OSSEO AREA SCHOOLS

ISD 279

Agenda Independent School District 279 School Board	Regular Business Meeting Educational Service Center - Board Room 11200 93rd Ave N Maple Grove, MN 55369 Tuesday, May 20, 2025 6:00 PM

Our mission is to inspire and prepare each and every scholar with the confidence, courage and competence to achieve their dreams; contribute to community; and engage in a lifetime of learning.

This regular meeting of the Osseo School Board is being conducted the Board Room of the Educational Service Center, and is open to the public. The meeting can be monitored electronically by streaming online at district279.org/info-center/school-board (Watch Livestream). An archived recording will also be available on the district website.

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2. Pledge of Allegiance
3. Additions to Agenda
4. Acceptance of Agenda
5. Recognitions
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   B. 2024-2025 School Year Student School Board Representatives
   C. Maple Grove Senior High School Boys Basketball - 3rd Place at State
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ISD 279

OSSEO AREA SCHOOLS

ISD 279

District Planning Advisory Council Final Report

School Board Presentation, May 20, 2025

Council Membership

Membership of the District Planning Advisory Council (DPAC) includes parents/guardians, community members, senior high students, teachers, district representatives and a school board representative.

Council Purpose

The purpose of the District Planning Advisory Council is to assure community-school cooperation in setting improvement goals, evaluating progress toward meeting annual objectives and in reporting of findings and recommendations to the entire school community.

Progress Towards 2023-24 DPAC RECOMMENDATIONS

Recommendation #1-

- We recommend expanded extracurricular opportunities across the middle school to include a common set of offerings across all middle schools.

Recommendation #2

- We recommend that the district lay the foundation for AI integration in the classroom and provide staff and students with the resources to develop the knowledge, skills, and confidence to leverage technology effectively. We recommend that this integration is delivered via a multi-year plan.

Recommendation #3

- We recommend that the district leverage the power of AI-enabled data analytics to more effectively identify data correlations, as well as predictive analytics capabilities.

Recommendation #4

- We recommend that the District implement a credit-based, standalone college and career readiness course required for graduation to ensure scholars are college and career ready after high school.

Recommendation #1-Student Services Subcommittee

- We recommend that the district pursue a partnership with a mental health agency that specializes in training practitioners to become culturally sensitive in their practice. This would include training for all School Psychologists, School Counselors, and School Social Workers.

DPAC 24-25 Recommendations

Recommendation #1

- We recommend that the district extend the length of the school day across all grade levels district-wide.

Recommendation #2

- We recommend that the district implement a strengths-based approach like the BARR program in all middle schools district-wide.

Mission Statement

Our mission is to inspire and prepare each and every scholar with the confidence, courage and competence to achieve their dreams; contribute to community; and engage in a lifetime of learning.

ISD 279

OSSEO AREA SCHOOLS

ISD 279

District Planning Advisory Council Final Report

School Board Presentation, May 20, 2025

Independent School District 279
Osseo Area Schools

Final Report and Recommendations of the

District Planning Advisory Council

To the Superintendent and School Board

2024-2025

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Birch Grove Elementary		Maple Grove Middle	Angel Becker
Cedar Island Elementary		North View Middle	
Crest View Elementary		Osseo Middle	Amy Blakeley, Semantics King Jr.
Edinbrook Elementary	Sacey Yurcek		
Elm Creek Elementary	Miamon Queeglay, Bao Vang	Maple Grove Senior	Igor Rudenko
Fair Oaks Elementary		Osseo Senior	Sean Masterman
Fernbrook Elementary	Ruth Epping, Danielle Johnson	Park Center Senior	Heather Antoine
Garden City Elementary		Osseo Area Learning Center	
Oak View Elementary		279Online	
Palmer Lake Elementary			
Rice Lake Elementary			
Rush Creek Elementary	Michelle Poss, Nana Yaa Bankah		
Weaver lake Elementary	Eliud Amaya		
Woodland Elementary			
Zanewood Elementary			

Community:

Dr. Britt Stuessay

Rose Tonn

Emily Thompson

School Board:

Heather Douglass

Erica Foster

Tanya Prince

Keith Tate

ESC Staff:

Pam Brandt

Dr. Jill Kind

Jill Lesne

Steering Committee:

Rose Tonn - Chair

Stacy Yurek - Vice-Chair

Dr. Britt Stuessay - Recorder

Pam Brandt

Dr. Kind

Jill Lesne

INTRODUCTION

Final Report and Recommendations of the District Planning Advisory Council 2024-2025

The purpose of the District Planning Advisory Council is to assure community-school cooperation in setting improvement goals, evaluating progress toward meeting annual objectives and in reporting of findings and recommendations to the entire school community. Membership of the District Planning Advisory Council includes parents/guardians, community members, senior high students, classroom teachers, administrators, staff and School Board members. The council meets on a regular basis with no fewer than eight meetings. The major functions of the Council are listed under Board Policy 616 – World's Best Workforce as follows:

The school board will adopt a comprehensive long-term strategic plan to support and improve teaching and learning. In adopting the long-term strategic plan, the school board will consider the superintendent's recommendation based on the input of the school district's strategic planning process, the District Planning Advisory Council, and school site teams. The plan will be aligned with creating the world's best workforce and include performance measures designed to determine each school's progress in striving to create the world's best workforce.

The school district will establish an advisory committee. The advisory committee will recommend to the school board rigorous academic standards, student achievement goals and measures designed to fulfill the school district's mission.

The work calendar of the District Planning Advisory Council during the 2024-2025 school year was guided by the provisions of Board Policy 616. The Council's bylaws directed its internal operations.

In accordance with the aforementioned policy and procedures, the District Planning Advisory Council submits this annual report and recommendations for the instructional improvement plan for the next school year to the Superintendent of Schools and Board of Education.

PROGRESS TOWARD ACHIEVEMENT OF RECOMMENDATIONS MADE IN 2022-2023 FOR IMPLEMENTATION IN 2023-2024

COMMITTEE RECOMMENDATIONS

Recommendation 1: Program Assessment And Review Subcommittee

We recommend expanded extracurricular opportunities across the middle school to include a common set of offerings across all middle schools.

Progress: Middle schools are continuing to explore how to expand their extracurricular opportunities across the middle school to include a common set of offerings across all middle schools.

Recommendation 2: Program Assessment And Review Subcommittee

We recommend that the district lay the foundation for the integration of Artificial Intelligence (AI) in the classroom and provide staff and students with the resources to develop the knowledge, skills, and confidence to leverage technology effectively. We recommend that this integration is delivered via a multi-year plan.

Progress: The Department of I2T2 conducted a work group last year to develop an AI guiding principles document for AI use in Osseo along with a Digital Equity plan. This year professional learning was provided to district and site leadership on AI. The Department of Learning & Achievement will begin a Program Improvement Process around using AI for deeper learning.

Recommendation 3: Program Assessment And Review Subcommittee

We recommend that the district leverage the power of AI-enabled data analytics to more effectively identify data correlations, as well as predictive analytics capabilities.

Progress: The Department of Learning & Achievement used AI-enabled data analytics to analyze open-ended survey responses in our stakeholder surveys. Further AI-enabled data analytics continue to be studied and will be implemented on a case by case basis.

Recommendation 4: Program Assessment And Review Subcommittee

We recommend that the District implement a credit-based, standalone college and career readiness course required for graduation to ensure scholars are college and career ready after high school.

Progress: All high schools and middle schools have implemented the Advancement via Individual Determination program or AVID focusing on college and career readiness. AVID's elective class and schoolwide focus provide students opportunities to learn knowledge and skills. In partnership with counselors, College and Career Readiness Coordinators, teachers, the Department of Learning & Achievement began a Program Improvement Process to examine our advisory program to be more focused on college and career readiness.

Recommendation 5: Student Services Subcommittee

We recommend that the district pursue a partnership with a mental health agency that specializes in training practitioners to become culturally sensitive in their practice. This would include training for all School Psychologists, School Counselors, and School Social Workers.

Progress:

The district has partnered with Kente Circle for the 24-25 school year to provide culturally responsive professional development for school psychologists, school counselors and school social workers. We have offered one session per trimester (two are complete and the last for the year takes place in April) and are in the process of determining what follow up and additional learning opportunities will be offered for the 25-26 school year.

Session 1: Cultivating Cultural Humility and Personal Reflection

Focus: Introduce cultural humility and the 'Self-of-the-Therapist' theory, emphasizing self-awareness and personal development in the context of a school setting.

Session 2: Equity in Action and Crisis Skills Development

Focus: Integrate equity principles into mental health practices and strengthen crisis intervention skills with a focus on the 'Self-of-the-Therapist' approach.

Session 3: Empowering Student Voices and Reducing Service Disparities

Focus: Develop strategies to empower student voices in expressing mental health needs and address disparities in service access, incorporating the 'Self-of-the-Therapist' perspective.

The sessions for this year have provided strategies and tools for school based mental health practitioners that they are able to put into practice immediately. Practitioners have also had the opportunity to learn from each other, collaborate and ask questions of the facilitators and learn about additional learning opportunities.

Restructure School Day Recommendation

SECTION I: Committee Activities

The Program Assessment & Review subcommittee engaged in a variety of activities over the 2024–2025 school year. The primary focus of the group was to examine the results of the Family Stakeholder Survey conducted during the 2023–2024 school year and identify key areas for improvement. In addition to reviewing areas for improvement in the areas surveyed by the district, committee members also looked at past recommendations and discussed topics that remain relevant. From there the group narrowed down recommendations, both new and previously proposed, that might positively influence future survey results.

One recommendation the committee identified was adding instructional minutes. To inform our recommendation the group also gathered feedback from a school board liaison regarding adding instructional minutes.

One recommendation the committee identified was to add instructional minutes across grade levels, district wide. To inform our recommendation, the subcommittee also gathered feedback from a school board liaison regarding feedback received by the Board advocating for adding instructional minutes.

SECTION II: Data Summary

The following items from the 2023–2024 Family Stakeholder Survey were identified as areas that would be positively affected by adding additional minutes of instructional time:

2023–2024 Family Stakeholder Survey Item	Score
Staff address the needs (i.e. behavior, special education, language, social-emotional) of my scholar.	79%
My scholar sees how their learning connects to the real world.	69%
My scholar experiences positive representation of their culture in their school environment.	68%
Staff address the needs (i.e. behavior, special education, language, social-emotional) of my scholar.	67%
My scholar has been able to use their strengths.	62%
My scholar’s cultural history is represented accurately in the curriculum.	58%
My scholar sees how their learning connects to the real world.	52%

Length of School Day Across nearby MN School Districts			
District Name	**Elementary Length**	**Middle School Length**	**High School Length**
Osseo	6:30	6:30	6:30
Wayzata	6:40	6:50	6:50
Anoka	6:30	6:40	6:40
Robbinsdale	6:20	6:45	6:50
Minneapolis	6:30	6:30	6:40
St. Paul	6:30	6:30	6:30
Elk River	6:40	6:40	6:40
Brooklyn Center	6:20	6:45	6:45

SECTION III: Listing of Subcommittee High Priority Recommendation

Recommendation:

We recommend that the district extend the length of the school day across all grade levels districtwide.

Alignment with Strategic Directions and World's Best Workforce Goals

The key statements of priority work for Osseo Area Schools that were of focus for this recommendation were as follows:

- Create a system of operational innovation, excellence, accountability, and sustainability.
- Address, acknowledge and reduce systemic disparities, barriers and inequities as we lead, develop and align our district toward continuous improvement.
- Build and nurture a culture of achievement by providing content rich, rigorous, equitable and individualized pathways.

The key World's Best Workforce goals that were the area of focus for this recommendation were as follows:

- All racial and economic achievement gaps between students are closed.
- All students are ready for career and college.

- All students graduate from high school.

Rationale

Limited instructional time within the school day forces educators to make difficult decisions on how to allocate instructional time. In addition to satisfying minimum instructional standards required by the state, the district must also evaluate worthwhile initiatives proposed by parents, scholars, and other stakeholders that hold potential for improving student outcomes. Integrating these valuable additions without compromising the time allocated to the core curriculum presents a significant challenge. One way to alleviate the challenge is to increase the number of instructional minutes across all grade levels, district-wide.

Potential Benefits of Increased Instructional Time in Osseo School District

Increasing the number of instructional minutes in the school day for primary and secondary students in Osseo Area Schools could offer several potential advantages, aligning with general educational research, the district's own strategic direction, and World's Best Workforce goals.

Potential Academic Gains:

- **Improved Core Subject Proficiency:** More instructional time could allow for deeper dives into foundational subjects like reading, math, and science. Research suggests that additional, well-utilized instructional time can lead to improved student test scores and academic achievement, particularly when targeted effectively.[1] This could be beneficial in addressing any identified areas for academic growth within the district.
- **Targeted Support and Intervention:** Increased instructional time could provide more opportunities for individualized and small-group instruction. This would allow educators to better address the diverse learning needs of students, offering extra support for those struggling and enrichment for those excelling. This aligns with the district's strategic direction of providing equitable and individualized pathways.
- **Closing Achievement Gaps:** Some studies indicate that increased learning time can be particularly beneficial for students from disadvantaged backgrounds or those at risk of falling behind, potentially helping to narrow achievement gaps.[2] This resonates with Osseo's commitment to addressing systemic disparities and promoting educational equity.
- **Enhanced Learning in Specific Areas:** Additional time could be allocated to areas the district wishes to bolster, such as STEM education, arts, or other specialized programs, without detracting from core subjects but rather enhancing learning in the core areas.

[1] The potential role of instructional time in pandemic recovery, Sarah Novicoff and Matthew A. Kraft, November 15, 2022.
[2] Turnaround Using Increased Learning Time - Boston Public Schools

Broader Educational and Developmental Benefits:

- **Deeper Engagement and Exploration:** More time in the classroom can foster deeper student engagement with subjects, allowing for more project-based learning, collaborative activities, and in-depth exploration of topics. This could help in addressing family stakeholder survey feedback related to connecting learning to the real world and the availability of opportunities to influence learning experiences by making learning more relevant and inspiring.
- **Development of Non-Academic Skills:** Lengthening the school day could offer more opportunities for developing crucial 21st-century skills such as critical thinking, problem-solving, communication, and collaboration. It could also provide more time for social-emotional learning (SEL) programs, potentially impacting areas like "Classroom Respect" and "Belonging" as highlighted in district survey results.
- **Increased Teacher-Student Interaction:** More time in school could lead to more meaningful interactions between teachers and students, fostering stronger relationships which are foundational to a positive learning environment and student development.

Considerations for Implementation:

It's important to note that research emphasizes that the *quality* of instructional time is as crucial, if not more so, than the quantity. For any increase in instructional minutes to be effective, careful planning would be necessary. This includes:

- **Purposeful Use of Time:** Ensuring that additional time is used for engaging, well-structured learning activities and not simply more of the same.
- **Teacher Training and Support:** Providing educators with the professional development and resources needed to maximize the effectiveness of the extended time.
- **Student Well-being:** Considering potential impacts on student stress, fatigue, and opportunities for extracurricular activities and free play.[3][4]
- **Community and Stakeholder Engagement:** Involving parents, students, and staff in discussions about any potential changes to the school day.

[3] Benefits of Recess: Improving Student Outcomes Beyond Physical Health, November 12, 2020.
[4] How Much Recess Should Kids Get? Kate Rix, October 14, 2022.

Comparisons to Neighboring and Similarly Situated Districts

Comparing Osseo Area Schools to neighboring districts (6) and St. Paul, we have identified the following:

At the **high school level**:

- 2 districts have school days that are 20 minutes longer,
- 1 district has school days that are 15 minutes longer,
- 3 districts have school days that are 10 minutes longer, and
- 1 district has the same length of day as our district.

At the **middle school leve**l:

- 1 district has school days that are 20 minutes longer,
- 2 districts have school days that are 15 minutes longer,
- 2 districts have school days that are 10 minutes longer, and
- 2 districts have the same length of day as our district.

At the **elementary level**:

- 2 districts have school days that are 10 minutes longer, and
- 2 districts have school days that are 10 minutes less than our district.
- The remaining 3 districts have the same length of day as our district.

A review of the data shows that Osseo Area Schools fall behind neighboring and similarly situated districts in the number of instructional minutes, particularly at the high school and middle school levels. The recommendation to lengthen the school day presents the district with the opportunity to bring itself up to par with our neighbors and create space in the day for additional learning and connection opportunities.

The potential impact that additional instructional minutes could have on a scholar's education in the district is significant. Based on a 172 student calendar year:

- An **additional 10 minutes** per day equals 1,720 additional minutes, or 28.7 hours, per year.
- An **additional 15 minutes** per day equals 2,580 additional minutes, or 43 hours, per year.
- An **additional 20 minutes** per day equals 3,440 additional minutes, or 57.3 hours, per year.

Utilization of Additional Instructional Minutes

Suggested instructional enhancements to a lengthened school day could include:

1. Adding a "Zero" hour for secondary students for additional elective opportunities;
2. Adding programming designed to improve reading levels for elementary students;

3. Allowing counseling staff to engage in social/emotional learning initiatives with entire classes/grade-levels;
4. Providing additional instructional opportunities for students struggling with “core” curriculum;
5. Adding “recess” for middle school and more recess for elementary school; to improve memory and attention and reduce disruptive behavior.
6. Additional instructional minutes in content areas (social studies, science, health, art); and
7. Additional time for staff to help scholars set goals and to build relationships.

Middle School Programming Recommendation

SECTION I: Committee Activities

The District Planning Advisory Committee engaged in a variety of activities throughout the course of the 2024–2025 school year. This year, the committee took a mixed-methods approach to identify opportunity areas in the Osseo Area Schools (OAS). Committee members with middle school students provided feedback on the middle school experience, specifically the difficulties of transitioning from elementary school to middle school. The committee reviewed the 2023–2024 Family Stakeholder Survey to identify opportunity areas at the middle school level. To better understand learning culture and connection to the real world, Dr. Jill Kind, Director of Learning and Achievement, gave a presentation on the program review matrix cycle, curriculum, Career Technical Education (CTE) strands and AVID. Lastly, Angie Vivatson, BARR Coordinator at Park Center Senior High School (PCSH), gave a presentation that provided an overview of the BARR program and how it was implemented at PCSH to help with the transition of students from middle school to high school.

SECTION II: Data Summary

Data from the 2023-2024 Family Stakeholder was reviewed by responses from the overall district-level and as well by specific group-level (i.e. grade range, language, gender, race, services). The committee decided to focus on middle school opportunity areas over specific group-level factors because scholars of different genders, races, languages and services are nested within middle schools. Survey items at the middle school level with satisfaction scores less than 70% were flagged as areas of focus (displayed in Table 1 below). Themes that emerged from the areas of focus were *staff relationships between scholars and parents/guardians*, *belonging, communication*, and *learning that connects to the real world.*

Table 1. *Areas of focus items at middle school level district-wide*

2023–2024 Family Stakeholder Survey Item	Score
My scholar feels emotionally safe in the school environment	69%
My scholar's school works to prepare them for their future.	69%
My scholar experiences positive representation of their culture in their school environment.	68%
Staff address the needs (i.e. behavior, special education, language, social-emotional) of my scholar.	67%
Staff create space for me to provide feedback regarding my scholar.	65%
My scholar has been able to use their strengths.	62%
My scholar has opportunities to influence their learning experience.	61%
My scholar's cultural history is represented accurately in the curriculum.	58%
Staff use my feedback to support my scholar.	58%
Staff provide regular updates on the progress of my scholar.	57%
School staff have helped my scholar set goals for their future.	54%
My scholar sees how their learning connects to the real world.	52%
Staff know my scholar's interest.	42%

SECTION III: Listing of Committee High Priority Recommendations

World's Best Workforce goals from Policy 616 that were the focus of this committee:

- All students are ready for career and college.
- All students graduate from high school.

Alignment to District 279 Strategic Directions are as follows:

- Create safe, welcoming, and inclusive learning environments that foster global curiosity, belonging, innovation and engagement.
- Promote inclusive participation of all of our communities and provide timely, relevant, and easily accessible communication.
- Create a system of operational innovation, excellence, accountability and sustainability.

Recommendation

We recommend that the district implement a strengths-based approach like the BARR program in all middle schools district-wide.

Rationale

Key academic milestones, such as transitioning into middle school or high school, can have a dramatic impact on the trajectory of a student's academic journey. Research has shown students transitioning into middle school and high school frequently experience stress, behavioral problems, declines in attendance, decreased academic performance and lower self-esteem (Benner, Boyle & Bakhtiari, 2017; Goldstein, Boxer & Rudolph, 2015; Lippold et al., 2014).

A strengths-based approach like Building Assets, Reducing Risks (BARR) is a comprehensive program focused on improving secondary school outcomes and experiences for students at key transition points (i.e., going from elementary school to middle school). The developers of BARR recognized the impact of school climate on student belonging, attendance, academic progress, disciplinary issues, teacher effectiveness and retention (Bos, Dhillon & Borman, 2019). The BARR model is achieved by utilizing a comprehensive set of eight interlocking strategies which include:

- Focus on the whole student
- Provide professional development for teachers, counselors, and administrators
- Use BARR's I-Time Curriculum to foster a climate for learning
- Create cohorts of students
- Hold regular meetings of the cohort teacher teams
- Conduct risk review meetings
- Engage families in student learning
- Engage administrators

BARR focuses on building relationships between teachers, students and families to improve the school experience and academic achievement. The American Institutes of Research (AIR) scale-up evaluation found the greatest effects of BARR was among students who were predicted to do worse academically: minority students, boys and students eligible for free or reduced-price lunch (Bos et al., 2019).

In 2018, BARR was implemented as an opt-in program at PCSH for 9th and 10th grade students. At PCSH, BARR-students have shown increased academic performance and higher attendance rates compared to non-BARR students. It should be noted BARR data from PCSH closely aligns with the AIR scale-up evaluation results. The AIR scale-up found the passing rate for BARR-students was 6% higher compared to non-BARR students (Bos et al., 2022). Similarly, the scale-up evaluation showed the absenteeism rate for BARR-students was 3% lower than non-BARR students (Boss et al., 2022).

During her presentation to DPAC, Angie Vivatson stated BARR cost about $19,000 per site and the middle school model cost an additional $1M for staffing. BARR is currently implemented at the

following middle schools in neighboring districts: South St. Paul Middle School, Brooklyn Center Middle School, Hopkins West Junior High School, Robbinsdale Middle School, Central Middle School, Sunrise Park Middle School (BARR MN Senate Packet, 2024). Lastly, BARR plugs into the existing school structure and does not require a dramatic transformation to the school environment like staff changes or breaking up a school into several smaller schools (Farnham & Altmann, 2019).

This recommendation addresses three specific areas of focus from the 2023-2024 Family Stakeholder Survey at the middle school level district-wide:

1. Relationships between teachers, scholars and families
2. Student belonging + learning relevancy
3. Communication

Relationships between teachers, scholars and families: To build and facilitate student connections, students would attend a set of core classes together. In these core classes, students would participate in I-time activities that encourage students to interact with their peers and teacher. The I-time activities allow for student strengths to be observed and identified by peers, teachers and families. Feedback from I-time activities is used in development plans in order to better engage, support and challenge students. Additionally, teachers of the core classes have a common planning period. This planning period for teachers is intended to cultivate and support peer-to-peer collaboration and learning. A study by the American Institutes for Research reported BARR-participating teachers felt better supported by their schools, felt more confident in their work, collaborated better and had an improved view of their peers (Bos et al., 2019).

Student belonging + learning relevancy: Lieberman (1990) noted that robust student-teacher relationships require a shared understanding and appreciation of students' strengths, interests, circumstances and challenges. Building foundational relationships between student-student, student-staff and staff-staff will enhance levels of engagement, belonging and connection to the school. BARR offers opportunities for teachers to get to know students better and help them set personal goals, identify career interests and show them how their learning connects to the real world. The risk-review meetings provide an opportunity for academic and nonacademic staff to come together to have a shared understanding of the strengths and attributes of each student, the barriers they face and interventions that can be done to better support them (Mathewson, 2018).

Communication: Teachers in the same BARR-cohort hold weekly check-in meetings to discuss student success and opportunity areas, plan interventions that address academic and social-emotional learning (SEL) needs and new student data. Teachers have weekly check-ins with their students to discuss academic progress, individual plans, celebrations or concerns. These weekly check-ins permit stronger relationships to be formed between teacher-teacher and teacher-student. Reflection activities that are completed during I-time lessons allow for students to receive feedback from fellow students and their teacher. Most importantly, the BARR model seeks to engage families in student learning; ensuring families are continuously engaged with their child's education, can freely communicate their child's needs and be involved in check-in meetings (BARR Center, n.d.).

Recommended Next Steps

1. Create a working group of key stakeholders at the middle school level, including Angie Vivatson and one other BARR staff member from PCSH to research and design the BARR program model for all middle schools district-wide
2. Conduct a cost analysis for BARR implementation at middle schools district-wide
3. Connect with middle school BARR-coordinators in neighboring school districts to learn about program implementation strategies
4. Facilitate listening sessions with the OAS community, inform community about the BARR program, gather feedback and input from community to be used by working group
5. Evaluate implementation sites; determine what will be consistent across middle school sites and what will be unique at each middle school site

Additional Resources

- BARR Center
  https://barrcenter.org/
- BARR Center Report (Closes the Gap in Graduation Rates)
  https://www.house.mn.gov/comm/docs/2db9853c-139c-4d5f-90bd-c667e9a5d8e5.pdf
- Minnesota Lt. Gov. Peggy Flanagan at BARR 2024 National Conference sharing about her experience in school and what BARR meant to her
  https://www.youtube.com/watch?v=i5WtyY_xGXg

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2024-2025

Osseo Area Schools Independent School District 279

DPAC Meetings

Date / Time	Group
Monday, 10/7/24 6:30 PM – 8:00 PM	Full DPAC Meeting
Monday, 11/11/24 6:30 PM – 8:00 PM	Full DPAC Meeting
Monday, 12/02/24 6:30 PM – 8:00 PM	Full DPAC Meeting
Monday, 1/06/25 6:30 PM – 8:00 PM	Full DPAC Meeting
Monday, 2/10/25 6:30 PM – 8:00 PM	Full DPAC Meeting
Monday, 3/10/25 6:30 PM – 8:00 PM	Full DPAC Meeting
Monday, 4/7/25 6:30 PM – 8:00 PM	Full DPAC Meeting
Monday 5/19/25 6:30 PM – 8:00 PM	Presentation Practice
Tuesday, 5/20/25 6:30 PM – 8:00 PM	School Board Presentation of Final Report
	Full DPAC Debrief and Celebration

Meetings for the 24/25 school year were held both in person and virtually.

Minutes of the Regular Meeting Independent School District 279 School Board Maple Grove, MN Tuesday, April 22, 2025	
CALL TO ORDER	A regular meeting of the Independent School District 279 School Board was held on Tuesday, April 22, 2025 in the board room at the Educational Service Center. Board Chair Tanya Prince called the meeting to order at 6:00 PM.
ROLL CALL	The following members were present: Kelsey Dawson, Erica Foster, Thomas Brooks, Tanya Prince, Keith Tate, and Sarah Mitchell.
PLEDGE OF ALLEGIANCE	The Pledge of Allegiance was recited, led by Sarah Mitchell.
APPROVAL OF AGENDA	Motion by Kelsey Dawson, seconded by Thomas Brooks, to accept the printed agenda. The motion carried on a vote of 6 to 0.
RECOGNITIONS	• Ella Hegelin, Osseo Senior High School Gymnastics – 2nd in State on the balance beam • Vivian Schroeder, Osseo Senior High School – 2nd in State in Wrestling • Maple Grove Senior High School Jazz Dance Team – 2nd in State • John Mai, Osseo Senior High School - 2025 HOSA State Competition 1st Place Dental Science and 2nd Place Pharmacy Science • Hussein Mohammed, Osseo Senior High School - 2025 HOSA State Competition 1st Place Emergency Medical Technician • Mia Scott, Osseo Senior High School - 2025 HOSA State Competition – 1st Place Emergency Medical Technician
AUDIENCE OPPORTUNITY TO ADDRESS THE SCHOOL BOARD	The following individuals addressed the School Board: • Cindy Devonish-Hall, City of Brooklyn Park • Max Maher (district resident) – LGBT resolution: governance v. administration • Michelle Straight (parent/guardian of a student, district resident) – LGBTA lesson • Jennifer Schroeder (parent/guardian of a student, district employee) – 279Online
SUPERINTENDENT'S REPORT	Dr. Kim Hiel's report included Points of Pride, celebrating students, staff and community members who are contributing to the accomplishment of the district's mission, which is to inspire and prepare each and every scholar with the confidence, courage and competence to achieve their dreams, contribute to community, and engage in a lifetime of learning.

	Reminders of several events were also shared.
SCHOOL BOARD REPORTS	Kelsey Dawson (RISE, legislative update) Erica Foster (DPAC, Policy) Tanya Prince (Brooklyn Bridge Alliance for Youth, groundbreaking for new elementary school) Sarah Mitchell (FISCAL, ECMAC)
CONSENT AGENDA	Motion by Sarah Mitchell, seconded by Thomas Brooks, to approve items in the consent agenda as follows: A. Minutes of the regular meeting of March 18, 2025 B. Minutes of the closed meeting of April 15, 2025 C. Financial reports for the month of March 2025 D. Payment of items for the month of March 2025 E. Federal grant delegation resolution F. Acceptance of the 2024-2025 Culturally Responsive Arts Education (CRAE) – State of MN Joint Powers Agreement Grant in the amount of $44,350 and authorize an expenditure and budget appropriation in the amount of $44,350 G. Acceptance of the 2024-2025 Native Language Revitalization Grant in the amount of $251,841 and authorize an expenditure and budget appropriation in the amount of $251,841 H. Acceptance of the 2024-2025 Farm to School Grant in the amount of $5,000 and authorize an expenditure and budget appropriation in the amount of $5,000 I. Extended Educational Trips J. Fundraisers K. Personnel L. Construction contract approvals 1. Cedar Island Elementary Media Center 2. Fair Oaks Elementary Media Center 3. Palmer Lake Elementary Media Center M. Insurance Renewals N. Software Renewals 1. FastBridge-Renaissance Learning 2. Synergy SIS/SE-Edupoint 3. Unified Insights-PowerSchool L. Intermediate School District 287 Long-term Facilities Maintenance (LTFM) Approval M. Approving the terms of the Mediated Settlement Agreement and Stipulated Final Order related to a dispute regarding a Citation and Assessment issued by the Minesota Department of Labor and Industry against Osseo Area Schools, Independent School District No. 279 and authorizing the Board Chair or Superintendent to sign

	the agreement and execute any necessary supplemental documents giving effect to such agreement consistent with its material terms. N. Approving the terms of the Settlement Agreement and Full and Complete Release between Mikaele Endalemaw Tesema and Osseo Area Schools, Independent School District No. 279 for the complete and final settlement of all claims between the parties related to his employment with the District in the amount of $216,000.00 and authorizing the Board Chair or Executive Director of Finance and Operations to sign the agreement and execute ay necessary supplemental documents giving effect to such agreement consistent with its material terms. O. Contract by and between ISD 279 Osseo Area Schools and Innovative Office Solutions for classroom furniture at Fair Oaks Elementary P. Contract by and between ISD 279 Osseo Area Schools and Innovative Office Solutions for classroom furniture at Basswood Elementary Q. Contract by and between ISD 279 Osseo Area Schools and Innovative Office Solutions for classroom furniture at Maple Grove Senior High R. Contract by and between ISD 279 Osseo Area Schools and Innovative Office Solutions for classroom furniture at Park Center Senior High S. Contract by and between ISD 279 Osseo Area Schools and Innovative Office Solutions for classroom furniture at Brooklyn Middle School T. Contract by and between ISD 279 Osseo Area Schools and Innovative Office Solutions for classroom furniture at Maple Grove Middle School U. Contract by and between ISD 279 Osseo Area Schools and Innovative Office Solutions for classroom furniture at North View Middle School V. Contract by and between ISD 279 Osseo Area Schools and Innovative Office Solutions for classroom furniture at Osseo Middle School W. Contract by and between ISD 279 Osseo Area Schools and MTI Distributing Company for two large lawn mowers X. Contract by and between ISD 279 Osseo Area Schools and Johnson Controls Fire Protection LP to replace fire alarms at Garden City Elementary Y. Contract by and between ISD 279 Osseo Area Schools and Convergint to replace security cameras at seven district locations The motion carried on a vote of 6 to 0.
ACTION ITEM KIDSTOP INSTRUCTORS TERMS AND CONDITIONS OF EMPLOYMENT	Motion by Thomas Brooks, seconded by Kelsey Dawson, to approve the Agreement on the Terms and Conditions of Employment between the ISD 279 School Board and Kidstop Instructors, July 1, 2024-June 30, 2026. The motion carried on a vote of 6 to 0.

ACTION ITEM RNs and LPNs TERMS AND CONDITIONS OF EMPLOYMENT	Motion by Erica Foster, seconded by Sarah Mitchell, to approve the Agreement on the Terms and Conditions of Employment between the ISD 279 School Board and Registered Nurses and Licensed Practical Nurses, July 1, 2024-June 30, 2026. The motion carried on a vote of 6 to 0.
ACTION ITEM GIFTS TO THE DISTRICT	Motion by Thomas Brooks, seconded by Erica Foster, to approve Gifts to the District totaling $103,015.22. The motion carried on a vote of 6 to 0.
ADJOURNMENT	Motion by Kelsey Dawson, seconded by Thomas Brooks, to adjourn the meeting at 6:49 PM. The motion carried on a vote of 6 to 0.
	_____ Tanya Prince, Board Chairperson

Minutes of the Special Meeting
Independent School District 279 School Board
Maple Grove, Minnesota

May 6, 2025

MEETING	A closed special meeting of the School Board was held on Tuesday, May 6, 2025 in Room N22 of the Educational Service Center. Chairperson Tanya Prince called the meeting to order at 5:33 PM.
ROLL CALL	School Board members Thomas Brooks, Kelsey Dawson, Erica Foster, Sarah Mitchell, Tanya Prince, and Keith Tate were in attendance. District administrators Superintendent Dr. Kim Hiel, General Counsel Amy Moore and district administrators Lisa Chang John Morstad and Yvonne Shorts Lind were in attendance.
PURPOSE OF MEETING	The meeting was held for the purpose of labor negotiations. An audio recording will be available to the public after all labor contracts are signed for the current budget period.
ADJOURNMENT	At 6:02 PM Chairperson Tanya Prince adjourned the meeting.

_____
Tanya Prince, Chairperson

Independent School District 279

Consent Agenda Financial Items
Fiscal Year 2025

Date: May 20, 2025

To: John Morstad, Executive Director of Finance and Operations

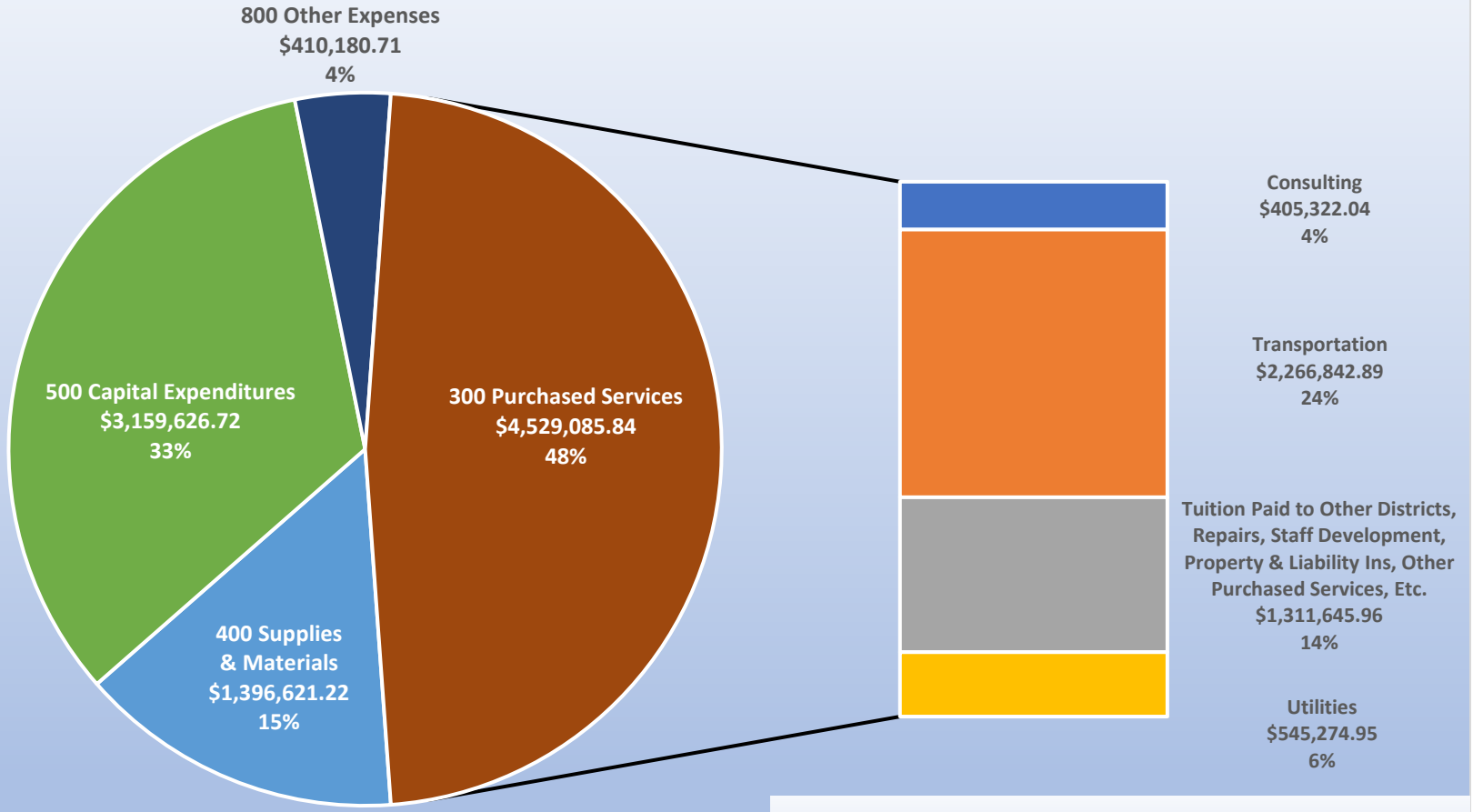
From: Kelly Benusa, Director of Business Services

RE: Consent Agenda Financial Items –
Approval of Financial Reports
Approval of Payments

A. The ISD 279 School Board approval of financial reports for the month of April.

B. The ISD 279 School Board authorizes payment of Vendor Checks, Epayables, Electronic Wire Transfers, Employee Reimbursements, and Vendor ACH for the month of April totaling $43,141,416.58.

APRIL 2025 PAYMENTS FOR ALL FUNDS



Total = $9,495,514.49

Shown in Chart

300 Purchased Services: Consulting Fees, Transportation, Utilities, Etc.
400 Supplies and Materials: Food, Software, General Supplies, Etc.
500 Capital Expenditures: Equipment, Building & Site Improvements, Etc.
800 Other Expenses: Dues, Memberships, Etc.

Not Shown in Chart

Payroll, Benefits, Investments,Etc.....$33,645,902.09

OSSEO AREA SCHOOLS

ISD 279

BUSINESS SERVICES MEMORANDUM

TO: John Morstad, Executive Director of Finance and Operations
FROM: Kelly Benusa, Director of Business Services
SUBJECT: Financial Reports for the Month Ended April 30, 2025
DATE: May 20, 2025

The following is a recap of the monthly financials:

Fund Balance Report
During the year, the District maintains its financial records on the cash basis. Therefore, the cash basis fund balance may fluctuate considerably during the year due to the timing of cash receipts and disbursements. At year-end, we convert the financial records to the modified accrual basis according to Governmental Accounting Standards Board (GASB). Fund balances are shown by fund total monthly. Fund balance designations within each fund for non-spendable, restricted, or assigned/unassigned will be shown at the fiscal year-end.

Revenue Operating Budget Summary by Fund
The General Fund-Percentage Comparison of Year-To-Date with Operating Budget shows a 0.8% increase from the prior year. All prior year accruals were reversed in August and the District is still collecting prior year revenue from various sources, i.e., state aid, federal grants, other districts, etc. This process is consistent with prior years. June 30, 2024, year-end results have been incorporated into the February mid-year budget adjustments where applicable.

Expenditure Operating Budget Summary by Fund
The General Fund-Percentage Comparison of Year-To-Date with Operating Budget shows a 3.6% increase from the prior year. June 30, 2024, year-end results have been incorporated into the February mid-year budget adjustments where applicable.

Current Investments on Hand
Interest rates increased during April 4.00% to 5.05% compared with March rates of 3.930% to 4.380%.

ISD 279-Osseo Area Schools
Fund Balance Report
Fiscal Year 2025
Month Ended April 30, 2025

Fund	Accrual Basis Fund Balance June 30, 2024	FY 2025 YTD Revenue	FY 2025 YTD Expenditure	Cash Basis * Fund Balance April 30, 2025
General	116,775,224	287,803,264	247,131,241	157,447,246
Student Activities	256,692	72,459	76,444	252,707
Capital & Land Proceeds	5,722,661	35,185,741	39,614,802	1,293,600
Food & Nutrition Service	5,763,889	12,236,617	12,911,715	5,088,791
Community Service	5,955,612	15,865,375	15,578,663	6,242,323
Building Construction	250,255,965	3,378,926	32,978,615	220,656,276
Debt Service	11,282,300	19,161,625	25,692,642	4,751,283
Retirement Incentive Pay Internal Service	818,674	-	183,686	634,988
Dental Self Insurance Internal Service	411,806	1,710,381	1,797,010	325,177
Health Self Insurance Internal Service	116,800	5,751,826	6,012,968	(144,343)
Post-Employment Benefits Revocable Trust Internal Service	10,750,647	536,410	-	11,287,057
Total	**$ 408,110,270**	**$ 381,702,622**	**$ 381,977,786**	**$ 407,835,106**

*During the year the District maintains its financial records on a cash basis. Therefore, the cash basis fund balance may fluctuate considerably during the year due to the timing of cash receipts and disbursements.

ISD 279-Osseo Area Schools
Revenue Operating Budget Summary By Fund
Fiscal Year 2025
Month Ended April 30, 2025

Revenue By Fund	Apr 2025 Revenue	FY 2025 YTD Revenue	% Of Budget	FY 2025 Budget	Actual YTD (Over) Under Budget	FY 2024 Actual Revenue	% Of PY Actual
General	39,774,066	281,176,034	88.4%	318,082,949	38,738,653	266,775,597	88.4%
Capital & Land Proceeds	17,210	15,251,028	65.0%	23,454,517	18,105,192	9,027,706	49.9%
Food & Nutrition Services	1,345,101	12,130,722	66.9%	18,127,984	5,997,262	10,757,522	61.0%
Community Service	1,283,037	13,272,393	80.2%	16,555,137	3,282,744	12,546,144	80.8%
Debt Service	-	19,161,625	96.7%	19,816,522	654,897	12,466,138	64.3%
Total Revenue Operating Budget	42,419,414	340,991,802	86.1%	396,037,109	66,778,749	311,573,108	83.7%
Special Funded Projects (State & Federal)	1,638,468	27,452,714	38.4%	71,476,354	44,023,640	33,993,987	41.6%
Gifts/Fund Raising Clearing/Resale	243,749	1,808,106	75.3%	2,400,000	591,894	1,824,110	74.3%
Student Activities	41,273	72,459	18.1%	400,000	327,541	242,955	69.4%
Total Revenue Budget	44,342,903	370,325,080	78.7%	$ 470,313,463	$ 111,721,825	$ 347,634,161	76.1%
Non-Budgeted Funds							
Building Construction	307,468	3,378,926					
Dental Self Insurance Internal Service	194,258	1,710,381					
Health Self Insurance Internal Service	598,114	5,751,826					
Post-Employment Benefits Revocable Trust Internal Service	(38,876)	536,410					
Total Non-Budgeted Funds	1,060,964	11,377,543					
Total Revenue	$ 45,403,868	$ 381,702,622					

	FY 2025	FY 2024
General Fund - % Comparison of Year to Date with Operating Budget	88.4%	87.6%

ISD 279-Osseo Area Schools
Expenditure Operating Budget Summary By Fund
Fiscal Year 2025
Month Ended April 30, 2025

Expenditure By Fund	Apr 2025 Expenditure	FY 2025 YTD Expenditure	% Of Budget	FY 2025 Budget	Actual YTD (Over) Under Budget	FY 2024 Actual Expenditure	% Of PY Actual
Salaries and Wages	$ 16,023,581	$ 132,916,994	67.3%	$ 197,521,113	$ 64,604,119	$ 113,787,382	64.6%
Employee Benefits	5,879,127	51,896,586	71.6%	72,496,155	20,599,569	44,645,620	70.3%
Purchased Services	3,686,849	28,071,770	69.8%	40,215,655	12,143,885	24,884,281	71.3%
Supplies and Materials	552,880	3,841,494	55.5%	6,915,983	3,074,489	3,878,986	70.3%
Capital	18,861	382,750	86.3%	443,603	60,853	360,788	42.2%
Other	447,847	669,135	54.3%	1,231,316	562,181	123,150	-155.2%
General	26,609,146	217,778,728	68.3%	318,823,825	101,045,097	187,680,208	66.8%
Capital & Land Proceeds	930,219	18,122,761	77.6%	23,360,555	5,237,794	13,989,781	69.6%
Food & Nutrition Services	1,302,351	12,792,562	71.4%	17,909,829	5,117,267	12,371,329	74.1%
Community Service	1,290,227	13,255,902	72.1%	18,387,025	5,131,123	11,375,561	72.0%
Debt Service	-	25,692,642	99.4%	25,845,079	152,437	2,490,585	20.5%
Total Expenditure Operating Budget	30,131,944	287,642,594	71.1%	404,326,313	116,683,719	227,907,464	65.9%
Special Funded Projects (State & Federal)	4,478,281	51,697,979	72.3%	71,476,354	19,778,375	49,968,114	64.0%
Gifts/Fund Raising Clearing/Resale	230,237	1,588,490	66.2%	2,400,000	811,510	1,639,802	71.5%
Student Activities	36,013	76,444	19.1%	400,000	323,556	281,244	75.3%
Total Expenditure Budget	34,876,475	341,005,507	71.3%	$ 478,602,667	$ 137,597,160	$ 279,796,624	65.6%

Non-Budgeted Funds		
Building Construction	2,000,633	32,978,615
Retirement Incentive Pay Internal Service	-	183,686
Dental Self Insurance Internal Service	165,545	1,797,010
Health Self Insurance Internal Service	852,636	6,012,968
Post-Employment Benefits Revocable Trust Internal Service	-	-
Total Non-Budgeted Funds	3,018,814	40,972,279
Total Expenditure	$ 37,895,289	$ 381,977,786

	FY 2025	FY 2024
General Fund - % Comparison of Year to Date with Operating Budget	68.3%	64.7%

ISD 279 - OSSEO AREA SCHOOLS
CURRENT INVESTMENTS ON HAND
FISCAL YEAR 2025
MONTH END APRIL 30, 2025

BANK	TYPE	PURCHASED	MATURITY	YIELD	COST
OPERATING FUNDS					
MN TRUST - PMA	CD	08-31-23	05-02-25	5.060	4,000,000
MN TRUST - PMA	CD	10-27-23	07-28-25	5.140	229,000
MN TRUST - PMA	CD	10-27-23	07-28-25	5.140	229,000
MN TRUST - PMA	CD	10-27-23	07-28-25	5.040	229,600
MN TRUST - PMA	CD	10-27-23	07-28-25	4.960	229,600
MN TRUST - PMA	CD	10-27-23	07-28-25	5.110	229,050
MN TRUST - PMA	CD	10-27-23	07-28-25	4.950	229,900
MN TRUST - PMA	CD	05-08-24	11-10-25	5.010	243,332
MN TRUST - PMA	CD	05-08-24	11-10-25	5.010	243,332
MN TRUST - PMA	TERM SERIES	05-17-24	01-07-26	4.820	5,000,000
MN TRUST - PMA	TERM SERIES	06-21-24	06-17-26	4.570	5,000,000
MN TRUST - PMA	TERM SERIES	11-15-24	11-14-25	4.250	500,000
MN TRUST - PMA	GOVERNMENT	11-21-24	07-10-25	4.270	3,499,010
MN TRUST - PMA	GOVERNMENT	11-21-24	08-31-25	4.310	3,997,055
MN TRUST - PMA	GOVERNMENT	11-21-24	12-31-25	4.250	3,993,013
MN TRUST - PMA	GOVERNMENT	11-21-24	07-15-26	4.160	3,937,809
MN TRUST - PMA	GOVERNMENT	11-21-24	11-15-26	4.210	2,999,641
MN TRUST - PMA	TERM SERIES	12-24-24	06-26-26	4.150	6,000,000
MN TRUST - PMA	TERM SERIES	01-30-25	09-17-25	4.190	2,000,000
MN TRUST - PMA	TERM SERIES	01-30-25	01-26-26	4.100	10,000,000
MN TRUST - PMA	CD	03-19-25	01-26-26	4.060	241,500
MN TRUST - PMA	CD	03-19-25	01-26-26	4.120	241,400
MN TRUST - PMA	CD	03-19-25	03-19-26	4.000	240,300
MN TRUST - PMA	CD	03-19-25	03-19-26	4.070	240,000
MN TRUST - PMA	CD	03-19-25	03-19-26	4.040	240,200
MN TRUST - PMA	CD	03-19-25	03-19-26	4.040	240,100
MN TRUST - PMA	TERM SERIES	03-21-25	01-20-26	3.960	1,500,000
MN TRUST - PMA	TERM SERIES	03-21-25	07-27-26	3.950	2,000,000
MN TRUST - PMA	TERM SERIES	03-21-25	01-25-27	3.930	5,000,000
MN TRUST - PMA	SDA	10-19-22	04-30-25	4.300	16,959,456
MN TRUST - PMA	LIMITED TERM DURATION	06-01-17	04-30-25	1.700	21,651,580
US BANK	MONEY MKT		04-30-25	4.220	14,253,698
MN TRUST - PMA	MONEY MKT		04-30-25	4.275	57,818,510
TOTAL OPERATING FUNDS					173,416,086
LONG-TERM FACILITIES MAINTENANCE 2024A BOND					
MN TRUST - PMA	CD	03-05-24	03-31-26	4.460	2,000,000
MN TRUST - PMA	CD	03-05-24	04-30-26	4.440	5,000,000
MN TRUST - PMA	CD	03-05-24	05-29-26	4.410	5,000,000
MN TRUST - PMA	CD	03-05-24	06-30-26	4.370	5,000,000
MN TRUST - PMA	CD	03-05-24	12-30-26	4.290	3,000,000
MN TRUST - PMA	CD	03-20-24	09-30-26	4.490	1,000,000
MN TRUST - PMA	CD	03-20-24	10-30-26	4.470	1,000,000
MN TRUST - PMA	CD	03-20-24	11-30-26	4.440	1,000,000
MN TRUST - PMA	CD	03-20-24	12-30-26	4.440	1,000,000
MN TRUST - PMA	CD	03-20-24	01-29-27	4.430	1,000,000
MN TRUST - PMA	SEC	03-21-24	10-01-26	4.500	2,037,005
MN TRUST - PMA	TERM SERIES	03-22-24	09-22-25	4.780	10,000,000
MN TRUST - PMA	CD	03-25-24	09-26-25	4.860	6,000,000
MN TRUST - PMA	CD	03-27-24	02-27-26	4.510	9,000,000
MN TRUST - PMA	CD	03-27-24	03-31-26	4.510	10,000,000
MN TRUST - PMA	CD	12-13-24	12-12-25	4.111	9,000,000
MN TRUST - PMA	CD	12-31-24	12-31-25	4.080	5,000,000
MN TRUST - PMA	SDA	03-31-24	04-30-25	4.180	10,550,527
MN TRUST - PMA	MONEY MKT		04-30-25	4.275	37,074,055
TOTAL LONG-TERM FACILITIES MAINTENANCE 2024A BOND					123,661,587
SCHOOL BUILDING 2024A BOND					
MN TRUST - PMA	CD	03-05-24	03-31-26	4.460	2,000,000
MN TRUST - PMA	CD	03-05-24	04-30-26	4.440	6,000,000
MN TRUST - PMA	CD	03-05-24	05-29-26	4.410	5,000,000
MN TRUST - PMA	CD	03-05-24	06-30-26	4.370	6,000,000
MN TRUST - PMA	SEC	03-21-24	06-01-25	4.870	5,873,760
MN TRUST - PMA	TERM SERIES	03-22-24	09-22-25	4.780	8,000,000
MN TRUST - PMA	CD	03-25-24	09-26-25	4.860	7,500,000
MN TRUST - PMA	SEC	03-25-24	01-15-26	4.630	2,864,820
MN TRUST - PMA	CD	03-27-24	02-27-26	4.510	6,000,000
MN TRUST - PMA	TERM SERIES	05-01-24	11-18-25	4.780	3,750,000

ISD 279 - OSSEO AREA SCHOOLS
CURRENT INVESTMENTS ON HAND
FISCAL YEAR 2025
MONTH END APRIL 30, 2025

BANK	TYPE	PURCHASED	MATURITY	YIELD	COST
MN TRUST - PMA	CD	03-27-24	02-27-26	4.510	5,000,000
MN TRUST - PMA	CD	02-28-25	10-29-25	4.111	4,000,000
MN TRUST - PMA	TERM SERIES	04-17-25	05-15-26	3.870	5,000,000
MN TRUST - PMA	SDA	12-13-24	04-30-25	4.180	7,912,895
MN TRUST - PMA	MONEY MKT		04-30-25	4.275	22,682,242
TOTAL SCHOOL BUILDING 2024A BOND					97,583,717
OPEB REVOCABLE TRUST					
MN TRUST - PMA	CORP. BONDS	02-25-16	02-10-45	3.700	286,926
MN TRUST - PMA	CORP. BONDS	03-03-16	03-01-46	3.800	199,112
MN TRUST - PMA	MUNICIPAL	06-22-16	07-01-31	3.800	40,000
MN TRUST - PMA	CORP. BONDS	09-16-16	10-15-46	3.530	249,362
MN TRUST - PMA	MUNICIPAL	10-17-16	08-01-33	3.220	202,265
MN TRUST - PMA	MUNICIPAL	10-17-16	02-15-38	3.560	174,741
MN TRUST - PMA	MUNICIPAL	10-17-16	11-01-37	3.450	135,405
MN TRUST - PMA	MUNICIPAL	10-21-16	05-15-31	3.090	298,551
MN TRUST - PMA	MUNICIPAL	10-25-16	10-01-37	3.190	270,712
MN TRUST - PMA	CORP. BONDS	01-31-17	03-01-26	3.640	234,268
MN TRUST - PMA	MUNICIPAL	02-28-17	06-15-32	4.050	216,608
MN TRUST - PMA	CORP. BONDS	03-09-17	06-15-27	3.250	199,494
MN TRUST - PMA	MUNICIPAL	03-30-17	09-15-30	3.350	148,383
MN TRUST - PMA	CORP. BONDS	04-28-17	01-15-26	3.180	109,300
MN TRUST - PMA	MUNICIPAL	09-21-17	09-01-28	2.950	200,000
MN TRUST - PMA	CORP. BONDS	09-28-17	10-01-27	3.100	199,932
MN TRUST - PMA	MUNICIPAL	10-12-17	09-15-26	2.960	256,540
MN TRUST - PMA	CORP. BONDS	01-24-18	01-24-39	3.880	250,000
MN TRUST - PMA	CORP. BONDS	01-30-18	02-22-48	3.950	210,584
MN TRUST - PMA	CORP. BONDS	02-20-18	03-01-28	3.810	249,833
MN TRUST - PMA	CORP. BONDS	08-29-18	04-23-29	4.336	287,550
MN TRUST - PMA	MUNICIPAL	09-27-18	07-01-32	3.770	307,876
MN TRUST - PMA	CORP. BONDS	10-10-18	12-14-35	4.150	254,948
MN TRUST - PMA	CORP. BONDS	09-13-19	03-13-51	2.470	297,954
MN TRUST - PMA	MUNICIPAL	10-16-19	05-25-26	2.310	100,000
MN TRUST - PMA	MUNICIPAL	10-03-19	11-01-29	2.320	145,982
MN TRUST - PMA	MORTGAGE BACKED SEC	10-24-19	07-25-25	2.210	106,086
MN TRUST - PMA	MUNICIPAL	12-10-19	04-01-30	2.610	250,000
MN TRUST - PMA	CORP. BONDS	01-31-20	02-05-50	3.250	99,961
MN TRUST - PMA	MUNICIPAL	02-27-20	01-01-32	1.810	150,000
MN TRUST - PMA	MORTGAGE BACKED SEC	02-27-20	10-25-27	1.560	58,866
MN TRUST - PMA	CORP. BONDS	10-08-20	06-30-30	1.320	201,368
MN TRUST - PMA	CORP. BONDS	10-22-20	10-15-30	1.740	199,234
MN TRUST - PMA	MUNICIPAL	10-27-20	08-01-32	1.750	100,000
MN TRUST - PMA	MORTGAGE BACKED SEC	10-15-20	02-26-35	1.650	181,303
MN TRUST - PMA	MUNICIPAL	10-14-20	12-01-35	2.570	169,878
MN TRUST - PMA	MORTGAGE BACKED SEC	12-10-20	10-25-30	1.190	102,992
MN TRUST - PMA	MUNICIPAL	12-22-20	08-01-36	2.060	100,000
MN TRUST - PMA	MUNICIPAL	12-22-20	12-01-42	2.340	100,000
MN TRUST - PMA	CORP. BONDS	12-17-20	04-15-26	0.790	54,143
MN TRUST - PMA	MUNICIPAL	01-15-21	04-01-36	2.130	100,000
MN TRUST - PMA	MUNICIPAL	01-27-21	04-01-43	3.280	100,000
MN TRUST - PMA	CORP. BONDS	01-07-21	03-15-31	1.380	248,807
MN TRUST - PMA	MUNICIPAL	01-20-21	05-15-47	2.650	256,740
MN TRUST - PMA	GOVERNMENT	01-11-21	11-20-37	1.630	179,383
MN TRUST - PMA	CORP. BONDS	02-11-21	02-11-31	1.950	100,089
MN TRUST - PMA	CORP. BONDS	02-03-21	06-01-51	3.100	99,944
MN TRUST - PMA	CORP. BONDS	02-26-21	03-15-51	3.260	249,757
MN TRUST - PMA	CORP. BONDS	02-19-21	03-15-51	1.690	99,409
MN TRUST - PMA	CORP. BONDS	03-16-21	04-01-32	2.590	99,570
MN TRUST - PMA	CORP. BONDS	04-27-21	07-01-53	2.900	185,359
MN TRUST - PMA	CORP. BONDS	06-29-21	07-15-41	0.150	149,172
MN TRUST - PMA	MUNICIPAL	07-29-21	11-01-31	2.630	200,000
MN TRUST - PMA	MUNICIPAL	07-20-21	08-01-37	1.930	147,342
MN TRUST - PMA	CORP. BONDS	07-22-21	02-01-52	2.730	297,873
MN TRUST - PMA	CORP. BONDS	08-31-21	07-15-41	2.670	102,080
MN TRUST - PMA	CORP. BONDS	08-31-21	03-15-32	2.020	252,880
MN TRUST - PMA	CORP. BONDS	09-02-21	06-01-51	3.180	96,947
MN TRUST - PMA	CORP. BONDS	09-07-21	09-15-51	2.730	248,268
MN TRUST - PMA	CORP. BONDS	10-28-21	11-02-27	1.880	300,000
MN TRUST - PMA	CORP. BONDS	11-08-21	12-01-28	1.900	109,856
MN TRUST - PMA	CORP. BONDS	11-15-21	11-18-31	2.000	99,487

ISD 279 - OSSEO AREA SCHOOLS
CURRENT INVESTMENTS ON HAND
FISCAL YEAR 2025
MONTH END APRIL 30, 2025

BANK	TYPE	PURCHASED	MATURITY	YIELD	COST
MN TRUST - PMA	CORP. BONDS	03-15-22	03-15-52	3.820	251,313
MN TRUST - PMA	CORP. BONDS	08-22-22	08-22-32	4.300	100,000
MN TRUST - PMA	CORP. BONDS	10-28-22	02-15-28	3.400	149,937
MN TRUST - PMA	CORP. BONDS	12-14-22	08-15-23	4.630	223,602
MN TRUST - PMA	CORP. BONDS	01-10-23	02-01-33	4.940	99,666
MN TRUST - PMA	CORP. BONDS	01-26-23	01-26-34	4.820	293,660
MN TRUST - PMA	CORP. BONDS	02-23-23	05-15-33	4.690	149,176
MN TRUST - PMA	CORP. BONDS	03-06-23	05-15-33	5.180	149,636
MN TRUST - PMA	CORP. BONDS	05-30-23	02-15-34	5.440	249,178
MN TRUST - PMA	CORP. BONDS	07-25-23	06-12-29	5.810	299,562
MN TRUST - PMA	CORP. BONDS	08-18-23	06-01-49	5.230	155,560
MN TRUST - PMA	CORP. BONDS	08-18-23	11-21-39	5.660	165,994
MN TRUST - PMA	CORP. BONDS	08-18-23	07-21-34	5.820	242,060
MN TRUST - PMA	CORP. BONDS	09-08-23	03-15-34	6.090	99,675
MN TRUST - PMA	CORP. BONDS	09-08-23	09-08-33	5.150	249,962
MN TRUST - PMA	GOVERNMENT	09-20-23	08-15-25	5.110	96,445
MN TRUST - PMA	CORP. BONDS	09-21-23	01-15-29	5.160	191,636
MN TRUST - PMA	GOVERNMENT	10-31-23	11-15-42	5.290	169,352
MN TRUST - PMA	CORP. BONDS	11-22-23	11-15-53	5.900	99,085
MN TRUST - PMA	CORP. BONDS	11-22-23	03-15-64	5.950	99,721
MN TRUST - PMA	GOVERNMENT	12-06-23	05-15-39	4.250	99,699
MN TRUST - PMA	CORP. BONDS	01-02-24	02-15-34	4.870	149,703
MN TRUST - PMA	MORTGAGE BACKED SEC	05-30-24	05-01-38	4.500	210,643
MN TRUST - PMA	GOVERNMENT	05-15-24	02-15-44	4.500	243,652
MN TRUST - PMA	GOVERNMENT	05-31-24	11-15-48	3.375	396,082
MN TRUST - PMA	GOVERNMENT	05-31-24	08-15-43	4.375	317,910
MN TRUST - PMA	GOVERNMENT	05-31-24	11-15-53	4.375	126,338
MN TRUST - PMA	GOVERNMENT	05-31-24	02-15-34	4.750	124,419
MN TRUST - PMA	GOVERNMENT	07-08-24	05-15-41	4.500	295,570
MN TRUST - PMA	GOVERNMENT	08-21-24	02-15-43	4.200	287,719
MN TRUST - PMA	CORP. BONDS	09-09-24	03-15-35	4.870	99,852
MN TRUST - PMA	GOVERNMENT	10-29-24	08-15-33	4.240	145,986
MN TRUST - PMA	GOVERNMENT	11-22-24	08-15-33	4.375	392,531
MN TRUST - PMA	GOVERNMENT	01-14-25	03-31-30	3.625	286,055
MN TRUST - PMA	CORP. BONDS	02-13-25	02-12-32	4.900	299,577
MN TRUST - PMA	CORP. BONDS	02-18-25	03-15-55	5.875	249,145
MN TRUST - PMA	CORP. BONDS	02-19-25	03-15-32	5.200	249,617
MN TRUST - PMA	CORP. BONDS	02-10-25	02-20-35	5.100	249,047
MN TRUST - PMA	GOVERNMENT	03-04-25	01-15-35	4.380	207,416
MN TRUST - PMA	CORP. BONDS	04-28-25	05-15-35	5.050	199,856
MN TRUST - PMA	EQUITY		04-30-25	4.000	5,913,878
MN TRUST - PMA	MONEY MKT		04-30-25	4.250	348,972
TOTAL OPEB REVOCABLE TRUST					25,552,004
TOTAL INVESTMENTS					**$ 420,213,394**

CD	CERTIFICATE OF DEPOSIT FDIC $250,000	FHLB	FEDERAL HOME LOAN BANK
CN	CORPORATE NOTE	FHLMC	FEDERAL HOME LOAN MORTGAGE CORP.
CP	COMMERCIAL PAPER	FNMA	FEDERAL NAT'L MORTGAGE ASS'N.

