



Jordan School District #717
Regular Meeting Agenda

Monday, October 13, 2025 at 6:30 PM
Regular Meeting
CERC Multi-purpose Room
500 Sunset Drive; Suite 3
Jordan, MN 55352

1. Call to Order	
2. Pledge of Allegiance	
3. Roll Call	
4. Consideration of Agenda	
5. Public Comments	3
6. Consent Agenda	
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2. Monthly Finance Reports	8
3. Donations	46
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7. Action / Discussion Items	
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2. Achievement and Integration Update	50
3. Review and Act on CACR	60
4. Review and Act on 2025-2027 EMJ Agreement	88
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6. Review and Act on Snow Removal Bid	149
8. Board and Administrative Reports	
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3. MS Principal's Report	155
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5. Director of Teaching and Learning's Report	159
6. Activities Director's Report	163
7. Community Education & Recreation Director's Report	164
8. Communications Director's Report	166
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10. Special Services Director's Report	169

- 11. School Board Member Reports / Committee Reports
- 9. Adjourn Regular Meeting

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Request to Address the School Board

According to School Board Policies 206 & 207, if a citizen wishes to speak to the School Board about an agenda item, the Superintendent's office must be notified.

Citizens must complete the 'Request to Address the School Board' form, which must be submitted in person or email to the School District Clerk, or other designee, by noon the day of the School Board meeting. The form may be dropped off at the District Office at 500 Sunset Drive, Jordan, MN 55352 or emailed to jpspubliccomment@isd717.org.

During the public comment part of each regular board meeting, up to 30 minutes of time will be allowed for district constituents to address the board. Each person may have up to 3 minutes of time to speak. The board is here to listen only and will not take action or discuss topics brought forward during the open forum. It may, at its discretion, ask questions for clarification of issues. The board may, if it deems appropriate, bring said issues forward at a subsequent meeting.

The following conduct is prohibited during the public comment period:

- *Speakers may not discuss or disclose any private educational data on any current or former student. As a result, speakers may not identify any current or former student during public comment. The only exception is that a parent who is speaking may choose to discuss private educational data on his or her own child.*
- *Speakers may not make allegations, charges or complaints against any student or employee. If a person wishes to make an allegation or to file a charge or complaint against a student or employee, the person should make the allegation, charge, or complaint to the Superintendent in writing or in a private meeting, or to the individual designated in District policy to receive the allegation, charge or complaint.*
- *Speakers may not make comments or gestures that are threatening, profane, lewd, vulgar, obscene, harassing, or abusive.*
- *Speakers may not make personal attacks against others, including, but not limited to, any student, parent, community member, employee, or School Board member.*
- *Speakers may not make comments that are defamatory or that would violate federal or state law, including laws protecting the privacy rights of an individual.*
- *Speakers may not make comments related to pending contract negotiations or to pending litigation to which the District is a party, including grievance proceedings.*
- *Speakers may not campaign for or against a political candidate during any part of a public School Board meeting.*
- *Speakers may not promote or advertise products that are for sale or purchase, unless the Board has invited the speaker to present the product as an agenda item.*



The open forum is the only opportunity for members of the audience to speak out during the meeting. Please attach the form and follow the guidelines for presenting your topic.

Name: _____ **Date:** _____
Phone Number: _____ **Email address:** _____

**This will only be used for follow-up to your shared issue/concern.*

Please specify the agenda Item you will be speaking to: _____

Please specifically state your purpose for addressing the School Board.

It is highly recommended to first speak to a district employee to discuss your issue/concern.

Have you previously contacted a School Board member and/or school employee about this issue/concern? YES NO

If so, please state name of board member/school employee: _____

If proper procedures have been followed and the School District Clerk, or other designee, has determined that proper communication channels have been followed, your request will be submitted to the Board Chair. The Board Chair will then call you by name, state the purpose of your address, and invite you to the podium during the scheduled time for open forum/public comments.

School District Clerk

Date/Time Received



Regular Meeting

Monday, September 8, 2025 at 6:30 PM
 Regular Meeting
 CERC Multi-purpose Room
 500 Sunset Drive; Suite 3
 Jordan, MN 55352

1. Call to Order
 - Deb Pauly called the meeting to order at 6:32pm.
2. Pledge of Allegiance
3. Roll Call
 - Present: Deb Pauly, Lauren Pedersen, Corinne Hennen, Jenny Kuskke, Christina Olson, Matt Bertrang, and Student Rep - Henry Brick.
 - Absent: Molly Monyok
4. Review of Closed Session held during the Workshop Meeting on 8/25/2025 - Safety and Security Updates
5. Consideration of Agenda
 - Motion to approve the agenda made by L. Pedersen, Seconded by C. Hennen, Motion Passed 6-0.
6. Jordan Pride Awards
 - Jordan Pride Awards were presented to:
 - Ryan Rasmussen - Claes Nobel Educator of Distinction by the National Society of High School Scholars (NSHSS)
7. Public Comments
8. Consent Agenda
 - 8.1. Minutes
 - 8/11/25 Regular Board Minutes
 - 8/25/25 Work Session Minutes
 - 8.2. Monthly Finance Reports
 - Amy Hafemann prepared reports for the board to review.
 - 8.3. Donations

Donor	Designated Purpose	Amount/Items
Holly Kvapil	Jordan Middle School	\$50.00
mightycause	JES Backpack Program	\$45.00
mightycause	JES Backpack Program	\$45.00
Jordan Senior Citizens	Jordan Community Ed/Rec	\$25.00

8.4. Matters of Employment

- Motion to approve the consent agenda made by C. Hennen, Seconded by L. Pedersen, Motion Passed 6-0.

9. Action / Discussion Items

9.1. Recognition - Annual MSBA Celebrates Board Recognition Month

- Superintendent Evenson recognized the school board with certificates in celebration of and as thanks for their service to the school district community.

9.2. MSBA Recognition - Representative Ben Bakeberg

- Denise Dittrich presented an award to Representative Ben Bakeberg recognizing him as a 2025 Legislator of Distinction.

9.3. Review and Act on Overnight Softball Trip

- Activities Director John Buteyn presented an overnight trip request from the Jordan Softball team.
- Motion to approve the Overnight Softball Trip made by L. Pedersen, Seconded by J. Kusske, Motion Passed 6-0.

9.4. Review and Approve Overnight Baseball Trip

- Activities Director John Buteyn presented an overnight trip request from the Jordan Baseball team.
- Motion to approve the Overnight Baseball Trip made by J. Kusske, Seconded by M. Bertrang, Motion Passed 6-0.

9.5. Levy Limitation and Certification

- Finance Director Amy Hafemann presented the 2025 Payable 2026 Levy needs to be Board Certified by September 30.
- Motion to approve the maximum Levy Limitation and Certification made by L. Pedersen, Seconded by J. Kusske, Motion Passed 6-0.

10. Board and Administrative Reports

10.1. Superintendent's Report

10.2. HS Principal's Report

10.3. MS Principal's Report

10.4. ES Principal's Report

10.5. Teaching and Learning Director's Report

10.6. Activities Director's Report

10.7. Community Education & Recreation Director's Report

10.8. Communications Director's Report

10.9. Nutritional Services Director's Report

10.10. Special Services Director's Report

10.11. School Board Member Reports / Committee Reports

11. Adjourn Regular Meeting

- Motion to adjourn the meeting at 7:25pm made by L. Pedersen.

School Board Clerk

Date



Workshop Meeting

Monday, September 22, 2025 at 5:30 PM

Workshop Meeting

Jordan Elementary School

815 Sunset Drive

Jordan, MN 55352

1. Call to Order
 - Deb Pauly called the meeting to order at 5:31pm
2. Roll Call
 - Present: Deb Pauly, Molly Monyok, Lauren Pedersen, Corinne Hennen, Jenny Kusske, Christina Olson, and Matt Bertrang.
 - Absent: Student Rep - Henry Brick.
3. SFN Updates
 - Superintendent Evenson and Special Services Director, Chad Williams, presented the Scott Family Net student survey information.
4. Adjourn Workshop Meeting
 - Motion to adjourn the meeting at 5:56pm made by M. Monyok

School Board Clerk

Date



District Office
500 Sunset Drive, Suite #1
Jordan, Minnesota 55352
952-492-6200 main | 952-492-4445 fax

AMY HAFEMANN
Director of Finance
ahafemann@isd717.org

October 2, 2025

Board of Education Meeting

Finance Report

October, 2025 financial reports show activity that has been completed for the 2025-2026 thru September, 2025. There will be more invoices that will be paid out in the next couple of months.

The Vendor Payment Register gives the detailed activity of all vendors that have been paid in the month of September.

The pie chart shows the expenses by object codes in the General Fund that were paid thru September, 2025. This chart is as current as can be at this time and is for the current year – FY2025-2026.

The auditors were in the district office September 16th and 17th for field work. The remaining audit work will be done remotely.

Also, our new staff members; Krista Halvorson and Heather Fry are adjusting very well into their new roles. They have both shown to be great additions to the district office staff.

As always, if there are any questions, please feel free to contact me.

Jordan Public Schools
Detail Payment Register by Vendor
Fund Summary

Fund Description	Total
01 General Fund	\$95,760.51
02 Food Service Fund	\$8,054.24
04 Community Education	\$19,984.88
06 Building Fund	\$1,982,346.27
18 Custodial Fund	\$540.00
27 Student Activity Accounts	\$987.50
Report Total	\$2,107,673.40

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type
24385		AFLAC	1932 WYNNANTON ROAD COLUMBUS, GA 31999-0001			
			001			Wire
			B 01 215 060	American Family/Flex Cancer		\$40.15
			B 01 215 060	AFLAC-Retiree Pymt-C Sternig		\$25.60
PO#:		Voucher #:	135692	Invoice No: S2026060	9/30/2025	Paid Amt: \$65.75
PO#:		Voucher #:	135653	Invoice No: S2026050	9/30/2025	Paid Amt: \$40.15
						Check Amount: \$105.90
						Vendor Total: \$105.90
28892		AVIBEN	1995 E RUM RIVER DR S Suite 2 CAMBRIDGE, MN 55008			
			001			Wire
PO#:		Voucher #:	135672	Invoice No: S2026050	9/15/2025	Paid Amt: \$205.55
PO#:		Voucher #:	135670	Invoice No: S2026050	9/15/2025	Paid Amt: \$125.67
PO#:		Voucher #:	135664	Invoice No: S2026050	9/15/2025	Paid Amt: \$8,006.70
PO#:		Voucher #:	135677	Invoice No: S2026050	9/15/2025	Paid Amt: \$559.70
PO#:		Voucher #:	135657	Invoice No: S2026050	9/15/2025	Paid Amt: \$98.16
PO#:		Voucher #:	135660	Invoice No: S2026050	9/15/2025	Paid Amt: \$3,055.22
PO#:		Voucher #:	135657	Invoice No: S2026050	9/15/2025	Paid Amt: \$1,365.00
PO#:		Voucher #:	135660	Invoice No: S2026050	9/15/2025	Paid Amt: \$1,418.34
PO#:		Voucher #:	135675	Invoice No: S2026050	9/15/2025	Paid Amt: \$1,027.80
PO#:		Voucher #:	135662	Invoice No: S2026050	9/15/2025	Paid Amt: \$3,715.63
PO#:		Voucher #:	135663	Invoice No: S2026050	9/15/2025	Paid Amt: \$94.56
PO#:		Voucher #:	135658	Invoice No: S2026050	9/15/2025	Paid Amt: \$3,891.05
PO#:		Voucher #:	135652	Invoice No: S2026050	9/15/2025	Paid Amt: \$850.02
PO#:		Voucher #:	135652	Invoice No: S2026050	9/15/2025	Paid Amt: \$3,294.45
						\$167.84

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type	
28892		AVIBEN		1995 E RUM RIVER DR S Suite 2 CAMBRIDGE, MN 55008			
			001			Wire	
PO#:		Voucher #:	B 01 215 080	Invoice No: S2026050	9/15/2025	Paid Amt: \$316.68	Paid Amt: \$484.52
							Check Amount: \$28,192.37
			001			Wire	
PO#:		Voucher #:	B 01 215 050	Invoice No: S2026060	9/30/2025	Paid Amt: \$850.02	Paid Amt: \$850.02
			B 01 215 056	American Express	9/30/2025	\$3,294.45	\$3,294.45
			B 01 215 053	Fidelity Investment	9/30/2025	\$1,418.34	\$1,418.34
			B 01 215 077	Modern Woodmen	9/30/2025	\$125.67	\$1,418.34
			B 01 215 068	ING/Aetna	9/30/2025	\$167.84	\$125.67
			B 01 215 080	First Investors Corporation	9/30/2025	\$316.68	\$125.67
PO#:		Voucher #:	B 01 215 064	Invoice No: S2026060	9/30/2025	Paid Amt: \$3,623.96	Paid Amt: \$484.52
			B 01 215 068	Franklin Templeton	9/30/2025	\$104.02	\$484.52
			B 01 215 068	ING/Aetna	9/30/2025	\$3,727.98	\$3,727.98
			B 01 215 057	Thrivent Financial	9/30/2025	\$1,027.80	\$1,027.80
			B 01 215 055	Equitable Life	9/30/2025	\$3,055.22	\$1,027.80
			B 01 215 068	ING/Aetna	9/30/2025	\$1,365.00	\$1,027.80
			B 01 215 061	New York Life	9/30/2025	\$205.55	\$4,420.22
			B 01 215 078	Horace Mann	9/30/2025	\$3,891.05	\$205.55
			B 01 215 067	Valic	9/30/2025	\$559.70	\$3,891.05
			B 01 215 068	ING/Aetna	9/30/2025	\$98.16	\$3,891.05
			B 01 215 068	ING/Aetna	9/30/2025	\$8,006.70	\$657.86
PO#:		Voucher #:	B 01 215 068	Invoice No: S2026060	9/30/2025	Paid Amt: \$8,006.70	Paid Amt: \$8,006.70
			B 01 215 068	ING/Aetna	9/30/2025	\$28,110.16	\$8,006.70
							Check Amount: \$28,110.16
							Vendor Total: \$56,302.53

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type
6368		COLONIAL LIFE	001	PO BOX 903 COLUMBIA, SC 29202		
			B 01 215 051	Colonial Life - Liability Account	9/15/2025	Wire
PO#:		Voucher #:	135655	Invoice No: S2026050		Paid Amt: \$58.47
						Check Amount: \$58.47
			001			Wire
			B 01 215 051	Colonial Life - Liability Account		
			B 01 215 051	Colonial Life-Liability-I DelaPaz		
PO#:		Voucher #:	135693	Invoice No: S2026060	9/30/2025	Paid Amt: \$79.77
						Check Amount: \$79.77
						Vendor Total: \$138.24
22350		FRANDSEN BANK AND TRUST	001	200 CREEK LANE JORDAN, MN 55352		
			B 01 215 010	FICA		Wire
PO#:		Voucher #:	135666	Invoice No: S2026050	9/15/2025	Paid Amt: \$18,176.98
			B 01 215 010	FICA		
PO#:		Voucher #:	135673	Invoice No: S2026050	9/15/2025	Paid Amt: \$77,721.82
			B 01 215 003	Fed Tax		
PO#:		Voucher #:	135659	Invoice No: S2026050	9/15/2025	Paid Amt: \$47,817.90
						Check Amount: \$143,716.70
			001			Wire
			B 01 215 002	State Tax		
PO#:		Voucher #:	135669	Invoice No: S2026050	9/15/2025	Paid Amt: \$25,003.12
						Check Amount: \$25,003.12
			001			Wire
			B 01 215 010	FICA		
PO#:		Voucher #:	135711	Invoice No: S2026060	9/30/2025	Paid Amt: \$85,022.54
			B 01 215 010	FICA		
PO#:		Voucher #:	135721	Credit Invoice No: Z2026030	9/30/2025	Paid Amt: (\$80.06)
			B 01 215 010	FICA		
PO#:		Voucher #:	135704	Invoice No: S2026060	9/30/2025	Paid Amt: \$19,884.38
			B 01 215 010	FICA		
PO#:		Voucher #:	135719	Credit Invoice No: Z2026030	9/30/2025	Paid Amt: (\$18.72)
			B 01 215 003	Fed Tax		
PO#:		Voucher #:	135718	Credit Invoice No: Z2026030	9/30/2025	Paid Amt: (\$2.06)

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type
22350		FRANSEN BANK AND TRUST	001			
		200 CREEK LANE JORDAN, MN 55352				
PO#:		Voucher #:	B 01 215 003	135697 Invoice	9/30/2025	Wire
				Invoice No: S2026060		
						Paid Amt: \$50,572.21
						Check Amount: \$155,378.29
						Wire
PO#:		Voucher #:	B 01 215 002	135707 Invoice	9/30/2025	Wire
				Invoice No: S2026060		
						Paid Amt: \$27,079.80
						Check Amount: \$27,079.80
						Wire
PO#:		Voucher #:	B 01 215 002	135720 Credit	9/30/2025	Wire
				Invoice No: Z2026030		
						Paid Amt: (\$24.40)
						Check Amount: (\$24.40)
						Vendor Total: \$351,153.51
4689		JORDAN EDUCATION FOUNDATION				
		PO Box 52 Jordan, MN 55352				
PO#:		Voucher #:	B 01 215 073	112305 Invoice	9/15/2025	Check
				Invoice No: S2026050		
						Paid Amt: \$62.00
						Check Amount: \$62.00
						Check
PO#:		Voucher #:	B 01 215 073	135703 Invoice	9/30/2025	Check
				Invoice No: S2026060		
						Paid Amt: \$62.00
						Check Amount: \$62.00
						Vendor Total: \$124.00
3565		MEDICA				
		NW 7958 PO BOX 1450 MINNEAPOLIS, MN 55485-7958				
PO#:		Voucher #:	B 01 215 020	135667 Invoice	9/30/2025	Wire
				Invoice No: S2026050		
						Paid Amt: \$72,547.60
						Wire
						\$69,006.55
						\$3,541.05
						\$87,751.27
						\$6,935.82
						\$6,107.44
PO#:		Voucher #:	B 01 215 024	135705 Invoice	9/30/2025	Wire
				Invoice No: S2026060		
						Paid Amt: \$100,794.53
						Check Amount: \$173,342.13
						Vendor Total: \$173,342.13

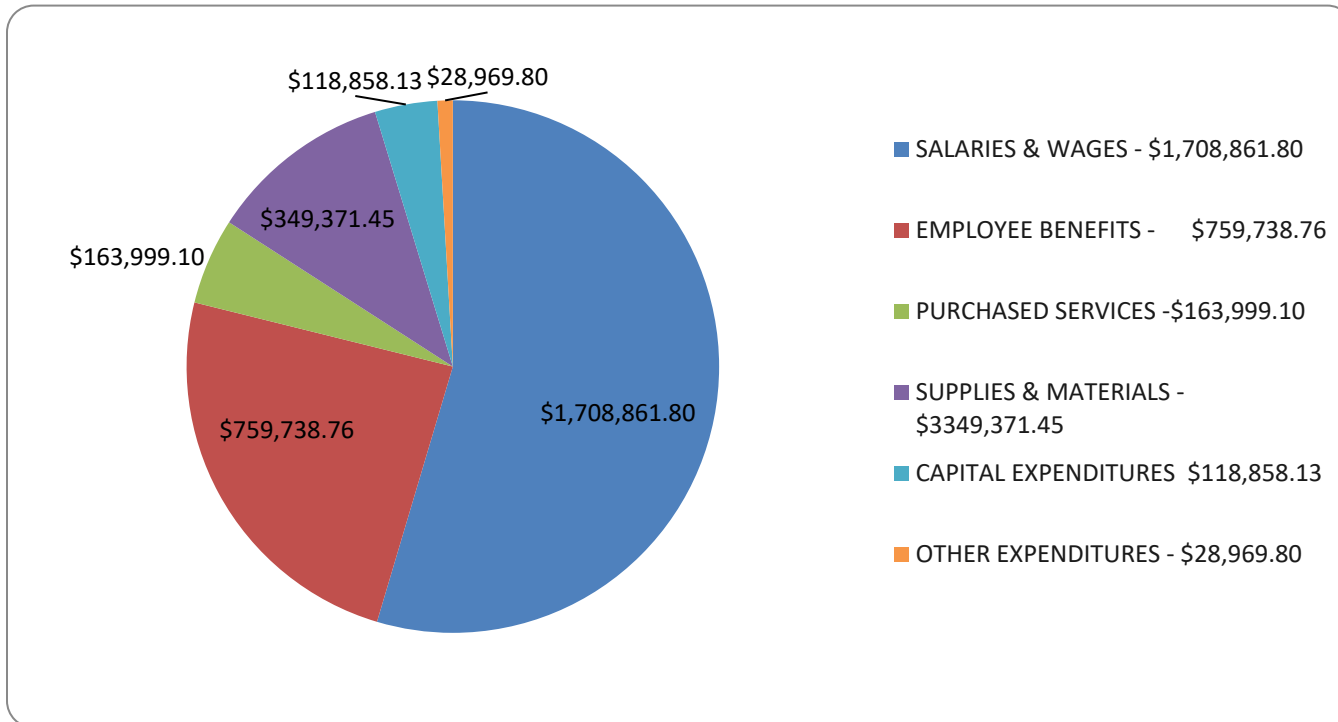
Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type
27742		MN DEPT OF REVENUE				
			001			
			B 01 215 074			Wire
						\$72.00
PO#:		Voucher #:	135668	Invoice No:	S2026050	9/15/2025
						Paid Amt: \$72.00
						Check Amount: \$72.00
						Vendor Total: \$144.00
23795		NATIONAL INSURANCE SERVICES OF WI, INC				
			001			
			B 01 215 027			Check
						\$39.21
			B 01 215 035			\$1,136.45
			B 01 215 065			\$1,992.80
PO#:		Voucher #:	135671	Invoice No:	S2026050	9/30/2025
						Paid Amt: \$3,168.46
						Check Amount: \$72.00
						Vendor Total: \$144.00
24384		NCPERS MINNESOTA				
			001			
			B 01 215 027			Check
						\$37.34
PO#:		Voucher #:	135709	Invoice No:	S2026060	9/30/2025
						Paid Amt: \$3,170.62
						Check Amount: \$6,339.08
						Vendor Total: \$6,339.08
21993		PUBLIC EMPLOYEES RETIREMENT ASSN				
			001			
			B 01 215 014			Wire
						\$15,694.43
			B 01 215 014			\$10.25
						Vendor Total: \$37.34

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type
21993		PUBLIC EMPLOYEES RETIREMENT ASSN			60 EMPIRE DRIVE, SUITE 200 ST PAUL, MN 55103	
			001			Wire
PO#:		Voucher #:	B 01 215 014	135674 Invoice	Credit Statement 9/15/2025	Paid Amt: \$15,039.39 Check Amount: \$15,039.39
			001			Wire
PO#:		Voucher #:	B 01 215 014	135712 Invoice	PERA 9/30/2025	Paid Amt: \$24,642.61 Check Amount: \$24,642.61
			001			Vendor Total: \$39,682.00
21994		TEACHERS RETIREMENT ASSN			60 EMPIRE DRIVE SUITE 400 ST PAUL, MN 55103-1855	
			001			Wire
PO#:		Voucher #:	B 01 215 018	135676 Invoice	TRA 9/15/2025	Paid Amt: \$91,420.63 Check Amount: \$91,420.63
			001			Wire
PO#:		Voucher #:	B 01 215 018	135715 Invoice	TRA 9/30/2025	Paid Amt: \$91,553.08 Check Amount: \$91,553.08
			001			Vendor Total: \$182,973.71
5942		WEX			PO Box 2926 Fargo, ND 58108-2926	
			001			Wire
PO#:		Voucher #:	B 01 215 076	135546 Invoice	VEBA/HSA - Employer Contribution 9/4/2025	Paid Amt: \$128,607.28 Check Amount: \$128,607.28
			001			Wire
PO#:		Voucher #:	B 01 215 091	135784 Invoice	Flex-Med Care 9/30/2025	Paid Amt: \$8,406.18 Check Amount: \$8,406.18
			B 01 215 093		FY2025-Med Flex	\$620.84
			B 01 215 091		Flex-Med Care	\$218.57
			B 01 215 091		FY2026 Med Flex-adj to claims	\$620.84
			B 01 215 092		FY2025-Dep Care	\$2,560.30
						\$4,385.63

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type
5942	WEX		PO Box 2926 001	Fargo, ND 58108-2926		
			B 01 215 028	Flex-Employee Contributions	9/30/2025	Wire
PO#:		Voucher #:	135782 Invoice	Invoice No: S202604S0		Paid Amt: \$5,921.83
						Check Amount: \$5,921.83
			001			Wire
			B 01 215 028	Flex-Employee Contributions	9/30/2025	
PO#:		Voucher #:	135783 Invoice	Invoice No: S2026050		Paid Amt: \$5,516.83
						Check Amount: \$5,516.83
						Vendor Total: \$148,452.12
						Report Total: \$958,794.56



FUND 01 - EXP GUIDELINE BY OBJECT
OCTOBER, 2025



Detail Payment Register by Vendor

Check Number: 0-2147483647 Payment Date: 7/1/2025-9/30/2025 Period: 202603-202603 Void Status: N

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type
6677	ACRE	1601 UTICA AVE S STE 325 ST. LOUIS PARK, MN 55416	001	112178		Check
			E 06	100 870 024 530 502	Teachers Desk Top	\$172.31
			E 06	100 870 024 530 502	Teachers Desk Leg	\$129.23
			E 06	100 870 024 530 502	Teachers Desk Box/File	\$310.15
			E 06	100 870 024 530 502	3" Round Grommit	\$8.62
			E 06	100 870 024 530 502	Chair	\$458.62
			E 06	100 870 024 530 502	Flavors Stack Chair	\$435.90
			E 06	100 870 024 530 502	Square Table	\$559.16
			E 06	100 870 024 530 502	Dual Wheel Pack	\$122.06
			E 06	100 870 024 530 502	Project Management Time	\$45.00
			E 06	100 870 024 530 502	Tariff	\$55.61
			E 06	100 870 024 530 502	Freight	\$915.00
			E 06	100 870 024 530 502	Handling Fee	\$43.93
PO#: 62098	Voucher #:	135537 Invoice		Invoice No: 499831	9/5/2025	
						Paid Amt: \$3,255.59
						Check Amount: \$3,255.59
						Vendor Total: \$3,255.59

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type
4220		ADVANCED IMAGING SOLUTIONS	001			Wire
		6121 BAKER ROAD SUITE 110 MINNETONKA, MN 55345	E 01	005 110 000 350 335	DO	\$730.69
			E 01	100 203 000 350 335	ES	\$3,749.28
			E 01	128 211 000 350 335	MS	\$2,850.31
			E 01	300 211 000 350 335	HS	\$3,293.08
			E 04	005 505 321 350 335	CE	\$192.35
			E 04	005 582 344 350 335	ELS	\$281.86
PO#: 6429	Voucher #:	135550 Invoice		Invoice No: 563338011	9/12/2025	
						Paid Amt: \$11,097.57
						Check Amount: \$11,097.57
						Vendor Total: \$11,097.57

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type
6429		ALL FURNITURE	001	112179		Check
		6601 SHINGLE CREEK PARKWAY MINNEAPOLIS, MN 55430	E 06	100 870 024 520 000	Put back phase II furniture	\$17,200.00
			E 06	100 870 024 520 000	Withheld damage deposit for Phase I	\$1,000.00
PO#: 6429	Voucher #:	135541 Invoice		Invoice No: 53787/53786	9/5/2025	
						Paid Amt: \$18,200.00
						Check Amount: \$18,200.00
						Vendor Total: \$18,200.00

Code	Rcd	Vendor	Bank	Check No		Pmt/Void Date	Pmt Type
2732		ALPHA WIRELESS COMMUNICATIONS CO	001	112180	1115 CROSS STREET NORTH MANKATO, MN 56003		Check
			E 06	128 870 024 555 500	Wall mount, standard profile, terminal		\$1,321.40
			E 06	128 870 024 555 500	Labor		\$2,357.50
			E 06	128 870 024 555 500	Controller, 16MB RAM, Ethernet		\$1,550.46
PO#:	62476	Voucher #:	135535	Invoice No:	30705	9/5/2025	Paid Amt: \$5,229.36 Check Amount: \$5,229.36
			001	112213			Check
			E 01	005 810 000 820 000	10 Year FCC License Renewal Required for Rac		\$100.00
PO#:	62636	Voucher #:	135558	Invoice No:	30856	9/19/2025	Paid Amt: \$100.00 Check Amount: \$100.00
							Vendor Total: \$5,329.36
26895		AMAZON CAPITAL SERVICES	001	112181	PO BOX 035184 SEATTLE, WA 98124-5184		Check
			E 06	100 870 024 465 500	B00B21TLQU VIVO Single 13 to 38 inch Ultraw		\$1,417.50
			E 06	100 870 024 465 500	B00NH13DV2 Amazon Basics USB-A to USB-B		\$243.83
			E 06	100 870 024 465 500	B018MSDG84 WALI Dual Monitor Desk Mount,		\$150.78
			E 06	100 870 024 465 500	B07ZKNRR3T DEWENWILS 2-Pack 10FT Pow		\$574.00
			E 06	100 870 024 465 500	B08BF4CZSV HP 24mh FHD Computer Monitoi		\$2,447.85
			E 06	100 870 024 465 500	B08BRYJWSM Amazon Basics HDMI Cable, 1C		\$247.53
			E 06	100 870 024 465 500	B08DDH5CPW Plugable USB C Triple Display		\$599.80
			E 06	100 870 024 465 500	B0BG37895L HP P22h G5 22" Class Full HD Li		\$5,808.47
			E 06	100 870 024 465 500	B0CXSBGRRH Lysymixs Cat6 Ethernet Patch C		\$99.95
PO#:	62406	Voucher #:	135544	Invoice No:	1M1H-YK3K-F3CR	9/5/2025	Paid Amt: \$11,589.71 Check Amount: \$11,589.71
			001	112214			Check
			E 01	300 292 000 401 314	B07WP9WB24 Fit Simplify Exercise Resistance		\$27.86
			E 01	300 292 000 401 314	B07WP9XT56 Fit Simplify Exercise Resistance		\$111.44
			E 01	300 292 000 401 314	B07WV7SG3Z Fit Simplify Exercise Resistance		\$27.86
			E 01	300 292 000 401 314	B09DKVD3X8 12 Pack Multi-Function Electroni		\$22.99
			E 01	300 292 000 401 314	Amazon Shipping Charge		\$0.00
PO#:	62428	Voucher #:	135571	Invoice No:	1L1R-9FDX-7T71	9/19/2025	Paid Amt: \$190.15 Check Amount: \$190.15
			001	112215			Check
			E 04	005 505 321 401 513	B0B614QRNK Giftgarden Black 8.5x11 Picture		\$84.63

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type
26895		AMAZON CAPITAL SERVICES			PO BOX 035184 SEATTLE, WA 98124-5184	
			001	112215		
			E	04 005 505 321 401 513	Amazon Shipping Charge	Check
						\$0.00
					Invoice No: 1WLN-C9YL-C4FX	
					9/19/2025	
						Paid Amt: \$84.63
						Check Amount: \$84.63
			001	112216		
			E	01 005 640 316 401 000	1394182031 The Writing Revolution 2.0: A Guid	Check
						\$21.85
			E	01 005 640 316 401 000	1416633561 Beyond the Science of Reading: C	
						\$31.41
			E	01 005 640 316 401 000	1945252278 Dyslexia Outside-the-Box: Equippr	
						\$16.99
			E	01 005 640 316 401 000	1962188817 MTSS for Reading Improvement: A	
						\$42.73
			E	01 005 640 316 401 000	1981011900 Syntax Knowledge to Practice (Lite)	
						\$34.99
			E	01 005 640 316 401 000	Amazon Shipping Charge	
						\$0.00
					Invoice No: 1GHY-WXWQ-7F9L	
					9/19/2025	
						Paid Amt: \$147.97
						Check Amount: \$147.97
			001	112217		
			E	01 005 810 000 350 274	B07BK7B592 Component Hardware (CON30) F	Check
						\$34.78
			E	01 005 810 000 350 274	B08SQ43TK8 100pcs Pipe Screens, 3/4 Inch P	
						\$3.99
			E	01 005 810 000 350 274	B0CWLCCG98 TSBSHum Bathroom Sink Aera	
						\$8.99
			E	01 005 810 000 350 274	Amazon Shipping Charge	
						\$0.00
					Invoice No: 1KYD-C7G6-HLDR	
					9/19/2025	
						Paid Amt: \$47.76
						Check Amount: \$47.76
			001	112218		
			E	01 005 720 000 401 000	B001ECQ4L2 Vaseline Petroleum Jelly Original	Check
						\$14.97
			E	01 128 720 000 401 000	B00EC6DE7Y NeilMed Cleanse Sterile Saline W	
						\$5.98
			E	01 100 720 000 401 000	B00VGHZG3C Dixie Ems Deluxe Aneroid Sphy	
						\$15.95
			E	01 128 720 000 401 000	B01AKBCL3W Dealmed Non-Woven Gauze Sp	
						\$8.48
			E	01 128 720 000 401 000	B01AKBCL3W Dealmed Non-Woven Gauze Sp	
						\$0.00
			E	01 100 720 000 401 000	B01BFGQEXO Dealmed Sheer Plastic Spot Bai	
						\$4.00
			E	01 128 720 000 401 000	B01BFGQEXO Dealmed Sheer Plastic Spot Bai	
						\$3.99
			E	01 100 720 000 401 000	B01G5WQ7BM Dealmed Fabric Flexible Adhesi	
						\$97.60
			E	01 005 720 000 401 000	B07F2CLTQ9 MED PRIDE 2" X 10 Yds Transp	
						\$17.36
			E	01 128 720 000 401 000	B07G7D5CY Y Dealmed Cotton Balls for Face, A	
						\$8.88
			E	01 005 720 000 401 000	B07MZBFD6W MED PRIDE Sterile Non Stick F	
						\$0.00
			E	01 128 720 000 401 000	B07MZBFD6W MED PRIDE Sterile Non Stick F	
						\$16.78
			E	01 128 720 000 401 000	B07MZW25X MED PRIDE Sterile Non Stick F	
						\$5.84
			E	01 100 720 000 401 000	B07MZW25X MED PRIDE Sterile Non Stick F	
						\$5.85
			E	01 128 720 000 401 000	B07WXJRK32 Dealmed Sheer Plastic Flexible A	
						\$53.98

