



South St. Paul School Board Meeting
Monday, August 22, 2022 6:00 PM
Location: Fleming Field Airport
1725 Henry Avenue
South St. Paul, MN 55075

Agenda

I.	ROLL CALL and PLEDGE OF ALLEGIANCE	
II.	APPROVAL OF MEETING AGENDA/MINUTES	
	A. School Board Meeting Agenda, August 22, 2022	
	B. Committee-of-the-Whole and Regular Meeting Minutes, August 8, 2022	3
III.	QUALITY-IN-ACTION and REPORTS	
	A. Quality-in-Action: Building leaders will provide a highlight of the start to the 2022-23 school year.	
	B. Report: Chair Linda Diaz will highlight the Public Listening Session submissions. (L. Diaz)	6
	C. Report: School Board members will highlight items from the committee-of-the-whole meeting. (Board)	7
	D. Report: Superintendent Zambreno will provide highlights from around the District. (B. Zambreno)	8
IV.	CONSENT ITEMS	
	A. Financial Claims: Bills Payable	9
	B. Staffing: Appointments, Resignations, Transfers, Retirements, Abolishments, and Leaves	15
V.	POLICY REVIEW	
VI.	BUSINESS ITEMS	
	A. Resolution Relating to the Election of School Board Members and Calling the School District General Election.	21
	B. Resolution Relating to Revoking the Existing Referendum Revenue Authorization of the School District, Approving New	29

Authorizations, and Calling a Special Election Thereon.

- | | |
|--|----|
| C. Approval, for the South St. Paul School Board to approve the proposed 2023 health, dental and ancillary insurance premiums.
(J. Milteer) | 39 |
|--|----|

VII. INFORMATIONAL ITEMS

- A. **Board Members' Reports/Committee Updates/Where Have You Seen a Passion:** Board members will report on recent educational activities/events in which they have participated as well as other informational items.

VIII. ADJOURNMENT



**South St. Paul School Board
Committee-of-the-Whole Meeting Minutes**

August 8, 2022

Chair Linda Diaz called the August 8, 2022, committee-of-the-whole meeting to order at 5:00 PM with seven Board members present: Inspector Arend, Diaz, Felton, Laliberte, Raasch, Walker and Weber. Others present included Superintendent Dr. Brian Zambreno and several staff members.

Operating Levy Inflationary Adjustments

Superintendent Brian Zambreno and Finance Director Brady Hoffman reviewed additional information on the revised referendum cap inflation adjustments that were released by the Minnesota Department of Education on June 30, 2022 and also presented by Ehler's at the August 8 committee-of-the-whole meeting. Board members engaged in conversation regarding the critical financial needs of the district and the possibility of revoking the district's current operating levy and renewing for an additional amount this fall.

2022-23 Superintendent Evaluation Template

School Board members discussed the 2022-23 Superintendent Evaluation Template. Finance, Communication and Student Support will be the main focus areas of the 2022-23 evaluation. Dr. Zambreno will begin developing his goals around those three focus areas.

Committee Updates

The Board provided updates on their various committees that they serve on.

The committee-of-the-whole meeting adjourned at 5:44 PM.

Respectfully submitted by:

Lisa Brandecker, Acting Secretary-Clerk
South St. Paul Board of Education



SOUTH ST. PAUL PUBLIC SCHOOLS Special School District No. 6

AUGUST 8, 2022

The regular meeting of the School Board, Special School District No. 6, South St. Paul, was held in the conference room at Fleming Field Airport on Monday, August 8, 2022. Chair Linda Diaz called the meeting to order at 6:00 PM with seven Board members present: Inspectors Arend, Diaz, Felton, Laliberte, Raasch, Walker and Weber. Superintendent Dr. Brian Zambreno was also present along with several staff members.

PLEDGE OF ALLEGIANCE

The pledge of allegiance was recited.

MINUTES

By Inspector Laliberte

Seconded by Inspector Raasch

That the South St. Paul School Board approves the August 8, 2022, School Board meeting agenda as well as the minutes for the July 25, 2022, committee-of-the-whole and regular board meetings.

Motion carried (7-0)

QUALITY-IN-ACTION

Community Learning Center Assistant Principal Robin Schwab highlighted the 2022 summer learning programs.

REPORTS

Public Listening Session Report – Chair Diaz noted there was one person who attended the listening session to talk about school safety.

Superintendent Report – Superintendent Zambreno provided a summary of various summer programming as well as upcoming school year details.

CONSENT ITEMS

By Inspector Walker

Seconded by Inspector Weber

A. Financial Claims—Bills Payable

B. Staffing: Appointments, Resignations, Transfers, Retirements, Abolishments, and Leaves.

Motion carried (7-0)

BUSINESS ITEMS

There were no business items this evening.

INFORMATIONAL ITEMS

School Board members reported on various educational activities/events in which they have participated as well as other informational items.

ADJOURN

By Inspector Raasch

Seconded by Inspector Weber

Approval, for the School Board to adjourn the August 8, 2022, meeting at 6:28 PM.

Motion carried (7-0)

Official Board Minutes are available in the
District Office at 104 – 5th Ave. So. – So. St. Paul

Respectfully Submitted by:

Lisa Brandecker, Acting Secretary-Clerk
Board of Education



SOUTH ST. PAUL PUBLIC SCHOOLS

School Board Agenda Item

Meeting Date: August 22, 2022

Place on Agenda: Regular Meeting Reports

Action Requested: None

Attachment: None

Topic: School Board Listening Session Report

Presenter(s): Board Chair

Background:

At the committee-of-the-whole and regular business meetings, the Board Chair will provide an overview of the listening session submissions.

The South St. Paul School Board provides the following opportunities for community members to address the board:

- **In-Person** on the first meeting date of each month according to the schedule listed on the [district's website](#). Public listening sessions are held at Fleming Field Airport (1725 Henry Avenue) beginning at 4:15 PM.
- **Electronic form submissions** are accepted on all meeting dates listed on the [district's website](#). Click [here](#) to submit a Public Listening Session comment.
 - Form submissions will be acknowledged by Board Chair and/or Superintendent on-air during the regular business meeting. The Board Chair and/or Superintendent will also follow-up personally with the individuals submitting a Public Listening Session form.



