

## Regular School Board Meeting

Tuesday, April 4, 2023 5:45 PM

917 Board Room, 130 145th Street East, Rosemount, MN 55068

### I. Call to Order - Chair Cindy Nordstrom

II. Conduct Pledge of Allegiance - Chair Cindy Nordstrom (*This was conducted at the Board Work Session prior to this meeting.*)

III. Visitors Opportunity to be Heard - Chair Cindy Nordstrom (*Collaboration*)

IV. Review and Approve the Agenda - Chair Cindy Nordstrom

V. Teacher and Employee of the Spring Quarter - Jamie Dalbesio/Taylor Thomas

VI. Updates from Student Services and Superintendent - Dr. Melissa Schaller, Dr. Michael Favor (*Communications*)

VII. Consent Items - Chair Cindy Nordstrom (*Communications*)

VII.A.

- Minutes
- Personnel
- Policies

VIII. Executive Director of Business Services Reports - Nicolle Roush (*Stewardship*)

VIII.A.

- Bills
- Wire Transfers
- Investment Reports

IX. Reports (*Stewardship*)

IX.A. Temporary Employee Report - Nicolle Roush

IX.B. Accounts Receivable Aging Report - Nicolle Roush

X. New Business - Chair Cindy Nordstrom (*Collaboration*)

X.A. Approve ISD 917 Calendar for 2023-2024 - Dr. Michael Favor

XI. Approve Resolution Terminating Probationary Teachers - Dr. Melissa Schaller

XII. Policies - Supt. Dr. Michael Favor (*Integrity*)

XIII. Closed Session to Review Superintendent's Mid-Year Evaluation - School Board

XIV. Updates from Member Districts - All

XV. Adjournment - Chair Cindy Nordstrom

Licensed Staff Member	Kathleen Ireland, Cassie Groff, Sarah Crowley, Katie Engle	Shanyn Tuftee	Taylor Thomas	<p>Shanyn is a leader and advocate for our team of Physical Therapists as well as for her students. She is greatly appreciated by not only her physical therapy team but by co-workers in the districts she works in. She is always willing to help, communicates well and overall a great co-worker. She is always responding to questions from staff and being proactive in finding answers and solutions to all of our questions and concerns. She covers all those little things and is a team player such as cleaning up the storage area even when it is not caused by her team. She cares deeply for her students and is innovative with her PT sessions, sharing those innovations with the rest of the team. She has done a fabulous job training the new to district physical therapists as noted in the following comments.</p> <p>Shanyn has been my new employee mentor as I transition from a long career working as a medical Pediatric Physical Therapist to working as a School Physical Therapist. To say the school world is different would be an understatement! IEPs and IFSPs, SpedForms, LREs, Due Process, Part C vs Part B - the list of acronyms, documentation differences, and new ways of thinking about pediatric physical therapy goes on and on! Shanyn has been instrumental in helping me adapt to my new world, answering my MANY questions. Her responses to me have always been prompt, thorough but concise, and positive and encouraging. This has allowed me to move forward with my task at hand, without getting lost in the weeds, while reassuring me that I can make this transition to the school world. Her experience as a school PT has also helped me learn to think like a school PT, always keeping what would best help the student at the heart of any conversation. Her help and perspective has made her an invaluable mentor!</p>
Non-Licensed Staff Member	Sara Tuvey	Sue Watson	Jamie Dalbesio	<p>Ms Sue ("Momma Sue" to the staff at CEC) is such a vital part of our Concord community. She knows each and every student, and acknowledges them whenever she sees them. She is an extraordinary mentor to the young (and not so young) support staff. Ms Sue puts everyone else's needs before hers, often pushing through (and still being AMAZING) while she faces her own adversities. Ms Sue has been at Concord since it opened, and I truly believe the place would not be the same without her!!</p>

**Executive Director of Student Services**  
**Board Update**  
**April 2023**

**Values**

**Collaboration:** Working together to achieve more collectively.

- Repeat-Upcoming Special Education Advisory Committee (SEAC) meeting: The member districts of Intermediate School District 917 host one SEAC meeting each year for parents of students receiving special education services. This year, we are hosting the event at the Spartan Center at Simley High School on Monday, April 17 from 6-7:30. Dave Eisenmann will be joining us to talk about tech health. To learn more click [here](#) for details.

**Empathy:** Considering and respecting the perspective and needs of member districts, students, families and staff.

- PACES: On Thursday, March 23rd, the administrative team met with staff from the PACES program to share our planning for the 2024-2025 school year. As a follow up, a [letter](#) was shared with staff from the directors of the districts hosting programming including me, Dave Haveman, Lakeville Area Schools, and Dana Strop, Farmington Area Public Schools. This was shared with other member district directors as well. On Monday, March 27th information was shared with families by program administrators Don Budach and Steph Betley. You can read that communication [here](#).

**Innovation:** Ongoing improvement of programs and services.

- Standard Response Protocol (SPR): In an effort to update our crisis response as a district, district administrators attended a training sponsored by the i love u guys Foundation on the Standard Response Protocol in February. We will continue this training in April with a focus on reunification after a crisis event. As we move into the 2023-2024 school year, protocols will be updated and training will be completed with all staff. You can learn more about the approach [here](#).

**Stewardship:** Managing financial and human resources carefully and responsibly.

- FY24 Budget: As we work through budget development for the 2023-2024 school year, careful consideration has been given to our staffing. Significant analysis of our needs has been completed. Nicolle Roush, Julie Illa, and I combed through our organizational spreadsheet to ensure FTEs were correct as well as coding. The next step will be a review of the budget worksheets during the first part of April. A great deal of time and effort is needed for these tasks and we are confident that it will result in a responsible, comprehensive budget for the upcoming school year.

**Communication:** Multi-dimensional, transparent conversation focused on sharing information and creating a positive learning and working environment.

- District Update: Our most recent Smore for district staff from special education and teaching and learning was sent on March 16. You can click [here](#) to read the latest issue.

**Integrity:** Aligning our actions with our values and beliefs.

- Bingo night at Alliance Education Center: The Alliance Education Center school community came together on Thursday, March 16, 2023 for bingo night. Each family member was greeted by staff and given a bag of snacks, as well as a McDonald's and Starbucks gift card. The night was filled with laughter as students, family members, and staff members played bingo. Bingo winners received prizes including board games, books, and craft kits. Our community partner, Hosanna Church, across Biscayne Avenue donated the gift cards and prizes.



**Personalization:** Building on the strengths and addressing the unique needs of individual students.

- Loss: As you are aware, Intermediate School District 917 has experienced the loss of a second student this school year. Again, this loss was incredibly difficult for our staff. We are thankful for the opportunities they had to celebrate the life of [Rebecca Wallace](#) both in the hospital and then again at her memorial service. Regardless of these opportunities, staff are feeling this loss acutely.
- Golden Abe award: Mrs. Roering nominated Room #152, Shannon Rosenberg's classroom, for the Golden Abe at Lincoln Center a few weeks ago. She shared that this classroom has shown great awareness of all of their students' needs. They have demonstrated great flexibility and a commitment to learning even during tough situations. Way to show your Packer Pride!



**Equity:** Intentionally providing opportunities while removing barriers at all levels of the organization.

- Credit recovery bootcamp: In June, DCALS will be holding a three week credit recovery bootcamp. This program is intended to support students that have not stayed on track completing credits in the current school year.

**Diversity:** Appreciating and valuing everyone's unique selves.

- Lisa Mayer: Shannon Brennan at Alliance Education Center would like to highlight the work of a first year teacher at her site. Lisa Mayer is a licensed social studies teacher that has sparked her passion for students with special needs. Based on her experiences this year, she has enrolled to start course work for her license as a special education teacher. We are excited to have her as part of our staff serving the needs of our students at AEC.

## INTERMEDIATE SCHOOL DISTRICT 917

A School Board Meeting of the Intermediate School District 917 School Board was held on Tuesday, March 7, 2023, in the Board Room at DCTC, 1300 145<sup>th</sup> Street East, Rosemount, MN.

**Members Present:** Tom Bennett, Lesley Chester, Kathy Lewis, Wendy Felton, Cindy Nordstrom, Byron Schwab, Lisa Hedin, Hannah Simmons, and ex-officio member Superintendent Michael Favor.

**Members Absent:** Lisa Ehleringer

**Also Present:** Nicolle Roush, Melissa Schaller, Brooke Peterson, Marci Levy-Maguire, Jamie Dalbesio, Heather Moon, Christina Gillard, Pao Vue, Wendi Renken, Stephanie Betley, and Linda Berg.

School Board Chair Cindy Nordstrom called the meeting to order at 6:20 PM.

The Pledge of Allegiance was conducted in the work session prior to this meeting.

There were no visitors to be heard.

The oath of office was administered by Linda Berg, Notary Public, to the following renewed Board member Hannah Simmons of Farmington.

1. Motion by Lesley Chester, seconded by Hannah Simmons, to approve the agenda, as presented. Voting aye: Tom Bennett, Lesley Chester, Kathy Lewis, Wendy Felton, Cindy Nordstrom, Byron Schwab, Hannah Simmons, Lisa Hedin. Voting naye: None. Motion carried.

Dr. Melissa Schaller reported on updates from Student Services.

Heather Moon was nominated as the 917 Employee for the Winter quarter. Christina Gillard was nominated as the 917 Teacher of the Winter quarter.

2. Motion by Byron Schwab, seconded by Tom Bennett, to approve the consent items, as presented. Voting aye: Tom Bennett, Lesley Chester, Kathy Lewis, Wendy Felton, Cindy Nordstrom, Byron Schwab, Hannah Simmons, Lisa Hedin. Voting naye: None. Motion carried.
  - **Minutes:** February 7, 2023, Regular School Board Meeting
  - **Personnel:** *New Hires:* Abigail Dahl, Occupational Therapist, effective February 27, 2023. Daniel Carlson, Technical Tutor, effective March 14, 2023. Jameela Martin, Classroom Assistant, effective February 27, 2023. Megan Plotts, Classroom Assistant, effective February 13, 2023. *Leaves of absence:* Amy Hart, Program Assistant, intermittent from January 22, 2023, through June 10, 2023. *Resignations and terminations:* Anne Byer, Licensed Psychologist, effective June 30, 2023. Dillion Eddy, Teacher, effective June 9, 2023. Shanna Knutson, Intake Coordinator, effective June 30, 2023. Inplongsab Sunshine Vang, Classroom Assistant, effective March 8, 2023. *Retirements:* Kristin Engelhardt-Fischbein, Teacher, effective May 1, 2023.
  - **Policies:** 214 Out of State Travel by School Board Members; 412 Expense Reimbursement; 516 Student Medication.
3. Motion by Tom Bennett, seconded by Kathy Lewis, to approve the bills from February 2, 2023, through March 1, 2023, Investment Report and wire transfers, as presented by the Executive Director of Business Services. Voting aye: Tom Bennett, Lesley Chester, Kathy Lewis, Wendy Felton, Cindy Nordstrom, Byron Schwab, Hannah Simmons, Lisa Hedin. Voting naye: None. Motion carried.

4. Policies reviewed on a first reading basis: 445 Gender Inclusion; 440 Student Use of Cellular Phones and Other Personal Electronic Devices; and 556 Staff Use of Cellular Phones and Other Personal Electronic Devices. These will be brought back for a final reading on April 4, 2023.
5. Motion by Byron Schwab, seconded by Hannah Simmons, to adjourn the meeting. There was a unanimous vote to adjourn.

There being no further business the meeting adjourned at 7:11 PM.

The next regular School Board Meeting will be Tuesday, April 4, 2023, at 5:45 PM.

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Clerk

**SUMMARY OF PERSONNEL ITEMS RECOMMENDED  
FOR ACTION AT BOARD MEETING OF April 4, 2023**

**NEW HIRES:**

Krista Sarff, Classroom Assistant, effective March 6, 2023.

Taelyn Swenson, Classroom Assistant, effective March 15, 2023.

**RE-HIRES:**

Daniel Crawford, Classroom Assistant, effective March 13, 2023.

**CHANGE IN STATUS:**

**LEAVES OF ABSENCE:**

**RESIGNATION & TERMINATIONS:**

Samantha Beck, Speech Language Pathologist, effective June 9, 2023.

Tara Blackert, Mental Health Professional Coordinator, effective June 30, 2023.

Karis Crowe, Classroom Assistant, effective March 14, 2023.

Jamie Dalbesio, Assistant Director, effective June 30, 2023.

Lauren Ellis, Classroom Assistant, effective May 2, 2023.

Jordan Fischer, Teacher, effective June 9, 2023.

Shelene Jones, Administrative Assistant I, effective March 28, 2023.

Cailyn Kneifl, Program Assistant, effective April 21, 2023.

**RETIREMENTS:**



**Intermediate School District 917**

***Purposeful. Personalized. Partners.***

1300 145th Street East, Rosemount, MN 55068

(651) 423-8229 \* <http://www.isd917.org>

Dr. Michael Favor

TO: School Board

FROM: Dr. Michael Favor

DATE: April 4, 2023

RE: Final reading on policies

The policies listed below are a final reading:

- **NEW - 440 Recording of School Personnel.**
- **NEW - 556 Student Use of Cellular Phones and Other Personal Electronic Devices.**
- **NEW - 560 Student Gender Inclusion**

## **440 RECORDING OF SCHOOL PERSONNEL**

### **I. PURPOSE**

The purpose of this policy is to set forth expectations for appropriate use of existing and emerging technologies which staff may possess, including but not limited to cellular phones and other personal electronic devices capable of recording and/or transmitting data or images.