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type
26895		AMAZON CAPITAL SERVICES		112218	PO BOX 035184 SEATTLE, WA 98124-5184	Check
		001				
	E	01	100	720	000 401 000	\$53.98
	E	01	100	720	000 401 000	\$15.99
	E	01	128	720	000 401 000	\$15.99
	E	01	128	720	000 401 000	\$4.36
	E	01	100	720	000 401 000	\$4.36
	E	01	300	720	000 401 000	\$9.49
	E	01	128	720	000 401 000	\$9.49
	E	01	128	865	347 401 000	\$0.00
	E	01	300	865	347 401 000	\$138.58
	E	01	300	720	000 401 000	\$12.45
	E	01	128	720	000 401 000	\$12.46
	E	01	100	720	000 401 000	\$6.50
	E	01	300	720	000 401 000	\$6.49
	E	01	128	720	000 401 000	\$9.49
	E	01	100	720	000 401 000	\$9.50
	E	01	300	720	000 401 000	\$13.27
	E	01	128	720	000 401 000	\$13.28
	E	01	005	720	000 401 000	\$0.00
PO#: 62521		Voucher #: 135561 Invoice			Invoice No: 19YT-9KVC-RX1G 9/19/2025	Paid Amt: \$595.34
		001		112219		Check Amount: \$595.34
	E	01	005	110	000 401 000	\$14.15
	E	01	005	110	000 401 000	\$9.35
	E	01	005	110	000 401 000	\$24.49
	E	01	005	110	000 401 000	\$22.52
	E	01	005	110	000 401 000	\$11.24
	E	01	005	110	000 401 000	\$8.78
	E	01	005	110	000 401 000	\$5.49
	E	01	005	110	000 401 000	\$24.65
	E	01	005	110	000 401 000	\$44.98
	E	01	005	110	000 401 000	\$7.63
	E	01	005	110	000 401 000	\$22.18
	E	01	005	110	000 401 000	\$25.68
	E	01	005	110	000 401 000	\$21.75

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type
26895		AMAZON CAPITAL SERVICES			PO BOX 035184 SEATTLE, WA 98124-5184	
		001		112219		
		E 01 005 110 000 401 000			Amazon Shipping Charge	\$0.00
PO#: 62459		Voucher #: 135567 Invoice			Invoice No: 1HH4-GYY9-66P3	9/19/2025
						Paid Amt: \$242.89
						Check Amount: \$242.89
		001		112220		
		E 01 128 810 000 401 000			B09TK7Y3VS Metal Frame Euro D-Ring Picture	\$6.60
		E 01 128 810 000 401 000			Amazon Shipping Charge	\$0.00
PO#: 62513		Voucher #: 135562 Invoice			Invoice No: 1VY9-T9R9-66LX	9/19/2025
						Paid Amt: \$6.60
						Check Amount: \$6.60
		001		112221		
		E 01 005 107 000 401 400			B000MK2PZ6 EXPO Low Odor Dry Erase Mark	\$7.24
		E 01 005 110 000 401 000			B01N99XMM2 HON Office Chair Mat for Carpet	\$37.33
		E 01 005 110 000 401 000			Amazon Shipping Charge	\$0.00
PO#: 62577		Voucher #: 135578 Invoice			Invoice No: 1H73-LWH-YP4K	9/19/2025
						Paid Amt: \$44.57
						Check Amount: \$44.57
		001		112222		
		E 06 100 870 024 530 500			B079CB4Y5V Farberware 1100W 2.2 cu ft Coui	\$229.99
		E 06 100 870 024 530 500			B0FG1Y7H1D Antarctic Star 3.2 Cu.Ft. Mini Fric	\$1,359.92
		E 06 100 870 024 530 500			Amazon Shipping Charge	\$0.00
PO#: 62473		Voucher #: 135570 Invoice			Invoice No: 14TV-4KCP-G1JY	9/19/2025
						Paid Amt: \$1,589.91
						Check Amount: \$1,589.91
		001		112223		
		E 01 300 292 000 401 300			B0BK8RFV57 SEYMAC stock Case for iPad (A	\$23.99
		E 01 300 292 000 401 300			Amazon Shipping Charge	\$0.00
PO#: 62440		Voucher #: 135559 Invoice			Invoice No: 1697-FCKQ-TGC6	9/19/2025
						Paid Amt: \$23.99
						Check Amount: \$23.99
		001		112224		
		E 04 005 505 321 401 550			B08FH9CDMZ Dunkin' Donuts Original Ground	\$64.99
		E 04 005 505 321 401 550			B091MRPQFG Extra Large Coffee Filters 12, 10	\$18.98
		E 04 005 505 321 401 550			Amazon Shipping Charge	\$0.00
PO#: 62503		Voucher #: 135563 Invoice			Invoice No: 1T6G-WPNX-DYGN	9/19/2025
						Paid Amt: \$83.97
						Check Amount: \$83.97
		001		112225		
		E 01 300 259 000 430 000			B000GRBEK2 VELCRO Brand - 30 ft Sticky Be	\$17.14
		E 01 300 259 000 430 000			B076B11Q4H 3M Command Picture Hanging Si	\$9.99
		E 01 300 259 000 430 000			B09WB4YC47 Command 20 lb XL Heavyweight	\$12.99

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type
26895		AMAZON CAPITAL SERVICES			PO BOX 035184 SEATTLE, WA 98124-5184	
			001	112225		
			E 01	300 259 000 430 000	Amazon Shipping Charge	Check
PO#: 62591		Voucher #: 135575 Invoice			Invoice No: 11YX-49NK-7TF7 9/19/2025	Paid Amt: \$40.12 Check Amount: \$40.12
			001	112226		
			E 01	300 258 000 401 000	B00OFNM2TU Command 5 lb Universal Picture	Check
			E 01	300 258 000 401 000	B0751VR8KZ Command Universal Frame Hang	\$23.44
			E 01	300 258 000 401 000	B07G7BT8QV AQUA CREST Replacement for	\$12.99
			E 01	300 258 000 401 000	B0CX8S4L9H 4 Pack Mini Max Replacement Fill	\$17.09
			E 01	300 258 000 401 000	Amazon Shipping Charge	\$28.79
PO#: 62589		Voucher #: 135573 Invoice			Invoice No: 1JWL-VKLR-94KM 9/19/2025	Paid Amt: \$82.31 Check Amount: \$82.31
			001	112227		
			E 01	100 203 000 401 164	B09R2NBDGB Storex Pencil Case, 8.38 x 5.63	Check
			E 01	100 203 000 401 164	Amazon Shipping Charge	\$234.54
PO#: 62556		Voucher #: 135565 Invoice			Invoice No: 1JLG-KNDW-GPWQ 9/19/2025	Paid Amt: \$234.54 Check Amount: \$234.54
			001	112228		
			E 01	100 203 000 401 164	B09Z2C8N2Q DEVAISE 3-Drawer Wood File C	Check
			E 04	005 582 344 430 000	B09Z2C8N2Q DEVAISE 3-Drawer Wood File C	\$175.45
			E 04	005 582 344 430 000	B0DSFBGD67 5 Drawer Chest, Storage Cabine	\$86.42
			E 01	100 203 000 401 164	B0DSFBGD67 5 Drawer Chest, Storage Cabine	\$66.82
			E 01	100 203 000 401 164	Amazon Shipping Charge	\$135.65
PO#: 62586		Voucher #: 135576 Invoice			Invoice No: 17Q7-XVJ9-6KNF 9/19/2025	Paid Amt: \$464.34 Check Amount: \$464.34
			001	112229		
			E 01	300 296 000 401 312	B0D8SDBTRL CEELGON 12 PCS Burgundy G	Check
			E 01	300 296 000 401 312	Amazon Shipping Charge	\$35.98
PO#: 62551		Voucher #: 135577 Invoice			Invoice No: 1Q4X-CV7D-6CQD 9/19/2025	Paid Amt: \$35.98 Check Amount: \$35.98
			001	112230		
			E 01	300 292 000 302 000	B085Q65V8T Score It Right Volleyball Scoreboc	Check
			E 01	300 292 000 302 000	Amazon Shipping Charge	\$50.64
PO#: 62520		Voucher #: 135572 Invoice			Invoice No: 19N6-3HPQ-KXLG 9/19/2025	Paid Amt: \$50.64 Check Amount: \$50.64

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type
26895		AMAZON CAPITAL SERVICES		112231	PO BOX 035184 SEATTLE, WA 98124-5184	Check
		001				
		E 01	300	292 000 401 300	B073H7XMYW Amazon Basics Multipurpose Cc	\$72.29
		E 01	300	292 000 401 300	Amazon Shipping Charge	\$0.00
PO#: 62578		Voucher #:	135574	Invoice No:	1JCC-FGKN-4FWT	9/19/2025
						Paid Amt: \$72.29
						Check Amount: \$72.29
						Vendor Total: \$15,627.71
3236		ANDREWS, JOHN		112278	8070 159TH ST W APPLE VALLEY, MN 55124	Check
		001				
		E 01	300	296 000 305 326	09/09/25 - Girls	\$87.00
		E 01	300	294 000 305 326	09/09/25 - Boys	\$87.00
PO#: 62578		Voucher #:	135643	Invoice No:	September Officials	9/22/2025
						Paid Amt: \$174.00
						Check Amount: \$174.00
						Vendor Total: \$174.00
4272		ASL INTERPRETING SERVICES, INC.		112232	5801 DULUTH STREET SUITE 135A GOLDEN VALLEY, MN 55422	Check
		001				
		E 01	128 211 000 357 000	ASL Service at JMS Open House Night 8/28/20;		\$71.50
		E 01	128 211 000 357 000	ASL Service at JHS Open House Night 8/28/20;		\$125.13
PO#: 62695		Voucher #:	135557	Invoice No:	25.12049	9/19/2025
						Paid Amt: \$196.63
						Check Amount: \$196.63
						Vendor Total: \$196.63
6543		ATMOSPHERE COMMERCIAL INTERIORS		112182	81 SOUTH 9TH STREET #350 MINNEAPOLIS, MN 55402	Check
		001				
		E 06	100 870 024 530 502	Conference round		\$469.98
		E 06	100 870 024 530 502	Worksurface		\$339.40
		E 06	100 870 024 530 502	WHSE		\$12.00
		E 06	100 870 024 530 502	Labor		\$90.00
		E 06	100 870 024 530 502	Table disposed of in error		(\$750.00)
PO#: 62695		Voucher #:	135536	Invoice No:	112697	9/5/2025
						Paid Amt: \$161.38
						Check Amount: \$161.38
						Vendor Total: \$161.38
11220		BENJAMIN BUS		112233	216 NOLDEN LANE JORDAN, MN 55352	Check
		001				
		E 01	005 760 720 440 000	Fuel		\$637.18
		E 01	128 211 303 360 277	SEL Targeted Services		\$5,799.48
		E 01	005 760 723 360 000	SPED		\$5,022.00
		E 01	005 760 723 360 000	SPED - Field Trips		\$3,747.36

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type	
22533		BROWN'S ICE CREAM CO	001	112236	3501 MARSHALL ST. NE SUITE 150 MINNEAPOLIS, MN 55418	Check	
			E 02	128 770 707 490 000	Cook Cream		\$91.20
			E 02	128 770 707 490 000	Twist Ctn		\$100.44
			E 02	128 770 707 490 000	Prty Pnd		\$41.76
			E 02	128 770 707 490 000	Fudge O		\$76.32
PO#:	62637	Voucher #:	135579	Invoice No:	72523910	Paid Amt:	\$590.28
						Check Amount:	\$590.28
						Vendor Total:	\$590.28
6873		BUCHTA, JASON	001	112281	621 MAPLE BROOK CT NORTHFIELD, MN 55057	Check	
			E 01	300 294 000 305 303	09/02/25		\$100.00
PO#:		Voucher #:	135636	Invoice No:	September Officials	Paid Amt:	\$100.00
					9/22/2025	Check Amount:	\$100.00
						Vendor Total:	\$100.00
3167		BUILDING MATERIAL SUPPLY INC	001	112207	4555 WEST 77TH STREET EDINA, MN 55435	Check	
			E 01	300 810 000 350 274	Scranton Solid Plastic replcemtn stall doors		\$1,379.00
PO#:		Voucher #:	135556	Invoice No:	65417	Paid Amt:	\$1,379.00
					9/12/2025	Check Amount:	\$1,379.00
						Vendor Total:	\$1,379.00
4373		CARCIOFINI COMPANY INC	001	112183	14380 W BVILLE PKWY BURNSVILLE, MN 55306	Check	
			E 06	100 870 024 520 000	Current Payment Due		\$9,688.10
PO#:		Voucher #:	135523	Invoice No:	Application No 5	Paid Amt:	\$9,688.10
					9/5/2025	Check Amount:	\$9,688.10
						Vendor Total:	\$9,688.10
1037		CASH	001	112206		Check	
			R 01	000 000 000 099 000	Cash		\$975.00
PO#:		Voucher #:	135548	Invoice No:	JHS Smile Fund Cash	Paid Amt:	\$975.00
					9/9/2025	Check Amount:	\$975.00
						Vendor Total:	\$975.00
			001	112304		Check	
			R 01	000 000 000 099 000	Cash		\$50.00
PO#:		Voucher #:	135679	Invoice No:	JHS Cash, Smile Fund	Paid Amt:	\$50.00
					9/25/2025	Check Amount:	\$50.00
						Vendor Total:	\$50.00

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type	
21923		CENTRAL HIGH SCHOOL	001	112237	531 MORSE ST. PO BOX 247 NORWOOD, MN 55368	Check	
	E 01		300	292	000 369 314 Boys/Girls teams over 20 athletes	\$225.00	
PO#: 62633	Voucher #:	135583	Invoice	Invoice No:	09/09/25 XC Meet	9/19/2025	Paid Amt: \$225.00
							Check Amount: \$225.00
							Vendor Total: \$225.00
6443		CENTRAL ROOFING COMPANY	001	112184	4550 MAIN ST NE MINNEAPOLIS, MN 55421	Check	
	E 06		100	870	024 520 000 Current Payment Due	\$464,987.00	
PO#:	Voucher #:	135534	Invoice	Invoice No:	Application No 013	9/5/2025	Paid Amt: \$464,987.00
							Check Amount: \$464,987.00
							Vendor Total: \$464,987.00
27874		CHRISTENSEN, ERIK	001	112282	560 SUMMIT AVE DUNDAS, MN 55019	Check	
	E 01		300	294	000 305 303 09/08/25	\$115.00	
PO#:	Voucher #:	135639	Invoice	Invoice No:	September Officials	9/22/2025	Paid Amt: \$115.00
							Check Amount: \$115.00
							Vendor Total: \$115.00
2895		CLEAR, DAVE	001	112283	13400 CAFFREY AVE ROSEMOUNT, MN 55068	Check	
	E 01		300	296	000 305 326 09/09/25 - Girls	\$87.00	
	E 01		300	294	000 305 326 09/09/25 - Boys	\$87.00	
PO#:	Voucher #:	135642	Invoice	Invoice No:	September Officials	9/22/2025	Paid Amt: \$174.00
							Check Amount: \$174.00
							Vendor Total: \$174.00
1282		COMPANION CORPORATION	001	112238	1831 FORT UNION BLVD. SALT LAKE CITY, UT 84121-3041	Check	
	E 01		100	620	000 406 000 JES	\$1,648.00	
	E 01		300	620	000 406 000 JHS	\$1,648.00	
	E 01		128	620	000 406 000 JMS	\$1,648.00	
	E 01		005	630	000 406 000 Tech	\$1,648.00	
PO#: 62596	Voucher #:	135584	Invoice	Invoice No:	131662	9/19/2025	Paid Amt: \$6,592.00
							Check Amount: \$6,592.00
							Vendor Total: \$6,592.00

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type
5617		DECORY, TRAVIS		1969 5TH ST E ST PAUL, MN 55119		
	001			112212		Check
	E 01	005 211 320 305 000				\$800.00
PO#:		Voucher #: 135568 Invoice		Invoice No: 33	9/18/2025	Paid Amt: \$800.00
						Check Amount: \$800.00
	001			112306		Check
	E 01	005 211 320 305 000				\$800.00
	E 01	005 211 320 305 000				\$1,000.00
PO#:		Voucher #: 135690 Invoice		Invoice No: 34 & 35	9/30/2025	Paid Amt: \$1,800.00
						Check Amount: \$1,800.00
						Vendor Total: \$2,600.00
10357		DEMCO INC.		PO BOX 88623 MILWAUKEE, WI 53288-8623		
	001			112239		Check
	E 01	100 620 000 401 000				\$52.48
	E 01	005 630 000 455 000				\$114.60
PO#:	62574	Voucher #: 135585 Invoice		Invoice No: 7687796	9/19/2025	Paid Amt: \$167.08
						Check Amount: \$167.08
						Vendor Total: \$167.08
4993		DR GRAPHIC, LLC		3725 W COUNTY ROAD 42 BURNSVILLE, MN 55306		
	001			112185		Check
	E 06	128 870 024 305 500				\$2,350.00
PO#:		Voucher #: 135540 Invoice		Invoice No: 68890	9/5/2025	Paid Amt: \$2,350.00
						Check Amount: \$2,350.00
						Vendor Total: \$2,350.00
3409		EBERT COMPANIES		23350 COUNTY ROAD 10 CORCORAN, MN 55357		
	001			112186		Check
	E 06	100 870 024 520 000				\$63,797.67
PO#:		Voucher #: 135520 Invoice		Invoice No: Application 15	9/5/2025	Paid Amt: \$63,797.67
						Check Amount: \$63,797.67
						Vendor Total: \$63,797.67
5850		EVERY MEAL		2723 PATTON ROAD ROSEVILLE, MN 55113		
	001			112208		Check
	E 18	100 298 301 899 000				\$540.00
PO#:	62623	Voucher #: 135555 Invoice		Invoice No: FY25 Donations	9/12/2025	Paid Amt: \$540.00
						Check Amount: \$540.00
						Vendor Total: \$540.00

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type
5378		EVERYDAY SPEECH LLC	001	112240	DEPT CH 17439 PALATINE, IL 60055-7439	Check
			E 01	100 411 740 406 000	Everyday Speech Subscriptions Boeckmann, Fis	\$2,399.96
			E 01	100 411 740 406 000	Everyday Speech Subscription Devine	\$599.99
			E 01	100 411 740 406 000	Discount	(\$150.00)
			E 01	100 411 740 406 000	Everyday Speech Subscription Devine	(\$599.99)
			E 01	128 411 740 406 000	JMS - Autism instructional software	\$599.99
PO#:	62562	Voucher #:	135586	Invoice No:	201986	9/19/2025
					Paid Amt:	\$2,849.95
					Check Amount:	\$2,849.95
					Vendor Total:	\$2,849.95
6876		FERGUS, DAVID WILLIAM	001	112284	19352 CARSON CICLE NW ELK RIVER, MN 55330	Check
			E 01	300 296 000 305 326	09/12/25 - Girls	\$87.00
			E 01	300 294 000 305 326	09/12/25 - Boys	\$87.00
PO#:		Voucher #:	135648	Invoice No:	September Officials	9/22/2025
					Paid Amt:	\$174.00
					Check Amount:	\$174.00
					Vendor Total:	\$174.00
3544		FRANSEN DECORATING INC	001	112187	214 FIRST STREET WEST MILACA, MN 56353-1102	Check
			E 06	100 870 024 520 000	Current Payment Due	\$39,859.42
PO#:		Voucher #:	135529	Invoice No:	Application No 12	9/5/2025
					Paid Amt:	\$39,859.42
					Check Amount:	\$39,859.42
					Vendor Total:	\$39,859.42
28334		FRICKE, VICKI	001	112241	21700 FLAG TR PRIOR LAKE, MN 55372	Check
			E 04	005 508 321 305 000	July and August 2025	\$227.50
PO#:		Voucher #:	135587	Invoice No:	07/25-08/25	9/19/2025
					Paid Amt:	\$227.50
					Check Amount:	\$227.50
					Vendor Total:	\$227.50
1232		FRONTLINE TECHNOLOGIES GROUP LLC	001	112242	PO BOX 780577 PHILADELPHIA, PA 19178-0577	Check
			E 01	005 110 000 305 000	FY26 Applicant Tracking	\$2,872.13
PO#:	62255	Voucher #:	135588	Invoice No:	13335	9/19/2025
					Paid Amt:	\$2,872.13
					Check Amount:	\$2,872.13
					Vendor Total:	\$2,872.13

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type
27120		GOPHER STATE ONE-CALL		112243	7223 PARKWAY DRIVE SUITE 210 HANOVER, MD 21076-1392	Check
		001		112243		
		E 01	005	810	000 305 000	\$25.65
		E 01	005	810	000 305 000	Email tickets
PO#: 62669		Voucher #:	135589	Invoice	No: 5081106	9/19/2025
						Paid Amt: \$25.65
						Check Amount: \$25.65
						Vendor Total: \$25.65
5677		GRAY, CHARLES		1506 ROLVAAG CT NORTHFIELD, MN 55057		Check
		001		112285		
		E 01	300	294	000 305 326	\$87.00
		E 01	300	296	000 305 326	\$87.00
		E 01	300	296	000 305 326	09/09/25 - Boys
		E 01	300	296	000 305 326	09/09/25 - Girls
PO#: 62639		Voucher #:	135644	Invoice	No: September Officials	9/22/2025
						Paid Amt: \$174.00
						Check Amount: \$174.00
						Vendor Total: \$174.00
6476		HALLBERG ENGINEERING INC		1750 COMMERCE COURT WHITE BEAR LAKE, MN 55110		Check
		001		112188		
		E 06	100	870	024 305 000	\$1,300.00
		E 06	100	870	024 305 000	\$2,200.00
		E 06	100	870	024 305 000	05/31/25 Invoice 37162
		E 06	100	870	024 305 000	07/31/25 Invoice 37589
PO#: 62639		Voucher #:	135538	Invoice	No: 37589/37162	9/5/2025
						Paid Amt: \$3,500.00
						Check Amount: \$3,500.00
						Vendor Total: \$3,500.00
6860		HANSON SPORTS LLC		PO BOX 1103 BURNSVILLE, MN 55337		Check
		001		112244		
		E 04	005	505	321 305 515	\$4,289.80
		E 04	005	505	321 305 515	7/25 & 8/25 Football, Volleyball, Pickleball Camp
PO#: 62639		Voucher #:	135591	Invoice	No: 6374	9/19/2025
						Paid Amt: \$4,289.80
						Check Amount: \$4,289.80
						Vendor Total: \$4,289.80
4486		HAYDENS TREE SERVICE		11825 78TH STREET WACONIA, MN 55387		Check
		001		112245		
		E 01	005	865	384 510 000	\$450.00
		E 01	005	865	384 510 000	2 scotch pines removed with stumps
PO#: 62653A		Voucher #:	135595	Invoice	No: July 2025	9/19/2025
						Paid Amt: \$450.00
						Check Amount: \$450.00
						Vendor Total: \$450.00
5988		HECK, BRIAN		417 COUNTRYSIDE DR SE MONTGOMERY, MN 56069		Check
		001		112286		
		E 01	300	296	000 305 326	\$70.00
		E 01	300	296	000 305 326	09/09/25 - Girls

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type	
5988		HECK, BRIAN	001	417 COUNTRYSIDE DR SE MONTGOMERY, MN 56069 112286		Check	
			E 01	300 294 000 305 326	09/09/25 - Boys		\$70.00
PO#:		Voucher #:		135641 Invoice	9/22/2025	Paid Amt:	\$140.00
						Check Amount:	\$140.00
						Vendor Total:	\$140.00
6516	R1	HENDERSON INDEPENDENT	001	RACHEL MILLER 407 MAIN ST HENDERSON, MN 56044 112246		Check	
			E 01	005 010 000 305 000	Public notice - 1 week		\$310.50
PO#:	62675	Voucher #:		135592 Invoice	9/19/2025	Paid Amt:	\$310.50
			E 01	005 010 000 305 000	06/09/25		\$293.63
			E 01	005 010 000 305 000	06/23/25		\$47.25
PO#:	62640	Voucher #:		135593 Invoice	9/19/2025	Paid Amt:	\$340.88
						Check Amount:	\$651.38
						Vendor Total:	\$651.38
6770		HENNEN, MCKENZIE	001	945 ODAY DR JORDAN, MN 55352 112247		Check	
			E 04	005 508 321 305 000	Pilaties Pop Up		\$37.80
PO#:		Voucher #:		135590 Invoice	9/19/2025	Paid Amt:	\$37.80
						Check Amount:	\$37.80
						Vendor Total:	\$37.80
6864		HILL, MICHELLE HW	001	9122 PRINETON COURT WOODBURY, MN 55125 112248		Check	
			E 02	005 770 701 305 000	Allergen Management for School Nutrition		\$300.00
			E 02	005 770 701 305 000	Food Safety Fundamentals		\$900.00
PO#:	62654	Voucher #:		135594 Invoice	9/19/2025	Paid Amt:	\$1,200.00
						Check Amount:	\$1,200.00
						Vendor Total:	\$1,200.00
6002		HONNOLD, MARK	001	3801 EAGLE NEST DRIVE MINNETRISTA, MN 55375 112287		Check	
			E 01	300 296 000 305 326	08/18/25 - Girls		\$86.00
			E 01	300 294 000 305 326	08/18/25 - Boys		\$86.00
PO#:		Voucher #:		135627 Invoice	9/22/2025	Paid Amt:	\$172.00
						Check Amount:	\$172.00
						Vendor Total:	\$172.00

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type
6217		I & S GROUP, INC		115 E HICKORY ST SUITE 300 MANKATO, MN 56001		
			001	112189		
			E 06 100 870 024 305 000	Construction Administration		Check
			E 06 100 870 024 305 000	Contingency Design Allowance		
PO#:		Voucher #:	135542 Invoice	Invoice No: 12712	9/5/2025	Paid Amt: \$18,987.75
PO#:		Voucher #:	135543 Invoice	Invoice No: 121717	9/5/2025	Paid Amt: \$3,000.00
			001	112249		Check
			E 01 300 865 370 305 000	Construction Documents		
PO#:		Voucher #:	135597 Invoice	Invoice No: 121719	9/19/2025	Paid Amt: \$3,670.00
						Check Amount: \$3,670.00
						Vendor Total: \$25,657.75
25958		INNOVATIVE GRAPHICS		3306 GORHAM AVE. ST. LOUIS PARK, MN 55426		
			001	112250		
			E 01 128 211 000 401 215	WEB Tshirts/8th Grade/using donated money frc		Check
PO#:	62629	Voucher #:	135598 Invoice	Invoice No: 56230	9/19/2025	Paid Amt: \$387.00
						Check Amount: \$387.00
						Vendor Total: \$387.00
4681		JAROCKI, JUSTIN		22481 CANOVA CRT FARMINGTON, MN 55024		
			001	112288		
			E 01 300 294 000 305 303	09/08/25		Check
PO#:		Voucher #:	135640 Invoice	Invoice No: September Officials	9/22/2025	Paid Amt: \$115.00
						Check Amount: \$115.00
						Vendor Total: \$115.00
4024		JOHNSON CONTROLS		PO BOX 730068 DALLAS, TX 75373		
			001	112251		
			E 01 300 865 363 350 000	Fire Safety-program fire panel up to code		Check
PO#:	62516	Voucher #:	135599 Invoice	Invoice No: 53310276	9/19/2025	Paid Amt: \$2,941.22
						Check Amount: \$2,941.22
						Vendor Total: \$2,941.22
10692		JOSTENS INC		7760 FRANCE AVE S STE400 MINNEAPOLIS, MN 55435		
			001	112209		
			E 01 300 790 000 849 000	Diploma for Keylin Paz Marquez		Check
			E 01 300 790 000 849 000	Freight		
PO#:	62165	Voucher #:	135552 Invoice	Invoice No: 37377814	9/12/2025	Paid Amt: \$19.40
			E 01 300 790 000 849 000	Diploma for Alejantro Sifuentes		
						\$6.45
						\$12.95
						\$6.45

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type
10692		JOSTENS INC	001	7760 FRANCE AVE S STE400 MINNEAPOLIS, MN 55435 112209		Check
			E 01	300 790 000 849 000	Freight	
					\$12.95	
PO#: 62044		Voucher #:	135551	Invoice No: 3732302	9/12/2025	Paid Amt: \$19.40
						Check Amount: \$38.80
						Vendor Total: \$38.80
3462		KENDELL DOORS AND HARDWARE	001	1312 NORTHLAND DR #100 MENDOTA HEIGHTS, MN 55120 112190		Check
			E 06	100 870 024 520 000	Current Payment Due	
					\$3,265.73	
PO#:		Voucher #:	135533	Invoice No: Application No 8	9/5/2025	Paid Amt: \$3,265.73
						Check Amount: \$3,265.73
						Vendor Total: \$3,265.73
5374		KIM/IN-JAE	001	15 CAMBRIDGE COURT NORTH MANKATO, MN 56003 112289		Check
			E 01	300 296 000 305 326	09/13/25 - Girls	
					\$87.00	
			E 01	300 294 000 305 326	09/1/25 - Boys	
					\$87.00	
PO#:		Voucher #:	135649	Invoice No: September Officials	9/22/2025	Paid Amt: \$174.00
						Check Amount: \$174.00
						Vendor Total: \$174.00
6882		KIMMEL, LOGAN	001	4214 MILLSTONE DRIVE CHASKA, MN 55318 112290		Check
			E 01	300 296 000 305 326	08/23/25 - Girls	
					\$101.00	
			E 01	300 294 000 305 326	08/23/25 - Boys	
					\$101.00	
			E 01	300 296 000 305 326	09/13/25 - Girls	
					\$101.00	
			E 01	300 294 000 305 326	09/13/25 - Boys	
					\$34.00	
PO#:		Voucher #:	135629	Invoice No: Aug & Sept Officials	9/22/2025	Paid Amt: \$438.00
						Check Amount: \$438.00
						Vendor Total: \$438.00
6281		KIMMEL, MICHAEL	001	4214 MILLSTONE DR CHASKA, MN 55318 112291		Check
			E 01	300 294 000 305 326	08/23/25	
					\$62.00	
			E 01	300 294 000 305 326	09/13/25	
					\$62.00	
PO#:		Voucher #:	135631	Invoice No: Aug & Sept Officials	9/22/2025	Paid Amt: \$124.00
						Check Amount: \$124.00
						Vendor Total: \$124.00

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type	
2254		KOHLHARDT, DEB	001	205 RUSTLE RD JORDAN, MN 55352 112252		Check	
			E 04	005 508 321 305 000	Yoga	\$196.00	
PO#:		Voucher #:		135600 Invoice	Invoice No: Summer Yoga	9/19/2025	Paid Amt: \$196.00
						Check Amount:	\$196.00
						Vendor Total:	\$196.00
6445		KRAFT CONTRACTING & MECHANICAL LLC	001	2330 VENTURA DRIVE STE 100 WOODBURY, MN 55125 112191		Check	
			E 06	100 870 024 520 000	Current Payment Due	\$95,855.00	
PO#:		Voucher #:		135531 Invoice	Invoice No: Application No 18	9/5/2025	Paid Amt: \$95,855.00
						Check Amount:	\$95,855.00
						Vendor Total:	\$95,855.00
5637		KRAUS-ANDERSON CONSTRUCTION COMPANY	001	501 S 8TH STREET MINNEAPOLIS, MN 55404 112192		Check	
			E 06	100 870 024 305 000	Construction Manager Fee	\$32,255.00	
			E 06	100 870 024 305 000	Site Services & Reimbursables	\$74,062.00	
			E 06	100 870 024 305 000	General Conditions	\$28,011.38	
PO#:		Voucher #:		135539 Invoice	Invoice No: KA72253	9/5/2025	Paid Amt: \$134,328.38
						Check Amount:	\$134,328.38
						Vendor Total:	\$134,328.38
1049		KRUGER, JORDAN	001	3512 W 88TH STREET B LOOMINGTON, MN 55431 112292		Check	
			E 01	300 294 000 305 303	09/12/25	\$145.00	
PO#:		Voucher #:		135647 Invoice	Invoice No: September Officials	9/22/2025	Paid Amt: \$145.00
						Check Amount:	\$145.00
						Vendor Total:	\$145.00
5563		LAKES COUNTRY SERVICE COOPERATIVE	001	1001 E MT. FAITH FERGUS FALLS, MN 56537 112253		Check	
			E 04	005 582 344 401 000	Copy Paper - 8.5 x 11 - 440 cases	\$668.80	
			E 04	005 570 321 401 000	Copy Paper - 8.5 x 11 - 440 cases	\$668.80	
			E 01	300 211 000 401 171	Copy Paper - 8.5 x 11 - 440 cases	\$4,012.80	
			E 01	128 211 000 401 171	Copy Paper - 8.5 x 11 - 440 cases	\$4,012.80	
			E 01	100 203 000 401 171	Copy Paper - 8.5 x 11 - 440 cases	\$4,012.80	
PO#:	62144	Voucher #:		135601 Invoice	Invoice No: 447424-00	9/19/2025	Paid Amt: \$13,376.00
						Check Amount:	\$13,376.00
						Vendor Total:	\$13,376.00

