



Cloquet Public Schools Regular Meeting

Monday, January 27, 2025 at 6:00 PM
Garfield Board Room
302 14th Street
Cloquet, MN 55720
302 - 14th Street, Cloquet, MN

5:30 pm Working Session

6:00 pm Regular Meeting

Board Member Nichole Diver will be attending the meeting remotely from:

Jackpot Junction Hotel

39375 County Rd 24

Morton MN 56270

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- c. 8 hrs./day, 10 month Head Secretary at Churchill Elementary (Mary Borden)

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5:30 p.m. Working Session	
6:00 p.m. Regular Meeting	
4. Tuesday, February 11, 2025 - DAC Meeting - 4 p.m. - Boardroom	
XIII. Adjournment	

* If any one board member wishes to remove an item from the consent agenda for discussion, that item should be added to the board meeting agenda prior to its approval.



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1. Student Enrollment Report as of January 22, 2025
2. January 2025 Equity Committee Update

VIII. Agenda Addendums

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2. Motions

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January 6, 2025

Acting Board Chair, D. Battaglia called the working session to order at 5:30 p.m.

Topics discussed:

Dr. Cary reviewed the agenda including seating of new board members, organizational meeting items, student school board members, appointment of 2 year board position. M. Juntunen proposed postponing committee assignments and adopted school until the February meeting. D. Battaglia proposed having an acting board chair, clerk and treasurer until the February meeting. Matthew Hammer, Ehlers, reviewed the bond sale. There being nothing further to discuss, Acting Board Chair, D. Battaglia adjourned the meeting at 5:57 p.m.

January 6, 2025

The Organizational and Regular Meetings of the School Board of Independent School District No. 94, in the City of Cloquet on December 9, 2024, was called to order by Acting Board Chair D. Battaglia at 6:00 p.m.

Roll Call – The following members were present on roll call:

- Dave Battaglia
- LeAnn Butler
- Nichole Diver
- Melissa Juntunen

Present in Person:

- Dr. Michael Cary, Superintendent
- Mary Marciniak, Exec. Asst. to the Superintendent
- Candace Nelis, Business Manager
- Brock Wilton, Building and Ground Director
- T.J. Smith, IT Director
- Erin Bates, Community Ed Director
- Ashlee Lennartson, EMC Representative
- Shannon Krikava, Early Childhood Coord.
- Kayla Cotner, Early Childhood Admin Asst.
- Darla Pappas, Li'l Lumberjack/Thunder Coord.
- Emilie Mattinen, Student Board Representative
- Wyatt Preteau, Student Board Representative
- Jana Peterson, Pine Knot Newspaper Rep.
- Macklin Caruso, Pine Journal Newspaper Rep.

Building principals, teacher representatives, AIE Director, Community Education Director, District Facilities & Grounds Director will be excused from attending Board meetings until further notice.

SEATING OF NEW SCHOOL BOARD MEMBERS

- Melissa Juntunen, LeAnn Butler and Nichole Diver were sworn in as new school board members.

APPROVAL OF BOARD AGENDA

- RESOLVED by L. Butler to approve January 6, 2025, organizational and regular board agenda, as presented. D. Battaglia seconded the motion, and the resolution was approved by unanimous yea vote of all members present on roll call.

ELECTION OF BOARD OFFICERS

- RESOLVED by D. Battaglia to appoint acting chair, acting clerk and acting treasurer until February 10, 2025, when full board is present. M. Juntunen seconded the motion.
- Chair – M. Juntunen made a motion to nominate D. Battaglia as Acting Board Chair until February 10, 2025. There were no further nominations, so D. Battaglia was elected Acting Board Chair by acclamation.
- Clerk – D. Battaglia nominated M. Juntunen as Acting Board Clerk until February 10, 2025. There were no further nominations, so M. Juntunen was elected Acting Board Clerk by acclamation.
- Treasurer – M. Juntunen nominated L. Butler as Acting Board Treasurer until February 10, 2025. There were no further nominations, so L. Butler was elected Board Treasurer by acclamation.

ESTABLISH SCHOOL BOARD SALARIES, MEETING PER DIEM, AND MILEAGE REIMBURSEMENT

- RESOLVED by D. Battaglia that the School Board of Independent School District No. 94 shall continue to be paid \$300 per month, effective January 1, 2025, and that the School Board of Independent School District No. 94 shall be eligible to claim \$85 per additional meeting attended and mileage reimbursement will be at IRS rate of \$0.70/mile. M. Juntunen seconded the motion, and the resolution was approved by unanimous yea vote of all members present on roll call.

SET REGULAR SCHOOL BOARD MEETING DATES/TIMES FOR 2025

- RESOLVED by L. Butler to approve the following proposed 2025 Regular School Board meeting dates and times: All meetings shall be held on the second and fourth Monday of each month unless otherwise scheduled below:

- One meeting in March on March 17, 2025
- 2nd meeting in May will be held on Tuesday, May 27, 2025, due to a holiday conflict
- One meeting in July on July 14, 2025
- One meeting in December on December 8, 2025

School Board working sessions will begin at 5:30 p.m. to be followed by the regular meeting at 6:00 p.m. in the Board Room located on the second floor at Garfield School, 302 – 14th Street, Cloquet, MN 55720.

N. Diver seconded the motion, and it was approved by unanimous yeas of all members present on roll call.

CONSIDER THE 2024-25 ADOPTED SCHOOLS (for the remainder of the 2024-25 school yr.)

RESOLVED by M. Juntunen to table the adopted school appointments until the February 10, 2025 meeting. L. Butler seconded the motion, and it was approved by unanimous yeas of all members present on roll call.

CONSIDER 2024-25 SCHOOL BOARD COMMITTEE REPRESENTATION (for the remainder of the 2024-25 school yr.)

RESOLVED by D. Battaglia to approve the committee representation assignments. M. Juntunen seconded the motion. N. Diver was appointed to the LIEC/JOM Committee and L. Butler to the Equity Committee. Motion was amended with a recommendation by L. Butler to table all remaining assignments until the February 10, 2025, meeting and supported by N. Diver, and it was approved by unanimous yeas of all members present on roll call.

APPROVAL OF MEETING MINUTES

- RESOLVED by M. Juntunen to approve the December 9, 2024, Committee of the Whole, Working Session, Truth in Taxation and Regular Meeting Minutes and the December 13 and December 16, 2024, Committee of the Whole Meeting Minutes, as presented. D. Battaglia seconded the motion, and the resolution was approved by unanimous yeas of all members present on roll call.

OPEN FORUM AND RECEPTION OF DELEGATIONS, PETITIONS, AND COMMUNICATIONS

- No public comment. Building and Department Reports were reviewed. Student Board Representatives, Emilie Mattinen and Wyatt Preteau gave an update on CHS activities, C. Nelis, Business Mgr., gave an update on revised budget and planning for new budget. B. Wilton, Director of Building and Grounds, gave an update on planning for upcoming summer project. T.J. Smith, Director of Technology, gave an update on new devices and leases.

CONSIDER APPROVAL OF CLAIMS, TREASURER'S REPORTS AND INVESTMENT REPORTS

- RESOLVED by M. Juntunen to approve Claims, December 5, 12 and 19, 2024; Wire Transfers, December 13 and 17, 2024; Food Service Reports, November 2024, as presented. L. Butler seconded the motion, and the resolution was approved by unanimous yeas of all members present on roll call.

CONSENT ITEMS

- RESOLVED by D. Battaglia to approve the Consent Items, as presented.

1. Resignations

- Kevin Taralseth, 1.0 FTE Science Teacher, at CAAEP effective January 17, 2025

2. Recommendations of Employment:

	NAME	POSITION/LOCATION	SALARY**	START DATE
a.	Katie Swanson	Program Assistant at Kids Corner	\$19.89	01/07/25
b.	Debra Hartwig	Asst./Sub. Instructor After School Enrichment	\$17.95/\$22.00	01/20/25
c.	Jillena McCausland	15-20 hrs./week ECSE Paraprofessional	\$19.43	01/07/25
d.	Maiya Jakubek	Program Aide at Li'l Thunder and Lumberjacks	\$11.40	01/07/25
e.	Ty Milbridge-Scott	Program Aide at Li'l Lumberjacks	\$11.40	01/07/25

3. Extra Services Contracts

- Hunter Williams Activity Fund Nordic Ski Coach \$600.00
- Halley Raske Rescind Asst Girls Hockey Coach

4. Permission to Post

- 1.0 FTE Language Arts Long Term Substitute Teacher (for the remainder of 2024-2025) and 1.0 FTE Language Arts Teacher starting 2025-2026
- 1.0 FTE Science Long Term Substitute Teacher (for the remainder of 2024-2025) and 1.0 FTE Science Teacher starting 2025-2026
- 6.75 hrs./day Long Term Substitute Paraprofessional at NLA

5. Staffing Adjustments

- a. Niccole Grover, 6.75 hrs./day Nurse at CHS, back to normal hours as of 1/2/25
- b. Arianna Rabideaux, from 31 hrs. to 28 hrs./week effective January 13, 2025
- c. Increase in hours for Washington Excel staff by 0.25 hrs./day

6. Grant Application

- a. Cloquet Educational Foundation Winter Grant Requests
- M. Juntunen seconded the motion, and the resolution was approved by unanimous yea vote of all members present on roll call.

SCHOOL BOARD COMMITTEE REPORT

- Enrollment report from December 19, 2024, was reviewed.

AGENDA ADDENDUMS

There were none.

NEW BUSINESS

- RESOLVED by N. Diver to approve the appointment of Nathan Sandman for the open two (2) year school board position. D. Battaglia seconded the motion and the resolution was approved by unanimous yea vote of all members present on roll call.
- RESOLVED by L. Butler to approve the 2024-2026 AFSCME custodial contract, as presented. D. Battaglia seconded the motion and the resolution was approved by unanimous yea vote of all members present on roll call.
- RESOLVED by L. Butler to approve the proposed tuition rates for the 2025-2026 school year for school readiness classes, as presented. D. Battaglia seconded the motion and the resolution was approved by unanimous yea vote of all members present on roll call.
- RESOLVED by M. Juntunen to approve the 2024-2029 lease agreement with MN State on behalf of Fond du Lac Tribal and Community College for the Lil' Thunder daycare program, as presented. D. Battaglia seconded the motion and the resolution was approved by unanimous yea vote of all members present on roll call.
- RESOLVED by L. Butler to approve the NLSEC Contract for Our Redeemer and New Horizons Preschools (EC_1 and EC_2), as presented. N. Diver seconded the motion and the resolution was approved by unanimous yea vote of all members present on roll call.
- RESOLVED by D. Battaglia to approve the general obligation school building refunding bond sale, Series 2025A, as presented. L. Butler seconded the motion and the resolution was approved by unanimous yea vote of all members present on roll call.
- RESOLVED by N. Diver to approve the resolution accepting the donation from Minneapolis Foundation for Indigenous books for Washington Elementary's school library, as presented. L. Butler seconded the motion and the resolution was approved by unanimous yea vote of all members present on roll call.
- RESOLVED by M. Juntunen to approve the resolution directing the administration to make recommendations for reduction in programs and positions and reasons therefore, as presented. D. Battaglia seconded the motion and the resolution was approved by unanimous yea vote of all members present on roll call.

SUPERINTENDENT REPORT

- Dr. Cary reviewed the upcoming negotiations, upcoming legislative session and planning for the next school year at high school and budgets for the district.

FOR YOUR INFORMATION

- Washington Elementary School January Newsletter

UPCOMING MEETINGS/EVENTS

- Tuesday, January 7, 2025 - District Health, Safety and Crisis Team Meeting - 3:45 p.m. - Boardroom
- Monday, January 13, 2025 - Technology Committee Meeting - 4 p.m. - Cloquet Middle School
- Wednesday, January 22, 2025 - Equity Committee Meeting - 4 p.m. - Washington Elementary
- Monday, January 27, 2025 -Regular Board Meeting, 5:30 p.m. Working Session, 6:00 p.m. Regular Meeting

ADJOURNMENT

There being nothing further to discuss, Acting Board Chair D. Battaglia adjourned the meeting at 6:40 p.m.

ATTEST:

Clerk of the School Board

Chair of the School Board

Department Reports

Churchill Elementary:

Hello From Churchill,
Churchill and Washington teachers participated in staff development training day on Monday, 1/20. Teachers had training options related to LETRS, a Land Acknowledgement Presentation, Behavior Intervention Strategies, Technology, Lessons from Abroad and, FastBridge. Churchill families hosted the January PIE meeting on Tuesday, 1/21. The Churchill Phy-Ed. Department hosted a wrestling demonstration on Friday, 1/17, and the Kids Heart Challenge Kick-Off on 1/24. Just Kids Dental will support Churchill students on Tuesday, 1/30. A school celebration (talent show) has been organized by our PBIS team for Thursday, 1/30.

Submitted by David Wangen, Churchill Elementary Principal

Washington Elementary:

Updates from Washington:

- Code of Conduct review lessons have taken place in all classrooms with the assistance of our Student Advisory Team members!
- 2nd grade had the Raptor Center visit students on 1/17, the National Weather Service scheduled to visit on 1/29, and a trip to the aquarium on 1/31!
- Ms. Paitrick will be teaching Cultural Lessons focused on Storytelling on 1/22.
- Benchmark testing in reading and math wrapped up, and data retreats are on 1/23. At that mid-year review we will determine which students qualify for intervention support beginning on 1/28.
- Coaches from the Cloquet Youth Wrestling Association and CEC Youth Lacrosse presented to PE classes and introduced students to skills related to both sports.
- Second graders selected our spirit day theme for 1/24 (“Movie AND”....classes pick what goes with the movie) and we will also have our Kids Heart Challenge Kick-off that day too!
- All these great things happened while we simultaneously persevered through way too many days of inside recess!! Hoping for warmer days ahead! 😊

Submitted by Robbi Mondati, Washington Elementary Principal

Cloquet Middle School:

Knowledge Bowl by Niki Whittet:

The Knowledge Bowl season for Cloquet Middle School is ending! Our 5th and 6th-grade teams compete at the Elementary level, while our 7th and 8th-grade teams compete at the Jr. High level.

Overall, our Cloquet teams did an excellent job! The three 5th/6th grade teams finished the regular season in 4th, 6th, and 11th places, with all three teams advancing to the regional tournament on November 18th. Unfortunately, one of our teams is all 5th graders, and they were on a field trip to Star Base on the same day, so we had just two teams competing. They finished in 10th and 16th place. The team that finished in 16th got caught with a snack in the testing room during the 1st round, which led to an automatic zero for that round. Oops!

The four 7th/8th grade teams finished their regular season in 8th, 9th, 13th, and 21st places, with three out of the four moving on to compete at the regional tournament on November 20th. They finished the tournament in 12th, 13th, and 14th places out of over 40 teams!

After working hard all season, we celebrated with an ice cream party for all the middle school teams. With over 50 students participating in Knowledge Bowl this year, it was a busy and fun year for everyone involved!



The Cloquet Middle School and High School Unified PE classes competed in a Special Olympics Minnesota Unified Bowling Invitational last Friday vs Cook County, Hinkley, Duluth East, Proctor, and Duluth Edison!



Submitted by Thomas Brenner, Cloquet Middle School Principal

Cloquet High School:

- Semester 1 ended on Jan. 17 and we start Semester 2 on Jan. 21 – the last week of the semester is always busy with students finishing projects and tests and teachers finalizing semester grades.
- Winter sports continue to keep our students busy.
- Hockey Day Cloquet was a huge success!
- Mock Trial has started competing.
- Our academic teams (math, knowledge bowl, Ojibwe quiz bowl) are competing regularly.
- We begin class (and incoming 9th grade parent) meetings next week pertaining to the class registration process that will take place starting on Feb. 3.

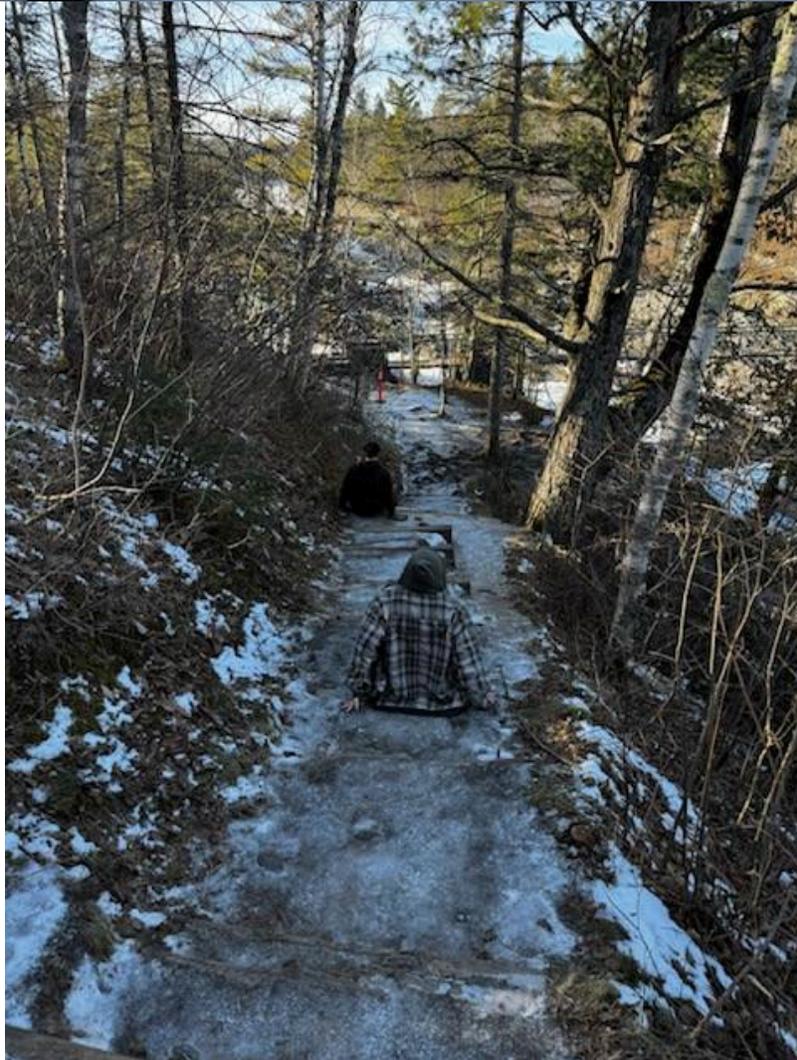
Submitted by Steve Battaglia, Cloquet High School Principal

Cloquet Area Alternative Education Programs:

CAAEP had a flurry of activity at the end of the semester with a number of new student referrals, mostly for seniors, who find themselves in a bit of a pickle if they did not successfully earn credit in courses required for graduation this spring, putting their graduation plans in potential peril! They are referred to us by their home high school, but we know that is a difficult conversation for some parents and some students. Those intake meetings can be a bit tenuous - students are typically mature enough to admit that they put themselves in this situation through lack of attendance or homework follow-through, while Mom and Dad look on rather glumly, afraid that their child might miss graduation, and often with some fear that their child is now attending the “alternative school.” They may have heard some interesting stories about us. As we talk and tour the building, meeting students and staff, discussing options and expectations, parents and students seem to feel some ease about what lies ahead. It is my hope that they will discover that coming here is a great blessing in disguise, so to speak, and we know that sometimes, they even wish they had come sooner!

We currently have over 90 students enrolled, have raised the expectations on attendance, and are working hard on adding creative methods to engage students in learning. The combination of these two goals mean that teachers can create lessons for groups of students and can count on groups of students to show up to participate! We had a fantastic five hour staff development training on Monday, January 20th, by Dr. Jenny Severson from Minneapolis, focused on the neuroscience of the brain, and how movement is key to high performing students. She says, “SITTING is the new smoking!” and she taught us literally dozens of games, activities, and kinesthetics to use in the classroom to accelerate learning and fuel our students’ brains and bodies to do great things. It was excellent! She also provided each teacher with three new books filled with many more practical ideas to put to use immediately in the classroom. Positive reports are coming in already this week that teachers have done just that, and they like what they see!

Sadly, our science teacher, Kevin Taralseth, has taken a new position at the College of St. Scholastica, though we can’t blame him because it seems like the perfect fit for him, and for that, we are very excited! We have added Jodi Lorenz as a long term sub to our building and she is such a great fit! She already knows many of our students, given her vast experience in the district. She is a great addition. Kevin took his students on a few more adventures before leaving and I am including pictures below. We hope to continue a relationship with him and gain access to some of the exciting outdoor activities he will lead at CSS. He will be missed!



Community Education

After School Enrichment

Now with a little snow on the ground and the temperatures rising, the After School Enrichment program will be able to utilize the snowshoes we acquired with the No Child Left Inside grant we received from the MN DNR. These snowshoes will be used by Kids Corner and are available to the schools and PIE groups to also use with their events. The general public can check them out on the weekends for a nominal fee as well!

Ice Skate rentals

We have checked out a record number of ice skates to the public this winter. There is no cost to use the skates and they can be checked out for the weekend or the season. Many returned from previous years to check out larger sizes for their children. We are a little short on Men's sizes and are always taking donations from the public to add to the inventory!

Submitted by Erin Bates, Community Education Director

Business Department:

Candace Nelis, Business Manager, will be attending in person

American Indian Education Department:

Teresa Angell, American Indian Education, will be attending in person

Building and Grounds

Brock Wilton, Building and Grounds Director, will be attending in person

Technology

T.J. Smith, Technology Director, will be attending in person

Cloquet Public Schools
Detail Payment Register By Check
Fund Summary

Fund Description	Total
01 General	\$168,873.80
02 Food Services	\$7,722.12
03 Transportation	\$109,232.32
04 Community Services	\$7,485.38
05 Capital Expenditure	\$220,797.93
06 Building Construction	\$16,620.00
12 Activities	\$25,621.31
18 Custodial Fund	\$26,050.00
Report Total	\$582,402.86

Cloquet Public Schools Check Register by Bank and Check

Check Number: 0-2147483647 Payment Date: 1/13/2025-1/31/2025 Period: 0-99999999

Batch	Bank	Pymt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Print	Recon	Void	Pmt/Void Date	Amount
2		105942	25858	Check	1	10212		ACKERLEY, HEIDI	Yes	No	No	01/13/2025	69.68
		106040	25859	Check	1	57588		ACTIVITY ACCOUNT WASHINGTON E	Yes	No	No	01/13/2025	10.00
		105937	25860	Check	1	00350		ACTIVITY FUND-MIDDLE SCHOOL	Yes	No	No	01/13/2025	100.00
		105954	25861	Check	1	10712		ADVENTURE ZONE	Yes	No	No	01/13/2025	242.00
		106051	25862	Check	1	7329		AFTERLIFE ELECTRONICS GRAVEY/	Yes	No	No	01/13/2025	71.25
		106084	25863	Check	1	8863		ANGELL, TERESA	Yes	No	No	01/13/2025	60.00
		105938	25864	Check	1	02547		APPLE INC	Yes	No	No	01/13/2025	19.99
		105941	25865	Check	1	1006		ARROWHEAD SPRINGS	Yes	No	No	01/13/2025	294.50
		105967	25866	Check	1	10935		ARROWHEAD WATER	Yes	No	No	01/13/2025	63.80
		106043	25867	Check	1	6134		AT&T MOBILITY	Yes	No	No	01/13/2025	1,028.75
		105953	25868	Check	1	10692		AUTOZONE STORE 3947	Yes	No	No	01/13/2025	34.48
		106074	25869	Check	1	8268		BATES, ERIN	Yes	No	No	01/13/2025	60.00
		106078	25870	Check	1	8486		BATTAGLIA, SCOTT M	Yes	No	No	01/13/2025	100.00
		105973	25871	Check	1	11138		BCH LANDSCAPING LLC	Yes	No	No	01/13/2025	750.00
		105944	25872	Check	1	10294		BENSON ELECTRIC COMPANY	Yes	No	No	01/13/2025	267.60
		106085	25873	Check	1	8989		BERG, HEIDI	Yes	No	No	01/13/2025	69.45
		105939	25874	Check	1	05105		BERNICKS VENDING	Yes	No	No	01/13/2025	1,157.40
		106030	25875	Check	1	5013		BERUBE, LISA	Yes	No	No	01/13/2025	96.08
		106095	25876	Check	1	9540		BIRMAN, LAURA	Yes	No	No	01/13/2025	331.11
		105981	25877	Check	1	11350		BOBCAT OF DULUTH INC	Yes	No	No	01/13/2025	10,102.36
		106097	25878	Check	1	9548		BRENNER MARK	Yes	No	No	01/13/2025	35.00
		106052	25879	Check	1	7378		BSN SPORTS LLC	Yes	No	No	01/13/2025	6,400.47
		105961	25880	Check	1	10865		CARD RHONDA	Yes	No	No	01/13/2025	91.93
		105989	25881	Check	1	11418		CARLSON DUSTIN	Yes	No	No	01/13/2025	112.00
		106091	25882	Check	1	9301		CARMENS RESTAURANT	Yes	No	No	01/13/2025	1,548.40
		105975	25883	Check	1	11151		CHARTRAND JONATHAN	Yes	No	No	01/13/2025	105.00
		105972	25884	Check	1	11103		CICH ELINOR	Yes	No	No	01/13/2025	32.09
		105946	25885	Check	1	10401		CITY OF CLOQUET	Yes	No	No	01/13/2025	185,938.07
		105969	25886	Check	1	11006		CLOQUET SANITARY	Yes	No	No	01/13/2025	6,804.23
		105970	25887	Check	1	11051		CLOQUET TRANSIT CO	Yes	No	No	01/13/2025	107,094.53
		105980	25888	Check	1	11335		COIL DARRIN	Yes	No	No	01/13/2025	173.00
		106000	25889	Check	1	11550		COMMUNITY PRINTING	Yes	No	No	01/13/2025	1,782.75
		106001	25890	Check	1	11620		COMPENSATION CONSULTANTS, LTI	Yes	No	No	01/13/2025	2,080.00
		106020	25891	Check	1	4073		CONSOLIDATED COMMUNICATIONS	Yes	No	No	01/13/2025	2,022.58
		106099	25892	Check	1	9578		CONSTELLATION NEWENERGY -GA	Yes	No	No	01/13/2025	13,760.38
		106034	25893	Check	1	5509		DOHNANSKY, ELIZABETH	Yes	No	No	01/13/2025	60.00
		105995	25894	Check	1	11427		DR JENNY SEVERSON	Yes	No	No	01/13/2025	2,000.00
		105962	25895	Check	1	10866		DRIVELINE BASEBALL	Yes	No	No	01/13/2025	349.00
		106083	25896	Check	1	8849		ECKLUND, ANTHONY E	Yes	No	No	01/13/2025	173.00