### **II. INTERMEDIATE DISTRICT 917 REGULATIONS REGARDING RECORDING OF SCHOOL PERSONNEL**

- A. Use of personally owned devices in locker rooms, restrooms, and nurse's offices for recording purposes is expressly prohibited. Employees are prohibited from using the District System or personal electronic devices to send or receive messages, pictures, or documents that are fraudulent, illegal, pornographic, obscene, indecent, sexually explicit, discriminatory, harassing, defamatory, threatening, or which are intended to promote or incite violence against person or property.
- B. In the event a parent, guardian or student wishes to record (including pictures/photographs, video, and/or audio) meetings or interactions involving school personnel, written permission from all the participants is required. If parents, guardians or students wish to record a meeting or interaction involving school personnel written permission to record must be requested prior to the meeting or interaction. The school district administrator reserves the right to deny the request to have the meeting or interaction recorded, to simultaneously create a recording, or end the meeting in the event of non-compliance by the parent, guardian, or student.
- C. Employees may not record (including pictures/photographs, video, and/or audio) confidential student and/or staff data without the written consent of a school district administrator. This prohibition on recording of employees or staff data is not intended to interfere with employees' rights to engage in protected, concerted activities pursuant to the Minnesota Public Employees Labor Relations Act ("PELRA"), Minn. Stat. Chap 179A.
- D. Employees may, for the purpose of their professional development, record students in the school environment, but such recordings must adhere to the limitations of the media release forms for each student and should focus on the employee. Recordings of this type, that are used for personal professional growth and limited to Intermediate District 917 staff only, are acceptable and do not require written parental consent.

### **III. DISSEMINATION OF POLICY**

This policy shall be included in the Student/Parent Handbook, Intermediate School District 917 Staff Handbook, and posted to the District website and otherwise distributed upon request.

***Legal references:***

Minn. Stat. Ch. 179A, Minnesota Public Employees Labor Relations Act

**556 STUDENT USE OF CELLULAR PHONES AND OTHER PERSONAL ELECTRONIC DEVICES**

**I. PURPOSE**

The purpose of this policy is to set forth expectations for appropriate use of existing and emerging technologies which students may possess, including but not limited to cellular phones and other personal electronic devices capable of recording and/or transmitting data or images.

**II. INTERMEDIATE DISTRICT 917 REGULATIONS REGARDING STUDENT RECORDING**

Students are prohibited from using cell phones, digital cameras or any other device to photograph, videotape or audio record other individuals at school (including, but not limited to, physical altercations, student conflicts, assault or harm done to students, staff or others), or at school sponsored activities without their knowledge and written consent. Students are prohibited from distributing, sharing, transmitting or broadcasting such images via e-mail, posting on social media or to the Internet, or otherwise electronically transmitting images of other individuals taken at school without the expressed written consent of the other individuals. Use of cellular phones, cameras or other personal electronic devices is strictly prohibited in locker rooms and restrooms. Students who violate this policy may be subject to disciplinary action as outlined District 917's student discipline policy 506.

**III. DISSEMINATION OF POLICY**

This policy shall be included in the Student/Parent Handbook, Intermediate School District 917 Staff Handbook, and posted to the District website and otherwise distributed upon request.

***Cross Reference:***

*Student Discipline Policy 506*

## **560 STUDENT GENDER INCLUSION POLICY**

### **I. PURPOSE**

All students need a safe, supportive school environment to progress academically and developmentally. The purpose of this policy is to facilitate compliance with applicable laws and organizational guidelines as well as to foster an educational environment that is safe, supportive, and fully inclusive for all students regardless of gender identity or gender expression.

### **II. POLICY STATEMENT**

Intermediate School District 917 shall act to ensure that students who are transgender and gender non-conforming are included in all school activities like their peers.

### **DEFINITIONS**

The following definitions are provided to assist in understanding this policy.

- a. Assigned Gender** – An individual’s gender assigned at birth, which correlates to the biological, genetic, and anatomical makeup of a body.
- b. Gender Expression** – The manner in which an individual expresses their gender.
- c. Gender Identity** – An individual’s sense of being male, female, or otherwise on a continuum of gender.
- d. Gender Dysphoria** – A conflict between an individual’s physical or assigned gender and the gender with which they identify.
- e. Gender Non-Conformity** – Behaviors and interests that fit outside of stereotypical behaviors and interests for an individual’s assigned sex.
- f. Transgender** – An individual whose gender is different from the gender assigned to them at birth.

### **III. BULLYING, HARASSMENT, AND DISCRIMINATION PROHIBITION**

Intermediate District 917 and all employees are responsible for ensuring that every student, including transgender and gender nonconforming students, has a safe and supportive school environment. Bullying, harassment, and discrimination on the basis of gender identity or expression are prohibited. Intermediate School District 917 will take any such incident seriously, give the incident immediate attention, and handle the incident in the same manner as the school handles other bullying, harassment and discrimination as outlined in all applicable existing District 917 policies. including but not limited to Policy 102 (Equal Educational Opportunity), Policy 526 (Hazing Prohibition), Policy 514 (Bullying Prohibition), Policy 521

(Student Disability Nondiscrimination), Policy 522 (Student Sex Nondiscrimination), Policy 529 (Violent Behavior by Students), Policy 515 (Protection and Privacy of Pupil Records) apply to all students regardless of their gender identity or gender expression. Education and training regarding the issues addressed in this gender inclusion policy will be provided for employees, students and the broader school community.

#### **IV. GENDER TRANSITION AT SCHOOL**

Students who transition socially or physically at school have a right to a safe and supportive environment. Steps taken to support students during this time will be carried out in collaboration with the student first, then the parent, with careful consideration given to student data privacy and consent. If appropriate, school administration and staff shall work with any such students and their parents/guardians (based on the student's individual needs) to identify which steps will create the conditions necessary to make the transition experience as positive as possible. Based on this work, Intermediate District 917, the student, and parents/guardians will create a tailored gender transition plan that ensures the school environment remains both safe and supportive of the student. Because each possible plan will be highly individualized, the plan will be developed in collaboration with the student, parent/guardian, school principal, Executive Director of Student Services and/or additional appropriate school staff.

#### **V. NAMES AND PRONOUNS USAGE**

Students have the right to be addressed by a preferred name and by a pronoun corresponding to their gender identity. A court-ordered name or gender change is not required, and a student need not change official records in order to have this right honored by all members of the school community. Official records must identify a student with their legal name and assigned gender, unless the student has legally changed their name.

#### **VI. DRESS CODE**

Students have the right to dress and must be in accordance with their gender identity, within the constraints of the dress code specified in the Student handbook or policy. School staff will not enforce the school's dress code more strictly toward transgender and gender nonconforming students than other students. Intermediate School District 917 will not require gender stereotypical fashion or dress. Intermediate School District 917 will avoid the use of gender pronouns when describing dress in its dress code.

#### **VII. GENDER-SEGREGATED ACTIVITIES, RULES, POLICIES AND PRACTICES**

Intermediate School District 917 shall evaluate all gender-based activities, curricula, rules, policies, and practices, including but not limited to classroom activities, school ceremonies, and school photos, and maintain only those that have a clear and sound pedagogical purpose. In situations where students are segregated by gender, students have the right to participate in any such activities or conform to any such rule, policy, or practice in a manner that aligns with their gender identity consistently asserted at school.

All students, regardless of their gender identity, have the right to participate fully in overnight trips and other activities. In all cases, the school has an obligation to maintain the privacy of all students and cannot disclose or require the disclosure of the student's transgender status to the other students or the parents/guardians of other students.

### **VIII. PHYSICAL EDUCATION CLASSES**

All students have the right to participate in physical education classes in a manner that aligns with their gender identity.

### **IX. ACCESS TO RESTROOMS, LOCKER ROOMS, AND CHANGING AREAS**

Each student shall be granted access to restrooms, locker rooms, and changing areas that align with the student's gender identity. Any student who has a need or desire for increased privacy, regardless of the underlying reason, shall be provided access to a reasonable alternative, but no student shall be required to use such a facility.

### **X. PRIVACY**

All students have a right to privacy. A student's transgender or gender nonconforming status is private information. Related information, such as the student's legal name, may also constitute private information. Information regarding a student's transgender or gender nonconforming status may also be confidential medical information. Disclosing this information to other students, other students' parents, or other third parties may violate privacy provisions in certain laws, such as the federal Family Educational Rights and Privacy Act (FERPA) and the Minnesota Government Data Practices Act. Disclosure of this information to school employees is also limited to those employees who have a legitimate educational reason for obtaining the information. Other disclosure may occur as allowed by exceptions to FERPA or the Minnesota Government Data Practices Act.

Intermediate School District 917 shall keep private all personal information relating to transgender and gender nonconforming students in accordance with Board Policy 515 and applicable laws. School staff is prohibited from disclosing information that may reveal a student's transgender status to others, including other students' parents and other school staff, unless legally required to do so or when written permission has been given by the parent(s)/guardian(s) or the student who is over 18 years of age.

Transgender and gender nonconforming students have the right to discuss and express their gender identity and gender expression openly and to decide when, with whom, and how much private information to share. The fact that a student chooses to disclose their transgender status to staff or other students does not authorize school staff to disclose other private information about the student.

#### *Legal Reference:*

Minn. Stat. § 121A.04 (Athletic Programs; Sex Discrimination)

Minn. Stat. . § 121A.031 (Safe and Supportive Minnesota Schools Act)

Minn. Stat. § 121A.03, subd. 2 (Sexual, Religious and Racial Harassment and Violence Policy)  
Minn. Stat. § 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) *Montgomery v. ISD No. 709*, 109  
F.Supp. 2d 1081, 1093 (D. Minn. 2000).

*Cross References:*

Policy 102 (Equal Educational Opportunity)  
Policy 103 (Bullying Prohibition Policy)  
Policy 108 (Hazing Prohibition)  
Policy 113 (Bullying Prohibition)  
Policy 505 (Student Disability Nondiscrimination)  
Policy 506 (Student Sex Nondiscrimination)  
Policy 541 (Student Behavior)  
Policy 581 (Protection and Privacy of Pupil Records)  
Minnesota State High School League Official Handbook 300.00 Bylaws: Administration of  
Student Eligibility

SOURCEWELL  
DATE: 03/29/2023  
TIME: 13:49:47

INTERMEDIATE SCHOOL DISTRICT 917  
CHECK REGISTER INCLUDING SYSTEM VOIDS

PAGE NUMBER: 1  
ACCTPA21  
ACCOUNTING PERIOD: 9/23

SELECTION CRITERIA: chkstat.rundate between '20230301 00:00:00.000' and '20230329 00:00:00.000'

