



INDEPENDENT SCHOOL DISTRICT NO. 108
NORWOOD YOUNG AMERICA, MN 55368
AGENDA: Monday, January 22, 2024



6:00 PM Meeting
Central High School

A. PROCEDURAL ITEMS:

Board Chair

1. Call to order
Board Chair
call the meeting to order
2. Roll Call
Board Chair
3. Pledge of Allegiance
Board Chair
4. Election of Board Officers
CHAIR:
Lehrke nominated Eischens
Eischens Elected by Acclimation

VICE CHAIR:
Eischens nominated Erickson
Erickson Elected by Acclimation

CLERK:
Eischens nominated Smith
Smith Elected by Acclimation

TREASURER:
Smith nominated Strickfaden
Strickfaden Elected by Acclimation

5. Approval of Agenda
Board Chair
Board members can amend the presented agenda by adding, removing or adjusting items to suit the needs of a particular meeting.
6. Consent Agenda
Board Chair
 - a) Approval of Minutes
December 18, 2023, Regular Board Meeting Minutes
 - b) Payment of Invoices

- c) Correspondence
- d) Approve Field Trip(s)
 - Dorian Honor Band Festival, Luther College, Decorah, IA
February 25-26, 2024 (Adam Halpaus)
- e) Human Resources Items:
 - 1. Retirement
 - a).
 - 2. Lane Change
 - a). Tara Schroeder to MA+45
 - b). Kirsten Thor to MA+45
 - 3. Resignations
 - a). Jenna Schrupp, Paraprofessional
 - 4. Non-Renewal
 - a).
 - 5. New Hires
 - a). Jenna Schrupp (LTS Teacher)
 - b). Melissa Lauback, Enrichment, Recreation, and Facility

Specialist

- 6. Leave of Absence

- f) Extra Curricular Assignments
 - Laura Forst - Elem Winter Program Advisor
 - Sarah Thomason - One Act Play Director
 - Dave Rauch - Elem Science Fair Advisor
 - Laura Forst - Elem Spring Program Advisor
 - Laura Forst - AAA Advisor
 - Devon Ruberg - AAA Advisor
 - Lisa Heckert - AAA Advisor
 - Alissa Friend - AAA Advisor
 - Amber Kester - Technovation Advisor
 - Chris Ludford - NHS Advisor
 - Taylor Gort - Prom Advisor
 - Adam Halpaus - HS Band Director
 - Ben Lagergren - MS Knowledge Bowl Advisor
 - Jim Mesik - FFA Advisor
 - Kelly Street - HS Knowledge Bowl Advisor
 - Kelly Street - HS Yearbook Advisor
 - Kelly Street - Prom Advisor
 - Sarah Schurmann - FFA Advisor
 - Andrew Stumbo - High School Vocal Director
 - Laura Hanson - Speech Team Coach
 - Laura Hanson - Sophomore Advisor
 - Josie Semmen - MS Yearbook Advisor
- g) Volunteer Coaches:

- 7. Acceptance of Gifts
 - Board Chair

\$200.00 from NYA Community Fund to Raider Room
\$2,000.00 from American Legion/Edward Born Post 343 to Music in the Park
\$500.00 from MN Valley Electric Trust for the Backpack Food Program
\$800.00 from the Evenski Family for Community Education - Youth Sports Programs
\$2,000.00 from VFW Post 1783 to Music in the Park
\$50.00 from Melanie Neubarth to STEAM - Cedar Wood

B. PUBLIC FORUM

Board Chair

During the Public Forum any person may address the School Board on a topic of interest or concern. Listed below are the procedures.

1. Public Forum will follow the Procedural Items on the agenda.
2. Public Forum will be open up to 30 minutes (3 minutes per speaker, 10 minutes per topic, and no more than 3 speakers per topic as a general rule). Comments should be brief, and repetition of public comments already expressed at the same meeting should be avoided.
3. Those wishing to address the Board should fill out the Public Forum Speaker Card and submit the card to the School Board clerk or other district official at the meeting
4. Questions may be asked on any topic, including those on the agenda.
5. School District policy and data privacy laws preclude the Board from publicly discussing personnel matters or data, including information, which, if discussed in a public meeting could violate law or policy. Under School Board Policy 206, complaints or concerns regarding individual school district employees should be presented in writing to school administration and signed by the person submitting the complaint or concern.
6. An attempt will be made to answer questions addressed to the Board. In those cases where an answer is not provided, a phone call from an appropriate school district official will be made as a follow-up.
7. A handout on the purpose of School Board meetings and the meeting process is available at each School Board meeting.
8. Citizens may be asked to address the school board on a particular subject during the discussion of that item.
9. The School Board chairperson will attempt to reasonably honor requests to speak, but shall also exercise discretion with regard to time constraints and therefore may limit the number of requests to speak accordingly.

C. INFORMATIONAL ITEMS: MONTHLY REPORTS

Board Chair

1. Student Council
Board Chair
2. Student Representative
Board Chair
3. Superintendent

Board Chair

4. Board

Board Chair

Minnesota State High School League

Representative: Strickfaden; Alt: Erickson

Community Education Board

Representatives: Lehrke, Kroells

Southwest Metro Educational Coop

Representative: Perlbachs Alt: Kroells

Technology Committee

*No Members for the 2023 Calendar Year

Community Development/County & City Liaison

Representative: Smith; Alt: Eischens

Finance Committee

Representative: Strickfaden: Alt: Eischens

Policy Committee:

Representatives: Erickson, Lehrke, Kroells

Negotiation Committees:

MN School Employees Association:

Representatives: Erickson, Strickfaden, Eischens

Teachers Association:

Representatives: Smith, Lehrke, Perlbachs

Superintendent:

Representatives: Erickson, Kroells, Eischens

Principals/Administration:

Representatives Kroells Lehrke, Eischens

Non-Union Support Staff, Technology Director, Community Ed. Director:

Representatives Smith, Erickson, Perlbachs

D. DISCUSSION ITEMS

Board Chair

1. Introduction to CAPP - Ashley Williams 15

2. **Revised Budget Timeline**

3. **25-26 Calendar** 19

E. OPERATIONAL ITEMS

Board Chair

1. Consideration of Resolution authorizing Administration to contract for budgeted items 21

2. Consideration of Board Member Compensation 22

3.	Consideration of Regular Meeting and work Session Schedule for 2023	23
4.	Consideration of action on Official Depositories for School District Funds	24
5.	Consideration of Official Publication of the School District	25
6.	Consideration of Annual Authorization of Legal Counsel	26
7.	Consideration of Board Committee Assignments	27
8.	Consideration of the Resolution directing the Administration to make recommendations for reduction in programs and positions and reasons therefor.	29
9.	Consideration of the 2023-2025 CEA Contract	31
10.	Consideration of LEA REPRESENTATIVE RESOLUTION	64
F.	NEXT BOARD MEETING	
	Board Chair	
	The Next Board meeting will be Monday, February 26, 2024, at 6:00 PM Central High School with a School Board Work Session before the meeting from 5:00 PM - 6:00 PM RE: Facility Use Agreements	
G.	ADJOURNMENT	
	Board Chair	

Dec 18, 2023
Monday, December 18, 2023 6:00 PM Central

Central High School
531 Morse Street
Norwood Young America, MN 55368

Sara Eischens: Present
Shelby Erickson: Present
Josh Kroells: Present
Sarah Lehrke: Present
Emily Perlbachs: Present
Connor Smith: Present
Kyle Strickfaden: Present
Present: 7.
T. Schochenmaier
A. Franck
J. Paumen (Student Rep)
B. Braun
K. Thor
E, Latzig
J. Cink
G. Cummins
T. Read
D. Ruberg
N. Kreuser

A. PROCEDURAL ITEMS:

A.1. Call to order

A.2. Roll Call

A.3. Pledge of Allegiance

A.4. Approval of Agenda

Move to approve the agenda as presented/amended:. This motion, made by Sarah Lehrke and seconded by Connor Smith, Carried.

Sara Eischens: Yea, Shelby Erickson: Yea, Josh Kroells: Yea, Sarah Lehrke: Yea, Emily Perlbachs: Yea, Connor Smith: Yea, Kyle Strickfaden: Yea
Yea: 7, Nay: 0

A.5. Consent Agenda

Move to approve Consent agenda as presented. This motion, made by Sarah Lehrke and seconded by Shelby Erickson, Carried.

Sara Eischens: Yea, Shelby Erickson: Yea, Josh Kroells: Yea, Sarah Lehrke: Yea, Emily Perlbachs: Yea, Connor Smith: Yea, Kyle Strickfaden: Yea
Yea: 7, Nay: 0

A.6. Acceptance of Gifts

Move to approve gifts. This motion, made by Emily Perlbachs and seconded by Josh Kroells, Carried.

Sara Eischens: Yea, Shelby Erickson: Yea, Josh Kroells: Yea, Sarah Lehrke: Yea, Emily Perlbachs: Yea, Connor Smith: Yea, Kyle Strickfaden: Yea
Yea: 7, Nay: 0

B. 6:10 PM - Temporarily adjourn Regular Board Meeting and open Truth in Taxation Hearing
Move to temporarily adjourn regular meeting and open truth in taxation hearing. This motion, made by Sara Eischens and seconded by Sarah Lehrke, Carried.

Sara Eischens: Yea, Shelby Erickson: Yea, Josh Kroells: Yea, Sarah Lehrke: Yea, Emily Perlbachs: Yea, Connor Smith: Yea, Kyle Strickfaden: Yea
Yea: 7, Nay: 0

C. Close the Truth in Taxation Hearing and re-open the Regular Board Meeting

Move to close TNT and reopen meeting. This motion, made by Sara Eischens and seconded by Shelby Erickson, Carried.

Sara Eischens: Yea, Shelby Erickson: Yea, Josh Kroells: Yea, Sarah Lehrke: Yea, Emily Perlbachs: Yea, Connor Smith: Yea, Kyle Strickfaden: Yea
Yea: 7, Nay: 0

D. PUBLIC FORUM

E. INFORMATIONAL ITEMS: MONTHLY REPORTS

E.1. Student Council

E.2. Student Representative

E.3. Superintendent

E.4. Board

F. DISCUSSION ITEMS

F.1. Elementary Highlight; **K-5 STEAM Room Implementation Update**

F.2. Student Services Highlight - Mrs. Braun

F.3. Registration Update - Mr. Larson

G. OPERATIONAL ITEMS

G.1. Consideration of the Levy Proposal for 2024

Move to approve Levy Proposal as presented. This motion, made by Sara Eischens and seconded by Emily Perlbachs, Carried.

Sara Eischens: Yea, Shelby Erickson: Yea, Josh Kroells: Yea, Sarah Lehrke: Yea, Emily Perlbachs: Yea, Connor Smith: Yea, Kyle Strickfaden: Yea
Yea: 7, Nay: 0

G.2. Consideration of the 2024-25 Calendar

Move to approve 24-25 calendar as presented (with Aug 26-29 - Typo correction changed). This motion, made by Shelby Erickson and seconded by Connor Smith, Carried.

Sara Eischens: Yea, Shelby Erickson: Yea, Josh Kroells: Yea, Sarah Lehrke: Yea, Emily

Perlbachs: Yea, Connor Smith: Yea, Kyle Strickfaden: Yea
Yea: 7, Nay: 0

H. NEXT BOARD MEETING

I. ADJOURNMENT

Move to adjourn 6:58 pm. This motion, made by Sara Eischens and seconded by Josh Kroells, Carried.

Sara Eischens: Yea, Shelby Erickson: Yea, Josh Kroells: Yea, Sarah Lehrke: Yea, Emily

Perlbachs: Yea, Connor Smith: Yea, Kyle Strickfaden: Yea

Yea: 7, Nay: 0

Norwood-Young America School Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Tax Class	Print	Recon	Pay/Void		Amount
												Void	Date	
GEN1	P40626	56951		Wire	1	5002		WASTE MANAGEMENT OF WI-MN		No	Yes	No	12/15/2023	3,066.63
GEN1	P40626	56952		Wire	1	5984		GRAYBAR FINANCIAL SERVICES		No	Yes	No	12/15/2023	35,825.22
GEN1	P40626	56953		Wire	1	6605		ELEYO	S Corporation	No	Yes	No	12/15/2023	2,259.05
GEN1	P40626	56954		Wire	1	6821		WEX Health Inc.		No	Yes	No	12/15/2023	263.25
GEN1	p40632	57014		Wire	1	04035		TEACHERS RETIREMENT ASSOC		No	Yes	No	12/20/2023	40,118.27
GEN1	p40632	57015		Wire	1	05255		DEPARTMENT OF THE TREASURY		No	Yes	No	12/20/2023	64,256.95
GEN1	p40632	57016		Wire	1	06027		COMMISSIONER OF REVENUE		No	Yes	No	12/20/2023	10,399.99
GEN1	p40632	57017		Wire	1	1439		DELTA DENTAL PLAN OF MN		No	Yes	No	12/20/2023	6,526.85
GEN1	p40632	57018		Wire	1	2260		AFLAC		No	Yes	No	12/20/2023	100.29
GEN1	p40632	57019		Wire	1	3785		EDUCATORS FINANCIAL SERVICES		No	Yes	No	12/20/2023	11,573.35
GEN1	p40632	57020		Wire	1	4070		MINNESOTA REVENUE		No	Yes	No	12/20/2023	174.73
GEN1	p40632	57021		Wire	1	5699		MN PUBLIC EMPLOYEES INSURANCE PF		No	Yes	No	12/20/2023	81,771.56
GEN1	p40632	57022		Wire	1	6821		WEX Health Inc.		No	Yes	No	12/20/2023	2,831.57
GEN1	P40626	57049		Wire	1	01606		CENTERPOINT ENERGY		No	No	No	12/22/2023	330.25
GEN1	P40626	57050		Wire	1	09609		XCEL ENERGY		No	No	No	12/22/2023	15,714.51
GEN1	P40626	57051		Wire	1	2728		BREMER BANK, NA28		No	Yes	No	12/22/2023	89.90
GEN1	p40731	57100		Wire	1	04035		TEACHERS RETIREMENT ASSOC		No	No	No	01/05/2024	38,542.88
GEN1	p40731	57101		Wire	1	05255		DEPARTMENT OF THE TREASURY		No	No	No	01/05/2024	63,986.37
GEN1	p40731	57102		Wire	1	06027		COMMISSIONER OF REVENUE		No	No	No	01/05/2024	10,169.24
GEN1	p40731	57103		Wire	1	3785		EDUCATORS FINANCIAL SERVICES		No	No	No	01/05/2024	11,576.76
GEN1	p40731	57104		Wire	1	6821		WEX Health Inc.		No	No	No	01/05/2024	2,500.00
GEN1		57107		Wire	1	2468	R2	MASTERCARD - HARRIS BANK		No	No	No	01/04/2024	9,288.58
GEN1		57108		Wire	1	4091		MASTERCARD - HARRIS BANK		No	No	No	01/04/2024	4,751.86
GEN1	P40726	57109		Wire	1	00893		EHLERS & ASSOCIATES, INC.		No	No	No	01/12/2024	142,609.38
GEN1	P40726	57110		Wire	1	2082		US BANK		No	No	No	01/12/2024	1,793,619.63
GEN1	P40726	57111		Wire	1	5002		WASTE MANAGEMENT OF WI-MN		No	No	No	01/12/2024	2,921.89
GEN1	P40726	57112		Wire	1	6605		ELEYO	S Corporation	No	No	No	01/12/2024	2,313.52
GEN1	P40726	57113		Wire	1	6821		WEX Health Inc.		No	No	No	01/12/2024	260.50
GEN1	P40726	57114		Wire	1	7133		METRONET		No	No	No	01/12/2024	79.20
GEN1	p40732	57219		Wire	1	04035		TEACHERS RETIREMENT ASSOC		No	No	No	01/19/2024	38,080.38
GEN1	p40732	57220		Wire	1	05255		DEPARTMENT OF THE TREASURY		No	No	No	01/19/2024	59,483.34
GEN1	p40732	57221		Wire	1	06027		COMMISSIONER OF REVENUE		No	No	No	01/19/2024	9,339.93
GEN1	p40732	57222		Wire	1	1439		DELTA DENTAL PLAN OF MN		No	No	No	01/19/2024	6,693.60
GEN1	p40732	57223		Wire	1	2260		AFLAC		No	No	No	01/19/2024	100.29
GEN1	p40732	57224		Wire	1	3785		EDUCATORS FINANCIAL SERVICES		No	No	No	01/19/2024	11,576.76
GEN1	p40732	57225		Wire	1	5699		MN PUBLIC EMPLOYEES INSURANCE PF		No	No	No	01/19/2024	81,771.56
GEN1	P40626	56950	42489	Check	1	7104		LUCKY LUKE, LLC	Ind/Sole Proprietor	Yes	Yes	No	12/11/2023	1,260.94
GEN1	P40626	56973	42490	Check	1	2867		ACT, INC.		Yes	Yes	No	12/15/2023	1,402.00
GEN1	P40626	56969	42491	Check	1	1540		AIM ELECTRONICS, INC		Yes	Yes	No	12/15/2023	5,053.00
GEN1	P40626	56989	42492	Check	1	6412		AVIBEN		Yes	Yes	No	12/15/2023	133.46
GEN1	P40626	57000	42493	Check	1	6852		BERGANKDV		Yes	Yes	No	12/15/2023	6,950.00
GEN1	P40626	57004	42494	Check	1	6973		BIFFS, INC.		Yes	Yes	No	12/15/2023	233.13
GEN1	P40626	57009	42495	Check	1	7110		BROCKBERG, CURT	Ind/Sole Proprietor	Yes	Yes	No	12/15/2023	75.00
GEN1	P40626	56956	42496	Check	1	00202		CARVER COUNTY		Yes	Yes	No	12/15/2023	4,178.48
GEN1	P40626	56960	42497	Check	1	01171		COLLEGE BOARD		Yes	Yes	No	12/15/2023	179.64
GEN1	P40626	56984	42498	Check	1	4732		DAKIN APPLIED		Yes	Yes	No	12/15/2023	1,059.11
GEN1	P40626	56968	42499	Check	1	1442		DALCO		Yes	Yes	No	12/15/2023	2,562.49
GEN1	P40626	56972	42500	Check	1	2721		DASHIR MANAGEMENT SERVICES INC		Yes	No	No	12/15/2023	24,217.38
GEN1	P40626	56983	42501	Check	1	4717		ECM PUBLISHERS, INC.		Yes	Yes	No	12/15/2023	189.00
GEN1	P40626	56976	42502	Check	1	3535		FOUR POINT 0 SCHOOL SERVICES		Yes	Yes	No	12/15/2023	1,950.96
GEN1	P40626	56978	42503	Check	1	3639		FOX, DARRIN		Yes	Yes	No	12/15/2023	9.00
GEN1	P40626	56990	42504	Check	1	6468		GARCIA-SANCHEZ, FLORMIRA		Yes	Yes	No	12/15/2023	485.00
GEN1	P40626	56987	42505	Check	1	5274		GRAMS, RYAN	Ind/Sole Proprietor	Yes	No	No	12/15/2023	150.00
GEN1	P40626	56985	42506	Check	1	5124		HAAS, CASEY		Yes	No	No	12/15/2023	150.00
GEN1	P40626	56993	42507	Check	1	6575		HANSON, MICHAEL	Ind/Sole Proprietor	Yes	Yes	No	12/15/2023	145.00
GEN1	P40626	56998	42508	Check	1	6722		HEARTLAND BUSINESS SYSTEMS, LLC.		Yes	Yes	No	12/15/2023	5,000.00
GEN1	P40626	56994	42509	Check	1	6632		HEMMANN, MICHAEL	Ind/Sole Proprietor	Yes	Yes	No	12/15/2023	75.00
GEN1	P40626	56955	42510	Check	1	00182		HOME SOLUTIONS UNLIMITED		Yes	Yes	No	12/15/2023	4,767.39
GEN1	P40626	57007	42511	Check	1	7108		HOPKINS HIGH SCHOOL		Yes	No	No	12/15/2023	500.00
GEN1	P40626	56996	42512	Check	1	6674		IHNE, MERLE		Yes	Yes	No	12/15/2023	130.00
GEN1	P40626	57008	42513	Check	1	7109		INGSTAD BROADCASTING		Yes	Yes	No	12/15/2023	250.00
GEN1	P40626	56982	42514	Check	1	4598		ISD #2071-LAKE CRYSTAL WELCOME ME		Yes	Yes	No	12/15/2023	25.00
GEN1	P40626	56977	42515	Check	1	3614		ISD #2135 - MAPLE RIVER SCHOOL		Yes	Yes	No	12/15/2023	200.00
GEN1	P40626	56961	42516	Check	1	01257		ISD #277-MOUND WESTONKA SCHOOL		Yes	No	No	12/15/2023	775.00
GEN1	P40626	56974	42517	Check	1	2990		ISD #423-HUTCHINSON PUBLIC SCHOOL		Yes	No	No	12/15/2023	150.00
GEN1	P40626	57003	42518	Check	1	6927		KLEY, JOE		Yes	Yes	No	12/15/2023	104.80
GEN1	P40626	57013	42519	Check	1	7114		KNOBLE, PETE	Ind/Sole Proprietor	Yes	Yes	No	12/15/2023	240.00
GEN1	P40626	57010	42520	Check	1	7111		KOHL'S, JEFF	Ind/Sole Proprietor	Yes	Yes	No	12/15/2023	175.00
GEN1	P40626	56981	42521	Check	1	4411		MCDONOUGH, PATRICK		Yes	Yes	No	12/15/2023	130.00
GEN1	P40626	56980	42522	Check	1	4316		MCDOWELL AGENCY, INC.		Yes	Yes	No	12/15/2023	106.00
GEN1	P40626	56958	42523	Check	1	00572		MENARDS INC		Yes	Yes	No	12/15/2023	948.86
GEN1	P40626	57001	42524	Check	1	6865		MIDAMERICA ADMINISTRATIVE & RETIREI		Yes	Yes	No	12/15/2023	90.00