Cloquet Public Schools Check Register by Bank and Check

Check Number: 0-2147483647 Payment Date: 1/13/2025-1/31/2025 Period: 0-99999999

Batch	Bank	Pymt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Print	Recon	Void	Pmt/Void Date	Amount
2		106004	25897	Check	1	16790		ECLIPSE PAINT AND SUPPLY	Yes	No	No	01/13/2025	499.95
		106045	25898	Check	1	6347		EDUCATORS BENEFIT CONSULTANT	Yes	No	No	01/13/2025	283.41
		106023	25899	Check	1	4198		ELLENA, SARAH	Yes	No	No	01/13/2025	186.13
		105984	25900	Check	1	11380		ERICKSON JACOB	Yes	No	No	01/13/2025	101.00
		106087	25901	Check	1	9062		ERICKSON, MATTHEW	Yes	No	No	01/13/2025	210.00
		105964	25902	Check	1	10881		ERNSTE CHASE	Yes	No	No	01/13/2025	210.00
		106069	25903	Check	1	8207		ERZAR, TYLER JAY	Yes	No	No	01/13/2025	105.00
		106064	25904	Check	1	8177		FIRST TECHNOLOGIES INC	Yes	No	No	01/13/2025	6,000.00
		105999	25905	Check	1	1148		FLINN SCIENTIFIC INC	Yes	No	No	01/13/2025	1,132.26
		105988	25906	Check	1	11417		FOSTER MIKE	Yes	No	No	01/13/2025	517.60
		106019	25907	Check	1	3900		FRABONIS	Yes	No	No	01/13/2025	462.20
		106015	25908	Check	1	3537		GAGNE, JESSICA	Yes	No	No	01/13/2025	59.93
		106086	25909	Check	1	9009		GILBERT, SYDNEY	Yes	No	No	01/13/2025	442.29
		106061	25910	Check	1	8095		GILBERTSON, KYLE	Yes	No	No	01/13/2025	210.00
		106006	25911	Check	1	21450		GOPHER SPORT	Yes	No	No	01/13/2025	581.03
		106002	25912	Check	1	12271		GREAT LAKES OFFICE SOLUTIONS	Yes	No	No	01/13/2025	3,156.40
		106054	25913	Check	1	7706		GRIZZLY INDUSTRIAL INC	Yes	No	No	01/13/2025	3,076.90
		105978	25914	Check	1	11320		H21 GROUP	Yes	No	No	01/13/2025	27,329.66
		105947	25915	Check	1	10462		HAYNES JEREMIAH	Yes	No	No	01/13/2025	121.27
		105965	25916	Check	1	10895		HEALTH SPECIAL RISK	Yes	No	No	01/13/2025	350.00
		106062	25917	Check	1	8116		HILL, MICHAEL	Yes	No	No	01/13/2025	120.00
		106038	25918	Check	1	5684		HILLYARD INC MINNEAPOLIS	Yes	No	No	01/13/2025	1,515.81
		106041	25919	Check	1	5992		HORIZON COMMERCIAL POOL SUPP	Yes	No	No	01/13/2025	8,688.96
		105943	25920	Check	1	10219		HOUSER SHAWN	Yes	No	No	01/13/2025	120.00
		106053	25921	Check	1	7657		HUNT ELECTRIC CORPORATION	Yes	No	No	01/13/2025	6,358.01
		106100	25922	Check	1	9712		IN STICHES EMBROIDERY CO	Yes	No	No	01/13/2025	33.00
		106088	25923	Check	1	9072		INNOVATIVE OFFICE SOLUTIONS LLI	Yes	No	No	01/13/2025	69.96
		105990	25924	Check	1	11421		JAZDZEWSKI ELI	Yes	No	No	01/13/2025	9,775.00
		106027	25925	Check	1	4672		JUNIOR LIBRARY GUILD	Yes	No	No	01/13/2025	1,734.32
		106024	25926	Check	1	43503		JW PEPPER & SON INC	Yes	No	No	01/13/2025	251.99
		106010	25927	Check	1	28575		K - 1 SPORTS	Yes	No	No	01/13/2025	2,092.29
		106093	25928	Check	1	9394		KACHINSKE HALEY	Yes	No	No	01/13/2025	36.82
		106076	25929	Check	1	8418		KEMPS LLC	Yes	No	No	01/13/2025	6,878.59
		105991	25930	Check	1	11422		KHUNISORN PLOY	Yes	No	No	01/13/2025	125.00
		106101	25931	Check	1	9755		KITTO JULIAN	Yes	No	No	01/13/2025	700.00
		105992	25932	Check	1	11423		KLEAR WATER COACHING AND WEL	Yes	No	No	01/13/2025	1,000.00
		106071	25933	Check	1	8224		KLOSOWSKI, BRETT D	Yes	No	No	01/13/2025	131.00
		106082	25934	Check	1	8749		KNUTSEN, JESSICA	Yes	No	No	01/13/2025	226.59
		106072	25935	Check	1	8234		KNUTSEN, STEVEN J	Yes	No	No	01/13/2025	105.00

Cloquet Public Schools Check Register by Bank and Check

Check Number: 0-2147483647 Payment Date: 1/13/2025-1/31/2025 Period: 0-99999999

Batch	Bank	Pymt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Print	Recon	Void	Pmt/Void Date	Amount
2		106098	25936	Check	1	9563		KOLANCZYK RICHARD	Yes	No	No	01/13/2025	105.00
		105950	25937	Check	1	10589		KRYCH JUSTIN	Yes	No	No	01/13/2025	173.00
		106075	25938	Check	1	8324		KUBIS, BRENT	Yes	No	No	01/13/2025	90.00
		106012	25939	Check	1	29600		L & M SUPPLY	Yes	No	No	01/13/2025	731.28
		105998	25940	Check	1	11430		LANGER NATHAN	Yes	No	No	01/13/2025	53.39
		106013	25941	Check	1	30365		LCS COACHES INC	Yes	No	No	01/13/2025	8,313.95
		106026	25942	Check	1	4544		LENARZ, COLLETTE	Yes	No	No	01/13/2025	215.07
		105979	25943	Check	1	11330		LESSONPIX INC	Yes	No	No	01/13/2025	486.00
		105987	25944	Check	1	11415		LIND CONSTRUCTION	Yes	No	No	01/13/2025	7,000.00
		106016	25945	Check	1	3602		LINDE GAS & EQUIPMENT INC	Yes	No	No	01/13/2025	472.90
		106068	25946	Check	1	8205		LOYE, JON	Yes	No	No	01/13/2025	109.00
		105959	25947	Check	1	10798		LUMBERJACK DESIGN AND FABRIC/	Yes	No	No	01/13/2025	581.00
		105976	25948	Check	1	11157		LUTSEN ALPINE SKI	Yes	No	No	01/13/2025	120.00
		106007	25949	Check	1	2692		MASSP	Yes	No	No	01/13/2025	580.00
		105993	25950	Check	1	11424		MAVO CONCRETE SAWING SERVICE	Yes	No	No	01/13/2025	11,505.00
		106081	25951	Check	1	8722		MCDONALD, JAMIE	Yes	No	No	01/13/2025	240.80
		105956	25952	Check	1	10765		MINERS INCORPORATED	Yes	No	No	01/13/2025	332.36
		106037	25953	Check	1	5675		MINNESOTA ENERGY RESOURCES	Yes	No	No	01/13/2025	2,181.92
		106017	25954	Check	1	36651		MINNESOTA POWER	Yes	No	No	01/13/2025	48,270.13
		105955	25955	Check	1	10715		MOMENTUM ECM LLC	Yes	No	No	01/13/2025	896.23
		106092	25956	Check	1	9352		MOORE, VERNON	Yes	No	No	01/13/2025	105.00
		105951	25957	Check	1	10672		MRI SOFTWARE LLC	Yes	No	No	01/13/2025	36.00
		106008	25958	Check	1	2714		MSBA	Yes	No	No	01/13/2025	670.00
		105983	25959	Check	1	11376		NELSON JOY	Yes	No	No	01/13/2025	73.60
		106044	25960	Check	1	6299		NELSON, BETH	Yes	No	No	01/13/2025	83.40
		106094	25961	Check	1	9494		NORTHERN LIGHTS SPECIAL EDUC/	Yes	No	No	01/13/2025	534.93
		106014	25962	Check	1	3134		NORTHEY SHAWN	Yes	No	No	01/13/2025	105.00
		106021	25963	Check	1	41104		NORTHLAND FIRE AND SAFETY	Yes	No	No	01/13/2025	340.90
		105952	25964	Check	1	10686		NORTHLAND PIANO LLC	Yes	No	No	01/13/2025	552.00
		105968	25965	Check	1	10947		NORTHSTAR MEDIA	Yes	No	No	01/13/2025	4,133.83
		106103	25966	Check	1	9875		OGILVIE HIGH SCHOOL	Yes	No	No	01/13/2025	300.00
		105994	25967	Check	1	11426		OLP NATIVE VOICE	Yes	No	No	01/13/2025	870.00
		106018	25968	Check	1	3803		OLSON, LAURA	Yes	No	No	01/13/2025	97.99
		106058	25969	Check	1	8024		O'NEILL, THOMAS ROBERT	Yes	No	No	01/13/2025	210.00
		106055	25970	Check	1	7771		PAMS LUNCHROOM LLC	Yes	No	No	01/13/2025	63.57
		106003	25971	Check	1	1289		PARK AVE FITNESS	Yes	No	No	01/13/2025	891.00
		105957	25972	Check	1	10778		PER MAR SECURITY SERVICES	Yes	No	No	01/13/2025	300.00
		106073	25973	Check	1	8248		PILON, MICHAEL	Yes	No	No	01/13/2025	105.00
		106025	25974	Check	1	44930		PREMIERE THEATRES	Yes	No	No	01/13/2025	2,057.00

Cloquet Public Schools Check Register by Bank and Check

Check Number: 0-2147483647 Payment Date: 1/13/2025-1/31/2025 Period: 0-99999999

Batch	Bank	Pymt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Print	Recon	Void	Pmt/Void Date	Amount
2		105960	25975	Check	1	10830		PRING JILL	Yes	No	No	01/13/2025	161.27
		106042	25976	Check	1	6070		PRO ED INC	Yes	No	No	01/13/2025	118.80
		106077	25977	Check	1	8427		RAJ, PAUL	Yes	No	No	01/13/2025	105.00
		106090	25978	Check	1	9288		RASMUSSEN, BRENDA	Yes	No	No	01/13/2025	61.64
		106047	25979	Check	1	6703		RAYMOND GEDDES CO INC	Yes	No	No	01/13/2025	197.19
		106046	25980	Check	1	6402		REGENTS OF THE UNIVERSITY	Yes	No	No	01/13/2025	309.00
		106022	25981	Check	1	4115		RIESS, PAUL	Yes	No	No	01/13/2025	29.40
		105948	25982	Check	1	10542		RNR YARDWORKS LLC	Yes	No	No	01/13/2025	2,300.00
		105974	25983	Check	1	11147		ROCK RIDGE SKI BOOSTERS	Yes	No	No	01/13/2025	40.00
		105986	25984	Check	1	11402		ROOM AT THE TABLE CATERING & B	Yes	No	No	01/13/2025	1,306.50
		106065	25985	Check	1	8180		SALO, ADAM LEE	Yes	No	No	01/13/2025	105.00
		106005	25986	Check	1	2087		SAMMY'S PIZZA	Yes	No	No	01/13/2025	230.43
		105945	25987	Check	1	10361		SAMS CLUB DIRECT	Yes	No	No	01/13/2025	50.00
		105996	25988	Check	1	11428		SAUCEDA TONYA	Yes	No	No	01/13/2025	5,000.00
		106063	25989	Check	1	8134		SAWYER, ROBERT	Yes	No	No	01/13/2025	105.00
		106059	25990	Check	1	8035		SCHMIDT, MICHAEL P	Yes	No	No	01/13/2025	210.00
		106096	25991	Check	1	9545		SCHMITT DIRECTOR CENTER	Yes	No	No	01/13/2025	84.91
		106028	25992	Check	1	48700		SCHMITT MUSIC COMPANY	Yes	No	No	01/13/2025	667.60
		106029	25993	Check	1	48980		SCHOOL SPECIALTY LLC	Yes	No	No	01/13/2025	259.68
		105963	25994	Check	1	10876		SEDOR JACOB	Yes	No	No	01/13/2025	90.00
		106057	25995	Check	1	8021		SIEDLECKI ROBERT	Yes	No	No	01/13/2025	191.00
		106070	25996	Check	1	8213		SILJENDAHL, ERIC	Yes	No	No	01/13/2025	210.00
		106048	25997	Check	1	6811		SINISALO, ELIZABETH	Yes	No	No	01/13/2025	150.00
		106066	25998	Check	1	8185		SISLO, ANDREW	Yes	No	No	01/13/2025	105.00
		106102	25999	Check	1	9874		SKYLINE SOCIAL & GAMES	Yes	No	No	01/13/2025	950.00
		106089	26000	Check	1	9175		SMITH, TREVOR J	Yes	No	No	01/13/2025	60.00
		105966	26001	Check	1	10926		SOUNDS UNLIMITED	Yes	No	No	01/13/2025	500.00
		106079	26002	Check	1	8631		SQUIRES, WALDSPURGER & MACE I	Yes	No	No	01/13/2025	1,455.50
		106032	26003	Check	1	52404		STATE INDUSTRIAL PRODUCTS	Yes	No	No	01/13/2025	2,359.86
		106011	26004	Check	1	2960		STEVENS, CRAIG	Yes	No	No	01/13/2025	2,225.00
		106033	26005	Check	1	53530		SUPER DUPER INC	Yes	No	No	01/13/2025	618.23
		106105	26006	Check	1	9923		TAFS WILLIAM	Yes	No	No	01/13/2025	105.00
		105985	26007	Check	1	11385		THE COLLEGE OF ST SCHOLASTICA	Yes	No	No	01/13/2025	165.00
		106009	26008	Check	1	27353		THE JAMAR COMPANY	Yes	No	No	01/13/2025	16,620.00
		105949	26009	Check	1	10578		THOMSEN RICHARD	Yes	No	No	01/13/2025	105.00
		106035	26010	Check	1	55438		TWIN PORTS PAPER SUPPLY	Yes	No	No	01/13/2025	656.16
		106056	26011	Check	1	7990		UECKER, JEREMY ¹⁸	Yes	No	No	01/13/2025	68.00
		106067	26012	Check	1	8187		UJDUR, GERALD	Yes	No	No	01/13/2025	105.00
		105977	26013	Check	1	1130		UNIVERSITY OF MINNESOTA	Yes	No	No	01/13/2025	16,275.00

Cloquet Public Schools Check Register by Bank and Check

Check Number: 0-2147483647 Payment Date: 1/13/2025-1/31/2025 Period: 0-99999999

Batch	Bank	Pymt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Print	Recon	Void	Pmt/Void Date	Amount
2		106036	26014	Check	1	56350		UPPER LAKES FOODS	Yes	No	No	01/13/2025	70.56
		105982	26015	Check	1	11361		VESTIS	Yes	No	No	01/13/2025	493.45
		106031	26016	Check	1	5153		VIKING ELECTRIC SUPPLY INC	Yes	No	No	01/13/2025	733.00
		105997	26017	Check	1	11429		VOLLOM THOMAS	Yes	No	No	01/13/2025	500.00
		106039	26018	Check	1	57280		WANGEN, DAVID	Yes	No	No	01/13/2025	294.80
		106049	26019	Check	1	6928		WATERS, NICOLE	Yes	No	No	01/13/2025	250.00
		106050	26020	Check	1	7042		WATSON COMPANY	Yes	No	No	01/13/2025	203.23
		105958	26021	Check	1	10782		WHITTET NIKI	Yes	No	No	01/13/2025	113.15
		105971	26022	Check	1	11073		WILTON BROCK	Yes	No	No	01/13/2025	60.00
		106080	26023	Check	1	8634		WKLK WMOZ	Yes	No	No	01/13/2025	150.00
		105940	26024	Check	1	10050		WORLDS FINEST CHOCOLATE INC	Yes	No	No	01/13/2025	180.00
		106060	26025	Check	1	8044		ZBACNIK, THOMAS J	Yes	No	No	01/13/2025	105.00
		106104	26026	Check	1	9904		ZIMNY RYAN	Yes	No	No	01/13/2025	420.00
Bank Total: 2												\$582,402.86	
Report Total:												\$582,402.86	

Cloquet Public Schools
Detail Payment Register By Check
Fund Summary

Fund	Description	Total
01	General	\$54,975.02
02	Food Services	\$1,794.02
03	Transportation	\$15,396.80
04	Community Services	\$1,665.37
05	Capital Expenditure	\$5,353.07
12	Activities	\$16,329.75
18	Custodial Fund	\$6,500.00
45	OPEB Irrevocable Trust	\$1,062.00
Report Total		\$103,076.03

Cloquet Public Schools Check Register by Bank and Check

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Batch	Bank	Pymt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Print	Recon	Void	Pmt/Void Date	Amount
2		106187	26027	Check	1	7573		AIRE SERV HEATING & AIR CONDITIK	Yes	No	No	01/22/2025	289.68
		106153	26028	Check	1	11444		AUBID DAVID	Yes	No	No	01/22/2025	500.00
		106200	26029	Check	1	8486		BATTAGLIA, SCOTT M	Yes	No	No	01/22/2025	318.00
		106182	26030	Check	1	6414		BATTAGLIA, STEVE	Yes	No	No	01/22/2025	144.80
		106128	26031	Check	1	11138		BCH LANDSCAPING LLC	Yes	No	No	01/22/2025	805.00
		106106	26032	Check	1	05105		BERNICKS VENDING	Yes	No	No	01/22/2025	3,035.23
		106119	26033	Check	1	10877		BILDEN JOLI	Yes	No	No	01/22/2025	182.53
		106176	26034	Check	1	5657		BORDEN, MARY	Yes	No	No	01/22/2025	15.99
		106186	26035	Check	1	7378		BSN SPORTS LLC	Yes	No	No	01/22/2025	198.00
		106149	26036	Check	1	11440		BUDREAU DREWREZ	Yes	No	No	01/22/2025	1,650.00
		106156	26037	Check	1	2566		BUYTAERT, KATY	Yes	No	No	01/22/2025	65.80
		106113	26038	Check	1	10620		CAMP CONFIDENCE LEARNING CEN	Yes	No	No	01/22/2025	200.00
		106214	26039	Check	1	9338		CAPLE, MATTHEW SCOTT	Yes	No	No	01/22/2025	180.00
		106107	26040	Check	1	08337		CARLTON COUNTY HUMAN SERVICE	Yes	No	No	01/22/2025	190.00
		106213	26041	Check	1	9301		CARMENS RESTAURANT	Yes	No	No	01/22/2025	660.00
		106122	26042	Check	1	11007		CHARMTECH LABS LLC	Yes	No	No	01/22/2025	7,600.00
		106108	26043	Check	1	10401		CITY OF CLOQUET	Yes	No	No	01/22/2025	5,153.44
		106159	26044	Check	1	3021		CLOQUET ED FOUNDATION	Yes	No	No	01/22/2025	125.00
		106126	26045	Check	1	11051		CLOQUET TRANSIT CO	Yes	No	No	01/22/2025	1,999.53
		106220	26046	Check	1	9635		CLORE CHARLES	Yes	No	No	01/22/2025	68.00
		106185	26047	Check	1	7288		DANIELSON DANIEL	Yes	No	No	01/22/2025	68.00
		106181	26048	Check	1	6287		DENMAN, ALAN	Yes	No	No	01/22/2025	90.91
		106117	26049	Check	1	10874		DINEEN KELLIE	Yes	No	No	01/22/2025	330.00
		106223	26050	Check	1	9783		DULUTH TIMING & EVENTS	Yes	No	No	01/22/2025	750.00
		106125	26051	Check	1	11026		ECMECC	Yes	No	No	01/22/2025	2,035.00
		106167	26052	Check	1	4198		ELLENA, SARAH	Yes	No	No	01/22/2025	200.00
		106131	26053	Check	1	11190		EMANUEL NICHOLAS	Yes	No	No	01/22/2025	68.00
		106204	26054	Check	1	8808		EMANUEL, BRAD	Yes	No	No	01/22/2025	105.00
		106197	26055	Check	1	8207		ERZAR, TYLER JAY	Yes	No	No	01/22/2025	105.00
		106152	26056	Check	1	11443		FREDRICKSON MADISON	Yes	No	No	01/22/2025	6,500.00
		106198	26057	Check	1	8222		FREEMAN, ZACH	Yes	No	No	01/22/2025	105.00
		106135	26058	Check	1	11381		FULLERTON ANDREW	Yes	No	No	01/22/2025	191.00
		106217	26059	Check	1	9383		GORNICK-HEEHN, CORINNE	Yes	No	No	01/22/2025	57.72
		106133	26060	Check	1	11294		GRIMM FARRAH	Yes	No	No	01/22/2025	146.41
		106127	26061	Check	1	11072		GUTHRIE THEATER	Yes	No	No	01/22/2025	540.00
		106140	26062	Check	1	11413		HABERMANN CHARLES	Yes	No	No	01/22/2025	68.00
		106227	26063	Check	1	9837		HANSON KAYLEN ₂₁	Yes	No	No	01/22/2025	109.00
		106208	26064	Check	1	9080		HARKER, ERNEST J	Yes	No	No	01/22/2025	131.00
		106144	26065	Check	1	11434		HAUGEN BENJAMIN	Yes	No	No	01/22/2025	68.00

Cloquet Public Schools Check Register by Bank and Check

Check Number: 0-2147483647 Payment Date: 1/22/2025-1/31/2025 Period: 0-99999999

Batch	Bank	Pymt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Print	Recon	Void	Pmt/Void Date	Amount
2		106190	26066	Check	1	8116		HILL, MICHAEL	Yes	No	No	01/22/2025	131.00
		106178	26067	Check	1	5684		HILLYARD INC MINNEAPOLIS	Yes	No	No	01/22/2025	979.27
		106195	26068	Check	1	8200		HOLMSTROM, TIMOTHY G	Yes	No	No	01/22/2025	105.00
		106180	26069	Check	1	5992		HORIZON COMMERCIAL POOL SUPP	Yes	No	No	01/22/2025	32.52
		106206	26070	Check	1	9072		INNOVATIVE OFFICE SOLUTIONS LL	Yes	No	No	01/22/2025	245.49
		106207	26071	Check	1	9072	P1	INNOVATIVE OFFICE SOLUTIONS LL	Yes	No	No	01/22/2025	8.74
		106234	26072	Check	1	9978		ISAACSON APRIL	Yes	No	No	01/22/2025	135.00
		106115	26073	Check	1	1064		ISD #0318 GRAND RAPIDS	Yes	No	No	01/22/2025	150.00
		106151	26074	Check	1	11442		ISD 318 COMMUNITY ED THUNDERH	Yes	No	No	01/22/2025	64.00
		106124	26075	Check	1	11023		J.J. KELLER & ASSOCIATES INC	Yes	No	No	01/22/2025	149.00
		106168	26076	Check	1	43503		JW PEPPER & SON INC	Yes	No	No	01/22/2025	100.00
		106205	26077	Check	1	8818		KANGAS, KEVIN W	Yes	No	No	01/22/2025	308.00
		106211	26078	Check	1	9096		KIMBALL, ANDREW A	Yes	No	No	01/22/2025	105.00
		106199	26079	Check	1	8234		KNUTSEN, STEVEN J	Yes	No	No	01/22/2025	105.00
		106155	26080	Check	1	2076		KOLODGE, JENNIFER	Yes	No	No	01/22/2025	180.47
		106201	26081	Check	1	8513		KOSEY, RAY	Yes	No	No	01/22/2025	105.00
		106112	26082	Check	1	10589		KRYCH JUSTIN	Yes	No	No	01/22/2025	105.00
		106226	26083	Check	1	9836		KUCERA CHRIS	Yes	No	No	01/22/2025	101.00
		106158	26084	Check	1	29600		L & M SUPPLY	Yes	No	No	01/22/2025	8.99
		106154	26085	Check	1	14424		LAUER HANNAH	Yes	No	No	01/22/2025	128.79
		106160	26086	Check	1	30365		LCS COACHES INC	Yes	No	No	01/22/2025	12,261.00
		106225	26087	Check	1	9792		LEAF	Yes	No	No	01/22/2025	2,803.07
		106161	26088	Check	1	30675		LENARZ, THOMAS	Yes	No	No	01/22/2025	627.09
		106123	26089	Check	1	11019		LEXIA	Yes	No	No	01/22/2025	100.00
		106196	26090	Check	1	8205		LOYE, JON	Yes	No	No	01/22/2025	109.00
		106147	26091	Check	1	11438		LYNCH TROY	Yes	No	No	01/22/2025	68.00
		106139	26092	Check	1	11411		MACH BRANDON	Yes	No	No	01/22/2025	101.00
		106165	26093	Check	1	38650		MADISON NATIONAL LIFE INSURANC	Yes	No	No	01/22/2025	4,328.18
		106210	26094	Check	1	9086		MARUDAS PRINT SERVICES AND PR	Yes	No	No	01/22/2025	329.22
		106162	26095	Check	1	34186		MENARDS	Yes	No	No	01/22/2025	1,166.16
		106177	26096	Check	1	5675		MINNESOTA ENERGY RESOURCES	Yes	No	No	01/22/2025	1,456.26
		106219	26097	Check	1	9628		MINNESOTA LIFE INSURANCE COMF	Yes	No	No	01/22/2025	4,973.87
		106164	26098	Check	1	36651		MINNESOTA POWER	Yes	No	No	01/22/2025	21.09
		106110	26099	Check	1	10549		MINNESOTA TRUE TEAM TRACK	Yes	No	No	01/22/2025	170.00
		106215	26100	Check	1	9352		MOORE, VERNON	Yes	No	No	01/22/2025	105.00
		106191	26101	Check	1	8133		MORRISON, KEVIN	Yes	No	No	01/22/2025	120.00
		106183	26102	Check	1	6757		MORRISON, REBEKAH	Yes	No	No	01/22/2025	59.88
		106114	26103	Check	1	10628		MOTHERWAY MARK	Yes	No	No	01/22/2025	410.40
		106228	26104	Check	1	9876		MT ITASCA NORDIC SKI ASSOCIATIC	Yes	No	No	01/22/2025	225.00