April 2025 Monthly Check Register

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/02/25	738345	Vendor Check	303 FED SUB CONTRACT <$25,000	300 Purchased Services	55595	CLARITY COUNSELING	$2,525.00
04/02/25	738404	Vendor Check	303 FED SUB CONTRACT <$25,000	300 Purchased Services	53321	TILL360 LLC	$5,000.00
04/02/25	738418	Vendor Check	303 FED SUB CONTRACT <$25,000	300 Purchased Services	54858	ESKRIDGE, LUTHER JO	$750.00
04/02/25	V8010594	Vendor ACH	303 FED SUB CONTRACT <$25,000	300 Purchased Services	52884	MCCAMMON, REBECCA E	$1,000.00
04/09/25	738423	Vendor Check	303 FED SUB CONTRACT <$25,000	300 Purchased Services	54856	AFROCONTIGBO	$325.00
04/09/25	738446	Vendor Check	303 FED SUB CONTRACT <$25,000	300 Purchased Services	50770	ISD 281-ROBBINSDALE	$12,362.56
04/09/25	V8010669	Vendor ACH	303 FED SUB CONTRACT <$25,000	300 Purchased Services	52862	INCUBATE TO INNOVAT	$600.00
04/09/25	V8010687	Vendor ACH	303 FED SUB CONTRACT <$25,000	300 Purchased Services	52485	NEXT ADVENTURE COUN	$3,750.00
04/16/25	738497	Vendor Check	303 FED SUB CONTRACT <$25,000	300 Purchased Services	F6074	COMMUNITY MEDIATION	$12,475.00
04/16/25	738565	Vendor Check	303 FED SUB CONTRACT <$25,000	300 Purchased Services	55620	PEDIATRIC AND DEVEL	$2,650.00
04/23/25	738608	Vendor Check	303 FED SUB CONTRACT <$25,000	300 Purchased Services	55633	DAVIS, JOSEPH M	$10,500.00
04/23/25	738635	Vendor Check	303 FED SUB CONTRACT <$25,000	300 Purchased Services	55598	LYTON GUALLPA-NAULA	$400.00
04/16/25	738497	Vendor Check	304 FED SUB CONTRACT >$25,000	300 Purchased Services	F6074	COMMUNITY MEDIATION	$12,475.00
04/02/25	738352	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	55562	EDUCATION RESOURCE	$8,000.00
04/02/25	738376	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	F5623	MIDWEST EDUCATIONAL	$1,500.00
04/02/25	738385	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	53320	NUESYNERGY	$8,242.50
04/02/25	738388	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	55575	PURDIE SALAS, LAURA	$1,200.00
04/02/25	738389	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	54372	RADAR TALENT SOLUTI	$9,500.00
04/02/25	738397	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	D2346	ST DAVIDS CTR FOR C	$6,128.13
04/02/25	V8010552	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	54676	BLAZERWORKS	$10,785.95
04/02/25	V8010563	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	50429	CEL PUBLIC RELATION	$18,292.50
04/02/25	V8010576	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	F5627	GBR INTERPRETING &	$720.00
04/02/25	V8010585	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	07766	INSTITUTE FOR ENVIR	$601.31
04/02/25	V8010597	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	F2758	NATIONAL URBAN ALLI	$28,000.00
04/02/25	V8010604	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	51950	POWERSCHOOL GROUP L	$4,320.00
04/02/25	V8010609	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	02775	RETROFIT RECYCLING	$6,237.40
04/02/25	V8010623	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	A3073	YOUTH FRONTIERS INC	$1,748.33
04/09/25	738431	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	53326	COUSIN CHRISTOPHER	$600.00
04/09/25	738451	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	09944	MAPLE GROVE, CITY O	$1,560.00
04/09/25	738452	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	09944	MAPLE GROVE, CITY O	$1,560.00
04/09/25	738454	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	D3016	MGSH HIGH ALL NIGHT	$1,000.00
04/09/25	738467	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	F3548	SQUIRES WALDSPURGER	$196.00
04/09/25	738468	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	D2346	ST DAVIDS CTR FOR C	$4,637.50
04/09/25	V8010631	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	F4733	ABOUT FACES ENTERTA	$787.50
04/09/25	V8010640	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	54676	BLAZERWORKS	$11,193.55
04/09/25	V8010645	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	55371	BOUYER, JANET	$10,937.50
04/09/25	V8010648	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	54905	CESO HR LLC	$1,950.00
04/09/25	V8010650	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	53755	CHOOSING HAPPINESS	$1,900.00
04/09/25	V8010655	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	50804	DART PORTABLE STORA	$90.00
04/09/25	V8010660	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	F5627	GBR INTERPRETING &	$2,040.00

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/09/25	V8010686	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	55611	NEUVEST	$6,450.00
04/09/25	V8010695	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	F3621	PHOENIX SCHOOL COUN	$4,001.60
04/09/25	V8010714	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	15369	VIA ACTUARIAL SOLUT	$13,854.00
04/16/25	738498	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	55623	DALY, JOSEPH	$2,800.00
04/16/25	738561	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	55621	NOLAN, ANGELA	$4,230.00
04/16/25	738576	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	F3548	SQUIRES WALDSPURGER	$168.00
04/16/25	V8010727	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	54676	BLAZERWORKS	$9,916.90
04/16/25	V8010732	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	55371	BOUYER, JANET	$19,268.76
04/16/25	V8010738	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	54905	CESO HR LLC	$1,365.00
04/16/25	V8010739	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	07933	CINTAS CORPORATION	$16.40
04/16/25	V8010745	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	F5627	GBR INTERPRETING &	$90.00
04/16/25	V8010785	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	50982	TEAMWORKS INTERNATI	$1,975.40
04/23/25	738591	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	50088	AID ELECTRIC CORPOR	$7,631.00
04/23/25	738598	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	A3013	BROOKLYN PARK RECRE	$1,700.00
04/23/25	738599	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	F6031	BROOKLYN PARK, CITY	$3,502.00
04/23/25	738600	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	F6031	BROOKLYN PARK, CITY	$2,420.50
04/23/25	738601	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	53552	BUCKANGA-JACKSON, K	$600.00
04/23/25	738607	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	F7417	CROWFEATHER REUBEN	$800.00
04/23/25	738612	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	54946	ELITE CAPTURE STUDI	$1,100.00
04/23/25	738625	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	54737	HENRY, ROBERT ANTON	$600.00
04/23/25	738630	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	F6319	KENNEDY & GRAVEN CH	$1,100.00
04/23/25	738631	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	55463	LB CARLSON, LLP	$1,155.00
04/23/25	738637	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	09944	MAPLE GROVE, CITY O	$2,080.00
04/23/25	738644	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	A4794	MN POLLUTION CONTRO	$192.83
04/23/25	738647	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	E28113	ETHAN NEERDAELS	$5,000.00
04/23/25	738649	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	53320	NUESYNERGY	$1,177.50
04/23/25	738651	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	55437	PARRY, NICOLE	$5,000.00
04/23/25	738653	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	F4343	QUEST DIAGNOSTICS	$54.95
04/23/25	738655	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	F0440	REITER, JOSEF	$400.00
04/23/25	738658	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	00628	SAFETY-KLEEN SYSTEM	$239.56
04/23/25	738661	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	55378	STANLEY, SENECA GIS	$800.00
04/23/25	738666	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	55647	THOMAS, CETAN	$5,000.00
04/23/25	738667	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	55648	THOMAS, REDWING	$1,000.00
04/23/25	738674	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	F3293	VICTOR MAKES ROOM F	$1,500.00
04/23/25	738677	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	55654	YANKTON, JOSEPH	$200.00
04/23/25	P406235	Epayable	305 CONSULTING FEES FOR SERV	300 Purchased Services	F5617	EWALD CONSULTING	$2,200.52
04/23/25	V8010803	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	54676	BLAZERWORKS	$11,439.43
04/23/25	V8010825	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	51448	IHEALTH	$175.00
04/23/25	V8010826	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	07766	INSTITUTE FOR ENVIR	$27,089.98
04/23/25	V8010873	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	F0451	WHITE, RICKY	$3,000.00
04/25/25	V8010875	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	54023	LINEN EFFECTS, LLC	$7,206.36
04/30/25	738684	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	55551	AMBERS, KPRECIA	$3,050.00

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/30/25	738711	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	55349	HEIGHTS CONSULTING	$10,000.00
04/30/25	738713	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	D1613	HENNEPIN COUNTY TRE	$310.00
04/30/25	738722	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	55660	JAZZERCISE MAPLE GR	$190.00
04/30/25	738726	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	F6319	KENNEDY & GRAVEN CH	$1,475.00
04/30/25	738738	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	52527	MCBRIDE, TIMOTHY GE	$250.00
04/30/25	V8010885	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	54676	BLAZERWORKS	$9,729.55
04/30/25	V8010893	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	53068	CATALYST SOURCING S	$1,277.48
04/30/25	V8010895	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	54905	CESO HR LLC	$3,656.25
04/30/25	V8010915	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	06538	LAKESHORE LEARNING	$12.34
04/30/25	V8010922	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	12716	NORTHERN LIGHTS	$3,045.00
04/30/25	V8010928	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	50706	RATWIK, ROSZAK & MA	$5,285.00
04/09/25	738462	Vendor Check	315 REPAIRS & MAINT COMP/TECH	300 Purchased Services	54574	PRINTWARE LLC	$2,237.83
04/09/25	V8010696	Vendor ACH	315 REPAIRS & MAINT COMP/TECH	300 Purchased Services	F5675	PITNEY BOWES INC	$240.12
04/16/25	V8010774	Vendor ACH	315 REPAIRS & MAINT COMP/TECH	300 Purchased Services	18914	RICOH USA	$1,442.17
04/02/25	738363	Vendor Check	316 MN JOINT POWERS AGENCIES	300 Purchased Services	A1613	INTERMEDIATE DISTRI	$17,117.13
04/09/25	738445	Vendor Check	316 MN JOINT POWERS AGENCIES	300 Purchased Services	A1613	INTERMEDIATE DISTRI	$20,000.00
04/09/25	V8010662	Vendor ACH	320 TELEPHONE/COMMUNICATION	300 Purchased Services	52466	GRANITE TELECOMMUNI	$6,463.89
04/16/25	738500	Vendor Check	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35464	JEFFREY S DORR	$90.00
04/18/25	V5027799	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35056	ABIOLA C ADEGEYE	$90.00
04/18/25	V5027801	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E22423	JENNIFER AJSENBERG	$90.00
04/18/25	V5027804	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35686	NILCEIA ANDERSON	$90.00
04/18/25	V5027805	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35124	RANDI J ANDERSON	$90.00
04/18/25	V5027806	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30858	JEFFREY A ANSORGE	$90.00
04/18/25	V5027807	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33275	JOHANNAH ARNDT	$90.00
04/18/25	V5027808	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28562	JEFFREY P ARTHURS	$90.00
04/18/25	V5027809	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35202	CASANDRA M ASPINWAL	$90.00
04/18/25	V5027810	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29670	STEPHEN J AUDETTE	$90.00
04/18/25	V5027812	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35015	WILLIAM T BADE	$90.00
04/18/25	V5027813	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30210	JOSEPH A BAER	$45.00
04/18/25	V5027814	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33529	DIANE M BAGLEY	$90.00
04/18/25	V5027816	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E11003	DAVID J BAKKE	$45.00
04/18/25	V5027817	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E23103	MARK A BARNES	$45.00
04/18/25	V5027818	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33272	BRYAN BASS	$90.00
04/18/25	V5027820	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30290	JENNIFER M BAUER	$90.00
04/18/25	V5027821	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E23531	MICHELLE MAE BAUERM	$45.00
04/18/25	V5027822	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E20822	BART C BECKER	$90.00
04/18/25	V5027823	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28728	JAMES A BECKER	$90.00
04/18/25	V5027825	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33479	TAJTIANNA BELL	$90.00
04/18/25	V5027826	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28149	DON R BELLEFEUILLE	$90.00
04/18/25	V5027827	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E19653	DANIEL J BENGS	$45.00
04/18/25	V5027829	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35466	LAURA M BENSON	$90.00
04/18/25	V5027830	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E20548	KELLY A BENUSA	$90.00

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/18/25	V5027831	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E23942	ALEX H BERG	$90.00
04/18/25	V5027832	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27924	TERRY L BERGGREN	$90.00
04/18/25	V5027833	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E22734	KIMBERLY A BERLING	$90.00
04/18/25	V5027834	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27680	CARTER P BERRY	$90.00
04/18/25	V5027835	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26114	KRISTAN M BIDWELL	$90.00
04/18/25	V5027836	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E22103	LARRY H BILBRO	$90.00
04/18/25	V5027837	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E22952	RYAN M BISSON	$90.00
04/18/25	V5027838	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26912	JEANETTE M BITZER	$90.00
04/18/25	V5027840	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E25528	DIANA BLEDSOE	$90.00
04/18/25	V5027841	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E23142	MICHAEL ARLEN BLOOM	$90.00
04/18/25	V5027842	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35524	ASHLEY A BOCK	$90.00
04/18/25	V5027843	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34104	MARK D BOCOCK	$45.00
04/18/25	V5027844	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E19023	ANDREA W BODEAU	$90.00
04/18/25	V5027847	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26249	JAMIE LEE CARLSON B	$90.00
04/18/25	V5027848	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32888	TANYA L BRADEHOFT	$45.00
04/18/25	V5027849	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28287	DAVID A BRANCH	$90.00
04/18/25	V5027851	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34141	SONNI BUERSKIN	$90.00
04/18/25	V5027852	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34468	LUCAS J BURNS	$90.00
04/18/25	V5027853	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28668	CARRIE A CABE	$90.00
04/18/25	V5027855	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33534	JASON M CARDOSI	$90.00
04/18/25	V5027856	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E10701	DALE J CARLSTROM	$90.00
04/18/25	V5027857	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29159	RANDY M CARTER	$90.00
04/18/25	V5027858	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E31538	JAMES F CASSIDY	$90.00
04/18/25	V5027859	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E21510	BRIAN CHANCE	$90.00
04/18/25	V5027861	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33474	LISA CHANG	$90.00
04/18/25	V5027863	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32004	IRFAN A CHAUDHRY	$90.00
04/18/25	V5027864	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35128	REBECCA M CHRISTENS	$90.00
04/18/25	V5027865	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29608	PATRICK CLYMER	$90.00
04/18/25	V5027866	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E21835	TERESA JO FAY COHN	$90.00
04/18/25	V5027867	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35055	AMY-MAE T COOPER	$90.00
04/18/25	V5027868	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E31257	CAYCE L COSSETTE	$90.00
04/18/25	V5027869	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E31289	JILL A COUGHENOUR L	$90.00
04/18/25	V5027871	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35023	RYAN L COX	$90.00
04/18/25	V5027872	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34819	ASHTON W CROOKS	$90.00
04/18/25	V5027873	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30040	GUYDON J DANDREA JR	$90.00
04/18/25	V5027874	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28923	MARIA N DANIEL	$90.00
04/18/25	V5027875	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27653	NATHANIEL R DAVIES	$90.00
04/18/25	V5027876	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27952	DARRYL L DEHN	$45.00
04/18/25	V5027877	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29064	NICHOLAS J DEVOS	$90.00
04/18/25	V5027878	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29146	JAMES R DEZURIK	$45.00
04/18/25	V5027882	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E13191	JASON D DONAHUE	$45.00
04/18/25	V5027883	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27152	JOHN D DONLIN	$90.00

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/18/25	V5027885	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30289	BARBARA J DUPONT	$90.00
04/18/25	V5027886	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29399	JODI L DUROW	$90.00
04/18/25	V5027887	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27323	SARAH R LANCETTE	$90.00
04/18/25	V5027888	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29397	GERALD EDWARDS SR	$90.00
04/18/25	V5027889	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E24977	KEVIN D ELIASON	$45.00
04/18/25	V5027890	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E9481	TOD W ERICKSON	$90.00
04/18/25	V5027892	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E15029	DAWN M EWER	$45.00
04/18/25	V5027894	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26175	GARRY FABB	$90.00
04/18/25	V5027895	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E16478	COLLEEN J FAIRBANKS	$90.00
04/18/25	V5027896	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34812	TIMOTHY J FAKLIS	$90.00
04/18/25	V5027897	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E31139	JARRETTE D FELLOWS	$90.00
04/18/25	V5027898	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33988	BRANDON D FERRIS	$90.00
04/18/25	V5027900	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30343	STEPHEN C FLISK	$90.00
04/18/25	V5027901	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E19898	KRISTA M FRECHETTE	$90.00
04/18/25	V5027902	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35221	DAVID FREEBURG	$90.00
04/18/25	V5027909	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28017	MELANIE M GATES	$90.00
04/18/25	V5027910	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35054	LORI E GEORGE	$90.00
04/18/25	V5027911	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28956	DEBRA ANN GERARDY	$90.00
04/18/25	V5027912	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35026	RYAN O GIBBS	$90.00
04/18/25	V5027913	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32681	VANESSA O.A. GILL	$90.00
04/18/25	V5027915	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34170	JOEL GONZALEZ	$90.00
04/18/25	V5027916	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27059	JAMES GREELEY	$90.00
04/18/25	V5027917	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30629	CARTER E GREENE	$90.00
04/18/25	V5027918	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29790	RYAN D GREENINGER	$90.00
04/18/25	V5027919	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29738	KYLE T GROVES	$90.00
04/18/25	V5027920	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26415	COURTNEY GULYARD	$90.00
04/18/25	V5027921	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33995	MEGHAN O GUTZWILLER	$45.00
04/18/25	V5027924	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32901	BETHANY A HANSON	$90.00
04/18/25	V5027925	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E31245	DONALD A HANSON	$90.00
04/18/25	V5027926	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35213	AMANDA J HARRIS	$90.00
04/18/25	V5027927	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E19889	ANTWAN HARRIS	$90.00
04/18/25	V5027928	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29656	KRISTEN J SWANSON	$90.00
04/18/25	V5027930	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26166	CHRISTOPHER J HAUK	$45.00
04/18/25	V5027931	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E21972	MEGAN J HAVELAK	$90.00
04/18/25	V5027934	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26623	DALE A HECKENLAIBLE	$90.00
04/18/25	V5027935	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29272	AMBER M HEGLAND	$90.00
04/18/25	V5027936	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E19111	MELISSA L CARSTENS	$90.00
04/18/25	V5027937	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34364	YER HER	$90.00
04/18/25	V5027938	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29891	DANIEL HERNANDEZ	$90.00
04/18/25	V5027939	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29380	SARAH B HEYER	$90.00
04/18/25	V5027940	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28882	KIM R HIEL	$90.00
04/18/25	V5027941	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E23814	JENNIFER A HINKER	$90.00

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/18/25	V5027943	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30535	DANIEL C HOLTHUS	$45.00
04/18/25	V5027944	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35243	ERIN L HORVATH	$90.00
04/18/25	V5027945	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27577	YUNQI HUANG	$90.00
04/18/25	V5027947	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E25863	MICHAEL T HUELLER	$90.00
04/18/25	V5027948	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33556	SAMANTHA R HUMPHREY	$90.00
04/18/25	V5027949	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E20381	JOE L HUNT	$45.00
04/18/25	V5027950	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E31302	MARK A HUSCHKA	$90.00
04/18/25	V5027951	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26818	BENJAMIN J IRMITER	$90.00
04/18/25	V5027952	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33713	THERESA M JACKSON	$90.00
04/18/25	V5027953	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32491	AMY TOLLEFSON	$90.00
04/18/25	V5027954	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34762	ROBERT V JANSON KEL	$45.00
04/18/25	V5027955	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26393	JENNIFER JERULLE	$90.00
04/18/25	V5027956	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32493	KRISTI A JOESTING	$90.00
04/18/25	V5027958	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E24690	ALICIA JEAN JOHNSON	$45.00
04/18/25	V5027959	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E24051	NANCY E JOHNSON	$90.00
04/18/25	V5027960	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28318	DANIELLE M JOHNSON	$90.00
04/18/25	V5027961	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E22200	JOSEPHINE K JOHNSON	$90.00
04/18/25	V5027962	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27273	KRISTY K JOHNSON	$90.00
04/18/25	V5027963	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29485	ROBERT J JOHNSON	$45.00
04/18/25	V5027964	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35529	ALBERT K JONES IV	$90.00
04/18/25	V5027965	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34395	LEONARD J JONES	$90.00
04/18/25	V5027966	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33515	LEVY J JONES	$90.00
04/18/25	V5027967	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30339	REBECCA J JONES	$90.00
04/18/25	V5027968	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29772	RICARDO T JONES	$90.00
04/18/25	V5027970	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35589	CHRISTIE L JUNESKI	$90.00
04/18/25	V5027971	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28349	RACHEL M WALTON	$90.00
04/18/25	V5027973	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E31611	THOMAS W KAMMERER J	$90.00
04/18/25	V5027974	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32900	HANNAH M KASSABIAN	$90.00
04/18/25	V5027975	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29704	RYAN M KENNEDY	$90.00
04/18/25	V5027976	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32494	KATIE E.D. KERN	$90.00
04/18/25	V5027978	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34508	COURTNEY KIELB	$90.00
04/18/25	V5027980	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E22369	KATIE L KIMSEY	$90.00
04/18/25	V5027981	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30976	JILL M KIND	$90.00
04/18/25	V5027983	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35693	JARED KLEIN	$45.00
04/18/25	V5027984	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E10360	MARGARET KLEVEN	$90.00
04/18/25	V5027985	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E10991	MARK A KLIMEK	$45.00
04/18/25	V5027987	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E24139	JILL M KNUTSON	$90.00
04/18/25	V5027988	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29665	RACHEL E KOEHLER	$90.00
04/18/25	V5027989	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35399	MATTHEW A KORSMO	$90.00
04/18/25	V5027990	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28446	MICHELLE ANN ELBERT	$90.00
04/18/25	V5027992	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27810	AARON M KRUEGER	$90.00
04/18/25	V5027993	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33298	MEGHAN E KLINKNER	$45.00

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/18/25	V5027994	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E25731	KENDRA KUHLMANN	$90.00
04/18/25	V5027995	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32073	SHANA R KWATAMPORA	$90.00
04/18/25	V5027996	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26205	PARIS D KYLES	$90.00
04/18/25	V5027997	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28930	ELIZABETH A LANTTO	$90.00
04/18/25	V5027998	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32964	JOHN W LARSEN	$90.00
04/18/25	V5027999	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E23186	CARRIE L LARSON	$90.00
04/18/25	V5028000	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E20085	JILL E LARSON	$90.00
04/18/25	V5028001	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E24903	MICHELLE C LARSON	$90.00
04/18/25	V5028002	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E10910	JEFF J LAWRENCE	$90.00
04/18/25	V5028003	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32008	CANDICE L LEDMAN	$90.00
04/18/25	V5028005	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E22829	JANELL M LEISEN	$90.00
04/18/25	V5028006	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26878	JILL N LESNE	$90.00
04/18/25	V5028008	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E8003	ANTHONY L LIBBY	$90.00
04/18/25	V5028009	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27708	SHERRI L LINCOLN	$90.00
04/18/25	V5028010	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35160	YVONNE S LIND	$90.00
04/18/25	V5028012	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E21080	RYAN J LINNEMAN	$90.00
04/18/25	V5028014	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26649	MICHAEL T LOBERG	$90.00
04/18/25	V5028015	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E19001	SARA A LOOBY-MORRIS	$90.00
04/18/25	V5028016	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35590	LAURA E LOUIS-JACQU	$90.00
04/18/25	V5028019	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34785	ROSS V LUKEN	$90.00
04/18/25	V5028020	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32540	PETER A LUNDBERG	$45.00
04/18/25	V5028021	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27292	MARIE K LUNDT	$90.00
04/18/25	V5028023	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26012	THOMAS MADDEN	$45.00
04/18/25	V5028024	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E25688	CALLEN MAGNUSON	$90.00
04/18/25	V5028025	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34613	JEREMY D MALCHOW	$90.00
04/18/25	V5028027	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30005	CHRISTINA M MANANCE	$90.00
04/18/25	V5028028	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27623	ERIN L MANNING	$90.00
04/18/25	V5028029	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26110	MICHAEL L MASTERS J	$45.00
04/18/25	V5028030	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28955	LAUREN M R MATYSIK	$90.00
04/18/25	V5028031	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35113	SEAN B MAYBERRY	$90.00
04/18/25	V5028032	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29732	LORI E MCCARTHY	$90.00
04/18/25	V5028033	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34402	ELIJAH A MCCLURE	$90.00
04/18/25	V5028034	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33559	ARRIEL R MCDONALD	$90.00
04/18/25	V5028036	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32063	WYATT K MCMULLEN	$90.00
04/18/25	V5028037	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27548	BRIDGET S MENGELKOC	$90.00
04/18/25	V5028038	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32386	JAMES J MIDTAUNE	$45.00
04/18/25	V5028039	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30977	WILBERT D MILLS	$90.00
04/18/25	V5028040	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E24957	JULIE E MOBERG	$90.00
04/18/25	V5028041	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27855	BRIANA M MOLNAR	$90.00
04/18/25	V5028042	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E11508	KIM M MONETTE	$90.00
04/18/25	V5028044	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35189	RYAN S MONTREUIL	$90.00
04/18/25	V5028045	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34245	AMY MOORE	$90.00

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/18/25	V5028046	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29672	DAVID E MOREDOCK	$90.00
04/18/25	V5028047	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34118	MERISSA MOREY	$45.00
04/18/25	V5028048	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E20197	MARY C MORRIS	$90.00
04/18/25	V5028049	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32983	JOHN H MORSTAD	$90.00
04/18/25	V5028050	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35216	REID H MOSENG	$45.00
04/18/25	V5028051	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E16312	TROY H MOSENG	$45.00
04/18/25	V5028052	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34039	KEONNA R MOSES	$90.00
04/18/25	V5028053	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E20857	TRACY R MUELLER	$90.00
04/18/25	V5028054	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E22727	MICHELLE MUNKHOLM	$90.00
04/18/25	V5028056	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28113	ETHAN NEERDAELS	$90.00
04/18/25	V5028057	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34123	DANA M NELSON	$90.00
04/18/25	V5028058	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34315	ERIN K NELSON	$90.00
04/18/25	V5028059	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28881	ELIZABETH S NESS	$90.00
04/18/25	V5028060	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E24238	JOANNE M NEUMANN	$90.00
04/18/25	V5028061	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E23458	NICOLE M NEWFIELD	$90.00
04/18/25	V5028062	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E19849	KIERSTEN NICHOLSON	$90.00
04/18/25	V5028065	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26158	CHRISTINE OAKLAND	$45.00
04/18/25	V5028066	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E20219	JEFFREY L OAKLAND	$45.00
04/18/25	V5028067	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35217	CHINWE M OBIALO	$90.00
04/18/25	V5028068	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30331	COLLIN L O'BRIEN	$90.00
04/18/25	V5028069	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26239	JASON L OLSON	$90.00
04/18/25	V5028070	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E11637	KENDALL A OLSON	$45.00
04/18/25	V5028071	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35303	CHANEL L OMVONGKOT	$90.00
04/18/25	V5028072	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26662	TIKKIA D OSBORNE	$90.00
04/18/25	V5028073	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27322	CECILIA OTTO	$90.00
04/18/25	V5028074	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30702	ANTHONY M PADRNOS	$90.00
04/18/25	V5028076	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E24652	ERIC J PARKER	$90.00
04/18/25	V5028077	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E17381	KELLI A PARPART	$90.00
04/18/25	V5028078	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32375	DALE R PATTERSON	$45.00
04/18/25	V5028079	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E31091	LINDSEY J PATTERSON	$90.00
04/18/25	V5028080	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E22375	MARYBETH PATTON	$90.00
04/18/25	V5028081	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E20766	SARA M PEDERSON	$90.00
04/18/25	V5028082	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E18126	NATHAN J PEEL	$90.00
04/18/25	V5028083	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35591	GAYLE PETERS	$90.00
04/18/25	V5028084	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33175	SAMANTHA J PETERSON	$90.00
04/18/25	V5028085	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E20346	JESSE T PHENOW	$90.00
04/18/25	V5028087	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27980	KATHRYN E POLUM	$45.00
04/18/25	V5028090	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27931	CHRISTINA M PRINCET	$90.00
04/18/25	V5028091	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33537	CELESTE A PRYDE	$90.00
04/18/25	V5028092	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34435	MAXWELL R PULDA	$90.00
04/18/25	V5028093	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E17689	WILLIAM W QUAN III	$90.00
04/18/25	V5028094	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32000	JAMES L QUAST	$90.00

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/18/25	V5028096	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E31290	JOSEPH E RADER	$90.00
04/18/25	V5028097	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32620	JOELLE M RAMEY	$90.00
04/18/25	V5028098	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26431	BRADLEY R REVOLINSK	$90.00
04/18/25	V5028099	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29160	JOHNATHAN D RICHMON	$90.00
04/18/25	V5028100	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30407	ROBERT G RITCHIE	$90.00
04/18/25	V5028101	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E31658	JORDAN P ROBERTSON	$90.00
04/18/25	V5028102	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E31019	ELIZABETH A RONNING	$90.00
04/18/25	V5028103	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30978	RONALD M SALAZAR	$90.00
04/18/25	V5028104	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34420	CLAYTON SAWATZKE	$90.00
04/18/25	V5028105	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34777	KARI E SAWYER	$90.00
04/18/25	V5028106	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E22909	KATHRIN SCHERBER	$90.00
04/18/25	V5028107	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E25422	JAIME C SCHLOESSER	$45.00
04/18/25	V5028108	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E19775	SARAH M SCHMIDT	$90.00
04/18/25	V5028109	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27957	TROY D SCHREIFELS	$90.00
04/18/25	V5028110	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35627	NADEAN E SCHROEDER	$90.00
04/18/25	V5028111	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32886	AMANDA M CARLSON	$90.00
04/18/25	V5028112	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28781	TIMOTHY J SCHULTZ	$45.00
04/18/25	V5028113	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E12428	STEVEN M SCHWARTZ	$90.00
04/18/25	V5028114	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E23382	DONALD L SEITZ	$45.00
04/18/25	V5028116	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32085	MELISSA D SENNES	$90.00
04/18/25	V5028117	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E10843	JODY E SEPPALA	$90.00
04/18/25	V5028118	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33821	DOUGLAS M SHERF	$45.00
04/18/25	V5028119	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26696	ALBERT J SHOBER	$45.00
04/18/25	V5028120	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35092	TYLER E SIVERSON	$45.00
04/18/25	V5028121	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26822	BRIAN J SIVERSON-HA	$90.00
04/18/25	V5028122	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29305	ERIK R SJOGREN	$90.00
04/18/25	V5028123	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27262	PATRICK R SMITH	$90.00
04/18/25	V5028124	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32009	JENNA R SOBOTA	$90.00
04/18/25	V5028125	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28275	SORENSEN, KEELIE	$90.00
04/18/25	V5028126	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29773	TERENCE W SOVELL	$90.00
04/18/25	V5028127	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34544	QUINTIN E SPEERS	$90.00
04/18/25	V5028129	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E31056	MARK S SPURLIN	$90.00
04/18/25	V5028130	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E17842	KRISTIN STAINER-PER	$90.00
04/18/25	V5028131	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28554	JESSICA M NANTI	$90.00
04/18/25	V5028132	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29023	AUDRA L STEVENSON	$90.00
04/18/25	V5028133	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33023	ELLEN M STEWART	$90.00
04/18/25	V5028134	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E11059	MICHAEL K STOCK	$90.00
04/18/25	V5028138	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E9274	RICHARD T SUBJECT J	$45.00
04/18/25	V5028139	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35740	CLINTON J SWANSON	$45.00
04/18/25	V5028140	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E13467	SCOTT W TAYLOR	$90.00
04/18/25	V5028141	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E25672	JENNIFER L THOMAS	$90.00
04/18/25	V5028142	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32003	ERIK R THOMPSON	$90.00

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04/18/25	V5028143	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28936	DARBY M THRONE	$90.00
04/18/25	V5028145	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E13696	JENNIFER L TOLLEFSO	$90.00
04/18/25	V5028147	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34466	KAREN W TRUE	$90.00
04/18/25	V5028148	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32993	ANNA C TUCKER	$90.00
04/18/25	V5028149	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E10199	WENDY L TUOMINEN	$90.00
04/18/25	V5028150	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30783	ERIC A TURBEVILLE	$90.00
04/18/25	V5028151	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29674	LISA B ULRICH	$90.00
04/18/25	V5028152	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E11233	STEVE W VAN DYKE	$45.00
04/18/25	V5028153	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27332	ANGELA M VANHEE	$90.00
04/18/25	V5028155	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26402	SARA A VERNIG	$90.00
04/18/25	V5028156	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32821	KAY M VILLELLA	$90.00
04/18/25	V5028157	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E16515	KARI M VOLLRATH	$90.00
04/18/25	V5028159	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29025	TINA M WACKER	$90.00
04/18/25	V5028162	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35070	MICHAEL V WALKER	$90.00
04/18/25	V5028163	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E17230	MICHELLE PETERSON W	$90.00
04/18/25	V5028165	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35100	PAUL L WATSON	$45.00
04/18/25	V5028166	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29393	EMILY K WATTS	$90.00
04/18/25	V5028167	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26824	JASON M WEAPPA	$90.00
04/18/25	V5028168	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28896	STEPHANIE A WEBSTER	$90.00
04/18/25	V5028169	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32801	JAKE H WEDIN	$45.00
04/18/25	V5028170	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E31146	JENNIFER C WEIER	$90.00
04/18/25	V5028172	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E12387	JULIA WESLEY-WONG	$90.00
04/18/25	V5028173	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32542	ADAM M WOODS	$90.00
04/18/25	V5028174	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26183	EMILY WOOLSEY	$90.00
04/18/25	V5028175	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27770	KENYARI A WRIGHT	$90.00
04/18/25	V5028176	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32679	BRADLEY J WUTSCHKE	$45.00
04/18/25	V5028178	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E24229	JAMES D WYNN	$90.00
04/18/25	V5028179	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30866	KAO XIONG	$90.00
04/18/25	V5028180	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29711	YING XIONG	$90.00
04/18/25	V5028181	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35115	CHONG YANG	$90.00
04/18/25	V5028182	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E23219	JEFFREY J YASGER	$45.00
04/18/25	V5028183	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E21537	JEFF ZASTROW	$90.00
04/18/25	V5028184	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29673	STEPHANIE A ZIGAN	$90.00
04/18/25	V5028185	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28970	KRISTINE M SOLYST	$90.00
04/18/25	V5028186	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32951	JENNIFER M ZIPF	$90.00
04/21/25	V1007098	Electronic Wire Transfer	320 TELEPHONE/COMMUNICATION	300 Purchased Services	52467	CONSOLIDATED COMMUN	$5,364.90
04/21/25	V1007103	Electronic Wire Transfer	320 TELEPHONE/COMMUNICATION	300 Purchased Services	D6911	VERIZON WIRELESS BE	$2,792.13
04/23/25	V8010808	Vendor ACH	320 TELEPHONE/COMMUNICATION	300 Purchased Services	54875	CALLTOWER INC	$6,266.62
04/16/25	V8010768	Vendor ACH	329 POSTAGE AND EXPRESS	300 Purchased Services	00329	PITNEY BOWES PURCHA	$441.99
04/16/25	V8010769	Vendor ACH	329 POSTAGE AND EXPRESS	300 Purchased Services	52264	PITNEY BOWES RESERV	$10,000.00
04/21/25	V1007102	Electronic Wire Transfer	329 POSTAGE AND EXPRESS	300 Purchased Services	A0275	UNITED PARCEL SERVI	$140.26
04/21/25	V1007139	Electronic Wire Transfer	329 POSTAGE AND EXPRESS	300 Purchased Services	PC0059	US BANK CARD I2T2 D	$23.25

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/30/25	738778	Vendor Check	329 POSTAGE AND EXPRESS	300 Purchased Services	00404	UNITED STATES POSTA	$1,020.00
04/30/25	V8010925	Vendor ACH	329 POSTAGE AND EXPRESS	300 Purchased Services	52264	PITNEY BOWES RESERV	$2,000.00
04/23/25	V8010820	Vendor ACH	330 UTILITIES - GENERAL	300 Purchased Services	51473	ANCHOR SOLAR INVEST	$3,894.86
04/23/25	V8010823	Vendor ACH	330 UTILITIES - GENERAL	300 Purchased Services	53001	IDEAL ENERGIES SOLA	$13,450.56
04/23/25	V8010824	Vendor ACH	330 UTILITIES - GENERAL	300 Purchased Services	53912	IDEAL ENERGIES SOLA	$11,478.02
04/02/25	738408	Vendor Check	331 ELECTRICITY	300 Purchased Services	00300	XCEL ENERGY	$23,958.97
04/16/25	738551	Vendor Check	331 ELECTRICITY	300 Purchased Services	13014	MAPLE GROVE PARKS &	$974.72
04/16/25	738584	Vendor Check	331 ELECTRICITY	300 Purchased Services	00300	XCEL ENERGY	$150,367.41
04/21/25	V1007104	Electronic Wire Transfer	331 ELECTRICITY	300 Purchased Services	00419	WRIGHT HENNEPIN ELE	$21,405.06
04/30/25	738748	Vendor Check	331 ELECTRICITY	300 Purchased Services	F2434	NWFSC CONDOMINIUM O	$5,708.85
04/09/25	738429	Vendor Check	332 NATURAL GAS	300 Purchased Services	00270	CENTERPOINT ENERGY	$95.26
04/16/25	738496	Vendor Check	332 NATURAL GAS	300 Purchased Services	00270	CENTERPOINT ENERGY	$87,513.62
04/16/25	738551	Vendor Check	332 NATURAL GAS	300 Purchased Services	13014	MAPLE GROVE PARKS &	$5,488.39
04/16/25	V8010784	Vendor ACH	332 NATURAL GAS	300 Purchased Services	51808	SYMMETRY ENERGY SOL	$49,473.43
04/30/25	738748	Vendor Check	332 NATURAL GAS	300 Purchased Services	F2434	NWFSC CONDOMINIUM O	$3,475.36
04/09/25	738450	Vendor Check	333 WATER AND SEWER	300 Purchased Services	09944	MAPLE GROVE, CITY O	$45,970.37
04/21/25	V1007096	Electronic Wire Transfer	333 WATER AND SEWER	300 Purchased Services	00074	BROOKLYN CENTER, CI	$3,179.58
04/21/25	V1007097	Electronic Wire Transfer	333 WATER AND SEWER	300 Purchased Services	00075	BROOKLYN PARK, CITY	$914.85
04/30/25	738748	Vendor Check	333 WATER AND SEWER	300 Purchased Services	F2434	NWFSC CONDOMINIUM O	$440.90
04/30/25	738751	Vendor Check	333 WATER AND SEWER	300 Purchased Services	A3192	OSSEO, CITY OF	$23,782.22
04/21/25	V1007100	Electronic Wire Transfer	334 REFUSE REMOVAL	300 Purchased Services	00230	REPUBLIC SERVICES	$46,849.98
04/23/25	738613	Vendor Check	340 INSURANCES	300 Purchased Services	F7373	EMC INSURANCE COMPA	$20,755.15
04/09/25	V8010649	Vendor ACH	349 MENTAL HLTH SVCS >$25,000	300 Purchased Services	53996	CHANGE INC	$8,636.00
04/09/25	V8010693	Vendor ACH	349 MENTAL HLTH SVCS >$25,000	300 Purchased Services	54685	PEOPLE INCORPORATED	$5,250.00
04/02/25	738359	Vendor Check	350 CONTR REP - SITES	300 Purchased Services	55541	GUNNER INSULATION L	$1,616.00
04/02/25	V8010553	Vendor ACH	350 CONTR REP - SITES	300 Purchased Services	F5038	BLB CONSULTING LLC	$285.00
04/02/25	V8010618	Vendor ACH	350 CONTR REP - SITES	300 Purchased Services	15341	UHL COMPANY INC	$1,256.00
04/09/25	738455	Vendor Check	350 CONTR REP - SITES	300 Purchased Services	55583	MINNESOTA TREE EXPE	$14,000.00
04/09/25	738464	Vendor Check	350 CONTR REP - SITES	300 Purchased Services	09122	SCHWAB-VOLLHABER-LU	$657.00
04/09/25	V8010664	Vendor ACH	350 CONTR REP - SITES	300 Purchased Services	16037	H & B SPECIALIZED P	$1,950.00
04/09/25	V8010665	Vendor ACH	350 CONTR REP - SITES	300 Purchased Services	55270	HEARTLAND TIRE INC	$2,900.99
04/09/25	V8010698	Vendor ACH	350 CONTR REP - SITES	300 Purchased Services	05024	PRO-TEC DESIGN	$1,471.31
04/09/25	V8010711	Vendor ACH	350 CONTR REP - SITES	300 Purchased Services	15341	UHL COMPANY INC	$942.00
04/16/25	738527	Vendor Check	350 CONTR REP - SITES	300 Purchased Services	50749	INSULATION MIDWEST	$3,044.83
04/16/25	738544	Vendor Check	350 CONTR REP - SITES	300 Purchased Services	55553	JOHN'S SEWER & DRAI	$2,530.00
04/16/25	V8010775	Vendor ACH	350 CONTR REP - SITES	300 Purchased Services	20141	RJ MECHANICAL INC	$1,946.52
04/16/25	V8010789	Vendor ACH	350 CONTR REP - SITES	300 Purchased Services	08752	TWIN CITY GARAGE DO	$4,226.00
04/21/25	V1007141	Electronic Wire Transfer	350 CONTR REP - SITES	300 Purchased Services	PC0102	US BANK CARD JBECKE	$550.00
04/23/25	738628	Vendor Check	350 CONTR REP - SITES	300 Purchased Services	55553	JOHN'S SEWER & DRAI	$2,500.00
04/23/25	P406231	Epayable	350 CONTR REP - SITES	300 Purchased Services	15696	AQUARIUS WATER COND	$149.00
04/23/25	V8010866	Vendor ACH	350 CONTR REP - SITES	300 Purchased Services	15341	UHL COMPANY INC	$1,884.00
04/30/25	738681	Vendor Check	350 CONTR REP - SITES	300 Purchased Services	50088	AID ELECTRIC CORPOR	$9,066.50

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/30/25	738693	Vendor Check	350 CONTR REP - SITES	300 Purchased Services	16739	BSI MECHANICAL CONT	$15,066.49
04/30/25	V8010919	Vendor ACH	350 CONTR REP - SITES	300 Purchased Services	18100	MEI TOTAL ELEVATOR	$149.00
04/16/25	738486	Vendor Check	351 CONTR REP - BLDG	300 Purchased Services	52413	ADS ON BOARDS	$1,300.00
04/02/25	738407	Vendor Check	352 CONTR REP - EQUIP	300 Purchased Services	16430	UNITED REFRIGERATIO	$124.20
04/02/25	V8010570	Vendor ACH	352 CONTR REP - EQUIP	300 Purchased Services	17100	FAIRCON SERVICE COM	$1,088.42
04/09/25	V8010652	Vendor ACH	352 CONTR REP - EQUIP	300 Purchased Services	18405	CTM SERVICES INC	$10,156.29
04/09/25	V8010703	Vendor ACH	352 CONTR REP - EQUIP	300 Purchased Services	26592	SHRED-N-GO	$100.00
04/16/25	738567	Vendor Check	352 CONTR REP - EQUIP	300 Purchased Services	15401	QUADIENT INC	$756.00
04/21/25	V1007156	Electronic Wire Transfer	352 CONTR REP - EQUIP	300 Purchased Services	PC0039	US BANK CARD MDURAN	$1,149.94
04/23/25	738671	Vendor Check	352 CONTR REP - EQUIP	300 Purchased Services	16430	UNITED REFRIGERATIO	$550.51
04/23/25	V8010839	Vendor ACH	352 CONTR REP - EQUIP	300 Purchased Services	55193	NAC MECHANICAL AND	$493.58
04/23/25	V8010858	Vendor ACH	352 CONTR REP - EQUIP	300 Purchased Services	26592	SHRED-N-GO	$100.00
04/23/25	V8010870	Vendor ACH	352 CONTR REP - EQUIP	300 Purchased Services	17691	VIKING SEWER AND DR	$474.00
04/02/25	738387	Vendor Check	358 FOREIGN LANG <$25,000	300 Purchased Services	F2709	PACIFIC INTERPRETER	$193.20
04/02/25	V8010576	Vendor ACH	358 FOREIGN LANG <$25,000	300 Purchased Services	F5627	GBR INTERPRETING &	$4,190.00
04/09/25	V8010660	Vendor ACH	358 FOREIGN LANG <$25,000	300 Purchased Services	F5627	GBR INTERPRETING &	$4,075.00
04/16/25	738512	Vendor Check	358 FOREIGN LANG <$25,000	300 Purchased Services	F4068	FRAYMAN, NADIA	$78.75
04/16/25	V8010745	Vendor ACH	358 FOREIGN LANG <$25,000	300 Purchased Services	F5627	GBR INTERPRETING &	$120.00
04/16/25	V8010756	Vendor ACH	358 FOREIGN LANG <$25,000	300 Purchased Services	54137	LINGUALINX LANGUAGE	$943.01
04/23/25	738650	Vendor Check	358 FOREIGN LANG <$25,000	300 Purchased Services	F2709	PACIFIC INTERPRETER	$2,726.65
04/23/25	V8010831	Vendor ACH	358 FOREIGN LANG <$25,000	300 Purchased Services	54137	LINGUALINX LANGUAGE	$54.46
04/02/25	738405	Vendor Check	360 TRANSP - PUBLIC	300 Purchased Services	D6150	TRANSPORTATION PLUS	$130.05
04/02/25	738354	Vendor Check	361 TRANSP - PRIVATE	300 Purchased Services	D6455	FIRST STUDENT INC	$64,997.74
04/02/25	738355	Vendor Check	361 TRANSP - PRIVATE	300 Purchased Services	D6455	FIRST STUDENT INC	$9,889.14
04/02/25	738356	Vendor Check	361 TRANSP - PRIVATE	300 Purchased Services	D6455	FIRST STUDENT INC	$378.78
04/02/25	738405	Vendor Check	361 TRANSP - PRIVATE	300 Purchased Services	D6150	TRANSPORTATION PLUS	$187,937.67
04/02/25	V8010601	Vendor ACH	361 TRANSP - PRIVATE	300 Purchased Services	F5151	NORTHSTAR BUS LINES	$53,214.04
04/09/25	738435	Vendor Check	361 TRANSP - PRIVATE	300 Purchased Services	D6455	FIRST STUDENT INC	$903,401.29
04/23/25	738614	Vendor Check	361 TRANSP - PRIVATE	300 Purchased Services	D6455	FIRST STUDENT INC	$38,595.62
04/23/25	738615	Vendor Check	361 TRANSP - PRIVATE	300 Purchased Services	D6455	FIRST STUDENT INC	$54,569.15
04/23/25	738616	Vendor Check	361 TRANSP - PRIVATE	300 Purchased Services	D6455	FIRST STUDENT INC	$1,705.78
04/23/25	738617	Vendor Check	361 TRANSP - PRIVATE	300 Purchased Services	D6455	FIRST STUDENT INC	$1,725.34
04/23/25	V8010811	Vendor ACH	361 TRANSP - PRIVATE	300 Purchased Services	54579	CESO TRANSPORTATION	$231,749.56
04/23/25	V8010841	Vendor ACH	361 TRANSP - PRIVATE	300 Purchased Services	F5151	NORTHSTAR BUS LINES	$445,952.16
04/30/25	738705	Vendor Check	361 TRANSP - PRIVATE	300 Purchased Services	D6455	FIRST STUDENT INC	$7,815.62
04/30/25	738706	Vendor Check	361 TRANSP - PRIVATE	300 Purchased Services	D6455	FIRST STUDENT INC	$15,367.10
04/30/25	V8010899	Vendor ACH	361 TRANSP - PRIVATE	300 Purchased Services	F7318	CSTMN	$80,000.00
04/30/25	V8010923	Vendor ACH	361 TRANSP - PRIVATE	300 Purchased Services	F5151	NORTHSTAR BUS LINES	$8,920.32
04/02/25	738356	Vendor Check	362 TRANSP - DEPARTMENT	300 Purchased Services	D6455	FIRST STUDENT INC	$34,261.29
04/02/25	738405	Vendor Check	362 TRANSP - DEPARTMENT	300 Purchased Services	D6150	TRANSPORTATION PLUS	$933.40
04/02/25	V8010601	Vendor ACH	362 TRANSP - DEPARTMENT	300 Purchased Services	F5151	NORTHSTAR BUS LINES	$20,559.41
04/23/25	738616	Vendor Check	362 TRANSP - DEPARTMENT	300 Purchased Services	D6455	FIRST STUDENT INC	$46,192.65

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/23/25	738617	Vendor Check	362 TRANSP - DEPARTMENT	300 Purchased Services	D6455	FIRST STUDENT INC	$47,305.02
04/30/25	738706	Vendor Check	362 TRANSP - DEPARTMENT	300 Purchased Services	D6455	FIRST STUDENT INC	$3,815.28
04/30/25	V8010923	Vendor ACH	362 TRANSP - DEPARTMENT	300 Purchased Services	F5151	NORTHSTAR BUS LINES	$7,184.69
04/23/25	738616	Vendor Check	365 TRANSP - CHRGBK	300 Purchased Services	D6455	FIRST STUDENT INC	$241.79
04/04/25	V5027695	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E18747	PHILIP R LUOMA ANDE	$81.97
04/04/25	V5027696	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E33275	JOHANNAH ARNDT	$118.30
04/04/25	V5027699	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E30384	KELLY J BAKKER	$177.45
04/04/25	V5027700	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E33479	TAJTIANNA BELL	$31.22
04/04/25	V5027702	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E19023	ANDREA W BODEAU	$339.38
04/04/25	V5027703	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E20115	TIMKA FATIMA REMETI	$70.71
04/04/25	V5027704	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E13667	PAMELA J BRANDT	$140.25
04/04/25	V5027705	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E34598	SHELEE L BROOKS	$0.91
04/04/25	V5027707	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E33534	JASON M CARDOSI	$116.83
04/04/25	V5027708	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E30656	STACY L CARLSON	$17.01
04/04/25	V5027709	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E10701	DALE J CARLSTROM	$130.20
04/04/25	V5027710	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32957	HONG J CHANG	$29.12
04/04/25	V5027711	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32004	IRFAN A CHAUDHRY	$112.28
04/04/25	V5027713	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E35055	AMY-MAE T COOPER	$172.87
04/04/25	V5027714	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E31257	CAYCE L COSSETTE	$31.08
04/04/25	V5027715	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E28923	MARIA N DANIEL	$127.47
04/04/25	V5027716	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E24961	SUSAN M DOBRATZ	$52.29
04/04/25	V5027717	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E22185	MICHELLE DRAKE	$99.89
04/04/25	V5027720	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E29399	JODI L DUROW	$97.37
04/04/25	V5027721	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E28975	ANNE M ERICKSON	$44.87
04/04/25	V5027722	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E20557	BARBARA B ERICKSON	$123.78
04/04/25	V5027723	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E29919	CAROL A FARNIOK	$58.03
04/04/25	V5027724	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E30343	STEPHEN C FLISK	$65.24
04/04/25	V5027725	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E28956	DEBRA ANN GERARDY	$34.09
04/04/25	V5027726	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E24877	JESSICA GILLESPIE	$39.89
04/04/25	V5027729	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E34364	YER HER	$298.93
04/04/25	V5027731	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E34485	RONALD D HICKS	$81.06
04/04/25	V5027732	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E28882	KIM R HIEL	$398.96
04/04/25	V5027736	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32493	KRISTI A JOESTING	$96.74
04/04/25	V5027738	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E30700	D'SHAWNA S JOHNSON-	$130.76
04/04/25	V5027739	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E29772	RICARDO T JONES	$378.96
04/04/25	V5027746	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32129	PAUL T KROSHUS	$71.61
04/04/25	V5027749	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E35590	LAURA E LOUIS-JACQU	$97.37
04/04/25	V5027751	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E27292	MARIE K LUNDT	$249.83
04/04/25	V5027752	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E25755	JULIE K MACCARIO	$7.21
04/04/25	V5027753	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E17304	SHEILA R MAYER	$81.69
04/04/25	V5027755	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E27548	BRIDGET S MENGELKOC	$84.32
04/04/25	V5027756	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E29672	DAVID E MOREDOCK	$45.99

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04/04/25	V5027757	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E20197	MARY C MORRIS	$101.99
04/04/25	V5027758	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32983	JOHN H MORSTAD	$312.76
04/04/25	V5027759	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E25336	CRISTA L MURPHY	$236.60
04/04/25	V5027760	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32606	NATALIE N NELSON	$196.00
04/04/25	V5027761	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E27322	CECILIA OTTO	$263.90
04/04/25	V5027762	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E13852	LANA M PARK	$52.44
04/04/25	V5027763	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E17381	KELLI A PARPART	$59.29
04/04/25	V5027765	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E34142	JAMES PAYETTE	$143.22
04/04/25	V5027766	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E20766	SARA M PEDERSON	$132.02
04/04/25	V5027767	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E33175	SAMANTHA J PETERSON	$131.81
04/04/25	V5027769	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32000	JAMES L QUAST	$123.69
04/04/25	V5027770	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E25730	ASHA RAMNARINE	$147.56
04/04/25	V5027771	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E22867	KELLEY M REED	$67.90
04/04/25	V5027773	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E34777	KARI E SAWYER	$104.23
04/04/25	V5027774	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E33554	ANGELA M SCHROETKE	$98.26
04/04/25	V5027776	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E34488	MARA L SIKKINK	$31.64
04/04/25	V5027777	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E26822	BRIAN J SIVERSON-HA	$195.30
04/04/25	V5027779	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E17842	KRISTIN STAINER-PER	$60.85
04/04/25	V5027780	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E18923	JESSICA L STEWART	$103.04
04/04/25	V5027785	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E31167	KINGA TAYLOR	$119.00
04/04/25	V5027789	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E34466	KAREN W TRUE	$71.89
04/04/25	V5027791	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E35647	JULIE VANG	$23.87
04/04/25	V5027793	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E20529	JOAN O WALDSCHMIDT	$126.63
04/04/25	V5027795	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E27832	ANN C WOODS	$95.62
04/04/25	V5027797	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E33473	NASHLEY ZOLLICOFFER	$243.53
04/18/25	V5027800	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E19904	KARL G AHLGREN	$70.28
04/18/25	V5027803	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E16142	CHRISTINE L ALTAMIR	$31.31
04/18/25	V5027815	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E16833	EILEEN E BAKER	$89.81
04/18/25	V5027819	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32967	JEFF R BAUER	$108.22
04/18/25	V5027828	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E26514	LISA BENNETT	$56.56
04/18/25	V5027839	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E26830	HEATHER BLANKENSHIP	$19.46
04/18/25	V5027845	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E28886	EMILY J BOLLINGER	$104.86
04/18/25	V5027850	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E34436	JEMEL S BREWER	$72.52
04/18/25	V5027853	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E28668	CARRIE A CABE	$264.11
04/18/25	V5027854	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32575	LYDIA A CALDWELL	$22.68
04/18/25	V5027860	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32957	HONG J CHANG	$15.68
04/18/25	V5027863	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32004	IRFAN A CHAUDHRY	$127.96
04/18/25	V5027864	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E35128	REBECCA M CHRISTENS	$91.11
04/18/25	V5027869	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E31289	JILL A COUGHENOUR L	$400.40
04/18/25	V5027877	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E29064	NICHOLAS J DEVOS	$109.83
04/18/25	V5027904	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E28472	MARLA J FRIESEN	$17.01
04/18/25	V5027910	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E35054	LORI E GEORGE	$103.81

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/18/25	V5027922	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E30450	KATHLEEN E HANCOCK	$85.19
04/18/25	V5027929	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E9868	JAMI HAUGSTAD	$45.08
04/18/25	V5027933	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E35396	HEATHER HEALY	$4.48
04/18/25	V5027936	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E19111	MELISSA L CARSTENS	$119.98
04/18/25	V5027942	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32139	DANIELLE R HOLMES	$69.93
04/18/25	V5027967	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E30339	REBECCA J JONES	$90.86
04/18/25	V5027970	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E35589	CHRISTIE L JUNESKI	$34.65
04/18/25	V5027974	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32900	HANNAH M KASSABIAN	$145.32
04/18/25	V5027976	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32494	KATIE E.D. KERN	$97.23
04/18/25	V5027979	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E34298	ADRIAN S KIESLING	$106.54
04/18/25	V5027991	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32129	PAUL T KROSHUS	$70.28
04/18/25	V5028007	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E35249	KATIE S LEWIS	$103.18
04/18/25	V5028013	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E31100	SILVIA LISTER	$227.71
04/18/25	V5028017	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E28945	NICOLE M LUCAS	$61.32
04/18/25	V5028035	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E19897	TIFFANY V TAINTER	$75.00
04/18/25	V5028043	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E27954	AMY J MONTERO	$51.52
04/18/25	V5028048	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E20197	MARY C MORRIS	$109.34
04/18/25	V5028053	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E20857	TRACY R MUELLER	$79.03
04/18/25	V5028055	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E25336	CRISTA L MURPHY	$309.48
04/18/25	V5028061	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E23458	NICOLE M NEWFIELD	$112.77
04/18/25	V5028063	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E26682	MAYA NISHIKAWA	$64.68
04/18/25	V5028064	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E11769	BARBARA J SIERACKI	$88.06
04/18/25	V5028081	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E20766	SARA M PEDERSON	$129.57
04/18/25	V5028083	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E35591	GAYLE PETERS	$179.41
04/18/25	V5028086	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E22568	KIMBERLY A POHL	$29.82
04/18/25	V5028091	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E33537	CELESTE A PRYDE	$81.62
04/18/25	V5028094	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32000	JAMES L QUAST	$100.87
04/18/25	V5028095	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E19521	PRISCILLA RADEMACHE	$58.24
04/18/25	V5028101	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E31658	JORDAN P ROBERTSON	$139.33
04/18/25	V5028109	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E27957	TROY D SCHREIFELS	$333.76
04/18/25	V5028110	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E35627	NADEAN E SCHROEDER	$88.20
04/18/25	V5028124	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32009	JENNA R SOBOTA	$79.66
04/18/25	V5028128	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E12271	BARBARA A SPENCER M	$227.50
04/18/25	V5028135	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E33744	AMY J STOKKELAND	$93.80
04/18/25	V5028136	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E24761	KAYLA J STREI	$106.19
04/18/25	V5028144	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E29882	LISA M TILLMAN	$26.81
04/18/25	V5028146	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E33655	JESSE L TOREN	$79.35
04/18/25	V5028149	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E10199	WENDY L TUOMINEN	$145.11
04/18/25	V5028164	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E35061	KASDEN KA WATSON	$39.76
04/18/25	V5028171	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E16524	JENNIFER L WEINZIER	$95.48
04/18/25	V5028177	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32678	STACEY A WYFFELS	$103.32
04/18/25	V5028179	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E30866	KAO XIONG	$24.73