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type
6470		LAKETOWN ELECTRIC, INC-WACONIA		8470 STATE HWY 5 WACONIA, MN 55387		
		001		112193		
		E 06 100 870 024 520 000		Current Payment Due		Check
		Voucher #: 135532 Invoice		Invoice No: Application No 17	9/5/2025	
						\$145,815.04
						Paid Amt: \$145,815.04
						Check Amount: \$145,815.04
						Vendor Total: \$145,815.04
6859		LAROCCA, CHRISTOPHER		6620 HILLSIDE LANE EDINA, MN 55439		
		001		112293		
		E 01 300 296 000 305 326		08/23/25 - Girls		Check
		E 01 300 294 000 305 326		08/23/25 - Boys		\$87.00
		Voucher #: 135628 Invoice		Invoice No: August Officiating	9/22/2025	
						\$87.00
						Paid Amt: \$174.00
						Check Amount: \$174.00
						Vendor Total: \$174.00
6871		MARCYES, LONNIE		839 FOREST EDGE DRIVE JORDAN, MN 55352		
		001		112294		
		E 01 300 294 000 305 303		09/08/25		Check
		Voucher #: 135638 Invoice		Invoice No: September Officials	9/22/2025	
						\$115.00
						Paid Amt: \$115.00
						Check Amount: \$115.00
						Vendor Total: \$115.00
6015		MATTSON, ROBERT		1927 PARK RIDGE DRIVE CHASKA, MN 55318		
		001		112205		
		E 04 005 505 321 305 513		9/6/25 Run of the Mill announcer/DJ for 5K race		Check
		Voucher #: 135547 Invoice		Invoice No: Announcer ROTM	9/5/2025	
						\$270.00
						Paid Amt: \$270.00
						Check Amount: \$270.00
						Vendor Total: \$270.00
6851		MBT (Minnesota Baseball Tournaments)		1525 E Hihgway 13 Burnsville, MN 55337		
		001		112254		
		E 01 300 292 000 302 000		1 Qualifier 14/15A		Check
		Voucher #: 135610 Invoice		Invoice No: September 2025	9/19/2025	
						\$60.00
						Paid Amt: \$60.00
						Check Amount: \$60.00
						Vendor Total: \$60.00
23305		MCGRAW HILL LLC		8787 ORION PLACE COLUMBUS, OH 43240		
		001		112255		
		E 04 701 590 351 460 000		Algebra - student bundle		Check
		E 04 701 590 351 460 000		Algebra - teacher bundle		\$121.44
						\$176.88

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type
23305		MCGRRAW HILL LLC	8787 ORION PLACE COLUMBUS, OH 43240			
		001	112255			
		E 04	701 590 351 460 000	Shipping		Check
		Voucher #: 135605	Invoice No: 137277157001		9/19/2025	
						Paid Amt: \$317.07
						Check Amount: \$317.07
						Vendor Total: \$317.07
4677		MCKNIGHT, KATHRYN	598 WILLOUGHBY WAY W MINNETONKA, MN 55305			
		001	112256			
		E 01	300 298 000 305 273	JHS ACappella 25-26 Set Sheet Music & Demo		Check
		Voucher #: 135602	Invoice No: Noteworthy 2025		9/19/2025	
						Paid Amt: \$350.00
						Check Amount: \$350.00
						Vendor Total: \$350.00
28878		MEDICARE BLUE RX	PO 860702 MINNEAPOLIS, MN 55486-0702			
		001	112257			
		B 01	215 024	Premiums		Check
		Voucher #: 135607	Invoice No: 002501511		9/19/2025	
						Paid Amt: \$194.50
						Check Amount: \$194.50
						Vendor Total: \$194.50
25844		MN HISTORICAL SOCIETY	345 KELLOGG BOULEVARD WEST ST. PAUL, MN 55102-1906			
		001	112258			
		E 01	128 211 302 406 000	Northern Lights Curriculum Teacher Edition		Check
		E 01	128 211 302 406 000	Northern Lights Student Curriculum		
		Voucher #: 135603	Invoice No: 34439		9/19/2025	
						Paid Amt: \$2,020.00
						Check Amount: \$2,020.00
						Vendor Total: \$2,020.00
10854		MN SCHOOL BOARDS ASSN	1900 WEST JEFFERSON AVENUE ST PETER, MN 56082			
		001	112259			
		E 01	005 010 000 366 000	8/6/25 Virtual		Check
		Voucher #: 135609	Invoice No: 14026-P7H4Y1		9/19/2025	
						Paid Amt: \$125.00
						Check Amount: \$125.00
						Vendor Total: \$125.00
6326		MN SODDING COMPANY, LLC	14 OLD DEERFIELD RD WELCH, MN 55089			
		001	112260			
		E 01	005 865 384 305 000	5/20/25 Field Turf testing quote		Check
		Voucher #: 135611	Invoice No: 13148		9/19/2025	
						Paid Amt: \$3,859.75
						Check Amount: \$3,859.75
						Vendor Total: \$3,859.75

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type
5358		MN STATE COMMUNITY & TECHNICAL COLLEGE	001	112261		Check
	E 01	005 640 316 366 000			Medication Administration Course Passe & Ment	Check
PO#: 62494	Voucher #:	135606 Invoice	Invoice No:	August 2025	9/19/2025	
						\$120.00
						Paid Amt: \$120.00
						Check Amount: \$120.00
						Vendor Total: \$120.00

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type	Amount
10857		MN STATE HIGH SCHOOL LEAGUE	001	112262		Check	
	E 01	300 292 000 820 300			Membership Fee	Check	\$100.00
	E 01	300 292 000 820 300			Baseball		\$160.00
	E 01	300 292 000 820 300			Basketball, Boys		\$160.00
	E 01	300 292 000 820 300			Basketball, Girls		\$160.00
	E 01	300 292 000 820 300			Cross Country Running, Boys		\$160.00
	E 01	300 292 000 820 300			Football		\$160.00
	E 01	300 292 000 820 300			Golf, Boys		\$160.00
	E 01	300 292 000 820 300			Gymnastic, Girls		\$160.00
	E 01	300 292 000 820 300			Nordic Ski Racing, Boys		\$160.00
	E 01	300 292 000 820 300			Soccer, Boys		\$160.00
	E 01	300 292 000 820 300			Soccer, Girls		\$160.00
	E 01	300 292 000 820 300			Speech		\$160.00
	E 01	300 292 000 820 300			Softball, Girls		\$160.00
	E 01	300 292 000 820 300			Swimming & Diving, Boys		\$160.00
	E 01	300 292 000 820 300			Swimming & Diving, Girls		\$160.00
	E 01	300 292 000 820 300			Tennis, Boys		\$160.00
	E 01	300 292 000 820 300			Tennis, Girls		\$160.00
	E 01	300 292 000 820 300			One Act Play		\$160.00
	E 01	300 292 000 820 300			Track & Field, Boys		\$160.00
	E 01	300 292 000 820 300			Volleyball, Girls		\$160.00
	E 01	300 292 000 820 300			Wrestling		\$160.00
	E 01	300 292 000 820 300			Cross Country Running, Girls		\$160.00
	E 01	300 292 000 820 300			Golf, Girls		\$160.00
	E 01	300 292 000 820 300			Nordic Ski Racing, Girls		\$160.00
	E 01	300 292 000 820 300			Track & Field, Girls		\$160.00
	E 01	300 292 000 820 300			Lacrosse, Girls		\$160.00
	E 01	300 292 000 820 300			Lacrosse, Boys		\$160.00
	E 01	300 292 000 820 300			Music		\$160.00
	E 01	300 292 000 820 300			Adapted Hockey, CI		\$160.00

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type	
10857		MN STATE HIGH SCHOOL LEAGUE		112262		Check	
		001		001 300 292 000 820 300	Adapted Softball, CI	\$160.00	
				E 01 300 292 000 820 300	Cheerleading	\$160.00	
				E 01 300 292 000 820 300	Visual Arts	\$160.00	
				E 01 300 292 000 820 300	Per Student Fee	\$1,255.50	
				E 01 300 292 000 820 300	Annual Membership Credit	(\$3,580.50)	
PO#:	62618	Voucher #:	135604	Invoice No:	043568	9/19/2025	Paid Amt: \$2,735.00
							Check Amount: \$2,735.00
							Vendor Total: \$2,735.00
6709		MN VALLEY ATA BLK BELT & KARATE FOR KIDS LLC		112277		Check	
		001		E 04 005 505 321 305 515	Split	\$262.50	
PO#:		Voucher #:	135626	Invoice No:	July-August 2025	9/19/2025	Paid Amt: \$262.50
							Check Amount: \$262.50
							Vendor Total: \$262.50
3543		MULTIPLE CONCEPTS INTERIORS		112194		Check	
		001		E 06 100 870 024 520 000	Current Payment Due	\$15,793.75	
PO#:		Voucher #:	135526	Invoice No:	Application No 8	9/5/2025	Paid Amt: \$15,793.75
							Check Amount: \$15,793.75
							Vendor Total: \$15,793.75
3542		NORTHERN GLASS & GLAZING		112195		Check	
		001		E 06 100 870 024 520 000	Current Payment Due	\$15,200.00	
PO#:		Voucher #:	135524	Invoice No:	Application #7	9/5/2025	Paid Amt: \$15,200.00
							Check Amount: \$15,200.00
							Vendor Total: \$15,200.00
6870		NOTCH, CLAYTON		112295		Check	
		001		E 01 300 294 000 305 303	09/12/25	\$145.00	
PO#:		Voucher #:	135646	Invoice No:	September Officials	9/22/2025	Paid Amt: \$145.00
							Check Amount: \$145.00
							Vendor Total: \$145.00

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type
5340		OFFICE OF MNIT SERVICES		112263		
		001		112263		
		E 01 005 420 740 394 000			SpEd Phone Interpretation July 2025	Check
						\$12.60
PO#: 62567		Voucher #: 135613 Invoice			Invoice No: W25070771	
					9/19/2025	
						Paid Amt: \$12.60
						Check Amount: \$12.60
						Vendor Total: \$12.60
26698		OGDEN NEWSPAPERS OF MINNESOTA			322 BENZEL AVE SW MADELIA, MN 56062	
		001		112264		
		E 04 005 505 321 305 000			CE	Check
						\$3,222.52
		E 01 005 110 000 305 000			District	
						\$3,222.51
PO#: 62538		Voucher #: 135612 Invoice			Invoice No: 080428	
					9/19/2025	
						Paid Amt: \$6,445.03
						Check Amount: \$6,445.03
						Vendor Total: \$6,445.03
24998		PEKARNA, MARTY			3086 W 230TH ST JORDAN, MN 55352	
		001		112296		
		E 01 300 294 000 305 303			09/02/25	Check
						\$100.00
PO#: 62567		Voucher #: 135637 Invoice			Invoice No: September Officials	
					9/22/2025	
						Paid Amt: \$100.00
						Check Amount: \$100.00
						Vendor Total: \$100.00
6624		PEREZ CANALES, HUGO			964 HELDT ST CHASKA, MN 55352	
		001		112297		
		E 01 300 296 000 305 326			08/26/25	Check
						\$70.00
PO#: 62567		Voucher #: 135633 Invoice			Invoice No: August Officiating	
					9/22/2025	
						Paid Amt: \$70.00
						Check Amount: \$70.00
						Vendor Total: \$70.00
6880		PETERSON, JODY			812 FOREST EDGE DRIVE JORDAN, MN 55352	
		001		112265		
		R 01 000 000 000 100 450			Chromebook Chargers returned	Check
						\$60.00
PO#: 62567		Voucher #: 135608 Invoice			Invoice No: Refund	
					9/19/2025	
						Paid Amt: \$60.00
						Check Amount: \$60.00
						Vendor Total: \$60.00
6704		PYE BARKER FIRE & SAFETY			405 COUNTY ROAD E W ST PAUL, MN 55126	
		001		112266		
		E 01 128 865 347 305 000			Restaurant one tank system maintenance	Check
						\$136.85
		E 01 128 865 347 305 000			Dispatch and compliance	
						\$128.00
		E 01 128 865 347 305 000			Hazemat/DOT/Safety Compliance	
						\$30.00
		E 01 128 865 347 305 000			Internal pipe inspection	
						\$15.00

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type
6704		PYE BARKER FIRE & SAFETY	001	112266	405 COUNTY ROAD E W ST PAUL, MN 55126	Check
			E 01	128 865 347 305 000	Restaurant one tank system maintenance - mate	\$134.00
			E 01	128 865 347 305 000	On site labor - Drive time	\$175.00
PO#: 62652		Voucher #:	135614	Invoice No: 00345866	9/19/2025	Paid Amt: \$618.85
			E 01	128 865 363 305 000	Dispatch and compliance	\$128.00
			E 01	128 865 363 305 000	Inspection ABC Fire ext 10#	\$59.40
			E 01	128 865 363 305 000	Inspection ABC fire ext 5#/6#	\$19.80
			E 01	128 865 363 305 000	Hazmat/DOT/Safety Compliance	\$33.00
PO#: 62651		Voucher #:	135615	Invoice No: 00341234	9/19/2025	Paid Amt: \$240.20
			E 01	300 865 363 305 000	Dispatch and compliance	\$128.00
			E 01	300 865 363 305 000	Inspection ABC Fire Ext 10#	\$105.60
			E 01	300 865 363 305 000	Inspection kitchen fire extinguisher	\$6.60
			E 01	300 865 363 305 000	Hazmat/DOT/Safety compliance	\$30.00
PO#: 62650		Voucher #:	135616	Invoice No: 00341256	9/19/2025	Paid Amt: \$270.20
						Check Amount: \$1,129.25
						Vendor Total: \$1,129.25
6498		RAMSEY EXCAVATING CO	001	112196	8297 BROOKLYN BLVD MINNEAPOLIS, MN 55445	Check
			E 06	100 870 024 510 000	Current Payment Due	\$19,850.25
PO#: 62643		Voucher #:	135518	Invoice No: Application 10	9/5/2025	Paid Amt: \$19,850.25
						Check Amount: \$19,850.25
						Vendor Total: \$19,850.25
20698		RATWIK, ROSZAK & MALONEY, PA	001	112267	444 CEDAR ST STE 2100 SAINT PAUL, MN 55101-2136	Check
			E 01	005 160 000 305 000	Misc	\$1,402.50
			E 01	005 160 000 305 000	Student Ecuador Trip	\$1,677.50
PO#: 62643		Voucher #:	135617	Invoice No: 07/31/25	9/19/2025	Paid Amt: \$3,080.00
						Check Amount: \$3,080.00
						Vendor Total: \$3,080.00
6576		RICKWAY CARPET	001	112197	1107 CROSS ST NORTH MANKATO, MN 56003	Check
			E 06	100 870 024 520 000	Current Payment Due	\$255,482.59
PO#: 62652		Voucher #:	135528	Invoice No: Application No 3	9/5/2025	Paid Amt: \$255,482.59
						Check Amount: \$255,482.59
						Vendor Total: \$255,482.59

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type	
6468		RTL CONSTRUCTION, INC	001	112198		Check	
		290 SARAZIN STREET SHAKOPEE, MN 55379					
		E 06 100 870 024 520 000		Jordan Elementary			\$31,737.45
PO#:		Voucher #: 135525 Invoice		Invoice No: Application No 15	9/5/2025	Paid Amt:	\$31,737.45
						Check Amount:	\$31,737.45
						Vendor Total:	\$31,737.45
3354		S.M. HENTGES & SONS INC	001	112204		Check	
		650 QUAKER AVE JORDAN, MN 55352					
		E 06 005 870 023 510 000		Current Payment Due			\$235,808.60
PO#:		Voucher #: 135545 Invoice		Invoice No: 2454	9/5/2025	Paid Amt:	\$235,808.60
						Check Amount:	\$235,808.60
						Vendor Total:	\$235,808.60
5370		SAILER'S GREENHOUSE LLC	STUD	2075		Check	
		17011 SUNSET SHAKOPEE, MN 55379					
		R 27 300 298 301 619 963		Mums for fundraiser			\$987.50
PO#:	62732	Voucher #: 135650 Invoice		Invoice No: Fall 2025 Mums	9/23/2025	Paid Amt:	\$987.50
						Check Amount:	\$987.50
						Vendor Total:	\$987.50
6048		SKYROCK FARM	001	112268		Check	
		2825 WILLIOW DRIVE HAMEL, MN 55340					
		E 04 005 570 321 369 000		16 students-Kids Co FT 07/14/25			\$240.00
PO#:	62572	Voucher #: 135618 Invoice		Invoice No: 07/14/25	9/19/2025	Paid Amt:	\$240.00
						Check Amount:	\$240.00
						Vendor Total:	\$240.00
27758		SOLLER, LINDA	001	112303		Check	
		E 02 300 770 701 401 000		WalMart - Lee Pants			\$29.98
		E 02 300 770 701 401 000		FleetFarm - Sketchers Shoes			\$119.98
PO#:		Voucher #: 135651 Invoice		Invoice No: September 2025	9/24/2025	Paid Amt:	\$149.96
						Check Amount:	\$149.96
						Vendor Total:	\$149.96
6546		SONUS INTERIORS	001	112199		Check	
		6325 SANDBURG RD STE 800 GOLDEN VALLEY, MN 55427					
		E 06 100 870 024 520 000		Current Payment Due			\$71,442.01
PO#:		Voucher #: 135527 Invoice		Invoice No: Application No 8	9/5/2025	Paid Amt:	\$71,442.01
						Check Amount:	\$71,442.01
						Vendor Total:	\$71,442.01

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type
16835		SOUTH CENTRAL SERVICE COOP. 2075 LOOKOUT DR. NORTH MANKATO, MN 56003				
		001		112210		Check
		E 01	100	865 358 305 000	Asbestos	\$1,130.13
		E 01	005	865 352 305 000	EHS	\$613.42
PO#: 62667		Voucher #:	135554	Invoice No: 23753	9/12/2025	Paid Amt: \$1,743.55
						Check Amount: \$1,743.55
PO#: 62642		Voucher #:	135620	Invoice No: 24163	9/19/2025	Paid Amt: \$1,934.65
						Check Amount: \$1,934.65
						Vendor Total: \$3,678.20
6442		SPECIALTY SYSTEMS 11100 HAMPSHIRE AVE S BLOOMINGTON, MN 55438-2445				
		001		112200		Check
		E 06	100	870 024 520 000	Current Payment Due	\$5,215.50
PO#: 42		Voucher #:	135522	Invoice No: Application No 11	9/5/2025	Paid Amt: \$5,215.50
						Check Amount: \$5,215.50
						Vendor Total: \$5,215.50
6499		STEENBERG-WATRUD CONSTRUCTION 10967 CLARK ROAD INVER GROVE HGTS, MN 55077				
		001		112201		Check
		E 06	100	870 024 520 000	Current amount due	\$12,755.49
PO#: 42		Voucher #:	135519	Invoice No: Application 10	9/5/2025	Paid Amt: \$12,755.49
						Check Amount: \$12,755.49
						Vendor Total: \$12,755.49
6547		STEVENS INDUSTRIES, INC 704 WEST MAIN STREET TEUTOPOLIS, IL 62467				
		001		112202		Check
		E 06	100	870 024 520 000	Paymeent due	\$266,222.54
PO#: 42		Voucher #:	135521	Invoice No: Application 8	9/5/2025	Paid Amt: \$266,222.54
						Check Amount: \$266,222.54
						Vendor Total: \$266,222.54
4030		STUDIES WEEKLY, INC 1140 N 1430 W OREM, UT 84057				
		001		112270		Check
		E 04	701	590 351 460 000	MN Studies Weekly N America	\$139.30
		E 04	701	590 351 460 000	My World Studies Weekly Near and Far	\$149.25
		E 04	701	590 351 460 000	The World Around Me Weekly Yesterday and To	\$99.50
		E 04	701	590 351 460 000	Connecting Our Communities Studies Weekly C	\$189.05
		E 04	701	590 351 460 000	Our Community Studies Weekly People and Pla	\$238.80

Code	Rcd	Vendor	Bank	Check No		Pmt/Void Date	Pmt Type
4030		STUDIES WEEKLY, INC	1140 N 1430 W OREM, UT 84057				
		001		112270			Check
		E 04	701 590 351 460 000		Shipping	\$110.15	
PO#:		Voucher #:	135619 Invoice	Invoice No: 537000		9/19/2025	Paid Amt: \$926.05
							Check Amount: \$926.05
							Vendor Total: \$926.05
2172		SUMMIT FIRE PROTECTION	575 MINNEHAHA AVENUE WEST ST. PAUL, MN 55103				
		001		112203			Check
		E 06	100 870 024 520 000		Current Payment Due	\$27,378.05	
PO#:		Voucher #:	135530 Invoice	Invoice No: A10300106200014		9/5/2025	Paid Amt: \$27,378.05
							Check Amount: \$27,378.05
							Vendor Total: \$27,378.05
4945		TECH ACADEMY/COMPUTER EXPLORERS	80 MINNESOTA AVE SUITE C LITTLE CANADA, MN 55117				
		001		112271			Check
		E 04	005 585 332 305 000		8/15/25 Extreme Robo Games Camp	\$900.00	
PO#:	62564	Voucher #:	135621 Invoice	Invoice No: 6355		9/19/2025	Paid Amt: \$900.00
							Check Amount: \$900.00
							Vendor Total: \$900.00
6861		THALMANN, EMILY	2271 80TH ST PLATO, MN 55370				
		001		112298			Check
		E 01	300 296 000 305 326		08/26/25 - Girls	\$87.00	
		E 01	300 294 000 305 326		08/26/25 - Boys	\$87.00	
PO#:		Voucher #:	135634 Invoice	Invoice No: August Officiating		9/22/2025	Paid Amt: \$174.00
							Check Amount: \$174.00
							Vendor Total: \$174.00
6237		TRUE MECHANICAL LLC	3225 180TH ST W JORDAN, MN 55352				
		001		112211			Check
		E 02	128 770 701 350 000		6/23 & 6/24/25 JMS Cooler	\$6,114.00	
PO#:	62693	Voucher #:	135553 Invoice	Invoice No: 2307		9/12/2025	Paid Amt: \$6,114.00
							Check Amount: \$6,114.00
							Vendor Total: \$6,114.00
6559		VOHO APPAREL	242624 QUAIL CREEK CT NE BLAINE, MN 55449				
		001		112272			Check
		E 01	300 292 000 401 300		Carbon VB Collar	\$544.27	

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type
6559		VOHO APPAREL	001	242624 QUAIL CREEK CT NE BLAINE, MN 55449 112272		Check
			E 01 300 292 000 401 300	Fees	9/19/2025	\$37.56
PO#: 62501		Voucher #: 135622 Invoice		Invoice No: 447		Paid Amt: \$581.83
						Check Amount: \$581.83
						Vendor Total: \$581.83
27930		WAGNER PRESS & GRAPHICS	001	211 CHESTNUT STREET CHASKA, MN 55318 112273		Check
			E 01 005 110 000 401 000	#10 window envelopes	9/19/2025	\$395.00
PO#: 62571		Voucher #: 135625 Invoice		Invoice No: 38682		Paid Amt: \$395.00
						Check Amount: \$395.00
						Vendor Total: \$395.00
25626		WASECA PUBLIC SCHOOLS	001	501 E. ELM AVE. WASECA, MN 56093 112274		Check
			E 01 005 640 316 366 000	S. Miller MEP Summer Institute-Registration fee	9/19/2025	\$100.00
PO#: 62649		Voucher #: 135623 Invoice		Invoice No: 81338		Paid Amt: \$100.00
4						Check Amount: \$100.00
						Vendor Total: \$100.00
4986		WILLIAMS, AARON	001	10917 EWING AVE S BLOOMINGTON, MN 55431 112299		Check
			E 01 300 294 000 305 303	09/02/25	9/22/2025	\$100.00
PO#: 62502		Voucher #: 135635 Invoice		Invoice No: September Officials		Paid Amt: \$100.00
						Check Amount: \$100.00
						Vendor Total: \$100.00
5351		WRIGHT COUNTY CONFERENCE	001	, 112275		Check
			E 01 300 292 000 820 300	2025-2026 Dues	9/19/2025	\$4,000.00
PO#: 62502		Voucher #: 135624 Invoice		Invoice No: FY25-26		Paid Amt: \$4,000.00
						Check Amount: \$4,000.00
						Vendor Total: \$4,000.00
25183		ZANER-BLOSER	001	L-3711 COLUMBUS, OH 43260-3711 112276		Check
			E 04 701 590 351 460 000	Superkids 2017 Grade K Semester 1		\$231.00
			E 04 701 590 351 460 000	Superkids 2017 Grade K Semester 2		\$231.00

Code	Rcd	Vendor	Bank	Check No	Pmt/Void Date	Pmt Type
25183		ZANER-BLOSER	001	L-3711 COLUMBUS, OH 43260-3711 112276		Check
		E 04	701	590 351 460 000	9/19/2025	\$46.20
PO#:		Voucher #:	135596	Invoice No: INVZB83386		Paid Amt: \$508.20
						Check Amount: \$508.20
						Vendor Total: \$508.20
6020		ZIEDAN, MOHAMED	001	663 MILWAUKEE CT SHAKOPEE, MN 55379 112300		Check
		E 01	300	294 000 305 326	9/22/2025	\$70.00
PO#:		Voucher #:	135632	Invoice No: August Officiating		Paid Amt: \$70.00
						Check Amount: \$70.00
						Vendor Total: \$70.00
						Report Total: \$2,107,673.40

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 Jordan Public Schools ISD 717 gratefully accepts the following donations as identified below:

Donor	Designated Purpose	Amount/Items
Mightycause	JES Backpack Program	\$45.00
Jordan Fire Dept	JMS Web Program	\$1,000.00
Jordan Lions	CE Holiday Tour of Lights	\$350.00
Jordan Lions	JES Snack Cart	\$500.00
American Legion Post No 3	Legion Baseball	\$750.00
Holly Kvapil	Jordan Middle School	\$75.00
Riverland Bank	Baseball Field 2 Scoreboard Sign	\$400.00
Blackbaud Giving Fund	Jordan Elementary School	\$25.00

The vote on adoption of the Resolution was as follows:

Aye: _____

Nay: _____

Absent: _____

Whereupon, said Resolution was declared duly adopted.

School Board Clerk

Date

PERSONNEL ITEMS:

(New Hires, Resignations, Retirements, Terminations, Leave Requests, Assignmnet Changes)

New Hire

NAME	ASSIGNMENT	LOCATION	LANE/GRADE	STEP	SALARY/HRLY RATE	EFFECTIVE DATE
Church, Jennifer	Paraprofessional	Early Learning Services	2	12	\$22.02	9/22/2025
Anderson, Nicole	Cooks Helper	Elementary School	2	2	\$20.75	10/7/2025

Resignations/Retirement

NAME	STATUS	ASSIGNMENT	LOCATION	EFFECTIVE DATE
Menden, Lisa	Retirement	Cooks Helper	Elementary School	10/3/2025
Lambrecht, Krystal	Resignation	Paraprofessional, Special Education	Early Learning Services	10/15/2025

Leave of Absence

NAME	STATUS	ASSIGNMENT	LOCATION	EFFECTIVE DATE
Lundborg, Ann	LOA	Speech and Language Pathologist	Elementary School	1/30/2026-5/4/2026
Bares, Molly	LOA	Teacher, Grade 4	Elementary School	1/30/2026-5/4/2026

Assurance of Compliance and Mandated Reporting

All school districts must complete the Assurance of Compliance with state and federal law and verify Mandated Reporting training by November 15 each year.

By completing all sections of the Assurance of Compliance and Mandated Reporting, school districts provide written assurance that they do not discriminate in their use of funds provided through the Minnesota Department of Education and that they have informed all mandated reporters of their reporting duties.

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

By submitting the Assurance of Compliance, the district recognizes and agrees that such federal and state financial assistance will be extended in reliance on the representations, supporting information required by Minnesota Statutes, section 127A.42, subdivision 3, and agreements made in this assurance. This assurance is binding on the district and the persons who are authorized to submit information on behalf of the district.

----- Forwarded message -----

From: <mde.assurance.compliance.mde@state.mn.us>
Date: Mon, Sep 22, 2025 at 8:15AM
Subject: Assurance of Compliance Submission Received
To: <revenson@isd717.org>

This email is confirmation that the Assurance of Compliance (AOC) submission for Jordan Public School District 0717-01 has been received and is complete for the 25-26 school year. If you have any questions, please feel free to reach out to Kellie Brady at 651-582-8793 or mde.assurance.compliance.MDE@state.mn.us.

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RANAE CASE EVENSON | Superintendent
Jordan Public Schools | revenson@isd717.org
500 Sunset Drive, Suite #1 | Jordan, MN | 55352
Office: 952-492-6200 | fax: 952-492-4445
www.jordan.k12.mn.us | [Facebook](#) | [Twitter](#) | [YouTube](#)



Achievement and Integration 2023-2026

Executive Summary Plan Year Three

October 13, 2025

Achievement and Integration Overview

The purpose of the *Achievement and Integration for Minnesota* (A&I) program is to pursue racial and economic integration, increase student achievement, create equitable educational opportunities, and reduce academic disparities based on students' diverse racial, ethnic, and economic backgrounds in Minnesota public schools. Jordan Public Schools is a part of the Minnesota River Valley Cooperative, along with Shakopee Public Schools and Prior Lake-Savage Public Schools. An aspect of the A&I three year plan must include opportunities for students from all three districts to work together on a common initiative.

Goals outlined in the *Achievement and Integration* plan should also support and reinforce goals outlined in the district's Comprehensive Achievement and Civic Readiness (formerly *World's Best Workforce*) plan.

A&I 2023-2026 Plan Goals

Minnesota River Valley Cooperative: Combined Goal with Shakopee, Prior Lake-Savage, and Jordan

- **GOAL #1: Cross District Caring and Committed Conversations.** Students in grades 6-12 who participate in Caring and Committed Conversations will self-report an increase in comfort level from baseline data to 80% comfort reported in each of the following areas: self-confidence and SEL skills, elevating voice, advocacy for change, leadership skills, and connectedness to school by the end of the 2026 school year.
 - **Goal Status:** On Track. Jordan High School Equity Leadership Crew students have been given the baseline survey each year. In the past two years, the students have shown growth in the comfort level for each category.

Jordan Public Schools: Specific Goals

- **GOAL #2: Student Achievement Groups.** Students in grades K-12 will have access to student leadership groups.
 - **Goal Status:** On Track. Leadership groups at all three buildings have been established with meetings currently in progress. This has been consistent the last three years.
- **GOAL #3: Tier One Instruction.** Focus on MTSS Tier One instruction based on best practices pedagogy that supports academic achievement for all students.
 - **Goal Status:** Partially On Track. School Climate and Culture building teams were established at each building. However, each building restructured this format for the 25-26 school year; all teachers will be focused on tier one best practices rather than a select few in the designated group. This will result in skewed data, but more teachers will take part in professional development, which is the ultimate goal.
- **GOAL #4: REACH.** Increased elective guided study halls, REACH, in grades 5-12 focused on academic achievement and social emotional learning.
 - **Goal Status:** On Track. REACH study halls are currently established in grades 5-12 with active participation.

Specific Plan Interventions to Support Goals

**** All Interventions are currently in place to support each listed goal. ****

- Jordan Public Schools will hire and retain REACH teacher(s) in grades 5-12 who will provide academic support coinciding with social and emotional instruction for all students.
- Jordan Public Schools will hire and retain a .5 FTE Culturally Responsive Pedagogy specialist to embed best practices throughout the district. The CRP specialist will focus on professional development, community development, student leadership groups, and school development to support students, staff, and families.
- Jordan Public Schools will focus on supporting MTSS Tier One instruction K-12 to support the needs of all students in the classroom.
- Each district in the collaborative will identify student leadership groups that will engage in leadership development and training focused on diversity and equity within schools.
- Jordan Public Schools will focus on building and maintaining student leadership groups at each building level. These groups will meet on a regular basis in designated classrooms each week.

Achievement and Integration Budget

The budget available for these goals and interventions for the 2023-2026 school years is \$184,013 per year.

Achievement and Integration

2023-2026

Executive Summary: *YEAR TWO*

JORDAN

Achievement and Integration

Overview

The purpose of the *Achievement and Integration for Minnesota (A&I)* program is to pursue racial and economic integration, increase student achievement, create equitable educational opportunities, and reduce academic disparities based on students' diverse racial, ethnic, and economic backgrounds in Minnesota public schools. Jordan Public Schools is a part of the Minnesota River Valley Cooperative, along with Shakopee Public Schools and Prior Lake-Savage Public Schools. An aspect of the A&I three year plan must include opportunities for students from all three districts to work together on a common initiative.

Goals outlined in the *Achievement and Integration* plan should also support and reinforce goals outlined in the district's *World's Best Workforce* plan.

Achievement and Integration Eligibility

There are four ways that a district can be eligible for the program:

1. **Racially Isolated (RI):** Enrollment of protected-class students districtwide is more than 20 percent, compared to the number of protected-class students in one of their adjoining districts.
2. **Adjoining: District physically adjoins a racially isolated district.**
3. **Racially Identifiable School (RIS):** Enrollment of protected-class students at a school is more than 20 percent, compared to the number of protected-class students within the district (for the same grade levels served).
4. **Voluntary:** District participates voluntarily when geographically feasible. Participation must be approved by the Minnesota Department of Education (MDE).

A&I Year Three

Each new plan is submitted by March 15 on a three year cycle.

Jordan is currently in **YEAR Three** of the 2023-2026 Plan cycle. Progress updates are submitted by October 15th each year (new deadline).

