2018

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: 9/24/18	Teaching Licenses Held:
NAME: Lindsay Scanlon	
Position: Classroom Assistant	
College: Secondary: Special Education: X District:	Recommended Salary : \$17.78
	Employment Date : 10/1/18

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	Southwest 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
Unity Works Media	12/10	3/18	Digital Marketing
G Force Fulfillment	5/09	12/13	Assistant Project Manager
CarSoup.com	10/08	4/09	Billing Coordinator
RBC Wealth Management	12/06	10/08	Associate

Total Years Experience 8

Remarks:

Lindsay will be a classroom assistant in the SUN Program at CEC.

To Bd 10/2/18

DISTRICT 917 CANDIDATE SUMMARY—EMPLOYMENT RECOMMENDATION

DATE: 9/25/18	Teaching Licenses Held:
NAME: Claire Williams	
Position: Classroom Assistant	
College: Secondary: Special Education: X District:	Recommended Salary : \$17.78
	Employment Date : 10/4/18

Education:

	Institution	Graduated (yes or no)	Major	Degree/ Diploma
High School	Burnsville High	Yes	Generals	Yes
Technical College				
College	University of WI	Yes	Community Health	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
Companion Linc	6/18	Current	Direct Support
YMCA LaCrosse	12/15	12/17	Swim Instructor/Lifeguard

Total Years Experience 2

Remarks:

Claire will be a classroom assistant in the TESA Program at the DCTC.

**Intermediate School District #917
School Board**

Resolution to Accept Donations

Board member _____ introduced the following Resolution:

RESOLVED, that the School Board of Intermediate School District 917 accept the following donation, as indicated below, in the amount of \$500.

1. Donation of \$500 from Lakefield Vet/Best Friends Pet of Kent, Washington to the TESA Program to be used by students for events and activities. (Value: \$500)

The motion for the adoption of the foregoing resolution was duly seconded by _____ and upon vote being taken thereon, the following voted in favor thereof: _____ and the following voted against the same: none. Whereupon said resolution was duly passed and adopted.

Date Board Approved: _____

CHECK #	TYPE	CHECK AMT	CHECK DATE	VENDOR #	ADDRS #	VENDOR NAME	CHECK STATUS
324133	S	\$300.00	08/01/18	24692	0	HUSSEIN RAJPUT, PHD, LP	OUTSTANDING
324134	S	\$70.00	08/17/18	23398	0	BERKLEY HUMAN SERVICES	OUTSTANDING
324135	S	\$18623.63	08/17/18	09592	0	IND SCH DIST 191	OUTSTANDING
324136	S	\$135.00	08/29/18	07926	0	METRO ECSU-REGION 11 ISD #920	OUTSTANDING
324137	S	\$66147.02	09/12/18	09592	0	IND SCH DIST 191	OUTSTANDING
324138	S	\$6065.56	09/12/18	10857	0	IND SCH DIST 194	OUTSTANDING
324139	S	\$8545.87	09/12/18	02350	0	IND SCH DIST 199	OUTSTANDING
324140	S	\$38264.89	09/12/18	21305	0	SPECIAL SCHOOL DIST #6	OUTSTANDING
50001047	W	\$217.63	08/01/18	29120	2	CITY OF APPLE VALLEY	OUTSTANDING
50001048	W	\$101.10	08/01/18	29120	2	CITY OF APPLE VALLEY	OUTSTANDING
TOTAL # OF ISSUED CHECKS:			10	TOTAL AMOUNT		138470.70	
TOTAL # OF VOIDED CHECKS:			0	TOTAL AMOUNT		0.00	
TOTAL # OF UNISSUED CHECKS:			0				

TIES
 DATE: 09/25/2018
 TIME: 12:54:09

INTERMEDIATE SCHOOL DISTRICT
 CHECK REGISTER INCLUDING SYSTEM VOIDS

PAGE NUMBER: 1
 ACCTPA21
 ACCOUNTING PERIOD: 3/19

SELECTION CRITERIA: chkstat.rundate between '20180801 00:00:00.000' and '20180925 00:00:00.000'

DISTRIBUTION FUND: 01

CHECK NUMBER	ISSUE DATE	VENDOR	STATUS	TOTAL	DESCRIPTION
1900045	08/02/2018	APPLE COMPUTER, INC	V	0.00	VOID: MULTI STUB CHECK
1900046	08/02/2018	APPLE COMPUTER, INC	R	15345.00	ACCOUNTS PAYABLE CHECK
1900047	08/02/2018	APPLE INC.	R	1596.00	ACCOUNTS PAYABLE CHECK
1900048	08/02/2018	CENTURYLINK COMMUNICATONS, LLC	R	34.67	ACCOUNTS PAYABLE CHECK
1900049	08/02/2018	CITY OF APPLE VALLEY	R	120.00	ACCOUNTS PAYABLE CHECK
1900050	08/02/2018	EDUCATORS BENEFIT CONSULTANTS, LLC	R	207.60	ACCOUNTS PAYABLE CHECK
1900051	08/02/2018	FRONTIER COMMUNICATIONS	R	548.68	ACCOUNTS PAYABLE CHECK
1900052	08/02/2018	GOVCONNECTION, INC.	R	1763.96	ACCOUNTS PAYABLE CHECK
1900053	08/02/2018	NETOP TECH, INC.	R	800.00	ACCOUNTS PAYABLE CHECK
1900054	08/02/2018	PLANSOURCE BENEFITS ADMINISTRATION,	R	2990.28	ACCOUNTS PAYABLE CHECK
1900055	08/02/2018	REPUBLIC SERVICES	R	772.09	ACCOUNTS PAYABLE CHECK
1900056	08/02/2018	TEACHERS ON CALL	R	3424.09	ACCOUNTS PAYABLE CHECK
1900057	08/02/2018	TIES	R	8639.76	ACCOUNTS PAYABLE CHECK
1900058	08/02/2018	TIES	R	7944.26	ACCOUNTS PAYABLE CHECK
1900059	08/02/2018	TRIG LIFE SERVICES	R	1656.00	ACCOUNTS PAYABLE CHECK
1900060	08/02/2018	WOOD, FRAN	R	700.00	ACCOUNTS PAYABLE CHECK
* 1900060	08/21/2018	WOOD, FRAN	V	-700.00	VOID MANUAL CHECK
1900061	08/02/2018	XCEL ENERGY	R	6655.27	ACCOUNTS PAYABLE CHECK
* 1900062	08/02/2018	REPUBLIC SERVICES	R	104.97	ACCOUNTS PAYABLE CHECK
* 1900064	08/02/2018	F.H. CANN & ASSOCIATES, INC	R	78.75	ACCOUNTS PAYABLE CHECK
1900065	08/02/2018	U.S. DEPARTMENT OF EDUCATION	R	118.13	ACCOUNTS PAYABLE CHECK
1900066	08/02/2018	WADDELL & REED INC	R	125.00	ACCOUNTS PAYABLE CHECK
1900067	08/02/2018	RELATED SERVICES NURSES ESP	R	114.55	ACCOUNTS PAYABLE CHECK
1900068	08/02/2018	WADDELL & REED INC	R	379.17	ACCOUNTS PAYABLE CHECK
* 1900070	08/09/2018	ACE ASPHALT PAVEING CONTRACTORS	R	10956.75	ACCOUNTS PAYABLE CHECK
* 1900070	08/09/2018	ACE ASPHALT PAVEING CONTRACTORS	V	0.00	VOID: LINE UP/DAMAGED CHK
* 1900070	08/10/2018	ACE ASPHALT PAVEING CONTRACTORS	V	-10956.75	VOID MANUAL CHECK
* 1900105	08/09/2018	CENTURYLINK	R	475.00	ACCOUNTS PAYABLE CHECK
1900106	08/09/2018	ECM PUBLISHERS, INC.	R	89.25	ACCOUNTS PAYABLE CHECK
1900107	08/09/2018	ESPESETH, JERI	R	236.00	ACCOUNTS PAYABLE CHECK
1900108	08/09/2018	GOVCONNECTION INC	R	4143.03	ACCOUNTS PAYABLE CHECK
1900109	08/09/2018	HASTINGS COMMUNITY EDUCATION	R	47.00	ACCOUNTS PAYABLE CHECK
1900110	08/09/2018	HASTINGS PUBLIC SCHOOLS	R	75.96	ACCOUNTS PAYABLE CHECK
1900111	08/09/2018	IND SCH DIST 191	R	672.74	ACCOUNTS PAYABLE CHECK
1900112	08/09/2018	ISD 191	R	800.00	ACCOUNTS PAYABLE CHECK
1900113	08/09/2018	MASE	R	1160.00	ACCOUNTS PAYABLE CHECK
1900114	08/09/2018	METRO ECSU-REGION11 ISD#920	R	700.00	ACCOUNTS PAYABLE CHECK
1900115	08/09/2018	MN DEPT OF HEALTH, FOOD, POOLS AND	R	450.00	ACCOUNTS PAYABLE CHECK
1900116	08/09/2018	MOUNT OLIVET CONFERENCE & RETREAT C	R	1851.00	ACCOUNTS PAYABLE CHECK
1900117	08/09/2018	OUTDOOR IMAGES, INC	R	968.00	ACCOUNTS PAYABLE CHECK
1900118	08/09/2018	SOUTH CENTRAL SERVICE COOPERATIVE	R	790.00	ACCOUNTS PAYABLE CHECK
1900119	08/09/2018	TIES	R	8585.72	ACCOUNTS PAYABLE CHECK
1900120	08/09/2018	TIES	R	16763.61	ACCOUNTS PAYABLE CHECK
1900121	08/09/2018	TRIG LIFE SERVICES	R	1656.00	ACCOUNTS PAYABLE CHECK
* 1900123	08/13/2018	NCS PEARSON, INC.	R	10720.75	ACCOUNTS PAYABLE CHECK
* 1900123	08/13/2018	NCS PEARSON, INC.	V	-10720.75	VOID MANUAL CHECK
1900124	08/15/2018	NCPERS MINNESOTA	R	32.00	ACCOUNTS PAYABLE CHECK
1900125	08/15/2018	RELATED SERVICES NURSES ESP	R	114.55	ACCOUNTS PAYABLE CHECK
1900126	08/15/2018	WADDELL & REED INC	R	379.17	ACCOUNTS PAYABLE CHECK
1900127	08/15/2018	F.H. CANN & ASSOCIATES, INC	R	78.75	ACCOUNTS PAYABLE CHECK
1900128	08/15/2018	NCPERS MINNESOTA	R	32.00	ACCOUNTS PAYABLE CHECK
1900129	08/15/2018	U.S. DEPARTMENT OF EDUCATION	R	118.13	ACCOUNTS PAYABLE CHECK
1900130	08/15/2018	WADDELL & REED INC	R	125.00	ACCOUNTS PAYABLE CHECK

TIES
 DATE: 09/25/2018
 TIME: 12:54:09

INTERMEDIATE SCHOOL DISTRICT
 CHECK REGISTER INCLUDING SYSTEM VOIDS

PAGE NUMBER: 2
 ACCTPA21
 ACCOUNTING PERIOD: 3/19

SELECTION CRITERIA: chkstat.rundate between '20180801 00:00:00.000' and '20180925 00:00:00.000'

1900131	08/17/2018	360 COMMUNITIES	R	243442.00	ACCOUNTS PAYABLE CHECK
1900132	08/17/2018	AAA MOVERS INC	R	702.46	ACCOUNTS PAYABLE CHECK
1900133	08/17/2018	APPLE COMPUTER, INC	R	432.00	ACCOUNTS PAYABLE CHECK
1900134	08/17/2018	ASCD	R	239.00	ACCOUNTS PAYABLE CHECK
1900135	08/17/2018	BOOTH LAW GROUP	R	2089.00	ACCOUNTS PAYABLE CHECK
1900136	08/17/2018	CENTURYLINK	R	191.06	ACCOUNTS PAYABLE CHECK
1900137	08/17/2018	COMMUNITY OF HOPE	R	2500.00	ACCOUNTS PAYABLE CHECK
1900138	08/17/2018	DAKOTA COUNTY SOCIAL SERVICES	R	9.56	ACCOUNTS PAYABLE CHECK
1900139	08/17/2018	DEXYP	R	648.00	ACCOUNTS PAYABLE CHECK
1900140	08/17/2018	ECM PUBLISHERS, INC.	R	55.04	ACCOUNTS PAYABLE CHECK
1900141	08/17/2018	EDUCATORS BENEFIT CONSULTANTS, LLC	R	204.20	ACCOUNTS PAYABLE CHECK
1900142	08/17/2018	FATHER FLANAGAN'S BOYS HOME	R	151.65	ACCOUNTS PAYABLE CHECK
1900143	08/17/2018	FRONTIER	R	760.29	ACCOUNTS PAYABLE CHECK
1900144	08/17/2018	GOVCONNECTION, INC.	R	1109.30	ACCOUNTS PAYABLE CHECK
1900145	08/17/2018	LOFFLER BUSINESS SYSTEMS	R	125.00	ACCOUNTS PAYABLE CHECK
1900146	08/17/2018	MENARDS	R	283.91	ACCOUNTS PAYABLE CHECK
1900147	08/17/2018	MIDWEST PLAYSCAPES, INC	R	56274.12	ACCOUNTS PAYABLE CHECK
1900148	08/17/2018	MINNESOTA ENERGY RESOURCES	R	114.85	ACCOUNTS PAYABLE CHECK
1900149	08/17/2018	MONARCH TEACHING TECHNOLOGIES, INC.	R	432.00	ACCOUNTS PAYABLE CHECK
1900150	08/17/2018	PEDIATRIC HOME SERVICE	R	6112.50	ACCOUNTS PAYABLE CHECK
1900151	08/17/2018	SONOVA USA INC.	R	65150.71	ACCOUNTS PAYABLE CHECK
1900152	08/17/2018	SUNBELT STAFFING, LLC	R	942.50	ACCOUNTS PAYABLE CHECK
1900153	08/17/2018	TEACHERS ON CALL	R	4398.32	ACCOUNTS PAYABLE CHECK
1900154	08/17/2018	TIES	R	11032.45	ACCOUNTS PAYABLE CHECK
1900155	08/17/2018	UNITED HEARTLAND	R	31356.00	ACCOUNTS PAYABLE CHECK
1900156	08/17/2018	WESTONE	R	383.06	ACCOUNTS PAYABLE CHECK
1900157	08/24/2018	AAPC PUBLISHING	R	52.56	ACCOUNTS PAYABLE CHECK
1900158	08/24/2018	ACCESS RESOURCES	R	1782.00	ACCOUNTS PAYABLE CHECK
1900159	08/24/2018	APPLE INC.	R	17542.00	ACCOUNTS PAYABLE CHECK
1900160	08/24/2018	APPLE VALLEY ISD LLC	R	40705.50	ACCOUNTS PAYABLE CHECK
1900161	08/24/2018	BESTER BROS	R	6270.00	ACCOUNTS PAYABLE CHECK
1900162	08/24/2018	CANON USA	R	330.40	ACCOUNTS PAYABLE CHECK
1900163	08/24/2018	CENTER FOR COLLABORATIVE CLASSROOM	R	6912.00	ACCOUNTS PAYABLE CHECK
1900164	08/24/2018	CENTERPOINT ENERGY	R	52.15	ACCOUNTS PAYABLE CHECK
1900165	08/24/2018	CSAM	R	575.00	ACCOUNTS PAYABLE CHECK
1900166	08/24/2018	DAKOTA COUNTY TRIBUNE	R	148.62	ACCOUNTS PAYABLE CHECK
* 1900166	08/29/2018	DAKOTA COUNTY TRIBUNE	V	-148.62	VOID MANUAL CHECK
1900167	08/24/2018	FRONTIER	R	1179.23	ACCOUNTS PAYABLE CHECK
1900168	08/24/2018	GANDER PUBLISHING	R	549.95	ACCOUNTS PAYABLE CHECK
1900169	08/24/2018	GOVCONNECTION, INC.	R	3210.13	ACCOUNTS PAYABLE CHECK
1900170	08/24/2018	IND SCH DIST 191	R	25864.68	ACCOUNTS PAYABLE CHECK
1900171	08/24/2018	INVER GROVE ISD LLC	R	72174.93	ACCOUNTS PAYABLE CHECK
1900172	08/24/2018	JOHNSON CONTROLS FIRE PROTECTION	R	1098.60	ACCOUNTS PAYABLE CHECK
1900173	08/24/2018	JWS CONSTRUCTION	R	10806.00	ACCOUNTS PAYABLE CHECK
1900174	08/24/2018	MARCO INC	R	115.58	ACCOUNTS PAYABLE CHECK
1900175	08/24/2018	MEDICA	R	1637.99	ACCOUNTS PAYABLE CHECK
1900176	08/24/2018	MEDICAREBLUE RX	R	37.40	ACCOUNTS PAYABLE CHECK
1900177	08/24/2018	NASCO	R	557.28	ACCOUNTS PAYABLE CHECK
1900178	08/24/2018	OFFICE OF MN.IT SERVICES-A/R	R	1271.99	ACCOUNTS PAYABLE CHECK
1900179	08/24/2018	PROFESSIONAL CRISIS MANAGEMENT ASSO	R	13533.80	ACCOUNTS PAYABLE CHECK
1900180	08/24/2018	ROGUE FITNESS	R	602.65	ACCOUNTS PAYABLE CHECK
1900181	08/24/2018	SCHOOL SPECIALTY	R	73.84	ACCOUNTS PAYABLE CHECK
1900182	08/24/2018	SOCIAL THINKING	R	798.47	ACCOUNTS PAYABLE CHECK
1900183	08/24/2018	SONOVA USA INC.	R	46000.28	ACCOUNTS PAYABLE CHECK
1900184	08/24/2018	SUNBELT STAFFING, LLC	R	1856.00	ACCOUNTS PAYABLE CHECK
1900185	08/24/2018	THERAPRO, INC	R	107.23	ACCOUNTS PAYABLE CHECK
1900186	08/24/2018	TIERNEY BROS. INC	R	3190.64	ACCOUNTS PAYABLE CHECK

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1900187	08/24/2018	TIES	R	25479.86	ACCOUNTS PAYABLE CHECK
1900188	08/24/2018	TRAINERS WAREHOUSE	R	81.62	ACCOUNTS PAYABLE CHECK
1900189	08/29/2018	AMAZON.COM, LLC	R	1410.74	ACCOUNTS PAYABLE CHECK
1900190	08/29/2018	CENTURYLINK COMMUNICATONS, LLC	R	476.58	ACCOUNTS PAYABLE CHECK
1900191	08/29/2018	ECM PUBLISHERS, INC.	R	309.27	ACCOUNTS PAYABLE CHECK
1900192	08/29/2018	ETA HAND2MIND	R	345.09	ACCOUNTS PAYABLE CHECK
1900193	08/29/2018	FRONTIER	R	569.14	ACCOUNTS PAYABLE CHECK
1900194	08/29/2018	GOVCONNECTION INC	R	1215.94	ACCOUNTS PAYABLE CHECK
1900195	08/29/2018	LOVING GUIDANCE INC	R	3540.00	ACCOUNTS PAYABLE CHECK
1900196	08/29/2018	MARCO INC	R	1117.35	ACCOUNTS PAYABLE CHECK
1900197	08/29/2018	MSDSONLINE	R	2000.00	ACCOUNTS PAYABLE CHECK
1900198	08/29/2018	MULTI-HEALTH SYSTEMS INC.	R	1054.50	ACCOUNTS PAYABLE CHECK
1900199	08/29/2018	OUTDOOR IMAGES, INC	R	2970.00	ACCOUNTS PAYABLE CHECK
1900200	08/29/2018	SCIENCE MUSEUM OF MN	R	270.00	ACCOUNTS PAYABLE CHECK
* 1900200	08/29/2018	SCIENCE MUSEUM OF MN	V	-270.00	VOID MANUAL CHECK
1900201	08/29/2018	UNIVERSITY OF MINNESOTA	R	850.00	ACCOUNTS PAYABLE CHECK
1900202	08/29/2018	XCEL ENERGY	R	6082.50	ACCOUNTS PAYABLE CHECK
1900203	08/29/2018	SCIENCE MUSEUM OF MINNESOTA	R	270.00	ACCOUNTS PAYABLE CHECK
1900204	09/06/2018	CITY OF APPLE VALLEY	R	240.00	ACCOUNTS PAYABLE CHECK
1900205	09/06/2018	CUB FOODS - ROSEMOUNT	R	164.91	ACCOUNTS PAYABLE CHECK
1900206	09/06/2018	DIAMOND VOGEL PAINT CENTER - 807	R	1508.80	ACCOUNTS PAYABLE CHECK
1900207	09/06/2018	GOVCONNECTION INC	R	1516.16	ACCOUNTS PAYABLE CHECK
1900208	09/06/2018	IND SCH DIST 191	R	139.80	ACCOUNTS PAYABLE CHECK
1900209	09/06/2018	INFINITE CAMPUS, INC	R	10054.30	ACCOUNTS PAYABLE CHECK
1900210	09/06/2018	LILLIE SUBURBAN NEWSPAPER, INC	R	253.00	ACCOUNTS PAYABLE CHECK
1900211	09/06/2018	MALLOY, MONTAGUE, KARNOWSKI, RADOSE	R	2500.00	ACCOUNTS PAYABLE CHECK
1900212	09/06/2018	MENARDS	R	253.57	ACCOUNTS PAYABLE CHECK
1900213	09/06/2018	MN SCHOOL BOARDS ASSN	R	2100.00	ACCOUNTS PAYABLE CHECK
1900214	09/06/2018	NASCO	R	173.04	ACCOUNTS PAYABLE CHECK
1900215	09/06/2018	OUTDOOR IMAGES, INC	R	968.00	ACCOUNTS PAYABLE CHECK
1900216	09/06/2018	PACER CENTER INC	R	15.00	ACCOUNTS PAYABLE CHECK
1900217	09/06/2018	SR MECHANICAL, INC	R	995.00	ACCOUNTS PAYABLE CHECK
1900218	09/06/2018	PLANSOURCE BENEFITS ADMINISTRATION,	R	2794.42	ACCOUNTS PAYABLE CHECK
1900219	09/06/2018	REPUBLIC SERVICES # 923	R	577.09	ACCOUNTS PAYABLE CHECK
1900220	09/06/2018	TECHNOLOGY BY DESIGN LLC	R	6036.98	ACCOUNTS PAYABLE CHECK
1900221	09/06/2018	TIERNEY BROS. INC.	R	11112.69	ACCOUNTS PAYABLE CHECK
1900222	09/06/2018	TIES	R	32515.92	ACCOUNTS PAYABLE CHECK
1900223	09/06/2018	UNIQUE SOFTWARE CORP	R	2459.00	ACCOUNTS PAYABLE CHECK
1900224	09/06/2018	WH SECURITY, LLC	R	65.85	ACCOUNTS PAYABLE CHECK
1900225	09/10/2018	F.H. CANN & ASSOCIATES, INC	R	92.76	ACCOUNTS PAYABLE CHECK
1900226	09/10/2018	RELATED SERVICES NURSES ESP	R	114.55	ACCOUNTS PAYABLE CHECK
1900227	09/10/2018	U.S. DEPARTMENT OF EDUCATION	R	139.14	ACCOUNTS PAYABLE CHECK
1900228	09/10/2018	WADDELL & REED INC	R	504.17	ACCOUNTS PAYABLE CHECK
1900229	09/12/2018	ACCELERATED TECHNOLOGIES	R	69033.09	ACCOUNTS PAYABLE CHECK
1900230	09/12/2018	ACCIDENT FUND GENERAL INSURANCE CO	R	31356.00	ACCOUNTS PAYABLE CHECK
1900231	09/12/2018	ASL INTERPRETING SERVICES, INC	R	960.00	ACCOUNTS PAYABLE CHECK
1900232	09/12/2018	ASSOCIATED CLINIC OF PSYCHOLOGY, IN	R	250.00	ACCOUNTS PAYABLE CHECK
1900233	09/12/2018	BEDROCK LITERACY	R	190.00	ACCOUNTS PAYABLE CHECK
1900234	09/12/2018	CITI CARDS	R	45.08	ACCOUNTS PAYABLE CHECK
1900235	09/12/2018	COUNCIL FOR EXCEPTIONAL CHILDREN	R	440.00	ACCOUNTS PAYABLE CHECK
1900236	09/12/2018	DEXYP	R	324.00	ACCOUNTS PAYABLE CHECK
1900237	09/12/2018	E. JAYNIE LEUNG	R	42.00	ACCOUNTS PAYABLE CHECK
1900238	09/12/2018	FRONTIER	R	760.29	ACCOUNTS PAYABLE CHECK
1900239	09/12/2018	GUTHERIE THEATER	R	300.00	ACCOUNTS PAYABLE CHECK
1900240	09/12/2018	THE HANOVER INSURANCE GROUP	R	45397.43	ACCOUNTS PAYABLE CHECK
1900241	09/12/2018	INFINITY WIRELESS, INC.	R	35895.00	ACCOUNTS PAYABLE CHECK
1900242	09/12/2018	LOW VOLTAGE INTEGRATORS INC	R	974.10	ACCOUNTS PAYABLE CHECK

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1900243	09/12/2018	MCGRAW-HILL SCHOOL ED HOLDINGS LLC	R	9324.88	ACCOUNTS PAYABLE CHECK
1900244	09/12/2018	MCGRAW-HILL SCHOOL ED HOLDINGS LLC	R	9702.60	ACCOUNTS PAYABLE CHECK
1900245	09/12/2018	METRO ECSU--REGION11 ISD#920	R	3520.00	ACCOUNTS PAYABLE CHECK
1900246	09/12/2018	MIDWEST SPECIAL INSTRUMENTS, CORP	R	3995.00	ACCOUNTS PAYABLE CHECK
1900247	09/12/2018	MINNESOTA ENERGY RESOURCES	R	96.60	ACCOUNTS PAYABLE CHECK
1900248	09/12/2018	NASCO	R	333.26	ACCOUNTS PAYABLE CHECK
1900249	09/12/2018	NCS PEARSON, INC.	R	2724.05	ACCOUNTS PAYABLE CHECK
1900250	09/12/2018	NEWS-2-YOU INC	R	177.54	ACCOUNTS PAYABLE CHECK
1900251	09/12/2018	OFFICE DEPOT	R	2026.79	ACCOUNTS PAYABLE CHECK
1900252	09/12/2018	OUTDOOR IMAGES, INC	R	550.00	ACCOUNTS PAYABLE CHECK
1900253	09/12/2018	PEARSON EDUCATION INC.	R	248.60	ACCOUNTS PAYABLE CHECK
1900254	09/12/2018	PEARSON EDUCATION, INC.	R	5402.38	ACCOUNTS PAYABLE CHECK
1900255	09/12/2018	PROFESSIONAL WIRELESS COMMUNICATION	R	22976.54	ACCOUNTS PAYABLE CHECK
1900256	09/12/2018	REMEDIA PUBLICATIONS	R	253.94	ACCOUNTS PAYABLE CHECK
1900257	09/12/2018	ROSEMOUNT SAW & TOOL	R	188.73	ACCOUNTS PAYABLE CHECK
1900258	09/12/2018	SCHOLASTIC	R	1445.43	ACCOUNTS PAYABLE CHECK
1900259	09/12/2018	SCHOLASTIC, INC	R	852.13	ACCOUNTS PAYABLE CHECK
1900260	09/12/2018	SCHOOL SPECIALTY	R	386.92	ACCOUNTS PAYABLE CHECK
1900261	09/12/2018	SOUTHPAW ENTERPRISES, INC.	R	1261.41	ACCOUNTS PAYABLE CHECK
1900262	09/12/2018	SPECIAL SUPPLIES	R	132.69	ACCOUNTS PAYABLE CHECK
1900263	09/12/2018	SUPER DUPER SCHOOL CO	R	1070.72	ACCOUNTS PAYABLE CHECK
1900264	09/12/2018	SUPPLYWORKS	R	1263.36	ACCOUNTS PAYABLE CHECK
1900265	09/12/2018	THE WEEK	R	1037.40	ACCOUNTS PAYABLE CHECK
1900266	09/12/2018	THERAPY SHOPPE, INC.	R	103.80	ACCOUNTS PAYABLE CHECK
1900267	09/12/2018	UNIVERSAL CLEANING SERVICES	R	3285.00	ACCOUNTS PAYABLE CHECK
1900268	09/12/2018	UNIVERSAL CLEANING SERVICES	R	3175.00	ACCOUNTS PAYABLE CHECK
1900269	09/12/2018	USI	R	289.11	ACCOUNTS PAYABLE CHECK
1900270	09/12/2018	VIRCO INC.	R	11343.85	ACCOUNTS PAYABLE CHECK
1900271	09/12/2018	WEST MUSIC	R	123.90	ACCOUNTS PAYABLE CHECK
1900272	09/12/2018	WISC-EDUCATION	R	1313.25	ACCOUNTS PAYABLE CHECK
1900273	09/12/2018	ZANER-BLOSER	R	15951.60	ACCOUNTS PAYABLE CHECK
1900274	09/20/2018	APPLE VALLEY ISD LLC	R	40705.50	ACCOUNTS PAYABLE CHECK
1900275	09/20/2018	APPLE VALLEY ISD LLC	R	15283.08	ACCOUNTS PAYABLE CHECK
1900276	09/20/2018	ASL INTERPRETING SERVICES, INC	R	690.00	ACCOUNTS PAYABLE CHECK
1900277	09/20/2018	BOOTH LAW GROUP	R	1968.50	ACCOUNTS PAYABLE CHECK
1900278	09/20/2018	BREANNA BAKER	R	1512.50	ACCOUNTS PAYABLE CHECK
1900279	09/20/2018	CANON USA	R	330.40	ACCOUNTS PAYABLE CHECK
1900280	09/20/2018	CITY OF APPLE VALLEY	R	120.00	ACCOUNTS PAYABLE CHECK
1900281	09/20/2018	CYNTHIA SHELTON	R	1130.00	ACCOUNTS PAYABLE CHECK
1900282	09/20/2018	EDUCATORS BENEFIT CONSULTANTS, LLC	R	202.20	ACCOUNTS PAYABLE CHECK
1900283	09/20/2018	GOPHER SPORT	R	5843.28	ACCOUNTS PAYABLE CHECK
1900284	09/20/2018	GRAINGER	R	266.02	ACCOUNTS PAYABLE CHECK
1900285	09/20/2018	HASTINGS PUBLIC SCHOOLS	R	399.56	ACCOUNTS PAYABLE CHECK
1900286	09/20/2018	INFINITE CAMPUS, INC	R	1105.48	ACCOUNTS PAYABLE CHECK
1900287	09/20/2018	INVER GROVE ISD LLC	R	72174.93	ACCOUNTS PAYABLE CHECK
1900288	09/20/2018	INVER HILLS COMMUNITY COLLEGE	R	1170.00	ACCOUNTS PAYABLE CHECK
1900289	09/20/2018	INVER HILLS COMMUNITY COLLEGE	R	699.83	ACCOUNTS PAYABLE CHECK
1900290	09/20/2018	LOFFLER BUSINESS SYSTEMS	R	125.00	ACCOUNTS PAYABLE CHECK
1900291	09/20/2018	MCKESSON MEDICAL--SURGICAL MN SUPPLY	R	903.21	ACCOUNTS PAYABLE CHECK
1900292	09/20/2018	MCR MEDICAL SUPPLY	R	1134.44	ACCOUNTS PAYABLE CHECK
1900293	09/20/2018	MDVI - ATTN: MOLLY OUELLETTE	R	1010.00	ACCOUNTS PAYABLE CHECK
1900294	09/20/2018	MEDICAREBLUE RX	R	37.40	ACCOUNTS PAYABLE CHECK
1900295	09/20/2018	OFFICE OF MN.IT SERVICES	R	1171.37	ACCOUNTS PAYABLE CHECK
1900296	09/20/2018	OUTDOOR IMAGES, INC	R	274.00	ACCOUNTS PAYABLE CHECK
1900297	09/20/2018	PEDIATRIC HOME SERVICE	R	1968.75	ACCOUNTS PAYABLE CHECK
1900298	09/20/2018	PITNEY BOWES INC	R	54.00	ACCOUNTS PAYABLE CHECK
1900299	09/20/2018	REINHART FOODSERVICE, LLC	R	2113.70	ACCOUNTS PAYABLE CHECK

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1900300	09/20/2018	SAM'S CLUB/SYNCHRONY BANK	R	115.70	ACCOUNTS PAYABLE CHECK
1900301	09/20/2018	SOUTHPAW ENTERPRISES, INC.	R	5520.57	ACCOUNTS PAYABLE CHECK
1900302	09/20/2018	SPECIAL DELIVERY MN, LLC	R	315.00	ACCOUNTS PAYABLE CHECK
1900303	09/20/2018	ST PAUL PUBLISHING COMPANY	R	190.74	ACCOUNTS PAYABLE CHECK
1900304	09/20/2018	SUPER DUPER SCHOOL CO	R	275.77	ACCOUNTS PAYABLE CHECK
1900305	09/20/2018	TEACHERS ON CALL	R	3996.28	ACCOUNTS PAYABLE CHECK
1900306	09/20/2018	THERAPRO INC.	R	168.14	ACCOUNTS PAYABLE CHECK
1900307	09/20/2018	TIERNEY BROS. INC	R	4916.03	ACCOUNTS PAYABLE CHECK
1900308	09/20/2018	VIRCO MFG CORP	R	2171.16	ACCOUNTS PAYABLE CHECK
1900309	09/20/2018	WESTONE	R	215.00	ACCOUNTS PAYABLE CHECK
* 9200122	08/09/2018	ACE ASPHALT PAVEING CONTRACTORS	R	10956.75	ACCOUNTS PAYABLE CHECK
*V4000001	08/13/2018	SUPPLYWORKS	R	503.18	ACCOUNTS PAYABLE VOUCHER
*V4000002	08/13/2018	ANCHOR PAPER	R	2240.00	ACCOUNTS PAYABLE VOUCHER
*V4000003	08/13/2018	WELLS FARGO	R	3471.80	ACCOUNTS PAYABLE VOUCHER
*V4000004	08/13/2018	FASTBRIDGE LEARNING	R	2450.00	ACCOUNTS PAYABLE VOUCHER
*V4000005	08/13/2018	INTEGRATED PROTECTION SYSTEMS	R	19313.35	ACCOUNTS PAYABLE VOUCHER
*V4000006	08/13/2018	NCS PEARSON INC	R	10720.75	ACCOUNTS PAYABLE VOUCHER
*V4000007	08/13/2018	PITNEY BOWES	R	54.00	ACCOUNTS PAYABLE VOUCHER
*V4000008	08/13/2018	PROFESSIONAL CRISIS MANAGEMENT ASSO	R	4242.50	ACCOUNTS PAYABLE VOUCHER
*V4000009	08/13/2018	RENAISSANCE LEARNING INC	R	6050.00	ACCOUNTS PAYABLE VOUCHER
*V4000010	08/13/2018	SUPREME SCHOOL SUPPLY	R	218.31	ACCOUNTS PAYABLE VOUCHER
*V4000011	08/13/2018	UNIVERSAL CLEANING SERVICES	R	6460.00	ACCOUNTS PAYABLE VOUCHER
*V6600028	08/28/2018	JAMIE AUTUMN DALBESIO	V	-90.00	VOID MANUAL CHECK
*V6600036	08/08/2018	CORY LEE LANGENFELD	R	101.37	ACCOUNTS PAYABLE VOUCHER
*V6600037	08/09/2018	LOREEN M. BOHNERT	R	21.26	ACCOUNTS PAYABLE VOUCHER
*V6600038	08/09/2018	JAMES EDWARD COCHRAN	R	23.00	ACCOUNTS PAYABLE VOUCHER
*V6600039	08/09/2018	JENNIFER AMY HETLAND	R	133.53	ACCOUNTS PAYABLE VOUCHER
*V6600040	08/09/2018	JULIE CHRISTINE ILLA	R	10.90	ACCOUNTS PAYABLE VOUCHER
*V6600041	08/09/2018	BETSY SUE LARSEN	R	89.38	ACCOUNTS PAYABLE VOUCHER
*V6600042	08/09/2018	BROOKE ALLYSON PETERSON	R	92.65	ACCOUNTS PAYABLE VOUCHER
*V6600043	08/13/2018	GINA MARIE ASHLEY	R	46.87	ACCOUNTS PAYABLE VOUCHER
*V6600044	08/13/2018	RUTH A. SNIDER	R	5.45	ACCOUNTS PAYABLE VOUCHER
*V6600045	08/23/2018	JOAN SCHAEFER ASMUS	R	186.70	ACCOUNTS PAYABLE VOUCHER
*V6600046	08/23/2018	TRACY LEE BIRTNEN	R	16.74	ACCOUNTS PAYABLE VOUCHER
*V6600047	08/23/2018	TARA JO BLACKERT	R	45.00	ACCOUNTS PAYABLE VOUCHER
*V6600048	08/23/2018	DON JAMES BUDACH	R	222.44	ACCOUNTS PAYABLE VOUCHER
*V6600049	08/23/2018	ANNE LOUISE BYER	R	45.00	ACCOUNTS PAYABLE VOUCHER
*V6600050	08/23/2018	JAMIE AUTUMN DALBESIO	R	180.00	ACCOUNTS PAYABLE VOUCHER
*V6600051	08/23/2018	MEGHAN LOUISE DOBSON	R	45.00	ACCOUNTS PAYABLE VOUCHER
*V6600052	08/23/2018	CARMEN MARIE EATON	R	45.00	ACCOUNTS PAYABLE VOUCHER
*V6600053	08/23/2018	KRISTIN L ENGELHARDT-FISCHBEIN	R	54.50	ACCOUNTS PAYABLE VOUCHER
*V6600054	08/23/2018	PAMELA VICK GARRETSON	R	90.00	ACCOUNTS PAYABLE VOUCHER
*V6600055	08/23/2018	THERESA JEAN GULBRANSEN	R	90.00	ACCOUNTS PAYABLE VOUCHER
*V6600056	08/23/2018	LINDSEY BRYANT HARTJES	R	90.00	ACCOUNTS PAYABLE VOUCHER
*V6600057	08/23/2018	JENNIFER AMY HETLAND	R	90.00	ACCOUNTS PAYABLE VOUCHER
*V6600058	08/23/2018	DIANE RENEE JEFFRIES	R	24.04	ACCOUNTS PAYABLE VOUCHER
*V6600059	08/23/2018	BREANNE LEIGH KALINA	R	35.97	ACCOUNTS PAYABLE VOUCHER
*V6600060	08/23/2018	CORY LEE LANGENFELD	R	90.00	ACCOUNTS PAYABLE VOUCHER
*V6600061	08/23/2018	BETSY SUE LARSEN	R	46.97	ACCOUNTS PAYABLE VOUCHER
*V6600062	08/23/2018	CATHLEEN CAROL MATTICE	R	45.00	ACCOUNTS PAYABLE VOUCHER
*V6600063	08/23/2018	ANN LOUISE MAYES	R	90.00	ACCOUNTS PAYABLE VOUCHER
*V6600064	08/23/2018	HOLLY MARIE PEMBLE	R	23.50	ACCOUNTS PAYABLE VOUCHER
*V6600065	08/23/2018	AMANDA LYNN PETERS	R	45.00	ACCOUNTS PAYABLE VOUCHER
*V6600066	08/23/2018	BROOKE ALLYSON PETERSON	R	90.00	ACCOUNTS PAYABLE VOUCHER
*V6600067	08/23/2018	WENDI MARLAINA RENKEN	R	45.00	ACCOUNTS PAYABLE VOUCHER
*V6600068	08/23/2018	NICOLLE KATHERINE ROUSH	R	90.00	ACCOUNTS PAYABLE VOUCHER
*V6600069	08/23/2018	MELISSA RAE SCHALLER	R	180.91	ACCOUNTS PAYABLE VOUCHER