Cloquet Public Schools Check Register by Bank and Check

Check Number: 0-2147483647 Payment Date: 1/22/2025-1/31/2025 Period: 0-99999999

Batch	Bank	Pymt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Print	Recon	Void	Pmt/Void Date	Amount
2		106229	26105	Check	1	9878		NICHOLS GAVIN	Yes	No	No	01/22/2025	120.00
		106166	26106	Check	1	41101		NORTHLAND AUTO PARTS	Yes	No	No	01/22/2025	154.30
		106109	26107	Check	1	10456		NOVAK JANICE	Yes	No	No	01/22/2025	20.00
		106136	26108	Check	1	11399		OIEN PAULA	Yes	No	No	01/22/2025	110.00
		106143	26109	Check	1	11433		PAPE JEFFREY	Yes	No	No	01/22/2025	109.00
		106142	26110	Check	1	11432		PARENT BLAIR	Yes	No	No	01/22/2025	191.00
		106163	26111	Check	1	3450		PASCO	Yes	No	No	01/22/2025	12,575.00
		106230	26112	Check	1	9882		PMA ASSET MGMT	Yes	No	No	01/22/2025	1,062.00
		106169	26113	Check	1	4822		PROSEN, TIM	Yes	No	No	01/22/2025	1,043.73
		106129	26114	Check	1	11154		PSRC	Yes	No	No	01/22/2025	217.50
		106202	26115	Check	1	8632		REACH INC	Yes	No	No	01/22/2025	6,000.00
		106138	26116	Check	1	11408		REYELTS DAVID	Yes	No	No	01/22/2025	180.00
		106132	26117	Check	1	11282		RIPP KENNETH	Yes	No	No	01/22/2025	80.03
		106192	26118	Check	1	8180		SALO, ADAM LEE	Yes	No	No	01/22/2025	105.00
		106218	26119	Check	1	9545		SCHMITT DIRECTOR CENTER	Yes	No	No	01/22/2025	18.00
		106170	26120	Check	1	48700		SCHMITT MUSIC COMPANY	Yes	No	No	01/22/2025	9.00
		106171	26121	Check	1	48761		SCHOLASTIC BOOK FAIRS	Yes	No	No	01/22/2025	1,277.14
		106172	26122	Check	1	48980		SCHOOL SPECIALTY LLC	Yes	No	No	01/22/2025	57.75
		106188	26123	Check	1	7996		SCHULZE, KYLE	Yes	No	No	01/22/2025	210.00
		106118	26124	Check	1	10876		SEDROR JACOB	Yes	No	No	01/22/2025	199.00
		106203	26125	Check	1	8745		SHELDON, DARREN	Yes	No	No	01/22/2025	105.00
		106189	26126	Check	1	8021		SIEDLECKI ROBERT	Yes	No	No	01/22/2025	202.00
		106193	26127	Check	1	8185		SISLO, ANDREW	Yes	No	No	01/22/2025	105.00
		106120	26128	Check	1	10926		SOUNDS UNLIMITED	Yes	No	No	01/22/2025	600.00
		106209	26129	Check	1	9085		SOWL, MATT	Yes	No	No	01/22/2025	191.00
		106116	26130	Check	1	10703		ST CATHERINE BASKETBALL	Yes	No	No	01/22/2025	160.00
		106231	26131	Check	1	9888		STANCHFIELD DOMINIC	Yes	No	No	01/22/2025	131.00
		106150	26132	Check	1	11441		STILLDAY BRIAN	Yes	No	No	01/22/2025	1,650.00
		106137	26133	Check	1	11407		STOLP AARON	Yes	No	No	01/22/2025	68.00
		106130	26134	Check	1	11169		SWANSON CHRIS	Yes	No	No	01/22/2025	72.32
		106216	26135	Check	1	9371		SWANSON, KAREN	Yes	No	No	01/22/2025	173.00
		106233	26136	Check	1	9923		TAFS WILLIAM	Yes	No	No	01/22/2025	105.00
		106111	26137	Check	1	10580		TEAM DULUTH	Yes	No	No	01/22/2025	40.00
		106157	26138	Check	1	27353		THE JAMAR COMPANY	Yes	No	No	01/22/2025	213.75
		106173	26139	Check	1	54900		TRANS-MISSISSIPPI BIOLOGICAL SL	Yes	No	No	01/22/2025	318.74
		106145	26140	Check	1	11436		TROUTWINE ALEC	Yes	No	No	01/22/2025	112.00
		106174	26141	Check	1	55438		TWIN PORTS PAPER SUPPLY	Yes	No	No	01/22/2025	654.00
		106224	26142	Check	1	9791		TYSON FOODS INC	Yes	No	No	01/22/2025	1,350.70
		106212	26143	Check	1	9268		UHL COMPANY INC	Yes	No	No	01/22/2025	415.00

Cloquet Public Schools Check Register by Bank and Check

Check Number: 0-2147483647 Payment Date: 1/22/2025-1/31/2025 Period: 0-99999999

Batch	Bank	Pymt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Print	Recon	Void	Pmt/Void Date	Amount
2		106194	26144	Check	1	8187		UJDUR, GERALD	Yes	No	No	01/22/2025	105.00
		106175	26145	Check	1	56350		UPPER LAKES FOODS	Yes	No	No	01/22/2025	105.84
		106222	26146	Check	1	9768		VAN LOON SAMUEL	Yes	No	No	01/22/2025	191.00
		106134	26147	Check	1	11361		VESTIS	Yes	No	No	01/22/2025	202.25
		106221	26148	Check	1	9722		VEX ROBOTICS, INC	Yes	No	No	01/22/2025	49.01
		106121	26149	Check	1	11000		VOYAGEUR BUS COMPANY INC	Yes	No	No	01/22/2025	1,094.81
		106141	26150	Check	1	11431		WALD EMILY	Yes	No	No	01/22/2025	136.00
		106179	26151	Check	1	57280		WANGEN, DAVID	Yes	No	No	01/22/2025	462.00
		106184	26152	Check	1	7042		WATSON COMPANY	Yes	No	No	01/22/2025	713.63
		106146	26153	Check	1	11437		WATTS ISAIAH	Yes	No	No	01/22/2025	68.00
		106148	26154	Check	1	11439		WILKINSON HENRY	Yes	No	No	01/22/2025	68.00
		106232	26155	Check	1	9904		ZIMNY RYAN	Yes	No	No	01/22/2025	1,745.00
Bank Total: 2												\$103,076.03	
Report Total:												\$103,076.03	

Cloquet School District Treasurer's Report 10/31/2024

General Ledger Cash Balance

Beginning Balance	9/30/2024	\$45,669.55
Vouchers Paid:		(\$1,203,209.20) (A)
Deposits:		\$5,789,120.46 (B)
Journal Entries:		\$313,357.25 (C)
Payroll:		(\$2,604,767.68) (D)
Ending Balance	10/31/2024	\$2,340,170.38

Bank Balances (Accounts that tie to Cash in the GL)

MSDLAF	CHS	\$545,087.12
US Bank Clearing Account	CHS	\$0.00
MSDLAF	CMS	\$96,648.22
US Bank Clearing Account	CMS	\$0.00
MSDLAF	Flex	\$21,849.54
US Bank Clearing Account	Flex	\$0.00
MSDLAF Liquid Asset	General	\$2,547,507.07
US Bank Disbursements	General	\$0.00
US Bank Clearing Account	General	(\$713,285.56)
Total of Accounts that Close to Cash		\$2,497,806.39

Bank Reconciliation

Bank Balance	\$2,497,806.39
Deposits Outstanding	\$1,349,902.96
Accounts Payable Checks Outstanding	(\$249,321.90)
Accounts Payable Wires Outstanding	\$0.00
Payroll Checks Outstanding	\$0.00
Third Party Payroll Wires Outstanding	(\$32,376.53)
Adjustments at the Bank but not in SMART	\$714,637.66
Adjustments in SMART but not at the Bank	(\$1,940,478.20)
Adjustment for Clearing Differences	\$0.00

General Ledger Cash Balance 10/31/2024	\$2,340,170.38
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INVESTMENTS
2024-2025 - FISCAL YEAR

DATE: OCTOBER 2024

<u>INVESTMENT</u>	<u>INTEREST RATE</u>	<u>BANK</u>	<u>MATURITY DATE</u>	<u>INTEREST TO BE EARNED</u>	<u>MONTHLY INTEREST</u>
\$ 225.08	0.00%	Ehler's Investment Partners-Debt Service Hold Ac		\$ -	\$ -
\$ 2,348,525.98		AMERITRADE		\$ -	\$ 4,262.81
\$ 8,775,733.74	1.82%	MSD MAX		DAILY	\$ 35,420.76
<u>\$ 11,124,484.80</u>	SUB TOTAL LIQUID ASSET FUNDS				

\$ 722,088.34	1.81%	MN TRUST			\$ 3,143.47
<u>\$ 11,846,573.14</u>	- TOTAL INVESTMENT VALUE				\$ 42,827.04
	CHECKING ACCOUNT/MSDLAF LIQUID CLASS INTEREST & FEES				\$ 3,104.53
	TOTAL MONTHLY INTEREST				\$ 45,931.57

YTD TOTAL INTEREST AS OF 10/31/24

\$ 191,638.57

=====

\$ 75,000.00 2024-2025 BUDGET

2023-2024 - FISCAL YEAR

\$ 14,959,486.09 - TOTAL INVESTMENT VALUE 10/31/2023

\$ 201,812.19 - TOTAL INTEREST EARNED LAST YEAR THRU THIS MONTH

\$ 230,846.07 - TOTAL INTEREST EARNED FOR FISCAL YR 2023-2024

**INVESTMENTS: FUND 06 CONSTRUCTION
2024-2025 - FISCAL YEAR**

DATE: OCTOBER 2024

<u>INVESTMENT</u>	<u>INTEREST RATE</u>	<u>BANK</u>	<u>MATURITY DATE</u>	<u>INTEREST TO BE EARNED</u>	<u>MONTHLY INTEREST</u>
\$ -	0.00%	MN TRUST	CD	\$ -	\$ -
\$ -	0.00%	MN TRUST	CD	\$ -	\$ -
\$ -	0.00%	MN TRUST	TS	\$ -	\$ -
\$ -	0.00%	MN TRUST	TS	\$ -	\$ -
\$ -		MN TRUST	SDA		\$ -
\$ -	0.00%	MN TRUST	SEC/DTC		
\$ 40,064.69	1.81%	MN TRUST	Dividend Reinvest / Bank Fee	\$	162.65
		MN TRUST	Trade Int-Security Sale/DTC Maturity	\$	-
\$ 5,628,214.36		EHLERS / Ameritrade		\$	15,043.98

\$ 5,668,279.05 - TOTAL CONSTRUCTION FUND INVESTMENT VALUE

TOTAL MONTHLY INTEREST \$ 15,206.63

YTD TOTAL INTEREST AS OF 10/31/24 \$ 39,077.01

=====

\$ 2,500.00 2024-2025 BUDGET

2023-2024 - FISCAL YEAR

\$ 946,144.92 - TOTAL INVESTMENT VALUE 10/31/2023	\$ 32,447.10 - TOTAL INTEREST EARNED LAST YEAR THRU THIS MONTH
	\$ 46,406.18 - TOTAL INTEREST EARNED FOR FISCAL YR 2023-2024

**INVESTMENTS: FUND 45 OPEB
2024-2025 - FISCAL YEAR**

DATE: OCTOBER 2024

<u>INVESTMENT</u>	<u>INTEREST RATE</u>	<u>BANK</u>	<u>MATURITY DATE</u>	<u>INTEREST TO BE EARNED</u>	<u>MONTHLY INTEREST</u>
\$ 1,619,630.38	0.40%	MN TRUST CD	9/30/2020		
\$ 379,016.84	1.98%	MN TRUST CD	10/1/2020	\$ -	
\$ -	2.28%	MN TRUST CD	10/1/2020	\$ -	
\$ -	1.86%	MN TRUST CD	10/16/2020	\$ -	
\$ -	3.36%	MN TRUST CD	12/7/2020	\$ -	
\$ -	3.04%	MN TRUST CD	1/28/2021	\$ -	
\$ -	2.84%	MN TRUST CD	1/28/2021	\$ -	
		MN TRUST	Dividend Reinvest / Bank Fee	\$ 4,373.75	
		MN TRUST	Trade Interest-Security Sale / DTC	\$ -	
\$ 2,508,663.57		ASSOCIATED BANK	Dividend / BankFee / Interest	\$ 3,506.77	
\$ -		MID AMERICA		\$ -	
<u>\$ 4,507,310.79</u>		- TOTAL INVESTMENT VALUE			

TOTAL MONTHLY INTEREST \$ 7,880.52

YTD TOTAL INTEREST AS OF 9/30/24 \$ 72,788.25
=====

\$ 200,000.00 2024-2025 BUI

2023-2024 - FISCAL YEAR

\$ 3,947,044.50 - TOTAL INVESTMENT VALUE 10/31/2023 \$ 35,112.74 - TOTAL INTE



Minnesota School District
Liquid Asset Fund Plus

- Accounts Dashboard
- Activity History
- Statements & Documents
- Organizational Settings
- CONTACT US
 - Secure Contact
 - FAQ

CLOQUET PUBLIC SCHOOLS,

CN

ISD# 94

Transfer Amount

[Print Confirmation](#)

\$600,000.00

Confirmation #

4111007

Transaction Type

Transfer Between
Products

Transfer From

600041 - General Fund
MSDLAF+ MAX Class

Transfer To

MSDLAF+ Liquid Class

Date Scheduled

Jan 02, 2025

[Make Another Transaction](#)

[Done](#)



Minnesota School District
Liquid Asset Fund Plus

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-  Secure Contact
-  FAQ

CLOQUET PUBLIC SCHOOLS,

CN

ISD# 94

Wire Redemption Submitted

Wire Redemption Amount

 Print Confirmation

\$4,842,938.07

Confirmation #	4111016
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Transaction Type	Wire Redemption
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Product	600041 - General Fund MSDLAF+ MAX Class
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Wire Account	The Bank of New York Mellon *38-5
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Nick Name	Pershing Investments
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Date Scheduled	Jan 21, 2025
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Minnesota School District
Liquid Asset Fund Plus

Powered By PFM,
Release 2.0

Make Another Transaction

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Done

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Accounts Dashboard

Activity History

Statements & Documents

Organizational Settings

CONTACT US

Secure Contact

FAQ

FOOD SERVICE REPORT

MONTH	December	2024	
TOTAL INCOME		\$145,000.79	
TOTAL COSTS		\$133,053.24	
NET		\$11,947.55	
TOTAL INCOME PER MEAL		\$4.44	
TOATL COST PER MEAL		\$4.08	
NET		\$0.36	
MEALS		32,680 YTD -165,935	

AVERAGE DAILY PARTICIPATION (ADP)

	ADP ADULTS	ADP STUDENTS	PERCENTAGE ADP STUDENTS
SENIOR HIGH	4.43	377.43	56%
MIDDLE SCHOOL	3.86	497	73%
WASHINGTON	5.5	371.22	81%
CHRUCHILL	10.22	240	75%
QUEEN OF PEACE	0	74.22	84%
CAAEP	0.43	42.72	68%
NLA	0.5	10.72	75%
Totals	24.94	1613.31	70% 96% Total program
enrollment			2554
attendance			2311

FOOD SERVICE REPORT

MONTH	December	2023	
TOTAL INCOME		\$139,284.28	
TOTAL COSTS		\$122,076.82	
NET		\$17,207.46	
TOTAL INCOME PER MEAL		\$4.26	
TOTAL COST PER MEAL		\$3.73	
NET		\$0.53	
MEALS		32,737 YTD - 164,980	

AVERAGE DAILY PARTICIPATION (ADP)

	ADP ADULTS	ADP STUDENTS	PERCENTAGE ADP STUDENTS
SENIOR HIGH	4.29	348.79	49%
MIDDLE SCHOOL	3.43	504.65	71%
WASHINGTON	5.22	377	81%
CHURCHILL	9.72	241.58	73%
QUEEN OF PEACE	0	95.5	91%
CAAEP	0.93	47.43	70%
NLA	1.15	9.15	92%
TOTALS	24.74	1624.1	68% 97% Total Program
enrollment			2638
attendance			2415

FOOD SERVICE REPORT

MONTH	December	2024	MONTH TO DATE	4
TOTAL INCOME		\$145,000.79		
TOTAL COSTS		\$133,053.24		
NET		\$11,947.55		
TOTAL INCOME PER MEAL		\$4.44		
TOTAL COST PER MEAL		\$4.08		
NET		\$0.36		
MEALS		32,680	YTD =	165,935

AVERAGE DAILY PARTICIPATION (ADP)

	ADP ADULTS	ADP STUDENTS	PERCENTAGE ADP STUDENTS	
SENIOR HIGH	4.43	377.43	56%	
MIDDLE SCHOOL	3.86	497	73%	
WASHINGTON	5.5	371.22	81%	
CHURCHILL	10.22	240	75%	
QUEEN OF PEACE	0	74.22	84%	
CAAEP	0.43	42.72	68%	
NLA	0.5	10.72	75%	
TOTALS	24.94	1613.31	70%	96% Total program
	enrollment			2554
	attendance			2311

FOOD SERVICE ALLOCATION
Year 2024-2025

CLOQUET SCHOOL DISTRICT

MONTH	INCOME					COSTS						TOTAL
	705-601 STUDENT BKST	701-606 ADULT FULL LUNCH	707-601 STUDENT ALA CARTE	707-606 ADULT ALA CARTE	701-601 TOTAL	707-170 SALARIES ALA CARTE	707-490 FOOD JUICE SNACKS	707-495 MILK EXTRA	705-490 FOOD BKST	705-495 MILK BKST	705-170 SALARIES BKST	
SEPT	\$0.00	\$1,365.00	\$2,228.05	\$42.75	\$3,635.80	\$1,960.21	\$1,296.10	\$121.50	\$16,281.20	\$3,131.00	\$3,083.04	\$25,783.05
OCT	\$0.00	\$1,910.00	\$2,799.75	\$61.50	\$4,771.25	\$1,970.95	\$1,606.83	\$146.25	\$17,997.20	\$3,471.00	\$3,245.30	\$28,437.53
NOV	\$0.00	\$2,310.00	\$2,310.00	\$37.50	\$4,719.95	\$2,021.67	\$1,234.89	\$133.75	\$16,095.30	\$3,095.25	\$2,920.77	\$25,501.63
DEC	\$0.00	\$1,740.00	\$1,735.50	\$41.25	\$3,516.75	\$2,442.53	\$889.37	\$102.25	\$12,028.90	\$2,313.25	\$2,324.21	\$20,100.51
JAN	\$0.00											
FEB	\$0.00											
MAR	\$0.00											
APR	\$0.00											
May-June	\$0.00											
TOTAL	\$0.00	\$7,325.00	\$9,073.30	\$183.00	\$16,643.75	\$8,395.36	\$5,027.19	\$503.75	\$62,402.60	\$12,010.50	\$11,573.32	\$99,822.72

MONTH December 2024 FOOD SERVICE REPORT

General Journal Entries Allocation of Ala Carte

INCOME		DEBIT	CREDIT
02-005-000-000-701-601	Sales of Lunches	\$3,516.75	
02-005-000-000-705-601	Student Breakfast		\$0.00
02-005-000-000-701-606	Adult Lunches		\$1,740.00
02-005-000-000-707-601	Student Ala Carte		\$1,735.50
02-005-000-000-707-606	Adult Ala Carte		\$41.25
 EXPENSES			
02-005-770-000-707-1770	Salaries Ala Carte	\$2,442.53	
02-005-770-000-707-490	Food Other	\$889.37	
02-005-770-000-707-495	Milk Other	\$102.25	
02-005-770-000-705-490	Food Breakfast	\$12,028.90	
02-005-770-000-705-495	Milk Breakfast	\$2,313.25	
02-005-770-000-705-1770	Salaries Breakfast	\$2,324.21	
02-005-770-000-701-1770	Cooks Asst. Salaries		\$4,766.74
02-005-770-000-701-490	Food Type A		\$12,918.27
02-005-770-000-701-495	Milk Type A		\$2,415.50

MEMORANDUM

TO: Dr. Michael Cary, Superintendent

FROM: Erin Bates, Community Education Director
Jovanna Dobransky, Kids Corner Coordinator

DATE: DATE January 14, 2025

RE: Resignation of Jacob Ziellsl from their position as Program Assistant from Kids Corner effective January 27th 2025

RATE OF PAY: \$19.89

HOURS WORKED: up to 40

START DATE: 06/01/10

END DATE: 01/27/25



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Cloquet, Minnesota 55720

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<http://www.isd94.org>

MEMORANDUM

TO: Dr. Michael Cary, Superintendent
FROM: Dr. Marcia Nelson, Principal
DATE: January 17, 2025
RE: Recommendation for Employment

I am recommending the employment of Jodi Lorenz as a long-term substitute science teacher at Cloquet Area Alternative Programs (CAAEP).

RATE OF PAY:	BA Step 6
HOURS TO BE WORKED:	8 hours/day
START DATE:	January 17, 2025 – January 27, 2025 at substitute rate January 28, 2025 at BA Step 6
LENGTH OF CONTRACT:	2024-2025 school year
BUDGETED CURRENT YEAR:	yes
POSTED:	Posted internally and externally
RATIONALE FOR HIRE:	Jodi has been a member of the Cloquet educational team in a variety of capacities over the years. She has successfully Substitute taught at CAAEP, has impressive letters of recommendation and the team is excited to have Jodi be a part of the CAAEP Staff.
STAR CODE:	130300, 130400, 130200

(Employment is contingent upon Cloquet School Board approval.)

MN:mt



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MEMORANDUM

TO: Dr. Michael Cary, Superintendent
FROM: Dr. Marcia Nelson, Principal
DATE: January 17, 2025
RE: Recommendation for Employment

I am recommending the employment of Kyle Lahti for the open paraprofessional at Cloquet Area Alternative Programs (CAAEP). Kyle will also take on the extra food service duties in the morning (1/2 hr./day).

RATE OF PAY:	\$19.43 – step one (sub rate until 1/28/25)
HOURS TO BE WORKED:	6.5 hours/day (Monday – Friday) on student service days
START DATE:	January 21, 2025 at substitute rate January 28, 2025 at union rate
LENGTH OF CONTRACT:	2024-2025 school year and ongoing
BUDGETED CURRENT YEAR:	yes
POSTED:	Posted internally and externally
RATIONALE FOR HIRE:	Kyle will be a great fit with the Cloquet Area Alternative Education Program's population.
STAR CODE:	999825

(Employment is contingent upon Cloquet School Board approval.)

MN:mt



Northern Lights Academy Cooperative #6096-52
302 14th Street ~ Cloquet MN 55820
Office Phone ~ 218-878-3060
Fax ~ 218-878-3061

Barb Mackey, Asst. Special Education Director
bmackey@nlacoop.org

TO: Dr. Michael Cary, Cloquet Superintendent
FROM: Barb Mackey, Northern Lights Academy Assistant Special Education Director
DATE: January 22, 2025
RE: Recommendation for Employment

I am recommending the employment of Ms. Masasha Smith for one posted paraprofessional positions at Northern Lights Academy Cooperative #6096-52 for the remainder of the 2024-2025 school year.

RATE OF PAY: Step 1 of the Master Agreement
TOTAL COST: \$19.43 per hour .(according to the 23-25 contract)
HOURS TO BE WORKED: 6.75 hours/day (M, T, Th) 6.25 hours/day (W) 4.25 hours/day (F)
START DATE: November 26, 2024
LENGTH OF CONTRACT: On going
BUDGETED CURRENT YEAR: Yes
POSTED: Yes, internally and externally.
RATIONALE FOR HIRE:

NLA is recommending Ms. Smith to fill one of the open paraprofessional positions at the Northern Lights Academy at the Carlton building. Ms. Smith has experiences and skills which qualify her to work as a paraprofessional for NLA. We are excited to have her work with our students!

Ms. Smith is considered highly qualified with her AAS degree which includes 75 college credits.

(Employment is contingent upon Cloquet School Board approval.)

MEMORANDUM

TO: Dr. Michael Cary, Superintendent

FROM: Erin Bates, Community Education Director
Jovanna Dobransky, Kids Corner Coordinator

DATE: DATE January 14, 2025

RE: Resignation of Jacob Ziellsl from their position as Program Assistant from Kids Corner effective January 28, 2025

RATE OF PAY: \$19.89

HOURS WORKED: up to 40

START DATE: 06/01/10

END DATE: 01/27/25



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To: Dr. Michael Cary
From: Erin Bates, Community Education Director
Date: January 13, 2025
Reason: Extra Service Contracts for Early Childhood/School Readiness

Name	Activity	Amount (\$)
Shannon Krikava	ECFE/SR Coordinator	\$4,500.00

Linking school and community to provide life-long learning and success for all.



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MEMORANDUM

TO: Cloquet School Board

FROM: Dr. Michael Cary, Superintendent

DATE: January 8, 2025

Re: Permission to Post

I am requesting permission to post for an elementary school principal at Churchill Elementary starting July 1, 2025. This is due to the retirement of David Wangen. I am also requesting up to 1 week of paid time for cross-training. Thank you!

MC:mm

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MEMORANDUM

TO: Dr. Michael Cary, Superintendent

FROM: David Wangen, Churchill Elementary School Principal

DATE: January 8, 2025

Re: Permission to Post

I am requesting permission to post for a 10 month full-time (8 hrs./day) head secretary at Churchill Elementary starting August 2025. This is due to the retirement of Mary Borden.
Thank you!

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To: Dr. Michael Cary
From: Dr. Marcia Nelson, CAAEP Principal
Date: January 7, 2025
Reason: Permission to Post

I am requesting permission to post for a Paraprofessional for Cloquet Alternative Education Programs (CAAEP). This request is for 6.5 hours a day totaling 32.5 hours a week for the remainder of the 24-25 school year.

MN:mrt



MEMORANDUM

TO: Dr. Michael Cary, Superintendent

FROM: Steve Battaglia, Principal Cloquet High School

DATE: January 22, 2025

RE: **Permission to Post – Long Term Sub Paraprofessional – Media Center**

I am requesting permission to post for a long-term 6.5/day media center paraprofessional starting March 5th for the remainder of the school year. This is due to a staff medical leave of absence.