A&I Minnesota River Valley Cooperative: Combined Goal

Shakopee, Prior Lake, and Jordan

Minnesota River Valley Cooperative: Combined Goal with Shakopee, Prior Lake-Savage, and Jordan

- **GOAL #1: Cross District Caring and Committed Conversations.** Students in grades 6-12 who participate in Caring and Committed Conversations will self-report an increase in comfort level from baseline data to 80% comfort reported in each of the following areas: self-confidence and SEL skills, elevating voice, advocacy for change, leadership skills, and connectedness to school by the end of the 2026 school year.
 - **Goal Status:** On Track. Jordan High School Equity Leadership Crew students have been given the baseline survey each year. In the past two years, the students have shown growth in the comfort level for each category.

Because we receive A&I as an adjoining district, this combined goal is required.

A&I Jordan Goals

- **GOAL #2: Student Achievement Groups.** Students in grades K-12 will have access to student leadership groups.
 - **Goal Status:** On Track. Leadership groups at all three buildings have been established with meetings currently in progress. This has been consistent the last three years.
- **GOAL #3: Tier One Instruction.** Focus on MTSS Tier One instruction based on best practices pedagogy that supports academic achievement for all students.
 - **Goal Status:** Partially On Track. School Climate and Culture building teams were established at each building. However, each building restructured this format for the 25-26 school year; all teachers will be focused on tier one best practices rather than a select few in the designated group. This will result in skewed data, but more teachers will take part in professional development, which is the ultimate goal.
- **GOAL #4: REACH.** Increased elective guided study halls, REACH, in grades 5-12 focused on academic achievement and social emotional learning.
 - **Goal Status:** On Track. REACH study halls are currently established in grades 5-12 with active participation.

Specific Interventions to Support

**** All Interventions are currently in place to support each listed goal. ****

- Jordan Public Schools will hire and retain REACH teacher(s) in grades 5-12 who will provide academic support coinciding with social and emotional instruction for all students.
- Jordan Public Schools will hire and retain a .5 FTE Culturally Responsive Pedagogy specialist to embed best practices throughout the district. The CRP specialist will focus on professional development, community development, student leadership groups, and school development to support students, staff, and families.
- Jordan Public Schools will focus on supporting MTSS Tier One instruction K-12 to support diversity and meet the needs of all students in the classroom.
- Each district in the collaborative will identify student leadership groups that will engage in leadership development and training focused on diversity and equity within schools.
- Jordan Public Schools will focus on building and maintaining student leadership groups at each building level. These groups will meet on a regular basis in designated classrooms each week.

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The budget available for these goals and interventions for the 2023-2026 school year is \$183,013 per year.



Any Questions?

Comprehensive Achievement and Civic Readiness Plan

2025-2026

JORDAN

Purpose

Under Minnesota Statutes, section 120B.11, school boards are to adopt a long-term, comprehensive strategic plan to support and improve teaching and learning based on the guidelines of Comprehensive Achievement and Civic Readiness.

What is Comprehensive Achievement and Civic Readiness?

During the 2024 session, the Minnesota Legislature renamed WBWF to Comprehensive Achievement and Civic Readiness (CACR). This new name emphasizes dual roles for the goals set forth in district plans—supporting students with academic achievement within their pre-K through 12 experience as well as preparing them to be active members of their community after graduation. This change took effect as of the 2024-25 school year strategic plans and Fall 2025 annual summary report.

CACR plans will address the four of the previous WBWF goals as well as one additional goal:

- Prepare students to be lifelong learners.

Primary Areas of Comprehensive Achievement and Civic Readiness:

The Comprehensive Achievement and Civic Readiness legislation includes specific areas for schools and districts to address:



- Having clearly defined goals
- A process for assessing student progress
- A system to review staff effectiveness
- Quality instruction and curriculum
- Effective educational practices
- A budget aligned to learning

Based on input from the district's Advisory Committee, Building MTSS Teams, Administrative Team, and the Strategic Plan, the created continuous improvement goals focus on the following five areas outlined through Comprehensive Achievement and Civic Readiness:



- All children are ready for school.
- All racial and economic achievement gaps between students are closed.
- All students are ready for career and college.
- All students graduate from high school.
- All students are prepared to be lifelong learners.

25-26 Goals

The Comprehensive Achievement and Civic Readiness Goals were created through coordination with various district stakeholders including administrators, teachers, parents, and community members. As outlined, these goals are related to the required five areas.

All Children are Ready for School

Goal:

The District will reach at least 90% of resident four and five-year old children complete early childhood screening prior to the start of Kindergarten for fall 2026, as measured by the Developmental Indicators for the Assessment of Learning (DIAL-4th edition).

Action Steps:

What will the district do to accomplish this goal?

- Jordan Public Schools will offer at least two early childhood screening opportunities/month for families through Early Learning Services (ELS).
- PreK-4 school officials, local agencies/organizations and healthcare facilities will collaborate and communicate with families (in their home language) on screening opportunities and the benefits of early childhood screening and readiness programming to explore prior to the start of Kindergarten.

All Racial and Economic Achievement Gaps Between Students are Closed.

Goal:

Reading: The district aims to reduce the achievement gap by 5% between EL and non-EL students, as measured by the spring 2026 MCA Reading test.

*** Please note, current terminology uses Multilingual Learners (ML) rather than English Learners (EL). However, the MCA terminology remains EL, so for the purpose of alignment, the EL term is used for these goals.*

Action Steps:

What will the district do to accomplish this goal?

Reading: The 2025 MCA Reading Test results revealed an achievement gap in the district, with 21.3% of EL students achieving proficiency compared to 40.7% of non-EL students. This represents a 29.4% achievement gap.

Action Steps:

- Continue to strengthen K-12 Multi-Tiered Systems of Support (MTSS)
- Continue Science of Reading training for all Phase One educators, paraprofessionals, and begin Phase Two training as indicated by The Read Act.
- Reinforce Culturally Responsive Pedagogy practices in all EL classrooms.
- Conduct targeted ML best practices training for all educators grades 5-12
- Reinforce K-12 focus on Culturally Responsive Pedagogy
- Reinforce K-12 Standards Based Instruction for mastery learning
- Continue JWLN focus to support individual student needs

All Students are Ready for Career and College

Goal:

At least 90% of students will create a Personalized Learning Plan by the end of their 10th grade year.

Action Steps:

What will the district do to accomplish this goal?

- Strengthen Freshman Focus programming geared toward future planning and postsecondary readiness
- Expand career and postsecondary focused learning experiences
- Students will be exposed to the PreACT and 9th Grade Social (Freshman Academy) for continued career planning and guidance
- Communication to families regarding career and college readiness
- All students create PLPs as a part of the required 9th Grade Social (Freshman Academy)

All Students Graduate from High School

Goal:

Jordan High School will remain above 92% in the four-year graduation rate cohort model for the 2025-2026 school year based on the state AYP report.

Action Steps:

What will the district do to accomplish this goal?

- Implement Personalized Learning Plans 7-12 to focus on registration, graduation progress, and goal planning
- Strengthen MTSS / RTI / SAIL / BARR intervention work with struggling learners
- Reinforce high-quality Standards Based Instruction
- Continue to focus on implementing high quality course offerings and authentic learning opportunities (Summit Academy)
- Continue champion student program
- Offer 4 Intervention and Extension opportunities for work completion
- Continue to offer credit recovery through extended programming
- Implement alternative learning programs using school within a school model (SURGE).

All Students are Prepared to be Lifelong Learners

Goal:

By the end of their senior year, 80% of students will have been enrolled in at least one Summit Academy course or a career and technical education course designed to bridge classroom learning with their real-life passions and future career goals.

Action Steps:

What will the district do to accomplish this goal?

- Current Summit Academy Courses: Introduction to Education, Introduction to Coaching and Leadership, Healthcare Careers, Building and Trades, Work Based Learning, and Multicultural Education and Human Relations in Schools.
- Continue partnership with SW Metro to offer career and technical education courses for senior students.
- Continue working to expand Summit Academy courses aligned to the career wheel.
- Continue focusing on Personalized Learning Plans for grades 8-12 to help students choose their high school courses and plan for life after graduation.

Instruction and Curriculum Review Process

Jordan Public Schools uses its curriculum and program review system to not only review curriculum and program areas but to also provide continuous improvement for teaching and learning in the district.

The review process is divided into two cycles:

- As Needed Formal Program Review Cycle
 - Program Evaluation: Stakeholders assess how instruction and curriculum compares with current research-based practices and expectations
 - Program Design: Stakeholders focuses on K-12 alignment with district curriculum outcomes and Minnesota state standards, student assessments, and instructional strategies.
- An implementation and Continuous Improvement Cycle
 - The implementation and continuous improvement cycle is an ongoing process of evaluating how well a program is being implemented and determining whether the program is meeting intended outcomes.

Professional Development and Effective Educational Practices

Framework for Professional Development

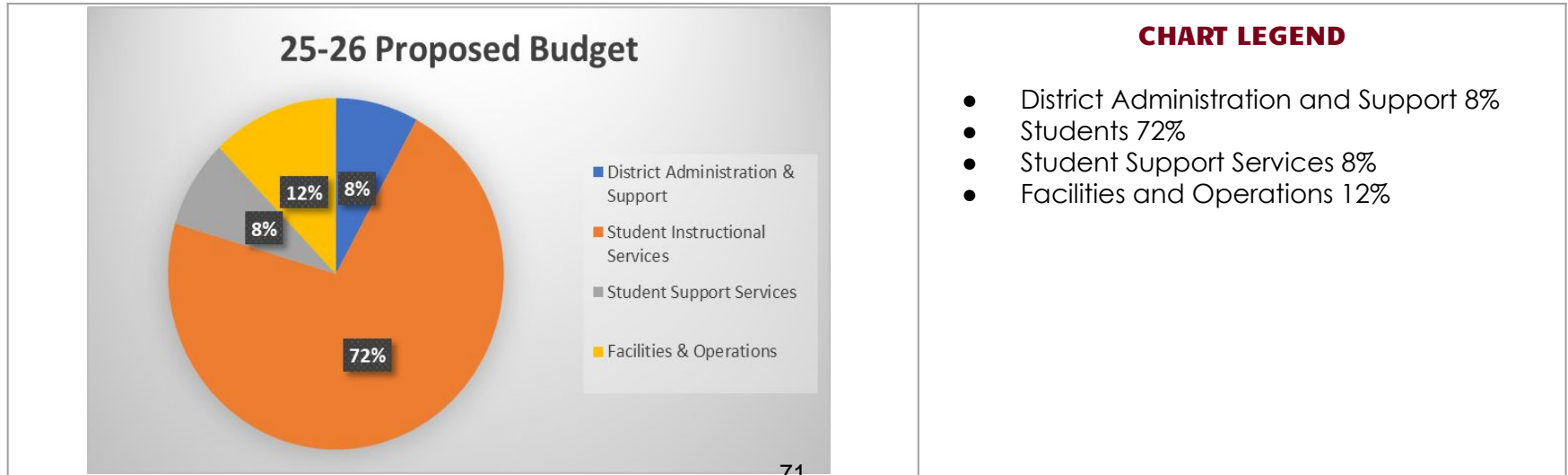
Framework for Staff Development	<p>LEAP</p> <p>“Go confidently in the direction of your dreams.” - Henry David Thoreau</p>	
	<p><i>WHY</i></p>	<p>The constituents of Jordan Public Schools require innovative skills, and the education system needs to evolve in order to meet the demands of the 21st Century workplace. Jordan Public Schools will respond by creating an Inquiry focus with an emphasis on exploratory and elective based learning pathways.</p>
	<p><i>WHAT</i></p>	<p>A 21st Century curriculum focused on standards based instruction.</p>
	<p><i>HOW</i></p>	<p>Teaching strategies based on best practice.</p>
	<p><i>STRUCTURE</i></p>	<p style="text-align: center;">70</p> <p>K-12 Academy Pathways based in Experiential Learning (<i>developing</i>).</p>

Purpose: Continue offering targeted and personalized professional development supporting strategic goals and commitments to support and improve instruction for all students.



Budget Aligned to Learning

In Jordan Public Schools, funds are primarily aligned to learning and student support, which is evidence of the district's commitment to using resources where it matters most. The following is a representation of the 25-26 proposed categorical budget allocation broken down by the percent of the annual budget.



Teacher Equity and Staff Effectiveness

The Comprehensive Achievement and Civic Readiness legislation focuses on ensuring all students have equitable access to excellent teachers. Districts must confirm a process is in place to examine the equitable distribution of teachers and strategies to ensure low-income students, students of color, and American Indian students are not taught at higher rates than other children by inexperienced, ineffective, or out-of-field teachers.

- In the fall of 2025-2026 school year, 1% of the district's teaching staff was considered inexperienced; 3% of the teaching staff was teaching out of field; and 95% of the teaching staff held advanced degrees based on hiring and employment data.
- No staff members were on a performance plan due to not meeting professional teaching standards as defined by the Jordan Public Schools Teacher Evaluation and Growth Model.
- Consequently, the district did not find any gaps in relation to equitable access for low-income students, students of color, or American Indian students.

Teacher Equity and Staff Effectiveness

Jordan Public Schools uses a Teacher Evaluation Process that supports teachers in becoming highly effective in working with all groups of students. All non-tenured teachers are evaluated by licensed administrators at least three times throughout the year. In addition, a mentor program is in place to support our newest teachers in their instructional practices.

Purposes of the Jordan Public Schools Teacher Professional Growth and Evaluation:

- To improve the quality of learning experience for students.
- To facilitate communications and cooperation between staff and administrators.
- To provide specific assistance and feedback for staff to promote professional growth.
- To provide a continuous written record of professional staff performance and service as an acknowledgement of effective job performance.
- To aid the teacher in gaining insights as to strengths and weaknesses and to provide a vehicle for continued improvement in job performance.
- To provide a basis for the principal/supervisor to recommend

Questions and Comments

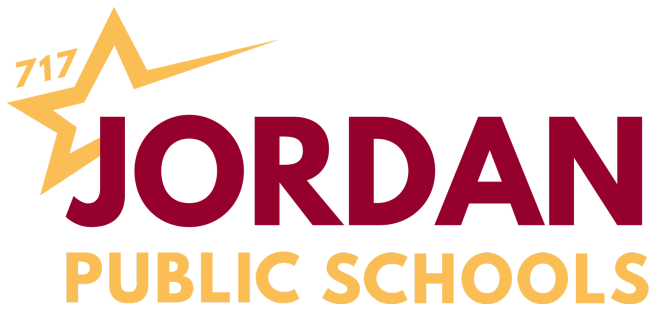
Annual Report and Public Meeting

Jordan Public Schools continues to focus on expanding and strengthening connections with community and families to support students. As a part of this focus, the district has established the District Advisory Committee. The committee provides feedback to the school board and district administration regarding curriculum and programming.

The District Advisory Committee will provide community participation in:

- Providing feedback on school district instruction, technology integration and curriculum plans, with emphasis on implementing the Minnesota Academic Standards
- Providing feedback on instruction, technology integration, and curriculum improvement goals for recommendation to the school board
- Providing feedback regarding the evaluation process that will be used to measure school district progress towards its goals
- Providing feedback regarding the development of district programming.

The DRAFT of the 2025-2026 Comprehensive Achievement and Civic Readiness plan was presented and discussed at the Monday, October 6, 2025 District Advisory Committee Meeting.



Inspire a caring community to ignite learning, innovation, and success for all.

District Strategic Planning Process

The mission of Jordan Public Schools is to inspire a caring community to ignite learning, innovation, and success for all.

Belief Statements. We believe:

- We believe in the importance of providing all students with an education and experience that will help them reach their potential.
- We believe in preparing future-ready students who can succeed in an ever-changing world.
- We believe in creating a safe environment where all students feel valued, heard and supported.
- We believe in attracting, supporting and retaining high quality staff.
- We believe in transparent and open communication to build trust and strong relationships with students, staff, families, and the community.
- We believe diverse backgrounds and perspectives enrich our schools and community.
- We believe in high quality facilities to serve students, families, and the community.
- We believe in being fiscally responsible and financially stable.

Vision Statement.

Grow your Jordan **PRIDE**.
Preparedness. **R**espect. **I**ntegrity. **D**ependability. **E**xcellence.

Strategic Plan Focus Areas.

- Pride in Student Achievement
- Pride in Student Support
- Pride in Staff Support
- Pride in a Caring and Committed Culture
- Pride in Communications, Marketing, and Outreach
- Pride in Facilities – Indoor and Outdoor Spaces

Purpose: Jordan Public Schools' strategic plan and the state's Comprehensive Achievement and Civic Readiness statute highlights the district's continuous improvement efforts on instruction and achievement for all students.

Comprehensive Achievement and Civic Readiness Plan 2025-2026

Purpose: Under Minnesota Statutes, section 120B.11, school boards are to adopt a long-term, comprehensive strategic plan to support and improve teaching and learning based on the guidelines of the World's Best Workforce.

The Comprehensive Achievement and Civic Readiness legislation includes six areas for schools and districts to address:

- Having clearly defined goals
- A process for assessing student progress
- A system to review staff effectiveness
- Quality instruction and curriculum
- Effective educational practices
- A budget aligned to learning

Based on input from the district's DATA Team, Advisory Committee, Building MTSS Teams, Administrative Team, and the Strategic Plan, the created continuous improvement goals focus on the following five areas outlined through Comprehensive Achievement and Civic Readiness:

- All children are ready for school.
- All racial and economic achievement gaps between students are closed.
- All students are ready for career and college.
- All students graduate from high school
- All students are prepared to be lifelong learners

Continuous Improvement Goals AND Best Practices Strategies with Action Steps

The Comprehensive Achievement and Civic Readiness goals were created and reviewed through coordination with various district stakeholders including administrators, teachers, parents, and community members.

Across Jordan Public Schools in all subject areas and grade levels, a variety of strategies and processes are in place in order to ensure instructional staff and administrators are focusing on proven best-practice strategies to ensure all students are kindergarten ready, all students can read by grade three, reduction of the achievement gap between all student groups, ensuring students are career and college ready, and that students graduate from high school as lifelong learners.

Jordan Public Schools strives to develop potential in each and every student. Expecting accountability and rigor for all, Jordan Public Schools expects every student to succeed academically, socially, and emotionally. To support this expectation, educational leaders focus on each student's potential for excellence and implement evidence-based educational practices to fully engage students in learning.

The following goals were outlined by Jordan Public Schools aligned to Comprehensive Achievement and Civic Readiness requirements:

Jordan Elementary School

All Children are Ready for School	
Goal:	The District will reach at least 90% of resident four and five-year old children complete early childhood screening prior to the start of Kindergarten for fall 2026, as measured by the Developmental Indicators for the Assessment of Learning (DIAL-4th edition).
Action Steps: <i>What will the district do to accomplish this goal?</i>	<ul style="list-style-type: none"> • Jordan Public Schools will offer at least two early childhood screening opportunities/month for families through Early Learning Services (ELS). • PreK-4 school officials, local agencies/organizations and healthcare facilities will collaborate and communicate with families (in their home language) on screening opportunities and the benefits of early childhood screening and readiness programming to explore prior to the start of Kindergarten.

Jordan School District

All Racial and Economic Achievement Gaps Between Students are Closed.	
Goal:	<p>Reading: The district aims to reduce the achievement gap by 5% between EL and non-EL students, as measured by the spring 2026 MCA Reading test.</p> <p><i>** Please note, current terminology uses Multilingual Learners (ML) rather than English Learners (EL). However, the MCA terminology remains EL, so for the purpose of alignment, the EL term is used for these goals.</i></p>
Action Steps: <i>What will the district do to accomplish this goal?</i>	<p>Reading: The 2025 MCA Reading Test results revealed an achievement gap in the district, with 21.3% of EL students achieving proficiency compared to 40.7% of non-EL students. This represents a 29.4% achievement gap.</p>

	<p>Action Steps:</p> <ul style="list-style-type: none"> • Continue to strengthen K-12 Multi-Tiered Systems of Support (MTSS) • Continue Science of Reading training for all Phase One educators, paraprofessionals, and begin Phase Two training as indicated by The Read Act. • Reinforce Culturally Responsive Pedagogy practices in all EL classrooms. • Conduct targeted ML best practices training for all educators grades 5-12 • Reinforce K-12 focus on Culturally Responsive Pedagogy • Reinforce K-12 Standards Based Instruction for mastery learning • Continue JWIN focus to support individual student needs
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Jordan High School

All Students are Ready for Career and College	
Goal:	At least 90% of students will create a Personalized Learning Plan by the end of their 10th grade year.
Action Steps: <i>What will the district do to accomplish this goal?</i>	<ul style="list-style-type: none"> • Strengthen Freshman Focus programming geared toward future planning and postsecondary readiness • Expand career and postsecondary focused learning experience • Train staff on Personalized Learning Plans • Students will be exposed to the PreACT, ASVAB and Freshman Academy for continued career planning and guidance • Communication to families regarding career and college readiness • All students create PLPs as a part of the required 9th grade social course (Freshman Academy).

Jordan High School

All Students Graduate from High School	
Goal:	Jordan High School will remain above 92% in the four-year graduation rate cohort model for the 2025-2026 school year based on the state AYP report.
Action Steps: <i>What will the district do to accomplish this goal?</i>	<ul style="list-style-type: none"> • Implement Personalized Learning Plans 7-12 to focus on registration, graduation progress, and goal planning • Strengthen MTSS / RTI / SAIL / BARR intervention work with struggling learners • Reinforce high-quality Standards Based Instruction

	<ul style="list-style-type: none"> • Continue to focus on implementing high quality course offerings and authentic learning opportunities (Summit Academy) • Continue champion student program • Offer 4 Intervention and Extension opportunities for work completion • Continue to offer credit recovery through extended programming • Implement alternative learning programs using school within a school model (SURGE).
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Jordan School District

All Students are Lifelong Learners	
Goal:	By the end of their senior year, 80% of students will have been enrolled in at least one Summit Academy course or a career and technical education course designed to bridge classroom learning with their real-life passions and future career goals.
Action Steps: <i>What will the district do to accomplish this goal?</i>	<ul style="list-style-type: none"> • Current Summit Academy Courses: Introduction to Education, Introduction to Coaching and Leadership, Healthcare Careers, Building and Trades, Work Based Learning, and Multicultural Education and Human Relations in Schools. • Continue partnership with SW Metro to offer career and technical education courses for senior students. • Continue working to expand Summit Academy courses aligned to the career wheel. • Continue focusing on Personalized Learning Plans for grades 8-12 to help students choose their high school courses and plan for life after graduation.

Instruction and Curriculum Review Process

Jordan Public Schools uses its curriculum and program review system to not only review curriculum and program areas but to also provide continuous improvement for teaching and learning in the district. During a formal review process, the district will gather input from a variety of stakeholders including the staff, administration, school board, and community members while making programming decisions. The process is flexible, enabling the district to respond to the many rapidly changing areas in education such as alignment with standards, technology, and new or innovative ideas related to 21st century learning.

The review process is divided into two cycles:

- As Needed Formal Program Review Cycle

- An implementation and Continuous Improvement Cycle

The Program Review Cycle	
Program Evaluation	Program Design
Stakeholders assess how instruction and curriculum compares with current research-based practices and expectations.	Stakeholders focuses on K-12 alignment with district curriculum outcomes and Minnesota state standards, student assessments, and instructional strategies.

Implementation and Continuous Improvement

- The implementation and continuous improvement cycle is an ongoing process of evaluating how well a program is being implemented and determining whether the program is meeting intended outcomes.

Installation > Early Implementation > Sustainability

Professional Development and Effective Educational Practices

The overarching district focus and goal of professional development is to support and improve instruction for all students.

Purpose: Continue offering targeted and personalized professional development supporting strategic goals and commitments.

District Focus Areas of Professional Development:

- Continue work to create K-12 academic pathways to support authentic instruction tied to personal student development and future goals.
- Strengthen curriculum alignment focusing on a 21st century curriculum with standards based instruction focused on proven best practices in instruction.
- Improve instruction for all students focused on authentic, project based learning practices, and MTSS Tier One best pedagogy.
- Continue Culturally Responsive Pedagogy practices to better support all students in the district.
- Strengthen support for the social and emotional development of students.

Staff Participation:

All certified teaching staff members take part in continual professional development aligned to district goals and the overarching framework for the year. Moreover, continual education is provided to satisfy the PESLB licensure requirements for all Minnesota teachers.

Identified Needs Based on Data:

A fundamental aspect of evaluating professional development programming is to analyze student achievement. The goal of Professional Development opportunities is to show a direct correlation between ongoing learning opportunities and student growth. Data from MCA and FastBridge testing show continued need for improvement efforts in the areas of reading and mathematics. This is especially relevant when looking at the 'on track' calculation from MDE based on the levels of student growth on the MCA.

- Specific areas of emphasis include reducing the achievement gaps in federal subgroup categories and increasing access to advanced coursework for all students.

Framework for Staff Development

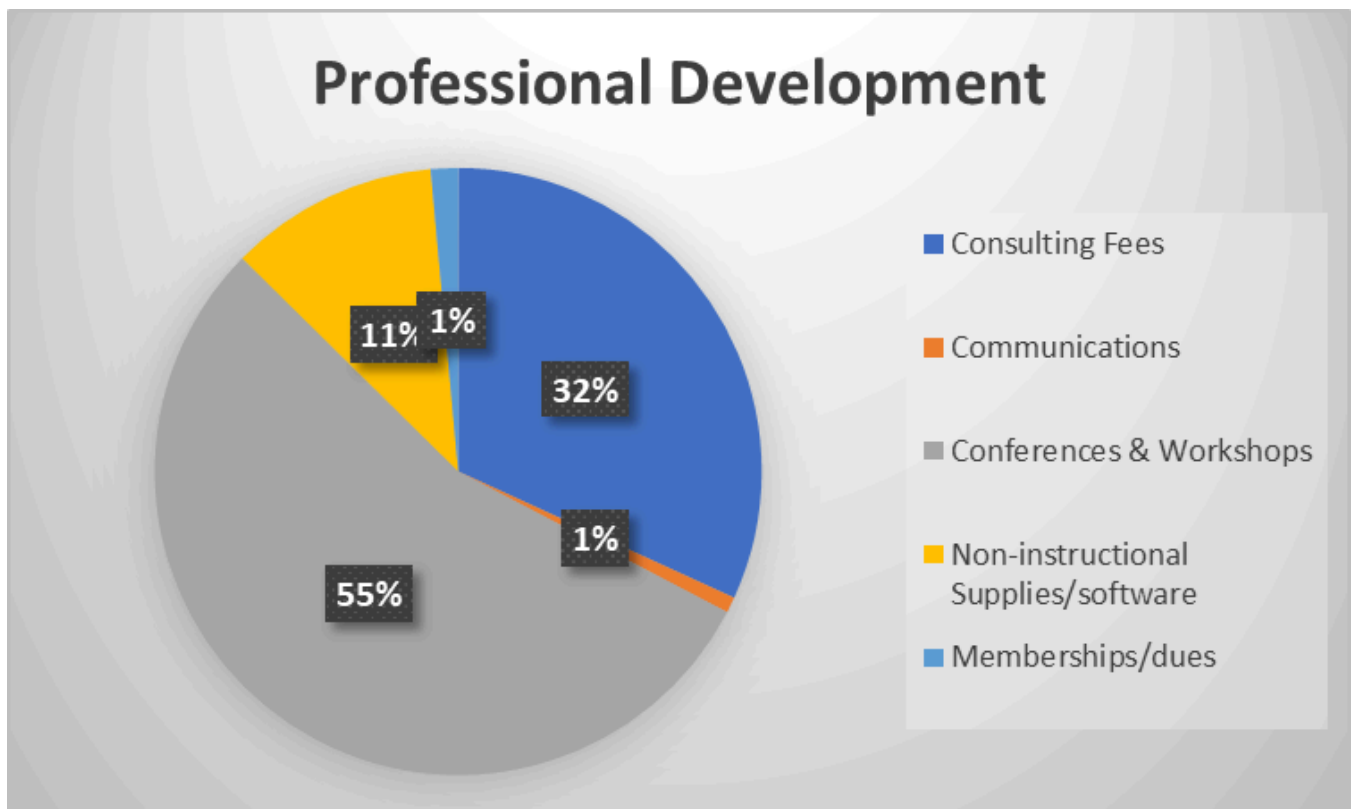
Framework for Staff Development	Show your J-Town <i>PRIDE</i> <i>Preparedness. Respect. Integrity. Dependability. Excellence.</i>	
	<i>WHY</i>	The constituents of Jordan Public Schools require innovative skills, and the education system needs to evolve in order to meet the demands of the 21st Century workplace. Jordan Public Schools will respond by creating an Inquiry focus with an emphasis on exploratory and elective based learning pathways.
	<i>WHAT</i>	A 21st Century curriculum focused on standards based instruction.
	<i>HOW</i>	Teaching strategies based on best practice.
	<i>STRUCTURE</i>	K-12 Academy Pathways based in Experiential Learning (developing).

2025-2026 Professional Development IMPLEMENTATION:

- Teachers will implement teaching strategies to support inquiry and project based learning aligned to MTSS Tier One Best Practices.
- Student support and counseling staff will implement SEL strategies across the district to support social and emotional learning for all students and staff.
- Teachers will continue to satisfy the professional development requirements outlined in The Read Act. All Phase One teachers (who haven't previously completed the required training) will continue science of reading literacy training through LETRS or CORE OL & LA as aligned to legislation. Paraprofessionals will also take part in required Read Act Training while Phase Two educators are scheduled to begin that training in the winter of 2026.

2025-2026 Professional Development Budget:

Unless the school district is in statutory operating debt or a majority of the school board and a majority of its licensed teachers annually vote to waive the requirement to reserve basic revenue for staff development, the school district will reserve an amount equal to at least two percent of its basic revenue for: in-service education, staff development planning, curriculum development and programs, other in-service education, teachers' workshops, teacher conferences, the cost of substitute teachers for staff development purposes, preservice and in-service education for special education professionals and paraprofessionals, and other related costs for staff development efforts.



Professional Development Advisory Committees:

All committees are led by Erin Hjelmeland, Director of Teaching and Learning

- District Professional Development Committee: This group meets quarterly to focus on overarching professional development goals and long term planning.
- Building Professional Development Committees: Each building runs its own professional development committee. These building committees meet monthly to support building specific goals, manage the building professional development budget, and oversee in-house training opportunities and overarching professional development opportunities.

Budget Aligned to Learning

In Jordan Public Schools, funds are primarily aligned to learning and student support, which is evidence of the district's commitment to using resources where it matters most. The following is a representation of the 25-26 proposed categorical budget allocation broken down by the percent of the annual budget.

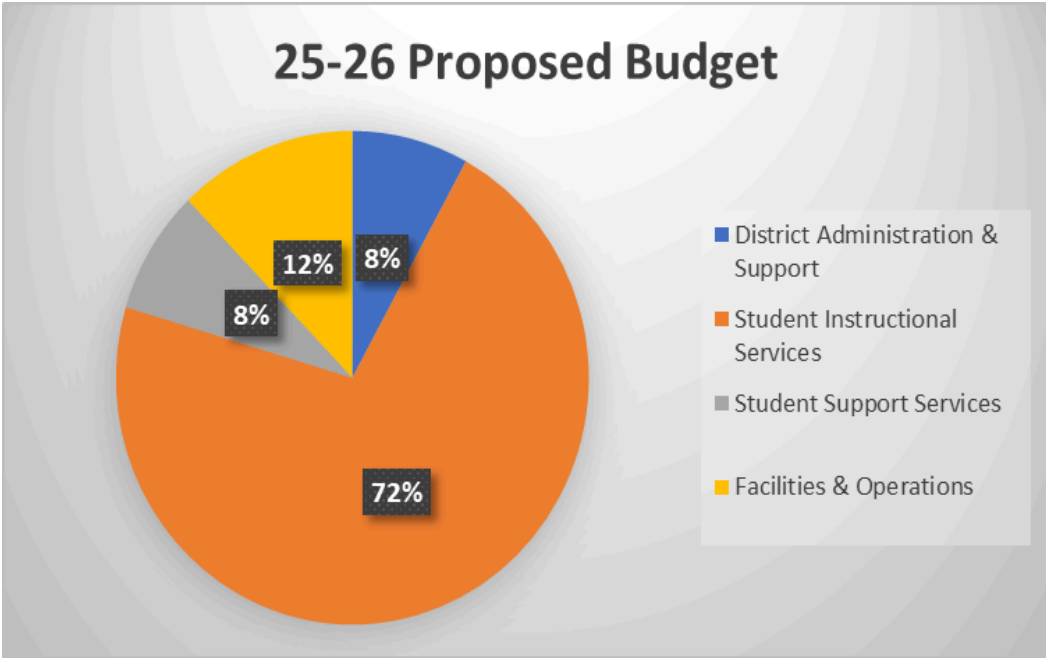


CHART LEGEND

- District Administration and Support 8%
- Student Instructional Services 72%
- Student Support Services 8%
- Facilities and Operations 12%

The **students** section incorporates costs for regular education, special education, career and technical education, instructional technology, and media services. **Student support** includes programs like guidance counseling, health services, psychologists and mental health services, social workers, and student transportation. **District support** and **administration** encompasses district and school administrators and other district operational personnel. **Facilities operation and maintenance** also incorporates capital and long-term facilities maintenance budgeting.

Teacher Equity and Staff Effectiveness

The Comprehensive Achievement and Civic Readiness legislation focuses on ensuring all students have equitable access to excellent teachers. Districts must confirm a process is in place to examine the equitable distribution of teachers and strategies to ensure low-income students, students of color, and American Indian students are not taught at higher rates than other children by inexperienced, ineffective, or out-of-field teachers.

The Minnesota Department of Education defines these categories as follows:

- An **ineffective teacher** is defined as a teacher who is not meeting professional teaching standards as defined in local teacher development and evaluation (TDE) systems.
- An **inexperienced teacher** is defined as a licensed teacher who has taught for three or fewer years.

- An **out of field teacher** is defined as a licensed teacher who is providing instruction in an area which he or she is not licensed.