SOUTH ST. PAUL PUBLIC SCHOOLS

School Board Agenda Item

Meeting Date: August 22, 2022

Place on Agenda: Reports

Action Requested: None

Attachment: None

Topic: Committee-of-the-Whole Meeting Update
Presenter(s): Board
Background: School Board members will highlight items from the committee-of-the-whole meeting.
Recommendation: N/A
Alternatives: N/A



SOUTH ST. PAUL PUBLIC SCHOOLS

School Board Agenda Item

Meeting Date: August 22, 2022

Place on Agenda: Reports

Action Requested: None

Attachment: None

Topic: Superintendent's Update
Presenter(s): Dr. Brian Zambreno, Superintendent
Background: Superintendent Zambreno will provide highlights from around the District.
Recommendation: N/A
Alternatives: N/A



SOUTH ST. PAUL PUBLIC SCHOOLS

School Board Agenda Item

Meeting Date: August 22, 2022

Place on Agenda: Consent Items

Action Requested: Approval

Attachment: Financials – Bills Payable

Topic: Financials – Bills Payable
Presenter(s): Chair
Background: It is the policy of the school district to maintain its records so that they will be available for inspection by members of the general public and to provide for the publication of its official proceedings in compliance with law.
Recommendation: Approve financial statement
Alternatives: N/A

CHECK NUMBER	AMOUNT	CHECK DATE	VENDOR
200099	-1,509.22	08/16/2022	TECHNOLOGY BY DESIGN
200410	14.97	08/11/2022	ACE HARDWARE & PAINT
200411	655.80	08/11/2022	ADWEAR SPECIALTIES,
200412	1,118.71	08/11/2022	ALLSTREAM
200413	1,841.79	08/11/2022	AMAZON CAPITAL SERVI
200414	4,389.90	08/11/2022	ARVIG
200415	149,874.00	08/11/2022	CARNEGIE LEARNING
200416	149.99	08/11/2022	CATALYST SOURCING SO
200417	7,074.72	08/11/2022	CESO TECHNOLOGY, LLC
200418	176.18	08/11/2022	CULLIGAN-MILBERT COM
200419	1,461.62	08/11/2022	DAKOTA COUNTY PT&R
200420	141.96	08/11/2022	DISCOUNT SCHOOL SUPP
200421	7,109.22	08/11/2022	DISCOVERY EDUCATION
200422	370.02	08/11/2022	EDUCATORS BENEFIT CO
200423	222.00	08/11/2022	FITZ HARRIS SPORTS
200424	1,020.46	08/11/2022	FLINN SCIENTIFIC, IN
200425	1,688.00	08/11/2022	GLOBE PRINTING & OFF
200426	100,662.83	08/11/2022	INDEPENDENT SCHOOL D
200427	84,007.41	08/11/2022	INDEPENDENT SCHOOL D
200428	5,204.90	08/11/2022	INNOVATIVE OFFICE SO
200429	7,108.56	08/11/2022	INTEGRATED SYSTEMS C
200430	650.00	08/11/2022	LENS ON RECORD
200431	6,191.77	08/11/2022	LINDENMEYR MUNROE
200432	120.57	08/11/2022	MAC ENTERPRISES, LLC
200433	1,829.00	08/11/2022	MASSP
200434	3,955.00	08/11/2022	MERIDIAN CONSULTING
200435	20,800.00	08/11/2022	MERLE'S WATER CONDIT
200436	696.00	08/11/2022	MESPA
200437	1,567.10	08/11/2022	N2Y
200438	766.00	08/11/2022	NELCO
200439	4,524.07	08/11/2022	NITTI SANITATION
200440	419.71	08/11/2022	PLUNKETT'S PEST CONT
200441	1,669.51	08/11/2022	QUILL CORPORATION
200442	1,500.00	08/11/2022	REGENTS OF THE UNIVE
200443	73.93	08/11/2022	RESILITE SPORTS PROD
200444	522.50	08/11/2022	SCHOOL DATEBOOKS, IN
200445	558.64	08/11/2022	SCHOOL SPECIALTY, LL
200446	22,553.00	08/11/2022	SECURLY
200447	2,718.30	08/11/2022	SHERWIN WILLIAMS CO
200448	16.98	08/11/2022	SOUTHVIEW GARDEN CEN
200449	35.25	08/11/2022	ST PAUL PIONEER PRES
200450	1,694.00	08/11/2022	TEXTBOOK WAREHOUSE
200451	17,305.41	08/11/2022	XCEL ENERGY
200452	225.00	08/11/2022	RENT N SAVE
200453	9,629.00	08/11/2022	SHI INTERNATIONAL CO
200454	447.25	08/15/2022	LOCAL #70
200455	1.17	08/15/2022	MESSERLI & KRAMER
200456	870.00	08/15/2022	MINNESOTA CHLD SUPP
200457	238.50	08/15/2022	OFFICE AND PROF EMPL
200458	5.00	08/15/2022	SOUTH ST PAUL OPEN F
200459	60.00	08/15/2022	SOUTH ST PAUL EDUCAT
200460	4,050.00	08/18/2022	A&C KITCHEN SERVICES
200461	750.00	08/18/2022	BACKUPIFY
200462	6,190.00	08/18/2022	BENCHMARK EDUCATION,
200463	102.00	08/18/2022	BIMBO BAKERIES USA
200464	1,365.70	08/18/2022	BIX PRODUCE COMPANY