2024-2025 Student Enrollment Report

5/31/2024	Dates	9/6	9/18	10/9	10/23	11/6	11/21	12/4	12/19	1/22										
	CHURCHILL																			
10	Early Five/Dev Kindergarten	18	19	19	19	19	19	19	19	19										
75	Kindergarten - All Day	60	61	61	62	62	63	63	63	62										
69	First Grade	69	68	67	67	67	68	68	68	68										
73	Second Grade	69	68	68	68	68	67	67	67	67										
46	Third Grade	80	81	79	79	79	79	79	79	79										
81	Fourth Grade	56	56	56	56	55	55	55	55	55										
354	TOTAL CHURCHILL	352	353	350	351	350	351	351	351	350	0	0	0	0	0	0	0	0	0	0
	WASHINGTON																			
93	Kindergarten - All Day	98	96	97	96	97	97	97	96	97										
112	First Grade	102	100	102	102	102	102	102	102	102										
110	Second Grade	109	108	108	108	108	109	110	109	109										
88	Third Grade	107	106	106	106	106	106	106	106	106										
105	Fourth Grade	85	84	84	84	84	84	84	84	83										
508	TOTAL WASHINGTON	501	494	497	496	497	498	499	497	497	0	0	0	0	0	0	0	0	0	0
862	TOTAL ELEMENTARY	853	847	847	847	847	849	850	848	847	0	0	0	0	0	0	0	0	0	0
	Open Enrollment-Elementary																			
	MIDDLE SCHOOL																			
183	Fifth Grade	190	190	187	190	188	186	187	187	186										
183	Sixth Grade	185	185	184	186	186	183	183	183	182										
199	Seventh Grade	185	185	184	184	181	180	178	178	178										
194	Eighth Grade	198	196	198	197	195	195	195	196	195										
759	TOTAL MIDDLE SCHOOL	758	756	753	757	750	744	743	744	741	0	0	0	0	0	0	0	0	0	0
	Open Enrollment-CMS																			
	HIGH SCHOOL																			
213	Ninth Grade	195	197	193	194	193	191	191	189	191										
184	Tenth Grade	212	209	206	205	200	199	198	199	199										
183	Eleventh Grade	181	181	183	182	180	180	180	180	180										
178	Twelfth Grade	184	185	186	185	185	182	182	181	182										
758	TOTAL HIGH SCHOOL	772	772	768	766	758	752	751	749	752	0	0	0	0	0	0	0	0	0	0
	Open Enrollment-CHS																			
2379	TOTAL HK-12	2383	2375	2368	2370	2355	2345	2344	2341	2340	0	0	0	0	0	0	0	0	0	0
	TOTAL OPEN ENROLLMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	CAAEP- FULL-TIME																			
82	High School (grades 9-12)	80	82	77	77	80	82	83	79	85										
8	Junior High (grades 6-8)	4	4	4	4	7	7	7	7	8										
90	TOTAL CAAEP-Full-Time	84	86	81	81	87	89	90	86	93	0	0	0	0	0	0	0	0	0	0
	** CAAEP - PART-TIME																			
	EDHS																			
	Extended Programming																			
	Targeted Services																			
2469	GRAND TOTAL	2467	2461	2449	2451	2442	2434	2434	2427	2433	0	0	0	0	0	0	0	0	0	0

*12th grade reflects their last day of school

** NOT included in totals.

01/10/2025

Dear Cloquet District Staff,

On behalf of the District Equity Committee, we want to wish everyone a joyful 2025. Our last Equity Committee meeting was before Christmas break, and we would like to share some updates with you.

Land Acknowledgement: Your building Equity Committee representative will share a presentation with you at some time this month. Our goal is to help everyone understand what a Land Acknowledgement is, and why we felt it was important to have one for our District. Staff at Churchill and Washington will have an opportunity to attend our session on the Land Acknowledgement on January 20th. We look forward to sharing this with you, and particularly, hearing your questions and feedback.

Land Acknowledgement presentation for parents and the Community: Our Equity team will present our Land Acknowledgement at the Cloquet Public Library at 4:00 pm on Wednesday, January 22nd. Everyone is welcome to attend!

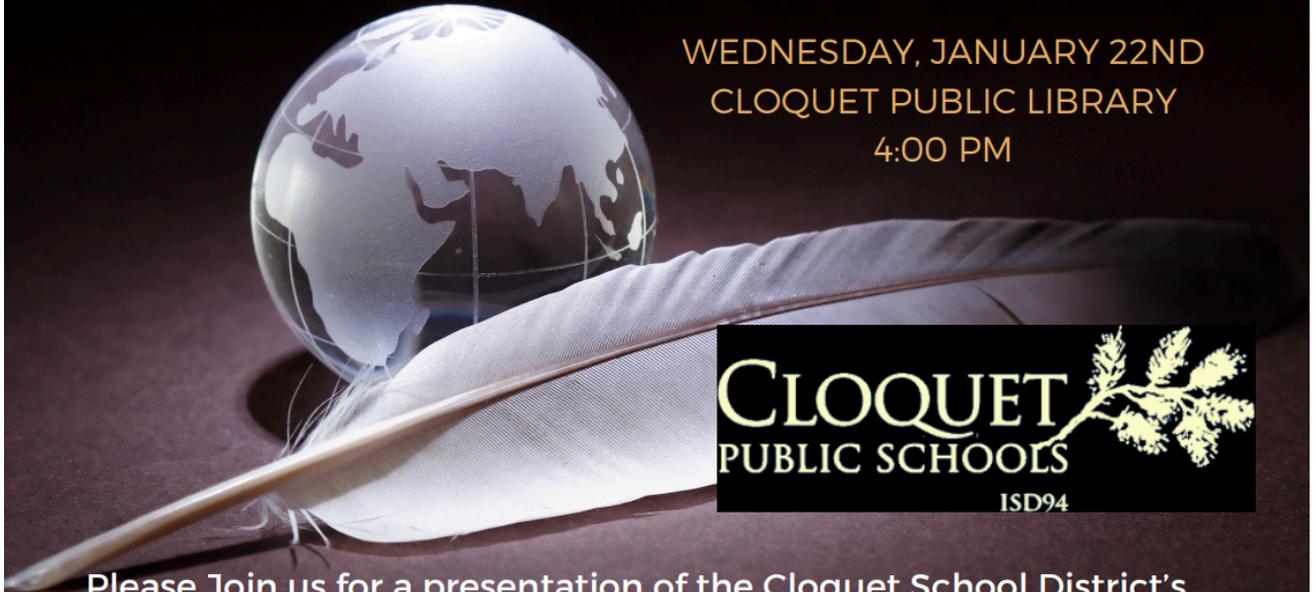
Please bring questions or concerns related to Diversity-Equity-Inclusion to the attention of your building's Equity Committee Representative.

Thank you!

[Equity Committee](#)

LAND ACKNOWLEDGEMENT FIRST DRAFT

WEDNESDAY, JANUARY 22ND
CLOQUET PUBLIC LIBRARY
4:00 PM

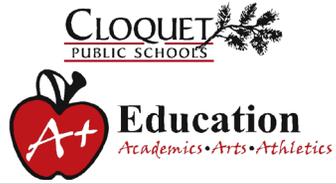


CLOQUET
PUBLIC SCHOOLS
ISD94

Please Join us for a presentation of the Cloquet School District's Land Acknowledgement Draft. We hope students, families, and community members will share their input and comments.

All are welcome!

DRAFT



Cloquet Public Schools 2025-2026 School Year Calendar

Where caring for students is not just an idea, it's tradition!

School Board Approved: _____
District Office : (218) 879-6721 / Fax (218) 879-6724; Cloquet Transit : 218-879-1291

Quarter 1: 9/3 - 10/31	40 days	Trimester 1: 9/3 - 11/26	57 days
Quarter 2: 11/4 - 1/16	43 days	Trimester 2: 12/1 - 2/26	52 days
Semester 1: 9/3 - 1/16	83 days	Trimester 3: 3/2 - 5/29	58 days
Quarter 3: 1/20 - 3/20	41 days	(167 Student Days)	
Quarter 4: 3/30 - 5/29	43 days		
Semester 2: 1/20 - 5/29	84 days	Snow Makeup Days: 6/1/26 & 6/2/26	

COLOR INFORMATION KEY	
Professional Days/No School for Students	
No School for Students and Staff	
(K-4) Conferences	
(5-6) Conferences	
(7-12) & CAAEP Conferences	
Kindergarten Round-Up-(3/10 @ Churchill)	
Kindergarten Round-Up-(3/12 @ Washington)	

Please Note: Beginning Wednesday, September 10, (K-12) classes will be dismissed 30 minutes early on each Wednesday of the month for the remainder of the 2025-2026 School Year.

July 2025						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

August 2025						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

September 2025						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

October 2025						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

November 2025						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

December 2025						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

January 2026						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

February 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

March 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April 2026						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2026						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June 2026						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

8/18 - First Year Teachers Professional Day
8/19 - First Year/Non-Tenured Teachers Professional Day
8/21 <u>OR</u> 6/3 (PM) and 6/4 (AM) - Prof. Day Choice
8/25 - (K-12) Professional & Paraprofessional Day
8/26 - (K-12) All Staff Back to School Gathering
8/27 - (K-12) Uninterrupted Professional Day
8/28 - (K-12) Open Houses/Conferences
8/29 & 9/1 - No School for Students & Staff
9/2 - (K-12) Professional Day
9/3 - (1-12) FIRST DAY OF SCHOOL
9/3 - Kindergarten Preschool Conferences
9/4 - KINDERGARTEN - FIRST DAY OF SCHOOL
10/6 & 10/8 - (5-6) Conferences
10/8 - (7-12) & CAAEP Conferences
10/13 - Prof. Day/Indigenous Peoples' Day (No school K-12)
10/16 & 10/17 - ED MN Break (No school K-12)
11/3 - (K-4) Conferences/ Professional Day (No school K-12)
11/5 (K-4) Conferences
11/27 & 11/28 - Thanksgiving Break (No school K-12)
12/3 - (7-12) & CAAEP Conferences
12/5 - (K-12) Professional Day
12/24- 1/2- (K-12) Winter Break, No school K-12
1/19 - (K-12) Professional Day (No school K-12)
1/26 - (K-12) Professional Day (No school K-12)
2/16 - Presidents' Day (No school K-12)
2/17 & 2/18 - (5-6) Conferences
2/18 - (7-12) & CAAEP Conferences
2/24 & 2/26 - (K-4) Conferences
2/27 (K-4) Conferences/Professional Day (No school K-12)
3/10 Churchill & 3/12 Washington - Kindergarten Roundup
3/23 - 3/27 - Spring Break (No school K-12)
4/3 - No School for Students & Staff
4/29 - (7-12) & CAAEP Conferences
5/21 - CAAEP Graduation, 2 pm
5/22 - CHS Graduation, 6 pm
5/25 - Memorial Day (No school K-12)
5/29 - (K-12) LAST DAY OF SCHOOL - 2 Hours Early Out
6/1 - 6/3 (K-12) Professional Days (6/4 - 0.5 Prof. Day)
8/21 <u>OR</u> 6/4 (PM) and 6/4 (AM) - Prof. Day Choice

2025-2026 School Year - Parent Information Guide - as of _____

Also visit our website for more information about our schools: <http://www.isd94.org>

DISTRICT INFORMATION

DISTRICT OFFICE 218-879-6721
 Dr. Michael Cary, Superintendent 218-879-6724 (Fax)
 302 - 14th Street, Cloquet, MN 55720 7:30 a.m. - 4:00 p.m.
mcary@isd94.org

CHURCHILL ELEMENTARY SCHOOL 218-879-3308
 _____, Principal 218-879-7034 (Fax)
 515 Granite Street, Cloquet 7:30 a.m. - 4:00 p.m.

WASHINGTON ELEMENTARY SCHOOL 218-879-3369
 Robbi Mondati, Principal 218-879-3360 (Fax)
 801 - 12th Street, Cloquet 7:30 a.m. - 4:00 p.m.
rmondati@isd94.org

CLOQUET MIDDLE SCHOOL 218-879-3328
 Tom Brenner, Principal 218-879-4175 (Fax)
 2001 Washington Avenue, Cloquet 7:30 a.m. - 4:00 p.m.
tbrenner@isd94.org
 Tom Lenarz, Assistant Principal
tlenarz@isd94.org

CLOQUET SENIOR HIGH SCHOOL 218-879-3393
 Steve Battaglia, Principal 218-879-6494 (Fax)
 1000 - 18th Street, Cloquet 7:30 a.m. - 4:00 p.m.
sbattaglia@isd94.org
 Tim Prosen, Assistant Principal
tprosen@isd94.org

CLOQUET AREA ALTERNATIVE EDUCATION PROGRAMS (CAAEP) 218-879-0115
 Dr. Marcia Nelson, Principal 218-879-6941 (Fax)
 302 - 14th Street, Cloquet 8:00 a.m. - 3:00 p.m.
mnelson2@isd94.org

COMMUNITY EDUCATION 218-879-1261
 Erin Bates, Director 218-878-3013 (Fax)
 2001 Washington Avenue, Cloquet 8:00 a.m. - 4:30 p.m.
ebates@isd94.org

ADDITIONAL NUMBERS

Activities/Athletics	879-3393, ext. 1203
Before and After School Hours	Building Principal
Facility Request, After School Hours	879-1261
Buildings & Grounds	879-6721, ext. 6220
Cloquet Educational Foundation	879-3806
Cloquet Transit	879-1291
Community/School Resources	879-3806
District Nurse - During School Hours	269-7362
ECFE and School Readiness	879-9291
Early Childhood Screening	879-9291
Food Service Program	879-5164
Gifted and Talented Programming	879-3328
Homeless Liaison	879-6721
American Indian Education Office	879-6721, ext. 6206
SR / Early 5's Childcare - Churchill	879-3309
Kids Corner School-Age Childcare	879-0929
Li'l Lumberjacks Learning Center	878-0774
Li'l Thunder Learning Center	879-0830
Northern Lights Special Education Cooperative	655-5018
Open Enrollment	879-6721, ext. 6205
Parent Portal Information	879-6721
Sports:	
High School	879-3393, Ext. 1203
Middle School	879-3328, Ext. 2003
Technology Information	879-6721, ext. 6217
Volunteering Opportunities	879-3806

Cloquet Area Youth Sports Association information can be found on our website at www.isd94.org under the "Activities" tab.

Cloquet School Board Members

Nate Sandman	218-591-1734
Melissa Juntunen	218-348-8685
Dave Battaglia	218-879-5146
Gary Huard	218-879-7809
LeAnn Butler	218-576-7201
Nichole Diver	218-213-6325



Education
Academics • Arts • Athletics

Cloquet Information Technology Support Association Contract

July 1, 202~~53~~⁵ – June 30,
202~~75~~⁷

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ARTICLE I RECOGNITION

Section 1. Exclusive Bargaining Agency: The Independent School District No. 94 School Board hereby recognized as the exclusive and sole bargaining representative for Cloquet Information Technology Support Association whether under contract, on leave, on a per diem basis, employed or to be employed by the School Board. The term “member” when used hereinafter in this Agreement, shall include the Cloquet Information Technology Support Association members employed by Independent School District No. 94. This Agreement shall exclude all members of any and all other Independent School District No. 94 bargaining units. Terms not defined in this Agreement shall have those meanings as defined in the Public Employees Labor Relations Act of 1971, as amended.

Section 2. Sole Agent: The School Board agrees not to negotiate with any information technology organization other than the Cloquet Information Technology Support Association as the exclusive bargaining agent.

Subd. 1. Parties: This Agreement, entered into between the School Board of Independent School District No. 94, Cloquet, Minnesota, hereinafter referred to as the “School Board”, and the Cloquet Information Technology Support Association (certified by the Director of the Bureau of Mediation Services as the exclusive representative), hereinafter referred to as the “Association”, pursuant to and in compliance with the Minnesota Public Employees Labor Relations Act of 1971, as amended, hereinafter referred to as the P.E.L.R.A., is to provide the terms and conditions of employment for all Association members for the term of this Agreement.

Subd. 2. Recognition: In accordance with P.E.L.R.A., the School Board recognizes the Association as the exclusive representative of information technology personnel employed by the School Board of Independent School District No. 94, which exclusive representative shall have those rights and responsibilities as prescribed by the P.E.L.R.A. and as described in this agreement.

Section 3. Rights of Members of the Association:

Subd. 1. Right to Views: Nothing contained in this Agreement shall be construed to limit, impair, or affect the right of any Association member or the representative of an Association member to the expression or communication of a view, complaint or opinion on any matter, so long as such action does not interfere with the performance of the duties of employment as prescribed in this Agreement or circumvent the rights of the exclusive representative.

Subd. 2. Right to Join: Association members shall have the right to join employee organizations and shall have the right not to form and join such organizations.

Subd. 3. Right to Exclusive Representation: Association members in an appropriate unit shall have the right to designate an exclusive representative for the purpose of negotiating the terms and conditions of employment and grievance procedure for such members as provided in the P.E.L.R.A.

Section 4. Board of Education Rights:

Subd. 1. Inherent Managerial Rights: The parties recognize that the School Board is not required to meet and negotiate on matters of inherent managerial policy which include, but are not limited to, such areas as discretion or policy as the functions and programs of the employer, its overall budget, use of technology, the organization structure, and selection, direction, and number of personnel, and that all management functions not expressly delegated in the Agreement are reserved to the School Board, subject to the right of the exclusive representative to meet and confer as provided in the P.E.L.R.A.

Subd. 2. Management Responsibilities: The parties recognize the right and obligation of the School Board to manage and efficiently conduct the operation of the school district within its legal limitations and consistent with its primary obligation to provide educational opportunities for the students of the school district.

Subd. 3. Effect of Laws, Rules and Regulations: The parties recognize that all employees covered by this Agreement shall perform the services and duties prescribed by the School Board. The parties also recognize the right, obligation, and duty of the School Board and its duly designated officials to promulgate reasonable rules, regulations, directives and orders as deemed necessary, insofar as such reasonable rules and regulations, directives and orders are not inconsistent with the terms of this Agreement. The parties further recognize that the School Board, all employees covered by this Agreement, and all provisions of this Agreement are subject to state and federal law, rules and regulations of the State Board of Education and valid rules, regulations and orders of state and federal governmental agencies. Any provision of this Agreement found to be in violation of any such laws, rules, regulations, directives or orders shall be null and void and without force and effect.

Section 5. Negotiation Procedures:

Subd. 1.: In any negotiations described in the Article, each party shall have complete control over the selection of the negotiating or bargaining representative of its own party.

Subd. 2.: The matters contained in this Agreement are not subject to further negotiations between the parties during the term of this Agreement.

**ARTICLE II
RIGHTS OF ASSOCIATION MEMBERS**

Section 1. No Restriction or Denial of Member’s Rights: Nothing contained herein shall be construed to deny or restrict any rights a member may have under federal law or the statutes of Minnesota (or other applicable laws and regulations).

Section 2. Personnel Files: Pursuant to M.S. 125.12, Subd. 14, as amended, all evaluations and files relating to each individual technology staff worker shall be available during regular school business hours to each individual technology staff worker upon their written request. The technology staff worker shall have the right to reproduce any of the contents of the files at the technology staff worker’s expense and to submit any material contained therein. However, the school district may destroy such files as provided by law.

**ARTICLE III
ASSOCIATION SALARIES**

Section 1. Payment of Salaries: Salaries of members will be paid in accordance with the following guidelines (please refer to Attachment A – Salary Schedule). Employees hired prior to January 1 will receive credit for the full year. The members will be paid according to District Policy 424.14. The Board may place a new hire on any step of the salary schedule based on experience and/or qualifications.

Subd. 1 Steps:

Subpart 1. New Employees: New employees shall normally be paid at the minimum (Step 1) of the salary range for Association members. However, the supervisor, with the approval of the Superintendent, may pay a new employee at Step 2 or higher if such higher placement is justified by exceptional qualifications, relevant outside experience, or by lack of available qualified eligible persons at the minimum rate.

Subpart 2. Step Increases: Association members will advance one (1) step on July 1st each year, provided they have successfully completed a year of service.

Subd. 2. Longevity Pay: Association members shall receive longevity pay according to the following table. Years listed in the table are for current year of service. For instance, employees will be eligible for longevity pay beginning their 16th year of service.

Years of Service	Longevity Pay
10 to 15 years	\$780
16 to 20 Years	\$1080
21 to 25 years	\$1380
26 to 30 Years	\$1680
31 + Years	\$1980

Subd. 3. Committee Pay: Association members shall receive overtime pay for hours served on district committees when committee meetings are scheduled outside regular work hours.

**ARTICLE IV
RETIREMENT INSURANCE BENEFITS AND 403(b)**

Section 1. 403(b) Employer Matching Plan:

Subd.1. Eligibility: Full time 52-week employees whose positions have been defined as regular employees who are scheduled to work forty (40) hours per week.

Subd.2. Cap: There shall be a lifetime cap of \$~~5045~~,000 on District contributions.

Subd.3 Match: Employees who are eligible to participate in the District's 403(b) Plan will receive the yearly maximum matching amounts as listed below.

YEARS OF SERVICE	MAXIMUM ANNUAL MATCH
1 – 3	No match
4 – 6	\$900
7 – 10	\$1,400
11 – 15	\$1,900
16+	\$2,400

District matching amount shall match member's contributions on a dollar for dollar basis up to the applicable maximum amount allowed under this Agreement.

Subd.4. Plan Year: The plan year shall be from July 1 through June 30.

Subd.5. Participation: An eligible member must make application for participation by July 1 of each school year. Once an eligible member elects to participate in the plan, said election is irrevocable for that school year and will continue each subsequent school year unless modified by the member by the July 1 deadline. This provision relates to an eligible member's willingness to participate in the plan and in setting the monetary amount of participation in the plan. Once the election is made, the member must participate in the program at the same rate for that school year unless the member is granted an unpaid leave or a temporary leave of absence, in which case he/she may not participate in the matching program until the member returns.

Section 2. Medical Insurance: Upon retirement, an employee who is at least 55 years of age and has been employed as a full-time employee (as defined in Article V, Section 1) in Cloquet School District, ISD #94 for at least 10 consecutive years prior to retirement shall be allowed to participate in the district offered medical insurance plan(s) with 100% of the insurance premium paid by the retired employee. This benefit shall be in effect until the employee reaches Medicare age.

Section 3. Eligibility for Post-Retirement Health Care Savings Plan: Association employees are eligible to participate in the Minnesota Post Employment Health Care Savings Plan (HCSP) established under Minnesota Statutes, section 352.98 (Minn. Supp. 2001) and as outlined in the Minnesota State Retirement System’s Trust and Plan Documents. All funds collected by the employer on behalf of the employee will be deposited into the employee’s Post Employment Health Care Savings Plan.

Subd.1. Eligibility: Full-time employees, as defined in Article V, Sec I, will be eligible for an annual District contribution to a personal account in the Post- Retirement Health Care Savings Plan, hereinafter referred to as the PRHCSP, managed by the Minnesota State Retirement System (MSRS).

Subd.2. Contributions: Contributions shall be paid monthly at a rate of 1/12 of the annual amount for which employees are qualified to receive.

Subd.3. Cap: There shall be a lifetime per employee cap of \$40,000 on District contributions.

Subd.4. Amount of the District’s Contribution: Effective beginning with the 2019-2020 school year, the District will make an annual contribution to an employee’s account in the Post-Employment Health Care Savings Plan (PEHCSP) managed by the Minnesota State Retirement System (MSRS) in an amount based on their years of service to the Cloquet School District in accordance with the following chart:

Maximum of \$40,000 lifetime contribution:

4 – 6 years	7 – 10 years	11 – 15 years	16 – 20 years	21+ years
\$500	\$1,000	\$1,500	\$2,000	\$3,000

Example of interpreting the above chart:

Beginning their fourth (4) year with the school district, employees will be eligible for a \$500 benefit.

Death of Employee: Upon an employee’s death contributions owed but not yet paid to the HCSP will be paid to the beneficiary.

Section 5. Dental Insurance: Dental insurance premiums shall be 100% paid by the retired employee.

Section 6. Life Insurance: Life insurance premiums shall be 100% paid by the retired employee.

**ARTICLE V
BENEFITS - QUALIFICATION FOR EMPLOYEE BENEFITS**

Section 1. Full-Time Employees:

Subd.1. Full-Time Fifty-Two (52) Week Employees: Employees whose positions have been defined as regular employees who are scheduled to work forty (40) hours per week. Full-time employees shall receive the following benefits:

- a. Vacation (Article VI, Sec I).
- b. Sick leave, emergency leave, bereavement leave, personal leave, and approved leaves of absence as specified in (Article VI, Sec III, IV, V, VI, VII, and VIII).
- c. Health, Life, Dental, and Long-Term Disability Insurances (Article V).
- d. Holidays (Article VI, Sec II).
- e. Retirement Benefits (Article IV and Article V, Sec II).

Section 2. Employee Medical Insurance Benefits:

Subpart 1. Employee/School District Premium Share: Effective July 1, 2019, hospitalization, medical and surgical benefits will be provided by the District for all eligible employees with the District bearing the costs as listed in Attachment B – Health Insurance Costs.

Subpart 2. Premium Increase/Decrease: In the event the single or dependent premium increases/decreases from the September 1, 2011 premiums, the District and the employee will share in the insurance plan increases/decreases as follows:

- a. Dependent Coverage: The District and employee will share the increases or decreases in premiums equally.
- b. Single Coverage: For any amount of premium over \$8,000, increases or decreases in the premium shall be 80% District responsibility and 20% employee responsibility.

Subpart 3. Opt for Alternate Plan: Employees may opt for different plan coverage during the open enrollment period each year.

Subpart 4. Dependent Benefit Coordination: The following section will be administered in accordance with applicable rules and regulations governing coordination of benefits. If an employee's dependent is entitled or would be entitled if enrolled, to have any part of the cost of eligible medical-surgical, hospital, major-medical, and dental services, and supplies paid by the dependent's fully employer-paid insurance plan, even though the dependent does not enroll in the plan or waives or fails to claim benefits under the plan, the Cloquet School District insurance plan will provide secondary coverage only. The amount furnished under this article shall be reduced so that the total amount paid under this contract and the dependent's fully employer-paid insurance entitlement does not exceed the total charges for covered benefits.

Subpart 5. Dependents: An employee with a dependent is eligible for coverage of the dependent provided the dependent is a dependent defined by Code § 152 or an “adult child” as defined by Code § 152(f) (1) and is not an employee of another employer receiving insurance benefits from said employer as follows:

- a. Cash instead of health insurance, or
- b. Some type of credit toward the purchase of some other employee benefit instead of health insurance, or
- c. Cash in addition to selecting health insurance with a deductible of \$750.00 or more instead of a plan with a smaller deductible.