In the fall of 2025-2026 school year, 1% of the district's teaching staff was considered inexperienced; 3% of the teaching staff was teaching out of field; and 95% of the teaching staff held advanced degrees based on hiring and employment data. In regards to supporting teachers, no teachers were on a performance plan due to not meeting professional teaching standards as defined by the Jordan Public Schools Teacher Evaluation and Growth Model. Consequently, the district did not find any gaps in relation to equitable access for low-income students, students of color, or American Indian students.

The district administrative team carefully reviews teacher placements each spring and summer in preparation for the upcoming school year. As part of this process, the team considers not only instructional needs and student enrollment, but also the strengths, experiences, and professional goals of staff members. In addition, increasing and supporting diversity within the teaching staff remains an ongoing and intentional priority. The district recognizes that a diverse teaching workforce better reflects the community, enriches the learning environment, and provides students with a broader range of perspectives and role models.

Strategies to increase and retain high quality teachers in the district:

As is the case across Minnesota School Districts, this issue is tied to labor market challenges out of the district's control.

- Various recruiting sources are used in the district to garner diverse and high-quality applicants.
- Jordan offers a competitive compensation package to offer teachers joining the district.
- Jordan teachers can earn longevity for teaching multiple years in the district.
- The American Indian Parent Advisory Council (AIPAC) was created to ensure that American Indian students are receiving culturally relevant and equitable educational opportunities. A continuous goal of this council is to work to increase diversity of our teaching staff; this council helps guide those discussions. Moreover, through the Curriculum and Technology Advisory Committee, Jordan's teaching staff has been a discussion topic to continually focus on hiring and maintaining high quality educators to support and meet the changing needs of our students.

Jordan Public Schools Teacher Evaluation Process

Jordan Public Schools uses a Teacher Evaluation Process that supports teachers in becoming highly effective in working with all groups of students. All non-tenured teachers are evaluated by licensed administrators at least three times throughout the year; tenured teachers undergo a formal summative evaluation once every three years. All teachers also take part in a peer review process to help build dialogue, reflection, and professional growth with colleagues. In addition, a mentor program is in place to support our newest teachers in their instructional practices.

Purposes of the Jordan Public Schools Teacher Professional Growth and Evaluation:

- To improve the quality of learning experience for students.
- To facilitate communications and cooperation between staff and administrators.
- To provide specific assistance and feedback for staff to promote professional growth.
- To provide a continuous written record of professional staff performance and service as an acknowledgement of effective job performance.
- To aid the teacher in gaining insights as to strengths and weaknesses and to provide a vehicle for continued improvement in job performance.
- To provide a basis for the principal/supervisor to recommend continuing contract status or as a basis for placement on the Teacher Assistance Track.

The district believes that professional growth is an on-going process not limited to the third year observation. Continuing dialogue with principals and colleagues through activities such as peer coaching, peer reviews, administrative walkthroughs, and PLCs all contribute to the professional learning community that supports this process. The ultimate responsibility for the success of professional growth, however, depends on individual teachers.

Annual Report and Annual Public Meeting

Jordan Public Schools continues to focus on expanding and strengthening connections with community and families to support students. As a part of this focus, the district has established the District Advisory Committee. The committee provides feedback to the school board and district administration regarding curriculum and programming.

The District Advisory Committee will provide community participation in:

- Providing feedback on school district instruction, technology integration and curriculum plans, with emphasis on implementing the Minnesota Academic Standards
- Providing feedback on instruction, technology integration, and curriculum improvement goals for recommendation to the school board
- Providing feedback regarding the evaluation process that will be used to measure school district progress towards its goals
- Providing feedback regarding the development of district programming.

Curriculum and Technology Advisory Committee Members

Jordan Administration and Staff

Ranae Case Evenson • Superintendent	
Jeff Vizenor • High School Principal	Stephen Damlo • Director of Technology
Ben Bakeberg	Erin Hjelmeland

<ul style="list-style-type: none"> • Middle School Principal 	<ul style="list-style-type: none"> • Director of Teaching and Learning
Melissa Barnett <ul style="list-style-type: none"> • Elementary School Principal 	Leah Aamlid <ul style="list-style-type: none"> • Elementary School Teacher
Chad Williams <ul style="list-style-type: none"> • Director of Special Services 	Jenna Wendorff <ul style="list-style-type: none"> • Director of Early Learning Services
Rebecca Williams <ul style="list-style-type: none"> • Middle School SpEd Teacher 	Sara Sievers <ul style="list-style-type: none"> • High School SpEd Teacher • EMJ President

School Board Members / Community Members / Parent Members

Alexia Poppy-Finley	Michael Vourlos	Nanette Wester	Deb Pauly
Nadine Cherro	Beth Dietel	Amy Vizenor	Jenny Kusske
Katie Wegner	Melani Roulanaitis	Beth Dietel	

Summary

The Comprehensive Achievement and Civic Readiness legislation aligns with Jordan's vision for all student's growth, learning, and innovation leading to success in the classroom and life.

This report was submitted to the School Board and Presented at the regular board meeting on October, 13, 2025.

Submitted By: _____
Erin Hjelmeland, Director of Teaching and Learning

Deb Pauly, School Board Chairperson

Ranae Case Evenson, Superintendent



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Jordan, MN 55352
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CONTRACT

between

Independent School District No. 717
Jordan, Minnesota

And

Education Minnesota, Jordan

July 1, 2025 - June 30, 2027

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CONTRACT
INDEPENDENT SCHOOL DISTRICT NO. 717
Jordan, Minnesota

ARTICLE 1
PURPOSE

Section 1. Parties: THIS CONTRACT is entered into between Independent School District 717, Jordan, Minnesota, hereinafter referred to as the School District and the exclusive representative, Education Minnesota, Jordan, pursuant to and in compliance with the Public Employment Labor Relations Act of 1971, as amended, hereinafter referred to as P.E.L.R.A., to provide the terms and conditions of employment for teachers during the duration of this Contract.

ARTICLE 2
RECOGNITION OF EXCLUSIVE REPRESENTATIVE

Section 1. Recognition: In accordance with P.E.L.R.A., the School District recognizes Education Minnesota, Jordan as the Exclusive Representative of teachers employed by the School District, which Exclusive Representative shall have those rights and duties as prescribed by P.E.L.R.A. and as described in the provisions of this Contract.

Section 2. Appropriate Unit: The Exclusive Representative shall represent all the teachers of the District as defined in this Contract and in the P.E.L.R.A.

ARTICLE 3
DEFINITIONS

Section 1. Terms and Conditions of Employment: "Terms and conditions of employment" means the hours of employment, the compensation therefore, including fringe benefits except retirement contributions or benefits other than employer payment of, or contributions to premiums for group insurance coverage for retired employees or severance pay, staffing ratios, and the employer's personnel policies affecting the working conditions of the employees. In the case of the teachers, "terms and conditions of employment" does not mean educational policies of a school district, but does include adult-to-student ratios in the classrooms, student testing, and student to personnel ratios. The term is subject to the provisions of P.E.L.R.A. regarding the rights of public employees and the scope of negotiations.

Section 2. Teacher: The term "teacher" shall mean all persons in the appropriate unit employed by the School District in a position for which the person must be licensed by the Professional Educator Licensing and Standards Board (PELSB), in a position as a physical therapist, occupational therapist, art therapist, music therapist, or audiologist; or in a position creating and delivering instruction to children in a preschool, school readiness, school readiness plus or prekindergarten program or other school district based early educational program, including substitute teachers substituting for the same teachers more than thirty (30) days; but shall not include superintendent, assistant superintendents, principals and assistant principals who devote more than 50% of their time to administrative or

supervisory duties, confidential employees, supervisory employees, essential employees, and such other employees excluded by law.

Subd. 1. Full-time Teacher: The term, "full-time teacher," unless otherwise defined with respect to a specific term in this Agreement, means all regular teachers and long-term substitute teachers who work at least thirty (30) hours per week in the School District as a teacher.

Subd. 2. Part-time Teacher: The term, "part-time teacher," unless otherwise defined with respect to a specific term in this Agreement, means all regular teachers and long-term substitute teachers who work less than thirty (30) hours per week in the School District as a teacher.

Subd. 3. Long-Term Substitute Teacher: The term "long-term substitute teacher" means a teacher who is hired for a duration of time equal to or greater than one school year to replace one regular teacher on a leave of absence or, when hired, is expected to work for a duration of time equal to or greater than at least 30 consecutive days.

Section 3. School District: Any reference to the School District in the Contract shall mean the School Board or its designated representatives.

Section 4. Other Terms: Terms not defined in this Contract shall have those meanings as defined by P.E.L.R.A.

ARTICLE 4 SCHOOL DISTRICT RIGHTS AND OBLIGATIONS

Section 1. Inherent Managerial Rights: The Exclusive Representative recognizes that the School District is not required to meet and negotiate on matters of inherent managerial policy, which include, but are not limited to, such areas of discretion or policy as the functions and programs of the employer, its overall budget, utilization of technology, the organizational structure and selection and direction and number of personnel.

Section 2. The School District has an obligation to meet and negotiate in good faith with the Exclusive Representative regarding grievance procedures and the terms and conditions of employment, but such obligation does not compel the School District to agree to a proposal or require the making of a concession.

Section 3. Effect of Laws, Rules and Regulations: The Exclusive Representative recognizes that all employees covered by this Contract shall perform the teaching and other teacher related services prescribed by the School District and shall be governed by the laws of the State of Minnesota and by School District rules, regulations, directives and orders, issued by properly designated officials of the School District. The Exclusive Representative also recognizes the right, obligation and duty of the School District and its duly designated officials to promulgate rules, regulations, directives and orders from time to time as deemed necessary by the School District insofar as such rules, regulations, directives and orders are not inconsistent with the terms of this Contract and recognizes that the School District, all employees covered by this Contract, and all provisions of this Contract are subject to the laws of the State of Minnesota, federal laws, 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 Contract 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 4. Rights Reserved: The School Board has been granted by the State Legislature the power to manage and control the School District. The School Board reserves these delegated powers to itself, except as they may be expressly limited by this Contract.

ARTICLE 5 ASSOCIATION-TEACHER RIGHTS

Section 1. Right to Views: Nothing contained in this Contract shall be construed to limit, impair or affect the right of any teacher or their representative to the expression or communication of a view, grievance, complaint or opinion on any matter related to the conditions or compensation of public employment or their betterment, so long as the same is not designed to and does not interfere with the full, faithful and proper performance of the duties of employment, or circumvent the rights of the Exclusive Representative, nor shall it be construed to require any public employee to perform labor or services against their will, except as provided in Article 12, section 3.

Section 2. The School District has the obligation to meet and confer with professional employees to discuss policies and school operations.

Section 3. Teachers, through their Exclusive Representative, have the right and obligation to meet and negotiate in good faith with the School District regarding grievance procedures and the terms and conditions of employment, but such obligation does not compel the Exclusive Representative to agree to a proposal or require the making of a concession.

Section 4. Right to Join: Teachers have the right to form and join labor or employee organizations, and shall have the right not to form and join such organizations. Teachers in an appropriate unit shall have the right by secret ballot to designate an Exclusive Representative for the purposes of negotiating grievance procedures and the terms and conditions of employment for such teachers with the School District.

Section 5. Request for Deduction, Authorization and Remittance: Teachers shall have the right to request and be allowed payroll deduction for the exclusive representative and the political fund association with the exclusive representative and registered pursuant to Minnesota Statutes, section 10A.12. Upon notification and certification by the exclusive representative, the School District will deduct from the teacher's paycheck the deductions that the teacher has agreed to pay within thirty (30) days of notice of authorization from the exclusive representative., provided that payroll deduction and the proceeds thereof shall not be allowed any teacher organization that has lost its right to such remittance pursuant to P.E.L.R.A Pursuant to said authorization, the District shall deduct 1/8 of such deduction from the monthly salary check of the teacher of the first regular salary check of each month for eight (8) months, beginning in October, provided such

date is no later than thirty(30) days of notice of authorization/certification and ending in May of each year. Deductions for teachers employed after the commencement of the school year shall be appropriately pro-rated to complete payments by the following May. Deductions shall be made and transmitted within 30 days of the deduction each month to the designated organizations together with a list of names of the teachers from whose pay deductions were made. A dues deduction authorization remains in effect until the District receives notice from the exclusive representative that a teacher has changed or canceled the teacher's authorization in writing in accordance with the terms of the original authorizing document with the District having the right to rely on information from the exclusive representative receiving remittance of the deduction regarding whether the deductions have been properly changed or canceled. The exclusive representative must indemnify the District, including any reasonable attorney fees and litigation costs, for any successful claims made by the teacher for unauthorized deductions made in reliance on such information. Disputes under this section are not subject to the grievance process.

Section 6. Duly authorized representatives of the Association and their affiliates shall be permitted to transact official Association business on school property outside of the normal teacher day or as otherwise permitted by PELRA. If a representative of the Association who is not an employee of this District desires to meet with a teacher during the non-student contact portion of a teacher day, the teacher shall first obtain the permission of the Superintendent of Schools, or his/her designee.

Section 7. Use of Facilities and Access to Members: The District must allow the exclusive representative to meet with bargaining unit members in facilities owned or leased by the public employer regarding collective bargaining, the administration of collective bargaining agreements, grievances and other workplace-related complaints and issues, and internal matters involving the governance or business of the exclusive representative, provided the use does not interfere with governmental operations and the exclusive representative complies with worksite security protocols established by the public employer. Meetings conducted in government buildings pursuant to this paragraph must not be for the purpose of supporting or opposing any candidate for partisan political office or for the purpose of distributing literature or information regarding partisan elections. An exclusive representative conducting a meeting in a government building or other government facility pursuant to this subdivision may be charged for maintenance, security, and other costs related to the use of the government building or facility that would not otherwise be incurred by the government entity.

The District must allow the exclusive representative to meet in person with newly hired employees without charge to the pay or leave time of the employees, for 30 minutes, within 30 calendar days from the date of hire, during new employee orientations or, if the employer does not conduct new employee orientations at individual or group meetings. An exclusive representative shall receive no less than ten days notice in advance of an orientation, except that a shorter notice may be provided where there is an urgent need critical to the operations of the public employer that was not reasonably foreseeable, Notice of and attendance at new employee orientations and other meetings under this

paragraph must be limited to the public employer, the employees, the exclusive representative, and any vendor contracted to provide a service for purpose of the meeting. Meetings may be held virtually for longer than 30 minutes only by mutual agreement of the public employer and exclusive representative.

The District must also allow the exclusive representative to communicate with bargaining unit members using their employer-issued email addresses regarding collective bargaining, the administration of collective bargaining agreements, the investigations of grievances, other workplace-related complaints and issues, and internal matters involving the governance or business of exclusive representative, consistent with employer's generally applicable technology use policies.

The Association shall have the right to use the building, equipment and mailboxes of the school district after prior consultation with and approval of the Superintendent or their designee. The purpose of the prior consultation with and approval by the Superintendent is to avoid conflicts in the use of district property.

The Association shall reimburse the district for the cost of all materials and supplies and for its use of district equipment. In the event special custodial services are required because of the Association's use of the school buildings, the School District may make a reasonable charge on the same basis as charged other non-commercial users. Provided, however, district buildings, equipment and mailboxes shall not be used for preparation of materials to be used in any strike, withholding of services, for picketing or bannering, or for the purpose of publicly attacking the School District, its Board, or its agents and employees.

In addition, district buildings, equipment and mailboxes shall not be used by the association or any teacher to support or oppose any candidate for any public elective office or any question that is being submitted to the voters of the district, county or state.

Section 8. The District agrees to furnish the Association all information concerning its budget, both present and proposed, revenues, and other financial information. If the Association wishes to make copies of this material, and other copies are not available, it shall pay for the cost of reproduction.

Section 9. Association Leave: At the beginning of each odd numbered school year, the Association shall be credited with ten (10) days to be used in the manner as designated by the Association. These days shall be used during the duration of the contract and shall be non-accumulative. The Association agrees to notify the Superintendent of Schools at least two (2) working days prior to the intended use of the leave.

Section 10. Nothing contained herein shall be construed to deny or restrict any teacher rights he/she may have under the existing laws of Minnesota or valid regulations promulgated by any state department or agency. The rights granted to teachers hereunder shall be deemed to be in addition to those provided by such laws and valid regulations.

**ARTICLE 6
PERSONNEL FILES**

Section 1. All evaluations and files relating to each individual teacher shall be available during regular school business hours to each individual teacher, who is subject to Minnesota Statutes, section 122A.40, upon his/her written request to the extent the teacher's access to any such document is not limited by applicable law. A representative of the Association may, at the teacher's request, accompany the teacher in this review. An appointment must be made in advance for the teacher to review his/her file. The official personnel file for each teacher shall reside at the District office.

Section 2. The individual teacher involved will be provided with a copy of any material that is placed in the teacher's personnel file.

Section 3. The teacher shall have the right to reproduce any of the contents in his/her file at his/her own expense.

Section 4. A teacher may submit for inclusion in his/her file written information in response to any material contained therein, and such response shall become part of the teacher's file.

Section 5. The School District may destroy such files as otherwise provided by law and shall expunge from the teacher's file any material found to be false or inaccurate through the grievance procedure provided in Article 17. Expungement proceedings shall be commenced within the time period provided in Article 17, Section 4, for the commencement of a grievance.

**ARTICLE 7
TEACHING VACANCIES AND TRANSFERS**

Section 1. Vacancies: All vacancies or new positions in the certified staff, including, but not limited to, classroom teachers, specialists, and positions in programs funded by the federal government, will be publicized by the District to existing District teaching staff as such vacancies may occur. The vacancies shall be publicized by electronic communication to all certified staff. District teaching staff may apply for vacancies or new positions for the next school year through the electronic application system within five (5) days of initial publication by the District. After July 1st, and for positions through the following school year, positions may be posted "open until filled" both internally and externally, immediately.

Section 2. Voluntary Transfers: Teachers who desire to change grade, subject matter or building assignment must electronically communicate such desire to the building principal. Teachers will be notified by the building principal if their request is approved or denied.

**ARTICLE 8
LENGTH OF THE SCHOOL YEAR**

Section 1. Teacher Duty Days: The School Board shall establish the number of school days and teacher duty days for the coming school year, and the teacher

shall perform services on those days as determined by the School Board, including those legal holidays on which the School Board is authorized to conduct school and pursuant to such authority has determined to conduct school. The School District and the Association shall meet and confer on the calendar.

Section 2. Emergency Closings: When schools are closed for emergency reasons such as inclement weather, teachers are instructed as follows:

Subd. 1. On days the school starting time is delayed, teachers' starting time is delayed correspondingly.

Subd. 2. On the days school is dismissed early, the teachers may leave after the buses have left.

Subd. 3. On days school is canceled and not rescheduled, the following procedure will be observed:

- a. On the first school closing of the school year, teachers will not be expected to report to school.
- b. On the second through sixth school closing of the year teachers in grades 5-12 will post assignments on Google Classroom or any other District endorsed Learning Management System. Teachers will be available via email to answer questions about the assignment from 10:00 AM to 3:00 PM. Specialists and teachers in grades PreK-4 will utilize the time for paperwork. Teachers will be allowed to work from home to the extent possible.

Subd. 4. In the event that school is closed for more than six (6) days in a school year, additional classroom days will be scheduled. The School District, upon request from EMJ, shall meet and confer with EMJ prior to rescheduling any days lost greater than six (6).

Section 3. Through the length of the 2025-2027 contract, the school calendar will consist of 184 teacher duty days, 169 (longer days, or the equivalent of 174 basic days) of which will be student contact days. New staff members will be required to fulfill 185 teacher duty days. The School District reserves the right to call a teacher to service for all or any part of one additional day. Pay for the same shall be pro-rated as indicated in Article 11, Section 9, Subd. 1.

ARTICLE 9 MODIFICATIONS IN CALENDAR, LENGTH OF SCHOOL DAY

Section 1. In the event of energy shortage, severe weather, or other exigency, the School District reserves the right to modify the length of the school calendar, and, if school is closed on a normal duty day(s) the teacher shall perform duties on such other day(s) in lieu thereof as the School District or its designated representative shall determine, if any. The District understands that the total number of hours shall not be increased, e.g., a four day week with increased hours per day, but the total weekly hours are not to exceed the regular five day week.

Section 2. Prior to modifying the scheduled length of the school day pursuant to Section 1 hereof, or scheduling make up days pursuant to Section 1 hereof, the School District shall afford the Association the opportunity to meet and confer on such matters.

ARTICLE 10 HOURS OF SERVICE

Section 1. Building Hours: The specific hours at any individual building may vary according to the needs of the educational program of the School District. The specific hours for each building will be designated by the School District.

Section 2. Basic Day:

Subd. 1. The teacher's basic day, inclusive of a "duty free" lunch, shall be eight (8) hours. A duty free lunch shall last no less than 25 minutes. In accordance with past practices, on Fridays, or days before a school holiday, teachers may leave school buildings at a reasonable time after the close of the student contact portion of the day. All teachers may flex the work day to encompass an eight (8) hour block with the understanding that when morning meetings are scheduled, he/she is responsible for being at the meeting at the designated time and the flex option is not available on the designated meeting dates.

Section 3. Prep Period: Each teacher shall have a continuous preparation time equivalent to a standard secondary class period within each student contact day, during the individual building hours.

ARTICLE 11 RATES OF PAY

Section 1. Basic Compensation:

Subd. 1. 2025-2027 Rates of Pay: The wages and salaries reflected in Schedule A and Schedule B, attached hereto, shall be effective only for the applicable school years and teachers shall advance one increment on the salary schedule.

Section 2. Status of Salary Schedule: The salary schedule is not to be construed as a part of a teacher's continuing contract, and advancement on the salary schedule shall be governed by the provisions of this Contract.

Section 3. Placement on Salary Schedule: The following rules shall be applicable in determining placement of a teacher on the appropriate salary schedule: All courses must be pre-approved by superintendent.

Subd. 1. Prior Approval: All credits, in order to be considered for application on the salary schedule, must be approved by the Superintendent in writing prior to the taking of the course. Once a degree program has been approved by a teacher's advisor and the Superintendent, the teacher can continue taking courses set forth in that

degree plan without individual approval for each course. Courses required by PELSB for new or renewed licensure shall be considered germane credits as described in this article.

Subd. 2. Germane and Curriculum Related: Credits to be considered for application on any lane of the salary schedule must be germane or related to the teaching assignment as determined by the superintendent. Each teacher's lane change request of ten (10) semester credits may include two (2) workshop/in service experience credits in the field related to his/her teaching assignment. Quarter credits equal 2/3 (.677) semester credits. Fifteen (15) hours of workshop time equals one (1) semester credit. Criteria for workshop credit: If a workshop is sponsored or conducted by the district, no credit may be earned. If a teacher attends a workshop on a school day, and the district pays expenses, no credit may be earned. If a workshop is attended on a school day, but the teacher pays all expenses (except sub teacher), credit may be earned. Workshop credits may not be banked from one lane change to another. All courses approved must be the credit granting institution's own courses.

Subd. 3. Grade and Credits: To apply on the salary schedule, all credits beyond the bachelor's degree should normally be graduate credits. The Superintendent may, however, in cases where the educational program of the School District would be furthered, approve undergraduate credits. Undergraduate and Graduate credits must be taught by the university offering the credit, and credits must be as rigorous as those eligible for an advanced degree. Eligibility of credits will be determined by the Superintendent. Only one grade below 3.0 will be allowed for any lane change, or as a part of any block of credits. In a course graded on a pass/fail basis, a pass grade shall be deemed to be a 3.0, or its equivalent. In no circumstance will a grade lower than a "C" be accepted for movement on the salary schedule.

Subd. 4. At the time a block of credits are considered for a lane change, no credits more than seven-years old will be counted toward the lane change.

Subd. 5. All credits counted toward lane changes beyond the BA lane must be earned after a teacher has received the BA degree. All credits counted toward lane changes after the MA degree must be earned after a teacher has received the MA degree.

Subd. 6. Advanced Degree Program: A teacher shall be paid on the master's degree lane or higher degree lane only if the degree program is germane to the teaching assignment as approved by the Superintendent.

Subd. 7. The training level of teachers as of the beginning of each school year will be the basis of pay for that school year. Applications due to qualified lane changes shall be made to the Superintendent by submission of a transcript or course grade report. A payroll change shall be effective at the following pay period or within thirty (30) days as approved by the Superintendent of Schools. The payroll change will be

based on the number of days remaining in the school year from the date of the lane change submission to the district office.

Subd. 8. Payment of Present Salary: The rules contained herein relating to the application of credits on the salary schedule shall not deprive any teacher of any salary schedule payment already recognized and actually being paid for the applicable school year.

Subd. 9. Prior Experience: A teacher who has had experience in other school systems may receive credit for such past teaching experience or experience in other fields of endeavor at the discretion of the Superintendent of Schools, if it is in the interest of the District and the candidate.

Subd. 10. Experience Credit: To receive a year of credit for experience, teachers must work at least 100 days of the total number of teacher duty days as specified in the school calendar. To receive a full year credit for experience, half-time teachers must work at least 100 four hour days of the total number of teacher duty days as specified in the school calendar.

Subd. 11. Lane changes on the salary schedule will be limited to twice a year on September 1 and March 1.

Subd. 12: District Requested Certification: Based upon the needs of the School District for Concurrent Enrollment (College in Schools – CIS), Advanced Placement (AP) or other academic programs, a teacher may be asked to earn additional college credit for certification to qualify to teach these classes.

- A. To be eligible for participation in this program, teachers must be selected by district or building administration. Teachers who are hired with the expectation of getting a licensure or certification as a condition of employment, do not qualify for this program.
- B. Teachers selected for this program have two choices for credit reimbursement.
 - i. Reimbursement of 100% tuition (not to exceed the cost of a graduate credit at the University of Minnesota), books application fees, course fees, and any other required fees associated with needed classes. Credits earned will not count toward a lane change.
 - ii. Reimbursement of 50% tuition (not to exceed the cost of a graduate credit at the University of Minnesota) books, application fees, course fees, and any other required fees associated with needed classes. Credits earned will count toward a lane change.
- C. The number of credits and total cost of the certification shall be agreed upon in advance by the teacher and the School District. The

certifying college must agree that the credits will lead to desired certification prior to any financial support being provided.

- D. The teacher agrees to teach the Concurrent Enrollment, CIS, AP, or other academic program for a minimum of five (5) years in the district.
- E. If the teacher leaves the district or declines the Concurrent Enrollment, CIS, AP, or other academic program assignment(s), the teacher shall reimburse the District an amount equal to 20% of the total certification amount per year for each year remaining of the five (5) year period. The teacher will not be required to repay the district if failure to teach the required class(s) during the five (5) year period is caused by School District action.
- F. Classes approved by administration and started after July 1, 2021 will be eligible for reimbursement under this section.

Subd. 13. Longevity: Staff that have served the following cumulative quantities of years will receive a salary increase added to their base salary: After year 27, a teacher will receive an additional \$500 added to the teacher's base salary per year. Employees who qualified under the previous longevity language and received a higher payout will be grandfathered in for the 2025–2026 school year.

Section 4. Payroll Deductions: Teachers absent in excess of leave provisions during the school year shall have their salary reduced by the amount of 1/184 of their total salary for each day of absence.

Section 5. Direct deposits of contracted salary shall be issued on the 15th and last day of each month. If either payday falls on a Saturday, or a Sunday, direct deposits shall be distributed on the last school day preceding the 15th or the last day of the month. Extra-curricular salaries shall be paid either over the length of the season, or at the end of the season.

Section 6. Payments and insurance deductions will be made on the basis of twenty-four (24) installments.

Section 7. The School Board will approve tax sheltered annuity programs for staff members. However, no more than fifteen (15) active companies will be allowed.

Section 8. Teachers who have prior approval of their building principal to use their personal automobiles on District business shall be reimbursed at the federal mileage reimbursement rate.

Section 9. Additional Assignments:

Subd. 1. Teachers assigned to work beyond the regular school year shall be paid 1/184 of their annual salary for 2025-2027 for each additional day worked for the 2025-2027 school years. Exceptions to this is work beyond the school year mentioned specifically, with a stipulated rate of pay, in this Agreement. Partial days shall also be pro-rated.

Section 10. Part-Time Teachers: Part-time teachers shall be placed on Salary Schedule A or Schedule B for the applicable school year. All benefits will be pro-rata for all part-time teachers. Part-time teachers will also be prorated for VEBA, if they qualify and choose to be enrolled in the medical insurance plan offered by the District.

Section 11. Notwithstanding the definition of full-time status in Article 3, a faculty member teaching 80% or more of a typical full-time assignment shall be considered full-time and the teacher assigned the appropriate additional duties and time.

ARTICLE 12 EXTRA COMPENSATION

Section 1. Additional Assignments: Extra assignments associated with additional compensation shall not be construed to be a part of a teacher's continuing contract, unless expressly provided in the individual contract.

Section 2. Extra-Curricular Compensation: The wages and salaries reflected in Schedule C, and Schedule D attached hereto, shall be part of the Contract for the applicable school years.

Section 3. Assignment of Extra-Curricular Duties: The School District may assign the teacher to extra-curricular, co-curricular, or other assignments subject to established compensation of such services. An assignment shall not be made without agreement of the teacher except where no qualified teacher is willing to assume the assignment. In such case, the assignment shall be only on an annual basis with a limit of two (2) years. In the event that there is more than one qualified teacher, the Superintendent will discuss the matter with the individuals involved and the Association prior to making the assignment. Said extracurricular or other assignments shall, insofar as possible, be described in the individual contract, together with a recitation of the compensation, if any, to be paid for said assignment during the term of the contract.

Section 4. Extra Duty Payment:

Subd. 1.

- A. Payment of forty dollars (\$40) per hour will be paid for attendance at workshops outside the normal workday, where the staff member is receiving information.
- B. Payment of forty dollars (\$40) per hour will be paid for curriculum work connected with the graduation standards or other curriculum work not directly associated with the normal curriculum preparation expected as part of the teacher's regular assignment, including Homebound Instruction.
- C. Payment of forty dollars (\$40) per hour will be paid for teaching remedial (i.e., homebound instruction) or enrichment classes on

Saturdays, after school, or during the summer. These are classes not a part of the teacher's regular assignment. For every hour of teaching the teacher shall receive twelve (12) minutes of preparation time.

- D. Payment of forty dollars (\$40) per hour will be paid for time spent doing peer reviews.
- E. A stipend will be paid for each teacher participating in each of the programs listed below:
 - a. Carl Perkins Coordinator - \$2,000.00
 - b. School Site Assessment Coordinators - \$437.00
 - c. Mentoring Experienced Mentees - \$400.00
 - d. Mentoring New Mentees - \$650.00

Subd. 2: Payment of forty dollars (\$40) per hour, or compensatory time at the mutual agreement of the teacher and District, shall be made for any administrative assigned or requested extra-duty assignment not listed in this contract. In no case shall compensatory time be taken during student contact time. This agreement as to how the teacher shall be compensated will be made ahead of the scheduled event between the principal/superintendent and teacher/s.

Subd. 3: AP Course/CIS/CE teachers - \$1,000 per semester – Teachers who teach more than one section of a subject (i.e. two sections of AP Calculus), in the same semester, shall receive the entire stipend for the first section taught and $\frac{1}{2}$ the stipend for any additional sections. If a teacher teaches more than one AP/CIS/CE subject in the same semester (i.e. 1 section of CIS Calculus and 1 section of CIS Statistics) they will receive the stipend for each individual prep. Because of the added and elevated expectations of students in an AP/CIS/CE class, these teachers will have the right to decline the assignment of a sixth period class.

Teachers who agree to teach a 6th class shall receive the 6th class stipend and the AP/CIS/CE stipend.

A tutoring hour will be assigned but need may necessitate this hour being replaced with a supervisory period such as a study hall.

Section 5. Middle school and secondary classroom teachers who teach a 6th class period during a 7 period day, shall be paid one-twelfth (1/12) of their base salary. Elementary specialists in Music, Art, and Physical Ed. will be compensated with sixth period pay when they teach a 6th period. A semester length assignment would be 1/2 this amount. For the purposes of this section, payment would be for non-supervisory (i.e. classroom teaching) assignment as opposed to supervisory (i.e. study hall, lunchroom, or the like) assignments.

Section 6:

Subd. 1: Prep Time Substituting: Whenever a teacher agrees to use their prep time, with administrative approval, to sub for another teacher, they shall be compensated at forty dollars (\$40) per hour.

Subd. 2: Payment for covering classes when no sub available:

- A. If several teachers cover another teacher's class for the entire day, while still having their classes, they will be compensated at forty (\$40) divided by the number of teachers splitting the class for the hour(s) of when combining classes occurred.
- B. If there is a teacher to teacher agreement (approved by the administration) to cover a teacher's class for a short period of time, no extra pay will be received.
- C. Teachers are granted a prep period daily and cannot be required to sub during the guaranteed prep period. All efforts will be made to try and find alternate coverage with a hired sub and/or by requesting coverage from building staff prior to cancellation of a partial or full specialist course load for a day. However, if a hired sub or requested coverage from building staff cannot be found and the specialist course is therefore cancelled, the classroom teacher will receive fifty dollars (\$50) compensation for supervising their students during their prep.
- D. When any elementary support staff, social worker, TOSA or another specialist is reassigned to a classroom for an entire day, the support staff teacher will be compensated with one (1) hour at the rate of forty (\$40) for emergency substitute coverage.

ARTICLE 13 GROUP INSURANCE

Section 1. Selection of the Carrier: The selection of an insurance carrier shall be made by the School District pursuant to law. The School District hereby establishes VEBA With Health Reimbursement Arrangement for Active Employees for the 2025-2027 school years.