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/21/25	V1007121	Electronic Wire Transfer	366 BUSINESS TRAVEL	300 Purchased Services	PC0019	US BANK CARD CIESDE	$871.74
04/21/25	V1007130	Electronic Wire Transfer	366 BUSINESS TRAVEL	300 Purchased Services	PC0050	US BANK CARD ECFE	$1,001.14
04/21/25	V1007140	Electronic Wire Transfer	366 BUSINESS TRAVEL	300 Purchased Services	PC0055	US BANK CARD INDIAN	$2,489.25
04/21/25	V1007144	Electronic Wire Transfer	366 BUSINESS TRAVEL	300 Purchased Services	PC0054	US BANK CARD JNEUMA	$2,280.88
04/02/25	V8010593	Vendor ACH	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	A1490	MASSP	$640.00
04/02/25	V8010607	Vendor ACH	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	50706	RATWIK, ROSZAK & MA	$395.00
04/02/25	V8010628	Vendor ACH	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	16256	MAGNET SCHOOLS OF A	$2,076.00
04/04/25	V5027694	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E32047	LINDSEY R AHLERS	$400.00
04/04/25	V5027701	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E25528	DIANA BLEDSOE	$462.66
04/04/25	V5027706	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E34141	SONNI BUERSKIN	$559.97
04/04/25	V5027732	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E28882	KIM R HIEL	$2,486.44
04/04/25	V5027734	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E32491	AMY TOLLEFSON	$1,113.04
04/04/25	V5027741	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E30976	JILL M KIND	$19.70
04/04/25	V5027747	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E29669	COURTNEY L LAVELLE	$600.00
04/04/25	V5027754	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E18168	MICHELLE K MAZANEC	$34.40
04/04/25	V5027772	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E30978	RONALD M SALAZAR	$214.32
04/04/25	V5027786	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E23383	LORI TAYLOR	$1,023.88
04/04/25	V5027797	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E33473	NASHLEY ZOLLICOFFER	$44.43
04/09/25	V8010683	Vendor ACH	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	09100	MTI DISTRIBUTING CO	$165.00
04/16/25	P406219	Epayable	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	A3975	CUB FOODS MAPLE GRO	$18.97
04/16/25	V8010779	Vendor ACH	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	07312	SOLUTION TREE	$6,152.00
04/18/25	V5027807	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E33275	JOHANNAH ARNDT	$265.00
04/18/25	V5027824	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E11981	THERESA A BEDNARCZY	$300.00
04/18/25	V5027862	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E34925	NHIA CHANG	$240.00
04/18/25	V5027871	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E35023	RYAN L COX	$285.02
04/18/25	V5027880	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E35194	BRIANNA R DIGNAN	$957.30
04/18/25	V5027905	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E33595	REBECCA A FRITZ	$70.00
04/18/25	V5027916	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E27059	JAMES GREELEY	$133.38
04/18/25	V5027928	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E29656	KRISTEN J SWANSON	$169.36
04/18/25	V5027957	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E33807	TASHI N JOHNS	$225.10
04/18/25	V5028006	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E26878	JILL N LESNE	$345.10
04/18/25	V5028021	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E27292	MARIE K LUNDT	$434.13
04/18/25	V5028158	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E27324	ARTHUR M WACHHOLZ	$664.32
04/18/25	V5028160	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E32748	SHANNON C WAGNER	$93.64
04/18/25	V5028175	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E27770	KENYARI A WRIGHT	$28.52
04/21/25	V1007118	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC001	US BANK CARD BSADMI	$870.00
04/21/25	V1007119	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC002	US BANK CARD BSTRAV	$2,402.66
04/21/25	V1007120	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0096	US BANK CARD BWKIDS	$440.00
04/21/25	V1007121	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0019	US BANK CARD CIESDE	$8,886.44
04/21/25	V1007123	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0033	US BANK CARD COMMED	$5.00
04/21/25	V1007124	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0021	US BANK CARD CUSTOD	$1,236.83
04/21/25	V1007125	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0013	US BANK CARD DCARLS	$390.00

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/21/25	V1007126	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0070	US BANK CARD DHUGHE	$365.00
04/21/25	V1007127	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0018	US BANK CARD DLTLDE	$80.00
04/21/25	V1007129	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0029	US BANK CARD DTHRON	$308.00
04/21/25	V1007133	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0051	US BANK CARD EQUITY	$45.00
04/21/25	V1007135	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0060	US BANK CARD FACE	$2,773.74
04/21/25	V1007138	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0010	US BANK CARD HRDEPT	$1,720.00
04/21/25	V1007139	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0059	US BANK CARD I2T2 D	$3,841.17
04/21/25	V1007142	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0076	US BANK CARD JMACCA	$75.00
04/21/25	V1007144	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0054	US BANK CARD JNEUMA	$1,140.00
04/21/25	V1007151	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0079	US BANK CARD KVILLE	$499.00
04/21/25	V1007155	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0022	US BANK CARD MAINTE	$150.00
04/21/25	V1007157	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0084	US BANK CARD MNEWEL	-$620.00
04/21/25	V1007160	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0081	US BANK CARD PURCHA	$468.56
04/21/25	V1007168	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0020	US BANK CARD SSVCSD	$619.15
04/21/25	V1007169	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0035	US BANK CARD TSCHRE	$11,701.51
04/23/25	738627	Vendor Check	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	09089	ISD 492-AUSTIN PUBL	$1,000.00
04/30/25	738746	Vendor Check	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	55655	NULL EDUCATION SERV	$3,600.00
04/30/25	V8010918	Vendor ACH	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	09025	MASTER TEACHER	$5,170.00
04/04/25	V5027727	Employee Reimbursement	368 OUT OF STATE TRAVEL	300 Purchased Services	E29656	KRISTEN J SWANSON	$496.96
04/04/25	V5027737	Employee Reimbursement	368 OUT OF STATE TRAVEL	300 Purchased Services	E28318	DANIELLE M JOHNSON	$1,820.93
04/04/25	V5027738	Employee Reimbursement	368 OUT OF STATE TRAVEL	300 Purchased Services	E30700	D'SHAWNA S JOHNSON-	$358.07
04/04/25	V5027749	Employee Reimbursement	368 OUT OF STATE TRAVEL	300 Purchased Services	E35590	LAURA E LOUIS-JACQU	$1,087.91
04/04/25	V5027782	Employee Reimbursement	368 OUT OF STATE TRAVEL	300 Purchased Services	E33929	KESHAWN S SUTTON	$144.14
04/18/25	V5027932	Employee Reimbursement	368 OUT OF STATE TRAVEL	300 Purchased Services	E32963	JIMMIE L HEAGS	$644.39
04/18/25	V5028115	Employee Reimbursement	368 OUT OF STATE TRAVEL	300 Purchased Services	E34440	ABIGAIL L SENICA	$979.42
04/21/25	V1007122	Electronic Wire Transfer	368 OUT OF STATE TRAVEL	300 Purchased Services	PC0062	US BANK CARD CMANAN	$1,050.00
04/21/25	V1007133	Electronic Wire Transfer	368 OUT OF STATE TRAVEL	300 Purchased Services	PC0051	US BANK CARD EQUITY	$31,710.00
04/21/25	V1007135	Electronic Wire Transfer	368 OUT OF STATE TRAVEL	300 Purchased Services	PC0060	US BANK CARD FACE	$24,458.55
04/02/25	738346	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	A1040	ISD 13-COLUMBIA HEI	$42.00
04/02/25	738350	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	51036	EAGAN HS FORENSICS	$72.00
04/02/25	738362	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	53227	FOREST LAKE HIGH SC	$112.00
04/02/25	738364	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	A4368	ISD 11-CHAMPLIN PAR	$56.00
04/02/25	738365	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	D1127	ISD 272-EDEN PRAIRI	$300.00
04/02/25	738366	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	F7280	ISD 621-IRONDALE HI	$49.00
04/02/25	738367	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	52533	ROSEVILLE SPEECH	$56.00
04/02/25	738377	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	D6996	MINNESOTA ADAPTED	$250.00
04/02/25	738395	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	52436	PRIOR LAKE HIGH SCH	$275.00
04/02/25	738396	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	52436	PRIOR LAKE HIGH SCH	$225.00
04/02/25	P406187	Epayable	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	D0655	MINNESOTA HISTORICA	$168.00
04/02/25	V8010601	Vendor ACH	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	F5151	NORTHSTAR BUS LINES	$363.00
04/02/25	V8010602	Vendor ACH	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	50455	PANERA BREAD COMPAN	$715.74
04/04/25	V5027719	Employee Reimbursement	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	E33714	SCOTT C DUNKELBERGE	$17.50

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04/04/25	V5027728	Employee Reimbursement	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	E17612	MICHAEL L HAUS	$17.50
04/04/25	V5027735	Employee Reimbursement	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	E28271	JENNIFER A JANNEKE	$35.00
04/04/25	V5027783	Employee Reimbursement	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	E28609	CAMRA M SVEIVEN-DIC	$35.00
04/09/25	738430	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	D1259	COMO PARK ZOO & CON	$136.00
04/09/25	738478	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	52919	UNIVERSITY OF MINNE	$500.00
04/09/25	V8010713	Vendor ACH	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	F4534	UNITED NATIONS ASSO	$798.00
04/16/25	738504	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	F4398	EAST RIDGE HIGH SCH	$350.00
04/16/25	738523	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	50441	HOLY FAMILY CATHOLI	$450.00
04/16/25	738525	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	54075	WHITE BEAR LAKE ARE	$300.00
04/16/25	738526	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	54075	WHITE BEAR LAKE ARE	$560.00
04/16/25	738528	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	D2314	ISD 112-CHASKA HIGH	$225.00
04/16/25	738529	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	D2314	ISD 112-CHASKA HIGH	$250.00
04/16/25	738530	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	13906	ISD 11-ANDOVER HIGH	$235.00
04/16/25	738531	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	13906	ISD 11-ANDOVER HIGH	$230.00
04/16/25	738532	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	A0309	ISD 11-BLAINE HIGH	$135.00
04/16/25	738533	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	A0854	ISD 11-COON RAPIDS	$300.00
04/16/25	738534	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	00451	ISD 16-SPRING LAKE	$500.00
04/16/25	738535	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	F7413	ISD 194-LAKEVILLE A	$800.00
04/16/25	738536	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	A4271	ISD 196-ROSEMOUNT H	$450.00
04/16/25	738537	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	D7698	ISD 22-DETROIT LAKE	$800.00
04/16/25	738538	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	D1127	ISD 272-EDEN PRAIRI	$450.00
04/16/25	738539	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	50440	ISD 728-ELK RIVER A	$220.00
04/16/25	738540	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	A4396	ISD 728-ELK RIVER A	$175.00
04/16/25	738541	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	A4396	ISD 728-ELK RIVER A	$175.00
04/16/25	738542	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	A0623	ISD 831-FOREST LAKE	$650.00
04/16/25	738543	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	A2088	ISD 911-CAMBRIDGE-I	$212.00
04/16/25	738548	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	F1362	LEGACY CHRISTIAN AC	$250.00
04/16/25	738573	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	53976	SHAKOPEE HIGH SCHOO	$400.00
04/16/25	738575	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	54382	SPRING LAKE PARK BO	$300.00
04/18/25	V5027987	Employee Reimbursement	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	E24139	JILL M KNUTSON	$20.00
04/21/25	V1007101	Electronic Wire Transfer	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	55605	TWINS BALLPARK P-CA	$710.00
04/21/25	V1007119	Electronic Wire Transfer	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	PC002	US BANK CARD BSTRAV	$30.00
04/21/25	V1007131	Electronic Wire Transfer	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	PC0080	US BANK CARD ELPROG	$820.00
04/21/25	V1007132	Electronic Wire Transfer	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	PC0040	US BANK CARD EMANNI	$900.00
04/21/25	V1007135	Electronic Wire Transfer	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	PC0060	US BANK CARD FACE	$4,856.86
04/21/25	V1007140	Electronic Wire Transfer	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	PC0055	US BANK CARD INDIAN	$18,323.35
04/21/25	V1007144	Electronic Wire Transfer	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	PC0054	US BANK CARD JNEUMA	$3,097.87
04/21/25	V1007146	Electronic Wire Transfer	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	PC0083	US BANK CARD JWYNN	$2,040.00
04/21/25	V1007154	Electronic Wire Transfer	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	PC0073	US BANK CARD LJOHNS	$1,270.00
04/21/25	V1007156	Electronic Wire Transfer	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	PC0039	US BANK CARD MDURAN	$5,458.58
04/21/25	V1007157	Electronic Wire Transfer	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	PC0084	US BANK CARD MNEWEL	$902.95
04/21/25	V1007159	Electronic Wire Transfer	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	PC0086	US BANK CARD OECPRO	$200.00

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/23/25	738621	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	A1518	HAINLEN, ROBERT	$450.00
04/23/25	738629	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	55644	JORDAN HIGH SCHOOL	$177.00
04/23/25	V8010864	Vendor ACH	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	D2624	THREE RIVERS PARK D	$185.40
04/30/25	738695	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	F7439	BUSINESS PROFESSION	$1,376.00
04/30/25	738734	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	D0002	MAAP STARS	$2,275.00
04/30/25	738759	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	D5022	RICHFIELD BUS CO	$3,900.00
04/02/25	738370	Vendor Check	370 RENTAL LAND & BLDGS	300 Purchased Services	13014	MAPLE GROVE PARKS &	$5,812.50
04/02/25	738371	Vendor Check	370 RENTAL LAND & BLDGS	300 Purchased Services	13014	MAPLE GROVE PARKS &	$3,437.50
04/02/25	738372	Vendor Check	370 RENTAL LAND & BLDGS	300 Purchased Services	13014	MAPLE GROVE PARKS &	$6,300.00
04/02/25	738373	Vendor Check	370 RENTAL LAND & BLDGS	300 Purchased Services	13014	MAPLE GROVE PARKS &	$1,400.00
04/02/25	738393	Vendor Check	370 RENTAL LAND & BLDGS	300 Purchased Services	52191	RTA TIMBERLAND LLC	$12,556.11
04/23/25	738636	Vendor Check	370 RENTAL LAND & BLDGS	300 Purchased Services	A0373	MAPLE GROVE PARK &	$1,080.00
04/30/25	738736	Vendor Check	370 RENTAL LAND & BLDGS	300 Purchased Services	09944	MAPLE GROVE, CITY O	$1,080.00
04/30/25	738747	Vendor Check	370 RENTAL LAND & BLDGS	300 Purchased Services	F2434	NWFSC CONDOMINIUM O	$17,594.74
04/30/25	738749	Vendor Check	370 RENTAL LAND & BLDGS	300 Purchased Services	52430	OPTIMAL PERFORMANCE	$5,770.00
04/30/25	738761	Vendor Check	370 RENTAL LAND & BLDGS	300 Purchased Services	52191	RTA TIMBERLAND LLC	$12,774.54
04/09/25	V8010630	Vendor ACH	372 RENTAL - EQUIPMENT	300 Purchased Services	53143	A1 RENT IT	$1,162.96
04/16/25	V8010721	Vendor ACH	372 RENTAL - EQUIPMENT	300 Purchased Services	53143	A1 RENT IT	$374.00
04/23/25	V8010846	Vendor ACH	372 RENTAL - EQUIPMENT	300 Purchased Services	F5675	PITNEY BOWES INC	$125.25
04/23/25	V8010828	Vendor ACH	375 SCHL NURSE CONTR >$25,000	300 Purchased Services	54599	KATHERINE LOVGREN L	$5,005.00
04/09/25	V8010715	Vendor ACH	379 MENTAL HLTH SVS <$25,000	300 Purchased Services	55358	VEEMAH INTEGRATED W	$2,000.00
04/09/25	738461	Vendor Check	380 ADVERTISING-PRINTING	300 Purchased Services	00466	OSSEO, CITY OF	$1,200.00
04/09/25	V8010629	Vendor ACH	380 ADVERTISING-PRINTING	300 Purchased Services	17648	4IMPRINT	$2,003.23
04/09/25	V8010657	Vendor ACH	380 ADVERTISING-PRINTING	300 Purchased Services	53846	ECM PUBLISHERS INC	$325.00
04/09/25	V8010697	Vendor ACH	380 ADVERTISING-PRINTING	300 Purchased Services	D0617	PRIME ADVERTISING &	$2,433.00
04/21/25	V1007138	Electronic Wire Transfer	380 ADVERTISING-PRINTING	300 Purchased Services	PC0010	US BANK CARD HRDEPT	$453.39
04/21/25	V1007151	Electronic Wire Transfer	380 ADVERTISING-PRINTING	300 Purchased Services	PC0079	US BANK CARD KVILLE	$1,226.16
04/21/25	V1007156	Electronic Wire Transfer	380 ADVERTISING-PRINTING	300 Purchased Services	PC0039	US BANK CARD MDURAN	$1,350.00
04/23/25	738642	Vendor Check	380 ADVERTISING-PRINTING	300 Purchased Services	A5418	MINNESOTA COMMUNITY	$50.00
04/16/25	V8010739	Vendor ACH	382 LAUNDRY-DRY CLEANING	300 Purchased Services	07933	CINTAS CORPORATION	$2,023.72
04/18/25	V5027907	Employee Reimbursement	385 PRINTING CHRGBK	300 Purchased Services	E24186	MARY GAGNON	$75.93
04/16/25	738557	Vendor Check	389 STAFF TUITION REIMB	300 Purchased Services	A3179	ST CLOUD STATE UNIV	$4,750.00
04/02/25	738363	Vendor Check	390 PMTS TO MN SCH DISTRICTS	300 Purchased Services	A1613	INTERMEDIATE DISTRI	$350,068.97
04/02/25	738375	Vendor Check	391 REIMB TO MN SCH DIST	300 Purchased Services	54443	METRO DEAF SCHOOL	$22,003.52
04/02/25	738360	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	54832	HAMZA, HAIZAL	$250.00
04/02/25	738369	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	55579	LONG LAKE CONSERVAT	$1,850.00
04/02/25	738378	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	A2683	MN CHILDREN'S MUSEU	$207.00
04/02/25	738380	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	A0080	MN ZOO	$522.00
04/02/25	738381	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	A0080	MN ZOO	$153.00
04/02/25	738394	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	A0005	SCIENCE MUSEUM OF M	$255.00
04/02/25	738402	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	26540	THE WORKS	$1,218.75
04/02/25	738403	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	F6202	THERAPY TRAVELERS L	$6,605.90

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/02/25	V8010546	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	F1461	1000 PETALS LLC	$3,875.00
04/02/25	V8010551	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	55276	BBC BENEFIT OF SCHO	$5,062.50
04/02/25	V8010552	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	54676	BLAZERWORKS	$3,400.00
04/09/25	738444	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	55601	IDENTATRONICS INC C	$164.46
04/09/25	738465	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	A0005	SCIENCE MUSEUM OF M	$2,545.00
04/09/25	P406200	Epayable	394 PMTS TO OTHER AGENCY	300 Purchased Services	D0655	MINNESOTA HISTORICA	$648.00
04/09/25	V8010634	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	55310	AMPERSAND THERAPY L	$7,186.75
04/09/25	V8010638	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	F3213	BAYADA HOME HEALTH	$341.00
04/09/25	V8010639	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	55276	BBC BENEFIT OF SCHO	$5,062.50
04/09/25	V8010640	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	54676	BLAZERWORKS	$13,062.35
04/09/25	V8010672	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	54389	JEHU'S CARE INC	$9,350.00
04/09/25	V8010706	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	52317	STONE ARCH LEARNING	$4,200.00
04/09/25	V8010709	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	D2624	THREE RIVERS PARK D	$1,208.00
04/10/25	738484	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	A0759	ORDWAY THEATRE GROU	$340.00
04/16/25	738514	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	55625	GARVEY, DYANE	$1,640.00
04/16/25	738556	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	F5623	MIDWEST EDUCATIONAL	$8,325.00
04/16/25	738578	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	F6202	THERAPY TRAVELERS L	$7,330.40
04/16/25	V8010725	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	F3213	BAYADA HOME HEALTH	$511.50
04/16/25	V8010726	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	55276	BBC BENEFIT OF SCHO	$5,062.50
04/16/25	V8010727	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	54676	BLAZERWORKS	$3,920.00
04/16/25	V8010787	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	D2624	THREE RIVERS PARK D	$1,404.08
04/21/25	V1007148	Electronic Wire Transfer	394 PMTS TO OTHER AGENCY	300 Purchased Services	PC0026	US BANK CARD KIDSTO	$300.00
04/21/25	V1007157	Electronic Wire Transfer	394 PMTS TO OTHER AGENCY	300 Purchased Services	PC0084	US BANK CARD MNEWEL	$192.00
04/21/25	V1007158	Electronic Wire Transfer	394 PMTS TO OTHER AGENCY	300 Purchased Services	PC0091	US BANK CARD OAKKID	$392.00
04/21/25	V1007166	Electronic Wire Transfer	394 PMTS TO OTHER AGENCY	300 Purchased Services	PC0087	US BANK CARD RCKIDS	$472.00
04/21/25	V1007167	Electronic Wire Transfer	394 PMTS TO OTHER AGENCY	300 Purchased Services	PC0092	US BANK CARD RLKIDS	$464.00
04/23/25	738596	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	55636	BLACK BEARS AND BLU	$347.90
04/23/25	738597	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	52988	BOB ROGERS TRAVEL I	$294.00
04/23/25	738606	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	A1081	COMPAS, INC	$1,295.00
04/23/25	738657	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	55643	RUMRIVER ART CENTER	$1,800.00
04/23/25	738665	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	F6202	THERAPY TRAVELERS L	$9,322.12
04/23/25	738669	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	52995	TARGET FIELD TOURS	$675.00
04/23/25	P406239	Epayable	394 PMTS TO OTHER AGENCY	300 Purchased Services	D0655	MINNESOTA HISTORICA	$356.00
04/23/25	V8010800	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	55310	AMPERSAND THERAPY L	$14,121.76
04/23/25	V8010802	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	55276	BBC BENEFIT OF SCHO	$5,062.50
04/23/25	V8010803	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	54676	BLAZERWORKS	$22,322.69
04/30/25	738720	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	54005	IMAGINATION THEATER	$500.00
04/30/25	738774	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	F6202	THERAPY TRAVELERS L	$10,632.50
04/30/25	738776	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	54958	TWIN CITIES HARVEST	$1,332.00
04/30/25	738779	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	A2301	VALLEY FAIR	$3,600.00
04/30/25	738787	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	55614	ZEN EDUCATE INC	$1,013.52
04/30/25	V8010883	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	F3213	BAYADA HOME HEALTH	$1,023.00

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04/30/25	V8010884	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	55276	BBC BENEFIT OF SCHO	$5,062.50
04/30/25	V8010885	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	54676	BLAZERWORKS	$18,249.63
04/30/25	V8010938	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	D2624	THREE RIVERS PARK D	$1,869.05
04/16/25	V8010774	Vendor ACH	398 INTERDEPARTMENTAL CHRGBK	300 Purchased Services	18914	RICOH USA	$19,096.90
04/02/25	738353	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55597	FEULNER, MORGAN	$105.00
04/02/25	738368	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	53200	LIBRARY COMPUTER TU	$60.00
04/02/25	738382	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55594	MUNN, MAKAI	$325.00
04/02/25	738384	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	D4374	NOVAK, JANICE	$40.00
04/02/25	P406191	Epayable	399 OTHER PURCH SERVICES	300 Purchased Services	F5619	YOUTH ENRICHMENT LE	$13,860.00
04/02/25	V8010569	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	F4180	ENGINEERING FOR KID	$3,960.00
04/02/25	V8010579	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	00572	GUARDIAN PEST SOLUT	$879.84
04/02/25	V8010581	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	F2064	HOLIDAY STATIONSTOR	$389.35
04/02/25	V8010584	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	51448	IHEALTH	$262.50
04/02/25	V8010588	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	51299	KICKERS FC	$2,168.00
04/02/25	V8010610	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	F3285	SAVE A LIFE CORP	$255.00
04/09/25	738425	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55613	AVINA, OSCAR	$45.00
04/09/25	738434	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F5737	FEIGUM, DANIEL	$105.00
04/09/25	738439	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	52342	HARDT, TRISTAN	$105.00
04/09/25	738443	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F2320	HOUSE OF PRINT	$6,296.87
04/09/25	738448	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	07396	LYNDE & MCLEOD INC	$150.00
04/09/25	738453	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	09944	MAPLE GROVE, CITY O	$701.00
04/09/25	738460	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54746	NEWBERN JR, MELVIN	$134.00
04/09/25	738463	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	D1396	SCALZO, JOEL	$280.00
04/09/25	V8010668	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	51448	IHEALTH	$255.00
04/09/25	V8010676	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	50099	LEADENS, TOM	$95.00
04/09/25	V8010684	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	55325	N1 MOTION	$3,360.00
04/16/25	738487	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F2346	ARTIS, ROGER	$180.00
04/16/25	738488	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	53927	AVANT GARB FASHIONS	$475.00
04/16/25	738490	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	A1687	BARKER, CURTIS N	$95.00
04/16/25	738491	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54065	BECKSTRAND, DARREN	$105.00
04/16/25	738492	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55024	BOECKERS, MARK	$95.00
04/16/25	738495	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	53315	CARLSON, JONATHAN	$162.00
04/16/25	738499	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54417	DASH SPORTS LLC	$1,702.50
04/16/25	738501	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	53257	DOTY, BRIAN R	$81.00
04/16/25	738503	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55385	DUNLEAVY, PATRICIA	$375.00
04/16/25	738510	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	50454	FLEISCHMAN, GREG	$162.00
04/16/25	738513	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54111	FRISCHMAN, JAMES J	$95.00
04/16/25	738515	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	52044	GEORGAKOPOULOS, TES	$195.00
04/16/25	738516	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	50636	GRISWOLD, KEVIN	$105.00
04/16/25	738517	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54929	HEATON, JENNIFER	$75.00
04/16/25	738518	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54943	HEATON, LIAM	$75.00
04/16/25	738519	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F5671	HENKE, THOMAS W	$95.00

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/16/25	738520	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55331	HENRY, GINA	$60.00
04/16/25	738521	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54107	HIDDE, KEVIN	$95.00
04/16/25	738546	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55427	KHUNISORN, PLOY	$175.00
04/16/25	738547	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	52463	KRUSEMARK, LEEANNE	$1,275.00
04/16/25	738555	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54618	MERRY, VANESSA ANNE	$485.00
04/16/25	738562	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	D4374	NOVAK, JANICE	$180.00
04/16/25	738563	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F2471	NOVINSKA, TOD	$450.00
04/16/25	738564	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55622	ORTMANN WOLD, BRITT	$60.00
04/16/25	738566	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55630	PEITSO, LANCE	$81.00
04/16/25	738569	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	53999	RIEDEL, MICHELLE M	$25.00
04/16/25	738571	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F4478	SAFEWAY DRIVING SCH	$20,725.00
04/16/25	738572	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	D1512	SANDINO, JEFFREY	$108.00
04/16/25	738574	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55345	SONNEK, MARCENE	$75.00
04/16/25	738581	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	52549	VOICES FOR ALL LLC	$49.00
04/16/25	738582	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F4905	WELLS, BRANDON	$1,300.00
04/16/25	738583	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	52470	WILLETT, RONALD A	$105.00
04/16/25	P406221	Epayable	399 OTHER PURCH SERVICES	300 Purchased Services	F2809	KIDCREATE STUDIO	$1,980.00
04/16/25	V8010720	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	53957	360 SPORTS SERVICES	$2,388.00
04/16/25	V8010723	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	53286	ARTEDUTC LLC DBA YO	$2,205.00
04/16/25	V8010741	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	18528	FINKEN WATER INC	$86.43
04/16/25	V8010742	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	54629	FJETLAND, JULIE	$385.00
04/16/25	V8010746	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	F3957	GJERSVIG, MIKE	$162.00
04/16/25	V8010747	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	00572	GUARDIAN PEST SOLUT	$396.17
04/16/25	V8010749	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	54414	HANSON SPORTS LLC	$2,704.98
04/16/25	V8010754	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	F2800	KIDZART	$1,668.00
04/16/25	V8010757	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	53453	LIVINGSTON, TYLER	$105.00
04/16/25	V8010760	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	52160	METRO VOLLEYBALL	$540.00
04/16/25	V8010761	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	A0751	METROPOLITAN COURIE	$2,173.86
04/16/25	V8010765	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	54738	NATIONAL MARTIAL AR	$1,520.51
04/16/25	V8010778	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	54582	SMITH, PAMELA	$1,000.00
04/16/25	V8010786	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	54898	TGA OF CENTRAL HENN	$460.00
04/16/25	V8010788	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	52495	TIMM, AMY L	$836.00
04/21/25	V1007099	Electronic Wire Transfer	399 OTHER PURCH SERVICES	300 Purchased Services	17694	DISH	$295.20
04/23/25	738593	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	53927	AVANT GARB FASHIONS	$350.00
04/23/25	738594	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	A1687	BARKER, CURTIS N	$95.00
04/23/25	738595	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F5952	BARTCZAK, ANDREW	$93.00
04/23/25	738602	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	52384	BUHL, PATRICK RYAN	$105.00
04/23/25	738604	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	10377	CANHAM, CRAIG	$275.00
04/23/25	738605	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	53315	CARLSON, JONATHAN	$212.00
04/23/25	738623	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F4236	HAMMER SPORTS LLC	$60.00
04/23/25	738633	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F6078	LEWIS, WILLIAM	$81.00
04/23/25	738640	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55641	MIDWEST FAST PITCH	$602.00

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/23/25	738645	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55629	MN UMPIRE ASSOCIATI	$1,235.00
04/23/25	738659	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	51114	SCHMIDTBAUER, WILLI	$95.00
04/23/25	738662	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	53269	STEPHENS, DWIGHT	$105.00
04/23/25	738664	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F0543	THAYER, CHARLES	$154.00
04/23/25	738675	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	52470	WILLETT, RONALD A	$105.00
04/23/25	P406229	Epayable	399 OTHER PURCH SERVICES	300 Purchased Services	02170	AFFORDABLE SANITATI	$645.00
04/23/25	V8010816	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	52341	FUTURA LANGUAGE PRO	$10,346.00
04/23/25	V8010817	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	F3957	GJERSVIG, MIKE	$212.00
04/23/25	V8010821	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	00572	GUARDIAN PEST SOLUT	$516.15
04/23/25	V8010825	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	51448	IHEALTH	$150.00
04/23/25	V8010835	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	52160	METRO VOLLEYBALL	$2,550.00
04/23/25	V8010838	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	55325	N1 MOTION	$1,360.00
04/30/25	738682	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54925	ALBERT, KARINE MARI	$80.00
04/30/25	738683	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F4622	ALTMAN, ADAM	$575.00
04/30/25	738685	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	50385	ARNESON, WES	$95.00
04/30/25	738689	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55024	BOECKERS, MARK	$190.00
04/30/25	738690	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55291	BOMGARDNER, GENE LE	$70.00
04/30/25	738692	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	50699	BROSS, DONALD	$95.00
04/30/25	738694	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55673	BUBOLZ, JENNIFER	$80.00
04/30/25	738696	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54104	CARDINAL, CURTIS PA	$81.00
04/30/25	738697	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55662	DEGRAY, GERALD	$81.00
04/30/25	738698	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	50446	DELANEY, MICHAEL	$267.00
04/30/25	738699	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F4439	DENNY, ROGER	$95.00
04/30/25	738701	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	53257	DOTY, BRIAN R	$243.00
04/30/25	738704	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F5737	FEIGUM, DANIEL	$210.00
04/30/25	738708	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55670	GUST, LINDA	$80.00
04/30/25	738709	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54929	HEATON, JENNIFER	$75.00
04/30/25	738710	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54943	HEATON, LIAM	$75.00
04/30/25	738712	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F5671	HENKE, THOMAS W	$95.00
04/30/25	738714	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55331	HENRY, GINA	$30.00
04/30/25	738715	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55664	HESSLER, ROBERT	$267.00
04/30/25	738716	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54107	HIDDE, KEVIN	$190.00
04/30/25	738717	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55667	HINTZ, BRANDON	$95.00
04/30/25	738719	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55668	IHRKE, JOSEPH	$105.00
04/30/25	738721	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	53145	JARVIS, JAMES	$93.00
04/30/25	738723	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F1192	JOHNSON, LAURA	$80.00
04/30/25	738724	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55669	JUNCO, WILLIAM	$105.00
04/30/25	738729	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55663	LANDY, JOSHUA	$105.00
04/30/25	738731	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55658	LEHNER, KENNETH	$105.00
04/30/25	738735	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55035	MACGILLIS, JAMES C	$93.00
04/30/25	738737	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	52559	MARSCHEL, TROY	$105.00
04/30/25	738740	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55671	MICHAELIS, JEFFREY	$81.00

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/30/25	738744	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54056	NIEMEYER, MATTHEW	$210.00
04/30/25	738745	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	D4374	NOVAK, JANICE	$60.00
04/30/25	738752	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	A4224	PARK CENTER BOYS SW	$900.00
04/30/25	738753	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	A4452	PARK CENTER WRESTLI	$495.00
04/30/25	738754	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54897	PCSH GYMNASTICS BOO	$540.00
04/30/25	738755	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55630	PEITSO, LANCE	$81.00
04/30/25	738760	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55661	ROBINSON, KEITH	$212.00
04/30/25	738762	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	52543	SCHLICHTER, EUGENE	$81.00
04/30/25	738763	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55665	SCHULTHEIS, LANDON	$90.00
04/30/25	738764	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F0269	SCHULZE, JOEL	$93.00
04/30/25	738765	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54135	SCOTT, ROBERT T JR	$70.00
04/30/25	738767	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55672	SINCLAIR, CHRISTOPH	$90.00
04/30/25	738768	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	D6566	SMITH, MICHAEL W	$105.00
04/30/25	738770	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	53907	STEVENS, EDWARD JOS	$180.00
04/30/25	738771	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F4872	TENGWALL, CHRIS	$206.00
04/30/25	738772	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54134	TERLINDEN, KEITH	$95.00
04/30/25	738780	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F5237	VELSOR, AMY	$160.00
04/30/25	738781	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F6073	WAGNER, JOHN	$81.00
04/30/25	738782	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	D8043	WARD-ELSER, KAREN E	$80.00
04/30/25	738783	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54851	WASSER, JAMIE NICOL	$400.00
04/30/25	738785	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	10352	WINCEK, JACQUELINE	$70.00
04/30/25	738786	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55676	WORM, MARK	$105.00
04/30/25	V1007171	Electronic Wire Transfer	399 OTHER PURCH SERVICES	300 Purchased Services	A0256	DELTA DENTAL PLAN	$10,307.88
04/30/25	V1007173	Electronic Wire Transfer	399 OTHER PURCH SERVICES	300 Purchased Services	54208	UMR, INC	$113,741.87
04/30/25	V8010882	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	50444	BARNES, MIKE	$105.00
04/30/25	V8010891	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	53516	BRENES, SANDRA	$540.00
04/30/25	V8010901	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	D0146	DURANT, STEVE	$95.00
04/30/25	V8010906	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	00572	GUARDIAN PEST SOLUT	$487.41
04/30/25	V8010908	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	10649	HIESTAND, DEBORAH	$70.00
04/30/25	V8010913	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	51299	KICKERS FC	$720.00
04/30/25	V8010917	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	A1548	MALLEY, DAVID L	$70.00
04/30/25	V8010920	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	52160	METRO VOLLEYBALL	$540.00
04/30/25	V8010931	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	A4143	SCHNEIDER, MICHELLE	$70.00
04/30/25	V8010934	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	54582	SMITH, PAMELA	$500.00
04/30/25	V8010941	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	D5673	WINN, GEORGE	$140.00
				300 Purchased Services Subtotal			**$4,529,085.84**
04/02/25	738347	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	55173	CUMMINS SALES AND S	$80.32
04/02/25	738351	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	54571	ECOLAB USA INC	$1,443.55
04/02/25	738390	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	26548	RAPTOR TECHNOLOGIES	$1,760.00
04/02/25	738399	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	53960	SUMMIT SAFETY LLC D	$91.93
04/02/25	P406186	Epayable	401 GENERAL SUPPLIES	400 Supplies & Materials	16828	MCKESSON MEDICAL-SU	$230.83
04/02/25	V8010550	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	08040	BALLARD & TIGHE, PU	$217.15

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/02/25	V8010587	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	08106	JW PEPPER	$65.89
04/02/25	V8010596	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	00284	NASCO	$58.40
04/02/25	V8010608	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	08310	REMEDIA PUBLICATION	$51.96
04/02/25	V8010612	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	15559	SCHOOL NURSE SUPPLY	$330.47
04/04/25	V5027693	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E35056	ABIOLA C ADEGEYE	$314.98
04/04/25	V5027698	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E16833	EILEEN E BAKER	$47.42
04/04/25	V5027706	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E34141	SONNI BUERSKIN	$91.38
04/04/25	V5027730	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E29376	RACHEL A HIBBLER	$35.44
04/04/25	V5027740	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E25501	EMILY JUAIRE	$188.31
04/04/25	V5027742	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E22117	DONNA M KLICHE	$100.00
04/04/25	V5027745	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E18927	DONNA L KNUTSON	$16.55
04/04/25	V5027748	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E31100	SILVIA LISTER	$52.28
04/04/25	V5027750	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E28945	NICOLE M LUCAS	$91.58
04/04/25	V5027764	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E33867	MAKAYLA R PAULSON	$142.05
04/04/25	V5027775	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E26091	LINDA B SCHWARTZ	$58.02
04/04/25	V5027781	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E24761	KAYLA J STREI	$194.15
04/04/25	V5027784	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E21514	ELISHA F TAMURA-BEA	$97.20
04/04/25	V5027798	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E34303	DANIELLE ZURN	$57.81
04/09/25	738433	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	54571	ECOLAB USA INC	$1,922.62
04/09/25	738449	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	19911	MAKERBOT INDUSTRIES	$86.62
04/09/25	738456	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	F5966	MN DEPT OF HEALTH	$35.00
04/09/25	738469	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	53856	OFFICE OF THE SECRE	$120.00
04/09/25	738470	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	53856	OFFICE OF THE SECRE	$120.00
04/09/25	738471	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	53856	OFFICE OF THE SECRE	$120.00
04/09/25	738472	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	53856	OFFICE OF THE SECRE	$120.00
04/09/25	738473	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	53856	OFFICE OF THE SECRE	$120.00
04/09/25	P406192	Epayable	401 GENERAL SUPPLIES	400 Supplies & Materials	16894	BARCODES LLC	$147.62
04/09/25	P406210	Epayable	401 GENERAL SUPPLIES	400 Supplies & Materials	09503	TRIO SUPPLY COMPANY	$19,150.20
04/09/25	P406213	Epayable	401 GENERAL SUPPLIES	400 Supplies & Materials	07458	VIRCO MFG CORPORATI	$159.84
04/09/25	V8010661	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	00188	GOPHER SPORT	$426.19
04/09/25	V8010671	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	17401	INNOVATIVE OFFICE S	$2,892.00
04/09/25	V8010679	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	54572	MARTIN MARIETTA MAT	$170.00
04/09/25	V8010681	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	09737	MINNEAPOLIS OXYGEN	$67.00
04/16/25	738502	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	20292	DRIVEN COFFEE	$766.00
04/16/25	738506	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	54571	ECOLAB USA INC	$729.23
04/16/25	738554	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	07513	MENARDS BROOKLYN PA	-$1,322.46
04/16/25	738558	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	F5966	MN DEPT OF HEALTH	$35.00
04/16/25	P406214	Epayable	401 GENERAL SUPPLIES	400 Supplies & Materials	00130	ANCHOR PAPER COMPAN	$1,039.80
04/16/25	P406219	Epayable	401 GENERAL SUPPLIES	400 Supplies & Materials	A3975	CUB FOODS MAPLE GRO	$58.63
04/16/25	V8010736	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	12799	CASAS	$15.00
04/16/25	V8010737	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	54537	CDW GOVERNMENT	$96.20
04/16/25	V8010759	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	54572	MARTIN MARIETTA MAT	$75.00

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/16/25	V8010762	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	09737	MINNEAPOLIS OXYGEN	$198.16
04/16/25	V8010767	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	08447	NYSTROM PUBLISHING	$771.62
04/16/25	V8010774	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	18914	RICOH USA	$1,163.92
04/16/25	V8010776	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	52245	SCHOOL SPECIALTY LL	$44.11
04/18/25	V5027802	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E26061	STEVEN ALJETS	$48.84
04/18/25	V5027811	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E33198	JOSEE AXBERG	$81.23
04/18/25	V5027881	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E32535	RACHEL DLOUHY	$49.95
04/18/25	V5027884	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E20854	GRETCHEN M DULLINGE	$40.89
04/18/25	V5027903	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E29161	JILL C FREY	$197.00
04/18/25	V5027914	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E13679	NANCY L GOETTL	$47.51
04/18/25	V5027969	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E25501	EMILY JUAIRE	$100.00
04/18/25	V5027977	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E9992	ANGELA M KETTNER	$174.81
04/18/25	V5028004	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E28293	KAITLYN A LEININGER	$202.64
04/18/25	V5028075	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E32144	EMILY R BROWN	$152.51
04/18/25	V5028088	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E32614	TAYLOR E POTVIN	$168.92
04/18/25	V5028089	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E19433	SARA ANN PREINER	$29.70
04/18/25	V5028136	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E24761	KAYLA J STREI	$98.84
04/21/25	V1007120	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0096	US BANK CARD BWKIDS	$57.74
04/21/25	V1007121	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0019	US BANK CARD CIESDE	$15.25
04/21/25	V1007124	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0021	US BANK CARD CUSTOD	$896.40
04/21/25	V1007131	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0080	US BANK CARD ELPROG	$73.92
04/21/25	V1007134	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0049	US BANK CARD EXIONG	$332.27
04/21/25	V1007135	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0060	US BANK CARD FACE	$81.94
04/21/25	V1007137	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0037	US BANK CARD FOODNU	$5,354.82
04/21/25	V1007140	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0055	US BANK CARD INDIAN	$1,984.76
04/21/25	V1007141	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0102	US BANK CARD JBECKE	$3,056.00
04/21/25	V1007143	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0061	US BANK CARD JMORST	$8.00
04/21/25	V1007144	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0054	US BANK CARD JNEUMA	$32.10
04/21/25	V1007152	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0012	US BANK CARD LFOSTE	$1,532.32
04/21/25	V1007153	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0038	US BANK CARD LIAVAN	$551.98
04/21/25	V1007156	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0039	US BANK CARD MDURAN	$2,396.65
04/21/25	V1007160	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0081	US BANK CARD PURCHA	$15,349.66
04/21/25	V1007161	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC009	US BANK CARD PURCHB	$2,259.85
04/21/25	V1007163	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0072	US BANK CARD PURCHD	$18.02
04/21/25	V1007164	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0074	US BANK CARD PURCHG	$6,699.87
04/21/25	V1007165	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC006	US BANK CARD PURCHO	$13,796.95
04/21/25	V1007169	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0035	US BANK CARD TSCHRE	$1,470.00
04/23/25	738610	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	54571	ECOLAB USA INC	$3,748.20
04/23/25	738618	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	17429	FRA-DOR INC	$367.68
04/23/25	738620	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	55555	GRIMCO INC	$734.88
04/23/25	738638	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	54438	MARTHALER, REANNA	$166.89
04/23/25	738642	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	A5418	MINNESOTA COMMUNITY	$50.00

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/23/25	738654	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	20028	RED WING SHOE STORE	$595.49
04/23/25	738663	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	51745	SUNDANCE ENTERTAINM	$300.00
04/23/25	P406228	Epayable	401 GENERAL SUPPLIES	400 Supplies & Materials	50226	ACCO BRANDS USA LLC	$15.78
04/23/25	P406233	Epayable	401 GENERAL SUPPLIES	400 Supplies & Materials	05628	DISCOUNT SCHOOL SUP	$810.55
04/23/25	P406245	Epayable	401 GENERAL SUPPLIES	400 Supplies & Materials	09503	TRIO SUPPLY COMPANY	$23,251.45
04/23/25	V8010799	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	22094	ACTION RADIO & COMM	$220.00
04/23/25	V8010829	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	06538	LAKESHORE LEARNING	$227.96
04/23/25	V8010833	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	54572	MARTIN MARIETTA MAT	$25.00
04/23/25	V8010842	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	08447	NYSTROM PUBLISHING	$1,068.65
04/23/25	V8010859	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	22111	SOUTHERN MN INSPECT	$1,500.00
04/23/25	V8010865	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	00392	TRANS-MISSISSIPPI B	$49.90
04/30/25	738678	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	18785	1ST AYD MAINTENANCE	$440.36
04/30/25	738679	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	09395	ACADEMIC THERAPY PU	$79.52
04/30/25	738730	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	16747	LEGO EDUCATION	$1,319.80
04/30/25	738741	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	F5966	MN DEPT OF HEALTH	$35.00
04/30/25	738742	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	F5966	MN DEPT OF HEALTH	$35.00
04/30/25	738775	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	55018	TINYMOBILEROBOTS US	$261.10
04/30/25	P406248	Epayable	401 GENERAL SUPPLIES	400 Supplies & Materials	00131	DEMCO	$964.38
04/30/25	P406252	Epayable	401 GENERAL SUPPLIES	400 Supplies & Materials	08327	JONES SCHOOL SUPPLY	$766.87
04/30/25	P406255	Epayable	401 GENERAL SUPPLIES	400 Supplies & Materials	00886	THE LIBRARY STORE I	$611.89
04/30/25	V8010879	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	22094	ACTION RADIO & COMM	$36.67
04/30/25	V8010907	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	50121	HEARING HEALTH CLIN	$295.22
04/30/25	V8010932	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	52245	SCHOOL SPECIALTY LL	$22.02
04/30/25	V8010940	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	18378	WASP BARCODE TECHNO	$506.95
04/02/25	738339	Vendor Check	402 APPAREL	400 Supplies & Materials	55465	32ND COLLECTIVE	$392.00
04/02/25	V8010555	Vendor ACH	402 APPAREL	400 Supplies & Materials	26509	BOND BRANDED GEAR I	$234.25
04/16/25	738577	Vendor Check	402 APPAREL	400 Supplies & Materials	12711	TAHO SPORTSWEAR INC	$674.95
04/16/25	V8010729	Vendor ACH	402 APPAREL	400 Supplies & Materials	26509	BOND BRANDED GEAR I	$585.75
04/16/25	V8010772	Vendor ACH	402 APPAREL	400 Supplies & Materials	25198	REBYL SPORTS	$993.75
04/21/25	V1007156	Electronic Wire Transfer	402 APPAREL	400 Supplies & Materials	PC0039	US BANK CARD MDURAN	$711.38
04/23/25	738660	Vendor Check	402 APPAREL	400 Supplies & Materials	13702	SHIRT STARZ INC	$1,429.48
04/23/25	V8010807	Vendor ACH	402 APPAREL	400 Supplies & Materials	03211	BSN SPORTS LLC	$719.67
04/30/25	738766	Vendor Check	402 APPAREL	400 Supplies & Materials	13702	SHIRT STARZ INC	$719.50
04/30/25	V8010889	Vendor ACH	402 APPAREL	400 Supplies & Materials	26509	BOND BRANDED GEAR I	$3,340.25
04/16/25	738580	Vendor Check	405 NONINSTRUC SOFTWARE/LICEN	400 Supplies & Materials	03415	UNIVERSITY OF OREGO	$500.00
04/16/25	V8010736	Vendor ACH	405 NONINSTRUC SOFTWARE/LICEN	400 Supplies & Materials	12799	CASAS	$1,750.00
04/16/25	V8010750	Vendor ACH	405 NONINSTRUC SOFTWARE/LICEN	400 Supplies & Materials	26561	HIGH POINT NETWORKS	$3,022.24
04/21/25	V1007153	Electronic Wire Transfer	405 NONINSTRUC SOFTWARE/LICEN	400 Supplies & Materials	PC0038	US BANK CARD LIAVAN	$359.99
04/23/25	738592	Vendor Check	405 NONINSTRUC SOFTWARE/LICEN	400 Supplies & Materials	F4899	ARVIG	$926.90
04/23/25	V8010848	Vendor ACH	405 NONINSTRUC SOFTWARE/LICEN	400 Supplies & Materials	05024	PRO-TEC DESIGN	$8,561.57
04/30/25	V8010939	Vendor ACH	405 NONINSTRUC SOFTWARE/LICEN	400 Supplies & Materials	51457	T-MOBILE USA INC	$2,960.00
04/09/25	738424	Vendor Check	406 INSTRUCT SOFTWARE/LIC AGR	400 Supplies & Materials	55328	AVI SYSTEMS INC	$1,900.00

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/09/25	738428	Vendor Check	406 INSTRUCT SOFTWARE/LIC AGR	400 Supplies & Materials	55315	BYTESPEED LLC	$224.35
04/09/25	V8010689	Vendor ACH	406 INSTRUCT SOFTWARE/LIC AGR	400 Supplies & Materials	D4539	NORTH HENNEPIN COMM	$3,000.00
04/16/25	738579	Vendor Check	406 INSTRUCT SOFTWARE/LIC AGR	400 Supplies & Materials	52920	ULTIMATESLP	$139.92
04/16/25	V8010751	Vendor ACH	406 INSTRUCT SOFTWARE/LIC AGR	400 Supplies & Materials	18609	IXL LEARNING INC	$1,687.50
04/21/25	V1007153	Electronic Wire Transfer	406 INSTRUCT SOFTWARE/LIC AGR	400 Supplies & Materials	PC0038	US BANK CARD LIAVAN	$285.00
04/23/25	738603	Vendor Check	406 INSTRUCT SOFTWARE/LIC AGR	400 Supplies & Materials	55315	BYTESPEED LLC	$183.75
04/23/25	738626	Vendor Check	406 INSTRUCT SOFTWARE/LIC AGR	400 Supplies & Materials	A1613	INTERMEDIATE DISTRI	$17,723.80
04/23/25	P406242	Epayable	406 INSTRUCT SOFTWARE/LIC AGR	400 Supplies & Materials	F7518	TECHSMITH CORPORATI	$598.15
04/30/25	738758	Vendor Check	406 INSTRUCT SOFTWARE/LIC AGR	400 Supplies & Materials	26546	REFERENCEPOINT PRES	$295.00
04/02/25	738398	Vendor Check	412 WATER TREATMENT	400 Supplies & Materials	55041	STEP SAVER INC	$180.80
04/02/25	V8010548	Vendor ACH	412 WATER TREATMENT	400 Supplies & Materials	51769	APOLLO WATER SERVIC	$2,155.20
04/09/25	738474	Vendor Check	412 WATER TREATMENT	400 Supplies & Materials	55041	STEP SAVER INC	$156.80
04/09/25	V8010635	Vendor ACH	412 WATER TREATMENT	400 Supplies & Materials	51769	APOLLO WATER SERVIC	$5,172.20
04/23/25	V8010822	Vendor ACH	412 WATER TREATMENT	400 Supplies & Materials	20217	HAWKINS INC	$3,182.18
04/30/25	738769	Vendor Check	412 WATER TREATMENT	400 Supplies & Materials	55041	STEP SAVER INC	$910.40
04/30/25	V8010880	Vendor ACH	412 WATER TREATMENT	400 Supplies & Materials	51769	APOLLO WATER SERVIC	$3,183.04
04/02/25	738391	Vendor Check	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	06890	RM COTTON CO	$322.35
04/02/25	V8010557	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	00378	BORDER STATES ELECT	$39.72
04/02/25	V8010565	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	18405	CTM SERVICES INC	$31.56
04/02/25	V8010567	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	06823	CUTTER SALES INC	$283.11
04/02/25	V8010571	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	15834	FERGUSON ENTERPRISE	$1,078.23
04/02/25	V8010595	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	09100	MTI DISTRIBUTING CO	$130.04
04/02/25	V8010598	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	17384	NILFISK INC	$337.10
04/02/25	V8010606	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	51251	QUALE COMPANIES	$1,809.98
04/02/25	V8010615	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	00565	STATE SUPPLY CO INC	$114.48
04/02/25	V8010620	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	15270	VIKING ELECTRIC	$204.60
04/09/25	738442	Vendor Check	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	51768	HLS OUTDOOR	$2,522.30
04/09/25	P406194	Epayable	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	05641	BATTERIES PLUS MG B	-$571.60
04/09/25	P406206	Epayable	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	00390	TOLL GAS & WELDING	$95.48
04/09/25	V8010643	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	00378	BORDER STATES ELECT	$103.27
04/09/25	V8010653	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	06823	CUTTER SALES INC	$107.15
04/09/25	V8010658	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	15834	FERGUSON ENTERPRISE	$1,283.40
04/09/25	V8010688	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	17384	NILFISK INC	$340.00
04/09/25	V8010705	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	00565	STATE SUPPLY CO INC	$248.32
04/09/25	V8010712	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	16162	ULINE	$1,274.97
04/09/25	V8010716	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	15270	VIKING ELECTRIC	$143.14
04/16/25	738522	Vendor Check	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	51768	HLS OUTDOOR	$1,385.24
04/16/25	738527	Vendor Check	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	50749	INSULATION MIDWEST	$13,816.92
04/16/25	738554	Vendor Check	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	07513	MENARDS BROOKLYN PA	$3,477.51
04/16/25	738560	Vendor Check	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	54966	NAPA AUTO PARTS	$315.17
04/16/25	P406222	Epayable	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	18784	NORTHWEST LIGHTING	$120.00
04/16/25	V8010730	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	00378	BORDER STATES ELECT	$693.95

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/16/25	V8010734	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	54215	BUILDING CONTROLS &	$207.24
04/16/25	V8010740	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	15834	FERGUSON ENTERPRISE	$1,496.62
04/16/25	V8010766	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	17384	NILFISK INC	$476.41
04/16/25	V8010770	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	51251	QUALE COMPANIES	$2,919.26
04/16/25	V8010771	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	52998	R&R SPECIALTIES OF	$138.00
04/16/25	V8010790	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	15270	VIKING ELECTRIC	$185.44
04/21/25	V1007124	Electronic Wire Transfer	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	PC0021	US BANK CARD CUSTOD	$1,304.34
04/21/25	V1007145	Electronic Wire Transfer	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	PC0023	US BANK CARD JSCHLO	$776.37
04/21/25	V1007155	Electronic Wire Transfer	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	PC0022	US BANK CARD MAINTE	$719.78
04/21/25	V1007156	Electronic Wire Transfer	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	PC0039	US BANK CARD MDURAN	$3,138.00
04/21/25	V1007160	Electronic Wire Transfer	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	PC0081	US BANK CARD PURCHA	$1,110.51
04/21/25	V1007164	Electronic Wire Transfer	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	PC0074	US BANK CARD PURCHG	$1,203.52
04/23/25	738639	Vendor Check	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	07513	MENARDS BROOKLYN PA	$73.44
04/23/25	738652	Vendor Check	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	18469	PIONEER ATHLETICS	$3,471.10
04/23/25	738656	Vendor Check	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	06890	RM COTTON CO	$336.90
04/23/25	V8010805	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	00378	BORDER STATES ELECT	$131.07
04/23/25	V8010815	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	15834	FERGUSON ENTERPRISE	$264.00
04/23/25	V8010840	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	17384	NILFISK INC	$277.81
04/23/25	V8010850	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	51251	QUALE COMPANIES	$1,137.78
04/23/25	V8010854	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	00350	SCAN AIR FILTER SYS	$11,518.06
04/23/25	V8010869	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	15270	VIKING ELECTRIC	$128.06
04/30/25	738688	Vendor Check	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	55657	BATTERIES PLUS BLAI	$475.90
04/30/25	738718	Vendor Check	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	51768	HLS OUTDOOR	$512.48
04/30/25	738739	Vendor Check	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	07513	MENARDS BROOKLYN PA	$460.12
04/30/25	P406247	Epayable	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	05641	BATTERIES PLUS MG B	-$499.17
04/30/25	P406250	Epayable	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	04382	GOLDEN VALLEY SUPPL	$190.08
04/30/25	P406257	Epayable	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	00390	TOLL GAS & WELDING	$204.94
04/30/25	V8010890	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	00378	BORDER STATES ELECT	$394.54
04/30/25	V8010900	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	06823	CUTTER SALES INC	$64.99
04/30/25	V8010902	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	15834	FERGUSON ENTERPRISE	$72.52
04/30/25	V8010921	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	17384	NILFISK INC	$646.43
04/30/25	V8010930	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	00350	SCAN AIR FILTER SYS	$13,958.56
04/02/25	V8010547	Vendor ACH	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	22094	ACTION RADIO & COMM	$526.00
04/02/25	V8010603	Vendor ACH	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	26510	PARTS TOWN LLC	$1,285.83
04/02/25	V8010605	Vendor ACH	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	05024	PRO-TEC DESIGN	$1,872.77
04/09/25	P406198	Epayable	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	00207	HOBART CORP	$861.70
04/09/25	V8010632	Vendor ACH	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	22094	ACTION RADIO & COMM	$234.00
04/09/25	V8010643	Vendor ACH	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	00378	BORDER STATES ELECT	$239.26
04/09/25	V8010647	Vendor ACH	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	54537	CDW GOVERNMENT	$6,096.00
04/09/25	V8010691	Vendor ACH	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	26510	PARTS TOWN LLC	$1,417.08
04/09/25	V8010698	Vendor ACH	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	05024	PRO-TEC DESIGN	$2,992.92
04/16/25	738524	Vendor Check	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	55516	HP INC	$178.07

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04/16/25	V8010722	Vendor ACH	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	22094	ACTION RADIO & COMM	$81.00
04/21/25	V1007156	Electronic Wire Transfer	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	PC0039	US BANK CARD MDURAN	$259.76
04/21/25	V1007160	Electronic Wire Transfer	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	PC0081	US BANK CARD PURCHA	$244.78
04/21/25	V1007164	Electronic Wire Transfer	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	PC0074	US BANK CARD PURCHG	$444.21
04/23/25	V8010799	Vendor ACH	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	22094	ACTION RADIO & COMM	$20.00
04/23/25	V8010844	Vendor ACH	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	26510	PARTS TOWN LLC	$635.51
04/23/25	V8010848	Vendor ACH	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	05024	PRO-TEC DESIGN	$1,136.10
04/30/25	P406251	Epayable	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	00207	HOBART CORP	$2,949.05
04/30/25	V8010879	Vendor ACH	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	22094	ACTION RADIO & COMM	$227.00
04/30/25	V8010926	Vendor ACH	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	05024	PRO-TEC DESIGN	$1,118.07
04/21/25	V1007155	Electronic Wire Transfer	423 PERMITS	400 Supplies & Materials	PC0022	US BANK CARD MAINTE	$380.00
04/02/25	V8010554	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	09479	BLICK ART MATERIALS	$459.75
04/02/25	V8010556	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	53648	BOOK DEPOT INC	$150.92
04/02/25	V8010559	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	17391	BOUND TREE MEDICAL	$1,249.99
04/02/25	V8010560	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	03211	BSN SPORTS LLC	$1,199.90
04/02/25	V8010574	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	18821	FUN & FUNCTION	$293.65
04/02/25	V8010575	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	22068	FUN EXPRESS LLC	$52.78
04/02/25	V8010577	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	00188	GOPHER SPORT	$1,007.66
04/02/25	V8010578	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	00193	GROTH MUSIC COMPANY	$338.40
04/02/25	V8010587	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	08106	JW PEPPER	$1,019.33
04/02/25	V8010613	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	52245	SCHOOL SPECIALTY LL	$35.07
04/02/25	V8010616	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	D2624	THREE RIVERS PARK D	$565.00
04/04/25	V5027718	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E25957	JESSICA A DUNHAM	$98.07
04/04/25	V5027733	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E28200	HEATHER K HJELMSTAD	$260.79
04/04/25	V5027768	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E25997	JENNIFER L PETERSON	$126.58
04/04/25	V5027788	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E27799	ANDREA J TOOLEY	$22.57
04/04/25	V5027790	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E33590	ASHLEY G VANG	$101.36
04/04/25	V5027794	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E16131	SHANON WHITESIDE	$86.13
04/09/25	738422	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	01295	ADA BADMINTON	$44.00
04/09/25	738436	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	55610	FLIK INTERNATIONAL	$1,180.75
04/09/25	738458	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	54966	NAPA AUTO PARTS	$28.48
04/09/25	738476	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	51745	SUNDANCE ENTERTAINM	$320.00
04/09/25	738480	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	D5124	WESTMARK PRODUCTION	$335.00
04/09/25	P406193	Epayable	430 INSTR MATERIALS	400 Supplies & Materials	08889	BARNES & NOBLE	$22.37
04/09/25	P406204	Epayable	430 INSTR MATERIALS	400 Supplies & Materials	00351	SCHMITT MUSIC	$1,957.50
04/09/25	P406211	Epayable	430 INSTR MATERIALS	400 Supplies & Materials	07505	UCS INC	$252.00
04/09/25	P406212	Epayable	430 INSTR MATERIALS	400 Supplies & Materials	18859	VEX ROBOTICS INC	$4,641.95
04/09/25	V8010633	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	53256	ALTA	$130.50
04/09/25	V8010644	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	17391	BOUND TREE MEDICAL	$1,562.94
04/09/25	V8010646	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	03211	BSN SPORTS LLC	$3,857.63
04/09/25	V8010651	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	53619	CLP GRAPHICS	$233.36
04/09/25	V8010661	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	00188	GOPHER SPORT	$1,162.03

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/09/25	V8010663	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	00193	GROTH MUSIC COMPANY	$188.05
04/09/25	V8010674	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	08106	JW PEPPER	$65.00
04/09/25	V8010675	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	06538	LAKESHORE LEARNING	$120.59
04/09/25	V8010682	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	00273	MINNESOTA CLAY	$2,266.06
04/09/25	V8010685	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	00284	NASCO	$891.26
04/09/25	V8010699	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	02381	REALLY GOOD STUFF	$26.43
04/09/25	V8010701	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	52245	SCHOOL SPECIALTY LL	$52.50
04/09/25	V8010710	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	00392	TRANS-MISSISSIPPI B	$129.52
04/09/25	V8010717	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	07819	WEST MUSIC	$190.29
04/16/25	738485	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	26573	ADA SPORTS & RACKET	$231.00
04/16/25	738494	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	55556	CAN ART CHANGE THE	$2,000.00
04/16/25	738505	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	53998	ECKROTH MUSIC CO	$12.67
04/16/25	738545	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	E21009	TRACY A JUDGE	$89.33
04/16/25	738554	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	07513	MENARDS BROOKLYN PA	$215.24
04/16/25	P406215	Epayable	430 INSTR MATERIALS	400 Supplies & Materials	08889	BARNES & NOBLE	$230.22
04/16/25	P406217	Epayable	430 INSTR MATERIALS	400 Supplies & Materials	F5864	COUGHLAN COMPANIES	$149.19
04/16/25	P406218	Epayable	430 INSTR MATERIALS	400 Supplies & Materials	F5616	CUB FOODS BROOKLYN	$1,009.73
04/16/25	P406219	Epayable	430 INSTR MATERIALS	400 Supplies & Materials	A3975	CUB FOODS MAPLE GRO	$1,588.30
04/16/25	P406223	Epayable	430 INSTR MATERIALS	400 Supplies & Materials	53809	PROJECT LEAD THE WA	$5,490.00
04/16/25	P406224	Epayable	430 INSTR MATERIALS	400 Supplies & Materials	00351	SCHMITT MUSIC	$375.58
04/16/25	P406225	Epayable	430 INSTR MATERIALS	400 Supplies & Materials	26591	SCHOLASTIC BOOK CLU	$1,899.57
04/16/25	P406226	Epayable	430 INSTR MATERIALS	400 Supplies & Materials	12744	THERAPY SHOPPE	$175.23
04/16/25	V8010724	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	15800	B & H PHOTOVIDEO	$314.94
04/16/25	V8010728	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	09479	BLICK ART MATERIALS	$222.65
04/16/25	V8010733	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	03211	BSN SPORTS LLC	$1,688.10
04/16/25	V8010748	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	07552	HAND2MIND INC	$2,068.12
04/16/25	V8010753	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	08106	JW PEPPER	$183.00
04/16/25	V8010764	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	00284	NASCO	$531.40
04/16/25	V8010776	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	52245	SCHOOL SPECIALTY LL	$711.67
04/16/25	V8010791	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	07819	WEST MUSIC	$1,890.38
04/18/25	V5027846	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E21568	STEPHEN C BOULKA	$288.73
04/18/25	V5027870	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E31484	LAURA C COULTER	$24.39
04/18/25	V5027879	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E28356	ALEXANDER S DICK	$123.45
04/18/25	V5027893	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E22812	REBECCA A FAATZ	$27.96
04/18/25	V5027899	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E25183	SEAN W FISHER	$99.64
04/18/25	V5027906	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E24259	JENNIFER A GAAB	$116.35
04/18/25	V5027908	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E25408	AMY A GALE	$156.75
04/18/25	V5027946	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E19760	TRACY HUDRICK-TRACY	$78.30
04/18/25	V5027972	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E22170	KATE MARIE KALLEVIG	$231.79
04/18/25	V5027977	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E9992	ANGELA M KETTNER	$43.96
04/18/25	V5027982	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E13658	JENNIFER KING	$56.79
04/18/25	V5028018	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E26896	JENNE L LUEKER	$100.00