DISTRIBUTION FUND: 01

CHECK NUMBER	ISSUE DATE	VENDOR	STATUS	TOTAL	DESCRIPTION
1906910	03/02/2023	CDWG	R	582.19	ACCOUNTS PAYABLE CHECK
1906911	03/02/2023	CENTERPOINT ENERGY	R	1570.30	ACCOUNTS PAYABLE CHECK
1906912	03/02/2023	CENTURYLINK	R	1106.95	ACCOUNTS PAYABLE CHECK
1906913	03/02/2023	CENTURYLINK COMMUNICATONS, LLC	R	474.60	ACCOUNTS PAYABLE CHECK
1906914	03/02/2023	CUB FOODS - EAGAN	R	65.91	ACCOUNTS PAYABLE CHECK
1906915	03/02/2023	DELL MKTG L.P., C/O DELL USA L.P.	R	1426.42	ACCOUNTS PAYABLE CHECK
1906916	03/02/2023	INVER HILLS COMMUNITY COLLEGE	R	665.80	ACCOUNTS PAYABLE CHECK
1906917	03/02/2023	LOCKGUARD, INC	R	135.00	ACCOUNTS PAYABLE CHECK
1906918	03/02/2023	MARCO INC	V	0.00	VOID: MULTI STUB CHECK
1906919	03/02/2023	MARCO INC	R	1467.42	ACCOUNTS PAYABLE CHECK
1906920	03/02/2023	MARTIN LAW FIRM PLLC	R	1056.00	ACCOUNTS PAYABLE CHECK
1906921	03/02/2023	MAXIM HEALTHCARE STAFFING	R	6499.20	ACCOUNTS PAYABLE CHECK
1906922	03/02/2023	MEDICA	R	924.00	ACCOUNTS PAYABLE CHECK
1906923	03/02/2023	OPG-3 INC	R	3700.00	ACCOUNTS PAYABLE CHECK
1906924	03/02/2023	OUTDOOR IMAGES, INC	R	915.00	ACCOUNTS PAYABLE CHECK
1906925	03/02/2023	PROCARE THERAPY	R	14199.00	ACCOUNTS PAYABLE CHECK
1906926	03/02/2023	REPUBLIC SERVICES #923	R	736.43	ACCOUNTS PAYABLE CHECK
1906927	03/02/2023	SAM'S CLUB/SYNCHRONY BANK	R	737.77	ACCOUNTS PAYABLE CHECK
1906928	03/02/2023	SAM'S CLUB/SYNCHRONY BANK	R	69.86	ACCOUNTS PAYABLE CHECK
1906929	03/02/2023	SONOVA USA INC.	R	1828.18	ACCOUNTS PAYABLE CHECK
1906930	03/02/2023	TEACHERS ON CALL	R	11000.20	ACCOUNTS PAYABLE CHECK
1906931	03/02/2023	VITAMINK12, LLC	R	665.00	ACCOUNTS PAYABLE CHECK
1906932	03/08/2023	360 COMMUNITIES	R	17152.00	ACCOUNTS PAYABLE CHECK
1906933	03/08/2023	AI TECHNOLOGIES, LLC	R	3085.25	ACCOUNTS PAYABLE CHECK
1906934	03/08/2023	ARVIG ENTERPRISES, INC	R	2525.71	ACCOUNTS PAYABLE CHECK
1906935	03/08/2023	BENEFIT EXTRAS, INC	R	480.06	ACCOUNTS PAYABLE CHECK
1906936	03/08/2023	CUB FOODS BLOOMINGTON	R	233.35	ACCOUNTS PAYABLE CHECK
1906937	03/08/2023	DISTRICT 191 FOOD SERVICE	R	571.75	ACCOUNTS PAYABLE CHECK
1906938	03/08/2023	EDUCATORS BENEFIT CONSULTANTS, LLC	R	544.00	ACCOUNTS PAYABLE CHECK
1906939	03/08/2023	EAST SUBURBAN SCHOOL COUNSELORS	R	90.00	ACCOUNTS PAYABLE CHECK
1906940	03/08/2023	ESTR PUBLICATIONS	R	259.40	ACCOUNTS PAYABLE CHECK
1906941	03/08/2023	IND SCH DIST 191	R	27486.85	ACCOUNTS PAYABLE CHECK
1906942	03/08/2023	MAXIM HEALTHCARE STAFFING	R	9162.80	ACCOUNTS PAYABLE CHECK
1906943	03/08/2023	MN SCHOOL BOARDS ASSN	R	120.00	ACCOUNTS PAYABLE CHECK
1906944	03/08/2023	PROCARE THERAPY	R	7107.00	ACCOUNTS PAYABLE CHECK
1906945	03/08/2023	RATWICK, ROSZAK & MALONEY, P.A.	R	318.00	ACCOUNTS PAYABLE CHECK
1906946	03/08/2023	ST PAUL PIONEER PRESS	R	27.44	ACCOUNTS PAYABLE CHECK
1906947	03/08/2023	SUNBURST DIGITAL	R	229.95	ACCOUNTS PAYABLE CHECK
1906948	03/08/2023	SYSCO MINNESOTA	R	943.57	ACCOUNTS PAYABLE CHECK
1906949	03/08/2023	TEACHERS ON CALL	R	4045.77	ACCOUNTS PAYABLE CHECK
1906950	03/08/2023	TRIUMPH EDUCATIONAL CONSULTING	R	130.00	ACCOUNTS PAYABLE CHECK
1906951	03/08/2023	VERIZON WIRELESS	R	1240.53	ACCOUNTS PAYABLE CHECK
1906952	03/08/2023	WH SECURITY, LLC	R	71.85	ACCOUNTS PAYABLE CHECK
1906953	03/08/2023	XCEL ENERGY	R	12259.36	ACCOUNTS PAYABLE CHECK
1906954	03/15/2023	WISCONSIN SCTF	R	845.39	ACCOUNTS PAYABLE CHECK
1906955	03/15/2023	917 PROGRAM ASST EDU ASSOCIATION	R	3370.45	ACCOUNTS PAYABLE CHECK
1906956	03/15/2023	EDUCATION MINNESOTA, LOCAL 3904	R	9293.81	ACCOUNTS PAYABLE CHECK
1906957	03/15/2023	FTC	R	1730.83	ACCOUNTS PAYABLE CHECK
1906958	03/15/2023	NCPERS GROUP LIFE INS	R	16.00	ACCOUNTS PAYABLE CHECK
1906959	03/15/2023	O.P.E.I.U., LOCAL 12	R	494.32	ACCOUNTS PAYABLE CHECK
1906960	03/15/2023	RELATED SERVICES NURSES ESP	R	189.04	ACCOUNTS PAYABLE CHECK
1906961	03/16/2023	ALL IN ONE TRANSLATION AGENCY, LLC	R	180.00	ACCOUNTS PAYABLE CHECK
1906962	03/16/2023	AMAZON CAPITAL SERVICES	V	0.00	VOID: MULTI STUB CHECK

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1906963	03/16/2023	AMAZON CAPITAL SERVICES	R	4332.58	ACCOUNTS PAYABLE CHECK
1906964	03/16/2023	CKC GOOD FOOD	R	12400.03	ACCOUNTS PAYABLE CHECK
1906965	03/16/2023	CUB FOODS - ROSEMOUNT	R	471.73	ACCOUNTS PAYABLE CHECK
1906966	03/16/2023	DAKOTA TRUCK UNDERWRITERS	R	29102.00	ACCOUNTS PAYABLE CHECK
1906967	03/16/2023	EDI-DOLEJS COSULTING ENGINEERS	R	70.00	ACCOUNTS PAYABLE CHECK
1906968	03/16/2023	THE HANOVER INSURANCE GROUP	R	12722.92	ACCOUNTS PAYABLE CHECK
1906969	03/16/2023	HASTINGS CREAMERY LLC	R	620.45	ACCOUNTS PAYABLE CHECK
1906970	03/16/2023	MAXIM HEALTHCARE STAFFING	R	5260.00	ACCOUNTS PAYABLE CHECK
1906971	03/16/2023	MENARDS	R	40.36	ACCOUNTS PAYABLE CHECK
1906972	03/16/2023	MN ENERGY RESOURCES CORPORATION	R	2136.05	ACCOUNTS PAYABLE CHECK
1906973	03/16/2023	OFFICE DEPOT	R	134.68	ACCOUNTS PAYABLE CHECK
1906974	03/16/2023	SAVVAS LEARNING COMPANY LLC	R	99.34	ACCOUNTS PAYABLE CHECK
1906975	03/16/2023	TFH SPECIAL NEEDS TOYS	R	2269.00	ACCOUNTS PAYABLE CHECK
1906976	03/16/2023	TOBII DYNAVOX LLC	R	55.00	ACCOUNTS PAYABLE CHECK
1906977	03/16/2023	WESTONE LABORATORIES INC.	R	552.29	ACCOUNTS PAYABLE CHECK
*V4001739	03/08/2023	4IMPRINT, INC	R	491.12	ACCOUNTS PAYABLE VOUCHER
*V4001740	03/08/2023	ABLENET INC.	R	330.00	ACCOUNTS PAYABLE VOUCHER
*V4001741	03/08/2023	AED SUPERSTORE	R	1799.00	ACCOUNTS PAYABLE VOUCHER
*V4001742	03/08/2023	ARK THERAPEUTIC	R	44.96	ACCOUNTS PAYABLE VOUCHER
*V4001743	03/08/2023	ASSISTIVE TECHNOLOGY INDUSTRY ASSO.	R	2400.00	ACCOUNTS PAYABLE VOUCHER
*V4001744	03/08/2023	BARNES & NOBLE	R	907.17	ACCOUNTS PAYABLE VOUCHER
*V4001745	03/08/2023	WELLS FARGO	R	3815.65	ACCOUNTS PAYABLE VOUCHER
*V4001746	03/08/2023	CITY OF APPLE VALLEY	R	439.77	ACCOUNTS PAYABLE VOUCHER
*V4001747	03/08/2023	CITY OF INVER GROVE HTS	R	198.67	ACCOUNTS PAYABLE VOUCHER
*V4001748	03/08/2023	CUB FOODS - ROSEMOUNT	R	151.20	ACCOUNTS PAYABLE VOUCHER
*V4001749	03/08/2023	DANMAR PRODUCTS, INC.	R	356.00	ACCOUNTS PAYABLE VOUCHER
*V4001750	03/08/2023	ENABLING DEVICES	R	379.95	ACCOUNTS PAYABLE VOUCHER
*V4001751	03/08/2023	ENERGIZER HOLDINGS, INC	R	1036.00	ACCOUNTS PAYABLE VOUCHER
*V4001752	03/08/2023	FOLLETT SCHOOL SOLUTIONS, INC	R	294.38	ACCOUNTS PAYABLE VOUCHER
*V4001753	03/08/2023	FRONTIER COMMUNICATIONS	R	1268.34	ACCOUNTS PAYABLE VOUCHER
*V4001754	03/08/2023	FUN AND FUNCTION	R	157.98	ACCOUNTS PAYABLE VOUCHER
*V4001755	03/08/2023	GOPHER SPORT	R	120.62	ACCOUNTS PAYABLE VOUCHER
*V4001756	03/08/2023	GRAINGER W W INC.	R	290.02	ACCOUNTS PAYABLE VOUCHER
*V4001757	03/08/2023	GREAT LAKE SUPPLY CO	R	521.20	ACCOUNTS PAYABLE VOUCHER
*V4001758	03/08/2023	HEALTHIEST YOU	R	3450.00	ACCOUNTS PAYABLE VOUCHER
*V4001759	03/08/2023	INNOVATIVE OFFICE SOLUTIONS	R	2041.92	ACCOUNTS PAYABLE VOUCHER
*V4001760	03/08/2023	INTEGRATED PROTECTION SYSTEMS	R	5760.00	ACCOUNTS PAYABLE VOUCHER
*V4001761	03/08/2023	KAPLAN EARLY LEARNING COMPANY	R	380.95	ACCOUNTS PAYABLE VOUCHER
*V4001762	03/08/2023	LAKESHORE LEARNING MATERIALS	R	1246.40	ACCOUNTS PAYABLE VOUCHER
*V4001763	03/08/2023	MINNESOTA EDUCATION JOB FAIR	R	450.00	ACCOUNTS PAYABLE VOUCHER
*V4001764	03/08/2023	MRI INTERMEDIATE HOLDINGS, LLC	R	10.35	ACCOUNTS PAYABLE VOUCHER
*V4001765	03/08/2023	NURTURED HEART INSTITUTE, LLC	R	445.00	ACCOUNTS PAYABLE VOUCHER
*V4001766	03/08/2023	OMEGA LABS INC	R	40.00	ACCOUNTS PAYABLE VOUCHER
*V4001767	03/08/2023	PROFESSIONAL CRISIS MANAGEMENT ASSO	R	1745.00	ACCOUNTS PAYABLE VOUCHER
*V4001768	03/08/2023	REVIBE TECHNOLOGIES, INC	R	231.95	ACCOUNTS PAYABLE VOUCHER
*V4001769	03/08/2023	RIFTON EQ/COMMUNITY PRODUCTS LLC	R	472.75	ACCOUNTS PAYABLE VOUCHER
*V4001770	03/08/2023	SCHOOL NURSE SUPPLY	R	428.40	ACCOUNTS PAYABLE VOUCHER
*V4001771	03/08/2023	SCHOOL SPECIALTY, LLC	R	242.31	ACCOUNTS PAYABLE VOUCHER
*V4001772	03/08/2023	THE HOME DEPOT PRO	R	4133.05	ACCOUNTS PAYABLE VOUCHER
*V4001773	03/08/2023	THERAPY NOTES, LLC	R	310.00	ACCOUNTS PAYABLE VOUCHER
*V4001774	03/08/2023	TOLL GAS & WELDING SUPPLY	R	628.94	ACCOUNTS PAYABLE VOUCHER
*V4001775	03/08/2023	TRANE U.S. INC.	R	773.00	ACCOUNTS PAYABLE VOUCHER
*V4001776	03/08/2023	UNIVERSAL CLEANING SERVICES	R	10487.50	ACCOUNTS PAYABLE VOUCHER
*V4001777	03/08/2023	UNIVERSITY OF MINNESOTA	R	350.00	ACCOUNTS PAYABLE VOUCHER
*V6605480	03/09/2023	ANGELA ELIZABETH ADELMANN	R	36.03	ACCOUNTS PAYABLE VOUCHER
*V6605481	03/09/2023	ELIZABETH SHAWL ANNONI	R	38.52	ACCOUNTS PAYABLE VOUCHER
*V6605482	03/09/2023	CARMEN RUTH BAKER	R	7.86	ACCOUNTS PAYABLE VOUCHER