Section 2. Establishment of VEBA: Effective July 1, 2003, ISD #717 adapted the MN Service Cooperative's VEBA Plan and the Employees Benefits Trust Agreement for the benefit of qualifying employees who are members of this Collective Bargaining Agreement. The employer and the employees assent to and ratify the appointment of the trustee and plan administrator in place on the adoption date of this agreement. It is intended that this arrangement constitute a voluntary employees' beneficiary association under Section 501 I (9) of the Internal Revenue Code.

Section 3. Health and Hospitalization and Dental Insurance:

Subd. 1. Enrollment: All full-time teachers are required to enroll in the health and dental insurance pools.

Subd. 2. District Contribution: The District will make the following contribution for single and family insurance plans for the school years listed below, with teachers being responsible for the remaining portion of their premiums paid by payroll deduction automatically via the Flex Benefits Program as per federal and state statutes.

2025-2026		2026-2027	
Single	\$7,822.80	Single	\$7,822.80
Family	\$15,000	Family	\$15,000

Subd. 3. HSA and VEBA: The School District shall contribute \$1,000.00 each fiscal year toward each full time teacher's HSA or VEBA Trust Account.

Sud. 4. Flex Spending Account: Teachers will also have the choice of additional monies being held from their paycheck and placed in the Flex Benefit Plan. Eligible health expenses will be reimbursed from the flex benefits cafeteria plan (Health FSA) until a participant's account is exhausted (except for required insurance premiums). Only then will eligible health expenses be reimbursed from the participant's VEBA account.

Subd. 5. In the event that two teachers employed by the School District are married, only one member of the couple is required to enroll in the health and dental insurance pools. Said member must enroll in a family plan. The School District shall contribute \$2,000 to the VEBA trust account of the employee carrying the family plan. The couple member not carrying a plan will receive no VEBA contribution. If the couple's marriage status changes due to death or divorce, each surviving member must carry at least a single policy. If the married teachers choose to retain or return to single plans as their dependent status changes, they may do so if allowed by the insurance company.

Section 4: Fees applicable to the administration of the health insurance and allocable to individual accounts of employees shall be paid by the employer.

Section 5. Life Insurance: The School District shall provide group-term life insurance protection in the amount of One Hundred Thousand and no/100 (\$100,000) Dollars per full-time staff teacher for the 2025-2027 school years for whomever qualifies for and is enrolled in the School District group term life insurance plan. The policy will also provide for double indemnity payment in the event of a teacher's accidental death, and settlement on the policy will be made with the teacher's beneficiary, if any, otherwise to the teacher's estate.

Section 6. Long-Term Disability: The School District shall provide long-term disability for each full-time teacher who qualifies and is enrolled in the School District long-term disability plan. The contract shall provide that sixty-six and 2/3 percent (66.667%) of a teacher's basic compensation shall be paid in the event of disability in an amount not to exceed \$5,000 per month. Benefits shall become available after sixty (60) calendar days of disability.

Section 7. Duration of Insurance Contributions: An employee is eligible for District contributions as provided in this Article as long as the employee is employed by the School District. If an employee is on a leave of absence not covered under FMLA, the employee shall pay the cost of the entire premium until returning to work. Upon termination of employment during the school year, all District participation and contributions shall cease, effective on the teacher's last working day. If a teacher leaves the system at the end of the school year, his/her insurance coverage will continue until the following September 1.

Section 8. Claims Against the School District: It is understood that the School District's only obligation is to purchase an insurance policy, provided the teacher has requested such insurance in writing and the Superintendent has acknowledged receipt of such request in writing, and pay such amounts as agreed to herein, and no claim shall be made against the School District as a result of a denial of insurance benefits by an insurance carrier.

ARTICLE 14 LEAVES OF ABSENCE

This article in a Memorandum of Understanding.

ARTICLE 15 DEFERRED COMPENSATION/RETIREMENT BENEFITS

Section 1. Severance/Early Retirement incentives pay shall be paid in two (2) annual installments when the qualifying teacher reaches the Rule of Ninety. If a qualifying teacher dies before reaching the Rule of Ninety, his/her severance shall be paid to the teacher's named beneficiary, if any, otherwise to the teacher's estate.

Section 2. Severance pay shall not be granted to a teacher whose employment is terminated pursuant to M.S. 122A.40 or the terms of this contract to the extent M.S. 122A40 does not apply to the teacher. A teacher placed on unrequested leave who is subsequently rehired shall have his/her severance pay accrual restored.

Section 3. Matched deferred compensation is available to all full-time teachers beginning their third (3rd) consecutive year of teaching in the District and teaching for at least 90 days in a school year. All District teachers who began their tenth (10th) year of teaching in the District prior to 7-1-91 are eligible to participate in the matching program in addition to the severance program. Should these teachers participate in the matching program and be eligible for severance pay, the total District matching contribution shall be subtracted from the severance amount.

- A. Teachers with over ten (10) years of service shall be eligible to pre-purchase from their earned severance pay balance as of 6-30-93. Once a teacher qualifies and receives severance benefits under Sec. 2 above, they will no longer be eligible to participate in the Deferred Match Program.
- B. Eligibility: Beginning with the third (3rd) year of employment, teachers will be eligible for a \$750 yearly match. Starting with the sixth (6th) year, teachers will be eligible for a \$2,000 yearly match. The district shall pay its share of FICA on the matching amount. The district's lifetime match will not exceed \$25,000 for the 2025-2026 school year and \$26,000 for the 2026-2027 school year.
- C. A minimum of fifteen (15) investment companies, selected by the EMJ, will be allowed in District 717.
- D. Any teacher desiring to participate in the matching program must notify the district office in writing by September 1st of the amount they wish to match. A teacher may not change this amount during the year; however, they may drop out at any time, if the district office is notified in writing.

Section 4. Early Retirement Program: Window will be yearly from January 1st to April 1st. This is the period of time when an employee desiring to take advantage of this program for the following school year must notify the District, in writing, that they desire to participate in the program. The board must take action to approve the request not more than one month from the date of the request.

- A. Goal: Enhance severance package for qualifying faculty.
- B. Eligibility: (1) District 717 employee for 25 years, or (2) Teachers with at least 20 years of experience in District 717 but less than 25 years in District 717 and 30 years total teaching experience will qualify on a pro-rated basis of 4% reduction per year.
- C. Incentives:
 - 1. Sick leave buy back at \$10 per hour, up to 1,000 hours at the time of retirement, payable in same units as severance pay. Accrued ESST leave shall not be eligible for sick leave buy back.
 - 2. Six years or to full Social Security/Medicare, whichever comes first of District Plan for:
 - a. single dental
 - i. In the event that the retired employee passes away prior to receiving the full benefit the remaining benefit will cease.
 - b. \$100,000 of life insurance
 - 3. Insurance Plan: Lump sum payment for single health insurance. Sum will be determined by adding \$1,100 (District VEBA contribution for

retirees) to the single health insurance premium at the time of retirement and multiplied by six years, or the number of years employee has to reach full Social Security/Medicare. This lump sum payment will be placed in the retiree's VEBA account. If the district discontinues the VEBA plan, only the single premium under the old plan will be multiplied by six.

4. Insurance will not be provided to retirees hired after March 12, 2012. Retirees may purchase insurance through the district at their own expense at the time of their retirement.

ARTICLE 16 UNREQUESTED LEAVE OF ABSENCE (ULA) AND SENIORITY AGREEMENT

Section 1. Purpose: The purpose of this article is to implement the provisions of M.S. 122A.40, Subd. 10, which article, when adopted, shall constitute a plan for unrequested leave because of discontinuance of position, lack of pupils, financial limitations or merger of classes caused by consolidation of districts.

Section 2. Definitions: For purposes of this article, the terms defined shall have the meaning respectively ascribed to them.

Subd. 1. Teacher: "Teacher" means a member of the appropriate unit as defined by PELRA and this Agreement, except the provisions of this article shall not be applicable to any other bargaining unit member who is not a teacher as defined by M.S. 122A.40, Subd. 1 or other law.

Subd. 2. Qualified: "Qualified" shall mean a teacher who is certified and has either taught within this area of certification as a Jordan staff member within the last ten (10) years or has taken course work within this area of certification.

Subd. 3. Seniority: Seniority applies only to Tier 3 and Tier 4 qualified teachers and commences with the first day of continuous teaching service in the School District. Teachers teaching less than a full contract day or year shall accrue seniority in their existing assignments, but shall not be able to either displace full-time teachers or claim full-time positions that may become vacant.

In determining the length of seniority, a teacher whose employment has been legally terminated by resignation, or termination pursuant to M.S. 122A.40, but whose employment was subsequently reinstated by the action of the School District and the teacher, without interruption of regular service, shall retain his/her seniority.

Subd. 4. School Board: "School Board" means the local governing board of the School District.

Section 3. Unrequested Leave of Absence:

Subd. 1. Terms: The School District may place on unrequested leave of absence for a period not to exceed four (4) calendar years from the time such leave is commenced, without pay or fringe benefits, such teachers as may be necessary because of discontinuance of position, lack of pupils, financial limitations, or merger of classes caused by consolidation with another district or districts after which the right to reinstatement shall terminate provided the teacher's right to reinstatement shall also terminate if the teacher fails to file a written statement requesting reinstatement with the Superintendent by April 1st of each year.

Subd. 2. Notice: Continuing contract teachers: A teacher who has acquired continuing contract rights must not be placed on unrequested leave of absence (ULA) while Tier 1 – licensed, Tier 2 – licensed, Tier 3 licensed or probationary teachers are retained in positions for which the teacher who has acquired continuing contract rights is licensed. Tier 3 and 4 continuing contract teachers shall be placed on unrequested leave of absence in inverse order of seniority as calculated by the most recent date of hire as a licensed teacher with the exception of those teachers in whom the District has invested funds to send to specialized training or who have been hired with specialized academic training as a CIS or CE certified teacher. Teachers placed on ULA who have more seniority than another teacher in the same subject field, but do not have approval to teach CIS or CE courses, must receive notice by February 15th of that year that they are being proposed for ULA due to the fact that another teacher has been approved to teach CIS or CE courses. The teacher being proposed for ULA has until March 15th to notify the District of their ability to obtain certification to teach the CIS or CE course/s in question the following school year, and thus avoid ULA.

Subd. 3. Placement: Exceptions for licensure: Notwithstanding the provisions above, a teacher is not entitled to exercise any seniority when that exercise results in that teacher being retained by the District in a field for which the teacher holds only a provisional license, as defined by PELSB, unless that exercise of seniority results in the placement of unrequested leave of absence of another teacher who also holds a provisional license in the same field.

Subd. 4. Affirmative Action Program: The provisions herein shall not apply if it will result in any violation of the District's affirmative action program which shall include ethnic, race, color or sex, and any person employed in an affirmative action program may be retained in the same field or subject matter of a teacher with greater seniority if it is necessary to effectuate the purposes of such affirmative action programs.

Subd. 5. Tie Breaker: If there are teachers with identical seniority, the teacher or teachers to be placed on unrequested leave shall be those with fewer total years of teaching in public or private schools. If, after the application of the above criteria, there is still a tie, the teacher or teachers to be placed on unrequested leave shall be determined by the teacher

or teachers having the higher license number being placed on unrequested leave first.

Subd. 6. Years of Service: Any teacher placed on such leave may engage in teaching or any other occupation during such period, and may be eligible for unemployment compensation if otherwise eligible under that law for such compensation, and such leave will not result in a loss of credit for years of service in the district earned prior to the commencement of such leave if the teacher is reinstated. Teachers on authorized leaves, including unrequested leave, shall continue to accrue seniority credit for the period of time spent on leave, up to the total of four (4) years.

Section 4. Reinstatement:

Subd. 1. Process: No new teacher shall be employed by the School District while any qualified teacher is on unrequested leave of absence in the same field or subject matter. Teachers placed on unrequested leave of absence shall be reinstated to the position from which they have been given leave, or any other available position in the School District for which the teacher is certified and qualified. The order of reinstatement shall be in inverse order in which teachers were placed on unrequested leave.

Subd. 2. Notices: When placed on unrequested leave, a teacher shall file his/her name and address with the School District personnel office to which any notice of reinstatement or availability of position shall be mailed. Proof of service by the person in the School District depositing such notice to the teacher by registered mail at the teacher's last known address shall be sufficient and it shall be the responsibility of any teacher on unrequested leave to provide for forwarding of mail or for address changes. Failure of a notice to reach a teacher shall not be the responsibility of the School District if any notice has been mailed as provided herein.

Subd. 3. Acceptance of Reemployment: If a position becomes available for a qualified teacher on unrequested leave, the School District shall mail the notice to such teacher who shall have fifteen (15) working days from the date of the postmarked notice to accept the re-employment. Failure to reply in writing within such fifteen (15) working days period shall constitute waiver on the part of the teacher to any further rights of employment or reinstatement, he/she shall forfeit any future reinstatement or employment rights. Provided, however, that if notice of an available position is given to any teacher on or after August 16 of any school year, such teacher shall have the right to defer the effective date of return to actual service until the beginning of the next succeeding school year if he/she is employed by another public or private school or school district that will not release him/her from an existing contract. A teacher so deferring the date of her/his return to actual service shall sign an individual teacher contract for such next succeeding school year. In the event a teacher accepts a position but defers his/her effective date of return as provided herein, the School District shall be free to fill the vacant position on a temporary basis from any source, without regard to teachers

remaining on unrequested leave of absence. The School District shall also be free to fill any position on a temporary basis pending completion of the recall procedure.

Subd. 4. Reinstatement Rights: Reinstatement rights shall automatically cease four (4) years from the date unrequested leave was commenced and no further rights to reinstatement shall exist unless extended by written mutual consent with each qualified teacher.

Section 5. Establishment of Seniority List:

Subd. 1. Preparation: The School District shall cause a seniority list (by name, amount of seniority, areas of certification and qualification within those areas of certification, salary lane, and total years of teaching) to be prepared from its records as soon as practicable, but no later than December 15. It shall thereupon post such list in an official place in each school building of the district. Part-time teachers will receive seniority as part-time teachers on the part-time teacher seniority list. Teachers who have been full-time teachers and who become part-time teachers due to the ULA process shall not lose seniority on the full-time teacher seniority list, but shall establish seniority as both full-time and part-time teachers. Teachers who request a volunteer reduction in assignment will no longer accrue seniority on the full-time seniority list beginning on February 11th, 2019.

Subd. 2. Request for Change: Any person whose name appears on such list and who may disagree with the findings of the School District and the order of seniority in said list shall have twenty (20) days from the date of posting to supply written documentation, proof and request for seniority change to the School District.

Subd. 3. Final List: Within twenty (20) days thereafter, the School District shall evaluate any and all such written communications regarding the order of seniority contained in said list and may make such changes. A final seniority list shall thereupon be prepared by the School District, which list, as revised, shall be binding on the School District and any teacher. Each year thereafter, the School District shall cause such Seniority List to be updated to reflect any addition or deletion of personnel caused by retirement, death, resignation, other cessation of services, or new employees. Such yearly revised list shall govern the application of the unrequested leave of absence policy until thereafter revised.

Section 6. Filing of Licenses: In any year in which a reduction of teaching positions is occurring and the School Board is placing teachers on ULA, only those licenses actually received in the Superintendent's office for filing as of March 15th of such year shall be considered for purposes of determining lay-off within areas of licensure for the following school year. A license filed after March 15th shall be considered for purposes of recall but not for the current reduction.

Section 7. Effect: This Article shall be effective at the beginning of this Contract and shall govern all unrequested leaves until a new contract between the

Jordan School District and the Association is officially signed and ratified. This Article shall govern all teachers as defined therein and shall not be construed to limit the rights of any other certified employee not covered by the Contract or other agreement affecting such certified employees.

Section 8. Review: For purposes of review of the School District decision placing a teacher on unrequested leave of absence, the provisions of M.S. 122A.40 providing the right to a hearing shall apply and, therefore, shall not be subject to the grievance procedure.

ARTICLE 17 GRIEVANCE PROCEDURE

Section 1. Grievance Definition: A "Grievance" shall mean an allegation by a teacher of the Association resulting from a dispute or disagreement between the teacher and/or the Association and the School District as to the interpretation or application of terms and conditions of employment insofar as such matters are contained in this Contract.

Section 2. Representative: The administrator, School District, or teacher may be represented during any step of the procedure by any person or agent designated by such party to act in the party's behalf.

Section 3. Definitions and Interpretations:

Subd. 1. Extension: Time limits specified in this Contract may be extended by written mutual agreement.

Subd. 2. 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 or District action.

Subd. 3. 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 event the period runs until the end of the next day which is not a Saturday, a Sunday, or a legal holiday.

Subd. 4. Filing and Postmark: The filing or service of any notice or document herein shall be timely if it bears a postmark of the United States mail within the time period.

Section 4. Time Limitation and Waiver: Grievances shall not be valid for consideration unless the grievance is submitted in writing to the School District's designee, setting forth the facts and the specific provision of the Contract allegedly violated and the particular relief sought, within twenty (20) working days after the date the event giving rise to the grievance occurred. Failure to file a grievance within such period shall be deemed a waiver thereof. Failure to appeal a grievance from one level to another within the time periods hereafter

provided shall constitute a waiver of the grievance. The parties agree that the time limits specified herein are maximum time limits and further agree that the prompt resolution of all grievances is to their mutual interest. Every effort will, therefore, be made by both parties to complete each step of the grievance procedure as promptly as possible.

Section 5. Adjustment of Grievance: The School District and the teacher shall attempt to adjust all grievances which may arise during the course of employment of any teacher within the School District who is subject to this Agreement in the following manner:

Subd. 1. Level I: If the grievance is not resolved through informal discussions, the building principal shall give a written decision on the grievances to the parties involved within five (5) days after receipt of the written grievance.

Subd. 2. Level II: In the event the grievance is not resolved in Level I, the decision rendered may be appealed to the Superintendent of Schools, provided such appeal is made in writing within five (5) days after receipt of the decision in Level I. If a grievance is properly appealed to the Superintendent, the Superintendent or his/her designee shall set a time to meet, mutually convenient to the aggrieved, regarding the grievance within seven (7) days after receipt of the appeal. Within five (5) days after the meeting, the Superintendent or his/her designee shall issue a decision in writing to the parties involved.

Subd. 3. Level III: If the grievance is not resolved satisfactorily in Levels I and II, upon agreement between the parties, the Bureau of Mediation Services (BMS) will be petitioned to provide grievance mediation before the District's review of the grievance.

Section 6. School District Review: The School District reserves the right to review any decision issued under Level I, Level II, or Level III of this procedure providing the School District notifies the parties of its intention to review within ten (10) days after the decision has been rendered. In the event the School District reviews a grievance under this section, the School District reserves the right to reverse or modify such decision.

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

Section 8. Arbitration Procedures: In the event that the teacher and the School District are unable to resolve any grievance, the grievance may be submitted to arbitration as defined herein:

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

Subd. 2. Prior Procedure Required: No grievance shall be considered by the arbitrator which has not 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) 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, within 20 days of the request for arbitration, request from the BMS a list of seven (7) names. The list maintained by the Commissioner of the BMS shall be made up of qualified arbitrators who have submitted an application to the BMS. The parties shall alternately strike names from the list of five (5) arbitrators until only one (1) name remains. The remaining arbitrator shall hear and decide the grievance. If the parties are unable to agree on who shall strike the first name, the question shall be decided by a flip of the coin. Failure to agree upon an arbitrator or the failure to timely request a list of arbitrators from the BMS 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 proceeding before the arbitrator shall be a hearing de novo.

Subd. 5. Decision: 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 P.E.L.R.A.

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 or 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 or recording, if requested by either or both parties, and any other expenses which the parties mutually agree are necessary for the conduct of the 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 arbitration shall not extend to proposed changes in terms and conditions of employment as defined herein and contained in this written Contract; nor shall an arbitrator have jurisdiction over any grievance which has not been submitted to arbitration in compliance with the terms of this 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 programs of the employer, its overall budget,

utilization of technology, the organizational structure, and selection and direction 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 public school board to efficiently manage and conduct its operation within the legal limitations surrounding the financing of such operations.

ARTICLE 18 PUBLICATION OF THE CONTRACT

Section 1: Copies of this Agreement titled "Contract" between the School District and the Association shall be electronically delivered within (30) days after the Contract is signed, and copies shall be made available upon request to all teachers now employed or hereafter employed.

ARTICLE 19 DURATION

Section 1. Term and Reopening Negotiations: This Contract shall remain in full force and effect for a period commencing on July 1, 2025, through June 30, 2027, and thereafter until mutual modifications are made pursuant to P.E.L.R.A. In the event a successor Contract is not entered into prior to the commencement of school in 2027, a teacher shall be compensated according to the last individual contract executed between the teacher and the School District until such a time as a successor Master Contract is executed. If either party desires to modify or amend this Contract commencing on July 1, 2027, it shall give written notice of such intent no later than May 1, 2027. Unless otherwise mutually agreed, the parties shall not commence negotiations more than ninety (90) days prior to the expiration of this Contract.

Section 2. Effect: This Contract constitutes the full and complete Contract between the School District and the Association representing the teachers of the District. The provisions herein relating to terms and conditions of employment supersede any and all prior agreements, resolutions, practices, School District policies, rules or regulations concerning the terms and conditions of employment inconsistent with these provisions.

Section 3. Finality: Unless otherwise agreed, any matters relating to the current Contract term, whether or not referred to in this Contract, shall not be open for negotiation during the term of this Contract.

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

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

For:
JORDAN EDUCATION ASSOCIATION

Sara Sievers, Union President

Date

Amy Peters, Lead Union Negotiator

Date

INDEPENDENT SCHOOL DISTRICT 717

Deb Pauly, Chairperson

Date

Lauren Pedersen, Clerk

Date

**SCHEDULE A
SALARY SCHEDULE 2025-2026**

2025-26		LANES								
		BA	BA+10	BA+20	BA+30	BA+40/ MA	MA+10	MA+20	MA+30	MA+40
STEPS	1	\$51,800	\$52,379	\$52,960	\$54,117	\$55,276	\$56,150	\$57,018	\$57,886	\$58,499
	2	\$53,552	\$54,142	\$54,735	\$55,917	\$57,101	\$57,991	\$58,878	\$59,765	\$60,389
	3	\$54,384	\$54,977	\$55,570	\$56,754	\$57,936	\$58,827	\$59,710	\$60,600	\$61,487
	4	\$55,414	\$56,002	\$56,595	\$57,780	\$58,965	\$59,850	\$60,738	\$61,627	\$62,514
	5	\$56,300	\$56,895	\$57,780	\$58,965	\$60,444	\$61,330	\$62,514	\$63,700	\$64,880
	6	\$57,189	\$58,077	\$58,965	\$60,150	\$61,920	\$62,808	\$64,289	\$65,769	\$67,247
	7	\$58,334	\$59,518	\$60,407	\$61,587	\$63,658	\$64,548	\$66,322	\$68,098	\$69,872
	8	\$59,551	\$60,702	\$61,587	\$62,772	\$65,137	\$66,322	\$68,390	\$70,168	\$72,239
	9	\$61,305	\$62,501	\$63,693	\$64,895	\$67,580	\$69,073	\$71,167	\$73,259	\$75,351
	10	\$62,694	\$63,892	\$65,387	\$66,879	\$69,569	\$71,364	\$73,454	\$75,844	\$77,937
	11	\$63,892	\$65,089	\$66,879	\$68,673	\$71,364	\$73,752	\$75,844	\$78,236	\$80,328
	12	\$65,089	\$66,582	\$68,373	\$70,767	\$73,454	\$76,146	\$78,236	\$80,927	\$83,032
	13	\$69,125	\$70,679	\$72,822	\$75,765	\$78,699	\$81,514	\$83,700	\$86,329	\$88,398
	14	\$70,645	\$72,215	\$74,382	\$77,353	\$80,314	\$83,157	\$85,367	\$88,022	\$90,112
	15	\$71,473	\$73,044	\$75,211	\$78,182	\$81,144	\$83,988	\$86,196	\$88,851	\$90,941
	16	\$72,303	\$73,876	\$76,041	\$79,012	\$81,973	\$84,816	\$87,026	\$89,678	\$91,769
	17	\$73,495	\$75,073	\$77,249	\$80,237	\$83,211	\$86,069	\$88,288	\$90,956	\$93,057
	18	\$74,328	\$75,907	\$78,083	\$81,069	\$84,046	\$86,906	\$89,123	\$91,790	\$93,891
	19	\$75,162	\$76,739	\$78,916	\$81,903	\$84,879	\$87,738	\$89,956	\$92,625	\$94,723
	20	\$75,995	\$77,571	\$79,750	\$82,737	\$85,711	\$88,570	\$90,789	\$93,459	\$95,559
	21	\$76,827	\$78,407	\$80,583	\$83,570	\$86,544	\$89,404	\$91,623	\$94,291	\$96,391
	22	\$77,663	\$79,240	\$81,415	\$84,403	\$87,378	\$90,237	\$92,456	\$95,124	\$97,224
	23	\$78,496	\$80,073	\$82,250	\$85,236	\$88,212	\$91,071	\$93,289	\$95,957	\$98,056
	24	\$79,328	\$80,907	\$83,083	\$86,069	\$89,047	\$91,904	\$94,123	\$96,793	\$98,890
	25	\$80,943	\$82,554	\$84,778	\$87,835	\$90,878	\$93,795	\$96,065	\$98,793	\$100,937

**SCHEDULE B
SALARY SCHEDULE 2026-2027**

2026- 27	LANES									
	BA	BA+10	BA+20	BA+30	BA+40/ MA	MA+10	MA+20	MA+30	MA+40	
STEPS	1	\$52,706	\$53,295	\$53,887	\$55,064	\$56,243	\$57,132	\$58,015	\$58,899	\$59,523
	2	\$54,489	\$55,090	\$55,693	\$56,895	\$58,100	\$59,006	\$59,908	\$60,811	\$61,445
	3	\$55,336	\$55,939	\$56,542	\$57,747	\$58,950	\$59,856	\$60,755	\$61,661	\$62,563
	4	\$56,384	\$56,982	\$57,586	\$58,791	\$59,997	\$60,898	\$61,801	\$62,705	\$63,608
	5	\$57,286	\$57,890	\$58,791	\$59,997	\$61,501	\$62,403	\$63,608	\$64,814	\$66,015
	6	\$58,189	\$59,093	\$59,997	\$61,202	\$63,004	\$63,907	\$65,414	\$66,920	\$68,423
	7	\$59,355	\$60,559	\$61,464	\$62,665	\$64,772	\$65,678	\$67,482	\$69,290	\$71,094
	8	\$60,593	\$61,764	\$62,665	\$63,870	\$66,277	\$67,482	\$69,587	\$71,396	\$73,504
	9	\$62,378	\$63,595	\$64,808	\$66,031	\$68,763	\$70,282	\$72,412	\$74,541	\$76,670
	10	\$63,791	\$65,010	\$66,531	\$68,050	\$70,786	\$72,613	\$74,740	\$77,172	\$79,301
	11	\$65,010	\$66,229	\$68,050	\$69,875	\$72,613	\$75,043	\$77,172	\$79,605	\$81,733
	12	\$66,229	\$67,747	\$69,569	\$72,006	\$74,740	\$77,478	\$79,605	\$82,343	\$84,485
	13	\$70,335	\$71,915	\$74,097	\$77,091	\$80,076	\$82,940	\$85,164	\$87,840	\$89,945
	14	\$71,881	\$73,479	\$75,684	\$78,707	\$81,720	\$84,612	\$86,861	\$89,562	\$91,689
	15	\$72,724	\$74,323	\$76,527	\$79,550	\$82,564	\$85,457	\$87,705	\$90,406	\$92,533
	16	\$73,568	\$75,168	\$77,372	\$80,395	\$83,407	\$86,300	\$88,549	\$91,248	\$93,375
	17	\$74,781	\$76,387	\$78,600	\$81,641	\$84,667	\$87,576	\$89,834	\$92,548	\$94,686
	18	\$75,629	\$77,235	\$79,449	\$82,488	\$85,516	\$88,427	\$90,682	\$93,396	\$95,534
	19	\$76,477	\$78,082	\$80,297	\$83,336	\$86,364	\$89,273	\$91,530	\$94,246	\$96,381
	20	\$77,325	\$78,929	\$81,145	\$84,185	\$87,211	\$90,120	\$92,378	\$95,095	\$97,231
	21	\$78,172	\$79,779	\$81,993	\$85,033	\$88,059	\$90,968	\$93,226	\$95,941	\$98,078
	22	\$79,022	\$80,627	\$82,840	\$85,880	\$88,907	\$91,816	\$94,074	\$96,789	\$98,926
	23	\$79,870	\$81,474	\$83,689	\$86,728	\$89,756	\$92,665	\$94,922	\$97,637	\$99,772
	24	\$80,717	\$82,322	\$84,537	\$87,576	\$90,605	\$93,512	\$95,770	\$98,487	\$100,620
	25	\$82,360	\$83,999	\$86,262	\$89,372	\$92,468	\$95,437	\$97,746	\$100,522	\$102,703

**SCHEDULE C
EXTRA-CURRICULAR SCHEDULE
2025-2027**

Coaches' and director's' salaries will increase for the 2025-2026 and 2026-2027 contract years at the same percentage rates as the teachers' salaries.

	2025-2026	2026-2027
Weight Room Supervision *	\$3,618	\$3,682
Max Training Coordinator	\$5,703	\$5,803
Group 1		
Head Football	\$6,142	\$6,249
Head Boy's/Girl's Volleyball	\$5,229	\$5,320
Head Boy's/Girl's Basketball	\$6,525	\$6,639
Head Wrestling	\$5,601	\$5,699
Head Baseball	\$5,042	\$5,130
Head Softball	\$5,042	\$5,130
Head Speech	\$5,621	\$5,719
Group 2		
Head Tennis	\$4,413	\$4,490
Head Boy's/Girl's Track	\$4,747	\$4,830
Head Boy's/Girl's Golf	\$4,413	\$4,490
Head Cross Country	\$3,979	\$4,049
Head Boy's/Girl's Soccer	\$4,687	\$4,769
Head Dance	\$5,356	\$5,450
Head Nordic Ski	\$4,759	\$4,842
Group 3		
Asst. Varsity Football	\$3,993	\$4,063
JV Football	\$3,993	\$4,063
JV Volleyball	\$3,398	\$3,458
JV Boy's/Girl's Basketball	\$4,241	\$4,315
JV Wrestling	\$3,642	\$3,705
JV Baseball	\$3,277	\$3,335
JV Softball	\$3,277	\$3,335
B Volleyball	\$3,398	\$3,458
B Boy's/Girl's Basketball	\$4,241	\$4,315
First Assistant Speech	\$3,653	\$3,717
Group 4		
JV Tennis	\$2,868	\$2,919
JV Track, Boy's/Girl's	\$3,086	\$3,140
JV Boy's/Girl's Golf	\$2,868	\$2,919
Assistant Golf Boy's/Girl's	\$2,868	\$2,919
Assistant Cross Country Boy's/Girl's	\$2,588	\$2,633
JV Soccer	\$3,046	\$3,100
JV Dance	\$3,481	\$3,542
Assistant Nordic Ski	\$3,093	\$3,147

Group 5

C Football	\$3,378	\$3,437
C Volleyball	\$2,875	\$2,926
C Boy's/Girl's Basketball	\$3,589	\$3,652
C Wrestling	\$3,080	\$3,134
C Baseball	\$2,774	\$2,822
C Softball	\$2,774	\$2,822

Group 6

MS Football	\$2,456	\$2,499
MS Volleyball	\$2,091	\$2,128
MS Tennis	\$1,764	\$1,795
MS Boy's/Girl's Basketball	\$2,610	\$2,656
MS Wrestling	\$2,241	\$2,280
MS Baseball	\$2,016	\$2,051
MS Softball	\$2,016	\$2,051
MS Boy's/Girl's Track	\$1,899	\$1,932
MS Assistant Boy's/Girl's Track	\$1,233	\$1,255
MS Boy's/Girl's Golf	\$1,765	\$1,796
MS Assistant Boy's/Girl's Golf	\$1,148	\$1,168
MS Boy's/Girl's Soccer	\$1,875	\$1,908
MS Assistant Boy's/Girl's Soccer	\$1,219	\$1,240
MS Boy's/Girl's Cross Country	\$1,591	\$1,619
Second Assistant Speech	\$2,249	\$2,288

Group 7

School Newspaper, Sr. High	\$894	\$910
School Newspaper, Middle School	\$894	\$910
HS Yearbook	\$3,465	\$3,525
Senior Class Advisor	\$1,640	\$1,669
Prom Advisor	\$1,778	\$1,809
Concessions Advisor	\$2,963	\$3,015
Class Advisors	\$301	\$306
High School Instrumental Music	\$3,399	\$3,459
Middle School Instrumental Music	\$483	\$492
High School Vocal Music	\$2,203	\$2,241
Middle School Vocal Music	\$483	\$492
Elementary Vocal Music	\$1,294	\$1,317
Competitive Vocal Ensemble (Harmonix)	\$2,469	\$2,513
Fall Cheerleading	\$3,224	\$3,281
Winter Cheerleading	\$4,401	\$4,478
Senior High Student Council	\$2,781	\$2,829
Middle School Student Council	\$1,627	\$1,655
SADD Leadership	\$1,780	\$1,811
Fall Play	\$4,425	\$4,503
Fall Play Assistant	\$2,876	\$2,927
Fall Musical (Vocal Director)	\$3,195	\$3,251
Fall Musical Pit Orchestra Director	\$2,077	\$2,113

Fall Musical Choreographer	\$1,279	\$1,301
Fall Musical Artistic Director	\$5,772	\$5,873
Fall Musical Assistant Director	\$3,752	\$3,817
Spring Play	\$4,425	\$4,503
Spring Play Assistant	\$2,876	\$2,927
One Act Play	\$3,567	\$3,630
One Act Play Assistant	\$2,319	\$2,359
Middle School Play Director	\$2,456	\$2,499
Middle School Play Assistant	\$1,770	\$1,801
Spanish Club	\$757	\$770
FCCLA	\$1,780	\$1,811
National Honor Society	\$1,092	\$1,111
Knowledge Bowl Coach	\$2,036	\$2,072
Middle School Knowledge Bowl	\$814	\$828
Middle School Yearbook	\$550	\$560
Robotics Coach	\$4,289	\$4,364
Assistant Robotics Coach	\$2,788	\$2,837
Safety Patrol Advisor	\$2,370	\$2,411
Math Masters	\$547	\$557
Elementary School Yearbook	\$550	\$560
Debate	\$3,364	\$3,423

- o Head Coaches of varsity sports are given one day for their sport's state tournament.
- o Those individuals hired prior to January, 2018 will receive the greater stipend when comparing the Schedule C stipends that existed prior to January 2018 or the Schedule C stipends that were agreed upon in January, 2018.
- o The Schedule C Committee will meet annually to review the Activity/Athletics Compensation Model and any concerns or questions brought forth to the committee's attention. The committee will be comprised of the Superintendent, HS Principal, AD, three members of EMJ, and School Board Negotiators.
- o District Owned Vehicle Usage:
Coaches or Advisors who drive a district owned bus or a school vehical to transport students to their MSHSL sponsored events will be additionally compensated for their driving time at the same hourly rate as the "extra duty fee" as in ARTICLE 12 EXTRA COMPENSATION.