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/18/25	V5028022	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E26469	KATIE K LYNCH	$133.72
04/18/25	V5028026	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E32509	JENNIFER E MALECHA	$99.73
04/18/25	V5028075	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E32144	EMILY R BROWN	$164.00
04/18/25	V5028137	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E23530	KIM M STROMBACK	$15.50
04/18/25	V5028161	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E20776	ANDREA S WAGNER	$195.87
04/21/25	V1007120	Electronic Wire Transfer	430 INSTR MATERIALS	400 Supplies & Materials	PC0096	US BANK CARD BWKIDS	$23.97
04/21/25	V1007121	Electronic Wire Transfer	430 INSTR MATERIALS	400 Supplies & Materials	PC0019	US BANK CARD CIESDE	$43.56
04/21/25	V1007136	Electronic Wire Transfer	430 INSTR MATERIALS	400 Supplies & Materials	PC0089	US BANK CARD FBKIDS	$68.14
04/21/25	V1007140	Electronic Wire Transfer	430 INSTR MATERIALS	400 Supplies & Materials	PC0055	US BANK CARD INDIAN	$127.72
04/21/25	V1007144	Electronic Wire Transfer	430 INSTR MATERIALS	400 Supplies & Materials	PC0054	US BANK CARD JNEUMA	$947.65
04/21/25	V1007153	Electronic Wire Transfer	430 INSTR MATERIALS	400 Supplies & Materials	PC0038	US BANK CARD LIAVAN	$326.43
04/21/25	V1007156	Electronic Wire Transfer	430 INSTR MATERIALS	400 Supplies & Materials	PC0039	US BANK CARD MDURAN	$3,664.78
04/21/25	V1007157	Electronic Wire Transfer	430 INSTR MATERIALS	400 Supplies & Materials	PC0084	US BANK CARD MNEWEL	$1,013.70
04/21/25	V1007160	Electronic Wire Transfer	430 INSTR MATERIALS	400 Supplies & Materials	PC0081	US BANK CARD PURCHA	$22,072.09
04/21/25	V1007161	Electronic Wire Transfer	430 INSTR MATERIALS	400 Supplies & Materials	PC009	US BANK CARD PURCHB	$3,248.77
04/21/25	V1007162	Electronic Wire Transfer	430 INSTR MATERIALS	400 Supplies & Materials	PC0017	US BANK CARD PURCHD	$38.62
04/21/25	V1007165	Electronic Wire Transfer	430 INSTR MATERIALS	400 Supplies & Materials	PC006	US BANK CARD PURCHO	$10,348.26
04/21/25	V1007166	Electronic Wire Transfer	430 INSTR MATERIALS	400 Supplies & Materials	PC0087	US BANK CARD RCKIDS	$179.39
04/21/25	V1007167	Electronic Wire Transfer	430 INSTR MATERIALS	400 Supplies & Materials	PC0092	US BANK CARD RLKIDS	$28.46
04/21/25	V1007170	Electronic Wire Transfer	430 INSTR MATERIALS	400 Supplies & Materials	PC0095	US BANK CARD WDKIDS	$46.38
04/23/25	738632	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	16747	LEGO EDUCATION	$3,299.50
04/23/25	738641	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	07155	MINNEAPOLIS INSTITU	$108.00
04/23/25	738648	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	55649	NGUYEN, JUSTIN	$68.29
04/23/25	738668	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	F5229	TROPHIES PLUS INC	$84.00
04/23/25	738672	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	54932	UPPER STORY LLC	$1,599.36
04/23/25	P406232	Epayable	430 INSTR MATERIALS	400 Supplies & Materials	08889	BARNES & NOBLE	$1,365.79
04/23/25	P406241	Epayable	430 INSTR MATERIALS	400 Supplies & Materials	00351	SCHMITT MUSIC	$1,587.02
04/23/25	V8010804	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	09479	BLICK ART MATERIALS	$844.69
04/23/25	V8010807	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	03211	BSN SPORTS LLC	$323.98
04/23/25	V8010809	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	00091	CAROLINA BIOLOGICAL	$110.30
04/23/25	V8010812	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	53619	CLP GRAPHICS	$429.13
04/23/25	V8010818	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	00188	GOPHER SPORT	$505.06
04/23/25	V8010827	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	08106	JW PEPPER	$175.00
04/23/25	V8010834	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	16958	MATH LEARNING CENTE	$158,202.72
04/23/25	V8010855	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	00355	SCHOOL HEALTH SUPPL	$437.40
04/23/25	V8010856	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	52245	SCHOOL SPECIALTY LL	$845.57
04/23/25	V8010871	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	07819	WEST MUSIC	$159.95
04/30/25	738702	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	53998	ECKROTH MUSIC CO	$49.00
04/30/25	738739	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	07513	MENARDS BROOKLYN PA	$1,077.25
04/30/25	P406246	Epayable	430 INSTR MATERIALS	400 Supplies & Materials	08889	BARNES & NOBLE	$1,279.80
04/30/25	P406249	Epayable	430 INSTR MATERIALS	400 Supplies & Materials	06952	FLINN SCIENTIFIC	$340.29
04/30/25	P406254	Epayable	430 INSTR MATERIALS	400 Supplies & Materials	00351	SCHMITT MUSIC	$271.55

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/30/25	P406260	Epayable	430 INSTR MATERIALS	400 Supplies & Materials	00413	WENGER CORPORATION	$240.48
04/30/25	V8010877	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	17648	4IMPRINT	$943.69
04/30/25	V8010881	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	15800	B & H PHOTOVIDEO	$332.43
04/30/25	V8010886	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	09479	BLICK ART MATERIALS	$222.65
04/30/25	V8010903	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	22068	FUN EXPRESS LLC	$221.34
04/30/25	V8010904	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	00188	GOPHER SPORT	$285.90
04/30/25	V8010905	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	00193	GROTH MUSIC COMPANY	$298.20
04/30/25	V8010912	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	08106	JW PEPPER	$48.20
04/30/25	V8010915	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	06538	LAKESHORE LEARNING	$795.96
04/30/25	V8010929	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	02381	REALLY GOOD STUFF	$56.88
04/30/25	V8010935	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	05687	SNA SPORTS GROUP LL	$258.00
04/02/25	738383	Vendor Check	433 INDIV INSTR MATERIAL	400 Supplies & Materials	00475	NCS PEARSON INC	$1,957.19
04/02/25	P406189	Epayable	433 INDIV INSTR MATERIAL	400 Supplies & Materials	12744	THERAPY SHOPPE	$93.28
04/02/25	V8010566	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	00119	CURRICULUM ASSOCIAT	$1,547.70
04/02/25	V8010613	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	52245	SCHOOL SPECIALTY LL	$217.92
04/04/25	V5027743	Employee Reimbursement	433 INDIV INSTR MATERIAL	400 Supplies & Materials	E27451	JESS T KLINE	$52.00
04/09/25	738432	Vendor Check	433 INDIV INSTR MATERIAL	400 Supplies & Materials	55612	DAHL, DESTINY	$16.13
04/09/25	738459	Vendor Check	433 INDIV INSTR MATERIAL	400 Supplies & Materials	00475	NCS PEARSON INC	$817.95
04/09/25	738466	Vendor Check	433 INDIV INSTR MATERIAL	400 Supplies & Materials	54877	SHINE EARLY LEARNIN	$422.00
04/09/25	P406203	Epayable	433 INDIV INSTR MATERIAL	400 Supplies & Materials	50120	RIVERSIDE INSIGHTS	$2,045.60
04/09/25	P406205	Epayable	433 INDIV INSTR MATERIAL	400 Supplies & Materials	F4836	STARFALL EDUCATION	$70.00
04/09/25	V8010636	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	08294	APPLE INC	$139.86
04/09/25	V8010637	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	15800	B & H PHOTOVIDEO	$97.40
04/09/25	V8010661	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	00188	GOPHER SPORT	$67.85
04/09/25	V8010675	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	06538	LAKESHORE LEARNING	$1,132.94
04/09/25	V8010699	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	02381	REALLY GOOD STUFF	$160.93
04/09/25	V8010704	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	17870	SPEECH CORNER	$396.89
04/09/25	V8010708	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	07525	SUPER DUPER PUBLICA	$517.93
04/09/25	V8010718	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	09731	WESTERN PSYCHOLOGIC	$872.00
04/09/25	V8010719	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	01359	WILSON LANGUAGE TRA	$246.24
04/16/25	738554	Vendor Check	433 INDIV INSTR MATERIAL	400 Supplies & Materials	07513	MENARDS BROOKLYN PA	$540.25
04/16/25	P406219	Epayable	433 INDIV INSTR MATERIAL	400 Supplies & Materials	A3975	CUB FOODS MAPLE GRO	$438.78
04/16/25	P406223	Epayable	433 INDIV INSTR MATERIAL	400 Supplies & Materials	53809	PROJECT LEAD THE WA	$25,010.00
04/16/25	P406226	Epayable	433 INDIV INSTR MATERIAL	400 Supplies & Materials	12744	THERAPY SHOPPE	$812.75
04/16/25	V8010744	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	22068	FUN EXPRESS LLC	$129.88
04/16/25	V8010755	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	06538	LAKESHORE LEARNING	$83.92
04/16/25	V8010783	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	07525	SUPER DUPER PUBLICA	$253.55
04/16/25	V8010792	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	09731	WESTERN PSYCHOLOGIC	$387.20
04/18/25	V5027986	Employee Reimbursement	433 INDIV INSTR MATERIAL	400 Supplies & Materials	E27451	JESS T KLINE	$14.35
04/21/25	V1007144	Electronic Wire Transfer	433 INDIV INSTR MATERIAL	400 Supplies & Materials	PC0054	US BANK CARD JNEUMA	$1,446.43
04/21/25	V1007152	Electronic Wire Transfer	433 INDIV INSTR MATERIAL	400 Supplies & Materials	PC0012	US BANK CARD LFOSTE	$212.36
04/21/25	V1007153	Electronic Wire Transfer	433 INDIV INSTR MATERIAL	400 Supplies & Materials	PC0038	US BANK CARD LIAVAN	$774.62

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/21/25	V1007156	Electronic Wire Transfer	433 INDIV INSTR MATERIAL	400 Supplies & Materials	PC0039	US BANK CARD MDURAN	$178.18
04/21/25	V1007157	Electronic Wire Transfer	433 INDIV INSTR MATERIAL	400 Supplies & Materials	PC0084	US BANK CARD MNEWEL	$1,331.77
04/21/25	V1007159	Electronic Wire Transfer	433 INDIV INSTR MATERIAL	400 Supplies & Materials	PC0086	US BANK CARD OECPRO	$234.77
04/21/25	V1007160	Electronic Wire Transfer	433 INDIV INSTR MATERIAL	400 Supplies & Materials	PC0081	US BANK CARD PURCHA	$13,797.39
04/21/25	V1007161	Electronic Wire Transfer	433 INDIV INSTR MATERIAL	400 Supplies & Materials	PC009	US BANK CARD PURCHB	$939.90
04/21/25	V1007165	Electronic Wire Transfer	433 INDIV INSTR MATERIAL	400 Supplies & Materials	PC006	US BANK CARD PURCHO	$202.53
04/23/25	738646	Vendor Check	433 INDIV INSTR MATERIAL	400 Supplies & Materials	00475	NCS PEARSON INC	$255.60
04/23/25	P406243	Epayable	433 INDIV INSTR MATERIAL	400 Supplies & Materials	12744	THERAPY SHOPPE	$123.96
04/23/25	V8010837	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	08806	MULTI-HEALTH SYSTEM	$881.25
04/23/25	V8010847	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	07273	PRO-ED	$246.40
04/23/25	V8010852	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	52449	REV ROBOTICS LLC	$583.49
04/23/25	V8010856	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	52245	SCHOOL SPECIALTY LL	$46.16
04/23/25	V8010862	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	07525	SUPER DUPER PUBLICA	$181.12
04/23/25	V8010863	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	16530	THINK SOCIAL PUBLIS	$139.25
04/23/25	V8010868	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	12760	VARITRONICS	$130.26
04/23/25	V8010872	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	09731	WESTERN PSYCHOLOGIC	$227.10
04/23/25	V8010874	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	01359	WILSON LANGUAGE TRA	$179.28
04/30/25	738739	Vendor Check	433 INDIV INSTR MATERIAL	400 Supplies & Materials	07513	MENARDS BROOKLYN PA	$708.76
04/30/25	P406256	Epayable	433 INDIV INSTR MATERIAL	400 Supplies & Materials	12744	THERAPY SHOPPE	$647.19
04/30/25	P406259	Epayable	433 INDIV INSTR MATERIAL	400 Supplies & Materials	18859	VEX ROBOTICS INC	$537.70
04/30/25	V8010876	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	55520	3D UNIVERSE LLC	$349.49
04/30/25	V8010904	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	00188	GOPHER SPORT	$798.61
04/30/25	V8010910	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	18609	IXL LEARNING INC	$4,837.50
04/30/25	V8010915	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	06538	LAKESHORE LEARNING	$234.57
04/30/25	V8010932	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	52245	SCHOOL SPECIALTY LL	$121.96
04/21/25	V1007124	Electronic Wire Transfer	440 FUEL	400 Supplies & Materials	PC0021	US BANK CARD CUSTOD	$415.00
04/30/25	738784	Vendor Check	440 FUEL	400 Supplies & Materials	53992	WEX BANK	$3,160.55
04/02/25	V8010562	Vendor ACH	455 NON-INSTRUCT TECH SUPPLY	400 Supplies & Materials	54537	CDW GOVERNMENT	$2,839.50
04/21/25	V1007160	Electronic Wire Transfer	455 NON-INSTRUCT TECH SUPPLY	400 Supplies & Materials	PC0081	US BANK CARD PURCHA	$434.80
04/21/25	V1007160	Electronic Wire Transfer	456 INSTRUCTIONAL TECH SUPPLY	400 Supplies & Materials	PC0081	US BANK CARD PURCHA	$76.44
04/02/25	738341	Vendor Check	460 TEXTBOOKS & WORKBOOKS	400 Supplies & Materials	50193	BAIRD, MEGHAN	$120.97
04/02/25	738343	Vendor Check	460 TEXTBOOKS & WORKBOOKS	400 Supplies & Materials	17626	BIRCHBARK BOOKS	$144.00
04/02/25	738374	Vendor Check	460 TEXTBOOKS & WORKBOOKS	400 Supplies & Materials	A1555	MARANATHA CHRISTIAN	$192.73
04/02/25	738386	Vendor Check	460 TEXTBOOKS & WORKBOOKS	400 Supplies & Materials	50484	OLSON, MARISA	$29.85
04/02/25	P406188	Epayable	460 TEXTBOOKS & WORKBOOKS	400 Supplies & Materials	00351	SCHMITT MUSIC	$1,654.00
04/02/25	V8010582	Vendor ACH	460 TEXTBOOKS & WORKBOOKS	400 Supplies & Materials	18358	HOUGHTON MIFFLIN HA	$899.00
04/02/25	V8010592	Vendor ACH	460 TEXTBOOKS & WORKBOOKS	400 Supplies & Materials	08509	MACKIN EDUCATIONAL	$607.58
04/09/25	738427	Vendor Check	460 TEXTBOOKS & WORKBOOKS	400 Supplies & Materials	52659	BOHL, RACHEL	$241.94
04/09/25	738481	Vendor Check	460 TEXTBOOKS & WORKBOOKS	400 Supplies & Materials	55600	ZEMPOALTECATL, LYNN	$241.94
04/09/25	P406193	Epayable	460 TEXTBOOKS & WORKBOOKS	400 Supplies & Materials	08889	BARNES & NOBLE	$3,618.98
04/16/25	P406215	Epayable	460 TEXTBOOKS & WORKBOOKS	400 Supplies & Materials	08889	BARNES & NOBLE	$1,899.51
04/16/25	P406224	Epayable	460 TEXTBOOKS & WORKBOOKS	400 Supplies & Materials	00351	SCHMITT MUSIC	$4,861.51

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/21/25	V1007160	Electronic Wire Transfer	460 TEXTBOOKS & WORKBOOKS	400 Supplies & Materials	PC0081	US BANK CARD PURCHA	$337.32
04/23/25	738634	Vendor Check	460 TEXTBOOKS & WORKBOOKS	400 Supplies & Materials	54951	LOYOLA PRESS	$627.90
04/23/25	738673	Vendor Check	460 TEXTBOOKS & WORKBOOKS	400 Supplies & Materials	50170	VAN ZEE, CHRISTA	$438.66
04/23/25	P406232	Epayable	460 TEXTBOOKS & WORKBOOKS	400 Supplies & Materials	08889	BARNES & NOBLE	$3,919.28
04/30/25	738728	Vendor Check	460 TEXTBOOKS & WORKBOOKS	400 Supplies & Materials	55675	LAMBERT, KENDRA	$241.94
04/23/25	P406237	Epayable	461 STANDARDIZED TESTS	400 Supplies & Materials	50320	LANGUAGE TESTING IN	$590.00
04/23/25	V8010801	Vendor ACH	461 STANDARDIZED TESTS	400 Supplies & Materials	F5227	AVANT ASSESSMENT LL	$319.20
04/02/25	V8010580	Vendor ACH	465 NON-INSTRUCT TECH DEVICES	400 Supplies & Materials	50776	HM CRAGG	$469.00
04/09/25	P406195	Epayable	465 NON-INSTRUCT TECH DEVICES	400 Supplies & Materials	07436	BLUUM OF MINNESOTA	$228.37
04/09/25	V8010636	Vendor ACH	465 NON-INSTRUCT TECH DEVICES	400 Supplies & Materials	08294	APPLE INC	$3,445.00
04/09/25	V8010637	Vendor ACH	465 NON-INSTRUCT TECH DEVICES	400 Supplies & Materials	15800	B & H PHOTOVIDEO	$358.10
04/09/25	V8010647	Vendor ACH	465 NON-INSTRUCT TECH DEVICES	400 Supplies & Materials	54537	CDW GOVERNMENT	$1,550.74
04/09/25	V8010666	Vendor ACH	465 NON-INSTRUCT TECH DEVICES	400 Supplies & Materials	50776	HM CRAGG	$469.00
04/16/25	P406216	Epayable	465 NON-INSTRUCT TECH DEVICES	400 Supplies & Materials	07436	BLUUM OF MINNESOTA	$228.37
04/21/25	V1007160	Electronic Wire Transfer	465 NON-INSTRUCT TECH DEVICES	400 Supplies & Materials	PC0081	US BANK CARD PURCHA	$98.97
04/23/25	V8010810	Vendor ACH	465 NON-INSTRUCT TECH DEVICES	400 Supplies & Materials	54537	CDW GOVERNMENT	$90.99
04/30/25	V8010894	Vendor ACH	465 NON-INSTRUCT TECH DEVICES	400 Supplies & Materials	54537	CDW GOVERNMENT	$1,236.56
04/02/25	V8010549	Vendor ACH	466 INSTRUCTIONAL TECH DEVICE	400 Supplies & Materials	15800	B & H PHOTOVIDEO	$1,016.26
04/09/25	V8010637	Vendor ACH	466 INSTRUCTIONAL TECH DEVICE	400 Supplies & Materials	15800	B & H PHOTOVIDEO	$5,696.50
04/09/25	V8010647	Vendor ACH	466 INSTRUCTIONAL TECH DEVICE	400 Supplies & Materials	54537	CDW GOVERNMENT	$1,798.00
04/23/25	V8010819	Vendor ACH	466 INSTRUCTIONAL TECH DEVICE	400 Supplies & Materials	52897	GOPHERMODS LLC	$1,735.00
04/30/25	V8010896	Vendor ACH	466 INSTRUCTIONAL TECH DEVICE	400 Supplies & Materials	54641	CHROMEBOOKPARTS.COM	$9,986.50
04/02/25	738401	Vendor Check	470 MEDIA RESOURCES	400 Supplies & Materials	18867	THE CREATIVE COMPAN	$56.05
04/02/25	P406182	Epayable	470 MEDIA RESOURCES	400 Supplies & Materials	15890	ABDO PUBLISHING	$1,018.05
04/02/25	P406183	Epayable	470 MEDIA RESOURCES	400 Supplies & Materials	08889	BARNES & NOBLE	$1,697.02
04/02/25	V8010556	Vendor ACH	470 MEDIA RESOURCES	400 Supplies & Materials	53648	BOOK DEPOT INC	-$6.25
04/02/25	V8010558	Vendor ACH	470 MEDIA RESOURCES	400 Supplies & Materials	50663	BOUND TO STAY BOUND	$39.16
04/02/25	V8010572	Vendor ACH	470 MEDIA RESOURCES	400 Supplies & Materials	18640	FIRST BOOK	$306.99
04/02/25	V8010573	Vendor ACH	470 MEDIA RESOURCES	400 Supplies & Materials	53033	FOLLETT CONTENT SOL	$4,185.95
04/02/25	V8010589	Vendor ACH	470 MEDIA RESOURCES	400 Supplies & Materials	20072	LERNER PUBLISHING G	$150.71
04/02/25	V8010592	Vendor ACH	470 MEDIA RESOURCES	400 Supplies & Materials	08509	MACKIN EDUCATIONAL	$454.99
04/04/25	V5027787	Employee Reimbursement	470 MEDIA RESOURCES	400 Supplies & Materials	E19193	ANNA M TEEPLE	$30.27
04/09/25	738437	Vendor Check	470 MEDIA RESOURCES	400 Supplies & Materials	55485	FLUTTERBEE EDUCATIO	$901.89
04/09/25	V8010659	Vendor ACH	470 MEDIA RESOURCES	400 Supplies & Materials	53033	FOLLETT CONTENT SOL	$359.38
04/09/25	V8010673	Vendor ACH	470 MEDIA RESOURCES	400 Supplies & Materials	17588	JUNIOR LIBRARY GUIL	$100.00
04/09/25	V8010678	Vendor ACH	470 MEDIA RESOURCES	400 Supplies & Materials	08509	MACKIN EDUCATIONAL	$4,008.83
04/09/25	V8010694	Vendor ACH	470 MEDIA RESOURCES	400 Supplies & Materials	09272	PERMA-BOUND BOOKS	$158.32
04/16/25	P406217	Epayable	470 MEDIA RESOURCES	400 Supplies & Materials	F5864	COUGHLAN COMPANIES	$712.37
04/16/25	V8010731	Vendor ACH	470 MEDIA RESOURCES	400 Supplies & Materials	50663	BOUND TO STAY BOUND	$73.05
04/16/25	V8010743	Vendor ACH	470 MEDIA RESOURCES	400 Supplies & Materials	53033	FOLLETT CONTENT SOL	$833.35
04/16/25	V8010758	Vendor ACH	470 MEDIA RESOURCES	400 Supplies & Materials	08509	MACKIN EDUCATIONAL	$10,131.47
04/16/25	V8010773	Vendor ACH	470 MEDIA RESOURCES	400 Supplies & Materials	06509	RED BALLOON BOOKSHO	$107.00

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/23/25	P406240	Epayable	470 MEDIA RESOURCES	400 Supplies & Materials	01925	ROSEN PUBLISHING GR	$246.90
04/23/25	V8010832	Vendor ACH	470 MEDIA RESOURCES	400 Supplies & Materials	08509	MACKIN EDUCATIONAL	$6,695.37
04/23/25	V8010845	Vendor ACH	470 MEDIA RESOURCES	400 Supplies & Materials	09272	PERMA-BOUND BOOKS	$97.40
04/23/25	V8010851	Vendor ACH	470 MEDIA RESOURCES	400 Supplies & Materials	06509	RED BALLOON BOOKSHO	$286.20
04/30/25	P406248	Epayable	470 MEDIA RESOURCES	400 Supplies & Materials	00131	DEMCO	$356.88
04/30/25	V8010916	Vendor ACH	470 MEDIA RESOURCES	400 Supplies & Materials	08509	MACKIN EDUCATIONAL	$7,916.47
04/02/25	738340	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	55593	BACKE, ETHAN	$74.95
04/02/25	738344	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	55599	CHARTWELLS DINING S	$625.90
04/02/25	738348	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	A0142	COLLEGE TOWN PIZZA	$41.43
04/02/25	738349	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	A0142	COLLEGE TOWN PIZZA	$439.50
04/02/25	738357	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	A0232	GODFATHER'S PIZZA	$424.68
04/02/25	V8010602	Vendor ACH	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	50455	PANERA BREAD COMPAN	$61.73
04/04/25	V5027697	Employee Reimbursement	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	E22790	MICHELLE L ASCHE	$15.62
04/04/25	V5027712	Employee Reimbursement	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	E19042	RICHARD L CHRISTLIE	$115.07
04/04/25	V5027739	Employee Reimbursement	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	E29772	RICARDO T JONES	$199.01
04/04/25	V5027744	Employee Reimbursement	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	E33587	THARON J KNOWLTON	$84.43
04/04/25	V5027778	Employee Reimbursement	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	E23336	RYAN T SMOLAREK	$149.99
04/04/25	V5027792	Employee Reimbursement	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	E34034	CATHRINE E WADLER	$111.63
04/04/25	V5027796	Employee Reimbursement	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	E35115	CHONG YANG	$31.20
04/09/25	738483	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	50315	TWINS CATERING/RUN	$2,300.00
04/09/25	P406201	Epayable	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	50920	MI-SANT BANH MI CO	$366.00
04/09/25	V8010654	Vendor ACH	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	F3528	DAILY DOSE CAFE ESP	$570.00
04/16/25	738508	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	54813	EL BURRITO ON WHEEL	$2,832.00
04/16/25	P406218	Epayable	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	F5616	CUB FOODS BROOKLYN	$714.73
04/16/25	P406219	Epayable	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	A3975	CUB FOODS MAPLE GRO	$528.43
04/18/25	V5027846	Employee Reimbursement	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	E21568	STEPHEN C BOULKA	$175.71
04/18/25	V5027879	Employee Reimbursement	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	E28356	ALEXANDER S DICK	$83.87
04/18/25	V5027891	Employee Reimbursement	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	E23359	JONATHAN EVERSOLL	$34.97
04/18/25	V5027901	Employee Reimbursement	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	E19898	KRISTA M FRECHETTE	$176.97
04/18/25	V5027923	Employee Reimbursement	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	E20113	CHAD N HANSCOM	$27.23
04/18/25	V5028011	Employee Reimbursement	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	E28413	SANDRA M LINDBERG	$81.50
04/18/25	V5028154	Employee Reimbursement	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	E32190	KAREN E VENTURELLA	$83.82
04/21/25	V1007121	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0019	US BANK CARD CIESDE	$134.13
04/21/25	V1007122	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0062	US BANK CARD CMANAN	$43.30
04/21/25	V1007124	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0021	US BANK CARD CUSTOD	$205.32
04/21/25	V1007127	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0018	US BANK CARD DLTLDE	$885.90
04/21/25	V1007128	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0098	US BANK CARD DLTLOP	$2,574.21
04/21/25	V1007133	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0051	US BANK CARD EQUITY	$625.30
04/21/25	V1007134	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0049	US BANK CARD EXIONG	$669.10
04/21/25	V1007135	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0060	US BANK CARD FACE	$1,606.31
04/21/25	V1007138	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0010	US BANK CARD HRDEPT	$615.03
04/21/25	V1007139	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0059	US BANK CARD I2T2 D	$49.16

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04/21/25	V1007140	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0055	US BANK CARD INDIAN	$3,236.50
04/21/25	V1007142	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0076	US BANK CARD JMACCA	$58.94
04/21/25	V1007143	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0061	US BANK CARD JMORST	$40.46
04/21/25	V1007147	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0078	US BANK CARD KHIEL	$1,595.72
04/21/25	V1007149	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0028	US BANK CARD KJOHNS	$46.36
04/21/25	V1007150	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0097	US BANK CARD KVENTU	$1,704.30
04/21/25	V1007152	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0012	US BANK CARD LFOSTE	$1,538.98
04/21/25	V1007154	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0073	US BANK CARD LJOHNS	$199.97
04/21/25	V1007157	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0084	US BANK CARD MNEWEL	$677.29
04/21/25	V1007160	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0081	US BANK CARD PURCHA	$2,275.49
04/21/25	V1007168	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0020	US BANK CARD SSVCSD	$27.92
04/23/25	738609	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	A0142	COLLEGE TOWN PIZZA	$305.57
04/23/25	738619	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	A0232	GODFATHER'S PIZZA	$90.96
04/23/25	738670	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	50315	TWINS CATERING/RUN	$2,760.00
04/23/25	V8010843	Vendor ACH	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	50455	PANERA BREAD COMPAN	$278.27
04/30/25	738700	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	A0142	COLLEGE TOWN PIZZA	$75.00
04/30/25	738703	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	55013	EILEEN'S COLOSSAL C	$805.00
04/30/25	738707	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	A0232	GODFATHER'S PIZZA	$428.11
04/30/25	738725	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	13802	KELBER CATERING INC	$6,465.00
04/30/25	738727	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	54984	KRAMARCZUK SAUSAGE	$300.00
04/30/25	738732	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	54120	LUCKY PEARL CAFE	$361.15
04/30/25	738733	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	54120	LUCKY PEARL CAFE	$581.23
04/30/25	P406261	Epayable	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	08279	WORLD'S FINEST CHOC	$296.00
04/30/25	V8010898	Vendor ACH	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	53234	COURTYARDS OF ANDOV	$10,608.50
04/30/25	V8010914	Vendor ACH	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	53938	KUMAIN	$279.00
04/30/25	V8010924	Vendor ACH	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	50455	PANERA BREAD COMPAN	$331.98
04/16/25	V8010781	Vendor ACH	495 MILK	400 Supplies & Materials	50992	ST PAUL BEVERAGE SO	$43,847.38
04/02/25	738342	Vendor Check	497 FOOD - NON-WAREHOUSE	400 Supplies & Materials	03011	BAYFIELD FRUIT COMP	$9,222.50
04/02/25	P406185	Epayable	497 FOOD - NON-WAREHOUSE	400 Supplies & Materials	00228	KARLSBURGER FOODS I	$408.72
04/09/25	P406199	Epayable	497 FOOD - NON-WAREHOUSE	400 Supplies & Materials	00228	KARLSBURGER FOODS I	$452.46
04/09/25	P406202	Epayable	497 FOOD - NON-WAREHOUSE	400 Supplies & Materials	05778	PAN O GOLD BAKING C	$13,415.64
04/09/25	V8010670	Vendor ACH	497 FOOD - NON-WAREHOUSE	400 Supplies & Materials	F6278	INDIANHEAD FOODSERV	$535,066.04
04/16/25	P406219	Epayable	497 FOOD - NON-WAREHOUSE	400 Supplies & Materials	A3975	CUB FOODS MAPLE GRO	$118.51
04/16/25	P406220	Epayable	497 FOOD - NON-WAREHOUSE	400 Supplies & Materials	00228	KARLSBURGER FOODS I	$1,633.35
04/23/25	P406236	Epayable	497 FOOD - NON-WAREHOUSE	400 Supplies & Materials	00228	KARLSBURGER FOODS I	$822.13
04/30/25	P406253	Epayable	497 FOOD - NON-WAREHOUSE	400 Supplies & Materials	00228	KARLSBURGER FOODS I	$692.69
04/09/25	V8010642	Vendor ACH	498 OTHER SUPPLIES/MATERIALS	400 Supplies & Materials	26509	BOND BRANDED GEAR I	$2,609.50
				400 Supplies & Materials Subtotal			**$1,396,621.22**
04/09/25	V8010646	Vendor ACH	502 APPAREL	500 Capital Expenditures	03211	BSN SPORTS LLC	$46,200.00
04/16/25	738489	Vendor Check	502 APPAREL	500 Capital Expenditures	55515	BANDING TOGETHER LL	$1,127.05
04/16/25	V8010733	Vendor ACH	502 APPAREL	500 Capital Expenditures	03211	BSN SPORTS LLC	$42,600.00
04/30/25	738687	Vendor Check	502 APPAREL	500 Capital Expenditures	55515	BANDING TOGETHER LL	$10,708.00

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/30/25	V8010892	Vendor ACH	502 APPAREL	500 Capital Expenditures	03211	BSN SPORTS LLC	$46,200.00
04/09/25	V8010641	Vendor ACH	511 SITE IMPROVEMENTS	500 Capital Expenditures	54914	BLUE LABEL CREATIVE	$14,800.00
04/23/25	V8010830	Vendor ACH	511 SITE IMPROVEMENTS	500 Capital Expenditures	17808	LARSON ENGINEERING	$2,960.00
04/02/25	V8010585	Vendor ACH	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	07766	INSTITUTE FOR ENVIR	$576.25
04/02/25	V8010622	Vendor ACH	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	F5448	WOLD ARCHITECTS AND	$225,984.10
04/09/25	738438	Vendor Check	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	55441	GREYSTONE CONSTRUCT	$14,277.00
04/09/25	738440	Vendor Check	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	55452	HENNEPIN COUNTY PUB	$1,087.00
04/09/25	738482	Vendor Check	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	09944	MAPLE GROVE, CITY O	$416,062.59
04/09/25	V8010667	Vendor ACH	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	53089	ICS CONSULTING LLC	$354,240.76
04/09/25	V8010707	Vendor ACH	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	50836	SUNDE LAND SURVEYIN	$2,239.00
04/21/25	V1007125	Electronic Wire Transfer	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	PC0013	US BANK CARD DCARLS	$3,513.09
04/23/25	738622	Vendor Check	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	F4750	HALLBERG ENGINEERIN	$2,650.00
04/23/25	V8010806	Vendor ACH	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	15278	BRAUN INTERTEC CORP	$4,369.00
04/23/25	V8010826	Vendor ACH	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	07766	INSTITUTE FOR ENVIR	$222.00
04/30/25	738681	Vendor Check	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	50088	AID ELECTRIC CORPOR	$42,162.00
04/30/25	738750	Vendor Check	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	00466	OSSEO, CITY OF	$196,314.87
04/30/25	V8010887	Vendor ACH	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	54914	BLUE LABEL CREATIVE	$19,600.00
04/30/25	V8010937	Vendor ACH	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	50836	SUNDE LAND SURVEYIN	$792.25
04/02/25	738392	Vendor Check	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	F5353	ROCHON CORPORATION	$175,428.17
04/02/25	738400	Vendor Check	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	22113	SWEDEBRO INC	$4,293.00
04/02/25	738421	Vendor Check	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	09944	MAPLE GROVE, CITY O	$4,597.06
04/02/25	P406190	Epayable	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	02314	TRANE	$289.92
04/02/25	V8010564	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	A2909	CM CONSTRUCTION CO,	$95,106.50
04/02/25	V8010568	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	16375	EBERT CONSTRUCTION	$6,725.18
04/02/25	V8010583	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	53089	ICS CONSULTING LLC	$190,060.57
04/02/25	V8010585	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	07766	INSTITUTE FOR ENVIR	$11,957.97
04/02/25	V8010586	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	52611	JOHNSON CONTROLS FI	$3,937.30
04/02/25	V8010591	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	16927	LVC COMPANIES INC	$10,631.92
04/02/25	V8010614	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	18493	SHERWIN-WILLIAMS CO	$1,008.60
04/02/25	V8010618	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	15341	UHL COMPANY INC	$6,324.00
04/02/25	V8010621	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	26531	WESTERN SPECIALTY C	$3,955.00
04/02/25	V8010622	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	F5448	WOLD ARCHITECTS AND	$123,965.12
04/09/25	738426	Vendor Check	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	F6279	BCI CONSTRUCTION IN	$15,267.16
04/09/25	738441	Vendor Check	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	55452	HENNEPIN COUNTY PUB	$1,430.00
04/09/25	738474	Vendor Check	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	55041	STEP SAVER INC	$13,256.37
04/09/25	P406207	Epayable	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	02314	TRANE	$152,900.25
04/09/25	P406208	Epayable	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	18228	TREMCO/WEATHERPROOF	$5,352.54
04/09/25	V8010656	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	16375	EBERT CONSTRUCTION	$48,440.65
04/09/25	V8010667	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	53089	ICS CONSULTING LLC	$28,808.06
04/09/25	V8010677	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	16927	LVC COMPANIES INC	$2,242.00
04/09/25	V8010680	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	18100	MEI TOTAL ELEVATOR	$2,925.00
04/09/25	V8010698	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	05024	PRO-TEC DESIGN	$8,755.84

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/09/25	V8010702	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	18493	SHERWIN-WILLIAMS CO	$493.58
04/16/25	738509	Vendor Check	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	55573	FITNESS DISTRIBUTIN	$3,000.00
04/16/25	738570	Vendor Check	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	00628	SAFETY-KLEEN SYSTEM	$224.10
04/16/25	P406227	Epayable	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	18228	TREMCO/WEATHERPROOF	$2,371.32
04/16/25	V8010752	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	52611	JOHNSON CONTROLS FI	$422.00
04/16/25	V8010777	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	18493	SHERWIN-WILLIAMS CO	$390.85
04/16/25	V8010780	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	22111	SOUTHERN MN INSPECT	$9,575.00
04/16/25	V8010793	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	08835	WL HALL COMPANY	$46,690.00
04/21/25	V1007160	Electronic Wire Transfer	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	PC0081	US BANK CARD PURCHA	$506.70
04/21/25	V1007161	Electronic Wire Transfer	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	PC009	US BANK CARD PURCHB	$582.77
04/23/25	738611	Vendor Check	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	55574	ELEVATE FITNESS SOL	$1,143.38
04/23/25	738622	Vendor Check	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	F4750	HALLBERG ENGINEERIN	$105,230.00
04/23/25	V8010826	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	07766	INSTITUTE FOR ENVIR	$12,809.04
04/23/25	V8010857	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	18493	SHERWIN-WILLIAMS CO	$605.45
04/30/25	738680	Vendor Check	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	55198	ACT RESTORATION INC	$31,091.88
04/30/25	738686	Vendor Check	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	08178	ATS&R	$71,952.49
04/30/25	P406258	Epayable	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	02314	TRANE	$91,214.05
04/30/25	V8010897	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	A2909	CM CONSTRUCTION CO,	$74,524.19
04/30/25	V8010911	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	52611	JOHNSON CONTROLS FI	$341.82
04/30/25	V8010926	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	05024	PRO-TEC DESIGN	$15,339.06
04/30/25	V8010933	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	18493	SHERWIN-WILLIAMS CO	$1,100.09
04/30/25	V8010936	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	05077	ST PAUL LINOLEUM &	$9,294.24
04/02/25	738406	Vendor Check	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	09696	TWIN CITY HARDWARE	$2,195.30
04/02/25	P406184	Epayable	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	01841	ELECTRIC MOTOR REPA	$192.31
04/02/25	V8010547	Vendor ACH	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	22094	ACTION RADIO & COMM	$1,217.20
04/02/25	V8010562	Vendor ACH	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	54537	CDW GOVERNMENT	$557.07
04/02/25	V8010617	Vendor ACH	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	53073	TRIMARK MARLINN LLC	$382.80
04/09/25	738424	Vendor Check	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	55328	AVI SYSTEMS INC	$33,074.81
04/09/25	738475	Vendor Check	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	55558	STRYKER SALES LLC	$11,417.61
04/09/25	738477	Vendor Check	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	55425	THERKELSEN, GARY	$11,000.00
04/09/25	P406194	Epayable	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	05641	BATTERIES PLUS MG B	$725.75
04/09/25	P406197	Epayable	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	00187	GOODIN CO	$15,458.99
04/09/25	V8010698	Vendor ACH	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	05024	PRO-TEC DESIGN	$14,887.14
04/16/25	738549	Vendor Check	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	08955	LSV METALS INC	$8,730.00
04/16/25	738554	Vendor Check	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	07513	MENARDS BROOKLYN PA	$290.22
04/16/25	V8010735	Vendor ACH	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	54018	CAROLINA COVERTECH	$1,048.86
04/21/25	V1007153	Electronic Wire Transfer	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	PC0038	US BANK CARD LIAVAN	$1,027.68
04/23/25	738591	Vendor Check	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	50088	AID ELECTRIC CORPOR	$1,004.00
04/23/25	738676	Vendor Check	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	55542	WOODCRAFT 306	$2,938.17
04/23/25	P406234	Epayable	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	01841	ELECTRIC MOTOR REPA	$658.06
04/23/25	V8010814	Vendor ACH	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	F3292	EGAN COMPANY	$4,570.00
04/23/25	V8010853	Vendor ACH	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	20141	RJ MECHANICAL INC	$8,246.14

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/30/25	738691	Vendor Check	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	00069	BRIN GLASS COMPANY	$49.97
04/30/25	738739	Vendor Check	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	07513	MENARDS BROOKLYN PA	$187.55
04/30/25	738777	Vendor Check	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	09696	TWIN CITY HARDWARE	$21,603.20
04/30/25	P406247	Epayable	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	05641	BATTERIES PLUS MG B	$725.75
04/30/25	V8010879	Vendor ACH	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	22094	ACTION RADIO & COMM	$200.00
04/30/25	V8010888	Vendor ACH	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	17015	BOELTER COMPANIES	$13,091.73
04/30/25	V8010927	Vendor ACH	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	53455	RACOM CORPORATION	$12,516.00
04/09/25	V8010700	Vendor ACH	533 EQUIP FOR SPED DIRECT INS	500 Capital Expenditures	03934	RELIABLE MEDICAL SU	$803.33
04/21/25	V1007161	Electronic Wire Transfer	533 EQUIP FOR SPED DIRECT INS	500 Capital Expenditures	PC009	US BANK CARD PURCHB	$78.96
04/21/25	V1007160	Electronic Wire Transfer	534 EQUIP FOR SPED DIRECT INS	500 Capital Expenditures	PC0081	US BANK CARD PURCHA	$47.48
04/21/25	V1007164	Electronic Wire Transfer	534 EQUIP FOR SPED DIRECT INS	500 Capital Expenditures	PC0074	US BANK CARD PURCHG	$1,685.10
04/21/25	V1007165	Electronic Wire Transfer	534 EQUIP FOR SPED DIRECT INS	500 Capital Expenditures	PC006	US BANK CARD PURCHO	$50.00
04/23/25	V8010813	Vendor ACH	534 EQUIP FOR SPED DIRECT INS	500 Capital Expenditures	50804	DART PORTABLE STORA	$110.00
04/30/25	V8010909	Vendor ACH	534 EQUIP FOR SPED DIRECT INS	500 Capital Expenditures	17401	INNOVATIVE OFFICE S	$1,055.21
04/02/25	P406188	Epayable	540 EQUIPMENT	500 Capital Expenditures	00351	SCHMITT MUSIC	$1,600.00
04/09/25	P406204	Epayable	540 EQUIPMENT	500 Capital Expenditures	00351	SCHMITT MUSIC	$1,996.00
04/09/25	V8010671	Vendor ACH	540 EQUIPMENT	500 Capital Expenditures	17401	INNOVATIVE OFFICE S	$2,876.72
04/09/25	V8010690	Vendor ACH	540 EQUIPMENT	500 Capital Expenditures	26568	OFFICE LIQUIDATORS	$768.00
04/16/25	738511	Vendor Check	540 EQUIPMENT	500 Capital Expenditures	17029	FLIGHT DECK ATHLETI	$1,933.00
04/21/25	V1007120	Electronic Wire Transfer	540 EQUIPMENT	500 Capital Expenditures	PC0096	US BANK CARD BWKIDS	$18.00
04/21/25	V1007160	Electronic Wire Transfer	540 EQUIPMENT	500 Capital Expenditures	PC0081	US BANK CARD PURCHA	$89.99
04/21/25	V1007161	Electronic Wire Transfer	540 EQUIPMENT	500 Capital Expenditures	PC009	US BANK CARD PURCHB	$2,672.02
04/21/25	V1007165	Electronic Wire Transfer	540 EQUIPMENT	500 Capital Expenditures	PC006	US BANK CARD PURCHO	$1,565.68
04/23/25	P406241	Epayable	540 EQUIPMENT	500 Capital Expenditures	00351	SCHMITT MUSIC	$2,639.62
04/23/25	V8010836	Vendor ACH	540 EQUIPMENT	500 Capital Expenditures	00273	MINNESOTA CLAY	$2,218.09
04/23/25	V8010849	Vendor ACH	540 EQUIPMENT	500 Capital Expenditures	50305	PUSH PEDAL PULL INC	$965.00
04/23/25	V8010861	Vendor ACH	540 EQUIPMENT	500 Capital Expenditures	04918	STEVE WEISS MUSIC	$19,630.70
04/30/25	738756	Vendor Check	540 EQUIPMENT	500 Capital Expenditures	50305	PUSH PEDAL PULL INC	$965.00
04/30/25	P406260	Epayable	540 EQUIPMENT	500 Capital Expenditures	00413	WENGER CORPORATION	$1,336.00
04/30/25	V8010878	Vendor ACH	540 EQUIPMENT	500 Capital Expenditures	17501	ACME TOOLS	$336.00
04/23/25	V8010814	Vendor ACH	555 NONINSTRUCT TECH HARDWARE	500 Capital Expenditures	F3292	EGAN COMPANY	$8,618.00
04/30/25	V8010879	Vendor ACH	555 NONINSTRUCT TECH HARDWARE	500 Capital Expenditures	22094	ACTION RADIO & COMM	$1,017.20
04/09/25	738447	Vendor Check	556 INSTRUCT TECH HARDWARE	500 Capital Expenditures	55557	LIMMER EDUCATION LL	$3,490.25
04/02/25	738363	Vendor Check	570 PRIN ON BLDG/LAND LEASES	500 Capital Expenditures	A1613	INTERMEDIATE DISTRI	$48,738.17
04/02/25	738363	Vendor Check	571 INT ON LT BLDG/LAND LEASE	500 Capital Expenditures	A1613	INTERMEDIATE DISTRI	$39,081.74
				500 Capital Expenditures Subtotal			**$3,159,626.72**
04/01/25	738338	Vendor Check	810 JUDGEMENTS	800 Other Expenses	51985	SCHOOL LAW CENTER L	$175,718.95
04/30/25	738773	Vendor Check	810 JUDGEMENTS	800 Other Expenses	55666	TESEMA, MIKAELE	$216,000.00
04/02/25	738379	Vendor Check	820 DUES, MEMBERSHIPS, FEES	800 Other Expenses	A0504	MN DEPT OF LABOR &	$35.00
04/02/25	738419	Vendor Check	820 DUES, MEMBERSHIPS, FEES	800 Other Expenses	A1926	HENNEPIN COUNTY TRE	$72.00
04/02/25	738420	Vendor Check	820 DUES, MEMBERSHIPS, FEES	800 Other Expenses	A1926	HENNEPIN COUNTY TRE	$194.00
04/21/25	V1007137	Electronic Wire Transfer	820 DUES, MEMBERSHIPS, FEES	800 Other Expenses	PC0037	US BANK CARD FOODNU	$380.00

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/21/25	V1007143	Electronic Wire Transfer	820 DUES, MEMBERSHIPS, FEES	800 Other Expenses	PC0061	US BANK CARD JMORST	$350.00
04/21/25	V1007169	Electronic Wire Transfer	820 DUES, MEMBERSHIPS, FEES	800 Other Expenses	PC0035	US BANK CARD TSCHRE	$630.00
04/30/25	738743	Vendor Check	820 DUES, MEMBERSHIPS, FEES	800 Other Expenses	A5184	MOTION PICTURE LICE	$528.90
04/30/25	V8010923	Vendor ACH	894 CLEARING	800 Other Expenses	F5151	NORTHSTAR BUS LINES	$405.08
04/02/25	738361	Vendor Check	896 TAXES	800 Other Expenses	00079	HENNEPIN COUNTY TRE	$14,987.80
04/30/25	V1007177	Electronic Wire Transfer	896 TAXES	800 Other Expenses	A0040	MN DEPT OF REVENUE	$787.00
04/16/25	738507	Vendor Check	898 SCHOLARSHIPS	800 Other Expenses	55618	EGERSTROM, MCKENNA	$50.00
04/16/25	P406218	Epayable	899 MISCELLANEOUS EXPENSE	800 Other Expenses	F5616	CUB FOODS BROOKLYN	$41.98
				800 Other Expenses Subtotal			**$410,180.71**
04/09/25	V8010692	Vendor ACH	220 EMPLOYEE INSURANCE	Payroll, Benefits, Investments, Etc.	54536	PAYDHEALTH	$4,040.58
04/16/25	738559	Vendor Check	220 EMPLOYEE INSURANCE	Payroll, Benefits, Investments, Etc.	C0183	MN PEIP	$101,839.14
04/30/25	V1007172	Electronic Wire Transfer	220 EMPLOYEE INSURANCE	Payroll, Benefits, Investments, Etc.	54584	MEDIMPACT HEALTHCAR	$226,971.98
04/30/25	V1007173	Electronic Wire Transfer	220 EMPLOYEE INSURANCE	Payroll, Benefits, Investments, Etc.	54208	UMR, INC	$540,044.97
04/30/25	V1007171	Electronic Wire Transfer	235 DENTAL	Payroll, Benefits, Investments, Etc.	A0256	DELTA DENTAL PLAN	$155,198.33
04/30/25	V1007176	Electronic Wire Transfer	251 EMPLOYER HLTH SAVINGS ACT	Payroll, Benefits, Investments, Etc.	50751	FURTHER	$2,055.00
04/23/25	738643	Vendor Check	280 UNEMPLOYMENT COMPENSATION	Payroll, Benefits, Investments, Etc.	A0556	MINNESOTA UI	$87,186.13
04/04/25	V1007023	Electronic Wire Transfer	A101.01 CASH PAYROLL	Payroll, Benefits, Investments, Etc.	C0215	US BANK PR	$6,387,973.45
04/18/25	V1007095	Electronic Wire Transfer	A101.01 CASH PAYROLL	Payroll, Benefits, Investments, Etc.	C0215	US BANK PR	$6,415,836.90
04/30/25	V1007175	Electronic Wire Transfer	A104.00 INVESTMENTS	Payroll, Benefits, Investments, Etc.	00588	MSDLAF	$199,856.00
04/30/25	V1007178	Electronic Wire Transfer	A104.00 INVESTMENTS	Payroll, Benefits, Investments, Etc.	00588	MSDLAF	$5,000,000.00
04/02/25	V8010561	Vendor ACH	A130.00 INVENTORY - SUPPLIES	Payroll, Benefits, Investments, Etc.	08838	BUSINESS ESSENTIALS	$5,553.60
04/02/25	V8010611	Vendor ACH	A130.00 INVENTORY - SUPPLIES	Payroll, Benefits, Investments, Etc.	00355	SCHOOL HEALTH SUPPL	$1,419.00
04/02/25	V8010619	Vendor ACH	A130.00 INVENTORY - SUPPLIES	Payroll, Benefits, Investments, Etc.	16162	ULINE	$5,572.79
04/09/25	V8010701	Vendor ACH	A130.00 INVENTORY - SUPPLIES	Payroll, Benefits, Investments, Etc.	52245	SCHOOL SPECIALTY LL	$259.80
04/16/25	V8010763	Vendor ACH	A130.00 INVENTORY - SUPPLIES	Payroll, Benefits, Investments, Etc.	00273	MINNESOTA CLAY	$1,130.59
04/21/25	V1007165	Electronic Wire Transfer	A130.00 INVENTORY - SUPPLIES	Payroll, Benefits, Investments, Etc.	PC006	US BANK CARD PURCHO	$7,808.00
04/23/25	P406238	Epayable	A130.00 INVENTORY - SUPPLIES	Payroll, Benefits, Investments, Etc.	51303	LINDENMEYR MUNROE	$29,190.00
04/23/25	V8010860	Vendor ACH	A130.00 INVENTORY - SUPPLIES	Payroll, Benefits, Investments, Etc.	55194	STELLAR INDUSTRIAL	$3,528.00
04/23/25	V8010867	Vendor ACH	A130.00 INVENTORY - SUPPLIES	Payroll, Benefits, Investments, Etc.	16162	ULINE	$5,574.03
04/09/25	P406196	Epayable	A130.81 INVENTORY - CUSTODIAL	Payroll, Benefits, Investments, Etc.	07565	COLE PAPERS INC	$11,473.92
04/16/25	V8010782	Vendor ACH	A130.81 INVENTORY - CUSTODIAL	Payroll, Benefits, Investments, Etc.	55194	STELLAR INDUSTRIAL	$1,282.50
04/21/25	V1007161	Electronic Wire Transfer	A130.81 INVENTORY - CUSTODIAL	Payroll, Benefits, Investments, Etc.	PC009	US BANK CARD PURCHB	$51,559.35
04/23/25	P406230	Epayable	A130.81 INVENTORY - CUSTODIAL	Payroll, Benefits, Investments, Etc.	20213	AM DISTRIBUTION & M	$4,224.15
04/04/25	V1007012	Electronic Wire Transfer	L215.01 FED TAX	Payroll, Benefits, Investments, Etc.	17644	INTERNAL REVENUE SE	$802,502.97
04/18/25	V1007084	Electronic Wire Transfer	L215.01 FED TAX	Payroll, Benefits, Investments, Etc.	17644	INTERNAL REVENUE SE	$809,072.38
04/04/25	V1007018	Electronic Wire Transfer	L215.02 MN ST TAX	Payroll, Benefits, Investments, Etc.	A0040	MN DEPT OF REVENUE	$388,309.39
04/18/25	V1007090	Electronic Wire Transfer	L215.02 MN ST TAX	Payroll, Benefits, Investments, Etc.	A0040	MN DEPT OF REVENUE	$386,108.05
04/04/25	V1007012	Electronic Wire Transfer	L215.03 FICA	Payroll, Benefits, Investments, Etc.	17644	INTERNAL REVENUE SE	$1,467,277.46
04/18/25	V1007084	Electronic Wire Transfer	L215.03 FICA	Payroll, Benefits, Investments, Etc.	17644	INTERNAL REVENUE SE	$1,471,447.18
04/04/25	V1007021	Electronic Wire Transfer	L215.04 TRA	Payroll, Benefits, Investments, Etc.	A0559	TEACHER RETIREMENT	$1,166,920.72
04/18/25	V1007093	Electronic Wire Transfer	L215.04 TRA	Payroll, Benefits, Investments, Etc.	A0559	TEACHER RETIREMENT	$1,173,986.51
04/04/25	V1007020	Electronic Wire Transfer	L215.05 PERA	Payroll, Benefits, Investments, Etc.	A2972	PUBLIC EMPLOYEES RE	$391,548.30

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/18/25	V1007092	Electronic Wire Transfer	L215.05 PERA	Payroll, Benefits, Investments, Etc.	A2972	PUBLIC EMPLOYEES RE	$376,226.91
04/16/25	738559	Vendor Check	L215.06 HEALTH INS EMO	Payroll, Benefits, Investments, Etc.	C0183	MN PEIP	$2,785,259.62
04/04/25	V1007011	Electronic Wire Transfer	L215.07 TSA	Payroll, Benefits, Investments, Etc.	C0060	GREAT-WEST LIFE & A	$81,449.62
04/04/25	V1007015	Electronic Wire Transfer	L215.07 TSA	Payroll, Benefits, Investments, Etc.	17645	MET LIFE C/O FASCOR	$441,080.46
04/18/25	V1007083	Electronic Wire Transfer	L215.07 TSA	Payroll, Benefits, Investments, Etc.	C0060	GREAT-WEST LIFE & A	$83,175.62
04/18/25	V1007087	Electronic Wire Transfer	L215.07 TSA	Payroll, Benefits, Investments, Etc.	17645	MET LIFE C/O FASCOR	$446,603.54
04/04/25	V1007014	Electronic Wire Transfer	L215.08 HEALTH INSURANCE	Payroll, Benefits, Investments, Etc.	C0201	ISD 279 - SELF INS	$290,942.54
04/18/25	V1007086	Electronic Wire Transfer	L215.08 HEALTH INSURANCE	Payroll, Benefits, Investments, Etc.	C0201	ISD 279 - SELF INS	$292,735.03
04/04/25	738410	Vendor Check	L215.09 UNION DUES	Payroll, Benefits, Investments, Etc.	C0029	EDUCATION MINNESOTA	$178.00
04/04/25	738413	Vendor Check	L215.09 UNION DUES	Payroll, Benefits, Investments, Etc.	C0038	MN TEAMSTERS - LOCA	$8,741.00
04/04/25	738414	Vendor Check	L215.09 UNION DUES	Payroll, Benefits, Investments, Etc.	C0218	NATIONAL DRIVE	$16.00
04/04/25	738415	Vendor Check	L215.09 UNION DUES	Payroll, Benefits, Investments, Etc.	C0192	OSSEO PRINCIPALS AS	$315.00
04/04/25	V8010624	Vendor ACH	L215.09 UNION DUES	Payroll, Benefits, Investments, Etc.	C0040	EDUCATION MINNESOTA	$102,736.82
04/04/25	V8010625	Vendor ACH	L215.09 UNION DUES	Payroll, Benefits, Investments, Etc.	C0144	EMO/AESP 31	$1,920.74
04/04/25	V8010626	Vendor ACH	L215.09 UNION DUES	Payroll, Benefits, Investments, Etc.	C0124	EMO-PARA DUES	$10,332.85
04/18/25	738586	Vendor Check	L215.09 UNION DUES	Payroll, Benefits, Investments, Etc.	C0029	EDUCATION MINNESOTA	$178.00
04/18/25	738588	Vendor Check	L215.09 UNION DUES	Payroll, Benefits, Investments, Etc.	C0192	OSSEO PRINCIPALS AS	$315.00
04/18/25	V8010794	Vendor ACH	L215.09 UNION DUES	Payroll, Benefits, Investments, Etc.	C0040	EDUCATION MINNESOTA	$102,903.57
04/18/25	V8010795	Vendor ACH	L215.09 UNION DUES	Payroll, Benefits, Investments, Etc.	C0144	EMO/AESP 31	$1,920.74
04/18/25	V8010796	Vendor ACH	L215.09 UNION DUES	Payroll, Benefits, Investments, Etc.	C0124	EMO-PARA DUES	$10,282.21
04/18/25	V8010797	Vendor ACH	L215.09 UNION DUES	Payroll, Benefits, Investments, Etc.	C0096	OSSEO SCHOOL NUTRIT	$121.00
04/16/25	738550	Vendor Check	L215.11 LIFE INS	Payroll, Benefits, Investments, Etc.	51592	MADISON NATIONAL LI	$27,798.26
04/16/25	738550	Vendor Check	L215.12 LTD INS	Payroll, Benefits, Investments, Etc.	51592	MADISON NATIONAL LI	$95,282.76
04/04/25	V1007013	Electronic Wire Transfer	L215.16 DENTAL INS	Payroll, Benefits, Investments, Etc.	C0202	ISD 279 - SELF INS	$82,217.75
04/18/25	V1007085	Electronic Wire Transfer	L215.16 DENTAL INS	Payroll, Benefits, Investments, Etc.	C0202	ISD 279 - SELF INS	$82,499.04
04/04/25	738417	Vendor Check	L215.19 MISC	Payroll, Benefits, Investments, Etc.	C0037	UNITED WAY OF MPLS	$682.00
04/04/25	V8010627	Vendor ACH	L215.19 MISC	Payroll, Benefits, Investments, Etc.	C0055	TWO SEVENTY NINE FO	$1,579.50
04/18/25	738590	Vendor Check	L215.19 MISC	Payroll, Benefits, Investments, Etc.	C0037	UNITED WAY OF MPLS	$667.00
04/18/25	V8010798	Vendor ACH	L215.19 MISC	Payroll, Benefits, Investments, Etc.	C0055	TWO SEVENTY NINE FO	$1,566.50
04/04/25	V1007016	Electronic Wire Transfer	L215.20 H.S.A. CONTRIBUTIONS	Payroll, Benefits, Investments, Etc.	50751	FURTHER	$464,834.45
04/18/25	V1007088	Electronic Wire Transfer	L215.20 H.S.A. CONTRIBUTIONS	Payroll, Benefits, Investments, Etc.	50751	FURTHER	$464,244.13
04/04/25	738409	Vendor Check	L215.21 GARNISHMENTS	Payroll, Benefits, Investments, Etc.	C0190	DS ERICKSON & ASSOC	$595.43
04/04/25	738411	Vendor Check	L215.21 GARNISHMENTS	Payroll, Benefits, Investments, Etc.	C0127	GURSTEL LAW FIRM PA	$274.36
04/04/25	738416	Vendor Check	L215.21 GARNISHMENTS	Payroll, Benefits, Investments, Etc.	C0053	STEWART ZLIMEN & JU	$294.39
04/04/25	V1007019	Electronic Wire Transfer	L215.21 GARNISHMENTS	Payroll, Benefits, Investments, Etc.	C0059	MN DEPT OF REVENUE	$1,922.02
04/18/25	738585	Vendor Check	L215.21 GARNISHMENTS	Payroll, Benefits, Investments, Etc.	C0190	DS ERICKSON & ASSOC	$595.43
04/18/25	738589	Vendor Check	L215.21 GARNISHMENTS	Payroll, Benefits, Investments, Etc.	C0053	STEWART ZLIMEN & JU	$298.71
04/18/25	V1007091	Electronic Wire Transfer	L215.21 GARNISHMENTS	Payroll, Benefits, Investments, Etc.	C0059	MN DEPT OF REVENUE	$1,050.00
04/04/25	V1007010	Electronic Wire Transfer	L215.22 CHILD SUPPORT	Payroll, Benefits, Investments, Etc.	C0217	FLORIDA STATE DISBU	$208.50
04/04/25	V1007017	Electronic Wire Transfer	L215.22 CHILD SUPPORT	Payroll, Benefits, Investments, Etc.	C0043	MN CHILD SUPPORT	$3,127.30
04/04/25	V1007022	Electronic Wire Transfer	L215.22 CHILD SUPPORT	Payroll, Benefits, Investments, Etc.	C0212	WISCONSIN CHILD SUP	$150.00
04/18/25	V1007082	Electronic Wire Transfer	L215.22 CHILD SUPPORT	Payroll, Benefits, Investments, Etc.	C0217	FLORIDA STATE DISBU	$208.50

CHECK DATE	CHECK #	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR #	VENDOR NAME	AMOUNT
04/18/25	V1007089	Electronic Wire Transfer	L215.22 CHILD SUPPORT	Payroll, Benefits, Investments, Etc.	C0043	MN CHILD SUPPORT	$3,513.61
04/18/25	V1007094	Electronic Wire Transfer	L215.22 CHILD SUPPORT	Payroll, Benefits, Investments, Etc.	C0212	WISCONSIN CHILD SUP	$148.36
04/30/25	V1007176	Electronic Wire Transfer	L215.23 FLEXIBLE SPENDING	Payroll, Benefits, Investments, Etc.	50751	FURTHER	$59,516.31
04/04/25	738412	Vendor Check	L215.24 BACKGROUND CHECK	Payroll, Benefits, Investments, Etc.	C0210	ISD 279 - KS BACKGR	$46.00
04/18/25	738587	Vendor Check	L215.24 BACKGROUND CHECK	Payroll, Benefits, Investments, Etc.	C0210	ISD 279 - KS BACKGR	$28.00
04/30/25	V1007176	Electronic Wire Transfer	L215.26 WORKERS COMPENSATION	Payroll, Benefits, Investments, Etc.	50751	FURTHER	$6,166.70
04/02/25	738358	Vendor Check	L230.00 DEFERRED REVENUE	Payroll, Benefits, Investments, Etc.	55592	GOLDSMITH, SARAH	$30.90
04/09/25	738457	Vendor Check	L230.00 DEFERRED REVENUE	Payroll, Benefits, Investments, Etc.	52221	NAGEL, REBECCA	$10.55
04/09/25	738479	Vendor Check	L230.00 DEFERRED REVENUE	Payroll, Benefits, Investments, Etc.	55603	VOGTMAN, MIRANDA	$57.00
04/16/25	738493	Vendor Check	L230.00 DEFERRED REVENUE	Payroll, Benefits, Investments, Etc.	55619	BRAATEN, GARY	$19.05
04/23/25	738624	Vendor Check	R040 TUITION	Payroll, Benefits, Investments, Etc.	50290	HENNEPIN COUNTY	$129.06
04/30/25	738757	Vendor Check	R040 TUITION	Payroll, Benefits, Investments, Etc.	55674	RAMSEY COUNTY	$40.08
04/16/25	738568	Vendor Check	R090 CLEARING	Payroll, Benefits, Investments, Etc.	A1662	REGION 5AA	$1,915.00
				Payroll, Benefits, Investments, Etc. Subtotal			**$33,645,902.09**
				Overall Total			**$43,141,416.58**

TO: Sara Vernig, Joanne Neumann, Erik Bryz-Gornia

CC: Sherri Lincoln

FROM: Lynne Peterson, Administrative Assistant DLTL

DATE: 04.29.2025

SUBJECT: APPROVAL OF PROPOSED EDUCATIONAL TRIP – CONTINENTAL U.S.