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*V6605483	03/09/2023	MICHAEL JASON BIBRO	R	279.69	ACCOUNTS PAYABLE VOUCHER
*V6605484	03/09/2023	MATTHEW KYLE BRUNS	R	64.19	ACCOUNTS PAYABLE VOUCHER
*V6605485	03/09/2023	PEARL SUSAN DEVENOW	R	184.71	ACCOUNTS PAYABLE VOUCHER
*V6605486	03/09/2023	MICHAEL LEONARD FAVOR	R	148.68	ACCOUNTS PAYABLE VOUCHER
*V6605487	03/09/2023	ANGELITA LEE FLEMING	R	192.57	ACCOUNTS PAYABLE VOUCHER
*V6605488	03/09/2023	SHERILYN FAYE FRISQUE	R	118.56	ACCOUNTS PAYABLE VOUCHER
*V6605489	03/09/2023	CHRISTINA ANN GILLARD	R	121.83	ACCOUNTS PAYABLE VOUCHER
*V6605490	03/09/2023	CASSIE J. GROFF	R	186.09	ACCOUNTS PAYABLE VOUCHER
*V6605491	03/09/2023	MEGAN KRISTINE HAROLDSON	R	367.46	ACCOUNTS PAYABLE VOUCHER
*V6605492	03/09/2023	LEAH HANISCH HARRIS	R	39.30	ACCOUNTS PAYABLE VOUCHER
*V6605493	03/09/2023	SARA ASHLEY HENRY	R	156.55	ACCOUNTS PAYABLE VOUCHER
*V6605494	03/09/2023	COURTNEY ELIZABETH INMAN	R	116.59	ACCOUNTS PAYABLE VOUCHER
*V6605495	03/09/2023	CINDY LOU JACOBS	R	52.40	ACCOUNTS PAYABLE VOUCHER
*V6605496	03/09/2023	EVA MARIE JOHNSON	R	97.96	ACCOUNTS PAYABLE VOUCHER
*V6605497	03/09/2023	SARAH LYNN JOHNSON	R	207.64	ACCOUNTS PAYABLE VOUCHER
*V6605498	03/09/2023	AMY TAMARAH WOLF KAUFMAN	R	286.24	ACCOUNTS PAYABLE VOUCHER
*V6605499	03/09/2023	JENNIFER M. KLAUSTERMEIER	R	66.61	ACCOUNTS PAYABLE VOUCHER
*V6605500	03/09/2023	DANIELLE MARIE LAFRANCE-WARNKE	R	266.59	ACCOUNTS PAYABLE VOUCHER
*V6605501	03/09/2023	BETSY SUE LARSEN	R	11.14	ACCOUNTS PAYABLE VOUCHER
*V6605502	03/09/2023	TIFFANI SULLIVAN LAVELL	R	207.20	ACCOUNTS PAYABLE VOUCHER
*V6605503	03/09/2023	KATY S LAWRENCE	R	5.24	ACCOUNTS PAYABLE VOUCHER
*V6605504	03/09/2023	SARAH MARIE LUDEWIG	R	127.73	ACCOUNTS PAYABLE VOUCHER
*V6605505	03/09/2023	EMMA IRENE KAE MAYES	R	24.85	ACCOUNTS PAYABLE VOUCHER
*V6605506	03/09/2023	ALISON KENNIS-LYNN MCCUSKER	R	44.42	ACCOUNTS PAYABLE VOUCHER
*V6605507	03/09/2023	LAURA MILES	R	78.62	ACCOUNTS PAYABLE VOUCHER
*V6605508	03/09/2023	EMILY ANN PFISTERER	R	385.80	ACCOUNTS PAYABLE VOUCHER
*V6605509	03/09/2023	ANJALI RAO	R	17.03	ACCOUNTS PAYABLE VOUCHER
*V6605510	03/09/2023	WENDI MARLAINA RENKEN	R	55.68	ACCOUNTS PAYABLE VOUCHER
*V6605511	03/09/2023	SARAH CATHERINE ROWLEY	R	110.04	ACCOUNTS PAYABLE VOUCHER
*V6605512	03/09/2023	GINA RAE RUNNING	R	11.79	ACCOUNTS PAYABLE VOUCHER
*V6605513	03/09/2023	MELISSA RAE SCHALLER	R	61.57	ACCOUNTS PAYABLE VOUCHER
*V6605514	03/09/2023	ROLAND ARTHUR SESSIONS III	R	62.88	ACCOUNTS PAYABLE VOUCHER
*V6605515	03/09/2023	HEATHER LYNN STOESZ	R	68.36	ACCOUNTS PAYABLE VOUCHER
*V6605516	03/09/2023	SONIA LYNN TENDRICH	R	127.07	ACCOUNTS PAYABLE VOUCHER
*V6605517	03/09/2023	GRETCHEN ANN TOAY	R	9.17	ACCOUNTS PAYABLE VOUCHER
*V6605518	03/09/2023	ASHLEY LYNNETTE WARD	R	336.67	ACCOUNTS PAYABLE VOUCHER
*V6605519	03/09/2023	BRIAN MATTHEW WATERS	R	36.68	ACCOUNTS PAYABLE VOUCHER
*V6605520	03/23/2023	JOAN MARIE ABDULKADIR	R	20.96	ACCOUNTS PAYABLE VOUCHER
*V6605521	03/23/2023	MARTHA JOAN ALLEN	R	258.73	ACCOUNTS PAYABLE VOUCHER
*V6605522	03/23/2023	KATHRYN ANN AMUNRUD	R	265.00	ACCOUNTS PAYABLE VOUCHER
*V6605523	03/23/2023	KIM MARIE AUSTIN	R	288.86	ACCOUNTS PAYABLE VOUCHER
*V6605524	03/23/2023	KEITH JAMES BARTHOLOMAEUS	R	136.25	ACCOUNTS PAYABLE VOUCHER
*V6605525	03/23/2023	SAMANTHA JO BECK	R	14.41	ACCOUNTS PAYABLE VOUCHER
*V6605526	03/23/2023	THOMAS RICHARD BENNETT	R	22.27	ACCOUNTS PAYABLE VOUCHER
*V6605527	03/23/2023	LINDA JO BERG	R	90.00	ACCOUNTS PAYABLE VOUCHER
*V6605528	03/23/2023	STEPHANIE BETLEY	R	90.00	ACCOUNTS PAYABLE VOUCHER
*V6605529	03/23/2023	MICHAEL JASON BIBRO	R	90.00	ACCOUNTS PAYABLE VOUCHER
*V6605530	03/23/2023	TARA JO BLACKERT	R	45.00	ACCOUNTS PAYABLE VOUCHER
*V6605531	03/23/2023	LOREEN M. BOHNERT	R	45.00	ACCOUNTS PAYABLE VOUCHER
*V6605532	03/23/2023	MATTHEW KYLE BRUNS	R	136.70	ACCOUNTS PAYABLE VOUCHER
*V6605533	03/23/2023	KAYLA NICOLE BUCHMANN	R	52.40	ACCOUNTS PAYABLE VOUCHER
*V6605534	03/23/2023	DON JAMES BUDACH	R	90.00	ACCOUNTS PAYABLE VOUCHER
*V6605535	03/23/2023	MICHAEL ROBERT BURGIO	R	38.65	ACCOUNTS PAYABLE VOUCHER
*V6605536	03/23/2023	ANNE LOUISE BYER	R	45.00	ACCOUNTS PAYABLE VOUCHER
*V6605537	03/23/2023	JESSICA DAWN CHAMBLIN	R	334.05	ACCOUNTS PAYABLE VOUCHER
*V6605538	03/23/2023	LESLEY ANNE CHESTER	R	17.03	ACCOUNTS PAYABLE VOUCHER
*V6605539	03/23/2023	EMILY MARGARET MATULA	R	286.89	ACCOUNTS PAYABLE VOUCHER

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*V6605540	03/23/2023	CRAIG ALAN CURTIS	R	431.26	ACCOUNTS PAYABLE VOUCHER
*V6605541	03/23/2023	JAMIE AUTUMN DALBESIO	R	90.00	ACCOUNTS PAYABLE VOUCHER
*V6605542	03/23/2023	PEARL SUSAN DEVENOW	R	108.08	ACCOUNTS PAYABLE VOUCHER
*V6605543	03/23/2023	CHRISTOPHER GORDON DEVINE	R	90.00	ACCOUNTS PAYABLE VOUCHER
*V6605544	03/23/2023	CHAD MICHAEL DOUGHERTY	R	99.56	ACCOUNTS PAYABLE VOUCHER
*V6605545	03/23/2023	KATHERINE DIANE ENGEL	R	83.84	ACCOUNTS PAYABLE VOUCHER
*V6605546	03/23/2023	WENDY CATHERINE FELTON	R	18.34	ACCOUNTS PAYABLE VOUCHER
*V6605547	03/23/2023	SHERILYN FAYE FRISQUE	R	364.85	ACCOUNTS PAYABLE VOUCHER
*V6605548	03/23/2023	ADDIE SUZANNE GESKE	R	239.73	ACCOUNTS PAYABLE VOUCHER
*V6605549	03/23/2023	PAMELA ANN GREENGO	R	1.96	ACCOUNTS PAYABLE VOUCHER
*V6605550	03/23/2023	CASSIE J. GROFF	R	79.26	ACCOUNTS PAYABLE VOUCHER
*V6605551	03/23/2023	KELLY JEAN HANKES	R	64.19	ACCOUNTS PAYABLE VOUCHER
*V6605552	03/23/2023	ANDREW W HARDYMAN	R	7.86	ACCOUNTS PAYABLE VOUCHER
*V6605553	03/23/2023	LISA HEDIN	R	22.27	ACCOUNTS PAYABLE VOUCHER
*V6605554	03/23/2023	JANA LEE HEIDEMANN	R	73.36	ACCOUNTS PAYABLE VOUCHER
*V6605555	03/23/2023	HEIDI LEE HELM	R	76.44	ACCOUNTS PAYABLE VOUCHER
*V6605556	03/23/2023	PETER ALLYN HENDRICKS	R	243.66	ACCOUNTS PAYABLE VOUCHER
*V6605557	03/23/2023	SARA ASHLEY HENRY	R	375.98	ACCOUNTS PAYABLE VOUCHER
*V6605558	03/23/2023	JENNIFER AMY HETLAND	R	263.58	ACCOUNTS PAYABLE VOUCHER
*V6605559	03/23/2023	MELISSA ROCHELL HO	R	45.00	ACCOUNTS PAYABLE VOUCHER
*V6605560	03/23/2023	JUSTIN DAVID HOELSCHER	R	45.00	ACCOUNTS PAYABLE VOUCHER
*V6605561	03/23/2023	DENISE ERIN HORVATH	R	5.24	ACCOUNTS PAYABLE VOUCHER
*V6605562	03/23/2023	KATE SCHNEEWEIS HULSE	R	173.84	ACCOUNTS PAYABLE VOUCHER
*V6605563	03/23/2023	KATHLEEN ELIZABETH IRELAND	R	264.57	ACCOUNTS PAYABLE VOUCHER
*V6605564	03/23/2023	MONICA ANN JOUBERT	R	35.40	ACCOUNTS PAYABLE VOUCHER
*V6605565	03/23/2023	JENNIFER M. KLAUSTERMEIER	R	41.64	ACCOUNTS PAYABLE VOUCHER
*V6605566	03/23/2023	LORI ANN KLEIN	R	154.19	ACCOUNTS PAYABLE VOUCHER
*V6605567	03/23/2023	SHANNA MARIE KNUTSON	R	90.00	ACCOUNTS PAYABLE VOUCHER
*V6605568	03/23/2023	CORY LEE LANGENFELD	R	374.27	ACCOUNTS PAYABLE VOUCHER
*V6605569	03/23/2023	BETSY SUE LARSEN	R	83.84	ACCOUNTS PAYABLE VOUCHER
*V6605570	03/23/2023	ABIGAIL MARIE EVANS LARSON	R	115.94	ACCOUNTS PAYABLE VOUCHER
*V6605571	03/23/2023	KATY S LAWRENCE	R	15.72	ACCOUNTS PAYABLE VOUCHER
*V6605572	03/23/2023	MARCI LEVY-MAGUIRE	R	208.68	ACCOUNTS PAYABLE VOUCHER
*V6605573	03/23/2023	KATHRYN ANN LEWIS	R	15.72	ACCOUNTS PAYABLE VOUCHER
*V6605574	03/23/2023	SARAH MARIE LUDEWIG	R	132.31	ACCOUNTS PAYABLE VOUCHER
*V6605575	03/23/2023	ERIN JEAN MAHNKE	R	90.00	ACCOUNTS PAYABLE VOUCHER
*V6605576	03/23/2023	CATHLEEN CAROL MATTICE	R	45.00	ACCOUNTS PAYABLE VOUCHER
*V6605577	03/23/2023	EMMA IRENE KAE MAYES	R	47.16	ACCOUNTS PAYABLE VOUCHER
*V6605578	03/23/2023	SHANNON F BRENNAN	R	129.95	ACCOUNTS PAYABLE VOUCHER
*V6605579	03/23/2023	JO ANN MARISKA NAGY	R	45.00	ACCOUNTS PAYABLE VOUCHER
*V6605580	03/23/2023	CINDY L NORDSTROM	R	11.14	ACCOUNTS PAYABLE VOUCHER
*V6605581	03/23/2023	RACHEL ERIN NOVY	R	45.00	ACCOUNTS PAYABLE VOUCHER
*V6605582	03/23/2023	ALICIA JOY ODELL	R	39.96	ACCOUNTS PAYABLE VOUCHER
*V6605583	03/23/2023	JENNIFER LEE OLSON	R	474.27	ACCOUNTS PAYABLE VOUCHER
*V6605584	03/23/2023	JACKIE MARIE PAULEY	R	90.00	ACCOUNTS PAYABLE VOUCHER
*V6605585	03/23/2023	HOLLY MARIE PEMBLE	R	112.01	ACCOUNTS PAYABLE VOUCHER
*V6605586	03/23/2023	AMANDA LYNN PETERS	R	45.00	ACCOUNTS PAYABLE VOUCHER
*V6605587	03/23/2023	JENNIFER MAE PETERSEN	R	130.81	ACCOUNTS PAYABLE VOUCHER
*V6605588	03/23/2023	BROOKE ALLYSON PETERSON	R	90.00	ACCOUNTS PAYABLE VOUCHER
*V6605589	03/23/2023	CAROLINE ROSE PETERSON	R	187.33	ACCOUNTS PAYABLE VOUCHER
*V6605590	03/23/2023	WENDI MARLAINA RENKEN	R	45.00	ACCOUNTS PAYABLE VOUCHER
*V6605591	03/23/2023	MELANIE ANN RIX	R	45.00	ACCOUNTS PAYABLE VOUCHER
*V6605592	03/23/2023	NICOLLE KATHERINE ROUSH	R	90.00	ACCOUNTS PAYABLE VOUCHER
*V6605593	03/23/2023	MELISSA RAE SCHALLER	R	126.03	ACCOUNTS PAYABLE VOUCHER
*V6605594	03/23/2023	BYRON LEITH SCHWAB	R	19.65	ACCOUNTS PAYABLE VOUCHER
*V6605595	03/23/2023	HANNAH GRACE SIMMONS	R	11.14	ACCOUNTS PAYABLE VOUCHER
*V6605596	03/23/2023	BEVERLY GWEN SIMONSEN	R	5.24	ACCOUNTS PAYABLE VOUCHER