Norwood-Young America School Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void		Amount
												Date		
GEN1	P40626	57012	42525	Check	1	7113	MILLER, KYLE	Ind/Sole Proprietor	Yes	Yes	No	12/15/2023		130.00
GEN1	P40626	56988	42526	Check	1	6388	MN DEPT OF HEALTH		Yes	Yes	No	12/15/2023		45.00
GEN1	P40626	56962	42527	Check	1	01301	MN DEPT OF LABOR AND INDUSTRY		Yes	Yes	No	12/15/2023		50.00
GEN1	P40626	56967	42528	Check	1	09326	MN ELEM. SCHOOL PRIN. ASSOC.		Yes	Yes	No	12/15/2023		450.00
GEN1	P40626	56992	42529	Check	1	6560	MN HIGHWAY SAFETY & RESEARCH CEN		Yes	No	No	12/15/2023		128.00
GEN1	P40626	57006	42530	Check	1	7107	MOUNDS VIEW HIGH SCHOOL		Yes	No	No	12/15/2023		300.00
GEN1	P40626	57011	42531	Check	1	7112	MROSKO, MICHAEL	Ind/Sole Proprietor	Yes	Yes	No	12/15/2023		130.00
GEN1	P40626	56963	42532	Check	1	01530	MUSIC MART		Yes	Yes	No	12/15/2023		343.37
GEN1	P40626	56979	42533	Check	1	3774	R1 NCS PEARSON		Yes	Yes	No	12/15/2023		86.00
GEN1	P40626	56991	42534	Check	1	6478	NORTHERN BALANCE & SCALE, INC.		Yes	Yes	No	12/15/2023		308.00
GEN1	P40626	56986	42535	Check	1	5263	ORONO BASKETBALL ASSOCIATION		Yes	No	No	12/15/2023		450.00
GEN1	P40626	56997	42536	Check	1	6690	OVERLIE, CHRISTOPHER	Ind/Sole Proprietor	Yes	No	Yes	12/15/2023		130.00
GEN1	P40626	56997	42536	Check	1	6690	OVERLIE, CHRISTOPHER	Ind/Sole Proprietor	Yes	No	Yes	12/22/2023		(130.00)
GEN1	P40626	56964	42537	Check	1	03222	PERLICH, KELLI		Yes	Yes	No	12/15/2023		108.73
GEN1	P40626	56966	42538	Check	1	09305	POSTMASTER		Yes	Yes	No	12/15/2023		388.00
GEN1	P40626	56971	42539	Check	1	2636	PRO AUTO & TRANSM REPAIR, INC.		Yes	Yes	No	12/15/2023		1,686.83
GEN1	P40626	56965	42540	Check	1	09168	REGION 4A		Yes	No	No	12/15/2023		200.00
GEN1	P40626	56995	42541	Check	1	6639	REPTILE & AMPHIBIAN DISCOVERY ZOO		Yes	Yes	No	12/15/2023		430.00
GEN1	P40626	57002	42542	Check	1	6871	SHOEMAKER, DAVE		Yes	Yes	No	12/15/2023		130.00
GEN1	P40626	56957	42543	Check	1	00374	SMITH OIL CO.		Yes	Yes	No	12/15/2023		85.96
GEN1	P40626	56959	42544	Check	1	00673	SOUTH CENTRAL SERVICE COOP		Yes	Yes	No	12/15/2023		185.00
GEN1	P40626	56970	42545	Check	1	2325	TAHER, INC. - BIN# 135092		Yes	Yes	No	12/15/2023		67,566.64
GEN1	P40626	56975	42546	Check	1	3272	1099A THIEL, CHARLES A.		Yes	Yes	No	12/15/2023		279.00
GEN1	P40626	56999	42547	Check	1	6756	TRI COUNTY WATER CONDITIONING		Yes	Yes	No	12/15/2023		175.00
GEN1	P40626	57005	42548	Check	1	7009	WACTOWN PROPERTIES		Yes	Yes	No	12/15/2023		1,941.45
GEN1	p40632	57027	42549	Check	1	07999	C.E.A.		Yes	Yes	No	12/20/2023		8,435.22
GEN1	p40632	57024	42550	Check	1	01140	MADISON NATL LIFE INS CO INC.		Yes	Yes	No	12/20/2023		1,202.74
GEN1	p40632	57026	42551	Check	1	06032	MINNESOTA SCHOOL EMP ASSOC		Yes	Yes	No	12/20/2023		463.80
GEN1	p40632	57028	42552	Check	1	3796	NATIONAL INSURANCE SERVICES OF WI		Yes	Yes	No	12/20/2023		393.05
GEN1	p40632	57023	42553	Check	1	00808	NCPERS Group Life Ins.		Yes	No	No	12/20/2023		32.00
GEN1	p40632	57025	42554	Check	1	04034	PERA		Yes	Yes	No	12/20/2023		7,301.21
GEN1	P40626	57047	42555	Check	1	7054	B&D ASSOCIATES, LLC		Yes	Yes	No	12/18/2023		38,000.00
GEN1	P40626	57032	42556	Check	1	6617	BITUMINOUS ROADWAYS, INC.	C Corporation	Yes	Yes	No	12/18/2023		276,386.00
GEN1	P40626	57034	42557	Check	1	6728	BLUUM OF MINNESOTA, LLC	LLC - C Corp	Yes	Yes	No	12/18/2023		58,599.55
GEN1	P40626	57043	42558	Check	1	6987	CHAPPELL CENTRAL		Yes	Yes	No	12/18/2023		47,241.60
GEN1	P40626	57038	42559	Check	1	6928	DAVIS MECHANICAL SYSTEMS, INC.		Yes	Yes	No	12/18/2023		674.50
GEN1	P40626	57037	42560	Check	1	6855	1 EDUCATION ON BUDGET	Ind/Sole Proprietor	Yes	No	No	12/18/2023		6,000.00
GEN1	P40626	57045	42561	Check	1	7049	GAG SHEET METAL, INC.		Yes	Yes	No	12/18/2023		235,586.36
GEN1	P40626	57033	42562	Check	1	6722	HEARTLAND BUSINESS SYSTEMS, LLC.		Yes	Yes	No	12/18/2023		99,152.40
GEN1	P40626	57039	42563	Check	1	6929	KELLINGTON CONSTRUCTION, INC.		Yes	Yes	No	12/18/2023		36,671.90
GEN1	P40626	57036	42564	Check	1	6809	LAKETOWN ELECTRIC CORPORATION		Yes	Yes	No	12/18/2023		180,173.83
GEN1	P40626	57044	42565	Check	1	7001	MIDWEST MECHANICAL SOLUTIONS		Yes	Yes	No	12/18/2023		19,760.00
GEN1	P40626	57041	42566	Check	1	6943	NORTHLAND CONCRETE & MASONRY		Yes	Yes	No	12/18/2023		111,036.00
GEN1	P40626	57035	42567	Check	1	6807	PETERSON COMPANIES, INC.		Yes	No	No	12/18/2023		51,775.21
GEN1	P40626	57042	42568	Check	1	6966	PIETSCH CONSTRUCTION		Yes	Yes	No	12/18/2023		91,073.65
GEN1	P40626	57031	42569	Check	1	4284	ROCHON CORPORATION		Yes	Yes	No	12/18/2023		134,779.35
GEN1	P40626	57030	42570	Check	1	1210	SCHNEIDER EXCAVATING & GRADING		Yes	Yes	No	12/18/2023		150,060.34
GEN1	P40626	57046	42571	Check	1	7050	TERRAZZO DESIGNS, LLC		Yes	Yes	No	12/18/2023		13,537.50
GEN1	P40626	57029	42572	Check	1	1157	UHL COMPANY		Yes	Yes	No	12/18/2023		13,173.65
GEN1	P40626	57048	42573	Check	1	7081	UNITED GLASS INC.		Yes	Yes	No	12/18/2023		46,668.75
GEN1	P40626	57040	42574	Check	1	6942	WELLS CONCRETE		Yes	Yes	No	12/18/2023		18,374.52
GEN1	P40626	57094	42575	Check	1	7115	AUSTIN PUBLIC SCHOOLS		Yes	No	No	12/22/2023		100.00
GEN1	P40626	57063	42576	Check	1	2247	AUTO-OWNERS INSURANCE		Yes	No	No	12/22/2023		23.00
GEN1	P40626	57086	42577	Check	1	6667	BLOM, JOEL		Yes	No	No	12/22/2023		130.00
GEN1	P40626	57092	42578	Check	1	7110	BROCKBERG, CURT	Ind/Sole Proprietor	Yes	No	No	12/22/2023		75.00
GEN1	P40626	57095	42579	Check	1	7116	CANDELL, THOMAS	Ind/Sole Proprietor	Yes	No	No	12/22/2023		260.00
GEN1	P40626	57056	42580	Check	1	01606	CENTERPOINT ENERGY		Yes	No	No	12/22/2023		6,659.87
GEN1	P40626	57052	42581	Check	1	00061	CITY OF NORWOOD YOUNG AMERICA		Yes	Yes	No	12/22/2023		3,060.86
GEN1	P40626	57053	42582	Check	1	00096	CURSON, JODI		Yes	No	No	12/22/2023		544.55
GEN1	P40626	57061	42583	Check	1	1442	DALCO		Yes	No	No	12/22/2023		204.73
GEN1	P40626	57065	42584	Check	1	2721	DASHIR MANAGEMENT SERVICES INC		Yes	No	No	12/22/2023		23,410.59
GEN1	P40626	57068	42585	Check	1	4007	DVS RENEWAL		Yes	No	No	12/22/2023		24.25
GEN1	P40626	57069	42586	Check	1	4007	DVS RENEWAL		Yes	No	No	12/22/2023		20.25
GEN1	P40626	57090	42587	Check	1	6910	FASCHING, JANE	Ind/Sole Proprietor	Yes	No	No	12/22/2023		102.31
GEN1	P40626	57082	42588	Check	1	6485	FIRST WESTERN EQUIPMENT FINANCE	C Corporation	Yes	Yes	No	12/22/2023		3,492.60
GEN1	P40626	57067	42589	Check	1	3535	FOUR POINT O SCHOOL SERVICES		Yes	Yes	No	12/22/2023		95,032.25
GEN1	P40626	57074	42590	Check	1	5274	GRAMS, RYAN	Ind/Sole Proprietor	Yes	No	No	12/22/2023		150.00
GEN1	P40626	57072	42591	Check	1	4776	GUSTAFSON, ZACH		Yes	Yes	No	12/22/2023		130.00
GEN1	P40626	57077	42592	Check	1	5801	HENKE, THOMAS		Yes	Yes	No	12/22/2023		130.00
GEN1	P40626	57085	42593	Check	1	6620	IDEAL ENERGIES SOLAR LEASING 2021 I LLC - Partnership		Yes	No	No	12/22/2023		435.59
GEN1	P40626	57070	42594	Check	1	4263	ISD #882-MONTICELLO PUBLIC SCH		Yes	No	No	12/22/2023		295.00
GEN1	P40626	57060	42595	Check	1	1126	ISTA, JOHN		Yes	Yes	No	12/22/2023		130.00