The Division of Leadership, Teaching, and Learning has approved the following Extended Educational Trip. Please understand that this proposed educational trip is not officially authorized until it is approved by the School Board.

School	Osseo Senior High
Sponsoring Organization	HOSA Future Health Professionals
Adult Advisors	Erik Bryz-Gornia
Destination	Nashville TN
Departure Date	06.17.25
Return Date	06.22.25
DLTL Approved	3.26.25
Board Approval Date	Will be added to the **05.20.25** School Board Agenda for approval

TO: Sara Vernig, Joanne Neumann, Traci Ohlencamp

CC: Sherri Lincoln

FROM: Lynne Peterson, Administrative Assistant DLTL

DATE: 04.29.25

SUBJECT: APPROVAL OF PROPOSED EDUCATIONAL TRIP – CONTINENTAL U.S.

The Division of Leadership, Teaching, and Learning has approved the following Extended Educational Trip. Please understand that this proposed educational trip is not officially authorized until it is approved by the School Board.

School	OSH
Sponsoring Organization	Girls Soccer
Adult Advisors	Traci Ohlenkamp
Destination	La Crosse WI
Departure Date	08.22.25
Return Date	08.23.25
DLTL Approved	04.22.25
Board Approval Date	Will be added to the **05.20.25** School Board Agenda for approval

Licensed Personnel

Retirements

Eric Duliere, 279Online, Science, full-time, employment date 8/26/2024, effective 6/9/2025
Michelle Hanson, Brooklyn Middle, Sped Resource, full-time, employment date 8/29/2016, effective 6/9/2025
Sandra Jonason, Palmer Lake, Title 1, full-time, employment date 3/13/1989, effective 6/9/2025
Cheryl Larson, North View Middle, Teacher Skills, full-time, employment date 8/26/2013, effective 6/9/2025
William Maresh, Edinbrook, Phy Ed , full-time, employment date 4/4/2025, effective 6/9/2025
Heather Vukelich, Weaver Lake, Grade 2, full-time, employment date 10/26/1992, effective 6/9/2025, currently on leave

Resignations

Mary Anderson, Elm Creek, EL, full-time, employment date 8/27/2015, effective 6/9/2025, currently on leave
Kirsten Berglof, ECSE, Speech, full-time, employment date 9/22/2003, effective 6/9/2025, currently on leave
Deanna Duncan, OALC, Social Studies, full-time, employment date 8/25/1997, effective 6/9/2025, currently on leave
Carolyn Fruin, Maple Grove Middle, Science, full-time, employment date 8/28/23, effective 6/9/25
Ashley Heitkamp, Palmer Lake, Grade 1, full-time, employment date 9/10/2018, effective 6/9/2025
Nicole Kral, Rice Lake, Grade 3, full-time, employment date 11/23/2015, effective date 6/9/2025, currently on leave
Paul Krengel, Garden City, Phy Ed/Dape, full-time, employment date 1/23/24, effective 6/9/25
Megan Manderschied, ECSE, full-time, employment date 8/28/2023, effective date 4/25/2025
Mary Olson, Maple Grove Middle, Math, full-time, employment date 6/13/2011, effective 6/9/2025, currently on leave
Nancy Packer, Rice Lake, Phy Ed, full-time, employment date 1/24/11, effective 6/9/2025, currently on leave
Ramona Stately, ESC, Indian Education, full-time, employment date 8/29/2005, effective 6/9/2025, currently on leave

Leaves of Absence

Angela Bailey-Aldrich, Cedar Island, Grade 5, full-time, effective 4/24/25
Caitlin Carlson, Fair Oaks, Counselor, full-time, effective 5/2/25
Amy Fouquette, Fernbrook, Counselor, full-time, effective 5/5/25
Jordan Gieske, Fernbrook, Grade 5, full-time, effective 5/8/25
Melody Hahn-Merges, Park Brook/Oak View, Social Worker, .1 partial, full-time, effective 8/25/25
Kristian Happe, Birch Grove, TAG, full-time, effective 4/28/25
Katie Heemstra, Maple Grove Middle, English, full-time, effective 4/28/25
Joshua Kolonight, Birch Grove, Grade 4, full-time, effective 8/25/25
Kelly Larkin, Rice Lake, BIT, full-time, effective 4/29/25
Jonathan Leyse, Maple Grove Senior, Special Education, full-time, effective 5/12/25
Abigail Merlis, 279Online, Art, full-time, effective 5/7/25
Kayli Mezzano, Rush Creek, Grade 5, full-time, effective 5/5/25
Shanna Schroeder, North View Middle, Counselor, full-time, effective 5/5/25
Benjamin Streukens, North View Middle, Math, full-time, effective 4/28/25
Becca Studaker, Fernbrook, Social Worker, full-time, effective 4/29/25
Correction: Stella Warira, OEC, Vocational Ed, full-time, effective 4/10/25, original board date 4/22/25

Leaves of Absence, continued

ADD Allison Driver, North View Middle, Title 1, full-time, effective 8/25/2025
ADD Kelly Mulvanhill, North View Middle, AVID/Academic Support, full-time, effective 8/25/25
ADD Syndnee Larson, Edinbrook, Grade 1, full-time, effective 8/25/25
ADD Therese Thieschafer, ECFE, Parent Education, part-time, .3 FTE, effective 8/25/25
ADD Paige VanDerBosch, Park Center Senior, FACS, full-time, effective 8/25/25

Returning from Leave

Tiffany Clarno, ESC, ADSIS, full-time, effective 5/5/25
Katelyn Follett, WL-ECSE, Special Education, full-time, effective 4/29/25
Megan Holton, Osseo Senior, Counselor, full-time, effective 5/1/25
Katherine Leitbrouck, ESC, SDAS, full-time, effective 5/13/25
Becca Studaker, Fernbrook, Social Worker, full-time, effective 5/9/25
Chelsea Zettler, Birch Grove, Grade 4, full-time, effective 4/22/25
ADD Kristian Happe, Birch Grove, Gifted Education full-time, effective 5/19/25
ADD Abigail Merlis, 279Online, Art, full-time, effective 5/16/25

Employment

Casey Henricksen, ESC, Special Education, part-time, .31 FTE, temporary, effective 4/28/25
Gretta Nordgren-Lopes, Maple Grove Middle, English, full-time, temporary, effective 4/28/25
Leanne Peterson, Fair Oaks, EL, full-time, temporary, effective 4/11/25
Sarah Phodes, North View, Math Teacher, full-time, temporary, effective 5/1/25,
Ronald Schlueter, Maple Grove Senior, Special Education, full-time, temporary, effective 4/16/25
Emily Vegoe, Birch Grove, Grade 1, full-time, temporary, effective 4/22/25

Change of Status

Ellie Slama, ECSE, Sped Ed Teacher, full-time, temporary, effective 4/26/2025
Kristin Webb, ESC, RN Nurse, full-time, ESC LSN, permanent, effective 4/28/2025

Positions Ending

Jaime Anderson, Zanewood, Grade 5, full-time, temporary, effective 6/9/2025
Gary Bowman, Fair Oaks, Grade 2, full-time, temporary, effective 6/9/2025
Grace Davis, Woodland, Continuous Substitute, full-time, temporary, effective 6/9/2025
Miata Foluke, Fair Oaks, Grade 2, full-time, temporary, effective 6/9/2025
Jami Haugstad, ESC, ADSIS Intervention , full-time, temporary, effective 5/2/2025
Daniel Lockwood, Park Center Senior, Science, full-time, temporary, effective 4/11/25
Nicole Moretine, Elm Creek, Grade 3, full-time, temporary, effective 6/9/2025
Leanne Petrson, Fair Oaks, EL, full-time, temporary, effective 6/9/2025
Richard Pittman, North View Middle, SMS, full-time, temporary, effective 6/30/2025
Dan Perzel, Osseo Middle, Special Education, full-time, temporary, effective 5/2/25
Leanne Peterson, Fair Oaks, EL, full-time, temporary, effective 6/9/2025
Eric Ruska, North View Middle, Science, full-time, temporary, effective 6/9/2025
Ellie Slama, ECSE, Special Education, full-time, temporary, effective 4/25/2025
Catrina Solberg, Elm Creek, Grade 4, full-time, temporary, effective 6/9/2025
Emily Vegoe, Birch Grove, Grade 4, full-time, temporary, effective 4/21/25

Nonlicensed Personnel

Retirement

Mary Ellen Chopp, Fair Oaks, EL ESP, part-time, employment date 4/14/98, effective 6/6/25
April Kovacovich, Rice Lake, Four Star ESP, part-time, employment date 11/8/06, effective 6/6/25
Laura Petersons, Maple Grove High, School Nutrition, part-time, employment date 8/12/2014, effective 6/6/25
Ramona Preston, Maple Grove Senior, Clerical/Volunteer Program ESP, full-time, employment date 8/31/99
Donna Weisenburger, Fernbrook, EL ESP, part-time, employment date 9/5/00, effective 6/6/25
Dorothy Whitmore, Osseo High, Special Ed ESP, part-time, employment date 4/11/2004, effective 6/6/2025
Ronald Zopfi, Maple Grove High, ESP Clerical, part-time, employment date 11/11/21, effective 6/6/2025

Resignations

Chasity Brown, Park Center High, School Nutrition, part-time, employment date 11/20/24, effective 4/29/2025
Winston Butler, Park Center Senior, Special Ed ESP, part-time, employment date 1/6/20, effective 5/9/25
Daisy Dang, Brooklyn Middle, Clerical ESP, part-time, employment date 11/1/17, effective 5/2/25
Maria Figueroa, ECFE, ESP ECFE, part-time, employment date 2/14/2014, effective 5/16/2025
Emily Hendrickson, Fernbrook, Kidstop ESP, part-time, employment date 2/4/25, effective 6/6/25
Brenda Johnson, ECFE, ECFE ESP, part-time, employment date 8/25/2017, effective 6/6/25
Amy Pha, Basswood, Kidstop ESP, part-time, employment date 5/1/24, effective 6/6/25
Benita Ritchie, ABE, Clerical/Volunteer Program ESP, part-time, employment date 3/3/25, effective 3/3/25
Maria Sanchez, ECSE, Special Ed ESP, part-time, employment date 5/7/2025, effective 5/9/2025
Ryan Smith, Basswood, Kidstop ESP, part-time, employment date 11/20/24, effective 6/6/25
Abigail Starke, Park Center Senior, Special Ed ESP, part-time, employment date 1/9/25, effective 4/4/25
Suzuky Tamez, Maple Grove Senior High, School Nutrition, part-time, employment date 12/3/2024, effective 4/28/2025
ADD Anna Beaverson, ESC, Kidstop ESP Float, part-time, employment date 2/14/25, effective 5/9/25

Leaves of Absence

Sarah Albright, ESC, HRBP, full-time, effective 5/9/25
Serena Brambilla, Maple Grove Senior, Nutrition Assistant, full-time, effective 4/25/25
Thomas Brandt, ESC, Learning & Achievement, full-time, effective 5/6/25
Alejandra Catarino Mendoza, Enrollment Center, Support Applications Specialist, full-time, effective 4/28/25
James Dezurik, Basswood, Custodian, full-time, effective 4/28/25
Kathryn Dols, Park Brook, Title 1 ESP, full-time, effective 4/30/25
Ashly Ebnet, Basswood, RN/LPN, full-time, effective 4/28/25
Sue Fick, Osseo Middle, Custodian, full-time, effective 3/31/25
Jessica Huff-Larson, 279Online, Clerical ESP, full-time, effective 4/10/25
Grace Kasper, Oak View, Kidstop ESP, full-time, effective 5/5/25
Bonni O'Connell, Weaver Lake, Instructional/Clerical ESP, part-time, effective 9/2/25
Felicia Phillips, Garden City, Special Ed ESP, full-time, effective 5/2/25
Cheri Warwick, Osseo Middle, Nutrition Manager, full-time, effective 4/21/25
ADD Joshua Kaplan, Park center Senior, Custodian, full time, effective 5/12/25
ADD Cheri Warwick, Osseo Middle, School Nutrition Manager, full time, effective 5/15/25
ADD Gaoyee Xiong, Enrollment Center, Clerical ESP, full time, effective 5/12/25

Personnel – Tuesday, May 20, 2025

Returning from Leave

Donna Daley, ESC, Transportation Analyst, full-time, effective 4/14/25
Roamel Dalton, Edinbrook, Kidstop ESP, part-time, effective 5/2/25
Darryl Dehn, Cedar Island, Custodian, full-time, effective 5/5/25
Kathryn Dols, Park Brook, Title 1 ESP, full-time, effective 5/12/25
Jessica Huff-Larson, 279Online, Clerical ESP, full-time, effective 4/25/2025
Takisha Kinney, Brooklyn Middle, Instructional ESP, part-time, effective 5/13/25
Jina Julik, Palmer Lake, EL ESP, full-time, effective 5/1/25
Cheri Warwick, Osseo Middle, Nutrition Manager, full-time, effective 5/6/25
Brenna Ziebol, Enrollment Center, Admin Assistant, full-time, effective 5/12/25
ADD Tammera Bauer, Palmer Lake, RN/LPN, full-time, effective 5/19/25
ADD Brenda Bokusky, Osseo Senior, Nutrition Manager, full-time, effective 5/19/25
ADD Angela Lakanen, North View Middle, Nutrition Assistant, part-time, effective 5/19/25
ADD Angela Munoz, Cedar Island, Administrative Assistant, full-time, effective 5/14/25
ADD Jacqueline Olsen, Weaver Lake, Special Ed ESP, part-time, effective 5/19/25

Employment

Julie Borgen, Oak View, Special Ed ESP, part-time, temporary, effective 4/14/25
Stephanie Fritz, Willow Lane, Special Ed ESP. part-time, effective 5/6/2025
Ikran Hassan, Birch Grove, Special Ed ESP, part-time, effective 5/6/25
Maria Little Arnold, Palmer Lake, Instructional ESP, part-time, effective 5/6/2025
Clara Martinson, ESC, Info Tech ESP, part-time, effective 5/13/25
Samera Muse, ESC, Info Tech ESP, part-time, effective 5/6/25
Cassondra Olson, ESC. AESP IVA, full-time, effective 4/24/25
Scott Sabraski, ESC, Custodian, full-time, effective 5/19/25
Maria Sanchez, Willow Lane, Special Ed ESP, part-time, effective 5/7/2025
Im Sanghyeok, Palmer Lake, Instructional ESP, part-time, effective 5/6/2025
Bee Yang, ESC, 12-month Info Tech ESP, full-time, effective 5/12/25
ADD Kristin Tollison, Enrollment Center, Enrollment Center Coordinator, full-time, effective 5/24/25

Change of Status

Kayla Kong, ESC, 12-month Clerical ESP, full-time to Payroll Specialist, full-time, effective 6/4/25

Terminations

Katie Gervais, Basswood, Kidstop ESP, part-time, employment date 2/12/25, effective 4/21/25
Niya Jones, Rice Lake, Special Ed ESP, full-time, employment date 6/10/24, effective 4/25/25

Position Ending

Cynthia Swanson, North View Middle, ESP Clerical, part-time, temporary, effective 5/16/2025

CERTIFICATION OF MINUTES RELATING TO
REIMBURSEMENT BOND REGULATIONS UNDER THE INTERNAL REVENUE CODE

Issuer: Independent School District No. 279 (Osseo Area Schools), Minnesota

Governing Body: School Board

Kind, date, time and place of meeting: A regular meeting held on May 20, 2025 at 6:00 p.m. at the Educational Service Center, in Maple Grove, Minnesota.

Members present:

Members absent:

Documents attached:

Minutes of said meeting (including):

RESOLUTION RELATING TO THE FINANCING OF A PROPOSED PROJECT TO BE UNDERTAKEN BY THE DISTRICT; ESTABLISHING COMPLIANCE WITH REIMBURSEMENT BOND REGULATIONS UNDER THE INTERNAL REVENUE CODE OF 1986

I, the undersigned, being the duly qualified and acting recording officer of the public corporation issuing the bonds referred to in the title of this certificate, certify that the documents attached hereto, as described above, have been carefully compared with the original records of said corporation in my legal custody, from which they have been transcribed; that said documents are a correct and complete transcript of the minutes of a meeting of the governing body of said corporation, and correct and complete copies of all resolutions and other actions taken and of all documents approved by the governing body at said meeting, so far as they relate to said bonds; and that said meeting was duly held by the governing body at the time and place and was attended throughout by the members indicated above, pursuant to call and notice of such meeting given as required by law.

WITNESS my hand officially as such recording officer this 20th day of May, 2025.

_____
School District Clerk

Member _____ introduced the following resolution and moved its adoption, which motion was seconded by Member _____:

RESOLUTION RELATING TO THE FINANCING OF A PROPOSED PROJECT TO BE UNDERTAKEN BY THE DISTRICT; ESTABLISHING COMPLIANCE WITH REIMBURSEMENT BOND REGULATIONS UNDER THE INTERNAL REVENUE CODE OF 1986

BE IT RESOLVED by the School Board (the Board) of Independent School District No. 279 (Osseo Area Schools), Minnesota (the District), as follows:

SECTION 1. REIMBURSEMENT.

(a) (i) The Internal Revenue Service has issued Section 1.150-2 of the Income Tax Regulations (the Regulations) dealing with the issuance of tax-exempt obligations all or a portion of the proceeds of which are to be used to reimburse the District for project expenditures made by the District prior to the date of issuance (the Reimbursement Obligations).

(ii) The Regulations generally require that the District make a declaration of its official intent to reimburse itself for such prior expenditures out of the proceeds of a subsequently issued series of tax-exempt obligations within 60 days after payment of the expenditures, that such obligations be issued and the reimbursement allocation be made from the proceeds of such obligations within the reimbursement period (as defined in the Regulations), and that the expenditures reimbursed be capital expenditures or costs of issuance of the obligations.

(iii) The District desires to comply with requirements of the Regulations with respect to the Project (as defined below).

(b) (i) The District proposes to undertake Project and to make original expenditures with respect thereto prior to the issuance of Reimbursement Obligations, and reasonably expects to issue Reimbursement Obligations for such project in the maximum principal amounts shown below:

Project	**Maximum Amount of Obligations Expected to be Issued for Project**
Parking lot projects districtwide	$8,000,000

(ii) Other than (i) de minimis amounts permitted to be reimbursed pursuant to Section 1.150-2(f)(1) of the Regulations or (ii) expenditures constituting preliminary expenditures as defined in Section 1.150-2(f)(2) of the Regulations, the District will not seek reimbursement for any original expenditures with respect to the foregoing Project paid more than 60 days prior to the date of adoption of this resolution. All original expenditures

for which reimbursement is sought will be capital expenditures or costs of issuance of the Reimbursement Obligations.

(c) As of the date hereof, there are no District funds reserved, pledged, allocated on a long term basis or otherwise set aside (or reasonably expected to be reserved, pledged, allocated on a long term basis or otherwise set aside) to provide permanent financing for the original expenditures related to the Project other than pursuant to the issuance of the Reimbursement Obligations. Consequently, it is not expected that the issuance of the Reimbursement Obligations will result in the creation of any replacement proceeds.

(d) The District's business manager shall be responsible for making the "reimbursement allocations" described in the Regulations, being generally the transfer of the appropriate amount of proceeds of the Reimbursement Obligations to reimburse the source of temporary financing used by the District to make payment of the original expenditures relating to the Project. Each reimbursement allocation shall be made not later than (i) eighteen (18) months after the date of the original expenditure or (ii) eighteen (18) months after the date the Project is placed in service or abandoned (but in no event later than three (3) years after the original expenditure is paid) and shall be evidenced by an entry on the official books and records of the District maintained for the Reimbursement Obligations and shall specifically identify the original expenditures being reimbursed.

Upon vote being taken thereon, the following voted in favor thereof:

and the following voted against the same:

whereupon the resolution was declared duly passed and adopted.

CERTIFICATION OF MINUTES RELATING TO
REIMBURSEMENT BOND REGULATIONS UNDER THE INTERNAL REVENUE CODE

Issuer: Independent School District No. 279 (Osseo Area Schools), Minnesota

Governing Body: School Board

Kind, date, time and place of meeting: A regular meeting held on May 20, 2025 at 6:00 p.m. at the Educational Service Center, in Maple Grove, Minnesota.

Members present:

Members absent:

Documents attached:

Minutes of said meeting (including):

RESOLUTION RELATING TO THE FINANCING OF A PROPOSED PROJECT TO BE UNDERTAKEN BY THE DISTRICT; ESTABLISHING COMPLIANCE WITH REIMBURSEMENT BOND REGULATIONS UNDER THE INTERNAL REVENUE CODE OF 1986

I, the undersigned, being the duly qualified and acting recording officer of the public corporation issuing the bonds referred to in the title of this certificate, certify that the documents attached hereto, as described above, have been carefully compared with the original records of said corporation in my legal custody, from which they have been transcribed; that said documents are a correct and complete transcript of the minutes of a meeting of the governing body of said corporation, and correct and complete copies of all resolutions and other actions taken and of all documents approved by the governing body at said meeting, so far as they relate to said bonds; and that said meeting was duly held by the governing body at the time and place and was attended throughout by the members indicated above, pursuant to call and notice of such meeting given as required by law.

WITNESS my hand officially as such recording officer this 20th day of May, 2025.

_____
School District Clerk

Member _____ introduced the following resolution and moved its adoption, which motion was seconded by Member _____:

RESOLUTION RELATING TO THE FINANCING OF A PROPOSED PROJECT TO BE UNDERTAKEN BY THE DISTRICT; ESTABLISHING COMPLIANCE WITH REIMBURSEMENT BOND REGULATIONS UNDER THE INTERNAL REVENUE CODE OF 1986

BE IT RESOLVED by the School Board (the Board) of Independent School District No. 279 (Osseo Area Schools), Minnesota (the District), as follows:

SECTION 1. REIMBURSEMENT.

(a) (i) The Internal Revenue Service has issued Section 1.150-2 of the Income Tax Regulations (the Regulations) dealing with the issuance of tax-exempt obligations all or a portion of the proceeds of which are to be used to reimburse the District for project expenditures made by the District prior to the date of issuance (the Reimbursement Obligations).

(ii) The Regulations generally require that the District make a declaration of its official intent to reimburse itself for such prior expenditures out of the proceeds of a subsequently issued series of tax-exempt obligations within 60 days after payment of the expenditures, that such obligations be issued and the reimbursement allocation be made from the proceeds of such obligations within the reimbursement period (as defined in the Regulations), and that the expenditures reimbursed be capital expenditures or costs of issuance of the obligations.

(iii) The District desires to comply with requirements of the Regulations with respect to the Project (as defined below).

(b) (i) The District proposes to undertake Project and to make original expenditures with respect thereto prior to the issuance of Reimbursement Obligations, and reasonably expects to issue Reimbursement Obligations for such project in the maximum principal amounts shown below:

Project	**Maximum Amount of Obligations Expected to be Issued for Project**
Additions and construction for instructional space	$24,000,000

(ii) Other than (i) de minimis amounts permitted to be reimbursed pursuant to Section 1.150-2(f)(1) of the Regulations or (ii) expenditures constituting preliminary expenditures as defined in Section 1.150-2(f)(2) of the Regulations, the District will not seek reimbursement for any original expenditures with respect to the foregoing Project paid more than 60 days prior to the date of adoption of this resolution. All original expenditures

for which reimbursement is sought will be capital expenditures or costs of issuance of the Reimbursement Obligations.

(c) As of the date hereof, there are no District funds reserved, pledged, allocated on a long term basis or otherwise set aside (or reasonably expected to be reserved, pledged, allocated on a long term basis or otherwise set aside) to provide permanent financing for the original expenditures related to the Project other than pursuant to the issuance of the Reimbursement Obligations. Consequently, it is not expected that the issuance of the Reimbursement Obligations will result in the creation of any replacement proceeds.

(d) The District's business manager shall be responsible for making the "reimbursement allocations" described in the Regulations, being generally the transfer of the appropriate amount of proceeds of the Reimbursement Obligations to reimburse the source of temporary financing used by the District to make payment of the original expenditures relating to the Project. Each reimbursement allocation shall be made not later than (i) eighteen (18) months after the date of the original expenditure or (ii) eighteen (18) months after the date the Project is placed in service or abandoned (but in no event later than three (3) years after the original expenditure is paid) and shall be evidenced by an entry on the official books and records of the District maintained for the Reimbursement Obligations and shall specifically identify the original expenditures being reimbursed.

Upon vote being taken thereon, the following voted in favor thereof:

and the following voted against the same:

whereupon the resolution was declared duly passed and adopted.

TERMINATION OF PROBATIONARY TEACHERS

BE IT RESOLVED by the School Board of Independent School District 279, that, pursuant to Minnesota Statutes 122A.40, Subdivision 5, the teaching contract of the following probationary teachers in Independent School District 279 are hereby terminated at the close of the current 2024-25 school year:

Antony, Angela	Baer, Brianna	Bengtson, Bridgette
Borman, Catherine	Buckley, Makayla	Buckley, Rebecca
Caprarola, Michael		Dickson, Rebecca
Flekier, Abby	Hollerud, Amy	Janke, Lindsey
Kivi, Maxwell	Kratzke, Elizabeth	Kreie Arago, Maria
Kutter, Marisa	Lewis, Madeline	Lundell, Marina
Nelson, Morgan	Paulson, Makayla	Pierick, Jenine
Pine, Shaina	Pittenger, Sydney	Platek, Christina
Potter, Christa	Reynolds, Mackenzie	Rivera, Kenneth
Roehl, Joseph	Rose, Lisa	Rossum, Jon
Schroepfer, Cali	Stiyer, Emily	Stone, Natasha
Taylor, Madison	Ternus, Abby	Tschida, Jessica
Whitehouse, Kim	Williams, Tyneijah	Wright, Taitum
Zaldo, Andrew	O'Reilly, Meg	

BE IT FURTHER RESOLVED that written notice be sent to said teacher regarding termination for performance or positions eliminated due to reduction in force* of their contract as provided by law, and that said notice shall be in substantially the following form:

You are hereby notified that, at a regular meeting of the School Board of Independent School District 279 held on May 21, 2024, a resolution was adopted by a majority roll call vote to terminate your contract for performance or positions eliminated due to reduction in force* effective at the end of the current school year and not to renew termination for performance contracts for the 2024-25 school year. Said action of the board is taken pursuant to M.S. 122A.40, Subdivision 5.

You may officially request that the School Board give its reasons for the non-renewal of your teaching contract. However, such request should be received in the office of the Superintendent of Schools within ten days after the receipt of this notice.

OSSEO AREA SCHOOLS
ISD 279

BUSINESS SERVICES MEMORANDUM

TO: Kim Hiel, Superintendent
FROM: John Morstad, Executive Director of Finance and Operations
Kelly Benusa, Director of Business Services
SUBJECT: Approval of worker's compensation carrier
DATE: May 20, 2025
cc: Yvonne Shorts-Lind, Executive Director of Human Resources
Lisa Chang, Director of Human Resources

Recommendation
We recommend the District's current workers' compensation carrier remain SFM for Fiscal Year (FY) 2026. The total premium, plus broker fees for FY 2026 will be $1,278,382, representing an increase of $87,255 or 7.3% in premium from FY 2025.

Background
The current workers' compensation insurance contract with SFM expires on June 30, 2025. Key factors in the carrier selection process included pricing, discount opportunity, claims control, and customer service.

SFM's quote includes:

- A decreased experience modification calculation of 0.8% or 1.17 compared with the prior year experience modification rate of 1.18.
- The 1-point decrease in experience modification represents $255,553 in additional premiums from last fiscal year. This is partially offset by $154,599 in premium discount, which is a discretionary credit provided by SFM.
- The carrier is continuing to maintain scheduled credits and offer best in class rates for the current renewal. The increases above are being partially offset by additional scheduled credits of $439,702, which is an additional discretionary credit provided by SFM.
- The loss ratio for the past five years is 71%.

Next Steps

1. The change in premium will be included in the adopted budget for FY 2026.
2. Our enhanced approach to claims management will continue, while working collaboratively to remain focused on delivering a quality workers compensation program.

OSSEO AREA SCHOOLS
ISD 279

Educational Service Center
Independent School District 279
11200 93rd Avenue N
Maple Grove, MN 55369
763-391-7027

PURCHASE ORDER NO. P260086-1
NOTE: The PO number must appear on Invoices and packing slips.
Email invoices to accountspayable@district279.org

VENDOR
ckoenen@pushpedalpull.com
50305 FAX: 952-746-4844
PUSH PEDAL PULL INC
2306 W 41ST ST
SIOUX FALLS SD 57105

ATTN: CHAD KOENEN

SHIP TO
MAPLE GROVE SENIOR HIGH
9800 FERNBROOK LN
ATTN: RECEIVING ROOM
MAPLE GROVE MN 55369

ATTN: RICARDO JONES

ORDER DATE:	BUYER:	REQ. NO.:	REQUIRED BY:
04/30/25	MELANIE DURAND	R260121	07/07/25

TERMS:	F.O.B.:	DESC.:
NET 30 DAYS	SEE BELOW	CO-EXT

ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
			Order Comments: Per attached signed quote #127650 *** Please coordinate delivery and installation in August, 2025 with Athletic Director, Ricardo Jones, jonesr@district279.org, 612-644-1530. *** *** Invoice at time of delivery and installation. *** ********** Change order to reflect $3400.00 discount offered by vendor, 4/30/25 MD *****		
01	12.00	EA	ULTRA PRO G2 8' DOUBLE HALF RACK FULL LENGTH WRAP	5590.0000	67,080.00
02	6.00	EA	ULTRA PRO G3 8' HALF RACK W/FULL WRAP & HOLES 700102FLW	3087.0600	18,522.36
03	1.00	EA	CUSTOM LOGO FEE UPRIGHT WRAP	150.0000	150.00
04	30.00	EA	ULTRA PRO SPLIT SQUAT ROLLER FOR FULL LENGTH WRAP W/HOLE	189.0000	5,670.00
05	30.00	EA	ULTRA PRO BOLT ON BAND PEG W/RECEPTACLE	150.0000	4,500.00

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE
	01390292101000 540	65,000.00	
	05390211000000 540	5,000.00	26 OP-02
	01390211005000 540	50,000.00	
	01390291101000 540	10,000.00	
	16005870000000 534	94,999.44	2526-08

PAGE TOTAL $ 95,922.36
TOTAL $

This order is exempt from federal excise tax and state tax. #8004606. No alteration of this order is approved without prior written consent of the Purchasing Department. By acceptance of this Purchase Order, vendor agrees to ISD 279 Terms and Conditions. www.district279.org. It is the responsibility of the vendor to review T&C.

MGSH - Activities

Coordinator, Purchasing & Warehouse
APPROVED BY

OSSEO AREA SCHOOLS
ISD 279

Educational Service Center
Independent School District 279
11200 93rd Avenue N
Maple Grove, MN 55369
763-391-7027

PURCHASE ORDER NO. P260086-1
NOTE: The PO number must appear on Invoices and packing slips.
Email invoices to accountspayable@district279.org

VENDOR
ckoenen@pushpedalpull.com
50305 FAX: 952-746-4844
PUSH PEDAL PULL INC
2306 W 41ST ST
SIOUX FALLS SD 57105

ATTN: CHAD KOENEN

SHIP TO
MAPLE GROVE SENIOR HIGH
9800 FERNBROOK LN
ATTN: RECEIVING ROOM
MAPLE GROVE MN 55369

ATTN: RICARDO JONES

ORDER DATE:	BUYER:	REQ. NO.:	REQUIRED BY:
04/30/25	MELANIE DURAND	R260121	07/07/25

TERMS:	F.O.B.:	DESC.:
NET 30 DAYS	SEE BELOW	CO-EXT

ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
			PAIR		
06	30.00	EA	ULTRA PRO SING LANDMINE	75.2900	2,258.70
07	30.00	EA	ULTRA PRO FORMED BAND STORAGE HOOKS PAIR	23.5300	705.90
08	15.00	EA	ANNEX 71" BUMPER PLATE STORAGE	294.1200	4,411.80
09	30.00	EA	ANNEX 71" DUMBBELL/KETTLEBELL SHELF	342.3500	10,270.50
10	15.00	EA	ANNEX 71" MEDICINE BALL SHELF	196.4700	2,947.05
11	10.00	EA	71" DOUBLE BAR XMEMBER W/TRX AND PHYSIO BALL	488.2400	4,882.40
12	15.00	EA	71" DOUBLE BAR XMEMBER W/TRX AND PHYSIO BALL STORAGE XM71-0008	192.9400	2,894.10
13	30.00	EA	TITAN STAND UP BENCH ADJUST 0-85 INCLINE LADDER	743.5300	22,305.90
14	30.00	EA	SLIPCOVER PRINTED FPAD-001	65.0000	1,950.00
15	1.00	EA	ULTRA PRO-FUNCTIONAL TRAINER	378.8200	378.82
16	2.00	EA	PRO INVERSE CURL 700028	3363.6200	6,727.24
17	6.00	EA	WOMEN'S 15KG OLY BAR	257.6500	1,545.90
18	100.00	EA	COMPETITION BUMPER PLATE BLACK W/LOGO PAIR	282.3500	28,235.00
19	30.00	EA	BUMPER PLATE COMPETITION 17.7" 25 LB URETHANE COLOR PAIR	271.7600	8,152.80
20	60.00	EA	10# COMPETITION URETHANE BUMPER PLATE BLACK W/LOGO	170.5900	10,235.40
21	60.00	EA	5 LB RUBBER DUAL OLYMPIC GRIP PLATE	7.3500	441.00
22	15.00	EA	20# 14" SLAM BALL	15.2900	229.35

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE

PAGE TOTAL $ 108,571.86
TOTAL $

This order is exempt from federal excise tax and state tax. #8004606. No alteration of this order is approved without prior written consent of the Purchasing Department. By acceptance of this Purchase Order, vendor agrees to ISD 279 Terms and Conditions. www.district279.org. It is the responsibility of the vendor to review T&C.

Coordinator, Purchasing & Warehouse
APPROVED BY

MGSH - Activities

OSSEO AREA SCHOOLS
ISD 279

Educational Service Center
Independent School District 279
11200 93rd Avenue N
Maple Grove, MN 55369
763-391-7027

PURCHASE ORDER NO. P260086-1
NOTE: The PO number must appear on Invoices and packing slips.
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VENDOR
ckoenen@pushpedalpull.com
50305 FAX: 952-746-4844
PUSH PEDAL PULL INC
2306 W 41ST ST
SIOUX FALLS SD 57105

ATTN: CHAD KOENEN

SHIP TO
MAPLE GROVE SENIOR HIGH
9800 FERNBROOK LN
ATTN: RECEIVING ROOM
MAPLE GROVE MN 55369

ATTN: RICARDO JONES

ORDER DATE: 04/30/25	BUYER: MELANIE DURAND	REQ. NO.: R260121	REQUIRED BY: 07/07/25
TERMS: NET 30 DAYS	F.O.B.: SEE BELOW	DESC.: CO-EXT	

ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
23	15.00	EA	40# 14" SLAM BALL	35.2900	529.35
24	15.00	EA	10# WALL BALL	42.3500	635.25
25	15.00	EA	WALLBALL 30# 35CM BLK W/WHITE PRINT	54.1200	811.80
26	50.00	EA	PHYSIO BALL 65CM BLACK W/WHITE LOGO	8.2400	412.00
27	60.00	EA	MINI XX LIGHT STRENGTH BAND 5-30LB, RED	7.0000	420.00
28	60.00	EA	LIGHT STRENGTH BANDS - RED 1 1/8"	13.0000	780.00
29	60.00	EA	MEDIUM STRENGTH BANDS GREY 1 3/4"	18.0000	1,080.00
30	1.00	EA	ULTRA PRO 2 TIER HEX STYLE DUMBBELL RACK	1018.8200	1,018.82
31	1.00	EA	FREIGHT COMMERCIAL	5483.0000	5,483.00
32	1.00	EA	DELIVERY/INSTALLATION	6500.0000	6,500.00
33	1.00	EA	EXTRACTION OF OLD EQUIPMENT	2835.0000	2,835.00

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE

PAGE TOTAL $	20,505.22
TOTAL $	224,999.44

This order is exempt from federal excise tax and state tax. #8004606. No alteration of this order is approved without prior written consent of the Purchasing Department. By acceptance of this Purchase Order, vendor agrees to ISD 279 Terms and Conditions. www.district279.org. It is the responsibility of the vendor to review T&C.

Coordinator, Purchasing & Warehouse
APPROVED BY

MGSH - Activities

OSSEO AREA SCHOOLS

ISD 279

I2T2 MEMORANDUM

TO: Dr. Kim Hiel, Superintendent
FROM: Gerald Edwards; Director of Information Systems & Security
Anthony Padrnos; Executive Director of Technology
SUBJECT: Unified Insights Renewal
DATE: May 20, 2025

Recommendation
It is our recommendation that the board approve the renewal of Microsoft from CDW-G used as our systems core operating system.

Background
Osseo Area Schools uses the Microsoft platform as our technology core operating system. This system provides licensing to ensure critical technology infrastructure with end user computers and system servers; ensures an operation communication system for phones, video conference, and email; provides critical security as part of our district's cybersecurity strategy; and provides foundational tools for operations through the Microsoft Suite.

We recommend approving the renewal of Microsoft for $454,710.09 in FY26. This purchase aligns with our budget and has been approved through the PEAR process for FY26.

QUOTE CONFIRMATION

ERIC TURBEVILLE,

Thank you for considering CDW•G for your technology needs. The details of your quote are below. **If you are an eProcurement or single sign on customer, please log into your system to access the CDW site.** You can search for your quote to retrieve and transfer back into your system for processing.

For all other customers, click below to convert your quote to an order.

Convert Quote to Order

QUOTE #	QUOTE DATE	QUOTE REFERENCE	CUSTOMER #	GRAND TOTAL
PKRZ181	5/1/2025	MS RENEWAL	3512064	$454,710.09

QUOTE DETAILS

ITEM	QTY	CDW#	UNIT PRICE	EXT. PRICE
Microsoft Windows Azure - prepayment - 1 license Mfg. Part#: 6QK-00001-12MO UNSPSC: 43233004 Electronic distribution - NO MEDIA Contract: Sourcewell 121923 CDWG-Software (121923)	4	3031635	$1,276.99	$5,107.96
Microsoft Core Infrastructure Server Suite Datacenter - license & software Mfg. Part#: 9GS-00495 UNSPSC: 43233004 Electronic distribution - NO MEDIA Contract: Sourcewell 121923 CDWG-Software (121923)	144	4325216	$62.33	$8,975.52
Microsoft Azure Active Directory Premium - subscription license - 1 user Mfg. Part#: 3R3-00001-12MO UNSPSC: 43232901 Electronic distribution - NO MEDIA Contract: Sourcewell 121923 CDWG-Software (121923)	1700	3349250	$6.39	$10,863.00
Microsoft 365 A5 - subscription license - 1 user Mfg. Part#: AAD-38400-12MO UNSPSC: 43231513 Electronic distribution - NO MEDIA Contract: Sourcewell 121923 CDWG-Software (121923)	3350	5419426	$116.59	$390,576.50
Microsoft 365 A5 - subscription license - 1 user Mfg. Part#: AAD-38405-D-12mo UNSPSC: 43231513 Electronic distribution - NO MEDIA Contract: MARKET	100000	5419402	$0.00	$0.00
Microsoft Office 365 ProPlus Add-on - subscription license - 1 device Mfg. Part#: RQL-00001-12MO Electronic distribution - NO MEDIA	100000	5680005	$0.01	$1,000.00

QUOTE DETAILS (CONT.)				
Contract: MARKET				
Microsoft Office 365 (Plan A1) - subscription license - 1 user Mfg. Part#: M6K-00001-12MO UNSPSC: 43231513 Electronic distribution - NO MEDIA Contract: Sourcewell 121923 CDWG-Software (121923)	100000	2614683	$0.01	$1,000.00
Microsoft Project Online Professional - subscription license - 1 user Mfg. Part#: 7MA-00001-12MO UNSPSC: 43231507 Electronic distribution - NO MEDIA Contract: Sourcewell 121923 CDWG-Software (121923)	25	4304049	$65.12	$1,628.00
Microsoft SQL Server Enterprise Core Edition License & Software Assurance Mfg. Part#: 7JQ-00341 UNSPSC: 43232304 Electronic distribution - NO MEDIA Contract: Sourcewell 121923 CDWG-Software (121923)	20	2670095	$1,312.28	$26,245.60
Microsoft Visio Pro for Office 365 (Plan A2) - subscription license - 1 use Mfg. Part#: P4U-00001-12MO UNSPSC: 43231507 Electronic distribution - NO MEDIA Contract: Sourcewell 121923 CDWG-Software (121923)	20	2968438	$25.54	$510.80
Microsoft Windows Remote Desktop Services - license & software assurance - Mfg. Part#: 6VC-01251-12MO UNSPSC: 43232901 Electronic distribution - NO MEDIA Contract: Sourcewell 121923 CDWG-Software (121923)	220	2382909	$9.45	$2,079.00
Microsoft Windows Server Standard Edition - License & Software Assurance Mfg. Part#: 9EM-00562 UNSPSC: 43233004 Electronic distribution - NO MEDIA Contract: Sourcewell 121923 CDWG-Software (121923)	26	4325202	$7.51	$195.26
Common Area Phone - subscription license - 1 device Mfg. Part#: KXH-00001-12MO Electronic distribution - NO MEDIA Contract: Sourcewell 121923 CDWG-Software (121923)	100	5905172	$35.33	$3,533.00
Microsoft Power Automate with attended Robotic Process Automation Plan - su Mfg. Part#: 1SM-00001-12MO Electronic distribution - NO MEDIA Contract: Sourcewell 121923 CDWG-Software (121923)	3	6120447	$98.80	$296.40
MS EES TEAMS PREM FAC P U Mfg. Part#: ZXI-00009-12MO Electronic distribution - NO MEDIA Contract: Sourcewell 121923 CDWG-Software (121923)	115	7451390	$23.47	$2,699.05

SUBTOTAL	$454,710.09
SHIPPING	$0.00
SALES TAX	$0.00
GRAND TOTAL	**$454,710.09**

PURCHASER BILLING INFO	DELIVER TO
Billing Address: OSSEO AREA SCHOOLS DIST 279 ACCTS PAYABLE 11200 93RD AVE N OSSEO, MN 55369-3669 **Phone:** (763) 391-7000 **Payment Terms:** NET 30-VERBAL	**Shipping Address:** OSSEO PUBLIC SCHOOLS DIST 279 MEDIA CENTER 9375 ZACHARY LN N MAPLE GROVE, MN 55369-3642 **Shipping Method:** ELECTRONIC DISTRIBUTION
	Please remit payments to:
	CDW Government 75 Remittance Drive Suite 1515 Chicago, IL 60675-1515



Sales Contact Info

Mayank Srivastava | (866) 626-8519 | mayasri@cdw.com

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This order is subject to CDW's Terms and Conditions of Sales and Service Projects at
http://www.cdwg.com/content/terms-conditions/product-sales.aspx
For more information, contact a CDW account manager.

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ISD 279

OSSEO AREA SCHOOLS

ISD 279

Final recommendation for attendance boundary changes

May 20, 2025

Why attendance boundaries need changing

- Enrollment and Capacity Management Advisory Committee's (ECMAC) most recent reports have detailed that a significant enrollment imbalance exists and that it should be addressed.
- ECMAC's work helped to form 2023's *Building a Better Future* referendum.
  - A new elementary school and additions to Maple Grove Senior High School were approved to address space constraints.

Why attendance boundaries need changing

- In 2023, it was additionally noted that attendance boundary changes were needed no matter the outcome of the election.
- With the approval, again, facility space will help to address growth needs. This limits attendance boundary changes to elementary and middle schools, and impacts fewer families.

Timeline

- Late July 2024: Core Team first meets
- September 2024: Community engagement on potential parameters.
- October thru December 2024: Scenarios developed based on parameters.
- January/early February 2025: Community engagement on four scenarios.
- Late February 2025: Community feedback reviewed. Adjustments considered.
- March 2025: Community engagement on two scenarios.
- April 2025: Community feedback reviewed. Adjustments considered.
- May 2025: School board review (May 6) and vote (May 20).

Community engagement by the numbers

- Parameters ThoughtExchange: 2,989 Participants, 1,528 Thoughts, 36,832 Ratings
- 25 families at Jan. 15 meeting, 75 livestreaming/current 491
- 58 families at Jan. 23 meeting , 24 livestreaming/current 306
- 20 Families at March 4 meeting, 6 livestreaming/current 112
- 15 Families at March 19 meeting, 6 livestreaming/current 84
- 60,271 views to the boundaries website since Jan. 14
- 175 emails to BetterFuture@district279.org
- 19 phone calls to 763-391-8990

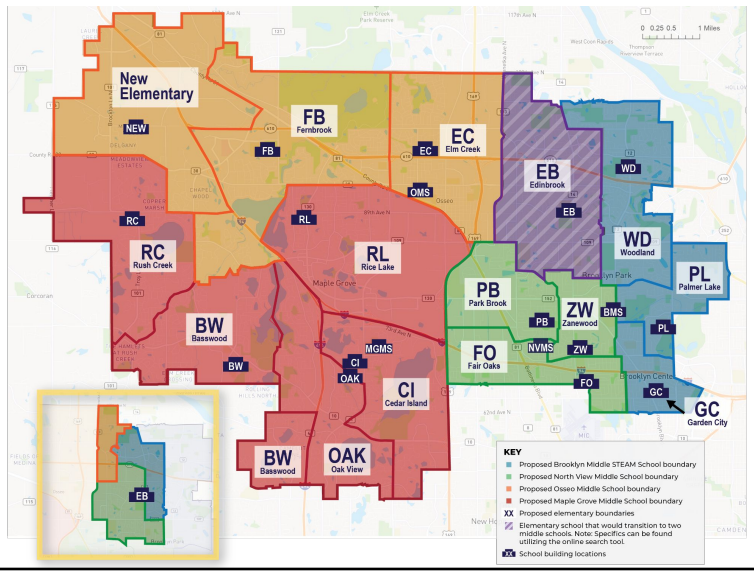
Community-built parameters established and shared

- Center our core values: honor and integrity, belonging, inclusion, innovation and excellence, transparency and intrinsic value.
- Ensure scenarios can function in our system, including but not limited to: transportation; building utilization and capacity; enrollment (current and future); teaching/learning program offerings; and financial costs.
- Ensure scenarios have longevity in our system.
- Follow the teacher/student class targets established by the school board
- Consider the number of students impacted for each scenario.
- Consider the student demographics of each scenario.

Community-built parameters established and shared

- Consider connecting more schools from level to level.
- Keep neighborhoods intact as much as possible.
- Minimize non-contiguous/non-adjoining areas.
- Maintain 0.8 elementary and 1.0 secondary transportation service areas.
- Maintain safety standards in regard to bus routing (avoiding major roadways, etc.).
- Avoid lengthy travel time on buses.
- Comply with state laws, school board policy and negotiated agreements.

Amended Scenario 2A - Final Recommendation



Next steps

- Update shared
- Fine tuning
  - Special education school assignments
  - Transportation routing
    - One elementary school, in particular, will have an earlier start and end time to better accommodate busing
- School staffing process
- Goal to ensure all are informed and warmly welcomed

Concluding thoughts

- The participation numbers show that our community strongly engaged in this process, and appreciated the opportunity to share their ideas and thoughts.
- Amended Scenario 2A - Final Recommendation – has been built in partnership with our community and is thus unanimously supported by both the Core Team and Cabinet.

Attendance boundary change process: Final report

May 2025

Executive Summary: ***This report describes why attendance boundaries needed changing, the process to create proposals, community feedback, descriptions of edits and the final recommended scenario. The appendix additionally highlights each impacted school's current and proposed boundaries and the latest frequently asked questions that are available to view online at district279.org/boundaries.***

It's been more than 15 years since our district has made attendance boundary changes of this scale. Understandably, many of our community member's house purchasing and rental decisions are based on school assignments so by no means are there any intentions of making more frequent changes. However, it's come to the point where adjustments need to be made at Osseo Area Schools.

The district's Enrollment and Capacity Management Advisory Committee (ECMAC) helped to determine the need for this change. The team's updates over the last several years detailed that a significant student enrollment imbalance exists and that it needs to be addressed. Specifically, there is significant growth in the northwest portions of the district. Future housing and redevelopment are expected in these same areas. In addition, there are also some district schools under capacity.

ECMAC's research helped to establish the plan for the 2023 bond referendum. During the informational campaign it was shared that attendance boundaries would change regardless of the outcome of the election. Parameters would, however, be adhered to more if it were to pass and high school attendance boundaries would not need to change because of gained space.

Fortunately, the community supported the bond request on Nov. 7, 2023. The Cabinet team met in the summer of 2024 to establish a Core Team to assist with the change process. This team, made up of staff and union representatives throughout the district, studied data, worked through possible scenarios and created a process for our community to engage in. They followed school board policy and procedure along the way: 725: Policy; 558: Policy and Procedure.

With community engagement prioritized, there were three distinct times for our community – staff, students, parents/caregivers and our greater community – to share their feedback. The first was in September when it was asked what parameters should be considered during the change process; the second was in January when four proposed scenarios were presented; and the third was in March when two updated scenarios were presented. During these engagement opportunities, many positive comments were shared by community members on how heard and valued they felt. They appreciated the opportunities to share their thoughts, and trusted the structure of the change process.

Based on the community-built parameters and community feedback, the Core Team and Cabinet unanimously recommend Amended Scenario 2A - Final Recommendation as the new attendance boundaries beginning in fall 2026 and onward. Amended Scenario 2A - Final Recommendation began as Scenario 2 in January, it gained a few tweaks before its debut as 2A in March. At this time, two additional

edits are suggested based on the community's final feedback in March, thus being renamed Amended Scenario 2A - Final Recommendation.

More information on the process, feedback results and next steps can be found through the rest of this report.

Key dates related to the process

- Summer 2024: Cabinet discussed the Core Team for Attendance Boundary Change Process. Specifically the makeup of the group and plan for the months ahead.
- July 2024 and onward: Core Team first held meeting July 24. Meetings picked up again Sept. 9 and took place every other week (except for January).
- September 2024: Website created at district279.org/boundaries. Content has included: updates, timeline, community-built parameters, answers to FAQ, RSVP for meetings, online feedback form and hotline contacts.
- Sept. 10-Oct. 9: Community input on considerations for creating proposals.
- Jan. 14, 2025: Proposed scenarios shared with map search tool. Community input opened and welcomed until Feb. 7.
- Jan. 15 and 23, 2025: Community Informational Meetings held. Started with a half hour presentation then moved to small group conversations with a facilitator and notetaker.
- Jan. 28 through February: Core Team and Cabinet review feedback, which includes comments received from Community Informational Meetings, online form and hotlines.
- Feb. 20, 2025: Updated scenarios shared with map search tool. Community input opened and welcomed until March 21.
- March 4 and 19, 2025: Community Informational Meetings held. Started with a half hour presentation then moved to small group conversations with a facilitator and notetaker.
- March 21 through April: Core Team and Cabinet review feedback, which includes comments received from Community Informational Meetings, online form and hotlines.
- May 2025: Final recommended scenario presented.

Board-specific connections

- Fall 2023: Mentioned as part of *Building a Better Future, Phase II* informational campaign
- Nov. 21, 2023: Mentioned as next step in *Building a Better Future, Phase II* reflection presentation
- Sept. 10, 2024: Process noted at work session
- Nov. 12, 2024: Process reiterated at work session
- Early January 2025: Meetings to preview scenarios
- Jan. 14: Email on the first round proposals being posted online, feedback opportunities, key messages and other helpful resources
- Jan. 15: Community Informational Meeting
- Jan. 15: Email reminder on ways to provide feedback
- Jan. 23: Community Informational Meeting
- Jan. 31: Email on in-district transfer and CCA changes
- Feb. 7: Email on additional in-district transfer notes
- Feb. 13: Email on first-round feedback
- Late February: Meetings to preview scenario updates
- Late April: Meetings to preview final report

- May 6: Final report at work session
- May 20: Final school board decision

Communication plan

Communication-wise our goals were to provide clear, comprehensive communication that was timely and easily accessible; ensure widespread community understanding; and minimize misinformation. The strategies to reach these goals were sharing regular updates in varying modalities and offering ways to engage in the change process. Additionally, any questions received were expected to have a quick response back. See the full communication plan for further details.

Community feedback

Overall numbers:

- Parameters ThoughtExchange: 2,989 Participants, 1,528 Thoughts, 36,832 Ratings
- 25 families at Jan. 15 meeting with 75 livestreaming (current views: 491)
- 58 families at Jan. 23 meeting with 24 livestreaming (current views: 306)
- 20 Families at March 4 meeting with 6 livestreaming (current views: 112)
- 15 Families at March 19 meeting with 6 livestreaming (current views: 84)
- 60,271 views to the boundaries website since Jan. 14
- 175 emails to BetterFuture@district279.org
- 19 phone calls to 763-391-8990
- 0.2% Participated in an engagement opportunity in a different language

Community engagement opportunity one (Sept. 10-Oct. 9): Parameters established

A ThoughtExhange question was posed to our community: “What should be considered as our community works to create new attendance boundaries at the elementary and middle school levels?” Nearly 3,000 participants shared their thoughts. The topics most frequently mentioned were:

- Student social networks and neighborhood schools, including middle to high school alignment
- Minimizing disruption
- Proximity to school and transportation efficiency
- Class size
- Future housing developments
- Diversity and equity
- Safety considerations (roadways, etc.)
- Open enrollment



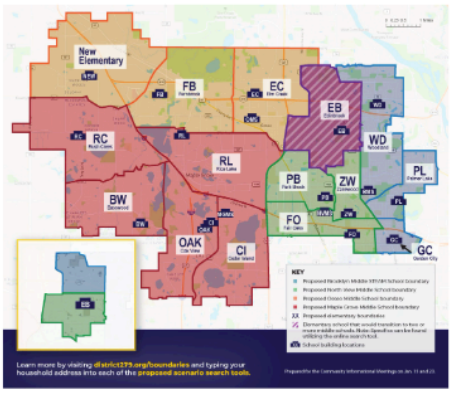
The following community-built parameters were created as a result of this engagement. The Core Team then used these parameters to help create scenarios and consider edits.

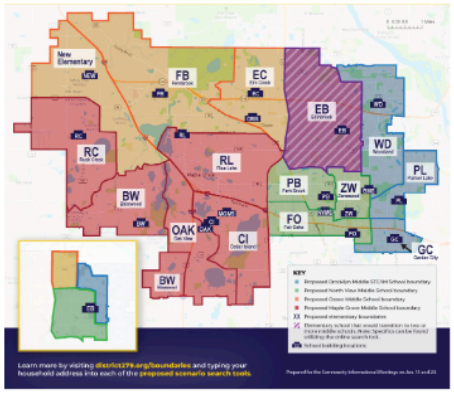
- Center our core values: honor and integrity, belonging, inclusion, innovation and excellence, transparency and intrinsic value.
- Ensure scenarios can function in our system, including but not limited to: transportation; building utilization and capacity; enrollment (current and future); teaching/learning program offerings; and financial costs.
- Ensure scenarios have longevity in our system.
- Follow the teacher/student targets established by the school board.
- Consider the number of students impacted for each scenario.
- Consider the student demographics of each scenario.
- Consider connecting more schools from level to level.
- Keep neighborhoods intact as much as possible.
- Minimize non-contiguous/non-adjoining areas.
- Maintain 0.8 elementary and 1.0 secondary transportation service areas.
- Maintain safety standards in regard to bus routing (avoiding major roadways, etc.)
- Avoid lengthy travel time on buses.
- Comply with state laws, school board policy and negotiated agreements.

Community engagement opportunity two (Jan. 14-Feb. 7): Four scenarios proposed

The Core Team talked through several possible scenarios late fall. These were whittled down to four that most closely aligned to the community-built parameters – Scenario 1, Scenario 2, Scenario 3 and Scenario 4. Of these four, some adhered to certain parameters more strongly than others. This second community engagement opportunity was a great way for the Core Team and Cabinet to see which parameters were most important to our community.

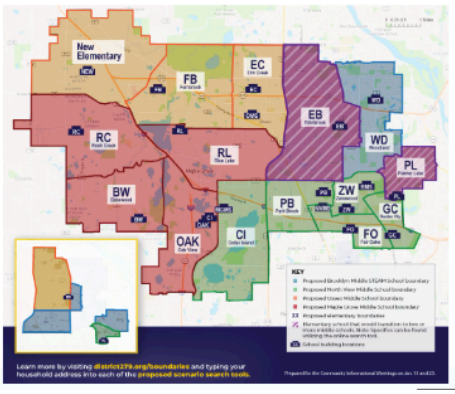
Scenario 1

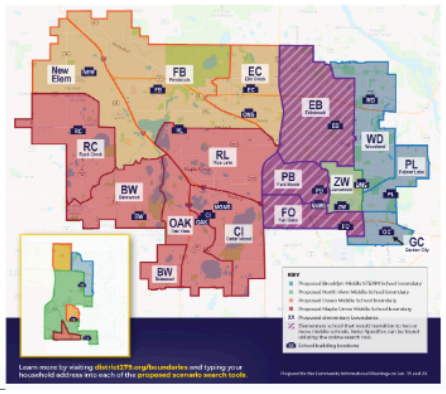




Scenario 2

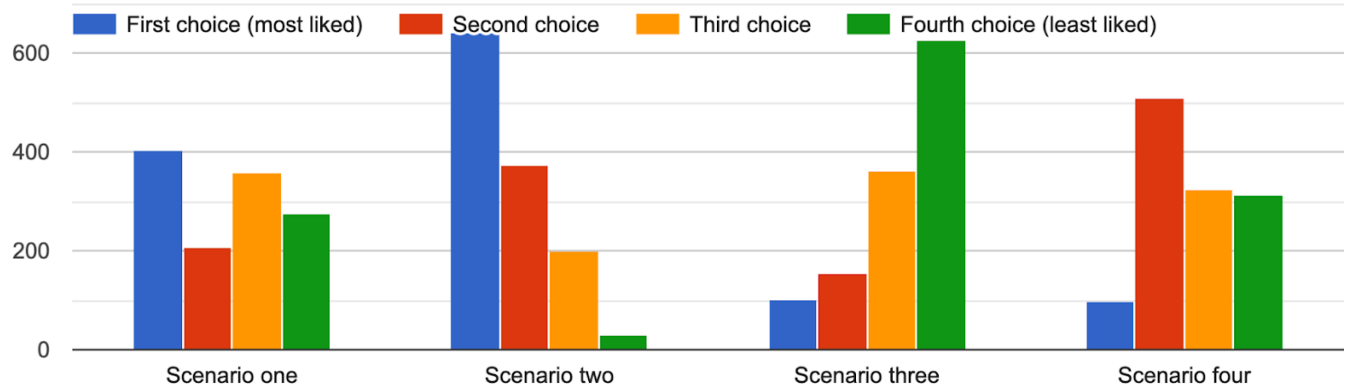
Scenario 3





Scenario 4

All in all, community members favored scenario two fairly strongly, while scenario three was least liked with similar strength. Scenarios one and four were consistently in the middle, but the feedback on scenario four was a bit stronger on the lack of longevity.