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*V6605597	03/23/2023	AMY LYNN SWANEY	R	90.00	ACCOUNTS PAYABLE VOUCHER
*V6605598	03/23/2023	KAYLEEN LAVONNE TAFFE	R	68.78	ACCOUNTS PAYABLE VOUCHER
*V6605599	03/23/2023	MARY ELIZABETH TAYLOR	R	127.07	ACCOUNTS PAYABLE VOUCHER
*V6605600	03/23/2023	SONIA LYNN TENDRICH	R	127.73	ACCOUNTS PAYABLE VOUCHER
*V6605601	03/23/2023	TAYLOR MAY THOMAS	R	90.00	ACCOUNTS PAYABLE VOUCHER
*V6605602	03/23/2023	SHANYN NICOLE TUFTEE	R	120.33	ACCOUNTS PAYABLE VOUCHER
*V6605603	03/23/2023	ASHLEY LYNNETTE WARD	R	167.03	ACCOUNTS PAYABLE VOUCHER
*V6605604	03/23/2023	BRIAN MATTHEW WATERS	R	59.36	ACCOUNTS PAYABLE VOUCHER
*V6605605	03/23/2023	SCOTT MICHAEL ZEHNDER	R	45.00	ACCOUNTS PAYABLE VOUCHER
*V7702513	03/01/2023	APPLE VALLEY ISD LLC	R	42041.47	ACCOUNTS PAYABLE VOUCHER
*V7702514	03/01/2023	SE ISD, DST	R	78565.21	ACCOUNTS PAYABLE VOUCHER
*V7702515	03/01/2023	WAGeworks, INC	R	31.60	ACCOUNTS PAYABLE VOUCHER
*V7702516	03/08/2023	MEDICA	R	103539.96	ACCOUNTS PAYABLE VOUCHER
*V7702517	03/08/2023	NATIONAL INSURANCE SERVICES OF WI,	R	9468.49	ACCOUNTS PAYABLE VOUCHER
*V7702518	03/13/2023	FIDELITY SECURITY LIFE INS CO	R	2337.80	ACCOUNTS PAYABLE VOUCHER
*V7702519	03/13/2023	MEDICA	R	215881.26	ACCOUNTS PAYABLE VOUCHER
*V7702520	03/13/2023	MEDICA	R	68186.50	ACCOUNTS PAYABLE VOUCHER
*V7702521	03/15/2023	MN CHILD SUPPORT PAYMENT CENTER	R	734.59	ACCOUNTS PAYABLE VOUCHER
*V7702522	03/15/2023	AMERIPRISE FINANCIAL ADVISORS	R	8778.09	ACCOUNTS PAYABLE VOUCHER
*V7702523	03/15/2023	AXA EQUITABLE LIFE INS CO	R	4413.88	ACCOUNTS PAYABLE VOUCHER
*V7702524	03/15/2023	FIDELITY INVSTMT TAX-EX SVC CO	R	9896.66	ACCOUNTS PAYABLE VOUCHER
*V7702525	03/15/2023	HEALTH EQUITY, INC.	R	28355.68	ACCOUNTS PAYABLE VOUCHER
*V7702526	03/15/2023	HORACE MANN LIFE INS	R	2231.66	ACCOUNTS PAYABLE VOUCHER
*V7702527	03/15/2023	INTERNAL REVENUE SERVICE	R	234487.43	ACCOUNTS PAYABLE VOUCHER
*V7702528	03/15/2023	EDUCATION MN ESI BILLING TRUST	R	11181.37	ACCOUNTS PAYABLE VOUCHER
*V7702529	03/15/2023	MN DEPT OF REVENUE	R	39531.47	ACCOUNTS PAYABLE VOUCHER
*V7702530	03/15/2023	MN DEPT OF REVENUE(C)	R	250.00	ACCOUNTS PAYABLE VOUCHER
*V7702531	03/15/2023	MN STATE RETIREMENT SYSTEM	R	2145.83	ACCOUNTS PAYABLE VOUCHER
*V7702532	03/15/2023	EXECUTIVE DIRECTOR	R	51064.89	ACCOUNTS PAYABLE VOUCHER
*V7702533	03/15/2023	STATE TREASURER, TRA	R	112808.90	ACCOUNTS PAYABLE VOUCHER
*V7702534	03/15/2023	VARIABLE ANNUITY LIFE INS CO	R	9562.56	ACCOUNTS PAYABLE VOUCHER
*V7702535	03/15/2023	VOYA	R	1754.02	ACCOUNTS PAYABLE VOUCHER
*V7702536	03/15/2023	MEDICA	R	63835.59	ACCOUNTS PAYABLE VOUCHER
*V7702537	03/15/2023	WAGeworks, INC	R	355.06	ACCOUNTS PAYABLE VOUCHER
*V7702538	03/20/2023	DELTA DENTAL OF MINNESOTA	R	36109.24	ACCOUNTS PAYABLE VOUCHER
*V7702539	03/29/2023	MEDICA	R	28200.81	ACCOUNTS PAYABLE VOUCHER
*V7702540	03/29/2023	WAGeworks, INC	R	152.50	ACCOUNTS PAYABLE VOUCHER
*V7702541	03/29/2023	MEDICA	R	47601.98	ACCOUNTS PAYABLE VOUCHER
TOTAL FUND				1500970.97	
TOTAL REPORT				1500970.97	

AUDREY WEILER, PAYROLL SPECIALIST

PLEASE APPROVE NET PAYROLL FOR

03/15/2023 DIRECT DEPOSITS REGULAR PAY (PR217) \$ 697,593.60

**NET PAYROLL \$ 697,593.60**

Authorized Signature  Date 3/10/23





Customer Service  
PO Box 11760  
Harrisburg, PA 17108-11760

## ACCOUNT STATEMENT

For the Month Ending  
**February 28, 2023**

## INTERMEDIATE SCHOOL DISTRICT 917

### Client Management Team

#### Amber Cannegieter

Key Account Manager  
213 Market Street  
Harrisburg, PA 17101-2141  
1-888-4-MSDLAF  
cannegietera@pfmam.com

#### Brian Johnson

Director  
800 Nicollet Mall, 4th Floor  
Minneapolis, MN 55402  
612-338-3535  
johnsonb@pfmam.com

### Contents

Cover/Disclosures  
Summary Statement  
Individual Accounts

### Accounts included in Statement

600430 STATE PAYMENTS

### Important Messages

MSDLAF will be closed on 04/07/2023 for Good Friday.

INTERMEDIATE SCHOOL DISTRICT 917  
AMY D ALEXANDER  
1300 145TH STREET E  
ROSEMOUNT, MN 55068

**Online Access** [www.msdlaf.org](http://www.msdlaf.org)

**Customer Service** 1-888-4-MSDLAF



## Account Statement

For the Month Ending February 28, 2023

### Important Disclosures

#### Important Disclosures

This statement is for general information purposes only and is not intended to provide specific advice or recommendations. PFM Asset Management LLC ("PFMAM") is an investment adviser registered with the U.S. Securities and Exchange Commission and a subsidiary of U.S. Bancorp Asset Management, Inc. ("USBAM"). USBAM is a subsidiary of U.S. Bank National Association ("U.S. Bank"). U.S. Bank is a separate entity and subsidiary of U.S. Bancorp. U.S. Bank is not responsible for and does not guarantee the products, services or performance of PFMAM. PFMAM maintains a written disclosure statement of our background and business experience. If you would like to receive a copy of our current disclosure statement, please contact Service Operations at the address below.

**Proxy Voting** PFMAM does not normally receive proxies to vote on behalf of its clients. However, it does on occasion receive consent requests. In the event a consent request is received the portfolio manager contacts the client and then proceeds according to their instructions. PFMAM's Proxy Voting Policy is available upon request by contacting Service Operations at the address below.

**Questions About an Account** PFMAM's monthly statement is intended to detail our investment advisory activity as well as the activity of any accounts held by clients in pools that are managed by PFMAM. The custodian bank maintains the control of assets and executes (i.e., settles) all investment transactions. The custodian statement is the official record of security and cash holdings and transactions. PFMAM recognizes that clients may use these reports to facilitate record keeping and that the custodian bank statement and the PFMAM statement should be reconciled and differences resolved. Many custodians use a settlement date basis which may result in the need to reconcile due to a timing difference.

**Account Control** PFMAM does not have the authority to withdraw funds from or deposit funds to the custodian outside the scope of services provided by PFMAM. Our clients retain responsibility for their internal accounting policies; implementing and enforcing internal controls and generating ledger entries or otherwise recording transactions.

**Market Value** Generally, PFMAM's market prices are derived from closing bid prices as of the last business day of the month as supplied by Refinitiv or Bloomberg. For certain short-term investments or where prices are not available from generally recognized sources the securities are priced using a yield-based matrix system to arrive at an estimated market value. Prices that fall between data points are interpolated. Non-negotiable FDIC-insured bank certificates of deposit are priced at par. Although PFMAM believes the prices to be reliable, the values of the securities may not represent the prices at which the securities could have been bought or sold. Explanation of the valuation methods for a registered investment company or local government investment program is contained in the appropriate fund offering documentation or information statement.

**Amortized Cost** The original cost of the principal of the security is adjusted for the amount of the periodic reduction of any discount or premium from the purchase date until the date of the report. Discount or premium with respect to short term securities (those with less than one year to maturity at time of issuance) is amortized on a straightline basis. Such discount or premium with respect to longer term securities is amortized using the constant yield basis.

**Tax Reporting** Cost data and realized gains / losses are provided for informational purposes only. Please review for accuracy and consult your tax advisor to determine the tax consequences of your security transactions. PFMAM does not report such information to the IRS or other taxing authorities and is not responsible for the accuracy of such information that may be required to be reported to federal, state or other taxing authorities.

**Financial Situation** In order to better serve you, PFMAM should be promptly notified of any material change in your investment objective or financial situation.

**Callable Securities** Securities subject to redemption prior to maturity may be redeemed in whole or in part before maturity, which could affect the yield represented.

**Portfolio** The securities in this portfolio, including shares of mutual funds, are not guaranteed or otherwise protected by PFMAM, the FDIC (except for certain non-negotiable certificates of deposit) or any government agency. Investment in securities involves risks, including the possible loss of the amount invested. Actual settlement values, accrued interest, and amortized cost amounts may vary for securities subject to an adjustable interest rate or subject to principal paydowns. Any changes to the values shown may be reflected within the next monthly statement's beginning values.

**Rating** Information provided for ratings is based upon a good faith inquiry of selected sources, but its accuracy and completeness cannot be guaranteed.

Shares of some local government investment programs and TERM funds are marketed through representatives of PFMAM's affiliate, PFM Fund Distributors, Inc. which is registered with the SEC as a broker/dealer and is a member of the Financial Industry Regulatory Authority ("FINRA") and the Municipal Securities Rulemaking Board ("MSRB"). You may reach the FINRA by calling the FINRA Hotline at 1-800-289-9999 or at the FINRA website address <https://www.finra.org/investors/investor-contacts>. A brochure describing the FINRA Regulation Public Disclosure Program is also available from FINRA upon request.

#### Key Terms and Definitions

**Dividends** on local government investment program funds consist of interest earned, plus any discount ratably amortized to the date of maturity, plus all realized gains and losses on the sale of securities prior to maturity, less ratably amortization of any premium and all accrued expenses to the fund. Dividends are accrued daily and may be paid either monthly or quarterly. The monthly earnings on this statement represent the estimated dividend accrued for the month for any program that distributes earnings on a quarterly basis. There is no guarantee that the estimated amount will be paid on the actual distribution date.

**Current Yield** is the net change, exclusive of capital changes and income other than investment income, in the value of a hypothetical fund account with a balance of one share over the seven-day base period including the statement date, expressed as a percentage of the value of one share (normally \$1.00 per share) at the beginning of the seven-day period. This resulting net change in account value is then annualized by multiplying it by

365 and dividing the result by 7. The yields quoted should not be considered a representation of the yield of the fund in the future, since the yield is not fixed. **Average maturity** represents the average maturity of all securities and investments of a portfolio, determined by multiplying the par or principal value of each security or investment by its maturity (days or years), summing the products, and dividing the sum by the total principal value of the portfolio. The stated maturity date of mortgage backed or callable securities are used in this statement. However the actual maturity of these securities could vary depending on the level or prepayments on the underlying mortgages or whether a callable security has or is still able to be called.

**Monthly distribution yield** represents the net change in the value of one share (normally \$1.00 per share) resulting from all dividends declared during the month by a fund expressed as a percentage of the value of one share at the beginning of the month. This resulting net change is then annualized by multiplying it by 365 and dividing it by the number of calendar days in the month.

**YTM at Cost** The yield to maturity at cost is the expected rate of return, based on the original cost, the annual interest receipts, maturity value and the time period from purchase date to maturity, stated as a percentage, on an annualized basis.

**YTM at Market** The yield to maturity at market is the rate of return, based on the current market value, the annual interest receipts, maturity value and the time period remaining until maturity, stated as a percentage, on an annualized basis.

**Managed Account** A portfolio of investments managed discretely by PFMAM according to the client's specific investment policy and requirements. The investments are directly owned by the client and held by the client's custodian.

**Unsettled Trade** A trade which has been executed however the final consummation of the security transaction and payment has not yet taken place.

Please review the detail pages of this statement carefully. If you think your statement is wrong, missing account information, or if you need more information about a transaction, please contact PFMAM within 60 days of receipt. If you have other concerns or questions regarding your account, or to request an updated copy of PFMAM's current disclosure statement, please contact a member of your client management team at PFMAM Service Operations at the address below.