Subpart 6. Eligible Spouse: If a married couple both work for the District and are both eligible for District health insurance coverage, the options shall be as follows:

- a. Two single plans, or
- b. One family plan, or
** If enrolled in a family plan, the family premium paid by the employee shall be \$1,200 less than the amount paid by other family policy holders if the family is enrolled in an HDHP.
- c. Spouses choosing the reduced family premium option described in the District's insurance plan will not be eligible for the extra \$900 MN PRHCSP contribution.

Subd. 7. Health Reimbursement Account (HRA)/Health Savings Account (HSA):

Subpart. 1. Introduction: Employer shall make an HRA/HSA arrangement available subject to the terms of this agreement for eligible members, herein referred to as "Employees." Procedures and rules for High Deductible Health Plans (HDHP) are part of the District's policies and procedures.

Eligible employees who enroll in the HDHP, Employer and Employee shall share in the costs of the plans as listed in Attachment B – Health Insurance Costs.

Section 3. Dental Insurance for Full-Time Employees: Effective July 1, 2019, dental benefits will be paid by the school district at a premium rate of \$28.65 per month per eligible employee with single coverage and that dependent coverage will be paid by the school district at the premium rate of \$49.28 per month per eligible employee. If the total premium rate exceeds the individual rate as stated above, the school district shall pay the additional costs of premiums. If the total premium rate exceeds the dependent rate as stated above, the school district and the employee shall share the premium increase equally.

Section 4. Life Insurance for Full-Time Employees: Full-time employees (as defined in Article V, Sec I) shall also receive term life insurance in an amount of \$50,000 at District expense.

Section 5. Long-Term Disability Benefits: Full-time employees (as defined in Article V, Sec I) shall receive long-term disability benefits up to 66 2/3% of the employee's basic salary to a maximum benefit of \$3,000.00 per month. There shall be an elimination period of 60 working days.

Subd.1. Eligibility: All eligible employees shall be required to participate in the group at their own expense.

Subd.2. Cost: The salary of each employee shall be increased by the cost of their long-term disability premium.

Section 6. Claims Against the School District: It is understood that the District's only obligation is to purchase an insurance policy and pay such amounts as agreed to herein and no claim shall be made against the District as a result of a denial of insurance benefits by an insurance carrier.

Section 7. Minnesota State Post-Retirement Health Care Savings (MSPRHCS): Association employees are eligible to participate in the Minnesota Post Employment Health Care Savings Plan (HCSP) established under Minnesota Statutes, section 352.98 (Minn. Supp. 2001) and as outlined in the Minnesota State Retirement System's Trust and Plan Documents. All funds collected by the employer on behalf of the employee will be deposited into the employee's Post Employment Health Care Savings Plan.

Full-time employees (as defined in Article V, Section I) eligible to receive group insurance benefits and either choose single coverage or waive coverage, shall receive \$75.00 per month in a PRHCSP managed by the MSRS.*

*This paragraph will be revised or removed through a memorandum of understanding after the Education MN contract 2025-2026 is settled.

Death of Employee: Upon an employee's death contributions owed but not yet paid to the HCSP will be paid to the beneficiary.

**ARTICLE VI
LEAVES OF ABSENCE**

Section 1. Vacation for Full-Time 52 Week Employees:

Subd.1. Vacation: Vacation time and years of continuous service shall be computed as of July 1 of each year. If an employee is first employed after July 1 in any one year, vacation shall be granted at the rate of one (1) day per month of service from the time of employment to July 1, but not to exceed ten (10) days. For example, a member employed on March 1 would be allowed four (4) days of vacation on July 1.

Association employees will qualify for vacation as follows:

- a. Ten (10) days of vacation time shall be allowed for 12 months of continuous full-time service.
- b. After five (5) years of continuous service, qualified employees shall receive 15 days of vacation.
- c. After 10 years of continuous service, qualified employees shall receive 20 days of vacation.
- d. After 15 years of continuous service, qualified employees shall receive 25 days of vacation

Association members who were employed with the district on July 1, 2019, shall receive 15 days of vacation per year until such time the years of service dictate a greater amount.

Vacation days must be approved by the District Technology Director. Up to 10 days of unused vacation may be carried over into the next fiscal year.

Vacation requests falling on the Thursday and Friday in October of the Ed. MN Break may not be denied to unit members. In case of emergency, unit members who have requested vacation for these dates will report to work when ordered by the technology director or superintendent and be paid 1.5x their normal hourly rate for actual hours worked.

Subd.2. Termination or Death: Upon termination of employment or death of employee, all earned and unused vacation will be paid to the employee or his/her beneficiary at their daily rate of pay. Association members must designate a beneficiary in order for the beneficiary to receive these benefits.

Section 2. Holidays and Scheduled Leave for Full-Time 52 Week Employees:

Subd 1. Benefits: The following paid holidays shall be granted to full-time 52-week employees. However, employees will not be granted paid holiday time unless their work year or scheduled work time includes the dates of a particular holiday listed below:

- New Year's Day Two (2) days
- President's Day One (1) day
- Good Friday One (1) day
- Memorial Day One (1) day
- Juneteenth One (1) day
- July 3, 4, or 5 Two (2) days
- Labor Day One (1) day
- Thanksgiving Two (2) days
- Christmas Two (2) days
- Total: Thirteen (13) paid holidays

The dates between the observed Christmas Holiday and the observed New Year's Eve Holiday will be scheduled vacation days for association members. These vacation days will not count against those days accrued under section 1. In case of emergency, unit members will report to work when ordered by the technology director or superintendent and be paid 1.5x their normal hourly rate for actual hours worked.

Section 3. Emergency Leave: Three (3) working days per year may be granted with the approval of the District Technology Director. Emergency leave will not be deducted from sick leave. With approval of the District Technology Director, the employee may use emergency days when due to a school cancellation.

Section 4. Sick Leave:

- a. For the first five (5) years of employment, members shall earn sick leave at a rate of 15 days per year. The first year of employment (one year) shall be counted for any member hired between July 1 and June 30 of a given school year.

Example: Continuing employees will be credited with fifteen (15) days of sick leave on July 1 of each year.

- b. Starting year six (6), members shall be credited with 13 days of sick leave on July 1 of each year.
- c. Employees employed after July 1 shall be allowed one and one-half (1½) days of sick leave for each month of continuous employment during the first year, but not to exceed fifteen (15) days.

Example: An employee employed on November 1 will immediately be credited with twelve (12) days of sick leave, which is one and one-half (1½) days per month for an eight (8) month period.

- d. Up to five (5) days of sick leave with pay per school year shall be allowed whenever an employee's absence is due to the serious illness and/or the temporary disability of the employee's spouse, adult children, grandchildren, foster children, or parent.
- e. As of July 1, 2019, sick leave accumulation will be unlimited.

Note: The 2013 Legislature amended a sick leave law which will take precedence over the language in this contract as long as this law is in place. This law allows for 160 hours or 20 days of available sick leave in any 12-month period to be used for absences due to an illness of or injury to an employee's adult child, spouse, sibling, parent, grandparent, or stepparent.

Subd. 1. Sick Leave Incentive: Association members who use three (3) or fewer sick leave days in a year (July 1 – June 30) shall receive an additional personal leave day the following year. That personal leave day must be used the following year, or the employee will lose the day. There will be no cash compensation for not using this personal leave day.

Section 5. Bereavement Leave: In case of death in the immediate family, employee's parents, spouse, children, grandchildren, sister, brother, grandparents, sister-in-law, brother-in-law, father-in-law, mother-in-law, son-in-law, daughter-in-law, or grandparents of spouse; causing the employee to lose working time, time allowed is not to exceed three (3) scheduled working days if the distance traveled is 400 miles or less one way, four (4) scheduled working days if the distance traveled is more than 400 miles, but less than 800 miles one way; and five (5) scheduled working days if the distance traveled is more than 800 miles one way. No less than four (4) scheduled working days shall be allowed in the case of the death of a spouse or child. Additional time may be granted, at the discretion of the superintendent, upon written evidence of such special need for such additional time.

Section 6. Leave of Absence: An employee may be granted a leave of absence at the school board's discretion. A leave of absence, when granted, may be for educational leave, personal illness, illness or death in the family requiring one's assistance, or pregnancy. Such leave of absence shall be without compensation expense allowance from District funds. Consecutive years of service would not be interrupted due to the leave of absence in counting consecutive years of employment to qualify for a benefit.

Section 7. Personal Leave: Qualified employees shall be allowed three (3) days per year with pay, non-cumulative, for personal reasons.

Section 8. Association Leave Days: Absences or leave time will not be assessed to employees who participate in negotiations or other Association activities approved by the District's administration.

ARTICLE VII SUPPLEMENTAL BENEFITS

Section 1. Automobile: The District shall compensate members for business use of member's private vehicle at the federal mileage rate. For members assigned to multiple buildings on different campuses or assigned to float among all district facilities, the member may choose to receive a \$35/month stipend in lieu of cataloging mileage for reimbursement.

Section 2. Indemnification and Provision of Counsel: In the event that an action or claim is made against the member arising out of, or in connection with, member's employment while member is acting within the scope of member's employment with the District, the District shall indemnify and defend member to the extent permitted by law, and subject to the terms and conditions as provided by the policy of insurance in effect at the time of such claim with the relevant insurance carrier for the District, and subject to any limitations as provided in Minnesota Statute Chapter 466. Indemnification and defense of any actions or claims shall not be provided for any such actions or claims arising out of member's malfeasance, or intentional, willful or wanton acts or neglect of duties, or any actions brought against member by the District in which the District is successful.

Section 3. Cell Phone: Members will receive a \$30/month stipend for work related use of a personal cell phone. In the event the district provides a work cell phone to a member, the monthly stipend will discontinue.

ARTICLE VIII PROBATIONARY PERIOD AND NOTIFICATION

Section 1. Probationary Period: Members shall serve a six (6) month probationary period from the start of employment in an Association position.

Section 2. Notification of Retirement/Resignation: Members must provide the District with at least four (4) weeks of notice prior to resignation from the District and at least eight (8) weeks of notice prior to retiring from the District.

ARTICLE IX SENIORITY

Section 1. Definition: Seniority for personnel shall be defined as the length of continuous service with the school district. Upon completion of the probationary period, the seniority date of the employee shall include the probationary period. For the purposes of this section, leaves of absence shall not be considered an interruption of continuous service. Seniority shall be determined according to the following order of priority:

1. The first day of work for the District after the school board has approved the employee's hire.
2. The date at which the school board approved the employee's hire.
3. If two or more employees have the same seniority date, their seniority ranking shall be determined on the basis of the employee with the most time actually working for the District (i.e., time worked in other roles).
4. If a tie still remains, the District's Director of Technology, in consultation with the District superintendent, will determine who is most qualified and should be placed higher on the seniority list based on education and experience.

Section 2. Seniority List: The superintendent shall maintain a seniority list, which shall show the names of Association personnel, initial date of employment, years of service, and seniority rank. Each employee shall receive a copy of the seniority list annually by July 1st.

Section 3. Loss of Seniority: An employee will lose seniority for the following reasons only:

- a. Resignation
- b. Involuntary termination
- c. Failure to return to work when recalled from lay-off

Section 4. Temporary Incapacity: Inability of an employee covered by this Agreement to work due to illness or injury shall not result in loss of position. Said personnel shall be entitled to return to regularly assigned positions after sufficient recovery to perform usual and ordinary duties. Maximum length of temporary incapacity shall not exceed 18 months. After 18 months, but prior to 24 months, an employee may petition the superintendent for reinstatement. The decision to reinstate an employee returning from temporary incapacity status shall rest solely with the superintendent. If making room for the employee requires lay-off(s), the procedures outlined in this contract for seniority determinations, layoffs, bumping, and filling of vacancies shall be followed.

Section 5. Posting and Filling of Vacancies: If a vacancy is determined by the superintendent to exist within the technology department, notice of this vacancy shall be advertised publicly and posted internally. Employees within the department (i.e. Association members or technology paraprofessionals) shall be given a minimum of five (5) working days to apply for said open position. Given due regard to reliability, efficiency, ability, and overall qualifications relative to the job description, appropriate candidates will be selected by the Director of Technology. The most qualified candidate will be recommended to the superintendent for employment. Final authority for hiring rests with the school board.

Section 6. Lay-Offs and Recall: The school board may place on lay-off as many personnel as may be necessary because of discontinuance of positions, lack of pupils, or merger of classes caused by consolidation of school districts. In the event of a lay-off or reduction of hours, substitutes and/or probationary personnel shall be laid off first. Personnel shall be laid off based on their inverse order of seniority. Employees to be laid off will have at least two (2) calendar weeks' notice.

In the event of lay-off, Association personnel who have completed their probationary period, shall within a period of two (2) years from their last regular working day, be the first rehired and upon said employee being rehired shall be restored with their seniority, years of service, vacation and sick leave. In the event that multiple employees laid off at the same time are subject to recall, employees shall be recalled based on greatest seniority.

ARTICLE X GRIEVANCE PROCEDURE

Section 1. Definition of Terms and Interpretations:

Subd. 1. Grievance: A "grievance" shall mean a dispute or disagreement as to the interpretation or application of any term or terms of any contract required by the P.E.L.R.A. of 1971 between Independent School District No. 94 and the authorized representative. A "grievance" relating to a policy of the school district will be carried

through level three (3) of the procedure.

Subd. 2 Aggrieved: Any person or group of persons within the appropriate unit having a grievance.

Subd. 3. Administrative Supervisor: The Cloquet Public Schools technology director.

Subd. 4. Grievance Committee: The committee appointed by the exclusive representative.

Subd. 5. Disposed: A settlement of a grievance, reduced to writing, to the satisfaction of both parties.

Subd. 6. Extension: Time limits specified in this procedure may be extended by mutual agreement.

Subd. 7. Days: Reference to days regarding time periods in this procedure shall refer to working days. A working day is defined as all weekdays not designated as holidays by state law.

Subd. 8. Computation of Time: In computing any period of time prescribed or allowed by procedures herein, the date of the act, event, or default for which the designated period of time begins to run shall not be included. The last day of the period so computed shall be counted, unless it is a Saturday, a Sunday, or a legal holiday, in which case the period runs until the end of the next day which is not a Saturday, a Sunday, or a legal holiday.

Subd. 9. Filing and Postmark: The filing or serving of any notice or document herein shall be timely if it bears a postmark of the United States mail within the time period.

Section 2. Representative: The aggrieved or School Board may be represented during any step of the procedure by any person or agent designated by such party to act in his/her behalf.

Section 3. Time Limitations and Waiver: Grievances shall not be valid for consideration unless the grievance is submitted in writing in the form herein prescribed to the administrative supervisor, setting forth the facts and the specific provision of the Agreement allegedly violated, and the particular relief sought within twenty (20) days of the knowledge of the event giving rise to the grievance. Failure to file any grievance within such period shall be deemed a waiver thereof. Failure to appeal a grievance from one level to another within the time periods hereinafter shall constitute a waiver of the grievance.

Section 4. Informal Discussion: In the event that an individual or group of individuals believes that there is a basis for a grievance, the alleged grievance shall first be discussed with the administrative supervisor, either privately or accompanied by a representative of the grievance committee, without having reduced the grievance to writing.

Section 5. Adjustment of Grievance: The School Board and the aggrieved shall attempt to adjust all grievances which may arise during the course of employment of any member of the exclusive representative in the following manner:

Subd. 1. Level I: The aggrieved shall file a grievance on the appropriate district form, with his/her administrative supervisor within twenty (20) working days of knowledge of the event giving rise to the grievance. If the grievance is not disposed of, the administrative supervisor shall give a written decision on the grievance to the parties involved within ten (10) working days after receipt of the written grievance.

Subd. 2. Level II: In the event the grievance is not disposed of in Level I, the decision rendered may be appealed to the superintendent of schools, provided such appeal is made in writing, in the form herein provided, within five (5) working days after receipt of the decision in Level I. If a grievance is so appealed to the superintendent, the superintendent shall set a time to meet regarding the grievance within fifteen (15) working days after receipt of the appeal. Within ten (10) working days after the meeting, the superintendent shall issue a decision

in writing to the parties involved.

Subd. 3. Level III: In the event the grievance is not disposed of in Level II, the decision rendered may be appealed to the School Board, provided such appeal is made in writing, in the form herein provided, within five (5) working days after receipt of the decision in Level II. If a grievance is so appealed to the Clerk of the School Board, the School Board shall set a time to hear the grievance twenty (20) working days after receipt of the appeal. Within twenty (20) working days after the meeting, the School Board shall issue its decision in writing, to the parties involved. At the option of the School Board, a committee of the Board may be designated by the Board to hear the appeal at this level and to report its findings and recommendations to the School Board. The School Board shall then render its decision.

Section 6. School Board Review: The School Board reserves the right to review any decision issued under Level I or Level II of this procedure provided the School Board or its representative notifies the parties of its intentions within ten (10) working days after the decision has been rendered. In the event the School Board reviews a grievance under this section, the School Board reserves the right to reverse or modify such decision. Such notification by the School Board automatically advances the grievance to Level III.

Section 7. Denial of Grievance: Failure by the School Board or its representative to issue a decision within the time periods provided herein shall constitute a denial of the grievance and the aggrieved may appeal it to the next level.

Section 8. Level II Initiation: A grievance that affects a group of members of the exclusive representative, involving more than one administrative supervisor and all salary determination grievances shall be initiated at Level II.

Section 9. Arbitration Procedures: In the event that the aggrieved and the School Board are unable to resolve any grievance, any grievance may be submitted to arbitration as defined herein:

Subd. 1. Request: A request to submit a grievance to arbitration must be in writing, in the form provided herein, signed by the aggrieved, and such request must be filed in the Office of the Superintendent within ten (10) working days following the decision in Level III of the grievance procedure.

Subd. 2. Prior Procedure Required: No grievance shall be considered by the arbitrator unless such grievance has been first duly processed in accordance with the grievance procedure and appeal provisions.

Subd. 3. Selection of Arbitrator: Upon the proper submission of a grievance under the terms of this procedure, the parties shall, within ten (10) working days after the request to arbitrate, attempt to agree upon the selection of an arbitrator. If no agreement on an arbitrator is reached, either party may request the PERB to appoint an arbitrator, pursuant to M.S. 179.70, Subd. 4, providing such request are made within twenty (20) working days after request for arbitration. The request shall ask the appointment to be made within thirty (30) working days after the receipt of said request. Failure to agree upon an arbitrator and the subsequent failure to request an arbitrator from the PERB within the time periods provided herein shall constitute a waiver of the grievance.

Subd. 4. Hearing: The grievance shall be heard by a single arbitrator and both parties may be represented by such person or persons as they may choose and designate, and the parties shall have the right to a hearing at which time both parties will have the opportunity to submit evidence, offer testimony, and make oral or written arguments relating to the issues before the arbitrator. The hearing before the arbitrator shall be a hearing *denovo*.

Subd. 5. Decision: The decision by the arbitrator shall be rendered within thirty (30) working days after the close of the hearing. Decisions by the arbitrator in cases properly before him/her shall be final and binding upon the parties, subject, however, to the limitations of arbitration decisions as provided by the P.E.L.R.A. of 1971.

Subd. 6. Expenses: Each party shall bear its own expenses in connection with arbitration, including expenses relating to the party's representatives, witnesses, and any other expenses which the party incurs in connection with presenting its case in arbitration. A transcript of recording shall be made of the hearing at the request of either party. The parties shall share equally fees and expenses of the arbitrator, the cost of the transcript of recording, if requested by either or both parties, and any other expenses, which the parties mutually agree are necessary for the conduct of arbitration.

Subd. 7. Jurisdiction: The arbitrator shall have jurisdiction over disputes or disagreements relating to grievances properly before the arbitrator pursuant to the terms of this procedure. The jurisdiction of the arbitrator shall not extend to proposed changes in terms and conditions of employment as defined herein and contained in this written agreement; nor shall an arbitrator have jurisdiction over any grievance which has not been submitted to arbitration in compliance with the terms of the grievance and arbitration procedure as outlined herein; nor shall the jurisdiction of the arbitrator extend to matters of inherent managerial policy, which shall include, but are not limited to, such areas of discretion or policy as the functions and organization structure, and selection, direction and number of personnel. In considering any issue in dispute, in its order the arbitrator shall give due consideration to the statutory rights and obligations of the School Board to manage and conduct efficiently its operation within the legal limitations surrounding the financing of such operations.

Section 10. Timeline Extension: The timeline specified in this article may be extended at any step of the process by mutual agreement between the Association and the Superintendent or School Board.

ARTICLE XI DURATION

Section 1. Term and Re-Opening Negotiations: This Agreement shall remain in full force and effect for a period commencing on July 1, 202~~5~~³ through June 30, 202~~5~~⁷, and thereafter until modifications are made pursuant to P.E.L.R.A. If either party desires to modify or amend the Agreement, it shall give written notice of such intent no later than ninety (90) calendar days prior to the expiration of this Agreement.

Section 2. Effect: This Agreement constitutes the full and complete agreement between the School Board and the exclusive representative representing the Association members of the District. The provisions herein relating to terms and conditions of employment, supersede any and all prior Agreements, resolutions, practices, district policies, rules or regulations concerning terms and conditions of employment inconsistent with these provisions. In the event the Affordable Health Care Act or some other federal or state regulation regarding insurance benefits for employees negatively affects the Association contract or District, the parties agree that this contract may be re-opened for negotiation.

Section 3. Finality: Any matters relating to the current contract term, whether or not referred to in this Agreement, shall not be open for negotiations during the term of the Agreement, except by mutual agreement.

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

Section 5. Notification: In the event that neither party gives notice to the other of its intention to modify or amend this Agreement at least ninety (90) calendar days prior to the expiration date, the Agreement shall automatically be extended on the same terms for another year, and similarly, from year to year thereafter with the same notification requirements each year.

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

For:
Cloquet Information Technology Support Association

For:
Cloquet Public Schools, ISD #94

Name of Association Representatives:

Name of Organizational Representatives:

William Bauer
Chair

~~Nate Sandman~~ Dave Battaglia, Acting School Board

Mark Brenner

Melissa Juntunen, Acting School Board Clerk

Dr. Michael Cary, Superintendent

ATTACHMENT A SALARY SCHEDULES

Cloquet Information Technology Support Association Salary Schedule:

The unit will receive a ~~3.04-61%~~ increase plus drop step 1 rate and add a new step 8 rate for 2025~~3~~-26~~4~~ and 0% increase for Me Too with Education MN - Cloquet (EMC) for 2026~~4~~-27~~5~~. ~~In both years, the district will drop Step 1 and add a new Step 8. For year one of the proposed contract, CITSA members will be on Step 4. For year two, CITSA members will move to step 5. See scale below:~~

-	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
2022-23	\$ 20.90	\$ 21.74	\$ 22.61	\$ 23.51	\$ 24.45	\$ 25.43	\$ 26.45	\$ 27.51
2023-24	\$ 22.74	\$ 23.65	\$ 24.59	\$ 25.58	\$ 26.60	\$ 27.67	\$ 28.78	\$ 29.93
2024-25	\$ 23.65	\$ 24.59	\$ 25.58	\$ 26.60	\$ 27.67	\$ 28.78	\$ 29.93	\$ 31.13

-	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
2025-26	<u>\$25.33</u>	<u>\$26.35</u>	<u>\$27.40</u>	<u>\$28.50</u>	<u>\$29.64</u>	<u>\$30.83</u>	<u>\$32.06</u>	<u>\$33.35</u>
2026-27	<u>TBD</u>							

Section 1. Extra Service Contracts: A unit member asked to provide computer programming services for the district shall receive an extra services contract in the amount of \$6,000.00 for 2024-2025. This rate will increase for 2025-2026 and 2026-2027 equivalent to the Education MN – Cloquet (EMC) rate increase.

ATTACHMENT B
HEALTH INSURANCE COSTS
(Rates will be updated for 2025-2026)

INSURANCE INFORMATION - NEW HIRES						
2024-2025	Annual	District	Employee Pays/Year	District Paid	Annual Deductible	Annual
Health Ins Costs	Premium	Pays/Year		HRA/HSA		Out of Pocket Max
500 Single	\$11,650	\$10,920	\$730	\$500* <small>(Only HRA Available)</small>	\$500	\$1,000
1,000 Family	\$32,448	\$19,493	\$13,172		\$1,000	\$1,000 per person/ \$2,000 per Family
\$500/\$1,000 Plans - On a Single plan the deductible is \$500 and then 80/20 up to ab \$1,000 out of pocket max. On a Family plan the deductible is \$1,000 and then 80/20 up to a \$2,000 out of pocket max.						
HDHP 1,600 Single	\$10,548	\$10,038	\$510	\$1,200	\$1,600	\$1,600
HDHP 3,200 Family	\$29,378	\$18,402	\$10,408		\$3,200	\$3,200
\$1,600/\$3,200 HDHP Plans - This deductible is \$1,600 per individual on a single plan. If the plan is a family plan, the family must pay the deductible of \$3,200. Note, individuals on the family plan could account for more than \$1,600 until the family \$3,200 deductible is met. On this plan, once the deductible is met whether single or family, all other expenses are paid at 100%.						
HDHP 3,500 Single	\$9,179	\$8,943	\$236	\$2,100	\$3,500	\$3,500
HDHP 7,000 Family	\$25,567	\$17,609	\$7,406		\$7,000	\$3,500 per person/ \$7,000 per Family
\$3,500/\$7,000 HDHP Plans - This deductible is \$3,500 per person/\$7,000 per family. Under this plan, no individual whether on a single or family plan, will pay more than the \$3,500 deductible per person. If it's a family plan, the family will pay no more than the \$7,000 deductible. On this plan, once the deductible is met, whether single or family, all other expenses are paid at 100%.						
HDHP 5,000 Single	\$8,393	\$8,314	\$79	\$3,000	\$5,000	\$5,000
HDHP 10,000 Family	\$23,376	\$17,694	\$4,699		\$10,000	\$5,000 per person/ \$10,000 per Family
\$5,000/\$10,000 HDHP Plans - This deductible is \$5,000 per person/\$10,000 per family. Under this plan, no individual whether on a single or family plan, will pay more than the \$5,000 deductible per person. If it's a family plan, the family will pay no more than the \$10,000 deductible. On this plan, once the deductible is met, whether single or family, all other expenses are paid at 100%.						
HDHP 6,750 Single	\$7,649	\$0	\$7,649		\$6,750	\$6,750
HDHP 13,500 Family	\$21,306	\$0	\$21,306		\$13,500	\$6,750 per person/ \$13,500 per Family
\$6,750/\$13,500 HDHP Plans - This deductible is \$6,750 per person/\$13,500 per family. Under this plan, no individual whether on a single or family plan, will pay more than the \$6,750 deductible per person. If it's a family plan, the family will pay no more than the \$13,500 deductible. On this plan, once the deductible is met, whether single or family, all other expenses are paid at 100%.						