Community's scenario preference from most liked to least liked (AI-generated)

- Scenario 2 (Most liked)
- Scenario 1
- Scenario 4
- Scenario 3 (Least liked)

Community's pros and cons of each scenario (AI-generated)

Scenario 1

Pros:

- Geographical cohesion: Many community members appreciated that Scenario 1 keeps neighborhoods together and maintains geographical cohesion.
- Long-term solution: This scenario is seen as a sustainable, long-term solution that avoids the need for frequent boundary changes.
- Community feel: It fosters a neighborhood school atmosphere, which is valued by many parents.
- Efficient transportation: The boundaries are clear and efficient, potentially reducing transportation costs.

Cons:

- High impact: Scenario 1 impacts a large number of students, causing significant disruption to many families.
- Splitting communities: Some feedback indicated that this scenario splits certain communities, particularly those near Cedar Island and Maple Grove Middle School.
- Safety concerns: There are concerns about students having to cross busy roads or travel longer distances.

Scenario 2

Pros:

- Least disruptive: Scenario 2 is favored for impacting the fewest number of students, minimizing disruption.
- Sustainable: It is seen as a long-term solution that will not require boundary changes in the near future.
- Maintains community: This scenario keeps many neighborhoods and communities intact, preserving social connections.

- Efficient use of resources: It maximizes the use of school capacities and transportation services.

Cons:

- Geographical challenges: Some feedback mentioned that the boundaries in Scenario 2 are less geographically cohesive compared to Scenario 1.
- Splitting schools: There are concerns about certain elementary schools being split into multiple middle schools, which could affect community cohesion.

Scenario 3

Pros:

- Logical boundaries: Some community members appreciated the logical and clear boundaries in Scenario 3.
- Efficient transportation: This scenario is seen as efficient in terms of transportation routes and costs.

Cons:

- High impact: Scenario 3 impacts the highest number of students, causing significant disruption.
- Geographical inconsistencies: There are major concerns about students being assigned to schools far from their homes, particularly those near Maple Grove Middle School being assigned to North View Middle School.
- Community disruption: This scenario is seen as highly disruptive to established communities and social connections.
- Safety concerns: Increased travel distances and crossing busy roads are significant safety concerns.

Scenario 4

Pros:

- Least immediate impact: Scenario 4 impacts the fewest number of students in the short term, providing a temporary solution.
- Maintains community: It keeps many neighborhoods and communities intact, preserving social connections.

Cons:

- Short-term solution: This scenario is seen as a temporary fix that will require boundary changes again in a few years, causing future disruption.
- Inefficiency: There are concerns about the inefficiency of having to revisit boundary changes so soon.
- Geographical challenges: Similar to Scenario 2, there are concerns about the geographical cohesion of the boundaries.

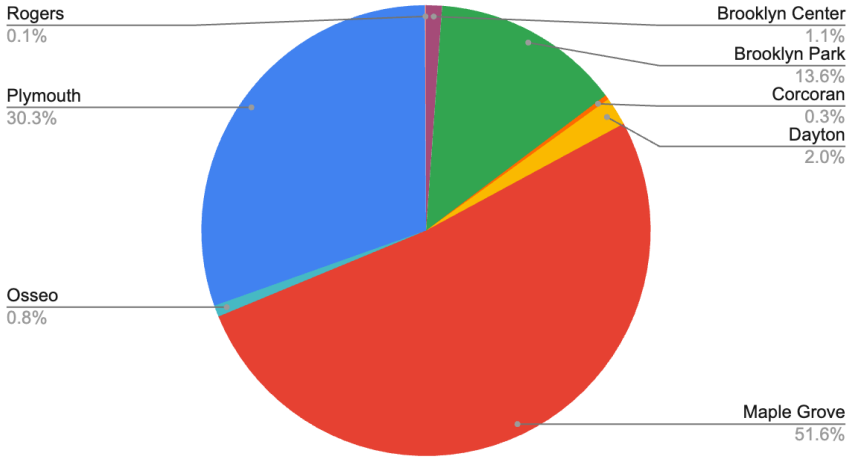
Community's most mentioned geographic areas or neighborhoods (AI-generated)

- Cedar Island:
  Summary: Many community members expressed concerns about the impact of boundary changes on Cedar Island, particularly regarding the reassignment to different middle schools and the disruption to established communities.
- Maple Grove Middle School:
  Summary: Feedback highlighted issues related to students living near Maple Grove Middle School being reassigned to other middle schools, which would increase travel distances and disrupt social connections.
- Basswood:

Summary: There were significant mentions of Basswood, with parents emphasizing the importance of keeping their children at Basswood Elementary due to its reputation and the established relationships with staff and peers.

- East Fish Lake Road:
  Summary: Concerns were raised about the safety and accessibility of schools for students living near East Fish Lake Road, particularly regarding the need to cross busy roads to reach their assigned schools.
- Jonquil Way:
  Summary: Community members living on Jonquil Way expressed a preference for attending schools that are closer to their homes to avoid long travel distances and ensure safer routes to school.

About 82% of the feedback came from the cities of Maple Grove (52%) and Plymouth (30%). Maple Grove is, however, representative of the number of students who attend our schools (42% of Osseo Area Schools students reside in Maple Grove). Seeing an underrepresentation from Brooklyn Park and Brooklyn Center, additional reaches were made to elementary and middle school families in these two cities, including tables at conferences, flyers in backpacks and distributed at pick up/drop off times, and in school e-newsletters. Some increases were seen as a result of these efforts.



Community engagement opportunity three (Feb. 28-March 1): Two updated scenarios shared

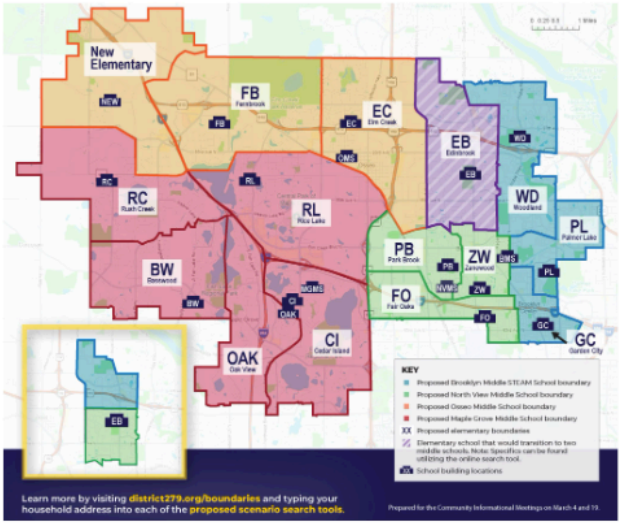
Based on the community feedback from Jan. 14-Feb. 7, Scenarios 1 and 2 were moved forward with some tweaks. The tweaks included:

- Scenario 1 tweaks
  - Balancing capacity between buildings to include current in-district transfers and current open enrollment students.
  - Shifting Fernbrook Elementary School's boundary further west.
  - Adjustments to Elm Creek and Edinbrook Elementary Schools boundaries to account for future development.
  - Reduce Woodland Elementary School's boundary to balance capacity for in-district transfer and open enrollment students.
- Scenario 2 tweaks
  - Balancing capacity between buildings to include current in-district transfers and current open enrollment students.

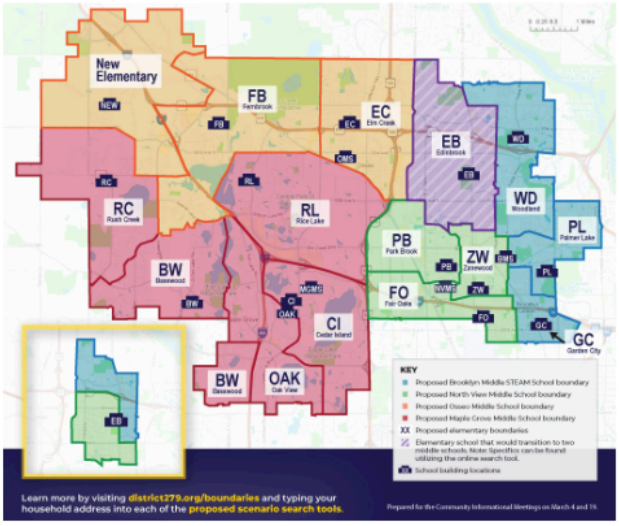
- Adjustments to Elm Creek and Edinbrook Elementary Schools boundaries to account for future development.
- Reduce travel distance to the new elementary by shifting the southern area back to Fernbrook Elementary School.
- Reduce Woodland Elementary School's boundary to balance capacity for in-district transfer and open enrollment students.

The updated scenarios were presented as: Scenario 1A and Scenario 2A. It was noted that these weren't exactly the same as the previous Scenario 1 and Scenario 2.

Scenario 1A



Scenario 2A



All in all, Scenario 2A was by far most liked, which impacts fewer students and is more efficient for our school system – most notably transportation.

Community's pros and cons of each scenario (AI-generated)
Scenario 1A

Pros:

- Neighborhood Cohesion: Keeps neighborhoods together, avoiding splitting communities.
- Proximity to Schools: Ensures students attend schools closest to their homes, enhancing walkability and reducing travel times.
- Logical Boundaries: Creates clear and contiguous boundaries, making it easier to understand and manage.
- Transportation Efficiency: Optimizes bus routes and minimizes travel times, reducing transportation costs.

Cons:

- Higher Impact on Students: Affects approximately 600 more students compared to Scenario 2A, leading to more disruptions for families.
- Disruption to Established Relationships: Forces more students to change schools, potentially impacting their social and academic stability.
- Concerns About School Quality: Some families are worried about moving to schools with lower ratings and less established positive experiences.

- Increased Travel Distance: In some cases, students may have to travel further to attend their new schools, crossing major highways and busy streets.

Scenario 2A

Pros:

- Lower Impact on Students: Affects approximately 600 fewer students, minimizing disruptions for families and maintaining stability for more students.
- Neighborhood Integrity: Keeps neighborhoods intact, avoiding scenarios that split communities and disrupt social networks.
- Proximity and Safety: Maintains proximity to schools and avoids major highways, enhancing safety and convenience for students.
- Transportation Efficiency: Provides efficient transportation routes, minimizing travel times and reducing costs.
- Maintains Established Relationships: Allows more students to stay at their current schools, preserving established social and academic relationships.

Cons:

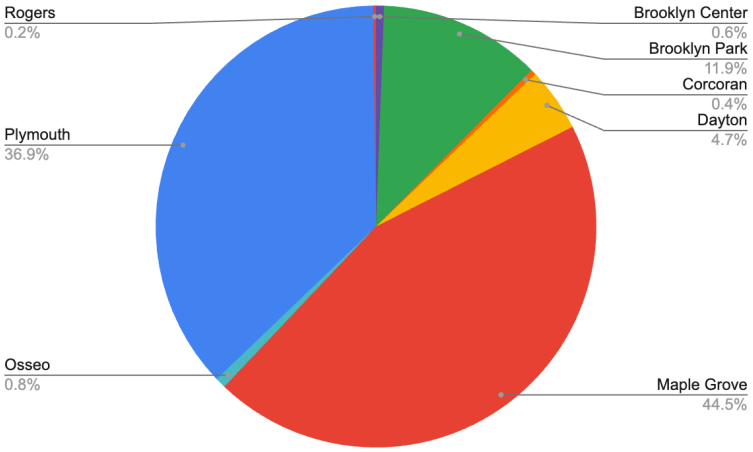
- Non-Contiguous Boundaries: Creates some non-contiguous areas, which may be confusing and harder to manage.
- Potential Overcrowding: Concerns about the capacity of certain schools, such as Rice Lake and MGMS, and whether they can handle the number of students assigned to them.
- Concerns About School Quality: Similar to Scenario 1A, some families are worried about moving to schools with lower ratings and less established positive experiences.

Community's most mentioned geographic areas or neighborhoods (AI-generated)

- Lake Camelot Estates:
  Concerns: Families in this area are worried about being rezoned and losing the ability to attend Basswood Elementary, which was a key factor in their decision to move to the area.
  Mentions: Multiple comments highlight the importance of minimizing the impact on students and families in Lake Camelot Estates.
- Park Brook Neighborhood:
  Concerns: Residents prefer Scenario 1 as it keeps their children attending Park Brook Elementary, which is within walking distance and avoids crossing major highways.
  Mentions: Several comments emphasize the importance of maintaining walkability and neighborhood continuity.
- Plymouth Basswood Section:
  Concerns: Families are concerned about the negative impacts of changing schools, including anxiety, depression, and social/academic setbacks. They strongly advocate for keeping the Plymouth Basswood section at Basswood Elementary.
  Mentions: Numerous comments highlight the importance of minimizing the number of impacted students and maintaining the current school assignments.
- Sundance Developments:
  Concerns: There is a strong preference for including the Sundance developments in the new elementary school zone to keep current kids and friends together.
  Mentions: Multiple comments emphasize the importance of maintaining social networks and minimizing disruptions.
- Rice Lake Area:

Concerns: Families are worried about the total enrollment number at Rice Lake and whether the school capacity is being addressed completely. They suggest making the zone smaller to match the building's capacity.
Mentions: Several comments express concerns about overcrowding and the need for accurate capacity planning.

Again, about 82% of the feedback came from the cities of Maple Grove (45%) and Plymouth (37%). Additional communication efforts were once again made to Brooklyn Park and Brooklyn Center.



A lot of the Jan. 14-Feb. 7 community feedback requested phasing-in or special considerations be made to certain grades. Even though school board Procedure 558 prohibits the district from offering in-district transfer to impacted schools during attendance boundary transition years, the Core Team and Cabinet agreed to offer special considerations for fifth and eighth grade students in the 2026-27 school year. These students will have the opportunity to maintain enrollment at their currently assigned school. If families with fifth and eighth graders decide to stay at their current school, transportation will be the responsibility of the family. This new opportunity was presented during the Feb .28-March 21 community feedback opportunity.

Final scenario based on feedback

Based on community feedback from Feb. 28-March 21, Scenario 2A was the final scenario chosen by both the Core Team and Cabinet. Two edits were discussed and have been incorporated into the final recommended scenario that is being called Amended Scenario 2A - Final Recommendation. The two tweaks included are:

- The very northwestern part of Edinbrook's boundary will switch to Osseo Middle School.
- The Sundance neighborhood will go to Fernbrook Elementary School.

Full feedback results

Jan. 14-Feb. 7

- Quantitative: Charts from online form and small group form
- Qualitative: Online form comments
- Qualitative: Small group form comments

Feb. 28-March 21

- Quantitative: Charts from online form and small group form

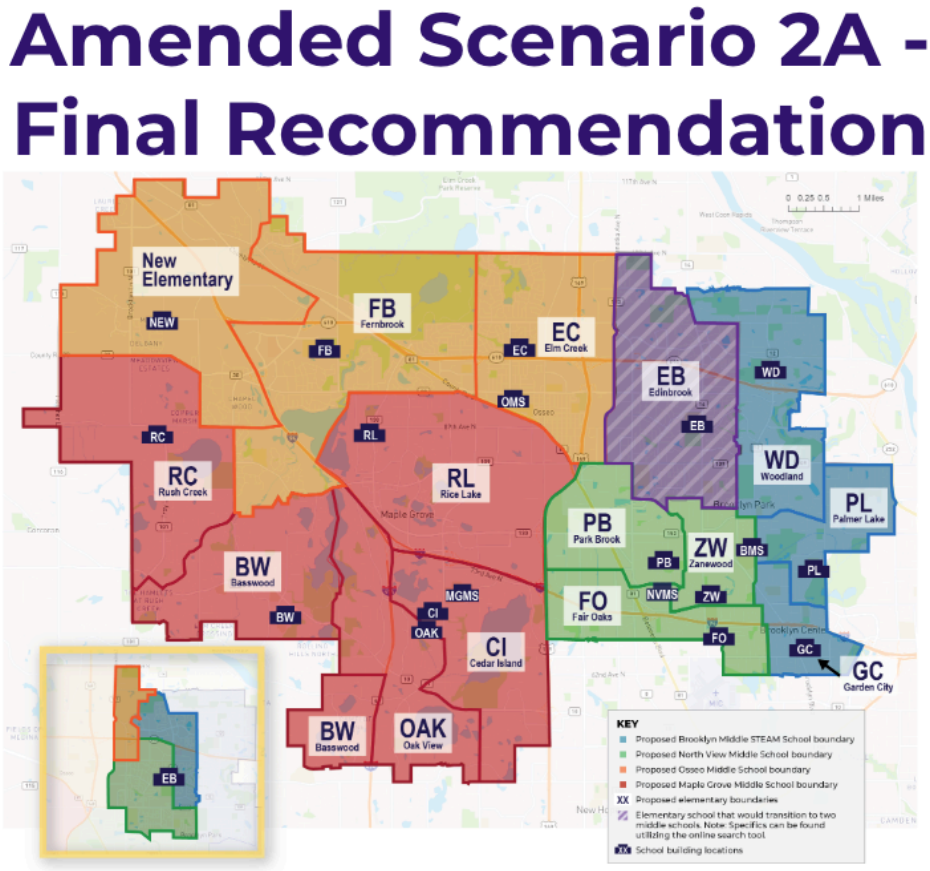
- Qualitative: Online form comments
- Qualitative: Small group form comments

More about Amended Scenario 2A - Final Recommendation

Approximately 2,000 elementary and middle school students would be impacted by this scenario, which is about 320 fewer than January's proposal and 120 fewer than the March proposal. Some of the strengths of this scenario are its low number of changes, functionality in our system, including efficiencies with building use and transportation services, elimination of non-adjoining geographic areas and an improved feeder-like structure as students would move with classmates from elementary to middle school. This scenario would last for the foreseeable future.

Scenario 2A - Final Recommendation updates include two changes from Scenario 2A:

- Moving Fernbrook's northwest boundary from Rush Creek Parkway further west to follow the natural path of Rush Creek in order to keep all families in the Sundance Woods neighborhood at the same school.
- Shift Osseo Middle School boundary north of Hwy 610 further east to match the Osseo Senior High School boundary.



Elementary school:

- Neighborhoods would remain mostly intact as more natural barriers – major roadways, parks, creeks and lakes – are utilized.
- All but one school building (OAK) would be within their own attendance boundary. This means students closest to each school would be able to attend and potentially walk there.

Middle school:

- The non-adjoining geographic areas that currently exist near North View Middle School would be eliminated.
- All but one school building (BMS) would be within their own attendance boundary. This means students closest to each school would be able to attend and potentially walk there.

Please see the appendix for details on how each school is impacted by Amended Scenario 2A - Final Recommendation.

Additionally, as noted in the community-built parameters, specific groups of students were looked at for all presented scenarios. In all cases, including this final recommended scenario, the racial demographics of schools do not change more than 5% in the majority of cases. This is important to note as our district is racially isolated according to the state of Minnesota's definition. In essence, our district isn't creating any additional racially identifiable schools – again per the state of Minnesota's definition.

Next steps once new attendance boundaries are approved

Once approved, an update will be shared with families, staff and community members. Some of these audiences will hear further updates as fine tuning work will need to take place with special education school assignments and transportation routing. One elementary school, in particular, will likely have an earlier start and end time to better accommodate busing (move from tier four to tier three).

A school staffing process will also kick off. School staff are still needed to service our students throughout the district, but they too will need to be balanced. This means some staff will be transferring to other district schools to address student educational needs and support alongside the new attendance boundaries. The district will follow the processes set forth on our labor contracts.

Please know our goal is to ensure families and staff are informed and warmly welcomed as they start their new journeys in fall 2026. Every effort will be made to help make this possible.

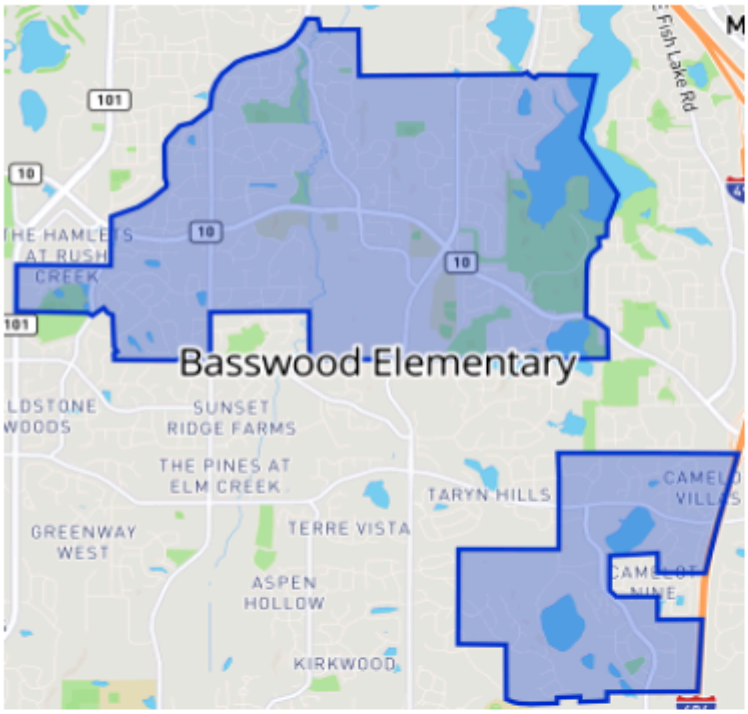
Conclusion

Changing attendance boundaries is one of the most challenging projects a school district undertakes. The participation numbers show that our community strongly engaged in this process, and appreciated the opportunity to share their ideas and thoughts. Several community comments were received about how well this change process was organized and that they genuinely felt heard and valued. In conclusion, the final scenario – Amended Scenario 2A - Final Recommendation – has been built in partnership with our community and is thus unanimously supported by both the Core Team and Cabinet.

Appendix

Basswood Elementary School

Current Boundary:

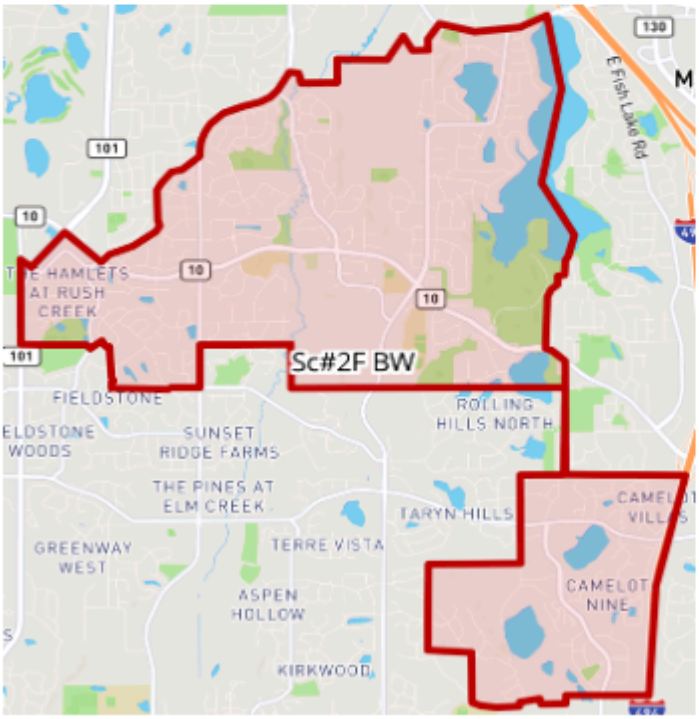


2024-25 enrollment:
842 students

2025-26 projected enrollment:
830 students

Building Capacity (2025):
1,026 students

Recommended Boundary:



2026-27 projected enrollment:
800-850 students

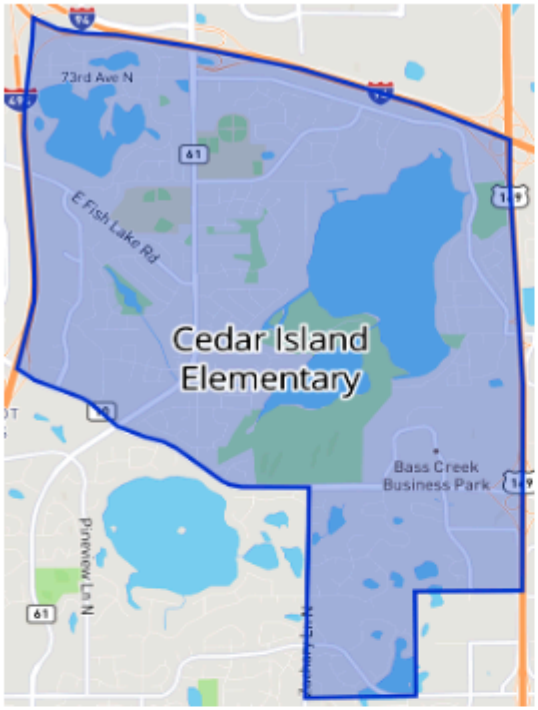
Building Capacity (2027):
961 students

Summary:
Basswood boundary changes are generally very minimal. In the southern section, the Camelot neigherbood that had gone to Oakview will be added to Basswood.

In the northern section, the area west of I-94 that went to Rice Lake is now part of the Basswood area.

Cedar Island Elementary School

Current Boundary

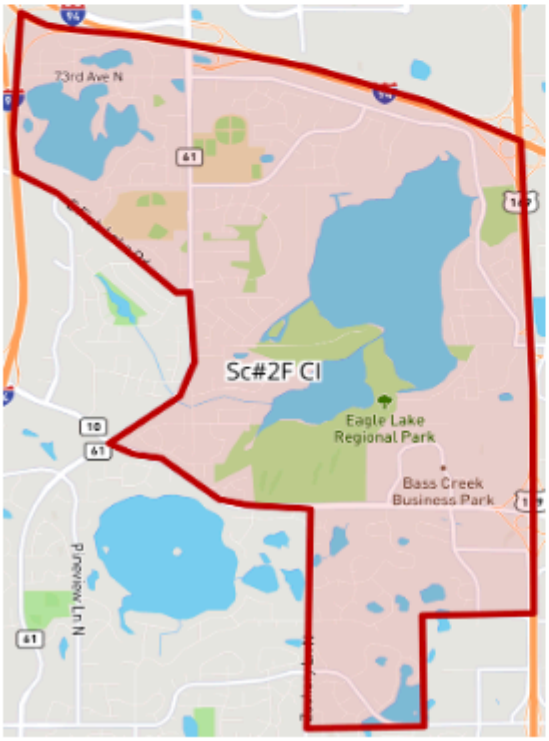


2024-25 enrollment:
480 students

2025-26 projected enrollment:
485 students

Building Capacity (2025):
513 students

Recommended Boundary

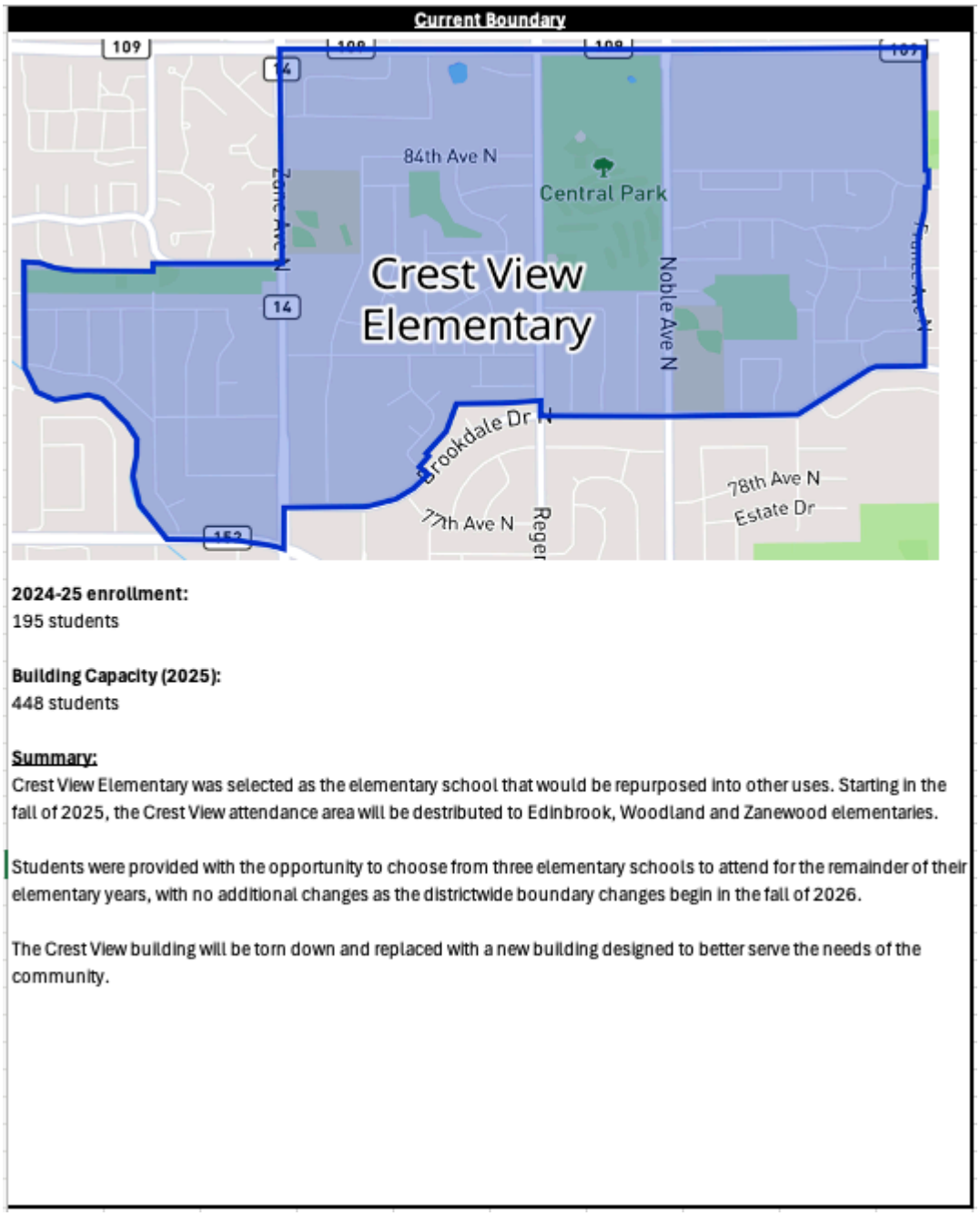


2026-27 projected enrollment:
350-400 students

Building Capacity (2027):
513 students

Summary:
The main change to Cedar Island was giving the area west of E. Fish Lake Road and Hemlock to Oakview to create a walk area for those residents to Oakview.

Crest View Elementary School



2024-25 enrollment:
195 students

Building Capacity (2025):
448 students

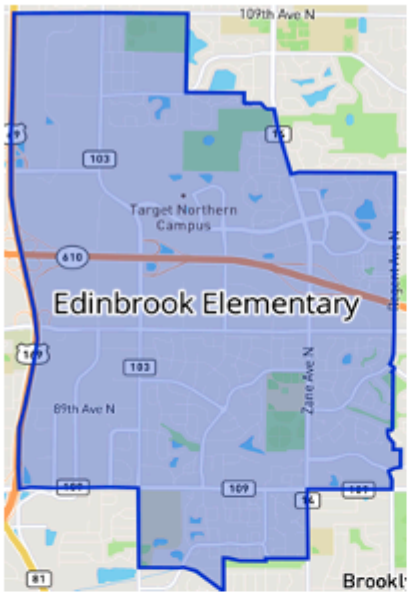
Summary:
Crest View Elementary was selected as the elementary school that would be repurposed into other uses. Starting in the fall of 2025, the Crest View attendance area will be destributed to Edinbrook, Woodland and Zanewood elementaries.

Students were provided with the opportunity to choose from three elementary schools to attend for the remainder of their elementary years, with no additional changes as the districtwide boundary changes begin in the fall of 2026.

The Crest View building will be torn down and replaced with a new building designed to better serve the needs of the community.

Edinbrook Elementary School

Current Boundary

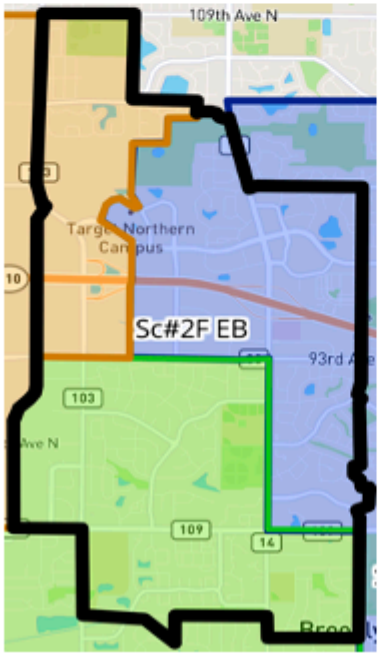


2024-25 enrollment:
712 students

2025-26 projected enrollment:
828 students

Building Capacity (2025):
906 students

Recommended Boundary



2026-27 projected enrollment:
830-880 students

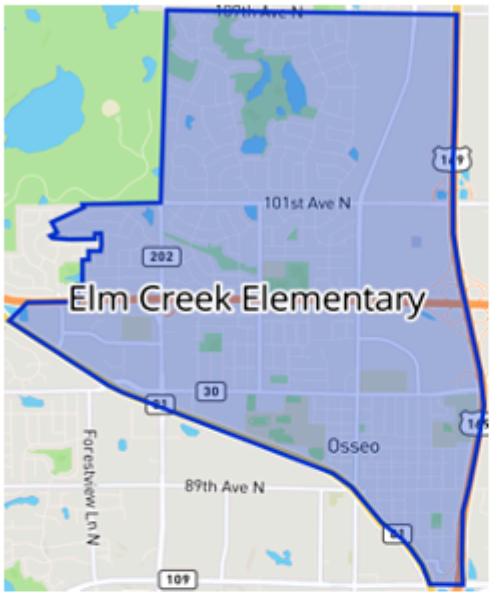
Building Capacity (2027):
961 students

Summary:
The Edinbrook boundary is very similar, but a portion of the western boundary was moved to Elm Creek to better balance capacity of both schools. Edinbrook also picks up a portion of the old Crest View attendance area in the south. Edinbrook is the only elementary that splits to multiple middle schools.

The City of Brooklyn Park has announce new develoment plans in this area, so we attempted to take that possibility into account.

Elm Creek Elementary School

Current Boundary



2024-25 enrollment:
594 students

2025-26 projected enrollment:
580 students

Building Capacity (2025):
684 students

Recommended Boundary



2026-27 projected enrollment:
510-560 students

Building Capacity (2027):
684 students

Summary:
There are two primary changes to the Elm Creek attendance boundary. First, the western boundary was changed to follow Zachary Lane. Families west of Zachary will now attend Fernbrook.

Second, the eastern bordershifts from Hwy 169 to Winnetka Ave. This change is to account for the future development of the area between Elm Creek and Edinbrook.

Fair Oaks Elementary School

Current Boundary

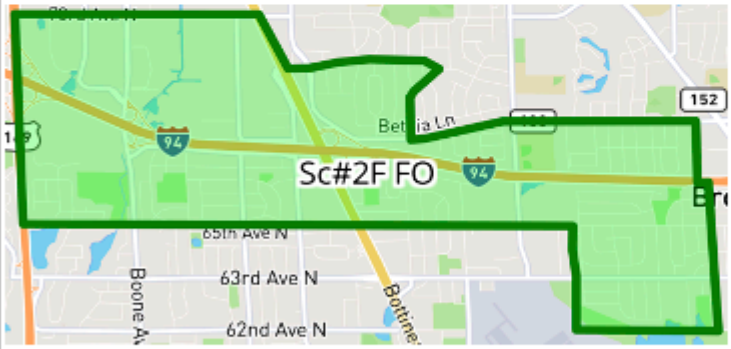


2024-25 enrollment:
393 students

2025-26 projected enrollment:
353 students

Building Capacity (2025):
623 students

Recommended Boundary



2026-27 projected enrollment:
500-550 students

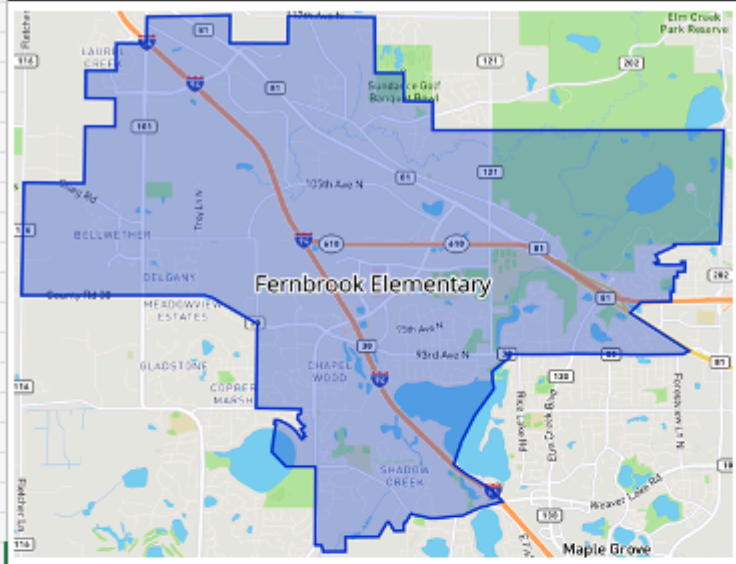
Building Capacity (2027):
623 students

Summary:
Fair Oaks boundary changes are fairly significant. The boundary now shifts further west to pick up the non-contiguous area once assigned to Oakview, and further southeast into part of the Garden City area.

The northern area was moved to Zanewood to better balance student capacity in that building.

Fernbrook Elementary School

Current Boundary

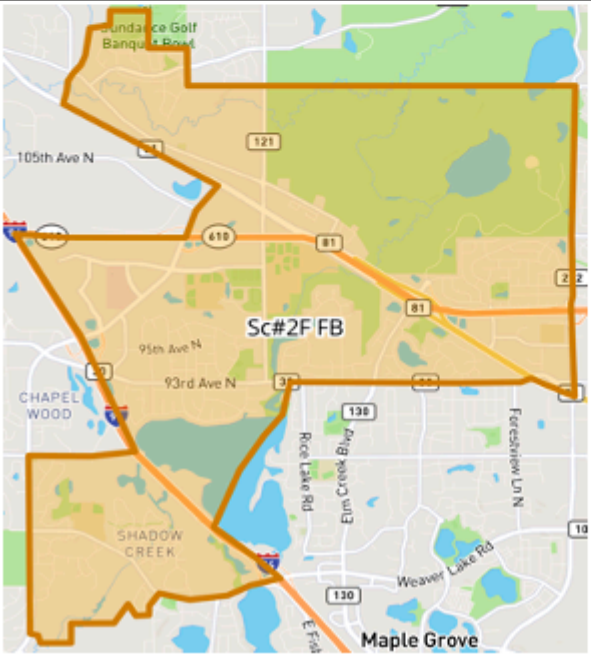


2024-25 enrollment:
990 students

2025-26 projected enrollment:
1,079 students

Building Capacity (2025):
1,026 students

Recommended Boundary



2026-27 projected enrollment:
610-650 students

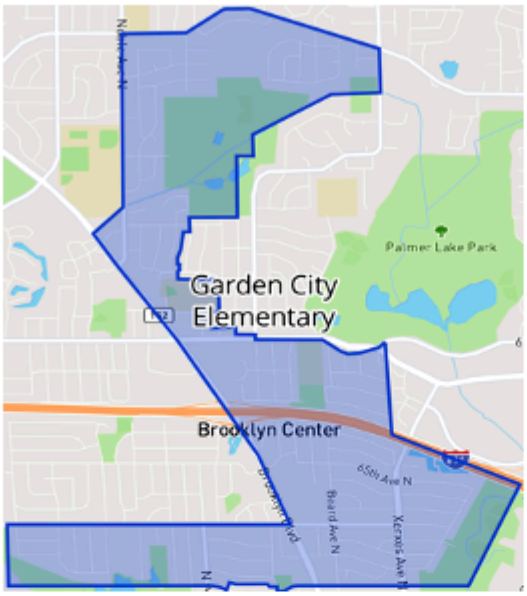
Building Capacity (2027):
961 students

Summary:
Fernbrook's changes are very significant, due to essentially cutting their boundary in half to make an attendance area for the new elementary.

Fernbrook retains the area around Weaver Lake to the south, all of Sundance Woods to the north, and picks up the neighborhoods east of Zachary Lane.

Garden City Elementary School

Current Boundary

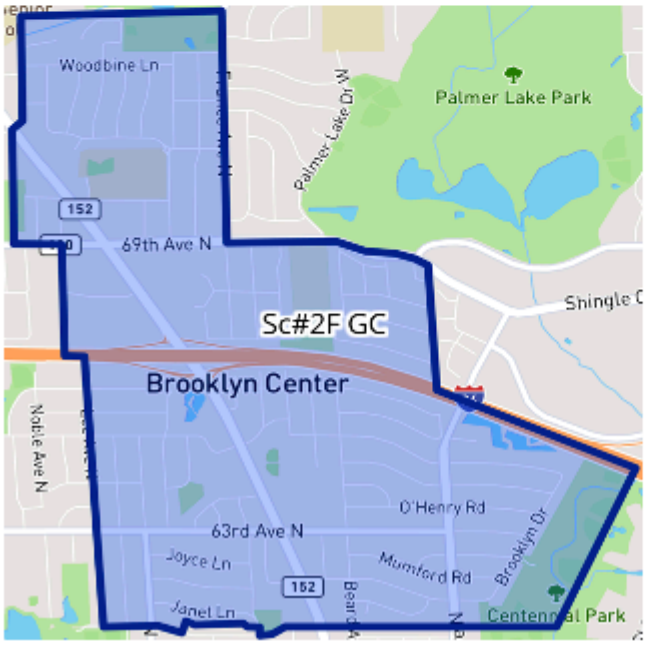


2024-25 enrollment:
359 students

2025-26 projected enrollment:
321 students

Building Capacity (2025):
342 students

Recommended Boundary



2026-27 projected enrollment:
290-340 students

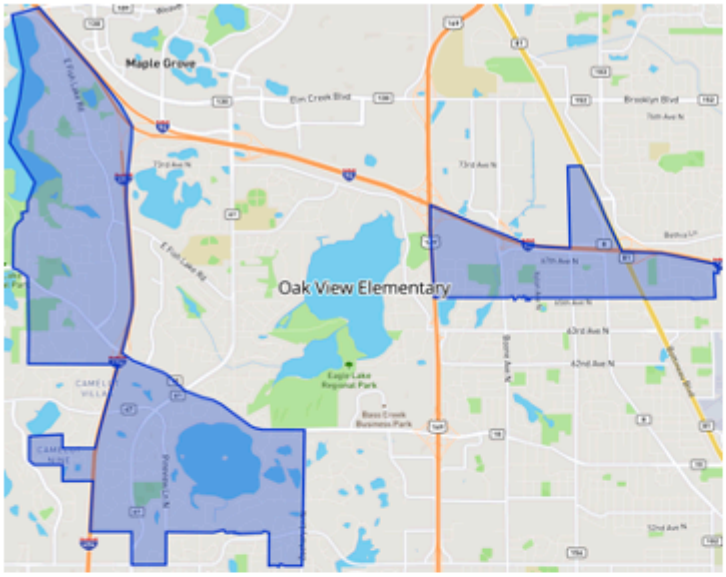
Building Capacity (2027):
342 students

Summary:
Changes to Garden City were made to better include the closest neighborhood areas to the school's location.

Changes reduces how far north the boundary reaches, and expands it further west to balancy capacity.

Oak View Elementary School

Current Boundary



2024-25 enrollment:
514 students

2025-26 projected enrollment:
468 students

Building Capacity (2025):
684 students

Recommended Boundary



2026-27 projected enrollment:
425-475 students

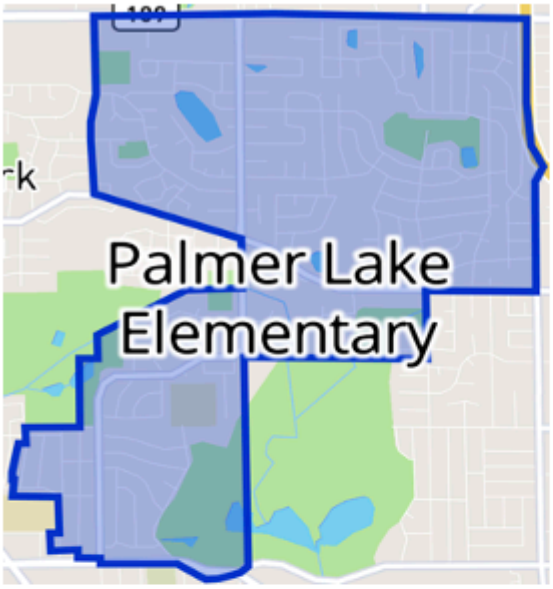
Building Capacity (2027):
684 students

Summary:
Oakview had a non-contiguous attendance area in Brooklyn Park that has been eliminated, returning those students to their neighborhood school.

The area west of E. Fish Lake Road and Hemlock was included to create a walk zone for the school and bring the attendance area closer. The Camelot neighborhood west of I-94 will be sent to Basswood.

Palmer Lake Elementary School

Current Boundary

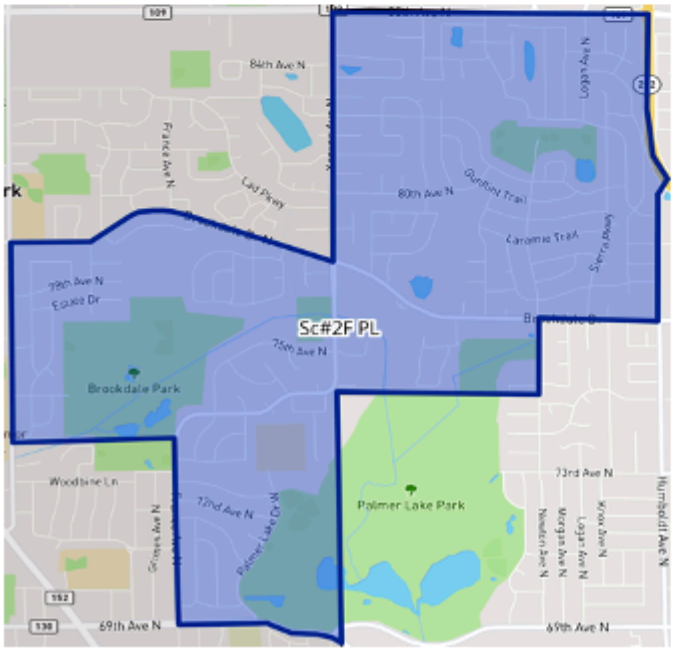


2024-25 enrollment:
494 students

2025-26 projected enrollment:
452 students

Building Capacity (2025):
597 students

Recommended Boundary



2026-27 projected enrollment:
400-450 students

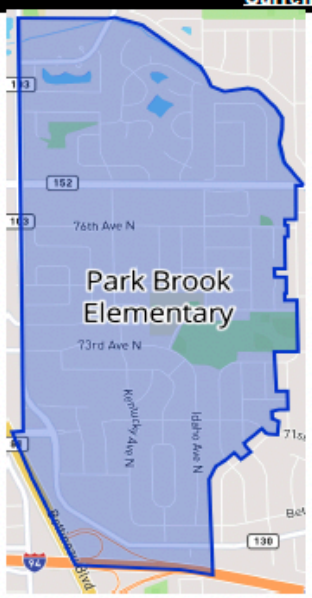
Building Capacity (2027):
597 students

Summary:
The Palmer Lake boundary to the northwest shifts to follow Xerxes Ave. and Brookdale Dr. The new area reaches further west to Noble Ave., goes through Brookdale Park and follows France Ave south to 69th.

This change better follows natural boundaries and major roads rather than dividing neighborhoods.

Park Brook Elementary School

Current Boundary

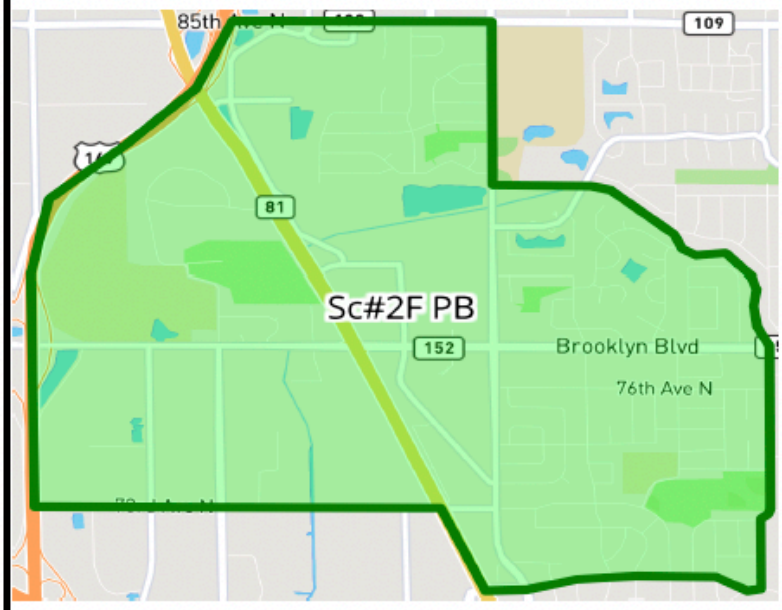


2024-25 enrollment:
314 students

2025-26 projected enrollment:
303 students

Building Capacity (2025):
342 students

Recommended Boundary



2026-27 projected enrollment:
290-340 students

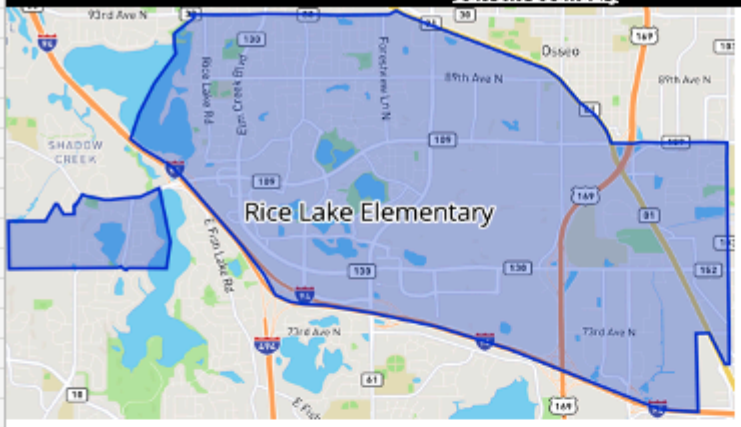
Building Capacity (2027):
342 students

Summary:
Park Brook retains the majority of their original area, with the new southern boundary being 71st Ave. to provide additional capacity for Fair Oaks.

Park Brook will reach west all the way to Hwy 169 and north to 85th Ave. While this is a large geographical area, its makup is primarily commercial/industrial property rather than residential housing.

Rice Lake Elementary School

Current Boundary

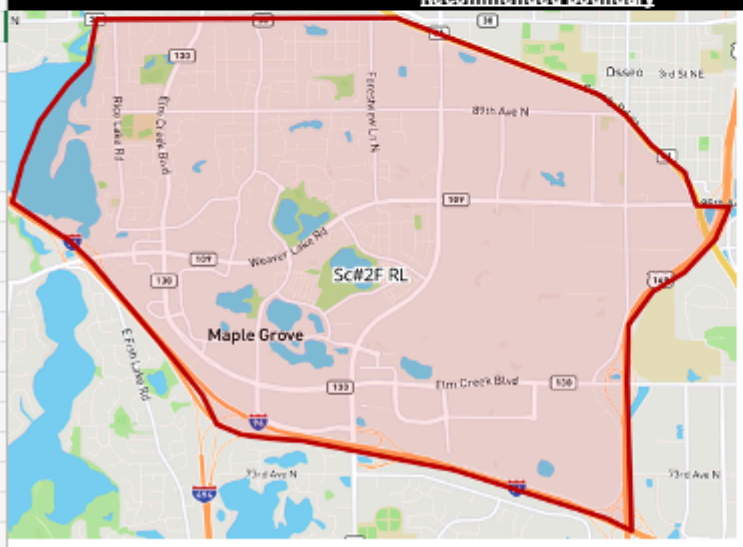


2024-25 enrollment:
655 students

2025-26 projected enrollment:
633 students

Building Capacity (2025):
790 students

Recommended Boundary



2026-27 projected enrollment:
500-550 students

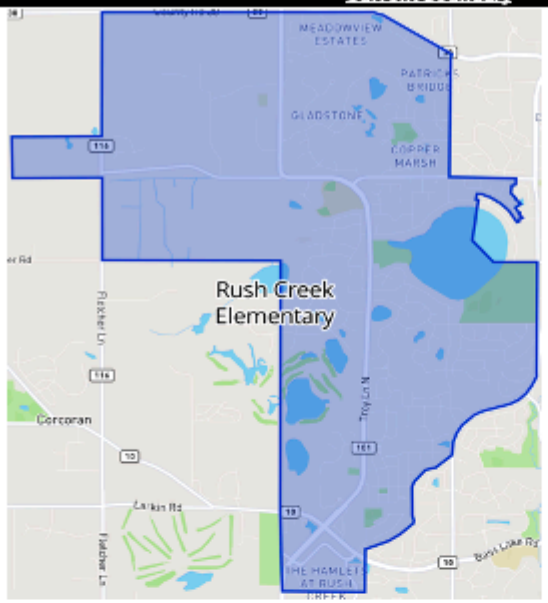
Building Capacity (2027):
790 students

Summary:
The boundary for Rice Lake has two main changes. First, the are east of Hwy 169, which is primarily commercial/industrial developments without residential housing, shifts to Park Brook.

Second, the area west of I-94 will shift to Basswood. This keeps with the District's parameter of following major roadways as boundaries.

Rush Creek Elementary School

Current Boundary

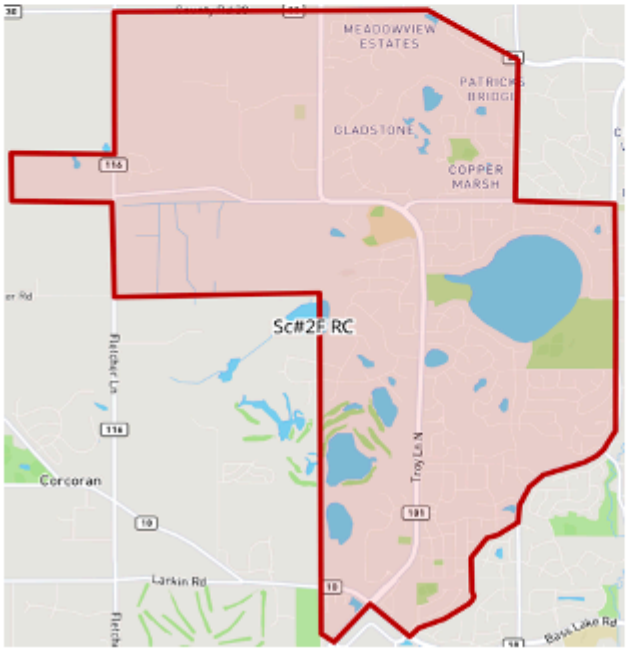


2024-25 enrollment:
768 students

2025-26 projected enrollment:
755 students

Building Capacity (2025):
961 students

Recommended Boundary



2026-27 projected enrollment:
720-770 students

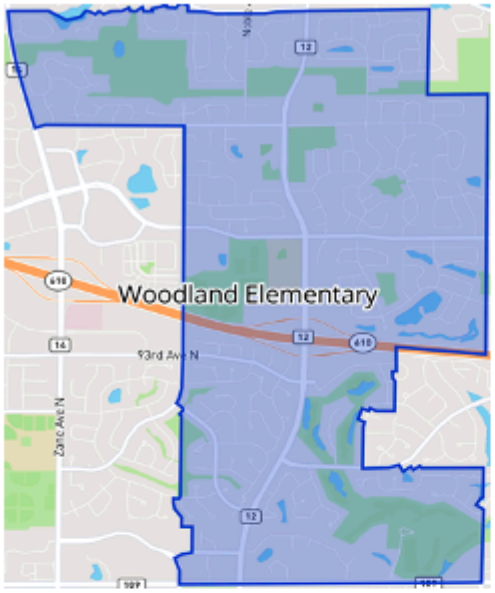
Building Capacity (2027):
961 students

Summary:
Rush Creek's attendance boundary has two very minimal changes. The neighborhood south of 89th Ave. and west of Maple Grove Parkway that attended Fernbrook will move to Rush Creek.

Second, the southern boundary will now follow Bass Lake Road and Hwy 101, rather than cutting through the Hamlets at Rush Creek neighborhood.

Woodland Elementary School

Current Boundary

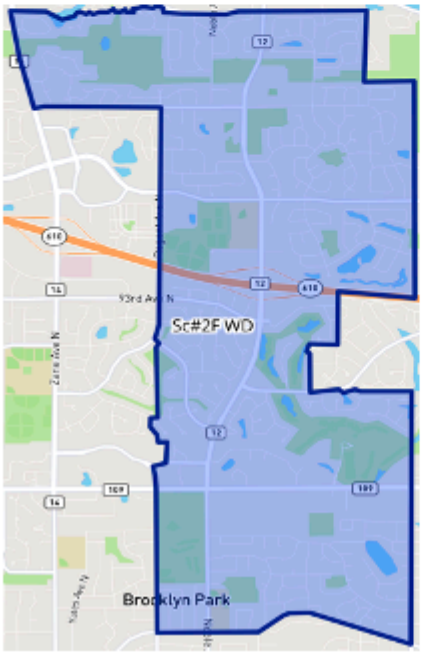


2024-25 enrollment:
626 students

2025-26 projected enrollment:
643 students

Building Capacity (2025):
855 students

Recommended Boundary



2026-27 projected enrollment:
720-770 students

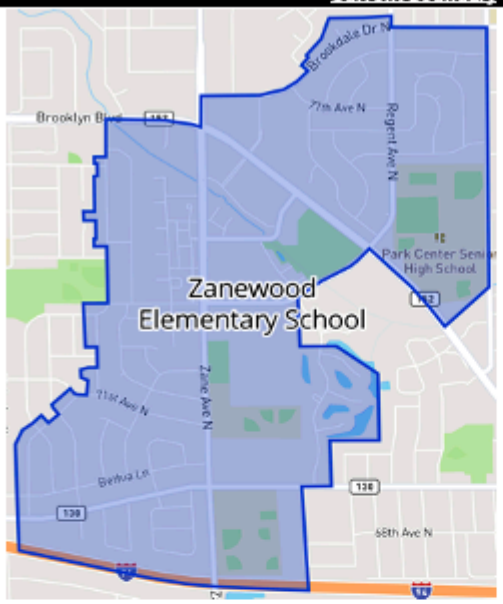
Building Capacity (2027):
855 students

Summary:
The only boundary changes for Woodland are the addition of a portion of the old Crest View attendance area south of 85th Ave to Brookdale Dr.

This change helps the District balance all the schools around that area.

Zanewood Community: A STEAM School

Current Boundary

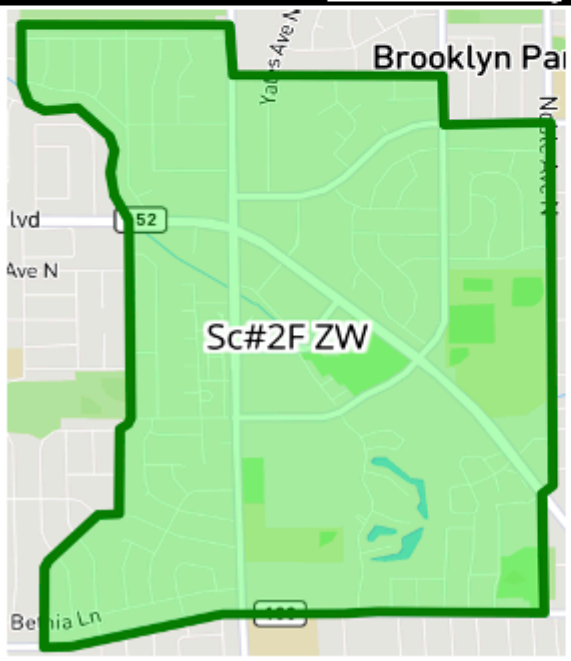


2024-25 enrollment:
323 students

2025-26 projected enrollment:
330 students

Building Capacity (2025):
513 students

Recommended Boundary



2026-27 projected enrollment:
390-440 students

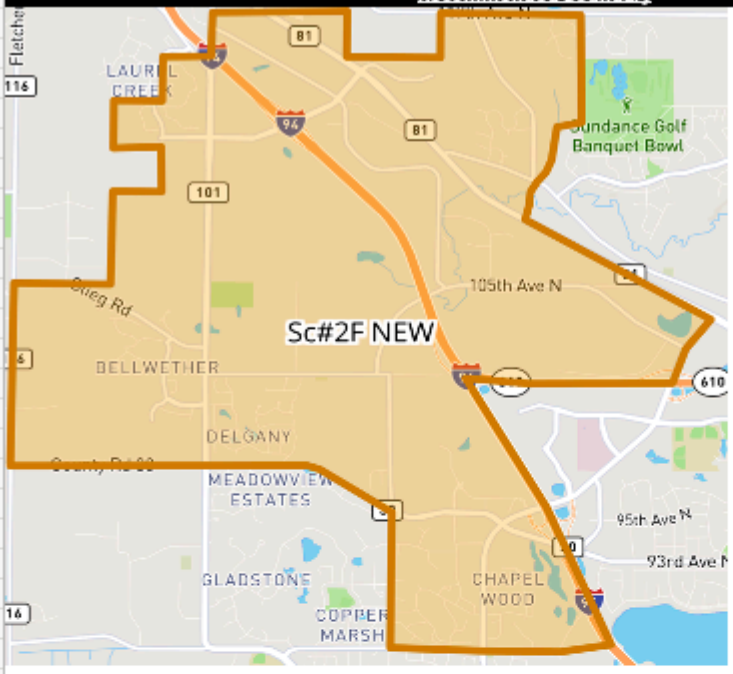
Building Capacity (2027):
513 students

Summary:
The Zanewood attendance area changes primarily to balance student capacity and follow more major roadways and natural barriers for boundaries rather than cutting through neighborhoods.

The new area reaches further north to pick up part of the old Crest View area, and give up a section to the south to Fair Oaks to follow more major roadways.