<u>CHECK</u>		<u>CHECK</u>	
<u>NUMBER</u>	<u>AMOUNT</u>	<u>DATE</u>	<u>VENDOR</u>
200465	9,866.88	08/18/2022	BLICK ART MATERIALS
200466	37.80	08/18/2022	BUCNIS, SANDRA
200467	183.28	08/18/2022	BUILDING CONTROLS GR
200468	86.35	08/18/2022	DAVIS, RENAE
200469	1,965.47	08/18/2022	DELL MARKETING L.P.
200470	1,034.00	08/18/2022	EGAN
200471	579.55	08/18/2022	EMI AUDIO
200472	1,390.42	08/18/2022	FILTRATION SYSTEMS I
200473	397.58	08/18/2022	FIRST SUPPLY LLC - T
200474	829.68	08/18/2022	FLAGSHIP RECREATION
200475	737.90	08/18/2022	GENERAL PARTS INC
200476	239.00	08/18/2022	GLOBE PRINTING & OFF
200477	51.65	08/18/2022	GOLDCOM, INC
200478	1,406.00	08/18/2022	GOODIN COMPANY
200479	187.48	08/18/2022	GRAINGER, INC
200480	811.11	08/18/2022	GRAPHIC EDGE
200481	475.00	08/18/2022	GUTZMAN, DEB
200482	1,900.48	08/18/2022	HASTINGS CREAMERY, L
200483	195.00	08/18/2022	HEALTHSOURCE SOLUTIO
200484	21.55	08/18/2022	HEDBERG, DEANNA
200485	1,509.22	08/18/2022	HOLY TRINITY SCHOOL
200486	1,697.23	08/18/2022	HORIZON COMMERCIAL P
200487	1,272.54	08/18/2022	INNOVATIVE OFFICE SO
200488	823.00	08/18/2022	JACOBS, JIMMY
200489	609.00	08/18/2022	JB OFFICEWORKS, LLC
200490	207.35	08/18/2022	JOHN HENRY FOSTER MI
200491	95.18	08/18/2022	KUEHN, KIMBERLY
200492	780.66	08/18/2022	LIGHTNING GRAPHICS
200493	937.72	08/18/2022	LINDENMEYR MUNROE
200494	171.25	08/18/2022	LINK INTERPRET
200495	1,172.83	08/18/2022	MARK'S PLUMBING PART
200496	159.12	08/18/2022	MCMASTER-CARR SUPPLY
200497	144.00	08/18/2022	MEDICINE LAKE TOURS
200498	7,000.00	08/18/2022	METRO EAST CONFERENC
200499	139.05	08/18/2022	MID CITY INDUSTRIAL
200500	210.00	08/18/2022	MN DEPT OF LABOR & I
200501	3,290.00	08/18/2022	MUSIC THEATRE INTERN
200502	2,211.30	08/18/2022	NETWORK SERVICES COM
200503	38.88	08/18/2022	OXYGEN SERVICE CO IN
200504	2,824.50	08/18/2022	PITNEY BOWES, INC
200505	796.56	08/18/2022	POMP'S TIRE SERVICE
200506	1,137.50	08/18/2022	ROCHESTER 100 INC
200507	1,249.60	08/18/2022	SAFEWAY BUS COMPANY
200508	75.00	08/18/2022	SCHMITT MUSIC
200509	941.12	08/18/2022	SCHWAB-VOLLHABER-LUB
200510	85.43	08/18/2022	SHERWIN WILLIAMS CO
200511	544.00	08/18/2022	SHINE WINDOW CLEANIN
200512	2.55	08/18/2022	THOMPSON, KATHLEEN
200513	300.00	08/18/2022	TOTINO GRACE
200514	332.85	08/18/2022	TRIO SUPPLY CO
200515	2,181.20	08/18/2022	UCP SEGUIN - MINNESO
200516	918.61	08/18/2022	UNITED REFRIGERATION
200517	2,153.12	08/18/2022	UPPER LAKES FOODS
200518	3,495.00	08/18/2022	WALLACE ELECTRICAL C
200519	213.20	08/18/2022	WILLIAM V MACGILL &
200520	1,459.65	08/18/2022	WOLD ARCHITECTS

CHECK NUMBER	CHECK AMOUNT	CHECK DATE	VENDOR
200521	96.00	08/18/2022	ZANER-BLOSER
202200056	415.18	08/04/2022	FEDERAL PAYROLL TAXE
202200057	111,343.68	08/08/2022	HEALTH PARTNERS
202200058	1,800.00	08/08/2022	MSRS
202200059	25,435.35	08/14/2022	MINNESOTA PAYROLL TA
202200060	151,405.62	08/14/2022	FEDERAL PAYROLL TAXE
202200061	5,746.21	08/14/2022	PERA
202200062	37,536.81	08/14/2022	TSA/ACH DEDUCTION
202200063	99,395.22	08/14/2022	TEACHER RETIREMENT A
202200064	13,098.08	08/15/2022	MINNESOTA PAYROLL TA
202200065	82,795.34	08/15/2022	FEDERAL PAYROLL TAXE
202200066	27,932.78	08/15/2022	PERA
202200067	11,017.81	08/15/2022	TSA/ACH DEDUCTION
202200068	24,918.03	08/15/2022	TEACHER RETIREMENT A
202200069	44,176.85	08/11/2022	BREMER BANK, NA
202200070	1,619.50	08/11/2022	MEDSURETY
202200071	0.00	08/15/2022	MINNESOTA PAYROLL TA
202200072	0.00	08/15/2022	FEDERAL PAYROLL TAXE
202200073	150,032.48	08/15/2022	HEALTH PARTNERS
202200076	352.00	08/16/2022	HEALTH PARTNERS
222300016	78.19	08/11/2022	ANDERSON, CONRAD
222300017	21.96	08/11/2022	BECKER, ASHLEY
222300018	303.97	08/11/2022	EBERT, LORI
222300019	1,312.69	08/11/2022	HOLSEN, ERIC
222300020	47.60	08/11/2022	KOEHNEN, NICOLLE
222300021	22.00	08/11/2022	KRUEGER, SHAWNEE
222300022	139.23	08/11/2022	SCHULTZ, MEGHAN
222300023	159.64	08/11/2022	TIFFANY, DIANE
222300024	11.86	08/11/2022	VILLANUEVA, NATALIE
	1,341,672.66	Totals for checks	

FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
01	GENERAL	713,510.89	0.00	180,000.64	893,511.53
02	FOOD SERVICE	2,607.55	0.00	8,309.38	10,916.93
04	COMMUNITY EDUCATION	207,028.72	0.00	2,103.85	209,132.57
05	CAPITAL	4,737.29	0.00	219,618.69	224,355.98
50	ACTIVITY ACCOUNT	3,755.65	0.00	0.00	3,755.65
***	Fund Summary Totals ***	931,640.10	0.00	410,032.56	1,341,672.66

***** End of report *****

CHECKRUNS

<u>FUND</u>	<u>DESCRIPTION</u>	<u>August 5, 2022 - August 18, 2022</u>
1	GENERAL	\$893,511.53
2	FOOD SERVICE	\$10,916.93
4	COMMUNITY EDUCATION	\$209,132.57
5	CAPITAL	\$224,355.98
7	DEBT SERVICE	
47	OPEB	
50	ACTIVITY ACCOUNTS	\$3,755.65
	TOTAL	<u>\$1,341,672.66</u>
	Checks 200410 - 200521	
	Employee ACH 222300016 - 222300024	
	Wire Payments 202200056 -202200076	
<u>PAYROLL</u>		<u>8/15/22</u>
Payroll Direct Deposit	900080828 - 900081337	\$694,220.36



SOUTH ST. PAUL PUBLIC SCHOOLS

School Board Agenda Item

Meeting Date: August 22, 2022

Place on Agenda: Consent Items

Action Requested: Approval

Attachment: Staffing

Topic: Staffing
Presenter(s): Chair
Background: The staffing report includes the Appointments, Resignations, Transfers, Retirements, Abolishments and Leaves being recommended to the School Board for approval.
Recommendation: Administration recommends approval of the proposed staffing and supplemental staffing as presented.
Alternatives: Amend the motion to remove a certain appointment, resignation, transfer, retirement, abolishment, or leave. Provide administration with directions for next steps.

