

Regular School Board Meeting

Tuesday, April 7, 2026 5:45 PM

Concord Education Center, 9015 Broderick Blvd., Inver Grove Heights,
Minnesota 55076

I. MISSION

In partnership with member districts, Intermediate School District 917 provides high quality, equitable and specialized programming to meet the needs of all students.

II. Call to Order - Chair Cindy Nordstrom

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

IV. Review and Approve the Agenda - Chair Cindy Nordstrom

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

V.A.

- Minutes
- Personnel

VI. Finance Director - Mark Johns *(Stewardship)*

VI.A.

- Bills
- Wire Transfers
- Investment Reports

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

VIII. Approve Accounts Receivable Aging Report - Mark Johns *(Stewardship)*

IX. Approve Policies - Supt. Dr. Michael Favor *(Integrity)*

First and Final Readings

- 401 Equal Employment Opportunity -- First and Final Review
- 402 Disability Nondiscrimination -- First and Final Review
- 403 Discipline, Suspension, and Dismissal of School District Employees -- First and Final Review
- 405 Veteran's Preference -- First and Final Review
- 533 Wellness Goals - First and Final Review, Updates by the District as a result of our recent Food & Nutrition Audit and is required by the USDA.

X. Approve Read Act MOU - Dr. Brooke Peterson *(Integrity)*

XI. Approve Lease Extension for Cedar School - Mark Johns *(Stewardship)*

XII. Approve Resolution to Nonrenew and Terminate Probationary Teachers - Nicole Flesner

(Integrity)
(Roll call vote)

XIII. Approve Lead Personnel for 2026-27 -- Dr. Melissa Schaller *(Integrity)*

XIV. Approve 2026-27 District Calendar - Dr. Melissa Schaller *(Innovation)*

XV. Closed Session to Discuss Contract Negotiations & Superintendent Mid-Year Feedback - Chair Cindy Nordstrom *(Collaboration)*

The meeting will be closed as permitted by section 13D, subdivision 03, to consider a strategy for labor negotiations, including negotiation strategies, developments, or discussion and review of labor negotiation proposals.

XVI. Adjournment - Chair Cindy Nordstrom

**SUMMARY OF PERSONNEL ITEMS RECOMMENDED FOR
ACTION AT BOARD MEETING OF April 7, 2026**

NEW HIRES:

Sara Barack, Education Support Professional, effective March 30, 2026

Shelby Blenis, Education Support Professional, effective March 11, 2026.

Crystel Di Grazia, Education Support Professional, effective March 30, 2026.

Camden Fitzloff, Education Support Professional, effective March 11, 2026.

Raheena Sahil, Education Support Professional, effective March 12, 2026.

Tara Sprecht, Assistant Principal, effective March 2, 2026.

RE-HIRES:

CHANGE IN STATUS:

Cassie Groff, Physical Therapist, 0.80 FTE to increase 1.0 FTE, effective July 1, 2026.

Karri Hollyman, Captionist to Intervener Support Professional, effective February 23, 2026.

Melissa Ho, Licensed School Nurse, 1.0 FTE to decrease 0.6 FTE, effective July 1, 2026.

LEAVES OF ABSENCE:

RESIGNATION & TERMINATIONS:

Kelly Anderson, Teacher, effective June 5, 2026.

Audrey Birch, Education Support Professional, effective March 20, 2026.

Kenneth Foxworth, Education Support Professional, effective March 2, 2026.

Kim Martin, Teacher, effective June 4, 2026.

Danielle Phillips, Education Support Professional, effective March 20, 2026.

Lauren Running, Teacher, effective June 11, 2026.

Lacey Villavicencio, Teacher, effective June 11, 2026.

Janel Vrieze, Teacher, effective June 11, 2026.

RETIREMENT:

Amy Alexander, Sr. Administrative Assistant, effective May 15, 2026.

Brian Price, School Psychologist, effective June 11, 2026.

<u>Last name</u>	<u>First name</u>	<u>Position</u>	<u>New Hire, Rehire, or Employee Status Change</u>	<u>Site</u>	<u>Program</u>	<u>Reason for Vacancy</u>	<u>Educational Level</u>	<u>Lane & Step</u>	<u>Salary/ Hourly Rate</u>	<u>Start/ Effective Date</u>
Precht	Tara	Assistant Principal	New Hire	Multiple	Multiple	Adition	MA+40	Step 1	\$102,341	March 2

AUDREY WEILER, PAYROLL SPECIALIST

PLEASE APPROVE NET PAYROLL FOR:

02/28/26 DIRECT DEPOSITS REGULAR PAY (PR516) \$ 858,211.18

NET PAYROLL \$ **858,211.18**

Authorized Signature Maah Jhu Date 3/3/2026

AUDREY WEILER, PAYROLL SPECIALIST

PLEASE APPROVE NET PAYROLL FOR:

03/13/26 DIRECT DEPOSITS REGULAR PAY (PR517) \$ 911,012.04

NET PAYROLL \$ **911,012.04**

Authorized Signature Mark Johnson Date 3/18/26

AUDREY WEILER, PAYROLL SPECIALIST

PLEASE APPROVE NET PAYROLL FOR:

03/31/2026 CHECKS (PR518)	\$	1,909.47
03/31/2026 DIRECT DEPOSITS REGULAR PAY (PR518)	\$	<u>861,718.55</u>

NET PAYROLL \$ **863,628.02**

Authorized Signature Mah Jhu Date 3/30/2026



Customer Service
PO Box 11760
Harrisburg, PA 17108-11760

ACCOUNT STATEMENT

For the Month Ending
February 28, 2026

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

Danny A. Nelson

Director
800 Nicollet Mall, 4th Floor
Minneapolis, MN 55402
612-371-3747
nelsond@pfmam.com

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Cover/Disclosures
Summary Statement
Individual Accounts

Accounts included in Statement

600430	STATE PAYMENTS
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Important Messages

MSDLAF will be closed on 04/03/2026 for Good Friday.

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

Online Access www.msdlaf.org

Customer Service 1-888-4-MSDLAF

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 ("PFMAM") is a division of U.S. Bancorp Asset Management, Inc. ("USBAM"), a SEC-registered investment adviser. USBAM is direct subsidiary of U.S. Bank National Association ("U.S. Bank") and an indirect 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 ICE Data Services. There may be differences in the values shown for investments due to accrued but uncollected income and the use of differing valuation sources and methods. 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 distributed by representatives of USBAM's affiliate, U.S. Bancorp Investments, 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
Attn: Service Operations
213 Market Street
Harrisburg, PA 17101

NOT FDIC INSURED

NO BANK GUARANTEE

MAY LOSE VALUE

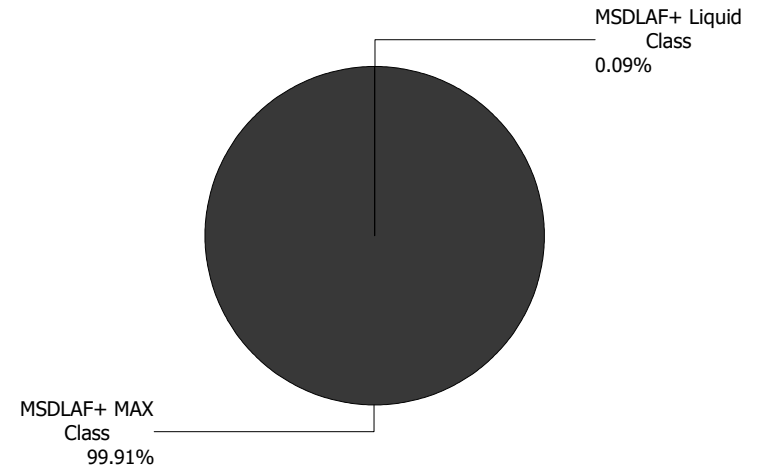
Account Statement - Transaction Summary

For the Month Ending **February 28, 2026**

INTERMEDIATE SCHOOL DISTRICT 917 - STATE PAYMENTS - 600430

MSDLAF+ Liquid Class	
Opening Market Value	11,561.16
Purchases	31.51
Redemptions	0.00
Unsettled Trades	0.00
Change in Value	0.00
Closing Market Value	\$11,592.67
Cash Dividends and Income	31.51
MSDLAF+ MAX Class	
Opening Market Value	12,323,002.76
Purchases	2,037,720.16
Redemptions	(750,000.00)
Unsettled Trades	0.00
Change in Value	0.00
Closing Market Value	\$13,610,722.92
Cash Dividends and Income	37,720.16

Asset Summary		
	February 28, 2026	January 31, 2026
MSDLAF+ Liquid Class	11,592.67	11,561.16
MSDLAF+ MAX Class	13,610,722.92	12,323,002.76
Total	\$13,622,315.59	\$12,334,563.92
Asset Allocation		



Account Statement

For the Month Ending **February 28, 2026**

INTERMEDIATE SCHOOL DISTRICT 917 - STATE PAYMENTS - 600430

Trade Date	Settlement Date	Transaction Description	Share or Unit Price	Dollar Amount of Transaction	Total Shares Owned
MSDLAF+ Liquid Class					
Opening Balance					11,561.16
02/27/26	03/02/26	Accrual Income Div Reinvestment - Distributions	1.00	31.51	11,592.67
Closing Balance					11,592.67

	Month of February	Fiscal YTD July-February		
Opening Balance	11,561.16	11,297.07	Closing Balance	11,592.67
Purchases	31.51	295.60	Average Monthly Balance	11,563.41
Redemptions (Excl. Checks)	0.00	0.00	Monthly Distribution Yield	3.55%
Check Disbursements	0.00	0.00		
Closing Balance	11,592.67	11,592.67		
Cash Dividends and Income	31.51	295.60		

MSDLAF+ MAX Class					
Opening Balance					12,323,002.76
02/04/26	02/04/26	Purchase - ACH Purchase	1.00	1,000,000.00	13,323,002.76
02/19/26	02/19/26	Purchase - ACH Purchase	1.00	1,000,000.00	14,323,002.76
02/26/26	02/26/26	Redemption - ACH Redemption	1.00	(750,000.00)	13,573,002.76
02/27/26	03/02/26	Accrual Income Div Reinvestment - Distributions	1.00	37,720.16	13,610,722.92

Account Statement

For the Month Ending **February 28, 2026**

INTERMEDIATE SCHOOL DISTRICT 917 - STATE PAYMENTS - 600430

Trade Date	Settlement Date	Transaction Description	Share or Unit Price	Dollar Amount of Transaction	Total Shares Owned
Closing Balance					13,610,722.92
		Month of February	Fiscal YTD July-February		
Opening Balance		12,323,002.76	13,238,175.67	Closing Balance	13,610,722.92
Purchases		2,037,720.16	5,872,547.25	Average Monthly Balance	13,495,339.91
Redemptions (Excl. Checks)		(750,000.00)	(5,500,000.00)	Monthly Distribution Yield	3.65%
Check Disbursements		0.00	0.00		
Closing Balance		13,610,722.92	13,610,722.92		
Cash Dividends and Income		37,720.16	372,547.25		

Intermediate School District 917
School Board Report
Consolidate Investments (General & Building)

	MSDLAF: Liquid					MSDLAF: +Max					Total			
	Purchases	Sales	Fees	Interest	Ending Balance	Monthly Yield	Purchases	Sales	Fees	Interest	Ending Balance	Monthly Yield	Ending Balance	Interest
Jun					11,297.07						13,238,175.67		13,249,472.74	
Jul				39.84	11,336.91	4.15%		500,000.00		47,603.20	12,785,778.87	4.24%	12,797,115.78	47,643.04
Aug				39.83	11,376.74	4.14%				45,946.80	12,831,725.67	4.23%	12,843,102.41	45,986.63
Sep				38.39	11,415.13	4.10%	3,500,000.00			53,427.81	16,385,153.48	4.19%	16,396,568.61	53,466.20
Oct				38.79	11,453.92	4.00%	-	1,000,000.00		56,610.56	15,441,764.04	4.09%	15,453,217.96	56,649.35
Nov				36.07	11,489.99	3.84%		1,500,000.00		47,778.81	13,989,542.85	3.92%	14,001,032.84	47,814.88
Dec				36.02	11,526.01	3.69%		1,000,000.00		44,577.10	13,034,119.95	3.78%	13,045,645.96	44,613.12
Jan				35.15	11,561.16	3.56%		750,000.00		38,882.81	12,323,002.76	3.68%	12,334,563.92	38,917.96
Feb				31.51	11,592.67	3.55%	2,000,000.00	750,000.00		37,720.16	13,610,722.92	3.65%	13,622,315.59	37,751.67
Mar					-						-		-	-
Apr					-						-		-	-
May					-						-		-	-
Jun					-						-		-	-
Total FY														
26	-	-	-	295.60	11,592.67		5,500,000.00	5,500,000.00	-	372,547.25	13,610,722.92		13,622,315.59	372,842.85