Norwood-Young America School Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void		Amount
												Date		
GEN1	P40626	57059	42596	Check	1	09658	J W PEPPER & SON INC		Yes	Yes	No	12/22/2023		34.00
GEN1	P40626	57076	42597	Check	1	5799	LANGE, JEFF		Yes	No	No	12/22/2023		75.00
GEN1	P40626	57097	42598	Check	1	7118	LCWM BASKETBALL ASSOCIATION		Yes	No	No	12/22/2023		175.00
GEN1	P40626	57089	42599	Check	1	6863	LITCHFIELD COMMUNITY EDUCATION		Yes	No	No	12/22/2023		300.00
GEN1	P40626	57088	42600	Check	1	6803	LSEM		Yes	Yes	No	12/22/2023		6,894.56
GEN1	P40626	57071	42601	Check	1	4711	MAGID GLOVE & SAFETY MANUFACTURI		Yes	No	No	12/22/2023		271.70
GEN1	P40626	57099	42602	Check	1	7120	MANKATO STATE UNIVERSITY		Yes	No	No	12/22/2023		350.00
GEN1	P40626	57066	42603	Check	1	3185	MARCO TECHNOLOGIES, LLC	LLC - Partnership	Yes	Yes	No	12/22/2023		1,168.56
GEN1	P40626	57078	42604	Check	1	5990	McNEIL, MARY PAT		Yes	Yes	No	12/22/2023		6,121.81
GEN1	P40626	57055	42605	Check	1	00572	MENARDS INC		Yes	No	Yes	12/22/2023		316.07
GEN1	P40626	57055	42605	Check	1	00572	MENARDS INC		Yes	No	Yes	01/04/2024		(316.07)
GEN1	P40626	57062	42606	Check	1	1982	MN CLAY USA		Yes	Yes	No	12/22/2023		59.00
GEN1	P40626	57058	42607	Check	1	01767	MN COMMUNITY ED ASSOCIATION		Yes	No	No	12/22/2023		935.00
GEN1	P40626	57080	42608	Check	1	6388	MN DEPT OF HEALTH		Yes	Yes	No	12/22/2023		290.00
GEN1	P40626	57084	42609	Check	1	6543	MN FFA ASSOCIATION		Yes	No	No	12/22/2023		587.50
GEN1	P40626	57098	42610	Check	1	7119	MOLNAU, ALEX		Yes	No	No	12/22/2023		195.65
GEN1	P40626	57093	42611	Check	1	7112	MROSKO, MICHAEL	Ind/Sole Proprietor	Yes	Yes	No	12/22/2023		130.00
GEN1	P40626	57057	42612	Check	1	01645	MULTI-HEALTH SYSTEMS INC.		Yes	No	No	12/22/2023		202.50
GEN1	P40626	57087	42613	Check	1	6749	POBAL LEARNING	Other	Yes	Yes	No	12/22/2023		10,000.00
GEN1	P40626	57081	42614	Check	1	6465	ROOTES, DAN	Ind/Sole Proprietor	Yes	No	No	12/22/2023		130.00
GEN1	P40626	57073	42615	Check	1	4954	SAYERS, KEVIN		Yes	Yes	No	12/22/2023		130.00
GEN1	P40626	57054	42616	Check	1	00374	SMITH OIL CO.		Yes	Yes	No	12/22/2023		77.00
GEN1	P40626	57075	42617	Check	1	5287	SOUTHWEST METRO INTERMEDIATE DIS		Yes	Yes	No	12/22/2023		35,612.03
GEN1	P40626	57079	42618	Check	1	6068	SPERR, MIKE		Yes	No	No	12/22/2023		260.00
GEN1	P40626	57091	42619	Check	1	7065	THE CERAMIC SHOP		Yes	No	No	12/22/2023		18,420.00
GEN1	P40626	57083	42620	Check	1	6527	VINKEMEIER, JEFF	Ind/Sole Proprietor	Yes	No	No	12/22/2023		130.00
GEN1	P40626	57096	42621	Check	1	7117	VOELKER, JEREMY	Ind/Sole Proprietor	Yes	Yes	No	12/22/2023		75.00
GEN1	P40626	57064	42622	Check	1	2436	YAGER, MIKE	Ind/Sole Proprietor	Yes	No	No	12/22/2023		75.00
GEN1	p40731	57106	42623	Check	1	06032	MINNESOTA SCHOOL EMP ASSOC		Yes	No	No	01/05/2024		476.43
GEN1	p40731	57105	42624	Check	1	04034	PERA		Yes	No	No	01/05/2024		7,897.79
GEN1	P40726	57177	42625	Check	1	6866	ACKERMANN, TINA		Yes	No	No	01/12/2024		86.57
GEN1	P40726	57190	42626	Check	1	7124	ANDERSON, RYAN		Yes	No	No	01/12/2024		75.00
GEN1	P40726	57156	42627	Check	1	5123	ANDERSON, STEVEN		Yes	No	No	01/12/2024		79.99
GEN1	P40726	57164	42628	Check	1	6067	ANDREWS, GUY		Yes	No	No	01/12/2024		130.00
GEN1	P40726	57166	42629	Check	1	6412	AVIBEN		Yes	No	No	01/12/2024		273.86
GEN1	P40726	57147	42630	Check	1	4413	BARFKNECHT, ALAN		Yes	No	No	01/12/2024		130.00
GEN1	P40726	57134	42631	Check	1	2387	BARTH, BRIAN		Yes	No	No	01/12/2024		130.00
GEN1	P40726	57174	42632	Check	1	6728	BLUUM OF MINNESOTA, LLC	LLC - C Corp	Yes	No	No	01/12/2024		924.65
GEN1	P40726	57192	42633	Check	1	7126	BRATSCHE, BRODY		Yes	No	No	01/12/2024		150.00
GEN1	P40726	57185	42634	Check	1	7110	BROCKBERG, CURT	Ind/Sole Proprietor	Yes	No	No	01/12/2024		150.00
GEN1	P40726	57155	42635	Check	1	4946	BSN SPORTS LLC		Yes	No	No	01/12/2024		2,201.82
GEN1	P40726	57125	42636	Check	1	1118	CENTRAL BOOSTER CLUB		Yes	No	No	01/12/2024		386.48
GEN1	P40726	57117	42637	Check	1	00240	CENTRAL FIRE PROTECTION INC		Yes	No	No	01/12/2024		779.45
GEN1	P40726	57142	42638	Check	1	3213	CENTURYLINK		Yes	No	No	01/12/2024		136.29
GEN1	P40726	57133	42639	Check	1	2382	CITY OF COLOGNE		Yes	No	No	01/12/2024		86.73
GEN1	P40726	57163	42640	Check	1	6036	CLANCY, RYAN	Ind/Sole Proprietor	Yes	No	No	01/12/2024		130.00
GEN1	P40726	57197	42641	Check	1	7131	COLLEGE OF SAINT BENEDICT		Yes	No	No	01/12/2024		750.00
GEN1	P40726	57198	42642	Check	1	7132	CONCORDIA UNIVERSITY WISCONSIN		Yes	No	No	01/12/2024		150.00
GEN1	P40726	57188	42643	Check	1	7122	CURFMAN TRUCKING & REPAIR, INC.		Yes	No	No	01/12/2024		500.00
GEN1	P40726	57150	42644	Check	1	4732	DAIKIN APPLIED		Yes	No	No	01/12/2024		1,650.00
GEN1	P40726	57127	42645	Check	1	1442	DALCO		Yes	No	No	01/12/2024		479.74
GEN1	P40726	57139	42646	Check	1	2721	DASHIR MANAGEMENT SERVICES INC		Yes	No	No	01/12/2024		23,689.36
GEN1	P40726	57153	42647	Check	1	4792	DECKER, MARK		Yes	No	No	01/12/2024		130.00
GEN1	P40726	57154	42648	Check	1	4874	EGGERS, MARK		Yes	No	No	01/12/2024		100.00
GEN1	P40726	57122	42649	Check	1	00893	EHLERS & ASSOCIATES, INC.		Yes	No	No	01/12/2024		475.00
GEN1	P40726	57182	42650	Check	1	6910	FASCHING, JANE	Ind/Sole Proprietor	Yes	No	No	01/12/2024		1,440.00
GEN1	P40726	57162	42651	Check	1	6011	FIXSEN, MICHAEL		Yes	No	No	01/12/2024		130.00
GEN1	P40726	57193	42652	Check	1	7127	FLOERSHEIM, WILL		Yes	No	No	01/12/2024		130.00
GEN1	P40726	57184	42653	Check	1	7067	FORD, TONIA	Ind/Sole Proprietor	Yes	No	No	01/12/2024		75.00
GEN1	P40726	57168	42654	Check	1	6437	FP MAILING SOLUTIONS		Yes	No	No	01/12/2024		165.00
GEN1	P40726	57149	42655	Check	1	4604	FRITZ, BRIAN	Ind/Sole Proprietor	Yes	No	No	01/12/2024		130.00
GEN1	P40726	57171	42656	Check	1	6685	GARRETT, SCOTT		Yes	No	No	01/12/2024		130.00
GEN1	P40726	57159	42657	Check	1	5828	GRAMS, COLLIN		Yes	No	No	01/12/2024		130.00
GEN1	P40726	57115	42658	Check	1	00086	GRUENHAGEN, JEREMY		Yes	No	No	01/12/2024		100.00
GEN1	P40726	57152	42659	Check	1	4776	GUSTAFSON, ZACH		Yes	No	No	01/12/2024		260.00
GEN1	P40726	57196	42660	Check	1	7130	GUSTAVUS ADOLPHUS COLLEGE		Yes	No	No	01/12/2024		250.00
GEN1	P40726	57148	42661	Check	1	4514	HAMMERS, SARAH		Yes	No	No	01/12/2024		59.88
GEN1	P40726	57138	42662	Check	1	2694	HECKERT, LISA		Yes	No	No	01/12/2024		40.99
GEN1	P40726	57116	42663	Check	1	00182	HOME SOLUTIONS UNLIMITED		Yes	No	No	01/12/2024		372.92
GEN1	P40726	57131	42664	Check	1	2037	INNOVATIVE OFFICE SOLUTIONS LLC		Yes	No	No	01/12/2024		39.30
GEN1	P40726	57143	42665	Check	1	3614	ISD #2135 - MAPLE RIVER SCHOOL		Yes	No	No	01/12/2024		200.00
GEN1	P40726	57141	42666	Check	1	3104	ISD #84-SLEEPY EYE PUBLIC S		Yes	No	No	01/12/2024		125.00

Norwood-Young America School Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void		Amount
												Date		
GEN1	P40726	57124	42667	Check	1	09658	J W PEPPER & SON INC		Yes	No	No	01/12/2024		22.00
GEN1	P40726	57129	42668	Check	1	1791	JENSEN, RANDY		Yes	No	No	01/12/2024		130.00
GEN1	P40726	57121	42669	Check	1	00838	JOSTENS INC		Yes	No	No	01/12/2024		16.90
GEN1	P40726	57157	42670	Check	1	5163	KEGLER, MIKE		Yes	No	No	01/12/2024		75.00
GEN1	P40726	57172	42671	Check	1	6699	KIHLINGER, JOHN		Yes	No	No	01/12/2024		130.00
GEN1	P40726	57186	42672	Check	1	7111	KOHL, JEFF	Ind/Sole Proprietor	Yes	No	No	01/12/2024		300.00
GEN1	P40726	57170	42673	Check	1	6545	MARCO TECHNOLOGIES LLC	LLC - Partnership	Yes	No	No	01/12/2024		2,471.18
GEN1	P40726	57175	42674	Check	1	6817	MASSP		Yes	No	No	01/12/2024		350.00
GEN1	P40726	57146	42675	Check	1	4393	MATHESON TRI-GAS, INC.		Yes	No	No	01/12/2024		782.20
GEN1	P40726	57145	42676	Check	1	4316	MCDOWELL AGENCY, INC.		Yes	No	No	01/12/2024		76.00
GEN1	P40726	57120	42677	Check	1	00572	MENARDS INC		Yes	No	No	01/12/2024		110.20
GEN1	P40726	57187	42678	Check	1	7113	MILLER, KYLE	Ind/Sole Proprietor	Yes	No	No	01/12/2024		130.00
GEN1	P40726	57130	42679	Check	1	1982	MN CLAY USA		Yes	No	No	01/12/2024		347.45
GEN1	P40726	57119	42680	Check	1	00562	MN STATE UNIVERSITY - MANKATO		Yes	No	No	01/12/2024		2,000.00
GEN1	P40726	57194	42681	Check	1	7128	MONAHAN, JOSH		Yes	No	No	01/12/2024		130.00
GEN1	P40726	57199	42682	Check	1	7134	MPX		Yes	No	No	01/12/2024		332.31
GEN1	P40726	57123	42683	Check	1	01530	MUSIC MART		Yes	No	No	01/12/2024		224.63
GEN1	P40726	57144	42684	Check	1	4279	NAHAN, SHELLY		Yes	No	No	01/12/2024		540.00
GEN1	P40726	57189	42685	Check	1	7123	NEVIN KRAUSE		Yes	No	No	01/12/2024		75.00
GEN1	P40726	57176	42686	Check	1	6859	NICOLLET PUBLIC SCHOOL		Yes	No	No	01/12/2024		125.00
GEN1	P40726	57151	42687	Check	1	4767	PAGGEN, TONY		Yes	No	No	01/12/2024		205.00
GEN1	P40726	57191	42688	Check	1	7125	PEREZ, TONY		Yes	No	No	01/12/2024		130.00
GEN1	P40726	57180	42689	Check	1	6896	PETERSEN, TEDDY	Ind/Sole Proprietor	Yes	No	No	01/12/2024		130.00
GEN1	P40726	57161	42690	Check	1	5833	PIKET, JOE		Yes	No	No	01/12/2024		260.00
GEN1	P40726	57181	42691	Check	1	6902	PREHN, DAN	Ind/Sole Proprietor	Yes	No	No	01/12/2024		130.00
GEN1	P40726	57160	42692	Check	1	5832	RAHJA, MARK		Yes	No	No	01/12/2024		130.00
GEN1	P40726	57178	42693	Check	1	6868	RAIDERS VOLLEYBALL CLUB		Yes	No	No	01/12/2024		945.00
GEN1	P40726	57128	42694	Check	1	1657	RATWIK, ROSZAK & MALONEY, P.A.		Yes	No	No	01/12/2024		544.50
GEN1	P40726	57140	42695	Check	1	3045	RICKE, JERI		Yes	No	No	01/12/2024		72.00
GEN1	P40726	57169	42696	Check	1	6465	ROOTES, DAN	Ind/Sole Proprietor	Yes	No	No	01/12/2024		130.00
GEN1	P40726	57136	42697	Check	1	2448	RYAN, SCOTT	Ind/Sole Proprietor	Yes	No	No	01/12/2024		130.00
GEN1	P40726	57167	42698	Check	1	6432	SCHOLASTIC		Yes	No	No	01/12/2024		485.49
GEN1	P40726	57195	42699	Check	1	7129	SOUTH DAKOTA STATE UNIVERSITY		Yes	No	No	01/12/2024		500.00
GEN1	P40726	57158	42700	Check	1	5287	SOUTHWEST METRO INTERMEDIATE DIS		Yes	No	No	01/12/2024		11,864.25
GEN1	P40726	57137	42701	Check	1	2656	STEP SAVER INC.		Yes	No	No	01/12/2024		576.76
GEN1	P40726	57118	42702	Check	1	00388	SUPREME SCHOOL SUPPLY COMPANY		Yes	No	No	01/12/2024		119.10
GEN1	P40726	57179	42703	Check	1	6873	SUTHERLAND, SHANDON		Yes	No	No	01/12/2024		130.00
GEN1	P40726	57132	42704	Check	1	2325	TAHER, INC. - BIN# 135092		Yes	No	No	01/12/2024		61,837.43
GEN1	P40726	57165	42705	Check	1	6252	T-MOBILE		Yes	No	No	01/12/2024		760.00
GEN1	P40726	57173	42706	Check	1	6709	TURNBULL, BLAINE		Yes	No	No	01/12/2024		130.00
GEN1	P40726	57183	42707	Check	1	7009	WACTOWN PROPERTIES		Yes	No	No	01/12/2024		1,941.45
GEN1	P40726	57126	42708	Check	1	1336	WESTERN PSYCHOLOGICAL SERVICES		Yes	No	No	01/12/2024		71.00
GEN1	P40726	57135	42709	Check	1	2436	YAGER, MIKE	Ind/Sole Proprietor	Yes	No	No	01/12/2024		75.00
GEN1	P40726	57214	42710	Check	1	7003	ACRE		Yes	No	No	01/16/2024		5,565.65
GEN1	P40726	57212	42711	Check	1	6989	AMQUIST CARPETS PLUS		Yes	No	No	01/16/2024		4,794.27
GEN1	P40726	57216	42712	Check	1	7054	B&D ASSOCIATES, LLC		Yes	No	No	01/16/2024		139,175.00
GEN1	P40726	57210	42713	Check	1	6986	BRETH-ZENZEN FIRE PROTECTION, LLC		Yes	No	No	01/16/2024		31,825.00
GEN1	P40726	57211	42714	Check	1	6987	CHAPPELL CENTRAL		Yes	No	No	01/16/2024		154,279.05
GEN1	P40726	57204	42715	Check	1	6928	DAVIS MECHANICAL SYSTEMS, INC.		Yes	No	No	01/16/2024		217,604.15
GEN1	P40726	57202	42716	Check	1	6855	1 EDUCATION ON BUDGET	Ind/Sole Proprietor	Yes	No	No	01/16/2024		6,000.00
GEN1	P40726	57215	42717	Check	1	7049	GAG SHEET METAL, INC.		Yes	No	No	01/16/2024		79,024.72
GEN1	P40726	57213	42718	Check	1	7000	GRAZZINI BROTHERS & COMPANY		Yes	No	No	01/16/2024		20,900.00
GEN1	P40726	57207	42719	Check	1	6943	NORTHLAND CONCRETE & MASONRY		Yes	No	No	01/16/2024		114,427.50
GEN1	P40726	57208	42720	Check	1	6966	PIETSCH CONSTRUCTION		Yes	No	No	01/16/2024		31,041.25
GEN1	P40726	57201	42721	Check	1	4284	ROCHON CORPORATION		Yes	No	No	01/16/2024		283,939.26
GEN1	P40726	57209	42722	Check	1	6977	RTL CONSTRUCTION, INC.		Yes	No	No	01/16/2024		12,018.63
GEN1	P40726	57218	42723	Check	1	7135	RUDOLPH, MICHAEL	Ind/Sole Proprietor	Yes	No	No	01/16/2024		130.00
GEN1	P40726	57200	42724	Check	1	1210	SCHNEIDER EXCAVATING & GRADING		Yes	No	No	01/16/2024		42,750.00
GEN1	P40726	57203	42725	Check	1	6891	SHAW INTEGRATED AND TURF SOLUTIO		Yes	No	No	01/16/2024		21,488.90
GEN1	P40726	57205	42726	Check	1	6941	TWIN CITY ACOUSTICS		Yes	No	No	01/16/2024		68,351.55
GEN1	P40726	57217	42727	Check	1	7081	UNITED GLASS INC.		Yes	No	No	01/16/2024		62,918.50
GEN1	P40726	57206	42728	Check	1	6942	WELLS CONCRETE		Yes	No	No	01/16/2024		12,249.68
GEN1	p40732	57230	42729	Check	1	07999	C.E.A.		Yes	No	No	01/19/2024		8,435.22
GEN1	p40732	57227	42730	Check	1	01140	MADISON NAT'L LIFE INS CO INC.		Yes	No	No	01/19/2024		1,229.04
GEN1	p40732	57229	42731	Check	1	06032	MINNESOTA SCHOOL EMP ASSOC		Yes	No	No	01/19/2024		352.11
GEN1	p40732	57231	42732	Check	1	3796	NATIONAL INSURANCE SERVICES OF WI		Yes	No	No	01/19/2024		389.80
GEN1	p40732	57226	42733	Check	1	00808	NCPERS Group Life Ins.		Yes	No	No	01/19/2024		32.00
GEN1	p40732	57228	42734	Check	1	04034	PERA		Yes	No	No	01/19/2024		6,555.62

Bank Total: \$6,029,347.95

Report Total: \$6,029,347.95

January 5-2024 PAYROLL

GROSS PAY	\$304,228.78
FEDERAL TAX	(19,889.49)
MN STATE TAX	(10,169.24)
OASDI	(17,869.31)
MEDICARE	(4,179.13)
PERA	(3,666.85)
TRA	(18,103.48)
ANNUITIES	(7,143.88)
FLEX	(16,013.46)
VOLUNTARIES	(6,010.46)
NET PAYROLL	<u><u>\$201,183.48</u></u>

January 20-2024 PAYROLL

GROSS PAY	\$282,762.72
FEDERAL TAX	(18,661.18)
MN STATE TAX	(9,339.93)
OASDI	(16,542.35)
MEDICARE	(3,868.73)
PERA	(3,043.68)
TRA	(17,886.24)
ANNUITIES	(7,143.88)
FLEX	(15,951.78)
VOLUNTARIES	(5,886.14)
NET PAYROLL	<u><u>\$184,438.81</u></u>

Dashir Management Services, Inc.

www.dashirmanagement.com

Central Public Schools District 108 January 2024 Custodial / Maintenance Report

Personnel Information

Chris Brackee was hired as the new day custodian at the elementary school.

Kylie Gulbranson was hired as the new part time evening custodian at high school.

Training Conducted

The OSHA required safety training on Slips, Trips, and Falls was completed on December 28, 2023.

Inspections

- Annual fire extinguisher inspections at the elementary and high school
- Custodial audits took place throughout the district and results were shared with each individual custodian audited.
- Boiler start ups at the high school were conducted during December.
- A new cell phone was placed in the high school elevator per code requirement.

Progress on Projects

- Dan Johnson came in to take asbestos samples on the stair treads. We are waiting for the results.
- Senior banners were hung in the gym.
- Waxed several tile floors during the winter break.
- Several contractors were performing work at both schools during the winter break.
- Moved six file cabinets from the elementary school to an office in the high school.
- Worked with Southern Lock for installation of two new doors in the woodshop during the break.
- The custodial staff deep cleaned the schools as much as possible during the break.
- The kiln in the art room was rewired and is now working correctly.
- Several new white boards were hung in the rooms as designated.
- Several new pieces of sports equipment were moved and waiting to be placed in the new weight room.