The renewal for all health insurance plans continues to be September 1st.

*If you have a district eligible spouse (see your contract for a definition of district eligible spouse) you are entitled to a \$1950 premium reduction and a \$750 HSA/HRA district contribution.

An employee who qualifies for health insurance through the Affordable Care Act (ACA) but does not qualify for district contribution towards health insurance plans due to hours/months worked may purchase a district insurance plan with no contribution from the school district.

	Benefit Year Start Date
\$500/\$1000 Plans	September 1st
\$1600/\$3200 Plans	September 1st
\$3500/\$7000 Plans	September 1st
\$5000/\$10000 Plans	September 1st
\$6750/\$13500 Plans	September 1st

INSURANCE INFORMATION - NEW HIRES

2023-2024	Annual	District	Employee Pays/Year	District Paid	Annual Deductible	Annual
Health Ins Costs	Premium	Pays/Year		HRA/HSA		Out of Pocket Max
500 Single	\$10,672	\$10,138	\$534	\$500* <small>(Only HRA Available)</small>	\$500	\$1,000
1,000 Family	\$29,726	\$18,024	\$11,703		\$1,000	\$1,000 per person/ \$2,000 per Family
<small>\$500/\$1,000 Plans - On a Single plan the deductible is \$500 and then 80/20 up to ab \$1,000 out of pocket max. On a Family plan the deductible is \$1,000 and then 80/20 up to a \$2,000 out of pocket max.</small>						
HDHP 1,500 Single	\$9,758	\$9,406	\$351	\$1,200	\$1,500	\$1,500
HDHP 3,000 Family	\$27,178	\$17,586	\$9,592		\$3,000	\$3,000
<small>\$1,500/\$3,000 HDHP Plans - This deductible is \$1,400 per individual on a single plan. If the plan is a family plan, the family must pay the deductible of \$2,800. Note, individuals on the family plan could account for more than \$1,500 until the family \$3,000 deductible is met. On this plan, once the deductible is met whether single or family, all other expenses are paid at 100%.</small>						
HDHP 3,500 Single	\$8,409	\$8,327	\$82	\$2,100	\$3,500	\$3,500
HDHP 7,000 Family	\$23,422	\$16,813	\$6,610		\$7,000	\$3,500 per person/ \$7,000 per Family
<small>\$3,500/\$7,000 HDHP Plans - This deductible is \$3,500 per person/\$7,000 per family. Under this plan, no individual whether on a single or family plan, will pay more than the \$3,500 deductible per person. If it's a family plan, the family will pay no more than the \$7,000 deductible. On this plan, once the deductible is met, whether single or family, all other expenses are paid at 100%.</small>						
HDHP 5,000 Single	\$7,689	\$7,689	\$0	\$3,000	\$5,000	\$5,000
HDHP 10,000 Family	\$21,416	\$17,205	\$4,211		\$10,000	\$5,000 per person/ \$10,000 per Family
<small>\$5,000/\$10,000 HDHP Plans - This deductible is \$5,000 per person/\$10,000 per family. Under this plan, no individual whether on a single or family plan, will pay more than the \$5,000 deductible per person. If it's a family plan, the family will pay no more than the \$10,000 deductible. On this plan, once the deductible is met, whether single or family, all other expenses are paid at 100%.</small>						
HDHP 6,750 Single	\$7,008	\$0	\$7,008		\$6,750	\$6,750
HDHP 13,500 Family	\$19,519	\$0	\$19,519		\$13,500	\$6,750 per person/ \$13,500 per Family
<small>\$6,750/\$13,500 HDHP Plans - This deductible is \$6,750 per person/\$13,500 per family. Under this plan, no individual whether on a single or family plan, will pay more than the \$6,750 deductible per person. If it's a family plan, the family will pay no more than the \$13,500 deductible. On this plan, once the deductible is met, whether single or family, all other expenses are paid at 100%.</small>						

The renewal for all health insurance plans continues to be September 1st.

*If you have a district eligible spouse (see your contract for a definition of district eligible spouse) you are entitled to a \$1950 premium reduction and a \$750 HSA/HRA district contribution.

An employee who qualifies for health insurance through the Affordable Care Act (ACA) but does not qualify for district contribution towards health insurance plans due to hours/months worked may purchase a district insurance plan with no contribution from the school district.

	Benefit Year Start Date
\$500/\$1000 Plans	September 1st
\$1500/\$3000 Plans	September 1st
\$3500/\$7000 Plans	September 1st
\$5000/\$10000 Plans	September 1st
\$6750/\$13500 Plans	September 1st



Education
Academics • Arts • Athletics

Cloquet Information Technology Support Association Contract

July 1, 2025 – June 30, 2027

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ARTICLE I RECOGNITION

Section 1. Exclusive Bargaining Agency: The Independent School District No. 94 School Board hereby recognized as the exclusive and sole bargaining representative for Cloquet Information Technology Support Association whether under contract, on leave, on a per diem basis, employed or to be employed by the School Board. The term “member” when used hereinafter in this Agreement, shall include the Cloquet Information Technology Support Association members employed by Independent School District No. 94. This Agreement shall exclude all members of any and all other Independent School District No. 94 bargaining units. Terms not defined in this Agreement shall have those meanings as defined in the Public Employees Labor Relations Act of 1971, as amended.

Section 2. Sole Agent: The School Board agrees not to negotiate with any information technology organization other than the Cloquet Information Technology Support Association as the exclusive bargaining agent.

Subd. 1. Parties: This Agreement, entered into between the School Board of Independent School District No. 94, Cloquet, Minnesota, hereinafter referred to as the “School Board”, and the Cloquet Information Technology Support Association (certified by the Director of the Bureau of Mediation Services as the exclusive representative), hereinafter referred to as the “Association”, pursuant to and in compliance with the Minnesota Public Employees Labor Relations Act of 1971, as amended, hereinafter referred to as the P.E.L.R.A., is to provide the terms and conditions of employment for all Association members for the term of this Agreement.

Subd. 2. Recognition: In accordance with P.E.L.R.A., the School Board recognizes the Association as the exclusive representative of information technology personnel employed by the School Board of Independent School District No. 94, which exclusive representative shall have those rights and responsibilities as prescribed by the P.E.L.R.A. and as described in this agreement.

Section 3. Rights of Members of the Association:

Subd. 1. Right to Views: Nothing contained in this Agreement shall be construed to limit, impair, or affect the right of any Association member or the representative of an Association member to the expression or communication of a view, complaint or opinion on any matter, so long as such action does not interfere with the performance of the duties of employment as prescribed in this Agreement or circumvent the rights of the exclusive representative.

Subd. 2. Right to Join: Association members shall have the right to join employee organizations and shall have the right not to form and join such organizations.

Subd. 3. Right to Exclusive Representation: Association members in an appropriate unit shall have the right to designate an exclusive representative for the purpose of negotiating the terms and conditions of employment and grievance procedure for such members as provided in the P.E.L.R.A.

Section 4. Board of Education Rights:

Subd. 1. Inherent Managerial Rights: The parties recognize that the School Board is not required to meet and negotiate on matters of inherent managerial policy which include, but are not limited to, such areas as discretion or policy as the functions and programs of the employer, its overall budget, use of technology, the organization structure, and selection, direction, and number of personnel, and that all management functions not expressly delegated in the Agreement are reserved to the School Board, subject to the right of the exclusive representative to meet and confer as provided in the P.E.L.R.A.

Subd. 2. Management Responsibilities: The parties recognize the right and obligation of the School Board to manage and efficiently conduct the operation of the school district within its legal limitations and consistent with its primary obligation to provide educational opportunities for the students of the school district.

Subd. 3. Effect of Laws, Rules and Regulations: The parties recognize that all employees covered by this Agreement shall perform the services and duties prescribed by the School Board. The parties also recognize the right, obligation, and duty of the School Board and its duly designated officials to promulgate reasonable rules, regulations, directives and orders as deemed necessary, insofar as such reasonable rules and regulations, directives and orders are not inconsistent with the terms of this Agreement. The parties further recognize that the School Board, all employees covered by this Agreement, and all provisions of this Agreement are subject to state and federal law, rules and regulations of the State Board of Education and valid rules, regulations and orders of state and federal governmental agencies. Any provision of this Agreement found to be in violation of any such laws, rules, regulations, directives or orders shall be null and void and without force and effect.

Section 5. Negotiation Procedures:

Subd. 1.: In any negotiations described in the Article, each party shall have complete control over the selection of the negotiating or bargaining representative of its own party.

Subd. 2.: The matters contained in this Agreement are not subject to further negotiations between the parties during the term of this Agreement.

**ARTICLE II
RIGHTS OF ASSOCIATION MEMBERS**

Section 1. No Restriction or Denial of Member’s Rights: Nothing contained herein shall be construed to deny or restrict any rights a member may have under federal law or the statutes of Minnesota (or other applicable laws and regulations).

Section 2. Personnel Files: Pursuant to M.S. 125.12, Subd. 14, as amended, all evaluations and files relating to each individual technology staff worker shall be available during regular school business hours to each individual technology staff worker upon their written request. The technology staff worker shall have the right to reproduce any of the contents of the files at the technology staff worker’s expense and to submit any material contained therein. However, the school district may destroy such files as provided by law.

**ARTICLE III
ASSOCIATION SALARIES**

Section 1. Payment of Salaries: Salaries of members will be paid in accordance with the following guidelines (please refer to Attachment A – Salary Schedule). Employees hired prior to January 1 will receive credit for the full year. The members will be paid according to District Policy 424.14. The Board may place a new hire on any step of the salary schedule based on experience and/or qualifications.

Subd. 1 Steps:

Subpart 1. New Employees: New employees shall normally be paid at the minimum (Step 1) of the salary range for Association members. However, the supervisor, with the approval of the Superintendent, may pay a new employee at Step 2 or higher if such higher placement is justified by exceptional qualifications, relevant outside experience, or by lack of available qualified eligible persons at the minimum rate.

Subpart 2. Step Increases: Association members will advance one (1) step on July 1st each year, provided they have successfully completed a year of service.

Subd. 2. Longevity Pay: Association members shall receive longevity pay according to the following table. Years listed in the table are for current year of service. For instance, employees will be eligible for longevity pay beginning their 16th year of service.

Years of Service	Longevity Pay
10 to 15 years	\$780
16 to 20 Years	\$1080
21 to 25 years	\$1380
26 to 30 Years	\$1680
31 + Years	\$1980

Subd. 3. Committee Pay: Association members shall receive overtime pay for hours served on district committees when committee meetings are scheduled outside regular work hours.

**ARTICLE IV
RETIREMENT INSURANCE BENEFITS AND 403(b)**

Section 1. 403(b) Employer Matching Plan:

Subd.1. Eligibility: Full time 52-week employees whose positions have been defined as regular employees who are scheduled to work forty (40) hours per week.

Subd.2. Cap: There shall be a lifetime cap of \$50,000 on District contributions.

Subd.3 Match: Employees who are eligible to participate in the District's 403(b) Plan will receive the yearly maximum matching amounts as listed below.

YEARS OF SERVICE	MAXIMUM ANNUAL MATCH
1 – 3	No match
4 – 6	\$900
7 – 10	\$1,400
11 – 15	\$1,900
16+	\$2,400

District matching amount shall match member's contributions on a dollar for dollar basis up to the applicable maximum amount allowed under this Agreement.

Subd.4. Plan Year: The plan year shall be from July 1 through June 30.

Subd.5. Participation: An eligible member must make application for participation by July 1 of each school year. Once an eligible member elects to participate in the plan, said election is irrevocable for that school year and will continue each subsequent school year unless modified by the member by the July 1 deadline. This provision relates to an eligible member's willingness to participate in the plan and in setting the monetary amount of participation in the plan. Once the election is made, the member must participate in the program at the same rate for that school year unless the member is granted an unpaid leave or a temporary leave of absence, in which case he/she may not participate in the matching program until the member returns.

Section 2. Medical Insurance: Upon retirement, an employee who is at least 55 years of age and has been employed as a full-time employee (as defined in Article V, Section 1) in Cloquet School District, ISD #94 for at least 10 consecutive years prior to retirement shall be allowed to participate in the district offered medical insurance plan(s) with 100% of the insurance premium paid by the retired employee. This benefit shall be in effect until the employee reaches Medicare age.

Section 3. Eligibility for Post-Retirement Health Care Savings Plan: Association employees are eligible to participate in the Minnesota Post Employment Health Care Savings Plan (HCSP) established under Minnesota Statutes, section 352.98 (Minn. Supp. 2001) and as outlined in the Minnesota State Retirement System’s Trust and Plan Documents. All funds collected by the employer on behalf of the employee will be deposited into the employee’s Post Employment Health Care Savings Plan.

Subd.1. Eligibility: Full-time employees, as defined in Article V, Sec I, will be eligible for an annual District contribution to a personal account in the Post- Retirement Health Care Savings Plan, hereinafter referred to as the PRHCSP, managed by the Minnesota State Retirement System (MSRS).

Subd.2. Contributions: Contributions shall be paid monthly at a rate of 1/12 of the annual amount for which employees are qualified to receive.

Subd.3. Cap: There shall be a lifetime per employee cap of \$40,000 on District contributions.

Subd.4. Amount of the District’s Contribution: Effective beginning with the 2019-2020 school year, the District will make an annual contribution to an employee’s account in the Post-Employment Health Care Savings Plan (PEHCSP) managed by the Minnesota State Retirement System (MSRS) in an amount based on their years of service to the Cloquet School District in accordance with the following chart:

Maximum of \$40,000 lifetime contribution:

4 – 6 years	7 – 10 years	11 – 15 years	16 – 20 years	21+ years
\$500	\$1,000	\$1,500	\$2,000	\$3,000

Example of interpreting the above chart:

Beginning their fourth (4) year with the school district, employees will be eligible for a \$500 benefit.

Death of Employee: Upon an employee’s death contributions owed but not yet paid to the HCSP will be paid to the beneficiary.

Section 5. Dental Insurance: Dental insurance premiums shall be 100% paid by the retired employee.

Section 6. Life Insurance: Life insurance premiums shall be 100% paid by the retired employee.

**ARTICLE V
BENEFITS - QUALIFICATION FOR EMPLOYEE BENEFITS**

Section 1. Full-Time Employees:

Subd.1. Full-Time Fifty-Two (52) Week Employees: Employees whose positions have been defined as regular employees who are scheduled to work forty (40) hours per week. Full-time employees shall receive the following benefits:

- a. Vacation (Article VI, Sec I).
- b. Sick leave, emergency leave, bereavement leave, personal leave, and approved leaves of absence as specified in (Article VI, Sec III, IV, V, VI, VII, and VIII).
- c. Health, Life, Dental, and Long-Term Disability Insurances (Article V).
- d. Holidays (Article VI, Sec II).
- e. Retirement Benefits (Article IV and Article V, Sec II).

Section 2. Employee Medical Insurance Benefits:

Subpart 1. Employee/School District Premium Share: Effective July 1, 2019, hospitalization, medical and surgical benefits will be provided by the District for all eligible employees with the District bearing the costs as listed in Attachment B – Health Insurance Costs.

Subpart 2. Premium Increase/Decrease: In the event the single or dependent premium increases/decreases from the September 1, 2011 premiums, the District and the employee will share in the insurance plan increases/decreases as follows:

- a. Dependent Coverage: The District and employee will share the increases or decreases in premiums equally.
- b. Single Coverage: For any amount of premium over \$8,000, increases or decreases in the premium shall be 80% District responsibility and 20% employee responsibility.

Subpart 3. Opt for Alternate Plan: Employees may opt for different plan coverage during the open enrollment period each year.

Subpart 4. Dependent Benefit Coordination: The following section will be administered in accordance with applicable rules and regulations governing coordination of benefits. If an employee's dependent is entitled or would be entitled if enrolled, to have any part of the cost of eligible medical-surgical, hospital, major-medical, and dental services, and supplies paid by the dependent's fully employer-paid insurance plan, even though the dependent does not enroll in the plan or waives or fails to claim benefits under the plan, the Cloquet School District insurance plan will provide secondary coverage only. The amount furnished under this article shall be reduced so that the total amount paid under this contract and the dependent's fully employer-paid insurance entitlement does not exceed the total charges for covered benefits.

Subpart 5. Dependents: An employee with a dependent is eligible for coverage of the dependent provided the dependent is a dependent defined by Code § 152 or an “adult child” as defined by Code § 152(f) (1) and is not an employee of another employer receiving insurance benefits from said employer as follows:

- a. Cash instead of health insurance, or
- b. Some type of credit toward the purchase of some other employee benefit instead of health insurance, or
- c. Cash in addition to selecting health insurance with a deductible of \$750.00 or more instead of a plan with a smaller deductible.

Subpart 6. Eligible Spouse: If a married couple both work for the District and are both eligible for District health insurance coverage, the options shall be as follows:

- a. Two single plans, or
- b. One family plan, or
** If enrolled in a family plan, the family premium paid by the employee shall be \$1,200 less than the amount paid by other family policy holders if the family is enrolled in an HDHP.
- c. Spouses choosing the reduced family premium option described in the District's insurance plan will not be eligible for the extra \$900 MN PRHCSP contribution.

Subd. 7. Health Reimbursement Account (HRA)/Health Savings Account (HSA):

Subpart. 1. Introduction: Employer shall make an HRA/HSA arrangement available subject to the terms of this agreement for eligible members, herein referred to as "Employees." Procedures and rules for High Deductible Health Plans (HDHP) are part of the District's policies and procedures.

Eligible employees who enroll in the HDHP, Employer and Employee shall share in the costs of the plans as listed in Attachment B – Health Insurance Costs.

Section 3. Dental Insurance for Full-Time Employees: Effective July 1, 2019, dental benefits will be paid by the school district at a premium rate of \$28.65 per month per eligible employee with single coverage and that dependent coverage will be paid by the school district at the premium rate of \$49.28 per month per eligible employee. If the total premium rate exceeds the individual rate as stated above, the school district shall pay the additional costs of premiums. If the total premium rate exceeds the dependent rate as stated above, the school district and the employee shall share the premium increase equally.

Section 4. Life Insurance for Full-Time Employees: Full-time employees (as defined in Article V, Sec I) shall also receive term life insurance in an amount of \$50,000 at District expense.

Section 5. Long-Term Disability Benefits: Full-time employees (as defined in Article V, Sec I) shall receive long-term disability benefits up to 66 2/3% of the employee's basic salary to a maximum benefit of \$3,000.00 per month. There shall be an elimination period of 60 working days.

Subd.1. Eligibility: All eligible employees shall be required to participate in the group at their own expense.

Subd.2. Cost: The salary of each employee shall be increased by the cost of their long-term disability premium.

Section 6. Claims Against the School District: It is understood that the District's only obligation is to purchase an insurance policy and pay such amounts as agreed to herein and no claim shall be made against the District as a result of a denial of insurance benefits by an insurance carrier.

Section 7. Minnesota State Post-Retirement Health Care Savings (MSPRHCS): Association employees are eligible to participate in the Minnesota Post Employment Health Care Savings Plan (HCSP) established under Minnesota Statutes, section 352.98 (Minn. Supp. 2001) and as outlined in the Minnesota State Retirement System's Trust and Plan Documents. All funds collected by the employer on behalf of the employee will be deposited into the employee's Post Employment Health Care Savings Plan.

Full-time employees (as defined in Article V, Section I) eligible to receive group insurance benefits and either choose single coverage or waive coverage, shall receive \$75.00 per month in a PRHCSP managed by the MSRS.*

*This paragraph will be revised or removed through a memorandum of understanding after the Education MN contract 2025-2026 is settled.

Death of Employee: Upon an employee's death contributions owed but not yet paid to the HCSP will be paid to the beneficiary.

**ARTICLE VI
LEAVES OF ABSENCE**

Section 1. Vacation for Full-Time 52 Week Employees:

Subd.1. Vacation: Vacation time and years of continuous service shall be computed as of July 1 of each year. If an employee is first employed after July 1 in any one year, vacation shall be granted at the rate of one (1) day per month of service from the time of employment to July 1, but not to exceed ten (10) days. For example, a member employed on March 1 would be allowed four (4) days of vacation on July 1.

Association employees will qualify for vacation as follows:

- a. Ten (10) days of vacation time shall be allowed for 12 months of continuous full-time service.
- b. After five (5) years of continuous service, qualified employees shall receive 15 days of vacation.
- c. After 10 years of continuous service, qualified employees shall receive 20 days of vacation.
- d. After 15 years of continuous service, qualified employees shall receive 25 days of vacation

Association members who were employed with the district on July 1, 2019, shall receive 15 days of vacation per year until such time the years of service dictate a greater amount.

Vacation days must be approved by the District Technology Director. Up to 10 days of unused vacation may be carried over into the next fiscal year.

Vacation requests falling on the Thursday and Friday in October of the Ed. MN Break may not be denied to unit members. In case of emergency, unit members who have requested vacation for these dates will report to work when ordered by the technology director or superintendent and be paid 1.5x their normal hourly rate for actual hours worked.

Subd.2. Termination or Death: Upon termination of employment or death of employee, all earned and unused vacation will be paid to the employee or his/her beneficiary at their daily rate of pay. Association members must designate a beneficiary in order for the beneficiary to receive these benefits.

Section 2. Holidays and Scheduled Leave for Full-Time 52 Week Employees:

Subd 1. Benefits: The following paid holidays shall be granted to full-time 52-week employees. However, employees will not be granted paid holiday time unless their work year or scheduled work time includes the dates of a particular holiday listed below:

- New Year's Day Two (2) days
- President's Day One (1) day
- Good Friday One (1) day
- Memorial Day One (1) day
- Juneteenth One (1) day
- July 3, 4, or 5 Two (2) days
- Labor Day One (1) day
- Thanksgiving Two (2) days
- Christmas Two (2) days
- Total: Thirteen (13) paid holidays

The dates between the observed Christmas Holiday and the observed New Year's Eve Holiday will be scheduled vacation days for association members. These vacation days will not count against those days accrued under section 1. In case of emergency, unit members will report to work when ordered by the technology director or superintendent and be paid 1.5x their normal hourly rate for actual hours worked.

Section 3. Emergency Leave: Three (3) working days per year may be granted with the approval of the District Technology Director. Emergency leave will not be deducted from sick leave. With approval of the District Technology Director, the employee may use emergency days when due to a school cancellation.

Section 4. Sick Leave:

- a. For the first five (5) years of employment, members shall earn sick leave at a rate of 15 days per year. The first year of employment (one year) shall be counted for any member hired between July 1 and June 30 of a given school year.

Example: Continuing employees will be credited with fifteen (15) days of sick leave on July 1 of each year.

- b. Starting year six (6), members shall be credited with 13 days of sick leave on July 1 of each year.
- c. Employees employed after July 1 shall be allowed one and one-half (1½) days of sick leave for each month of continuous employment during the first year, but not to exceed fifteen (15) days.

Example: An employee employed on November 1 will immediately be credited with twelve (12) days of sick leave, which is one and one-half (1½) days per month for an eight (8) month period.

- d. Up to five (5) days of sick leave with pay per school year shall be allowed whenever an employee's absence is due to the serious illness and/or the temporary disability of the employee's spouse, adult children, grandchildren, foster children, or parent.
- e. As of July 1, 2019, sick leave accumulation will be unlimited.

Note: The 2013 Legislature amended a sick leave law which will take precedence over the language in this contract as long as this law is in place. This law allows for 160 hours or 20 days of available sick leave in any 12-month period to be used for absences due to an illness of or injury to an employee's adult child, spouse, sibling, parent, grandparent, or stepparent.

Subd. 1. Sick Leave Incentive: Association members who use three (3) or fewer sick leave days in a year (July 1 – June 30) shall receive an additional personal leave day the following year. That personal leave day must be used the following year, or the employee will lose the day. There will be no cash compensation for not using this personal leave day.

Section 5. Bereavement Leave: In case of death in the immediate family, employee's parents, spouse, children, grandchildren, sister, brother, grandparents, sister-in-law, brother-in-law, father-in-law, mother-in-law, son-in-law, daughter-in-law, or grandparents of spouse; causing the employee to lose working time, time allowed is not to exceed three (3) scheduled working days if the distance traveled is 400 miles or less one way, four (4) scheduled working days if the distance traveled is more than 400 miles, but less than 800 miles one way; and five (5) scheduled working days if the distance traveled is more than 800 miles one way. No less than four (4) scheduled working days shall be allowed in the case of the death of a spouse or child. Additional time may be granted, at the discretion of the superintendent, upon written evidence of such special need for such additional time.

Section 6. Leave of Absence: An employee may be granted a leave of absence at the school board's discretion. A leave of absence, when granted, may be for educational leave, personal illness, illness or death in the family requiring one's assistance, or pregnancy. Such leave of absence shall be without compensation expense allowance from District funds. Consecutive years of service would not be interrupted due to the leave of absence in counting consecutive years of employment to qualify for a benefit.

Section 7. Personal Leave: Qualified employees shall be allowed three (3) days per year with pay, non-cumulative, for personal reasons.

Section 8. Association Leave Days: Absences or leave time will not be assessed to employees who participate in negotiations or other Association activities approved by the District's administration.

ARTICLE VII SUPPLEMENTAL BENEFITS

Section 1. Automobile: The District shall compensate members for business use of member's private vehicle at the federal mileage rate. For members assigned to multiple buildings on different campuses or assigned to float among all district facilities, the member may choose to receive a \$35/month stipend in lieu of cataloging mileage for reimbursement.

Section 2. Indemnification and Provision of Counsel: In the event that an action or claim is made against the member arising out of, or in connection with, member's employment while member is acting within the scope of member's employment with the District, the District shall indemnify and defend member to the extent permitted by law, and subject to the terms and conditions as provided by the policy of insurance in effect at the time of such claim with the relevant insurance carrier for the District, and subject to any limitations as provided in Minnesota Statute Chapter 466. Indemnification and defense of any actions or claims shall not be provided for any such actions or claims arising out of member's malfeasance, or intentional, willful or wanton acts or neglect of duties, or any actions brought against member by the District in which the District is successful.

Section 3. Cell Phone: Members will receive a \$30/month stipend for work related use of a personal cell phone. In the event the district provides a work cell phone to a member, the monthly stipend will discontinue.

ARTICLE VIII PROBATIONARY PERIOD AND NOTIFICATION

Section 1. Probationary Period: Members shall serve a six (6) month probationary period from the start of employment in an Association position.

Section 2. Notification of Retirement/Resignation: Members must provide the District with at least four (4) weeks of notice prior to resignation from the District and at least eight (8) weeks of notice prior to retiring from the District.