CHECK NUMBER	ISSUE DATE	VENDOR	STATUS	TOTAL	DESCRIPTION
1910312	02/27/2026	CENTERPOINT ENERGY	R	1,783.12	ACCOUNTS PAYABLE CHECK
1910313	02/27/2026	CITY OF INVER GROVE HTS	R	494.69	ACCOUNTS PAYABLE CHECK
1910314	02/27/2026	OUTDOOR IMAGES, INC	R	528.00	ACCOUNTS PAYABLE CHECK
1910315	02/27/2026	SAM'S CLUB/SYNCHRONY BANK	R	783.56	ACCOUNTS PAYABLE CHECK
1910316	03/04/2026	WISCONSIN SCTF	R	987.50	ACCOUNTS PAYABLE CHECK
1910317	03/04/2026	EDUCATION MINNESOTA, LOCAL 3904	R	10,072.14	ACCOUNTS PAYABLE CHECK
1910318	03/04/2026	ESP LOCAL 4242	R	3,899.68	ACCOUNTS PAYABLE CHECK
1910319	03/04/2026	FTC	R	1,390.83	ACCOUNTS PAYABLE CHECK
1910320	03/04/2026	O.P.E.I.U., LOCAL 12	R	520.74	ACCOUNTS PAYABLE CHECK
1910321	03/04/2026	RELATED SERVICES NURSES ESP	R	134.70	ACCOUNTS PAYABLE CHECK
1910322	03/09/2026	ARVIG ENTERPRISES, INC	R	2,017.95	ACCOUNTS PAYABLE CHECK
1910323	03/09/2026	BRIGHTWORKS	R	200.00	ACCOUNTS PAYABLE CHECK
1910324	03/09/2026	CUB FOODS BLOOMINGTON	R	63.97	ACCOUNTS PAYABLE CHECK
1910325	03/09/2026	CUB FOODS - EAGAN	R	39.39	ACCOUNTS PAYABLE CHECK
1910326	03/09/2026	CUB FOODS - ROSEMOUNT	R	408.42	ACCOUNTS PAYABLE CHECK
1910327	03/09/2026	THE HANOVER INSURANCE GROUP	R	21,416.03	ACCOUNTS PAYABLE CHECK
1910328	03/09/2026	MSOPA	R	250.00	ACCOUNTS PAYABLE CHECK
1910329	03/18/2026	WISCONSIN SCTF	R	987.50	ACCOUNTS PAYABLE CHECK
1910330	03/18/2026	EDUCATION MINNESOTA, LOCAL 3904	R	10,072.14	ACCOUNTS PAYABLE CHECK
1910331	03/18/2026	ESP LOCAL 4242	R	3,939.58	ACCOUNTS PAYABLE CHECK
1910332	03/18/2026	FTC	R	1,390.83	ACCOUNTS PAYABLE CHECK
1910333	03/18/2026	O.P.E.I.U., LOCAL 12	R	520.74	ACCOUNTS PAYABLE CHECK
1910334	03/18/2026	RELATED SERVICES NURSES ESP	R	134.70	ACCOUNTS PAYABLE CHECK
1910335	03/19/2026	DAKOTA COUNTY TREASURER	R	46.29	ACCOUNTS PAYABLE CHECK
1910336	03/19/2026	IND SCH DIST 192	R	6,481.02	ACCOUNTS PAYABLE CHECK
1910337	03/19/2026	IND SCH DIST 194	R	6,481.02	ACCOUNTS PAYABLE CHECK
1910338	03/19/2026	IND SCH DIST 197	R	6,481.02	ACCOUNTS PAYABLE CHECK
1910339	03/19/2026	IND SCH DIST 271	R	6,481.02	ACCOUNTS PAYABLE CHECK
1910340	03/19/2026	JAZMIN MOORE	R	60.00	ACCOUNTS PAYABLE CHECK
1910341	03/19/2026	OFFICE OF MN.IT SERVICES	R	623.70	ACCOUNTS PAYABLE CHECK
1910342	03/19/2026	SO. ST. PAUL SPECIAL SCHOOL DIST 6	R	42,126.63	ACCOUNTS PAYABLE CHECK
V4002991	03/09/2026	ABLENET INC.	R	770.00	ACCOUNTS PAYABLE VOUCHER
V4002992	03/09/2026	ADVANCE AUTO PARTS	R	197.48	ACCOUNTS PAYABLE VOUCHER
V4002993	03/09/2026	ALDI	R	536.56	ACCOUNTS PAYABLE VOUCHER
V4002994	03/09/2026	AM PRINTING HOUSE FOR BLIND, INC	R	16.89	ACCOUNTS PAYABLE VOUCHER
V4002995	03/09/2026	AMERGIS	V	-	VOID: MULTI STUB VOUCHER
V4002996	03/09/2026	AMERGIS	V	-	VOID: MULTI STUB VOUCHER
V4002997	03/09/2026	AMERGIS	V	-	VOID: MULTI STUB VOUCHER
V4002998	03/09/2026	AMERGIS	V	-	VOID: MULTI STUB VOUCHER
V4002999	03/09/2026	AMERGIS	R	112,412.52	ACCOUNTS PAYABLE VOUCHER
V4003000	03/09/2026	ARITHMETYPE LLC	R	299.00	ACCOUNTS PAYABLE VOUCHER
V4003001	03/09/2026	BAYADA HOME HEALTH CARE	R	6,122.50	ACCOUNTS PAYABLE VOUCHER
V4003002	03/09/2026	BRIGHTWORKS	R	300.00	ACCOUNTS PAYABLE VOUCHER
V4003003	03/09/2026	BUG BUSTERS, INC	R	345.00	ACCOUNTS PAYABLE VOUCHER
V4003004	03/09/2026	WELLS FARGO	R	2,345.56	ACCOUNTS PAYABLE VOUCHER
V4003005	03/09/2026	OPENAI	R	80.00	ACCOUNTS PAYABLE VOUCHER
V4003006	03/09/2026	CITY OF APPLE VALLEY	R	454.07	ACCOUNTS PAYABLE VOUCHER
V4003007	03/09/2026	DELL MARKETING L.P.	R	6,400.94	ACCOUNTS PAYABLE VOUCHER
V4003008	03/09/2026	DICK'S SANITATION-LAKEVILLE	R	332.72	ACCOUNTS PAYABLE VOUCHER
V4003009	03/09/2026	GOOGLE HQ	R	2,973.64	ACCOUNTS PAYABLE VOUCHER
V4003010	03/09/2026	HOLIDAY INN	R	2,065.70	ACCOUNTS PAYABLE VOUCHER
V4003011	03/09/2026	INDEED, INC	R	1,791.77	ACCOUNTS PAYABLE VOUCHER
V4003012	03/09/2026	INNOVATIVE OFFICE SOLUTIONS	R	2,449.37	ACCOUNTS PAYABLE VOUCHER
V4003013	03/09/2026	KEYSTONE INTERPRETING SOLUTIONS INC	R	601.66	ACCOUNTS PAYABLE VOUCHER
V4003014	03/09/2026	MACMH (MN ASSOC FOR CHILDREN'S MENT	R	340.00	ACCOUNTS PAYABLE VOUCHER
V4003015	03/09/2026	MADDEN BROTHERS, INC	R	1,417.44	ACCOUNTS PAYABLE VOUCHER
V4003016	03/09/2026	MASA	R	427.00	ACCOUNTS PAYABLE VOUCHER
V4003017	03/09/2026	MASE	R	22.50	ACCOUNTS PAYABLE VOUCHER

CHECK NUMBER	ISSUE DATE	VENDOR	STATUS	TOTAL	DESCRIPTION
V4003018	03/09/2026	MENARDS	R	880.69	ACCOUNTS PAYABLE VOUCHER
V4003019	03/09/2026	MICROSONIC	R	245.00	ACCOUNTS PAYABLE VOUCHER
V4003020	03/09/2026	MINN ACADEMY OF AUDIOLOGY	R	295.00	ACCOUNTS PAYABLE VOUCHER
V4003021	03/09/2026	MINNESOTA EDUCATION JOB FAIR	R	625.00	ACCOUNTS PAYABLE VOUCHER
V4003022	03/09/2026	OMEGA LABS INC	R	599.88	ACCOUNTS PAYABLE VOUCHER
V4003023	03/09/2026	PAR	R	45.50	ACCOUNTS PAYABLE VOUCHER
V4003024	03/09/2026	SCHOOL NURSE SUPPLY	R	240.25	ACCOUNTS PAYABLE VOUCHER
V4003025	03/09/2026	SONOVA USA INC.	R	952.06	ACCOUNTS PAYABLE VOUCHER
V4003026	03/09/2026	ST PAUL PIONEER PRESS	R	84.08	ACCOUNTS PAYABLE VOUCHER
V4003027	03/09/2026	SUMMIT FIRE PROTECTION	R	2,350.00	ACCOUNTS PAYABLE VOUCHER
V4003028	03/09/2026	SWITCHED ADAPTED TOYS	R	244.90	ACCOUNTS PAYABLE VOUCHER
V4003029	03/09/2026	SUN AUTO TIRE & SERVICE	R	357.36	ACCOUNTS PAYABLE VOUCHER
V4003030	03/09/2026	THERAPY NOTES, LLC	R	39.00	ACCOUNTS PAYABLE VOUCHER
V4003031	03/09/2026	TOLL GAS & WELDING SUPPLY	R	934.97	ACCOUNTS PAYABLE VOUCHER
V4003032	03/09/2026	UNIVERSAL CLEANING SERVICES	R	15,301.34	ACCOUNTS PAYABLE VOUCHER
V4003033	03/09/2026	UNIVERSITY OF MN	R	50.00	ACCOUNTS PAYABLE VOUCHER
V4003034	03/09/2026	USI	R	400.00	ACCOUNTS PAYABLE VOUCHER
V4003035	03/09/2026	VERIZON WIRELESS	R	890.24	ACCOUNTS PAYABLE VOUCHER
V4003036	03/09/2026	VITAMINK12, LLC	R	760.00	ACCOUNTS PAYABLE VOUCHER
V4003037	03/09/2026	WESTONE LABORATORIES INC.	R	694.52	ACCOUNTS PAYABLE VOUCHER
V6608997	03/19/2026	ANN CATHERINE ALLEN	R	284.93	ACCOUNTS PAYABLE VOUCHER
V6608998	03/19/2026	ELIZABETH SHAWL ANNONI	R	227.30	ACCOUNTS PAYABLE VOUCHER
V6608999	03/19/2026	MELISSA L ARMBRUST	R	382.80	ACCOUNTS PAYABLE VOUCHER
V6609000	03/19/2026	KIM MARIE AUSTIN	R	264.62	ACCOUNTS PAYABLE VOUCHER
V6609001	03/19/2026	TREVOR R BAILEY	R	90.00	ACCOUNTS PAYABLE VOUCHER
V6609002	03/19/2026	KEITH JAMES BARTHOLOMAUS	R	168.20	ACCOUNTS PAYABLE VOUCHER
V6609003	03/19/2026	AMY K BECKER-ALTHOFF	R	9.43	ACCOUNTS PAYABLE VOUCHER
V6609004	03/19/2026	STEPHANIE BETLEY	R	90.00	ACCOUNTS PAYABLE VOUCHER
V6609005	03/19/2026	MICHAEL JASON BIBRO	R	364.05	ACCOUNTS PAYABLE VOUCHER
V6609006	03/19/2026	AMANDA JO BOEHMER	R	123.97	ACCOUNTS PAYABLE VOUCHER
V6609007	03/19/2026	MICHAEL ROBERT BURGIO	R	5.80	ACCOUNTS PAYABLE VOUCHER
V6609008	03/19/2026	CHRISTINE KLECATSKY CHESSLER	R	45.00	ACCOUNTS PAYABLE VOUCHER
V6609009	03/19/2026	LESLEY ANNE CHESTER	R	18.85	ACCOUNTS PAYABLE VOUCHER
V6609010	03/19/2026	KYLE R CHRISTENSEN	R	10.87	ACCOUNTS PAYABLE VOUCHER
V6609011	03/19/2026	BETHANY LEIGH CHRISTIANSON	R	16.68	ACCOUNTS PAYABLE VOUCHER
V6609012	03/19/2026	LAWRENCE L COLEMAN	R	90.00	ACCOUNTS PAYABLE VOUCHER
V6609013	03/19/2026	CRAIG ALAN CURTIS	R	209.63	ACCOUNTS PAYABLE VOUCHER
V6609014	03/19/2026	JEANNE MARIE D'ALOIA	R	252.40	ACCOUNTS PAYABLE VOUCHER
V6609015	03/19/2026	AMY RICHELLE DAWSON	R	10.15	ACCOUNTS PAYABLE VOUCHER
V6609016	03/19/2026	MEGAN ROSE DIETRICH	R	133.40	ACCOUNTS PAYABLE VOUCHER
V6609017	03/19/2026	MARY KAY DISTAD	R	11.60	ACCOUNTS PAYABLE VOUCHER
V6609018	03/19/2026	NANCY JEAN DYE	R	10.15	ACCOUNTS PAYABLE VOUCHER
V6609019	03/19/2026	AMANDA R ECKRE	R	66.75	ACCOUNTS PAYABLE VOUCHER
V6609020	03/19/2026	LISA A EHLERINGER	R	27.55	ACCOUNTS PAYABLE VOUCHER
V6609021	03/19/2026	SHAE K ELLIOTT	R	221.95	ACCOUNTS PAYABLE VOUCHER
V6609022	03/19/2026	MICHAEL LEONARD FAVOR	R	66.70	ACCOUNTS PAYABLE VOUCHER
V6609023	03/19/2026	KATHERINE J FILAS	R	94.25	ACCOUNTS PAYABLE VOUCHER
V6609024	03/19/2026	ANGELITA LEE FLEMING	R	113.10	ACCOUNTS PAYABLE VOUCHER
V6609025	03/19/2026	NICOLE K FLESNER	R	90.00	ACCOUNTS PAYABLE VOUCHER
V6609026	03/19/2026	SHERILYN FAYE FRISQUE	R	368.37	ACCOUNTS PAYABLE VOUCHER
V6609027	03/19/2026	ALYSSA GAYLE GAHIMER	R	94.25	ACCOUNTS PAYABLE VOUCHER
V6609028	03/19/2026	ADAM R GHORMLEY	R	90.00	ACCOUNTS PAYABLE VOUCHER
V6609029	03/19/2026	CHRISTINA ANN TUOHY	R	91.35	ACCOUNTS PAYABLE VOUCHER
V6609030	03/19/2026	BRITNEY A GREELEY	R	178.35	ACCOUNTS PAYABLE VOUCHER
V6609031	03/19/2026	SARAH G HANNAN	R	20.97	ACCOUNTS PAYABLE VOUCHER
V6609032	03/19/2026	MEGAN KRISTINE HAROLDSON	R	155.15	ACCOUNTS PAYABLE VOUCHER
V6609033	03/19/2026	JANA LEE HEIDEMANN	R	65.98	ACCOUNTS PAYABLE VOUCHER
V6609034	03/19/2026	HEIDI LEE KRATTENMAKER	R	8.48	ACCOUNTS PAYABLE VOUCHER