PFM Asset Management LLC  
Attn: Service Operations  
213 Market Street  
Harrisburg, PA 17101

**NOT FDIC INSURED      NO BANK GUARANTEE      MAY LOSE VALUE**



## Account Statement - Transaction Summary

For the Month Ending **February 28, 2023**

### INTERMEDIATE SCHOOL DISTRICT 917 - STATE PAYMENTS - 600430

MSDLAF+ Liquid Class	
Opening Market Value	2,812,239.18
Purchases	9,724.10
Redemptions	0.00
Unsettled Trades	0.00
Change in Value	0.00

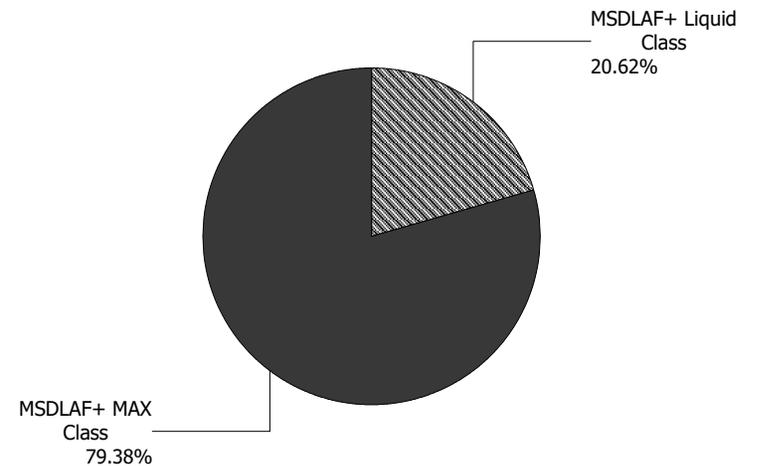
<b>Closing Market Value</b>	<b>\$2,821,963.28</b>
Cash Dividends and Income	9,724.10

MSDLAF+ MAX Class	
Opening Market Value	8,830,275.98
Purchases	2,036,438.11
Redemptions	0.00
Unsettled Trades	0.00
Change in Value	0.00

<b>Closing Market Value</b>	<b>\$10,866,714.09</b>
Cash Dividends and Income	36,438.11

Asset Summary		
	February 28, 2023	January 31, 2023
<b>MSDLAF+ Liquid Class</b>	2,821,963.28	2,812,239.18
<b>MSDLAF+ MAX Class</b>	10,866,714.09	8,830,275.98
<b>Total</b>	<b>\$13,688,677.37</b>	<b>\$11,642,515.16</b>

### Asset Allocation





## Account Statement

For the Month Ending **February 28, 2023**

### INTERMEDIATE SCHOOL DISTRICT 917 - STATE PAYMENTS - 600430

Trade Date	Settlement Date	Transaction Description	Share or Unit Price	Dollar Amount of Transaction	Total Shares Owned
<b>MSDLAF+ Liquid Class</b>					
<b>Opening Balance</b>					<b>2,812,239.18</b>
02/28/23	03/01/23	Accrual Income Div Reinvestment - Distributions	1.00	9,724.10	2,821,963.28
<b>Closing Balance</b>					<b>2,821,963.28</b>

	Month of February	Fiscal YTD July-February		
<b>Opening Balance</b>	2,812,239.18	0.00	<b>Closing Balance</b>	2,821,963.28
<b>Purchases</b>	9,724.10	3,571,963.28	<b>Average Monthly Balance</b>	2,812,586.47
<b>Redemptions (Excl. Checks)</b>	0.00	(750,000.00)	<b>Monthly Distribution Yield</b>	4.51%
<b>Check Disbursements</b>	0.00	0.00		
<b>Closing Balance</b>	<b>2,821,963.28</b>	<b>2,821,963.28</b>		
<b>Cash Dividends and Income</b>	9,724.10	66,581.91		

### MSDLAF+ MAX Class

<b>Opening Balance</b>					<b>8,830,275.98</b>
02/09/23	02/09/23	Purchase - ACH Purchase	1.00	2,000,000.00	10,830,275.98
02/28/23	03/01/23	Accrual Income Div Reinvestment - Distributions	1.00	36,438.11	10,866,714.09



## Account Statement

For the Month Ending **February 28, 2023**

### INTERMEDIATE SCHOOL DISTRICT 917 - STATE PAYMENTS - 600430

Trade Date	Settlement Date	Transaction Description	Share or Unit Price	Dollar Amount of Transaction	Total Shares Owned
<b>Closing Balance</b>					<b>10,866,714.09</b>
		<b>Month of February</b>	<b>Fiscal YTD July-February</b>		
<b>Opening Balance</b>		8,830,275.98	8,466,426.45	<b>Closing Balance</b>	10,866,714.09
<b>Purchases</b>		2,036,438.11	3,900,287.64	<b>Average Monthly Balance</b>	10,260,148.77
<b>Redemptions (Excl. Checks)</b>		0.00	(1,500,000.00)	<b>Monthly Distribution Yield</b>	4.63%
<b>Check Disbursements</b>		0.00	0.00		
<b>Closing Balance</b>		<b>10,866,714.09</b>	<b>10,866,714.09</b>		
<b>Cash Dividends and Income</b>		36,438.11	200,287.64		

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

**February 2023**

ACCOUNT NAME	ACCT NO	BEGINNING BALANCE	PURCHASES CREDITS	SALES TRANSFERS	INVESTMENT FEES	INTEREST EARNED	ENDING BALANCE	YEAR TO DATE INTEREST EARNED
MSDLAF + MAX	01	8,830,275.98	2,000,000.00	0.00	0.00	36,438.11	10,866,714.09	200,287.64
MSDLAF Liquid	01	2,812,239.18	0.00	0.00	0.00	9,724.10	2,821,963.28	66,581.91
MSDLAF TERM (CD's,Term,Comm) maturity	01	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>TOTAL</b>		<u>11,642,515.16</u>	<u>2,000,000.00</u>	<u>0.00</u>	<u>0.00</u>	<u>46,162.21</u>	<u>13,688,677.37</u>	<u>266,869.55</u>

**EXPLANATION:** The above is 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: February 2023** Average MSDLAF+MAX Average Rate was 4.63%. MSDLAF Liquid Rate was 4.51 % and the MSDLAF Term Average Rate estimate is .00%.



## Intermediate School District 917

*Purposeful. Personalized. Partners.*

1300 145th Street East, Rosemount, MN 55068

(651) 423-8229 \* <http://www.isd917.org>

TO: Intermediate School District 917 School Board members  
FROM: Dr. Michael Favor, Superintendent  
DATE: April 4th, 2023  
REGARDING: Review and approval of temporary work agreements and other employee earnings

### **Pertinent Facts:**

- Temporary employee agreements and other earnings outside of union or non-union contracts must be reviewed and approved by the board each fiscal year. These reports are brought to the board quarterly.
- Enclosed for your review and approval is the temporary work agreements (TWA's) third quarter report January 1, 2023 through March 31, 2023, totaling is \$8,372.59. Costs incurred are from trainings, meetings outside of workday, homebound and student supports (see TWA Q3 report for further details). These expenditures are down in comparison to Q2 by (\$46,293.77).
- In addition to the TWA's, the district has other employee earnings third quarter report January 1, 2023 through March 31, 2023, totaling \$14,394.25. The costs incurred are from trainings on PCM, Due Process, referral bonuses and misc. (see Other Employee Earnings Q3 for further details). These expenditures are down in comparison to Q2 by (\$994.12).

**Recommendation:** Board approval recommendation to approve the TWA's and the other earnings reports in the amount of \$22,766.84.

### ISD 917 Vision

Intermediate School District 917 models an innovative culture with diverse pathways serving students and families through equitable practices with highly trained staff.

### ISD 917 Core Values

Collaboration \* Empathy \* Innovation \* Stewardship \* Communication \* Integrity \* Personalization \* Equity \* Diversity



Last Name	First Name	Position/Title	Assignment	Details of Assignment	Assignment Start Date	End Date	# of Work Days	Hours Per Day	Total # of Hours	Hourly Rate	Est. Total Amount
Wilson	Lori	SPED Teacher	Extra Duty	Stayed after work hours to complete intake	1/6/2023	1/6/2023	1	1	1	40.18	\$ 40.18
Wilczyk	James	Lead Teacher	Extra Duty	Extra Duty	1/9/2023	6/9/2023	7	1	7	18.81	\$ 131.67
Dietrich	Megan	SLI - Interpreter	Extra Duty	Prep for play at Dist 6 Secondary Theatre	1/10/2023	1/31/2023	1	3	3	27.07	\$ 81.21
Toay	Gretchen	SLI - Interpreter	Extra Duty	Prep for play at Dist 6 Secondary Theatre	1/10/2023	1/31/2023	1	3	3	33.09	\$ 99.27
Ellis	Lauren	Classroom Assistant	CA	Choir concert for student	1/12/2023	1/12/2023	1	2	2	21.16	\$ 42.32
Bruels	Katelyn	"KJ Intervener Assistant	Extra Duty	IA for KAT - LC Choir	1/18/2023	4/7/2023	12	0.5	6	23.62	\$ 141.72
Tarmann	Phillip	Mental Health Practitioner	Extra Duty	Stay after work hours for an IEP meeting	1/30/2023	1/30/2023	1	0.75	0.75	54.94	\$ 41.21
Wilson	Lori	SPED Teacher	Extra Duty	Stay after hours for an IEP meeting	1/30/2023	1/30/2023	1	0.75	0.75	40.18	\$ 30.14
Mares	Craig	SPED Teacher	Teacher	Had to stay late due to late student pickup	1/31/2023	1/31/2023	1	1	1	62.34	\$ 62.34
Winkler	Rita	Nurse	Nurse	Skills Check off in Medical Careers	1/31/2023	5/31/2023	15	6	90	30	\$ 2,700.00
Platz	Ashley	Classroom Assistant	Extra Duty	PCM training prep	2/1/2023	6/30/2023	7	2	14	21.93	\$ 307.02
Ellis	Lauren	Classroom Assistant	Extra Duty	Choir concert for student	2/9/2023	2/9/2023	1	2	2	21.16	\$ 42.32
Hoelscher	Justin	Lead Teacher	Lead Teacher	Evaluation and IEPs for a staff on maternity leave	2/10/2023	2/24/2023	1	4	4	34.27	\$ 137.04
Stoesz	Heather	SLP - Speech Language	Extra Duty	Extra Duty student meetings outside of contract day	2/13/2023	6/9/2023	3	1	3	59.83	\$ 179.49
Gasior	Jamie	Program Assistant	Training	Threat and Safety Meeting	2/16/2023	2/16/2023	1	1	1	30.17	\$ 30.17
Anderson	Nicole	Program Assistant	PA	To help with student evaluation	2/22/2023	4/7/2023	18	0.5	9	21.93	\$ 197.37
Kath	Tanya	Program Assistant	PA	Support during student evaluations	2/22/2023	4/7/2023	18	0.5	9	21.93	\$ 197.37
Kneer	Adam	Program Assistant	PA	To help support with a student evaluation	2/22/2023	4/7/2023	5	0.5	2.5	21.93	\$ 54.83
Perkins	Travis	Program Assistant	PA	To help support with a student evaluation	2/22/2023	4/7/2023	5	0.5	2.5	20.62	\$ 51.55
Larsen	Betsy	SPED Teacher	Teacher	Homebound services for Cole Carlson	3/1/2023	6/8/2023	14	1.25	17.5	58	\$ 1,015.00
Mayes	Emma	SPED Teacher	Teacher	Homebound services for Kollette Kinsley	3/8/2023	6/8/2023	13	3.75	48.75	35.54	\$ 1,732.58
Savage	Dawn	SLI - Interpreter	Extra Duty	Interp bef/aft sch act for Dist 271 stu	3/10/2023	6/9/2023	5	2	10	35.09	\$ 350.90
Ellis	Lauren	Classroom Assistant	Extra Duty	Choir concert for student	3/13/2023	3/13/2023	1	2.25	2.25	21.16	\$ 42.32
Platz	Ashley	Classroom Assistant	Training	supine upgrade	3/21/2023	3/21/2023	1	6	6	21.93	\$ 131.58
Swanson	Jamie	SPED Teacher	Extra Duty	Coverage for Don Williams, out for Surger	3/22/2023	4/14/2023	5	1.25	18.75	28.41	\$ 533.00

**Q3**  
**Total \$ 8,372.59**

**Intermediate School District 917**  
**Accounts Receivable Aged Report As of 3/28/23**

<b>Member Districts</b>	<b>31-60 Days</b>	<b>61-90 Days</b>	<b>Over 90 Days</b>	<b>Totals</b>
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
<b>Totals</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>All Others</b>				
MDE	\$ -	\$ -	\$ 343,944.59	\$ 343,944.59
Misc employee receivables	\$ -	\$ -	\$ 2,043.74	\$ 2,043.74
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
<b>Totals</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 345,988.33</b>	<b>\$ 345,988.33</b>
<b>Grand Total</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 345,988.33</b>	<b>\$ 345,988.33</b>
<b>Total Receivables</b>				<b>\$ 354,949.93</b>

Prepared by: T. Welch



## Intermediate School District 917

*Purposeful. Personalized. Partners.*

1300 145th Street East, Rosemount, MN 55068

(651) 423-8229 \* <http://www.isd917.org>

### 2023-2024 Academic Calendar Proposal Rationale

Dear ISD 917 School Board,

March 28, 2023

On behalf of the ISD 917 2023-2024 Calendar Committee, I share with you our proposal for the [2022-2023 ISD 917 Academic Calendar](#). This year's diverse committee demonstrated all of ISD 917's core values throughout the process. I thank them all for their time, commitment, and willingness to think critically and creatively to ensure we created a calendar that met all the necessary parameters and centered our core values.

#### Key Considerations for Calendar Development:

- Member district calendars
- MN Statute 120A.41 (outlines required instructional time for students K-12)
- ISD 917 staff contracts
- Federal, state, and cultural holidays
- Student and staff mental health
- District Mission, Vision, & Core Values
- Individual program needs
- Professional development
- Semesters, quarters, & DCALS mods

#### In this calendar, we have:

- 173 school days for students (per ISD 917 staff contracts, we must have 173-175)
- 185 work days for licensed instructional staff (+ additional 1 or 2 days for new staff)
- 1st day of school - 9/5/23
- Last day of school - 6/6/24
- Fall and spring conferences
- Additional holiday observance for students and instructional staff - 9/25/23 (Yom Kippur)
- An additional professional development day for licensed staff - 2/20/24
- Swapped dates for Cedar School conferences and school day due to elections held at Cedar School (11/7/23 and 11/10/23)
- 3 school days off for Thanksgiving break
- 6 school days off for winter break

#### ISD 917 Vision

Intermediate School District 917 models an innovative culture with diverse pathways serving students and families through equitable practices with highly trained staff.