Comments

I would like to thank the staff at both schools for being patient with the custodial staff during construction.

Respectfully Submitted,

Phil Smith
Facility Manager



CAPP

CENTRAL PUBLIC SCHOOLS ISD 108

*Ready, Set, Thrive!*TM



WHAT/WHO/WHEN

WHAT IS CAPP?

CAPP = Comprehensive Arts Planning Program

Provides assistance to districts as they plan and implement comprehensive school arts programs.

CAPP is based on the belief that the arts are essential components of a basic education.

District is awarded \$5000 for participation in CAPP

WHO IS INVOLVED?

Perpich Center for Arts Education:
Perpich is a statewide partner with MDE that provides and manages the standards in the ARTS

CENTRAL CAPP COMMITTEE

Andrea Kolstad- Co Chair
Ashley Williams- Co Chair

Adam Halpus, Andrew Stumbo, Laura Forst, Gretchen Reinike, Jake Schrupp

Tim Schochenmaier, Rich Larson, Ron Erpenbach, Kirsten Thor

Central is 1 of 8 School Districts Selected to take part in CAPP

WHEN IS IT?

Year 1 (2023/2024)
Building the capacity and leadership of the CAPP committee, and develop a 3 year plan.

Year 2 (2024/2025)
First implementation and evaluation year

Year 3 (2025/2026)
Assessment and implications for practice

FOCUS AREAS

Enhancing Art Opportunities

- Guest artists and musicians
- Designated time in PLCs for arts standards department work (Arts incorporated into more curriculum)
- Course offerings compliant with MDE state statutes.

Engaging Community Connection Through Spotighting the Arts

- Fine Arts Calendar
- Art Show (District wide or 6-12) AND rotating displays
- Art club

Empowering A Culture of the Arts AND Creative Confidence

- Arts Focused Field Trips
- Arts/ Photography/Band/ Choir/ Theater Student of the Week

Current Strengths



- Strong community support
- Admin support and value of ARTS
- Creative and passionate staff
- Amazing Students!



“The true purpose of Arts Education is not necessarily to create more professional artists, dancers, musicians . [it’s] to create more complete human beings who are critical thinkers, who have curious minds, who lead productive and fulfilling lives”



2025-26

Central Public Schools

	Students	Teachers
1st Qtr	42	46
2nd Qtr	46	48
3rd Qtr	38	39
4th Qtr	42	44
Total	167	176

July

S	M	T	W	T	F	S
		1	2	3	4	
7	8	9	10	11		
14	15	16	17	18		
21	22	23	24	25		
28	29	30	31			

August

S	M	T	W	T	F	S
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4	5	6	7	8		
11	12	13	14	15		
18	19	20	21	22		
25	26	27	28	29		

September

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8	9	10	11	12		
15	16	17	18	19		
22	23	24	25	26		
29	30					

October

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November

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17	18	19	20	21		
24	25	26	27	28		

December

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8	9	10	11	12		
15	16	17	18	19		
22	23	24	25	26		
29	30	31				

Aug. 14: New Teacher Workshop

Aug. 18-21: Teacher Workshop

Aug. 20-21: Transition Day E-5 (Conferences and open house individualized by appointment)

Aug. 20: Open House 6-12

Aug. 25: Transition Day 6th & 9th grades at school. Bussing provided.

Aug. 26: E-12 First Day of School

Sept. 1: Labor Day No School

Oct. 16 & 17: No School; Fall Recess

Oct. 24: End of 1st Qtr. Early Release

Oct. 27: No School; Staff Development

Nov. 24-28: No School Teacher Comp. & Thanksgiving Break

Dec. 22- Jan. 4 : No School; Winter Break

Jan. 5: School Resumes

Jan 16: End of 2nd Qtr. Early Release

Jan. 19: No School; Staff Development

Feb 16: No School

Mar. 13: End of 3rd Qtr. Early Release

March 16: Teacher Comp
March 17 - March 20:
No School Spring Break

March 23: No School; Staff Development

April 3: No School

May 22: Last Day of School, 1/2 day, students released after lunch

May 22: Graduation

Snow Day Procedure:
On the first snow/cold weather day class will be cancelled and the following 5 snow/cold weather days will be "e-learning days"

January

S	M	T	W	T	F	S
					1	2
5	6	7	8	9		
12	13	14	15	16		
19	20	21	22	23		
26	27	28	29	30		

February

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16	17	18	19	20		
23	24	25	26	27		

March

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23	24	25	26	27		
30	31					

April

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13	14	15	16	17		
20	21	22	23	24		
27	28	29	30			

May

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18	19	20	21	22		
25	26	27	28	29		

June

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8	9	10	11	12		
15	16	17	18	19		
22	23	24	25	26		
29	30					

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7	8	9	10	11		
14	15	16	17	18		
21	22	23	24	25		
28	29	30	31			

August

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18	19	20	21	22		
25	26	27	28	29		

September

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15	16	17	18	19		
22	23	24	25	26		
29	30					

October

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13	14	15	16	17		
20	21	22	23	24		
27	28	29	30	31		

November

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17	18	19	20	21		
24	25	26	27	28		

December

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8	9	10	11	12		
15	16	17	18	19		
22	23	24	25	26		
29	30	31				

January

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					1	2
5	6	7	8	9		
12	13	14	15	16		
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26	27	28	29	30		

February

S	M	T	W	T	F	S
2	3	4	5	6		
9	10	11	12	13		
16	17	18	19	20		
23	24	25	26	27		

March

S	M	T	W	T	F	S
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9	10	11	12	13		
16	17	18	19	20		
23	24	25	26	27		
30	31					

April

S	M	T	W	T	F	S
		1	2	3		
6	7	8	9	10		
13	14	15	16	17		
20	21	22	23	24		
27	28	29	30			

May

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					1	
4	5	6	7	8		
11	12	13	14	15		
18	19	20	21	22		
25	26	27	28	29		

June

S	M	T	W	T	F	S
1	2	3	4	5		
8	9	10	11	12		
15	16	17	18	19		
22	23	24	25	26		
29	30					

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Snow Day Procedure:
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Dec. 22- Jan. 4 : No School; Winter Break

AGENDA ITEM: Annual Authorization for Administration to Contract Budgeted Items

MEETING DATE: January 22, 2024

SUGGESTED DISPOSITION: Operational Item

CONTACT PERSON(S): Tim Schochenmaier, Superintendent

BACKGROUND:

Minnesota Statutes section 123B.52 addresses the Superintendent's and Business Manager's authority to lease, purchase, and contract for goods and services. In our Administration, the title of the business manager is bookkeeper or superintendent. Specifically, subdivision 2 states, "The board may authorize its superintendent or business manager to lease, purchase, and contract for goods and services within the budget as approved by the board." The Board's delegation of authority under this provision applies so long as the estimated amount of a transaction does not exceed \$175,000. In those instances, the Board must explicitly authorize the transaction. The statute changed during the 2018 legislative session and moved the threshold to \$175,000 from \$100,000. The Board renews this authority to enter into contracts at its annual organizational meeting in January.

RECOMMENDED ACTION: Move to confirm the School Board's understanding that the Superintendent and business coordinator have been duly authorized to lease, purchase, and contract for goods and services within the budget as approved by the Board in amounts up to \$175,000 and restatement of authorization for the same pursuant to Minnesota Statutes section 123B.52, subdivision 2.

AGENDA ITEM: Board Member Compensation
MEETING DATE: January 22, 2024
SUGGESTED DISPOSITION: Operational Item
CONTACT PERSON(S): Tim Schochenmaier, Superintendent

BACKGROUND: The board member’s compensation for the year is set at our organizational meeting. State law allows the clerk, treasurer, and superintendent of any district to receive such compensation as may be fixed by the board. The law also allows the board to fix compensation for the other members of the Board (Minnesota Statute 123B.09, Subd. 12). Central School Board members were compensated at the following rates in 2023:

Year	Chair	Vice-Chair	Clerk	Treasurer	Member
2024	\$65/per meeting				

RECOMMENDED ACTION: The School Board recommends to keep the same compensation levels for 2024.

Year	Chair	Vice-Chair	Clerk	Treasurer	Member
2024	\$65/per meeting				

AGENDA ITEM: Regular Meeting and Work Session Schedule for 2024

MEETING DATE: January 22, 2024

SUGGESTED DISPOSITION: Operational Item

CONTACT PERSON(S): Tim Schochenmaier, Superintendent

At the organizational meeting of the Central Public School's School Board the School Board members approve the Regular and Work Session Meeting Schedule for January 2024 to January 2025. Attached is the recommended January 2024 to January 2025 Meeting Schedule.

RECOMMENDED ACTION: Approve the Regular and Work Session Meeting Schedule for January 2024 to January 2025

o 4th Monday of the month with the exception of dates highlighted in pink:

- 1/22/24
- 2/26/24
- 3/25/24
- 4/22/24
- **5/20/24 (3rd Monday - Memorial Day 5/27/24)**
- 6/24/24
- 7/22/24
- **8/12/24 (no meeting during workshop week)**
- 9/23/24
- 10/28/24
- 11/25/24
- **12/16/24 (3rd Monday due to Holidays)**
- 1/27/25
- 2/24/25
- **3/17/25 (3rd Monday due to Spring Break)**
- 4/28/25
- **5/19/25 (3rd Monday - Memorial Day 5/26/25)**
- 6/23/25

AGENDA ITEM: Action on Official Depositories for School District Funds

MEETING DATE: January 22, 2024

SUGGESTED DISPOSITION: Operational Item

CONTACT PERSON(S): Tim Schochenmaier, Superintendent

Background:

Be it resolved by the School Board of Independent School District #108, Norwood Young America, MN, that the following bank accounts are designated as official depositories January 22, 2024 to January 24, 2025 and that the authorized signers and those designated to electronically transfer funds shown be approved.

Bank Name	Authorized Signers
Citizens Bank - Norwood Young America	Timothy Schochenmaier Amy Groschen Sara Eischens (Chair) Kyle Stickfaden (Treasurer) Connor Smith (Clerk)
Old National - Norwood Young America	Timothy Schochenmaier Amy Groschen Sara Eischens (Chair) Kyle Stickfaden (Treasurer) Connor Smith (Clerk)
Security Bank- Hamburg	Timothy Schochenmaier Amy Groschen Sara Eischens (Chair) Kyle Stickfaden (Treasurer) Connor Smith (Clerk)

Electronic Transfers

The following individuals are authorized to initiate electronic transfers from the above designated accounts:

Timothy Schochenmaier
Amy Groschen
Lynn Peterson

AGENDA ITEM: Official Publication of the School District

MEETING DATE: January 22, 2024

SUGGESTED DISPOSITION: Operational Item

CONTACT PERSON(S): Tim Schochenmaier, Superintendent

BACKGROUND:

In past years, legal notices and minutes have been published in the News and Times (now known as the Patriot). In addition, the full minutes are available on the district's website www.isd108.org. A proposal has been submitted to name the Patriot as the official school district/legal publication newspaper for 2024.

Our recommendation below is based on our review of Minnesota Statutes pertaining to the requirements of the School District's official newspaper.

RECOMMENDED ACTION: Move to approve the Patriot as the legal publication for the Central Public Schools for 2024.

AGENDA ITEM: Annual Authorization of Legal Counsel

MEETING DATE: January 22, 2024

SUGGESTED DISPOSITION: Operational Item

CONTACT PERSON(S): Tim Schochenmaier, Superintendent

BACKGROUND:

At our organizational meeting we advise that the School Board of Central Public Schools designates: Knutson, Flynn and Deans; Ratwik, Roszak, and Maloney; Rupp, Anderson, Squires and Waldsperger, P.A.; and others as needed as our legal counsel for calendar year 2024. Authorized personnel to contact legal counsel includes: school board chair, school board vice-chair, and superintendent.

RECOMMENDED ACTION: Approve Knutson, Flynn and Deans; Ratwik, Roszak, and Maloney; Rupp, Anderson, Squires and Waldsperger, P.A.; and others as needed for the school year. The School Board approves authorized personnel to contact legal counsel, including: school board chair, school board vice-chair, and superintendent.

AGENDA ITEM: Appoint Board Committee Members
MEETING DATE: January 22, 2024
SUGGESTED DISPOSITION: Operational Item
CONTACT PERSON(S): Tim Schochenmaier, Superintendent

BACKGROUND: Board members are required to be a part of the committees/teams listed below. The names highlighted in yellow represent areas that need to be filled.

Minnesota State High School League

Representative: Strickfaden; Alt: Erickson

Community Education Board

Representatives: Lehrke, Kroells

Southwest Metro Educational Coop

Representative: Perlbachs Alt: Kroells

Technology Committee

*No Members for the 2024 Calendar Year

Community Development/County & City Liaison

Representative: Smith; Alt: Eischens

Finance Committee

Representative: Strickfaden: Alt: Eischens

Policy Committee:

Representatives: Erickson, Lehrke, Kroells

Negotiation Committees:

MN School Employees Association:

Representatives: Erickson, Strickfaden, Eischens

Teachers Association:

Representatives: Smith, Lehrke, Perlbachs

Superintendent:

Representatives: Erickson, Kroells, Eischens

Principals/Administration:

Representatives Smith, Perlbachs, Eischens

**Non-Union Support Staff, Special Education Director,
Technology Director, Community Ed. Director:**

Representatives Kroells, Erickson, Lehrke

AGENDA ITEM: Resolution Directing the Administration to Make Recommendations for Reductions in Programs and Positions

MEETING DATE: January 22, 2024

SUGGESTED DISPOSITION: Operational Item

CONTACT PERSON(S): Tim Schochenmaier, Superintendent

BACKGROUND:

Each year the school board authorizes the school administration to make possible reductions needed for the following school year budget. This is done in January because there are statutory requirements in the timeline when licensed staff have to be notified of potential budget reductions.

RECOMMENDED ACTION:

Member _____ introduced the following resolution and moved its adoption:

Resolution Directing the administration to make recommendations for reductions in programs and positions and reasons therefore.

Whereas, if the financial condition of the school district indicates that the school board may need to reduce expenditures, and

Whereas, there may be a reduction in student enrollment, and,

Whereas, this reduction in expenditure and decrease in student enrollment may include discontinuance of positions and discontinuance or curtailment of programs,
And,

Whereas, a determination must be made as to which teachers' contracts may be terminated and not renewed and which teachers may be placed on unrequested leave of absence without pay or fringe benefits in effecting discontinuance of positions, Be it

resolved, by the School Board of Independent School District No.108 as follows:

That the School Board hereby directs the Superintendent of Schools and administration to consider the discontinuance of programs or positions to effectuate economies in the school district and reduce expenditures and as a result of a reduction in enrollment make recommendations to the school board for the discontinuance of programs, curtailment of programs, discontinuance of positions or curtailment of positions.

The motion for the adoption of the foregoing resolution was duly seconded by Member _____ and upon a 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.

Duly Signed

_____ Board Clerk Date_____

_____ Board Chair Dae_____

Central Education Association Master Agreement

2023 – 2024

2024 – 2025

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ARTICLE I PURPOSE

Section 1. Parties: This Agreement is entered into between Independent School District No. 108, Norwood Young America, Minnesota, hereinafter referred to as the District, and the Central Education Association, hereinafter referred to as the C.E.A., pursuant to and in compliance with the Public Employer Labor Relations Act of 1971, as amended, hereinafter referred to as the P.E.L.R.A., to provide the terms and conditions of employment for teachers during the duration of this Agreement.

ARTICLE II RECOGNITION OF EXCLUSIVE REPRESENTATIVE

Section 1. Recognition: In accordance with the P.E.L.R.A, the District recognizes the C.E.A as the exclusive representative of all teachers employed by the District which shall have those rights and duties as prescribed by the P.E.L.R.A. and as described in the provisions of this Agreement.

ARTICLE III DEFINITIONS

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

Section 2. Teacher: The term, "teacher", shall mean any persons employed by the District in a position for which the person must be licensed by the State of Minnesota, but shall not include superintendent, assistant superintendent, principals, and assistant principals who devote more than 50% of their time to administrative duties, confidential employees, supervisory employees, essential employees, and such other employees excluded by law.

Section 3. District: For purposes of administering this Agreement, the term, "District", shall mean the School Board or its designated representative.

Section 4. Days:

Subd. 1. Duty Day. A duty day is a day upon which a teacher is required by the Master Agreement to perform basic duties.

Subd. 2. Inservice/Workshop Day. An in-service/workshop day is a duty day during which a formal program is presented to the faculty.

Subd. 3. Clerical Day. A clerical day is a duty day during which faculty work on such things as record-keeping, lesson planning and general "housekeeping" items.

Subd. 4 Prevailing Rate: The prevailing rate of the district shall be the base salary of Lane 1, step 1 / 176 days, then divided by 7.5 hours. This is the prevailing hourly rate as set forward in this contract.

Section 5. Meet and Confer: Meet and Confer shall consist of C.E.A. members(s) and board members and Superintendent. The Board shall set at least three (3) Meet and Confer dates at their July organizational meeting.

Section 6. Other Terms: Terms not defined in this Agreement shall have those meanings as defined by the P.E.L.R.A.

ARTICLE IV DISTRICT RIGHTS

Section 1. Inherent Managerial Rights: The C.E.A. recognizes that the 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 District, its overall budget, utilization of technology, the organizational structure and selection, direction and number of personnel.

Section 2. Management Responsibilities: The C.E.A. recognizes the right and obligation of the School Board to efficiently manage and conduct the operation of the District within its legal limitations and with its primary obligation to provide educational opportunity for the students of the District.

Section 3. Effect of Laws, Rules, and Regulations: The C.E.A. recognizes that all teachers covered by this Agreement shall perform the teaching and teaching-related services prescribed by the District and shall be governed by the laws of the State of Minnesota, and the District's rules, regulations, directives and orders, issued by properly designated officials of the District. The C.E.A. also recognizes the right, obligation, and duty of the District and its duly designated officials to promulgate rules, regulations, directives and orders from time to time and deemed necessary by the District insofar as such rules, regulations, directives and orders are not inconsistent with the terms of this Agreement. Any provision of this Agreement found to be in violation of any such laws, rules, regulations, directives or orders, shall be null and void and without force and effect.