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V6609035	03/19/2026	PETER ALLYN HENDRICKS	R	321.18	ACCOUNTS PAYABLE VOUCHER
V6609036	03/19/2026	SARA ASHLEY HENRY	R	284.20	ACCOUNTS PAYABLE VOUCHER
V6609037	03/19/2026	FRANK E HERMAN	R	90.00	ACCOUNTS PAYABLE VOUCHER
V6609038	03/19/2026	PAIGE J HERNANDEZ	R	140.66	ACCOUNTS PAYABLE VOUCHER
V6609039	03/19/2026	JENNIFER AMY HETLAND	R	174.83	ACCOUNTS PAYABLE VOUCHER
V6609040	03/19/2026	MELISSA ROCHELL HO	R	208.12	ACCOUNTS PAYABLE VOUCHER
V6609041	03/19/2026	JUSTIN DAVID HOELSCHER	R	326.50	ACCOUNTS PAYABLE VOUCHER
V6609042	03/19/2026	DENISE ERIN ERICKSON	R	8.70	ACCOUNTS PAYABLE VOUCHER
V6609043	03/19/2026	KATE SCHNEEWEIS HULSE	R	109.58	ACCOUNTS PAYABLE VOUCHER
V6609044	03/19/2026	SARAH CAITLIN IDEEN	R	45.00	ACCOUNTS PAYABLE VOUCHER
V6609045	03/19/2026	JULIE CHRISTINE ILLA	R	90.00	ACCOUNTS PAYABLE VOUCHER
V6609046	03/19/2026	COURTNEY ELIZABETH ROBINSON	R	228.90	ACCOUNTS PAYABLE VOUCHER
V6609047	03/19/2026	MACKENZIE M IRWIN	R	96.43	ACCOUNTS PAYABLE VOUCHER
V6609048	03/19/2026	ROBERT J JACOBSON	R	317.79	ACCOUNTS PAYABLE VOUCHER
V6609049	03/19/2026	MARK W JOHNS	R	168.74	ACCOUNTS PAYABLE VOUCHER
V6609050	03/19/2026	SARAH LYNN JOHNSON	R	216.78	ACCOUNTS PAYABLE VOUCHER
V6609051	03/19/2026	AMY TAMARAH WOLF KAUFMAN	R	166.76	ACCOUNTS PAYABLE VOUCHER
V6609052	03/19/2026	LISA MARIE KENT	R	7.25	ACCOUNTS PAYABLE VOUCHER
V6609053	03/19/2026	JENNIFER M. KLAUSTERMEIER	R	23.93	ACCOUNTS PAYABLE VOUCHER
V6609054	03/19/2026	CORY LEE LANGENFELD	R	90.00	ACCOUNTS PAYABLE VOUCHER
V6609055	03/19/2026	SARAH MARIE LUDEWIG	R	176.90	ACCOUNTS PAYABLE VOUCHER
V6609056	03/19/2026	KIM MARIE MARTIN	R	113.60	ACCOUNTS PAYABLE VOUCHER
V6609057	03/19/2026	CATHLEEN CAROL MATTICE	R	45.00	ACCOUNTS PAYABLE VOUCHER
V6609058	03/19/2026	LISA M MAYER	R	13.05	ACCOUNTS PAYABLE VOUCHER
V6609059	03/19/2026	SHARRI HELENE MCGIBBON	R	45.00	ACCOUNTS PAYABLE VOUCHER
V6609060	03/19/2026	JENNA ANN NACE	R	45.00	ACCOUNTS PAYABLE VOUCHER
V6609061	03/19/2026	CLAIRE M NACHTWEY	R	40.60	ACCOUNTS PAYABLE VOUCHER
V6609062	03/19/2026	CINDY L NORDSTROM	R	12.32	ACCOUNTS PAYABLE VOUCHER
V6609063	03/19/2026	RACHEL ERIN NOVY	R	45.00	ACCOUNTS PAYABLE VOUCHER
V6609064	03/19/2026	ALICIA JOY ODELL	R	242.88	ACCOUNTS PAYABLE VOUCHER
V6609065	03/19/2026	CHARLOTTE ROSE OLSON	R	34.08	ACCOUNTS PAYABLE VOUCHER
V6609066	03/19/2026	JACKIE MARIE PAULEY	R	90.00	ACCOUNTS PAYABLE VOUCHER
V6609067	03/19/2026	EMILY COLLEEN GOODSON	R	161.00	ACCOUNTS PAYABLE VOUCHER
V6609068	03/19/2026	AMANDA LYNN PETERS	R	127.60	ACCOUNTS PAYABLE VOUCHER
V6609069	03/19/2026	JENNIFER MAE PETERSEN	R	108.08	ACCOUNTS PAYABLE VOUCHER
V6609070	03/19/2026	BROOKE ALLYSON PETERSON	R	365.09	ACCOUNTS PAYABLE VOUCHER
V6609071	03/19/2026	CAROLINE ROSE PETERSON	R	226.93	ACCOUNTS PAYABLE VOUCHER
V6609072	03/19/2026	EMILY ANN PFISTERER	R	366.85	ACCOUNTS PAYABLE VOUCHER
V6609073	03/19/2026	MEGAN E PLOTTS	R	110.20	ACCOUNTS PAYABLE VOUCHER
V6609074	03/19/2026	BRIAN J PRICE	R	109.04	ACCOUNTS PAYABLE VOUCHER
V6609075	03/19/2026	MELANIE LAVONNE REINARDY	R	116.00	ACCOUNTS PAYABLE VOUCHER
V6609076	03/19/2026	WENDI MARLAINA RENKEN	R	45.00	ACCOUNTS PAYABLE VOUCHER
V6609077	03/19/2026	MELANIE ANN RIX	R	45.00	ACCOUNTS PAYABLE VOUCHER
V6609078	03/19/2026	SHANNON DAWN ROSENBERG	R	531.54	ACCOUNTS PAYABLE VOUCHER
V6609079	03/19/2026	SARAH CATHERINE ROWLEY	R	216.05	ACCOUNTS PAYABLE VOUCHER
V6609080	03/19/2026	HAWA D SALAD	R	38.43	ACCOUNTS PAYABLE VOUCHER
V6609081	03/19/2026	OLIVIA E SARASIO MEYER	R	319.73	ACCOUNTS PAYABLE VOUCHER
V6609082	03/19/2026	MELISSA RAE SCHALLER	R	227.61	ACCOUNTS PAYABLE VOUCHER
V6609083	03/19/2026	BYRON LEITH SCHWAB	R	21.75	ACCOUNTS PAYABLE VOUCHER
V6609084	03/19/2026	ROLAND ARTHUR SESSIONS III	R	400.20	ACCOUNTS PAYABLE VOUCHER
V6609085	03/19/2026	KARLEEN SHERMAN	R	18.85	ACCOUNTS PAYABLE VOUCHER
V6609086	03/19/2026	DAWN E STEIGAUF	R	21.02	ACCOUNTS PAYABLE VOUCHER
V6609087	03/19/2026	HEATHER LYNN STOESZ	R	260.28	ACCOUNTS PAYABLE VOUCHER
V6609088	03/19/2026	ANN T STROM	R	172.50	ACCOUNTS PAYABLE VOUCHER
V6609089	03/19/2026	MICHELLE ERIN STROMME	R	65.25	ACCOUNTS PAYABLE VOUCHER
V6609090	03/19/2026	AMY LYNN SWANEY	R	90.00	ACCOUNTS PAYABLE VOUCHER
V6609091	03/19/2026	KAYLEEN LAVONNE TAFFE	R	54.38	ACCOUNTS PAYABLE VOUCHER
V6609092	03/19/2026	DELANEY R TATARKA	R	371.20	ACCOUNTS PAYABLE VOUCHER

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V6609093	03/19/2026	MARY ELIZABETH TAYLOR	R	298.70	ACCOUNTS PAYABLE VOUCHER
V6609094	03/19/2026	SONIA LYNN TENDRICH	R	260.33	ACCOUNTS PAYABLE VOUCHER
V6609095	03/19/2026	LAURA J. TENNESSEN	R	89.54	ACCOUNTS PAYABLE VOUCHER
V6609096	03/19/2026	EVE THOMAS BROOK	R	26.10	ACCOUNTS PAYABLE VOUCHER
V6609097	03/19/2026	TAYLOR MAY LOVIN	R	90.00	ACCOUNTS PAYABLE VOUCHER
V6609098	03/19/2026	MELISSA M TORRES	R	94.35	ACCOUNTS PAYABLE VOUCHER
V6609099	03/19/2026	SHANYN NICOLE TUFTEE	R	155.93	ACCOUNTS PAYABLE VOUCHER
V6609100	03/19/2026	MONICA J WEBER	R	21.03	ACCOUNTS PAYABLE VOUCHER
V6609101	03/19/2026	LORI JAYNE WILSON	R	452.00	ACCOUNTS PAYABLE VOUCHER
V6609102	03/19/2026	SHAWN DAVID ZAHN	R	15.95	ACCOUNTS PAYABLE VOUCHER
V6609103	03/19/2026	SCOTT MICHAEL ZEHNDER	R	45.00	ACCOUNTS PAYABLE VOUCHER
V6609104	03/19/2026	AMY J ZINS	R	55.10	ACCOUNTS PAYABLE VOUCHER
V6609105	03/19/2026	MARK A. ZUZEK	R	15.95	ACCOUNTS PAYABLE VOUCHER
V7704891	02/25/2026	UNITED HEALTHCARE SERVICES, INC	R	76,594.43	ACCOUNTS PAYABLE VOUCHER
V7704892	02/26/2026	AMPERSAND THERAPY, LLC	R	7,441.35	ACCOUNTS PAYABLE VOUCHER
V7704893	02/26/2026	APPLE VALLEY ISD LLC	R	43,592.80	ACCOUNTS PAYABLE VOUCHER
V7704894	02/26/2026	BAKER TILLY ADVISORY GROUP LP	R	1,750.00	ACCOUNTS PAYABLE VOUCHER
V7704895	02/26/2026	CENTURYLINK	R	1,174.86	ACCOUNTS PAYABLE VOUCHER
V7704896	02/26/2026	DELL MARKETING L.P.	R	1,976.11	ACCOUNTS PAYABLE VOUCHER
V7704897	02/26/2026	ESPECIAL NEEDS, LLC	R	326.65	ACCOUNTS PAYABLE VOUCHER
V7704898	02/26/2026	IND SCH DIST 191	R	30,010.24	ACCOUNTS PAYABLE VOUCHER
V7704899	02/26/2026	KAPLAN EARLY LEARNING COMPANY	R	119.54	ACCOUNTS PAYABLE VOUCHER
V7704900	02/26/2026	KAREN CASS FELLING, M.A., LP	R	375.00	ACCOUNTS PAYABLE VOUCHER
V7704901	02/26/2026	KELLY SERVICES, INC	R	19,807.08	ACCOUNTS PAYABLE VOUCHER
V7704902	02/26/2026	MEGAN CATHERINE MATRAS	R	390.00	ACCOUNTS PAYABLE VOUCHER
V7704903	02/26/2026	MENARDS	R	136.62	ACCOUNTS PAYABLE VOUCHER
V7704904	02/26/2026	NOVA EDUCATION CONSULTANTS	R	8,540.00	ACCOUNTS PAYABLE VOUCHER
V7704905	02/26/2026	PROCARE THERAPY	R	7,786.37	ACCOUNTS PAYABLE VOUCHER
V7704906	02/26/2026	SE ISD SUCCESSOR, LLC	R	88,475.08	ACCOUNTS PAYABLE VOUCHER
V7704907	02/26/2026	THE HOME DEPOT PRO	R	1,698.40	ACCOUNTS PAYABLE VOUCHER
V7704908	02/26/2026	WEAVING CULTURES, LLC	R	143.07	ACCOUNTS PAYABLE VOUCHER
V7704909	02/26/2026	ZEN EDUCATE INC	R	17,654.29	ACCOUNTS PAYABLE VOUCHER
V7704910	03/04/2026	MN CHILD SUPPORT PAYMENT CENTER	R	433.00	ACCOUNTS PAYABLE VOUCHER
V7704911	03/04/2026	AFLAC	R	1,299.58	ACCOUNTS PAYABLE VOUCHER
V7704912	03/04/2026	AMERIPRISE FINANCIAL ADVISORS	R	11,894.14	ACCOUNTS PAYABLE VOUCHER
V7704913	03/04/2026	AXA EQUITABLE LIFE INS CO	R	2,687.10	ACCOUNTS PAYABLE VOUCHER
V7704914	03/04/2026	FIDELITY INVSTMT TAX-EX SVC CO	R	15,521.27	ACCOUNTS PAYABLE VOUCHER
V7704915	03/04/2026	HEALTH EQUITY (FSA)	R	962.50	ACCOUNTS PAYABLE VOUCHER
V7704916	03/04/2026	HEALTH EQUITY, INC. (HSA)	R	38,872.65	ACCOUNTS PAYABLE VOUCHER
V7704917	03/04/2026	HORACE MANN LIFE INS	R	1,465.83	ACCOUNTS PAYABLE VOUCHER
V7704918	03/04/2026	INTERNAL REVENUE SERVICE	R	280,753.46	ACCOUNTS PAYABLE VOUCHER
V7704919	03/04/2026	EDUCATION MN ESI BILLING TRUST	R	11,900.17	ACCOUNTS PAYABLE VOUCHER
V7704920	03/04/2026	MN DEPT OF REVENUE	R	48,176.70	ACCOUNTS PAYABLE VOUCHER
V7704921	03/04/2026	MN DEPT OF REVENUE(C)	R	325.00	ACCOUNTS PAYABLE VOUCHER
V7704922	03/04/2026	MN STATE RETIREMENT SYSTEM	R	150.00	ACCOUNTS PAYABLE VOUCHER
V7704923	03/04/2026	EXECUTIVE DIRECTOR	R	67,533.29	ACCOUNTS PAYABLE VOUCHER
V7704924	03/04/2026	STATE TREASURER, TRA	R	142,366.61	ACCOUNTS PAYABLE VOUCHER
V7704925	03/04/2026	VARIABLE ANNUITY LIFE INS CO	R	9,933.87	ACCOUNTS PAYABLE VOUCHER
V7704926	03/04/2026	VOYA	R	2,210.41	ACCOUNTS PAYABLE VOUCHER
V7704927	03/06/2026	1ST CHOICE PEDIATRIC HOME CARE	R	12,937.50	ACCOUNTS PAYABLE VOUCHER
V7704928	03/06/2026	ALL IN ONE TRANSLATION AGENCY, LLC	R	630.00	ACCOUNTS PAYABLE VOUCHER
V7704929	03/06/2026	AMANDA GROH	R	1,040.00	ACCOUNTS PAYABLE VOUCHER
V7704930	03/06/2026	APPLE COMPUTER, INC	R	1,886.00	ACCOUNTS PAYABLE VOUCHER
V7704931	03/06/2026	BAMBOO PROFESSIONALS, LLC	R	3,577.50	ACCOUNTS PAYABLE VOUCHER
V7704932	03/06/2026	INVER HILLS COMMUNITY COLLEGE	R	193.43	ACCOUNTS PAYABLE VOUCHER
V7704933	03/06/2026	JOHNSON CONTROLS FIRE PROTECTION LP	R	660.00	ACCOUNTS PAYABLE VOUCHER
V7704934	03/06/2026	KAREN CASS FELLING, M.A., LP	R	375.00	ACCOUNTS PAYABLE VOUCHER
V7704935	03/06/2026	MENARDS	R	268.37	ACCOUNTS PAYABLE VOUCHER