#### ISD 917 Core Values

Collaboration \* Empathy \* Innovation \* Stewardship \* Communication \* Integrity \* Personalization \* Equity \* Diversity

- 5 school days off for spring break
- Paraprofessional and Interpreter professional development days aligned with member districts within which they work

Thank you for your consideration of this proposal!

Sincerely,

Marci Levy-Maguire

ISD 917 Communications, Innovation, & Public Relations Coordinator

On behalf of the 2023-2024 Calendar Committee:

Chris Devine, Secondary Schools Principal

Lauren Kelly, Human Resources Coordinator

Lori Klein, Special Education Dean

Marci Levy-Maguire, Communications, Innovation, & Public Relations

Erin Sanford, DCALS Teacher

Melissa Schaller, Executive Director of Student Services

Irene Schultz-Albert, Itinerant Teacher

Hannah Simmons, Board Director

Teresa Stiff, Paraprofessional

Sara Tuvey, Special Education Teacher

Mike Zickrick, Special Education Teacher



# 2023-2024 Intermediate School District 917 Calendar



July 2023						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

July	
4	Holiday Observance
5-31	JSC in session

0 student days/0 staff days

January 2024						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

January	
1	Holiday Observance (No school for students or staff)
15	Holiday Observance (No school for students or staff)
25	End of Q2
26	Prof. Dev. - All licensed staff (No school for students)

20 student days/21 staff days

August 2023						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

August	
1-4	JSC in session
22	Prof. Dev. - 1st year licensed staff
23	Prof. Dev. - 1st & 2nd year licensed staff
28	Prof. Dev. - All licensed staff
29	Prof. Dev. - All licensed staff
30	Prof. Dev. - All staff
31	Prof. Dev. - All staff

0 student days/4, 5, or 6 staff days

February 2024						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

February	
19	Holiday Observance (No school for students or staff)
20	Prof. Dev. - All licensed staff (No school for students)

19 student days/20 staff days

September 2023						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

September	
1	Prof. Dev. - All licensed staff
4	Holiday Observance (No school for students or staff)
5	First day of school
25	Holiday Observance (No school for students or staff)

18 student days/19 staff days

March 2024						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

March	
25	Spring Break (No school for students or staff)
26	Spring Break (No school for students or staff)
27	Spring Break (No school for students or staff)
28	Spring Break (No school for students or staff)
29	Spring Break (No school for students or staff)

16 student days/16 staff days

October 2023						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

October	
18	Prof. Dev. - All staff (No school for students)
19	MEA Week (No school for students or staff)
20	MEA Week (No school for students or staff)

19 student days/20 staff days

April 2024						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

April	
4	End of Q3
5	Prof. Dev. - All Secondary licensed staff (No school for DCALS or CTE students)
11	Special Education Fall Conferences (Evening)
12	Special Education Fall Conferences (Daytime)
	(No school for Special Education students)

21 student days/22 staff days

November 2023						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

November	
7	CEDAR SCHOOL Fall Conferences (No school for CEDAR SCHOOL students only)
9	Special Education Fall Conferences (Evening); End of Q1
	Special Education Fall Conferences (Daytime) &
10	Prof. Dev. - All licensed Secondary Staff (No school for Students - EXCEPT CEDAR)
22-24	Holiday Observance (No school for students or staff)

18 student days/19 staff days

May 2024						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

May	
27	Holiday Observance (No school for students or staff)

22 student days/22 staff days

December 2023						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

December	
25	Winter Break (No school for students or staff)
26	Winter Break (No school for students or staff)
27	Winter Break (No school for students or staff)
28	Winter Break (No school for students or staff)
29	Winter Break (No school for students or staff)

16 student days/16 staff days

June 2024						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

June	
6	Last day of school; End of Q4
7	Prof. Dev. - All licensed staff (5 day) & JSC in session
10-14	JSC in session
17	JSC in session
18	Prof. Dev. - JSC staff only
19	Holiday Observance (No school for students or staff)

4 student days/4.5 staff days

2023-2024 # of Days per Month					
	Special Education Students	Secondary Students	Special Education Licensed Staff	Secondary Licensed Staff	Non-Licensed Staff
August	0	0	4	4	2
September	18	18	19	19	18
October	19	19	20	20	20
November	18	18	19	19	18
December	16	16	16	16	16
January	20	20	21	21	20
February	19	19	20	20	20
March	16	16	16	16	16
April	21	21	22	22	21
May	22	22	22	22	22
June	4	4	4.5	4.5	4
July	0	0	0	0	0
TOTAL	173	173	183.5	183.5	177
	**Cedar students will have conferences on 11/7 and school on 11/10.		1st year = +2 2nd year = +1 All = +1.5 for evening events		Paraprofessionals in member district buildings follow member district PD calendars (see below)

## Secondary MOD/Quarter/Semester Dates

	1st Day	Last Day	Total # of School Days Per MOD	Quarter	Total # of School Days Per Quarter	Semester	Total # of School Days Per Semester
Mod #1	9/5/23	9/22/23	14	1	44	1	88
Mod #2	9/26/23	10/17/23	16				
Mod #3	10/23/23	11/9/23	14				
Mod #4	11/13/23	12/1/23	12	2	44		
Mod #5	12/4/23	12/22/23	15				
Mod #6	1/2/24	1/25/24	17				
Mod #7	1/29/24	2/16/24	15	3	42	2	85
Mod #8	2/21/24	3/8/24	13				
Mod #9	3/11/24	4/4/24	14				
Mod #10	4/8/24	4/26/24	15	4	43		
Mod #11	4/29/24	5/17/24	15				
Mod #12	5/20/24	6/6/24	13				
TOTAL			173		173		173

### Paraprofessional and Interpreter Professional Development Days

ISD 917 – 10/18/23	ISD 192 – 12/1/23	ISD 199 – 10/18/23
SSD 6 – 10/9/23	ISD 194 – 10/18/23	ISD 200 – 10/18/23
ISD 191 – 11/7/23	ISD 197 – 10/2/23	ISD 271 – 10/18/23

## RESOLUTION

Member \_\_\_\_\_ introduced the following resolution and moved its adoption:

**RESOLUTION RELATING TO THE TERMINATION AND NONRENEWAL OF THE TEACHING CONTRACTS OF LINDSEY ANDERSON, KAYLA BUCHMAN, LEXI CANEDY, JULIE GOMES, MICHELLE HERRON, MARK HOORNBECK, SARA HENRY, JESSICA HEREFORD, LISA KENT, MORGAN KENNEALY, ALY KNADEL, KATIE LAUER, LISA MAYER, CAROLINE PETERSON, ANTHONY QUIGLEY, URSULA RUMANN, TY SANDFORD, AMBER SCHERER, JAMIE SWANSON, JENNIFER THAMES, MANDI THILL, ASHLEY WARD, JAMES WILCYZK, LORI WILSON, ANNA ZAPPETILLO**

WHEREAS, **LINDSEY ANDERSON, KAYLA BUCHMAN, LEXI CANEDY, JULIE GOMES, MICHELLE HERRON, MARK HOORNBECK, SARA HENRY, JESSICA HEREFORD, LISA KENT, MORGAN KENNEALY, ALY KNADEL, KATIE LAUER, LISA MAYER, CAROLINE PETERSON, ANTHONY QUIGLEY, URSULA RUMANN, TY SANDFORD, AMBER SCHERER, JAMIE SWANSON, JENNIFER THAMES, MANDI THILL, ASHLEY WARD, JAMES WILCYZK, LORI WILSON, ANNA ZAPPETILLO** are probationary teachers in Intermediate School District 917.

BE IT RESOLVED by the School Board of Intermediate School District No. 917, that pursuant to Minnesota Statutes 122A.40, Subdivision 5, that the teaching contracts of **LINDSEY ANDERSON, KAYLA BUCHMAN, LEXI CANEDY, JULIE GOMES, MICHELLE HERRON, MARK HOORNBECK, SARA HENRY, JESSICA HEREFORD, LISA KENT, MORGAN KENNEALY, ALY KNADEL, KATIE LAUER, LISA MAYER, CAROLINE PETERSON, ANTHONY QUIGLEY, URSULA RUMANN, TY SANDFORD, AMBER SCHERER, JAMIE SWANSON, JENNIFER THAMES, MANDI THILL, ASHLEY WARD, JAMES WILCYZK, LORI WILSON, ANNA ZAPPETILLO**, probationary teachers in Intermediate School District No. 917, are hereby terminated at the close of the current 2022-2023 school year.

BE IT FURTHER RESOLVED that written notice be sent to said teachers regarding termination and nonrenewal of contract as provided by law, and that said notice shall be in substantially the following form:

### NOTICE OF TERMINATION AND NONRENEWAL

NAME  
STREET  
CITY, STATE ZIP

Dear NAME:

You are hereby notified that at a meeting of the School Board of Intermediate School District No. 917 held on April 4, 2023, a resolution was adopted by a majority roll call vote of the Board to terminate your contract effective at the end of the current school year and not to renew your contract for the 2023-2024 school year. Said action of the Board is taken pursuant to M.S. 122A.40, Subd. 5.

You may officially request that the School Board give its reasons for the nonrenewal of your teaching contract. However, such request must be received within ten days after the receipt of this notice.

Yours very truly,

SCHOOL BOARD OF  
INTERMEDIATE SCHOOL DISTRICT NO. 917

\_\_\_\_\_  
Clerk of the School Board

The motion for the adoption of the foregoing resolution was duly seconded by Board Member \_\_\_\_\_ and upon vote being taken thereon, the following voted in favor thereof: \_\_\_\_\_, and the following voted against same: \_\_\_\_\_.

Whereupon said resolution was declared duly passed and adopted.

Dated: \_\_\_\_\_



**Intermediate School District 917**

***Purposeful. Personalized. Partners.***

1300 145th Street East, Rosemount, MN 55068

(651) 423-8229 \* <http://www.isd917.org>

Dr. Michael Favor

TO: School Board

FROM: Dr. Michael Favor

DATE: April 4, 2023

RE: First reading on policies

The policy listed below is a first reading:

- **Revised 522 Title IX Sex Nondiscrimination Policy, Grievance Procedure and Process**

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

**I. GENERAL STATEMENT OF POLICY**

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

The school board hereby designates ~~Don Budach~~, **Nicolle Roush**, 1300 145<sup>th</sup> Street East, Rosemount, MN 55068, 651-423-8229, **nicolle.roush@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.

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

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

## **II. DEFINITIONS**

- A. “Actual knowledge” means notice of sexual harassment or allegations of sexual harassment to the school district’s Title IX Coordinator or to any employee of the school district. Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute actual knowledge. This standard is not met when the only official of the school district with actual knowledge is the respondent.
- B. “Complainant” means a person who is alleged to be the victim of conduct that could constitute sexual harassment under Title IX. A Title IX Coordinator who signs a formal complaint is not a complainant unless the Title IX Coordinator is alleged to be the victim of the conduct described in the formal complaint.
- C. “Day” or “days” means, unless expressly stated otherwise, business days (i.e. day(s) that the school district office is open for normal operating hours, Monday - Friday, excluding State-recognized holidays).
- D. “Deliberately indifferent” means clearly unreasonable in light of the known circumstances. The school district is deliberately indifferent only if its response to sexual harassment is clearly unreasonable in light of the known circumstances.
- E. “Education program or activity” means locations, events, or circumstances for which the school district exercises substantial control over both the respondent and the context in which the sexual harassment occurs and includes school district education programs or activities that occur on or off of school district property.
- F. “Formal complaint” means a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the school district investigate the allegation of sexual harassment.
  - 1. A formal complaint filed by a complainant must be a physical document or an electronic submission. The formal complaint must contain the complainant’s physical or digital signature, or otherwise indicate that the complainant is the person filing the formal complaint, and must be submitted to the Title IX Coordinator in person, by mail, or by email.
  - 2. A formal complaint shall state that, at the time of filing the formal complaint, the complainant was participating in, or attempting to participate in, an education program or activity of the school district with which the formal complaint is filed.
- G. “Informal resolution” means options for resolving a formal complaint that do not

involve a full investigation and adjudication. Informal resolution may encompass a broad range of conflict resolution strategies, including mediation or restorative justice.

- H. “Relevant questions” and “relevant evidence” are questions, documents, statements, or information that are related to the allegations raised in a formal complaint. Relevant evidence includes evidence that is both inculpatory and exculpatory. Questions and evidence about the complainant’s sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the complainant’s prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant’s prior sexual behavior with respect to the respondent and are offered to prove consent.
- I. “Remedies” means actions designed to restore or preserve the complainant’s equal access to education after a respondent is found responsible. Remedies may include the same individualized services that constitute supportive measures, but need not be non-punitive or non-disciplinary, nor must they avoid burdening the respondent.
- J. “Respondent” means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment under Title IX.
- K. “Sexual harassment” means any of three types of misconduct on the basis of sex that occurs in a school district education program or activity and is committed against a person in the United States:
  - 1. *Quid pro quo* harassment by a school district employee (conditioning the provision of an aid, benefit, or service of the school district on an individual's participation in unwelcome sexual conduct);
  - 2. Unwelcome conduct that a reasonable person would find so severe, pervasive, and objectively offensive that it denies a person equal educational access; or
  - 3. Any instance of sexual assault (as defined in the Clery Act, 20 United States Code section 1092(f)(6)A(v)), dating violence, domestic violence, or stalking (as defined in the Violence Against Women Act, 34 United States Code section 12291).
- L. “Supportive measures” means individualized services provided to the complainant or respondent without fee or charge that are reasonably available, non-punitive, non-disciplinary, not unreasonably burdensome to the other party, and designed to ensure equal educational access, protect safety, and deter sexual harassment. Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, alternative educational services as defined under Minnesota Statutes section 121A.41, as

amended, mutual restrictions on contact between the parties, changes in work locations, leaves of absence, increased security and monitoring of certain areas of the school district buildings or property, and other similar measures.