Section 4. Reservation of Managerial Rights: The foregoing enumeration of rights and duties shall not be deemed to exclude other inherent management functions not expressly reserved herein, and all management rights and management functions not expressly delegated in this Agreement are reserved to the District.

ARTICLE V TEACHERS RIGHTS

Section 1. Right to View: Pursuant to the P.E.L.R.A., nothing contained in this Agreement 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 teacher 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 C.E.A.

Section 2. Right to Join: Teachers shall 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 purpose of negotiating grievance procedures and the terms and conditions of employment for such teachers.

Section 3. Request For Dues Check Off:

"When a bargaining unit member has authorized a dues deduction, such authorization shall continue in effect for that year and from year to year, and cannot be canceled except by written notice from the Union President. A member seeking cancellation must provide written notice to the Union President.

Any bargaining unit member, or new hire who has applied for membership in the bargaining unit, authorizes the school district to deduct one twelfth (1/12) of such dues from the regular pay check of the bargaining unit member for each pay period for 14 consecutive pay periods. The deductions will begin the first pay period on or after October 15. For bargaining unit members employed after the commencement of each school year, deductions of dues shall be made by the School District. The dues will be deducted equally between existing pay periods between the date of the bargaining unit members first pay date and May 15."

Section 5. Personnel Files: Pursuant to Minn. Stat. § 122A.40, Subd. 19, all evaluations and files relating to each individual teacher shall be available during regular school business hours to each individual teacher upon the teacher's written request. The teacher shall have the right to reproduce any of the contents of the files at the teacher's expense and to submit for inclusion into the file, written information in response to any material contained therein. Teachers shall also have the right to have expunged from the teacher's file any material found to be false or inaccurate as determined through the grievance procedure as provided in Minn. Stat. § 122A.40, Subd. 19. However, the District may destroy such files as provided by law. The official files will be in the Superintendent's office.

Section 6. Teacher Transfer:

Subd. 1. All vacancies or new positions will be publicized by the Superintendent via email to the existing District teaching staff as such vacancies may occur.

Subd. 2. If the Superintendent and the building Principal, after meeting with affected staff, determine that a change in assignment needs to be made to better utilize staff and their talent, they shall notify the affected teacher in writing within five (5) days of the reasons for such a change.

Section 7. Non-Discrimination

There shall be no discrimination against any present or future employee by reason of race, creed, color, religion, age, disability, marital status, national origin, sexual orientation, Union membership, or any characteristic protected by law.

**ARTICLE VI
ASSOCIATION RIGHTS**

Section 1. Release time For C.E.A. Business: During the period covered in this Agreement, the C.E.A. shall be allowed up to a total of ten (10) days annually, without pay, to be used by teachers who are officers or agents of the C.E.A., such use to be at the discretion of the C.E.A. (time and/or days are total for all members). The C.E.A. agrees to request such leave from the Superintendent in writing no less than three (3) days in advance of the date for intended use of said leave. Such leave shall normally be granted unless it interferes with some particular activity where all staff is required to be in attendance, e.g., parent conference, staff development days, etc.

Section 2. Use of Facilities: The C.E.A. shall have the right to the use of school buildings and facilities in accordance with the District's policies, rules and regulations, provided such use shall not interfere with normal school activities or functions. The District reserves the right to assess charges for additional custodial and operational expense beyond normal maintenance costs resulting from such use.

**ARTICLE VII
BASIC SCHEDULE AND RATE OF PAY**

Section 1. Basic Compensation:

Subd. 1. Pay Periods. Teachers shall be paid twice a month for 12 months. If a payday falls on a Saturday, Sunday, or holiday, the pay date shall be the last working day before said Saturday, Sunday or holiday.

Section 2. Status of Salary Schedule: The salary schedule shall not be construed as a part of the teacher's continuing contract. In the event a successor Agreement is not entered into prior to the expiration date of this Agreement, a teacher shall be compensated according to the previous year's compensation until such time that a successor Agreement is executed. A teacher's advancement is subject to the right of the District to withhold increments, lane changes, or other salary increases for good and sufficient grounds. An action withholding a salary increase shall be subject to the grievance procedure. After a new Agreement is signed, pay shall be retroactive to the end of the previous Agreement.

Section 3. Placement on the Salary Schedule: The following shall be applicable in determining placement of a teacher on the appropriate salary schedule:

Subd. 1. Germane. Credits to be considered for application on any lane of the salary schedule must be germane, as determined by the District, to the teaching assignment or be part of an approved graduate program that is germane to the teaching assignment.

Subd. 2. Prior Experience. A teacher who has had experience in other school systems or in other fields of endeavor will be placed on the salary schedule as agreed upon between the District and said teacher.

Subd. 3. Grade and Credits. To apply on the salary schedule all credits beyond the Bachelor's Degree must be graduate credits and carry a grade average of "B" or higher. In required courses where a letter grade cannot be

requested, a pass/fail will be acceptable. Only graduate credits taken after the exact date of receiving the Masters Degree will count for the M.A. + block toward a lane change beyond the Masters Degree. Undergraduate credits may include credit earned for classes taken at a Technical Institute as long as courses are germane to teacher's field. Graduate credits may also include credit allowed for attendance at seminars, workshops, or other in service institutes as long as credits are offered through an accredited institution. An equivalent of one college quarter hour of graduate credit, to a career maximum of fifteen (15), shall be allowed for each fifteen (15) hours of successful seminar and/or workshop attendance and completion that have been pre-approved, in writing, and verified by the Building Principal. District credits are not administrative meetings, teacher workdays, committee meetings, or other meetings, which are related to operational function of the District.

Subd. 4. Course Approval. All credits, in order to be considered for application on the salary schedule, must be considered for approval by the Professional Growth Committee in writing no later than 60 calendar days after the completion of the course. This committee will be comprised of one (1) administrator and one (1) C.E.A. representative, named by union.- Teachers shall receive a copy of course approval or disapproval. If the course(s) is (are) disapproved, the teacher will receive a copy of reason(s) for disapproval. Course approval shall be binding for one (1) calendar year. The committee shall meet when necessary. Approval or disapproval of class(es) shall be returned within two (2) days following its meeting. Teachers may be present or may be asked to be present at the meeting to explain class(es) to the committee. Newly hired teachers should present credits which were approved in another district for application on the salary schedule to be determined by the Professional Growth Committee within 60 calendar days after hiring.

Subd. 5. Effective Dates. Individual contracts will be modified subject to Article VII, Section 2, to reflect qualified lane changes twice every year, at the beginning of the school year and the beginning of the second semester, providing proof of course completion of qualified credits is submitted to the Superintendent's office no later than September 15 for the full year or January 15 for one-half year. The District reserves the right to request an official transcript if needed. Credits, including those earned prior to receiving a Master's Degree, submitted for lane changes, must have been earned within the past 6 years.

Subd. 6. Any teacher who has taught a partial year in this system shall be granted an increment or portion thereof according to the following formula:

- Less than 50% of the teacher duty days – no increment,
- 50% - 74% teacher duty days – ½ increment,
- 75% or more teacher duty days – full increment.

Subd. 7. Part-Time Teachers. Part-time teachers, defined as those teachers employed daily (or equivalent to daily) less than full time, shall be compensated based on their salary schedule placement times the percent of the regular teaching day they work according to the following schedule:

1 hour	-	17%
2 hours	-	34%
3 hours	-	51%
4 hours	-	68%
5 hours	-	85%
6 hours	-	100%

Note: Teachers that are negatively affected by this change during the length of this contract will be held at the old percentage or moved to the current higher rate on this new schedule based on District's managerial rights. Once a teacher has been increased to a higher percentage this becomes null and void for that individual. This part of the agreement is null and void for teachers in the Title I program.

When two teachers share a position, the total percent paid may not equal more than 100%. Community Education or existing ECFE teachers who work less than full time shall be compensated based on their salary schedule placement times the ratio of their work day to an 7.5-hour day and their work year to 176 days.

ARTICLE VIII EXTRA COMPENSATION

Section 1. Extra Curricular Schedule: The wages and salaries reflected in Schedule C, attached hereto, shall be a part of this Agreement for school years 2023-24 and 2024-25. Salaries paid through Community Education are also subject to the provisions of Schedule C. A lump sum payment of salary at conclusion of duties for each assignment will be paid within thirty (30) days. An Employee has the option of payment in two installments and must notify payroll in writing of this choice when duties commence.

Section 2. Noon and/or Bus Duty:

Subd. 1. Teachers assigned to noon supervisory duties at the high school will receive \$12.00 per day.

Subd. 2 Elementary teachers who perform bus duty and/or commons duty shall be paid at the rate of \$9.00 per hour. (The District retains the right to assign these duties to other employees not in this unit.)

Section 3. Additional Employment Pay: Teachers employed for more than the scheduled teacher duty days shall be paid as follows:

Subd. 1: Extended Employment - (Professional Teaching) Teachers who may be employed in their regular assignment for a number of days or weeks prior to or following the scheduled teacher duty days. This also includes teachers who may be employed beyond the school day or school year to teach an academic subject which they are certified to teach. Teachers in this category shall be paid on a pro-rata basis according to that individual's step and lane placement on the salary schedule.

Subd 2: Before or After School and Summer School - (Professional non-teaching) Teachers who are employed for After School and Summer School. This is paid at the prevailing rate of the District.

Subd. 3: Staff Development, Curriculum or Assessment Work (Professional non-teaching): Teachers who may be requested to attend staff development, training, curriculum writing, or assessment work on a non-teacher duty day shall be paid

- a. 23-24: \$33.60 per hour (this number will be updated after settlement with the new prevailing rate, CEA agrees not to back date this pay to the CEA ratification date.)
- b. 24-25: \$34.28 per hour (this number will be updated after settlement with the new prevailing rate, CEA agrees not to back date this pay to the CEA ratification date.)

Subd. 4: Professional, Teacher on Special Assignment (TOSA): Teachers may be placed on Special Assignments. These assignments include, but not limited to, Curriculum Leader and Dean of Students.

- a. TOSA positions are paid at the teachers individual's step and lane placement on the salary schedule.
- b. TOSA positions may be required to have additional contract days. The number of days and when they are used will be agreed upon between the District and the teacher. The teacher will be paid at their daily rate for any additional days. To determine the rate, take the teachers annual salary and divide it by the number of total contracted days of 176.
- c. TOSA positions are not supervisor positions as defined by PELRA or administrative positions.
- d. TOSA positions will not conduct performance reviews of other license teachers or similar management duties but may engage in peer coaching in the same manner in which they would be able to do in their regular teaching assignment.
- e. Licensed non-teaching TOSA positions will not be counted in budget calculations related to class size ratios.
- f. The duration of the TOSA positions will be up to three (3) years. TOSA positions will be reopened for internal posting. The District will notify the CEA of postings.

g. Any TOSA positions will maintain all seniority rights with CEA.

Section 4. Substitute Pay:

Subd. 1: Teachers who are currently employed under a regular contract who substitute for another teacher during their preparation time shall be paid at the rate of \$35 per class period and elementary teachers who split a class for the full day will be compensated \$80 each and \$40 each for a half day. A half day is less than 3.5 hours for computation of time in this section of the contract only.

Subd. 2: Substitute teachers: Day-to-day substitute teachers shall be paid at the current rate approved by the Board.

Section 5. Homebound Instruction: Those teachers who are employed to teach homebound students shall be paid at the prevailing rate plus mileage.

Section 6. 403b/Severance Pay:

Subd. 1.

The District will offer a 403b plan with Education Minnesota to be implemented as follows:

1. Staff members are locked into the severance plan based on the number of years of completed service (measured as a sum of total FTE's) as of July 1, 2002.

Years of Service	Eligible for
1. 0-7	No severance
2. 8-14	\$8,000 severance minus District contributions
3. 15-21	\$20,000 severance minus District contributions

The maximum District contribution to the 403b plan for any employee is \$27,500.

2. Employer contribution will be based on years of employment and must be matched by employee.

Years of Service	Contribution by the District
0-3	\$100
4-8	\$350
9-14	\$750
15-21	\$1,250
22+	\$1,750

Subd. 3. These payments would be based on the full number of FTE's each teacher has accumulated over their years in the District.

Subd. 4. In order to receive these benefits, a teacher must submit his/her written resignation effective at the end of the school year to the District by April 15. A \$1,000 bonus will be paid to teachers HRA who provide notice of retirement by February 1.

Subd. 5. These payments will be paid to a teacher in forty-eight (48) semi-monthly payments beginning on the fifth (5th) day of the month following retirement or resignation.

Subd. 6. These payments will not be paid to any teacher that has been discharged by the district.

Subd. 7. If a teacher dies with a portion of this payment unpaid, the full balance will be paid to the teacher's beneficiary, if any, otherwise to the teacher's estate. If the teacher dies while still employed by the District, all payments will be paid to the teacher's beneficiary, if any, otherwise to the teacher's estate.

**ARTICLE IX
EARLY RETIREMENT BENEFITS**

Section 1. Eligibility. To be eligible for the benefits of this article, a teacher must have completed ten or more years of full-time service in the School District and be 55 years of age or older. A part-time employee with ten or more years of part-time service in the School District will receive prorata benefits of this article, representing the fractional proportion obtained by dividing the total FTEs of service by the number of years of service.

Section 2. Health Insurance.

Subd. 1. Retirees with Spouse or Dependents. An eligible retiree who has spouse or dependents with no health insurance shall receive the family health hospitalization insurance contribution of \$706.06 per month. If such retiree has a spouse or dependent with other health insurance, the retiree shall be provided the contribution for single persons of \$320.12 per month and also receive the difference between \$320.12 and 706.06 per month in monthly installments.

Subd. 2. Single Retirees. An eligible single retiree shall receive the single School District health and hospitalization insurance contribution of \$320.12 per month. The retiree will receive, in monthly installments, the difference between \$320.12 and \$706.06 per month

Subd. 3. Cash Payment. Cash payments made to employee pursuant to this article shall be taxable.

Subd. 4. Duration of Contributions. Contributions as provided in this Section for eligible employees shall continue until eligible for Medicare or the expiration of ten years, whichever occurs first.

Subd. 5. Sunset. To comply with the requirements for the benefits provided in Minn. Stat. § 126C.41, as amended, the parties agree that a teacher, to be eligible for the benefits of this section, must have been employed by the School District prior to September 1, 2009. Accordingly, teachers first employed by the School District after August 31, 2009, shall not be eligible for the benefits of this section.

Section 3. Additional Early Retirement Incentive.

As an additional early retirement incentive, eligible employees as described in Article IX, Section 1, shall receive one payment following retirement within 60 days into a tax-free, post-employment Health Reimbursement Arrangement (hereinafter referred to as "HRA") by a vendor of the District's choosing according to the following scale:

Total	Amount	Total	Amount
B.A.	\$1,500	M.A.	\$9,000
+15	\$3,000	+15	\$10,500
+30	\$4,500	+30	\$12,000
+45	\$6,000	+45	\$13,500
+60	\$7,500	+60	\$15,000

Article IX, Section 3, Subd. 2: Part-time employees shall receive prorated payments into a tax-free, post-employment Health Reimbursement Arrangement (HRA).

Section 4. PTO Payout

Teachers who retire from the District who have more than 60 days (450 hours) in their Professional Leave Bank, shall be paid at a rate of \$125 per each day over 60 days (450 hours) to a Health Care Savings Plan.

**ARTICLE X
GROUP INSURANCE
HEALTH AND HOSPITALIZATION INSURANCE**

Section 1. Single Coverage:

Subd. 1. The District shall contribute a sum of \$510 per month for employees enrolled in the District's group Health and Hospitalization plan in 2023-24 and 2024-2025 toward the premium for individual coverage for each eligible teacher employed by the District who qualifies for and is enrolled in the District's group Health and Hospitalization Plan. In the event the District's contribution for single coverage is discriminatory or illegal, the exclusive representative will hold the District harmless and indemnify the District from any and all actions, suits, claims, damages, judgments, and other forms of liability, which any person may have or claim to have arising out of or by reason for the District's contribution toward family coverage as set forth in Article X, Sections 1 and 2.

Subd. 2. The portion of the premium not provided by the School District will be paid by the employee through payroll deduction.

Section 2. Family Coverage:

Subd. 1. The District shall contribute a sum not to exceed \$1100 per month for each employee enrolled in the District's group Health and Hospitalization plan in 2023-24 and 2024-25 toward the premium health cost for family coverage for each eligible teacher employed by the District and who qualifies for family coverage and who is enrolled in the District's Group Health and Hospitalization Plan. If insurance costs are less than the district's insurance contributions, the remaining amount per employee will go towards said VEBA/retirement account. This only applies to employees electing health insurance coverage through the district offered health insurance plan. There will be no cash in lieu of health insurance contributions to any employee.

Subd. 2. The portion of the premium not provided by the School District will be paid by the employee through payroll deduction.

Section 3. Health and Hospitalization Insurance Eligibility:

Subd. 1. Teachers employed with a Full-Time Equivalent (F.T.E.) of .75 or greater will be eligible for Health and Hospitalization Insurance benefits as described in Sections 1, 2, and 3 above.

Subd. 2. Teachers employed with a Full-Time Equivalent (F.T.E.) of .50 - .74 will be eligible for pro-rated Health and Hospitalization Insurance benefits in direct proportion to their pro-rated employment.

Subd. 3. Teachers employed less than a Full-Time Equivalent (F.T.E.) of .50 will be eligible for no Health and Hospitalization Insurance benefits.

Section 4. Income Protection Insurance: The District shall provide the full premium for a long term disability insurance policy for each full time teacher who qualifies for and is enrolled in the District's Long Term Disability Plan. Benefits shall be payable upon ninety (90) calendar days after the day of disability at two-thirds (66 2/3%) of the annual contractual salary. Benefit payments shall continue until termination of the disability. The coverage shall include coverage for mental and emotional disturbance.

Section 5. Claims Against the School District: It is understood that the District's only obligation is to purchase an insurance policy and pay such amounts as agreed herein and no claim shall be made against the District as a result of a denial of insurance benefits by an insurance carrier.

Section 6. Duration of Insurance Contributions: All teachers who have completed the school year shall receive their benefits through August 31 of that year. A teacher is eligible for District contributions as provided in this Article as long as the teacher is employed by the District. For teachers terminated during the school year, all District contributions shall cease effective on the last working day. Teachers who retire from the District shall be eligible to remain in the District's insurance plan (according to insurance company policies and/or regulations) or until a different policy is obtained providing the teacher pays the full premium.