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V7704936	03/06/2026	MRI INTERMEDIATE HOLDINGS, LLC	R	112.50	ACCOUNTS PAYABLE VOUCHER
V7704937	03/06/2026	PROCARE THERAPY	R	18,281.56	ACCOUNTS PAYABLE VOUCHER
V7704938	03/06/2026	REGINA MAENDLER, HEART & SCIENCE	R	8,167.50	ACCOUNTS PAYABLE VOUCHER
V7704939	03/06/2026	XCEL ENERGY	R	6,732.16	ACCOUNTS PAYABLE VOUCHER
V7704940	03/06/2026	ZEN EDUCATE INC	R	15,308.82	ACCOUNTS PAYABLE VOUCHER
V7704941	03/09/2026	FIDELITY SECURITY LIFE INS CO	R	2,941.36	ACCOUNTS PAYABLE VOUCHER
V7704942	03/09/2026	NATIONAL INSURANCE SERVICES OF WI,	R	10,004.87	ACCOUNTS PAYABLE VOUCHER
V7704943	03/09/2026	UNITED HEALTHCARE SERVICES, INC	R	22,890.64	ACCOUNTS PAYABLE VOUCHER
V7704944	03/12/2026	AMANDA GROH	R	1,576.25	ACCOUNTS PAYABLE VOUCHER
V7704945	03/12/2026	AMAZON CAPITAL SERVICES	V	-	VOID: MULTI STUB VOUCHER
V7704946	03/12/2026	AMAZON CAPITAL SERVICES	R	7,754.01	ACCOUNTS PAYABLE VOUCHER
V7704947	03/12/2026	AI TECHNOLOGIES, LLC	R	3,298.81	ACCOUNTS PAYABLE VOUCHER
V7704948	03/12/2026	CAROLINA BIOLOGICAL SUPPLY	V	(603.85)	VOID MANUAL CHECK
V7704948	03/12/2026	CAROLINA BIOLOGICAL SUPPLY	R	603.85	ACCOUNTS PAYABLE VOUCHER
V7704949	03/12/2026	CENTURYLINK	R	560.73	ACCOUNTS PAYABLE VOUCHER
V7704950	03/12/2026	CKC GOOD FOOD	R	27,236.90	ACCOUNTS PAYABLE VOUCHER
V7704951	03/12/2026	DELL MARKETING L.P.	R	141.24	ACCOUNTS PAYABLE VOUCHER
V7704952	03/12/2026	GOPHER SPORT	R	703.22	ACCOUNTS PAYABLE VOUCHER
V7704953	03/12/2026	GRAINGER W W INC.	R	129.07	ACCOUNTS PAYABLE VOUCHER
V7704954	03/12/2026	INVER HILLS COMMUNITY COLLEGE	R	121.17	ACCOUNTS PAYABLE VOUCHER
V7704955	03/12/2026	KELLY SERVICES, INC	R	6,353.23	ACCOUNTS PAYABLE VOUCHER
V7704956	03/12/2026	LOFFLER BUSINESS SYSTEMS	R	48.75	ACCOUNTS PAYABLE VOUCHER
V7704957	03/12/2026	MN CLN SERVICES, INC	R	6,954.00	ACCOUNTS PAYABLE VOUCHER
V7704958	03/12/2026	NOVA EDUCATION CONSULTANTS	R	8,382.50	ACCOUNTS PAYABLE VOUCHER
V7704959	03/12/2026	ODP BUSINESS SOLUTIONS, LLC	R	1,854.77	ACCOUNTS PAYABLE VOUCHER
V7704960	03/12/2026	PEARSON ASSESSMENT/NCS PEARSON	R	144.00	ACCOUNTS PAYABLE VOUCHER
V7704961	03/12/2026	POWERSCHOOL GROUP LLC	R	12,957.75	ACCOUNTS PAYABLE VOUCHER
V7704962	03/12/2026	SO ST PAUL STEEL SUPPLY CO, INC	R	430.02	ACCOUNTS PAYABLE VOUCHER
V7704963	03/12/2026	THE HOME DEPOT PRO	R	2,831.92	ACCOUNTS PAYABLE VOUCHER
V7704964	03/12/2026	TRANE U.S. INC.	R	1,084.00	ACCOUNTS PAYABLE VOUCHER
V7704965	03/12/2026	TRIUMPH EDUCATIONAL CONSULTING	R	2,112.50	ACCOUNTS PAYABLE VOUCHER
V7704966	03/12/2026	UNITED HEALTHCARE SERVICES, INC	R	106,386.24	ACCOUNTS PAYABLE VOUCHER
V7704967	03/12/2026	ZEN EDUCATE INC	R	19,274.75	ACCOUNTS PAYABLE VOUCHER
V7704968	03/12/2026	HEALTH EQUITY (FSA)	R	288.50	ACCOUNTS PAYABLE VOUCHER
V7704969	03/13/2026	UNITED HEALTHCARE SERVICES, INC	R	37,801.27	ACCOUNTS PAYABLE VOUCHER
V7704970	03/16/2026	AMPERSAND THERAPY, LLC	R	538.65	ACCOUNTS PAYABLE VOUCHER
V7704971	03/16/2026	DAKOTA TRUCK UNDERWRITERS	R	30,573.00	ACCOUNTS PAYABLE VOUCHER
V7704972	03/16/2026	FRONTIER COMMUNICATIONS	R	1,036.40	ACCOUNTS PAYABLE VOUCHER
V7704973	03/16/2026	IND SCH DIST 199	R	29,164.59	ACCOUNTS PAYABLE VOUCHER
V7704974	03/16/2026	IND SCH DIST 200	R	6,481.02	ACCOUNTS PAYABLE VOUCHER
V7704975	03/16/2026	KELLY SERVICES, INC	R	5,435.57	ACCOUNTS PAYABLE VOUCHER
V7704976	03/16/2026	PROCARE THERAPY	R	9,456.37	ACCOUNTS PAYABLE VOUCHER
V7704977	03/16/2026	WEAVING CULTURES, LLC	R	139.36	ACCOUNTS PAYABLE VOUCHER
V7704978	03/16/2026	ZEN EDUCATE INC	R	21,056.96	ACCOUNTS PAYABLE VOUCHER
V7704979	03/18/2026	MN CHILD SUPPORT PAYMENT CENTER	R	525.50	ACCOUNTS PAYABLE VOUCHER
V7704980	03/18/2026	AMERIPRISE FINANCIAL ADVISORS	R	11,894.14	ACCOUNTS PAYABLE VOUCHER
V7704981	03/18/2026	AXA EQUITABLE LIFE INS CO	R	2,687.10	ACCOUNTS PAYABLE VOUCHER
V7704982	03/18/2026	FIDELITY INVSTMT TAX-EX SVC CO	R	15,521.27	ACCOUNTS PAYABLE VOUCHER
V7704983	03/18/2026	HEALTH EQUITY (FSA)	R	962.50	ACCOUNTS PAYABLE VOUCHER
V7704984	03/18/2026	HEALTH EQUITY, INC. (HSA)	R	39,057.12	ACCOUNTS PAYABLE VOUCHER
V7704985	03/18/2026	HORACE MANN LIFE INS	R	1,465.83	ACCOUNTS PAYABLE VOUCHER
V7704986	03/18/2026	INTERNAL REVENUE SERVICE	R	315,574.83	ACCOUNTS PAYABLE VOUCHER
V7704987	03/18/2026	EDUCATION MN ESI BILLING TRUST	R	11,769.35	ACCOUNTS PAYABLE VOUCHER
V7704988	03/18/2026	MN DEPT OF REVENUE	R	54,585.35	ACCOUNTS PAYABLE VOUCHER
V7704989	03/18/2026	MN DEPT OF REVENUE(C)	R	325.00	ACCOUNTS PAYABLE VOUCHER
V7704990	03/18/2026	MN STATE RETIREMENT SYSTEM	R	150.00	ACCOUNTS PAYABLE VOUCHER
V7704991	03/18/2026	EXECUTIVE DIRECTOR	R	68,021.04	ACCOUNTS PAYABLE VOUCHER
V7704992	03/18/2026	STATE TREASURER, TRA	R	158,160.05	ACCOUNTS PAYABLE VOUCHER

CHECK NUMBER	ISSUE DATE	VENDOR	STATUS	TOTAL	DESCRIPTION
V7704993	03/18/2026	VARIABLE ANNUITY LIFE INS CO	R	9,933.87	ACCOUNTS PAYABLE VOUCHER
V7704994	03/18/2026	VOYA	R	1,190.41	ACCOUNTS PAYABLE VOUCHER
V7704995	03/19/2026	BENEFIT EXTRAS, INC	R	512.74	ACCOUNTS PAYABLE VOUCHER
V7704996	03/19/2026	CAROLINA BIOLOGICAL SUPPLY	R	603.85	ACCOUNTS PAYABLE VOUCHER
V7704997	03/19/2026	DELL MARKETING L.P.	R	148.74	ACCOUNTS PAYABLE VOUCHER
V7704998	03/19/2026	ESPECIAL NEEDS, LLC	R	71.85	ACCOUNTS PAYABLE VOUCHER
V7704999	03/19/2026	KAREN CASS FELLING, M.A., LP	R	375.00	ACCOUNTS PAYABLE VOUCHER
V7705000	03/19/2026	LAKESHORE LEARNING MATERIALS	R	1,644.28	ACCOUNTS PAYABLE VOUCHER
V7705001	03/19/2026	MN ENERGY RESOURCES CORPORATION	R	2,141.69	ACCOUNTS PAYABLE VOUCHER
V7705002	03/19/2026	XCEL ENERGY	R	2,888.35	ACCOUNTS PAYABLE VOUCHER
V7705003	03/23/2026	DELTA DENTAL OF MINNESOTA	R	57,992.62	ACCOUNTS PAYABLE VOUCHER
V7705004	03/23/2026	UNITED HEALTHCARE SERVICES, INC	R	55,024.96	ACCOUNTS PAYABLE VOUCHER
V7705005	03/26/2026	ADAPTIVEMALL.COM, LLC	R	108.60	ACCOUNTS PAYABLE VOUCHER
V7705006	03/26/2026	ALL IN ONE TRANSLATION AGENCY, LLC	R	450.00	ACCOUNTS PAYABLE VOUCHER
V7705007	03/26/2026	AMAZON CAPITAL SERVICES	V	-	VOID: MULTI STUB VOUCHER
V7705008	03/26/2026	AMAZON CAPITAL SERVICES	R	11,445.33	ACCOUNTS PAYABLE VOUCHER
V7705009	03/26/2026	AMPERSAND THERAPY, LLC	R	4,956.15	ACCOUNTS PAYABLE VOUCHER
V7705010	03/26/2026	APPLE COMPUTER, INC	R	2,424.00	ACCOUNTS PAYABLE VOUCHER
V7705011	03/26/2026	APPLE VALLEY ISD LLC	R	42,942.58	ACCOUNTS PAYABLE VOUCHER
V7705012	03/26/2026	CENTURYLINK	R	1,174.86	ACCOUNTS PAYABLE VOUCHER
V7705013	03/26/2026	FRONTIER COMMUNICATIONS	R	1,627.51	ACCOUNTS PAYABLE VOUCHER
V7705014	03/26/2026	IND SCH DIST 191	R	30,010.24	ACCOUNTS PAYABLE VOUCHER
V7705015	03/26/2026	KAREN CASS FELLING, M.A., LP	R	375.00	ACCOUNTS PAYABLE VOUCHER
V7705016	03/26/2026	KELLY SERVICES, INC	R	14,819.97	ACCOUNTS PAYABLE VOUCHER
V7705017	03/26/2026	NOVA EDUCATION CONSULTANTS	R	7,527.50	ACCOUNTS PAYABLE VOUCHER
V7705018	03/26/2026	PROCARE THERAPY	R	8,281.12	ACCOUNTS PAYABLE VOUCHER
V7705019	03/26/2026	PROFESSIONAL WIRELESS COMMUNICATION	R	217.16	ACCOUNTS PAYABLE VOUCHER
V7705020	03/26/2026	RATWIK, ROSZAK & MALONEY, P.A.	R	90.00	ACCOUNTS PAYABLE VOUCHER
V7705021	03/26/2026	SCHMITTY & SONS	R	672.84	ACCOUNTS PAYABLE VOUCHER
V7705022	03/26/2026	SE ISD SUCCESSOR, LLC	R	90,970.14	ACCOUNTS PAYABLE VOUCHER
V7705023	03/26/2026	SOUTHPAW ENTERPRISES	R	804.84	ACCOUNTS PAYABLE VOUCHER
V7705023	03/25/2026	SOUTHPAW ENTERPRISES	V	(804.84)	VOID MANUAL CHECK
V7705024	03/26/2026	THE HOME DEPOT PRO	R	995.25	ACCOUNTS PAYABLE VOUCHER
V7705025	03/26/2026	TODD A SAVAGE	R	1,316.00	ACCOUNTS PAYABLE VOUCHER
V7705026	03/26/2026	WEAVING CULTURES, LLC	R	456.64	ACCOUNTS PAYABLE VOUCHER
V7705027	03/26/2026	ZEN EDUCATE INC	R	16,708.52	ACCOUNTS PAYABLE VOUCHER
V7705028	03/26/2026	UNITED HEALTHCARE SERVICES, INC	R	103,585.98	ACCOUNTS PAYABLE VOUCHER
Total				2,871,485.42	