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*V6600070	08/23/2018	DAVID LEON STOLL	R	90.00	ACCOUNTS PAYABLE VOUCHER
*V6600071	08/23/2018	AMY LYNN SWANEY	R	90.00	ACCOUNTS PAYABLE VOUCHER
*V6600072	08/23/2018	ERIC JOSEPH VAN BROCKLIN	R	90.00	ACCOUNTS PAYABLE VOUCHER
*V6600073	08/23/2018	MICHELLE LYNN VOLLBRECHT	R	45.00	ACCOUNTS PAYABLE VOUCHER
*V6600074	08/23/2018	SCOTT MICHAEL ZEHNDER	R	20.00	ACCOUNTS PAYABLE VOUCHER
*V6600075	08/23/2018	MARK A. ZUZEK	R	383.13	ACCOUNTS PAYABLE VOUCHER
*V6600076	09/13/2018	GINA MARIE ASHLEY	R	39.24	ACCOUNTS PAYABLE VOUCHER
*V6600077	09/13/2018	LOREEN M. BOHNERT	R	57.23	ACCOUNTS PAYABLE VOUCHER
*V6600078	09/13/2018	DON JAMES BUDACH	R	93.74	ACCOUNTS PAYABLE VOUCHER
*V6600079	09/13/2018	MICHAEL ROBERT BURGIO	R	33.79	ACCOUNTS PAYABLE VOUCHER
*V6600080	09/13/2018	CRAIG ALAN CURTIS	R	141.70	ACCOUNTS PAYABLE VOUCHER
*V6600081	09/13/2018	CYNTHIA GARWOOD DIVELY	R	5.45	ACCOUNTS PAYABLE VOUCHER
*V6600082	09/13/2018	VALERIE RAE ENFIEJIAN	R	40.00	ACCOUNTS PAYABLE VOUCHER
*V6600083	09/13/2018	DALE EDWARD ENGMAN	R	398.54	ACCOUNTS PAYABLE VOUCHER
*V6600084	09/13/2018	ROXANN RHYN JOHNSON	R	298.12	ACCOUNTS PAYABLE VOUCHER
*V6600085	09/13/2018	AMY TAMARAH WOLF KAUFMAN	R	55.59	ACCOUNTS PAYABLE VOUCHER
*V6600086	09/13/2018	CORY LEE LANGENFELD	R	303.02	ACCOUNTS PAYABLE VOUCHER
*V6600087	09/13/2018	BETSY SUE LARSEN	R	9.27	ACCOUNTS PAYABLE VOUCHER
*V6600088	09/13/2018	KELSEY RAE MLODOZYNIAC	R	210.92	ACCOUNTS PAYABLE VOUCHER
*V6600089	09/13/2018	LYNN CATHERINE MORRIS	R	421.07	ACCOUNTS PAYABLE VOUCHER
*V6600090	09/13/2018	KIRSTEN JOY MULRANEY	R	16.35	ACCOUNTS PAYABLE VOUCHER
*V6600091	09/13/2018	EMILY ANN PFISTERER	R	188.57	ACCOUNTS PAYABLE VOUCHER
*V6600092	09/13/2018	ALYSSA JANE ROSS	R	33.79	ACCOUNTS PAYABLE VOUCHER
*V6600093	09/13/2018	SARA ANN TUVEY	R	33.79	ACCOUNTS PAYABLE VOUCHER
*V6600094	09/13/2018	ERIC JOSEPH VAN BROCKLIN	R	95.95	ACCOUNTS PAYABLE VOUCHER
*V6600095	09/13/2018	MARK A. ZUZEK	R	456.13	ACCOUNTS PAYABLE VOUCHER
*V7700020	08/15/2018	CORPORATE HEALTH SYSTEMS	R	2210.55	ACCOUNTS PAYABLE VOUCHER
*V7700021	08/15/2018	DELTA DENTAL OF MINNESOTA	R	41402.05	ACCOUNTS PAYABLE VOUCHER
*V7700022	08/15/2018	MEDICA	R	214824.30	ACCOUNTS PAYABLE VOUCHER
*V7700023	08/17/2018	AFLAC	R	372.53	ACCOUNTS PAYABLE VOUCHER
*V7700024	08/17/2018	AMERIPRISE FINANCIAL ADVISORS	R	550.00	ACCOUNTS PAYABLE VOUCHER
*V7700025	08/17/2018	CORPORATE HEALTH SYSTEMS	R	870.07	ACCOUNTS PAYABLE VOUCHER
*V7700026	08/17/2018	AXA EQUITABLE LIFE INS CO	R	112.09	ACCOUNTS PAYABLE VOUCHER
*V7700027	08/17/2018	FIDELITY INVSTMT TAX-EX SVC CO	R	100.00	ACCOUNTS PAYABLE VOUCHER
*V7700028	08/17/2018	HEALTH EQUITY, INC.	R	4030.11	ACCOUNTS PAYABLE VOUCHER
*V7700029	08/17/2018	HORACE MANN LIFE INS	R	100.00	ACCOUNTS PAYABLE VOUCHER
*V7700030	08/17/2018	INTERNAL REVENUE SERVICE	R	69976.09	ACCOUNTS PAYABLE VOUCHER
*V7700031	08/17/2018	KANSAS CITY LIFE INSURANCE COMPANY	R	778.19	ACCOUNTS PAYABLE VOUCHER
*V7700032	08/17/2018	EDUCATION MN ESI BILLING TRUST	R	179.17	ACCOUNTS PAYABLE VOUCHER
*V7700033	08/17/2018	MN DEPT OF REVENUE	R	11481.15	ACCOUNTS PAYABLE VOUCHER
*V7700034	08/17/2018	MN STATE RETIREMENT SYSTEM	R	250.00	ACCOUNTS PAYABLE VOUCHER
*V7700035	08/17/2018	EXECUTIVE DIRECTOR	R	18569.65	ACCOUNTS PAYABLE VOUCHER
*V7700036	08/17/2018	STATE TREASURER, TRA	R	24576.21	ACCOUNTS PAYABLE VOUCHER
*V7700037	08/17/2018	VARIABLE ANNUITY LIFE INS CO	R	1978.33	ACCOUNTS PAYABLE VOUCHER
*V7700038	08/24/2018	AFLAC	R	372.53	ACCOUNTS PAYABLE VOUCHER
*V7700039	08/24/2018	AMERIPRISE FINANCIAL ADVISORS	R	2931.25	ACCOUNTS PAYABLE VOUCHER
*V7700040	08/24/2018	MN CHILD SUPPORT PAYMENT CENTER	R	594.60	ACCOUNTS PAYABLE VOUCHER
*V7700041	08/24/2018	AXA EQUITABLE LIFE INS CO	R	1367.60	ACCOUNTS PAYABLE VOUCHER
*V7700042	08/24/2018	FIDELITY INVSTMT TAX-EX SVC CO	R	4541.66	ACCOUNTS PAYABLE VOUCHER
*V7700043	08/24/2018	HEALTH EQUITY, INC.	R	17738.15	ACCOUNTS PAYABLE VOUCHER
*V7700044	08/24/2018	HORACE MANN LIFE INS	R	708.33	ACCOUNTS PAYABLE VOUCHER
*V7700045	08/24/2018	INTERNAL REVENUE SERVICE	R	159157.13	ACCOUNTS PAYABLE VOUCHER
*V7700046	08/24/2018	EDUCATION MN ESI BILLING TRUST	R	2396.21	ACCOUNTS PAYABLE VOUCHER
*V7700047	08/24/2018	MN DEPT OF REVENUE	R	26780.31	ACCOUNTS PAYABLE VOUCHER
*V7700048	08/24/2018	MN DEPT OF REVENUE(C)	R	136.74	ACCOUNTS PAYABLE VOUCHER
*V7700049	08/24/2018	MN STATE RETIREMENT SYSTEM	R	250.00	ACCOUNTS PAYABLE VOUCHER
*V7700050	08/24/2018	PAYROLL ACCT #3805704197	R	369392.36	ACCOUNTS PAYABLE VOUCHER

TIES
 DATE: 09/25/2018
 TIME: 12:54:09

INTERMEDIATE SCHOOL DISTRICT
 CHECK REGISTER INCLUDING SYSTEM VOIDS

PAGE NUMBER: 7
 ACCTPA21
 ACCOUNTING PERIOD: 3/19

SELECTION CRITERIA: chkstat.rundate between '20180801 00:00:00.000' and '20180925 00:00:00.000'

*V7700051	08/24/2018	EXECUTIVE DIRECTOR	R	32136.24	ACCOUNTS PAYABLE VOUCHER
*V7700052	08/24/2018	STATE TREASURER, TRA	R	75631.96	ACCOUNTS PAYABLE VOUCHER
*V7700053	08/24/2018	VARIABLE ANNUITY LIFE INS CO	R	2366.24	ACCOUNTS PAYABLE VOUCHER
*V7700054	08/24/2018	VOYA	R	311.25	ACCOUNTS PAYABLE VOUCHER
*V7700055	08/24/2018	AMERIPRISE FINANCIAL ADVISORS	R	2381.25	ACCOUNTS PAYABLE VOUCHER
*V7700056	08/24/2018	MN CHILD SUPPORT PAYMENT CENTER	R	594.60	ACCOUNTS PAYABLE VOUCHER
*V7700057	08/24/2018	AXA EQUITABLE LIFE INS CO	R	1255.51	ACCOUNTS PAYABLE VOUCHER
*V7700058	08/24/2018	FIDELITY INVSTMT TAX-EX SVC CO	R	4441.66	ACCOUNTS PAYABLE VOUCHER
*V7700059	08/24/2018	HEALTH EQUITY, INC.	R	13583.04	ACCOUNTS PAYABLE VOUCHER
*V7700060	08/24/2018	HORACE MANN LIFE INS	R	608.33	ACCOUNTS PAYABLE VOUCHER
*V7700061	08/24/2018	INTERNAL REVENUE SERVICE	R	115958.36	ACCOUNTS PAYABLE VOUCHER
*V7700062	08/24/2018	EDUCATION MN ESI BILLING TRUST	R	2217.04	ACCOUNTS PAYABLE VOUCHER
*V7700063	08/24/2018	MN DEPT OF REVENUE	R	19618.06	ACCOUNTS PAYABLE VOUCHER
*V7700064	08/24/2018	PAYROLL ACCT #3805704197	R	366025.50	ACCOUNTS PAYABLE VOUCHER
*V7700065	08/24/2018	EXECUTIVE DIRECTOR	R	20904.64	ACCOUNTS PAYABLE VOUCHER
*V7700066	08/24/2018	STATE TREASURER, TRA	R	60674.18	ACCOUNTS PAYABLE VOUCHER
*V7700067	08/24/2018	VARIABLE ANNUITY LIFE INS CO	R	1062.91	ACCOUNTS PAYABLE VOUCHER
*V7700068	08/24/2018	VOYA	R	311.25	ACCOUNTS PAYABLE VOUCHER
*V7700081	08/30/2018	CORPORATE HEALTH SYSTEMS	R	785.99	ACCOUNTS PAYABLE VOUCHER
*V7700082	08/30/2018	MEDICA	R	123235.93	ACCOUNTS PAYABLE VOUCHER
*V7700083	09/11/2018	AMERIPRISE FINANCIAL ADVISORS	R	3100.00	ACCOUNTS PAYABLE VOUCHER
*V7700084	09/11/2018	MN CHILD SUPPORT PAYMENT CENTER	R	594.60	ACCOUNTS PAYABLE VOUCHER
*V7700085	09/11/2018	AXA EQUITABLE LIFE INS CO	R	1367.60	ACCOUNTS PAYABLE VOUCHER
*V7700086	09/11/2018	FIDELITY INVSTMT TAX-EX SVC CO	R	4524.99	ACCOUNTS PAYABLE VOUCHER
*V7700087	09/11/2018	HEALTH EQUITY, INC.	R	17619.00	ACCOUNTS PAYABLE VOUCHER
*V7700088	09/11/2018	HORACE MANN LIFE INS	R	708.33	ACCOUNTS PAYABLE VOUCHER
*V7700089	09/11/2018	INTERNAL REVENUE SERVICE	R	198367.15	ACCOUNTS PAYABLE VOUCHER
*V7700090	09/11/2018	EDUCATION MN ESI BILLING TRUST	R	2312.88	ACCOUNTS PAYABLE VOUCHER
*V7700091	09/11/2018	MN DEPT OF REVENUE	R	34253.60	ACCOUNTS PAYABLE VOUCHER
*V7700092	09/11/2018	MN STATE RETIREMENT SYSTEM	R	250.00	ACCOUNTS PAYABLE VOUCHER
*V7700093	09/11/2018	PAYROLL ACCT #3805704197	R	117219.35	ACCOUNTS PAYABLE VOUCHER
*V7700094	09/11/2018	EXECUTIVE DIRECTOR	R	37174.36	ACCOUNTS PAYABLE VOUCHER
*V7700095	09/11/2018	STATE TREASURER, TRA	R	90126.01	ACCOUNTS PAYABLE VOUCHER
*V7700096	09/11/2018	VARIABLE ANNUITY LIFE INS CO	R	2591.24	ACCOUNTS PAYABLE VOUCHER
*V7700097	09/11/2018	VOYA	R	311.25	ACCOUNTS PAYABLE VOUCHER
TOTAL FUND				3773780.02	

DISTRIBUTION FUND: 50

CHECK NUMBER	ISSUE DATE	VENDOR	STATUS	TOTAL	DESCRIPTION
1900063	08/08/2018	ISD 917	V	-850.00	VOID MANUAL CHECK
* 1900063	08/02/2018	ISD 917	R	850.00	ACCOUNTS PAYABLE CHECK
* 1900069	08/06/2018	INT SCH DIST 917-PETTY CASH	R	850.00	ACCOUNTS PAYABLE CHECK
* 1900069	08/08/2018	INT SCH DIST 917-PETTY CASH	V	-850.00	VOID MANUAL CHECK
* 5000001	08/08/2018	INT SCH DIST 917-PETTY CASH	V	-850.00	VOID MANUAL CHECK
* 5000001	08/08/2018	INT SCH DIST 917-PETTY CASH	R	850.00	ACCOUNTS PAYABLE CHECK
5000002	08/08/2018	ISD 917	R	850.00	ACCOUNTS PAYABLE CHECK
5000003	09/06/2018	ISD 917	R	500.00	ACCOUNTS PAYABLE CHECK
TOTAL FUND				1350.00	
TOTAL REPORT				3775130.02	

Date: September 18, 2018

To: Accounts Payable/Banking

From: Audrey Weiler

Payroll Clerk

Invoice nbr:	18260146984A
Date:	9/12/2018
Payment Date	9/19/2018

Subjec Group Weekly Claims Invoice
(Employer's Costs and Employees' Withholdings)

ACH Transfer was made in the amount of \$ \$48,404.76

Payable to:
Medica

Vendor # 21088

Charge to:

Amount

22-005-110-000-300-000	WEEKLY INVOICE	HLTH/RX CLAIMS	\$48,404.76
22-005-110-000-301-000	PASSPORT	MEDICA ADMIN	\$0.00
22-005-110-000-305-000	STOP LOSS ADMIN	AGG PREM	\$0.00
22-005-110-000-302-000	STOP LOSS	STOP LOSS	\$0.00
22-005-110-000-301-000	MHSA	MEDICA ADMIN	\$0.00
22-005-110-000-310-000	ISD917 MISC	CHS BENEFIT FEE CODE	\$0.00

Total

\$48,404.76 proof \$0.00

Authorized Signature



Date

9-19-18

copy for AP
copy for Board

Date: September 11, 2018

To: FOR EFT INPUT

From: Audrey Weiler
Payroll Clerk

Subject: Flex Plan ACH Transfer for Flex Claim Reimbursement

Transferred From Wells Fargo Bank Account Number xxxxxx2167 \$3,942.88
Corporate Health Systems Inc Vendor # 22698

Charge to:		Amount
10-215-39	Medical	\$276.04
10-215-40	D.Care	\$3,666.84
10-215-42	L.Scope	\$0.00
10-005-111-000-305-000	Card Replacement	\$0.00 proof
Total		\$3,942.88 \$0.00

cc: Payroll Insurance Payment File
Date Bank Account to be debited see below

Authorized Signature  Date 9-11-18

9/6/2018	\$	132.41
9/7/2018	\$	3,748.14
9/7/2018	\$	60.75
9/10/2018	\$	1.58

Total \$ 3,942.88

Total \$ -

copy to Linda B, one for payroll and original to Vickie B

Date: September 11, 2018

To: Accounts Payable/Banking

From: Audrey Weiler

Payroll Clerk

Invoice nbr:	18253146984A
Date:	9/10/2018
Payment Date	9/12/2018

Subject: Group Weekly Claims Invoice
(Employer's Costs and Employees' Withholdings)

ACH Transfer was made in the amount of \$

\$89,677.47

Payable to:
Medica

Vendor # 21088

Charge to:

Amount

22-005-110-000-300-000	WEEKLY INVOICE	HLTH/RX CLAIMS	\$89,677.47
22-005-110-000-301-000	PASSPORT	MEDICA ADMIN	\$0.00
22-005-110-000-305-000	STOP LOSS ADMIN	AGG PREM	\$0.00
22-005-110-000-302-000	STOP LOSS	STOP LOSS	\$0.00
22-005-110-000-301-000	MHSA	MEDICA ADMIN	\$0.00
22-005-110-000-310-000	ISD917 MISC	CHS BENEFIT FEE CODE	\$0.00

Total

\$89,677.47 ^{proof} \$0.00

Authorized Signature

Date

9-11-18

copy for AP
copy for Board

TO: Nicolle Roush DATE: 08/30/2018
 Business Manager

FROM: Audrey Weiler
 Payroll/Fringe Benefits Technician

SUBJECT: EFT for pay period ending 43342

Amerprise Vendor #40027	68.75
AXA Equitable Life Vendor #40022	58.75
PERA Vendor #40006	20,128.41
Fidelity Vendor #40060	339.08
VOYA (formerly ING) #28803-2	7.08
Horace Mann Vendor #40026	0.00
TRA Vendor #40005	2,450.52
VALIC (Variable Annuity Life) Vendor #40033	166.66
Minnesota Dept. of Revenue Vendor # 40003	4,300.14
Internal Revenue Service Vendor Nbr 40037	30,544.83
Payroll Acct #XXXXXXX4197 Vendor #40001	117,219.35
HealthEquity (HSA) Vendor # 24594-0	2,014.71
Educators Financial Services/ESI/MEA Vendor #29026	352.08
MN State Retirement System Vendor #28803-0	0.00
MN State Retirement System Vendor #28803-0	0.00
MN Child Support Vendor #21704	594.60
MN Dept Revenue Vendor (Garnishment) #40058	0.00

Total Electronic Funds Transfer was made in the amount of \$ 178,244.96

Authorized Signature  Date 9-7-18

Date: September 5, 2018

To: FOR EFT INPUT


From: Audrey Weiler
Payroll Clerk

Subject: Flex Plan ACH Transfer for Flex Claim Reimbursement

Transferred From Wells Fargo Bank Account Number xxxxxx2167 \$181.91
Corporate Health Systems Inc Vendor # 22698

Charge to:		Amount
10-215-39	Medical	\$181.91
10-215-40	D.Care	\$0.00
10-215-42	L.Scope	\$0.00
10-005-111-000-305-000	Card Replacement	\$0.00 proof
Total		\$181.91
		\$0.00

cc: Payroll Insurance Payment File
Date Bank Account to be debited see below

Authorized Signature  Date 9-5-18

8/24/2018 \$ 30.00
8/31/2018 \$ 151.91

Total \$ 181.91

Total \$

copy to Linda B, one for payroll and original to Vickie B

Date: September 5, 2018

To: Accounts Payable/Banking

From: Audrey Weiler

Payroll Clerk

Invoice nbr:	18246146984A
Date:	9/3/2018
Payment Date	9/5/2018

Subjec Group Weekly Claims Invoice
(Employer's Costs and Employees' Withholdings)

ACH Transfer was made in the amount of \$ \$53,228.75

Payable to:
Medica

Vendor # 21088

Charge to:

Amount

22-005-110-000-300-000	WEEKLY INVOICE	HLTH/RX CLAIMS	\$53,228.75
22-005-110-000-301-000	PASSPORT	MEDICA ADMIN	\$0.00
22-005-110-000-305-000	STOP LOSS ADMIN	AGG PREM	\$0.00
22-005-110-000-302-000	STOP LOSS	STOP LOSS	\$0.00
22-005-110-000-301-000	MHSA	MEDICA ADMIN	\$0.00
22-005-110-000-310-000	ISD917 MISC	CHS BENEFIT FEE CODE	\$0.00

Total

\$53,228.75 proof \$0.00

Authorized Signature



Date

9-5-18

copy for AP
copy for Board

Date: September 5, 2018

To: FOR EFT INPUT

From: Audrey Weiler
Payroll Clerk


Subject: Group Insurance Premium for August 2018
(Employer's Costs and Employees' Withholdings)

Payable to: \$52,712.58
Delta Dental Vendor # 30132

Charge to:	Amount
21-005-110-000-235-250	\$52,712.58

Total	\$52,712.58	proof	\$0.00
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cc: Payroll Insurance Payment File
Date Bank Account to be debited 9/10/2018

Authorized Signature  Date 9-5-18

Invoice 7396139 dated 09/02/2018

	LB COPY
	VB COPY

Date: August 28, 2018

To: Accounts Payable/Banking

From: Audrey Weiler

Payroll Clerk

Invoice nbr:	18239146984A
Date:	8/27/2018
Payment Date	8/29/2018

Subjec Group Weekly Claims Invoice
(Employer's Costs and Employees' Withholdings)

ACH Transfer was made in the amount of \$

\$61,638.65

Payable to:
Medica

Vendor # 21088

Charge to:

Amount

22-005-110-000-300-000	WEEKLY INVOICE	HLTH/RX CLAIMS	\$61,638.65
22-005-110-000-301-000	PASSPORT	MEDICA ADMIN	\$0.00
22-005-110-000-305-000	STOP LOSS ADMIN	AGG PREM	\$0.00
22-005-110-000-302-000	STOP LOSS	STOP LOSS	\$0.00
22-005-110-000-301-000	MHSA	MEDICA ADMIN	\$0.00
22-005-110-000-310-000	ISD917 MISC	CHS BENEFIT FEE CODE	\$0.00

Total

\$61,638.65 ^{proof} \$0.00

Authorized Signature



Date

8-28-18

copy for AP
copy for Board

**INTERMEDIATE SCHOOL DISTRICT 917
SCHOOL BOARD REPORT OF
CONSOLIDATED INVESTMENTS (GENERAL & BUILDING)**

August 2017

ACCOUNT NAME	ACCT NO	BEGINNING BALANCE	PURCHASES CREDITS	SALES TRANSFERS	INVESTMENT FEES	INTEREST EARNED	ENDING BALANCE	YEAR TO DATE INTEREST EARNED
MSDLAF + MAX	01	5,845,053.16	850,000.00	0.00	0.00	10,196.63	6,705,249.79	20,897.97
MSDLAF	01	802.91	0.00	0.00	0.00	1.30	804.21	2.61
MSDLAF TERM (CD's, Term, Comm) maturity	01	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL		5,845,856.07	850,000.00	0.00	0.00	10,197.93	6,706,054.00	20,900.58

EXPLANATION: The above are School District Investments complying with the requirements of Minnesota Statutes 118.01, 471.56 and 475.66.

1. MSDMAX is MSDLAF'S "Max Portfolio" and includes pooled investments plus banker's acceptances, commercial paper, repurchase agreements and US Government obligations.
2. MSDLAF is MSDLAF'S primary clearing "Money Market" fund. All fixed rate investments (FRI) clear through this account as do maturities, interest, and fees.

NOTE: **August 2018** Average MSDLAF Liquid Rate was 1.91 % and the MSDLAF+MAX Average Rate was 2.02%.
MSDLAF Term Average Rate is .00%.

Contact Us

Virginia Davis

E-mail:
mde.compliance-assistance@state.mn.us

Phone: 651-582-8338

Address:
1500 Highway 36 West, Roseville, MN
55113

Assurance of Compliance

0917-06 Intermediate School District 917
-INFORMATION NEEDED TO EVIDENCE COMPLIANCE-
School Year: 18-19

* - indicates required fields.

Coordinator Identification Information

	Human Rights Coordinator	Title IX Coordinator	504 Coordinator
Name*	Don Budach	Don Budach	Don Budach
Telephone Number*	651-423-8246	651-423-8246	651-423-8246
Fax Number*	651-423-8781	651-423-8781	651-423-8781
E-Mail Address*	don.budach@isd917.org	don.budach@isd917.org	don.budach@isd917.org

Mandated Reporter Training

Minnesota Statutes, section 626.558, subd. 12. Districts must inform all mandated reporters of the duties.

I verify that all mandated reporters employed by or otherwise associated with any school in this district have been informed of mandated reporting requirements and of the prohibition of retaliation against anyone reporting maltreatment.

Date of Verification
September 27, 2018

Document Submittal Verification

Does MDE have current and accurate copies of the following documents?
Please submit updated policy if revised since Last Submitted Date.

Document	Last Submitted Date	Upload Document
Harassment and Violence policy	09/13/2017	Select file: <input type="button" value="Choose File"/> No file chosen

District Compliance Requirements Checklist

This assurance is given in consideration of and for the purpose of obtaining any and all federal grants, loans, contracts, property, discounts, or other federal financial assistance extended after the date hereof to the district by the U.S. Department of Education and the Minnesota Department of Education (MDE), in installment payments after such date of application for federal financial assistance and state aid allotments which were approved before such date.

The district recognizes and agrees that such federal and state financial assistance will be extended in reliance on the representations, supporting information required by Minnesota Statute, section 127A.42, subd. 3 and agreements made in this assurance. This assurance is binding on the district and the persons authorized to submit information on behalf of the district.

Check all statements in which the district has complied with the state and federal requirements prohibiting discrimination.

Federal Laws:

- Title VI of the Civil Rights Act of 1964 (42 USC 2000d, et. seq.; 34 C.F.R. Part 100), which provides that no person in the United States shall grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which the district receives federal financial assistance.
- Title VII of the Civil Rights Act of 1964 (42 USC 2000e, et. seq.; P.L. 88-352), as amended by the Equal Employment Opportunity Act of 1972 (92-261), which prohibits discrimination in employment because of an individual's race, color, religion, sex, or national origin.
- Title VII of the Civil Rights Act of 1964 Pregnancy Discrimination Act (within Title VII) (42 USC § 2000e(k)).
- Title IX of the Education Amendments of 1972 (20 USC § 1681; 34 C.F.R. Part 106), which prohibits discrimination on the basis of sex in educational programs and activities receiving or benefiting from federal financial assistance.

- ✓ The Age Discrimination in Employment Act of 1967 (29 USC § 621; 42 USC § 6101; 29 C.F.R. Part 621), which prohibits discrimination on the basis of age (over 40 years).
- ✓ Section 504 of the Rehabilitation Act of 1973 (34 C.F.R. part 104) prohibiting discrimination on the basis of disability.
- ✓ The American with Disabilities Act (42 USC § 12101, et seq.), also prohibiting discrimination on the basis of disability.
- ✓ Denial of Equal Educational Opportunity Prohibited (20 USC § 1703).
- ✓ The Fair Housing Act (42 USC § 3601 et seq.; 24 C.F.R. part 100).
- ✓ The Age Discrimination Act of 1975 (42 USC § 6101 and 6102; 34 C.F.R. part 110).
- ✓ Prohibition of Discrimination Based on Blindness (20 USC § 1684).

State Laws:

- ✓ The Minnesota Human Rights Act (Minn. Stat. § 363A), which prohibits discrimination in education programs and activities on grounds of color, creed, religion, national origin, sex, marital status, status with regard to public assistance, sexual orientation, disability or age.
- ✓ Minnesota Statutes, section 121A.031, which requires school districts to have a written policy to prevent and to prohibit student bullying.
- ✓ Minnesota Statutes, section 121A.03, which requires school districts to have a policy prohibiting sexual/racial/religion harassment and which applies to students, teachers, administrators and other school personnel.
- ✓ Minnesota Statutes, section 121A.04, which prohibits sex discrimination in athletic programs.
- ✓ Minnesota Rules, part 3500.0550, relating to the Inclusive Educational Program Plan.
- ✓ Minnesota Rules, Chapter 3535.0100-.0180; 3535.2300-.2800; 3535.3000-.3700, relating to equality of educational opportunity and school desegregation, and prohibition of discriminatory practices.

By clicking "Submit" you are affirming that these laws are available in each building in the district, that the information that you have provided and that you have the authority to submit this assurance on behalf of the district.

NOTE: When data entry is complete, click "Submit" to send data to The State Department of Education.

Intermediate School District 917
Accounts Receivable Aged Report As of 9/30/18

Member Districts	31-60 Days	61-90 Days	Over 90 Days	Totals
SPECIAL DIST 6	\$ -	\$ 2,864.40	\$ -	\$ 2,864.40
ISD 191	\$ -	\$ 2,311.05	\$ -	\$ 2,311.05
ISD 192	\$ -	\$ 8,710.05	\$ -	\$ 8,710.05
ISD 194	\$ -	\$ 27,959.58	\$ -	\$ 27,959.58
ISD 199	\$ -	\$ 1,009.05	\$ -	\$ 1,009.05
ISD 271	\$ -	\$ 3,192.25	\$ -	\$ 3,192.25
Totals	\$ -	\$ 46,046.38	\$ -	\$ 46,046.38
All Others				
MDE	\$ -	\$ 1,519,616.27	\$ -	\$ 1,519,616.27
ISD 11	\$ -	\$ 1,298.33	\$ -	\$ 1,298.33
ISD 12	\$ -	\$ 142.74	\$ -	\$ 142.74
ISD 110	\$ -	\$ 1,367.82	\$ -	\$ 1,367.82
ISD 112	\$ -	\$ 3,540.90	\$ -	\$ 3,540.90
ISD 196	\$ -	\$ 252,253.16	\$ -	\$ 252,253.16
ISD 252	\$ -	\$ 2,424.08	\$ -	\$ 2,424.08
ISD 256	\$ -	\$ 12,119.87	\$ -	\$ 12,119.87
ISD 272	\$ -	\$ 14,683.44	\$ -	\$ 14,683.44
ISD 278	\$ -	\$ 982.46	\$ -	\$ 982.46
ISD 279	\$ -	\$ 6,729.48	\$ -	\$ 6,729.48
ISD 280	\$ -	\$ 7,838.49	\$ -	\$ 7,838.49
ISD 281	\$ -	\$ 1,700.52	\$ -	\$ 1,700.52
ISD 283	\$ -	\$ 177.05	\$ -	\$ 177.05
ISD 480	\$ -	\$ 227.85	\$ -	\$ 227.85
ISD 492	\$ -	\$ 5,846.50	\$ -	\$ 5,846.50
ISD 508	\$ -	\$ 10,150.58	\$ -	\$ 10,150.58
ISD 533	\$ -	\$ 712.87	\$ -	\$ 712.87
ISD 535	\$ -	\$ 855.61	\$ -	\$ 855.61
ISD 622	\$ -	\$ 8,817.79	\$ -	\$ 8,817.79
ISD 624	\$ -	\$ 781.20	\$ -	\$ 781.20
ISD 656	\$ -	\$ 285.08	\$ -	\$ 285.08
ISD 716	\$ -	\$ 5,229.90	\$ -	\$ 5,229.90
ISD 719	\$ -	\$ 5,173.04	\$ -	\$ 5,173.04
ISD 761	\$ -	\$ 7,261.43	\$ -	\$ 7,261.43
ISD 763	\$ -	\$ 8,474.16	\$ -	\$ 8,474.16
ISD 833	\$ -	\$ 10,273.06	\$ -	\$ 10,273.06
ISD 834	\$ -	\$ 5,444.08	\$ -	\$ 5,444.08
ISD 2365	\$ -	\$ 6,502.15	\$ -	\$ 6,502.15
ISD 2905	\$ -	\$ 5,629.95	\$ -	\$ 5,629.95
SPECIAL DIST 1	\$ -	\$ 89,873.35	\$ -	\$ 89,873.35
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
Totals	\$ -	\$ 1,996,413.21	\$ -	\$ 1,996,413.21
Grand Total	\$ -	\$ 2,042,459.59	\$ -	\$ 2,042,459.59
Total Receivables				\$ 2,042,459.59

Please Note: All balances listed are 6/30/18 receivables billed out over the course of the entire summer and do not truly represent debt over 60 days past due at this time.

Prepared by: T. Welch

Draft for Approval, 09.25.2018

**ISD 917 Leadership Goals
2018-2019
District Focus**

- | | | |
|----------|-----|--|
| SD1, s-1 | 1. | Meet major school stakeholders in each member district. Develop and maintain strong relationships. |
| SD1, s-2 | 2. | Promote the consistent use of the ISD 917 vision, values, and goals through consistent communication, and aligned graphic elements such as color, spatial lay-out, and logo. |
| SD1, s-3 | 3. | Refresh and enhance 917 website. Develop and articulate a standard for the ISD 917 website which describes the frequency of updates, and reviews by those persons responsible for each page. Although the website is intended to largely a static source of information, our goal is to make it visually appealing, intuitive, and accurate. |
| SD1, s-3 | 4. | Implement the Infinite Campus, Voice Messaging system for emergency communications and for limited school to family communication. |
| SD1, s-3 | 5. | Initiate presence on Facebook, Twitter, and other appropriate social media connections. |
| SD1, s-4 | 6. | Host a member district school board members and superintendents' reception to provide an overview of district programs and tour our facilities at DCTC and Concord Education Center. |
| SD1, s-5 | 7. | Develop continuous online feedback system from key communicators in our member districts. |
| SD3, s-3 | 8. | Enhance partnerships with the Department of Human Services and other Dakota County Departments and Services including parks and libraries. |
| SD4, s-6 | 9. | Continue to encourage and facilitate paraprofessionals that are pursuing teacher licensure. Investigate a "grow your own" initiative, through collaborations with DCTC/IHCC and other post-secondary institutions. |
| SD4, s-6 | 10. | Continue to promote flexible contract language options in our negotiations to address staff recruitment and retention. |
| SD4, s-6 | 11. | Continue to optimize the use of the eFinance Plus System to increase efficiencies in business processes in areas of recruiting/job requisition, onboarding/hiring, benefits/payroll, and leave systems to enhance the effectiveness of HR, payroll, and personnel. |

2018-2019
Secondary Programs Focus

- | | | |
|----------------------|-----|--|
| SD1, s-1, s-5 | 1. | Host bi-annual member districts' high school principal and counselor meetings to give updates and collect feedback about best program options for their students. |
| SD1, s-3 | 2. | Provide monthly updates to our member districts' high schools and administration regarding our activities and programs. |
| SD2, s-1 | 3. | Continue to offer all available educational options for students within our Alternative Learning centers to include: seat-based, independent study, project-based, independent study-online, work-based learning, and flexible scheduling. |
| SD2, s-8
SD4, s-4 | 4. | Increase the number of students who participate in the Early/Middle College program offered through our ALC programs and Dakota County Technical College. Identify and encourage those students with an interest in PSEO programs to enroll with these colleges. |
| SD3, s-3 | 5. | Increase our community and business partners to provide career awareness and potential off-site work or internship options for all our students. |
| SD3, s-3 | 6. | Collaborate with community agencies, colleges, and business partners to offer learning experiences for students both within our programs and those receiving support services from within the community. |
| SD3, s-3 | 7. | Host local Chamber of Commerce groups bi-annually to provide information on our programs and conduct tours of our facilities. Gain input from these members to help improve and promote program advancement within our schools and throughout the Perkins consortium schools. |
| SD4, s-4 | 8. | Review and update our Career and Technical Education articulation and college credit bearing opportunities for all students enrolled in our CTE programs through collaboration with DCTC and SE MN consortium members. |
| SD5, s-2 | 9. | Increase our involvement with our members' middle schools to provide awareness for Career and Technical education through on-site visits to school sites and tours visits to our DCTC campus site. We will incorporate a Transportation Careers opportunity with our members middle school students. |
| SD2, s-1 | 10. | Begin the process of incorporating Mechatronics/Robotics instruction within our ALC and CTE programs. We will provide introductory curriculum and training for students that could lead to industry certification. |

2018-2019
Special Education Focus

- | | | |
|------------------|----|---|
| SD1, s-1 | 1. | Enhance communication with member districts on status of referrals, waitlists, projected timelines, progress of students outside of IEP meetings, and transportation. |
| SD1, s-2 | 2. | Continue collaboration with member districts to guide internal program development with an emphasis on space needs in D/HH and staffing challenges. |
| SD3, s-2, s-3 | 3. | Engage parents, guardians, and families through structured, student-based activities as well as intensive wrap around services when appropriate as facilitated by specialized personnel including school social workers. |
| SD2, s3; SD3, s1 | 4. | Focus on addressing the needs of students through utilization of perspectives mindful of equity and trauma. This includes purposeful implementation of appropriate social/emotional frameworks in our most intense, setting IV programs. |
| SD2, s-2 | 5. | Engage staff in utilization of data to drive instruction day-to-day with formal and informal measures. Further, enhance staff skill in utilization of data in the individualized education plan process including interpretation and application of assessment results in long-term planning. |
| SD2,s2; SD3,s1 | 6. | Implement learning targets and high yield instructional strategies supported through coaching and professional development to increase student achievement with a focus on student achievement in reading. |

413 HARASSMENT AND VIOLENCE

~~*[Note: State law (Minn. Stat. § 121A.03) requires that school districts adopt a sexual, religious, and racial harassment and violence policy that conforms with the Minnesota Human Rights Act, Minn. Stat. Ch. 363A (MHRA). This policy complies with that statutory requirement and addresses the other classifications protected by the MHRA and/or federal law. While the recommendation is that school districts incorporate the other protected classifications, in addition to sex, religion, and race, into this policy, they are not specifically required to do so by Minn. Stat. § 121A.03. The Minnesota Department of Education (MDE) is required to maintain and make available a model sexual, religious, and racial harassment policy in accordance with Minn. Stat. § 121A.03. MDE's policy differs from that of MSBA and imposes greater requirements upon school districts than required by law. For that reason, MSBA recommends the adoption of its model policy by school districts. Each school board must submit a copy of the policy the board has adopted to the Commissioner of MDE.]*~~

I. PURPOSE

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

~~*[Note: The Minnesota Human Rights Act defines "sexual orientation" to include "having or being perceived as having a self-image or identity not traditionally associated with one's biological maleness or femaleness." Minn. Stat. § 363A.03, Subd. 44.]*~~

II. GENERAL STATEMENT OF POLICY

- A. The policy of the school district is to maintain a learning and working environment that is free from harassment and violence on the basis of race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression, or disability. The school district prohibits any form of harassment or violence on the basis of race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression, or disability.
- B. A violation of this policy occurs when any student, teacher, administrator, or other school district personnel harasses a student, teacher, administrator, or other school district personnel or group of students, teachers, administrators, or other school district personnel through conduct or communication based on a person's

race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression, or disability, as defined by this policy. (For purposes of this policy, school district personnel include school board members, school employees, agents, volunteers, contractors, or persons subject to the supervision and control of the district.)

- C. A violation of this policy occurs when any student, teacher, administrator, or other school district personnel inflicts, threatens to inflict, or attempts to inflict violence upon any student, teacher, administrator, or other school district personnel or group of students, teachers, administrators, or other school district personnel based on a person's race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression, or disability.
- D. The school district will act to investigate all complaints, either formal or informal, verbal or written, of harassment or violence based on a person's race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression, or disability, and to discipline or take appropriate action against any student, teacher, administrator, or other school district personnel who is found to have violated this policy.

III. DEFINITIONS

- A. "Assault" is:
 - 1. an act done with intent to cause fear in another of immediate bodily harm or death;
 - 2. the intentional infliction of or attempt to inflict bodily harm upon another; or
 - 3. the threat to do bodily harm to another with present ability to carry out the threat.
- B. "Harassment" prohibited by this policy consists of physical or verbal conduct, including, but not limited to, electronic communications, relating to an individual's or group of individuals' race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression, or disability when the conduct:
 - 1. has the purpose or effect of creating an intimidating, hostile, or offensive working or academic environment;
 - 2. has the purpose or effect of substantially or unreasonably interfering with an individual's work or academic performance; or

3. otherwise adversely affects an individual's employment or academic opportunities.
- C. "Immediately" means as soon as possible but in no event longer than 24 hours.
- D. Protected Classifications; Definitions
1. "Disability" means any condition or characteristic that renders a person a disabled person. A disabled person is any person who:
 - a. has a physical, sensory, or mental impairment which materially limits one or more major life activities;
 - b. has a record of such an impairment; or
 - c. is regarded as having such an impairment.
 2. "Familial status" means the condition of one or more minors being domiciled with:
 - a. their parent or parents or the minor's legal guardian; or
 - b. the designee of the parent or parents or guardian with the written permission of the parent or parents or guardian. The protections afforded against harassment on the basis of family status apply to any person who is pregnant or is in the process of securing legal custody of an individual who has not attained the age of majority.
 3. "Marital status" means whether a person is single, married, remarried, divorced, separated, or a surviving spouse and, in employment cases, includes protection against harassment on the basis of the identity, situation, actions, or beliefs of a spouse or former spouse.
 4. "National origin" means the place of birth of an individual or of any of the individual's lineal ancestors.
 5. "Sex" includes, but is not limited to, pregnancy, childbirth, and disabilities related to pregnancy or childbirth.
 6. "Sexual orientation" means having or being perceived as having an emotional, physical, or sexual attachment to another person without regard to the sex of that person or having or being perceived as having an orientation for such attachment, or having or being perceived as having a self-image or identity not traditionally associated with one's biological maleness or femaleness. "Sexual orientation" does not include a physical or sexual attachment to children by an adult.