Any teacher leaving the District shall be eligible to elect to pay the full premium not to exceed one (1) year coverage effective the date of termination or resignation.

Section 7. Group Term Life Insurance: The District shall provide the full premium for each full-time employee for a \$50,000 policy. Said contributions cease at employee separation from the district for any reason.

Section 8. Dental Insurance: The District shall pay up to \$20.20 per month toward the individual plan for full-time teachers in the Delta Dental Plan. This benefit continues until cessation of health insurance benefits.

Section 9. Section 125 – Flexible Benefit Plan: : A flexible benefit plan, as authorized by Section 125, shall be available for voluntary participation by teachers. Teachers have the option to elect their pre-tax dollars. Teachers can elect to take out Accident Advantage Coverage, Cancer Protection Coverage, Hospital Protection, Short Term Disability. Teachers requesting information should contact the CEA president or the District office. CEA, with the district, will choose up to two vendors in odd years, prior to July 1.

ARTICLE XI PROFESSIONAL LEAVE

Section 1. Professional Leave

Subd. 1. Definition. Professional Leave under this contract includes Sections 1 through Section 3 under this Article.

At the beginning of each school year a teacher shall be credited with 12 days of Professional Leave to be used as the individual chooses as long as the request meets the guidelines as set forth in this article. Any new employee to the district shall also be credited with 10 days (75 hours) into their Professional Leave Bank. All twelve professional leave days must be used before the Leave Bank days can be accessed, unless days have already been pre-approved. Leave Bank days may only be used for illness, injury or disability pursuant to M.S. 181.9413. Please refer to Subd. 4 for use of these days.

- a) Teachers who experience an illness, injury or a maternity leave that results in an absence for more than five (5) consecutive contract days will access their leave bank on the sixth (6th) consecutive day and beyond. The teacher must present a doctor's certification to invoke this clause. This subdivision includes follow-ups due to rehab or medical appointments per occurrence.
- b) At the discretion of the Superintendent, teachers who have already used their 12 days who have a death in the family may apply for consideration of bereavement leave. (Article XI Section 3). If the teacher has no banked time accrued, the Superintendent may approve up to three (3) days without pay. The decision of the Superintendent in either of these conditions is final and not open to the grievance process.

Subd. 2. Computation. Teacher's Professional Leave shall be computed as follows: by multiplying the number of months (9 months full time) the teacher has worked in the School District for this school year (multiply 9 months by 1.33). Any fraction resulting shall be rounded off to the closest whole number. Unused Professional Leave may accumulate to a maximum of one hundred twenty (120) days (900 hours) per teacher. If a teacher works part time, those days are recorded based on their part-time status. If, at some point, the teacher becomes full-time, Leave Bank banked days need to be adjusted accordingly.

Subd. 3. Application. Professional Leave shall be approved only upon submission of a Professional Leave request setting out the dates claimed for Professional Leave into Frontline Absence Management System with final approval by the Superintendent or his/her Designee. Professional Leave request are to be made prior to the requested day but not before July 15 of each fiscal year, as directed by the District, except in case of an emergency. In cases where Professional Leave is used because of a personal or family illness, the leave request shall be entered into Frontline Education by the teacher as a matter of responsibility immediately so the absence can be filled through the sub calling process

Teachers may request increments of one (1/2) hour of Professional Leave. Actual time absence from work during a single contract day shall be rounded up to the nearest increment as listed above.

Subd. 4. Use of Leave Bank Time. Use of Leave Bank is leave with pay which shall be allowed by the School Board whenever a teacher's absence on teacher duty days is found to have been due to illness, injury, or disability which prevents the teacher's attendance at school, and the teacher has already used all of his/her professional leave or in accordance with Section 1, Subd 1, a, Use of this leave includes illness, or disability caused or contributed to by pregnancy or childbirth, and may also be used for any illness or injury of an employee's child as defined in Minnesota Statute 181.940 and 181.9413. Accumulated banked time may be used by the employee for the serious injury or illness of an adult child, children, spouse, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent. The School District may require a teacher to furnish satisfactory evidence that absence was by reason of illness or injury or disability, which prevented his or

her attendance at school and performance of duties on that day or days. A certificate from a qualified physician stating that the teacher's absence was due to illness or disability may be required as seen necessary by the School District. The district will reimburse to the employee the out of pocket expenses for this required medical certificate that is not covered by the health plan of the employee. All applicants must complete and return the Professional Leave form when appropriate. Any period of professional leave taken under this provision must be used simultaneously with any period of leave for which the teacher is eligible under the Family Medical Leave Act.

Subd. 5. Leave Donation. In the event of medical emergency of the employee or a member of their immediate family the employee may request additional days be donated from other staff members. The immediate family shall include spouse or children. In order to access this leave, staff members must have exhausted all of their Professional Leave and Leave Bank days, and provide medical documentation from the doctor indicating the employee's or their immediate family member's significant medical condition. This process can only be used for emergency type medical conditions and cannot be accessed for normal medical procedures such as maternity leave, routine surgery, normal recovery from routine medical procedures, etc. Donated days from/to a teacher will follow current IRS tax law at the time of donation. Teachers can donate up to 3 days per year. Donated days will come from the donor's Leave Bank untaxed. Teachers receiving the donation will pay their typical payroll taxes and benefits.

- a) Process. If a staff member has a situation that meets the above criteria, they will submit a written request with documentation of the medical need from a licensed physician. The CEA president will meet with the Superintendent to review the request. Upon approval of the request, the CEA president will send out a request to CEA members requesting Leave Bank donations. Once donated, the days will be transferred to the member requesting the days.

Subd. 6. Borrowing Ahead. A teacher may borrow ahead from future professional leave for an extenuating health or bereavement circumstance, including family leave. A maximum of one year of professional leave may be borrowed. This time will be borrowed from the upcoming year upon approval from the Superintendent. If the teacher leaves the district, any borrowed leave remaining will be repaid to the district at the teacher's average daily rate of pay.

Subd. 7. Days Used in Excess of Allowance. A teacher shall be credited with twelve (12) days Professional Leave at the beginning of each school year. If not used during the school year, this leave will be added to their accumulated leave bank. At the end of a school year a maximum of 120 days (900 hours) of Leave Bank days can be used. For each additional Professional Leave day, the teacher shall have one day's pay deducted from salary by the School District.

Subd. 8. Additional Day: Teachers who are beginning their 15th or more year of employment in the School District will be granted a 13th day of Professional Leave. If the 13th Professional Leave day is not used in the year in which it is earned, the teacher will forfeit the 13th day of Professional Leave but the district will pay \$125 or no lower than the sub rate of pay to the teacher's Health Care Savings/Retirement Plan or cash pay-out.

Subd. 9. Wellness Bonus: Teachers will receive a wellness bonus when 15 hours of sick leave or less is deducted from a teacher's account per year. Coaching Days and Donated Days will not be counted against subd. 9. The bonus will be paid in the following amounts:

0 hours to 7.5 hours	\$250
7.51 hours to 15 hours	\$125

Subd. 10. Unused Leave and Banked Time Over 120 Days (900 hours). Unused Professional Leave days shall be credited to the teacher's Leave Bank. If the teacher's Leave Bank at the end of the school year is in excess of 120 days, teachers shall be compensated at \$125 or no lower than the sub rate of pay. This payment shall be made prior to the end of the year to a Health Reimbursement Arrangement (HRA). The total number of days in the Leave Bank shall not be more than 120 days (900 hours) going into the new school year.

Subd. 11 Limit. The number of teachers on pre-approved Professional Leave at any time shall not exceed 3 per building in elementary, middle school, or high school. Teachers who are taking Maternity Leave shall not be counted. Professional Leave shall be granted on a first-come, first served, basis.

Subd. 12. Prohibitions.

- a) The use of Professional Leave is at the discretion of the teacher; provided, however, Professional Leave shall not be used on parent-teacher conference days, the first week or last week of student contact days of the school year, unless the school board has changed such days from those originally set in the school calendar to make up days lost by reason of inclement weather or other good cause. CEA recognizes that it is the teacher's professional responsibility to be present in the classroom on these days. The Superintendent may grant leave upon written request by the teacher.

The Superintendent shall designate each leave as:

- a. Approved - Approved leave will be deducted from teachers Professional leave.

- b. Conference Nights - employees may be granted time off without pay with superintendent approval and conferences will not be made up.
- c. The district will strive not to schedule co-curricular events on high/middle/elementary school conferences. If the activity must occur on conference nights, the teacher is allowed to make up their conferences at a later date and time.

- b) Teachers may take up to five (5) days of scheduled Professional Leave consecutively. Teachers may make a written request to the Superintendent for permission to use in excess of five days of consecutive Professional Leave. A leave of six (6) to ten (10) consecutive days may be granted to each teacher once every 3 years. Final approval is subject to the Superintendent's approval. Each request shall stand on its own merit and shall not establish past practice.

Subd. 13. eLearning Day. In the event a teacher has requested professional leave and an eLearning event occurs, a teacher will be credited back with the professional leave day if the following is provided within one week to the superintendent. The first snow day will be credited back to the teacher.

- a. A summary of email communication between the teacher and students or parents.
- b. A copy of the communication posted to Google Classroom or Infinite Campus and/or other learning platforms.
- c. Phone or email log with student and parent name(s), time, and content of conversation(s).
- d. Log and evidence of work completed.
- e. Other items of evidence as requested by the Superintendent.

If information submitted is found to be inaccurate, disciplinary action will be taken, and the day will not be credited back.

Section 2. Application for Long Term Disability Insurance Benefits.

Subd. 1. Application. Teachers on disability leave who have met the requirements of the qualifying period for benefits under the long-term disability insurance coverage carried by the School District shall make prompt application for such benefits.

Subd. 2. Qualifications. On qualifying for disability insurance benefits and notifications thereof, the teacher shall be placed on an unpaid medical leave of absence.

Subd. 3. Retention of Unused Leave. A teacher on unpaid medical leave shall retain his or her unused accumulated professional leave and may continue the insurance fringe benefits with use of Professional Leave and Banked Professional Leave to cover the difference between the teacher's regular salary and the workers compensation insurance payments. Neither Professional Leave nor Banked Professional Leave may be used in a manner that results in the teacher receiving more than the teacher's regular salary.

Subd. 4. Notification. The School District shall notify the insurance carrier of any teacher who is on leave of absence due to personal illness or disability for more than sixty (60) days.

Section 3. Worker's Compensation: If a teacher is receiving workers' compensation insurance payments for an injury that occurred while performing job duties for the District, the teacher may use Professional Leave and Banked Professional Leave to cover the difference between the teacher's regular salary and the workers compensation insurance payments. Neither Professional Leave nor Banked Professional Leave may be used in a manner that results in the teacher receiving more than the teacher's regular salary.

Section 4. Bereavement. Leave for bereavement reasons is limited to spouse, child, parents, parents-in-law, grandparents, grandchildren, sibling, and sibling-in-law of the employee. One day per year shall be allowed for the death of a relative or close personal friend not included elsewhere in this bereavement leave.

- a) The request to access Bereavement Leave will be presented to the Superintendent for his/her approval in writing.
- b) The first one (1) day of bereavement leave used will not be deducted from Professional Leave. Teachers must access their annual Professional Leave after the first day, and before accessing Bereavement Leave per this article.
- c) Teachers requesting bereavement leave resulting in an absence for more than five (5) consecutive contract days will access their Leave Bank on the sixth (6th) consecutive day and beyond. A maximum of eleven Professional Leave and Leave Bank days may be used. Additional days may be granted at the superintendent's discretion; and the Superintendent's decision is not subject to the grievance procedure and shall not constitute past practice.

Section 5. Child Care, Maternity, Paternity and/or Adoption Leave: The Board shall grant a child care leave to any teacher who makes a written application for such leave regardless of marital status provided the teacher is the legal guardian caring for the child on a full-time basis.

Subd. 1. A teacher making application for child care leave shall inform the superintendent in writing of intention to take leave at least three calendar months before commencement of the intended leave whenever possible. A pregnant teacher will also provide at the time of the leave application, a statement from her physician indicating the expected date of delivery.

1. An employee may use Leave Bank days for a time period of 50 working contract days from the date of birth or adoption of a child, if the employee has the days in their Leave Bank. Employees may use up to 12 weeks of leave for this purpose under FMLA, however some of it may be unpaid.

Subd. 2. The School District may adjust the proposed beginning or ending date of a child care leave so that the dates of the leave are coincident with some natural break in the school year-i.e. winter vacation, spring vacation, quarter break. (Adoption leave will commence at the date of home placement).

Subd. 3. 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 or her employment prior to the date designated in the request for child care leave.

Subd. 4. A teacher returning from child care leave shall be reinstated to the teacher's original job or to a position of like status and pay. The continuing contract shall remain in effect, and the teacher shall retain all seniority, salary and fringe benefits which the teacher had accrued prior to taking child care leave.

Subd. 5. Teachers completing less than one-half year of teaching prior to taking the leave herein contemplated, on returning to teaching shall be placed on the same step of the salary schedule which they previously occupied. Teachers who have completed one-half or more of the teaching year at the time of taking the leave herein contemplated shall advance one step on the salary schedule on their return to employment. Teachers taking this leave shall retain all seniority and all fringe benefits including such leave which they had accrued prior to taking the leave. Any teacher wishing to continue participation in the health insurance program of the School District while on leave shall pay the cost of the insurance premium until they return from the leave. The benefits of this section shall accrue to both married and unmarried personnel.

Section 6. Sabbatical Leave:

Subd. 1. A sabbatical leave of absence, without pay, of up to one year may be granted at the district's discretion to no more than two full time teachers, upon application for the purpose of engaging in study at the accredited college, university, or in a field reasonably related to the teacher's professional responsibilities, or in a foreign or military teaching program. Upon returning from such a leave, a teacher shall be reinstated to the teacher's original job or to a position of like status, and shall retain all seniority and fringe benefits as would have been accrued had the teacher taught in the Central School District during such period. The School District may grant a sabbatical leave to any teacher, as defined in this contract, who has been employed at least three (3) consecutive years and who has not had a sabbatical leave during the seven years immediately preceding.

Subd. 2. This sabbatical may be extended a total of two years upon a six-month notification to the School District prior to the anniversary date of said sabbatical.

Subd. 3. Teachers completing less than one-half year of teaching prior to taking the leave herein contemplated, on returning to teaching shall be placed on the same step of the salary schedule which they previously occupied. Teachers who have completed one-half or more of the teaching year at the time of taking the leave herein contemplated shall advance one step on the salary schedule on their return to employment. Teachers taking this leave shall retain all seniority and all fringe benefits including such leave which they had accrued prior to taking the leave. Any teacher wishing to continue participation in the health insurance program of the School District while on leave shall pay the cost of the insurance premium until they return from the leave. The benefits of this section shall accrue to both married and unmarried personnel.

Section 7. Professional Visitation Leave:

- d) Subd. 1. Upon approval by the principal, teachers may be allowed one (1) day of release time per teacher for classroom visitation and school observation. This policy is directed toward local area visits only and is not intended to conflict with the policy relating to attendance at state, regional and national conferences and conventions. Such visitations may be used to examine new or innovative types of programs in operation in one of the district schools or in other schools in the local area. Professional Visitation Leave may be granted at the superintendent's discretion; and the Superintendent's decision is not subject to the grievance procedure and shall not constitute past practice.

Section 8. Professional Growth Leave:

Subd. 1. This leave shall encompass seminars, workshops, national convention, and short courses not covered elsewhere in this article. Professional Growth Leave may be initiated by the teacher, coach, supervisor or advisor directly to the School District, may be requested by the teacher and through the administrator or may be directed by the school district.

Subd. 2. The School District shall reserve the right to grant each request on an individual basis. Application may be made for reimbursement of fees, mileage, and meals.

Subd. 3. The School District shall reserve the right to determine reimbursement on an individual basis with the following exception: if the Professional Growth Leave is directed by the school district, the teacher will receive full pay and the district will pay the substitute teacher.

Section 9. Jury Service: A teacher who serves on jury duty or witness obligation shall be granted the day, or days, necessary as stipulated by the court to discharge this responsibility without any salary deduction or loss of basic leave allowance. The compensation received for jury duty shall be remitted to the school district.

Section 10 Short Term Emergency Leave: Such leave shall be granted pertaining to emergencies involving the teacher and/or immediate family that are not covered elsewhere in this article. Such leave shall be granted only when no control by the teacher can be exercised over the event. Time will be deducted from their accumulated Leave Bank.

Section 11. Military Leave: Military leaved shall be granted pursuant to applicable law.

Section 12. Unpaid Emergency Leave: Any teacher who has been granted an unpaid leave of absence shall maintain all fringe benefits accrued prior to the teachers leave. To the extent permitted by law, any cost(s) of maintaining fringe benefits while on unpaid leave over three (3) days per school year shall be paid by the teacher if he/she decides to participate and the insurance carrier allows continued participation. This provision does not include approved FMLA.

Section 13. Coaching Day

Subd. 1. Head coaches may use one (1) day to attend a coaching clinic or state level tournament. This benefit is limited to one day per activity for the following activities: football, cross country, volleyball, wrestling, boys' basketball, girls' basketball, track, baseball, softball, golf, speech, dance team, FFA, and drama director.

Request for a Coaching Day must be made in writing three (3) days in advance. The district is responsible for substitute teachers. All other cost are the responsibility of the coach requesting leave.

Subd. 2. Leave granted under this section shall be separate from Professional Leave, Professional Leave Bank.

Subd. 3. **The District shall pay for Head Coaches membership to their designated local sport's Coaches Association. Coaching membership allows coaches to nominate students for academic team and individual awards and postseason all-state honors.**

ARTICLE XII

Unrequested Leave of Absence

Section 1. Unrequested leave of absence. The board may place on unrequested leave of absence, without pay or fringe benefits, as many teachers as may be necessary because of discontinuance of position, lack of pupils, financial limitations, or merger of classes caused by consolidation of districts. The unrequested leave is effective at the close of the school year. In placing teachers on unrequested leave, the board is governed by the following provisions:

Subd. 1. 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, 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 initial date of hire as a licensed teacher.

Subd. 2. 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 the board of teaching, unless that exercise of seniority results in the placement on unrequested leave of absence of another teacher who also holds a provisional license in the same field.