Intermediate School District 917
Accounts Receivable Aged Report As of 3/24/26

Member Districts	31-60 Days		61-90 Days		Over 90 Days		Totals
ISD 194	\$ -	\$ -	\$ -	\$ -	\$ 1,104.81	\$ -	\$ 1,104.81
ISD 195	\$ -	\$ -	\$ 35,854.83	\$ -	\$ -	\$ -	\$ 35,854.83
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Totals	\$ -	\$ -	\$ 35,854.83	\$ -	\$ 1,104.81	\$ -	\$ 36,959.64
All Others							
ISD 625	\$ -	\$ -	\$ 10,985.40	\$ -	\$ -	\$ -	\$ 10,985.40
ISD 196	\$ -	\$ -	\$ 18,392.59	\$ -	\$ -	\$ -	\$ 18,392.59
MDE	\$ -	\$ -	\$ -	\$ -	\$ 1,021,512.16	\$ -	\$ 1,021,512.16
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Totals	\$ -	\$ -	\$ 29,377.99	\$ -	\$ 1,021,512.16	\$ -	\$ 1,050,890.15
Grand Total	\$ -	\$ -	\$ 65,232.82	\$ -	\$ 1,022,616.97	\$ -	\$ 1,087,849.79
Total Receivables							\$ 1,250,988.39

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>

Dr. Michael Favor

TO: School Board

FROM: Dr. Michael Favor

DATE: April 7, 2026

RE: First and final reading on policies

The policies listed below are for a first and final reading.

- Policy 401 –Equal Employment Opportunity - Three-Year Review
- Policy 402 Disability Nondiscrimination - Three-Year Review
- Policy 403 Discipline, Suspension, and Dismissal of School District Employees - Three-Year Review
- Policy 405 Veteran’s Preference - Three-Year Review
- Policy 533 Wellness

401 EQUAL EMPLOYMENT OPPORTUNITY

I. PURPOSE

The purpose of this policy is to provide equal employment opportunity for all applicants for school district employment and school district employees.

II. GENERAL STATEMENT OF POLICY

- A. It is the school district's policy to provide equal employment opportunity for all applicants and employees. The school district does not unlawfully discriminate on the basis of race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, disability, sexual orientation, including gender identity or expression, age, family care leave status, or veteran status. The school district also makes reasonable accommodations for employees with disabilities.
- B. The school district prohibits the harassment of any individual for any of the categories listed above. For information about the types of conduct that constitute impermissible harassment and the school district's internal procedures for addressing complaints of harassment, please refer to the school district's policy on harassment and violence.
- C. This policy applies to all areas of employment including hiring, discharge, promotion, compensation, facilities or privileges of employment.
- D. It is the responsibility of every school district employee to follow this policy.
- E. Any person having any questions regarding this policy should discuss it with Human Resources.

- Legal References:** Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
29 U.S.C. § 621 *et seq.* (Age Discrimination in Employment Act)
29 U.S.C. § 2615 (Family and Medical Leave Act)
38 U.S.C. § 4301 *et seq.* (Vietnam Era Veterans' Readjustment Assistance Act)
38 U.S.C. § 4211 *et seq.* (Veterans' Reemployment Rights Act)
42 U.S.C. § 2000e *et seq.* (Title VII of the Civil Rights Act)
42 U.S.C. § 12101 *et seq.* (Americans with Disabilities Act)
- Cross References:** MSBA/MASA Model Policy 402 (Disability Nondiscrimination)
MSBA/MASA Model Policy 405 (Veteran's Preference)
MSBA/MASA Model Policy 413 (Harassment and Violence)

402 DISABILITY NONDISCRIMINATION POLICY

I. PURPOSE

The purpose of this policy is to provide a fair employment setting for all persons and to comply with state and federal law.

II. GENERAL STATEMENT OF POLICY

- A. The school district shall not discriminate against qualified individuals with disabilities because of the disabilities of such individuals in regard to job application procedures, hiring, advancement, discharge, compensation, job training, and other terms, conditions, and privileges of employment.
- B. The school district shall not engage in contractual or other arrangements that have the effect of subjecting its qualified applicants or employees with disabilities to discrimination on the basis of disability. The school district shall not exclude or otherwise deny equal jobs or job benefits to a qualified individual because of the known disability of an individual with whom the qualified individual is known to have a relationship or association.
- C. The school district shall make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, unless the accommodation would impose undue hardship on the operation of the business of the school district.
- D. Any job applicant or employee wishing to discuss the need for a reasonable accommodation, or other matters related to a disability or the enforcement and application of this policy, should contact Brooke Peterson, Director of Teaching and Learning. This individual is the school district's appointed ADA/Section 504 coordinator.

Legal References: 29 U.S.C. 794 *et seq.* (Rehabilitation Act of 1973, § 504)
42 U.S.C., Ch. 126 § 12112 (Americans with Disabilities Act)
29 C.F.R. Part 32
34 C.F.R. Part 104

Cross References: MSBA/MASA Model Policy 521 (Student Disability Nondiscrimination)

403 DISCIPLINE, SUSPENSION, AND DISMISSAL OF SCHOOL DISTRICT EMPLOYEES

I. PURPOSE

The purpose of this policy is to achieve the effective operation of the school district's programs through the cooperation of all employees under a system of policies and rules applied fairly and uniformly.

II. GENERAL STATEMENT OF POLICY

The disciplinary process described herein is designed to utilize progressive steps, where appropriate, to produce positive corrective action. While the school district intends that, in most cases, progressive discipline will be administered, the specific form of discipline chosen in a particular case and/or the decision to impose discipline in a manner other than is solely within the discretion of the school district.

III. DISCIPLINE

A. Violation of School Laws and Rules

The form of discipline imposed for violations of school laws and rules may vary from an oral reprimand to termination of employment or discharge, depending upon factors such as the nature of the violation, whether the violation was intentional, knowing, and/or willful, and whether the employee has been the subject of prior disciplinary action of the same or a different nature. School laws and rules to which this provision applies include:

1. policies of the school district;
2. directives and/or job requirements imposed by administration and/or the employee's supervisor; and
3. federal, state, and local laws, rules, and regulations, including, but not limited to, the rules and regulations adopted by federal and state agencies.

B. Substandard Performance

An employee's substandard performance may result in the imposition of discipline ranging from an oral reprimand to termination of employment or discharge. In most instances, discipline imposed for the reason of substandard performance will follow a progressive format and will be accompanied by

guidance, help, and encouragement to improve from the employee's supervisor and a reasonable time for correction of the employee's deficiency.

C. Misconduct

Misconduct of an employee will result in the imposition of discipline consistent with the seriousness of the misconduct. Conduct which falls into this category includes, but is not limited to:

1. unprofessional conduct;
2. failure to observe rules, regulations, policies, and standards of the school district and/or directives and orders of supervisors and any other act of an insubordinate nature;
3. continuing neglect of duties in spite of oral warnings, written warnings, and/or other forms of discipline;
4. personal and/or immoral misconduct;
5. use of illegal drugs, alcohol, or any other chemical substance on the job or any use off the job which impacts the employee's performance;
6. deliberate and serious violation of the rights and freedoms of other employees, students, parents/guardians, or other persons in the school community;
7. activities of a criminal nature relating to the fitness or effectiveness of the employee to perform the duties of the position;
8. failure to follow the canons of professional and personal ethics;
9. falsification of credentials and experience;
10. unauthorized destruction of school district property;
11. other good and sufficient grounds relating to any other act constituting inappropriate conduct;
12. neglect of duty;
13. violation of the rights of others as provided by federal and state laws related to human rights.

IV. FORMS OF DISCIPLINE

- A. The forms of discipline that may be imposed by the school district include, but are not limited to:
 - 1. oral warning;
 - 2. written warning or reprimand;
 - 3. probation;
 - 4. disciplinary suspension, demotion, or leave of absence with pay;
 - 5. disciplinary suspension, demotion, or leave of absence without pay; and
 - 6. dismissal/termination or discharge from employment.
- B. Other forms of discipline, including any combination of the forms described in Paragraph A., above, may be imposed if, in the judgment of the administration, another form of discipline will better accomplish the school district's objective of stopping or correcting the offending conduct and improving the employee's performance.

V. PROCEDURES FOR ADMINISTERING POLICY

- A. In an instance where any form of discipline is imposed, the employee's supervisor will:
 - 1. Advise the employee of any inadequacy, deficiency, or conduct that is the cause of the discipline, either orally or in writing. If given orally, the supervisor will document the oral warning, specifying the date, time, and nature of the warning.
 - 2. Provide directives to the employee to correct the conduct or performance.
 - 3. Forward copies of all writings to the administrator in charge of personnel for filing in the employee's personnel file.
 - 4. Allow a reasonable period of time, when appropriate, for the employee to correct or remediate the performance or conduct.
 - 5. Specify the expected level of performance or modification of conduct to be required from the employee.
- B. The school district retains the right to immediately discipline, terminate, or discharge an employee as appropriate, subject to relevant governing law and collective bargaining agreements where applicable.

Legal References: Minn. Stat. § 122A.40 (Teachers – Employment; Contracts; Termination)
Minn. Stat. § 122A.41 (Teacher Tenure)
Minn. Stat. § 122A.44 (Contracting with Teachers)
Minn. Stat. § 122A.58 (Coaches)
Minn. Stat. § 123B.02, Subd. 14 (Employees; Contracts for Services)
Minn. Stat. § 123B.143 (Superintendent)
Minn. Stat. § 123B.147 (Principals)
Minn. Stat. § 197.46 *et seq.* (Veterans Preference Act)

Cross References: None

405 VETERAN'S PREFERENCE

I. PURPOSE

The purpose of this policy is to comply with the Minnesota Veterans Preference Act (VPA) which provides preference points for veterans applying for employment with political subdivisions, including school districts, as well as additional rights for veterans in the discharge process.

II. GENERAL STATEMENT OF POLICY

- A. The school district's policy is to comply with the VPA regarding veteran's preference rights and mandated preference points to veterans and spouses of deceased veterans or disabled veterans.
- B. The school district's policy is also to comply with the VPA requirement that no covered veteran may be removed from public employment except for incompetency or misconduct shown after a hearing upon due notice and in writing. This paragraph does not apply to the position of teacher.
- C. Veteran's preference will be applied pursuant to applicable law as follows:
 - 1. When claiming veterans' preference, the prospective candidate must provide a copy of their DD-214, Certificate of Release or Discharge from Active Duty, or other acceptable documentation.
 - 2. A preference may be used by the surviving spouse of a deceased veteran and by the spouse of a disabled veteran who, because of the disability, is unable to qualify.
- D. Eligibility for and application of veteran's preference, the definition of a veteran, and the definition of a disabled veteran for purposes of this policy will be pursuant to the VPA.
- E. When notifying applicants that they have been accepted into the selection process, the school district shall notify applicants that they may elect to use veteran's preference.
- F. All veteran applicants who have proper licensure for the position for which they

are applying, will be granted an interview for the position.

- G. If the school district rejects a member of the finalist pool who has claimed veteran's preference, the school district shall notify the finalist in writing of the reasons for the rejection and file the notice with the school district's personnel officer.
- H. In accordance with the VPA, no honorably discharged veteran shall be removed from a position of employment except for incompetency, misconduct, or good faith abolishment of position.
 - 1. Incompetency or misconduct must be shown after a hearing, upon due notice, upon stated charges, in writing.
 - 2. A veteran must irrevocably elect to be governed either by the VPA or by arbitration provisions set forth in a collective bargaining agreement in the event of a discharge.
- I. The VPA and the provisions of this policy do not apply to the position of private secretary, superintendent, head of a department, or any person holding a strictly confidential relation to the school board of school district. The VPA and the provisions of this policy apply to teachers only with respect to the hiring process, as set forth in Paragraph F., above.