7. “Status with regard to public assistance” means the condition of being a recipient of federal, state, or local assistance, including medical assistance, or of being a tenant receiving federal, state, or local subsidies, including rental assistance or rent supplements.
- E. “Remedial response” means a measure to stop and correct acts of harassment or violence, prevent acts of harassment or violence from recurring, and protect, support, and intervene on behalf of a student who is the target or victim of acts of harassment or violence.
- F. Sexual Harassment; Definition
1. Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct or other verbal or physical conduct or communication of a sexual nature when:
 - a. submission to that conduct or communication is made a term or condition, either explicitly or implicitly, of obtaining employment or an education; or
 - b. submission to or rejection of that conduct or communication by an individual is used as a factor in decisions affecting that individual’s employment or education; or
 - c. that conduct or communication has the purpose or effect of substantially or unreasonably interfering with an individual’s employment or education, or creating an intimidating, hostile, or offensive employment or educational environment.
 2. Sexual harassment may include, but is not limited to:
 - a. unwelcome verbal harassment or abuse;
 - b. unwelcome pressure for sexual activity;
 - c. unwelcome, sexually motivated, or inappropriate patting, pinching, or physical contact, other than necessary restraint of student(s) by teachers, administrators, or other school district personnel to avoid physical harm to persons or property;
 - d. unwelcome sexual behavior or words, including demands for sexual favors, accompanied by implied or overt threats concerning an individual’s employment or educational status;
 - e. unwelcome sexual behavior or words, including demands for sexual favors, accompanied by implied or overt promises of preferential treatment with regard to an individual’s employment or educational status; or

- f. unwelcome behavior or words directed at an individual because of sexual orientation, including gender identity or expression.

G. Sexual Violence; Definition

- 1. Sexual violence is a physical act of aggression or force or the threat thereof which involves the touching of another's intimate parts or forcing a person to touch any person's intimate parts. Intimate parts, as defined in Minn. Stat. § 609.341, includes the primary genital area, groin, inner thigh, buttocks, or breast, as well as the clothing covering these areas.
- 2. Sexual violence may include, but is not limited to:
 - a. touching, patting, grabbing, or pinching another person's intimate parts, whether that person is of the same sex or the opposite sex;
 - b. coercing, forcing, or attempting to coerce or force the touching of anyone's intimate parts;
 - c. coercing, forcing, or attempting to coerce or force sexual intercourse or a sexual act on another; or
 - d. threatening to force or coerce sexual acts, including the touching of intimate parts or intercourse, on another.

H. Violence; Definition

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

IV. REPORTING PROCEDURES

- A. Any person who believes he or she has been the target or victim of harassment or violence on the basis of race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression, or disability by a student, teacher, administrator, or other school district personnel, or any person with knowledge or belief of conduct which may constitute harassment or violence prohibited by this policy toward a student, teacher, administrator, or other school district personnel or group of students, teachers, administrators, or other school district personnel should report the alleged acts immediately to an appropriate school district official designated by this policy. A person may report conduct which may constitute harassment or violence anonymously. However, the school district may not rely solely on an anonymous report to determine discipline or

other remedial responses.

- B. The school district encourages the reporting party or complainant to use the report form available from the principal or building supervisor of each building or available from the school district office, but oral reports shall be considered complaints as well.
- C. Nothing in this policy shall prevent any person from reporting harassment or violence directly to a school district human rights officer or to the superintendent. If the complaint involves the building report taker, the complaint shall be made or filed directly with the superintendent or the school district human rights officer by the reporting party or complainant.
- D. In Each School Building. The building principal, the principal's designee, or the building supervisor (hereinafter the "building report taker") is the person responsible for receiving oral or written reports of harassment or violence prohibited by this policy at the building level. Any adult school district personnel who receives a report of harassment or violence prohibited by this policy shall inform the building report taker immediately. If the complaint involves the building report taker, the complaint shall be made or filed directly with the superintendent or the school district human rights officer by the reporting party or complainant. The building report taker shall ensure that this policy and its procedures, practices, consequences, and sanctions are fairly and fully implemented and shall serve as a primary contact on policy and procedural matters.
- E. A teacher, school administrator, volunteer, contractor, or other school employee shall be particularly alert to possible situations, circumstances, or events that might include acts of harassment or violence. Any such person who witnesses, observes, receives a report of, or has other knowledge or belief of conduct that may constitute harassment or violence shall make reasonable efforts to address and resolve the harassment or violence and shall inform the building report taker immediately. School district personnel who fail to inform the building report taker of conduct that may constitute harassment or violence or who fail to make reasonable efforts to address and resolve the harassment or violence in a timely manner may be subject to disciplinary action.
- F. Upon receipt of a report, the building report taker must notify the school district human rights officer immediately, without screening or investigating the report. The building report taker may request, but may not insist upon, a written complaint. A written statement of the facts alleged will be forwarded as soon as practicable by the building report taker to the human rights officer. If the report was given verbally, the building report taker shall personally reduce it to written form within 24 hours and forward it to the human rights officer. Failure to forward any harassment or violence report or complaint as provided herein may result in disciplinary action against the building report taker.
- G. ~~In the District~~. The school board hereby designates **Don Budach** as the school

district human rights officer(s) to receive reports or complaints of harassment or violence prohibited by this policy. If the complaint involves a human rights officer, the complaint shall be filed directly with the superintendent.[†]

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

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

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

[†] ~~In some school districts the superintendent may be the human rights officer. If so, an alternative individual should be designated by the school board.~~

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

V. INVESTIGATION

- A. By authority of the school district, the human rights officer, within three (3) days of the receipt of a report or complaint alleging harassment or violence prohibited by this policy, shall undertake or authorize an investigation. The investigation may be conducted by school district officials or by a third party designated by the school district.
- B. The investigation may consist of personal interviews with the complainant, the individual(s) against whom the complaint is filed, and others who may have knowledge of the alleged incident(s) or circumstances giving rise to the complaint. The investigation may also consist of any other methods and documents deemed pertinent by the investigator.
- C. In determining whether alleged conduct constitutes a violation of this policy, the school district should consider the surrounding circumstances, the nature of the behavior, past incidents or past or continuing patterns of behavior, the relationships between the parties involved, and the context in which the alleged incidents occurred. Whether a particular action or incident constitutes a violation of this policy requires a determination based on all the facts and surrounding circumstances.
- D. In addition, the school district may take immediate steps, at its discretion, to protect the target or victim, the complainant, and students, teachers, administrators, or other school district personnel pending completion of an investigation of alleged harassment or violence prohibited by this policy.
- E. The alleged perpetrator of the act(s) of harassment or violence shall be allowed the opportunity to present a defense during the investigation or prior to the imposition of discipline or other remedial responses.
- F. The investigation will be completed as soon as practicable. The school district human rights officer shall make a written report to the superintendent upon completion of the investigation. If the complaint involves the superintendent, the report may be filed directly with the school board. The report shall include a determination of whether the allegations have been substantiated as factual and whether they appear to be violations of this policy.

VI. SCHOOL DISTRICT ACTION

- A. Upon completion of an investigation that determines a violation of this policy has occurred, the school district will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination, or discharge. Disciplinary consequences will be

sufficiently severe to try to deter violations and to appropriately discipline prohibited behavior. School district action taken for violation of this policy will be consistent with requirements of applicable collective bargaining agreements, Minnesota and federal law, and applicable school district policies and regulations.

- B. The school district is not authorized to disclose to a victim private educational or personnel data regarding an alleged perpetrator who is a student or employee of the school district. School officials will notify the parent(s) or guardian(s) of targets or victims of harassment or violence and the parent(s) or guardian(s) of alleged perpetrators of harassment or violence who have been involved in a reported and confirmed harassment or violence incident of the remedial or disciplinary action taken, to the extent permitted by law.
- C. In order to prevent or respond to acts of harassment or violence committed by or directed against a child with a disability, the school district shall, where determined appropriate by the child's individualized education program (IEP) or Section 504 team, allow the child's IEP or Section 504 plan to be drafted to address the skills and proficiencies the child needs as a result of the child's disability to allow the child to respond to or not to engage in acts of harassment or violence.

VII. RETALIATION OR REPRISAL

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

VIII. RIGHT TO ALTERNATIVE COMPLAINT PROCEDURES

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

IX. HARASSMENT OR VIOLENCE AS ABUSE

- A. Under certain circumstances, alleged harassment or violence may also be possible abuse under Minnesota law. If so, the duties of mandatory reporting under Minn. Stat. § 626.556 may be applicable.

- B. Nothing in this policy will prohibit the school district from taking immediate action to protect victims of alleged harassment, violence, or abuse.

X. DISSEMINATION OF POLICY AND TRAINING

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

Legal References: Minn. Stat. § 120B.232 (Character Development Education)
Minn. Stat. § 120B.234 (Child Sexual Abuse Prevention Education)
Minn. Stat. § 121A.03, Subd. 2 (Sexual, Religious, and Racial Harassment and Violence Policy)
Minn. Stat. § 121A.031 (School Student Bullying Policy)
Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
Minn. Stat. § 609.341 (Definitions)
Minn. Stat. § 626.556 *et seq.* (Reporting of Maltreatment of Minors)
20 U.S.C. §§ 1681-1688 (Title IX of the Education Amendments of 1972)
29 U.S.C. § 621 *et seq.* (Age Discrimination in Employment Act)
29 U.S.C. § 794 (Rehabilitation Act of 1973, § 504)
42 U.S.C. § 1983 (Civil Action for Deprivation of Rights)
42 U.S.C. § 2000d *et seq.* (Title VI of the Civil Rights Act of 1964)
42 U.S.C. § 2000e *et seq.* (Title VII of the Civil Rights Act)
42 U.S.C. § 12101 *et seq.* (Americans with Disabilities Act)

Cross References: MSBA/MASA Model Policy 102 (Equal Educational Opportunity)
MSBA/MASA Model Policy 401 (Equal Employment Opportunity)
MSBA/MASA Model Policy 402 (Disability Nondiscrimination Policy)
MSBA/MASA Model Policy 403 (Discipline, Suspension, and Dismissal)

of School District Employees)
MSBA/MASA Model Policy 406 (Public and Private Personnel Data)
MSBA/MASA Model Policy 414 (Mandated Reporting of Child Neglect or Physical or Sexual Abuse)
MSBA/MASA Model Policy 415 (Mandated Reporting of Maltreatment of Vulnerable Adults)
MSBA/MASA Model Policy 506 (Student Discipline)
MSBA/MASA Model Policy 514 (Bullying Prohibition Policy)
MSBA/MASA Model Policy 515 (Protection and Privacy of Pupil Records)
MSBA/MASA Model Policy 521 (Student Disability Nondiscrimination)
MSBA/MASA Model Policy 522 (Student Sex Nondiscrimination)
MSBA/MASA Model Policy 524 (Internet Acceptable Use and Safety Policy)
MSBA/MASA Model Policy 525 (Violence Prevention)
MSBA/MASA Model Policy 526 (Hazing Prohibition)
MSBA/MASA Model Policy 528 (Student Parental, Family, and Marital Status Nondiscrimination)

INTERMEDIATE SCHOOL DISTRICT NO. 917
HARASSMENT AND VIOLENCE REPORT FORM

General Statement of Policy Prohibiting Harassment and Violence

Intermediate School District No. 917 maintains a firm policy prohibiting all forms of discrimination. Harassment or violence against students or employees or groups of students or employees on the basis of race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity and expression, or disability is strictly prohibited. All persons are to be treated with respect and dignity. Harassment or violence on the basis of race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity and expression, or disability by any pupil, teacher, administrator, or other school personnel, which create an intimidating, hostile, or offensive environment will not be tolerated under any circumstances.

Complainant _____
Home Address _____
Work Address _____
Home Phone _____ Work Phone _____

Date of Alleged Incident(s) _____

Basis of Alleged Harassment/Violence - circle as appropriate: race \ color \ creed \ religion \ national origin \ sex \ age \ marital status \ familial status \ status with regard to public assistance \ sexual orientation, including gender identity and expression \ disability

Name of person you believe harassed or was violent toward you or another person or group.

If the alleged harassment or violence was toward another person or group, identify that person or group. _____

Describe the incident(s) as clearly as possible, including such things as: what force, if any, was used; any verbal statements (i.e., threats, requests, demands, etc.); what, if any, physical contact was involved; etc. (Attach additional pages if necessary.) _____

Where and when did the incident(s) occur? _____

List any witnesses that were present _____

This complaint is filed based on my honest belief that _____ has harassed or has been violent to me or to another person or group. I hereby certify that the information I have provided in this complaint is true, correct, and complete to the best of my knowledge and belief.

(Complainant Signature)

(Date)

Received by _____

(Date)

415 MANDATED REPORTING OF MALTREATMENT OF VULNERABLE ADULTS

~~*[Note: This policy reflects the mandatory law regarding reporting maltreatment of vulnerable adults and is not discretionary in nature.]*~~

I. PURPOSE

The purpose of this policy is to make clear the statutory requirements of school personnel to report suspected maltreatment of vulnerable adults.

II. GENERAL STATEMENT OF POLICY

- A. The policy of the school district is to fully comply with Minn. Stat. § 626.557 requiring school personnel to report suspected maltreatment of vulnerable adults.
- B. A violation of this policy occurs when any school personnel fails to report suspected maltreatment of vulnerable adults when the school personnel has reason to believe that a vulnerable adult is being or has been maltreated, or has knowledge that a vulnerable adult has sustained a physical injury which is not reasonably explained.

III. DEFINITIONS

- A. “Mandated Reporters” means any school personnel who has reason to believe that a vulnerable adult is being or has been maltreated.
- B. “Maltreatment” means the neglect, abuse, or financial exploitation of a vulnerable adult.
- C. “Neglect” means the failure or omission by a caregiver to supply a vulnerable adult with care or services, including but not limited to, food, clothing, shelter, health care, or supervision which is: (1) reasonable and necessary to obtain or maintain the vulnerable adult’s physical or mental health or safety, considering the physical and mental capacity or dysfunction of the vulnerable adult; and (2) which is not the result of an accident or therapeutic conduct. Neglect also includes the absence or likelihood of absence of care or services, including but not limited to, food, clothing, shelter, health care, or supervision necessary to maintain the physical and mental health of the vulnerable adult which a reasonable person would deem essential to obtain or maintain the vulnerable adult’s health, safety, or comfort considering the physical or mental capacity or dysfunction of the vulnerable adult. Neglect does not include actions specifically excluded by Minn. Stat. § 626.5572, Subd. 17.

- D. “Abuse” means: (a) An act against a vulnerable adult that constitutes a violation of, an attempt to violate, or aiding and abetting a violation of: (1) assault in the first through fifth degrees as defined in sections 609.221 to 609.224; (2) the use of drugs to injure or facilitate crime as defined in section 609.235; (3) the solicitation, inducement, and promotion of prostitution as defined in section 609.322; and (4) criminal sexual conduct in the first through fifth degrees as defined in sections 609.342 to 609.3451. A violation includes any action that meets the elements of the crime, regardless of whether there is a criminal proceeding or conviction. (b) Conduct which is not an accident or therapeutic conduct as defined in this section, which produces or could reasonably be expected to produce physical pain or injury or emotional distress including, but not limited to, the following: (1) hitting, slapping, kicking, pinching, biting, or corporal punishment of a vulnerable adult; (2) use of repeated or malicious oral, written, or gestured language toward a vulnerable adult or the treatment of a vulnerable adult which would be considered by a reasonable person to be disparaging, derogatory, humiliating, harassing, or threatening; (3) use of any aversive or deprivation procedure, unreasonable confinement, or involuntary seclusion, including the forced separation of the vulnerable adult from other persons against the will of the vulnerable adult or the legal representative of the vulnerable adult; and (4) use of any aversive or deprivation procedures for persons with developmental disabilities or related conditions not authorized under section 245.825. (c) Any sexual contact or penetration as defined in section 609.341, between a facility staff person or a person providing services in the facility and a resident, patient, or client of that facility. (d) The act of forcing, compelling, coercing, or enticing a vulnerable adult against the vulnerable adult’s will to perform services for the advantage of another. Abuse does not include actions specifically excluded by Minn. Stat. § 626.5572, Subd. 2.
- E. “Financial Exploitation” means a breach of a fiduciary duty by an actor’s unauthorized expenditure of funds entrusted to the actor for the benefit of the vulnerable adult or by an actor’s failure to provide food, clothing, shelter, health care, therapeutic conduct or supervision, the failure of which results or is likely to result in detriment to the vulnerable adult. Financial exploitation also includes: the willful use, withholding or disposal of funds or property of a vulnerable adult; the obtaining of services for wrongful profit or advantage which results in detriment to the vulnerable adult; the acquisition of a vulnerable adult’s funds or property through undue influence, harassment, duress, deception or fraud; and the use of force, coercion, or enticement to cause a vulnerable adult to perform services against the vulnerable adult’s will for the profit or advantage of another.
- F. “Vulnerable Adult” means any person 18 years of age or older who: (1) is a resident or inpatient of a facility; (2) receives services required to be licensed under Minn. Stat. Ch. 245A, except as excluded under Minn. Stat. § 626.5572, Subd. 21(a)(2); (3) receives services from a licensed home care provider or person or organization that offers, provides, or arranges for personal care assistance services under the medical assistance program; or (4) regardless of residence or type of service received possesses a physical or mental infirmity or other physical,

mental, or emotional dysfunction that impairs the individual's ability to adequately provide the person's own care without assistance or supervision and, because of the dysfunction or infirmity and need for care or services, has an impaired ability to protect the individual's self from maltreatment.

- G. "Caregiver" means an individual or facility who has responsibility for the care of a vulnerable adult as a result of a family relationship, or who has assumed responsibility for all or a portion of the care of a vulnerable adult voluntarily, by contract, or by agreement.
- H. "School Personnel" means professional employees or their delegates of the school district engaged in providing health, educational, social, psychological, law enforcement, or other caretaking services of vulnerable adults.
- I. "Immediately" means as soon as possible, but no longer than 24 hours from the time initial knowledge that the incident occurred has been received.

IV. REPORTING PROCEDURES

- A. A mandated reporter as defined herein shall immediately report the suspected maltreatment to the common entry point responsible for receiving reports.
- B. Whenever a mandated reporter, as defined herein, knows or has reason to believe that an individual made an error in the provision of therapeutic conduct to a vulnerable adult which results in injury or harm, which reasonably requires the care of a physician, such information shall be reported immediately to the designated county agency. The mandated reporter also may report a belief that the error did not constitute neglect and why the error does not constitute neglect.
- C. The reporter shall to the extent possible identify the vulnerable adult, the caregiver, the nature and extent of the suspected maltreatment, any evidence of previous maltreatment, the name and address of the reporter, the time, date, and location of the incident, and any other information that the reporter believes might be helpful in investigating the suspected abuse or neglect. A mandated reporter may disclose *not public data* as defined under Minn. Stat. § 13.02 to the extent necessary to comply with the above reporting requirements.
- D. A person mandated to report suspected maltreatment of a vulnerable adult who negligently or intentionally fails to report is liable for damages caused by the failure. A negligent or intentional failure to report may result in discipline. A mandatory reporter who intentionally fails to make a report, who knowingly provides false or misleading information in reporting, or who intentionally fails to provide all the material circumstances surrounding the reported incident may be guilty of a misdemeanor.
- E. Retaliation against a person who makes a good faith report under Minnesota law and this policy, or against vulnerable adult who is named in a report is prohibited.

- F. Any person who intentionally makes a false report under the provisions of applicable Minnesota law or this policy shall be liable in a civil suit for any actual damages suffered by the person or persons so reported and for any punitive damages set by the court or jury. The intentional making of a false report may result in discipline.

V. INVESTIGATION

The responsibility for investigating reports of suspected maltreatment of a vulnerable adult rests with the entity designated by the county for receiving reports.

VI. DISSEMINATION OF POLICY AND TRAINING

- A. This policy shall appear in school personnel handbooks where appropriate.
- B. The school district will develop a method of discussing this policy with employees where appropriate.
- C. This policy shall be reviewed at least annually for compliance with state law.

Legal References: Minn. Stat. § 13.02 (Collection, Security, and Dissemination of Records; Definitions)
Minn. Stat. § 245.825 (Aversive and Deprivation Procedures; Licensed Facilities and Services)
Minn. Stat. §§ 609.221-609.224 (Assault)
Minn. Stat. § 609.234 (Crimes Against the Person)
Minn. Stat. § 609.235 (Use of Drugs to Injure or Facilitate Crime)
Minn. Stat. § 609.322 (Solicitation, Inducement, and Promotion of Prostitution; Sex Trafficking)
Minn. Stat. § 609.341 (Definitions)
Minn. Stat. §§ 609.342-609.3451 (Criminal Sexual Conduct)
Minn. Stat. § 626.557 (Reporting of Maltreatment of Vulnerable Adults)
Minn. Stat. § 626.5572 (Definitions)
In re Kleven, 736 N.W.2d 707 (Minn. App. 2007)

Cross References: MSBA/MASA Model Policy 103 (Complaints – Students, Employees, Parents, Other Persons)
MSBA/MASA Model Policy 211 (Criminal or Civil Action Against School District, School Board Member, Employee, or Student)
MSBA/MASA Model Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)
MSBA/MASA Model Policy 406 (Public and Private Personnel Data)
MSBA/MASA Model Policy 414 (Mandated Reporting of Child Neglect or Physical or Sexual Abuse)

414 MANDATED REPORTING OF CHILD NEGLECT OR PHYSICAL OR SEXUAL ABUSE

~~*[Note: This policy reflects the mandatory law regarding reporting of maltreatment of minors and is not discretionary in nature.]*~~

I. PURPOSE

The purpose of this policy is to make clear the statutory requirements of school personnel to report suspected child neglect or physical or sexual abuse.

II. GENERAL STATEMENT OF POLICY

- A. The policy of the school district is to fully comply with Minn. Stat. § 626.556 requiring school personnel to report suspected child neglect or physical or sexual abuse.
- B. A violation of this policy occurs when any school personnel fails to immediately report instances of child neglect or physical or sexual abuse when the school personnel knows or has reason to believe a child is being neglected or physically or sexually abused or has been neglected or physically or sexually abused within the preceding three years.

III. DEFINITIONS

- A. “Accidental” means a sudden, not reasonably foreseeable, and unexpected occurrence or event which:
 - 1. is not likely to occur and could not have been prevented by exercise of due care; and
 - 2. if occurring while a child is receiving services from a facility, happens when the facility and the employee or person providing services in the facility are in compliance with the laws and rules relevant to the occurrence of event.
- B. “Child” means one under age 18 and, for purposes of Minn. Stat. Ch. 260C (Child Protection) and Minn. Stat. Ch. 260D (Child in Voluntary Foster Care for Treatment), includes an individual under age 21 who is in foster care pursuant to Minn. Stat. § 260C.451 (Foster Care Benefits Past Age 18).
- C. “Immediately” means as soon as possible but in no event longer than 24 hours.

- D. “Mandated reporter” means any school personnel who knows or has reason to believe a child is being neglected or physically or sexually abused, or has been neglected or physically or sexually abused within the preceding three years.
- E. “Neglect” means the commission or omission of any of the acts specified below, other than by accidental means:
1. failure by a person responsible for a child’s care to supply a child with necessary food, clothing, shelter, health, medical, or other care required for the child’s physical or mental health when reasonably able to do so, including a growth delay, which may be referred to as a failure to thrive, that has been diagnosed by a physician and is due to parental neglect;
 2. failure to protect a child from conditions or actions that seriously endanger the child’s physical or mental health when reasonably able to do so;
 3. failure to provide for necessary supervision or child care arrangements appropriate for a child after considering factors such as the child’s age, mental ability, physical condition, length of absence, or environment, when the child is unable to care for his or her own basic needs or safety or the basic needs or safety of another child in his or her care;
 4. failure to ensure that a child is educated in accordance with state law, which does not include a parent’s refusal to provide his or her child with sympathomimetic medications;
 5. prenatal exposure to a controlled substance used by the mother for a nonmedical purpose, as evidenced by withdrawal symptoms in the child at birth, results of a toxicology test performed on the mother at delivery or the child’s birth, or medical effects or developmental delays during the child’s first year of life that medically indicate prenatal exposure to a controlled substance or the presence of a fetal alcohol spectrum disorder;
 6. medical neglect as defined by Minn. Stat. § 260C.007, Subd. 4, Clause (5);
 7. chronic and severe use of alcohol or a controlled substance by a parent or person responsible for the care of the child that adversely affects the child’s basic needs and safety; or
 8. emotional harm from a pattern of behavior which contributes to impaired emotional functioning of the child which may be demonstrated by a substantial and observable effect in the child’s behavior, emotional response, or cognition that is not within the normal range for the child’s age and stage of development, with due regard to the child’s culture.

Neglect does not include spiritual means or prayer for treatment or care of disease where the person responsible for the child’s care in good faith has selected and depended on those means for treatment or care of disease, except where the lack

of medical care may cause serious danger to the child's health.

- F. "Nonmaltreatment mistake" means: (1) at the time of the incident, the individual was performing duties identified in the center's child care program plan required under Minn. Rules Part 9503.0045; (2) the individual has not been determined responsible for a similar incident that resulted in a finding of maltreatment for at least seven years; (3) the individual has not been determined to have committed a similar nonmaltreatment mistake under this paragraph for at least four years; (4) any injury to a child resulting from the incident, if treated, is treated only with remedies that are available over the counter, whether ordered by a medical professional or not; and (5) except for the period when the incident occurred, the facility and the individual providing services were both in compliance with all licensing requirements relevant to the incident. This definition only applies to child care centers licensed under Minn. Rules Ch. 9503.
- G. "Physical abuse" means any physical injury, mental injury, or threatened injury, inflicted by a person responsible for the child's care other than by accidental means; or any physical or mental injury that cannot reasonably be explained by the child's history of injuries or any aversive or deprivation procedures, or regulated interventions, that have not been authorized by Minn. Stat. § 125A.0942 or § 245.825.

Abuse does not include reasonable and moderate physical discipline of a child administered by a parent or legal guardian which does not result in an injury. Abuse does not include the use of reasonable force by a teacher, principal, or school employee as allowed by Minn. Stat. § 121A.582.

Actions which are not reasonable and moderate include, but are not limited to, any of the following: (1) throwing, kicking, burning, biting, or cutting a child; (2) striking a child with a closed fist; (3) shaking a child under age three; (4) striking or other actions which result in any nonaccidental injury to a child under 18 months of age; (5) unreasonable interference with a child's breathing; (6) threatening a child with a weapon, as defined in Minn. Stat. § 609.02, Subd. 6; (7) striking a child under age one on the face or head; (8) striking a child who is at least age one but under age four on the face or head, which results in an injury; (9) purposely giving a child poison, alcohol, or dangerous, harmful, or controlled substances which were not prescribed for the child by a practitioner, in order to control or punish the child, or giving the child other substances that substantially affect the child's behavior, motor coordination, or judgment or that result in sickness or internal injury, or subject the child to medical procedures that would be unnecessary if the child were not exposed to the substances; (10) unreasonable physical confinement or restraint not permitted under Minn. Stat. § 609.379 including, but not limited to, tying, caging, or chaining; or (11) in a school facility or school zone, an act by a person responsible for the child's care that is a violation under Minn. Stat. § 121A.58.

- H. "Report" means any communication received by the local welfare agency, police department, county sheriff, or agency responsible for child protection pursuant to

this section that describes neglect or physical or sexual abuse of a child and contains sufficient content to identify the child and any person believed to be responsible for the neglect or abuse, if known.

- I. “School personnel” means professional employee or professional’s delegate of the school district who provides health, educational, social, psychological, law enforcement, or child care services.
- J. “Sexual abuse” means the subjection of a child by a person responsible for the child’s care, by a person who has a significant relationship to the child (as defined in Minn. Stat. § 609.341, Subd. 15), or by a person in a position of authority (as defined in Minn. Stat. § 609.341, Subd. 10) to any act which constitutes a violation of Minnesota statutes prohibiting criminal sexual conduct. Such acts include sexual penetration as well as sexual contact. Sexual abuse also includes any act involving a minor which constitutes a violation of Minnesota statutes prohibiting prostitution or use of a minor in a sexual performance. Sexual abuse includes all reports of known or suspected child sex trafficking involving a child who is identified as a victim of sex trafficking. Sexual abuse includes threatened sexual abuse which includes the status of a parent or household member who has committed a violation which requires registration under Minn. Stat. § 243.166, Subd. 1b(a) or (b) (Registration of Predatory Offenders).

~~*[Note: The inclusion of sex trafficking becomes effective on May 29, 2017.]*~~

- K. “Mental injury” means an injury to the psychological capacity or emotional stability of a child as evidenced by an observable or substantial impairment in the child’s ability to function within a normal range of performance and behavior with due regard to the child’s culture.
- L. “Person responsible for the child’s care” means (1) an individual functioning within the family unit and having responsibilities for the care of the child such as a parent, guardian, or other person having similar care responsibilities, or (2) an individual functioning outside the family unit and having responsibilities for the care of the child such as a teacher, school administrator, other school employees or agents, or other lawful custodian of a child having either full-time or short-term care responsibilities including, but not limited to, day care, babysitting whether paid or unpaid, counseling, teaching, and coaching.
- M. “Threatened injury” means a statement, overt act, condition, or status that represents a substantial risk of physical or sexual abuse or mental injury. Threatened injury includes, but is not limited to, exposing a child to a person responsible for the child’s care who has subjected the child to, or failed to protect a child from, egregious harm, or a person whose parental rights were involuntarily terminated, been found palpably unfit, or one from whom legal and physical custody of a child has been involuntarily transferred to another.

IV. REPORTING PROCEDURES

- A. A mandated reporter as defined herein shall immediately report the neglect or physical or sexual abuse, which he or she knows or has reason to believe is happening or has happened within the preceding three years, to the local welfare agency, police department, county sheriff, tribal social services, or tribal police department. The reporter will include his or her name and address in the report.
- B. If the immediate report has been made orally, by telephone or otherwise, the oral report shall be followed by a written report within 72 hours (exclusive of weekends and holidays) to the appropriate police department, the county sheriff, local welfare agency, or agency responsible for assisting or investigating maltreatment. The written report shall identify the child, any person believed to be responsible for the abuse or neglect of the child if the person is known, the nature and extent of the abuse or neglect and the name and address of the reporter.
- C. Regardless of whether a report is made, as soon as practicable after a school receives information regarding an incident that may constitute maltreatment of a child in a school facility, the school shall inform the parent, legal guardian, or custodian of the child that an incident has occurred and may constitute maltreatment of the child, when the incident occurred, and the nature of the conduct that may constitute maltreatment.
- D. A mandated reporter who knows or has reason to know of the deprivation of parental rights or the kidnapping of a child shall report the information to the local police department or the county sheriff.
- E. With the exception of a health care professional or a social service professional who is providing the woman with prenatal care or other health care services, a mandated reporter shall immediately report to the local welfare agency if the person knows or has reason to believe that a woman is pregnant and has used a controlled substance for a nonmedical purpose during the pregnancy, including, but not limited to, tetrahydrocannabinol, or has consumed alcoholic beverages during the pregnancy in any way that is habitual or excessive.
- F. A person mandated by Minnesota law and this policy to report who fails to report may be subject to criminal penalties and/or discipline, up to and including termination of employment.
- G. Submission of a good faith report under Minnesota law and this policy will not adversely affect the reporter's employment, or the child's access to school.
- H. Any person who knowingly or recklessly makes a false report under the provisions of applicable Minnesota law or this policy shall be liable in a civil suit for any actual damages suffered by the person or persons so reported and for any punitive damages set by the court or jury, and the reckless making of a false report may result in discipline. The court may also award attorney's fees.

~~[Note: The Minnesota Department of Education (MDE) is responsible for assessing or investigating allegations of child maltreatment in schools. Although a report may be made to~~

~~any of the agencies listed in Section IV. A., above, and there is no requirement to file more than one report, if the initial report is not made to MDE, it would be helpful to MDE if schools also report to MDE.]~~

V. INVESTIGATION

- A. The responsibility for investigating reports of suspected neglect or physical or sexual abuse rests with the appropriate county, state, or local agency or agencies. The agency responsible for assessing or investigating reports of child maltreatment has the authority to interview the child, the person or persons responsible for the child's care, the alleged perpetrator, and any other person with knowledge of the abuse or neglect for the purpose of gathering the facts, assessing safety and risk to the child, and formulating a plan. The investigating agency may interview the child at school. The interview may take place outside the presence of a school official. The investigating agency, not the school, is responsible for either notifying or withholding notification of the interview to the parent, guardian or person responsible for the child's care. School officials may not disclose to the parent, legal custodian, or guardian the contents of the notification or any other related information regarding the interview until notified in writing by the local welfare or law enforcement agency that the investigation or assessment has been concluded.
- B. When the investigating agency determines that an interview should take place on school property, written notification of intent to interview the child on school property will be received by school officials prior to the interview. The notification shall include the name of the child to be interviewed, the purpose of the interview, and a reference to the statutory authority to conduct an interview on school property.
- C. Except where the alleged perpetrator is believed to be a school official or employee, the time and place, and manner of the interview on school premises shall be within the discretion of school officials, but the local welfare or law enforcement agency shall have the exclusive authority to determine who may attend the interview. The conditions as to time, place, and manner of the interview set by the school officials shall be reasonable and the interview shall be conducted not more than 24 hours after the receipt of the notification unless another time is considered necessary by agreement between the school officials and the local welfare or law enforcement agency. Every effort must be made to reduce the disruption of the educational program of the child, other students, or school employees when an interview is conducted on school premises.
- D. Where the alleged perpetrator is believed to be a school official or employee, the school district shall conduct its own investigation independent of MDE and, if involved, the local welfare or law enforcement agency.
- E. Upon request by MDE, the school district shall provide all requested data that are relevant to a report of maltreatment and are in the possession of a school facility, pursuant to an assessment or investigation of a maltreatment report of a student in

school. The school district shall provide the requested data in accordance with the requirements of the Minnesota Government Data Practices Act, Minn. Stat. Ch. 13, and the Family Educational Rights and Privacy Act, 20 U.S.C. § 1232g.

VI. MAINTENANCE OF SCHOOL RECORDS CONCERNING ABUSE OR POTENTIAL ABUSE

- A. When a local welfare or local law enforcement agency determines that a potentially abused or abused child should be interviewed on school property, written notification of the agency's intent to interview on school property must be received by school officials prior to the interview. The notification shall include the name of the child to be interviewed, the purpose of the interview, and a reference to the statutory authority to conduct the interview. The notification shall be private data. School officials may not disclose to the parent, legal custodian, or guardian the contents of the notice or any other related information regarding the interview until notified in writing by the local welfare or law enforcement agency that the investigation has been concluded.
- B. All records regarding a report of maltreatment, including any notification of intent to interview which was received by the school as described above in Paragraph A., shall be destroyed by the school only when ordered by the agency conducting the investigation or by a court of competent jurisdiction.

VII. PHYSICAL OR SEXUAL ABUSE AS SEXUAL HARASSMENT OR VIOLENCE

Under certain circumstances, alleged physical or sexual abuse may also be sexual harassment or violence under Minnesota law. If so, the duties relating to the reporting and investigation of such harassment or violence may be applicable.

VIII. DISSEMINATION OF POLICY AND TRAINING

- A. This policy shall appear in school personnel handbooks.
- B. The school district will develop a method of discussing this policy with school personnel.
- C. This policy shall be reviewed at least annually for compliance with state law.

Legal References: Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)
Minn. Stat. § 121A.58 (Corporal Punishment)
Minn. Stat. § 121A.582 (Student Discipline; Reasonable Force)
Minn. Stat. § 125A.0942 (Standards for Restrictive Procedures)
Minn. Stat. § 243.166, Subd. 1b(a)(b) (Registration of Predatory Offenders)
Minn. Stat. § 245.825 (Use of Aversive or Deprivation Procedures)
Minn. Stat. § 260C.007, Subd. 4, Clause (5) (Child in Need of Protection)
Minn. Stat. § 260C.451 (Foster Care Benefits Past Age 18)

Minn. Stat. Ch. 260D (Child in Voluntary Foster Care for Treatment)
Minn. Stat. § 609.02, Subd. 6 (Definitions – Dangerous Weapon)
Minn. Stat. § 609.341, Subd. 10 (Definitions – Position of Authority)
Minn. Stat. § 609.341, Subd. 15 (Definitions – Significant Relationship)
Minn. Stat. § 609.379 (Reasonable Force)
Minn. Stat. § 626.556 *et seq.* (Reporting of Maltreatment of Minors)
Minn. Stat. § 626.5561 (Reporting of Prenatal Exposure to Controlled Substances)
20 U.S.C. § 1232g (Family Educational Rights and Privacy Act)

Cross References: MSBA/MASA Model Policy 415 (Mandated Reporting of Maltreatment of Vulnerable Adults)

**Confidential Student Maltreatment
Reporting Form**

Date Submitted: _____

MDE File #: _____ (MDE staff use only)

REPORTER (name of person completing form) Reporter is confidential under Minnesota Statutes, section 626.556.

Name: _____ Title: _____ Phone: _____ Mandated Reporter: Yes ___ No ___

Address: _____ City: _____ State: _____ Zip: _____

SCHOOL INFORMATION

ISD #: _____ School District: _____ Program Name: _____

School Name: _____ Address: _____ City: _____ Zip: _____

Principal/Director: _____ Phone: _____ (Ext): _____

Transportation Company (if necessary): Contact: _____ Phone: _____

ALLEGED VICTIM (Complete one reporting form for each alleged victim)

Name: _____ Address: _____ City: _____ State: ___ Zip: _____

Parent/Guardian: _____ Phone: _____ Alternate Phone: _____

Gender: Male ___ Female ___ DOB: _____ Grade: _____ Ethnicity: _____

Special Education: Yes ___ No ___ Disability Description: _____ State Student ID: _____

ALLEGED OFFENDER

Name: _____ Position: _____ DOB: _____ Gender: Male ___ Female ___

Address: _____ City: _____ State: _____ Zip: _____

Ethnicity: _____ Phone: _____ Alternate Phone: _____

Licensed: Yes ___ No ___ If licensed, name of licensing board: _____ Folder #: _____

INCIDENT

Date: _____ Time: _____ Location (i.e. - bus, classroom): _____

Address (if different than school): _____ County: _____

Witness Contact Information: _____

Police Notified: Yes ___ No ___ Police Department: _____

Police Contact: _____ Phone: _____ Case No.: _____

Alleged Maltreatment: Physical Abuse ___ Sexual Abuse ___ Neglect ___ Unknown ___ **Injury:** Yes ___ No ___ Unknown ___

Description of Incident and Injury: (please attach additional page if needed).

~~411~~ 514 **BULLYING PROHIBITION POLICY**

~~————— [Note: School districts are required by statute to have a policy addressing bullying.]~~

I. PURPOSE

A safe and civil environment is needed for students to learn and attain high academic standards and to promote healthy human relationships. Bullying, like other violent or disruptive behavior, is conduct that interferes with a student’s ability to learn and/or a teacher’s ability to educate students in a safe environment. The school district cannot monitor the activities of students at all times and eliminate all incidents of bullying between students, particularly when students are not under the direct supervision of school personnel. However, to the extent such conduct affects the educational environment of the school district and the rights and welfare of its students and is within the control of the school district in its normal operations, the school district intends to prevent bullying and to take action to investigate, respond to, and to remediate and discipline for those acts of bullying which have not been successfully prevented. The purpose of this policy is to assist the school district in its goal of preventing and responding to acts of bullying, intimidation, violence, reprisal, retaliation, and other similar disruptive and detrimental behavior.

II. GENERAL STATEMENT OF POLICY

- A. An act of bullying, by either an individual student or a group of students, is expressly prohibited on school premises, on school district property, at school functions or activities, or on school transportation. This policy applies not only to students who directly engage in an act of bullying but also to students who, by their indirect behavior, condone or support another student’s act of bullying. This policy also applies to any student whose conduct at any time or in any place constitutes bullying or other prohibited conduct that interferes with or obstructs the mission or operations of the school district or the safety or welfare of the student or other students, or materially and substantially interferes with a student’s educational opportunities or performance or ability to participate in school functions or activities or receive school benefits, services, or privileges. This policy also applies to an act of cyberbullying regardless of whether such act is committed on or off school district property and/or with or without the use of school district resources.

- B. No teacher, administrator, volunteer, contractor, or other employee of the school district shall permit, condone, or tolerate bullying.

- C. Apparent permission or consent by a student being bullied does not lessen or negate the prohibitions contained in this policy.