**VII.A.1 Staff Appointments, Resignations, Retirements, Terminations
and Leaves (Joel Milteer)**

8-22-22

Certified

A. Appointments/Reassignments

1. James Bierma – 1.0 FTE School Counselor, Middle School, MA60, Step 20, effective August 22, 2022.
2. Victoria Carrier – 1.0 FTE Grade 2 Elementary Teacher, Kaposia Education Center, BA00, Step 2, effective August 22, 2022.
3. Shane Eggerstedt – 1.0 FTE Art Teacher, Middle School, MA00, Step 16, effective August 22, 2022.
4. Jody Hansen – Assistant Principal, Kaposia Education Center, effective August 17, 2022.
5. Justin Hingst – 1.0 FTE Social Studies Teacher, Middle School, MA00, Step 6, effective August 22, 2022.
6. Jessica Kohanek – .6 FTE Work Experience Coordinator, .2 FTE Credit Recovery Teacher, .2 FTE Art Teacher, Community Learning Center, BA60, Step 10, effective August 22, 2022. (rehire; pending MDE license)
7. Jenna Kvalheim – 1.0 FTE School Counselor, High School, MA00, Step 11, effective August 29, 2022. (rehire)
8. **Jelena Maric – 1.0 FTE School Counselor, High School, MA00, Step 4, effective August 22, 2022. (pending criminal background check)**
9. **Amy McEvoy – 1.0 FTE Social Worker, Secondary Building, BA00, Step 7, effective August 22, 2022. (pending criminal background check)**
10. Emily Molenaar – 1.0 FTE Grade 5 Elementary Teacher, Lincoln Center, MA00, Step 8, effective August 22, 2022. (revised contract)
11. John Ott – 1.0 FTE Special Education Teacher, High School, BA60, Step 20, effective August 22, 2022.
12. Margaret Palumbo – 1.0 FTE Healthy Lifestyles Teacher, Middle School (.6 FTE) and High School (.4 FTE), MA30, Step 20, effective August 22, 2022.
13. Heather Passofaro – 1.0 FTE School Counselor, Community Learning Center, **Specialist**, Step 18, effective August 22, 2022.
14. Jennifer Reinen – 1.0 FTE Grade 2 Elementary Teacher, Lincoln Center, MA00, Step 10, effective August 22, 2022.
15. Laurie Rupp – 1.0 FTE Grade 3 Elementary Teacher, Kaposia Education Center, BA00, Step 10, effective August 22, 2022. (pending criminal background check)

16. Kalley Stern – 1.0 FTE Long-Term Substitute Art Teacher, Kaposia Education Center, BA00, Step 1, effective August 29, 2022, through November 30, 2022.

Change of Assignment – Effective for the 2022-23 school year

Maren Daniels – Change from .8 FTE Art Teacher, Kaposia, and .2 FTE Art Teacher, Middle School, to .8 FTE Art Teacher and .2 FTE Basic Skills Intervention Teacher, Kaposia Education Center

Bridget Farrell – Change from 1.0 FTE Grade 3 Elementary Teacher to .6 FTE Science Specialist and .4 FTE Basic Skills Interventionist, Kaposia Education Center

Julia Finn – EL Teacher, change from .5 FTE Kaposia and .5 FTE Lincoln, to 1.0 FTE High School

Additional Hours – Special Education Planning (\$29.00 per hour; up to 15 hours)

Jillian Cole

Karen Palmquist

2022-23 ECA

BASKETBALL – GIRLS

Head Coach	Douglas, Issac**	\$6,628
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FOOTBALL

Varsity Asst Coach	Sundly, Scott	\$4,231
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Reassignment – previously approved as Freshman Coach

Varsity Asst & Freshman Coach	Ogren, Chris**	\$4,231
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Reassignment - previously approved as additional Varsity Coach

Jr. High Coach	Laska, Lucas**	\$2,237
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SOCCER – BOYS

Varsity Asst/Sophomore Coach	Hernandez, Roberto*	\$3,668
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Freshman Coach	Hingst, Justin	\$2,821
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SOCCER – GIRLS

Freshman Coach	Kelly, Dylan**	\$2,821
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TENNIS – BOYS

Head Coach (50%)	Riesselman, Nina	\$2,075 (\$4,150 @ 50%)
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Head Coach (50%)	Rock, Jesse	\$2,075 (\$4,150 @ 50%)
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Asst. Coach (50%)	Riesselman, Nina	\$1,269 (\$2,538 @ 50%)
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Asst. Coach (50%)	Rock, Jesse	\$1,269 (\$2,538 @ 50%)
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VOLLEYBALL

Varsity & Sophomore Coach	Higgley, Nicholle*	\$3,668
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MUSIC

Vocal Music - Junior High	Kirscht, Linden	\$839
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Vocal Music - Senior High	Kirscht, Linden	\$1,152
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Show Choir Head Coach	Kirscht, Linden	\$3,948
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Show Choir Asst. Coach	Brady, Shelby*	\$1,152
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STUDENT COUNCIL

Advisor – MS	Timmerman, Molly	\$2,674
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Advisor – HS	Schultz, Meghan	\$4,027
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THEATRE – FALL

Technical Director	Brian McTier**	\$1,206
Vocal Director	Kirscht, Linden	\$1,809
Choreographer	Kendall, Mikayla**	\$1,206
Costumer	Ebert, Lori**	\$1,206

YEARBOOK

Yearbook HS Advisor	O'Brien, Hannah	\$4,251
Memory Book MS Advisor	Grefe, Tyne	\$1,120

- indicates non-district employee
- indicates returning non-district employee

B. Resignations/Retirements/Leaves/Reductions/Other

1. John Devine – Leave of absence, 1.0 FTE Band Teacher, Secondary Building/Kaposia Education Center, effective approximately October 17, 2022, through October 28, 2022.
2. Dana Dvorak – Resignation (decline recall), 1.0 FTE Health/Physical Education Teacher, effective August 12, 2022.
3. Shiloh Johnson – Resignation, 1.0 FTE School Counselor, Middle School, effective August 9, 2022.
4. Courtney Nygaard – Leave of absence, 1.0 FTE Spanish Teacher, High School, effective August 29, 2022, through September 30, 2022.