Legal References: Minn. Stat. § 43A.11 (Veteran's Preference)
Minn. Stat. § 197.455 (Veteran's Preference Applied)
Minn. Stat. § 197.46 *et seq.* (Veterans Preference Act)
Hall v. City of Champlin, 463 N.W.2d 502 (1990)
Young v. City of Duluth, 410 N.W. 2d 27 (Minn. Ct. App. 1987)

Cross References: MSBA/MASA Model Policy 401 (Equal Employment Opportunity)

533 WELLNESS

I. PURPOSE

The purpose of this policy is to assure a school environment that promotes and protects students' health, well-being, and ability to learn by supporting healthy eating and physical activity.

II. GENERAL STATEMENT OF POLICY

- A. The school board recognizes that nutrition promotion and education, physical activity, and other school-based activities that promote student wellness are essential components of the educational process and that good health fosters student attendance and education.
- B. The school environment should promote students' health, well-being, and ability to learn by encouraging healthy eating and physical activity.
- C. The school district encourages the involvement of students, parents, guardians, teachers, school health professionals, the school board, school administrators and the general public in development, implementation, authority and period review and update of the school district's Wellness policy.
- D. Children need access to healthy foods and opportunities to be physically active in order to grow, learn, and thrive.
- E. All students in grades K-12 will have opportunities, support, and encouragement to be physically active on a regular basis.
- F. Qualified food service personnel will provide students with access to a variety of nutritious and appealing foods that meet the health and nutrition needs of students, at no cost, to accommodate the religious, ethnic, and cultural diversity of the student body in meal planning, and will provide clean, safe, and pleasant settings and adequate time for students to eat.

III. GOALS

A. Physical Activity

- 1. Through district curriculum district 917 will educate students to recognize that physical education is an essential component of the educational process and that good health fosters student achievement.

2. Provide opportunities to strengthen the skills and knowledge needed to maintain a healthy lifestyle through the district's physical education and health curricula.
3. Students need opportunities for physical activity and to fully embrace regular physical activity as a personal behavior. Toward that end, health education will reinforce the knowledge and self-management skills needed to maintain a healthy lifestyle and reduce sedentary activities such as watching television;
4. Teachers will be encouraged to develop opportunities for physical activity that can be incorporated into subject lessons and are encouraged to provide short, physical activity breaks during class.

B. Nutrition Education and Promotion

1. Through district curriculum district 917 will provide nutrition education that follows national and state standards and focuses on understanding the relationship between personal behavior, individual health and the impact of food choices.
2. Provide nutrition education that is developmentally appropriate, culturally relevant and includes participatory activities that address agriculture and the food system.
3. The school district will encourage all students to make age appropriate, healthy selections of foods and beverages, including those sold individually outside the reimbursable school meal programs, such as through a la carte [snack] lines, vending machines, fundraising events, concession stands, and student stores.
4. Teachers will be encouraged to incorporate nutritional information into subject lessons when appropriate.

IV. NUTRITION GUIDELINES

A. Competitive Foods and Beverages

1. All competitive foods and beverages made available on campus (including concessions and a la carte cafeteria items) will meet the USDA Smart Snacks in School (Smart Snacks) nutrition standards and any applicable state nutrition standards, at a minimum. Smart Snacks aim to improve student health and well-being, increase consumption of healthful foods during the school day, and create an environment that reinforces the development of healthy eating habits. The district will not participate in marketing of foods that do not meet the Smart Snacks criteria.
2. Food service personnel will take every measure to ensure that student access to foods and beverages meet or exceed all federal, state, and local laws and guidelines as required by the National School Lunch and Breakfast Programs.

3. Food service personnel shall adhere to all federal, state, and local food safety and security guidelines.
4. The school district will make every effort to eliminate any social stigma attached to, and prevent the overt identification of, students who are eligible for educational benefits. The school district will provide both breakfast and lunch meals including beverages and access to drinking water at no cost through the state Free School Meals Program.
5. The school district will provide students access to hand washing or hand sanitizing before they eat meals or snacks.
6. The school district will make every effort to provide students with sufficient time to eat after sitting down for school meals and will schedule meal periods at appropriate times during the school day.
7. Food will not be used as a reward or punishment for academic performance or behavior. Per the Americans with Disabilities Act, special consideration will be given for students with an Individual Education Plan, 504 accommodation or with special health and dietary requirements.

B. Other Foods and Beverages Made Available to Students

1. Student wellness will be a consideration for all foods offered, but not sold, to students on the school campus, including those foods provided through:
 - a. Celebrations and parties. The school district will provide a list of healthy party ideas to parents or guardians and teachers, including non-food celebration ideas.
 - b. Classroom snacks brought by parents or guardians. The school district will provide to parents or guardians a list of suggested foods and beverages that meet Smart Snacks nutrition standards.
2. Rewards and incentives. Schools will not use foods or beverages as rewards for academic performance or good behavior (unless this practice is allowed by a student's individual education plan or behavior intervention plan) and will not withhold food or beverages as punishment.

C. School Food Service Program/Personnel

1. The school district will provide healthy and safe school meal programs that strictly comply with all federal, state, and local statutes and regulations.
2. The school district shall designate an appropriate person to be responsible for the school district's food service program, whose duties shall include the creation of

nutrition guidelines and procedures for the selection of foods and beverages made available on campus to ensure food and beverage choices are consistent with current USDA Dietary Guidelines for Americans.

3. As part of the school district's responsibility to operate a food service program, the school district will provide continuing professional development for all food service personnel in schools.
4. Food service personnel will try to accommodate the religious, ethnic, and cultural diversity of the student body in meal planning.
5. Food service personnel will provide clean, safe, and pleasant settings and adequate time for students to eat.
6. Food service personnel will not have access to educational benefit status of any student.
7. The school district will make every effort to provide students with sufficient time to eat after sitting down for school meals and will schedule meal periods at appropriate times during the school day.

D. Communications with Parents or Guardians

1. The school district recognizes that parents and guardians have a primary and fundamental role in promoting and protecting their children's health and well-being.
2. The school district will support parents' or guardians' efforts to provide a healthy diet and daily physical activity for their children.
3. The school district encourages parents or guardians to pack healthy lunches and snacks and refrain from including beverages and foods without nutritional value.
4. The school district will provide information about physical education and other school-based physical activity opportunities and will support parents' or guardians' efforts to provide their children with opportunities to be physically active outside of school.

V. IMPLEMENTATION AND MONITORING

- A. After approval by the school board, the wellness policy will be implemented throughout the school district.
- B. District 917 will maintain a Health and Wellness Committee **with a designated Wellness Coordinator** to support the goals of the Wellness Policy. The committee will compile data reported from schools to assess compliance with the Wellness Policy and report to the superintendent on the progress made by the district in attaining the goals of the Wellness

Policy. They will ensure completion of the Triennial Assessment of the policy every three years and post the assessment on the website when completed.

- C. School food service staff, at the school or district level, will ensure compliance within the school's food service areas and will report to the food service program administrator, the building principal, or the superintendent, as appropriate.
- D. **The Accountant, designated as the school district's food service program administrator and Wellness Coordinator, will ensure compliance with the Wellness Policy and annually inform the community about district progress in attaining the goals of the Wellness Policy.**
- ~~E. The superintendent or designee will ensure compliance with the wellness policy and will provide an annual report of the school district's compliance with the policy to the school board.~~

Legal References:

- 42 U.S.C. § 1751 *et seq.* (Healthy and Hungry-Free Kids Act)
- 42 U.S.C. § 1771 *et seq.* (Child Nutrition Act of 1966)
- 42 U.S.C. § 175Bb (Local Wellness Policy)
- 7 U.S.C. § 5341 (Establishment of Dietary Guidelines)
- 7 C.F.R. § 210.10 (School Lunch Program Regulations)
- 7 C.F.R. § 220.8 (School Breakfast Program Regulations)

Local Resources:

- Minnesota Department of Education, www.education.state.mn.us
- Minnesota Department of Health, www.health.state.mn.us
- County Health Departments
- Action for Healthy Kids Minnesota, www.actionforhealthykids.org

Board Policy 533 Wellness states the Food Service Program Administrator/Business manager will annually inform the community about district progress in attaining the goals of the Wellness Policy. This Policy was reviewed and approved by the board on April 7, 2026, [Board Policy 533](#) ISD 917 has made progress in attaining goals within this policy. Summary by location provided by the Assistant Directors supervising these locations.

Goal 1 - Physical Activity

Steph Betley, Assistant Director, TESA:

TESA students participate in structured wellness, recreation, and leisure activities through courses such as Health and Fitness, Lifetime Recreation, Daily Living, and Fitness, Leisure, and Recreational Exploration. Students develop lifelong wellness skills by engaging in individual and group activities, including community recreation (e.g., bowling, hiking, snowshoeing), adapted physical activities, fitness center use, and interest-based fitness clubs. Staff supports students in setting and monitoring individualized wellness and fitness goals to promote long-term physical and mental well-being. Some of our students with more significant motor needs receive Occupational and Physical Therapy services to support fine and gross motor development of balance, strength, coordination, and functional mobility to maximize participation in physical activity and daily routines. Based on individual sensory and physical needs, some students may also receive structured movement or sensory regulation opportunities built into their programming throughout the school day.

Goals met

Amy Swaney, Assistant Director, Concord Education Center:

Students in the SUN group and individual programming participate in Physical Education class or DAPE service, per student needs, and are determined within the students' Individual Education Plans (IEPs). A portion of the curriculum is dedicated to educating students on the benefits of a healthy lifestyle and what a healthy lifestyle means. Students may also receive access to playground equipment outside for recess, as well as sensory integration and other gross-motor activities as determined by the student's IEP.

Goal met

**Jackie Pauley, Assistant Director,
Alliance Education Center:**

Students in the group setting participate in a 30-minute Physical Education class each day, and DAPE is provided for specific students per their IEP goals. Elementary students also have a 20-minute recess built into their daily schedules, and all students have access to fields and playground equipment outside for recess. A portion of the curriculum is dedicated to educating students on the benefits of a healthy lifestyle and what a healthy lifestyle means.

Classrooms participate in movement breaks using GoNoodle video clips, stationary bike rides, calming walks, and yoga. They often play basketball during choice time and the facility has two motor rooms and a weight room. The students enjoy “Workout Wednesdays” and using pedometers to track their activity throughout the day.

Goals met.

**Jennifer Hetland, Assistant Director,
Cedar School (SUN):**

Students in the SUN group and individual programming participate in Physical Education class or DAPE service daily, per student needs. Shorter movement breaks of physical activity, such as walking, playing catch, biking, or shooting baskets in the gym, are also implemented. In addition, students access fields and playground equipment outside for recess, movement breaks, and structured physical education/ or DAPE activities.

DASH:

Students participate in a variety of adapted motor-related activities on a daily basis with the support of staff. Specialists such as DAPE, OT, and PT also address the students' motor needs based on their ability.

Goal met

**AJ Boehmer, Assistant Director
Lebanon Education Center (TEA):**

Students in the group setting participate in a 30-minute Physical Education class each day. Students who need Developmental Adaptive Physical Education (DAPE) receive those services as well. Students also have shorter breaks during the day for physical activity, such as walking, playing catch, shooting baskets in the gym, etc. Students often elect extra gym time at the end of the day and enjoy playing four square and participating in building-wide field days as a school.

Goal met

ECSE (TEA):

Learners participate daily in physical activity in the Early Childhood TEA setting through recess room and/or sensory gym, and then also with another planned physical activity session either outside on the preschool playground, depending on the weather. In addition, the ECSE TEA program has movement/sensory breaks provided throughout the school day per individual student's sensory/physical needs.

Goal met: Students participated daily in physical activity and received their individualized services.

Taylor Lovin, Assistant Director/Principal

Deaf/Hard of Hearing (D/HH) Preschool:

Learners participate daily in physical activity in the Lincoln Center Elementary recess room and/or sensory gym, and then also with another planned physical activity session either outside on the preschool playground, depending on the weather. Some learners with motor delays additionally receive PT services to develop their balance, strength, and coordination skills to be as physically active as they are able. In addition, the D/HH preschool has movement/sensory breaks provided throughout the school day per individual student's sensory/physical needs.

Goal met: Students participated daily in physical activity and received their individualized services.

Deaf/Hard of Hearing (D/HH) Lincoln Center Elementary:

Students participate in physical activity during their school day with regular physical education classes provided in the general education setting at Lincoln Center Elementary, which follows the South St. Paul (District 6) Physical Education (PE) curriculum. In addition, learners participate in physical activity by playing games and playing on playground equipment during daily recess. Staff promotes learners' participation in both school PE classes and recess settings. Some learners with motor delays additionally receive PT and/or DAPE services to develop their balance, strength, and coordination skills to be as physically active as they are able. In addition, movement/sensory breaks are provided throughout the learners' school day per individual student's sensory/physical needs.

Goal met: Students participated in physical activity within the general education setting, and those with individualized services received their services.

Deaf/Hard of Hearing (D/HH) Inver Grove Heights Middle School:

Students participate in physical education classes per middle school class requirements and follow the Inver Grove Heights Middle (District 199) Physical Education (PE) curriculum. Some learners with motor delays additionally receive PT and DAPE services to develop their balance, strength, and coordination skills to be as physically active as they are able.

Goal met: Students participated in physical activity within the general education setting, and those with individualized services received their services.