- M. “Title IX Personnel” means any person who addresses, works on, or assists with the school district’s response to a report of sexual harassment or formal complaint, and includes persons who facilitate informal resolutions. The following are considered Title IX Personnel:
1. “Title IX Coordinator” means an employee of the school district that coordinates the school district’s efforts to comply with and carry out its responsibilities under Title IX. The Title IX Coordinator is responsible for acting as the primary contact for the parties and ensuring that the parties are provided with all notices, evidence, reports, and written determinations to which they are entitled under this policy and grievance process. The Title IX Coordinator is also responsible for effective implementation of any supportive measures or remedies. The Title IX Coordinator must be free from conflicts of interest and bias when administrating the grievance process.
  2. “Investigator” means a person who investigates a formal complaint. The investigator of a formal complaint may not be the same person as the Decision-maker or the Appellate Decision-maker. The Investigator may be a school district employee, school district official, or a third party designated by the school district.
  3. “Decision-maker” means a person who makes a determination regarding responsibility after the investigation has concluded. The Decision-maker cannot be the same person as the Title IX Coordinator, the Investigator, or the Appellate Decision-maker.
  4. “Appellate Decision-maker” means a person who considers and decides appeals of determinations regarding responsibility and dismissals of formal complaints. The Appellate Decision-maker cannot be the same person as the Title IX Coordinator, Investigator, or Decision-maker. The Appellate Decision-maker may be a school district employee, or a third party designated by the school district.
  5. The superintendent of the school district may delegate functions assigned to a specific school district employee under this policy, including but not limited to the functions assigned to the Title IX Coordinator, Investigator, Decision-maker, Appellate Decision-maker, and facilitator of informal resolution processes, to any suitably qualified individual and such delegation may be rescinded by the superintendent at any time. The school district may also, in its discretion, appoint suitably qualified persons who are not school district employees to fulfill any function under this policy,

including, but not limited to, Investigator, Decision-maker, Appellate Decision-maker, and facilitator of informal resolution processes.

### **III. BASIC REQUIREMENTS FOR GRIEVANCE PROCESS**

#### **A. Equitable Treatment**

1. The school district shall treat complainants and respondents equitably. However, equality or parity with respect to supportive measures provided to complainants and respondents is not required.
2. The school district will not impose any disciplinary sanctions or take any other actions against a respondent that do not constitute supportive measures until it has completed this grievance process and the respondent has been found responsible.
3. The school district will provide appropriate remedies to the complainant any time a respondent is found responsible.

#### **B. Objective and Unbiased Evaluation of Complaints**

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

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

#### **D. Confidentiality**

The school district will keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any complainant, any individual who has been reported to be the perpetrator of sex discrimination, any respondent, and any witness, except as may be permitted by the Family Educational Rights and Privacy Act (FERPA), 20 United States Code section 1232g, FERPA regulations, 34 Code of Federal Regulations part 99, Minnesota law under Minnesota Statutes section 13.32, or as required by law, or to carry out the purposes of 34 Code of Federal Regulations part 106, including the conduct of

any investigation, hearing, or judicial proceeding arising thereunder (i.e., the school district's obligation to maintain confidentiality shall not impair or otherwise affect the complainants and respondents receipt of the information to which they are entitled with respect to the investigative record and determination of responsibility).

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

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

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

F. Notice

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

G. Consolidation

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

H. Evidence

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

unless the person holding such privilege has waived the privilege.

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

I. Burden of Proof

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

J. Timelines

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

K. Potential Remedies and Disciplinary Sanctions

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

**IV. REPORTING PROHIBITED CONDUCT**

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

report the alleged conduct to law enforcement authorities. The school district encourages complainants to report criminal behavior to the police immediately.

## **V. INITIAL RESPONSE AND ASSESSMENT BY THE TITLE IX COORDINATOR**

- A. When the Title IX Coordinator receives a report, the Title IX Coordinator shall promptly contact the complainant confidentially to discuss the availability of supportive measures, consider the complainant's wishes with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the complainant the process for filing a formal complaint.
- B. The school district will offer supportive measures to the complainant whether or not the complainant decides to make a formal complaint. The school district must maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the school district's ability to provide the supportive measures. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.
- C. If the complainant does not wish to file a formal complaint, the allegations will not be investigated by the school district unless the Title IX Coordinator determines that signing a formal complaint to initiate an investigation over the complainant's wishes is not clearly unreasonable in light of the known circumstances.
- D. Upon receipt of a formal complaint, the school district must provide written notice of the formal complaint to the known parties with sufficient time to prepare a response before any initial interview. This written notice must contain:
  - 1. The allegations of sexual harassment, including sufficient details known at the time, the identities of the parties involved in the incident (if known), the conduct allegedly constituting sexual harassment, and the date and location of the alleged incident, if known;
  - 2. A statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility will be made at the conclusion of the grievance process;
  - 3. A statement explaining that the parties may have an advisor of their choice, who may be, but is not required to be, an attorney;
  - 4. A statement that the parties may inspect and review evidence gathered pursuant to this policy;
  - 5. A statement informing the parties of any code of conduct provision that prohibits knowingly making false statements or knowingly submitting false

information; and

6. A copy of this policy.

## **VI. STATUS OF RESPONDENT DURING PENDENCY OF FORMAL COMPLAINT**

### **A. Emergency Removal of a Student**

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

### **B. Employee Administrative Leave**

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

## **VII. INFORMAL RESOLUTION OF A FORMAL COMPLAINT**

- A. At any time prior to reaching a determination of responsibility, informal resolution may be offered and facilitated by the school district at the school district's discretion, but only after a formal complaint has been received by the school

district.

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

#### **VIII. DISMISSAL OF A FORMAL COMPLAINT**

- A. Under federal law, the school district must dismiss a Title IX complaint, or a portion thereof, if the conduct alleged in a formal complaint or a portion thereof:
  - 1. Would not meet the definition of sexual harassment, even if proven;
  - 2. Did not occur in the school district's education program or activity; or
  - 3. Did not occur against a person in the United States.
- B. The school district may, in its discretion, dismiss a formal complaint or allegations therein if:
  - 1. The complainant informs the Title IX Coordinator in writing that the complainant desires to withdraw the formal complaint or allegations therein;
  - 2. The respondent is no longer enrolled or employed by the school district; or
  - 3. Specific circumstances prevent the school district from gathering sufficient evidence to reach a determination.

- C. The school district shall provide written notice to both parties of a dismissal. The notice must include the reasons for the dismissal.
- D. Dismissal of a formal complaint or a portion thereof does not preclude the school district from addressing the underlying conduct in any manner that the school district deems appropriate.

## **IX. INVESTIGATION OF A FORMAL COMPLAINT**

- A. If a formal complaint is received by the School District, the school district will assign or designate an Investigator to investigate the allegations set forth in the formal complaint.
- B. If during the course of the investigation the school district decides to investigate any allegations about the complainant or respondent that were not included in the written notice of a formal complaint provided to the parties, the school district must provide notice of the additional allegations to the known parties.
- C. When a party's participation is invited or expected in an investigative interview, the Investigator will coordinate with the Title IX Coordinator to provide written notice to the party of the date, time, location, participants, and purposes of the investigative interview with sufficient time for the party to prepare.
- D. During the investigation, the Investigator must provide the parties with an equal opportunity to present witnesses for interviews, including fact witnesses and expert witnesses, and other inculpatory and exculpatory evidence.
- E. Prior to the completion of the investigative report, the Investigator, through the Title IX Coordinator, will provide the parties and their advisors (if any) with an equal opportunity to inspect and review any evidence directly related to the allegations. The evidence shall be provided in electronic format or hard copy and shall include all relevant evidence, evidence upon which the school district does not intend to rely in reaching a determination regarding responsibility, and any inculpatory or exculpatory evidence whether obtained from a party or another source. The parties will have ten (10) days to submit a written response, which the Investigator will consider prior to completion of the investigative report.
- F. The Investigator will prepare a written investigative report that fairly summarizes the relevant evidence. The investigative report may include credibility determinations that are not based on a person's status as a complainant, respondent or witness. The school district will send the parties and their advisors (if any) a copy of the report in electronic format or hard copy, for their review and written response at least ten (10) days prior to a determination of responsibility.

## **X. DETERMINATION REGARDING RESPONSIBILITY**

- A. After the school district has sent the investigative report to both parties and before the school district has reached a determination regarding responsibility, the Decision-maker must afford each party the opportunity to submit written, relevant questions that a party wants asked of any party or witness.
- B. The Decision-maker must provide the relevant questions submitted by the parties to the other parties or witnesses to whom the questions are offered, and then provide each party with the answers, and allow for additional, limited follow-up questions from each party.
- C. The Decision-maker must explain to the party proposing the questions any decision to exclude a question as not relevant.
- D. When the exchange of questions and answers has concluded, the Decision-maker must issue a written determination regarding responsibility that applies the preponderance of the evidence standard to the facts and circumstances of the formal complaint. The written determination of responsibility must include the following:
  - 1. Identification of the allegations potentially constituting sexual harassment;
  - 2. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, and methods used to gather other evidence;
  - 3. Findings of fact supporting the determination;
  - 4. Conclusions regarding the application of the school district's code of conduct to the facts;
  - 5. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the school district imposes on the respondent, and whether remedies designed to restore or preserve equal access to the recipient's education program or activity will be provided by the school district to the complainant; and
  - 6. The school district's procedures and permissible bases for the complainant and respondent to appeal and the date by which an appeal must be made.
- E. In determining appropriate disciplinary sanctions, the Decision-maker should consider the surrounding circumstances, the nature of the behavior, past incidents or past or continuing patterns of behavior, the relationships between the parties involved, and the context in which the alleged incident occurred.

- F. The written determination of responsibility must be provided to the parties simultaneously.
- G. The Title IX Coordinator is responsible for the effective implementation of any remedies.
- H. The determination regarding responsibility becomes final either on the date that the school district provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

## **XI. APPEALS**

- A. The school district shall offer the parties an opportunity to appeal a determination regarding responsibility or the school district's dismissal of a formal complaint or any allegations therein, on the following bases:
  - 1. A procedural irregularity that affected the outcome of the matter (e.g., a material deviation from established procedures);
  - 2. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
  - 3. The Title IX Coordinator, Investigator, or Decision-maker had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter.
- B. If notice of an appeal is timely received by the school district, the school district will notify the parties in writing of the receipt of the appeal, assign or designate the Appellate Decision-maker, and give the parties a reasonable, equal opportunity to submit a written statement in support of, or challenging, the outcome.
- C. After reviewing the parties' written statements, the Appellate Decision-maker must issue a written decision describing the result of the appeal and the rationale for the result.
- D. The written decision describing the result of the appeal must be provided simultaneously to the parties.
- E. The decision of the Appellate Decision-maker is final. No further review beyond the appeal is permitted.

## **XII. RETALIATION PROHIBITED**

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

## **XIII. TRAINING**

- A. The school district shall ensure that Title IX Personnel receive appropriate training. The training shall include instruction on:
  - 1. The Title IX definition of sexual harassment;
  - 2. The scope of the school district's education program or activity;
  - 3. How to conduct an investigation and grievance process, appeals, and informal resolution processes, as applicable;
  - 4. How to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias;
  - 5. For Decision-makers, training on issues of relevance of questions and evidence, including when questions and evidence about the complainant's

prior sexual behavior are not relevant; and

6. For Investigators, training on issues of relevance, including the creation of an investigative report that fairly summarizes relevant evidence.
- B. The training materials will not rely on sex stereotypes and must promote impartial investigations and adjudications of formal complaints.
  - C. Materials used to train Title IX Personnel must be posted on the school district's website. If the school district does not have a website, it must make the training materials available for public inspection upon request.

#### **XIV. DISSEMINATION OF POLICY**

- A. This policy shall be made available to all students, parents/guardians of students, school district employee, and employee unions.
- B. The school district shall conspicuously post the name of the Title IX Coordinator, including office address, telephone number, and work e-mail address on its website and in each handbook that it makes available to parents or guardians, employees, students, unions, or applicants.
- D. The school district must provide applicants for admission and employment, students, parents or legal guardians of secondary school students, employees, and all unions holding collective bargaining agreements with the school district, with the following:
  1. The name or title, office address, electronic mail address, and telephone number of the Title IX Coordinator;
  2. Notice that the school district does not discriminate on the basis of sex in the education program or activity that it operates, and that it is required by Title IX not to discriminate in such a manner;
  3. A statement that the requirement not to discriminate in the education program or activity extends to admission and employment, and that inquiries about the application of Title IX may be referred to the Title IX Coordinator, to the Assistant Secretary for Civil Rights of the United States Department of Education, or both; and
  4. Notice of the school district's grievance procedures and grievance process contained in this policy, including how to report or file a complaint of sex discrimination, how to report or file a formal complaint of sexual harassment, and how the school district will respond.

#### **XIV. RECORDKEEPING**

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

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

20 U.S.C. § 1092 *et seq.* (Jeanne Clery Disclosure of Campus Security and Campus Crime Statistics Act (“Clery Act”))

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