Classified

A. Appointments/Reassignments

1. Nicole Arrigoni – Special Education Assistant, Lincoln Center, \$20.16 per hour, 32.5 hours per week, effective August 29, 2022.
2. Richard Buhl – Part-Time Cleaner, Lincoln Center, \$17.33 per hour, 20 hours per week, effective September 6, 2022.
3. Louise Campbell – Early Learning Administrative Assistant (Class IV), Family Education Center, \$22.82 per hour, effective August 22, 2022.
4. Charmaine Coleman – Student Support Assistant, Middle School, \$19.68 per hour, 32.5 hours per week, effective August 29, 2022.
5. Karen George – Part-Time Cleaner, Lincoln Center, \$17.33 per hour, 20 hours per week, effective September 6, 2022. (pending criminal background check)
6. Tamara Meyer – Student Supervisor, Lincoln Center, \$16.45 per hour, 17.5 hours per week, effective September 6, 2022.
7. Anjelica Palma Castano – Student Supervisor, Lincoln Center, \$16.45 per hour, 17.5 hours per week, effective September 6, 2022.
8. Jessica Rupert – Special Education Assistant, Lincoln Center, \$20.16 per hour, 32.5 hours per week, effective August 29, 2022. (pending criminal background check)
9. Cody Semo – Part-Time Cleaner, Lincoln Center, \$17.33 per hour, 20 hours per week, effective September 6, 2022.
10. Jamie Shepard – Academic Support Specialist (Class IV), Secondary Building, \$22.82 per hour, 40 hours per week, effective August 22, 2022.
11. Jordan Stenberg – Special Education Assistant, Kaposia Education Center, \$20.16 per hour, 32.5 hours per week, effective August 29, 2022. (pending criminal background check)
12. Taheshia Yarber – Special Education Assistant, Lincoln Center, \$20.16 per hour, 32.5 hours per week, effective August 29, 2022.
13. Amanda Zerwas – Student Supervisor, Lincoln Center, \$16.45 per hour, 17.5 hours per week, effective September 6, 2022.

Additional Hours – Health Assistant (up to 13 hours; \$22.08 per hour)

Kam McPhillips

Jaqualla Wilson

B. Resignations/Retirements/Leaves/Reductions/Other

1. Linda Bachman – Retirement, Special Education Assistant, Lincoln Center, effective August 30, 2022.
2. Louise Campbell – Resignation, Early Learning Program Assistant, Family Education Center, effective August 22, 2022.
3. Charmaine Coleman – Resignation, Nutrition Services Assistant, Secondary Building, effective August 16, 2022.
4. Desiree Davis – Resignation, Kids’ Choice Program Assistant, Kaposia Education Center, effective July 11, 2022.
5. Amanda Hackerson – Resignation, Preschool Teacher, Kaposia Education Center, effective August 8, 2022.
6. Beth Johnson – Resignation, Preschool Teacher, Kaposia Education Center, effective August 3, 2022.
7. Sherri Miller – Resignation, Nutrition Services Assistant, Kaposia Education Center, effective August 10, 2022.
8. Janet Roehlen – Resignation, Student Supervisor, Kaposia Education Center, effective August 4, 2022.
9. Thomas Rongitsch – Leave of absence, Kids’ Choice Program Assistant, effective September 2, 2022, through approximately October 2, 2022.
10. Jamie Shepard – Resignation, Special Education Assistant, Lincoln Center, effective August 19, 2022.
11. Jane Steenberg – Resignation, Part-Time Cleaner, District Office, effective August 12, 2022.
12. **Paul Vang – Resignation, Technology-Media Assistant, Secondary Building, effective August 22, 2022. (verbal)**
13. Colleen Volkman – Resignation, Preschool Teacher, Kaposia Education Center, effective August 19, 2022.



SOUTH ST. PAUL PUBLIC SCHOOLS
 School Board Agenda Item

Meeting Date: August 22, 2022

Place on Agenda: Committee-of-the-Whole and Regular Agenda Business Item

Action Requested: Approval

Attachment: Resolution Relating to the Election of School Board Members and Calling the School District General Election

Topic: School Board Elections
Presenter(s): Dr. Brian Zambreno, Superintendent of Schools
<p>Background:</p> <p>The filing period for the four open school board seats closed on Tuesday, August 16. The <i>Resolution Relating to the Election of School Board Members and Calling the School District General Election</i> will go before the School Board for approval on Monday evening. This resolution officially calls for the School District to hold its general election on Tuesday, November 8, 2022, for the purpose of electing four (4) school board members for terms of four (4) years each and directs the School Board Clerk to begin the completing the details legally required for said election.</p>
<p>Recommendation:</p> <p>Recommendation to approve the <i>Resolution Establishing Dates for Filing Affidavits of Candidacy</i> and the <i>Resolution Relating to the Election of School Board Members and Calling the School District General Election</i>.</p>
<p>Alternatives:</p> <p>N/A</p>

EXTRACT OF MINUTES OF MEETING
OF SCHOOL BOARD
OF SPECIAL SCHOOL DISTRICT NO. 6
(SOUTH ST. PAUL PUBLIC SCHOOLS)
STATE OF MINNESOTA

Pursuant to due call and notice thereof, a regular meeting of the School Board of Special School District No. 6 (South St. Paul Public Schools), State of Minnesota, was held in said School District on August 22, 2022, at 6:00 o'clock p.m.