Section 2. Notice to teachers. Following school board action on discontinued positions and school board action proposing placement of teachers on unrequested leave of absence, each individual teacher proposed for placement on unrequested leave of absence shall receive notice of the proposed placement that:

- a) states the applicable grounds for the proposed placement;
- b) provides notice to the teacher of their right to request a hearing on the proposed placement within 14 days from the receipt of the notice; and
- c) provides notice to the teacher that failure to request a hearing will be deemed acquiescence to the school board's proposed placement action.

Section 3. Right to a hearing and decision: If the teacher requests a hearing, teachers proposed for placement on unrequested leave of absence pursuant to school board action shall be entitled to a hearing and challenge the proposed placement pursuant to the grievance procedure as provided in this agreement commencing at the arbitration level.

Section 4. Final board action. Final school board action to place a teacher on unrequested leave of absence must take place prior to July 1. Final school board action must not occur before notice to the teacher as required above and acquiescence, or notice to the teacher as required above and the arbitrator decision.

Section 5. Reinstatement: A teacher placed on unrequested leave of absence shall have rights to reinstatement for a period of five years or until the teacher is fully reinstated, after which the right to reinstatement shall terminate. Teachers placed on unrequested leave of absence must be reinstated to the positions from which they have been given leaves of absence or, if not available, to other available positions in the school district in fields in which they are licensed. Reinstatement must be in the inverse order of placement on leave of absence. A teacher on unrequested leave does not forfeit right to reinstatement when accepting a position for less than the full position they were placed on leave from, or when they refuse an offered position.

Section 6. Vacancies and notification: No teacher shall be hired by the School District while any qualified teacher is on unrequested leave of absence in that field of licensure unless the teacher fails to advise the school board of their desire to accept the position within 30 days of the date of notification that a position is available to that teacher on unrequested leave. The district will not apply for a tier 1 or tier 2 teaching license for any individual while a teacher who has acquired continuing contract rights is on unrequested leave of absence unless the position has been offered to and rejected by the teacher on ULA.

Section 7. Seniority: Seniority for purposes of ULA means initial date of service with the school district in a position requiring a license.

Section 8. Seniority tiebreakers: In the case of equal seniority, the following steps will be followed in order until the tie is broken.

- Step A. Years of service in teaching to the district
- Step B. Total credits beyond a bachelor's degree
- Step C. Total graduate level credits beyond a bachelor's degree

Section 9. Benefits while on leave. Teachers placed on unrequested leave of absence shall remain eligible for participation in the school district's group insurance programs at their own expense for the duration of their reinstatement period.

Section 10. Employment rights during leave: A teacher placed on unrequested leave of absence may engage in teaching or any other occupation during the period of this leave.

Section 11. Continuing contract rights and service credits: The unrequested leave of absence must not impair the continuing contract rights of a teacher or result in a loss of credit for previous years of service. A teacher's continuing contract must remain in full force and effect, except as modified by mutual consent of the board and the teacher. Any agreement to mutually modify continuing contract rights must be in writing and can only occur after the teacher is provided with an explanation of their rights under the continuing contract statute and an opportunity to consult with the exclusive representative. The School District agrees to provide notice to the exclusive representative of all mutual modifications of continuing contracts prior to the modifications being finalized.

Section 12. Unemployment benefits while on ULA: Nothing in this subdivision shall be construed to impair the rights of teachers placed on unrequested leave of absence to receive unemployment benefits if otherwise eligible.

Section 13. Terminations: The same provisions applicable to terminations of probationary or continuing contracts in Minnesota Statutes 122A.40 subdivisions 5 and 7 must apply to placement on unrequested leave of absence.

Section 14. Filing Licenses and Preparation of Seniority Lists

- Subd.1. Filing of licenses: In any year in which the School District is placing teachers on unrequested leave of absence, only those teaching licenses actually received by the Superintendent's office as of January 1 of that year are

considered for purposes of determining layoff within areas of licensure. A licensed filed after January 1 will be considered for purposes of recall, but not for layoff.

Subd. 2. Preparation and posting of seniority and licensure lists: By January 15 of each school year, the School District shall create and post a seniority and licensure list. The list will include the name of every teacher, their seniority date, continuing contract or probationary status, and licensure area by tier. The list will be posted at all school buildings in the district and email notification will be provided to teachers when the list is initially posted.

Subd. 3. Request for change: Any teacher with a correction or omission with the seniority and licensure list shall have twenty business days from the date of posting to provide a written request for a change to the seniority and licensure list.

Subd. 4. Final list: Within ten business days after the request for change period has ended, the School District will prepare and post a final seniority and licensure list. The list will be posted at all school buildings in the district and email notification will be provided to teachers. The final seniority and licensure list shall be binding on the School District and any teacher, subject to the grievance procedure.

Section 15. Dropping of a License:

Subd. 1. A teacher shall not be permitted to exercise seniority to displace another teacher in a different licensure area by dropping the license in the subject matter in which the teacher is currently assigned by the School District in order to acquire a different assignment through the ULA process. If a teacher drops the license which qualified the teacher for the teacher's current assignment, the School District may place the teacher on ULA, and the teacher shall have neither bumping rights nor realignment rights to another licensure area.

Subd. 2. Anytime a teacher wishes to drop a license outside of the ULA process, they must receive prior approval from the CEA License Renewal Committee.

Section 16. Vacancies: Whenever a teaching or extra-curricular position becomes available for assignment, the District shall notify, internally -for a minimum of one week, notice of that available position unless after June 1.

Article XIII HOURS OF SERVICE

Section 1. Basic Duty: The teacher's day, exclusive of lunch, shall be seven and one-half hours.

Section 2. Building Hours: The specific hours at any individual building may vary according to the needs of the educational program of the District. Therefore, the specific hours for each building will be designated by the District. On days when teachers are involved in evening school activities, teachers may leave the building after the buses have left.

Section 3. Professional Duties: The normal work load shall include a reasonable amount of staff, departmental and curriculum meetings in order to properly carry out one's professional duties and responsibilities.

Section 4. Teaching Assignment: The normal teaching and classroom assignments for each teacher in the school system will be designated by the District as soon as possible after June 15 and no later than August 15 unless an emergency develops. Secondary teachers carrying more than a 25 period/hour class load excluding study hall per week shall be paid an additional salary of 1/7 of prob 1 base for each added class unless said teacher takes a 6th class in preference to a study hall. Secondary teachers shall have the option to decline such a sixth class assignment unless no other certified teacher in a given field wishes the assignment. In such case, the District shall have the right of involuntary assignment.

Section 5. Preparation Time: The part of the basic duty day during which the teacher does not have assigned classes or other assignments shall be used for preparation time. During this preparation time, the teacher shall be available to students for individual help. Secondary teachers shall have one (1) class period/hour per student day of preparation time, and elementary teachers shall have 260 minutes per week of preparation time in time blocks of no less than 20 minutes within the student day.

Section 6. Special Education Due Process Days: To remain in compliance and complete all necessary due process work in a time period not to unreasonably extend the teacher duty day, special education teachers shall be granted three (3) due process

days each school year.

Subd. 1 Due process days must be requested one week (5 school days) prior to the date to their Principal, stating the intended outcomes(s).

Subd. 2 The Principal must approve or deny the due process day request a minimum of three (3) school days prior to the requested date.

Subd. 3 No more than one (1) teacher may be absent at one time from each building due to use of due process days.

Subd. 4 Work is to be completed on site.

ARTICLE XIV DEDUCTIONS

All deductions for partial absences will be made on the basis of the formula 1/number of teacher duty days for a full day and on a pro-rata basis for less than a full day.

ARTICLE XV LENGTH OF THE SCHOOL YEAR

Section 1. Teacher Duty Days:

Subd. 1.- The School Board and C.E.A. shall, prior to May 1 of each school year, establish the number of school days and teacher duty days for the next school year, and the teacher shall perform services on those days as determined by the District, including those legal holidays on which the District is authorized to conduct school, and pursuant to such authority has determined to conduct school. The duty year shall consist of 176 duty days.

Subd. 2. The additional student contact days mandated by the legislators will be accommodated on current workshop days without adding to the current duty days. The particular days shall be determined by the District, but may be discussed in Meet and Confer with the Association. If the law is rescinded, workshop days would remain as is. If funding is provided, the workshop days converted to student contact days will be added back into the schedule and teachers will be compensated for each day on a pro rata basis.

Section 2. Modification in Calendar, Length of School Day:

Subd. 1. In the event of energy shortage, severe weather, or other urgent need, the District reserve the right to modify 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. The District may modify the duty day or week, but with the understanding that the total number of hours shall not be increased hours i.e., a four (4) day week with increased hours per day but the total weekly hours not more than the regular five (5) day week.

Subd. 2 Closures due to snow and /or cold weather will be made up as follows:

1. The first snow day will not be made up.
2. Days 2-6 will be made up through e-learning from staff to students with expectations communicated to staff per Minnesota statute 120A.414
3. In the event there is more than 6 snow/cold weather days, additional days will be made up as student contact days, staff development days or teacher workdays at the Districts discretion. If the days are staff development or workdays, the district will strive to provide teachers with as much time in their classrooms as possible.
4. The district will make every attempt possible to assign those days in conjunction with already scheduled staff days. For example, adding them onto the end of the year or adding them to the beginning of the following year.
5. The District will inform a C.E.A. representative at least 3 weeks ahead of time when scheduling these days.
6. In the event a teacher has requested personal leave and an eLearning event occurs, a teacher will be credited back with the personal leave day if at least two of following is provided within one week to the superintendent.
 - a. A summary of the email communication between the teacher and students or parents.
 - b. A copy of the communication posted to the Learning Management System (google classroom) and/or other learning platforms.
 - c. Phone log with student and parent name(s), time, and content of conversation(s).
 - d. Log and evidence of work completed.

- e. Other items of evidence as requested by the Superintendent.
If information submitted is found to be inaccurate, disciplinary action may be taken, and the day will not be credited back.

Section 3. Meet and Confer: Prior to adjusting the calendar, duty day, or duty week in Section 3 hereof, the District shall afford the exclusive representative the opportunity to meet and confer on such matters.

ARTICLE XVI GRIEVANCE PROCEDURE

Section 1. Grievance Definition: A "grievance" shall mean an allegation by a teacher resulting in a dispute or disagreement between the teacher and the District as to the interpretation or application of terms and conditions contained in this Agreement.

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

Section 3. Definition and Interpretation:

Subd. 1. Extension. Time limits specified in this Agreement may be extended by 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.

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 services of any notice or document herein shall be timely if it is personally served and the copies countersigned by each party and dated or if it bears a certified postmark of the United States Postal Service within the time period.

Section 4. Time Limitation and Waiver: A grievance shall not be valid for consideration unless the grievance is submitted in writing to the District's principal or designee, setting forth the facts and the specific provisions of the Agreement allegedly violated and the particular relief sought within twenty days after the date of the first event giving rise to the grievance occurred. Failure to file any grievance within such period shall be deemed a waiver thereof. Failure to appeal a grievance from one level to another within the time periods hereafter provided shall constitute a waiver of the grievance. An effort shall first be made to adjust an alleged grievance informally between the teacher and the District's designee.

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

Subd. 1. Level I. If the grievance is not resolved through informal discussions, the District Principal or designee shall give a written decision on the grievance to the parties involved within ten 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 on Level I. If a grievance is properly appealed to the Superintendent, the Superintendent or his/her designee shall set a time to meet regarding the grievance within fifteen (15) days after receipt of the appeal. Within ten (10) days after the meeting, the Superintendent or his/her designee shall issue a decision in writing to the parties involved.

Subd. 3. Level III. In the event the grievance is not resolved in Level II, the decision rendered may be appealed to the

School Board, provided such appeal is made in writing within five days (5) after receipt of the decision in Level II. If a grievance is properly appealed to the School Board, the School Board shall set a time to hear the grievance within the twenty (20) days after receipt of the appeal. Within twenty (20) days after the meeting, the School Board shall issue its decision in writing to the parties involved.

Section 6. School Board Review: The School Board reserves the right to review any decision issued under Level I or Level II of this procedure provided the School Board or its representatives notify the parties of its intentions to review within ten (10) days after the decision has been rendered. In the event the School Board reviews a grievance under this section, the School Board reserves the right to reserve or modify such decision.

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

Section 8. Arbitration Procedures: In the event that the teacher and the School Board 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 III 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 the provisions.

Subd. 3. Selection of the 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 request the Commissioner of the Bureau of Mediation Services to submit a panel of seven arbitrators to the parties, pursuant to the P.E.L.R.A., provided such request is made within twenty (20) days after request for arbitration. The request shall ask that the panel be submitted within ten (10) days after the receipt of said request. Within ten (10) days after receipt of the panel, the parties shall alternately strike names, and the remaining name shall be the arbitrator to hear the grievance. Failure to agree upon an arbitrator or the failure to request an arbitrator from the Commissioner within the time periods provided herein shall constitute a waiver of the grievance.

Subd. 4. Submission of Grievance Information.

- a) Upon the appointment of the arbitrator, the appealing party shall, within five (5) days after notice of appointment, forward to the arbitrator, with a copy to the Superintendent, the submission of the grievance which shall include the following:
 - 1) The issues involved.
 - 2) Statement of the facts
 - 3) Position of the grievant.
 - 4) The written documents relating to Article XV, Section 5, of the grievance procedure.
- b) The District may make a similar submission of information relating to the grievance either before or at the time of the hearing.

Subd. 5. 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 denovo.

Subd. 6. Decision. The decision by the arbitrator shall be rendered within thirty (30) days after the close of the hearing. Decisions by the arbitrator in cases properly before him/her shall be final and binding upon the parties, subject, however, to the limitations of arbitration decisions as provided by the P.E.L.R.A.

Subd. 7. 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 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 both parties, and any other expenses which the parties mutually agree are necessary for the conduct of the arbitration. However, if one party orders a copy of such transcript that party shall pay for such copy.

Subd. 8. Jurisdiction. The arbitrator shall have jurisdiction over disputes or disagreements relating to grievances properly before the arbitrator pursuant to the terms of this procedure. The jurisdiction of the arbitrator shall not extend to proposed changes in terms and conditions of employment as defined herein and contained in this written Agreement; nor shall an arbitrator have jurisdiction over any grievance which has not been submitted to arbitration in compliance with the terms of the grievance and arbitration procedure as outlined herein; nor shall the jurisdiction of the arbitrator extend to matters of inherent managerial policy, which shall include but not be limited to such areas of discretion or policy as the functions and programs of the District, its overall budget, use of technology, the organizational structure, and selection and direction and number of personnel. In consideration of any issue in dispute, the decision of the arbitrator shall give due consideration to the statutory right and obligation of the public School District to efficiently manage and conduct its operation within legal limitations surrounding the financing of such operations.

Subd. 9. Notwithstanding the expiration of this Agreement, any claim or grievance arising thereunder may be processed through the grievance procedure until resolution.

ARTICLE XVII TEACHER EVALUATION

Section 1: The parties recognize the importance and value of developing a procedure for assisting and evaluating the progress and success of both newly-employed and experienced teachers. Therefore, the following procedure has been agreed to.

Subd. 1. The performance of all teachers shall be evaluated in writing by the building principal, building Q-Comp leader, and/or director of special education if applicable. The evaluator shall use the Charlotte Danielson model for formal observations and Student Engagement for non-formal observations. Full-time probationary teachers shall be evaluated formally three times by the building principal during the school year, two evaluations in the first semester and another in the second semester. Part time probationary teachers shall be evaluated on a pro rata basis. Tenured teachers shall be evaluated by the following: Year 1 – 1 formal observation by Q-Comp building leader and 1 student engagement walkthrough by building principal. Year 2 – 1 student engagement walkthrough by Q-Comp building leader and 1 student engagement walk through by building principal. Year 3 – 1 student engagement walkthrough by Q-Comp building leader and 1 formal observation by building principal. Upon conclusion of year 3, the tenured teacher and principal will review all formal and student engagement walkthroughs. A supervisor can observe any employee outside of the above schedule when there is a concern and has had a meeting with the employee to discuss the concerns.

Subd. 2. Two (2) copies of the written formal evaluation shall be submitted to the teacher within ten (10) days thereafter: one to be signed and returned to the administration, the other to be retained by the teacher.

Section 2: Teacher Improvement Process: During the evaluation process, the Employer shall be allowed to take steps to provide assistance when performance is judged to be below the district standard.

Subd. 1. Level 1. Awareness. Level 1 applies to any employee who has received an average formative evaluation score under 2.6 in domains 1-4 or if the employee has scored under a 2 on any sub-domain on the Charlotte Danielson Model. Level 1 also applies to any employee who has received an average Student Engagement score under 4 or under a 3 on any subdomain.

a. The employee and supervisor/principal will engage in a conversation around professional practice concerns that have been brought to the supervisor's/principal's attention.

b. At this meeting, individual growth goals will be determined collaboratively with the employee. This phase is neither remedial nor disciplinary but provides the teacher an opportunity to assess and improve their performance in the context of the district's performance standards.

c. The employee will propose a draft of specific growth goals to the principal at a goal setting

meeting. Goals will be mutually agreed upon between the employee and the supervisor.

d. The supervisor/principal will reevaluate the employee after an agreed upon timeline for these individual growth goals. If goals are met, the employee will be moved off of level 1 awareness. If goals are not meeting district standards, he/she may be recommended for continuation on Level 1 or recommended for level two.

Subd. 2. Level 2. Peer Coaching and Assistance. Level 2 applies to any employee who has not met Level 1 or the supervisor/principal deems the employee needs level 2 peer coaching then:

a. The employee and supervisor/principal will engage in a conversation of steps to achieve district performance goals and objectives. These objectives may include peer coaching in the current year and/or following year, additional workshops or classes, or other additional steps in order for the teacher to improve the professional practice to district standards. If any of these steps involve a direct cost to the member such as additional workshops or classes, the cost shall be born by the district.

b. The principal/supervisor will determine the growth goals for the following year that will be implemented by the individual. Level two shall consist of one year or when the teacher has met the goals to the supervisor's satisfaction. If the person does not reach an acceptable level of performance by the end of the year, they shall be moved to level three. Level two of this process will be used as an intervention, not as a part of progressive discipline.

Subd. 3. Level 3. Progressive Discipline / Directed Improvement. If the performance level two continues to be judged below the district standards, the following steps will be taken:

a. The conversations and observations in subd. 1 and subd. 2 in this section will satisfy the requirements for a verbal warning to the employee.

b. A written reprimand will be issued at the onset of level 3 outlining the specific areas in which the teacher is not performing to district standards.

c. A time frame and goals from level 2 will be established for the teacher to demonstrate performance at standard.

d. At the conclusion of this process a summative meeting will be scheduled to determine if performance is at the district standard. If performance is at the standard, the teacher will be removed from the improvement process and back into the normal evaluation cycle. If it has been determined that the teacher is not meeting the district standard, he/she may be recommended for continuation of level three, moved to level two, or be recommended for termination.

e. A teacher will be informed of their right to have an CEA representative present at each meeting discussing performance at this level of assistance.