New elementary school in northwest Maple Grove

Recommended Boundary



2026-27 projected enrollment:
500-600 students

Building Capacity (2027):
1,026 students

Summary:

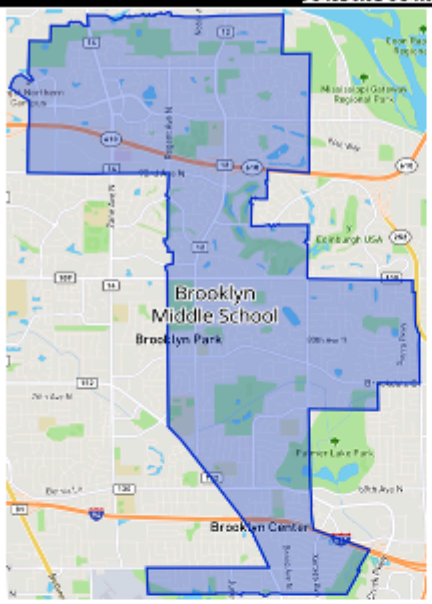
Our newest elementary school in northwest Maple Grove, is scheduled to open the fall of 2026.The boundary area for this school comes from splitting up the Fernbrook area, with the new school taking the western portion and Fernbrook retaining the eastern portion, with some aditional changes.

The new elementary will include six learning studios, one for each grade kindergarten through 5th. It will also include flexible classroom space, a makers space, a center-based programming suite, a music suite and four gym stations. It will be Osseo Area Schools first two story elementary school.

The name of this school will be determined in the summer/fall of 2025.

Brooklyn Middle STEAM School

Current Boundary

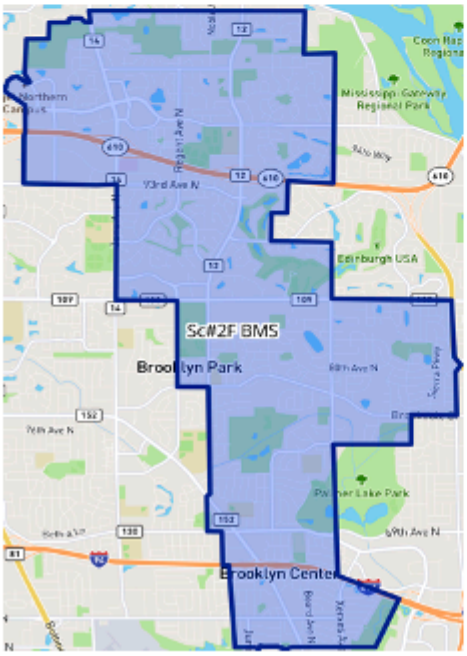


2024-25 enrollment:
929 students

2025-26 projected enrollment:
1,000 students

Building Capacity (2025):
1,185 students

Recommended Boundary



2026-27 projected enrollment:
900-950 students

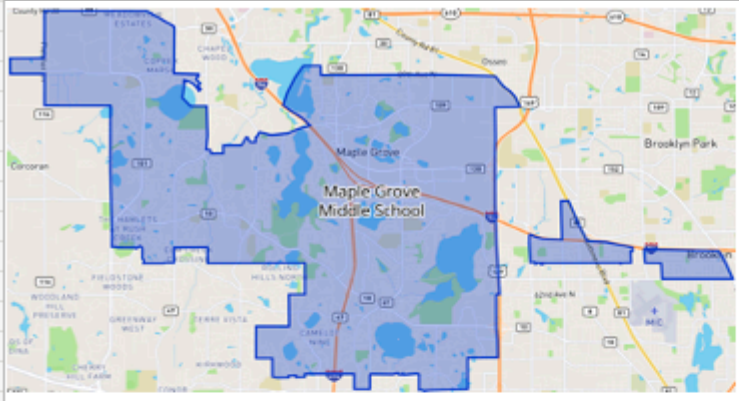
Building Capacity (2027):
1,185 students

Summary:
Boundary changes for Brooklyn Middle are minimal, but help the District balance middle school students across our system.

BMS will reach to Zane Ave. south of 93rd Ave., picking up more of the Edinbrook area. To the south, adjustments were made to follow the Garden City and Zanewood elementary boundaries, so more students transition to the same middle school.

Maple Grove Middle School

Current Boundary

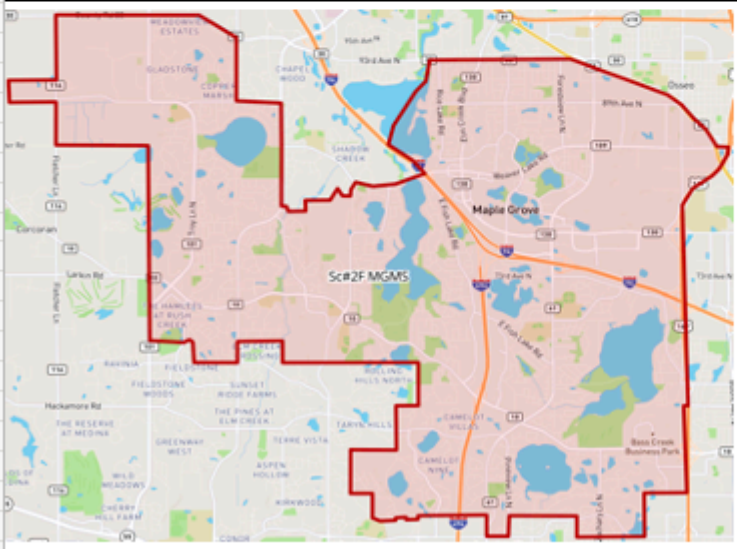


2024-25 enrollment:
1,601 students

2025-26 projected enrollment:
1,627 students

Building Capacity (2025):
1,699 students

Recommended Boundary



2026-27 projected enrollment:
1,500-1,550 students

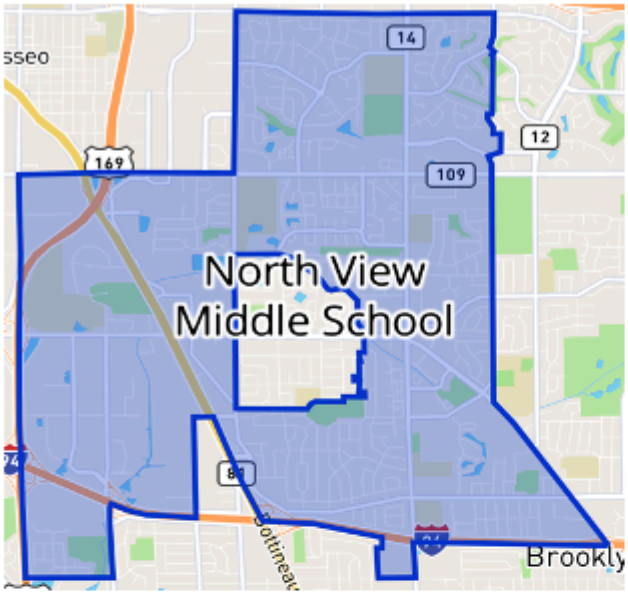
Building Capacity (2027):
1,699 students

Summary:
The primary changes to Maple Grove Middle School are the removal of the two non-adjacent or non-contiguous boundary areas east of Hwy 169.

Other changes follow changes to the elementary schools to maintain a feeder between elementary and middle levels.

North View Middle School

Current Boundary

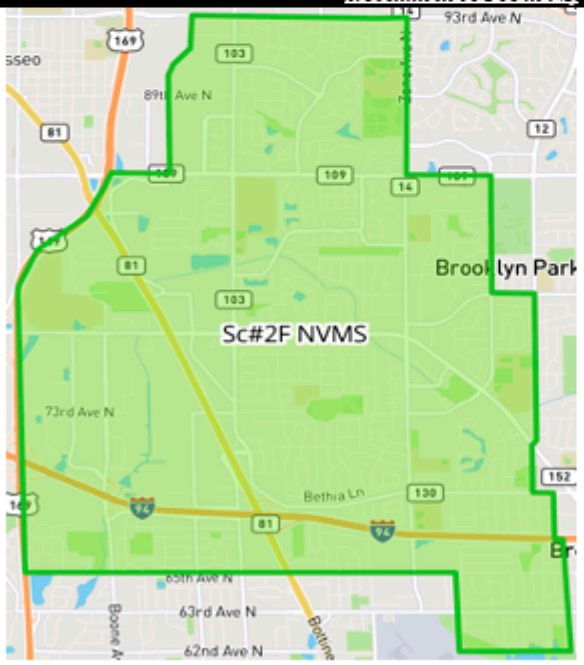


2024-25 enrollment:
505 students

2025-26 projected enrollment:
598 students

Building Capacity (2025):
1,185 students

Recommended Boundary



2026-27 projected enrollment:
850-900 students

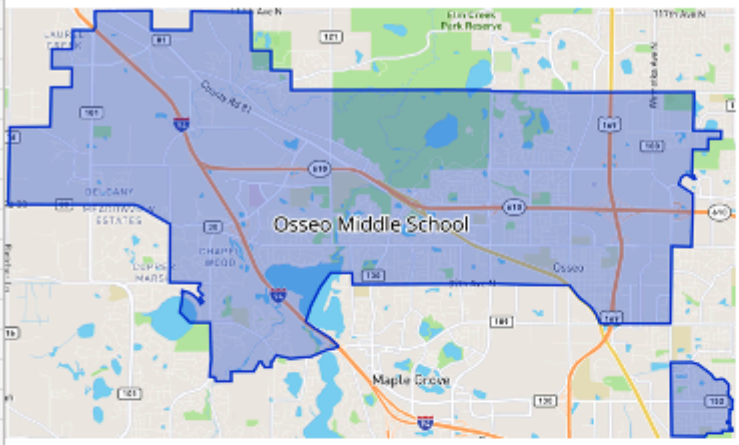
Building Capacity (2027):
1,185 students

Summary:
North View boundary changes bring back the non-adjacent or non-contiguous areas that had been assigned to Maple Grove Middle School and Osseo Middle School.

The other changes around the boundary perimiter are to match up with the elementary schools, so more students move between levels together.

Osseo Middle School

Current Boundary

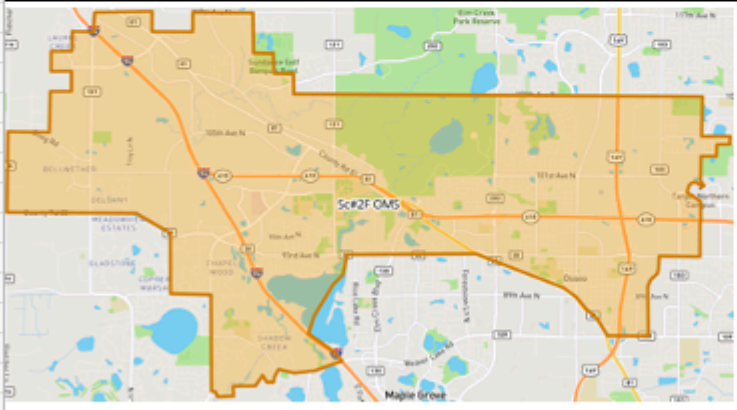


2024-25 enrollment:
1,142 students

2025-26 projected enrollment:
1,165 students

Building Capacity (2025):
1,210 students

Recommended Boundary



2026-27 projected enrollment:
850-900 students

Building Capacity (2027):
1,210 students

Summary:
The largest change to Osseo Middle is the removal of the non-adjacent or non-contiguous area to the southeast, providing additional capacity for future growth.

Other minor boundary changes follow the assigned elementary boundaries, so more students move across levels together.

All frequently asked questions as of Feb. 28

Why do attendance boundaries need to change?
A community advisory group called the Enrollment and Capacity Management Advisory Committee (ECMAC) has continued to study student enrollment, capacity and building use. In recent years the group has found that there is significant growth in portions of the district. Future housing and redevelopment are expected in these same areas. There are also some district facilities under capacity and in need of being addressed.

Essentially, this data showed that with or without the 2023 referendum passing attendance boundaries would need to be changed. Thanks to our community the referendum passed - which is adding an elementary school to the growth area - so the changes don't need to be as extensive.

Are the Osseo Area Schools attendance boundaries changing for families living just outside the district?
No. The Osseo Area Schools attendance boundaries alongside other school districts are not changing. This means school district household assignments will continue as they are today. So if you're not an Osseo Area Schools household that will continue to be the case moving forward.

District attendance boundary changes are time consuming and difficult to achieve as it requires approval from the Minnesota legislature and surrounding districts.

Are there any attendance boundary changes proposed for the high schools?
No, not at this time. This is because of the community's support of 2023's *Building a Better Future* referendum, which means our district's growth areas are being addressed with school building additions at the high school level.

If you're unsure or would like to confirm which district high school your household is assigned to attend, please utilize the current school finder tool. Note: these show the *current* elementary, middle and high school assignments. High schools will again remain the same for the foreseeable future, however elementary and middle schools will not.

Why wasn't a new middle school a part of the 2023 *Building a Better Future* request?
The Enrollment Capacity and Management Advisory Committee (ECMAC) and Oversight Task Force prioritized elementary space. It was a more fiscally reasonable request and data showed that there was enough middle school space available within the district's four middle school buildings.

When was the last time attendance boundaries were changed districtwide at elementary and middle schools?
It's been more than fifteen years since our school district changed attendance boundaries on this scale.

What does the attendance boundary change process look like?
Community members, families and staff will all have a chance to be involved in the attendance boundary process, including helping to determine parameters, specific impacts, etc. These opportunities will be shared in district, elementary and middle school communications including email and text. The latest updates will also be available via district279.org/boundaries.

What is the timeline for the attendance boundary change process?
The following is a tentative timeline that was discussed in a school board work session on Sept. 10, 2024.

- September 2024: Community opportunity to provide feedback on potential parameters.
- October-December 2024: Possible scenarios developed based on parameters.
- January 2025: Community opportunity to provide feedback on possible scenarios digitally and via informational meetings.
- February-April/May 2025: Community feedback reviewed. Adjustments considered. Additional feedback opportunities considered.
- April/May 2025: Final attendance boundaries announced.
- May 2025-August 2026: Schools prepare to welcome students.
- January 2026-August 2026: New attendance boundaries continue to be shared.
- September 2026: New attendance boundaries go into effect. Note: The only exception to this is Crest View Elementary School because of the repurposing going on there. These families can learn more at district279.org/repurposing.

How do I find out how my household is impacted by the proposed scenarios?
There are two ways to determine if your household is impacted by any of the updated proposed scenarios:

1. View the proposed scenario maps. They're accessible via these sites:
    a. Map for proposed scenario 1A
    b. Map for proposed scenario 2A
2. Enter your household address in the proposed scenarios search tools. This will list out your assigned schools for each of the proposed scenarios.
    a. Search tool for proposed scenario 1A
    b. Search tool for proposed scenario 2A

If you have any questions about accessing your household impacts, please email BetterFuture@district279.org.

What criteria was used to determine the proposed scenarios?
As possible scenarios are developed and then edited, the following community-built parameters will guide the process:

- Center our core values through the process: honor and integrity, belonging, inclusion, innovation and excellence, transparency and intrinsic value.
- Ensure scenarios can function in our system, including but not limited to: transportation; building utilization and capacity; enrollment (current and future); teaching/learning program offerings; and financial costs.
- Ensure scenarios have longevity in our system.
- Follow the teacher/student targets established by the school board.
- Consider the number of students impacted for each scenario.
- Consider the student demographics of each scenario.
- Consider connecting more schools from level to level.
- Keep neighborhoods intact as much as possible.
- Minimize non-contiguous/non-adjoining areas.

- Maintain 0.8 elementary and 1.0 secondary transportation service areas.
- Maintain safety standards in regard to bus routing (avoiding major roadways, etc.)
- Avoid lengthy travel time on buses.
- Comply with state laws, school board policy and negotiated agreements.

How many students are proposed to be impacted and how would that shift demographics throughout our schools?
As shared in the community-built parameters, specifics on students impacted were looked at for each of the proposed attendance boundary scenarios. In summary, for both scenarios:

- Between 2,000 and 2,600 elementary and middle school students would move, which is approximately 9-12% of our district's total student enrollment.
- The racial demographics of schools won't change more than 5% in the majority of cases.
- The poverty demographics of schools won't change more than 5% in the majority of cases.

How long will the new attendance boundaries last?
Our district leadership team and the Enrollment and Capacity Management Advisory Committee (ECMAC) are continually looking at student enrollment data, birth rates, preschool counts, housing trends, etc. to determine what the future holds. Five-year projections are routinely calculated from this work. As such, the updated proposed scenarios are expected to last for the foreseeable future.

Are these the only and/or final attendance boundary proposals?
Many scenarios were discussed and compared against the community-built parameters. The proposals being shared adhere to these the most. However, please know that community voice continues to be important to our district. It's possible that after hearing feedback, additional edits could be made to the proposals.

Please note, March will likely conclude the community feedback portion of this change process.

Will phasing-in or any special considerations be made?
There will be special considerations for fifth and eighth grade students in the 2026-27 school year. These students will have the opportunity to maintain enrollment at their currently assigned school. If families with fifth and eighth graders decide to stay at their current school, transportation will be the responsibility of the family. As the new attendance boundaries will be determined a year ahead of their implementation, no other special considerations will be made for students to be able to stay at their currently assigned school.

Please note, school board Procedure 558, Enrollment Options Program prohibits the district from offering in-district transfer to impacted schools during attendance boundary transition years. That means new in-district transfer requests won't be allowed at district elementary and middle schools through the 2026-27 school year. Again, the only exception to this is students who will be in fifth or eighth grade in the 2026-27 school year.

**In-district transfer provides current community members the opportunity to transfer their student(s) to a school other than their assigned school within the district. Whereas open enrollment allows students from outside our district boundaries to attend our schools. Open enrollment is a statewide offering and thus has specific requirements/processes.*

What's the difference between open enrollment and in-district transfer?
Open enrollment allows students from outside our district boundaries to attend our schools. This is a statewide offering and thus has specific requirements/processes.

In-district transfer provides current community members the opportunity to transfer their student(s) to a different school within the district.

Will the currently restricted in-district transfer and open enrolled schools remain the same after the new boundaries are implemented?
Yes, until a review is completed. That will happen by Jan. 15, 2027.

Additionally, school board Procedure 558, Enrollment Options Program prohibits the district from offering in-district transfer to impacted schools during attendance boundary transition years. That means new in-district transfer requests won't be allowed at district elementary and middle schools through the 2026-27 school years. The only exception to this is students who will be in fifth or eighth grade in the 2026-27 school year.

Please note, students residing within the district can always apply to district magnet schools via Northwest Suburban Integration School District (NWSISD). That would be the case for Birch Grove, Weaver Lake and Zanewood elementary schools as well as Brooklyn Middle STEAM School.

**In-district transfer provides current community members the opportunity to transfer their student(s) to a school other than their assigned school within the district. Whereas open enrollment allows students from outside our district boundaries to attend our schools. Open enrollment is a statewide offering and thus has specific requirements/processes.*

My family has open enrolled into Osseo Area Schools, will my child's school change during this attendance boundaries process?
No. If your family has open enrolled*, meaning you live outside the school district boundaries and attend an Osseo Area Schools elementary or middle school, your child's currently chosen open enrollment school pathway will not change for elementary, middle or high school. No application needs to be filled out to maintain this – you're already accepted.

If you're unsure what your pathway is, please share your student's name with the Enrollment Center and they'll be able to look that information up for you: 763-585-7350.

**In-district transfer provides current community members the opportunity to transfer their student(s) to a school other than their assigned school within the district. Whereas open enrollment allows students from outside our district boundaries to attend our schools. Open enrollment is a statewide offering and thus has specific requirements/processes.*

Do current in-district transfer families need to re-apply?
No, you'll stay on your currently chosen in-district transfer school pathway per school board Procedure 558, Enrollment Options Program. If you're unsure what your pathway is, please share your student's name with the Enrollment Center and they'll be able to look that information up for you: 763-585-7350.

Please note, you're always welcome to go to your assigned home school – that may or may not be a different site based on the outcome of this change process.

**In-district transfer provides current community members the opportunity to transfer their student(s) to a school other than their assigned school within the district. Whereas open enrollment allows students from outside our district boundaries to attend our schools. Open enrollment is a statewide offering and thus has specific requirements/processes.*

Currently in-district transfer and open enrolled families receive a school assignment pathway for elementary, middle and high school upon acceptance. Are any changes expected to this process?
Yes. Beginning this month (January 2025), in-district transfer* and open enrolled* families will be accepted into school levels, e.g. all of elementary, middle or high school. When transitions occur from elementary to middle school, and middle to high school, families will have to select their first, second and third middle or high school choices at that time. Placement into a specific elementary school will not guarantee placement into a specific middle or high school. That means acceptance into these choices will be based solely on school building capacities. Again, this is only for families who are not currently in-district transferring or open enrolling.

**In-district transfer provides current community members the opportunity to transfer their student(s) to a school other than their assigned school within the district. Whereas open enrollment allows students from outside our district boundaries to attend our schools. Open enrollment is a statewide offering and thus has specific requirements/processes.*

Shouldn't Weaver Lake be turned back into a traditional school in this attendance boundary change process?
There are two K-12 schools in the district without attendance boundaries – Weaver Lake: A Science, Math and Technology School and Birch Grove School for the Arts. Both of these are considered to be Northwest Suburban Integration School District (NWSISD) magnet schools and are a part of our Achievement and Integration requirements under Minnesota Statute 124D.861.

The idea of changing Weaver Lake to a neighborhood school was studied at length by the school board in 2019. Board members agreed to keep it as a magnet school within NWSISD at that time. Also of note, changing Weaver Lake to a neighborhood school would backtrack the success that the school has seen in its current location.

Was the distribution of special education services taken into consideration in these scenarios?
Yes, the number of students receiving special education services was reviewed for each of the proposed scenarios. Once the attendance boundaries are finalized in May, a second review will take place in regard to special education. A similar balancing will then occur with the special education services being provided throughout the district. Expect to hear more in fall 2025.

My child would have started kindergarten at Crest View fall 2025. As the repurposing is on a different timeline, what should our family do for next school year?
Your child will attend the elementary school that this attendance boundaries process determines your house is assigned to. Since your school will not officially be known for much of the spring, please attend

a kindergarten orientation event at one of our local schools that is convenient for you. Refer to the dates, times and locations listing for details.

The school board is expected to determine final attendance boundaries by May – in time for your child to start at their newly assigned school in fall 2025. August open houses will give your family another opportunity to make a school visit before school starts.

An important note, making this change now means your child will not be expected to make another school change fall 2026.

My child started school at Crest View in January 2025 or later. As the repurposing is on a different timeline, what should our family do for next school year?
Your child will attend the elementary school that this attendance boundaries process determines your house is assigned to. The school board is expected to determine final attendance boundaries by May – in time for your child to start at their newly assigned school in fall 2025. August open houses will give your family an opportunity to make a school visit before school starts.

An important note, making this change now means your child will not be expected to make another school change fall 2026.

If my student is eligible for transportation, when will bus stop information be shared?
As always, official bus stop information will be shared during the back-to-school season in August. Please reach out to the Transportation department for any related questions in the meantime: visit district279.org/transportation, email busquestions@district279.org or call 763-391-7244.

Will school start and end times change as a result of these attendance boundary changes?
Adjustments may be needed with certain proposed scenarios. More details will be shared once the new attendance boundaries are finalized. These wouldn't go into implementation until fall 2026.

Will the walk distances remain the same?
Yes, in following school board Policy 707 (Appendix A), Bus Transportation Scheduling, Bus Stop Assignment, Eligibility Distances, After and Before School Transportation, our transportation team will continue to service elementary students at 0.8 mile and middle and high school students at 1 mile barring there aren't any safety concerns such as busy roadways, etc.

What will happen to staff once the new attendance boundaries are decided?
School staff are still needed to service our students throughout the district so they too will be balanced. This means some staff will be transferring to other district schools to address student educational needs and support alongside the new attendance boundaries. The district will follow the processes set forth on our labor contracts.

Is the curriculum different across district schools?
No, all of our district's elementary and middle schools operate on the same curriculum and students are afforded equal opportunities to access learning opportunities. Staff are additionally held to the same high standards from school to school. No matter what district school students are at, our goal remains the same for all – for students to achieve their dreams and begin their chosen pathways after high school.

What about class sizes? Can they be minimized through this process?
This attendance boundary change process will create more balanced, similarly-sized classes throughout the district – especially for our elementary classes and core classes at middle school like English, math and science. In other words classes that are reaching the higher end of the class size targets will not be hitting these limits quite so much.

Also of note, there are no plans to change the school board-approved class size targets.

Will changing schools be disruptive for students?
Most students are quick to adapt to changes. Past experience has shown that students, for the most part, adjust well to changing schools if the adults in their lives make the process as positive as possible.

Once the attendance boundaries are approved, what will the transition look like approaching fall 2026?
First, our district greatly appreciates your flexibility with these changes. Please know that our entire Osseo Area Schools team is here for you to help make this transition go as smoothly as possible.

All our schools will welcome students. Make sure to reach out and connect if your school is reassigned. Also, if you have any questions, please don't hesitate to reach out to our hotlines at BetterFuture@district279.org or 763-391-8990.

I want my child to attend a preschool program in Osseo Area Schools. How will the attendance boundary changes impact my preschool-age child?
In Minnesota, participation in preschool is a parent/caregiver choice for their child. In Osseo Area Schools, there are currently three programs that provide opportunities for preschoolers and have classroom space in school buildings for programming.

- If you apply for Community Education's Four Star Express or Early Childhood Family Education Preschool and PreK program: Program space and student enrollment capacity is limited. Parents/caregivers apply and select their preferred school location(s). A registration lottery determines their child's school placement in the program. Attendance boundary changes do not impact preschoolers in these two programs. A child's participation in either program does not automatically transfer to kindergarten. Parents/caregivers will need to complete the kindergarten enrollment process.
- If you apply for the Free, Half-Day Every Day Prekindergarten program: Student enrollment is based on the student's home address. Beginning in school year 2026-27, attendance boundary changes may impact which school your child will attend if you apply for the Free, Half-Day Every Day Prekindergarten program. Please utilize current school finder tool to confirm which district elementary school your household is assigned to attend through the 2025-26 school year. Next, refer to district279.org/boundaries to see if your household is impacted by any of the updated proposed scenarios for the 2026-27 school year moving forward.

My child has an Individualized Education Plan (IEP) and receives Early Childhood Special Education (ECSE) services. How will attendance boundary changes affect my child's services?
ECSE Student placement and services are coordinated in the district by Early Childhood Special Education department. Contact the Enrollment Center at 763-585-7350 or EnrollmentCenter@district279.org; or your child's Special Education case manager if you have questions or to confirm your child's school placement.

My child currently attends a preschool program in Osseo Area Schools. Do I need to complete the kindergarten enrollment process and how will my kindergartner be impacted by attendance boundary changes?
For most preschoolers, enrollment in preschool does not automatically transfer to kindergarten and parents will need to complete the kindergarten enrollment process. Beginning in school year 2026-27, attendance boundary changes may impact which school your child attend for kindergarten. Exceptions include if your child is enrolled in Free, Half-Day, Every Day prekindergarten or has an Individualized Education Plan (IEP) and receives Special Education. Contact the Enrollment Center at 763-585-7350 or EnrollmentCenter@district279.org; or your child's Special Education case manager if you have questions or to confirm your child's kindergarten enrollment status. Please utilize the current school finder tool to confirm which district elementary school your household is assigned to attend through the 2025-26 school year. Next, refer to district279.org/boundaries to see if your household is impacted by any of the updated proposed scenarios for the 2026-27 school year moving forward.

Are there specific school board policies that are being followed as part of this attendance boundary change process?
Yes. They are:

- 725: Policy
- 558 : Policy and Procedure

What if I want to talk/learn more about these proposed scenarios in person?
Community Informational Meetings are scheduled for March 4 and 19. These evenings will start with a half-hour presentation detailing the proposals and then transition to small groups, where community members will be able to share their thoughts and ask questions with district leaders.

- The first Community Informational Meeting is being held on Tuesday, March 4 at 5:45 p.m. in the North View Middle School cafe
    - Please fill out this form if you're planning to attend; or
    - Watch the presentation-portion of the event via the livestream
- The second Community informational Meeting is being held on Wednesday, March 19 at 5:45 p.m. in the Osseo Middle School cafe
    - Please fill out this form if you're planning to attend; or
    - Watch the presentation-portion of the event via the livestream

Will this be the last opportunity to provide feedback on proposed scenarios?
Yes, March will likely conclude the community feedback portion of this change process.

When and where can our community expect to hear about a final decision regarding final attendance boundary adjustments?
The school board is expected to determine final attendance boundaries at their May 20 board meeting. This will then be announced in district and school news including at district279.org/boundaries, in e-newsletters and on social media. These new boundaries will continue to be shared January 2026 and onward.

What are the ways to stay informed?

The webpage has the most detailed information. If you don't see an answer to your question, please reach out to one of our two hotlines: BetterFuture@district279.org or 763-391-8990.

Regular updates will also be shared via email and text. Additionally, Community Informational Meetings are being held in March (in person and virtually).

Where is information on the new elementary school and other facility improvements a part of Building a Better Future?
Details on the new elementary school being added in the northwest corner of Maple Grove and other Building a Better Future facility improvements throughout the district can be found at district279.org/BetterFuture.

I'm not sure of my household's current school assignments. Is there a way I can find out?
If you're unsure or would like to confirm which district elementary, middle and/or high school your household is currently assigned to attend through the 2025-26 school year, please utilize the current school finder tool.

ISD 279 – Osseo Area Schools
HUMAN RESOURCES

Memo

To: School Board Members

From: Lisa Chang, Director, Labor Relations
Yvonne Shorts Lind, Executive Director, Human Resources

Date: May 20 , 2025

Re: Recommendation for Approval, Agreement on the Terms and Conditions of Employment between the Independent School District 279 School Board and Confidential Support Specialists, July 1, 2024 – June 30, 2026

Recommendation:

It is our recommendation that you approve the Agreement on the Terms and Conditions of Employment between the Independent School District 279 School Board and Confidential Support Specialists, effective July 1, 2024 through June 30, 2026.

Key Contract Changes:

Confidential Support Specialists are a group of ten (10) employees working with confidential human resources, negotiations and payroll information.

The agreement contains changes to the Salary Enhancement section and the Salary Advancement section changed to Pay for Performance Stipend. Additional time was given in Paid Time Off (PTO). The district match was increased in their Retirement Savings Plan and on their Group Insurance rates.

In the Salary Enhancement section, employees will get a 5% base increase for 2024-2025 and a 1.8% base increase for 2025-2026. The Salary Advancement was changed to a Pay for Performance Stipend and will be paid as a stipend instead of adding onto the base salary.

In the Paid Time Off section, employees were granted 24 extra hours of PTO at each accrual level with the max of 240 hours being reached at 13 years of service.

In the Retirement Savings Plan section, the district agreed to increase the maximum district annual match to $1,400.00.

In the Group Benefits/Insurance section, the monthly district contribution toward health insurance will be set at the following amounts for full-time employees (scheduled to work 32 or more hours per week):

7/1/24 – 6/30/25	**High Plan**	**Value Plan**	**HSA Plan**
Single	$634.00	$665.70	$529.77
Employee +1	$985.97	$1,035.27	$1,031.46
Family	$1,579.71	$1,658.70	$1,651.32
7/1/25 – 6/30/2026	**High Plan**	**Value Plan**	**HSA Plan**
Single	$634.00	$685.67	$545.66

Employee +1	$985.97	$1,066.33	$1,062.40
Family	$1,579.71	$1,708.46	$1,700.86

The High Plan is no longer available for new enrollment. All existing members on the High Plan will continue to receive the district contribution to the High Plan health insurance as indicated in the table above.

Salary Investment:

The salary investment outlined above is consistent with the financial parameters established by the school board for the 2024-2026 contract negotiations.

The two-year agreement results in an 8.87% total package increase. The total financial investment is $94,101 over the term of the agreement.

Timeline/Next Steps:

With the ratification of the contract, Human Resources and Payroll will begin the implementation process.

CONTRACT

Between

OSSEO AREA SCHOOLS

ISD 279

MAPLE GROVE, MINNESOTA

and

CONFIDENTIAL SUPPORT SPECIALISTS

Effective Date: July 1, ~~2022~~ 2024 – June 30, ~~2024~~2026

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ARTICLE 1
PURPOSE OF AGREEMENT

Section 1. **Parties:** This Agreement, entered into between the School Board of Independent School District 279, hereinafter referred to as the school board, and the Osseo District Confidential Support Specialists, hereinafter referred to as Confidential Employees, is pursuant to and in compliance with the Public Employment Labor Relations Act of 1971, as amended, hereinafter referred to as PELRA, and provides the terms and conditions of employment for Confidential Employees during the term of this Agreement.

ARTICLE 2
EMPLOYEE REPRESENTATIVE

Section 1. **Appropriate Unit**: The Osseo District Confidential Support Specialists Committee will represent all Confidential Employees of the school district as defined in this Agreement and in PELRA.

Section 2. **Recognition**: In accordance with PELRA, the school board recognizes that Confidential Employees employed by the school board of Independent School District 279 will have those rights and duties as prescribed by PELRA and as described in this Agreement.

ARTICLE 3
DEFINITIONS

Section 1. **Terms and Conditions of Employment**: "Terms and Conditions of Employment" means the hours of employment, the compensation therefore including fringe benefits except retirement contributions or benefits other than employer payment of contributions to premiums for group insurance coverage of retired employees or severance pay, and the school board's personnel policies affecting working conditions of Confidential Employees. In the case of Confidential Employees, "Terms and Conditions of Employment" does not mean educational policies of the school board. "Terms and Conditions of Employment" is subject to the provisions of PELRA.

Section 2. **Other Terms**: Terms not defined in this Agreement will have those meanings as defined by PELRA.

ARTICLE 4
SCHOOL DISTRICT RIGHTS

Section 1. **Inherent Managerial Rights**: Confidential Employees recognize that the school board is not required to meet and negotiate on matters of inherent managerial policy, which include, but are not limited to, such areas of discretion or policy as the functions and programs of the employer, its overall budget, utilization of technology, the organizational structure and selection, direction, and number of personnel.

Section 2. **Management Responsibilities**: Confidential Employees recognize the right and obligation of the school board to efficiently manage and conduct the operation of the school district within its legal limitations and with its primary obligation to provide educational opportunity for the students of the school district.

Section 3. **Effect of Laws, Rules, and Regulations**: All employees covered by this Agreement will perform the services prescribed by the school district and will be governed by school board policies, rules, regulations, directives, and orders which are not inconsistent with the terms and conditions of employment set forth in this Agreement and which are issued by properly designated officials of the school district. Any provision of this Agreement found in violation of any law, rule, or regulation thereunder, will be without force or effect.

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

ARTICLE 5
CONFIDENTIAL EMPLOYEE RIGHTS

Section 1. **Right to Views**: Pursuant to PELRA, nothing contained in this Agreement will be construed to limit, impair or affect the right of any employee, or their representative, to the expression or communication of a view, grievance, complaint or opinion on any matter related to the conditions or compensation of public employment or their betterment, so long as the same is not designed to or does not interfere with the full faithful and proper performance of the duties of employment or circumvent the rights of the Confidential Employees; nor will it be construed to require any employee to perform labor or services against their will.

Section 2. **Right to Join**: Confidential Employees will have the right to form and join labor or employee organizations and will have the right not to form and not to join such organizations. Confidential Employees in the unit will 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 employees with the school board.

Section 3. **Personnel Files**:

Subd. 1. Access: All individual employee evaluations and individual files generated within the school district will be available to the employee during regular school district hours upon the employee's request in accordance with PELRA.

Subd. 2. Review: Such request will be made to the human resources department. Human resources will schedule an appointment for the employee to review the employee's file and will notify the employee of such appointment.

Subd. 3. Documentation of Contents: The employee may review and have access to the employee's personnel file generated in the school district only in the presence of a human resources designee.

Subd. 4. Right to Copy: The employee will have the right to reproduce any of the contents of their files.

Subd. 5. Right to Response: The employee may submit for inclusion in their file a written response to any material contained in such file.

Subd. 6. Destruction/Expunge: The school district may destroy or expunge such files as provided by law.

Section 4. Other Rights: Confidential Employees will have all other rights prescribed by PELRA.

Section 5. Meet and Confer: Representatives of the school district and Confidential Employees will regularly meet for the mutual exchange of ideas, and to discuss matters outside the terms and conditions of employment.

Section 6. Progressive Discipline: The District and Confidential Employees recognize the concept of progressive discipline, consisting of: (1) oral reprimand; (2) written reprimand; (3) suspension without pay; and (4) discharge. Notwithstanding this concept, the district reserves, in its sole discretion, to impose discipline at any level.

Incarceration, arrest, or subsequent court directives that could impact the employee's ability to perform their job, and/or any allegation of child maltreatment, must be reported by the employee to human resources or the employee may be subject to discipline.

ARTICLE 6
BASIC SCHEDULES AND RATES OF PAY

Section 1. Full-Time Rates of Pay: The wages and salaries reflected will be effective for the duration of this bargaining agreement for full-time employees.

Section 2. Salary Ranges: The following salary ranges shall be created for each classification listed below, beginning July 1, 2022. The salary range is used as a guide for initial placement. CSS employees may move above the top of the range with salary enhancements ~~and/or salary advancements~~.

Salary Ranges

Class	Minimum Hourly Rate	Maximum Hourly Rate
2	$19.25	$26.33

3	$20.23	$27.59
5	$22.30	$30.32

Subd. 1. Initial Salary Placement: ~~Effective July 1, 2014, current employees will experience step movement based on satisfactory job performance. The district will then place each individual employee, based on their current hourly rate of pay, within their respective salary range.~~ New employees will be placed at the discretion of human resources and may be placed above the top of the range based on experience, education, or a combination of both.

Subd. 2. Classifications:

Class 2 Payroll Specialist~~ II~~
Substitute & Attendance Specialist
Human Resources Specialist

Class 3 Executive Specialist to the Executive Director
Labor Relations ~~Communication~~ Specialist
Human Resources Specialist Lead
Human Resources Leave Specialist

Class 5 Executive Specialist to the Superintendent & School Board
Human Resources Lead Leave Specialist
Human Resources Generalist

Section 3. **Salary Enhancement**: A ~~3~~5% increase to Confidential Employee's base salary in year 1 of the contract shall be effective July 1, ~~2022~~2024. A ~~2~~1.8% increase to the base salary in year 2 of the contract shall be effective July 1, ~~2023~~2025.

Section 4. **~~Salary Advancement~~Pay for Performance Stipend:** ~~Effective July 1, 2018, advancement within the salary range~~Pay for performance stipend will be based on performance measures relating to job performance. Pay for performance will be paid as a stipend based on performance level and base salary. ~~An employee must complete at least 120 days of paid service during a contract year to qualify for salary advancement.~~

- Employees who work less than 120 days of paid service do not qualify for the pay for performance stipend.
- Employees who complete at least 120 days of paid service, but less than their contracted year, will receive a prorated pay for performance stipend.
- Employees who complete their contracted year (including FMLA and/or ADA qualified leaves) will receive the full pay for performance stipend.
- Employees must be active on the last day of the contracted year and receive their performance evaluation in order to receive the performance stipend.

Performance evaluations must be completed and turned into Human Resources by May 31st in order for the stipend to be paid on the July 20th paycheck. If completed after May 31st the stipend payout will be within 3 pay periods.

Subd. 1. ~~Salary Advancement~~Pay for Performance Stipend Amounts: The following ~~salary advancement~~pay for performance stipend amounts will be available:

Exemplary ~~Performance~~:	2.3%
~~Meets Performance Standard~~Accomplished:	1.4%
Developing:	0.7%
~~Needs Development~~Unsatisfactory	No ~~Salary advancement~~stipend

These ~~salary advancement~~pay for performance stipend amounts shall be effective for the length of the current bargaining agreement.

Subd. 2. Alternative ~~Salary Advancement~~Pay for Performance Stipend Amounts: The school board shall set financial parameters for contract negotiations. These financial parameters relating to salary shall be used to determine the amount of ~~salary advancement~~pay for performance if it is to be less than the amounts specified in Subd. 1 above.

Based on these parameters set by the school board, ~~salary advancement~~pay for performance will be as follows:

Exemplary ~~performance~~:	An amount equal to 0- 2.3%
~~Meets Performance Standard~~Accomplished:	An amount equal to 0- 1.4%
Developing:	An amount equal to 0- 0.7%
~~Needs development~~Unsatisfactory:	No ~~Salary advancement~~stipend

Section 5. **Work Year**: The length of the full work year is 2,080 hours or 260 workdays, which includes the allowance for ~~vacation, sick leave, or~~ paid time off and paid holidays. The school district reserves the right to determine the length of the work year of all employees. If the scheduled work year exceeds 2,080 hours or 260 workdays (i.e., leap year) the employee will be compensated for the additional scheduled days at their established daily rate of pay.

Section 6. **Hours**: Full-time Confidential Employees are normally required to work a minimum of 8 hours per day 5 days per week less 12 paid holidays and scheduled ~~vacations or~~ paid time off. The scheduled hours may be adjusted from time to time to meet the needs of the employees' department and the school district to ensure optimal levels of service are provided. Adjustments to the normal hourly and work week schedule will require approval from the employee's immediate supervisor and/or the director of human resources. A 30-minute lunch period is not a part of the workday. Hours worked beyond the 40-hour work week will be paid at one and one-half times the regular rate of pay. Work performed on Sunday or school district identified holidays will be paid at two times the regular

rate of pay. The supervisor must authorize in advance all overtime work and work performed on Sunday or school district identified holidays.

Compensatory time in lieu of overtime will be applied at time and one-half. Compensatory time earned on Sunday or school district identified holidays will be applied at double time. All compensatory time must be authorized and recorded in advance by the supervisor within the pay period earned. The choice of overtime pay or compensatory time will be with the prior approval of and at the discretion of the supervisor.

Section 7. **Holidays**: Full-time Confidential Employees will have 12 paid holidays as determined by the school board prior to July 1st, yearly. Any of the holidays that fall within a 12-month employee's vacation period will not count as ~~a vacation day or~~ paid time off.

Section 8. **Staff Development**: The school district recognizes the value of continual training and development to both the school district and the Confidential Employees. Confidential Employees may submit requests to attend staff development activities that relate to their employment to their supervisor for approval. Expenses associated with approved staff development programs such as in-services, conferences, conventions, and workshops will be covered by the school district. Expenses covered include registrations, parking, meals, materials, and mileage.

Section 9. **Emergency Closings**: If school starts late or is closed early due to inclement weather or other emergency situations, employees will be paid for their normal work assignment for that day. On such days, the work assignment will be determined by the immediate supervisor.

In the event school is cancelled due to inclement weather or other emergency situations, employees will be paid for up to 3 days, per school year, for their normal work assignment. This provision will apply for full days only when school has been cancelled prior to the opening of the normal school day. ~~Vacation or~~ PTO can be used any school closing days after the maximum to be paid, if the employee is not required to report to work, provided this does not result in compensation over and above the employee's base salary.

The superintendent or designee reserves the right to require that employees report to work for any school closing. Employees will receive their normal compensation for that day and no additional compensation.

In the event an employee was scheduled to take a single ~~sick day, personal leave day,~~ paid time off day~~,~~ or bereavement day~~, or vacation day~~ that coincides with an emergency school closing day, the employee will not be charged for their scheduled ~~sick day, personal leave day,~~ paid time off day, or bereavement day ~~or vacation day~~. If the employee was scheduled to take a series (2 or more) of connected ~~sick days, personal leave days,~~ paid time off days~~,~~ or bereavement leave days ~~or vacation days~~ and one of those connected days falls on the emergency school closing day, the employee will be charged for the day(s) that coincides with the emergency school closing day(s).

When the Superintendent determines that the district will follow an e-learning day, the district will follow Minnesota Statute 120A.414 (https://www.revisor.mn.gov/statutes/cite/120A.414).

Section 10. Vacation Allowance: This section shall apply only to employees hired before July 1, 2001. Full-time Confidential Employees working 52 weeks per year will be granted vacation as follows:

a.	After six months of consecutive employment	5 days
b.	After one (1) year of consecutive employment (total of 2 weeks/year)	10 days
c.	After five (5) years of consecutive employment	15 days
d.	After ten (10) years of consecutive employment	16 days
e.	After eleven (11) years of consecutive employment	17 days
f.	After twelve (12) years of consecutive employment	18 days
g.	After thirteen (13) years of consecutive employment	19 days
h.	After fourteen years (14) of consecutive employment	20 days
i.	After fifteen (15) years of consecutive employment	25 days

Conditions for Vacation Allowance:

a) Vacation must be earned prior to the time it is taken.

b) Vacation time will not be accumulated.

c) Vacation must be scheduled in advance with the employee's supervisor and must be approved by the Superintendent or designee.

d) An employee resigning prior to an earned vacation period (anniversary date) is entitled to a pro rata share of vacation time or vacation pay earned upon proper submission to the employer of at least 2 weeks' notice of proposed termination date. Failure on the part of the employee to give proper notice will constitute forfeiture of this provision.

e) Effective June 30, 2018, the maximum payout of vacation hours upon resignation will be 25 days, calculated at the employee's daily rate of pay, excluding any additional compensation. Failure on the part of the employee to give proper notice will constitute forfeiture of this provision.

f) Effective July 1, 2020, vacation eligibility will be calculated on July 1st of the current school year.

g) Vacation may be granted on a pro rata basis prior to an employee's anniversary date when scheduled through the supervisor and approved by human resources.

~~h) Effective July 1, 1998, Confidential Employees who are eligible for vacation allowance will be credited with actual years of past work experience as an employee of the school district from positions without vacation allowance. Computation will be based on 2,080 hours for each year of credit given on the vacation scheduled.~~

~~i) Employees hired after July 1, 2001, shall not qualify for vacation accruals, but rather qualify for Paid Time-Off (PTO) referenced below.~~

Section ~~11~~10. Paid Time-Off: ~~This Section shall only apply to employees hired after July 1, 2001, and shall become effective July 1, 2011.~~

Subd. 1. PTO: Employees who accrue Paid Time-Off (PTO) shall no longer accrue vacation time, sick leave, or personal leave. The PTO bank can be used for any circumstance where an employee needs to be off work.

Subd. 2. Accruals: PTO will be credited to each employee's account every year on July 1st, provided that in the case of voluntary separation or removal for cause of an employee to whom PTO has been advanced in excess of that accrued, the employee is required to refund the amount paid for the period of such excess. New employees with less than one year of service shall accrue pro-rated PTO based on months of service up to June 30. Employees shall accrue PTO hours based on the following accrual schedule:

Year 1:	~~120~~ 144 hours
After 1 Year of service:	~~128~~ 152 hours
After 2 Years of service:	~~160~~ 184 hours
After 4 Years of service:	~~184~~ 208 hours
After 6 Years of service:	~~192~~ 216 hours
After 9 Years of service:	~~200~~ 224 hours
After 11 Years of service:	~~208~~ 232 hours
After 13+ Years of service:	~~216~~ 240 hours
~~After 14 Years of service:~~	~~240 hours~~

An employee's PTO anniversary date is the first day of the fiscal year in which the employee was hired.

Subd. 3. Current Sick Leave Balances: Existing sick leave balances shall be frozen. Employees will be allowed to access their frozen sick leave balance for an approved personal medical leave, until eligible for long-term disability. The frozen sick leave balance shall not be available for any other purpose.

Subd. 4. Current Vacation Balances: For any new employee entering the Confidential Employee group, existing vacation balances shall be reduced by 6.00 hours, and the remaining balance will be used as each employee's beginning PTO bank. If an employee's vacation balance is above 200.00 hours, they will be allowed to start with a beginning PTO balance above 200.00 hours. If an employee does not have at least 6.00 hours in their vacation bank, their PTO bank will start as a negative amount.

Subd. 5. Maximum Carryover: Effective July 1, 2020, Employees shall be allowed to carryover a maximum of 240.00 PTO hours into any succeeding year, beginning July 1st each year. All PTO hours in excess of 240.00 hours on July 1st each year will be frozen. Employees will be allowed to access their frozen PTO balance for an approved personal medical leave, upon exhaustion of their regular PTO balance, until eligible for long-term disability. The frozen PTO balance shall not be available for any other purpose.

Subd. 6. Maximum Payout Upon Termination: The maximum payout of PTO hours, upon proper submission to the employer of at least 2 weeks' notice of proposed termination date, shall equal ~~70~~100.00% of unused PTO hours, calculated at the employee's basic daily rate excluding any additional compensation. In no event shall such payout upon termination exceed 220.00 hours. Failure on the part of the employee to give proper notice will constitute forfeiture of this provision.

Subd. 7. PTO Usage: Use of PTO time shall be approved at least 3 days in advance by an employee's supervisor, except in circumstances relating to illness or in highly extenuating circumstances.

Section ~~13~~11. Probationary Period: New employees in this unit will be considered probationary employees until June 30th if they have completed at least 120 workdays of employment, as defined in Section ~~3~~ 5 of this Article. If a school year ends prior to a probationary employee serving at least 120 workdays, such employee shall be on probation for the following school year, ending June 30th. During this time, they may be transferred, discharged, or laid off. Upon completion of the probationary period, the employee will establish continuing employee status unless otherwise notified in writing by the employer prior to that date. Probationary employees will be evaluated by their immediate supervisor. If an employee is reassigned to another position during their initial probationary period, their probationary period will start over. Upon completion of the probationary period, the employee will establish regular status unless otherwise notified in writing by the employer prior to that date. Probationary employees will be evaluated in writing by their immediate supervisor.

~~**Section 14. Retirement Incentive Pay**:~~

~~Subd. 1. Eligibility: Full-time employees whose service began prior to July 1, 2001, and who have completed at least 15 years of continuous employment service, in any capacity with the school district, who are at least 50 years of age, will be eligible for retirement incentive pay pursuant to the provisions of this section upon submission of a written resignation accepted by the school board.~~

~~Subd. 2. Exclusion: This section will apply only to employees whose service, in any capacity with the school district has been full-time as defined by this Agreement and whose service began prior to July 1, 2001. For employees whose employment began after this date, the provisions of this section will not be applicable.~~

~~Subd. 3. Calculation of Benefits: An employee will be eligible to receive as incentive pay, upon retirement, the amount obtained by multiplying 60% of the unused number of sick leave days, but in any event not to exceed 90 days, times the employee's daily rate.~~

~~Subd. 4. Determining Daily Rate of Pay: In applying these provisions, an employee's daily rate of pay will be the basic daily rate at the time of retirement, as provided in the basic salary schedule for the basic school year and will not include any additional compensation.~~

~~Subd. 5. Payment Schedule 50-54: An employee who retires at age 50-54 will receive their incentive pay on July 20th if their birth date is between January 1st and June 30th in the year, they reach 55. If their birth date is between July 1st and December 31st, they will receive their incentive pay on January 20 of the following year.~~

~~Subd. 6. Payment Schedule 55 and Over: Incentive pay for retirement at or after age 55 will be paid by the school district on July 20th of the same year if the retirement date is between January 1st and June 30th. If the retirement date is between July 1st and December 31st, it will require payment on January 20th of the following year.~~

~~Subd. 7. Exceptions: Incentive pay will not be granted to any employee who is discharged by the school district.~~

Section ~~15~~12. Section 125 Plan (Flexible Spending Plan): The school district will provide a Section 125 Plan under the Internal Revenue code for all employees.

Subd. 1. Description: The Section 125 Plan (Flexible Spending Plan) offered by the school district is a plan established to provide a way to save money on costs for medical and dependent care expenses. The three accounts allow payment for health insurance premiums, certain out-of-pocket health care expenses, and dependent care expenses with pre-tax dollars. It is a salary reduction plan permitting participants to choose from more than one benefit. It is classified as a "Cafeteria Plan" for federal income tax purposes.

The plan year will be determined by the school board. There are three components to the plan:

1. District-provided health insurance premium deduction with pre-tax dollars.

2. Dependent care reimbursement account.

3. Medical expense reimbursement account.

Section ~~16~~13. Retirement Savings Plans: In accordance with Section 403(b) of the Internal Revenue Code and MINN. STAT. 356.24, the school district will match an amount equal to the minimum match, the maximum match, or any amount in between the contribution of an eligible Confidential Employee according to the following schedules towards an approved 403(b) tax sheltered annuity plan. Employees who have been contributing to a 457 plan prior to the ratification of the 2014-2016 contract will be grandfathered in, with the district contributing matching funds to the 457 plan. Employees hired on or after July 1, 2014, or new enrollees to the deferred compensation program will have all matching funds contributed to a 403(b) plan. All bargaining group members are immediately eligible for the district match upon hire.

Maximum District Annual Match*	$~~1080~~1,400.00 ($~~45~~ 58.33 per pay period)

*****Employees may choose to defer more than the district annual match amount. Federal law determines the maximum amount an individual can contribute annually.

Section ~~17~~14. National Certifications/Education Stipends:

Subd. 1. Eligibility: An employee must be certified by December 31st and be of active status on February 5th, to be eligible for the stipend on the following February 5th. Employees are eligible for up to 1 National Certification/ Education Stipend.

a) Society for Human Resource Management (SHRM)

b) Certified Payroll Professional (CPP), American Payroll Association

c) Fundamental Payroll Certification (FPC), American Payroll Association

d) Election Clerk Certification

e) Bachelor's degree in a related field

Subd. 2. Pay Rate: Upon certification as recognized in this section, an employee will be paid an additional amount each year the certification or education level is maintained. Payment will be made February 5th each year. Employees are eligible for up to 1 National Certification/Education Stipend.

a) Employees who successfully complete the Society for Human Resource Management (SHRM) certification will be paid a stipend of $300.00 each year the certification is maintained.

b) Employees who successfully complete the Certified Payroll Professional (CPP) certification will be paid a stipend of $300.00 each year the certification is maintained.

c) Employees who successfully complete the Fundamental Payroll Certification (FPC) will be paid a stipend of $200.00 each year the certification is maintained.

d) Employees who successfully complete the Election Clerk certification will be paid a stipend of $200.00 each year the certification is maintained. This stipend is only applicable to Executive Specialists to the Superintendent and School Board.

e) Employees who hold a bachelor's degree in a field related to their job assignment will be paid a stipend of $300.00 each year.

Subd. ~~4~~3. Application: Eligible employees must initially apply by December 31st to receive the stipend the following February 5th. Employees must notify the director of human resources if any change in eligibility for the stipend occurs (e.g., expiration of certification, failure to pay fees, reduction in certification, etc.)

ARTICLE 7
GROUP INSURANCE

Section 1. Health and Hospitalization Insurance: The selection of insurance carriers and policies will be made by the school district.

Subd. 1. Basic Group Health and Hospitalization Plans:

The district will contribute up to the following amounts towards the District's Group Health Insurance premiums for full-time employees. Any portion of the premium that exceeds the district contribution will be paid by the employee and paid by payroll deduction.

~~Effective July 1, 2022~~

	~~Single~~	~~Employee +1~~	~~Family~~
~~High/ Value~~	~~$621.57~~	~~$966.64~~	~~$1,548.74~~
~~HSA Plan~~	~~$494.65~~	~~$963.07~~	~~$1,541.85~~

~~Effective July 1, 2023~~

	~~Single~~	~~Employee +1~~	~~Family~~
~~High/ Value~~	~~$634.00~~	~~$985.97~~	~~$1,579.71~~
~~HSA Plan~~	~~$504.54~~	~~$982.34~~	~~$1,572.69~~
Effective July 1, 2024			
	Single	Employee +1	Family
High Plan	$634.00	$985.97	$1,579.71
Value Plan	$665.70	$1,035.27	$1,658.70
HSA Plan	$529.77	$1,031.46	$1,651.32

Effective July 1, 2025			
	Single	Employee +1	Family
High Plan	$634.00	$985.97	$1,579.71
Value Plan	$685.67	$1,066.33	$1,708.46
HSA Plan	$545.66	$1,062.40	$1,700.86

*The High Plan is no longer available for new enrollment. All existing members on the High Plan will continue to receive the district contribution to the High Plan health insurance as indicated in the table above.

Subd. 2: High Deductible Health Plan (HSA Plan) - Contributions to Health Savings Accounts

As recommended by the school district Insurance Advisory Committee, those employees participating in the HSA compatible health plan shall receive the following contributions to a qualifying Health Savings Account (HSA). Contributions will only be made to District approved HSA depository.

- Single HSA Coverage: $200 per month
- Employee+1 Coverage: $400 per month
- Family Coverage: $400 per month

The school district will pay all administrative fees associated with the plan.

Subd. 3. Married Couples in District with Family Coverage:
When an employee and their spouse are both employed by the school district and are eligible for the school district's group health and hospitalization plan, and both employees enroll in the same hospitalization plan, the full premium will be paid by the school district.

Subd. 4. Group Term Life Insurance: The school district will pay the full premium per year for each $1,000 in coverage toward the premium for group term life insurance for all full-time employees employed by the school district who qualify for and enroll in the existing group term life insurance plan of the school district. Full-time employees who qualify and enroll will be covered by group term life insurance in the amount of $50,000.

Subd. 5. Supplemental Group Term Life Insurance: Confidential Employees will have the option, subject to the conditions established by the school district's carrier, for group term life insurance as provided in Subd. 4, to purchase supplemental group term life insurance in the amounts of $50,000, $75,000, $100,000, $125,000 or $150,000, not to exceed 3x annual salary. The cost of the supplemental coverage will be borne by the employee and paid by payroll deduction.

Subd. 6. Long-Term Disability Income Protection: The school district will pay the full premium per year per $1,000 in coverage toward the premium for employee coverage in the existing long-term disability income protection plan of the school board for the full-time employees employed by the school board who qualify for and enroll in such coverage. This coverage will apply to the base annual salary. See MOU Long-Term Disability Coverage for Mental Health & Chemical Dependency.

Subd. 7. Dental Insurance:

a) Single Coverage: The school board will pay up to $28.00 per month for individual coverage for each full-time Confidential Employee who qualifies for and enrolls in the school district's group dental insurance plan.

b) Family Coverage: The premium cost of the family/dependent coverage for each full-time Confidential Employee who qualifies for and enrolls in the school district's group dental insurance coverage will be paid in total by the Confidential Employees and paid by payroll deduction minus the school district's contribution for single coverage. Whether the school district offers family/dependent coverage is subject to the conditions as established by the carriers.

Section 2. Eligibility: Full-time Confidential Employees are eligible for group insurance. Those employees working a full school year schedule consisting of 32 or more hours per week will be considered full-time for purposes of eligibility for group insurance. Qualifications will include those established by the school board and the carrier of the coverage.

Section 3. Enrollment: All employees qualifying will enroll for such coverage in accordance with the procedures established by the school board. Employees will be allowed to waive health coverage in the district's health plan upon sufficient proof that the employee has obtained group health coverage through another source (e.g., a spouse, etc.) The human resources department shall determine the basis for sufficient documentation of group coverage from another source. The district retains the right to re-examine waiver of health coverage on a year-to-year basis. If an employee waives health coverage under this Section, the employee will not receive any District contribution for health insurance benefits.

Section 4. **Claims Against the School District**: It is understood that the school board's obligation is to purchase an insurance policy and pay such amounts as agreed to herein and no claim will be made against the school board as a result of a denial of insurance benefits by an insurance carrier.

Section 5. **Duration of Insurance Contribution**: An employee is eligible for school board contributions as provided in this Article as long as the employee is employed by the school district. Upon termination of employment, all school district participation and contribution will cease effective on the last working day of the month in which employment terminates.

Section 6. **Insurance Program Eligibility in the Event of Retirement**: An employee who retires prior to age 65 is eligible to participate in the health/hospitalization and dental plans but must pay the entire premium for the plans selected. The right to continue participation in such plans, however, will be in accordance with conditions of the carrier and/or until they qualify for coverage under another program.

ARTICLE 8
LEAVES OF ABSENCE

~~**Section 1.** **Sick Leave**: This Section shall not apply to employees hired after July 1, 2001.~~

~~Subd. 1. Earn: All full-time employees will accrue sick leave at the rate of 1 day per month of employment.~~

~~Subd. 2. Accumulation: Unused sick leave days may accumulate to an unlimited number of days per employee. Such accrual will be non-retroactive. If any employee is discontinued and has used more sick leave than entitled to, such excess amount will be deducted from the last paycheck.~~

~~Subd. 3. Use: Sick leave with pay will be allowed by the school board whenever an employee's absence is found to have been due to illness which prevented attendance and performance of duties on that day or days provided that the employee has unused sick leave at the time of such absence. Employees will be entitled to request and use sick leave in 1 hour increments.~~

~~Subd. 4. Use – Pregnancy: An employee may utilize available sick leave, subject to the provisions of this section and Section 6 hereof, for periods of disability relating to pregnancy, miscarriage, abortion, or childbirth. Such an employee will notify human resources no later than the end of the sixth month of pregnancy indicating her intention to utilize sick leave, and also at such time will provide a physician's statement indicating the estimated date of delivery of the child and estimated time of confinement. The definition of disability will be as reasonably determined by a licensed physician.~~

~~Subd. 5. Medical Verification: If there is a question as to the eligibility of an employee for sick leave, the school district reserves the right to verify the illness in order to qualify for sick leave pay. However, the final determination as to the eligibility of a Confidential Employee for sick leave~~

is reserved to the school district. In the event that a medical certificate is required, the employee will be advised by the school district.

Subd. 6. Accrual Deduction: Sick leave allowed will be deducted from the employee's accrued sick leave days.

Subd. 7. Approval: Sick leave pay will be approved only upon submission of a signed request upon the authorized sick leave pay request form provided by the school district.

Subd. 8. Payroll Deduction: Any days used in excess of the number of days of sick leave accrued will be deducted from the employee's salary for the pay period during which the absence, not covered by sick leave, occurred.

Subd. 9. Utilization of Sick Leave Benefits During Absences Covered by Workers' Compensation and/or Long-Term Disability:

a) Upon the request of an employee who is absent from work as a result of a compensable injury incurred in the service of the school board under the provisions of the Workers' Compensation Act and/or an absence covered by the school board's long-term disability insurance, the school board will pay the difference between the compensation received by the employee pursuant to the Workers' Compensation Act and/or LTD and the employee's base rate of pay to the extent of the employee's earned accrual of sick leave.

b) A deduction will be made from the employee's accrued sick leave according to the pro rata portion of days of sick leave, which is used to supplement workers' compensation and/or LTD payments.

c) Such payment will be paid by the school board to the employee only during the period of disability.

d) In no event will the additional compensation paid to the employee by virtue of sick leave pay result in the payment of a total daily, weekly, or monthly compensation that exceeds the base compensation of the employee.

e) An employee who is absent from work as a result of an injury compensable under the Workers' Compensation Act and/or an absence qualifying the employee for LTD payments, who elects to receive sick leave pursuant to this Agreement, will submit the workers' compensation check and/or LTD payment, endorsed to the school board prior to receiving payment from the school district for this absence.