The following members were present:

Inspectors

and the following were absent:

Member _____ introduced the following resolution and moved its adoption:

**RESOLUTION RELATING TO THE ELECTION OF SCHOOL BOARD
MEMBERS AND CALLING THE SCHOOL DISTRICT GENERAL
ELECTION**

BE IT RESOLVED by the School Board of Special School District No. 6, State of Minnesota, as follows:

1. It is necessary for the School District to hold its general election for the purpose of electing four (4) school board members for terms of four (4) years each.
2. The general election is hereby called and directed to be held in conjunction with the State General Election on Tuesday, November 8, 2022.
3. Pursuant to Minnesota Statutes, Section 205A.11, the precincts and polling places for this general election are those polling places and precincts or parts of precincts located within the boundaries of the School District and which have been established by the cities or towns located in whole or in part within the School District. The voting hours at those polling places shall be the same as those for the State General Election.
4. The Clerk is hereby authorized and directed to cause written notice of said general election to be provided to the County Auditor of each county in which the School District is located, in whole or in part, at least seventy-four (74) days before the date of said election. The notice shall specify the date of said election and the office or offices to be voted on at said general election. Any notice given prior to the adoption of this resolution is ratified and confirmed in all respects.
5. The Clerk is hereby authorized and directed to cause notice of said general election to be posted for public inspection at the administrative offices of the School District at least ten (10) days before the date of said election.

6. The Clerk is hereby authorized and directed to cause a sample ballot to be posted at the administrative offices of the School District at least four (4) days before the date of said election and to cause two sample ballots to be posted in polling places located within the School District on election day. The sample ballot shall not be printed on the same color paper as the official ballot. The sample ballot for a polling place must reflect the offices, candidates and rotation sequence on the ballots used in that polling place.

7. The Clerk is hereby authorized and directed to cause notice of said election to be published in the official newspaper of the School District, for two (2) consecutive weeks with the last publication being at least one (1) week before the date of the election. The notice of election so posted and published shall state the offices to be filled as set forth in the form of ballot below, and shall include information concerning each established precinct and polling place.

8. The Clerk is authorized and directed to acquire and distribute such election materials and to take such other actions as may be necessary for the proper conduct of this general election and generally to cooperate with state, city, township and county election authorities conducting the state general and other elections on that date. The Clerk and members of the administration are authorized and directed to take such actions as may be necessary to coordinate this election with those other elections, including entering into agreements or understandings with appropriate municipal and county officials regarding preparation and distribution of ballots, election administration and cost sharing.

9. The Clerk is further authorized and directed to cause ballots to be prepared for use at said election in substantially the following form, with such changes in form, color and instructions as may be necessary to accommodate an optical scan voting system:

[Form of Ballot on the Following Page]

General Election Ballot

Special School District No. 6 (South St. Paul Public Schools)

November 8, 2022

Instructions to Voters

To vote, completely fill in the oval(s) next to your choice(s) like this: ●.

School Board Member

Vote for Up to Four

- Bill Arend
- B.E. "Bernie" Beermann
- Colinda Blackbird
- Anne Claflin
- Brian Counihan
- Fred Everson
- Tim Felton
- Wendy Felton
- Deborah Franzen
- Kim Humann
- Gage E. Kemp
- Hugh Kenety

Jean Lubke

Michael Mathews

Jeff McClellan

Erica Petersen

Ted Pieper

Thomas Rongitsch

Nicole Scheiber

Pete Skwira

Ashley Wickenhauser-Greif

John Wilcox

write-in, if any

write-in, if any

write-in, if any

write-in, if any

10. Optical scan ballots must be printed in black ink on white material, except that marks to be read by the automatic tabulating equipment may be printed in another color ink. The name of the precinct and machine-readable identification must be printed on each ballot. Voting instructions must be printed at the top of the ballot on each side that includes ballot information. The instructions must include an illustration of the proper mark to be used to indicate a vote. Lines for initials of at least two election judges must be printed on one side of the ballot so that the judges' initials are visible when the ballots are enclosed in a secrecy sleeve.

11. The name of each candidate for office at each election shall be rotated with the names of the other candidates for the same office in the manner specified in Minnesota law.

12. If the School District will be contracting to print the ballots for this election, the clerk is hereby authorized and directed to prepare instructions to the printer for layout of the ballot. Before a contract in excess of \$1,000 is awarded for printing ballots, the printer shall, if requested by the election official, furnish, in accordance with Minnesota Statutes, Section 204D.04, a sufficient bond, letter of credit, or certified check acceptable to the clerk in an amount not less than \$1,000 conditioned on printing the ballots in conformity with the Minnesota election law and the instructions delivered. The Clerk shall set the amount of the bond, letter of credit, or certified check in an amount equal to the value of the purchase.

13. The individuals designated as judges for the State General Election shall act as election judges for this general election at the various polling places and shall conduct said election in the manner described by law. The election judges shall act as clerks of election, count the ballots cast and submit them to the School Board for canvass in the manner provided for other school district elections. The general election must be canvassed between the third and the tenth day following the general election.

14. The School District Clerk shall make all Campaign Financial Reports required to be filed with the School District under Minnesota Statutes, Section 211A.02 available on the School District's website. The Clerk must post the report on the School District's website as soon as possible, but no later than thirty (30) days after the date of the receipt of the report. The School District must make a report available on the School District's website for four years from the date the report was posted to the website. The Clerk must also provide the Campaign Finance and Public Disclosure Board with a link to the section of the website where reports are made available.

The motion for the adoption of the foregoing resolution was duly seconded by _____ and upon vote being taken thereon the following voted in favor

thereof:

and the following voted against the same:

whereupon said resolution was declared duly passed and adopted.



SOUTH ST. PAUL PUBLIC SCHOOLS

School Board Agenda Item

Meeting Date: August 22, 2022

Place on Agenda: Committee-of-the-Whole and Regular Agenda

Action Requested: Approval

Attachment: Resolution

Topic: Operating Levy
Presenter(s): Dr. Brian Zambreno, Superintendent
<p>Background:</p> <p>Over the past several months, the South St. Paul Public Schools administration and School Board have been reviewing the district’s financial future as well the results from a recent community survey as it relates to the district’s current operating levy. The conversation arose as part of discussions related to an ongoing gap in state funding as well as the end of one-time federal COVID funds and their implications on the district’s fiscal future.</p>
<p>Recommendation:</p> <p>Approve the Resolution Relating to Revoking the Existing Referendum Revenue Authorization of the School District, Approving New Authorizations, and Calling an Election Thereon.</p>
<p>Alternatives:</p> <p>Do not approve the attached resolution and direct administration with next steps.</p>

EXTRACT OF MINUTES OF MEETING
OF SCHOOL BOARD
OF SPECIAL SCHOOL DISTRICT NO. 6
(SOUTH ST. PAUL PUBLIC SCHOOLS)
STATE OF MINNESOTA

Pursuant to due call and notice thereof, a regular meeting of the School Board of Special School District No. 6 (South St. Paul Public Schools), State of Minnesota, was held in said School District on August 22, 2022, at 6:00 o'clock p.m.