Section 3: Continued participation in the Q-Comp program shall be subject to a ratification vote of CEA members or Executive board every two years, along with the School Board approval for continued participation. The next Q-comp 2 year process is fall 2024 – Spring 2026.

Section 4: Teachers in the Q-Comp program can receive up to \$2,700. To qualify for this pay, teachers must conduct the following in the school year:

1. 90% PLC attendance, not counting absences for school functions, approved extended leaves (maternity, medical, etc.) or other circumstances (approved by the Q-comp committee)
2. With - Unsatisfactory = 1, Basic = 2, Proficient = 3, and Exemplary = 4, achieve an average score of 2.6 or higher on one formal evaluation or a 4 on the student engagement evaluation
3. In order to move up the career ladder, a teacher may not be on Level 3: Progressive Discipline / Directed Improvement on the last day of the school year.

**ARTICLE XVIII
STAFF TRAVEL**

Section 1. Between School Travel: Teachers required to travel between Central Elementary School and Central High School shall be reimbursed at the rate of 25 cents per one way trip. Employees eligible to receive this reimbursement must make written application to the Superintendent for approval.

Section 2. Other Travel: Teachers required to travel for school approved activities will be reimbursed at a rate established by the District in its yearly re-organizational meeting. Teachers eligible to receive this reimbursement must have prior written approval from the Superintendent or designee.

**ARTICLE XIX
EARLY CHILDHOOD FAMILY EDUCATION TEACHERS**

Section 1. Statutory Considerations: Pursuant to Minn. Stat. 122A.26, an Early Childhood Family Education (ECFE) teacher who teaches in an early childhood and family education program, which is offered through a community education program which qualifies for community education aid or ECFE aid, must meet licensure requirements as a teacher. However, Minn. Stat. 122A.26 specifically provides that such licensure shall not be construed to bring such an ECFE teacher within the definition of a teacher for purposes of Minn. Stat. 122A.40 .

Section 2. Application of Agreement: The parties recognize that the employment of ECFE teachers is a unique and market driven, and accordingly requires particular consideration in the contract because of this unique relationship. ECFE Teachers will not be required to reapply for their position if their working hours increase/decrease.

Section 3. Probationary Period: The probationary period of ECFE teachers shall be three school years of continuous service. During the probationary period the District shall have the unqualified right to suspend, discharge or otherwise discipline an employee, and the employee shall have no recourse to the grievance procedure. Upon completion of the probationary period, an employee may be suspended or discharged only for just cause and such employee shall have access to the grievance procedure.

Section 4. Placement on Salary Schedule: An ECFE teacher who has experience in another school system or in other fields of endeavor will be placed on Schedule E as agreed upon between the District and said teacher.

**ARTICLE XX
PRESCHOOL, SCHOOL READINESS, SCHOOL READINESS PLUS, AND PREKINDERGARTEN INSTRUCTORS**

Section 1. Statutory Considerations: Pursuant to Minnesota Statutes, those creating and delivering instruction to children in a Preschool, School Readiness, School Readiness Plus or Pre-Kindergarten program, shall be included in the term "teacher." Any employee in this bargaining unit certified before January 1, 2023, or employed as a Pre-K Teacher by the District on July 1, 2023, may remain in a bargaining unit, regardless of their current licensure status as governed by State Law.

Section 2. Probationary Period: The probationary period of Preschool, School Readiness, School Readiness Plus, or Pre-Kindergarten instructors shall be three school years of continuous service. If the teacher taught for three (3) years at Central or another school district or charter school in MN or another state, then the probationary period shall be one (1) year, which for Pre-K and ABE teachers currently employed with Central shall commence to accrue as of July 1, 2023, or upon employment with Central thereafter. During the probationary time, the School District shall have the unqualified right to suspend without pay, discharge, or otherwise discipline the instructor. 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.

At the end of the probationary period, the teacher shall be tenured as an "Early Childhood Programs Teacher" and placed on the seniority list created and maintained by the district effective July 1, 2024. This list shall be separate from the Elementary, Middle, and High School seniority list. Tie breakers for order on the seniority list shall be listed by the teacher's hired date with the

Central School District.

Section 3. Lay Off: The parties recognize that the employment of Preschool, School Readiness, School Readiness Plus, and Pre-Kindergarten instructors are a unique and market driven, thus assignments maybe given no later than August 1st of the upcoming year. Teachers will not be required to reapply for their position if their working hours increase or decrease.

Section 4. Hours of Service: A Preschool, School Readiness, School Readiness Plus, and Pre-Kindergarten instructors school day shall be 7.5 hours a day for a 176 days a school year. A teacher's preparation time shall include 260 minutes per week of preparation time, in time blocks of no less than 20 minutes within the student day.

Section 5. Compensation: Preschool, School Readiness, School Readiness Plus, and Pre-Kindergarten instructors shall be compensated pursuant to the specific Preschool, School Readiness, School Readiness Plus, and Pre-Kindergarten salary schedule, Schedule E, and shall not be entitled to compensation on the regular teacher salary schedule.

ARTICLE XXI

TIER 1 AND TIER 2 LICENSED TEACHERS

Section 1. Statutory Considerations: Pursuant to Minnesota Statutes, sections 122A.181 and 122A.182, a Tier 1 or Tier 2 licensed teacher may be a teacher of record in a Minnesota public school system.

Section 2. Probationary Period: Time spent as a Tier 1 licensed teacher does not count toward the teacher's probationary period pursuant to Minnesota Statutes, section 122A.40, subdivision 5. Time spent as a Tier 1 or Tier 2 licensed teacher will be credited toward the teacher's probationary period and tenured status based on their hire date as a Tier 3 or Tier 4 licensed teacher as provided in Minnesota Statutes, section 122A.182.

Section 3. Lay Off: Tier 1 and Tier 2 licensed teachers will be laid off prior to any qualified Tier 3 or Tier 4 licensed teachers being placed on unrequested leave of absence (ULA).

Section 4. Compensation: Tier 1 and Tier 2 licensed teachers will be compensated as provided for in ARTICLE VII.

Section 5. Applicable Sections of the Master Agreement: Tier 1 and Tier 2 licensed teachers shall be covered under the master agreement set forth in this document, besides the sections marked in this article.

ARTICLE XXII

DURATION

Section 1. Terms and Reopening Negotiations: This Agreement shall remain in full force and effect for a period commencing upon the date of its execution through June 30, 2025, and thereafter until modifications are made pursuant to the P.E.L.R.A. If the exclusive representative desires to modify or amend this Agreement commencing on July 1, 2025, it shall give written notice of such intent no later than April 1, 2025. If notice is not timely served, the District shall not be required to negotiate any terms of employment for the following school year. Unless otherwise mutually agreed, the parties shall not commence negotiations more than 90 days prior to the expiration of this Agreement.

Section 2. Effect: The Agreement constitutes the full and complete Agreement between the District and the C.E.A. representing the teachers of the District. The provisions herein relating to terms and conditions of employment supersede any and all prior Agreements, resolutions, practices, District policies, rules or regulations concerning terms and conditions of employment inconsistent with those provisions. Nothing in this Agreement shall be construed to obligate the District to continue or discontinue existing or past practices, or prohibit the District from exercising all management rights and prerogatives, except insofar as this would be in express violation of any terms of the Agreement.

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

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

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

For Central Education Association

For School District No. 108

(President)

(Chairperson)

(Secretary)

(Clerk)

(CEA Negotiator)

(Chief District Negotiator)

Dated this ____ day of _____, ____

Dated this ____ day of _____, ____

Schedule A 2023-24

STEP	BA	BA15	BA30	BA45	BA60	BA75/MA	MA15	MA30	MA45	MA60
Career 1	44,250	44,862	45,600	46,604	47,609	48,609	49,617	50,618	51,961	52,628
Career 2	45,206	45,982	46,855	47,982	49,113	50,242	51,374	52,501	53,633	54,756
Career 3	46,158	47,107	48,110	49,364	50,618	51,877	53,128	54,389	55,642	56,897
Career 4	47,111	48,228	49,364	50,743	52,127	53,505	54,887	56,263	57,646	59,027
Career 5	48,066	49,350	50,618	52,127	53,633	55,137	56,644	58,152	59,842	61,162
Career 6	49,018	50,471	51,877	53,505	55,137	56,764	58,403	60,034	61,661	63,298
Career 7	49,968	51,594	53,128	54,887	56,644	58,403	60,158	61,914	63,667	65,433
Career 8	50,921	52,714	54,389	56,263	58,152	60,034	61,914	63,796	65,678	67,561
Career 9	51,928	53,838	55,642	57,646	59,655	61,661	63,667	65,678	67,687	69,698
Career 10	52,882	54,960	56,897	59,027	61,162	63,298	65,433	67,561	69,698	71,831
Career 11	53,833	56,082	58,152	60,407	62,667	64,929	67,186	69,443	71,700	73,964
Career 12	55,375	57,203	59,406	61,790	64,171	66,561	68,939	71,331	73,711	76,091
Career 13	55,375	58,741	60,660	63,167	65,678	68,189	70,696	73,209	75,717	78,226
Career 14	55,375	58,741	62,498	65,123	67,751	70,378	73,000	75,627	78,250	80,880
Career 15	55,375	58,741	62,498	65,123	67,751	70,378	73,000	75,627	78,250	80,880
Career 16	55,375	58,741	62,498	65,123	67,751	70,378	73,000	75,627	78,250	80,880

Teachers who have been on career 14 for one year or more shall receive an additional \$600
 Teachers who have been on career 14 for two years or more shall receive an additional \$350

Schedule B 2024-25

STEP	BA	BA15	BA30	BA45	BA60	BA75/MA	MA15	MA30	MA45	MA60
Career 1	45,577	46,207	46,968	48,003	49,037	50,067	51,106	52,137	53,520	54,207
Career 2	46,562	47,362	48,260	49,421	50,587	51,750	52,916	54,076	55,242	56,399
Career 3	47,543	48,520	49,554	50,845	52,137	53,433	54,722	56,021	57,311	58,604
Career 4	48,525	49,675	50,845	52,265	53,691	55,111	56,533	57,951	59,375	60,798
Career 5	49,508	50,831	52,137	53,691	55,242	56,791	58,343	59,896	61,637	62,997
Career 6	50,488	51,985	53,433	55,111	56,791	58,467	60,155	61,835	63,511	65,197
Career 7	51,467	53,142	54,722	56,533	58,343	60,155	61,963	63,772	65,577	67,396
Career 8	52,449	54,296	56,021	57,951	59,896	61,835	63,772	65,710	67,648	69,588
Career 9	53,486	55,453	57,311	59,375	61,444	63,511	65,577	67,648	69,718	71,789
Career 10	54,469	56,609	58,604	60,798	62,997	65,197	67,396	69,588	71,789	73,986
Career 11	55,448	57,765	59,896	62,220	64,547	66,877	69,201	71,526	73,851	76,183
Career 12	57,036	58,919	61,188	63,643	66,096	68,557	71,007	73,471	75,922	78,374
Career 13	57,036	60,503	62,480	65,062	67,648	70,235	72,817	75,406	77,989	80,573
Career 14	57,036	60,503	64,373	67,076	69,784	72,489	75,190	77,896	80,598	83,306
Career 15	57,636	61,103	64,973	67,676	70,384	73,814	76,542	79,274	82,004	84,739
Career 16	57,986	61,453	65,323	68,026	70,734	74,527	77,644	80,403	83,160	85,922

SCHEDULE C

Group I (12, 14, 16)

Head Boys Basketball
Head Wrestling
Head Football
Head Girls Basketball
Head Volleyball
Head Track

Group II (9, 10.5, 12)

Head Cross Country
Senior High Band
Asst. Volleyball
Asst. Girls Basketball
Head Baseball
Asst. Boys Basketball
Asst. Football
Head Softball
Asst. Wrestling
School Annual
Cheerleading Advisor
Dance Team Coach

Group III (7, 8, 9)

Head Speech
Director of Musical
*9th Gr. Football
7th & 8th Girls Basketball (full)
9th Volleyball
7th & 8th Volleyball
Asst. Cross Country
Asst. Softball
Asst. Baseball
Asst. Track
7th & 8th Boys Basketball (full)
**7th & 8th Football
9th Boys Basketball
9th Girls Basketball
M.S. Wrestling
Technovation
Robotics
** 6.5, 7.5, 8.5%
*7.5, 8.5, 9.5%

Group IV (5, 6, 7)

9th Gr. Baseball
9th Gr. Softball
Head Golf
Asst. Speech
^ AAA Program
FFA Advisor
3 Act Play Director
Music Director of
Musical
Asst. Dance Team Coach

Group V (4, 5, 6)

^ HS Student Council
Advisor
Staff Accompanist for Musical
One Act Play
Elementary/M.S./ Band
NHS Advisor
M.S. Track - Girls & Boys
7th & 8th Softball
7th & 8th Gr. Baseball
Assistant Golf
Assistant FFA Advisor
7th & 8th Boys Basketball (ss)
7th & 8th Girls Basketball (ss)

Group VI (3, 4, 5)

Prom Advisor
Coronation Advisor
^ Staff Accompanist
Vocal High School
^ M.S. Student Council

Group VII (1, 1.5, 2)

Vocal Grade School
M.S. Yearbook
*Science Fair
FCCLA Advisor
*M.S. Choir Director

Group VII (continued)

H.S. Knowledge Bowl Advisor
M.S. Knowledge Bowl Advisor
^ Elementary Student Council
Advisor
HS Math Team Advisor
MS Math Team Advisor

Group VIII

Math Masters &
Math Counts
\$100/grade
Spelling Bee- \$300 (3)
Senior Class Advisor-
\$125 (2)
Junior Class Advisor -
\$125 (2)
Soph. Class Advisor -
\$125
Freshman Class Advisor-
\$100
International Club Advisor -
\$150
Elementary Overnight Camp-
\$250 per teacher
Elementary Yearbook-\$250

6th Class 1/7 of base pay
AD 19% (of base pay)
Special Ed Lead Teacher 1/7 of
base pay

Base for 2023-24 is \$42961
Base for 2024-25 is \$43,870

The three different figures in parentheses refer to the percentage of the base salary, based on “years” of experience, the first number being 1 to 3 years experience, the second being 4 to 6 years, and the third being 7 or more years experience. Experience compensation shall be paid at the conclusion of the assignment. Therefore experience shall accrue at the conclusion of the assignment. Prior years experience in an activity may be considered for placement on this schedule. Positions assigned that are on the extra curricular schedule shall be paid according to that schedule.

^ Where responsibilities are shared, the dollar amounts will also be shared as determined by those involved. Take the person with the most years (divided) by the number of people.

The district will Meet and Confer with the C.E.A. regarding placement of new positions on Schedule C during the term of this contract.

SCHEDULE D

Career Increments

Career Increments will be paid to any teacher with 20 years' service in the district. The payments will commence on the beginning of the 20th year as follows:

Years of Service	BA	BA +15	BA +30	BA+45	BA +60	BA +75/MA	MA + 15	MA +30	MA +45	MA +60
20	500	500	500	500	500	500	500	500	500	600
24	500	500	500	500	500	500	500	500	500	600
28	400	400	400	400	400	400	400	400	400	400
32	400	400	400	400	400	400	400	400	400	400

The dollar amounts will be paid each year. Example: A payment of \$500 will be paid at the beginning of the 20th year to a teacher in the BA +60 lane. The teacher will receive that \$500 payment during the 21st, 22nd, and 23rd year. An additional \$500 will be paid for the 24th and succeeding years until the 32nd year when an additional \$400 will be paid for that year and succeeding years.

SCHEDULE E
E.C.F.E., Pre-K TEACHER SALARY

E.C.F.E. and PRE-K TEACHERS
2023-24

<u>STEP</u>	<u>TEACHER</u>	<u>LEAD TEACHER</u>
1	25.90	28.41
2	26.70	29.22
3	27.57	30.08
4	27.97	30.90
5	29.22	31.71
6	30.08	32.55
7	30.90	33.41
8	31.71	33.62
9	32.55	34.46
10	33.41	35.91

E.C.F.E. and PRE-K TEACHERS
2024-25

For 2024-2025, teachers would be placed on the closest step higher (rounded up), then +1 step.

	2024-25
1	40,000
2	41,500
3	43,000
4	44,500
5	46,000
6	47,500
7	49,000
8	50,500
9	52,000
10	53,500

Memorandum of Understanding (MOU)

Central Public Schools (herein referred to as the “District”) and Central Education Association (herein referred to as “CEA”) agree to the following:

Whereas the Central Public Schools has entered into a new conference;

Whereas both parties agree that the Schedule C had not been recalibrated in several years;

Be it resolved that:

The District and CEA agree to review Schedule C with WCC West for comparison. Create and or revamp the current Schedule C to align with the comparisons. Establish a new Schedule C before June 30, 2025.

All current coaches/advisors on schedule C in 2023-2024 retain current salary for the duration of their coaching career or until compensation on the new schedule is higher.

Work to be completed by:

Comparisons info to be completed by June 30, 2024 (all schools should be settled by then)
Meetings to be scheduled monthly from October 1, 2024 to March 1, 2025.

Member _____ introduced the following resolution and moved its adoption.

LEA REPRESENTATIVE RESOLUTION

The Local Board of Education of District #108, Central Public Schools, has authorized Tim Schochenmaier, at a monthly meeting held on January 22, 2024, to act as the LEA Representative in filing an application for funds as provided under Public Laws 103-382 for the fiscal year 2023-2024. The LEA Representative will ensure that the school district maintains compliance with the appropriate Federal Statutes, Regulations, and State procedures currently in effect and will act as the responsible authority in all matters relating to the administration of this application. The following are also authorized as contact person(s):

Title I	Kathy Dvorak	Phone: 467-7317
Title II	Ron Erpenbach	Phone: 467-7301
Title IV, Part A	Andrea Kolstad	Phone: 467-7310
Title V	Tim Schochenmaier	Phone: 467-7001

The motion for the adoption of the foregoing resolution was duly seconded by Member _____ 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.

Date: January 22, 2024

Board Clerk