ARTICLE IX SENIORITY

Section 1. Definition: Seniority for personnel shall be defined as the length of continuous service with the school district. Upon completion of the probationary period, the seniority date of the employee shall include the probationary period. For the purposes of this section, leaves of absence shall not be considered an interruption of continuous service. Seniority shall be determined according to the following order of priority:

1. The first day of work for the District after the school board has approved the employee's hire.
2. The date at which the school board approved the employee's hire.

3. If two or more employees have the same seniority date, their seniority ranking shall be determined on the basis of the employee with the most time actually working for the District (i.e., time worked in other roles).
4. If a tie still remains, the District's Director of Technology, in consultation with the District superintendent, will determine who is most qualified and should be placed higher on the seniority list based on education and experience.

Section 2. Seniority List: The superintendent shall maintain a seniority list, which shall show the names of Association personnel, initial date of employment, years of service, and seniority rank. Each employee shall receive a copy of the seniority list annually by July 1st.

Section 3. Loss of Seniority: An employee will lose seniority for the following reasons only:

- a. Resignation
- b. Involuntary termination
- c. Failure to return to work when recalled from lay-off

Section 4. Temporary Incapacity: Inability of an employee covered by this Agreement to work due to illness or injury shall not result in loss of position. Said personnel shall be entitled to return to regularly assigned positions after sufficient recovery to perform usual and ordinary duties. Maximum length of temporary incapacity shall not exceed 18 months. After 18 months, but prior to 24 months, an employee may petition the superintendent for reinstatement. The decision to reinstate an employee returning from temporary incapacity status shall rest solely with the superintendent. If making room for the employee requires lay-off(s), the procedures outlined in this contract for seniority determinations, layoffs, bumping, and filling of vacancies shall be followed.

Section 5. Posting and Filling of Vacancies: If a vacancy is determined by the superintendent to exist within the technology department, notice of this vacancy shall be advertised publicly and posted internally. Employees within the department (i.e. Association members or technology paraprofessionals) shall be given a minimum of five (5) working days to apply for said open position. Given due regard to reliability, efficiency, ability, and overall qualifications relative to the job description, appropriate candidates will be selected by the Director of Technology. The most qualified candidate will be recommended to the superintendent for employment. Final authority for hiring rests with the school board.

Section 6. Lay-Offs and Recall: The school board may place on lay-off as many personnel as may be necessary because of discontinuance of positions, lack of pupils, or merger of classes caused by consolidation of school districts. In the event of a lay-off or reduction of hours, substitutes and/or probationary personnel shall be laid off first. Personnel shall be laid off based on their inverse order of seniority. Employees to be laid off will have at least two (2) calendar weeks' notice. In the event of lay-off, Association personnel who have completed their probationary period, shall within a period of two (2) years from their last regular working day, be the first rehired and upon said employee being rehired shall be restored with their seniority, years of service, vacation and sick leave. In the event that multiple employees laid off at the same time are subject to recall, employees shall be recalled based on greatest seniority.

ARTICLE X GRIEVANCE PROCEDURE

Section 1. Definition of Terms and Interpretations:

Subd. 1. Grievance: A "grievance" shall mean a dispute or disagreement as to the interpretation or application of any term or terms of any contract required by the P.E.L.R.A. of 1971 between Independent School District No. 94 and the authorized representative. A "grievance" relating to a policy of the school district will be carried through level three (3) of the procedure.

Subd. 2. Aggrieved: Any person or group of persons within the appropriate unit having a grievance.

Subd. 3. Administrative Supervisor: The Cloquet Public Schools technology director.

Subd. 4. Grievance Committee: The committee appointed by the exclusive representative.

Subd. 5. Disposed: A settlement of a grievance, reduced to writing, to the satisfaction of both parties.

Subd. 6. Extension: Time limits specified in this procedure may be extended by mutual agreement.

Subd. 7. Days: Reference to days regarding time periods in this procedure shall refer to working days. A working day is defined as all weekdays not designated as holidays by state law.

Subd. 8. Computation of Time: In computing any period of time prescribed or allowed by procedures herein, the date of the act, event, or default for which the designated period of time begins to run shall not be included. The last day of the period so computed shall be counted, unless it is a Saturday, a Sunday, or a legal holiday, in which case the period runs until the end of the next day which is not a Saturday, a Sunday, or a legal holiday.

Subd. 9. Filing and Postmark: The filing or serving of any notice or document herein shall be timely if it bears a postmark of the United States mail within the time period.

Section 2. Representative: The aggrieved or School Board may be represented during any step of the procedure by any person or agent designated by such party to act in his/her behalf.

Section 3. Time Limitations and Waiver: Grievances shall not be valid for consideration unless the grievance is submitted in writing in the form herein prescribed to the administrative supervisor, setting forth the facts and the specific provision of the Agreement allegedly violated, and the particular relief sought within twenty (20) days of the knowledge of the event giving rise to the grievance. Failure to file any grievance within such period shall be deemed a waiver thereof. Failure to appeal a grievance from one level to another within the time periods hereinafter shall constitute a waiver of the grievance.

Section 4. Informal Discussion: In the event that an individual or group of individuals believes that there is a basis for a grievance, the alleged grievance shall first be discussed with the administrative supervisor, either privately or accompanied by a representative of the grievance committee, without having reduced the grievance to writing.

Section 5. Adjustment of Grievance: The School Board and the aggrieved shall attempt to adjust all grievances which may arise during the course of employment of any member of the exclusive representative in the following manner:

Subd. 1. Level I: The aggrieved shall file a grievance on the appropriate district form, with his/her administrative supervisor within twenty (20) working days of knowledge of the event giving rise to the grievance. If the grievance is not disposed of, the administrative supervisor shall give a written decision on the grievance to the parties involved within ten (10) working days after receipt of the written grievance.

Subd. 2. Level II: In the event the grievance is not disposed of in Level I, the decision rendered may be appealed to the superintendent of schools, provided such appeal is made in writing, in the form herein provided, within five (5) working days after receipt of the decision in Level I. If a grievance is so appealed to the superintendent, the superintendent shall set a time to meet regarding the grievance within fifteen (15) working days after receipt of the appeal. Within ten (10) working days after the meeting, the superintendent shall issue a decision in writing to the parties involved.

Subd. 3. Level III: In the event the grievance is not disposed of in Level II, the decision rendered may be appealed to the School Board, provided such appeal is made in writing, in the form herein provided, within five (5) working days after receipt of the decision in Level II. If a grievance is so appealed to the Clerk of the School Board, the School Board shall set a time to hear the grievance twenty (20) working days after receipt of the appeal. Within twenty (20) working days after the meeting, the School Board shall issue its decision in writing, to the parties involved. At the option of the School Board, a committee of the Board may be designated by the Board to hear the appeal at this level and to report its findings and recommendations to the School Board. The School Board shall then render its decision.

Section 6. School Board Review: The School Board reserves the right to review any decision issued under Level I or Level II of this procedure provided the School Board or its representative notifies the parties of its intentions within ten (10) working days after the decision has been rendered. In the event the School Board reviews a grievance under this section, the School Board reserves the right to reverse or modify such decision. Such notification by the School Board automatically advances the grievance to Level III.

Section 7. Denial of Grievance: Failure by the School Board or its representative to issue a decision within the time periods provided herein shall constitute a denial of the grievance and the aggrieved may appeal it to the next level.

Section 8. Level II Initiation: A grievance that affects a group of members of the exclusive representative, involving more than one administrative supervisor and all salary determination grievances shall be initiated at Level II.

Section 9. Arbitration Procedures: In the event that the aggrieved and the School Board are unable to resolve any grievance, any grievance may be submitted to arbitration as defined herein:

Subd. 1. Request: A request to submit a grievance to arbitration must be in writing, in the form provided herein, signed by the aggrieved, and such request must be filed in the Office of the Superintendent within ten (10) working days following the decision in Level III of the grievance procedure.

Subd. 2. Prior Procedure Required: No grievance shall be considered by the arbitrator unless such grievance has been first duly processed in accordance with the grievance procedure and appeal provisions.

Subd. 3. Selection of Arbitrator: Upon the proper submission of a grievance under the terms of this procedure, the parties shall, within ten (10) working days after the request to arbitrate, attempt to agree upon the selection of an arbitrator. If no agreement on an arbitrator is reached, either party may request the PERB to appoint an arbitrator, pursuant to M.S. 179.70, Subd. 4, providing such request are made within twenty (20) working days after request for arbitration. The request shall ask the appointment to be made within thirty (30) working days after the receipt of said request. Failure to agree upon an arbitrator and the subsequent failure to request an arbitrator from the PERB within the time periods provided herein shall constitute a waiver of the grievance.

Subd. 4. Hearing: The grievance shall be heard by a single arbitrator and both parties may be represented by such person or persons as they may choose and designate, and the parties shall have the right to a hearing at which time both parties will have the opportunity to submit evidence, offer testimony, and make oral or written arguments relating to the issues before the arbitrator. The hearing before the arbitrator shall be a hearing *denovo*.

Subd. 5. Decision: The decision by the arbitrator shall be rendered within thirty (30) working days after the close of the hearing. Decisions by the arbitrator in cases properly before him/her shall be final and binding upon the parties, subject, however, to the limitations of arbitration decisions as provided by the P.E.L.R.A. of 1971.

Subd. 6. Expenses: Each party shall bear its own ⁸⁷expenses in connection with arbitration, including expenses
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relating to the party's representatives, witnesses, and any other expenses which the party incurs in connection with presenting its case in arbitration. A transcript of recording shall be made of the hearing at the request of either party. The parties shall share equally fees and expenses of the arbitrator, the cost of the transcript of recording, if requested by either or both parties, and any other expenses, which the parties mutually agree are necessary for the conduct of arbitration.

Subd. 7. Jurisdiction: The arbitrator shall have jurisdiction over disputes or disagreements relating to grievances properly before the arbitrator pursuant to the terms of this procedure. The jurisdiction of the arbitrator shall not extend to proposed changes in terms and conditions of employment as defined herein and contained in this written agreement; nor shall an arbitrator have jurisdiction over any grievance which has not been submitted to arbitration in compliance with the terms of the grievance and arbitration procedure as outlined herein; nor shall the jurisdiction of the arbitrator extend to matters of inherent managerial policy, which shall include, but are not limited to, such areas of discretion or policy as the functions and organization structure, and selection, direction and number of personnel. In considering any issue in dispute, in its order the arbitrator shall give due consideration to the statutory rights and obligations of the School Board to manage and conduct efficiently its operation within the legal limitations surrounding the financing of such operations.

Section 10. Timeline Extension: The timeline specified in this article may be extended at any step of the process by mutual agreement between the Association and the Superintendent or School Board.

ARTICLE XI DURATION

Section 1. Term and Re-Opening Negotiations: This Agreement shall remain in full force and effect for a period commencing on July 1, 2025, through June 30, 2027, and thereafter until modifications are made pursuant to P.E.L.R.A. If either party desires to modify or amend the Agreement, it shall give written notice of such intent no later than ninety (90) calendar days prior to the expiration of this Agreement.

Section 2. Effect: This Agreement constitutes the full and complete agreement between the School Board and the exclusive representative representing the Association members of the District. The provisions herein relating to terms and conditions of employment, supersede any and all prior Agreements, resolutions, practices, district policies, rules or regulations concerning terms and conditions of employment inconsistent with these provisions. In the event the Affordable Health Care Act or some other federal or state regulation regarding insurance benefits for employees negatively affects the Association contract or District, the parties agree that this contract may be re-opened for negotiation.

Section 3. Finality: Any matters relating to the current contract term, whether or not referred to in this Agreement, shall not be open for negotiations during the term of the Agreement, except by mutual agreement.

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

Section 5. Notification: In the event that neither party gives notice to the other of its intention to modify or amend this Agreement at least ninety (90) calendar days prior to the expiration date, the Agreement shall automatically be extended on the same terms for another year, and similarly, from year to year thereafter with the same notification requirements each year.

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

For:
Cloquet Information Technology Support Association

For:
Cloquet Public Schools, ISD #94

Name of Association Representatives:

Name of Organizational Representatives:

William Bauer

Dave Battaglia, Acting School Board Chair

Mark Brenner

Melissa Juntunen, Acting School Board Clerk

Dr. Michael Cary, Superintendent

ATTACHMENT A SALARY SCHEDULES

Cloquet Information Technology Support Association Salary Schedule:

The unit will receive a 3.0% increase plus drop step 1 rate and add a new step 8 rate for 2025-26 and Me Too with Education MN - Cloquet (EMC) for 2026-27.

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
2025-26	\$25.33	\$26.35	\$27.40	\$28.50	\$29.64	\$30.83	\$32.06	\$33.35
2026-27	TBD	TDB	TDB	TBD	TDB	TDB	TDB	TBD

Section 1. Extra Service Contracts: A unit member asked to provide computer programming services for the district shall receive an extra services contract in the amount of \$6,000.00 for 2024-2025. This rate will increase for 2025-2026 and 2026-2027 equivalent to the Education MN – Cloquet (EMC) rate increase.

ATTACHMENT B HEALTH INSURANCE COSTS (Rates will be updated for 2025-2026)

INSURANCE INFORMATION - NEW HIRES						
2024-2025	Annual	District	Employee Pays/Year	District Paid	Annual Deductible	Annual
Health Ins Costs	Premium	Pays/Year		HRA/HSA		Out of Pocket Max
500 Single	\$11,650	\$10,920	\$730	\$500* <small>(Only HRA Available)</small>	\$500	\$1,000
1,000 Family	\$32,448	\$19,493	\$13,172		\$1,000	\$1,000 per person/ \$2,000 per Family
<small>\$500/\$1,000 Plans - On a Single plan the deductible is \$500 and then 80/20 up to ab \$1,000 out of pocket max. On a Family plan the deductible is \$1,000 and then 80/20 up to a \$2,000 out of pocket max.</small>						
HDHP 1,600 Single	\$10,548	\$10,038	\$510	\$1,200	\$1,600	\$1,600
HDHP 3,200 Family	\$29,378	\$18,402	\$10,408		\$3,200	\$3,200
<small>\$1,600/\$3,200 HDHP Plans - This deductible is \$1,600 per individual on a single plan. If the plan is a family plan, the family must pay the deductible of \$3,200. Note, individuals on the family plan could account for more than \$1,600 until the family \$3,200 deductible is met. On this plan, once the deductible is met whether single or family, all other expenses are paid at 100%.</small>						
HDHP 3,500 Single	\$9,179	\$8,943	\$236	\$2,100	\$3,500	\$3,500
HDHP 7,000 Family	\$25,567	\$17,609	\$7,406		\$7,000	\$3,500 per person/ \$7,000 per Family
<small>\$3,500/\$7,000 HDHP Plans - This deductible is \$3,500 per person/\$7,000 per family. Under this plan, no individual whether on a single or family plan, will pay more than the \$3,500 deductible per person. If it's a family plan, the family will pay no more than the \$7,000 deductible. On this plan, once the deductible is met, whether single or family, all other expenses are paid at 100%.</small>						
HDHP 5,000 Single	\$8,393	\$8,314	\$79	\$3,000	\$5,000	\$5,000
HDHP 10,000 Family	\$23,376	\$17,694	\$4,699		\$10,000	\$5,000 per person/ \$10,000 per Family
<small>\$5,000/\$10,000 HDHP Plans - This deductible is \$5,000 per person/\$10,000 per family. Under this plan, no individual whether on a single or family plan, will pay more than the \$5,000 deductible per person. If it's a family plan, the family will pay no more than the \$10,000 deductible. On this plan, once the deductible is met, whether single or family, all other expenses are paid at 100%.</small>						
HDHP 6,750 Single	\$7,649	\$0	\$7,649		\$6,750	\$6,750
HDHP 13,500 Family	\$21,306	\$0	\$21,306		\$13,500	\$6,750 per person/ \$13,500 per Family
<small>\$6,750/\$13,500 HDHP Plans - This deductible is \$6,750 per person/\$13,500 per family. Under this plan, no individual whether on a single or family plan, will pay more than the \$6,750 deductible per person. If it's a family plan, the family will pay no more than the \$13,500 deductible. On this plan, once the deductible is met, whether single or family, all other expenses are paid at 100%.</small>						

The renewal for all health insurance plans continues to be September 1st.

*If you have a district eligible spouse (see your contract for a definition of district eligible spouse) you are entitled to a \$1950 premium reduction and a \$750 HSA/HRA district contribution.

An employee who qualifies for health insurance through the Affordable Care Act (ACA) but does not qualify for district contribution towards health insurance plans due to hours/months worked may purchase a district insurance plan with no contribution from the school district.

	Benefit Year Start Date
\$500/\$1000 Plans	September 1st
\$1600/\$3200 Plans	September 1st
\$3500/\$7000 Plans	September 1st
\$5000/\$10000 Plans	September 1st
\$6750/\$13500 Plans	September 1st

Adopted: 1/27/25, 1/22/24, 1/23/23, 3/21/22, 10/12/20, 1/13/20, 10/22/18, 12/14/15, 1/13/14, 1/28/13, 1/23/11, 9/13/10, 5/27/08

Revised: 1/27/25, 1/22/24, 1/23/23, 3/21/22, 10/12/20, 10/22/18, 12/14/15, 1/13/14, 2/8/10, 5/27/08, 4/88, 12/84, 1/80

#107 POLICIES AND PROCEDURES REGARDING STUDENTS RESIDING ON INDIAN LANDS

The Cloquet Public Schools are entitled to receive federal funds Impact Aid, based on the numbers of students who reside on Indian-owned land, whose parents work on Indian land, or whose parents work for the federal government. The funds received through Impact Aid non-categorical and become a part of the District General Fund.

It is the intent of the Cloquet School District, ISD #94 that all Indian children of school age have equal access to all programs, services and activities offered within the school district. To this end, the Cloquet School District, ISD #94 will consult with local tribal officials and parents of Indian children in the planning and development of Indian Policies and Procedures (IPPs), general education programs, and activities. These policies and procedures will be reviewed annually, and revisions will be made within 90 days of the determination that requirements are not being adequately met.

ATTESTATIONS

The Cloquet School District, ISD #94 attests that it has established Indian Policies and Procedures (IPPs) as required in section 7004 of the Impact Aid law for any children claimed who reside on eligible Indian lands. The IPPs have been adequately disseminated to the tribes and parents of children residing on eligible Indian lands. A copy of the current policies and procedures was attached to the **FY 2026** Impact Aid application.

The Cloquet School District, ISD #94 attests that it has provided a copy of written responses to comments, concerns and recommendations received from tribal leaders and parents of Indian children through the Indian policies and procedures consultation process and disseminated these responses to tribal leaders and parents of Indian children prior to the submission of their **FY26** Impact Aid application.

Section 7004 of the Impact Aid Law, requires that the LEA establish policies and procedures to ensure that: 1) tribal officials and parents of Indian children are given the opportunity to comment on the participation of Indian children on an equal basis in the school program with all other children educated by the LEA, 2) the LEA disseminates documents dealing with educational programs to tribal officials and parents of Indian children, 3) the LEA consults and involves tribal officials and parents of Indian children in planning and developing educational programs assisted by funds.

These policies and procedures are to be reviewed annually by the LEA to ensure that they meet the minimum standards of Section 7004 of the Impact Aid Law and that they continue to provide for an adequate level of Indian participation.

The Indian tribe has the right to file a complaint regarding these policies and procedures as outlined in 34 CFR 222.102-113.

A. STUDENT PARTICIPATION

Policy

It is the position of the Cloquet School District that children enrolled in ISD 94 shall have equal opportunity to participate in all aspects of the school program and shall not be excluded based on their race or location of residence. This participation inclusion shall be communicated via email.

Cloquet School District will, at least annually, assess the extent to which Indian children participate on an equal basis with non-Indian children in the LEA's education program and activities. As part of this requirement, the LEA will:

- 1) Share relevant information related to Indian children's participation in the LEA's education program and activities with tribes and parents of Indian children; and
- 2) Allow tribes and parents of Indian children the opportunity and time to review and comment on whether Indian children participate on an equal basis with non-Indian children.

Procedure

- 1) To assess the extent of participation in all school programs, the Indian Education staff quarterly compiles data on participation of Indian students. These are included in the agenda packet of the LIEC parent meetings scheduled for October, January, April and July. A school administrator and School Board member are ex-officio members of the committee.
- 2) There is an Indian Education staff person assigned to each building who works to encourage Indian students to participate fully in school programs. The LIEC helps support this by earning funds to assist families in need by buying supplies or materials.
- 3) The school administration, LIEC committee members and parents will review the school programs annually to determine if all children have equal access to programs and participate on an equal basis in November. One week prior to the November meeting a notice will be posted on the website regarding how to provide comment on the equal participation analysis including a program summary and how to receive a full copy.
- 4) The Cloquet School District will take the following measures to annually assess the extent to which Indian children participate on an equal basis with non-Indian children in the Districts education program and activities.
 - a. The Cloquet School District shall annually calculate from its records the ratio of Indian children compared to non-Indian children participating in all academic and co-curricular programs.
 - b. If it is determined that there are gaps in Indian participation in the educational programs or activities, the Cloquet School Board in consultation with the LIEC, tribes and the

parents of Indian children, will modify its education program in such a way as to improve Indian participation.

- 5) Parents of Indian children, tribes and other interested parties may express their views on participation at the annual school board meeting on Impact Aid.

If upon review of the program by administration, tribal officials, or LIEC (Parent Committee members) it is found that Indian children are not allowed to participate on an equal basis, a task force comprising of three (3) LIEC members, one (1) administrator, one (1) tribal official and two (2) parents will review the program and make recommendations to the Superintendent of Schools on modifying the program to assure participation on an equal basis. Comments, recommendations, or feedback on equal participation from the tribe and parents of Indian children can be made at monthly LIEC meetings during the school year. Meeting agendas and materials are prepared one week in advance and emailed to members. Hard copies are available during meetings or upon request.

B. DISSEMINATION OF MATERIAL

Policy

Cloquet Public Schools must disseminate relevant applications, evaluations, program plans and information related to the Cloquet Public Schools educational program and activities with sufficient advance notice to allow tribes and parents of Indian children the opportunity to review and make recommendations.

It is the policy of the Cloquet School District to inform parents of students living on tribal land and tribal officials of Impact Aid application, evaluations of educational programs assisted with Title VII funds; and program plans for educational programs the LEA plans to initiate/eliminate.

The Cloquet Public Schools consider the funds received from Impact Aid to be General Fund monies and not categorical aid. The monies are used for programs to benefit all on an equal basis.

Procedure

- 1) In January of each school year, a public hearing will be held to review Impact Aid applications, current educational opportunities/programs assisted with Impact Aid funds and programs that are being reviewed for possible initiation or elimination. During Tribal Consultation in August the District will consult the tribe on their preferred method of communication. The local LIEC will modify the method of communication for the tribe and parents of Indian children and time to insure maximum meeting participation. Notification of the hearing will be sent to tribal officials and LIEC members in late October at least one (1) week prior to the hearing via email. The notification will include information on equal participation analysis and current Indian Policies and Procedures.
- 2) Notice of the January hearing will be included in the School Bulletin emailed home to all parents.
A summary of the documents to be discussed with instructions on how to get a complete document copy through email one week in advance.

- 3) The Board holds an Open Hearing, November of each year, where it is possible for tribal officials and parents of Indian children to comment on education programs.
- 4) Standardized test data is published annually in the local paper.
- 5) Prior to September 1 of each year, all district households will receive a copy of the P.E.R. (Planning, Evaluating, and Reporting) report which will summarize district goals and the evaluation of those goals. Parents and tribal officials will be given the opportunity to participate on the P.E.R. Committee.

C. CONSULTATION AND INVOLVEMENT

Policy

Provide an opportunity for tribes and parents of Indian children to provide their views on the LEA's educational program and activities, including recommendations on the needs of their children and how the LEA may help those children realize the benefits of the LEA's educational programs and activities as part of this requirement the LEA will:

- 1) Notify tribes and the parents of Indian children the opportunity to submit comments and recommendations, considering the tribe's preference for method of communication, and
- 2) Modify the method of and time for soliciting Indian views, if necessary, to ensure maximum participation of tribes and parents of Indian children.

The Cloquet School District will provide an opportunity for the Tribe and parents of Indian children to submit their comments and recommendations on the District's educational program and activities, including recommendations, proposed solutions and preferred methods of communication. Published notice and summary data will be distributed via email and will be included one week prior to the open meeting. Opportunities to give comment on procedures described below are to be sent out by email one week prior to the meetings.

Procedure

- 1) There are regularly scheduled parent-teacher conferences, K-12, which all parents are encouraged to attend. The Indian Education staff makes an additional effort to encourage parents of Indian students to attend.
- 2) At the Senior High, parents meet with their child's advisor to register for the following year's classes.
- 3) Parents are involved on district-level committees which focus on educational concerns.
- 4) An administrator and School Board member from the school district serves as an ex-officio member of the LIEC. At these meetings, the educational needs of Indian students are discussed, and parents are given the opportunity to make recommendations.

- 5) The LIEC appoints one of its members, elected from Indian parents, to attend School Board meetings on a regular basis.
- 6) The Indian Education staff conducts a needs assessment for Title IV-A, approximately every four years. The parents of Indian students express their concerns and recommendations about the school program through this process.
- 7) The tribe can submit their preference of communication to the LIEC by October 1st.
- 8) IPP's will be emailed to LIEC members one week in advance of the November hearing.
- 9) All families can attend monthly LIEC meetings during the school year to provide input regarding the needs of their children as well as programmatic concerns. The local dissemination of policy will take place on an annual basis in November by the tribes preferred method of communication.
- 10) The Tribe prefers all meeting notices, reports and communication with the tribe and parents of Indian children be disseminated via email and website notifications.

Once the preferred method of communication has been decided, the tribe and parents of Indian children communication will be used throughout the consultation process. Any changes to the method will happen through additional consultation with tribes and parents. The LEA will, to the greatest extent possible, take the tribe's preferred method of communication into consideration for all correspondence with the tribe and the parents of Indian children.

- 11) If the consultation and participation of Indian parents is low the Indian Education Director will consult families on potential meeting time changes.

D. MODIFICATION OF RECOMMENDATIONS

Policy

The Cloquet School District will modify the IPPs if necessary, based upon the results of any assessment or input described in this document.

Procedure

- 1) The LIEC will hold an annual hearing in November, the location and time to be announced in the local newspapers. The annual hearing will receive and evaluate comments regarding changes of the IPP's. The local Indian Education Director will facilitate and evaluate all recommended changes to the district IPP's. Changes to the IPP's will be presented to the local school board who then will determine if changes need to be made. A notice with a copy of the IPP's will be emailed one week prior to LIEC members to communicate their opportunity to provide comment. Any changes to the IPP's will become effective immediately upon formal adoption.