- D. Retaliation against a victim, good faith reporter, or a witness of bullying is prohibited.
- E. False accusations or reports of bullying against another student are prohibited.
- F. A person who engages in an act of bullying, reprisal, retaliation, or false reporting of bullying or permits, condones, or tolerates bullying shall be subject to discipline or other remedial responses for that act in accordance with the school district's policies and procedures, including the school district's discipline policy **(Currently 6.31) MSBA/MASA Model Policy 506**. The school district may take into account the following factors:
 - 1. The developmental ages and maturity levels of the parties involved;
 - 2. The levels of harm, surrounding circumstances, and nature of the behavior;
 - 3. Past incidences or past or continuing patterns of behavior;
 - 4. The relationship between the parties involved; and
 - 5. The context in which the alleged incidents occurred.

Consequences for students who commit prohibited acts of bullying may range from remedial responses or positive behavioral interventions up to and including suspension and/or expulsion. The school district shall employ research-based developmentally appropriate best practices that include preventative and remedial measures and effective discipline for deterring violations of this policy, apply throughout the school district, and foster student, parent, and community participation.

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

Consequences for other individuals engaging in prohibited acts of bullying may include, but not be limited to, exclusion from school district property and events.

- G. The school district will act to investigate all complaints of bullying reported to the school district and will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor, or other employee of the school district who is found to have violated this policy.

III. DEFINITIONS

For purposes of this policy, the definitions included in this section apply.

- A. “Bullying” means intimidating, threatening, abusive, or harming conduct that is objectively offensive and:
1. an actual or perceived imbalance of power exists between the student engaging in the prohibited conduct and the target of the prohibited conduct, and the conduct is repeated or forms a pattern; or
 2. materially and substantially interferes with a student’s educational opportunities or performance or ability to participate in school functions or activities or receive school benefits, services, or privileges.

The term, “bullying,” specifically includes cyberbullying as defined in this policy.

- B. “Cyberbullying” means bullying using technology or other electronic communication, including, but not limited to, a transfer of a sign, signal, writing, image, sound, or data, including a post on a social network Internet website or forum, transmitted through a computer, cell phone, or other electronic device. The term applies to prohibited conduct which occurs on school premises, on school district property, at school functions or activities, on school transportation, or on school computers, networks, forums, and mailing lists, or off school premises to the extent that it substantially and materially disrupts student learning or the school environment.

- C. “Immediately” means as soon as possible but in no event longer than 24 hours.

- D. “Intimidating, threatening, abusive, or harming conduct” means, but is not limited to, conduct that does the following:

1. Causes physical harm to a student or a student’s property or causes a student to be in reasonable fear of harm to person or property;
2. Under Minnesota common law, violates a student’s reasonable expectation of privacy, defames a student, or constitutes intentional infliction of emotional distress against a student; or
3. Is directed at any student or students, including those based on a person’s actual or perceived race, ethnicity, color, creed, religion, national origin, immigration status, sex, marital status, familial status, socioeconomic status, physical appearance, sexual orientation including gender identity and expression, academic status related to student performance, disability, or status with regard to public assistance, age, or any additional characteristic defined in the Minnesota Human Rights Act (MHRA). However, prohibited conduct need not be based on any particular characteristic defined in this paragraph or the MHRA.

- E. “On school premises, on school district property, at school functions or activities, or on school transportation” means all school district buildings, school grounds, and school property or property immediately adjacent to school grounds, school

bus stops, school buses, school vehicles, school contracted vehicles, or any other vehicles approved for school district purposes, the area of entrance or departure from school grounds, premises, or events, and all school-related functions, school-sponsored activities, events, or trips. School district property also may mean a student's walking route to or from school for purposes of attending school or school-related functions, activities, or events. While prohibiting bullying at these locations and events, the school district does not represent that it will provide supervision or assume liability at these locations and events.

- F. "Prohibited conduct" means bullying or cyberbullying as defined in this policy or retaliation or reprisal for asserting, alleging, reporting, or providing information about such conduct or knowingly making a false report about bullying.
- G. "Remedial response" means a measure to stop and correct prohibited conduct, prevent prohibited conduct from recurring, and protect, support, and intervene on behalf of a student who is the target or victim of prohibited conduct.
- H. "Student" means a student enrolled in a public school or a charter school.

IV. REPORTING PROCEDURE

- A. Any person who believes he or she has been the target or victim of bullying or any person with knowledge or belief of conduct that may constitute bullying or prohibited conduct under this policy shall report the alleged acts immediately to an appropriate school district official designated by this policy. A person may report bullying anonymously. However, the school district may not rely solely on an anonymous report to determine discipline or other remedial responses.
- B. The school district encourages the reporting party or complainant to use the report form available from the principal or building supervisor of each building or available in the school district office, but oral reports shall be considered complaints as well.
- C. The building principal, the principal's designee, or the building supervisor (hereinafter the "building report taker") is the person responsible for receiving reports of bullying or other prohibited conduct at the building level. Any person may report bullying or other prohibited conduct directly to a school district human rights officer or the superintendent. If the complaint involves the building report taker, the complaint shall be made or filed directly with the superintendent or the school district human rights officer by the reporting party or complainant.

The building report taker shall ensure that this policy and its procedures, practices, consequences, and sanctions are fairly and fully implemented and shall serve as the primary contact on policy and procedural matters. The building report taker or a third party designated by the school district shall be responsible for the investigation. The building report taker shall provide information about available community resources to the target or victim of the bullying or other prohibited conduct, the perpetrator, and other affected individuals as appropriate.

- D. A teacher, school administrator, volunteer, contractor, or other school employee shall be particularly alert to possible situations, circumstances, or events that might include bullying. Any such person who witnesses, observes, receives a report of, or has other knowledge or belief of conduct that may constitute bullying or other prohibited conduct shall make reasonable efforts to address and resolve the bullying or prohibited conduct and shall inform the building report taker immediately. School district personnel who fail to inform the building report taker of conduct that may constitute bullying or other prohibited conduct or who fail to make reasonable efforts to address and resolve the bullying or prohibited conduct in a timely manner may be subject to disciplinary action.
- E. Reports of bullying or other prohibited conduct are classified as private educational and/or personnel data and/or confidential investigative data and will not be disclosed except as permitted by law. The building report taker, in conjunction with the responsible authority, shall be responsible for keeping and regulating access to any report of bullying and the record of any resulting investigation.
- F. Submission of a good faith complaint or report of bullying or other prohibited conduct will not affect the complainant's or reporter's future employment, grades, work assignments, or educational or work environment.
- G. The school district will respect the privacy of the complainant(s), the individual(s) against whom the complaint is filed, and the witnesses as much as possible, consistent with the school district's obligation to investigate, take appropriate action, and comply with any legal disclosure obligations.

V. SCHOOL DISTRICT ACTION

- A. Within three days of the receipt of a complaint or report of bullying or other prohibited conduct, the school district shall undertake or authorize an investigation by the building report taker or a third party designated by the school district.
- B. The building report taker or other appropriate school district officials may take immediate steps, at their discretion, to protect the target or victim of the bullying or other prohibited conduct, the complainant, the reporter, and students or others, pending completion of an investigation of the bullying or other prohibited conduct, consistent with applicable law.
- C. The alleged perpetrator of the bullying or other prohibited conduct shall be allowed the opportunity to present a defense during the investigation or prior to the imposition of discipline or other remedial responses.
- D. Upon completion of an investigation that determines that bullying or other prohibited conduct has occurred, the school district will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion,

expulsion, transfer, remediation, termination, or discharge. Disciplinary consequences will be sufficiently severe to try to deter violations and to appropriately discipline prohibited conduct. Remedial responses to the bullying or other prohibited conduct shall be tailored to the particular incident and nature of the conduct and shall take into account the factors specified in Section II.F. of this policy. School district action taken for violation of this policy will be consistent with the requirements of applicable collective bargaining agreements; applicable statutory authority, including the Minnesota Pupil Fair Dismissal Act; the student discipline policy (See MSBA/MASA Model Policy 506) and other applicable school district policies; and applicable regulations.

- E. The school district is not authorized to disclose to a victim private educational or personnel data regarding an alleged perpetrator who is a student or employee of the school district. School officials will notify the parent(s) or guardian(s) of students who are targets of bullying or other prohibited conduct and the parent(s) or guardian(s) of alleged perpetrators of bullying or other prohibited conduct who have been involved in a reported and confirmed bullying incident of the remedial or disciplinary action taken, to the extent permitted by law.
- F. In order to prevent or respond to bullying or other prohibited conduct committed by or directed against a child with a disability, the school district shall, when determined appropriate by the child's individualized education program (IEP) team or Section 504 team, allow the child's IEP or Section 504 plan to be drafted to address the skills and proficiencies the child needs as a result of the child's disability to allow the child to respond to or not to engage in bullying or other prohibited conduct.

VI. RETALIATION OR REPRISAL

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

VII. TRAINING AND EDUCATION

- A. The school district shall discuss this policy with school personnel and volunteers and provide appropriate training to school district personnel regarding this policy. The school district shall establish a training cycle for school personnel to occur

during a period not to exceed every three school years. Newly employed school personnel must receive the training within the first year of their employment with the school district. The school district or a school administrator may accelerate the training cycle or provide additional training based on a particular need or circumstance. This policy shall be included in employee handbooks, training materials, and publications on school rules, procedures, and standards of conduct, which materials shall also be used to publicize this policy.

- B. The school district shall require ongoing professional development, consistent with Minn. Stat. § 122A.60, to build the skills of all school personnel who regularly interact with students to identify, prevent, and appropriately address bullying and other prohibited conduct. Such professional development includes, but is not limited to, the following:
 - 1. Developmentally appropriate strategies both to prevent and to immediately and effectively intervene to stop prohibited conduct;
 - 2. The complex dynamics affecting a perpetrator, target, and witnesses to prohibited conduct;
 - 3. Research on prohibited conduct, including specific categories of students at risk for perpetrating or being the target or victim of bullying or other prohibited conduct in school;
 - 4. The incidence and nature of cyberbullying; and
 - 5. Internet safety and cyberbullying.
- C. The school district annually will provide education and information to students regarding bullying, including information regarding this school district policy prohibiting bullying, the harmful effects of bullying, and other applicable initiatives to prevent bullying and other prohibited conduct.
- D. The administration of the school district is directed to implement programs and other initiatives to prevent bullying, to respond to bullying in a manner that does not stigmatize the target or victim, and to make resources or referrals to resources available to targets or victims of bullying.
- E. The administration is encouraged to provide developmentally appropriate instruction and is directed to review programmatic instruction to determine if adjustments are necessary to help students identify and prevent or reduce bullying and other prohibited conduct, to value diversity in school and society, to develop and improve students' knowledge and skills for solving problems, managing conflict, engaging in civil discourse, and recognizing, responding to, and reporting bullying or other prohibited conduct, and to make effective prevention and intervention programs available to students.

The administration must establish strategies for creating a positive school climate

and use evidence-based social-emotional learning to prevent and reduce discrimination and other improper conduct.

The administration is encouraged, to the extent practicable, to take such actions as it may deem appropriate to accomplish the following:

1. Engage all students in creating a safe and supportive school environment;
 2. Partner with parents and other community members to develop and implement prevention and intervention programs;
 3. Engage all students and adults in integrating education, intervention, and other remedial responses into the school environment;
 4. Train student bystanders to intervene in and report incidents of bullying and other prohibited conduct to the schools' primary contact person;
 5. Teach students to advocate for themselves and others;
 6. Prevent inappropriate referrals to special education of students who may engage in bullying or other prohibited conduct; and
 7. Foster student collaborations that, in turn, foster a safe and supportive school climate.
- F. The school district may implement violence prevention and character development education programs to prevent or reduce policy violations. Such programs may offer instruction on character education including, but not limited to, character qualities such as attentiveness, truthfulness, respect for authority, diligence, gratefulness, self-discipline, patience, forgiveness, respect for others, peacemaking, and resourcefulness.
- G. The school district shall inform affected students and their parents of rights they may have under state and federal data practices laws to obtain access to data related to an incident and their right to contest the accuracy or completeness of the data. The school district may accomplish this requirement by inclusion of all or applicable parts of its protection and privacy of pupil records policy (See ~~MSBA/MASA Model~~ Policy 515 (**Currently 6.4**) in the student handbook.

VIII. NOTICE

- A. The school district will give annual notice of this policy to students, parents or guardians, and staff, and this policy shall appear in the student handbook.
- B. This policy or a summary thereof must be conspicuously posted in the administrative offices of the school district and the office of each school.
- C. This policy must be given to each school employee and independent contractor

who regularly interacts with students at the time of initial employment with the school district.

- D. Notice of the rights and responsibilities of students and their parents under this policy must be included in the student discipline policy (~~See MSBA/MASA Model Policy 506 (Currently 6.3)~~ distributed to parents at the beginning of each school year.
- E. This policy shall be available to all parents and other school community members in an electronic format in the language appearing on the school district's or a school's website.
- F. The school district shall provide an electronic copy of its most recently amended policy to the Commissioner of Education.

IX. POLICY REVIEW

To the extent practicable, the school board shall, on a cycle consistent with other school district policies, review and revise this policy. The policy shall be made consistent with Minn. Stat. § 121A.031 and other applicable law. Revisions shall be made in consultation with students, parents, and community organizations.

Legal References: Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)
Minn. Stat. § 120A.05, Subds. 9, 11, 13, and 17 (Definition of Public School)
Minn. Stat. § 120B.232 (Character Development Education)
Minn. Stat. § 121A.03 (Sexual, Religious and Racial Harassment and Violence)
Minn. Stat. § 121A.031 (School Student Bullying Policy)
Minn. Stat. § 121A.0311 (Notice of Rights and Responsibilities of Students and Parents under the Safe and Supportive Minnesota Schools Act)
Minn. Stat. §§ 121A.40-121A.56 (Pupil Fair Dismissal Act)
Minn. Stat. § 121A.69 (Hazing Policy)
Minn. Stat. Ch. 124E (Charter School)
Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
20 U.S.C. § 1232g *et seq.* (Family Educational Rights and Privacy Act)
34 C.F.R. §§ 99.1 - 99.67 (Family Educational Rights and Privacy)

Cross References: MSBA/MASA Model Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)
MSBA/MASA Model Policy 413 (Harassment and Violence)
MSBA/MASA Model Policy 414 (Mandated Reporting of Child Neglect or Physical or Sexual Abuse)
MSBA/MASA Model Policy 415 (Mandated Reporting of Maltreatment of Vulnerable Adults)
MSBA/MASA Model Policy 423 (Employee-Student Relationships)

MSBA/MASA Model Policy 501 (School Weapons Policy)
MSBA/MASA Model Policy 506 (Student Discipline)
MSBA/MASA Model Policy 507 (Corporal Punishment)
MSBA/MASA Model Policy 515 (Protection and Privacy of Pupil
Records)
MSBA/MASA Model Policy 521 (Student Disability Nondiscrimination)
MSBA/MASA Model Policy 522 (Student Sex Nondiscrimination)
MSBA/MASA Model Policy 524 (Internet Acceptable Use and Safety
Policy)
MSBA/MASA Model Policy 525 (Violence Prevention)
MSBA/MASA Model Policy 526 (Hazing Prohibition)
MSBA/MASA Model Policy 529 (Staff Notification of Violent Behavior
by Students)
MSBA/MASA Model Policy 709 (Student Transportation Safety Policy)
MSBA/MASA Model Policy 711 (Video Recording on School Buses)
MSBA/MASA Model Policy 712 (Video Surveillance Other Than on
Buses)

522 6.32 STUDENT SEX NONDISCRIMINATION

~~*[Note: School districts are required by statute to have a policy addressing these issues.]*~~

I. PURPOSE

Students are protected from discrimination on the basis of sex pursuant to Title IX of the Education Amendments of 1972 and the Minnesota Human Rights Act. The purpose of this policy is to provide equal educational opportunity for all students and to prohibit discrimination on the basis of sex.

II. GENERAL STATEMENT OF POLICY

- A. The school district provides equal educational opportunity for all students and does not unlawfully discriminate on the basis of sex. No student will be excluded from participation in, denied the benefits of, or otherwise subjected to discrimination under any educational program or activity operated by the school district on the basis of sex.
- B. Every school district employee shall be responsible for complying with this policy.
- C. The school board hereby designates **Don Budach, 1300 145th Street East, Rosemont, MN 55068, 651-423-8426, don.budach@isd917.org** as its Title IX coordinator. This employee coordinates the school district's efforts to comply with and carry out its responsibilities under Title IX.
- D. Any student, parent, or guardian having questions regarding the application of Title IX and its regulations and/or this policy should discuss them with the Title IX coordinator. Questions relating solely to Title IX and its regulations may be referred to the Assistant Secretary for Civil Rights of the United States Department of Education. In the absence of a specific designee, an inquiry or complaint should be referred to the superintendent or the school district human rights officer.

III. REPORTING GRIEVANCE PROCEDURES

- A. Any student who believes he or she has been the victim of unlawful sex discrimination by a teacher, administrator, or other school district personnel, or any person with knowledge or belief of conduct which may constitute unlawful sex discrimination toward a student should report the alleged acts immediately to an appropriate school district official designated by this policy or may file a grievance. The school district encourages the reporting party or complainant to

use the report form available from the program administrator of each program or available from the school district office, but oral reports shall be considered complaints as well. Nothing in this policy shall prevent any person from reporting unlawful sex discrimination toward a student directly to a school district human rights officer or to the superintendent.

- B. The program administrator is the person responsible for receiving oral or written reports or grievances of unlawful sex discrimination toward a student at the program level. Any adult school district personnel who receives a report of unlawful sex discrimination toward a student shall inform the program administrator immediately.
- C. Upon receipt of a report or grievance, the program administrator must notify the school district human rights officer immediately, without screening or investigating the report. The program administrator may request, but may not insist upon, a written complaint. A written statement of the facts alleged will be forwarded as soon as practicable by the program administrator to the human rights officer. If the report was given verbally, the program administrator shall personally reduce it to written form within 24 hours and forward it to the human rights officer. Failure to forward any report or complaint of unlawful sex discrimination toward a student as provided herein may result in disciplinary action against the program administrator. If the complaint involves the program administrator, the complaint shall be made or filed directly with the superintendent or the school district human rights officer by the reporting party or complainant.
- D. The school board hereby designates **Don Budach, 1300 145th Street East, Rosemont, MN 55068, 651-423-8426, don.budach@isd917.org** as the school district human rights officer(s) to receive reports, complaints or grievances of unlawful sex discrimination toward a student. If the complaint involves a human rights officer, the complaint shall be filed directly with the superintendent.

~~*[Note: In some school districts, the Title IX coordinator and human rights officer may be the same. If so, a school district need only insert "its Title IX coordinator" in the blank without designating a name, office address and telephone number, and work e-mail address, which are provided elsewhere in the policy. If they are different, or if more than one human rights officer is designated, this information should be inserted and kept up to date. Also, in some school districts, the superintendent may be the designated human rights officer. If so, an alternative individual should be designated by the school board for complaints involving the superintendent.]*~~

- E. The school district shall conspicuously post the names of the Title IX coordinator and human rights officer(s), including office addresses and telephone numbers and work e-mail addresses.
- F. Submission of a good faith complaint, grievance, or report of unlawful sex discrimination toward a student will not affect the complainant or reporter's

future employment, grades, or work assignments.

- G. Use of formal reporting forms is not mandatory.
- H. The school district will respect the privacy of the complainant, the individual(s) against whom the complaint is filed, and the witnesses as much as possible, consistent with the school district's legal obligations to investigate, to take appropriate action, and to conform with any discovery or disclosure obligations.

IV. INVESTIGATION

- A. By authority of the school district, the human rights officer, upon receipt of a report, complaint, or grievance alleging unlawful sex discrimination toward a student, shall promptly undertake or authorize an investigation. The investigation may be conducted by school district officials or by a third party designated by the school district.
- B. The investigation may consist of personal interviews with the complainant, the individual(s) against whom the complaint is filed, and others who may have knowledge of the alleged incident(s) or circumstances giving rise to the complaint. The investigation may also consist of any other methods and documents deemed pertinent by the investigator.
- C. In determining whether alleged conduct constitutes a violation of this policy, the school district should consider the surrounding circumstances, the nature of the behavior, past incidents or past or continuing patterns of behavior, the relationships between the parties involved, and the context in which the alleged incidents occurred. Whether a particular action or incident constitutes a violation of this policy requires a determination based on all the facts and surrounding circumstances.
- D. In addition, the school district may take immediate steps, at its discretion, to protect the complainant, pupils, teachers, administrators, or other school personnel pending completion of an investigation of alleged unlawful sex discrimination toward a student.
- E. The investigation will be completed as soon as practicable. The school district human rights officer shall make a written report to the superintendent upon completion of the investigation. If the complaint involves the superintendent, the report may be filed directly with the school board. The report shall include a determination of whether the allegations have been substantiated as factual and whether they appear to be violations of this policy.

V. SCHOOL DISTRICT ACTION

- A. Upon conclusion of the investigation and receipt of a report, the school district will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination, or

discharge. School district action taken for violation of this policy will be consistent with requirements of applicable collective bargaining agreements, Minnesota and federal law, and school district policies.

- B. The result of the school district's investigation of each complaint filed under these procedures will be reported in writing to the complainant by the school district in accordance with state and federal law regarding data or records privacy.

VI. REPRISAL

The school district will discipline or take appropriate action against any pupil, teacher, administrator, or other school personnel who retaliates against any person who reports alleged unlawful sex discrimination toward a student or any person who testifies, assists, or participates in an investigation, or who testifies, assists, or participates in a proceeding or hearing relating to such unlawful sex discrimination. Retaliation includes, but is not limited to, any form of intimidation, reprisal, or harassment.

VII. RIGHT TO ALTERNATIVE COMPLAINT PROCEDURES

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

VIII. DISSEMINATION OF POLICY AND EVALUATION

- A. This policy shall be made available to all students, parents/guardians of students, staff members, employee unions, and organizations.
- B. The school district shall review this policy and the school district's operation for compliance with state and federal laws prohibiting discrimination on a continuous basis.

Legal References: Minn. Stat. § 121A.04 (Athletic Programs; Sex Discrimination)
Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
20 U.S.C. §§ 1681-1688 (Title IX of the Education Amendments of 1972)
34 C.F.R. Part 106 (Implementing Regulations of Title IX)

Cross References: MSBA/MASA Model Policy 102 (Equal Educational Opportunity)
MSBA/MASA Model Policy 413 (Harassment and Violence)
MSBA/MASA Model Policy 528 (Student Parental, Family, and Marital Status Nondiscrimination)

INTERMEDIATE SCHOOL DISTRICT NO. 917

UNLAWFUL SEX DISCRIMINATION TOWARD A STUDENT

General Statement of Policy Prohibiting Unlawful Sex Discrimination Toward a Student

Intermediate School District No. 917 maintains a firm policy prohibiting all forms of unlawful sex discrimination. All students are to be treated with respect and dignity. Unlawful sex discrimination by any teacher, administrator or other school personnel will not be tolerated under any circumstances.

Complainant: _____
Home Address: _____
Work Address: _____
Home Phone: _____ Work Phone: _____

Date of Alleged Incident(s): _____

Name of person you believe unlawfully discriminated toward you or a student on the basis of sex: _____

If the alleged unlawful sex discrimination was toward another person, identify that person: _____

Describe the incident(s) as clearly as possible, including such things as: what force, if any, was used; any verbal statements (i.e. threats, requests, demands, etc.); what, if any, physical contact was involved; etc. (Attach additional pages if necessary): _____

Where and when did the incident(s) occur: _____

List any witnesses that were present: _____

This complaint is filed based on my honest belief that _____ has unlawfully discriminated against me or a student on the basis of sex. I hereby certify that the information I have provided in this complaint is true, correct and complete to the best of my knowledge and belief.

(Complainant Signature) (Date)

Received by: _____

524 INTERNET ACCEPTABLE USE AND SAFETY POLICY

I. PURPOSE

The purpose of this policy is to set forth policies and guidelines for access to the school district computer system and acceptable and safe use of the Internet, including electronic communications.

II. GENERAL STATEMENT OF POLICY

In making decisions regarding student and employee access to the school district computer system and the Internet, including electronic communications, the school district considers its own stated educational mission, goals, and objectives. Electronic information research skills are now fundamental to preparation of citizens and future employees. Access to the school district computer system and to the Internet enables students and employees to explore thousands of libraries, databases, bulletin boards, and other resources while exchanging messages with people around the world. The school district expects that faculty will blend thoughtful use of the school district computer system and the Internet throughout the curriculum and will provide guidance and instruction to students in their use.

III. LIMITED EDUCATIONAL PURPOSE

The school district is providing students and employees with access to the school district computer system, which includes Internet access. The purpose of the system is more specific than providing students and employees with general access to the Internet. The school district system has a limited educational purpose, which includes use of the system for classroom activities, educational research, and professional or career development activities. Users are expected to use Internet access through the district system to further educational and personal goals consistent with the mission of the school district and school policies. Uses which might be acceptable on a user's private personal account on another system may not be acceptable on this limited-purpose network.

IV. USE OF SYSTEM IS A PRIVILEGE

The use of the school district system and access to use of the Internet is a privilege, not a right. Depending on the nature and degree of the violation and the number of previous violations, unacceptable use of the school district system or the Internet may result in one or more of the following consequences: suspension or cancellation of use or access privileges; payments for damages and repairs; discipline under other appropriate school

district policies, including suspension, expulsion, exclusion, or termination of employment; or civil or criminal liability under other applicable laws.

V. UNACCEPTABLE USES

- A. The following uses of the school district system and Internet resources or accounts are considered unacceptable:
1. Users will not use the school district system to access, review, upload, download, store, print, post, receive, transmit, or distribute:
 - a. pornographic, obscene, or sexually explicit material or other visual depictions that are harmful to minors;
 - b. obscene, abusive, profane, lewd, vulgar, rude, inflammatory, threatening, disrespectful, or sexually explicit language;
 - c. materials that use language or images that are inappropriate in the education setting or disruptive to the educational process;
 - d. information or materials that could cause damage or danger of disruption to the educational process;
 - e. materials that use language or images that advocate violence or discrimination toward other people (hate literature) or that may constitute harassment or discrimination.
 2. Users will not use the school district system to knowingly or recklessly post, transmit, or distribute false or defamatory information about a person or organization, or to harass another person, or to engage in personal attacks, including prejudicial or discriminatory attacks.
 3. Users will not use the school district system to engage in any illegal act or violate any local, state, or federal statute or law.
 4. Users will not use the school district system to vandalize, damage, or disable the property of another person or organization, will not make deliberate attempts to degrade or disrupt equipment, software, or system performance by spreading computer viruses or by any other means, will not tamper with, modify, or change the school district system software, hardware, or wiring or take any action to violate the school district's security system, and will not use the school district system in such a way as to disrupt the use of the system by other users.
 5. Users will not use the school district system to gain unauthorized access to information resources or to access another person's materials, information, or files without the implied or direct permission of that person.

6. Users will not use the school district system to post private information about another person, personal contact information about themselves or other persons, or other personally identifiable information, including, but not limited to, addresses, telephone numbers, school addresses, work addresses, identification numbers, account numbers, access codes or passwords, labeled photographs, or other information that would make the individual's identity easily traceable, and will not repost a message that was sent to the user privately without permission of the person who sent the message.
 - a. This paragraph does not prohibit the posting of employee contact information on school district webpages or communications between employees and other individuals when such communications are made for education-related purposes (i.e., communications with parents or other staff members related to students).
 - b. Employees may not post personal contact information or other personally identifiable information about students unless:
 - (1) such information is classified by the school district as directory information and verification is made that the school district has not received notice from a parent/guardian or eligible student that such information is not to be designated as directory information in accordance with Policy 515 (Currently 6.4 Student Records); or
 - (2) such information is not classified by the school district as directory information but written consent for release of the information to be posted has been obtained from a parent/guardian or eligible student in accordance with Policy 515 (Currently 6.4, Student Records).
 - c. These prohibitions specifically prohibit a user from utilizing the school district system to post personal information about a user or another individual on social networks.
7. Users will not attempt to gain unauthorized access to the school district system or any other system through the school district system, attempt to log in through another person's account, or use computer accounts, access codes, or network identification other than those assigned to the user. Messages and records on the school district system may not be encrypted without the permission of appropriate school authorities.
8. Users will not use the school district system to violate copyright laws or usage licensing agreements, or otherwise to use another person's property without the person's prior approval or proper citation, including the downloading or exchanging of pirated software or copying software to or

from any school computer, and will not plagiarize works they find on the Internet.

9. Users will not use the school district system for conducting business, for unauthorized commercial purposes, or for financial gain unrelated to the mission of the school district. Users will not use the school district system to offer or provide goods or services or for product advertisement.
 10. Users will not use the school district system to engage in bullying or cyberbullying in violation of the school district's Bullying Prohibition Policy 514 (Currently 411, Bullying). This prohibition includes using any technology or other electronic communication off school premises to the extent that student learning or the school environment is substantially and materially disrupted.
- B. A student or employee engaging in the foregoing unacceptable uses of the Internet when off school district premises also may be in violation of this policy as well as other school district policies. Examples of such violations include, but are not limited to, situations where the school district system is compromised or if a school district employee or student is negatively impacted. If the school district receives a report of an unacceptable use originating from a non-school computer or resource, the school district may investigate such reports to the best of its ability. Students or employees may be subject to disciplinary action for such conduct, including, but not limited to, suspension or cancellation of the use or access to the school district computer system and the Internet and discipline under other appropriate school district policies, including suspension, expulsion, exclusion, or termination of employment.
- C. If a user inadvertently accesses unacceptable materials or an unacceptable Internet site, the user shall immediately disclose the inadvertent access to an appropriate school district official. In the case of a school district employee, the immediate disclosure shall be to the employee's immediate supervisor and/or the building administrator. This disclosure may serve as a defense against an allegation that the user has intentionally violated this policy. In certain rare instances, a user also may access otherwise unacceptable materials if necessary to complete an assignment and if done with the prior approval of and with appropriate guidance from the appropriate teacher or, in the case of a school district employee, the building administrator.

VI. FILTER

- A. With respect to any of its computers with Internet access, the school district will monitor the online activities of both minors and adults and employ technology protection measures during any use of such computers by minors and adults. The technology protection measures utilized will block or filter Internet access to any visual depictions that are:
1. Obscene;

2. Child pornography; or
 3. Harmful to minors.
- B. The term “harmful to minors” means any picture, image, graphic image file, or other visual depiction that:
1. Taken as a whole and with respect to minors, appeals to a prurient interest in nudity, sex, or excretion; or
 2. Depicts, describes, or represents, in a patently offensive way with respect to what is suitable for minors, an actual or simulated sexual act or sexual contact, actual or simulated normal or perverted sexual acts, or a lewd exhibition of the genitals; and
 3. Taken as a whole, lacks serious literary, artistic, political, or scientific value as to minors.
- C. Software filtering technology shall be narrowly tailored and shall not discriminate based on viewpoint.
- D. An administrator, supervisor, or other person authorized by the Superintendent may disable the technology protection measure, during use by an adult, to enable access for bona fide research or other lawful purposes.
- E. The school district will educate students about appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms and cyberbullying awareness and response.

VII. CONSISTENCY WITH OTHER SCHOOL POLICIES

Use of the school district computer system and use of the Internet shall be consistent with school district policies and the mission of the school district.

VIII. LIMITED EXPECTATION OF PRIVACY

- A. By authorizing use of the school district system, the school district does not relinquish control over materials on the system or contained in files on the system. Users should expect only limited privacy in the contents of personal files on the school district system.
- B. Routine maintenance and monitoring of the school district system may lead to a discovery that a user has violated this policy, another school district policy, or the law.
- C. An individual investigation or search will be conducted if school authorities have a reasonable suspicion that the search will uncover a violation of law or school

district policy.

- D. Parents have the right at any time to investigate or review the contents of their child's files and e-mail files. Parents have the right to request the termination of their child's individual account at any time.
- E. School district employees should be aware that the school district retains the right at any time to investigate or review the contents of their files and e-mail files. In addition, school district employees should be aware that data and other materials in files maintained on the school district system may be subject to review, disclosure or discovery under Minn. Stat. Ch. 13 (the Minnesota Government Data Practices Act).
- F. The school district will cooperate fully with local, state and federal authorities in any investigation concerning or related to any illegal activities or activities not in compliance with school district policies conducted through the school district system.

IX. INTERNET USE AGREEMENT

- A. The proper use of the Internet, and the educational value to be gained from proper Internet use, is the joint responsibility of students, parents, and employees of the school district.
- B. This policy requires the permission of and supervision by the school's designated professional staff before a student may use a school account or resource to access the Internet.
- C. The Internet Use Agreement form for students must be read and signed by the user, the parent or guardian, and the supervising teacher. The Internet Use Agreement form for employees must be signed by the employee. The form must then be filed at the school office.

X. LIMITATION ON SCHOOL DISTRICT LIABILITY

Use of the school district system is at the user's own risk. The system is provided on an "as is, as available" basis. The school district will not be responsible for any damage users may suffer, including, but not limited to, loss, damage, or unavailability of data stored on school district diskettes, tapes, hard drives, or servers, or for delays or changes in or interruptions of service or misdeliveries or nondeliveries of information or materials, regardless of the cause. The school district is not responsible for the accuracy or quality of any advice or information obtained through or stored on the school district system. The school district will not be responsible for financial obligations arising through unauthorized use of the school district system or the Internet.

XI. USER NOTIFICATION

- A. All users shall be notified of the school district policies relating to Internet use.

- B. This notification shall include the following:
1. Notification that Internet use is subject to compliance with school district policies.
 2. Disclaimers limiting the school district's liability relative to:
 - a. Information stored on school district diskettes, hard drives, or servers.
 - b. Information retrieved through school district computers, networks, or online resources.
 - c. Personal property used to access school district computers, networks, or online resources.
 - d. Unauthorized financial obligations resulting from use of school district resources/accounts to access the Internet.
 3. A description of the privacy rights and limitations of school sponsored/managed Internet accounts.
 4. Notification that, even though the school district may use technical means to limit student Internet access, these limits do not provide a foolproof means for enforcing the provisions of this acceptable use policy.
 5. Notification that goods and services can be purchased over the Internet that could potentially result in unwanted financial obligations and that any financial obligation incurred by a student through the Internet is the sole responsibility of the student and/or the student's parents.
 6. Notification that the collection, creation, reception, maintenance, and dissemination of data via the Internet, including electronic communications, is governed by MSBA Policy 406, Public and Private Personnel Data (Currently 406), and MSBA Policy 515 (Currently 6.4), Protection and Privacy of Pupil Records.
 7. Notification that, should the user violate the school district's acceptable use policy, the user's access privileges may be revoked, school disciplinary action may be taken and/or appropriate legal action may be taken.
 8. Notification that all provisions of the acceptable use policy are subordinate to local, state, and federal laws.

XII. PARENTS' RESPONSIBILITY; NOTIFICATION OF STUDENT INTERNET USE

- A. Outside of school, parents bear responsibility for the same guidance of Internet use as they exercise with information sources such as television, telephones, radio, movies, and other possibly offensive media. Parents are responsible for monitoring their student's use of the school district system and of the Internet if the student is accessing the school district system from home or a remote location.
- B. Parents will be notified that their students will be using school district resources/accounts to access the Internet and that the school district will provide parents the option to request alternative activities not requiring Internet access. This notification should include:
 - 1. A copy of the user notification form provided to the student user.
 - 2. A description of parent/guardian responsibilities.
 - 3. A notification that the parents have the option to request alternative educational activities not requiring Internet access and the material to exercise this option.
 - 4. A statement that the Internet Use Agreement must be signed by the user, the parent or guardian, and the supervising teacher prior to use by the student.
 - 5. A statement that the school district's acceptable use policy is available for parental review.

XIII. IMPLEMENTATION; POLICY REVIEW

- A. The school district administration may develop appropriate user notification forms, guidelines, and procedures necessary to implement this policy for submission to the school board for approval. Upon approval by the school board, such guidelines, forms, and procedures shall be an addendum to this policy.
- B. The administration shall revise the user notifications, including student and parent notifications, if necessary, to reflect the adoption of these guidelines and procedures.
- C. The school district Internet policies and procedures are available for review by all parents, guardians, staff, and members of the community.
- D. Because of the rapid changes in the development of the Internet, the school board shall conduct an annual review of this policy.

Legal References: 15 U.S.C. § 6501 *et seq.* (Children's Online Privacy Protection Act)
17 U.S.C. § 101 *et seq.* (Copyrights)
47 U.S.C. § 254 (Children's Internet Protection Act of 2000 (CIPA))

47 C.F.R. § 54.520 (FCC rules implementing CIPA)
 Minn. Stat. § 121A.031 (School Student Bullying Policy)
 Minn. Stat. § 125B.15 (Internet Access for Students)
 Minn. Stat. § 125B.26 (Telecommunications/Internet Access Equity Act)
Tinker v. Des Moines Indep. Cmty. Sch. Dist., 393 U.S. 503, 89 S.Ct. 733,
 21 L.Ed.2d 731 (1969)
United States v. Amer. Library Assoc., 539 U.S. 194, 123 S.Ct. 2297, 56
 L.Ed.2d 221 (2003)
Doninger v. Niehoff, 527 F.3d 41 (2nd Cir. 2008)
R.S. v. Minnewaska Area Sch. Dist. No. 2149, No. 12-588, 2012 WL
 3870868 (D. Minn. 2012)
Tatro v. Univ. of Minnesota, 800 N.W.2d 811 (Minn. App. 2011), aff'd on
 other grounds 816 N.W.2d 509 (Minn. 2012)
S.J.W. v. Lee's Summit R-7 Sch. Dist., 696 F.3d 771 (8th Cir. 2012)
Kowalski v. Berkeley County Sch., 652 F.3d 656 (4th Cir. 2011)
Layshock v. Hermitage Sch. Dist., 650 F.3d 205 (3rd Cir. 2011)
*Parents, Families and Friends of Lesbians and Gays, Inc. v. Camdenton
 R-III Sch. Dist.*, 853 F.Supp.2d 888 (W.D. Mo. 2012)
M.T. v. Cent. York Sch. Dist., 937 A.2d 538 (Pa. Commw. Ct. 2007)
J.S. v. Bethlehem Area Sch. Dist., 807 A.2d 847 (Pa. 2002)

Cross References:

MSBA/MASA Model Policy 403 (Discipline, Suspension, and Dismissal
 of School District Employees)
 MSBA/MASA Model Policy 406 (Public and Private Personnel Data)
 MSBA/MASA Model Policy 505 (Distribution of Nonschool-Sponsored
 Materials on School Premises by Students and Employees)
 MSBA/MASA Model Policy 506 (Student Discipline)
 MSBA/MASA Model Policy 514 (Bullying Prohibition Policy)
 MSBA/MASA Model Policy 515 (Protection and Privacy of Pupil
 Records)
 MSBA/MASA Model Policy 519 (Interviews of Students by Outside
 Agencies)
 MSBA/MASA Model Policy 521 (Student Disability Nondiscrimination)
 MSBA/MASA Model Policy 522 (Student Sex Nondiscrimination)
 MSBA/MASA Model Policy 603 (Curriculum Development)
 MSBA/MASA Model Policy 604 (Instructional Curriculum)
 MSBA/MASA Model Policy 606 (Textbooks and Instructional Materials)
 MSBA/MASA Model Policy 806 (Crisis Management Policy)
 MSBA/MASA Model Policy 904 (Distribution of Materials on School
 District Property by Nonschool Persons)

506 STUDENT DISCIPLINE

I. PURPOSE

The purpose of this policy is to ensure that students are aware of and comply with the school district's expectations for student conduct. Such compliance will enhance the school district's ability to maintain discipline and ensure that there is no interference with the educational process. The school district will take appropriate disciplinary action when students fail to adhere to the Code of Student Conduct established by this policy.

II. GENERAL STATEMENT OF POLICY

The school board recognizes that individual responsibility and mutual respect are essential components of the educational process. The school board further recognizes that nurturing the maturity of each student is of primary importance and is closely linked with the balance that must be maintained between authority and self-discipline as the individual progresses from a child's dependence on authority to the more mature behavior of self-control.

All students are entitled to learn and develop in a setting which promotes respect of self, others, and property. Proper positive discipline can only result from an environment which provides options and stresses student self-direction, decision-making, and responsibility. Schools can function effectively only with internal discipline based on mutual understanding of rights and responsibilities.

Students must conduct themselves in an appropriate manner that maintains a climate in which learning can take place. Overall decorum affects student attitudes and influences student behavior. Proper student conduct is necessary to facilitate the education process and to create an atmosphere conducive to high student achievement.

Although this policy emphasizes the development of self-discipline, it is recognized that there are instances when it will be necessary to administer disciplinary measures. The position of the school district is that a fair and equitable district-wide student discipline policy will contribute to the quality of the student's educational experience. This discipline policy is adopted in accordance with and subject to the Minnesota Pupil Fair Dismissal Act, Minn. Stat. §§ 121A.40-121A.56.

In view of the foregoing and in accordance with Minn. Stat. § 121A.55, the school board, with the participation of school district administrators, teachers, employees, students, parents, community members, and such other individuals and organizations as appropriate, has developed this policy which governs student conduct and applies to all students of the school district.