Deaf/Hard of Hearing (D/HH) Simley High School:

Students participate in physical education classes per high school credit requirements and follow the Inver Grove Heights Middle (District 199) Physical Education (PE) curriculum. Some learners with motor delays additionally receive PT and DAPE services to develop their balance, strength, and coordination skills to be as physically

active as they are able.

Goal Met: Students requiring high school credits participated in courses needed to meet their requirements.

Frank Hermann, Principal

DCALS (Main, North, and Riverside):

Students are given the opportunity to participate in Physical Education class on a quarter to quarter basis based on the credit area and need. We provide time during our daily advisory class to focus on SEL (Social/Emotional Learning) to provide mindfulness, physical, and mental health support while completing verbal and written check and connect discussions with students. Students at JSC are provided regular gym time each week.

Goal met: Students participated in physical activity within the general education setting, and those with individualized services received their services.

Goal #2 - Nutritional Education and Promotion

Steph Betley, Assistant Director

TESA:

TESA students receive nutrition and healthy living instruction through courses such as Independent Living, Home Living Basics, Health and Safety, and Life Skills for Independent Living. Students learn foundational nutrition concepts, including food groups, serving sizes, label reading, meal planning, and the connection between food choices and overall health.

Students apply these skills through hands-on experiences such as grocery shopping, meal planning, food preparation, and cooking. Instruction also emphasizes personal health responsibility, hygiene, medication awareness, safety planning, and informed decision-making. Students develop personalized health and nutrition goals to support independence and lifelong healthy living.

Goals met

Amy Swaney, Assistant Director,

Concord Education Center:

Instruction in nutrition and healthy eating occurs within Health/Life Skills class per district standards-based curriculum. Students may also participate in Transition/Life Skills programming. Activities may include meal planning, budgeting, meal preparation, food safety, and cleaning within our building's Life Skills lab.

All students have access to a community food shelf that provides meals to families when needed. These items are distributed weekly.

Goal met

**Jackie Pauley, Assistant Director,
Alliance Education Center:**

The Life Skills curriculum includes a unit on nutrition education where students participate in creating healthy meals. The staff and students work together to build and maintain a community garden during the spring and through the fall. The students learn about growing produce and using the food when they cook as a class during the week. Teachers are encouraged to incorporate nutritional information into subject lessons when appropriate. The school offers appropriate foods and snacks at the student store. Staff review the Smart Snacks catalog with students and discuss healthy choices. Students can also participate in a mobile pantry program that provides healthy groceries twice per month to our students and their families at no cost.

Goals met.

**AJ Boehmer, Assistant Director,
Lebanon Education Center (TEA):**

Students learn about Nutrition as part of their Life Skills and Health classes. Cooking activities focus on kitchen safety and healthy eating. Staff use daily teachable moments to have discussions with students, ranging from energy drinks to breathing and personal quiet time. Snacks offered to students also focus on healthy items. Students can participate in a mobile pantry program that provides healthy groceries twice per month to our students and their families at no cost.

Goal met

ECSE (TEA):

The parents of learners are encouraged by staff to provide healthy snacks and lunches for their preschool-age children, and staff educates the young preschool learners about healthy food choices within the context of instruction during snack and lunch time.

Goal met

**Jennifer Hetland, Assistant Director
Cedar School (SUN):**

SUN group and individual instruction in nutrition and healthy eating occurs within health class per district standards-based curriculum, Life Skills class, and/ or within Transition Independent Living activities. Activities include meal planning and budgeting, meal preparation, and food safety and cleaning within our classroom kitchen.

DASH:

Students' nutritional needs are met per their individualized plan.

**Taylor Lovin, Assistant Director
D/HH Preschool:**

The parents of learners are encouraged by staff to provide healthy snacks and lunches

for their preschool-age children, and staff educates the young preschool learners about healthy food choices within the context of instruction during snack and lunch time.

Goal Met

D/HH Elementary (Lincoln Center Elementary):

Students are taught about healthy eating habits and making healthy food choices through the District 6 general education health education curriculum, through District 6's very proactive guidance of good nutrition through their breakfast and lunch programs, as well as District 6's deliberate instruction about this area in general education classrooms through special in-services. Staff encourages students to make healthy food choices.

Goal Met

D/HH High School (Simley High School):

Students are taught about healthy eating habits and making healthy food choices through the general education health education curriculum and District 199's food service programs. Staff encourages students to make healthy food choices.

Goal Met

Frank Hermann, Principal

DCALS (DCTC Campus):

Students are provided the opportunity to enroll in a Health class throughout the year. Staff addresses healthy living choices during daily advisory class and other teachable moments. Students are periodically involved in cooking activities that promote healthy choices in foods. They also have access to a food pantry and other resources.

Goal met: Students participated in activities focused on healthy living within the general education setting and those with individualized services received their services.

DCALS (North Campus):

Students are provided the opportunity to enroll in a Health class throughout the year. Staff addresses healthy living choices during daily advisory class and other teachable moments. Students are periodically involved in cooking activities that promote healthy choices in foods. They also have access to a food pantry and other resources provided by Community 360.

Goal met: Students participated in activities focused on healthy living within the general education setting and those with individualized services received their services.

Juvenile Service Center/New Chance:

Physical Education/DAPE is offered each day and a portion of the curriculum is dedicated to educate students on the benefits of a healthy lifestyle and what a healthy lifestyle means. Short physical breaks are provided throughout the academic day.

Goal Met: Students participate daily in physical education with additional focuses weekly on healthy living and those with individualized services have received their service.

MEMORANDUM OF UNDERSTANDING
between INTERMEDIATE SCHOOL DISTRICT 917
and EDUCATION MINNESOTA LOCAL 3904
Regarding the READ Act Implementation Plan

WHEREAS, the District and Local 3904 are parties to a collective bargaining agreement (CBA) for the period from July 1, 2025, through June 30, 2026, and;

WHEREAS, the State of Minnesota has passed educational policy statutes that will require certified staff to receive concentrated training during the 2024-2025, 2025-2026, and 2026-2027 school years, mandated by the READ Act; and

WHEREAS, completion of this work should be scheduled during the contracted duty day and during the contracted work year;

WHEREAS, the District received a total allotment of \$19,436, with the net allotment available being **\$16,248** after the costs of FICA Tax (\$1,487) and TRA contribution (\$1,701) are deducted, which is allotted for direct payment to certified staff for their work related to the READ Act in school years 2023-2025 only. Due to staff not completing the required training, there was a remaining \$1968.12 available for staff during the 2025-2026 school year, with the net allotment available being \$1652.42 after costs of FICA Tax (\$139.87) and TRA contribution (\$175.83) are deducted.

THEREFORE, the parties agree to the following:

Subdivision 1: Affected Staff for Phase 1 & 2

This Memorandum of Understanding is applicable to the following Intermediate School District 917 certified staff:

- A. Reading Specialists
- B. Special Education teachers in grades PreK-12
- C. Certified staff who select literacy materials for the school district
- D. Elementary multi-language educators
- E. English/Language Arts educators

For the time period outlined in this memorandum for the certified staff listed above, the district has identified 23 employees who qualify.

Subdivision 2: Training Options and Accompanying Stipend

Certified staff identified to complete the training in one of the Minnesota Department of Education approved professional development options for the READ Act: based on the following two (2) options:

1. Phase 1 Staff (completion of training during the 2025-2026 school year):

- a. Fifty-four (54) hours of asynchronous (online modules and print reading) and three (3) hours of live synchronous training falling on three different days.
 - b. Completion of all OL&LA training and achievement of certification by June 1, 2026.
 - c. A total stipend in the gross amount of \$71.84 will be provided for those who have completed training and provide proof of certification by June 2, 2026. The stipend will be awarded on qualified employees' June 30, 2026 paycheck.
2. Phase 2 Staff (completion of training during the 2025-2026 school year):
- a. Approximately eighteen (18) hours of asynchronous (online modules and print reading) and six live 45 minute virtual sessions.
 - b. Completion of all Neuhaus Structured Literacy and achievement of certification by June 1, 2026.
 - c. A total stipend in the gross amount of \$71.84 will be provided for those who have completed training and provide proof of certification by June 2, 2026. The stipend will be awarded on qualified employees' June 30, 2026 paycheck.

Subdivision 3: Continuing Education Credits and Semester University Credits

1. Semester University Credits:
 - a. Staff may elect to seek university credit for OL&LA training.
 - b. Staff electing this option will complete all requirements of the READ Act training as well as the requirements outlined by Dominican University of California University.
 - c. Coursework/credits being used for lane advancement must follow the lane change process outlined in the Local 3904 CBA, which includes prior approval.
 - d. Outside of the stipend listed above, staff must pay the university for graduate credit equivalency.
 - e. Credits earned to be used for lane advancement must follow the lane change process outlined in the Local 3904 CBA, which includes payment by staff for official transcripts and completion of the corresponding form(s).

Subdivision 4: Duration and Enforceability

This Memorandum of Understanding expires on June 30, 2026, and it shall have no force or effect thereafter, unless so agreed in writing by the Association and the School District. This Memorandum of Understanding does not establish a past practice or precedent, nor shall it apply to the interpretation or application of language in the Master Agreement.

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

Local 3904 President

School Board Chair

Local 3904 Lead Negotiator

School Board Clerk

School Board Meeting Review Date: April 7, 2026

**Amendment Extension
of Lease Term**

This amendment, between Independent School District 191 ("Landlord") and Intermediate School District 917 a Minnesota School District ("Tenant") is for the purpose of extending the term of their lease agreement.

Recitals

- A. Landlord and Tenant entered into this lease agreement September 1, 2021.
- B. The term of the lease agreement expired on June 30, 2022.
- C. The Landlord and Tenant entered into an extension of the lease agreement that expires on June 30, 2026.
- D. Landlord and tenant wish to modify the lease agreement to extend the term of the lease agreement, as set forth below.

Lease Agreement

Landlord and Tenant therefore agree as follows:

- 1. **Extension of Term:** The term of the lease agreement is extended until June 30, 2027, unless terminated earlier, as set forth in the lease agreement.
- 2. **Base Rent:** Base rent shall be paid monthly at an annual rate as follows: 7/1/26 thru 6/30/27: \$13.77/sq. ft or \$24,819.28 monthly or \$297,831.33 annually.
- 3. **Operating Costs and Common Area Maintenance:** Operating costs shall be paid monthly at an annual rate as follows: 7/1/26 thru 6/30/27: \$3.24/sq. ft or \$5,847.94 monthly or \$70,175.29 annually.
- 4. **Transition and Vacate Plan:** A transition plan will be agreed to by both parties by March 1, 2027, for District 917 to exit the building that will generally allow District 917 continued use of certain portions of the building through August 31, 2027.

IND. SCHOOL DISTRICT 191

INT. SCHOOL DISTRICT 917

By _____

By _____

Its _____

Its _____

Date _____

Date _____



Intermediate School District 917

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NOTICE OF TERMINATION AND NON-RENEWAL

KELSIE ARCH

10132 WINDROSE CURVE

ELKO NEW MARKET, MN 55020

Dear **KELSIE**,

You are hereby notified that at a meeting of the School Board of Intermediate School District No. 917 held on April 7, 2026, a resolution was adopted by a majority roll call vote of the School Board to terminate your contract and employment effective at the end of the current school year. Said action of the Board is taken pursuant to M.S. 122A.40, Subd. 5.

You can review this document regarding the termination of a probationary teachers under the attachments and details column for the April 7, 2026, board meeting. To access it, visit the following website and click on 'Agenda' on the right under details: <https://meetings.boardbook.org/Public/Organization/1033>.

Per your contract, you may officially request that the School Board provides reasons for the non-renewal of your contract under the Teacher contract. However, such a request must be received by the superintendent or member of the School Board in writing within ten (10) days after the receipt of this certified notice.

Yours very truly,

SCHOOL BOARD OF
INTERMEDIATE SCHOOL DISTRICT NO. 917

Clerk of the School Board

Dated: April 7, 2026

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



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NOTICE OF TERMINATION AND NON-RENEWAL

EMMA KARNES
1896 DIETER ST. N.
MAPLWOOD, MN 55109

Dear EMMA,

You are hereby notified that at a meeting of the School Board of Intermediate School District No. 917 held on April 7, 2026, a resolution was adopted by a majority roll call vote of the School Board to terminate your contract and employment effective at the end of the current school year. Said action of the Board is taken pursuant to M.S. 122A.40, Subd. 5.

You can review this document regarding the termination of a probationary teachers under the attachments and details column for the April 7, 2026, board meeting. To access it, visit the following website and click on 'Agenda' on the right under details: <https://meetings.boardbook.org/Public/Organization/1033>.

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Yours very truly,

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Clerk of the School Board

Dated: April 7, 2026

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NOTICE OF TERMINATION AND NON-RENEWAL

CLAIRE KELLER
548 QUEENS GATE
NEW BRIGHTON, MN 55112

Dear **CLAIRE**:

You are hereby notified that at a meeting of the School Board of Intermediate School District No. 917 held on April 7, 2026, a resolution was adopted by a majority roll call vote of the School Board to terminate your contract and employment effective at the end of the current school year. Said action of the Board is taken pursuant to M.S. 122A.40, Subd. 5.

You can review this document regarding the termination of a probationary teachers under the attachments and details column for the April 7, 2026, board meeting. To access it, visit the following website and click on 'Agenda' on the right under details: <https://meetings.boardbook.org/Public/Organization/1033>.

Per your contract, you may officially request that the School Board provides reasons for the non-renewal of your contract under the Teacher contract. However, such a request must be received by the superintendent or member of the School Board in writing within ten (10) days after the receipt of this certified notice.

You may have questions regarding the impact of this non-renewal on pay and benefits. Please review the enclosed document that outlines various aspects of your departure from Intermediate School District No. 917.