**SCHEDULE C
PLAYOFF COMPENSATION**

- o After the week of the first playoff game or contest, head coaches or advisors of a team sport/activity will be compensated at a rate of \$165 per week. Any game or practice held during the additional week of post-season play will count as one full week, even if the team does not participate during the entire week. When no team is involved and individuals are competing, compensation for the head coach or advisor will be \$110 per week. If both team and individuals are competing, the head coach/advisor will receive the \$165 stipend only. Essential

varsity coaches (as determined by the contract) will be compensated at a rate of \$110 per week regardless of whether it is a team or individual sport.

- o The pep band director will be compensated an additional \$100 per pep band appearance to support teams in the post-season

**SCHEDULE C
EXTRA CURRICULAR LONGEVITY
2025-2027**

Longevity Criteria:

Longevity may be gained as an activity head or assistant, however the following criteria applies:

- a. If an activity head moves the following year to an assistant's position, he/she will be given credit for his/her years of experience in the activity.
- b. An activity assistant, who becomes the activity head for the same activity, will be given 1 year of credit for each year of experience as an assistant.
- c. An activity head or assistant who quits that activity, except for the longevity leave explained below, loses his/her longevity years.
- d. Longevity is counted only in each specific activity. An activity head or assistant cannot transfer longevity in one activity to another activity.

Longevity Leave:

An activity head or assistant may ask for a 1 year leave of absence from his/her activity. Approval of this request will be at the discretion of the Board of Education. If granted the activity head or assistant must agree to reassignment to that activity the following year, or he/she loses longevity standing.

LONGEVITY SCALE FOR SCHEDULE C

People holding a position and receiving a stipend on the new schedule C extra-curricular schedule (adopted in 2018) will receive the following longevity compensation. This will replace the language in the contract for \$70 increase every 2 years starting with the 6th year of service. Percentages are calculated off of the base pay on the schedule C pay scale and ranges of years are not cumulative. Individuals grandfathered in at a higher stipend prior to January 2018 will receive longevity calculated based on the new stipend amounts set forth after January 2018.

2025-2027

GROUPS 1-6					
YEARS	1-4	0%	YEARS	13-16	15%
	5-8	5%		17-20	\$20%
	9-12	10%		20+	25%

GROUPS 7					
YEARS	0-5	\$0	YEARS	16-17	Equivalent to 6-7 years
	6-7	Salary x 1.8%		18-19	Equivalent to 6-7 years
	8-9	Equivalent to 6-7 years		20-21	Equivalent to 6-7 years
	10-11	Equivalent to 6-7 years		22-23	Equivalent to 6-7 years
	12-13	Equivalent to 6-7 years		24-25	Equivalent to 6-7 years
	14-15	Equivalent to 6-7 years		26-27	Equivalent to 6-7 years

Each teacher shall receive a 1+1 athletic pass.

**ARTICLE 20
EARLY CHILDHOOD FAMILY EDUCATION**

Section 1. Statutory Considerations: Pursuant to MN Statute 122A.26, An ECFE teacher who teaches in an ECFE program, which is offered through a community education program which qualifies for community ed. aid or ECFE aid, must meet licensure requirements as a teacher and must fall within the definition of “teacher” for purposes of PERLA to be included within the teachers’ appropriate unit and covered by the terms of this Agreement. Effective for the 2023-2024 school year and later, ECFE teachers covered by this Agreement shall fall within the definition of a teacher for purposes of Minnesota Statutes, section 122A.40, subdivision 1.

Section 2. Application of contract: The parties recognize that the employment of ECFE teachers is unique and market driven, and accordingly requires particular consideration in the contract because of this unique employment relationship.

Section 3. Probationary period: In accordance with Minnesota Statutes, section 122A.40, subdivision 5 and Minnesota Statutes, section 122A.26, the probationary period of ECFE teachers who taught for three consecutive years for the School District or another district or charter school in Minnesota or another state shall be one (1) year, which for ECFE teachers currently employed by the School District shall commence to accrue as of July 1, 2023, or upon employment with the School District thereafter. For all other ECFE teachers, the probationary period shall be three (3) school years of continuous service.

Section 4. Seniority List: ECFE teachers shall have seniority only as an ECFE teacher and shall have a separate seniority list consisting only of ECFE teachers. An ECFE teacher shall not have any rights to any other teaching position in the district, unless licensed in another area and attaining seniority in another position as set forth in this Article or other applicable article of this Agreement. The School Board may place on unrequested leave of absence (ULA) ECFE teachers as may be necessary because of discontinuance of a position, lack of pupils, financial limitations, or merger of classes. Such leave of absence

shall continue for a period of (5) five years, after that the right to reinstatement shall terminate; provided the right to reinstatement shall also terminate if the teacher fails to file with the School District's designee by April 1st of each year a written statement requesting reinstatement. Reinstatement rights shall automatically cease (5) years from the date ULA commenced and no further rights to reinstatement shall exist. Such leave shall be effective no later than the close of the school year or at such earlier time as mutually agreed upon by the teacher and School Board. Teachers placed on such leave shall receive notice by June 30th of the school year prior to the commencement of such leave with reasons for said placement. ECFE teachers shall be placed on ULA in inverse order of seniority with respect to their specific seniority list. No new ECFE teacher shall be employed by the School District while any current ECFE teacher is on ULA. Teachers will be reinstated to positions that become available in their category in the inverse order in which they were placed on ULA. The procedures set forth in ARTICLE 16, Section 3, subdivisions 2 , 5 and 6 and Section 4, subdivisions 2, 3 and 4; Sections 5 through 8 also shall apply to ECFE teachers.

Section 5. Basic Compensation: ECFE teachers shall be compensated pursuant to the specific ECFE salary schedule in Schedule D and shall not be entitled to compensation on the regular teacher salary schedule. Teachers working less than 540 hours per year will be compensated at an hourly rate determined by dividing their annual salary by 1,472 hours (or 1/184 of their daily rate).

Section 6. Payroll Deductions: Teachers absence in excess of leave provisions during the school year shall have their salary reduced by the amount of 1/184 of their salary for each day of absence.

Section 7. Direct deposits of contracted salary shall be issued on the 15th and last day of each month. If either payday falls on a Saturday, or a Sunday, direct deposits shall be distributed on the last school day preceding the 15th or the last day of the month. Extra-curricular salaries shall be paid either over the length of the season, or at the end of the season.

Section 8. Payments and insurance deductions will be made on the basis of twenty-four (24) installments.

Section 9. Extra Compensation:

- A. Teachers will be compensated at their regular teacher rate of pay when providing services for non-teaching related activities, such as ECFE activity nights, non class parties, programs, field trips, etc. For field trips, pay will be calculated from the time the trip leaves the school to the time the trip returns to the school, to a maximum of eight hours daily.
- B. Teachers will receive forty (\$40) per hour for student conferences and home visits.

Section 10. Prep Time: Each teacher shall have a continuous preparation time equivalent to a standard secondary class period within each student contact day, during the individual building hours.

Section 11. Hours of Service:

- A. Recognizing the unique changing and irregular nature of the ECFE program, hours of service, duty day, duty week, and duty year shall be assigned by the District and modified from time to time based upon the needs of the program.
- B. All positions under this contract will have flexible hours that may include evening assignments and/or occasionally weekend events. The flexibility is critical to the success of the programs by allowing them to meet the scheduling needs of the clients.
- C. Schedules will be developed by the ECFE Coordinator at the beginning of each programming period. Every effort will be made to match teaching schedules with the personal preferences of teachers, within limits of providing program services.
- D. Hourly teacher hours may be added or reduced during the course of a programming period depending upon enrollments or other needs. Should this exceed the basic day eight (8) hours, compensation will be based on the extra duty rate of forty dollars (\$40) per hour.
- E. The teacher's basic day, inclusive of a "duty free" lunch, no less than 25 minutes, shall be eight (8) hours, prorated depending on enrollment.

Section 12. Staff Development: ECFE teachers are eligible to receive staff development training, as approved by the ECFE coordinator. Money for staff development will come from ECFE funds. Payment for staff development will be at the teacher's rate of pay, or the District's payment for such activities, whichever is less, as explained in the District's contract, Article 12, Section 4.

Section 13. Group Insurance: ECFE teachers will receive insurance benefits according to Article 13, Section 3, subd.1. To receive full benefits a teacher must work 1,472 hours in the school year from August 20th through August 19th of the subsequent year. Hours worked less than 1,472 will result in prorated benefits from the 1,472 hours per year. No benefits will be available for teachers working less than 540 hours per year. All benefits are subject to any hours limits for eligibility the insurance company may set as a criteria for eligibility. If a teacher's work schedule results in a reduction of hours, that would result in an overpayment of benefits, an adjustment will be made in the subsequent month/months salary to correct this overpayment.

Section 14. Articles of Master Contract Applying to ECFE Teachers:

Articles 1,2,3,4,5,6,17,18,19, 20, Schedule C, and Schedule D.

Section 15. Articles of Master Contract Not Applying to ECFE Teachers

Articles 7,8,9,10,11,12 (except as referenced above),13 (except as referenced above),14 (except as referenced in Article 14),15,16, Schedules A and B, 21 and 22.

ARTICLE 21
PRESCHOOL TEACHERS, SCHOOL READINESS, SCHOOL READINESS PLUS, AND
PREKINDERGARTEN INSTRUCTORS

Section 1. Statutory Considerations: Pursuant to Minnesota Statutes, section 179A.03, subdivision 18, preschool, school readiness, school readiness plus, and prekindergarten instructors ('preschool instructors') fall within the definition of "teacher" for purposes of PERLA and are included within the teachers' appropriate unit. However, because these instructors are not required to hold a license issued by the state department, they do not fall within the definition of a "teacher" for purposes of Minnesota Statutes, section 122A.40, subdivision 1 and, therefore, do not attain the rights to continuing contract status nor rights to bump pursuant to unrequested leave of absence (ULA).

Section 2. Probationary Period, Seniority and Layoff:

Subd. 1. Probationary Period. Time spent as a preschool instructor does not count toward the individual's probationary period or potential future probationary period pursuant to Minnesota Statutes, sections 122A.40 and 122A.261. A preschool instructor shall serve a probationary period of 180 working days of consecutive service in the School District, during that time the School District shall have the unqualified right to suspend without pay, discharge, or otherwise discipline the instructor. Instructors who met this probationary period prior to July 1, 2023, shall not be required to serve a new probationary period. During this probationary period, the instructor shall have no recourse to the grievance procedure as far as suspension, discharge for cause, or other discipline is concerned. However, a probationary instructor shall have the right to bring a grievance regarding any other provisions of the Master Agreement alleged to have been violated.

Subd. 2. Seniority and Layoff. Preschool instructors shall have seniority only as a preschool instructor and shall have a separate seniority list consisting only of preschool instructors, based upon their classification as a 1) preschool instructor; 2) school readiness instructor; 3) school readiness plus instructor; or 4) prekindergarten instructor. A preschool instructor shall not have any rights to any other teaching position in the district. Preschool teachers shall be laid off and recalled within the order of seniority within the designated preschool category. The procedures set forth in ARTICLE 16, Section 3, subdivisions 2, 5 and 6 and Section 4, subdivisions 2, 3 and 4; Sections 5 through 8 also shall apply to these positions.

Section 3. Hours of Service: Preschool instructors' working days and the maximum hours per day/week will be based on enrollment and will be determined by August 15th of each year. Evening preschool classes may be included within the weekly maximum hours. This maximum hours designation will include the addition of Prep Time as outlined in Article 20, Section 7. The instructor's basic day, inclusive of a "duty free" lunch, no less than 25 minutes, shall be eight (8) hours, prorated depending on enrollment.

Section 4. Basic Compensation: Preschool instructors shall be compensated pursuant to the specific preschool salary schedule, Schedule D, or such other method as the parties may agree to in writing and shall not be entitled to compensation on the regular teacher salary schedule.

Section 5. Payroll Deductions: Instructors absence in excess of leave provisions during the school year shall have their salary reduced by the amount of 1/184 of their salary for each day of absence.

Section 6. Direct deposits of contracted salary shall be issued on the 15th and last day of each month. If either payday falls on a Saturday, or a Sunday, direct deposits shall be distributed on the last school day preceding the 15th or the last day of the month. Extra-curricular salaries shall be paid either over the length of the season, or at the end of the season.

Section 7. Payments and insurance deductions will be made on the basis of twenty-four (24) installments.

Section 8. Prep Time: Each instructor shall have a continuous preparation time equivalent to a standard secondary class period within each student contact day, during the individual building hours

Section 9. Emergency Closings: When Schools are closed for a full day for emergency reasons such as inclement weather, preschool instructors are instructed as follows:

1. On days the preschool starting time is delayed, teachers' starting time is delayed correspondingly.
2. On the days preschool is dismissed early, the instructors may leave after the students have left.
3. On days preschool is cancelled and not rescheduled, the following procedure will be observed: On the first preschool closing of the school year, instructors will not be expected to report to work and shall be paid.
4. If the second or additional days that preschool is closed are declared to be e-learning days, preschool instructors will be paid and allowed to work from home to the extent practicable, be assigned to work in an alternate location, or be retained on an on-call basis for any potential need, as determined by the School District.
5. In the event that preschool is closed more than two days in a school year, the preschool program may choose to add a makeup day or days. In the event that preschool is closed more than two days in a school year, the preschool program may choose to add a makeup day or days.

Section 10. Group Insurance: Preschool instructors will receive insurance benefits according to Article 13, Section 3, subd.1. To receive full benefits an instructor must work 1,472 hours in the school year from August 20th through August 19th of the subsequent year. Hours worked less than 1,472 will result in prorated benefits from the 1,472 hours per year. No benefits will be available for instructors working less than 540 hours per year. All benefits are subject to any hour limits for eligibility the insurance company may set as a criteria for eligibility. If an instructor's work schedule results in a reduction of hours, that would result in an overpayment of benefits, an adjustment will be made in the subsequent month/months salary to correct this overpayment.

Section 11. Articles of Master Contract Applying to Preschool Instructors:
Articles 1,2,3,4,5,6 (except section 5),17,18,19, Schedule C, and Schedule D.

Section 12. Articles of Master Contract Not Applying to Preschool Instructors:

Articles 7,8,9,10,11,12 (except as referenced above),13 (to the except as referenced above),14 (except as referenced in Article 14),15,16, Schedules A and B, 20 and 22.

**ARTICLE 22
TIER 1 AND 2 TEACHERS**

Section 1. Statutory Considerations: Pursuant to Minnesota Statutes, sections 122A.181 and 122A.182, a Tier 1 or a Tier 2 licensed teacher may be a teacher of record in a Minnesota Public School System. However, Minnesota Statutes, sections 122A.181 and Minnesota 122A.182 specifically provide that such licensure shall not be construed to bring such Tier 1 or Tier 2 teacher within the definition of a teacher for purposes of Minnesota Statutes, section 122A.40, subdivision 1.

Section 2. Probationary Period: Time spent as a tier1 or tier 2 teacher does not count toward the individual's probationary period or potential future probationary period pursuant to Minnesota Statutes, sections 122A.40 and 122A.261. A tier1 or tier 2 teacher shall serve a probationary period of 180 working days of consecutive service in the School District, during that time the School District shall have the unqualified right to suspend without pay, discharge, or otherwise discipline the teacher. Tier 1 and Tier 2 Teachers who met this probationary period prior to July 1, 2023, shall not be required to serve a new probationary period. During this probationary period, the teacher shall have no recourse to the grievance procedure as far as suspension, discharge for cause, or other discipline is concerned. However, a probationary teacher shall have the right to bring a grievance regarding any other provisions of the Master Agreement alleged to have been violated.

Section 3. Non-Renewal: Tier 1 and Tier 2 teachers will be laid off prior to any qualified Tier 3 or Tier 4 licensed teachers being placed on ULA.

Section 4. Compensation: Tier 1 and Tier 2 licensed teachers will be compensated as provided for in Schedule A and Schedules B.

Section 5. Leaves of Absence: Tier 1 and Tier 2 teachers shall not be eligible for leaves of absence pursuant to Article 14, Sections 10 or 11.

Section 6. Articles of Master Contract Applying to Tier 1 and 2 Teachers:

Articles 1, 2, 3, 4, 5, 6 (except section 5), 8, 9, 10,11,12 13, 17, 18, 19, Schedule C, Schedule D

Section 7. Articles of Master Contract Not Applying to Tier 1 and 2 Teachers:

Articles 7, 14 (except as referenced in Article 14 and as set forth above in this Article), 15, 16 (except as references above in this Article), Schedules A and B, 20 and 21.

**SCHEDULE D
ECFE/PRESCHOOL TEACHER SALARY SCHEDULE**

2025-2026

		LANES	
		BA	MA
STEPS	1	\$47,659	\$49,756
	2	\$48,303	\$50,475
	3	\$49,142	\$51,298
	4	\$49,890	\$52,062
	5	\$50,654	\$52,886
	6	\$51,418	\$54,174
	7	\$52,182	\$55,702
	8	\$52,931	\$56,990
	9	\$53,680	\$59,132
	10	\$54,459	\$60,869
	11	\$55,207	\$62,442
	12	\$55,986	\$64,269
	13	\$60,480	\$68,867
	14	\$61,813	\$70,275
	15	\$62,546	\$70,994

2026-2027

		LANES	
		BA	MA
STEPS	1	\$48,493	\$50,626
	2	\$49,148	\$51,358
	3	\$50,001	\$52,196
	4	\$50,763	\$52,973
	5	\$51,541	\$53,811
	6	\$52,318	\$55,122
	7	\$53,095	\$56,676
	8	\$53,857	\$57,987
	9	\$54,619	\$60,166
	10	\$55,412	\$61,934
	11	\$56,174	\$63,534
	12	\$56,966	\$65,394
	13	\$61,538	\$70,072
	14	\$62,894	\$71,505
	15	\$63,641	\$72,236

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MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into by and between Independent School District No. 717, Jordan, Minnesota ("School District") and Education Minnesota, Jordan ("Association"). The School District and the Association are referred to collectively herein as the "Parties."

WHEREAS, the Association represents licensed teachers of the School District who are members of the bargaining unit; and

WHEREAS, the School District and the Association are parties to a collective bargaining agreement ("CBA") for the period of July 1, 2025 through June 30, 2027, pending ratification by the Parties; and

WHEREAS, the Earned Sick and Safe Time Act ("ESST"), Minnesota Statutes, sections 181.9445-181.9448, was enacted on May 23, 2023 and will take effect on January 1, 2024, during the term of the CBA; and

WHEREAS, the Parties have mutually agreed to enter into this MOU to timely address certain terms and conditions of employment related to the ESST, as set forth herein.

NOW, THEREFORE, the parties stipulate and agree as follows:

1. The parties agree to amend Article 14 of the CBA by as follows:

ARTICLE 14 LEAVES OF ABSENCE

Section 1. Sick Leave/Earned Sick and Safe Time ("ESST"):

Subd. 1. At the beginning of each school year, each full-time staff member, as defined in Article 3, section 2, subdivision 1, shall receive 120 hours of paid sick leave per year and part-time teachers, as defined in Article 3, section 2, subdivision 2, shall accrue a prorated number of sick leave days. Sick leave may be granted for reasons of a staff member's own personal illness, injury or family illness. A new staff member may use all 120 hours of sick leave (beginning with the first day of workshop) even if he or she has not earned or accumulated 120 hours. A teacher who has used more than his/her proportionate accumulation of sick leave hours at the time of his/her resignation or termination from the School District shall have

his/her daily pay for any unearned sick leave hours deducted from his/her final paycheck.

Subd. 2. Each full-time staff member shall be allotted 48 hours of ESST leave, or the prorated number of ESST leave hours for part-time staff members, as of January 1, 2024. Thereafter, staff members annually shall be provided with forty-eight (48) hours of ESST leave on the first of July. ESST leave shall not be in addition to the sick leave allotted in subdivision 1. Rather, ESST leave may be substituted for sick leave allotted in subdivision 1, to the extent accrued, and may be used for any of the expanded reasons as set forth in Minnesota Statutes, section 181.9447 on the condition that a newly employed staff member has performed work for at least eighty (80) hours for the School District.

Subd. 3. Teachers shall provide the payroll department and the teacher's supervisor with at least seven (7) days advance notice of the need for use of sick leave/ESST if the need for leave is foreseeable. If the need for sick leave/ESST is unforeseeable, notice shall be provided as soon as practicable. Sick leave/ESST may be approved only upon the teacher's proper submission of a request using the School District's absence management system.

Subd. 4. Unused sick leave hours, provided pursuant to subdivision 1, may accumulate to a maximum credit of 1,000 hours. New hires as of March 2012 will not have a cap on unused sick leave. ESST leave, provided pursuant to subdivision 2, may accrue up to a maximum of 80 hours. Accrued unused sick and ESST leave may be carried over to the next school year but remain subject to the maximum accruals.

Subd. 5. Sick leave allowed shall be deducted from the accrued sick leave hours earned by the teacher. ESST leave shall be deducted from regular sick leave, set forth in subdivision 1, prior to the staff member's use of sick leave.

Subd. 6. Full-time teachers are credited with 64 hours of sick leave beyond ESST leave with part-time teachers receiving a prorated number of hours. ESST leave accruals shall not be paid out at the end of the year, upon termination, resignation retirement or other separation. If a teacher is rehired within 180 days of separation from employment, unused accrued ESST leave will be reinstated upon rehire. Teachers with a sick leave accrued bank balance in excess of accrued ESST leave, at the teacher's choice may, at the completion of the regular school year, request to sell back a maximum of five(5) unused sick days at \$125 per day (\$15.63 per hour). Sick leave shall not be paid out upon termination or resignation of a teacher mid-year. The following formula will be used to calculate each teacher's sell-back: (number of unused sick days/hours-used) x (\$125 per day/\$15.63 per hour) = sell-back amount. Days sold back shall be deducted from the accumulated sick leave specified in Article 14, Sec. 1, subd. 4.

Section 2. Bereavement Leave:

Subd. 1. Three (3) days per year, non-accumulative, shall be available to each teacher for-bereavement leave.

Subd. 2. A teacher shall provide as much prior notice of intent to use bereavement leave as possible.

Subd. 3. Additional days of bereavement leave or leave for an extended illness of an immediate family member may be granted at the discretion of the superintendent. These additional days will be deducted from the teacher's accumulated sick leave bank and ESST bank as provided in Section

Section 3. Personal Leave:

Subd. 1. A teacher shall be granted three (3) days for personal leave with pay yearly. If the three days are not used, the teacher will be paid the substitute rate of pay for the earned days, to be paid in June. No more than one (1) personal day without pay may be taken. Personal days may be taken in four hour increments, but if so taken, one must be in the a.m. and one in the p.m.

Subd. 2. Limitations: Not more than five percent (5%) of the staff in any one building will be approved or compensated for personal leave on any one day. The number of teachers eligible in a particular building will increase when the number of teachers times five percent reaches a factor of .5 without rounding up. Example: $2.48 = 2$ teachers, but 2.52 equal 3 teachers. Teachers shared between more than one building, if 50/50 share, may go to the building having an available slot. Anything other than a 50/50 share must go with the building in which the highest percent of their time is spent. Personal leave shall not be granted for purposes of appearing before a court, grievance arbitrator or any other proceeding in which the petitioner for personal leave is a participating individual, through membership in an organization, in any action against the School District.

Subd. 3. Request for personal leave must be made in writing to the School District at least three (3) days in advance, except in cases of emergency. Requests for multiple personal day leaves, after Sept. 15th, must be made to the district thirty (30) calendar days in advance of the desired leave.

Subd. 4. A personal day may not be used the first week of school, nor the last three weeks of school. Exceptions may be made at the discretion of the superintendent.

Subd. 5. Banked Personal Days:

A. Teachers may bank their paid personal days to a maximum of four (4) days.

- B. Each year, by June 1st, each teacher must select either to accept payment for his/her unused day, per subd. 1 of this section, or bank it. Once banked, these day(s) are not eligible at a later date for payment, except as stated in Letter "D" below.
- C. Multiple requests for personal days for the same time period shall be honored as follows:
- (1) All requests submitted before Sept. 15th of the school year in which the leave will be used will be considered to have been filed on Sept. 15th of that year.
 - (2) Date of request.
 - (3) Staff member with most recent use of multiple consecutive days will receive the lowest priority.
 - (4) Seniority.
 - (5) File folder number, with lowest number having priority.
 - (6) Spouses will be treated as one for use purposes, if leave is requested together, with the lowest folder number being used as the guide. Once spouses have used multiple leave together, in the subsequent year they will not be eligible for this "unique" treatment, but will be treated as single employees for that year in implementing this criteria.
- D. Teachers, eligible for the district's early retirement program, may, at the time of their retirement, sell back their banked days at \$125 per day (\$15.63 per hour). Exceptions to the above may be made at the superintendent's discretion.

Section 4. Workers Compensation:

Subd. 1. Upon the request of an employee who is absent from work as a result of a compensable injury under the provisions of the Workers Compensation Act, the School District will pay the difference between the compensation received pursuant to the Workers Compensation Act by the employee and the employee's regular rate of pay, to the extent of the employee's earned accrual of ESST and sick leave.

Subd. 2. A deduction shall be made from the employee's accumulated ESST leave and then sick leave accrual time according to the pro-rata portions of days of leave time which is used to supplement worker's compensation.

Subd. 3. Such payment shall be paid by the School District to the employee only during the period of disability.

Subd. 4. In no event shall the additional compensation paid to the employee by virtue of ESST/sick-leave pay result in the payment of a total daily, weekly, or monthly compensation that exceeds the normal compensation of the employee.

Subd. 5. An employee who is absent from work as a result of an injury compensable under the Worker's Compensation Act, and who elects to receive ESST/sick-leave pay pursuant to this policy, he/she will receive a deduction from his/her pay in an amount equal to the Worker's Compensation check.

Section 5. Jury Duty: Any teacher who is called to serve jury duty or as a subpoenaed witness for a municipal, county, state or federal court proceeding shall be provided leave with pay for each day of required service. The teacher shall notify the District of the dates pending absence as soon as possible following notice of jury duty, but in no event later than one week prior to commencing jury duty service. The teacher shall reimburse to the district any per diem paid.

Section 6. Military Leave: Military leave shall be granted to a teacher pursuant to M.S., Chapter 192, and other applicable law.

Section 7. Summer Session Sick Leave: One day of non-accumulative sick leave will be allowed for every six-week summer session. No additional ESST leave shall accrue during the summer session with the exception of temporary staff who shall accrue ESST leave on the statutorily required hourly basis.

Section 8. Child Care Leave:

Subd. 1. A child care leave may be granted by the School District, subject to the provisions of this section, to one (1) parent of an infant child, provided such parent is caring for the child on a full-time basis during normal school hours.

Subd. 2. A teacher making application for child care leave shall inform the School District in writing of intention to take the leave at least three calendar months before commencement of the intended leave.

Subd. 3. If the reason for the child care leave is occasioned by pregnancy, a teacher may utilize ESST leave followed by sick leave pursuant to the Section 1 of this Article of the Contract during a period of physical disability. Said period of disability occasioned by pregnancy or delivery shall not exceed a period of six consecutive weeks. In the event of complications related thereto, the disability shall qualify for ESST leave/sick leave provisions under Article 14, Section 1, upon recommendation of a properly licensed medical doctor. The School District reserves the right to verify the disability designation by a doctor of its own choice and shall pay for the same to the extent the teacher the leave exceeds three days and the teacher chooses to use ESST leave. A teacher shall not be eligible for accrual of ESST leave or sick leave during a period of time covered by a child care leave. A pregnant teacher will also provide at the time of the leave application, a statement from her physician indicating the expected date of delivery.

Subd. 4. The School District may adjust the proposed beginning or ending date of a child care leave so that the dates of the leave are related to maintaining the continuity of classroom instruction.

Subd. 5. In making a determination concerning the commencement and duration of a child care leave, the School District shall not, in any event, be required to:

1. Grant any leave more than twelve (12) months in duration.
2. Permit the teacher to return to his/her employment prior to the date designated in the request for child care leave.

Subd. 6. Failure of the teacher to return pursuant to the date determined under this section shall constitute grounds for termination, unless the School District and the teacher mutually agree to an extension in the leave.

Subd. 7. The parties agree that the applicable periods of probation for teachers as set forth in Minnesota Statutes are intended to be periods of actual service enabling the School District to have opportunity to evaluate a teacher's performance. The parties agree, therefore, that periods of time for which the teacher is on child care leave shall not be counted in determining the completion of the probationary period.

Subd. 8. A teacher who returns from child care leave within the provisions of this section shall retain all previous experience credit for pay purposes and any unused leave time accumulated under the provisions of this Contract at the commencement of the beginning of the leave. The teacher shall not accrue additional experience credit for pay purposes or leave time during the period of absence for child care leave. Teachers shall retain their seniority rights during the leave covered by this section.

Subd. 9. A teacher on child care leave is eligible to participate in group insurance programs if permitted under the insurance policy provisions, but shall pay the entire premium for such programs as the teacher wishes to retain, commencing with the beginning of the child care leave. The right to continue participation in such group insurance programs, however, will terminate if the teacher does not return to the district pursuant to this section.

Subd. 10. Leave under this section shall be without pay or fringe benefits.

Subd. 11. A teacher may use up to 5 ESST days, then sick days and 5 personal days, in that order, for the purpose of Paternity Leave.

Section 9. Adoption Leave: The District shall grant an adoption leave to any teacher who makes a written application for such leave. Adoption leave will apply to both married and unmarried teachers.

Subd. 1. Upon learning of the date of placement, the teacher shall submit a written application for adoption leave to the School District. Every effort shall be made to permit a teacher to commence his or her leave effective on the date of placement, in all events, the teacher shall be able to

commence the leave five (5) working days after such a placement.

Subd. 2. Adoption leave shall be granted under the same terms and conditions specified in Section 8.

Subd. 3. A teacher may use up to 5 ESST days, then sick days and 5 personal days, in that order, for the purpose of Adoption Leave.

Section 10. General Leave:

Subd. 1. Teachers in the School District may apply for an unpaid leave of absence subject to the provisions of this section. The granting of such leave shall be at the discretion of the School District.

Subd. 2. Teachers who intend to return to their employment with the School District must notify the School District of their intention to return by April 1 of the year preceding the year in which the leave is sought. Teachers who do not comply with this subdivision shall waive their right to return and their right of employment in the School District.

Subd. 3. Such leave may be granted by the School District for overseas teaching, Peace Corps, Vista, National Teacher Corps, extended illness of the teacher, care of family, study germane to the teacher's assignment, travel, exchange teaching, holding a full-time office in Education Minnesota or United Educators, or for other reasons deemed appropriate by the School District.

Subd. 4. The teacher shall accrue seniority credit for the period of general leave, but shall not receive experience credit for the period of this leave unless the leave involves actual teaching experience. In such case, experience shall be granted.

Subd. 5. Applications for general leave shall be submitted in writing to the School District as soon as possible.

Section 11. Sabbatical Leave:

Subd. 1. A sabbatical leave may be granted to full-time teachers, as defined in Article 3, Section 2, subdivision 1, in the School District for the purpose of professional improvement subject to the conditions established by the School District and subject and pursuant to M.S. 122A.49. Sabbatical leave is not a right but a privilege which may be granted by the School District. Sabbatical leave may be granted to teachers who have demonstrated by their performance and their application for sabbatical leave, that such experience would enable them to make a contribution to the improvement of the instructional program of District 717.

Subd. 2. To be eligible for sabbatical leave, an individual must have been continuously employed at least six (6) years in the School District or at least four (4) continuous years in this District plus four (4) or more years in another school district.

Subd. 3. Sabbatical leave for study shall be limited to an individual centering his/her study in his/her area of employment in the School District and shall not be used for retraining in a new area unless at the request of the School District.

Subd. 4. The proposed program of study must be approved in advance by the School District.

Subd. 5. Applications for sabbatical leave shall be submitted in writing to the School District at the earliest possible date, but in no case shall this be after March 10 of the year preceding the school year in which the leave is sought.

Subd. 6. The number of teachers on sabbatical leave shall be limited to two teachers in any one year. The granting of sabbatical leave, however, is purely within the discretion of the School District. The School District reserves the right to refuse to grant any and all sabbatical leaves, if, in the judgment of the School District, such leaves should not be granted.