III. AREAS OF RESPONSIBILITY

- A. The School Board. The school board holds all school personnel responsible for the maintenance of order within the school district and supports all personnel acting within the framework of this discipline policy.
- B. Superintendent. The superintendent shall establish guidelines and directives to carry out this policy, hold all school personnel, students, and parents responsible for conforming to this policy, and support all school personnel performing their duties within the framework of this policy. The superintendent shall also establish guidelines and directives for using the services of appropriate agencies for assisting students and parents. Any guidelines or directives established to implement this policy shall be submitted to the school board for approval and shall be attached as an addendum to this policy.
- C. Administrator. The school administrator is given the responsibility and authority to formulate building rules and regulations necessary to enforce this policy, subject to final school board approval. The administrator shall give direction and support to all school personnel performing their duties within the framework of this policy. The administrator shall consult with parents of students conducting themselves in a manner contrary to the policy. The administrator shall also involve other professional employees in the disposition of behavior referrals and shall make use of those agencies appropriate for assisting students and parents. A administrator, in exercising his or her lawful authority, may use reasonable force when it is necessary under the circumstances to correct or restrain a student or prevent bodily harm or death to another.
- D. Teachers. All teachers shall be responsible for providing a well-planned teaching/learning environment and shall have primary responsibility for student conduct, with appropriate assistance from the administration. All teachers shall enforce the Code of Student Conduct. In exercising the teacher's lawful authority, a teacher may use reasonable force when it is necessary under the circumstances to correct or restrain a student or prevent bodily harm or death to another.
- E. Other School District Personnel. All school district personnel shall be responsible for contributing to the atmosphere of mutual respect within the school. Their responsibilities relating to student behavior shall be as authorized and directed by the superintendent. A school employee, school bus driver, or other agent of a school district, in exercising his or her lawful authority, may use reasonable force when it is necessary under the circumstances to restrain a student or prevent bodily harm or death to another.
- F. Parents or Legal Guardians. Parents and guardians shall be held responsible for the behavior of their children as determined by law and community practice. They are expected to cooperate with school authorities and to participate regarding the behavior of their children.

- G. Students. All students shall be held individually responsible for their behavior and for knowing and obeying the Code of Student Conduct and this policy.
- H. Community Members. Members of the community are expected to contribute to the establishment of an atmosphere in which rights and duties are effectively acknowledged and fulfilled.

IV. STUDENT RIGHTS

All students have the right to an education and the right to learn.

V. STUDENT RESPONSIBILITIES

All students have the responsibility:

- A. For their behavior and for knowing and obeying all school rules, regulations, policies, and procedures; except when a manifestation of disability has been determined;
- B. To attend school daily, except when excused, and to be on time to all classes and other school functions;
- C. To pursue and attempt to complete the courses of study prescribed by the state and local school authorities;
- D. To make necessary arrangements for making up work when absent from school;
- E. To assist the school staff in maintaining a safe school for all students;
- F. To be aware of all school rules, regulations, policies, and procedures, including those in this policy, and to conduct themselves in accord with them;
- G. To assume that until a rule or policy is waived, altered, or repealed, it is in full force and effect;
- H. To be aware of and comply with federal, state, and local laws;
- I. To volunteer information in disciplinary cases should they have any knowledge relating to such cases and to cooperate with school staff as appropriate;
- J. To respect and maintain the school's property and the property of others;
- K. To dress and groom in a manner which meets standards of safety and health and common standards of decency and which is consistent with applicable school district policy;
- L. To avoid inaccuracies in student newspapers or publications and refrain from indecent or obscene language;

- M. To conduct themselves in an appropriate physical or verbal manner; and
- N. To recognize and respect the rights of others.

VI. CODE OF STUDENT CONDUCT

- A. The following are examples of potential unacceptable behavior subject to disciplinary action by the school district. These examples are not intended to be an exclusive list. Any student who engages in any of these activities shall be disciplined in accordance with this policy. This policy applies to all school buildings, school grounds, and school property or property immediately adjacent to school grounds; school-sponsored activities or trips; school bus stops; school buses, school vehicles, school contracted vehicles, or any other vehicles approved for school district purposes; the area of entrance or departure from school premises or events; and all school-related functions, school-sponsored activities, events, or trips. School district property also may mean a student's walking route to or from school for purposes of attending school or school-related functions, activities, or events. While prohibiting unacceptable behavior subject to disciplinary action at these locations and events, the school district does not represent that it will provide supervision or assume liability at these locations and events. This policy also applies to any student whose conduct at any time or in any place interferes with or obstructs the mission or operations of the school district or the safety or welfare of the student, other students, or employees.
 - 1. Violations against property including, but not limited to, damage to or destruction of school property or the property of others, failure to compensate for damage or destruction of such property, arson, breaking and entering, theft, robbery, possession of stolen property, extortion, trespassing, unauthorized usage, or vandalism;
 - 2. The use of profanity or obscene language, or the possession of obscene materials;
 - 3. Gambling, including, but not limited to, playing a game of chance for stakes;
 - 4. Violation of the school district's Hazing Prohibition Policy;
 - 5. Attendance problems including, but not limited to, truancy, absenteeism, tardiness, skipping classes, or leaving school grounds without permission;
 - 6. Violation of the school district's Student Attendance Policy;
 - 7. Opposition to authority using physical force or violence;
 - 8. Using, possessing, or distributing tobacco, tobacco-related devices, electronic cigarettes, or tobacco paraphernalia in violation of the school

district's Tobacco-Free Environment Policy;

9. Using, possessing, distributing, intending to distribute, making a request to another person for (solicitation), or being under the influence of alcohol or other intoxicating substances or look-alike substances;
10. Using, possessing, distributing, intending to distribute, making a request to another person for (solicitation), or being under the influence of narcotics, drugs, or other controlled substances (except as prescribed by a physician), or look-alike substances (these prohibitions include medical marijuana or medical cannabis, even when prescribed by a physician, and one student sharing prescription medication with another student);
11. Using, possessing, or distributing items or articles that are illegal or harmful to persons or property including, but not limited to, drug paraphernalia;
12. Using, possessing, or distributing weapons, or look-alike weapons or other dangerous objects;
13. Violation of the school district's Weapons Policy;
14. Violation of the school district's Violence Prevention Policy;
15. Possession of ammunition including, but not limited to, bullets or other projectiles designed to be used in or as a weapon;
16. Possession, use, or distribution of explosives or any compound or mixture, the primary or common purpose or intended use of which is to function as an explosive;
17. Possession, use, or distribution of fireworks or any substance or combination of substances or article prepared for the purpose of producing a visible or an audible effect by combustion, explosion, deflagration or detonation;
18. Using an ignition device, including a butane or disposable lighter or matches, inside an educational building and under circumstances where there is a risk of fire, except where the device is used in a manner authorized by the school;
19. Violation of any local, state, or federal law as appropriate;
20. Acts disruptive of the educational process, including, but not limited to, disobedience, disruptive or disrespectful behavior, defiance of authority, cheating, insolence, insubordination, failure to identify oneself, improper activation of fire alarms, or bomb threats;

21. Violation of the school district's Internet Acceptable Use and Safety Policy;
22. Possession of nuisance devices or objects which cause distractions and may facilitate cheating including, but not limited to, radios, phones, including picture phones; wearable technology, or smart watches.
23. Violation of school bus or transportation rules or the school district's Student Transportation Safety Policy, and the Student Transportation Safety Policy of their home district;
24. Violation of parking or school traffic rules and regulations, including, but not limited to, driving on school property in such a manner as to endanger persons or property;
25. Violation of directives or guidelines relating to lockers or improperly gaining access to a school locker;
26. Violation of the school district's Search of Student Lockers, Desks, Personal Possessions, and Student's Person Policy;
27. Violation of the school district's Student Use and Parking of Motor Vehicles; Patrols, Inspections, and Searches Policy;
28. Possession or distribution of slanderous, libelous, or pornographic materials;
29. Violation of the school district' Bullying Prohibition Policy;
30. Student attire or personal grooming which creates a danger to health or safety or creates a disruption to the educational process, including clothing which bears a message which is lewd, vulgar, or obscene, apparel promoting products or activities that are illegal for use by minors, or clothing containing objectionable emblems, signs, words, objects, or pictures communicating a message that is racist, sexist, or otherwise derogatory to a protected minority group or which connotes gang membership;
31. Criminal activity;
32. Falsification of any records, documents, notes, or signatures;
33. Tampering with, changing, or altering records or documents of the school district by any method including, but not limited to, computer access or other electronic means;
34. Scholastic dishonesty which includes, but is not limited to, cheating on a school assignment or test, plagiarism, or collusion, including the use of

picture phones or other technology to accomplish this end;

35. Impertinent or disrespectful words, symbols, acronyms, or language, whether oral or written, related to teachers or other school district personnel;
36. Violation of the school district's Harassment and Violence Policy;
37. Sexual and/or racial abuse and/or harassment;
38. Actions, including fighting or any other assaultive behavior, which causes or could cause injury to the student or other persons or which otherwise endangers the health, safety, or welfare of teachers, students, other school district personnel, or other persons;
39. Committing an act which inflicts great bodily harm upon another person, even though accidental or a result of poor judgment;
40. Violations against persons, including, but not limited to, assault or threatened assault, fighting, harassment, interference or obstruction, attack with a weapon, or look-alike weapon, sexual assault, illegal or inappropriate sexual conduct, or indecent exposure;
41. Verbal assaults or verbally abusive behavior including, but not limited to, use of words, symbols, acronyms, or language, whether oral or written, that are discriminatory, abusive, obscene, threatening, intimidating, degrading to other people, or threatening to school property;
42. Physical or verbal threats including, but not limited to, the staging or reporting of dangerous or hazardous situations that do not exist;
42. Inappropriate, abusive, threatening, or demeaning actions based on race, color, creed, religion, sex, marital status, status with regard to public assistance, disability, national origin, or sexual orientation;
43. Violation of the school district's Distribution of Nonschool-Sponsored Materials on School Premises by Students and Employees Policy;
44. Violation of the school district's one-to-one device rules and regulations;
45. Violation of school rules, regulations, policies, or procedures, including, but not limited to, those policies specifically enumerated in this policy;
46. Other acts, as determined by the school district, which are disruptive of the educational process or dangerous or detrimental to the student or other students, school district personnel or surrounding persons, or which violate the rights of others or which damage or endanger the property of the school, or which otherwise interferes with or obstruct the mission or

operations of the school district or the safety or welfare of students or employees.

VII. DISCIPLINARY ACTION OPTIONS

The general policy of the school district is to utilize progressive discipline to the extent reasonable and appropriate based upon the specific facts and circumstances of student misconduct. The specific form of discipline chosen in a particular case is solely within the discretion of the school district. At a minimum, violation of school district rules, regulations, policies, or procedures will result in discussion of the violation and a verbal warning. The school district shall, however, impose more severe disciplinary sanctions for any violation, including exclusion or expulsion, if warranted by the student's misconduct, as determined by the school district. Disciplinary action may include, but is not limited to, one or more of the following:

- A. Student conference with teacher, administrator, counselor, or other school district personnel, and verbal warning;
- B. Confiscation by school district personnel and/or by law enforcement of any item, article, object, or thing, prohibited by, or used in the violation of, any school district policy, rule, regulation, procedure, or state or federal law. If confiscated by the school district, the confiscated item, article, object, or thing will be released only to the parent/guardian following the completion of any investigation or disciplinary action instituted or taken related to the violation.
- C. Parent or Guardian contact;
- D. Parent or Guardian conference;
- E. Removal from class;
- F. In-school suspension;
- G. Suspension from extracurricular activities;
- H. Detention or restriction of privileges;
- I. Loss of school privileges;
- J. In-school monitoring or revised class schedule;
- K. Referral to in-school support services;
- L. Referral to community resources or outside agency services;
- M. Financial restitution;
- N. Referral to police, other law enforcement agencies, or other appropriate

authorities;

- O. A request for a petition to be filed in district court for juvenile delinquency adjudication;
- P. Out-of-school suspension under the Pupil Fair Dismissal Act;
- Q. Preparation of an admission or readmission plan;
- R. Expulsion under the Pupil Fair Dismissal Act;
- S. Exclusion under the Pupil Fair Dismissal Act; and/or
- T. Other disciplinary action as deemed appropriate by the school district.

VIII. REMOVAL OF STUDENTS FROM CLASS

- A. Teachers have the responsibility of attempting to modify disruptive student behavior by such means as conferring with the student, using positive reinforcement, assigning detention or other consequences, or contacting the student's parents or guardians. When such measures fail, or when the teacher determines it is otherwise appropriate based upon the student's conduct, the teacher shall have the authority to remove the student from class pursuant to the procedures established by this discipline policy. "Removal from class" and "removal" mean any actions taken by a teacher, administrator, or other school district employee to prohibit a student from attending a class or activity period for a period of time not to exceed five (5) days, pursuant to this discipline policy.

Grounds for removal from class shall include any of the following:

1. Willful conduct that significantly disrupts the rights of others to an education, including conduct that interferes with a teacher's ability to teach or communicate effectively with students in a class or with the ability of other students to learn;
2. Willful conduct that endangers surrounding persons, including school district employees, the student or other students, or the property of the school;
3. Willful violation of any school rules, regulations, policies or procedures, including the Code of Student Conduct in this policy; or
4. Other conduct, which in the discretion of the teacher or administration, requires removal of the student from class.

Such removal shall be for at least one (1) activity period or class period of instruction for a given course of study and shall not exceed five (5) such periods.

- B. If a student is removed from class more than ten (10) times in a school year, the school district shall notify the parent or guardian of the student's tenth removal from class and make reasonable attempts to convene a meeting with the student's parent or guardian to discuss the problem that is causing the student to be removed from class.
- C. Procedures for Removal of a Student from a Class
Teachers have the responsibility to attempt to modify disruptive student behavior by such means as conferring with the student, using positive reinforcement or proactive strategies, offering options from the student's Positive Behavior Support Plan (PBSP), assigning consequences, or contacting the student's parents/guardian. The IEP and/or PBSP shall drive decisions regarding the removal of special education students from a class or activity. When such measures fail, or when the teacher determines it is otherwise appropriate based upon the student's conduct, the teacher shall have the authority to remove the student from class. "Removal from class" and "removal" mean any actions taken by a teacher, administrator, or other school district employee to prohibit a student from continuing to participate in a class or activity with the student's peers. Students who are asked to leave a class by a teacher shall be sent or escorted to the office or other designated area.
- D. Responsibility for and Custody of a Student Removed From Class
A teacher removing a student receiving special education services from class is required to have the student escorted to the school office or other designated area by either the teacher, a paraprofessional, or other staff and verify his or her arrival as soon as practicable. For a student receiving special education services, the student's PBSP or agreed-upon conditional procedures plan will be followed and the case manager will be notified. General education students shall be sent to the office or other designated area. If a student who is removed from class fails to report to the designated area, the teacher will report this to the building administrator.
- E. Procedures for Return of a Student to a Class From Which the Student Was Removed
Students who are removed from class may return to class the same day, or the next school day, unless the administration (or in the case of student receiving special education services, the IEP team and the administrator) deems additional action or requirements for return are necessary. A general education student may return to class after a conference with the appropriate administrator or teacher, and/or the parent or guardian. At the time of this conference a definite plan of action shall be established, including a review of any existing special education services. A student may return to the class or the activity after becoming calm,

demonstrating regulated behavior and meeting with staff as needed to reenter. At this time a plan of action appropriate to the incident and reentry to class shall be developed with the special education student. Staff and the case manager shall meet afterwards, if necessary, to review the student's PBSP.

F. Procedures for Notification

Parents or guardians shall receive notification of the student's removal from class for students under 18 years of age, or for special education students 18 or older, or as provided in the IEP. Students and parents/guardian are informed by the program administrator or designee of the resulting disciplinary action and readmission plan, if any, consistent with state and federal law. Students and their parents/guardian shall be notified of the need to hold a meeting to modify the IEP or PBSP, as appropriate. Seclusionary time out notification shall be made as required by the IEP or PBSP. If emergency restrictive procedure have been implemented the parent or guardian shall be notified by the student's teacher, a school social worker, school psychologist, behavior specialist or program administrator according to the district's restrictive procedures plan.

G. Students With Disabilities; Special Provisions

If a student receiving special education services is removed from class, at the time of reentering the class or activity the student's case manager and other staff shall determine whether there is a need for a team review of the adequacy of the student's IEP and PBSP, if any, and the need for any additional assessment. If the student does not have a PBSP a Functional Behavioral Assessment may be considered. When necessary a manifestation determination hearing shall be held to assess the impact, if any, of the student's disability upon the student's conduct.

H. Procedures for Detecting and Addressing Chemical Abuse Problems of Students While on School Premises

School Board Policy 417 addresses chemical abuse problems of students while on school premises. The school social worker is the program contact person who would refer the student or parent/guardian to assessment resources.

IX. DISMISSAL

- A. "Dismissal" means the denial of the current educational program to any student, including exclusion, expulsion and suspension. Dismissal does not include removal from class.

The school district shall not deny due process or equal protection of the law to any student involved in a dismissal proceeding which may result in suspension, exclusion or expulsion.

The school district shall not dismiss any student without attempting to provide

alternative educational services before dismissal proceedings, except where it appears that the student will create an immediate and substantial danger to self or to surrounding persons or property.

B. Violations leading to suspension, based upon severity, may also be grounds for actions leading to expulsion, and/or exclusion. A student may be dismissed on any of the following grounds:

1. Willful violation of any reasonable school board regulation, including those found in this policy;
2. Willful conduct that significantly disrupts the rights of others to an education, or the ability of school personnel to perform their duties, or school sponsored extracurricular activities; or
3. Willful conduct that endangers the student or other students, or surrounding persons, including school district employees, or property of the school.

C. Suspension Procedures

1. “Suspension” means an action by the school administration, under rules promulgated by the School Board, prohibiting a student from attending school for a period of no more than ten (10) school days; provided, however, if a suspension is longer than five (5) school days, the suspending administrator shall provide the superintendent with a reason for the longer term of suspension. This definition does not apply to dismissal for one (1) school day or less where a student with a disability does not receive general or special education instruction during that dismissal period.
2. If a student’s total days of removal from school exceed ten (10) cumulative days in a school year, the school district shall make reasonable attempts to convene a meeting with the student and the student’s parent or guardian before subsequently removing the student from school and, with the permission of the parent or guardian, arrange for a mental health screening for the student at the parent or guardian’s expense. The purpose of this meeting is to attempt to determine the student’s need for assessment or other services or whether the parent or guardian should have the student assessed or diagnosed to determine whether the student needs treatment for a mental health disorder.
3. Each suspension action may include a readmission plan. The plan shall include, where appropriate, a provision for implementing alternative educational services upon readmission which must not be used to extend the current suspension. A readmission plan must not obligate a parent or guardian to provide psychotropic drugs to their student as a condition of readmission. School administration must not use the refusal of a parent or

guardian to consent to the administration of psychotropic drugs to their student or to consent to a psychiatric evaluation, screening, or examination of the student as a ground, by itself, to prohibit the student from attending class or participating in a school-related activity, or as a basis of a charge of child abuse, child neglect, or medical or educational neglect. The school administration may not impose consecutive suspensions against the same student for the same course of conduct, or incident of misconduct, except where the student will create an immediate and substantial danger to self or to surrounding persons or property or where the school district is in the process of initiating an expulsion, in which case the school administration may extend the suspension to a total of fifteen (15) days.

4. A child with a disability may be suspended. When a child with a disability has been suspended for more than five (5) consecutive days or ten (10) cumulative school days in the same year, and that suspension does not involve a recommendation for expulsion or exclusion or other change in placement under federal law, relevant members of the child's IEP team, including at least one of the child's teachers, shall meet and determine the extent to which the child needs services in order to continue to participate in the general education curriculum, although in another setting, and to progress toward meeting the goals in the child's IEP. That meeting must occur as soon as possible, but no more than ten (10) days after the sixth (6th) consecutive day of suspension or the tenth (10th) cumulative day of suspension has elapsed.
5. The school administration shall implement alternative educational services when the suspension exceeds five (5) days. Alternative educational services may include, but are not limited to, special tutoring, modified curriculum, modified instruction, other modifications or adaptations, instruction through electronic media, special education services as indicated by appropriate assessments, homebound instruction, supervised homework, or enrollment in another district or in an alternative learning center under Minn. Stat. § 123A.05 selected to allow the student to progress toward meeting graduation standards under Minn. Stat. § 120B.02, although in a different setting.
6. The program administration shall not suspend a student from school without an informal administrative conference with the student. The informal administrative conference shall take place before the suspension, except where it appears that the student will create an immediate and substantial danger to self or to surrounding persons or property, in which case the conference shall take place as soon as practicable following the suspension. At the informal administrative conference, a school administrator shall notify the student of the grounds for the suspension, provide an explanation of the evidence the authorities have, and the student may present the student's version of the facts. A separate administrative conference is required for each period of suspension.

7. After program administration notifies a student of the grounds for suspension, school administration may, instead of imposing the suspension, do one or more of the following:
 - a. strongly encourage a parent or guardian of the student to attend school with the student for one day;
 - b. assign the student to attend school on Saturday as supervised by the administrator or the administrator's designee; and
 - c. petition the juvenile court that the student is in need of services under Minn. Stat. Ch. 260C.
8. A written notice containing the grounds for suspension, a brief statement of the facts, a description of the testimony, a readmission plan, and a copy of the Minnesota Pupil Fair Dismissal Act, Minn. Stat. §§ 121A.40-121A.56, shall be personally served upon the student at or before the time the suspension is to take effect, and upon the student's parent or guardian by mail within forty-eight (48) hours of the conference. (See attached sample Notice of Suspension.)
9. The program administration shall make reasonable efforts to notify the student's parent or guardian of the suspension by telephone as soon as possible following suspension.
10. In the event a student is suspended without an informal administrative conference on the grounds that the student will create an immediate and substantial danger to surrounding persons or property, the written notice shall be served upon the student and the student's parent or guardian within forty-eight (48) hours of the suspension. Service by mail shall be complete upon mailing.
11. Notwithstanding the foregoing provisions, the student may be suspended pending the school board's decision in an expulsion or exclusion proceeding, provided that alternative educational services are implemented to the extent that suspension exceeds five (5) days.

D. Expulsion and Exclusion Procedures

1. "Expulsion" means a school board action to prohibit an enrolled student from further attendance for up to twelve (12) months from the date the student is expelled. The authority to expel rests with the school board.
2. "Exclusion" means an action taken by the school board to prevent enrollment or re-enrollment of a student for a period that shall not extend beyond the school year. The authority to exclude rests with the school board.

3. All expulsion and exclusion proceedings will be held pursuant to and in accordance with the provisions of the Minnesota Pupil Fair Dismissal Act, Minn. Stat. §§121A.40-121A.56.
4. No expulsion or exclusion shall be imposed without a hearing, unless the right to a hearing is waived in writing by the student and parent or guardian.
5. The student and parent or guardian shall be provided written notice of the school district's intent to initiate expulsion or exclusion proceedings. This notice shall be served upon the student and his or her parent or guardian personally or by mail, and shall contain a complete statement of the facts; a list of the witnesses and a description of their testimony; state the date, time and place of hearing; be accompanied by a copy of the Pupil Fair Dismissal Act, Minn. Stat. §§ 121A.40-121A.56; describe alternative educational services accorded the student in an attempt to avoid the expulsion proceedings; and inform the student and parent or guardian of their right to: (1) have a representative of the student's own choosing, including legal counsel at the hearing; (2) examine the student's records before the hearing; (3) present evidence; and (4) confront and cross-examine witnesses. The school district shall advise the student's parent or guardian that free or low-cost legal assistance may be available and that a legal assistance resource list is available from the Minnesota Department of Education (MDE).
6. The hearing shall be scheduled within ten (10) days of the service of the written notice unless an extension, not to exceed five (5) days, is requested for good cause by the school district, student, parent, or guardian.
7. All hearings shall be held at a time and place reasonably convenient to the student, parent, or guardian and shall be closed, unless the student, parent, or guardian requests an open hearing.
8. The school district shall record the hearing proceedings at district expense, and a party may obtain a transcript at its own expense.
9. The student shall have a right to a representative of the student's own choosing, including legal counsel, at the student's sole expense. The school district shall advise the student's parent or guardian that free or low-cost legal assistance may be available and that a legal assistance resource list is available from MDE. The school board may appoint an attorney to represent the school district in any proceeding.
10. If the student designates a representative other than the parent or guardian, the representative must have a written authorization from the student and the parent or guardian providing them with access to and/or copies of the student's records.

11. All expulsion or exclusion hearings shall take place before and be conducted by an independent hearing officer designated by the school district. The hearing shall be conducted in a fair and impartial manner. Testimony shall be given under oath and the hearing officer shall have the power to issue subpoenas and administer oaths.
12. At a reasonable time prior to the hearing, the student, parent or guardian, or authorized representative shall be given access to all school district records pertaining to the student, including any tests or reports upon which the proposed dismissal action may be based.
13. The student, parent or guardian, or authorized representative, shall have the right to compel the presence of any school district employee or agent or any other person who may have evidence upon which the proposed dismissal action may be based, and to confront and cross-examine any witnesses testifying for the school district.
14. The student, parent or guardian, or authorized representative, shall have the right to present evidence and testimony, including expert psychological or educational testimony.
15. The student cannot be compelled to testify in the dismissal proceedings.
16. The hearing officer shall prepare findings and a recommendation based solely upon substantial evidence presented at the hearing, which must be made to the school board and served upon the parties within two (2) days after the close of the hearing.
17. The school board shall base its decision upon the findings and recommendation of the hearing officer and shall render its decision at a meeting held within five (5) days after receiving the findings and recommendation. The school board may provide the parties with the opportunity to present exceptions and comments to the hearing officer's findings and recommendation provided that neither party presents any evidence not admitted at the hearing. The decision by the school board must be based on the record, must be in writing, and must state the controlling facts on which the decision is made in sufficient detail to apprise the parties and the Commissioner of Education (Commissioner) of the basis and reason for the decision.
18. A party to an expulsion or exclusion decision made by the school board may appeal the decision to the Commissioner within twenty-one (21) calendar days of school board action pursuant to Minn. Stat. § 121A.49. The decision of the school board shall be implemented during the appeal to the Commissioner.
19. The school district shall report any suspension, expulsion or exclusion action taken to the appropriate public service agency, when the student is

under the supervision of such agency.

20. The school district must report, through the MDE electronic reporting system, each expulsion or exclusion within thirty (30) days of the effective date of the action to the Commissioner. This report must include a statement of alternative educational services given the student and the reason for, the effective date, and the duration of the exclusion or expulsion. The report must also include the student's age, grade, gender, race, and special education status. The dismissal report must include state student identification numbers of affected students.
21. Whenever a student fails to return to school within ten (10) school days of the termination of dismissal, a school administrator shall inform the student and his/her parent or guardian by mail of the student's right to attend and to be reinstated in the school district.

X. ADMISSION OR READMISSION PLAN

A school administrator shall prepare and enforce an admission or readmission plan for any student who is excluded or expelled from school. The plan may include measures to improve the student's behavior, including completing a character education program consistent with Minn. Stat. § 120B.232, Subd. 1, and require parental involvement in the admission or readmission process, and may indicate the consequences to the student of not improving the student's behavior. The readmission plan must not obligate parents to provide a sympathomimetic medication for their child as a condition of readmission.

XI. NOTIFICATION OF POLICY VIOLATIONS

Notification of any violation of this policy and resulting disciplinary action shall be as provided herein, or as otherwise provided by the Pupil Fair Dismissal Act or other applicable law. The teacher, administrator or other school district official may provide additional notification as deemed appropriate.

XII. STUDENT DISCIPLINE RECORDS

The policy of the school district is that complete and accurate student discipline records be maintained. The collection, dissemination, and maintenance of student discipline records shall be consistent with applicable school district policies and federal and state law, including the Minnesota Government Data Practices Act, Minn. Stat. Ch. 13.

XIII. STUDENTS WITH DISABILITIES

Students who are currently identified as eligible under the IDEA or Section 504 will be subject to the provisions of this policy, unless the student's IEP or 504 plan specifies a necessary modification.

Before initiating an expulsion or exclusion of a student with a disability, relevant members of the child's IEP team and the child's parent shall, consistent with federal law,

conduct a manifestation determination and determine whether the child's behavior was (i) caused by or had a direct and substantial relationship to the child's disability and (ii) whether the child's conduct was a direct result of a failure to implement the child's IEP. If the student's educational program is appropriate and the behavior is not a manifestation of the student's disability, the school district will proceed with discipline – up to and including expulsion – as if the student did not have a disability, unless the student's educational program provides otherwise. If the team determines that the behavior subject to discipline is a manifestation of the student's disability, the team shall conduct a functional behavioral assessment and implement a behavioral intervention plan for such student provided that the school district had not conducted such assessment prior to the manifestation determination before the behavior that resulted in a change of placement. Where a behavioral intervention plan previously has been developed, the team will review the behavioral intervention plan and modify it as necessary to address the behavior.

When a student who has an IEP is excluded or expelled for misbehavior that is not a manifestation of the student's disability, the school district shall continue to provide special education and related services during the period of expulsion or exclusion.

XIV. DISTRIBUTION OF POLICY

The school district will notify students and parents of the existence and contents of this policy in such manner as it deems appropriate. Copies of this discipline policy shall be made available to all students and parents at the commencement of each school year and to all new students and parents upon enrollment by publication in the parent/student handbook. This policy shall also be available upon request in each administrator's office.

XV. REVIEW OF POLICY

The administrator and representatives of parents, students and staff in each school building shall confer at least annually to review this discipline policy, determine if the policy is working as intended, and to assess whether the discipline policy has been enforced. Any recommended changes shall be submitted to the superintendent for consideration by the school board, which shall conduct an annual review of this policy.

Legal References: Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)
Minn. Stat. § 120B.02 (Educational Expectations for Minnesota Students)
Minn. Stat. § 120B.232 (Character Development Education)
Minn. Stat. § 121A.26 (School Preassessment Teams)
Minn. Stat. § 121A.29 (Reporting; Chemical Abuse)
Minn. Stat. §§ 121A.40-121A.56 (Pupil Fair Dismissal Act)
Minn. Stat. § 121A.575 (Alternatives to Pupil Suspension)
Minn. Stat. § 121A.582 (Reasonable Force)
Minn. Stat. §§ 121A.60-121A.61 (Removal From Class)
Minn. Stat. § 122A.42 (General Control of Schools)
Minn. Stat. § 123A.05 (Area Learning Center Organization)
Minn. Stat. § 124D.03 (Enrollment Options Program)

Minn. Stat. § 124D.08 (Enrollment in Nonresident District)
Minn. Stat. Ch.125A (Students With Disabilities)
Minn. Stat. § 152.22 (Medical Cannabis; Definitions)
Minn. Stat. § 152.23 (Medical Cannabis; Limitations)
Minn. Stat. Ch. 260A (Truancy)
Minn. Stat. Ch. 260C (Juvenile Court Act)
20 U.S.C. §§ 1400-1487 (Individuals with Disabilities Education Improvement Act of 2004)
29 U.S.C. § 794 *et seq.* (Rehabilitation Act of 1973, § 504)
34 C.F.R. § 300.530(e)(1) (Manifestation Determination)

Cross References: MSBA/MASA Model Policy 413 (Harassment and Violence)
MSBA/MASA Model Policy 501 (School Weapons)
MSBA/MASA Model Policy 502 (Search of Student Lockers, Desks, Personal Possessions, and Student's Person)
MSBA/MASA Model Policy 503 (Student Attendance)
MSBA/MASA Model Policy 505 (Distribution of Nonschool-Sponsored Materials on School Premises by Students and Employees)
MSBA/MASA Model Policy 514 (Bullying Prohibition Policy)
MSBA/MASA Model Policy 524 (Internet Acceptable Use and Safety Policy)
MSBA/MASA Model Policy 525 (Violence Prevention)
MSBA/MASA Model Policy 526 (Hazing Prohibition)
MSBA/MASA Model Policy 527 (Student Use and Parking of Motor Vehicles; Patrols, Inspections, and Searches)
MSBA/MASA Model Policy 610 (Field Trips)
MSBA/MASA Model Policy 709 (Student Transportation Safety Policy)
MSBA/MASA Model Policy 711 (Video Recording on School Buses)
MSBA/MASA Model Policy 712 (Video Surveillance Other Than on Buses)

TO: School Board Members
Superintendent John Christiansen

FROM: Nicolle Roush, Business Manager

DATE: October 2, 2018

RE: Medical and Dental Insurance Plan Renewals

Pertinent Facts:

1. Intermediate School District 917's medical insurance and dental insurance policies renew on January 1, 2019.
2. For fiscal year 2019, ISD 917 was required to bid our medical insurance. In accordance with the Health Insurance Transparency Act, we are required to go out to bid every two years. The bid opening was held on August 15th at 2:30 pm. In attendance was Teresa Stiff (program assistant), Jennifer Klaustermeier (teachers) Chase Ambrosia (OneDigital), and Nicolle Roush (Business manager). ISD 917 received proposals from Allina/Aetna, UMR, Medica, Health Partners, PreferredOne, and PEIP.
3. The district insurance committee met on September 5 and October 26th, 2018, with our representative Chase Ambrosia from OneDigital to review our claims history, which continues to remain fairly stable. Each carrier had an opportunity to have a second look to see if they were willing to improve their initial bid proposals. We received these on September 14, 2018. Medica was the only one that submitted a second bid which included improvements and offered cost reductions compared to prior year of 12.9% or total annual fixed costs 554,481. Preferred one's fixed costs were slightly lower by \$6,265. Due to the cost of administering run out claims and the excellent customer services provided by Medica the committee recommends staying with Medica.
4. The move in 2016 to a self-funded insurance plan has proven to be a successful decision. After reviewing the claims and fixed costs through August 2018, the district anticipates an estimated reserve of \$1.1 million and OneDigital projections with run out claims is \$730,123. If claims continue as they have been we can anticipate establishing a \$1.2 million reserve within one year. Based on our claims, the reserve levels and the recommendations received by Onedigital, the committee is recommending a 3% increase in premiums for both single and family insurance plans with no benefit changes effective January 1, 2019. The 3% increase proposed results in monthly premiums for co-pay plan single \$854, family \$2,562 and H.S.A plan single \$650, family \$1952.
5. The self-funded dental insurance continues to maintain a healthy stable reserve balance of approximately \$320,000. In addition, based on the blended claims history and our reserves the committee recommends a 0% change in the premiums for both single and family insurance with benefit design changes effective January, 2019.

Recommendation:

The insurance committee recommends the School Board approve staying with Medica for administration of the self-funded insurance plan with no benefit changes and a 3% premium increase, and Delta Dental for administration of the self-funded dental plan with no benefit changes and no premium increase effective for the January 1, 2019, plan year.

**Intermediate School District 917
Special Education Programs
2018-2019**

Duplicated Count 10/1/18

Center Based Programs	School District:											Total
	6	191	192	194	195	196	197	199	200	271	Other	
Customized Alt. Solutions Educ. (CASE)	2	1	2	0	0	1	2	0	1	0	0	9
Anthony Louis Center	0	1	0	0	0	1	0	0	0	0	2	4
Options	0	1	2	1	0	1	1	0	0	1	8	15
YTP	0	3	1	0	0	3	2	0	0	3	33	45
Transition (TESA)	5	1	13	30	1	2	5	10	0	1	8	76
Multi-Disabled (DASH)	2	0	3	4	0	0	1	1	11	2	2	26
Deaf/Hard of Hearing	3	10	3	4	0	4	4	1	2	3	4	38
Autism (PACES)	0	1	9	17	0	0	0	2	1	1	0	31
Students W/Unique Needs (SUN)	8	17	14	20	0	1	16	10	15	14	5	120
Emotional/Beh. Dis. (IDEA)	2	10	3	5	0	0	2	9	8	9	2	50
Riverside (residential corrections)	2	0	0	0	0	2	0	0	0	0	5	9
New Chance (day corrections)	1	1	2	0	0	1	1	0	0	0	0	6
Therapeutic Education Alternative (TEA)	0	9	11	4	0	1	4	7	1	5	5	47
SUBTOTAL												476
Purchase of Service and Itinerant Programs												
OT					10							10
Vision	3	21	11	20	1		15	8	7	22	4	112
Deaf and Hard of Hearing	14	21	24	44	5	3	19	21	19	2	3	175
Audiology	16	22	26	46	5	4	21	23	24	43	7	237
Physically Impaired	9	26	24	33	2	2	12	15	19			142
Physical Therapy	0	42	57	65	6	2	0	1	14	2	2	191
DCALS/DCALS NORTH	2	2	10	1	1	31	9	0	4	0	2	62
SUBTOTAL												929
TOTAL	69	189	215	294	31	59	114	108	126	108	92	1405

School Districts

6 So. St. Paul	196 Rosemount/Apple Valley/Eagan
191 Burnsville/Eagan/Savage	197 West St. Paul/Mendota Hgts/Eagan
192 Farmington	199 Inver Grove Heights
194 Lakeville	200 Hastings
195 Randolph	271 Bloomington

DCALS TECHNICAL STUDENTS

Prepared 10/1/2018

October 1, 2018

PROGRAM	DCAL	191	192	200	194	195	197	271	199				DCAL	196	
		BURN	FARM	HAST	LAKER	RAND	SIB	BL	SIM	IDEA	TESA	SUN	NORTH	ROSE	TOTAL
CAREER EXPLOR.			13	1	1	2	6	8	1		1				33
COM. NETWORKING		5	2	3				2	4						16
COM. SER & REPAIR			1												1
COM. GAMING			8						2						10
CONST. TRADES			15		3			6	5		1				30
FOOD IND. CAREERS		1					1				5				7
FUNDAMENTAL CHEF		1	6	3		1		13	9		3				36
GRAPHICS		1	7	3	2		1	5	2		8			1	30
HEAVY DUTY TRUCK	1	1	14	2	3			5	10			1			37
MEDICAL CAREERS			21	1	2	2	1	5	3	1	2				38
WORK EXPERIENCE	12												15		27
TOTAL AUTO CARE	1	1	26		3	1		16	4		2				54
TOTAL (Technical)	14	10	113	13	14	6	9	60	40	1	22	1	15	1	319
TOTAL OF ALL IDEA, TESA, AND MRV STUDENTS IN SECONDARY TECHNICAL PROGRAMS BY DISTRICT															
DISTRICT	196	191	192	200	194	197	6	199	625	656	831	719			
IDEA		1												1	
SUN						1								1	
DCALS NORTH						9	1	3	2					15	
DCALS	5		5	1		2		1						14	
TESA			5		8	1	3	1	1	1	1	1		22	
TOTAL	5	1	10	1	8	13	4	5	3	1	1	1	1	53	

RESIDENT DISTRICT (seat-based)*10/1/2018*

#006 South St. Paul	7
#196 Rosemount/Apple Valley/Eagan	1
#197 West St. Paul/Mendota Heights/Eagan	28
#199 Inver Grove Heights	6
#625 St. Paul	15
TOTAL	57

Online - in system

#197 West St. Paul/Mendota Heights/Eagan	2
#199 Inver Grove Heights	1
#625 St. Paul	4
Total:	7

MEMBER DISTRICTS	12-13	13-14	14-15	15-16	16-17	17-18	18-19
#006 - South St Paul	6	8	4	4	4	6	4
#191 - Burnsville	47	47	44	48	18	35	11
#192 - Farmington	133	115	107	119	103	105	123
#194 - Lakeville	48	50	41	46	29	39	22
#195 - Randolph	4	3	7	10	2	4	6
#197 - Henry Sibley (West St Paul)	20	9	18	16	19	17	22
#199 - Simley (Inver Grove Hgts)	2	3	3	15	10	48	45
#200 - Hastings	33	29	28	22	27	13	14
#271 - Bloomington	44	42	49	57	77	66	60
#917 - DCALS	4	2					
TOTAL	341	308	301	338	289	333	307
NON MEMBER DISTRICTS							
#196 - Apple Valley, Eagan, Rosemount	4	1	6	14	8	7	6
#256						1	
# 719 - Prior Lake	3	2	1	3			1
#625							3
#831							1
#656						1	1
#761						1	
#4091 Arcadi Charter School					1		
#659	2		1				
TOTAL	9	3	8	16	9	10	12
GRAND TOTAL	350	311	309	354	298	343	319

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DAKOTA COUNTY AREA LEARNING SCHOOL, ISD #917
RESIDENT DISTRICT ENROLLMENT REPORT
2018-2019

RESIDENT DISTRICT	Unduplicated Count		
	<i>SEAT BASED</i>	<i>IS ONLY</i>	
#001 - Minneapolis	1	0	
#006 - South St Paul	1	0	
#191 - Burnsville	9	8	
#192 - Farmington	32	21	
#194 - Lakeville	4	2	
#195 - Randolph	1	1	
#196 - Apple Valley/Eagan/Rosemount	82	22	
#197 - West St. Paul	4	1	
#199 - Inver Grove Heights	7	8	
#200 - Hastings	14	3	
#271 - Bloomington	0	1	
#659 - Northfield	2	0	
#719 - Prior Lake	1	0	
#720 - Shakopee	0	1	
#833 - South Washington	1	0	
TOTAL	159	68	227

DCALS ISD #917

HOME DISTRICT ENROLLMENT REPORT 2018-2019 All Secondary Programs

MEMBER DISTRICTS	DCALS STC	DCALS	DCALS N	TOTAL
#006 - South St Paul	4	1	7	12
#191 - Burnsville	11	9		20
#192 - Farmington	123	32		155
#194 - Lakeville	22	4		26
#195 - Randolph	6	1		7
#197 - Henry Sibley (West St Paul)	22	4	28	54
#199 - Simley (Inver Grove Hgts)	45	7	6	58
#200 - Hastings	14	14		28
#271- Bloomington	60	0		60
TOTAL	307	72	41	420
NON MEMBER DISTRICTS				
#196 - Apple Valley, Eagan, Rosemount	6	82	1	89
#831	1			2
#656	1			1
#719	1	1		
# 625 - Saint Paul	3		15	18
#659		2		2
#833		1		
#001 - Minneapolis		1		
#761				1
TOTAL	12	87	16	113
GRAND TOTAL	319	159	57	535

MEMORANDUM

TO: ISD 917, School Board
FROM: Mark A. Zuzek
DATE: October 2, 2018
REGARDING: Employment costs beyond the cost of primary employment contracts

In an effort to well understand the total costs of employment as we are providing the Temporary Work Agreements (TWA) data, I would like to provide some additional context.