The following members were present:

and the following were absent:

Member _____ introduced the following resolution and moved its adoption:

RESOLUTION RELATING TO REVOKING THE EXISTING REFERENDUM REVENUE AUTHORIZATION OF THE SCHOOL DISTRICT, APPROVING NEW AUTHORIZATIONS, AND CALLING A SPECIAL ELECTION THEREON

BE IT RESOLVED by the School Board of Special School District No. 6, State of Minnesota, as follows:

1. The School Board hereby determines and declares that it is necessary and expedient for the School District to revoke the School District's existing referendum revenue authorization of \$792.91 per adjusted pupil unit, and to replace that authorization with a new authorization of \$1,692.91 per adjusted pupil unit. As provided by law, the ballot question must abbreviate the term "per adjusted pupil unit" as "per pupil." The additional revenue will be used to finance school operations and the property tax portion thereof will require an estimated referendum tax rate of approximately 0.21995% of the referendum market value of the School District for taxes payable in 2023, the first year it is to be levied. The proposed referendum revenue authorization would be applicable for ten (10) years and increase each year by the rate of inflation commencing with taxes payable in 2024 unless otherwise revoked or reduced as provided by law. For this purpose, the rate of inflation shall be the annual inflationary increase calculated under Minnesota Statutes, Section 126C.17, subdivision 2(b). The question on the approval of this referendum revenue authorization shall be School District Question 1 on the School District ballot at the special election held to approve said authorization.

2. The School Board further determines and declares that it is also necessary and expedient for the School District to increase its general education revenue by \$250 per adjusted pupil unit. As provided by law, the ballot question must abbreviate the term "per adjusted pupil unit" as "per pupil." The additional revenue will be used to finance school operations and the property tax portion thereof will require an estimated referendum tax rate of approximately 0.03586% of the referendum market value of the School District for taxes payable in 2023, the first year it is to be levied. The proposed referendum revenue authorization would be applicable for ten (10) years and increase each year by the rate of inflation commencing with taxes payable in 2024 unless otherwise revoked or reduced as provided by law. For this purpose, the rate of inflation shall be the annual inflationary increase calculated under Minnesota Statutes, Section 126C.17, subdivision 2(b). The question on the approval of this referendum revenue authorization shall be School District Question 2 on the School District ballot at the special election held to approve said authorization. The passage of said School District Question 2 shall be contingent on the passage of School District Question 1 as described above and herein.

3. The ballot questions specified above shall be submitted to the qualified voters of the School District at a special election, which is hereby called and directed to be held in conjunction with the State General Election on Tuesday, November 8, 2022.

4. Pursuant to Minnesota Statutes, Section 205A.11, the precincts and polling places for this special election are those polling places and precincts or parts of precincts located within the boundaries of the School District and which have been established by the cities or towns located in whole or in part within the School District. The voting hours at those polling places shall be the same as those for the State General Election.

5. The Clerk is hereby authorized and directed to cause written notice of said special election to be provided to the County Auditor of each county in which the School District is located, in whole or in part, and the Commissioner of Education at least seventy-four (74) days before the date of said election. The notice shall specify the date of the election and the language for each ballot question to be voted on at the special election. Any notice given prior to the adoption of this resolution is ratified and confirmed in all respects.

6. The Clerk is hereby authorized and directed to cause notice of said special election to be posted for public inspection at the administrative offices of the School District at least ten (10) days before the date of said election.

7. The Clerk is hereby authorized and directed to cause a sample ballot to be posted at the administrative offices of the School District at least four (4) days before the date of said special election and to cause two sample ballots to be posted in polling places located within the School District on election day. The sample ballot shall not be printed on the same color paper as the official ballot.

8. The Clerk is hereby authorized and directed to cause notice of said election to be published in the official newspaper of the School District, for two (2) consecutive weeks with the last publication being at least one (1) week before the date of the election. The notice of election so posted and published shall state each question to be submitted to the voters as set forth in the

form of the ballot below, and shall include information concerning each established precinct and polling place.

9. The Clerk is hereby authorized and directed to cause a notice of the election to be mailed to each taxpayer in the School District at least fifteen (15) but no more than forty-five (45) days prior to the date of the special election. The notice shall contain the required projections and the required statement specified in Minnesota Statutes, Section 126C.17, subdivision 9, paragraph (b). The Clerk is also directed to cause a copy of this notice to be submitted to the Commissioner of Education and to the County Auditor of each county in which the School District is located in whole or in part at least fifteen (15) days prior to the day of the election.

10. The Clerk is authorized and directed to acquire and distribute such election materials and to take such other actions as may be necessary for the proper conduct of this special election and generally to cooperate with state, city, township and county election authorities conducting the state general and other elections on that date. The Clerk and members of the administration are authorized and directed to take such actions as may be necessary to coordinate this election with those other elections, including entering into agreements or understandings with appropriate municipal and county officials regarding preparation and distribution of ballots, election administration and cost sharing.

11. The Clerk is further authorized and directed to cause ballots to be prepared for use at said election in substantially the following form, with such changes in form, color and instructions as may be necessary to accommodate an optical scan voting system:


[Form of Ballot on the Following Page]

Special Election Ballot

Special School District No. 6 (South St. Paul Public Schools)

November 8, 2022

Instructions to Voters

To vote, completely fill in the oval(s) next to your choice(s) like this: .

To vote for a question, fill in the oval next to the word "Yes" on that question.
To vote against a question, fill in the oval next to the word "No" on that question.

School District Question 1 Revoking Existing Referendum Revenue Authorization; Approving New Authorization

The board of Special School District No. 6 (South St. Paul Public Schools) has proposed to revoke the school district's existing referendum revenue authorization of \$792.91 per pupil and to replace that authorization with a new authorization of \$1,692.91 per pupil. The proposed referendum revenue authorization would be applicable for ten years beginning with taxes payable in 2023 and increase each year by the rate of inflation beginning with taxes payable in 2024 unless otherwise revoked or reduced as provided by law.

Yes

Shall the increase in the revenue proposed by the board of Special School District No. 6 be approved?