- 2) The Cloquet School District will disseminate copies of the revised IPPs to the tribe and parents of Indian Children by email and posted on website within 30 days of adoption by the Cloquet School Board.
- 3) If the consultation participation by parents of Indian children and tribes is low, the Cloquet School District will re-evaluate its consultation process. Specifically, the Cloquet School District will take the following measures to improve or enhance participation:
 - a. Consult with parents of Indian children and tribes
 - b. Change communication method
 - c. Change time of meeting
 - d. Offer virtual attendance

E. RESPONSE TO TRIBES AND PARENTS FROM COMMENTS AND RECOMMENDATIONS

Policy

The Cloquet School District will respond at least annually in writing to comments and recommendations made by the tribes or parents of Indian children, and disseminate the responses to the tribe and parents of Indian children prior to the submission of the IPPs by the LEA.

Procedure

- 1) Return communication via email to the LIEC will take place 30 days following school board policy revisions. Any changes to policy approved by our local school board will be implemented 30 days following approval.
- 2) The School District will at least annually respond in writing to comments and recommendations made by the LIEC, tribal officials, or parents of Indian children, and disseminate the responses to all parties by email prior to the submission of the IPP's by the District.
- 3) The School District will annually keep track of and assemble all comments and suggestions received through the consultation processes by keeping minutes at the school board meeting to discuss Impact Aid.

F. COPY OF IPPS TO TRIBE(S)

Policy

The Cloquet School District will provide a copy of the IPPs annually to the affected tribe or tribes.

Procedure

- 1) The School District will annually provide a copy of the current Indian Policies and Procedures to the tribe by email prior to the submission of the Impact Aid Application in January.

Adopted: 1/27/25, 1/22/24, 1/23/23, 3/21/22, 10/12/20, 1/13/20, 10/22/18, 12/14/15, 1/13/14, 1/28/13, 1/23/11, 9/13/10, 5/27/08

Revised: 1/27/25, 1/22/24, 1/23/23, 3/21/22, 10/12/20, 10/22/18, 12/14/15, 1/13/14, 2/8/10, 5/27/08, 4/88, 12/84, 1/80

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ATTESTATIONS

The Cloquet School District, ISD #94 attests that it has established Indian Policies and Procedures (IPPs) as required in section 7004 of the Impact Aid law for any children claimed who reside on eligible Indian lands. The IPPs have been adequately disseminated to the tribes and parents of children residing on eligible Indian lands. A copy of the current policies and procedures was attached to the FY 2026 Impact Aid application.

The Cloquet School District, ISD #94 attests that it has provided a copy of written responses to comments, concerns and recommendations received from tribal leaders and parents of Indian children through the Indian policies and procedures consultation process and disseminated these responses to tribal leaders and parents of Indian children prior to the submission of their FY26 Impact Aid application.

Section 7004 of the Impact Aid Law, requires that the LEA establish policies and procedures to ensure that: 1) tribal officials and parents of Indian children are given the opportunity to comment on the participation of Indian children on an equal basis in the school program with all other children educated by the LEA, 2) the LEA disseminates documents dealing with educational programs to tribal officials and parents of Indian children, 3) the LEA consults and involves tribal officials and parents of Indian children in planning and developing educational programs assisted by funds.

These policies and procedures are to be reviewed annually by the LEA to ensure that they meet the minimum standards of Section 7004 of the Impact Aid Law and that they continue to provide for an adequate level of Indian participation.

The Indian tribe has the right to file a complaint regarding these policies and procedures as outlined in 34 CFR 222.102-113.

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parents of Indian children, will modify its education program in such a way as to improve Indian participation.

- 5) Parents of Indian children, tribes and other interested parties may express their views on participation at the annual school board meeting on Impact Aid.

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The Cloquet School District will provide an opportunity for the Tribe and parents of Indian children to submit their comments and recommendations on the District's educational program and activities, including recommendations, proposed solutions and preferred methods of communication. Published notice and summary data will be distributed via email and will be included one week prior to the open meeting. Opportunities to give comment on procedures described below are to be sent out by email one week prior to the meetings.

Procedure

- 1) There are regularly scheduled parent-teacher conferences, K-12, which all parents are encouraged to attend. The Indian Education staff makes an additional effort to encourage parents of Indian students to attend.
- 2) At the Senior High, parents meet with their child's advisor to register for the following year's classes.
- 3) Parents are involved on district-level committees which focus on educational concerns.
- 4) An administrator and School Board member from the school district serves as an ex-officio member of the LIEC. At these meetings, the educational needs of Indian students are discussed, and parents are given the opportunity to make recommendations.

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- 6) The Indian Education staff conducts a needs assessment for Title IV-A, approximately every four years. The parents of Indian students express their concerns and recommendations about the school program through this process.
- 7) The tribe can submit their preference of communication to the LIEC by October 1st.
- 8) IPP's will be emailed to LIEC members one week in advance of the November hearing.
- 9) All families can attend monthly LIEC meetings during the school year to provide input regarding the needs of their children as well as programmatic concerns. The local dissemination of policy will take place on an annual basis in November by the tribes preferred method of communication.
- 10) The Tribe prefers all meeting notices, reports and communication with the tribe and parents of Indian children be disseminated via email and website notifications.

Once the preferred method of communication has been decided, the tribe and parents of Indian children communication will be used throughout the consultation process. Any changes to the method will happen through additional consultation with tribes and parents. The LEA will, to the greatest extent possible, take the tribe's preferred method of communication into consideration for all correspondence with the tribe and the parents of Indian children.

- 11) If the consultation and participation of Indian parents is low the Indian Education Director will consult families on potential meeting time changes.

D. MODIFICATION OF RECOMMENDATIONS

Policy

The Cloquet School District will modify the IPPs if necessary, based upon the results of any assessment or input described in this document.

Procedure

- 1) The LIEC will hold an annual hearing in November, the location and time to be announced in the local newspapers. The annual hearing will receive and evaluate comments regarding changes of the IPP's. The local Indian Education Director will facilitate and evaluate all recommended changes to the district IPP's. Changes to the IPP's will be presented to the local school board who then will determine if changes need to be made. A notice with a copy of the IPP's will be emailed one week prior to LIEC members to communicate their opportunity to provide comment. Any changes to the IPP's will become effective immediately upon formal adoption.

- 2) The Cloquet School District will disseminate copies of the revised IPPs to the tribe and parents of Indian Children by email and posted on website within 30 days of adoption by the Cloquet School Board.
- 3) If the consultation participation by parents of Indian children and tribes is low, the Cloquet School District will re-evaluate its consultation process. Specifically, the Cloquet School District will take the following measures to improve or enhance participation:
 - a. Consult with parents of Indian children and tribes
 - b. Change communication method
 - c. Change time of meeting
 - d. Offer virtual attendance

E. RESPONSE TO TRIBES AND PARENTS FROM COMMENTS AND RECOMMENDATIONS

Policy

The Cloquet School District will respond at least annually in writing to comments and recommendations made by the tribes or parents of Indian children, and disseminate the responses to the tribe and parents of Indian children prior to the submission of the IPPs by the LEA.

Procedure

- 1) Return communication via email to the LIEC will take place 30 days following school board policy revisions. Any changes to policy approved by our local school board will be implemented 30 days following approval.
- 2) The School District will at least annually respond in writing to comments and recommendations made by the LIEC, tribal officials, or parents of Indian children, and disseminate the responses to all parties by email prior to the submission of the IPP's by the District.
- 3) The School District will annually keep track of and assemble all comments and suggestions received through the consultation processes by keeping minutes at the school board meeting to discuss Impact Aid.

F. COPY OF IPPS TO TRIBE(S)

Policy

The Cloquet School District will provide a copy of the IPPs annually to the affected tribe or tribes.

Procedure

- 1) The School District will annually provide a copy of the current Indian Policies and Procedures to the tribe by email prior to the submission of the Impact Aid Application in January.

Adopted: 1/12/2009

Revised: 1/27/25, 2/22/21, 4/8/19

522 TITLE IX SEX NONDISCRIMINATION POLICY, GRIEVANCE PROCEDURE AND PROCESS

I. GENERAL STATEMENT OF POLICY

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

Paul Riess, Athletic Director/Title IX Coordinator, Cloquet Senior High, 1000-18th Street, Cloquet, MN 55720, 218-879-6721 ext. 1202

Tim Prosen, Assistant Principal/Alternate Title IX Coordinator, Cloquet Senior High, 100-18th Street, Cloquet, M 55720, 218-879-6721 ext. 1206

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

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

II. DEFINITIONS

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

relevant, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.

- I. "Remedies" means actions designed to restore or preserve the complainant's equal access to education after a respondent is found responsible. Remedies may include the same individualized services that constitute supportive measures, but need not be non-punitive or non-disciplinary, nor must they avoid burdening the respondent.
- J. "Respondent" means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment under Title IX.
- K. "Sexual harassment" means any of three types of misconduct on the basis of sex that occurs in a school district education program or activity and is committed against a person in the United States:
1. *Quid pro quo* harassment by a school district employee (conditioning the provision of an aid, benefit, or service of the school district on an individual's participation in unwelcome sexual conduct);
 2. Unwelcome conduct that a reasonable person would find so severe, pervasive, and objectively offensive that it denies a person equal educational access; or
 3. Any instance of sexual assault (as defined in the Clery Act, 20 U.S.C. §1092(f)(6)A(v)), dating violence, domestic violence, or stalking (as defined in the Violence Against Women Act, 34 U.S.C. §12291).
- L. "Supportive measures" means individualized services provided to the complainant or respondent without fee or charge that are reasonably available, non-punitive, non-disciplinary, not unreasonably burdensome to the other party, and designed to ensure equal educational access, protect safety, and deter sexual harassment. Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, alternative educational services as defined under Minn. Stat. § 121A.41, as amended, mutual restrictions on contact between the parties, changes in work locations, leaves of absence, increased security and monitoring of certain areas of the school district buildings or property, and other similar measures.
- M. "Title IX Personnel" means any person who addresses, works on, or assists with the school district's response to a report of sexual harassment or formal complaint, and includes persons who facilitate informal resolutions. The following are considered Title IX Personnel:
1. "Title IX Coordinator" means an employee of the school district that coordinates the school district's efforts to comply with and carry out its responsibilities under Title IX. The Title IX Coordinator is responsible for acting as the primary contact for the parties and ensuring that the parties are provided with all notices, evidence, reports, and written determinations to which they are entitled under this policy and

grievance process. The Title IX Coordinator is also responsible for effective implementation of any supportive measures or remedies. The Title IX Coordinator must be free from conflicts of interest and bias when administering the grievance process.

2. “Investigator” means a person who investigates a formal complaint. The investigator of a formal complaint may not be the same person as the Decision-maker or the Appellate Decision-maker. The Investigator may be a school district employee, school district official, or a third party designated by the school district.
3. “Decision-maker” means a person who makes a determination regarding responsibility after the investigation has concluded. The Decision-maker cannot be the same person as the Title IX Coordinator, the Investigator, or the Appellate Decision-maker.
4. “Appellate Decision-maker” means a person who considers and decides appeals of determinations regarding responsibility and dismissals of formal complaints. The Appellate Decision-maker cannot be the same person as the Title IX Coordinator, Investigator, or Decision-maker. The Appellate Decision-maker may be a school district employee, or a third party designated by the school district.
5. The superintendent of the school district may delegate functions assigned to a specific school district employee under this policy, including but not limited to the functions assigned to the Title IX Coordinator, Investigator, Decision-maker, Appellate Decision-maker, and facilitator of informal resolution processes, to any suitably qualified individual and such delegation may be rescinded by the superintendent at any time. The school district may also, in its discretion, appoint suitably qualified persons who are not school district employees to fulfill any function under this policy, including, but not limited to, Investigator, Decision-maker, Appellate Decision-maker, and facilitator of informal resolution processes.

III. BASIC REQUIREMENTS FOR GRIEVANCE PROCESS

A. Equitable Treatment

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

B. Objective and Unbiased Evaluation of Complaints

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

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

D. Confidentiality

The school district will keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any complainant, any individual who has been reported to be the perpetrator of sex discrimination, any respondent, and any witness, except as may be permitted by the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 1232g, or FERPA's regulations, and State law under Minn. Stat. § 13.32 34 C.F.R. Part 99, or as required by law, or to carry out the purposes of 34 C.F.R. Part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder (i.e., the school district's obligation to maintain confidentiality shall not impair or otherwise affect the complainants and respondents receipt of the information to which they are entitled with respect to the investigative record and determination of responsibility).

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

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

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

F. Notice

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

G. Consolidation

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

H. Evidence

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

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

I. Burden of Proof

1. The burden of gathering evidence and the burden of proof shall remain upon the school district and not upon the parties.

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

J. Timelines

1. Any informal resolution process must be completed within thirty (30) calendar days following the parties' agreement to participate in such informal process.

2. An appeal of a determination of responsibility or of a decision dismissing a formal complaint must be received by the school district within five (5) days of the date the determination of responsibility or dismissal was provided to the parties.

3. Any appeal of a determination of responsibility or of a dismissal will be decided within thirty (30) calendar days of the day the appeal was received by the School District.

4. The school district will seek to conclude the grievance process, including any appeal, within 120 calendar days of the date the formal complaint was received by the School District.
5. Although the school district strives to adhere to the timelines described above, in each case, the school district may extend the time frames for good cause. Good cause may include, without limitation: the complexity of the allegations; the severity and extent of the alleged misconduct; the number of parties, witnesses, and the types of other evidence (e.g., forensic evidence) involved; the availability of the parties, advisors, witnesses, and evidence (e.g., forensic evidence); concurrent law enforcement activity; intervening school district holidays, breaks, or other closures; the need for language assistance or accommodation of disabilities; and/or other unforeseen circumstances.

K. Potential Remedies and Disciplinary Sanctions

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

IV. REPORTING PROHIBITED CONDUCT

- A. Any student who believes they have been the victim of unlawful sex discrimination or sexual harassment, or any person (including the parent of a student) with actual knowledge of conduct which may constitute unlawful sex discrimination or sexual harassment toward a student should report the alleged acts as soon as possible to the Title IX Coordinator.
- B. Any employee of the school district who has experienced, has actual knowledge of, or has witnessed unlawful sex discrimination, including sexual harassment, or who otherwise becomes aware of unlawful sex discrimination, including sexual harassment, must promptly report the allegations to the Title IX Coordinator without screening or investigating the report or allegation¹⁰

- C. A report of unlawful sex discrimination or sexual harassment may be made at any time, including during non-business hours, and may be made in person, by mail, by telephone, or by e-mail using the Title IX Coordinator's contact information. A report may also be made by any other means that results in the Title IX Coordinator receiving the person's verbal or written report.
- D. Sexual harassment may constitute both a violation of this policy and criminal law. To the extent the alleged conduct may constitute a crime, the School District may report the alleged conduct to law enforcement authorities. The school district encourages complainants to report criminal behavior to the police immediately.

V. INITIAL RESPONSE AND ASSESSMENT BY THE TITLE IX COORDINATOR

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

4. A statement that the parties may inspect and review evidence gathered pursuant to this policy;
5. A statement informing the parties of any code of conduct provision that prohibits knowingly making false statements or knowingly submitting false information; and
6. A copy of this policy.

VI. STATUS OF RESPONDENT DURING PENDENCY OF FORMAL COMPLAINT

A. Emergency Removal of a Student

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

B. Employee Administrative Leave

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

VII. INFORMAL RESOLUTION OF A FORMAL COMPLAINT

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

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

VIII. DISMISSAL OF A FORMAL COMPLAINT

- A. Under federal law, the school district must dismiss a Title IX complaint, or a portion thereof, if the conduct alleged in a formal complaint or a portion thereof:
 - 1. Would not meet the definition of sexual harassment, even if proven;
 - 2. Did not occur in the school district's education program or activity; or
 - 3. Did not occur against a person in the United States.
- B. The school district may, in its discretion, dismiss a formal complaint or allegations therein if:
 - 1. The complainant informs the Title IX Coordinator in writing that the complainant desires to withdraw the formal complaint or allegations therein;
 - 2. The respondent is no longer enrolled or employed by the school district; or
 - 3. Specific circumstances prevent the school district from gathering sufficient evidence to reach a determination.
- C. The school district shall provide written notice to both parties of a dismissal. The notice must include the reasons for the dismissal.
- D. Dismissal of a formal complaint or a portion thereof does not preclude the school district from addressing the underlying conduct in any manner that the school district deems appropriate.

IX. INVESTIGATION OF A FORMAL COMPLAINT

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

X. DETERMINATION REGARDING RESPONSIBILITY

- A. After the school district has sent the investigative report to both parties and before the school district has reached a determination regarding responsibility, the Decision-maker must afford each party the opportunity to submit written, relevant questions that a party wants asked of any party or witness.
- B. The Decision-maker must provide the relevant questions submitted by the parties to the other parties or witnesses to whom the questions are offered, and then provide each party with the answers, and allow for additional, limited follow-up questions from each party.

- C. The Decision-maker must explain to the party proposing the questions any decision to exclude a question as not relevant.
- D. When the exchange of questions and answers has concluded, the Decision-maker must issue a written determination regarding responsibility that applies the preponderance of the evidence standard to the facts and circumstances of the formal complaint. The written determination of responsibility must include the following:
 - 1. Identification of the allegations potentially constituting sexual harassment;
 - 2. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, and methods used to gather other evidence;
 - 3. Findings of fact supporting the determination;
 - 4. Conclusions regarding the application of the school district's code of conduct to the facts;
 - 5. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the school district imposes on the respondent, and whether remedies designed to restore or preserve equal access to the recipient's education program or activity will be provided by the school district to the complainant; and
 - 6. The school district's procedures and permissible bases for the complainant and respondent to appeal and the date by which an appeal must be made.
- E. In determining appropriate disciplinary sanctions, the Decision-maker should consider the surrounding circumstances, the nature of the behavior, past incidents or past or continuing patterns of behavior, the relationships between the parties involved, and the context in which the alleged incident occurred.
- F. The written determination of responsibility must be provided to the parties simultaneously.
- G. The Title IX Coordinator is responsible for the effective implementation of any remedies.
- H. The determination regarding responsibility becomes final either on the date that the school district provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

XI. APPEALS

- A. The school district shall offer the parties an opportunity to appeal a determination regarding responsibility or the school district's dismissal of a formal complaint or any allegations therein, on the following bases:

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

XII. RETALIATION PROHIBITED

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

not constitute retaliation, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

XIII. TRAINING

- A. The school district shall ensure that Title IX Personnel receive appropriate training. The training shall include instruction on:
 - 1. The Title IX definition of sexual harassment;
 - 2. The scope of the school district's education program or activity;
 - 3. How to conduct an investigation and grievance process, appeals, and informal resolution processes, as applicable;
 - 4. How to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias;
 - 5. For Decision-makers, training on issues of relevance of questions and evidence, including when questions and evidence about the complainant's prior sexual behavior are not relevant; and
 - 6. For Investigators, training on issues of relevance, including the creation of an investigative report that fairly summarizes relevant evidence.
- B. The training materials will not rely on sex stereotypes and must promote impartial investigations and adjudications of formal complaints.
- C. Materials used to train Title IX Personnel must be posted on the school district's website. If the school district does not have a website, it must make the training materials available for public inspection upon request.

XIV. DISSEMINATION OF POLICY

- A. This policy shall be made available to all students, parents/guardians of students, school district employee, and employee unions.
- B. The school district shall conspicuously post the name of the Title IX Coordinator, including office address, telephone number, and work e-mail address on its website and in each handbook that it makes available to parents, employees, students, unions, or applicants.
- C. The school district must provide applicants for admission and employment, students, parents or legal guardians of secondary school students, employees, and all unions holding collective bargaining agreements with the school district, with the following:
 - 1. The name or title, office address, electronic mail address, and telephone number of the Title IX Coordinator; 117

2. Notice that the school district does not discriminate on the basis of sex in the education program or activity that it operates, and that it is required by Title IX not to discriminate in such a manner;
3. A statement that the requirement not to discriminate in the education program or activity extends to admission and employment, and that inquiries about the application of Title IX may be referred to the Title IX Coordinator, to the Assistant Secretary for Civil Rights of the United States Department of Education, or both; and
4. Notice of the school district's grievance procedures and grievance process contained in this policy, including how to report or file a complaint of sex discrimination, how to report or file a formal complaint of sexual harassment, and how the school district will respond.

XV. RECORDKEEPING

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

Legal References: Minn. Stat. § 121A.04 (Athletic Programs; Sex Discrimination)
Minn. Stat. § 121A.40 – 121A.575 (Minnesota Pupil Fair Dismissal Act)
Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
20 U.S.C. §§ 1681-1688 (Title IX of the Education Amendments of 1972)
34 C.F.R. Part 106 (Implementing Regulations of Title IX)
20 U.S.C § 1400, *et seq.* (Individuals with Disabilities Education Improvement Act of 2004)
29 U.S.C. § 794 (Section 504 of the Rehabilitation Act of 1973)
42 U.S.C. § 12101, *et seq.* (Americans with Disabilities Act of 1990, as amended)
20 U.S.C. § 1232g (Family Educational Rights and Privacy Act of 1974)
20 U.S.C. § 1092 *et seq.* (Jeanne Clery Disclosure of Campus Security and Campus Crime Statistics Act (“Clery Act”))

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

INDEPENDENT SCHOOL DISTRICT NO. 94

Cloquet, Minnesota

January 27, 2025

The following resolution was moved by _____ and seconded by _____:

RESOLUTION ACCEPTING DONATIONS

WHEREAS, Minnesota Statutes 123B.02, Subd. 6 provides: "The board may receive, for the benefit of the district, bequests, donations, or gifts for any proper purpose and apply the same to the purpose designated. In that behalf, the board may act as trustee of any trust created for the benefit of the district, or for the benefit of pupils thereof, including trusts created to provide pupils of the district with advanced education after completion of high school, in the advancement of education."; and

WHEREAS, Minnesota Statutes 465.03 provides: "Any city, county, school district or town may accept a grant or devise of real or personal property and maintain such property for the benefit of its citizens in accordance with the terms prescribed by the donor. Nothing herein shall authorize such acceptance or use for religious or sectarian purposes. Every such acceptance shall be by resolution of the governing body adopted by a two-thirds majority of its members, expressing such terms in full."; and

WHEREAS, every such acceptance shall be by resolution of the governing body adopted by a two-thirds majority of its members, expressing such terms in full;

THEREFORE, BE IT RESOLVED, that the School Board of Cloquet Schools ISD 94, gratefully accepts the following donation from the Title Team for the donation of winter apparel and personal care items at Washington Elementary School.

	YEA	NAY	
DAVE BATTAGLIA			PASSED: January 27, 2025
LEANN BUTLER			
NICHOLE DIVER			BOARD CHAIR:
GARY HUARD			
MELISSA JUNTUNEN			ATTEST (BOARD CLERK):



Independent School District No. 94
Cloquet, Minnesota 55720

Central Administration
302 14th Street • 218-879-6721 • FAX-879-6724
Cloquet Senior High School
1000 18th Street • 218-879-3393 • FAX-879-6494
Cloquet Middle School
2001 Washington Avenue • 218-879-3328 • FAX-879-4175
Churchill Elementary School
515 Granite Street • 218-879-3308 • FAX-879-7034
Washington Elementary School
801 12th Street • 218-879-3369 • FAX-879-3360
Community Education
2001 Washington Avenue • 218-879-1261 • FAX-878-3013
Cloquet Area Alternative Education Programs
302 14th Street • 218-879-0115 • FAX-879-6941
<http://www.isd94.org>

The Title Team
911 Stanley Avenue
Cloquet, MN 55720

Thank you for your 2024 contribution of winter apparel and personal care items for our elementary students. No goods or services were provided in exchange for this contribution.

ISD 94 is an exempt organization, EIN 41-60000450.

Sincerely,

Robbi Mondati
Principal

Experience Extraordinary

College in
the Schools

2023-2024 At a Glance

\$223,824 FDLTCC est. tuition saved (23-24)

2023-2024 CITS Courses

- ✓ Financial Accounting I
- ✓ Digital Photography
- ✓ Personal Finance
- ✓ Career Exploration
- ✓ Anishinaabe Language I
- ✓ Intro. to Criminal Justice
- ✓ College Algebra
- ✓ College Calculus
- ✓ College Trigonometry
- ✓ American Government
- ✓ Intro to Physics
- ✓ General Chemistry I
- ✓ Anatomy/Physiology I
- ✓ Anatomy/Physiology II

1,118
Credits
Taken

Cloquet Senior High School



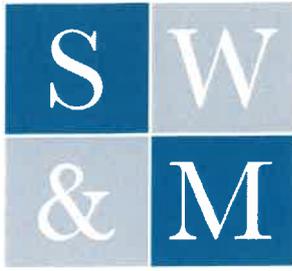
144
CITS
Students



13%
Students
of Color



3.10
average
college GPA



Squires
Waldspurger
& Mace, P.A.

Jay T. Squires*†
Michael J. Waldspurger*
Amy E. Mace
Trevor S. Helmers*
John P. Edison*
Liz J. Vieira*
Kristin C. Nierengarten
Zachary J. Cronen
Michael J. Ervin*
Abigail R. Kelzer

Tessa S. Wagner
Marcus B. Jardine
William M. Seiler
Dalia N. Istephanous
Molly M. Fischl
Craig W. Hardie
Shelby M. Borthwick
Maxwell S. Blosser
Jesse C. Peterson

**Also Admitted in Wisconsin*

†Real Property Specialist Certified - MN State Bar Association

January 22, 2025

Independent School District No. 94 - Cloquet
Michael Cary
302- 14th Street
Cloquet, MN 55720

RE: 2025 Rates

Dear Michael Cary:

Thank you for choosing Squires, Waldspurger & Mace, P.A. for your legal services. We have updated our rates for 2025. The rate for shareholders is \$280 per hour, the rate for senior associates is \$250 per hour, and the rate for junior associates is \$235 per hour. This reflects an overall increase of approximately 2% in our rate structure.

We pride ourselves in providing high quality, cost-effective legal services. Unfortunately, like other sectors of the economy, we have experienced inflationary pressures that have necessitated a modest increase.

We are grateful for your business and value our professional relationship. Please do not hesitate to contact us if you have any questions or concerns.

Sincerely,

A handwritten signature in cursive script, appearing to read "Amy Mace".

Amy E. Mace
Firm President