As of September 26, 2018 the amount of salary paid to staff by TWA for additional duties was:

\$275,665.33	Extended School Year (ESY)
\$6,460.00	Summer Moves
<u>\$178,332.34</u>	Temporary Work Agreements (Misc)
\$460,457.67	Total as of 09.26.2018

In addition to the TWA compensation, there was also staff training that occurred. Staff attending the training signed in for each session they attended.

\$59,546.60	Certified staff salary for training
<u>\$34,050.77</u>	Non-certified salary for training
\$93,597.37	Total attendance cost for people attending training

9/15 Payroll

Year	BUDGET CODE	Title	Account Title	et Control	Organizational	Budget	Period	Expense	YTD Expense	cumbranc	Balance
2019	0	SPECIAL EDUCATION -	185 OTHER SALARY/BEYON	02350640000120	185	A	121565	31440.27	59546.6	0	62018.4
2019	0	SPECIAL EDUCATION -	186 OTHER NON-LIC SALAR	02350640000120	186	A	121565	22002.91	34050.77	0	87514.23
2019	0	SPECIAL EDUCATION -	210 FICA	02350640000120	210	A	18600	3970.87	6975.5	0	11624.5
2019	0	SPECIAL EDUCATION -	214 PERA CONTRI	02350640000120	214	A	9115	1565.53	2475.11	0	6639.89
2019	0	SPECIAL EDUCATION -	218 TRA CONTRI	02350640000120	218	A	9115	2304.87	4421.95	0	4693.05
2019	0	SPECIAL EDUCATION -	305 FEES FOR SERVICES	02350640000120	305	A	50000	0	3540	0	46460
2019	0	SPECIAL EDUCATION -	350 REPAIR & MAINTENAN	02350640000120	350	A	0	0	0	0	0
2019	0	SPECIAL EDUCATION -	366 TRAVEL, CONV & CONF	02350640000120	366	A	25000	0	5215	0	19785
2019	0	SPECIAL EDUCATION -	368 OUT OF STATE TRAVEL	02350640000120	368	A	0	0	0	0	0
2019	0	SPECIAL EDUCATION -	401 SUPPLIES NON INSTR	02350640000120	401	A	25000	0	12101.25	9362.94	3535.81

INTERMEDIATE SCHOOL DISTRICT 917											
TEMPORARY EMPLOYMENT AGREEMENT REPORT											
July 1, 2018 through June 30, 2019											
FIRST QUARTER 7/1/18-9/30/18											
						MAX	MAX				
						START	END	#WORK	HRS/		
LAST NAME	FIRST NAME	DESCRIPTION	LOCATION	POSITION	DATE	DATE	DAYS	DAY	SALARY	2018-19	
AALGAARD	MAREN	ESY	GIDEON POND DHH	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR	
ABEL	HOLLY	ESY	GIDEON POND DHH	INTERPRETER	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR	
ADAMS	KAITLIN	TEMP WORK AGREEMENT	AEC IDEA/SUN	SOCIAL WORKER	6/27/2018	6/27/2018	1	4	\$ 128.84	1ST QTR	
ADAMS	KAITLIN	TEMP WORK AGREEMENT	ALLIANCE ED CTR	SOCIAL WORKER	7/2/2018	8/24/2018	1	6	\$ 203.52	1ST QTR	
ADAMS	KAITLIN	ESY	AEC IDEA/SUN	TEACHER	7/9/2018	8/2/2018	16	4	\$ 2,170.88	1ST QTR	
ADOLPHSON	MARY	ESY	LEBANON ED CTR IDEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR	
ADRIAN	ANNA	ESY	CONCORD SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR	
ALEXANDER	BRUCE	SUMMER MOVES	AEC IDEA	CUSTODIAL/DELIVERY	8/20/2018	8/21/2018	2	6	\$ 240.00	1ST QTR	
ALEXANDER	IAN	ESY	MEADOWVIEW EL PACES	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR	
ANDERSEN	KASANDRA	ESY	DIAMONDHEAD EC DHH	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,367.04	1ST QTR	
ANNONI	ELIZABETH	SUMMER MOVES	AEC ITINERANTS	TEACHER	8/16/2018	8/24/2018	1	8	\$ 160.00	1ST QTR	
ARANA	MARCO	ESY	LEBANON TEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR	
ARNESON	PATRICIA	TEMP WORK AGREEMENT	DISTRICT WIDE	SOCIAL WORKER	7/24/2018	7/24/2018	1	4	\$ 218.44	1ST QTR	
ASMUS	JOAN	ESY	DCTC/SP ED STAFF	TEACHER	7/9/2018	8/2/2018	11	8	\$ 4,207.46	1ST QTR	
ASMUS	JOAN	SUMMER MOVES	DCTC/SP ED STAFF	TEACHER	7/14/2018	7/14/2018	1	4	\$ 80.00	1ST QTR	
BAILEY	ALYSSA	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR	
BANNICK	JEAN	SUMMER MOVES	CEC	OCCUPATIONAL THERAPIST	8/16/2018	8/24/2018	1	8	\$ 160.00	1ST QTR	
BANNICK	JEAN	TEMP WORK AGREEMENT	ALLIANCE ED CTR ITINERANT	OCCUPATIONAL THERAPIST	8/24/2018	8/24/2018	1	1	\$ 42.90	1ST QTR	
BAUER	BEV	TEMP WORK AGREEMENT	RIVERSIDE SCHOOL	PARAPROFESSIONAL	8/31/2018	8/31/2018	1	4	\$ 87.44	1ST QTR	
BAUER	JACOB	ESY	MCGUIRE MS PACES	COMMUNITY EXPERT	7/9/2018	8/2/2018	16	4	\$ 1,720.32	1ST QTR	
BEHNKE	STEPHANIE	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,188.48	1ST QTR	
BENSON	CATHERINE	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR	
BIDDLE	SARAH	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,264.64	1ST QTR	
BIEGLER	PAMELA	ESY	DCALS (DCTC LOC)	TEACHER	7/9/2018	8/2/2018	25	1.6	\$ 1,864.40	1ST QTR	
BILLOCK	OLIVIA	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR	
BIRTTNEN	TRACY	ESY	DCTC/SP ED STAFF	TEACHER	7/9/2018	8/2/2018	16	4	\$ 3,452.80	1ST QTR	
BISTODEAU	STEPHANIE	ESY	AEC CASE	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR	
BJERKE	PAIGE	ESY	LEBANON TEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR	
BJERKE	VICKIE	TEMP WORK AGREEMENT	BUSINESS OFFICE	ACCOUNTS PAYABLE CLERK	7/1/2018	6/30/2019	5	8	\$ 1,190.40	1ST QTR	
BLACKERT	TARA	TEMP WORK AGREEMENT	LEBANON TEA	MENTAL HEALTH COORDINATOR	7/1/2018	8/24/2018	40	2.36	\$ 5,030.35	1ST QTR	
BLOOMQUIST	STACY	ESY	AEC IDEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR	
BONINE	KATHERINE	ESY	GIDEON POND DHH	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,188.48	1ST QTR	
BOUCHAREB	RENEE	ESY	GIDEON POND DHH	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,213.44	1ST QTR	
BRENNER	TARA	ESY	RIVERSIDE SCH/JSC	PARAPROFESSIONAL	8/31/2018	8/31/2018	1	4	\$ 72.68	1ST QTR	
BRITAIN	DONNA	TEMP WORK AGREEMENT	CONCORD ED CTR	OCCUPATIONAL THERAPIST	7/1/2018	8/20/2018	10	2	\$ 1,085.00	1ST QTR	

INTERMEDIATE SCHOOL DISTRICT 917
TEMPORARY EMPLOYMENT AGREEMENT REPORT
July 1, 2018 through June 30, 2019

FIRST QUARTER 7/1/18-9/30/18

										MAX	MAX		
						START	END	#WORK	HRS/				
LAST NAME	FIRST NAME	DESCRIPTION	LOCATION	POSITION	DATE	DATE	DAYS	DAY	SALARY	2018-19			
BRITTAIN	DONNA	SUMMER MOVES	AEC ITINERANTS	TEACHER	8/16/2018	8/24/2018	1	8	\$ 160.00	1ST QTR			
BRITTAIN	DONNA	TEMP WORK AGREEMENT	CONCORD ED CTR	OCCUPATIONAL THERAPIST	8/22/2018	8/22/2018	1	8	\$ 434.32	1ST QTR			
BROWN	OLIVIA	ESY	DCTC/SP ED STAFF	TEACHER	7/9/2018	8/2/2018	10	4	\$ 1,342.40	1ST QTR			
BROWN	SHELBY	ESY	AEC IDEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR			
BULE	AHMED	ESY	CONCORD SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR			
BURGIO	MICHAEL	ESY	YOUTH TRANSITION PRG	TEACHER	7/9/2018	8/2/2018	16	4	\$ 3,045.76	1ST QTR			
BURR	AMANDA	ESY	YOUTH TRANSITION PRG	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	3.5	\$ 1,039.92	1ST QTR			
BUTTEDAL	ALEXANDRA	TEMP WORK AGREEMENT	LEBANON TEA	SPECIAL ED TEACHER	8/1/2018	8/24/2018	1	2	\$ 58.50	1ST QTR			
BUTTEDAL	ALEXANDRA	TEMP WORK AGREEMENT	LEBANON TEA	PARAPROFESSIONAL	8/7/2018	8/8/2018	2	7.5	\$ 268.95	1ST QTR			
BYER	ANNE	TEMP WORK AGREEMENT	DCTC	PSYCHOLOGIST	7/2/2018	7/31/2018	1	3	\$ 177.51	1ST QTR			
CALAMESE	DAMIAN	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR			
CARLSON	LUKE	ESY	AEC SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR			
CHAMBLIN	JESSICA	ESY	CEC ITINERANTS	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR			
CHAMBLIN	JESSICA	SUMMER MOVES	CEC ITINERANTS	TEACHER	7/16/2018	8/24/2018	2	2	\$ 80.00	1ST QTR			
CHAMBLIN	JESSICA	TEMP WORK AGREEMENT	VI ITINERANT	TEACHER OF VISUALLY IMPAIRED	8/1/2018	8/30/2018	3	2	\$ 157.14	1ST QTR			
CHAMBLIN	JESSICA	TEMP WORK AGREEMENT	VI ITINERANT ECC	PARAPROFESSIONAL	8/7/2018	8/17/2018	7	7	\$ 871.22	1ST QTR			
CLARK	EMILY	ESY	DIAMONDHEAD EC DHH	TEACHER	7/9/2018	8/2/2018	16	4	\$ 2,026.88	1ST QTR			
CLARK	EMILY	SUMMER MOVES	DIAMONDHEAD EC DHH	TEACHER	7/16/2018	8/24/2018	4	2	\$ 160.00	1ST QTR			
CLARK	MADISON	ESY	AEC IDEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR			
COCHRAN	JAMES	ESY	DCTC/SP ED STAFF	TEACHER	7/9/2018	8/2/2018	16	4	\$ 3,508.48	1ST QTR			
COCHRAN	JAMES	TEMP WORK AGREEMENT	TESA	SPECIAL ED TEACHER	7/9/2018	8/2/2018	1	2	\$ 111.48	1ST QTR			
COCHRAN	JAMES	SUMMER MOVES	DCTC/SP ED STAFF	TEACHER	8/2/2018	8/2/2018	1	1	\$ 20.00	1ST QTR			
COLLINS	KATHLEEN	TEMP WORK AGREEMENT	AEC SUN	SPECIAL ED TEACHER	6/11/2018	6/29/2018	1	4	\$ 119.64	1ST QTR			
COLLINS	KATHLEEN	TEMP WORK AGREEMENT	ALLIANCE ED CTR SUN	SPECIAL ED TEACHER	8/1/2018	8/23/2018	1	6	\$ 190.02	1ST QTR			
CORNELIUS	LINDA	SUMMER MOVES	YTP	SPECIAL ED TEACHER	8/16/2018	8/24/2018	1	4	\$ 80.00	1ST QTR			
DAME	LAUREN	ESY	CONCORD SUN	COMMUNITY EXPERT	7/9/2018	8/2/2018	16	4	\$ 1,720.32	1ST QTR			
DEVENOW	PEARL	SUMMER MOVES	CEC ITINERANTS	TEACHER	7/1/2018	8/24/2018	4	2	\$ 160.00	1ST QTR			
DOBSON	MEGHAN	TEMP WORK AGREEMENT	AEC IDEA/SUN	SPECIAL ED TEACHER-LEAD	6/11/2018	6/29/2018	3	8	\$ 1,264.08	1ST QTR			
DOBSON	MEGHAN	TEMP WORK AGREEMENT	ALLIANCE ED CTR	SPECIAL ED TEACHER-LEAD	7/2/2018	8/24/2018	17	6	\$ 5,740.56	1ST QTR			
DODGE	MICHELLE	TEMP WORK AGREEMENT	DHH RES-LNHS	INTERPRETER	7/16/2018	8/30/2018	4	2	\$ 236.48	1ST QTR			
DOELP	KASANDRA	ESY	AEC ITINERANTS	TEACHER	7/9/2018	8/2/2018	15	4	\$ 2,381.40	1ST QTR			
DOELP	KASSIE	TEMP WORK AGREEMENT	ALLIANCE ED CTR ITINERANT	SPEECH LANGUAGE PATHOLOGIST	7/5/2018	7/31/2018	1	3	\$ 119.07	1ST QTR			
DOELP	KASSIE	TEMP WORK AGREEMENT	ALLIANCE ED CTR ITINERANT	SPEECH LANGUAGE PATHOLOGIST	8/22/2018	8/22/2018	1	8	\$ 317.52	1ST QTR			
DOENGES	KAREN	TEMP WORK AGREEMENT	DHH RES-DEC	SPEECH LANGUAGE PATHOLOGIST	7/2/2018	8/24/2018	12	2.58	\$ 1,672.76	1ST QTR			
DOENGES	KAREN	ESY	DIAMONDHEAD EC DHH	TEACHER	7/9/2018	8/2/2018	10	4	\$ 2,158.00	1ST QTR			

INTERMEDIATE SCHOOL DISTRICT 917										
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					DATE	DATE	#WORK	HRS/		
LAST NAME	FIRST NAME	DESCRIPTION	LOCATION	POSITION	DATE	DATE	DAYS	DAY	SALARY	2018-19
DOENGES	KAREN	TEMP WORK AGREEMENT	DHH RES-DEC	SPEECH LANGUAGE PATHOLOGIST	7/25/2018	7/26/2018	2	8	\$ 863.36	1ST QTR
DONALDSON	JACOB	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,213.44	1ST QTR
DONOHUE	BRIANNA	ESY	AEC CASE	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,097.60	1ST QTR
DYVIG	JODI	ESY	CONCORD SUN	TEACHER	7/9/2018	8/2/2018	16	4	\$ 1,937.28	1ST QTR
EATON	CARMEN	TEMP WORK AGREEMENT	ANTHONY LOUIS	SPECIAL ED TEACHER-LEAD	8/2/2018	8/24/2018	4	5.75	\$ 1,194.39	1ST QTR
EATON	CARMEN	TEMP WORK AGREEMENT	ANTHONY LOUIS	SPECIAL ED TEACHER-LEAD	8/23/2018	8/24/2018	2	8	\$ 830.88	1ST QTR
ECONOMOU	CRISOULA	TEMP WORK AGREEMENT	CEC SUN	SPEECH LANGUAGE PATHOLOGIST	8/22/2018	8/22/2018	1	8	\$ 242.16	1ST QTR
EDDY	DILLON	ESY	LEBANON TEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR
EDMONDS	BILLIE	ESY	AEC CASE	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR
EKWALL	CARLA	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR
ELBERS	KARI	SUMMER MOVES	HUDDLESTON EL PACES	PROGRAM ASSISTANT	8/24/2018	8/24/2018	1	4	\$ 80.00	1ST QTR
ELDEEB	SHEREEN	ESY	AEC SUN	TEACHER	7/9/2018	8/2/2018	16	4	\$ 1,793.92	1ST QTR
ELDRED	PATRICIA	TEMP WORK AGREEMENT	ITINERANT	PHYSICAL & HLTH DISAB TEACHER	7/16/2018	8/30/2018	4	2	\$ 461.76	1ST QTR
ELLINGHUYSEN	KENNEDY	ESY	AEC SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR
ELLIS	ANDREA	TEMP WORK AGREEMENT	LNHS DASH	HEALTH ASSOCIATE	7/9/2018	7/9/2018	1	0.5	\$ 11.67	1ST QTR
ELLIS	ANDREA	ESY	BOECKMAN MS PACES	HEALTH ASSOCIATE	7/9/2018	8/2/2018	16	4	\$ 1,493.12	1ST QTR
ELLIS	KATHLEEN	ESY	MCGUIRE MS PACES	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR
ENFIEJIAN	VALERIE	TEMP WORK AGREEMENT	GIDEON POND DHH	SCHOOL PSYCHOLOGIST	7/2/2018	8/24/2018	12	2	\$ 1,385.28	1ST QTR
ENGEL	KATHERINE	SUMMER MOVES	CEC ITINERANTS	TEACHER	7/1/2018	8/24/2018	4	3	\$ 240.00	1ST QTR
ENGELHARDT-FISCHBEIN	KRISTIN	ESY	LAKEVILLE N HS DHH	TEACHER	7/9/2018	8/2/2018	16	4	\$ 3,452.80	1ST QTR
EVANS	AARON	TEMP WORK AGREEMENT	DCALS	SPECIAL ED TEACHER	7/9/2018	8/24/2018	4	1	\$ 170.64	1ST QTR
EVANS	ANDREW	ESY	AEC SUN	TEACHER	7/9/2018	8/2/2018	16	4	\$ 3,452.80	1ST QTR
EVERSON	KATHLEEN	ESY	AEC CASE	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR
FAIRBANKS	SARAH	ESY	CHR MCAULIFFE DASH	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR
FAIRBANKS	SARAH	TEMP WORK AGREEMENT	HHS DASH	PARAPROFESSIONAL	7/12/2018	7/12/2018	1	0.5	\$ 8.89	1ST QTR
FAYE	BASSIROU	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR
FINK	KRISTIN	ESY	MEADOWVIEW EL PACES	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR
FISHER	SCOTT	ESY	LEBANON TEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	15	4	\$ 1,066.80	1ST QTR
FLEMIING	ANGIE	SUMMER MOVES	CEC	SPEECH LANGUAGE PATHOLOGIST	8/16/2018	8/24/2018	1	8	\$ 160.00	1ST QTR
FLOM	ALICE	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,264.64	1ST QTR
FOLEY	KAYLA	ESY	HUDDLESTON EL PACES	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR
FREIERMUTH	TAYLOR	ESY	AEC CASE	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR
FRISQUE	SHERILYN	SUMMER MOVES	CEC ITINERANTS	TEACHER	7/1/2018	8/24/2018	4	3	\$ 240.00	1ST QTR
FRISQUE	SHERILYN	TEMP WORK AGREEMENT	VI ITINERANT	TEACHER OF VISUALLY IMPAIRED	7/2/2018	8/22/2018	26	5	\$ 7,127.90	1ST QTR
FRISQUE	SHERILYN	ESY	CEC ITINERANTS	TEACHER	8/6/2018	8/17/2018	12	8	\$ 5,263.68	1ST QTR

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						START	END	MAX	MAX	
						DATE	DATE	#WORK	HRS/	
LAST NAME	FIRST NAME	DESCRIPTION	LOCATION	POSITION	START	END	DAYS	DAY	SALARY	2018-19
FRISQUE	SHERILYN	TEMP WORK AGREEMENT	VI ITINERANT	TEACHER OF VISUALLY IMPAIRED	8/1/2018	8/30/2018	3	2	\$ 328.98	1ST QTR
FUERSTENBERG	KIM	ESY	LEBANON TEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR
GABBERT	KIRSTIE	TEMP WORK AGREEMENT	ALLIANCE ED CTR	SPECIAL ED TEACHER	8/1/2018	8/24/2018	1	6	\$ 175.50	1ST QTR
GAGNER	ASHLY	ESY	LEBANON TEA	TEACHER	7/9/2018	8/2/2018	16	4	\$ 1,744.00	1ST QTR
GAGNER	ASHLY	TEMP WORK AGREEMENT	LEBANON TEA	SPECIAL ED TEACHER	8/1/2018	8/24/2018	1	2	\$ 54.50	1ST QTR
GARDING	THOMAS	ESY	CEDAR SUN	COMMUNITY EXPERT	7/9/2018	8/2/2018	16	4	\$ 1,720.32	1ST QTR
GARLOUGH	ELIZABETH	SUMMER MOVES	CEC	OCCUPATIONAL THERAPIST	8/16/2018	8/24/2018	1	8	\$ 160.00	1ST QTR
GARLOUGH	ELIZABETH	TEMP WORK AGREEMENT	CONCORD ED CTR	OCCUPATIONAL THERAPIST	8/22/2018	8/22/2018	1	8	\$ 292.00	1ST QTR
GENZ	SARAH	ESY	FARMINGTON HS PACES	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR
GENZ	SARAH	TEMP WORK AGREEMENT	FHS PACES	PARAPROFESSIONAL	7/16/2018	7/16/2018	1	0.5	\$ 8.89	1ST QTR
GESKE	ADDIE	SUMMER MOVES	CEC ITINERANTS	TEACHER	7/1/2018	8/24/2018	4	3	\$ 240.00	1ST QTR
GESKE	ADDIE	TEMP WORK AGREEMENT	ITINERANT	PHYSICAL & HLTH DISAB TEACHER	7/16/2018	8/30/2018	4	2	\$ 248.56	1ST QTR
GLOE	CASEY	ESY	LEBANON TEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,097.60	1ST QTR
GODFREY	CHERI	SUMMER MOVES	CEC ITINERANTS	BRAILLIST	7/1/2018	8/24/2018	4	3	\$ 240.00	1ST QTR
GODFREY	CHERI	ESY	CEC ITINERANTS	PARAPROFESSIONAL	7/9/2018	8/2/2018	10	7	\$ 1,495.20	1ST QTR
GRAINGER	AMY	ESY	GIDEON POND DHH	TEACHER	7/9/2018	8/2/2018	16	5	\$ 2,622.40	1ST QTR
GROFF	CASSIE	SUMMER MOVES	CEC ITINERANTS	TEACHER	7/1/2018	8/24/2018	4	2	\$ 160.00	1ST QTR
HABIGER	ELAINE	ESY	MEADOWVIEW EL PACES	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR
HADRITS	STEVEN	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR
HANSEN	JESSICA	ESY	LEBANON TEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	2	3.5	\$ 127.19	1ST QTR
HANSON	LUCINDA	ESY	DCTC/SP ED STAFF	TEACHER	7/9/2018	8/2/2018	16	4	\$ 3,694.08	1ST QTR
HARTMAN	KIMBERLY	ESY	GIDEON POND DHH	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,452.16	1ST QTR
HAUFF	ASHLEY	ESY	AEC CASE	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR
HEIDEMANN	JANA	TEMP WORK AGREEMENT	CEDAR SUN	SPEECH LANGUAGE PATHOLOGIST	7/2/2018	7/31/2018	1	3	\$ 147.57	1ST QTR
HEIDEMANN	JANA	TEMP WORK AGREEMENT	CEDAR SUN	SPEECH LANGUAGE PATHOLOGIST	8/23/2018	8/23/2018	1	1	\$ 49.19	1ST QTR
HEIDEMANN	JANA	TEMP WORK AGREEMENT	CEDAR SUN	SPEECH LANGUAGE PATHOLOGIST	8/24/2018	8/24/2018	1	1	\$ 49.19	1ST QTR
HIRD	NICOLE	TEMP WORK AGREEMENT	DCTC TESA	HEALTH ASSOCIATE	8/6/2018	8/29/2018	3	7	\$ 489.93	1ST QTR
HOELSCHER	JUSTIN	ESY	AEC CASE	TEACHER	7/9/2018	8/2/2018	16	4	\$ 1,744.00	1ST QTR
HOELSCHER	JUSTIN	TEMP WORK AGREEMENT	ALLIANCE ED CTR CASE	SPECIAL ED TEACHER	8/1/2018	8/24/2018	1	6	\$ 163.50	1ST QTR
HOELSCHER	JUSTIN	TEMP WORK AGREEMENT	ALLIANCE ED CTR CASE	SPECIAL ED TEACHER	8/23/2018	8/23/2018	1	1	\$ 27.25	1ST QTR
HOFFER	JESSICA	ESY	LAKEVILLE N HS DHH	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,452.16	1ST QTR
HOREJSI	CRAIG	ESY	GIDEON POND ITINERAN	TEACHER	7/9/2018	8/2/2018	1	5	\$ 206.35	1ST QTR
HURLA	AMY	SUMMER MOVES	LEBANON TEA	TEACHER	7/1/2018	8/24/2018	4	1	\$ 80.00	1ST QTR
HURLA	AMY	ESY	LEBANON TEA	TEACHER	7/9/2018	8/2/2018	16	4	\$ 1,947.52	1ST QTR
HURLA	AMY	TEMP WORK AGREEMENT	LEBANON TEA	MENTAL HEALTH PRACTITIONER	8/1/2018	8/24/2018	2	1.75	\$ 106.51	1ST QTR

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HURLA	AMY	TEMP WORK AGREEMENT	LEBANON TEA	MENTAL HEALTH PRACTITIONER	8/23/2018	8/23/2018	1	2	\$ 60.86	1ST QTR
IDEEN	SARAH	TEMP WORK AGREEMENT	GIDEON POND DHH	TEACHER OF DEAF/HH	7/25/2018	7/26/2018	2	8	\$ 635.04	1ST QTR
IRELAND	KATHLEEN	SUMMER MOVES	CEC ITINERANTS	TEACHER	7/1/2018	8/24/2018	4	2	\$ 160.00	1ST QTR
JACOBS	CINDY	TEMP WORK AGREEMENT	DHH-RES GP	OCCUPATIONAL THERAPIST	7/2/2018	8/24/2018	12	2	\$ 1,202.40	1ST QTR
JEFFRIES	DIANE	TEMP WORK AGREEMENT	DCTC ADMIN OFFICE	ADMIN ASST-PERSONNEL	7/2/2018	6/30/2019	5	8	\$ 1,911.60	1ST QTR
JOHNSON	SARAH	SUMMER MOVES	CEC ITINERANTS	TEACHER	7/1/2018	8/24/2018	4	3	\$ 240.00	1ST QTR
JUENEMANN	STEPHANIE	ESY	LEBANON TEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR
KETTERLING	ROGER	ESY	LAKEVILLE N HS DASH	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,188.48	1ST QTR
KETTLER	KATHRYN	TEMP WORK AGREEMENT	LEBANON TEA	MENTAL HEALTH PRACTITIONER	8/1/2018	8/24/2018	2	1.75	\$ 113.51	1ST QTR
KLAUSTERMEIER	JENNIFER	TEMP WORK AGREEMENT	DCTC TESA/PACES	SPECIAL ED TEACHER	6/12/2018	6/12/2018	1	2	\$ 115.34	1ST QTR
KLEIN	LORI	SUMMER MOVES	CEC ITINERANTS	TEACHER	7/1/2018	8/24/2018	4	3	\$ 240.00	1ST QTR
KLIMEK	LORILEA	ESY	YOUTH TRANSITION PRG	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,772.16	1ST QTR
KNEER	ADAM	ESY	AEC CASE	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR
KNEER	AMBER	TEMP WORK AGREEMENT	LEBANON TEA	PARAPROFESSIONAL	8/7/2018	8/8/2018	2	7.5	\$ 301.50	1ST QTR
KNEER	BRITTANY	ESY	LEBANON TEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR
KNIGHT	ROBIN	ESY	AEC CASE	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,213.44	1ST QTR
KNUTSON	SHANNA	TEMP WORK AGREEMENT	DCTC	SCHOOL PSYCHOLOGIST-LEAD	7/1/2018	8/20/2018	5	8	\$ 2,094.40	1ST QTR
KRANZ	ANDREA	ESY	AEC SUN	PROGRAM ASSISTANT	7/9/2018	8/2/2018	16	4	\$ 1,188.48	1ST QTR
KRINGEN	JANE	ESY	GIDEON POND DHH	INTERPRETER	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR
KRUSE	REBECCA	ESY	AEC IDEA/SUN/CASE	TEACHER	7/9/2018	8/2/2018	16	4	\$ 2,174.72	1ST QTR
KUBIK	GABRIELA	ESY	GIDEON POND ITINERAN	TEACHER	7/9/2018	8/2/2018	46	3	\$ 4,370.46	1ST QTR
KUBIK	GABRIELA	TEMP WORK AGREEMENT	DHH ITINERANT	TEACHER OF DEAF/HH	7/1/2018	8/9/2018	22	3	\$ 2,090.22	1ST QTR
KURTEN	CAROL	ESY	DCTC/SP ED STAFF	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,347.84	1ST QTR
LACHER GODDARD	LINDA	TEMP WORK AGREEMENT	DHH-RES GP	SPEECH LANGUAGE PATHOLOGIST	7/2/2018	8/24/2018	12	2	\$ 1,246.32	1ST QTR
LAFRENIERE	AMY	ESY	MCGUIRE MS PACES	PARAPROFESSIONAL	7/26/2018	7/26/2018	1	4	\$ 87.84	1ST QTR
LAMPRECHT	CLAUDETTE	TEMP WORK AGREEMENT	LNHS DASH	SPECIAL ED TEACHER	7/9/2018	7/10/2018	2	0.75	\$ 81.44	1ST QTR
LAMPRECHT	CLAUDETTE	ESY	LAKEVILLE N HS DASH	TEACHER	7/9/2018	8/2/2018	16	4	\$ 3,474.56	1ST QTR
LANDBERG	SUSAN	ESY	DISTRICTWIDE STAFF	TEACHER	7/9/2018	8/2/2018	16	4	\$ 3,452.80	1ST QTR
LANG	ALEXANDRA	ESY	AEC SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR
LANG	SHEILA	ESY	DCTC/SP ED STAFF	PARAPROFESSIONAL	7/9/2018	8/2/2018	15	4	\$ 1,233.60	1ST QTR
LANG	SHEILA	TEMP WORK AGREEMENT	HHS DASH	SPECIAL ED TEACHER	7/12/2018	7/12/2018	1	4	\$ 126.76	1ST QTR
LANGE	KELLIE	ESY	AEC SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,188.48	1ST QTR
LARSEN	BETSY	ESY	LAKEVILLE N HS PACES	TEACHER	7/9/2018	8/2/2018	16	4	\$ 3,323.52	1ST QTR
LARSEN	BETSY	TEMP WORK AGREEMENT	HOMEBOUND DASH	SPECIAL ED TEACHER	7/10/2018	8/2/2018	4	1.25	\$ 259.65	1ST QTR
LARSEN	BETSY	TEMP WORK AGREEMENT	HOMEBOUND DASH	SPECIAL ED TEACHER	7/10/2018	8/2/2018	4	1.25	\$ 259.65	1ST QTR

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LARSEN	BETSY	TEMP WORK AGREEMENT	HOMEBOUND DASH	SPECIAL ED TEACHER	7/10/2018	8/2/2018	38	1.25	\$ 2,466.68	1ST QTR
LARSEN	BETSY	TEMP WORK AGREEMENT	HOMEBOUND DASH	SPECIAL ED TEACHER	7/10/2018	8/2/2018	38	1.25	\$ 2,466.68	1ST QTR
LARSON	ABIGAIL	SUMMER MOVES	CEC ITINERANTS	TEACHER	7/16/2018	8/24/2018	2	2	\$ 80.00	1ST QTR
LAWRENCE	MAYA	ESY	LEBANON TEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR
LIEN	TARA	TEMP WORK AGREEMENT	AEC CASE	SOCIAL WORKER	6/27/2018	6/27/2018	1	4	\$ 168.64	1ST QTR
LIEN	TARA	TEMP WORK AGREEMENT	ALLIANCE ED CTR	SOCIAL WORKER	7/2/2018	7/31/2018	3	3	\$ 405.63	1ST QTR
LIEN	TARA	TEMP WORK AGREEMENT	ALLIANCE ED CTR CASE	SOCIAL WORKER	7/2/2018	8/24/2018	10	4	\$ 1,802.80	1ST QTR
LOCKE	MARGARET	ESY	LEBANON TEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR
LORENTZ	JOSEPH	ESY	AEC SUN	TEACHER	7/9/2018	8/2/2018	16	4	\$ 2,823.68	1ST QTR
LUDEWIG	SARAH	TEMP WORK AGREEMENT	HS SHS DHH	INTERPRETER	7/2/2018	7/11/2018	5	5.5	\$ 603.63	1ST QTR
LUDEWIG	SARAH	TEMP WORK AGREEMENT	HERITAGE MS	INTERPRETER	7/15/2018	8/24/2018	25	2	\$ 1,097.50	1ST QTR
MALONE	TRILA	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR
MARTIN	KARISSA	TEMP WORK AGREEMENT	LEBANON TEA	MENTAL HEALTH PRACTITIONER	8/1/2018	8/24/2018	2	1.75	\$ 94.85	1ST QTR
MATTICE	CATHLEEN	TEMP WORK AGREEMENT	AEC/CEC	SPECIAL ED TEACHER-LEAD	6/11/2018	6/29/2018	1	8	\$ 370.32	1ST QTR
MATTICE	CATHLEEN	TEMP WORK AGREEMENT	AEC/CEC	SPECIAL ED TEACHER-LEAD	7/2/2018	8/24/2018	12	6	\$ 3,560.40	1ST QTR
MATTOS	PATTI	TEMP WORK AGREEMENT	DCALS	ENROLLMENT COORD/DEAN	7/1/2018	6/30/2019	15	8	\$ 7,036.80	1ST QTR
MCGIBBON	SHARRI	ESY	AEC IDEA	COMMUNITY EXPERT	7/9/2018	8/2/2018	16	4	\$ 1,720.32	1ST QTR
MCGIBBON	SHARRI	TEMP WORK AGREEMENT	ALLIANCE ED CTR IDEA	COMMUNITY EXPERT	8/1/2018	8/24/2018	1	6	\$ 161.28	1ST QTR
MCNAMARA	ALICE	ESY	DISTRICTWIDE STAFF	PARAPROFESSIONAL	7/9/2018	8/2/2018	15	4	\$ 1,066.80	1ST QTR
MEAD	SAVANNA	ESY	AEC CASE	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR
MENGE	ROBERT	ESY	LEBANON TEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	11	4	\$ 782.32	1ST QTR
MENZIA	ANDREA	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR
MINICK	AMBER	ESY	AEC SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,188.48	1ST QTR
MOGA	BRIAN	TEMP WORK AGREEMENT	LEBANON TEA	SPECIAL ED TEACHER	7/30/2018	7/30/2018	1	3	\$ 95.01	1ST QTR
MOGA	BRIAN	TEMP WORK AGREEMENT	LEBANON TEA	SPECIAL ED TEACHER	8/1/2018	8/24/2018	1	2	\$ 63.34	1ST QTR
MOGA	BRIAN	TEMP WORK AGREEMENT	LEBANON TEA	SPECIAL ED TEACHER	8/7/2018	8/8/2018	2	7.5	\$ 475.05	1ST QTR
MONSON	JODI	TEMP WORK AGREEMENT	CMS DHH	INTERPRETER	8/18/2018	8/15/2018	1	4	\$ 100.00	1ST QTR
MONTGOMERY	JESSICA	ESY	HASTINGS HS DASH	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR
MONTGOMERY	JESSICA	TEMP WORK AGREEMENT	HASTINGS HS	PARAPROFESSIONAL	7/12/2018	7/12/2018	1	0.5	\$ 8.89	1ST QTR
NELSON	KAYLA	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,213.44	1ST QTR
NELSON	MARTA	ESY	YOUTH TRANSITION PRG	TEACHER	7/9/2018	8/2/2018	16	3.53	\$ 2,155.28	1ST QTR
NESS	SAMANTHA	ESY	AEC SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR
NEWQUIST	MATTHEW	TEMP WORK AGREEMENT	ALLIANCE ED CTR IDEA/SUN	BD CERTIF BEHAVIOR ANALYST	7/24/2018	7/26/2018	2	3.5	\$ 284.76	1ST QTR
NEWQUIST	MATTHEW	TEMP WORK AGREEMENT	AEC IDEA	BD CERTIF BEHAVIOR ANALYST	8/7/2018	8/9/2018	3	6	\$ 732.24	1ST QTR
NORD	EMILY	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR

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NOVY	RACHEL	TEMP WORK AGREEMENT	ALLIANCE ED CTR IDEA	SPECIAL ED TEACHER	8/9/2018	8/9/2018	1	6	\$ 270.42	1ST QTR
O'DOWD-MALLAM	ALEXANDRA	ESY	GIDEON POND DHH	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,239.04	1ST QTR
OLSON	ASHLEY	ESY	AEC SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,213.44	1ST QTR
OLSON	CHARLOTTE	SUMMER MOVES	OPTIONS-BV #191	TEACHER	8/16/2018	8/24/2018	1	8	\$ 160.00	1ST QTR
O'NEIL	DIANA	ESY	DCTC/SP ED STAFF	TEACHER	7/9/2018	8/2/2018	16	4	\$ 3,323.52	1ST QTR
ONYENEHO	JIDEOFOR	ESY	OPTIONS-BV #191	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,213.44	1ST QTR
ONYENEHO	JIDEOFOR	TEMP WORK AGREEMENT	YTP	PARAPROFESSIONAL	7/16/2018	7/19/2018	4	1.75	\$ 132.72	1ST QTR
OPHUS	SAMANTHA	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR
OTT	LISA	SUMMER MOVES	DCTC/SP ED STAFF	BD CERT BEHAVIOR ANALYST	7/1/2018	8/24/2018	12	1	\$ 240.00	1ST QTR
PALMA	LEAH	SUMMER MOVES	LEBANON TEA	TEACHER	7/1/2018	8/24/2018	4	1	\$ 80.00	1ST QTR
PALMBERG	KAILA	ESY	LAKEVILLE N HS DHH	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,213.44	1ST QTR
PAULEY	JACKIE	TEMP WORK AGREEMENT	AEC SUN	SPECIAL ED TEACHER	8/1/2018	8/24/2018	1	6	\$ 247.62	1ST QTR
PEMBLE	HOLLY	SUMMER MOVES	CEC ITINERANTS	TEACHER	7/1/2018	8/24/2018	4	3	\$ 240.00	1ST QTR
PEMBLE	HOLLY	ESY	CEC ITINERANTS	TEACHER	7/9/2018	8/2/2018	16	4	\$ 3,351.04	1ST QTR
PEMBLE	HOLLY	TEMP WORK AGREEMENT	HHS DASH	SPEECH LANGUAGE PATHOLOGIST	7/12/2018	7/12/2018	1	0.5	\$ 26.18	1ST QTR
PEMBLE	HOLLY	TEMP WORK AGREEMENT	PHD ITINERANT CEC	PHYSICAL & HLTH DISAB TEACHER	7/16/2018	8/30/2018	4	2	\$ 418.88	1ST QTR
PEREDA	JOHN	TEMP WORK AGREEMENT	DCALS	GUIDANCE COUNSELOR	7/1/2018	6/30/2019	5	8	\$ 1,650.80	1ST QTR
PETERS	AMANDA	TEMP WORK AGREEMENT	JSC RIVERSIDE/NC	SPECIAL ED TEACHER-LEAD	7/17/2018	8/24/2018	7	8	\$ 2,072.97	1ST QTR
PETERS	AMANDA	TEMP WORK AGREEMENT	JSC RIVERSIDE	SPECIAL ED TEACHER-LEAD	7/26/2018	8/17/2018	3	8	\$ 1,069.92	1ST QTR
PETERSEN	JENNIFER	SUMMER MOVES	CEC ITINERANTS	TEACHER	7/1/2018	8/24/2018	12	1	\$ 240.00	1ST QTR
PETERSEN	JENNIFER	ESY	CEC ITINERANTS	TEACHER	7/9/2018	8/2/2018	16	4	\$ 3,323.52	1ST QTR
PETERSON	SHERLYN	SUMMER MOVES	CHERRY VIEW EL PACES	TEACHER	8/24/2018	8/24/2018	1	4	\$ 80.00	1ST QTR
PIETSCH	ASHLEY	TEMP WORK AGREEMENT	JSC NEW CHANCE	PARAPROFESSIONAL	8/31/2018	8/31/2018	1	4	\$ 74.28	1ST QTR
PORTER	ALLISON	ESY	LAKEVILLE N HS DHH	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR
POWELL-BROWN	DIALLO	ESY	AEC IDEA BAT	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR
PROULX	KELLI	SUMMER MOVES	CEC ITINERANTS	TEACHER	7/1/2018	8/24/2018	4	3	\$ 240.00	1ST QTR
PROULX	KELLI	TEMP WORK AGREEMENT	PHD ITINERANT	PHYSICAL & HLTH DISAB TEACHER	7/16/2018	8/30/2018	4	2	\$ 376.80	1ST QTR
QUAM	LYNN	SUMMER MOVES	AEC ITINERANTS	TEACHER	7/1/2018	8/24/2018	1	8	\$ 160.00	1ST QTR
RADANT	HANNAH	SUMMER MOVES	AEC SUN	TEACHER	7/1/2018	8/24/2018	1	6	\$ 120.00	1ST QTR
RANDOL	JESSICA	ESY	CEDAR SUN	TEACHER	7/9/2018	8/2/2018	16	4	\$ 1,975.04	1ST QTR
RASMUSSEN	SHANNON	ESY	DIAMONDHEAD EC DHH	TEACHER	7/9/2018	8/2/2018	16	4	\$ 3,452.80	1ST QTR
RASMUSSEN	SHANNON	SUMMER MOVES	DIAMONDHEAD EC DHH	TEACHER	7/16/2018	8/24/2018	4	2	\$ 160.00	1ST QTR
RASMUSSEN	SHANNON	TEMP WORK AGREEMENT	DHH RES/DEC	TEACHER OF DEAF/HH	7/25/2018	7/26/2018	2	8	\$ 863.36	1ST QTR
REIERSON	AMY	ESY	DCTC/SP ED STAFF	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,188.48	1ST QTR
RENKEN	WENDI	TEMP WORK AGREEMENT	LEBANON TEA	SPECIAL ED TEACHER-LEAD	7/1/2018	8/24/2018	40	2	\$ 3,956.80	1ST QTR

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RENKEN	WENDI	ESY	LEBANON TEA	TEACHER	7/9/2018	8/2/2018	16	4	\$ 3,164.80	1ST QTR	
RENKEN	WENDI	TEMP WORK AGREEMENT	LEBANON TEA	SPECIAL ED TEACHER-LEAD	8/7/2018	8/8/2018	2	7.5	\$ 741.90	1ST QTR	
RENSCH	AMY	ESY	HUDDLESTON EL PACES	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,188.48	1ST QTR	
RIESGRAF	AMY	TEMP WORK AGREEMENT	LEBANON TEA	MENTAL HEALTH PRACTITIONER	7/30/2018	7/30/2018	1	3	\$ 111.27	1ST QTR	
RIESGRAF	AMY	TEMP WORK AGREEMENT	LEBANON TEA	MENTAL HEALTH PRACTITIONER	8/1/2018	8/24/2018	2	1.75	\$ 129.82	1ST QTR	
ROBINSON	JANE	ESY	YOUTH TRANSITION PRG	TEACHER	7/9/2018	8/2/2018	16	4	\$ 1,943.68	1ST QTR	
ROGERS	BARRY	ESY	LEBANON TEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,264.64	1ST QTR	
ROGERS	ELLISMORE	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR	
ROHR	DAWN	ESY	AEC IDEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,315.84	1ST QTR	
ROSENBERG	SHANNON	ESY	OAK GROVE MS-BLOOM	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,017.54	1ST QTR	
RUEDY	KIERSTEN	ESY	DISTRICTWIDE STAFF	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR	
RUFF	TIMOTHY	ESY	LAKEVILLE N HS DASH	TEACHER	7/9/2018	8/2/2018	16	4	\$ 2,170.88	1ST QTR	
RUIZ-BRUCE	BRIANA	ESY	AEC SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR	
RUIZ-BRUCE	BRIANA	TEMP WORK AGREEMENT	AEC SUN	SPECIAL ED TEACHER	8/1/2018	8/24/2018	1	6	\$ 157.14	1ST QTR	
RUTHERFORD	AMENDA	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR	
SALAZAR	ARACELI	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR	
SATHER	BRENDA	TEMP WORK AGREEMENT	LEBANON TEA	SPECIAL ED TEACHER	8/1/2018	8/24/2018	1	2	\$ 96.30	1ST QTR	
SAVAGE	DAWN	TEMP WORK AGREEMENT	DHH RES-GP	INTERPRETER	7/9/2018	7/9/2018	1	1	\$ 29.56	1ST QTR	
SAVAGE	DAWN	ESY	BURNSVILLE HS DHH	INTERPRETER	7/9/2018	8/2/2018	16	4	\$ 1,452.16	1ST QTR	
SCHMITZ	AMELIA	TEMP WORK AGREEMENT	DCALS	SPECIAL ED TEACHER	7/9/2018	8/24/2018	4	1	\$ 135.68	1ST QTR	
SCHNEIDER	SAMANTHA	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR	
SETTELL	MARIAH	ESY	LEBANON TEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR	
SHANLEY	MICHELLE	SUMMER MOVES	CEC ITINERANTS	TEACHER	7/1/2018	8/24/2018	4	3	\$ 240.00	1ST QTR	
SHANLEY	MICHELLE	TEMP WORK AGREEMENT	VI ITINERANT	SPECIAL ED TEACHER	7/9/2018	8/22/2018	23	2	\$ 2,106.34	1ST QTR	
SHEPPARD	TINA	ESY	DIAMONDHEAD EC DHH	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,347.84	1ST QTR	
SIMONSEN	BEVERLY	ESY	BOECKMAN MS PACES	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,405.44	1ST QTR	
SIMSER	ALLISON	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR	
SINKINSON	JESSICA	SUMMER MOVES	DCALS SP ED STAFF	TEACHER	7/1/2018	8/24/2018	12	1	\$ 240.00	1ST QTR	
SMITH III	NORMAN	TEMP WORK AGREEMENT	LEBANON TEA	MENTAL HEALTH PRACTITIONER	8/1/2018	8/24/2018	1	3.75	\$ 175.68	1ST QTR	
SNIDER	RUTH	ESY	DCTC/SP ED STAFF	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR	
SOMMERVOLD	CASSANDRA	TEMP WORK AGREEMENT	AEC IDEA	SPECIAL ED TEACHER	8/1/2018	8/24/2018	1	6	\$ 175.50	1ST QTR	
SPICER	BRENNAN	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR	
SPURGIN	LYNETTE	ESY	LAKEVILLE N HS PACES	PARAPROFESSIONAL	7/19/2018	8/2/2018	9	4	\$ 749.16	1ST QTR	
STADELMAN	MARY	TEMP WORK AGREEMENT	DHH ITINERANT	PARAPROFESSIONAL	8/7/2018	8/9/2018	2	2	\$ 74.28	1ST QTR	
STANSBERRY	JERMAINE	ESY	CONCORD SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR	

INTERMEDIATE SCHOOL DISTRICT 917											
TEMPORARY EMPLOYMENT AGREEMENT REPORT											
July 1, 2018 through June 30, 2019											
FIRST QUARTER 7/1/18-9/30/18											
						START	END	MAX	MAX		
						DATE	DATE	#WORK	HRS/		
LAST NAME	FIRST NAME	DESCRIPTION	LOCATION	POSITION	START	END	DAYS	DAY	SALARY	2018-19	
STAPLES	ANN	ESY	DCTC/SP ED STAFF	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,772.16	1ST QTR	
STEINER	DORETTA	ESY	DISTRICTWIDE STAFF	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR	
STELLER	NATHANAEL	ESY	CEDAR SUN	TEACHER	7/9/2018	8/2/2018	16	4	\$ 1,893.12	1ST QTR	
STEPHENS	DAWN	ESY	AEC IDEA	TEACHER	7/9/2018	8/2/2018	16	4	\$ 2,311.68	1ST QTR	
STEPHENS	DAWN	TEMP WORK AGREEMENT	AEC IDEA	SPECIAL ED TEACHER	8/1/2018	8/24/2018	1	6	\$ 216.72	1ST QTR	
STEVENS	ERIN	TEMP WORK AGREEMENT	LEBANON TEA	SPECIAL ED TEACHER	8/1/2018	8/24/2018	2	1.75	\$ 128.42	1ST QTR	
STEVENS	ERIN	TEMP WORK AGREEMENT	LEBANON TEA	SPECIAL ED TEACHER	8/7/2018	8/8/2018	2	7.5	\$ 550.35	1ST QTR	
STIFF	RACHEL	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR	
STOOS	JUDY	ESY	DCTC/SP ED STAFF	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,188.48	1ST QTR	
STORLIE	AMANDA	ESY	AEC IDEA/SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,239.04	1ST QTR	
STREED	MEGAN	ESY	HASTINGS HS DASH	TEACHER	7/9/2018	8/2/2018	16	4	\$ 1,868.16	1ST QTR	
STRESE	DEBRA	ESY	MEADOWVIEW EL PACES	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,405.44	1ST QTR	
STROMBERG	RHIANON	TEMP WORK AGREEMENT	LEBANON TEA	MENTAL HEALTH PRACTITIONER	8/1/2018	8/24/2018	2	1.75	\$ 157.75	1ST QTR	
SWEATS	ANTHONY	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR	
THAMES	DERIC	SUMMER MOVES	LEBANON ED CTR IDEA	TEACHER	8/1/2018	8/24/2018	4	1	\$ 80.00	1ST QTR	
THAMES	DERIC	TEMP WORK AGREEMENT	LEBANON TEA	SPECIAL ED TEACHER	7/1/2018	8/24/2018	20	1	\$ 690.80	1ST QTR	
THAMES	DERIC	ESY	LEBANON ED CTR IDEA	TEACHER	7/9/2018	8/2/2018	16	4	\$ 2,210.56	1ST QTR	
THAMES	DERIC	TEMP WORK AGREEMENT	LEBANON TEA	SPECIAL ED TEACHER	8/1/2018	8/24/2018	1	2	\$ 69.08	1ST QTR	
THOMAS	TAYLOR	ESY	GIDEON POND ITINERAN	TEACHER	7/9/2018	8/2/2018	16	4	\$ 2,540.16	1ST QTR	
THOMPSON	ANNE	ESY	CEDAR SUN	TEACHER	7/9/2018	8/2/2018	16	4	\$ 2,079.36	1ST QTR	
THOMPSON	JOCELYN	ESY	AEC IDEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,213.44	1ST QTR	
THOMPSON	JOCELYN	TEMP WORK AGREEMENT	AEC IDEA	SPECIAL ED TEACHER	8/1/2018	8/24/2018	1	6	\$ 166.08	1ST QTR	
TRAINER	MATTHEW	TEMP WORK AGREEMENT	LEBANON TEA	SPECIAL ED TEACHER	8/1/2018	8/24/2018	1	2	\$ 59.94	1ST QTR	
TUFTEE	SHANYN	SUMMER MOVES	CEC ITINERANTS	TEACHER	7/1/2018	8/24/2018	4	2	\$ 160.00	1ST QTR	
TUVEY	SARA	ESY	YOUTH TRANSITION PRG	TEACHER	7/9/2018	8/2/2018	16	4	\$ 3,323.52	1ST QTR	
TYLER	ESTANIE	ESY	AEC IDEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR	
VALERIO	STACY	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,341.44	1ST QTR	
VASQUEZ	KATHRYN	ESY	GIDEON POND DHH	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR	
VETTERS	ERIN	TEMP WORK AGREEMENT	DHH RES/LNHS	PARAPROFESSIONAL	7/15/2018	8/24/2018	25	2	\$ 857.50	1ST QTR	
VOLLBRECHT	MICHELLE	TEMP WORK AGREEMENT	DCTC TESA/DASH/PACES	SPECIAL ED TEACHER-LEAD	7/9/2018	8/24/2018	10	8	\$ 3,504.80	1ST QTR	
VOLLMUTH	LAURA	ESY	LAKEVILLE N HS PACES	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,213.44	1ST QTR	
VRIEZE	JANEL	TEMP WORK AGREEMENT	DCTC TESA/DASH/PACES	SPECIAL ED TEACHER	7/2/2018	8/31/2018	5	4	\$ 1,154.40	1ST QTR	
VRIEZE	JANEL	ESY	DCTC/SP ED STAFF	TEACHER	7/9/2018	8/2/2018	16	4	\$ 3,694.08	1ST QTR	
WALDHAUSER	SARAH	ESY	CONCORD SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR	
WALTER	STEPHANIE	ESY	AEC IDEA/SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	10	4	\$ 1,122.56	1ST QTR	

INTERMEDIATE SCHOOL DISTRICT 917											
TEMPORARY EMPLOYMENT AGREEMENT REPORT											
July 1, 2018 through June 30, 2019											
FIRST QUARTER 7/1/18-9/30/18											
						MAX	MAX				
						START	END	#WORK	HRS/		
LAST NAME	FIRST NAME	DESCRIPTION	LOCATION	POSITION	DATE	DATE	DAYS	DAY	SALARY	2018-19	
WATERS	BRIAN	ESY	AEC IDEA	TEACHER	7/9/2018	8/2/2018	16	4	\$ 1,872.00	1ST QTR	
WATERS	BRIAN	TEMP WORK AGREEMENT	AEC IDEA	SPECIAL ED TEACHER	8/1/2018	8/24/2018	1	6	\$ 175.50	1ST QTR	
WATSON	SUSAN	ESY	CONCORD SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR	
WEBER	ANGELYN	TEMP WORK AGREEMENT	CEDAR SUN	SPECIAL ED TEACHER	8/1/2018	8/24/2018	16	1	\$ 509.76	1ST QTR	
WEILER	AUDREY	TEMP WORK AGREEMENT	BUSINESS OFFICE	PAYROLL SPECIALIST	7/1/2018	6/30/2018	20	4	\$ 3,827.20	1ST QTR	
WEILER	SARAH	ESY	DCTC/SP ED STAFF	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4.03	\$ 1,146.45	1ST QTR	
WEIS	COLLEEN	TEMP WORK AGREEMENT	AEC IDEA	SPECIAL ED TEACHER	8/1/2018	8/24/2018	1	6	\$ 287.70	1ST QTR	
WERTANEN	SUSAN	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,550.72	1ST QTR	
WESLEY	RENATA	ESY	AEC IDEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,213.44	1ST QTR	
WILEY	LATAYSHA	ESY	AEC CASE	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR	
WILKERSON	BECKY	ESY	LEBANON TEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR	
WILLIAMS	DONALD	TEMP WORK AGREEMENT	DCALS N	SOCIAL STUDIES TEACHER-LEAD	7/1/2018	9/30/2018	4.72	4	\$ 850.92	1ST QTR	
WOOD	FRAN	SUMMER MOVES	CEC ITINERANTS	TEACHER	7/1/2018	8/24/2018	4	3	\$ 240.00	1ST QTR	
WOOD	FRAN	ESY	CEC ITINERANTS	TEACHER	7/9/2018	8/2/2018	12	8	\$ 4,395.84	1ST QTR	
WOOD	FRAN	TEMP WORK AGREEMENT	VI ITINERANT	TEACHER OF VISUALLY IMPAIRED	7/9/2018	8/10/2018	10	4	\$ 1,831.60	1ST QTR	
ZEHNDER	SCOTT	TEMP WORK AGREEMENT	ALLIANCE ED CTR	LEAD CUSTODIAN	8/19/2018	8/19/2018	1	10	\$ 415.20	1ST QTR	
ZEHNDER	SCOTT	TEMP WORK AGREEMENT	ALLIANCE ED CTR	LEAD CUSTODIAN	9/1/2018	9/2/2018	2	8	\$ 664.32	1ST QTR	
ZEMBRYKI	VARO	ESY	AEC CASE	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR	
ZUEHLKE	REBECCA	TEMP WORK AGREEMENT	DCTC TESA/PACES	SOCIAL WORKER	6/27/2018	6/27/2018	1	4	\$ 203.36	1ST QTR	
ZUEHLKE	REBECCA	TEMP WORK AGREEMENT	DCTC TESA	SOCIAL WORKER	8/24/2018	8/25/2018	2	4	\$ 406.72	1ST QTR	
BEIGEL	HEATHER	TEMP WORK AGREEMENT	MCAULIFFE ELEM DASH	HEALTH ASSOCIATE	9/4/1948	6/6/2019	174	0.75	\$ 3,125.48	1ST QTR	
BLOOMQUIST	STACY	TEMP WORK AGREEMENT	AEC IDEA	STUDENT ASSISTANT	8/30/2018	6/6/2019	175	6.75	\$ 21,002.63	1ST QTR	
HANSON	JENNIFER	TEMP WORK AGREEMENT	AEC SUN	STUDENT ASSISTANT	9/17/2018	6/6/2019	170	6.75	\$ 20,402.55	1ST QTR	
RUTHERFORD	AMENDA	TEMP WORK AGREEMENT	CEDAR SUN	STUDENT ASSISTANT	8/30/2018	6/6/2019	175	7	\$ 21,780.50	1ST QTR	
ABEL	HOLLY	TEMP WORK AGREEMENT	GIDEON POND DHH	INTERPRETER	8/29/2018	8/29/2018	1	2	\$ 50.00	1ST QTR	
BAUER	CARIE	TEMP WORK AGREEMENT	LNHS DASH	HEALTH ASSOCIATE	8/31/2018	8/31/2018	1	2	\$ 62.46	1ST QTR	
BONINE	KATHERINE	TEMP WORK AGREEMENT	GIDEON POND DHH	PARAPROFESSIONAL	10/26/2018	4/6/2019	11	6	\$ 1,225.62	1ST QTR	
ELLIS	ANDREA	TEMP WORK AGREEMENT	BMS PACES	HEALTH ASSOCIATE	8/31/2018	8/31/2018	1	2	\$ 46.66	1ST QTR	
JOHNSTON	SUZANNE	TEMP WORK AGREEMENT	INVER GROVE MS DHH	INTERPRETER	8/27/2018	9/4/2018	4	3.5	\$ 350.00	1ST QTR	
KRINGEN	JANE	TEMP WORK AGREEMENT	GIDEON POND DHH	INTERPRETER	10/26/2018	4/6/2019	11	6	\$ 1,223.64	1ST QTR	
MONSON	JODI	TEMP WORK AGREEMENT	LNHS DHH	INTERPRETER	8/23/2018	6/6/2019	15	2	\$ 750.00	1ST QTR	
NEWMAN	MICHELLE	TEMP WORK AGREEMENT	GIDEON POND DHH	PARAPROFESSIONAL	10/26/2018	4/6/2019	11	6	\$ 1,199.22	1ST QTR	
SAVAGE	DAWN	TEMP WORK AGREEMENT	GIDEON POND DHH	INTERPRETER	8/13/2018	6/6/2019	15	2	\$ 886.80	1ST QTR	
SINKINSON	JESSICA	SUMMER MOVES	DCALS SP ED STAFF	TEACHER	8/21/2018	8/22/2018	2	4	\$ 160.00	1ST QTR	
SINKINSON	JESSICA	TEMP WORK AGREEMENT	DCALS SP ED STAFF	TEACHER	8/24/2018	8/24/2018	1	2.5	\$ 117.75	1ST QTR	

INTERMEDIATE SCHOOL DISTRICT 917										
TEMPORARY EMPLOYMENT AGREEMENT REPORT										
July 1, 2018 through June 30, 2019										
FIRST QUARTER 7/1/18-9/30/18										
					START	END	MAX	MAX		
					DATE	DATE	#WORK	HRS/		
LAST NAME	FIRST NAME	DESCRIPTION	LOCATION	POSITION	DATE	DATE	DAYS	DAY	SALARY	2018-19
TAFFE	KAYLEEN	TEMP WORK AGREEMENT	GIDEON POND DHH	TEACHER	7/2/2018	8/30/2018	10	2	\$ 1,142.20	1ST QTR
TOAY	GRETCHEN	TEMP WORK AGREEMENT	GIDEON POND DHH	INTERPRETER	8/13/2018	6/6/2019	75	2	\$ 3,886.50	1ST QTR
TRAYNOR	ANITA	TEMP WORK AGREEMENT	HHS DASH	HEALTH ASSOCIATE	8/31/2018	8/31/2018	1	2	\$ 57.50	1ST QTR
VOLLMUTH	LAURA	TEMP WORK AGREEMENT	LNHS PACES	PARAPROFESSIONAL	9/4/2018	9/6/2018	3	0.75	\$ 42.66	1ST QTR
WALETSKI	GREGORY	TEMP WORK AGREEMENT	LNHS DHH	INTERPRETER	9/4/2018	6/6/2019	50	2	\$ 2,500.00	1ST QTR
									\$ 460,457.67	1ST QTR

INTERMEDIATE SCHOOL DISTRICT 917 TEMPORARY EMPLOYMENT AGREEMENT REPORT July 1, 2018 through June 30, 2019					SUBTOTAL WORKSHEET														
<i>FIRST QUARTER 7/1/18-9/30/18</i>																			
LAST NAME	FIRST NAME	DESCRIPTION	LOCATION	POSITION	START DATE	END DATE	MAX #WORK DAYS	MAX HRS/DAY	SALARY	2018-19	SUBTOTALS								
AALGAARD	MAREN	ESY	GIDEON POND DHH	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR									
ABEL	HOLLY	ESY	GIDEON POND DHH	INTERPRETER	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR									
ADAMS	KAITLIN	ESY	AEC IDEA/SUN	TEACHER	7/9/2018	8/2/2018	16	4	\$ 2,170.88	1ST QTR									
ADOLPHSON	MARY	ESY	LEBANON ED CTR IDEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR									
ADRIAN	ANNA	ESY	CONCORD SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR									
ALEXANDER	IAN	ESY	MEADOWVIEW EL PACES	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR									
ANDERSEN	KASANDRA	ESY	DIAMONDHEAD EC DHH	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,367.04	1ST QTR									
ARANA	MARCO	ESY	LEBANON TEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR									
ASMUS	JOAN	ESY	DCTC/SP ED STAFF	TEACHER	7/9/2018	8/2/2018	11	8	\$ 4,207.46	1ST QTR									
BAILEY	ALYSSA	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR									
BAUER	JACOB	ESY	MCGUIRE MS PACES	COMMUNITY EXPERT	7/9/2018	8/2/2018	16	4	\$ 1,720.32	1ST QTR									
BEHNKE	STEPHANIE	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,188.48	1ST QTR									
BENSON	CATHERINE	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR									
BIDDLE	SARAH	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,264.64	1ST QTR									
BIEGLER	PAMELA	ESY	DCALS (DCTC LOC)	TEACHER	7/9/2018	8/2/2018	25	1.6	\$ 1,864.40	1ST QTR									
BILLOCK	OLIVIA	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR									
BIRTTNEN	TRACY	ESY	DCTC/SP ED STAFF	TEACHER	7/9/2018	8/2/2018	16	4	\$ 3,452.80	1ST QTR									
BISTODEAU	STEPHANIE	ESY	AEC CASE	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR									
BJERKE	PAIGE	ESY	LEBANON TEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR									
BLOOMQUIST	STACY	ESY	AEC IDEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR									
BONINE	KATHERINE	ESY	GIDEON POND DHH	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,188.48	1ST QTR									
BOUCHARB	RENEE	ESY	GIDEON POND DHH	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,213.44	1ST QTR									
BRENNER	TARA	ESY	RIVERSIDE SCH/JSC	PARAPROFESSIONAL	8/31/2018	8/31/2018	1	4	\$ 72.68	1ST QTR									
BROWN	OLIVIA	ESY	DCTC/SP ED STAFF	TEACHER	7/9/2018	8/2/2018	10	4	\$ 1,342.40	1ST QTR									
BROWN	SHELBY	ESY	AEC IDEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR									
BULE	AHMED	ESY	CONCORD SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR									
BURGIO	MICHAEL	ESY	YOUTH TRANSITION PRG	TEACHER	7/9/2018	8/2/2018	16	4	\$ 3,045.76	1ST QTR									
BURR	AMANDA	ESY	YOUTH TRANSITION PRG	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	3.5	\$ 1,039.92	1ST QTR									
CALAMESE	DAMIAN	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR									
CARLSON	LUKE	ESY	AEC SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR									
CHAMBLIN	JESSICA	ESY	CEC ITINERANTS	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR									
CLARK	EMILY	ESY	DIAMONDHEAD EC DHH	TEACHER	7/9/2018	8/2/2018	16	4	\$ 2,026.88	1ST QTR									
CLARK	MADISON	ESY	AEC IDEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR									
COCHRAN	JAMES	ESY	DCTC/SP ED STAFF	TEACHER	7/9/2018	8/2/2018	16	4	\$ 3,508.48	1ST QTR									
DAME	LAUREN	ESY	CONCORD SUN	COMMUNITY EXPERT	7/9/2018	8/2/2018	16	4	\$ 1,720.32	1ST QTR									
DOELP	KASANDRA	ESY	AEC ITINERANTS	TEACHER	7/9/2018	8/2/2018	15	4	\$ 2,381.40	1ST QTR									
DOENGES	KAREN	ESY	DIAMONDHEAD EC DHH	TEACHER	7/9/2018	8/2/2018	10	4	\$ 2,158.00	1ST QTR									
DONALDSON	JACOB	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,213.44	1ST QTR									
DONOHUE	BRIANNA	ESY	AEC CASE	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,097.60	1ST QTR									
DYVIG	JODI	ESY	CONCORD SUN	TEACHER	7/9/2018	8/2/2018	16	4	\$ 1,937.28	1ST QTR									
EDDY	DILLON	ESY	LEBANON TEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR									
EDMONDS	BILLIE	ESY	AEC CASE	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR									
EKWALL	CARLA	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR									
ELDEEB	SHEREEN	ESY	AEC SUN	TEACHER	7/9/2018	8/2/2018	16	4	\$ 1,793.92	1ST QTR									
ELLINGHUYSEN	KENNEDY	ESY	AEC SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR									

INTERMEDIATE SCHOOL DISTRICT 917 TEMPORARY EMPLOYMENT AGREEMENT REPORT July 1, 2018 through June 30, 2019					SUBTOTAL WORKSHEET							
<i>FIRST QUARTER 7/1/18-9/30/18</i>												
LAST NAME	FIRST NAME	DESCRIPTION	LOCATION	POSITION	START DATE	END DATE	MAX #WORK DAYS	MAX HRS/ DAY	SALARY	2018-19	SUBTOTALS	
ELLIS	ANDREA	ESY	BOECKMAN MS PACES	HEALTH ASSOCIATE	7/9/2018	8/2/2018	16	4	\$ 1,493.12	1ST QTR		
ELLIS	KATHLEEN	ESY	MCGUIRE MS PACES	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR		
ENGELHARDT-FISCHBEIN	KRISTIN	ESY	LAKEVILLE N HS DHH	TEACHER	7/9/2018	8/2/2018	16	4	\$ 3,452.80	1ST QTR		
EVANS	ANDREW	ESY	AEC SUN	TEACHER	7/9/2018	8/2/2018	16	4	\$ 3,452.80	1ST QTR		
EVERSON	KATHLEEN	ESY	AEC CASE	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR		
FAIRBANKS	SARAH	ESY	CHR MCAULIFFE DASH	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR		
FAYE	BASSIROU	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR		
FINK	KRISTIN	ESY	MEADOWVIEW EL PACES	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR		
FISHER	SCOTT	ESY	LEBANON TEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	15	4	\$ 1,066.80	1ST QTR		
FLOM	ALICE	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,264.64	1ST QTR		
FOLEY	KAYLA	ESY	HUDDLESTON EL PACES	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR		
FREIERMUTH	TAYLOR	ESY	AEC CASE	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR		
FRISQUE	SHERILYN	ESY	CEC ITINERANTS	TEACHER	8/6/2018	8/17/2018	12	8	\$ 5,263.68	1ST QTR		
FUERSTENBERG	KIM	ESY	LEBANON TEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR		
GAGNER	ASHLY	ESY	LEBANON TEA	TEACHER	7/9/2018	8/2/2018	16	4	\$ 1,744.00	1ST QTR		
GARDING	THOMAS	ESY	CEDAR SUN	COMMUNITY EXPERT	7/9/2018	8/2/2018	16	4	\$ 1,720.32	1ST QTR		
GENZ	SARAH	ESY	FARMINGTON HS PACES	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR		
GLOE	CASEY	ESY	LEBANON TEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,097.60	1ST QTR		
GODFREY	CHERI	ESY	CEC ITINERANTS	PARAPROFESSIONAL	7/9/2018	8/2/2018	10	7	\$ 1,495.20	1ST QTR		
GRAINGER	AMY	ESY	GIDEON POND DHH	TEACHER	7/9/2018	8/2/2018	16	5	\$ 2,622.40	1ST QTR		
HABIGER	ELAINE	ESY	MEADOWVIEW EL PACES	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR		
HADRITS	STEVEN	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR		
HANSEN	JESSICA	ESY	LEBANON TEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	2	3.5	\$ 127.19	1ST QTR		
HANSON	LUCINDA	ESY	DCTC/SP ED STAFF	TEACHER	7/9/2018	8/2/2018	16	4	\$ 3,694.08	1ST QTR		
HARTMAN	KIMBERLY	ESY	GIDEON POND DHH	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,452.16	1ST QTR		
HAUFF	ASHLEY	ESY	AEC CASE	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR		
HOELSCHER	JUSTIN	ESY	AEC CASE	TEACHER	7/9/2018	8/2/2018	16	4	\$ 1,744.00	1ST QTR		
HOFFER	JESSICA	ESY	LAKEVILLE N HS DHH	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,452.16	1ST QTR		
HOREJSI	CRAIG	ESY	GIDEON POND ITINERAN	TEACHER	7/9/2018	8/2/2018	1	5	\$ 206.35	1ST QTR		
HURLA	AMY	ESY	LEBANON TEA	TEACHER	7/9/2018	8/2/2018	16	4	\$ 1,947.52	1ST QTR		
JUENEMANN	STEPHANIE	ESY	LEBANON TEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR		
KETTERLING	ROGER	ESY	LAKEVILLE N HS DASH	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,188.48	1ST QTR		
KLIMEK	LORILEA	ESY	YOUTH TRANSITION PRG	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,772.16	1ST QTR		
KNEER	ADAM	ESY	AEC CASE	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR		
KNEER	BRITTANY	ESY	LEBANON TEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR		
KNIGHT	ROBIN	ESY	AEC CASE	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,213.44	1ST QTR		
KRANZ	ANDREA	ESY	AEC SUN	PROGRAM ASSISTANT	7/9/2018	8/2/2018	16	4	\$ 1,188.48	1ST QTR		
KRINGEN	JANE	ESY	GIDEON POND DHH	INTERPRETER	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR		
KRUSE	REBECCA	ESY	AEC IDEA/SUN/CASE	TEACHER	7/9/2018	8/2/2018	16	4	\$ 2,174.72	1ST QTR		
KUBIK	GABRIELA	ESY	GIDEON POND ITINERAN	TEACHER	7/9/2018	8/2/2018	46	3	\$ 4,370.46	1ST QTR		
KURTEN	CAROL	ESY	DCTC/SP ED STAFF	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,347.84	1ST QTR		
LAFRENIERE	AMY	ESY	MCGUIRE MS PACES	PARAPROFESSIONAL	7/26/2018	7/26/2018	1	4	\$ 87.84	1ST QTR		
LAMPRECHT	CLAUDETTE	ESY	LAKEVILLE N HS DASH	TEACHER	7/9/2018	8/2/2018	16	4	\$ 3,474.56	1ST QTR		
LANDBERG	SUSAN	ESY	DISTRICTWIDE STAFF	TEACHER	7/9/2018	8/2/2018	16	4	\$ 3,452.80	1ST QTR		
LANG	ALEXANDRA	ESY	AEC SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR		

INTERMEDIATE SCHOOL DISTRICT 917 TEMPORARY EMPLOYMENT AGREEMENT REPORT July 1, 2018 through June 30, 2019					SUBTOTAL WORKSHEET							
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LANG	SHEILA	ESY	DCTC/SP ED STAFF	PARAPROFESSIONAL	7/9/2018	8/2/2018	15	4	\$ 1,233.60	1ST QTR		
LANGE	KELLIE	ESY	AEC SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,188.48	1ST QTR		
LARSEN	BETSY	ESY	LAKEVILLE N HS PACES	TEACHER	7/9/2018	8/2/2018	16	4	\$ 3,323.52	1ST QTR		
LAWRENCE	MAYA	ESY	LEBANON TEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR		
LOCKE	MARGARET	ESY	LEBANON TEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR		
LORENTZ	JOSEPH	ESY	AEC SUN	TEACHER	7/9/2018	8/2/2018	16	4	\$ 2,823.68	1ST QTR		
MALONE	TRILA	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR		
MCGIBBON	SHARRI	ESY	AEC IDEA	COMMUNITY EXPERT	7/9/2018	8/2/2018	16	4	\$ 1,720.32	1ST QTR		
MCNAMARA	ALICE	ESY	DISTRICTWIDE STAFF	PARAPROFESSIONAL	7/9/2018	8/2/2018	15	4	\$ 1,066.80	1ST QTR		
MEAD	SAVANNA	ESY	AEC CASE	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR		
MENGE	ROBERT	ESY	LEBANON TEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	11	4	\$ 782.32	1ST QTR		
MENZIA	ANDREA	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR		
MINICK	AMBER	ESY	AEC SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,188.48	1ST QTR		
MONTGOMERY	JESSICA	ESY	HASTINGS HS DASH	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR		
NELSON	KAYLA	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,213.44	1ST QTR		
NELSON	MARTA	ESY	YOUTH TRANSITION PRG	TEACHER	7/9/2018	8/2/2018	16	3.53	\$ 2,155.28	1ST QTR		
NESS	SAMANTHA	ESY	AEC SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR		
NORD	EMILY	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR		
O'DOWD-MALLAM	ALEXANDRA	ESY	GIDEON POND DHH	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,239.04	1ST QTR		
OLSON	ASHLEY	ESY	AEC SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,213.44	1ST QTR		
O'NEIL	DIANA	ESY	DCTC/SP ED STAFF	TEACHER	7/9/2018	8/2/2018	16	4	\$ 3,323.52	1ST QTR		
ONYENEHO	JIDEOFOR	ESY	OPTIONS-BV #191	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,213.44	1ST QTR		
OPHUS	SAMANTHA	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR		
PALMBERG	KAILA	ESY	LAKEVILLE N HS DHH	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,213.44	1ST QTR		
PEMBLE	HOLLY	ESY	CEC ITINERANTS	TEACHER	7/9/2018	8/2/2018	16	4	\$ 3,351.04	1ST QTR		
PETERSEN	JENNIFER	ESY	CEC ITINERANTS	TEACHER	7/9/2018	8/2/2018	16	4	\$ 3,323.52	1ST QTR		
PORTER	ALLISON	ESY	LAKEVILLE N HS DHH	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR		
POWELL-BROWN	DIALLO	ESY	AEC IDEA BAT	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR		
RANDOL	JESSICA	ESY	CEDAR SUN	TEACHER	7/9/2018	8/2/2018	16	4	\$ 1,975.04	1ST QTR		
RASMUSSEN	SHANNON	ESY	DIAMONDHEAD EC DHH	TEACHER	7/9/2018	8/2/2018	16	4	\$ 3,452.80	1ST QTR		
REIERSON	AMY	ESY	DCTC/SP ED STAFF	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,188.48	1ST QTR		
RENKEN	WENDI	ESY	LEBANON TEA	TEACHER	7/9/2018	8/2/2018	16	4	\$ 3,164.80	1ST QTR		
RENSCH	AMY	ESY	HUDDLESTON EL PACES	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,188.48	1ST QTR		
ROBINSON	JANE	ESY	YOUTH TRANSITION PRG	TEACHER	7/9/2018	8/2/2018	16	4	\$ 1,943.68	1ST QTR		
ROGERS	BARRY	ESY	LEBANON TEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,264.64	1ST QTR		
ROGERS	ELLISMORE	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR		
ROHR	DAWN	ESY	AEC IDEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,315.84	1ST QTR		
ROSENBERG	SHANNON	ESY	OAK GROVE MS-BLOOM	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,017.54	1ST QTR		
RUEDY	KIERSTEN	ESY	DISTRICTWIDE STAFF	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR		
RUFF	TIMOTHY	ESY	LAKEVILLE N HS DASH	TEACHER	7/9/2018	8/2/2018	16	4	\$ 2,170.88	1ST QTR		
RUIZ-BRUCE	BRIANA	ESY	AEC SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR		
RUTHERFORD	AMENDA	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR		
SALAZAR	ARACELI	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR		
SAVAGE	DAWN	ESY	BURNSVILLE HS DHH	INTERPRETER	7/9/2018	8/2/2018	16	4	\$ 1,452.16	1ST QTR		
SCHNEIDER	SAMANTHA	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR		

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FIRST QUARTER 7/1/18-9/30/18																				
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SETTELL	MARIAH	ESY	LEBANON TEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR										
SHEPPARD	TINA	ESY	DIAMONDHEAD EC DHH	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,347.84	1ST QTR										
SIMONSEN	BEVERLY	ESY	BOECKMAN MS PACES	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,405.44	1ST QTR										
SIMSER	ALLISON	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR										
SNIDER	RUTH	ESY	DCTC/SP ED STAFF	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR										
SPICER	BRENNAN	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR										
SPURGIN	LYNETTE	ESY	LAKEVILLE N HS PACES	PARAPROFESSIONAL	7/19/2018	8/2/2018	9	4	\$ 749.16	1ST QTR										
STANSBERRY	JERMAINE	ESY	CONCORD SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR										
STAPLES	ANN	ESY	DCTC/SP ED STAFF	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,772.16	1ST QTR										
STEINER	DORETTA	ESY	DISTRICTWIDE STAFF	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR										
STELLER	NATHANAEL	ESY	CEDAR SUN	TEACHER	7/9/2018	8/2/2018	16	4	\$ 1,893.12	1ST QTR										
STEPHENS	DAWN	ESY	AEC IDEA	TEACHER	7/9/2018	8/2/2018	16	4	\$ 2,311.68	1ST QTR										
STIFF	RACHEL	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR										
STOOS	JUDY	ESY	DCTC/SP ED STAFF	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,188.48	1ST QTR										
STORLIE	AMANDA	ESY	AEC IDEA/SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,239.04	1ST QTR										
STREED	MEGAN	ESY	HASTINGS HS DASH	TEACHER	7/9/2018	8/2/2018	16	4	\$ 1,868.16	1ST QTR										
STRESE	DEBRA	ESY	MEADOWVIEW EL PACES	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,405.44	1ST QTR										
SWEATS	ANTHONY	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR										
THAMES	DERIC	ESY	LEBANON ED CTR IDEA	TEACHER	7/9/2018	8/2/2018	16	4	\$ 2,210.56	1ST QTR										
THOMAS	TAYLOR	ESY	GIDEON POND ITINERAN	TEACHER	7/9/2018	8/2/2018	16	4	\$ 2,540.16	1ST QTR										
THOMPSON	ANNE	ESY	CEDAR SUN	TEACHER	7/9/2018	8/2/2018	16	4	\$ 2,079.36	1ST QTR										
THOMPSON	JOCELYN	ESY	AEC IDEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,213.44	1ST QTR										
TUVEY	SARA	ESY	YOUTH TRANSITION PRG	TEACHER	7/9/2018	8/2/2018	16	4	\$ 3,323.52	1ST QTR										
TYLER	ESTANIE	ESY	AEC IDEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR										
VALERIO	STACY	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,341.44	1ST QTR										
VASQUEZ	KATHRYN	ESY	GIDEON POND DHH	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR										
VOLLMUTH	LAURA	ESY	LAKEVILLE N HS PACES	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,213.44	1ST QTR										
VRIEZE	JANEL	ESY	DCTC/SP ED STAFF	TEACHER	7/9/2018	8/2/2018	16	4	\$ 3,694.08	1ST QTR										
WALDHAUSER	SARAH	ESY	CONCORD SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR										
WALTER	STEPHANIE	ESY	AEC IDEA/SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	10	4	\$ 1,122.56	1ST QTR										
WATERS	BRIAN	ESY	AEC IDEA	TEACHER	7/9/2018	8/2/2018	16	4	\$ 1,872.00	1ST QTR										
WATSON	SUSAN	ESY	CONCORD SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR										
WEILER	SARAH	ESY	DCTC/SP ED STAFF	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4.03	\$ 1,146.45	1ST QTR										
WERTANEN	SUSAN	ESY	CEDAR SUN	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,550.72	1ST QTR										
WESLEY	RENATA	ESY	AEC IDEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,213.44	1ST QTR										
WILEY	LATAYSHA	ESY	AEC CASE	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,137.92	1ST QTR										
WILKERSON	BECKY	ESY	LEBANON TEA	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR										
WOOD	FRAN	ESY	CEC ITINERANTS	TEACHER	7/9/2018	8/2/2018	12	8	\$ 4,395.84	1ST QTR										
ZEMBRYKI	VARO	ESY	AEC CASE	PARAPROFESSIONAL	7/9/2018	8/2/2018	16	4	\$ 1,162.88	1ST QTR	\$ 275,665.33	ESY								
ALEXANDER	BRUCE	SUMMER MOVES	AEC IDEA	CUSTODIAL/DELIVERY	8/20/2018	8/21/2018	2	6	\$ 240.00	1ST QTR										
ANNONI	ELIZABETH	SUMMER MOVES	AEC ITINERANTS	TEACHER	8/16/2018	8/24/2018	1	8	\$ 160.00	1ST QTR										
ASMUS	JOAN	SUMMER MOVES	DCTC/SP ED STAFF	TEACHER	7/14/2018	7/14/2018	1	4	\$ 80.00	1ST QTR										
BANNICK	JEAN	SUMMER MOVES	CEC	OCCUPATIONAL THERAPIST	8/16/2018	8/24/2018	1	8	\$ 160.00	1ST QTR										
BRITTAIN	DONNA	SUMMER MOVES	AEC ITINERANTS	TEACHER	8/16/2018	8/24/2018	1	8	\$ 160.00	1ST QTR										