Subd. 7. The allowance granted to a teacher on sabbatical leave shall be one-half of the basic contract salary (not

including any extracurricular pay) of the individual for the school term for which the application for the sabbatical leave is made. The District shall make the same contribution toward a teacher's fringe benefits as made for a teacher on the active teaching staff during the year of the sabbatical leave.

Subd. 8. A teacher receiving a sabbatical leave of absence must agree in writing to return to the School District for at least two (2) years of service after completion of the sabbatical leave. A teacher who has received a sabbatical leave and fails to complete two (2) years of service with the School District shall refund on a prorated basis those monies received from the School District for sabbatical leave, and said monies shall be due and payable to the School District forthwith upon cessation of employment in the School District.

Subd. 9. The application for a sabbatical leave shall contain a detailed description of the intended activity and expected benefit to the School District, including, but not limited to, the institution where study will take place, courses and number of credits to be carried, and all other details surrounding the program.

Subd. 10. Sabbatical leave shall not exceed one (1) contract year and shall be awarded not more than once to any teacher in the School District.

Subd. 11. The School District reserves the right to rescind a sabbatical leave approval in the event of an emergency.

Subd. 12. Upon satisfactory completion of a sabbatical leave, the individual shall be assigned an equivalent contractual position.

Subd. 13. A teacher on sabbatical leave shall retain such amount of ESST and sick leave days and other accrued benefits which he/she had accrued, if any, at the time he/she went on sabbatical leave for use upon his/her return pursuant to the sick-leave policy. No additional ESST or sick leave shall accrue for the period of time that a teacher is on sabbatical leave.

Subd. 14. A teacher who returns from a sabbatical leave shall advance to the next step on the salary schedule.

Section 12. Administration of Leaves:

Subd. 1. When the School District has reason to believe that a pattern of conduct suggests that any leaves are being abused, investigation may be necessary for the benefit of all concerned. As part of such investigation, the School District may prospectively require a doctor-signed certificate of any teacher claiming sick leave, pursuant to Section 1, subdivision 1 of this Article. Education Minnesota, Jordan shall be informed of any investigation and of possible abuse of leaves.

Subd. 2. When permissible by law, the School District may require a teacher to furnish documentation indicating any ESST related absence in excess of three (3) consecutive days was due to a qualifying event pursuant to Section 1, Subdivision 2 of this Article in order to receive ESST pay. The teacher will be advised when documentation is required.

Section 13. Paid Family and Medical Leave:

Subd. 1. Starting January of 2026, teachers may take PFML (Paid Family Medical Leave) in accordance with the Minnesota Department of Employment and Economic Development requirements.

Subd. 2. The District shall pay 50% of the total premium for Paid Family Medical Leave set by the Minnesota Department of Employment and Economic Development (DEED). Employees shall pay 50% of the total premium for Paid Family Medical Leave set by the Minnesota Department of Employment and Economic Development (DEED).

2. This MOU, with updates reflected, will be extended through the 2025-2026 and 2026-2027 school year or until negotiated otherwise.
3. Nothing in this MOU shall be deemed to establish a precedent or practice or to alter any established precedent or practice arising out of or relating to the CBA. No party may introduce this MOU in any proceeding, formal or informal, as evidence of a contract interpretation, practice, or precedent, other than as may pertain solely to the application of the MOU.
4. This MOU shall for all purposes be deemed to have been mutually drafted.

5. This MOU constitutes the entire agreement between the parties regarding the matters addressed in this document. No party has relied upon any oral statements, promises, or representations that are not set forth in this MOU. No changes to this MOU will be valid unless they are in writing and signed by the parties.

IN WITNESS WHEREOF, the parties have caused this Memorandum of Understanding to be executed this day of October 13, 2025.

Education Minnesota, Jordan

Date: _____

By _____
Union President

Date: _____

By _____
Union Negotiator

**Independent School District No. 717,
Jordan**

Date: _____

By _____
Board Chair

Date: _____

By _____
Board Treasurer

DATE: October 3, 2025

CLASSIFICATION: Informational

AUTHOR: Amy Hafemann, Finance Director

SUBJECT: Transportation Contract 2025-2026 School Year

PURPOSE:

To provide an update to the Board on the transportation contract with Benjamin Bus for the 2025-2026 school year. This does not require board approval.

BACKGROUND:

Jordan Public Schools currently has a 4 year transportation contract with Benjamin Bus. When the contract was approved in May, 2022, the district had a 4.5% increase in Years 1 & 2 of the contract; but the last 2 years were dependent on CPI (Consumer Price Index). We are starting Year 4.

CONSIDERATIONS:

- The district currently has 12 regular routes.
- Benjamin Bus also provides transportation for our in-district special education students; as well as all field trips, sporting events and other transportation needs.
- A 2% increase on the regular routes was built into the 2025-2026 Adopted Budget.

OPTIONS/CONCLUSIONS:

- Benjamin Bus has agreed to a 2.75% increase for the 2025-2026 school year on regular routes and special education routes.

RECOMMENDATIONS/NEXT STEPS:

- We will meet with Benjamin Bus in the summer of 2026 to negotiate a new contract for upcoming school years.



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DAN LEHMAN
Facilities Director
dlehman@isd717.org

Facilities Executive Summary: Snow Removal Contract

Submitted by: **Dan Lehman**, Facilities Director

Amy Hafemann, Finance Director

Overview

Dan prepared the snow removal request for proposals and sent it to three companies. The request for proposal was for the 2025-2026 and 2026-2027 school years. We only had one company submit a proposal. The company that presented a proposal was S.M. Hentges, the district's current provider.

The proposal is as follows:

- CERC
 - \$305.00 per 1 ½" - 3"
 - \$395.00 per 3"-6"
 - \$550.00 per 6"-10"
 - \$750.00 over 10"
- JES
 - \$575.00 per 1 ½" - 3"
 - \$850.00 per 3"-6"
 - \$1,025.00 per 6"-10"
 - \$1,475.00 over 10"
- JMS
 - \$750.00 per 1 ½" - 3"
 - \$975.00 per 3"-6"
 - \$1,175.00 per 6"-10"
 - \$1,400 over 10"

- JHS
 - \$750.00 per 1 ½" - 3"
 - \$975.00 per 3"-6"
 - \$1,175.00 per 6"-10"
 - \$1,400 over 10"
- RVEC
 - \$325.00 per 1 ½" - 3"
 - \$475.00 per 3"-6"
 - \$625.00 per 6"-10"
 - \$850.00 over 10"
- Opening all 5 sights if still snowing
 - \$1,250.00 per time
- Salting all 5 sights
 - \$975.00 per time
- Hauling snow offsite
 - \$8.00/cubic yard

Even though S.M. Hentges is the only company that submitted a proposal, we know the level of service we will be getting with SM Hentges and the response time is a factor.

Recommendation

It is my recommendation that the board approve the S.M. Hentges & Sons Inc bid to continue with the district's snow removal for the 2025-2026 and 2026-2027 school years.

October 13, 2025 Board Report

- Thank you for your incredible support and partnership! Below you will find the Superintendent's Monthly Board Report.

Sharing Our Story

- I Love U Guys!
 - Creating a safe and secure learning environment is one of the most important responsibilities we share as a school community. Recent events in Minnesota schools have been a powerful reminder of why this work matters so deeply.
 - Earlier this fall, families received an overview of the Standard Response Protocol (SRP) that our district is implementing through the "I Love U Guys" Foundation. Our staff have also been participating in SRP training sessions, asking thoughtful questions, and working together to ensure we're all prepared to respond quickly and effectively in any situation.
 - As we move through this implementation, we'll continue involving students and families in the conversation to make sure everyone feels informed and confident. Thank you for your partnership, care, and trust as we work together to keep our schools safe and welcoming for all.
- Scott County Senior Expo
 - The Scott County Senior Expo will take place at Jordan High School on October 17th. This is for area seniors ages 55+. Registration details are available in our Fall Community Education and Recreation brochure.

Building Projects Update

- We held a Construction Open House to share these spaces and provide tours for the whole community on Saturday, October 4, from 10:00am to Noon. We had a great turnout, with visitors and a former student coming from as far away as Marshall, MN to see the new and updated space! Feedback was great and the consensus was pure excitement for our kids and community to have such a great learning environment.
- Our families have done an incredible job learning and operationalizing our new procedures for pick up and drop off. Thank you to our staff for facilitating these processes and for supporting everyone with kindness and patience through this new learning!
- The new tennis court is complete and open for competition! Included in this update are outdoor pickleball courts. This will be great for our PE classes and community too! We utilized Long Term Facility and Maintenance dollars for this much needed safety update to the courts.
- We are in the post-occupancy phase and working through punch list items at JES. There are a few items that remain to be completed. Many thanks to

EVERYONE for their patience and hard work to make this process extremely successful and smooth. We are so excited to have students and staff utilize these completed spaces.

Important Dates and Upcoming Events

- Monday, October 13 - Regular Board Meeting, 6:30pm
- Tuesday, October 14 - JMS Invitation Conferences (PM)
- Tuesday, October 14 - JHS Choir Concert, 7:00pm
- Wednesday, October 15 - JMS Invitation Conferences / Digital Learning Day
- Thursday, October 16 & Friday, October 17 - No School: MEA
- Thursday, October 23 - JHS Invitation Conferences (PM)
- Thursday, October 23 - JHS Band Concert, 7:30pm
- Monday, October 27 - Board Workshop Meeting, 5:30pm
- Monday, November 3 - No School

Enrollment Update

- As of October 1, 2025: 1793 students - EC through grade 12.



**High School Board Notes
October 13, 2025**

Improve Student Achievement, Learning and Career and College Readiness

- We have had our first PRIDE Time intervention and extension opportunity. We are happy with the turn out of the students and the results.
- We have set a goal that each student has a teacher that connects with them. We have used some of our grade level time to review students and foster those relationships.
- Our students have done a good job of accepting tighter expectations on phone use in classes and in the hallways. It appears that we are seeing a rise in student engagement.
- The counseling department will be sharing out a number of messages with families about post secondary planning. This includes financial aid information and College is Knowledge month promotions. We will also be sending out information about Direct Admissions, a program that we are doing for the 3rd year.
- We will host PSAT testing during the month of October. The PSAT is an optional test for juniors.

Provide a safe and collaborative culture in which to learn and work

- Teachers are working in grade levels to identify students and programs that will improve student connectedness.
- We will host speakers on Mental health the week of October 6th. This is in cooperation with the Duck Cup Memorial Fund.
- Our first ELC meetings will be coming up in the month of October. These are a great avenue to student connection and voice.

Improve Community Connection, Satisfaction, and Engagement

- Homecoming Week was completed two weeks ago.
 - The dance was held on Saturday night. Attendance was the best we have had in 10 years. We had over 200 attendees.
 - The parade adjustment due to rain was good. I appreciate the flexibility of our staff and students to make it work.
 - The Hall of Fame was an excellent celebration of our Jordan PRIDE. We had three worthy student-athletes celebrated for their success at JHS and beyond their time in Jordan.
 - Having homecoming so early was a challenge for preparation but the staff and students made it a great week!
- Our students will collaborate with Feed My Starving Children to pack meals for those in need. This community event is being held at the CERC.
- Student council will host a blood drive in November to support our community.
- Invitation Conferences will be held on October 23. Grade Level Teams will create a list of students who would benefit from a conference and parents.

Integrate data-informed instruction, assessment and learning as a core competency in every classroom

- Teachers will have all submitted personal professional goals and I will be reviewing all of them in October.
- We have added a committee to discuss our building climate and culture. This is a great way to check in on student connections and how we can grow as a school community.

**Jordan Middle School Board Report
October 13th, 2025**

Improve Student Achievement, Learning and Career and College Readiness

- The first month of school has gone very well. As a staff we continue to focus on effective tier one.
 - Relationships, connections and community building.
 - Established behavioral expectations for the school year.
 - Established academic expectations for the school year.
- The MTSS team meets to review student data and adjust accordingly. All students were benchmarked at the start of the year. Students showing concern were/are given support and progress is monitored to gauge the effectiveness of the support.

Integrate data-informed instruction, assessment, and learning as a core competency in every classroom

- As a building we continue to focus on practices that will support building level goals.
 - 80% of students will meet their individual growth goal in reading, as measured on FASTBridge from fall to spring.
 - 80% of students will meet their individual growth goal in math, as measured on FASTBridge from fall to spring.
 - PBIS/Grade level teams will review monthly discipline data and plan instruction to address behaviors.
 - Grade level team will communicate monthly with families in a proactive manner.
- JMS will continue to focus on effective Tier 1 instructional strategies.
 - PBIS committee continues planning and implementation of best practice approaches to address student needs.
 - WIN will be utilized for additional reading and math time instructional at the students level.
 - Weekly Advisory reading time has been implemented at least once per week.

Provide a safe and collaborative culture in which to learn and work

- Reviewed Emergency Action Plan and scenarios including health office and Standard Response Protocol.
- Grade level teams, Committees, and Departments have and continue to meet about Tier 1 instruction and behavior strategies.
- Met with each grade level to review expectations and process for addressing conflict, teasing, bullying, and harassment.
- Student Support team meets weekly to address student and staff needs.

Improve community connections, satisfaction, and engagement

- The Student Council planned Homecoming activities including dress up days, the parade (Cancelled because of weather) and volleyball game.
- Planned and communicated JMS Curriculum Night for families. The purpose of the night is to provide clear communication to families about what is being taught in classes.
 - Parent breakout sessions are also planned on the following topics:
 - "Social Media and Your Adolescent"
 - "Attendance Supports at JMS"
 - "Chemical Abuse Trends in Teens"

- Hosted Walk/Bike to School Day, Kindness in Chalk, and Unity Day.
- Hosted Duck Cup to support students' mental health.
- 6th grade attended Curfoot Ropes Course and Fort Snelling. These are the first two trips that are replacing Wolf Ridge. Upcoming trips include Ski trip, Rapid Lakes Educational Center and the Minnesota State Capitol.

Jordan Elementary School Principal Update October 13, 2025

We have had a wonderful first month of school-it's hard to believe we are already in the month of October! Our staff continues to collaborate in our efforts of supporting students, families and fellow colleagues. It's a pleasure to work with such an amazing group of dedicated people!

Below is an executive summary of what we have done in September and the work coming up in October to address the JPS Strategic Plan and JES Building Goals:

PRIDE in Student Achievement; PRIDE in Student and Staff Support

- Teachers have created individual professional goals to support building level goals that are aligned to the JPS Strategic Plan.
- K-2 Classroom Teachers are piloting a core literacy, foundational skills curriculum called Bridge2Read, that will supplement our Wonders resource and is aligned to the Science of Reading and MN READ Act.
- Our staff is off to a great start with embracing our school theme of, "We Are JES" by implementing our SEL/PBIS/CRP Recognize, Acknowledge, Connect (RAC) framework, evidence-based SEL strategies from the Till 360 PD workshop week session, as well as collaborating with team members from other grade levels and departments.
- Students completed Reading and Math FastBridge assessments at the end of September. Students who met local MTSS criteria started working with our academic interventionists during JWIN time this past week.
- Teachers have been meeting weekly in PLCs and consulting with our MTSS Academic and Behavior team members to get support with Tier I instruction. It's been a great support system for teachers, and students are benefiting from the sharing of ideas and evidence-based practices.
- JHS Spanish students have started working with our multilingual students to provide additional academic and SEL support in the classroom.
- Teacher observations began this month for non-tenured teaching staff. It will be exciting to see the amazing work they are doing in the classroom.

PRIDE in a Caring and Committed Culture

- We have our first Harambee on October 15th where we will review our focus for the year related to, "Grow your Jordan PRIDE"

- 4th grade students have started their leadership course during their Science/Social Studies/Project Lead the Way block of time. Students will be learning about leadership skills and characteristics and applying them in various ways throughout the school year.
- The Special Events Committee has encouraged staff to participate in Sunshine Baskets, celebrating staff birthdays, supporting staff in need, and enjoying Friday donuts and lunch with each other.
- Our Behavior Team members have been working with staff and students in creating Collaboration Contracts for classrooms and revisiting the RAC framework.
- October is Kindness month at JES. We have many district, school and PTO-sponsored events planned for the month to acknowledge the importance of having a positive school culture and community.
- The PTO will be having their annual fundraising event in October, "Raise Kraze," to encourage students to complete service projects and acts of kindness to earn funds for our school. The PTO also hosted the annual Kindness Carnival on Oct. 11th.
- We will be offering our Every Meal program to families once again in our district. We are looking forward to offering these diverse and culturally-focused weekend meals to students and their families in our buildings.
- Students and staff had a wonderful time celebrating Homecoming Week and the start of Kindness month. Students enjoyed the Homecoming dress-up days offered throughout the week, as well as the pepfest and parade. Students spread kind words around our campus for Kindness in Chalk Day on Oct. 6th, and are looking forward to celebrating Unity Day on Oct. 22nd.

PRIDE in Facilities-Indoor/Outdoor Spaces, Pride in Communications, Marketing and Outreach

- Thanks to our School Resource Officer and Benjamin Bus Company for facilitating conversations with students and staff about Walk/Bike and Bus Safety. These safety classes came in handy for our Walk and Bike to School day on Oct. 8th.
- We had an amazing turn out for our ELS/JES Open House event on October 4th. It was a fantastic way to celebrate the support we have received from the Jordan Community throughout the building and street projects.

Executive Summary
Director of Teaching and Learning
October 2025

PRIMARY FOCUS = MNVA, Professional Development, Curriculum Materials, and Back-to-School

Improve Student Achievement, Learning, and Career and College Readiness

MNVA

- Continually working with MNVA to foster a smooth transition for our staff and families.
 - There are currently 22 Jordan students enrolled in MNVA.
 - There have been some bumps in launching this new partnership; however, we are continually working with MNVA, specifically the tech department, to make sure everything is working to support our students.
 - The Jordan website is updated with details about MNVA and the registration process for interested students – [Jordan Public Schools Online Option](#).

Professional Development Google Classroom Course for Teachers

- By November 1, 2025 – the JPS Professional Development Google Classroom will be available to offer ongoing professional development opportunities to all staff. The purpose of the professional development folder is to house general Professional Development information for teacher use and to offer self-paced learning modules for license renewal and general staff development.
 - **Purpose:** The purpose of the CEU learning modules is to provide ongoing and flexible Professional Development to help teachers continually grow and meet the licensure requirements.
 - **Licensure Requirements:** 125 Hours of Continuing Education is required for re-licensure (Tier 4). Some of these hours are required to come from the following topic areas:
 - Positive Behavior Interventions; Accommodation, Modification, Adaptation of Curriculum, Materials and Strategies; Mental Illness; Suicide Prevention, Reading Preparation; English Language Learning; American Indian History and Culture, and Cultural Competency

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Comprehensive Achievement and Civic Readiness

- Finalized this year's Comprehensive Achievement and Civic Readiness Plan (formerly World's Best Workforce – as a part of the SF3567 Omnibus Education Policy Bill, World's Best Workforce will be renamed "Comprehensive Achievement and Civic Readiness" plan).
- This updated legislation mandates that all districts must have an approved strategic plan that supports teaching and learning in five goal areas:
 - All children are ready for school.
 - All racial and economic achievement gaps between students are closed.
 - All students are ready for career and college.
 - All students graduate from high school.
 - All students are prepared to be lifelong learners.
- Districts must also report progress on past plan goals to MDE.
- The 25-26 Comprehensive Achievement and Civic Readiness plan will be reviewed at the District Advisory meeting on Monday, October 6, 2025.

Achievement and Integration

- School districts who qualify for Achievement and Integration funding must submit a progress report by October 15 each year (this date was moved up from the former December 15 deadline).
 - Prior to last school year, the Achievement and Integration progress report was submitted with the district's CACR report; however, with the new changes to legislation and now the Comprehensive Achievement and Civic Readiness plan, Achievement and Integration is submitted separately.
- Jordan qualifies for A&I funding through being an adjoining district with Shakopee Public Schools, which qualifies as a racially isolated district.
- Jordan is currently in year three of our three year plan, 2023-2026.
 - Finalized the A&I progress report, which will also be shared at District Advisory on October 6, 2025.

The Read Act

- Continuing to monitor updates and changes to The Read Act.
 - Currently, all paraprofessionals who support reading are being trained by SCSC in the Science of Reading in a way that pertains to that paraprofessional support role.
 - Secondary Dyslexia Screening – As a part of The Read Act all students grades K-12 who are not reading at grade level should be screened for Dyslexia. Grades K-3 started this screening process this school year. Grades 4-12 screening was pushed back.
 - Capti ReadBasix is the only MDE approved screening tool allowed for grades 4-12 regarding dyslexia characteristics.
 - Working with Capti to figure out logistics and licensing to support this objective.
- Professional Development – Phase One and Two. Due to new hires and changing roles, there is one Phase One teacher needing training. That will begin this winter.
 - Phase 2 – Currently, we are being told that Phase Two training will be released in

January. However, this date has moved a number of times, and no new updates have been given regarding Phase Two training.

Integrate Data-Informed Instruction, Assessment, and Learning as a Core Competency in Every Classroom

FASTBridge Learning

- Fall FAST testing (aReading / early Reading and aMath/ earlyMath) took place in early September. Teachers are using these results to monitor progress, implement interventions, and offer enrichment to support all students.
- These results will also be shared with families during student conferences and student support discussions.

State Wide Testing

- Access Testing
 - For Minnesota students identified as English learners (ELs), an additional snapshot is needed to determine each student's progress toward English language proficiency. These students take the ACCESS for ELs assessment every year.
 - The ACCESS monitors a student's progress with English language skills in listening, reading, writing, and speaking. Students take the ACCESS and Alternate ACCESS every year until they meet the state's language proficiency requirements and can be excluded from English language instruction. Without scores from these assessments, students will continue to receive English language services.
 - Screening for the ACCESS test has already started for designated students in grades K-12.
- **MCA Results** - The Spring 2025 MCA results were released at the end of July to school districts; the public embargo on the results were lifted at the end of August.
 - The results are available on MDE's Report Card Website.
 - MCA Science – The MCA Science results were finally released last week. However, these results are still embargoed until October 1.
 - The Instructional Leadership team has already started analyzing Jordan results to work with programming and teachers to determine next steps.

Teacher and Educational Resources -- Curriculum resources are still being purchased (late requests) and updated for the 25-26 school year. These purchases and updates are based on teacher requests and current best practices.

- Additional professional development will be provided for resources as needed to support teachers.
- Working with the Technology Department to make sure our programs are up and running with the start of the new school year.

Provide a Safe and Collaborative Culture in which to Learn and Work

District Staff Development

- The first 2025-2026 District Staff Development meeting took place mid September. The focus of this group is to be a voice for building committees at the district level.
- Vector Solutions – Jordan will continue to utilize Vector Solutions Evaluation Suite with PD Tracking.
- The first meeting focused on reflecting on workshop week in order to continually improve each year; budgets; and the PD plan for the school year.

Equity Education Team Meeting

- The District's Equity Team consists of the Building Principals, Director of Special Services, Director of Teaching and Learning, and specific school staff members. The team meets monthly to coordinate student leadership groups, outreach, and discuss ways to support all students.
- The first meeting took place mid September to set schedules and objectives for the year.

Improve Community Connection, Satisfaction, and Engagement

District Advisory Council --

- Information Available on the Website - [Jordan District Advisory Committee](#)
- **MARK YOUTZ CALENDARS** - The council meetings will resume in October of the 2025-2026 School Year. All meetings will take place in the Middle School Quotation Lab from 5-6pm.
 - October 6, 2025
 - November 17, 2025
 - December 15, 2025
 - February 2, 2026
 - March 16, 2026
 - April 20, 2026

Activities Director's Board Report 10/13/25

- **Homecoming**
 - We had an awesome week of Homecoming the week of 9/15. The week featured annual traditions of school spirit days, but required some making of lemonade out of lemons with moving the Homecoming Parade indoors, and having the JHS Pepfest follow it immediately. Our students responded very well and we had a great day. The entire week was a great celebration of school spirit.
- **2025 Hall of Fame Induction Class**
 - Also as part of our Homecoming festivities, we inducted John McFarland, Leah Aamlid and TJ Oakes into our Jordan Activities Hall of Fame. The ceremony featured speeches from Jim Trapp, Colleen Chambers, Steven Beckman and Ben Bakeberg as well as from our inductees. Each of them was honored with a plaque to recognize their induction.
- **Cross Country Invitational**
 - Our cross country teams hosted their lone home event of the year on October 7th at JHS. As always, Coach Nylander did a great job with this event. Every year, we receive MANY compliments from opposing teams and fans!
- **Fall Sports Postseason Update**
 - At the time of this report, our girls tennis, boys soccer and girls soccer teams have all concluded their seasons. Our tennis girls won their section quarterfinal match before losing in the semifinals, while both soccer teams lost competitive 1-0 matches in their section quarterfinal games. Volleyball will begin their postseason play on October 22. They have had a great season, running their record to 21-1 as of this report! They will host on the 22nd as a result, and possibly in the second round on the 24th as well. Football begins postseason play with a Tuesday night game on October 21, likely at home. The Cross Country team will run in the WCC conference meet on Tuesday, October 14 and their section meet on Thursday, October 23.



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CULLEN BAHN
Community Education and Recreation Director
cbahn@isd717.org

Director's Message:

Feed My Starving Children

- Jordan Community Education and Recreation is excited to partner with Scott Equipment for their annual Feed My Starving Children meal-packing event in Jordan, MN. This year our goal is to hand-pack 600,000 nutritious meals specifically designed to assist in reversing and preventing undernutrition.
- Special thanks to Scott Equipment for ALL their work with this event!
- A huge thank you to principals, community groups and Jordan sports teams for contributing to the packing effort.

Scott County Senior Expo:

- Jordan will be the host site to the Scott County Senior expo on October 17th held at Jordan High School. If you are around that day, please stop up to check it out!

Jordan Clothing Drive:

- On October 25th we will have our Fall clothing drive designed to help meet the needs of our community. Please feel free to drop off any used clothing to the CERC before October 24th.

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Kids Company:

- Our kids and staff are loving the new space. It has also been a smooth transition with after school check in as well. We are working on hiring some additional high school staff to accommodate the fluctuation in schedules and changing of the season. We will be open over MEA and have some fun field trips planned for those who are registered to attend.

Preschool and ECFE:

- Classes will travel to the fire station next week for Fire Safety Month. We are excited for this opportunity and to partner with the Jordan Fire Department. Our kids love it! At the end of the month, our 4/5s will venture to Northfield for their first field trip. We have been to Windy Willow in the past and have found it to be a fun experience for our families.
- ECFE: Our classes are in full swing and families have been enjoying the new space. We will be hosting our annual family fun night on November 7 at the CERC where our families with children ages birth to age 5 are welcome to attend for free.



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ELISE PICKLE
Communications Director
epickle@isd717.org

Communications and Marketing Monthly Summary

Sharing Our Story:

- September was a busy month at Jordan Public Schools as we welcomed students and families back, and celebrated Homecoming!
- We recently shared more information about our School Safety Standard Response Protocol with families K-12. As part of this, we updated the School Safety portion of our website with the Standard Response Protocol visuals, shared additional resources with our staff members, and added SRP signage to every area of our school buildings.
 - We will continue to share messaging related to our Standard Response Protocol with families and staff throughout the school year.
- We created videos to walk families through the visitor check-in process at JHS and JMS (JES' video was completed last February). We will create a similar video for ELS and the CERC when their visitor management systems are finalized.
- We're in the process of updating our Kindergarten and Preschool enrollment information videos. We will begin sharing these more broadly in January and February as families begin enrolling for the 2026-2027 school year!
- We continue to make adjustments to our website and App and are appreciative of feedback we've received from community members and staff!
 - We are hopeful to launch the new Jordan Activities website as part of our main ISD 717 website soon. We will continue to utilize the jordanactivities.org website URL for this section, but it will all be searchable within the one website!

Events Attended for Photography Needs:

- First Day of School at all buildings
- Homecoming Week Events
 - Pepfests at all 3 buildings, Parade, and Coronation

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- Hall of Fame Event
- Jordan Varsity Volleyball Games

Ongoing (Daily/Weekly Activities) handled by Communications:

- Meeting with district leadership to determine upcoming communication needs.
- Craft district messaging.
- Create communications plans for activities and potential crisis communications scenarios, as needs arise.
- Manage School Board meeting agendas and general School Board Member administrative needs.
- Draft talking points for Superintendent KCHK radio interviews on a monthly basis.
- Manage content for District [Facebook](#), [Twitter](#), [Instagram](#), and [YouTube](#).
- Continual maintenance of District [website](#) and Smartphone App.
- Maintain updated postings for lighted marquee sign.
- Updating school board policies, following policy committee work, on an as needed basis.
- Creating and ordering school store inventory on an as needed basis.

Nutritional Services Director's Report

October 2025

September Highlights

- **Fast Pass Lunch:** This year, we're excited to introduce the Fast Pass Lunch at JMS and JHS, joining our two other daily options. The Fast Pass is designed for students who want to skip the line or prefer a grab-and-go cold lunch. The meal includes an Uncrustable, cheese stick, Goldfish, apples and carrots and is available every day at both schools.
- **New Team Members:** With the recent retirement of two JES employees in the first week of October, we've hired two wonderful new staff members: Shari Schmit, who has already been working with us as a substitute and Jenny Anderson. We're thrilled to have them on board- they are already proving to be a fantastic addition to our team!
- **Scratch Cooking and Menu Updates:** Now that all three schools have the necessary equipment for more scratch cooking we are reviewing several menu items to see where we can make improvements. So far this year we have added a new Greek salad, cilantro lime rice, street corn and warm cinnamon apples. Keep an eye out in the coming months for exciting new scratch-made items, including a sausage, egg and cheese breakfast quesadilla, tomato soup, chili and more!

Upcoming projects

- Our partnership with JAF officially kicks off on Monday, August 13th!
- We have a busy catering schedule coming up, including the Boys Soccer Banquet, Girls Soccer Banquet, Scott Co Senior Expo, Ongoing weekly Football Pasta Feeds, the JAF Open House & the Jordan Commercial Club Dinner

OUR MISSION

Inspire a caring community to ignite learning, innovation, and success for all!

Board Meeting 10.13.25

Jordan School District #0717 Special Services Department Update:

Improve Student Achievement, Learning and Career and College Readiness:

- Our after school Targeted Services program will be starting up this fall at the end of October and will run into March. Kevin Sayers is working on finalizing student groups and hiring staff. Postings for teachers/paraprofessionals who want to work Targeted Services will be posted this month.
- Some of our special education staff (DD, EBD and ASD teachers) were trained in Zones of Regulation. The district provided the training and curriculum for our staff to use for the 25-26 school year.

Improve Community Connection, Satisfaction, and Engagement

- On Wednesday, September 24th, our American Indian Parent Advisory Council had an AIPAC information night. The council shared with our families what AIPAC does and how parents can get involved. The council also shared the activities that will be planned this school year and ending with the spring honors banquet.
- In the next month, I will plan on setting up our Special Education Parent Advisory Council meeting. Parents are sharing agenda items with me to prepare for our meeting.

Provide a safe and collaborative culture in which to learn and work

- I have been holding my monthly special education department meetings, OT/PT, nurse, social worker/mental health, and EL meetings. We are continuing to discuss the preparation for next school year, programming/services, curricular resources, and current workloads.
- On September 12th, we had our first Southwest Metro Director's Meeting. Member

districts attended the meeting to discuss current programming at SW Metro, services provided through SW Metro, and current needs for the growth at SW Metro.

Be Fiscally Responsible and Maintain Quality Facilities

- Amy and I are continuing to meet to finalize our current special education budget for the 25-26 school year.
- Claire and I have been working on and finalizing our disability distributions for the school year and have submitted them into Katie and Amy. This will help us with our PAR Log sheets that show staff who are partially paid out of different funding sources (sped and gen ed).
- Claire and I met with Benjamin Bus Co. to review current students needing transportation to various programs and sites from Jordan (i.e. SW Metro, etc.)

2025 Board Committee & Liaison Assignments

(Updated June 2025)

Standing Committee Assignments

Committee Name	School Board Member
Budget/Finance	Deb Pauly, Lauren Pedersen, Molly Monyok, Corinne Hennen, Jenny Kusske, Chrissy Olson, Matt Bertrang
Calendar	Jenny Kusske
City/School	Deb Pauly, Lauren Pedersen, Matt Bertrang
Community Education/Recreation	Corinne Hennen, (Alternate- Lauren Pedersen)
District Advisory Committee	Deb Pauly, Jenny Kusske, Student Board Representative
Facilities	Deb Pauly, Molly Monyok
Meet and Confer/Continuing Education/Staff Development	Deb Pauly, Molly Monyok
Negotiations	Deb Pauly, Lauren Pedersen, (Alternate- Matt Bertrang)
Policy	Deb Pauly, Corinne Hennen, Chrissy Olson

Liaison/Points of Contact and Ad-Hoc Assignments

Committee Name	School Board Member
American Indian Parent Advisory Council (AIPAC)	Deb Pauly
Booster Club	Lauren Pedersen, Chrissy Olson
Education Foundation	Molly Monyok, Jenny Kusske
Legislative	Deb Pauly
MSHSL	Deb Pauly
SCALE	Lauren Pedersen
Special Education Advisory Council (SEAC)	Molly Monyok
SW Metro Intermediate District	Deb Pauly (alternate - Corinne Hennen)

The Jordan Board of Education is comprised of seven elected members who govern the Jordan School District #717. The board hires the superintendent, sets policy, collaboratively sets the strategic plan for the district, approves staff hirings, resignations, terminations and leaves of absence, sets the annual local school levy, approves expenditures, oversees the district's budget and district facilities and equipment. **Learn more about each member by clicking on their Board Member Profile page.**

School Board Meetings are the 2nd and 4th Monday of each month unless posted differently. The meeting on the second Monday is a regular business meeting. The fourth Monday meeting is a workshop meeting.