No

**BY VOTING "YES" ON THIS BALLOT QUESTION, YOU
ARE VOTING FOR A PROPERTY TAX INCREASE.**

School District Question 2
Approval of Additional School District
Referendum Revenue Authorization

The board of Special School District No. 6 (South St. Paul Public Schools) has also proposed to increase its general education revenue by \$250 per pupil. The proposed referendum revenue authorization would be applicable for ten years beginning with taxes payable in 2023 and increase each year by the rate of inflation beginning with taxes payable in 2024 unless otherwise revoked or reduced as provided by law.

Yes

If School District Question 1 is approved, shall the increase in the revenue proposed by the board of Special School District No. 6 be approved?

No

**BY VOTING "YES" ON THIS BALLOT QUESTION, YOU
ARE VOTING FOR A PROPERTY TAX INCREASE.**

12. Optical scan ballots must be printed in black ink on white material, except that marks to be read by the automatic tabulating equipment may be printed in another color ink. The name of the precinct and machine-readable identification must be printed on each ballot. Voting instructions must be printed at the top of the ballot on each side that includes ballot information. The instructions must include an illustration of the proper mark to be used to indicate a vote. Lines for initials of at least two election judges must be printed on one side of the ballot so that the judges' initials are visible when the ballots are enclosed in a secrecy sleeve.

13. The individuals designated as judges for the State General Election shall act as election judges for this special election at the various polling places and shall conduct said election in the manner described by law. The election judges shall act as clerks of election, count the ballots cast and submit them to the School Board for canvass in the manner provided for other School District elections. The special election must be canvassed between the third and the tenth day following the special election.

14. The School District Clerk shall make all Campaign Financial Reports required to be filed with the School District under Minnesota Statutes, Section 211A.02 available on the School District's website. The Clerk must post the report on the School District's website as soon as possible, but no later than thirty (30) days after the date of the receipt of the report. The School District must make a report available on the School District's website for four years from the date the report was posted to the website. The Clerk must also provide the Campaign Finance and Public Disclosure Board with a link to the section of the website where reports are made available.

The motion for the adoption of the foregoing resolution was duly seconded by _____ and upon vote being taken thereon the following voted in favor thereof:

and the following voted against the same:

whereupon said resolution was declared duly passed and adopted.



SOUTH ST. PAUL PUBLIC SCHOOLS

School Board Agenda Item

Meeting Date: Monday, August 22, 2022

Place on Agenda: Committee-of-the-Whole (discussion)
Regular Agenda (action)

Action Requested: Approval

Attachment: Proposed 2023 Health, Dental & Other Insurance Rates

Topic: Proposed 2023 Health & Dental Insurance Rates																										
Presenter(s): Joel Milteer, Director of Human Resources and Brady Hoffman, Director of Finance																										
<p>Background: In 2017 we moved to a self-insured plan for dental insurance and in 2018 for health insurance, with rates determined annually by the district. A key component of a self-insured plan is to build and maintain an adequate reserve to ensure funds are available to offset fluctuating costs.</p> <p>Based on analysis of claims history, expected future claims and the need to continue to maintain our reserve account for payment of claims; administration recommends no change in rates and approval of the proposed 2023 health and dental insurance rates presented. Additional information regarding this recommendation is listed below:</p> <ul style="list-style-type: none"> • We have reached our reserve fund goal. • The chart below illustrates health & dental rate changes since moving to self-insured plans. <table border="1" data-bbox="302 1234 1208 1583"> <thead> <tr> <th>Year</th> <th>Health Self-Insured % of Rate Change</th> <th>Dental Self-Insured % of Rate Change</th> </tr> </thead> <tbody> <tr> <td>2017</td> <td>--</td> <td>0%</td> </tr> <tr> <td>2018</td> <td>8%</td> <td>0%</td> </tr> <tr> <td>2019</td> <td>8%</td> <td>0%</td> </tr> <tr> <td>2020</td> <td>8%</td> <td>0%</td> </tr> <tr> <td>2021</td> <td>0%</td> <td>0%</td> </tr> <tr> <td>2022</td> <td>0%</td> <td>0%</td> </tr> <tr> <td>2023 Proposed</td> <td>0%</td> <td>0%</td> </tr> </tbody> </table> <ul style="list-style-type: none"> • The proposed 2023 health, dental and other ancillary insurance rates are attached. The recommendation for the 2023 health & dental insurance rates were shared with the district’s insurance committee. 			Year	Health Self-Insured % of Rate Change	Dental Self-Insured % of Rate Change	2017	--	0%	2018	8%	0%	2019	8%	0%	2020	8%	0%	2021	0%	0%	2022	0%	0%	2023 Proposed	0%	0%
Year	Health Self-Insured % of Rate Change	Dental Self-Insured % of Rate Change																								
2017	--	0%																								
2018	8%	0%																								
2019	8%	0%																								
2020	8%	0%																								
2021	0%	0%																								
2022	0%	0%																								
2023 Proposed	0%	0%																								
Recommendation: Administration recommends approval of the proposed 2023 health, dental and ancillary insurance premium rates.																										
Alternatives: Do not approve and direct administration with next steps																										

South St. Paul Schools

Proposed 2023 Health and Dental Insurance Rates

Health Insurance

Coverage Type	\$500-\$35 Deductible Plan Annual Rate	\$1500-\$35 Deductible Plan Annual Rate	\$2800-80% HSA Plan Annual Rate
Single	\$10,383.68	\$9,367.88	\$7,717.94
Single + One	\$21,878.16	\$19,737.95	\$16,261.43
Family	\$29,541.28	\$26,651.46	\$21,957.22

Dental Insurance

Coverage Type	Annual Rate
Single	\$612.00
Family	\$1,587.12

2022-2023 Ancillary Insurance Rates (The Standard)

Basic Life & AD&D Insurance Rates

Plan	Rates/\$1,000
Basic Life	\$0.090
Basic AD&D	\$0.020

Voluntary Life & AD&D Insurance Rates

Age Range	Employee Rate per \$1,000
<25	\$0.05
25-29	\$0.05
30-34	\$0.06
35-39	\$0.08
40-44	\$0.10
45-49	\$0.15
50-54	\$0.23
55-59	\$0.43
60-64	\$0.52
65-69	\$0.96
70+	\$1.97
AD&D Rate	\$0.02

Long-Term Disability Insurance Rate

Long Term Disability	Rate
LTD Rate/\$100 of Covered Payroll	\$.0.320