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					DATE	DATE	#WORK	HRS/				
LAST NAME	FIRST NAME	DESCRIPTION	LOCATION	POSITION	DATE	DATE	DAYS	DAY	SALARY	2018-19	SUBTOTALS	
CHAMBLIN	JESSICA	SUMMER MOVES	CEC ITINERANTS	TEACHER	7/16/2018	8/24/2018	2	2	\$ 80.00	1ST QTR		
CLARK	EMILY	SUMMER MOVES	DIAMONDHEAD EC DHH	TEACHER	7/16/2018	8/24/2018	4	2	\$ 160.00	1ST QTR		
COCHRAN	JAMES	SUMMER MOVES	DCTC/SP ED STAFF	TEACHER	8/2/2018	8/2/2018	1	1	\$ 20.00	1ST QTR		
CORNELIUS	LINDA	SUMMER MOVES	YTP	SPECIAL ED TEACHER	8/16/2018	8/24/2018	1	4	\$ 80.00	1ST QTR		
DEVENOW	PEARL	SUMMER MOVES	CEC ITINERANTS	TEACHER	7/1/2018	8/24/2018	4	2	\$ 160.00	1ST QTR		
ELBERS	KARI	SUMMER MOVES	HUDDLESTON EL PACES	PROGRAM ASSISTANT	8/24/2018	8/24/2018	1	4	\$ 80.00	1ST QTR		
ENGEL	KATHERINE	SUMMER MOVES	CEC ITINERANTS	TEACHER	7/1/2018	8/24/2018	4	3	\$ 240.00	1ST QTR		
FLEMING	ANGIE	SUMMER MOVES	CEC	SPEECH LANGUAGE PATHOLOGIST	8/16/2018	8/24/2018	1	8	\$ 160.00	1ST QTR		
FRISQUE	SHERILYN	SUMMER MOVES	CEC ITINERANTS	TEACHER	7/1/2018	8/24/2018	4	3	\$ 240.00	1ST QTR		
GARLOUGH	ELIZABETH	SUMMER MOVES	CEC	OCCUPATIONAL THERAPIST	8/16/2018	8/24/2018	1	8	\$ 160.00	1ST QTR		
GESKE	ADDIE	SUMMER MOVES	CEC ITINERANTS	TEACHER	7/1/2018	8/24/2018	4	3	\$ 240.00	1ST QTR		
GODFREY	CHERI	SUMMER MOVES	CEC ITINERANTS	BRAILLIST	7/1/2018	8/24/2018	4	3	\$ 240.00	1ST QTR		
GROFF	CASSIE	SUMMER MOVES	CEC ITINERANTS	TEACHER	7/1/2018	8/24/2018	4	2	\$ 160.00	1ST QTR		
HURLA	AMY	SUMMER MOVES	LEBANON TEA	TEACHER	7/1/2018	8/24/2018	4	1	\$ 80.00	1ST QTR		
IRELAND	KATHLEEN	SUMMER MOVES	CEC ITINERANTS	TEACHER	7/1/2018	8/24/2018	4	2	\$ 160.00	1ST QTR		
JOHNSON	SARAH	SUMMER MOVES	CEC ITINERANTS	TEACHER	7/1/2018	8/24/2018	4	3	\$ 240.00	1ST QTR		
KLEIN	LORI	SUMMER MOVES	CEC ITINERANTS	TEACHER	7/1/2018	8/24/2018	4	3	\$ 240.00	1ST QTR		
LARSON	ABIGAIL	SUMMER MOVES	CEC ITINERANTS	TEACHER	7/16/2018	8/24/2018	2	2	\$ 80.00	1ST QTR		
OLSON	CHARLOTTE	SUMMER MOVES	OPTIONS-BV #191	TEACHER	8/16/2018	8/24/2018	1	8	\$ 160.00	1ST QTR		
OTT	LISA	SUMMER MOVES	DCTC/SP ED STAFF	BD CERT BEHAVIOR ANALYST	7/1/2018	8/24/2018	12	1	\$ 240.00	1ST QTR		
PALMA	LEAH	SUMMER MOVES	LEBANON TEA	TEACHER	7/1/2018	8/24/2018	4	1	\$ 80.00	1ST QTR		
PEMBLE	HOLLY	SUMMER MOVES	CEC ITINERANTS	TEACHER	7/1/2018	8/24/2018	4	3	\$ 240.00	1ST QTR		
PETERSEN	JENNIFER	SUMMER MOVES	CEC ITINERANTS	TEACHER	7/1/2018	8/24/2018	12	1	\$ 240.00	1ST QTR		
PETERSON	SHERLYN	SUMMER MOVES	CHERRY VIEW EL PACES	TEACHER	8/24/2018	8/24/2018	1	4	\$ 80.00	1ST QTR		
PROULX	KELLI	SUMMER MOVES	CEC ITINERANTS	TEACHER	7/1/2018	8/24/2018	4	3	\$ 240.00	1ST QTR		
QUAM	LYNN	SUMMER MOVES	AEC ITINERANTS	TEACHER	7/1/2018	8/24/2018	1	8	\$ 160.00	1ST QTR		
RADANT	HANNAH	SUMMER MOVES	AEC SUN	TEACHER	7/1/2018	8/24/2018	1	6	\$ 120.00	1ST QTR		
RASMUSSEN	SHANNON	SUMMER MOVES	DIAMONDHEAD EC DHH	TEACHER	7/16/2018	8/24/2018	4	2	\$ 160.00	1ST QTR		
SHANLEY	MICHELLE	SUMMER MOVES	CEC ITINERANTS	TEACHER	7/1/2018	8/24/2018	4	3	\$ 240.00	1ST QTR		
SINKINSON	JESSICA	SUMMER MOVES	DCALS SP ED STAFF	TEACHER	7/1/2018	8/24/2018	12	1	\$ 240.00	1ST QTR		
SINKINSON	JESSICA	SUMMER MOVES	DCALS SP ED STAFF	TEACHER	8/21/2018	8/22/2018	2	4	\$ 160.00	1ST QTR		
THAMES	DERIC	SUMMER MOVES	LEBANON ED CTR IDEA	TEACHER	8/1/2018	8/24/2018	4	1	\$ 80.00	1ST QTR		
TUFTEE	SHANYN	SUMMER MOVES	CEC ITINERANTS	TEACHER	7/1/2018	8/24/2018	4	2	\$ 160.00	1ST QTR		
WOOD	FRAN	SUMMER MOVES	CEC ITINERANTS	TEACHER	7/1/2018	8/24/2018	4	3	\$ 240.00	1ST QTR	\$ 6,460.00	SUMMER MOVES
ABEL	HOLLY	TEMP WORK AGREEMENT	GIDEON POND DHH	INTERPRETER	8/29/2018	8/29/2018	1	2	\$ 50.00	1ST QTR		
ADAMS	KAITLIN	TEMP WORK AGREEMENT	AEC IDEA/SUN	SOCIAL WORKER	6/27/2018	6/27/2018	1	4	\$ 128.84	1ST QTR		
ADAMS	KAITLIN	TEMP WORK AGREEMENT	ALLIANCE ED CTR	SOCIAL WORKER	7/2/2018	8/24/2018	1	6	\$ 203.52	1ST QTR		
ARNESON	PATRICIA	TEMP WORK AGREEMENT	DISTRICT WIDE	SOCIAL WORKER	7/24/2018	7/24/2018	1	4	\$ 218.44	1ST QTR		
BANNICK	JEAN	TEMP WORK AGREEMENT	ALLIANCE ED CTR ITINERANT	OCCUPATIONAL THERAPIST	8/24/2018	8/24/2018	1	1	\$ 42.90	1ST QTR		
BAUER	BEV	TEMP WORK AGREEMENT	RIVERSIDE SCHOOL	PARAPROFESSIONAL	8/31/2018	8/31/2018	1	4	\$ 87.44	1ST QTR		
BAUER	CARIE	TEMP WORK AGREEMENT	LNHS DASH	HEALTH ASSOCIATE	8/31/2018	8/31/2018	1	2	\$ 62.46	1ST QTR		
BEIGEL	HEATHER	TEMP WORK AGREEMENT	MCAULIFFE ELEM DASH	HEALTH ASSOCIATE	9/4/1948	6/6/2019	174	0.75	\$ 3,125.48	1ST QTR		
BJERKE	VICKIE	TEMP WORK AGREEMENT	BUSINESS OFFICE	ACCOUNTS PAYABLE CLERK	7/1/2018	6/30/2019	5	8	\$ 1,190.40	1ST QTR		
BLACKERT	TARA	TEMP WORK AGREEMENT	LEBANON TEA	MENTAL HEALTH COORDINATOR	7/1/2018	8/24/2018	40	2.36	\$ 5,030.35	1ST QTR		

INTERMEDIATE SCHOOL DISTRICT 917					SUBTOTAL WORKSHEET							
TEMPORARY EMPLOYMENT AGREEMENT REPORT												
July 1, 2018 through June 30, 2019												
FIRST QUARTER 7/1/18-9/30/18												
					START	END	MAX	MAX				
					DATE	DATE	#WORK	HRS/				
LAST NAME	FIRST NAME	DESCRIPTION	LOCATION	POSITION	DATE	DATE	DAYS	DAY	SALARY	2018-19	SUBTOTALS	
BLOOMQUIST	STACY	TEMP WORK AGREEMENT	AEC IDEA	STUDENT ASSISTANT	8/30/2018	6/6/2019	175	6.75	\$ 21,002.63	1ST QTR		
BONINE	KATHERINE	TEMP WORK AGREEMENT	GIDEON POND DHH	PARAPROFESSIONAL	10/26/2018	4/6/2019	11	6	\$ 1,225.62	1ST QTR		
BRITTAIN	DONNA	TEMP WORK AGREEMENT	CONCORD ED CTR	OCCUPATIONAL THERAPIST	7/1/2018	8/20/2018	10	2	\$ 1,085.00	1ST QTR		
BRITTAIN	DONNA	TEMP WORK AGREEMENT	CONCORD ED CTR	OCCUPATIONAL THERAPIST	8/22/2018	8/22/2018	1	8	\$ 434.32	1ST QTR		
BUTTEDAL	ALEXANDRA	TEMP WORK AGREEMENT	LEBANON TEA	SPECIAL ED TEACHER	8/1/2018	8/24/2018	1	2	\$ 58.50	1ST QTR		
BUTTEDAL	ALEXANDRA	TEMP WORK AGREEMENT	LEBANON TEA	PARAPROFESSIONAL	8/7/2018	8/8/2018	2	7.5	\$ 268.95	1ST QTR		
BYER	ANNE	TEMP WORK AGREEMENT	DCTC	PSYCHOLOGIST	7/2/2018	7/31/2018	1	3	\$ 177.51	1ST QTR		
CHAMBLIN	JESSICA	TEMP WORK AGREEMENT	VI ITINERANT	TEACHER OF VISUALLY IMPAIRED	8/1/2018	8/30/2018	3	2	\$ 157.14	1ST QTR		
CHAMBLIN	JESSICA	TEMP WORK AGREEMENT	VI ITINERANT ECC	PARAPROFESSIONAL	8/7/2018	8/17/2018	7	7	\$ 871.22	1ST QTR		
COCHRAN	JAMES	TEMP WORK AGREEMENT	TESA	SPECIAL ED TEACHER	7/9/2018	8/2/2018	1	2	\$ 111.48	1ST QTR		
COLLINS	KATHLEEN	TEMP WORK AGREEMENT	AEC SUN	SPECIAL ED TEACHER	6/11/2018	6/29/2018	1	4	\$ 119.64	1ST QTR		
COLLINS	KATHLEEN	TEMP WORK AGREEMENT	ALLIANCE ED CTR SUN	SPECIAL ED TEACHER	8/1/2018	8/23/2018	1	6	\$ 190.02	1ST QTR		
DOBSON	MEGHAN	TEMP WORK AGREEMENT	AEC IDEA/SUN	SPECIAL ED TEACHER-LEAD	6/11/2018	6/29/2018	3	8	\$ 1,264.08	1ST QTR		
DOBSON	MEGHAN	TEMP WORK AGREEMENT	ALLIANCE ED CTR	SPECIAL ED TEACHER-LEAD	7/2/2018	8/24/2018	17	6	\$ 5,740.56	1ST QTR		
DODGE	MICHELLE	TEMP WORK AGREEMENT	DHH RES-LNHS	INTERPRETER	7/16/2018	8/30/2018	4	2	\$ 236.48	1ST QTR		
DOELP	KASSIE	TEMP WORK AGREEMENT	ALLIANCE ED CTR ITINERANT	SPEECH LANGUAGE PATHOLOGIST	7/5/2018	7/31/2018	1	3	\$ 119.07	1ST QTR		
DOELP	KASSIE	TEMP WORK AGREEMENT	ALLIANCE ED CTR ITINERANT	SPEECH LANGUAGE PATHOLOGIST	8/22/2018	8/22/2018	1	8	\$ 317.52	1ST QTR		
DOENGES	KAREN	TEMP WORK AGREEMENT	DHH RES-DEC	SPEECH LANGUAGE PATHOLOGIST	7/2/2018	8/24/2018	12	2.58	\$ 1,672.76	1ST QTR		
DOENGES	KAREN	TEMP WORK AGREEMENT	DHH RES-DEC	SPEECH LANGUAGE PATHOLOGIST	7/25/2018	7/26/2018	2	8	\$ 863.36	1ST QTR		
EATON	CARMEN	TEMP WORK AGREEMENT	ANTHONY LOUIS	SPECIAL ED TEACHER-LEAD	8/2/2018	8/24/2018	4	5.75	\$ 1,194.39	1ST QTR		
EATON	CARMEN	TEMP WORK AGREEMENT	ANTHONY LOUIS	SPECIAL ED TEACHER-LEAD	8/23/2018	8/24/2018	2	8	\$ 830.88	1ST QTR		
ECONOMOU	CRISOULA	TEMP WORK AGREEMENT	CEC SUN	SPEECH LANGUAGE PATHOLOGIST	8/22/2018	8/22/2018	1	8	\$ 242.16	1ST QTR		
ELDRED	PATRICIA	TEMP WORK AGREEMENT	ITINERANT	PHYSICAL & HLTH DISAB TEACHER	7/16/2018	8/30/2018	4	2	\$ 461.76	1ST QTR		
ELLIS	ANDREA	TEMP WORK AGREEMENT	LNHS DASH	HEALTH ASSOCIATE	7/9/2018	7/9/2018	1	0.5	\$ 11.67	1ST QTR		
ELLIS	ANDREA	TEMP WORK AGREEMENT	BMS PACES	HEALTH ASSOCIATE	8/31/2018	8/31/2018	1	2	\$ 46.66	1ST QTR		
ENFIEJIAN	VALERIE	TEMP WORK AGREEMENT	GIDEON POND DHH	SCHOOL PSYCHOLOGIST	7/2/2018	8/24/2018	12	2	\$ 1,385.28	1ST QTR		
EVANS	AARON	TEMP WORK AGREEMENT	DCALS	SPECIAL ED TEACHER	7/9/2018	8/24/2018	4	1	\$ 170.64	1ST QTR		
FAIRBANKS	SARAH	TEMP WORK AGREEMENT	HHS DASH	PARAPROFESSIONAL	7/12/2018	7/12/2018	1	0.5	\$ 8.89	1ST QTR		
FRISQUE	SHERILYN	TEMP WORK AGREEMENT	VI ITINERANT	TEACHER OF VISUALLY IMPAIRED	7/2/2018	8/22/2018	26	5	\$ 7,127.90	1ST QTR		
FRISQUE	SHERILYN	TEMP WORK AGREEMENT	VI ITINERANT	TEACHER OF VISUALLY IMPAIRED	8/1/2018	8/30/2018	3	2	\$ 328.98	1ST QTR		
GABBERT	KIRSTIE	TEMP WORK AGREEMENT	ALLIANCE ED CTR	SPECIAL ED TEACHER	8/1/2018	8/24/2018	1	6	\$ 175.50	1ST QTR		
GAGNER	ASHLY	TEMP WORK AGREEMENT	LEBANON TEA	SPECIAL ED TEACHER	8/1/2018	8/24/2018	1	2	\$ 54.50	1ST QTR		
GARLOUGH	ELIZABETH	TEMP WORK AGREEMENT	CONCORD ED CTR	OCCUPATIONAL THERAPIST	8/22/2018	8/22/2018	1	8	\$ 292.00	1ST QTR		
GENZ	SARAH	TEMP WORK AGREEMENT	FHS PACES	PARAPROFESSIONAL	7/16/2018	7/16/2018	1	0.5	\$ 8.89	1ST QTR		
GESKE	ADDIE	TEMP WORK AGREEMENT	ITINERANT	PHYSICAL & HLTH DISAB TEACHER	7/16/2018	8/30/2018	4	2	\$ 248.56	1ST QTR		
HANSON	JENNIFER	TEMP WORK AGREEMENT	AEC SUN	STUDENT ASSISTANT	9/17/2018	6/6/2019	170	6.75	\$ 20,402.55	1ST QTR		
HEIDEMANN	JANA	TEMP WORK AGREEMENT	CEDAR SUN	SPEECH LANGUAGE PATHOLOGIST	7/2/2018	7/31/2018	1	3	\$ 147.57	1ST QTR		
HEIDEMANN	JANA	TEMP WORK AGREEMENT	CEDAR SUN	SPEECH LANGUAGE PATHOLOGIST	8/23/2018	8/23/2018	1	1	\$ 49.19	1ST QTR		
HEIDEMANN	JANA	TEMP WORK AGREEMENT	CEDAR SUN	SPEECH LANGUAGE PATHOLOGIST	8/24/2018	8/24/2018	1	1	\$ 49.19	1ST QTR		
HIRD	NICOLE	TEMP WORK AGREEMENT	DCTC TESA	HEALTH ASSOCIATE	8/6/2018	8/29/2018	3	7	\$ 489.93	1ST QTR		
HOELSCHER	JUSTIN	TEMP WORK AGREEMENT	ALLIANCE ED CTR CASE	SPECIAL ED TEACHER	8/1/2018	8/24/2018	1	6	\$ 163.50	1ST QTR		
HOELSCHER	JUSTIN	TEMP WORK AGREEMENT	ALLIANCE ED CTR CASE	SPECIAL ED TEACHER	8/23/2018	8/23/2018	1	1	\$ 27.25	1ST QTR		
HURLA	AMY	TEMP WORK AGREEMENT	LEBANON TEA	MENTAL HEALTH PRACTITIONER	8/1/2018	8/24/2018	2	1.75	\$ 106.51	1ST QTR		
HURLA	AMY	TEMP WORK AGREEMENT	LEBANON TEA	MENTAL HEALTH PRACTITIONER	8/23/2018	8/23/2018	1	2	\$ 60.86	1ST QTR		
IDEEN	SARAH	TEMP WORK AGREEMENT	GIDEON POND DHH	TEACHER OF DEAF/HH	7/25/2018	7/26/2018	2	8	\$ 635.04	1ST QTR		

INTERMEDIATE SCHOOL DISTRICT 917 TEMPORARY EMPLOYMENT AGREEMENT REPORT July 1, 2018 through June 30, 2019				SUBTOTAL WORKSHEET															
FIRST QUARTER 7/1/18-9/30/18																			
<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>DESCRIPTION</u>	<u>LOCATION</u>	<u>POSITION</u>	<u>START DATE</u>	<u>END DATE</u>	<u>MAX #WORK DAYS</u>	<u>MAX HRS/DAY</u>	<u>SALARY</u>	<u>2018-19</u>	<u>SUBTOTALS</u>								
JACOBS	CINDY	TEMP WORK AGREEMENT	DHH-RES GP	OCCUPATIONAL THERAPIST	7/2/2018	8/24/2018	12	2	\$ 1,202.40	1ST QTR									
JEFFRIES	DIANE	TEMP WORK AGREEMENT	DCTC ADMIN OFFICE	ADMIN ASST-PERSONNEL	7/2/2018	6/30/2019	5	8	\$ 1,911.60	1ST QTR									
JOHNSTON	SUZANNE	TEMP WORK AGREEMENT	INVER GROVE MS DHH	INTERPRETER	8/27/2018	9/4/2018	4	3.5	\$ 350.00	1ST QTR									
KETTLER	KATHRYN	TEMP WORK AGREEMENT	LEBANON TEA	MENTAL HEALTH PRACTITIONER	8/1/2018	8/24/2018	2	1.75	\$ 113.51	1ST QTR									
KLAUSTERMEIER	JENNIFER	TEMP WORK AGREEMENT	DCTC TESA/PACES	SPECIAL ED TEACHER	6/12/2018	6/12/2018	1	2	\$ 115.34	1ST QTR									
KNEER	AMBER	TEMP WORK AGREEMENT	LEBANON TEA	PARAPROFESSIONAL	8/7/2018	8/8/2018	2	7.5	\$ 301.50	1ST QTR									
KNUTSON	SHANNA	TEMP WORK AGREEMENT	DCTC	SCHOOL PSYCHOLOGIST-LEAD	7/1/2018	8/20/2018	5	8	\$ 2,094.40	1ST QTR									
KRINGEN	JANE	TEMP WORK AGREEMENT	GIDEON POND DHH	INTERPRETER	10/26/2018	4/6/2019	11	6	\$ 1,223.64	1ST QTR									
KUBIK	GABRIELA	TEMP WORK AGREEMENT	DHH ITINERANT	TEACHER OF DEAF/HH	7/1/2018	8/9/2018	22	3	\$ 2,090.22	1ST QTR									
LACHER GODDARD	LINDA	TEMP WORK AGREEMENT	DHH-RES GP	SPEECH LANGUAGE PATHOLOGIST	7/2/2018	8/24/2018	12	2	\$ 1,246.32	1ST QTR									
LAMPRECHT	CLAUDETTE	TEMP WORK AGREEMENT	LNHS DASH	SPECIAL ED TEACHER	7/9/2018	7/10/2018	2	0.75	\$ 81.44	1ST QTR									
LANG	SHEILA	TEMP WORK AGREEMENT	HHS DASH	SPECIAL ED TEACHER	7/12/2018	7/12/2018	1	4	\$ 126.76	1ST QTR									
LARSEN	BETSY	TEMP WORK AGREEMENT	HOMEBOUND DASH	SPECIAL ED TEACHER	7/10/2018	8/2/2018	4	1.25	\$ 259.65	1ST QTR									
LARSEN	BETSY	TEMP WORK AGREEMENT	HOMEBOUND DASH	SPECIAL ED TEACHER	7/10/2018	8/2/2018	4	1.25	\$ 259.65	1ST QTR									
LARSEN	BETSY	TEMP WORK AGREEMENT	HOMEBOUND DASH	SPECIAL ED TEACHER	7/10/2018	8/2/2018	38	1.25	\$ 2,466.68	1ST QTR									
LARSEN	BETSY	TEMP WORK AGREEMENT	HOMEBOUND DASH	SPECIAL ED TEACHER	7/10/2018	8/2/2018	38	1.25	\$ 2,466.68	1ST QTR									
LIEN	TARA	TEMP WORK AGREEMENT	AEC CASE	SOCIAL WORKER	6/27/2018	6/27/2018	1	4	\$ 168.64	1ST QTR									
LIEN	TARA	TEMP WORK AGREEMENT	ALLIANCE ED CTR	SOCIAL WORKER	7/2/2018	7/31/2018	3	3	\$ 405.63	1ST QTR									
LIEN	TARA	TEMP WORK AGREEMENT	ALLIANCE ED CTR CASE	SOCIAL WORKER	7/2/2018	8/24/2018	10	4	\$ 1,802.80	1ST QTR									
LUDEWIG	SARAH	TEMP WORK AGREEMENT	HSHS DHH	INTERPRETER	7/2/2018	7/11/2018	5	5.5	\$ 603.63	1ST QTR									
LUDEWIG	SARAH	TEMP WORK AGREEMENT	HERITAGE MS	INTERPRETER	7/15/2018	8/24/2018	25	2	\$ 1,097.50	1ST QTR									
MARTIN	KARISSA	TEMP WORK AGREEMENT	LEBANON TEA	MENTAL HEALTH PRACTITIONER	8/1/2018	8/24/2018	2	1.75	\$ 94.85	1ST QTR									
MATTICE	CATHLEEN	TEMP WORK AGREEMENT	AEC/CEC	SPECIAL ED TEACHER-LEAD	6/11/2018	6/29/2018	1	8	\$ 370.32	1ST QTR									
MATTICE	CATHLEEN	TEMP WORK AGREEMENT	AEC/CEC	SPECIAL ED TEACHER-LEAD	7/2/2018	8/24/2018	12	6	\$ 3,560.40	1ST QTR									
MATTOS	PATTI	TEMP WORK AGREEMENT	DCALS	ENROLLMENT COORD/DEAN	7/1/2018	6/30/2019	15	8	\$ 7,036.80	1ST QTR									
MCGIBBON	SHARRI	TEMP WORK AGREEMENT	ALLIANCE ED CTR IDEA	COMMUNITY EXPERT	8/1/2018	8/24/2018	1	6	\$ 161.28	1ST QTR									
MOGA	BRIAN	TEMP WORK AGREEMENT	LEBANON TEA	SPECIAL ED TEACHER	7/30/2018	7/30/2018	1	3	\$ 95.01	1ST QTR									
MOGA	BRIAN	TEMP WORK AGREEMENT	LEBANON TEA	SPECIAL ED TEACHER	8/1/2018	8/24/2018	1	2	\$ 63.34	1ST QTR									
MOGA	BRIAN	TEMP WORK AGREEMENT	LEBANON TEA	SPECIAL ED TEACHER	8/7/2018	8/8/2018	2	7.5	\$ 475.05	1ST QTR									
MONSON	JODI	TEMP WORK AGREEMENT	CMS DHH	INTERPRETER	8/18/2018	8/15/2018	1	4	\$ 100.00	1ST QTR									
MONSON	JODI	TEMP WORK AGREEMENT	LNHS DHH	INTERPRETER	8/23/2018	6/6/2019	15	2	\$ 750.00	1ST QTR									
MONTGOMERY	JESSICA	TEMP WORK AGREEMENT	HASTINGS HS	PARAPROFESSIONAL	7/12/2018	7/12/2018	1	0.5	\$ 8.89	1ST QTR									
NEWMAN	MICHELLE	TEMP WORK AGREEMENT	GIDEON POND DHH	PARAPROFESSIONAL	10/26/2018	4/6/2019	11	6	\$ 1,199.22	1ST QTR									
NEWQUIST	MATTHEW	TEMP WORK AGREEMENT	ALLIANCE ED CTR IDEA/SUN	BD CERTIF BEHAVIOR ANALYST	7/24/2018	7/26/2018	2	3.5	\$ 284.76	1ST QTR									
NEWQUIST	MATTHEW	TEMP WORK AGREEMENT	AEC IDEA	BD CERTIF BEHAVIOR ANALYST	8/7/2018	8/9/2018	3	6	\$ 732.24	1ST QTR									
NOVY	RACHEL	TEMP WORK AGREEMENT	ALLIANCE ED CTR IDEA	SPECIAL ED TEACHER	8/9/2018	8/9/2018	1	6	\$ 270.42	1ST QTR									
ONYENEHO	JIDEOFOR	TEMP WORK AGREEMENT	YTP	PARAPROFESSIONAL	7/16/2018	7/19/2018	4	1.75	\$ 132.72	1ST QTR									
PAULEY	JACKIE	TEMP WORK AGREEMENT	AEC SUN	SPECIAL ED TEACHER	8/1/2018	8/24/2018	1	6	\$ 247.62	1ST QTR									
PEMBLE	HOLLY	TEMP WORK AGREEMENT	HHS DASH	SPEECH LANGUAGE PATHOLOGIST	7/12/2018	7/12/2018	1	0.5	\$ 26.18	1ST QTR									
PEMBLE	HOLLY	TEMP WORK AGREEMENT	PHD ITINERANT CEC	PHYSICAL & HLTH DISAB TEACHER	7/16/2018	8/30/2018	4	2	\$ 418.88	1ST QTR									
PEREDA	JOHN	TEMP WORK AGREEMENT	DCALS	GUIDANCE COUNSELOR	7/1/2018	6/30/2019	5	8	\$ 1,650.80	1ST QTR									
PETERS	AMANDA	TEMP WORK AGREEMENT	JSC RIVERSIDE/NC	SPECIAL ED TEACHER-LEAD	7/17/2018	8/24/2018	7	8	\$ 2,072.97	1ST QTR									
PETERS	AMANDA	TEMP WORK AGREEMENT	JSC RIVERSIDE	SPECIAL ED TEACHER-LEAD	7/26/2018	8/17/2018	3	8	\$ 1,069.92	1ST QTR									
PIETSCH	ASHLEY	TEMP WORK AGREEMENT	JSC NEW CHANCE	PARAPROFESSIONAL	8/31/2018	8/31/2018	1	4	\$ 74.28	1ST QTR									
PROULX	KELLI	TEMP WORK AGREEMENT	PHD ITINERANT	PHYSICAL & HLTH DISAB TEACHER	7/16/2018	8/30/2018	4	2	\$ 376.80	1ST QTR									

INTERMEDIATE SCHOOL DISTRICT 917				SUBTOTAL WORKSHEET															
TEMPORARY EMPLOYMENT AGREEMENT REPORT																			
July 1, 2018 through June 30, 2019																			
FIRST QUARTER 7/1/18-9/30/18																			
										START	END	MAX	MAX						
										DATE	DATE	#WORK	HRS/						
LAST NAME	FIRST NAME	DESCRIPTION	LOCATION	POSITION	DATE	DATE	DAYS	DAY	SALARY	2018-19	SUBTOTALS								
RASMUSSEN	SHANNON	TEMP WORK AGREEMENT	DHH RES/DEC	TEACHER OF DEAF/HH	7/25/2018	7/26/2018	2	8	\$ 863.36	1ST QTR									
RENKEN	WENDI	TEMP WORK AGREEMENT	LEBANON TEA	SPECIAL ED TEACHER-LEAD	7/1/2018	8/24/2018	40	2	\$ 3,956.80	1ST QTR									
RENKEN	WENDI	TEMP WORK AGREEMENT	LEBANON TEA	SPECIAL ED TEACHER-LEAD	8/7/2018	8/8/2018	2	7.5	\$ 741.90	1ST QTR									
RIESGRAF	AMY	TEMP WORK AGREEMENT	LEBANON TEA	MENTAL HEALTH PRACTITIONER	7/30/2018	7/30/2018	1	3	\$ 111.27	1ST QTR									
RIESGRAF	AMY	TEMP WORK AGREEMENT	LEBANON TEA	MENTAL HEALTH PRACTITIONER	8/1/2018	8/24/2018	2	1.75	\$ 129.82	1ST QTR									
RUIZ-BRUCE	BRIANA	TEMP WORK AGREEMENT	AEC SUN	SPECIAL ED TEACHER	8/1/2018	8/24/2018	1	6	\$ 157.14	1ST QTR									
RUTHERFORD	AMENDA	TEMP WORK AGREEMENT	CEDAR SUN	STUDENT ASSISTANT	8/30/2018	6/6/2019	175	7	\$ 21,780.50	1ST QTR									
SATHER	BRENDA	TEMP WORK AGREEMENT	LEBANON TEA	SPECIAL ED TEACHER	8/1/2018	8/24/2018	1	2	\$ 96.30	1ST QTR									
SAVAGE	DAWN	TEMP WORK AGREEMENT	DHH RES-GP	INTERPRETER	7/9/2018	7/9/2018	1	1	\$ 29.56	1ST QTR									
SAVAGE	DAWN	TEMP WORK AGREEMENT	GIDEON POND DHH	INTERPRETER	8/13/2018	6/6/2019	15	2	\$ 886.80	1ST QTR									
SCHMITZ	AMELIA	TEMP WORK AGREEMENT	DCALS	SPECIAL ED TEACHER	7/9/2018	8/24/2018	4	1	\$ 135.68	1ST QTR									
SHANLEY	MICHELLE	TEMP WORK AGREEMENT	VI ITINERANT	SPECIAL ED TEACHER	7/9/2018	8/22/2018	23	2	\$ 2,106.34	1ST QTR									
SINKINSON	JESSICA	TEMP WORK AGREEMENT	DCALS SP ED STAFF	TEACHER	8/24/2018	8/24/2018	1	2.5	\$ 117.75	1ST QTR									
SMITH III	NORMAN	TEMP WORK AGREEMENT	LEBANON TEA	MENTAL HEALTH PRACTITIONER	8/1/2018	8/24/2018	1	3.75	\$ 175.68	1ST QTR									
SOMMERVOLD	CASSANDRA	TEMP WORK AGREEMENT	AEC IDEA	SPECIAL ED TEACHER	8/1/2018	8/24/2018	1	6	\$ 175.50	1ST QTR									
STADELMAN	MARY	TEMP WORK AGREEMENT	DHH ITINERANT	PARAPROFESSIONAL	8/7/2018	8/9/2018	2	2	\$ 74.28	1ST QTR									
STEPHENS	DAWN	TEMP WORK AGREEMENT	AEC IDEA	SPECIAL ED TEACHER	8/1/2018	8/24/2018	1	6	\$ 216.72	1ST QTR									
STEVENS	ERIN	TEMP WORK AGREEMENT	LEBANON TEA	SPECIAL ED TEACHER	8/1/2018	8/24/2018	2	1.75	\$ 128.42	1ST QTR									
STEVENS	ERIN	TEMP WORK AGREEMENT	LEBANON TEA	SPECIAL ED TEACHER	8/7/2018	8/8/2018	2	7.5	\$ 550.35	1ST QTR									
STROMBERG	RHIANON	TEMP WORK AGREEMENT	LEBANON TEA	MENTAL HEALTH PRACTITIONER	8/1/2018	8/24/2018	2	1.75	\$ 157.75	1ST QTR									
TAFFE	KAYLEEN	TEMP WORK AGREEMENT	GIDEON POND DHH	TEACHER	7/2/2018	8/30/2018	10	2	\$ 1,142.20	1ST QTR									
THAMES	DERIC	TEMP WORK AGREEMENT	LEBANON TEA	SPECIAL ED TEACHER	7/1/2018	8/24/2018	20	1	\$ 690.80	1ST QTR									
THAMES	DERIC	TEMP WORK AGREEMENT	LEBANON TEA	SPECIAL ED TEACHER	8/1/2018	8/24/2018	1	2	\$ 69.08	1ST QTR									
THOMPSON	JOCELYN	TEMP WORK AGREEMENT	AEC IDEA	SPECIAL ED TEACHER	8/1/2018	8/24/2018	1	6	\$ 166.08	1ST QTR									
TOAY	GRETCHEN	TEMP WORK AGREEMENT	GIDEON POND DHH	INTERPRETER	8/13/2018	6/6/2019	75	2	\$ 3,886.50	1ST QTR									
TRAINER	MATTHEW	TEMP WORK AGREEMENT	LEBANON TEA	SPECIAL ED TEACHER	8/1/2018	8/24/2018	1	2	\$ 59.94	1ST QTR									
TRAYNOR	ANITA	TEMP WORK AGREEMENT	HHS DASH	HEALTH ASSOCIATE	8/31/2018	8/31/2018	1	2	\$ 57.50	1ST QTR									
VETTERS	ERIN	TEMP WORK AGREEMENT	DHH RES/LNHS	PARAPROFESSIONAL	7/15/2018	8/24/2018	25	2	\$ 857.50	1ST QTR									
VOLLBRECHT	MICHELLE	TEMP WORK AGREEMENT	DCTC TESA/DASH/PACES	SPECIAL ED TEACHER-LEAD	7/9/2018	8/24/2018	10	8	\$ 3,504.80	1ST QTR									
VOLLMUTH	LAURA	TEMP WORK AGREEMENT	LNHS PACES	PARAPROFESSIONAL	9/4/2018	9/6/2018	3	0.75	\$ 42.66	1ST QTR									
VRIEZE	JANEL	TEMP WORK AGREEMENT	DCTC TESA/DASH/PACES	SPECIAL ED TEACHER	7/2/2018	8/31/2018	5	4	\$ 1,154.40	1ST QTR									
WALETSKI	GREGORY	TEMP WORK AGREEMENT	LNHS DHH	INTERPRETER	9/4/2018	6/6/2019	50	2	\$ 2,500.00	1ST QTR									
WATERS	BRIAN	TEMP WORK AGREEMENT	AEC IDEA	SPECIAL ED TEACHER	8/1/2018	8/24/2018	1	6	\$ 175.50	1ST QTR									
WEBER	ANGELYN	TEMP WORK AGREEMENT	CEDAR SUN	SPECIAL ED TEACHER	8/1/2018	8/24/2018	16	1	\$ 509.76	1ST QTR									
WEILER	AUDREY	TEMP WORK AGREEMENT	BUSINESS OFFICE	PAYROLL SPECIALIST	7/1/2018	6/30/2018	20	4	\$ 3,827.20	1ST QTR									
WEIS	COLLEEN	TEMP WORK AGREEMENT	AEC IDEA	SPECIAL ED TEACHER	8/1/2018	8/24/2018	1	6	\$ 287.70	1ST QTR									
WILLIAMS	DONALD	TEMP WORK AGREEMENT	DCALS N	SOCIAL STUDIES TEACHER-LEAD	7/1/2018	9/30/2018	4.72	4	\$ 850.92	1ST QTR									
WOOD	FRAN	TEMP WORK AGREEMENT	VI ITINERANT	TEACHER OF VISUALLY IMPAIRED	7/9/2018	8/10/2018	10	4	\$ 1,831.60	1ST QTR									
ZEHNDER	SCOTT	TEMP WORK AGREEMENT	ALLIANCE ED CTR	LEAD CUSTODIAN	8/19/2018	8/19/2018	1	10	\$ 415.20	1ST QTR									
ZEHNDER	SCOTT	TEMP WORK AGREEMENT	ALLIANCE ED CTR	LEAD CUSTODIAN	9/1/2018	9/2/2018	2	8	\$ 664.32	1ST QTR									
ZUEHLKE	REBECCA	TEMP WORK AGREEMENT	DCTC TESA/PACES	SOCIAL WORKER	6/27/2018	6/27/2018	1	4	\$ 203.36	1ST QTR									
ZUEHLKE	REBECCA	TEMP WORK AGREEMENT	DCTC TESA	SOCIAL WORKER	8/24/2018	8/25/2018	2	4	\$ 406.72	1ST QTR	\$ 178,332.34	MISC TWA'S							
									\$ 460,457.67		\$ 460,457.67	TOTAL ALL TWA'S							