Yours very truly,

SCHOOL BOARD OF
INTERMEDIATE SCHOOL DISTRICT NO. 917

Clerk of the School Board

Dated: April 7, 2026

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NOTICE OF TERMINATION AND NON-RENEWAL

TAYLOR KRAUSE
10906 CATES AVE
DUNDAS, MN 55019

Dear **TAYLOR**:

You are hereby notified that at a meeting of the School Board of Intermediate School District No. 917 held on April 7, 2026, a resolution was adopted by a majority roll call vote of the School Board to terminate your contract and employment effective at the end of the current school year. Said action of the Board is taken pursuant to M.S. 122A.40, Subd. 5.

You can review this document regarding the termination of a probationary teachers under the attachments and details column for the April 7, 2026, board meeting. To access it, visit the following website and click on 'Agenda' on the right under details: <https://meetings.boardbook.org/Public/Organization/1033>.

Per your contract, you may officially request that the School Board provides reasons for the non-renewal of your contract under the Teacher contract. However, such a request must be received by the superintendent or member of the School Board in writing within ten (10) days after the receipt of this certified notice.

You may have questions regarding the impact of this non-renewal on pay and benefits. Please review the enclosed document that outlines various aspects of your departure from Intermediate School District No. 917.

Yours very truly,

SCHOOL BOARD OF
INTERMEDIATE SCHOOL DISTRICT NO. 917

Clerk of the School Board

Dated: April 7, 2026

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NOTICE OF TERMINATION AND NON-RENEWAL

STEVEN NASSHAN
3520 LEXINGTON AVE S.
APT. 1
EAGAN, MN 55123

Dear **STEVEN**,

You are hereby notified that at a meeting of the School Board of Intermediate School District No. 917 held on April 7, 2026, a resolution was adopted by a majority roll call vote of the School Board to terminate your contract and employment effective at the end of the current school year. Said action of the Board is taken pursuant to M.S. 122A.40, Subd. 5.

You can review this document regarding the termination of a probationary teachers under the attachments and details column for the April 7, 2026, board meeting. To access it, visit the following website and click on 'Agenda' on the right under details: <https://meetings.boardbook.org/Public/Organization/1033>.

Per your contract, you may officially request that the School Board provides reasons for the non-renewal of your contract under the Teacher contract. However, such a request must be received by the superintendent or member of the School Board in writing within ten (10) days after the receipt of this certified notice.

Yours very truly,

SCHOOL BOARD OF
INTERMEDIATE SCHOOL DISTRICT NO. 917

Clerk of the School Board

Dated: April 7, 2026

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NOTICE OF TERMINATION AND NON-RENEWAL

RICHARD TIEMPO
2820 145TH ST. W
APT. 115
ROSEMOUNT, MN 55068

Dear **RICHARD**:

You are hereby notified that at a meeting of the School Board of Intermediate School District No. 917 held on April 7, 2026, a resolution was adopted by a majority roll call vote of the School Board to terminate your contract and employment effective at the end of the current school year. Said action of the Board is taken pursuant to M.S. 122A.40, Subd. 5.

You can review this document regarding the termination of a probationary teachers under the attachments and details column for the April 7, 2026, board meeting. To access it, visit the following website and click on 'Agenda' on the right under details: <https://meetings.boardbook.org/Public/Organization/1033>.

Per your contract, you may officially request that the School Board provides reasons for the non-renewal of your contract under the Teacher contract. However, such a request must be received by the superintendent or member of the School Board in writing within ten (10) days after the receipt of this certified notice.

You may have questions regarding the impact of this non-renewal on pay and benefits. Please review the enclosed document that outlines various aspects of your departure from Intermediate School District No. 917.

Yours very truly,

SCHOOL BOARD OF
INTERMEDIATE SCHOOL DISTRICT NO. 917

Clerk of the School Board

Dated: April 7, 2026

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RESOLUTION

Member _____ introduced the following resolution and moved its adoption:

RESOLUTION RELATING TO THE TERMINATION AND NONRENEWAL OF THE TEACHING CONTRACTS OF KELSIE ARCH, EMMA KARNES, CLAIRE KELLER, TAYLOR KRAUSE, STEVEN NASSHAN, and RICHARD TIEMPO.

WHEREAS, **KELSIE ARCH, EMMA KARNES, CLAIRE KELLER, TAYLOR KRAUSE, STEVEN NASSHAN, and RICHARD TIEMPO** 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 contract of Alla Boulos, probationary teacher in Intermediate School District No. 917, is hereby terminated at the close of the current 2024-2025 school year.

BE IT FURTHER RESOLVED that written notice be sent to said teacher 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 7, 2026, 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 2026-2027 school year. The 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: April 7, 2026



To: Dr. Michael Favor
Superintendent

From: Dr. Melissa Schaller *ms*
Executive Director of Student Services

Re: 2026-2027 Lead Personnel Assignments

Date: March 20, 2026

The position of lead personnel provides assistance to the staff and to the administration in a variety of ways including:

- Providing resources, training, and support to staff
- Serving as a mentor
- Assisting in crisis management
- Developing curriculum and supporting equipment needs
- Monitoring due process
- Attending team meetings as an administrative designee
- Completing intake meetings

Based on a review of interested applicants, I am recommending that the following individuals be appointed as lead personnel according to various ISD 917 contracts for the 2026-2027 school year:

Assignment	Supervisor	Appointee
TESA	Betley	Emily Goodson Wendi Renken
Nursing	Betley	Melissa Ho
Cedar and DASH	Boehmer	Melanie Rix
TEA-ECSE and LEC	Boehmer	Christine Chessler*

Board Certified Behavior Analyst	Hulse	Adrienne Turzynski*
Career Technical Education (CTE)	Herman	Anna Busch*
DCALS-Main	Herman	Erin Hale-Sanford*
DCALS-North	Herman	Megan Shavers*
Juvenile Services Center	Herman	Rachel Milage*
Blind/Visually Impaired (BVI)	Lovin	Sheri Frisque*
Deaf/Hard of Hearing Itinerant (D/HH)	Lovin	Sonia Tendrich*
Deaf/Hard of Hearing Resource (D/HH)	Lovin	Lisa Kent*
Interpreters	Lovin	Megan Dietrich*
Physical/Health Disabilities (PHD)	Lovin	Jenna Nace*
Physical Therapy (PT)	Lovin	Shanyn Tuftee*
CASE/IDEA/SUN-Alliance Education Center	Pauley	Sharri McGibbon (1.0) Rachel Novy (.5)
MTSS and Testing	Peterson	Eve Thomas Brook
Navigator [Apprenticeship Program]	Peterson	Rachel Novy (.5)
SUN-Concord Education Center	Swaney	Cathy Mattice

*These positions will provide direct services to students and have other job responsibilities.

These assignments are subject to an annual appointment by the school board.



To: Dr. Michael Favor
Superintendent

From: Dr. Melissa Schaller *ms*
Executive Director of Student Services

Re: Proposed 2026-2027 Intermediate School District 917 School Year Calendar

Date: February 6, 2026

The calendar committee convened on Tuesday, February 2, 2026 to develop the proposed 2026-2027 Intermediate School District 917 School Year Calendar. The committee was composed of a member of the school board, administrators, and representatives from Locals 3904 and 4242.

The committee considered a number of priorities in the development of the calendar including:

- Member district calendars, including legislative action allowing start dates before Labor Day
- No contractual limits regarding the number of student days
- Statutory requirements for student attendance hours considering allowances for inclement weather
- Contractual requirement for licensed staff to work 185 days with 1.5 of these days, or 12 hours, spent in evening activities
- Accommodating dominant religious holidays outside of Christianity

Considering the outlined priorities, the recommended calendar for approval includes the following:

- A start prior to Labor Day in alignment with the majority of member districts
- A spring break aligned to the majority of member districts
- 172 student contact days
- Alignment with required days for licensed staff (185 days) and education support professionals (178 days)

Moving forward the administrative team will work to identify the 12 hours spent in evening activities for their sites/programs focused on community involvement. Further, options will be provided as alternatives to returning on Monday, June 7, 2027 for a half day should staff want to take advantage of that opportunity.



ISD 917 2026-2027 CALENDAR

2026							2027						
JULY							JANUARY						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	4						1	2
5	6	7	8	9	10	11	3	4	5	6	7	8	9
12	13	14	15	16	17	18	10	11	12	13	14	15	16
19	20	21	22	23	24	25	17	18	19	20	21	22	23
26	27	28	29	30	31		24	25	26	27	28	29	30
							31						
7/6-7/30: ESY M-TH (7/6 Staff only) 7/6-7/31: JSC M-F (7/31 Licensed Staff PD)							1/1: No School Students/Staff 1/18: No School Students/Staff 1/22: No School-All Staff PD						
18/19							18/19						
AUGUST							FEBRUARY						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
						1							1
2	3	4	5	6	7	8	7	8	9	10	11	12	13
9	10	11	12	13	14	15	14	15	16	17	18	19	20
16	17	18	19	20	21	22	21	22	23	24	25	26	27
23	24	25	26	27	28	29	28						
30	31												
8/18-8/20: New Licensed Staff PD 8/24-8/25: Licensed Staff PD 8/26-8/27: All Staff PD 8/28: Licensed Staff PD 8/31: First Day of School							2/15: No School Students/Staff						
1/6							19/19						
SEPTEMBER							MARCH						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	4				1	2	3	4
6	7	8	9	10	11	12	7	8	9	10	11	12	13
13	14	15	16	17	18	19	14	15	16	17	18	19	20
20	21	22	23	24	25	26	21	22	23	24	25	26	27
27	28	29	30				28	29	30	31			
9/7: No School Students/Staff 9/21: No School Students/Staff							3/10: No School Students/Staff 3/29-3/31: No School Students/Staff						
20/20							19/19						
OCTOBER							APRIL						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
				1	2	3						1	2
4	5	6	7	8	9	10	4	5	6	7	8	9	10
11	12	13	14	15	16	17	11	12	13	14	15	16	17
18	19	20	21	22	23	24	18	19	20	21	22	23	24
25	26	27	28	29	30	31	25	26	27	28	29	30	
10/14: No School-All Staff PD 10/15-10/16: No School Students/Staff							4/1-4/2: No School Students/Staff 4/5: No School: All Staff PD						
19/20							19/20						
NOVEMBER							MAY						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7							1
8	9	10	11	12	13	14	2	3	4	5	6	7	8
15	16	17	18	19	20	21	9	10	11	12	13	14	15
22	23	24	25	26	27	28	16	17	18	19	20	21	22
29	30						23	24	25	26	27	28	29
11/6: No School-All Staff PD 11/25: No School-Licensed Staff PD 11/26-11/27: No School Students/Staff							5/31: No School Students/Staff						
17/19							20/20						
DECEMBER							JUNE						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	4						1	2
6	7	8	9	10	11	12	6	7	8	9	10	11	12
13	14	15	16	17	18	19	13	14	15	16	17	18	19
20	21	22	23	24	25	26	20	21	22	23	24	25	26
27	28	29	30	31			27	28	29	30			
12/23: No School-Licensed Staff PD 12/24-12/31: No School Students/Staff							6/4: Last Day of School 6/7: 1/2 Day Licensed Staff PD 6/7-6/15: JSC in Session 6/16: JSC Licensed Staff PD						
16/17							4/4.5						



ISD 917 2026-2027 ACADEMIC CALENDAR

SCHOOL CLOSURES

Intermediate School District 917 students attend schools following various district calendars. Please see below for calendar each location follows for school closings in the event of severe weather or other emergency situations. Email and phone alerts from ISD 917 about school closings are available upon request. Please contact your site's administrative assistant to sign up.

QUARTERS

1	Aug. 31-Nov. 5	44 Student Days
2	Nov. 9-Jan. 21	42 Student Days
3	Jan. 25-Mar. 26	43 Student Days
4	Apr. 6-June 4	43 Student Days

LOCATIONS

	ADDRESS	PHONE
Intermediate School District 917		
Alliance Education Center	14300 Biscayne Avenue West, Rosemount, MN 55068	651-423-8100
Cedar School	2140 Diffley Road, Eagan, MN 55122	952-707-4000
Concord Education Center	9015 Broderick Blvd., Inver Grove Heights, MN 55076	612-902-9300
Dakota County Technical College	1300 145th Street E., Rosemount, MN 55068	651-423-8401
JSC - Riverside	1600 W. Highway 55, Hastings, MN 55033	651-438-4980
Lebanon Education Center	5800 149th Street West, Apple Valley, MN 55124	952-431-4062
Bloomington Public Schools		
Bloomington Transition Center	2575 W. 88th Street, Door 10, Bloomington, MN 55431	651-423-8401
Early Learning at Washburn	8401 Xerxes Ave. S., Bloomington, MN 55431	952-681-5500
Hastings Public Schools		
Hastings High School	200 General Sieben Drive, Hastings, MN 55033	651-480-7521
Inver Grove Heights Public Schools		
Inver Grove Heights Middle School	8167 Cahill Avenue, Inver Grove Heights, MN 55076	651-306-7200
Pine Bend Elementary	9875 Inver Grove Trail, Inver Grove Heights, MN 55076	651-306-7710
Simley High School	2920 80th Street East, Inver Grove Heights, MN 55076	651-306-7000
Farmington Area Public Schools		
Riverview Elementary	4100 208th St. W., Farmington, MN 55024	651-460-1695
Lakeville Are Schools		
Lakeville North High School	19600 Ipava Ave. W., Lakeville, MN 55044	952-232-3746
South St. Paul Public Schools		
Lincoln Center Elementary	357 9th Ave. N., South St. Paul, MN 55075	651-457-9426
West St. Paul–Mendota Heights–Eagan Area Schools		
Two Rivers High School	1897 Delaware Avenue, Mendota Heights, MN 55118	651-403-7100