Section 2. Family Illness: This Section shall not apply to employees hired after July 1, 2001.

Subd. 1. Use: Confidential Employees will be granted up to a maximum of 10 days of absence per year for illness in the employee's or spouse's immediate family that may or may not otherwise

~~be covered under the Family and Medical Leave Act (FMLA) and/or State statute. The immediate family will include parent, sister, brother, spouse, son, daughter, son-in-law, daughter-in-law, grandparent, grandchildren, guardian, and any other relative or non-relative who stands in the same relationship with the employee. These days will be deducted from accrued sick leave. If the employee does not have accrued sick leave, there will be a salary deduction equal to the pro-rated daily rate of pay.~~

Section ~~3~~1. Bereavement Leave:

Subd. 1. Use~~ – Immediate Family~~: In accordance with ESST policy, PTO may be used for an employee's need to make arrangements for, or attend, funeral services or a memorial, or address financial or legal matters that arise after the death of a family member. If all accrued PTO is exhausted and additional unpaid time is needed for bereavement, employees may request a short-term leave from Human Resources.~~Full-time Confidential Employees will be granted up to 5 days per occurrence for absence due to death of each member of employee's or spouse's immediate family. The immediate family will include parent, sister, brother, spouse, son, daughter, son-in-law, daughter-in-law, grandparent, grandchildren, guardian, and any other relative or non-relative who stands in the relationship with the employee. Such absences will be deducted from accrued sick leave, PTO, or may be taken as short-term leave. If the employee does not have sufficient accrued sick leave, there will be a salary deduction equal to the pro-rated daily rate of pay. Additional absences, but not to exceed 5 additional days, may be granted. If the employee chooses to use short-term leave for bereavement purposes, they will not be required to first exhaust all other leave options.~~

~~Subd. 2. Use – Not Immediate Family: Absence due to the death of a person not listed in Subd. 1 will be limited to 1 day per occurrence per year. Such absence will be deducted from accrued sick leave PTO or may be taken as short-term leave. If the employee does not have sufficient accrued sick leave, there will be a salary deduction equal to the pro-rated daily rate of pay. If the employee chooses to use short-term leave for bereavement purposes, they will not be required to first exhaust all other leave options.~~

~~**Section 4. Personal Leave**: This Section shall not apply to employees hired after July 1, 2001. A full-time Confidential Employee will be credited 1 personal leave day each year, accumulative to 5 days. Personal leave may be used for activities requiring the employee's personal attention not covered under other provisions of this Agreement.~~

~~Subd. 1. Requests: Requests for personal leave must be made to the supervisor and human resources at least 3 days in advance of the leave, except in the event of emergencies. The day(s) will not be deducted from sick leave.~~

~~Subd. 2. Limit: At no time will more than 1 of the employees covered by this Agreement be granted personal leave.~~

Section ~~5~~2. Jury Duty: A Confidential Employee summoned to jury duty will be granted time off with pay.

Subd. 1. Notice to School District: Employees who receive a summons ~~for jury service~~ are to ~~send a PF22 and a copy of the summons~~call and/or email ~~to~~ the Human Resources Attendance Specialist and their supervisor immediately to notify them of the proposed dates of service. ~~Instructions for entering absences and finding a substitute will be given once the summons is received by the Attendance Specialist.~~

Subd. 2. Remittance of Stipend: Employees ~~may~~ who receive a stipend for jury ~~service~~ duty ~~will need~~are to reimburse the School D~~d~~istrict for the ~~pier diem amount only. Typically, this is $20 per day.~~amount received, minus the mileage allowance if they were on jury duty during school time.

Subd. 3. Commencement of Leave: Employees on-call for jury duty will need to report to work until they are summoned to appear for jury duty. Failure to do so will result in a deduction of pay for the days of work missed.

Subd. 3. Pay: Employees will have no loss of pay as a result of ~~being summoned for~~ jury ~~service~~ duty if the provisions of Subd. 1 ~~and~~ through ~~2~~3. ~~of this section~~ are ~~completed~~met. ~~Failure to do so will result in the deduction of pay for the day(s) of work missed.~~

Section ~~6~~3. Child Care/Adoption Leave:

Subd. 1. Purpose: An employee**,** upon request**,** may be granted a leave for the purpose of childcare of a newborn child or for the adoption of a child. This leave will be granted to ~~1~~ a parent of a newborn or adopted child provided such parent is caring for the child. Employees may be granted partial leaves of absence appropriate to the job assignment.

Subd. 2. Request: An employee making application for childcare leave will inform human resources in writing of the intention to take the leave at least 3 calendar months before commencement of the intended leave. For adoption leave, the employee will inform human resources in writing at the earliest opportunity of the intention to take the leave.

Subd. 3. Use of ~~Sick Leave~~PTO for Child Care/Adoption~~Pregnancy~~: If the reason for the leave is occasioned by ~~pregnancy~~childcare/adoption, an employee may utilize ~~sick leave~~PTO pursuant to the ~~sick leave~~ provisions of ~~this~~ Article 6, Section 10 ~~during a period of physical disability~~. A pregnant employee will ~~also~~ provide, at the time of the leave application, a statement from their licensed physician indicating the expected date of delivery. An employee may use PTO for adoption to assist in preparation and legal reasons of the adoption, as well as necessary travel and initial adjustment of the child. These days need not be taken consecutively. ~~This subdivision shall not apply to employees hired after July 1, 2001.~~

~~Subd. 4. Use of Sick Leave for Adoption: An employee may request to use up to 30 days of accumulated sick leave for adoption to assist in preparation and legal reasons of the adoption, as well as necessary travel and initial adjustment of the child. These days need not be taken consecutively. This subdivision shall not apply to employees hired after July 1, 2001.~~

Subd. ~~5~~3. Date of Leave: The effective beginning date of a childcare/adoption leave and its duration will be determined by mutual consent between the employee and human resources. In determining the date of the commencement and duration of the leave, human resources will review each case on its individual merits taking into consideration the following:

a) The request of the employee.

b) The specific employment duties of the employee involved.

c) The health and welfare of the employee**,** unborn child or adopted child.

d) The recommendation of the employee's licensed physician.

Subd. ~~6~~4. Duration: In determining the commencement and duration of a childcare**/**adoption leave, the school board will not in any event be required to:

a) Grant any leave of more than 12 months in duration.

b) Permit the employee to return to their employment prior to the date designated in the request for the leave, unless by mutual agreement of the employee and human resources.

Subd. ~~7~~5. Approval of Leave: If the employee complies with all provisions of this Section and a leave is granted by the school board, the employee will be notified in writing.

Subd. ~~8~~6. Termination of Leave: Interruption of pregnancy will terminate the leave. Human resources may require in such cases 45 days' notice to return.

Subd. ~~9~~7. Reinstatement: An employee returning from childcare**/**adoption leave will be re-employed in the position occupied prior to the leave, subject to the following conditions:

a) The position has not been abolished.

b) The employee is not physically or mentally disabled from performing the essential duties of such position.

Subd. ~~10~~8. Failure to Return: Failure of the employee to return pursuant to the date determined in this Section will constitute grounds for termination by the school district unless the school district and the employee mutually agree to an extension of the leave.

Subd. ~~11~~9. Probationary Period: The parties agree that the applicable periods of probation for Confidential Employees are intended to be periods of actual service enabling the school district to have an opportunity to evaluate a Confidential Employees performance. The parties agree, therefore, that periods of time for which the employee is on childcare**/**adoption leave will not be counted in determining the completion of the probationary period.

Subd. ~~12~~10. Salary: Any childcare/adoption leave of absence granted under this Section will be a leave without pay except when using available ~~paid leave (sick, vacation, or~~ PTO~~)~~.

Subd. ~~13~~11. Insurance: An employee on childcare**/**adoption leave of absence is eligible to participate in group insurance programs if permitted under the insurance policy provisions but will pay the entire premium for such programs as the employee wishes to retain, following FMLA.

Subd. ~~14~~12. Notification to Return: An employee on childcare**/**adoption leave of absence will be sent a Notification of Assignment from human resources according to the following schedule:

a) When the return date of the leave is intended to coincide with the opening of school, notification will be given by April 1st.

b) At least 60 days prior to the specified return of the leave when such date falls at any other time during the school year.

Subd. ~~15~~13. Failure to Return Contract: The employee will lose all re-employment rights if the employee refuses or fails to return the contract within ten days.

Section ~~7~~4. Long-Term Leave: Eligibility: Full-time employees with a minimum of three years of experience in the school district may apply for an unpaid leave of absence once during their school district employment. Additional leaves may be granted at the discretion of human resources for health reasons.

Subd. 1. Duration: Leave may be granted for a period of time not to exceed one year.

Subd. 2. Insurance: An employee on an approved leave is eligible to participate, at the employee's own expense, in the health and hospitalization program of the school district. This participation will be subject to the conditions prescribed by the insurance carrier.

Subd. 3. Benefit Accrual: An employee on approved leave will retain their accrued benefits as of the beginning date of the leave. No benefits will accrue during the period the employee is on leave.

Subd. 4. Purpose: Consideration for granting long-term leaves will be given for:

Education	Election to Political Office
Health	Approved Travel
Retraining or Career Change	~~—~~Family Reasons

Subd. 5. Requests: Requests for leaves must be made at least 30 days in advance on PF 22 (Leave of Absence Request) and submitted to the administrator in charge for recommendation. Final approval will be made by human resources. The number of staff on approved leave in any school year will not exceed 1 of the total Confidential Employees staff.

Subd. 6. Notification to Return: An employee returning from long term leave for Education, Approved Travel, Family Reasons, Retaining or Career Change reasons will be re-employed in the position occupied prior to the leave, subject to the following conditions:

a) The position is vacant.

b) That the position has not been abolished.

c) That the employee is not physically or mentally disabled from performing the essential duties of such position.

d) An employee returning from long term leave for health or election to political office reasons will be re-employed in the position occupied prior to the leave, subject to the follow conditions:

1. That the position has not been abolished
2. That the employee is not physically or mentally disabled from performing the essential duties of such position.

Subd. 7. Failure to Return Notice: The employee will lose all re-employment rights if they refuse or fail to return the notice within ten days of receipt.

Section ~~8~~5. Short-Term Leave: Full-time Confidential Employees may apply for a short-term leave of absence.

Subd. 1. Salary: Short-term leave will be without pay.

Subd. 2. Duration: Short-term leave may be granted for not more than ten working days during the effective dates of this Agreement.

Subd. 3. Requests: Requests for short-term leave will be made five days in advance except in the case of emergencies. The request will be on a Leave of Absence Request (PF 22) and will clearly state the reason for such request.

Any special conditions or arrangements established by the administrator for a short-term leave will be in writing to the individual requesting the leave. All conditions established must be met to be eligible for the leave.

Subd. 4. Approval: Short-term leave will be granted only in extraordinary circumstances and must be approved by human resources.

Subd. 5. Eligibility: Short-term leave will normally be available no more than once every year and will only be granted when all other paid leave options have been exhausted.

Subd. 6. Limit-1: The number of staff on short-term leave on any day will not exceed one of the total Confidential Employees staff.

Section ~~9~~6. Religious Leave:

Subd. 1. Use: Confidential Support employees may be granted up to three days of religious leave. Confidential Support employees must make application, including a brief summary of details of the request, to human resources at least three days prior to the religious leave. ~~human~~Human resources will notify the employee's supervisor to make the necessary arrangements allowing the employee to make up the days at some other prearranged time. However, an employee may utilize provisions outlined in ~~Section 4, Personal Leave, or Section 1, Sick Leave, or Article VI, Section 8, Vacation, or~~ Article ~~VI~~6, Section ~~9~~10, Paid Time Off, if so desired. If the employee chooses none of the options as outlined herein, the leave will be granted with full loss of pay.

ARTICLE 9
GRIEVANCE PROCEDURE

Section 1. Grievance Definition: A "grievance" will mean an allegation by an employee resulting in a dispute or disagreement between the employee and the school board as to the interpretation or application of terms and conditions of employment insofar as such matters are contained in this Agreement.

Section 2. Representative: The employee, supervisor, or school board may be represented during any step of the procedure by a member or agent of the designated unit to act on the employee's behalf.

Section 3. Definitions and Interpretations:

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 will 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 will not be included. The last day of the period so computed will 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 will be timely if it bears a postmark of the United States mail within the time period.

Section 4. Time Limitation and Waiver: Grievances will not be valid for consideration unless the grievance is submitted in writing to the school board's designee, setting forth the facts and the specific provision of the Agreement allegedly violated, and the particular relief sought within 20 days after the date the event giving rise to the grievance occurred. Failure to file any grievance within such period will be deemed a waiver thereof. Failure to appeal a grievance from one level to another within the time periods hereinafter provided will constitute a waiver of the grievance. An effort will first be made to adjust an alleged grievance informally between the employee and the school board's designee.

Section 5. Adjustment of Grievance: The school board and the employee will attempt to adjust all grievances which may arise during the course of employment of any employee within the school district in the following manner:

Subd. 1. Informal Discussions: Informal discussions will take place between the grievant and their supervisor. Through these discussions the parties will attempt to resolve the problem.

Subd. 2. Level 1: If the grievance is not resolved through informal discussions, the employee may submit the item in writing to human resources. Human resources will give a written decision on the grievance to the parties involved within ten days after receipt of the written grievance.

Subd. 3. Level 2: In the event the grievance is not resolved in Level 1, the decision rendered may be appealed to the Superintendent, provided such appeal is made in writing within five days after receipt of the decision in Level 1. If a grievance is properly appealed to the Superintendent, the Superintendent or designee will set a time to meet regarding the grievance within 15 days after receipt of the appeal. Within ten days after the meeting, the Superintendent or designee will issue a decision in writing to the parties involved.

Subd. 4. Level 3: In the event that the grievance is not resolved in Level 2, the decision rendered may be appealed to the school board, provided such appeal is made in writing within five days after receipt of the decision in Level 2. If a grievance is properly appealed to the school board, the school board will set a time to hear the grievance within 20 days after receipt of the appeal.

Within 20 days after the meeting, the school board will issue its decision in writing to the parties involved. At the option of the school board, a committee or representative(s) of the school board may be designated by the school board to hear the appeal at this level and report its findings and recommendations to the school board. The school board will then render its decision.

Section 6. **School Board Review**: The school board reserves the right to review any decision issued under Level 1 or Level 2 of this procedure provided the school board or its representative notifies the parties of its intention to review within 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 reverse or modify such decision.

Section 7. **Denial of Grievance**: Failure by the school board or its representative to issue a decision within the time periods provided herein will constitute a denial of the grievance and the employee may appeal it to the next level.

Section 8. **Arbitration Procedures**: In the event that the employee 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 10 days following the decision in Level III of the grievance procedure.

Subd. 2. Prior Procedure Required: No grievance will be considered by the arbitrator, which has not been first duly processed in accordance with the grievance procedure and appeal provisions.

Subd. 3. Selection of Arbitrator: Upon the proper submission of a grievance under the terms of this procedure, the parties will, within 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 BMS to appoint an arbitrator, pursuant to PELRA, providing such request is made within 20 days after request for arbitration.

The request will ask that the appointment be made within 30 days after the receipt of said request. Failure to agree upon an arbitrator or the failure to request an arbitrator from BMS within the time periods provided herein will constitute a waiver of the grievance.

Subd. 4. Submission of Grievance Information:

a) Materials Request: Upon appointment of the arbitrator, the appealing party will, within five (5) days after notice of appointment, forward to the arbitrator, with a copy to the school board, the submission of the grievance which will include the following:

1. The issues involved

2. Statement of the facts
3. Position of the grievant

b) The school board will make a similar submission of information in accordance with Subd. 4a, above.

Subd. 5. Hearing: The grievance will 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 will 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 will be consistent with the original grievance.

Subd. 6. Decision: The decision of the arbitrator will be rendered within 30 days after the closing of the hearing. Decisions by the arbitrator in cases properly before him/her will be final and binding upon the parties, subject, however, to the limitations of arbitration decisions as provided in PELRA.

Subd. 7. Expenses: Each party will bear its own expenses in connection with arbitration including expenses relating to the party's representatives, witnesses, and any other expenses which the party incurs in connection with presenting its case in arbitration. A transcript or recording will be made of the hearing at the request of either party. The parties will share, equally, the fees and expenses of the arbitrator. The cost of the transcript or recording will be borne by the requesting party. Any other expenses which the parties mutually agree are necessary for the conduct of the arbitrations will be shared equally.

Subd. 8. Jurisdiction: The arbitrator will 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 will not extend to proposed changes in terms and conditions of employment as defined herein and contained in this written Agreement; nor will an arbitrator have jurisdiction over any grievance which has not been submitted to arbitration in compliance with the terms of the grievance and arbitration procedures as outlined herein; nor will the jurisdiction of the arbitrator extend to matters of inherent managerial policy, which will include but are not limited to such areas of discretion of policy as the functions and programs of the employer, its overall budget, utilization of technology, the organizational structure, and selection and direction and number of personnel. In considering any issue in dispute, in its order, the arbitrator will give due consideration to the statutory rights and obligations of the public school boards to efficiently manage and conduct its operations within the legal limitations surrounding the financing of such operations.

Section 9. General:

Subd. 1. Reprisals: No reprisals of any kind will be taken by the school board or by any member of the administration against any person or any other participants in the procedure by reason of such participation.

Subd. 2. Employee Rights: Nothing herein will be construed to limit, impair, or affect the right of any employee as provided in state statutes.

ARTICLE 10
DURATION

Section 1. Term and Reopening Negotiations: This Agreement will run from July 1, ~~2022~~2024, through June 30, ~~2024~~2026. If either party desires to modify or amend this Agreement commencing on July 1, ~~2024~~2026, it will give written notice of such intent no later than May 1, ~~2024~~2026. Unless otherwise mutually agreed, the parties will not commence negotiations more than 90 days prior to the expiration of this Agreement.

Section 2. Effect: This Agreement constitutes the full and complete agreement between the school board and the Confidential Employees of Independent School District 279. The provisions herein relating to terms and conditions of employment supersede any and all prior agreements, resolutions, practices, school district policies, rules or regulations concerning terms and conditions of employment inconsistent with these provisions.

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

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

~~**MEMORANDUM OF UNDERSTANDING**~~
~~**between**~~
~~**OSSEO AREA SCHOOLS (ISD 279)**~~
~~**and**~~
~~**CONFIDENTIAL SUPPORT SPECIALISTS**~~

~~**TOPIC:** Confidential Employees Severance Pay~~

~~**EFFECTIVE DATES:** July 1, 2022 - June 30, 2024~~

~~**AGREEMENT:**~~

~~Subject to the limitations listed below, the School District will contribute severance pay to eligible employees as follows:~~

~~Post-Retirement Health Reimbursement Arrangement – 100% of Pay~~

~~All school district payments will be made according to the timeline and payment schedule as provided in the Terms and Conditions of Employment. This is the full and complete agreement of the parties on this issue. There are no other oral or implied agreements. This agreement does not set any precedent for any future issue.~~

MEMORANDUM OF UNDERSTANDING
between
OSSEO AREA SCHOOLS (ISD 279)
and
CONFIDENTIAL SUPPORT SPECIALISTS

TOPIC: Limits to Long-Term Disability Insurance Coverage

EFFECTIVE DATE: Upon ratification

The plan design for long-term disability coverage for chemical dependency and mental health may be changed to a combined 24 months of coverage per claim. These changes will only go into effect contingent on the agreement of all other bargaining groups in the Osseo Area School District, approval of the Insurance Advisory Committee and approval by the school board. If no agreement is reached among the groups, or if the Insurance Advisory Committee and/or school board do not approve the design of the request for proposal (RFP) and/or the bid/proposal itself, this language will be null and void. In the interim follow Article 7, Section 1, Subd 6.

Memo

To: School Board Members

From: Lisa Chang, Director, Labor Relations
Yvonne Shorts Lind, Executive Director, Human Resources

Date: May 20, 2025

Re: Recommendation for Approval, Agreement on the Terms and Conditions of Employment between the Independent School District 279 School Board and Osseo Administrative Professionals (OAP), July 1, 2024 – June 30, 2026

Recommendation:

It is our recommendation that you approve the Agreement on the Terms and Conditions of Employment between the Independent School District 279 School Board and Osseo Administrative Professionals (OAP), effective July 1, 2024 through June 30, 2026.

Key Contract Changes:

Osseo Administrative Professionals (previously known as Administrative Educational Support Professionals – AESP's) are a group of 118 comprised of various administrative professional positions that provide support to departments, programs, and schools in our system.

The agreement contains changes to the Rates of Pay, Classifications, Retirement Savings Plans, Group Insurance, and Leaves of Absence.

In the Rates of Pay section, employees will get a 5% base increase for starting January 1, 2025 through June 30, 2025 and a 2% base increase for 2025-2026. Employees will also receive a one-time stipend of $1,000 if they are hired and active on or before December 31, 2024.

In the Classifications section, titles were updated and Administrative Assistant was changed to Administrative Professional to match the new unit title.

In the Retirement Savings Plan section, the district agreed to increase the maximum district annual match to $1,100.00 for employees whose service began after July 1, 1994.

In the Group Insurance section, the monthly district contribution toward health insurance will be set at the following amounts for full-time employees (scheduled to work 32 or more hours per week):

7/1/24 – 12/31/24	**High Plan**	**Value Plan**	**HSA Plan**
Single	$610.42	$666.59	$568.15
Employee +1	$947.68	$1,034.89	$1,012.92
Family	$1,518.37	$1,658.11	$1,620.65
1/1/25 – 12/31/25	**High Plan**	**Value Plan**	**HSA Plan**
Single	$610.42	NA	$585.19
Employee +1	$947.68	NA	$1,043.31
Family	$1,518.37	NA	$1,669.27

1/1/26	High Plan	Value Plan	HSA Plan
Single	$610.42	NA	$614.45
Employee +1	$947.68	NA	$1,095.48
Family	$1,518.37	NA	$1,752.73

The monthly district contribution toward health insurance will be set at the following amounts for part-time employees (scheduled to work 30 hours but less than 32 hours per week):

7/1/24 – 12/31/24	High Plan	Value Plan	HSA Plan
Single	$585.72	$639.62	$533.60
Employee +1	$585.72	$639.62	$961.66
Family	$585.72	$639.62	$1,538.64
1/1/25 – 12/31/25	**High Plan**	**Value Plan**	**HSA Plan**
Single	$585.72	NA	$549.61
Employee +1	$585.72	NA	$990.51
Family	$585.72	NA	$1,584.80
1/1/26	**High Plan**	**Value Plan**	**HSA Plan**
Single	$585.72	NA	$577.09
Employee +1	$585.72	NA	$1,040.04
Family	$585.72	NA	$1,664.04

MOU's were added to continue to discuss language regarding Earned Safe and Sick Time (ESST) as it applies to leaves in Meet and Confer and to form two Labor Management Committees (LMCs) to discuss probation and permanent status and vacation allowance.

Salary Investment:

The salary investment outlined above is consistent with the financial parameters established by the school board for the 2024-2026 contract negotiations.

The two-year agreement results in a 6.51% total package increase. The total financial investment is $760,556 over the term of the agreement.

Timeline/Next Steps:

With the ratification of the contract, Human Resources and Payroll will begin the implementation process.

CONTRACT

Between

OSSEO AREA SCHOOLS

ISD 279

INDEPENDENT SCHOOL DISTRICT 279
Osseo Area Schools

and

OSSEO ADMINISTRATIVE PROFESSIONALS
OAP
Education Minnesota

Local No. 7343
NEA / AFT / AFL-CIO

EDUCATION MINNESOTA - OSSEO
OSSEO ADMINISTRATIVE ~~EDUCATIONAL SUPPORT~~ PROFESSIONALS
(~~AESP~~OAP)

Effective Dates: July 1, ~~2022~~ 2024 – June 30, ~~2024~~2026

DocuSign Envelope ID: 6AFC0BA1-964A-4DE5-9E0B-EC50AB1C20D4

AGREEMENT ON TERMS AND CONDITIONS OF EMPLOYMENT BETWEEN INDEPENDENT SCHOOL DISTRICT 279 MAPLE GROVE, MINNESOTA AND ADMINISTRATIVE EDUCATIONAL SUPPORT PROFESSIONALS

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

For the Education MN-Osseo Administrative Educational Support Professionals

DocuSigned by:
Staci Jones
EBAB9ABA17D1485...
AESP Negotiator

DocuSigned by:
Nancy Goeth
FA4E882B0B294CC...
AESP Education Minnesota-Osseo President

Dated this _____ day of _____, 20____

For Independent School District 279

Chair

Clerk

DocuSigned by:
Lisa Chang
BA974B5406974AE...
Director, Labor Relations

Dated this _____ day of _____, 20____

Addresses of Official Notice:

EDUCATION MINNESOTA-OSSEO
Local #1212
9210 Wyoming Ave. N. #200
Brooklyn Park, MN 55445

SCHOOL BOARD
Office of the Superintendent
11200 93rd Ave. N.
Maple Grove, MN 55369

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ARTICLE 1
PURPOSE

Section 1. Parties: This Agreement, entered into between the School Board, Independent School District 279, Maple Grove, Minnesota, hereinafter referred to as the School Board and the Education Minnesota – Osseo, Osseo Administrative ~~Educational Support~~ Professionals (Education Minnesota, NEA, AFT, AFL-CIO), hereinafter referred to as the Exclusive Representative, is pursuant to and in compliance with the Public Employment Labor Relations Act, hereinafter referred to as PELRA, and provides the terms and conditions of employment for the Osseo Administrative ~~Educational Support~~ Professionals during the term of this Agreement.

ARTICLE 2
DEFINITIONS

Section 1. Terms and Conditions of Employment: Will mean the hours of employment, the compensation therefore, including fringe benefits, except retirement contributions or benefits, and the employer's personnel policies affecting the working conditions of the employees, but does not mean educational policies of the School District. The terms in both cases are subject to the provisions of PELRA.

Section 2. Osseo Administrative ~~Educational Support~~ Professionals (OAP): Will mean any person employed by the School Board in a capacity exclusively associated with the provisions of clerical services. The term employee as used herein will not include confidential employees, supervisory employees, essential employees, part-time employees whose services do not exceed the lesser of 14 hours per week or 35% of the normal ~~Administrative Educational Support Professionals~~ OAP work week, employees who hold positions of a temporary or seasonal character for a period not in excess of 67 working days in any calendar year, and emergency employees.

Section 3. Full-time Employee: Will mean any person who is scheduled to work 40 hours per week.

Section 4. School Board: For purposes of administering these terms and conditions of employment, the term "School Board" may also mean its designated representative.

Section 5. Other Terms: Terms not defined in these terms and conditions of employment will have those meanings as defined by PELRA.

ARTICLE 3
SCHOOL DISTRICT RIGHTS

Section 1. Inherent Managerial Rights: The Osseo Administrative ~~Educational Support~~ Professional (~~AESP~~OAP) employees recognize that the School District is not required to meet and negotiate on matters of inherent managerial policy, which include,

but are not limited to, such areas of discretion or policy as the functions and programs of the School District, its overall budget, utilization of technology, the organizational structure, and selection, direction, and number of personnel.

Section 2. Management Responsibilities: The Osseo Administrative ~~Educational Support~~ Professionals recognize the right and obligation of the School District to efficiently manage and conduct the operation of the School District within its legal limitations, and with its primary obligation to provide educational opportunity for the students of the School District.

Section 3. Effect of Laws, Rules and Regulations: The Osseo Administrative ~~Educational Support~~ Professionals recognize that all employees covered by these terms and conditions of employment shall perform the services prescribed by the School District and shall be governed by School Board policies, rules, regulations, directives and orders which are not inconsistent with these terms and conditions of employment, and which are issued by properly designated officials of the School District. Any provision of these terms and conditions of employment found in violation of any law, rule or regulation thereunder shall be without force or effect.

Section 4. Reservation of Managerial Rights: The foregoing enumeration of School District rights and duties will not be deemed to exclude other inherent management rights. Management functions not expressly reserved herein, and all management rights and management functions not expressly delegated in these terms and conditions of employment are reserved to the School District.

ARTICLE 4
EMPLOYEE RIGHTS

Section 1. Right to Views: Nothing contained in these terms and conditions of employment will be construed to limit, impair or affect the right of any employee, or the employee's representative, to the expression or communication of a view, grievance, complaint or opinion on any matter related to the conditions or compensation of public employment or their betterment, so long as the same is not designed to and does not interfere with the full, faithful, and proper performance of the duties of employment; nor will it be construed to require any employee to perform labor or services against their will.

Section 2. Right to Join: Employees will have the right to form and join labor or employee organizations and will have the right not to form and not to join such organizations. Employees in the unit will 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 employees with the School District.

Section 3. Request for Dues Check-off: Osseo Administrative ~~Educational Support~~ Professional employees will have the right to request dues check-off for the Exclusive Representative in accordance with the provisions of PELRA. Upon receipt of a properly executed authorization form from the employee to the Union, the School District will deduct, in equal installments, from the employee's paycheck the dues the employee has agreed to pay the Exclusive Representative during the effective period of authorization. Each authorization shall be renewed from year to year thereafter, unless the employee notifies the Union in accordance with the authorization form. Such dues deducted will be forwarded to the treasurer of the Education Minnesota – OSSEO, Osseo Administrative ~~Educational Support~~ Professionals.

Subd. 1. Term of Authorization: Authorization for EM-O ~~AESP~~ OAP active membership will be through a properly submitted application with EM-O ~~AESP~~OAP. The Union will provide the School District payroll department with a list of all current active members on payroll deduction prior to September 20 of each school year, including the total amount of dues to be deducted for the school year.

Section 4. Access to Membership Lists/ Access to worksites: By October 1 of each school year, the District shall provide in electronic form to the Union the names, addresses, telephone numbers, e-mail address, employee number, full-time equivalency (FTE) status, worksite location and assignment of all bargaining unit members employed. On a quarterly basis or on request, the District shall provide the Union with a current bargaining unit list. If at any time the union or the district do not agree to the frequency of request, they will discuss through the Meet & Confer process.

~~**Section 5. Claims Against the School District:** The Exclusive Representative hereby warrants and covenants that it will defend, indemnify and save the School District harmless from any and all actions, suits, claims, damages, judgments and executions or other forms of liability, liquidated or unliquidated, which any person may have or claim to have, now or in the future, arising out of or by reason of the deduction of the fair share fee specified by the Exclusive Representative as provided herein.~~

Section ~~6~~5. Remitting to the Exclusive Representative: With respect to all dues deducted by the School District, the School District shall remit to the Exclusive Representative within 30 calendar days from each date of deduction, the total amount deducted, accompanied by the list of Osseo Administrative ~~Educational Support~~ Professionals for whom such deductions have been made, categorizing them as to membership or non-membership in the Exclusive Representative. The Exclusive Representative agrees to advise the School District of all members of the Exclusive Representative in good standing and from time to time furnish information needed by the School District to fulfill the provisions of this Article, and not otherwise available to the School District.

Section ~~7~~6. Progressive Discipline: An employee will be disciplined only for just cause. The School District recognizes the concept of progressive discipline consisting of: (1) ~~oral reprimand~~Letter of Expectation (non-disciplinary); (2) written reprimand; (3) suspension without pay; (4) demotion; or (5) discharge. Notwithstanding this concept, the School District reserves, in its sole discretion, the right to impose discipline at any level. Any form of discipline noted above which is to become part of an employee's personnel file shall be given to the affected employee prior to becoming part of the personnel file.

Section ~~8~~7. Personnel Files:

Subd. 1. Right to Review/Frequency: Upon request by an employee, the School District will provide the employee with an opportunity to review their personnel file.

Subd. 2. Review: A request will be made to Human Resources. Human Resources will comply with a request pursuant to Subd. 1. of this Section no later than seven working days after receipt of the request and will schedule an appointment for the employee to review their personnel file and will notify the employee of such appointment. All such reviews will take place in Human Resources during its normal hours of operation, and a Human Resources employee shall be present when an employee reviews their personnel file.

Subd. 3. Right to Copy: After the review and upon the employee's request, the School District will provide the employee with a copy of the requested record. The School District may not charge a fee for the copy.

Subd. 4. Right to Response: The employee may submit, directly to Human Resources, for inclusion in their personnel file a written response (rebuttal) to any material contained in such file.

Subd. 5. Destruction/Expungement: The School District may destroy or expunge such files as provided or required by law.

Section ~~9~~8. Notification of Employee Status: The School District shall notify the President of EM-O ~~AESP~~ OAP and membership chair in writing of any and all changes in employee status in the ~~AESP~~ OAP unit within seven business days of such changes.

Section ~~10~~9. District Committee Representation: The President of EM-O ~~AESP~~ OAP will appoint ~~AESP~~ OAP members to represent EM-O ~~AESP~~ OAP on District level committees.

Section ~~11~~10. Professional Development: The School District recognizes the value of continual training and professional development to both the School District and ~~AESP~~

OAP unit employees. ~~AESP~~ OAP unit employees may submit requests to attend professional development activities that relate to their employment to their supervisor for approval. Expenses associated with professional development programs such as in-service, conferences, conventions, and workshops will be covered by the School District. Expenses covered may include registration, parking, meals, materials, and mileage.

Representatives of EM-O ~~AESP~~ OAP and the School District shall meet and confer to discuss creating and implementing new training and professional development programs.

Section ~~12~~11. Other Rights: Employees will have all other rights prescribed by PELRA.

ARTICLE 5
BASIC SCHEDULES AND HOURLY RATES OF PAY

Section 1. Rates of Pay: The wage schedule will not be considered an integral part of continued employment.

~~Rates of pay July 1, 2022 – June 30, 2023~~

	~~CLASS II-A (212 Days)~~	~~CLASS II-B (260/ 261 Days)~~	~~CLASS III-A (212 Days)~~	~~CLASS III-B (260/ 261 Days)~~	~~CLASS IV-A (219 Days)~~	~~CLASS IV-B (260/ 261 Days)~~	~~CLASS V-B (260/ 261 Days)~~
~~STEP 1~~	~~$20.19~~	~~$20.19~~	~~$22.74~~	~~$22.74~~	~~$24.56~~	~~$24.56~~	~~$24.92~~
~~STEP 2~~	~~$21.03~~	~~$21.03~~	~~$23.49~~	~~$23.49~~	~~$25.42~~	~~$25.42~~	~~$26.01~~
~~STEP 3~~	~~$22.25~~	~~$22.25~~	~~$24.92~~	~~$24.92~~	~~$26.77~~	~~$26.77~~	~~$27.39~~

Rates of pay July 1, ~~2023~~ 2024 – ~~June 30~~December 31, 2024

	CLASS ~~II~~2-A (212 Days)	CLASS ~~II~~2-B (260/ 261 Days)	CLASS ~~III~~3-A (212 Days)	CLASS ~~III~~3-B (260/ 261 Days)	CLASS ~~IV~~4-A (219 Days)	CLASS ~~IV~~4-B (260 /261 Days)	CLASS ~~V~~5-B (260/ 261 Days)
STEP 1	$21.00	$21.00	$23.65	$23.65	$25.54	$25.54	$25.92
STEP 2	$21.87	$21.87	$24.43	$24.43	$26.44	$26.44	$27.05
STEP 3	$23.14	$23.14	$25.92	$25.92	$27.84	$27.84	$28.49

Rates of pay January 1, 2025 – June 30, 2025

	CLASS 2-A (212 Days)	CLASS 2-B (260/ 261 Days)	CLASS 3-A (212 Days)	CLASS 3-B (260/ 261 Days)	CLASS 4-A (219 Days)	CLASS 4-B (260 /261 Days)	CLASS 5-B (260/ 261 Days)
STEP 1	$22.05	$22.05	$24.83	$24.83	$26.82	$26.82	$27.22
STEP 2	$22.96	$22.96	$25.65	$25.65	$27.76	$27.76	$28.40
STEP 3	$24.30	$24.30	$27.22	$27.22	$29.23	$29.23	$29.91

Rates of pay July 1, 2025 – June 30, 2026

	CLASS 2-A (212 Days)	CLASS 2-B (260/ 261 Days)	CLASS 3-A (212 Days)	CLASS 3-B (260/ 261 Days)	CLASS 4-A (219 Days)	CLASS 4-B (260 /261 Days)	CLASS 5-B (260/ 261 Days)
STEP 1	$22.49	$22.49	$25.33	$25.33	$27.36	$27.36	$27.76
STEP 2	$23.42	$23.42	$26.16	$26.16	$28.32	$28.32	$28.97
STEP 3	$24.79	$24.79	$27.76	$27.76	$29.81	$29.81	$30.51

Effective July 1, ~~2022~~ 2024 Increments

Years of Service	Increment (per hour)
5-9	$.60
10-14	$.80
15-19	$1.00
20-24	$1.35
25+	$1.70

*A career increment will be paid to all employees who have the designated number of years of consecutive employment in Independent School District 279, identified in the table below. Beginning July 1, 2019, career increments are effective on July 1 of the year they would be issued, instead of on the anniversary date.

**A one-time stipend of $1,000 will be paid to all OAP employees active and hired on or before December 31, 2024.

Section 2. Placement on Schedule: New employees will be placed on the schedule by class and step as determined by the requirements of the job and the discretion of Human Resources.

Section 3. Classifications:

~~II~~2-A. Middle School Office Administrative ~~Assistant~~ Professional
Middle School Counseling Office Administrative Professional~~Assistant~~

Senior High Counseling Office Administrative Professional~~Assistant~~
Senior High Office Administrative ~~Assistant~~ Professional
ESC Media Administrative Professional~~Assistant~~

~~II~~2-B. Curriculum Administrative Professional~~Assistant~~

~~III~~3-A. ~~Achieve/OSTC Program~~ OEC Administrative ~~Assistant~~ Professional
~~Early Intervention Administrative Assistant~~
Early 5/Learning Readiness/ECFE Administrative ~~Assistant~~ Professional
Multilingual Program Administrative ~~Assistant~~Professional
Interagency Program Administrative ~~Assistant~~ Professional
OALC Program Administrative ~~Assistant~~Professional

~~III~~3-B. Adult Basic Education Administrative ~~Assistant~~ Professional
Early Childhood ~~Service Center~~ Administrative ~~Assistant~~ Professional
Enrollment Center Administrative ~~Assistant~~ Professional
Information Systems Administrative ~~Assistant~~ Professional
American Indian Education Administrative ~~Assistant~~Professional
Early Intervention Administrative Professional

~~IV~~4-A. Resource ~~Manager~~ Administrative ~~Assistant~~ Professional
Elementary School Administrative ~~Assistant~~ Professional
LCTS Administrative ~~Assistant~~ Professional
High School Activities ~~Coordinator~~ Administrative ~~Assistant~~ Professional

~~IV~~4-B. Community Education Administrative ~~Assistant~~ Professional
Community Use of Facilities Administrative ~~Assistant~~ Professional
Custodial/Maintenance Department Administrative ~~Assistant~~ Professional
Equity and Integration Administrative ~~Assistant~~Professional
School Nutrition Administrative ~~Assistant~~ Professional
Middle School Admin Administrative ~~Assistant~~Professional
Kidstop Program Administrative ~~Assistant~~ Professional
Senior High Admin Administrative ~~Assistant~~ Professional
Senior High Registrar Administrative ~~Assistant~~ Professional
OALC Student Services/ Records Administrative ~~Assistant~~ Professional
Technology Department Administrative ~~Assistant~~ Professional
279Online Administrative ~~Assistant~~Professional
Early Childhood Special Education Resource Administrative Professional
Learning and Achievement Administrative Professional

~~V~~5-B. Accounting Administrative ~~Support~~ Professional (Accounts Payable/Accounts receivable)
Purchasing Administrative ~~Support~~ Professional (Buyer)
Instructional ~~Support~~ Administrative ~~Assistant~~ Professional

Administrative ~~Assistant~~ Professional to Assistant Superintendent, DLTL
Administrative ~~Assistant~~ Professional to Executive Director of Finance & Operations
Administrative ~~Assistant~~ Professional to Director, Business Services
Transportation Administrative ~~Assistant~~ Professional
Administrative ~~Assistant~~ Professional to Director, Learning and Achievement
Administrative ~~Assistant~~ Professional to the Director of Student Services
Student Services Administrative ~~Assistant~~ Professional
Data & Assessment Administrative ~~Assistant~~Professional

Section 4. Work Year: Employees will normally work on days school is in session or scheduled to be in session (includes workshop days).

Subd. 1. CLASS ~~II~~2-A, ~~III~~3-A: 212 DAYS less nine or ten* holidays. Up to 5 of these 212 days may be scheduled by mutual agreement in the summer prior to school being in session, or after school is in session, to meet the needs of the site. If any summer workdays are scheduled prior to or after school is in session, the employee will be allowed to exchange these days for other workdays during the school year and will identify these days on their work year calendar by mutual agreement (July 1 – June 30). These days may be used on student contact days.

Subd. 2. CLASS ~~IV~~4-A: 219 DAYS less nine or ten* holidays. Up to five of these 219 days may be scheduled by mutual agreement in the summer prior to school being in session, or after school is in session, to meet the needs of the site. If any summer workdays are scheduled prior to or after school is in session, the employee will be allowed to exchange these days for other workdays during the school year and will identify these days on their work year calendar by mutual agreement (July 1 – June 30). These days may be used on student contact days.

Subd. 3. CLASS ~~II~~2-B, ~~III~~3-B, ~~IV~~4-B and ~~V~~5-B: 260/261 DAYS less 12 holidays and scheduled vacation.

*Juneteenth will be a paid holiday for any 212 or 219-day employee whose work year calendar goes through Juneteenth.

Section 5. Holidays: Employees will have the holidays that fall within their work year. Any of the holidays that fall within a 12-month employee's vacation period will not count as a vacation day.

Subd. 1. Class ~~II~~2-B, Class ~~III~~3-B, Class ~~IV~~4-B and Class ~~V~~5-B employees will be granted 11 or 12 paid holidays as determined by the School District prior to July 1 each year.

Subd. 2. Class ~~II~~2-A, Class ~~III~~3-A and Class ~~IV~~4-A employees will be granted nine or ten paid holidays as determined by the School District prior to July 1 each year.

Section 6. Vacation Allowance: Employees regularly scheduled to work 32 or more hours per week and 260/261 days per year will be granted vacation as follows:

a. After six months of consecutive employment ..... 40 hours
b. After one year of consecutive employment (total of 2 weeks/year)..... 40 hours (total earned in one year is 80)
c. After five years of consecutive employment..... 120 hours
d. After eleven years of consecutive employment..... 128 hours
e. After twelve years of consecutive employment ..... 136 hours
f. After thirteen years of consecutive employment ..... 144 hours
g. After fourteen years of consecutive employment ..... 152 hours
h. After fifteen years of consecutive employment..... 160 hours
i. After nineteen years of consecutive employment..... 200 hours

The accrual levels referenced above shall change on July 1 of the fiscal year in which an employee is scheduled to reach the requisite years of service.

Subd. 1. Conditions for Vacation Allowance:

a) Vacation may be used in hourly increments.

b) Effective July 1, 2021, all vacation time for the current year will be credited pro-rata with the first payroll in July. In the case of voluntary separation or removal for cause of an employee to whom vacation has been advanced in excess of that accumulated, the employee is required to refund the amount paid for the period of such excess.

c) Vacation time earned as of June 30 in a fiscal year must be used prior to July 1 of the following fiscal year. Employees will be allowed to carry over up to 80 vacation hours ~~to be used no later than December 31 of the current calendar year~~.

d) Vacation must be scheduled in advance with the employee's supervisor.

e) An employee resigning prior to an earned vacation period is entitled to a pro rata share of vacation time or vacation pay earned upon proper submission to the employer of at least two weeks' notice of proposed termination date. Failure on the part of the employee to give proper notice will constitute forfeiture of this provision.

f) Eligible employees in Classifications ~~II~~2-A, ~~III~~3-A, and ~~IV~~4-A, who become employed in Classifications ~~II~~2-B, ~~III~~3-B, ~~IV~~4-B and ~~V~~5-B (260/261 days), or whose job becomes a 260/261-day position, will be credited with actual months worked in these classifications for computing vacation allowances for the 260/261-day position.

g) The maximum payout of vacation hours upon termination of employment will be 200 hours, calculated at the employee's daily rate of pay, excluding any additional compensation.

Section 7. Hours:

Subd. 1. Daily Assignment: Employees are normally required to work a minimum of eight hours a day. The scheduled hours may be adjusted to meet the needs of the employee's work site and the School District to ensure optimal levels of service are provided. Adjustments to the normal hourly and work week schedule will require approval from the employee's immediate supervisor and Human Resources. Except in emergency situations as determined by the supervisor, failure to attain pre-approval prior to adapting work hours may be subject to discipline. Employees are required to report compensable time weekly to the supervisor. If an adjustment to the normal hourly and work week schedule is intended to last more than five work days, the employee shall be given reasonable notice prior to the adjustment to the schedule.

Subd. 2. Lunch Period: A 30 minute lunch period is not a part of the workday.

Subd. 3. Overtime: Work over 40 hours per week will be paid at time and one-half or by compensatory time as time and one-half, as determined by the employee and the immediate supervisor. All overtime must be authorized in advance, except in the case of an emergency, as determined by the supervisor, i.e., child is not picked up and administrator is not on site. Failure to attain pre-approval prior to working overtime hours may be subject to discipline. Compensatory time will be documented on a tracking tool that is mutually agreed upon by the employee and supervisor.

Subd. 4. Notice of Assignment: 260/261-day ~~AESP~~ OAP employees will be given written notice no later than June 1 for the succeeding school year of any change in their regular assignment and/or reduction in hours, in which case such changes will be subject to the provisions of Article 5, Section 12. All other ~~AESP~~ OAP employees will be given written notice no later than June 15 for the succeeding school year of any change in their regular assignment and/or reduction in hours. Such changes in regular assignment will be subject to the provisions of Article 5, Section 12.

Section 8. Emergency Closing: If school starts late or is closed early due to inclement weather or other emergency situations, employees will be paid for their normal work assignment for that day. On such days, the work assignment will be determined by the immediate supervisor.

In the event school is cancelled due to inclement weather or other emergency situations, and ~~AESPs~~ OAPs are not directed to work by the superintendent, employees will be paid for up to three days, per school year, for their normal work assignment. This provision will apply for full days only when school has been cancelled prior to the opening of the normal school day.

The superintendent reserves the right to require that employees report to work for any school closing. Employees will receive their normal compensation for that day and no additional compensation. The district will follow Minnesota Statute section 120A.416 on full or partial closure days (https://www.revisor.mn.gov/statutes/cite/120A.416).

When the Superintendent determines that the district will follow an e-learning day, the district will follow Minnesota Statute ~~2022~~, section 120A.414 (https://www.revisor.mn.gov/statutes/cite/120A.414).

~~The superintendent reserves the right to require that employees report to work for any school closing. Employees will receive their normal compensation for that day and no additional compensation.~~

In the event an employee was scheduled to take a single sick day, personal leave day, bereavement day or vacation day that coincides with an emergency school closing day the employee will not be charged for their scheduled sick day, personal leave day, bereavement day or vacation day. If the employee was scheduled to take a series (two or more) of connected sick days, personal leave days, bereavement leave days, or vacation days and one of those connected days falls on the emergency school closing day, the employee will be charged for the day(s) that coincides with the emergency school closing day(s).

Section 9. Movement on Schedule: Effective June 30, 2014, employees will be entitled to step movement and/or career increments only upon satisfactory job performance, as determined by the employee's performance evaluation and as authorized by the School Board. Employees who do not receive a step increase or career increment due to job performance shall be eligible for such step increase or career increment the following January 1.

Subd. 1. Placement and movement on schedule effective July 1 for eligible employees:

a) Each Osseo Administrative ~~Educational Support~~ Professional who has worked

a minimum of 120 paid days during the school fiscal year (July 1 to June 30) will move to the next step on the salary schedule on July 1 of the following year. Schedule advancements will occur on July 1 of each year for eligible employees. Employees will maintain their seniority based on their original hire date within the unit. For the purposes of this section, a day worked will include paid leave and holiday pay.

b) This subdivision is not intended to apply to eligibility for career increment eligibility. ~~Eligibility for career increment(s) will remain applicable at anniversary date pursuant to Article 5, Sections 1 and 2.~~

Section 10. Probation and Permanent Status: New ~~AESPs~~ OAPs will be considered probationary until June 30, provided they have worked 90 days from their hire date to June 30. Working days shall include days actually worked, vacation, sick leave, paid holidays, and personal leave. If a school year ends prior to a probationary employee serving at least 90 working days, such employee shall be on probation for the following school year, ending June 30. During this time they shall have no seniority privileges and may be transferred, discharged, or laid off. Upon completion of the probationary period an employee will establish regular employee status unless otherwise notified in writing by the employer prior to the end of the probationary period.

An employee awarded a position in a higher classification will serve a transfer probation period of at least 45 working days in the new position. Working days shall include days actually worked, vacation, sick leave, paid holidays, and personal leave. If a school year ends prior to the employee serving at least 45 working days, such employee shall be on probation for the following school year, until the 45 working days are completed. If the employer determines that the employee's performance in the new position is unsatisfactory, the employee's probationary period shall end, and the employee shall not displace any other employee in the District. The employee will be placed on a recall list pursuant to Article 5, Section 12, Subd. 2, and will be placed into an opening at or lower than the employee's position held prior to working in the higher classification.

Probationary employees will be evaluated by their immediate supervisor.

Section 11. Posting of Positions: Vacancies to be filled other than those resulting from an approved leave will be posted for a period of five working days. Employees interested in applying should discuss the possible transfer with their immediate supervisor before posting for the position with Human Resources. Employees who apply during the designated time frame will be considered on the basis of previous work experience, training and job performance. Management reserves the right to make the final decision in filling the position. All applicants will be notified when the position has been filled.

Section 12. Seniority/Job Elimination: Seniority will be used in determining the layoff and recall procedure of employees. Effective July 1, 2017, an employee that is on a performance improvement plan may not displace another employee, subject to the following conditions:

1. Human Resources and the union agree that due process was followed.
2. That the employee was placed on the performance improvement plan by December 1 that outlines a plan for professional growth and support.

Subd. 1. Seniority: In the event of job elimination or layoff, an employee will have the right to accept layoff or, if qualified, choose to displace the least senior employee in the same job title (full-time can displace full-time or part-time and part-time can only displace part-time). If the position eliminated is a single incumbent, or if the person serving in the eliminated position is the least senior in the job title, the employee will have the right to accept layoff or, if qualified and senior, choose to displace the least senior employee in the same classification. If there are no employees in the same classification, the employee may displace the least senior employee in a lower classification. If there is no person less senior, the employee may displace the least senior employee in the same classification of lower employment status. (For example, a senior displaced ~~V~~5-B can displace the least senior ~~V~~5-B. If that employee is the least senior displaced ~~V~~5-B, they can displace the least senior ~~IV~~4-B if they have more seniority than the ~~IV~~4-B. If they have less seniority than the ~~IV~~4-B, then the employee can displace the least senior ~~III~~3-B if they have more seniority. If they have less seniority than the ~~III~~3-B, then the employee can displace the least senior ~~II~~2-B if they have more seniority.) In determining employment status, 212- and 219-work days will be viewed as equal. Bumping does not occur between Class A (212/219-work days) and Class B (260/261-work days) ~~AESPs~~OAPs.

Open positions will be considered the least senior position.

The displaced person will then have the right to accept layoff or to use the above procedure to find a position. The process will continue until no more jobs are available or until the employee accepts a layoff.

In all cases of displacement, the remaining employees must be more senior and qualified, as determined by the employer, to perform the duties of the new position assumed.

For the purposes of this section, full-time employees are employees who are scheduled to work 40 hours per week. Full-time employees may bump full-time or part-time employees with less seniority, but part-time employees may not bump full-time employees.

For purposes of this section, part-time employees are employees who are scheduled to work less than 40 hours per week. Part-time employees may bump part-time employees, regardless of hours based on seniority, in the same classification. If there are no part-time employees in the same classification, the part-time employee may displace the least senior part-time employee in a lower classification. If there are no part-time employees less senior, the part-time employee may displace the least senior part-time employee in the same classification of lower employment status.

An employee who assumes a new position as a result of the bumping procedure assumes the wage schedule which applies to the new position.

If the employee wishes to exercise bumping rights, the employee must provide written notice to Human Resources within five working days of the notice of layoff stating their intent to exercise bumping rights.

Subd. 2. Recall: For a period of two years from the date of layoff, if any opening occurs in the School District, the laid off or bumped employee with the most seniority will be recalled if the position is at or lower than the employee's previous pay class and if the employee is qualified for the position. An employee will have the right to refuse a job offer once, but if the employee fails to accept a position upon the second job offer, such failure will be viewed as a resignation by the employee. If the employee fails to report to work upon two weeks' notice of recall, this will cause the employee to lose all recall rights.

Subd. 3. Displacement Rights: For the purposes of this Section, an employee who suffers a reduction in hours will be considered as having suffered job elimination and will be entitled to exercise displacement rights as outlined above. An employee who suffers a reduction in hours may choose to maintain the position with reduced hours rather than exercise displacement rights. The employee must provide written notice to the Human Resources department within five working days regarding their choice. If the reduced hours are reinstated within two years from the reduction date, the employee who accepted a reduction in hours will have rights to the hours that are reinstated.

Subd. 4. Insurance: An employee who suffers a reduction in hours will maintain their current insurance benefits and employer contribution through June 30.

Subd. 5. Seniority List: Seniority starts with the first day of work for the School District in the Osseo Administrative ~~Educational Support~~ Professional unit. If the starting
date is the same, seniority will be determined by the last 4 digits of the employee's primary phone number in the HR/Payroll system with the highest

four-digit number being the most senior. An updated seniority list will be posted on my279.org each month, September through June.

For job elimination and retirement incentive purposes only, additional seniority credit will be given to ~~AESPs~~ OAPs who have continuous experience with the District in the ESP unit as a Clerical ESP and who were hired in the ~~AESP~~ OAP unit prior to July 1, 2002. No additional seniority credit will be given to any group outside of the ~~AESP~~ OAP unit after June 30, 2002.

Subd. 6. Loss of Seniority: An employee who is properly discharged or resigns, or who has been laid off for a period of 24 months without being recalled, or who fails to report to work upon two weeks' notice of recall, will forfeit all seniority rights.

Section 13. Retirement Savings Plans: The School District's match of an eligible employee's contribution will be the amount listed below. The School District's match is applicable only for eligible employees. Contributions will be made towards the School District's approved 403(b) plan, unless grandfathered in during a previous contract. The District will match up to the maximum.

Employees Whose Service Began Prior to July 1, 1994 – Eligible Classifications: (Employees are eligible beginning at Step 3. Employees must contribute at least the amount indicated to receive the District Annual Match Amount.)	Maximum District Annual Match Amount
Class ~~II~~2-B, Class ~~III~~3-B, Class ~~IV~~4-B and Class ~~V~~5-B (260/261 Days)	$680*(~$28.33 per pay period)
Class ~~IV~~4-A (219 Days) and Class ~~II~~2-A, Class ~~III~~3-A (212 Days)	$680*(~$35.79 per pay period)

Employees Whose Service Began After July 1, 1994	Maximum District Annual Match Amount
Class ~~II~~2-B, Class ~~III~~3-B, Class ~~IV~~4-B and Class ~~V~~5-B (260/261 Days)	$1~~,000~~1,100* (~$~~41.67~~45.83 per pay period)
Class ~~IV~~4-A (219 Days)	$~~1,000~~1,100* (~$~~41.67~~45.83 per pay period)
Class ~~II~~2-A, Class ~~III~~3-A (212 Days)	$~~1,000~~1,100* (~$~~41.67~~45.83 per pay period)

**Employees may choose to defer more than the District annual match amount. Federal law determines the maximum amount an individual can contribute annually.*

Section 14. Retirement Incentive Pay:

Subd. 1. Eligibility: Full-time ~~AESP~~ OAP employees (32 hours or more), whose service began prior to July 1, 1994 and who have completed at least 15 years of full-time continuous employment service with the School District, and who are at least 50 years of age, will be eligible for retirement incentive pay pursuant to the provisions of this Section upon submission of a written resignation accepted by the School District. For this section only, additional seniority eligibility credit will be given to an ~~AESP~~ OAP who has continuous experience with the District in the ESP unit as a Clerical ESP and who was hired in the ESP unit prior to July 1, 2002. Years of service in the School District must have been as a Clerical Educational Support Professional and/or an Osseo Administrative ~~Educational Support~~ Professional.

Subd. 2. Exclusion: This Section will apply only to eligible employees as defined in Subdivision 1 above and whose service began prior to July 1, 1994. For employees whose employment began after this date, the provisions of this Section will not be applicable.

Subd. 3. Calculation of Benefit: An employee will be eligible to receive as incentive pay, upon retirement, the amount obtained by multiplying 60% of the unused number of sick leave days, but in any event not to exceed 90 days, times the employee's daily rate of pay.

Subd. 4. Determination of Daily Rate: In applying these provisions, an employee's daily rate of pay will be the basic daily rate at the time of retirement, as provided in the basic salary schedule for the basic school year and will not include any additional compensation.

Subd. 5. Payment Schedule 50-54: An employee who retires at age 50-54 will receive their incentive pay on July 20 if their birth date is between January 1 and June 30 in the year they reach age 55. If their birth date is between July 1 and December 31, they will receive their incentive pay on January 20 of the following year.

Subd. 6. Payment Schedule 55 and Over: Incentive pay for retirement at or after age 55 will be paid by the School District on July 20 of the same year if the retirement date is between January 1 and June 30. If the retirement date is between July 1 and December 31, it will require payment on January 20 of the following year.

Subd. 7. Exceptions: Incentive pay will not be granted to any employee who is discharged by the School District.

Section 15. Section 125 Plan (Flexible Spending Plan): The School District will provide a Flexible Spending Plan under the Internal Revenue code for all employees.

Subd. 1. The Section 125 Plan will be available to both active and retired staff.

Subd. 2. Description: The Section 125 Plan (Flexible Spending Plan) offered by the School District is a plan established to provide a way to save money on costs for medical and dependent care expenses. The three accounts allow payment for health insurance premiums, certain out-of-pocket health care expenses, and dependent care expenses with pre-tax dollars. It is a salary reduction plan permitting participants to choose among more than one benefit. It is classified as a "Cafeteria Plan" for federal income tax purposes.

The plan year will be determined by the School Board. There are three components to the plan:

a) Health insurance premium deduction with pre-tax dollars. (Article 6, Section 1).

b) Dependent care reimbursement account (employees scheduled to work 32 hours or more per week only).

c) Medical expense reimbursement account (employees scheduled to work 32 hours or more per week only).

Section 16. Sick Leave Attendance Recognition: ~~AESPs~~ OAPs shall be entitled to an Attendance Recognition Stipend under the following conditions:

Subd 1. Conditions:

- Be hired on or before October 31 of the current year;
- have used the equivalent of 4 sick leave days or less;
- sick leave days converted to personal leave days are excluded;
- have a balance of at least 120 hours of accumulated sick leave on June 1 in their sick leave account;
- be an active employee, not on an approved medical leave, long-term leave or separated from ISD 279; and
- ~~AESPs~~ OAPs that use additional sick leave after the completed request form has been submitted may affect their eligibility and subsequently may not qualify for the stipend.

Subd. 2. If the conditions of Subd. 1 above are met, employees who have used 4.00 sick leave days or less (pro-rated based on the employee's service and assignment that year) shall qualify for a stipend of $200.00.

Subd. 3. ~~AESPs~~ Verification of eligibility will be verified by Human Resources by June 30th of each year.~~who qualify for the stipend will need to submit the form to Human Resources initiating the process by the designated date. AESPs who qualify and do not submit the form by the designated date to Human Resources are not eligible to receive the stipend.~~ The stipend for each year, starting July 1 and going through June 30, will be paid no later than September 30 of the following fiscal year.

Section 17. Education Stipend.

Subd. 1. Eligibility. An employee must be certified by December 31 and be of active status on February 5 to be eligible for the stipend on the following February 5. Employees who hold a bachelor's degree in a related field are eligible for a $300 stipend. Employees will need to submit documentation to Human Resources for verification.

ARTICLE 6
GROUP INSURANCE

Section 1. Health and Hospitalization Insurance (employees scheduled to work 32 or more hours weekly): The selection of insurance carriers and policies will be made by the School District or in accordance with Minnesota statutes.

Subd. 1. District Contributions for Basic Group Health and Hospitalization Plans: The District will contribute monthly up to the following amounts towards the District's Group Health Insurance premiums for employees. Any portion of the premium that exceeds the District contribution will be paid by the employee and paid by payroll deduction.

~~**Effective July 1, 2022 – December 31, 2022**~~

	~~Single~~	~~Employee +1~~	~~Family~~
~~High~~	~~$610.42~~	~~$947.68~~	~~$1,518.37~~
~~Value~~	~~$610.42~~	~~$947.68~~	~~$1,518.37~~
~~HSA Plan~~	~~$478.20~~	~~$927.56~~	~~$1,484.08~~

~~**Effective January 1, 2023 – December 31, 2023**~~

	~~Single~~	~~Employee +1~~	~~Family~~

~~High~~	~~$610.42~~	~~$947.68~~	~~$1,518.37~~
~~Value~~	~~$637.89~~	~~$990.33~~	~~$1,586.71~~
~~HSA Plan~~	~~$521.24~~	~~$969.30~~	~~$1,550.86~~

Effective ~~January~~ July 1, 2024 – December 31, 2024

	Single	Employee +1	Family
High	$610.42	$947.68	$1,518.37
Value	$666.59	$1,034.89	$1,658.11
HSA Plan	$568.15	$1,012.92	$1,620.65

Effective January 1, 2025 – December 31, 2025

	Single	Employee +1	Family
High	$610.42	$947.68	$1,518.37
HSA Plan	$585.19	$1,043.31	$1,669.27

Effective January 1, 2026

	Single	Employee +1	Family
High	$610.42	$947.68	$1,518.37
HSA Plan	$614.45	$1,095.48	$1,752.73

Effective 7/1/2023, employees who are a new hire and enrolling for the first time, will not be able to elect the high advantage health insurance plan. Existing high plan members will be grandfathered in.

Effective 1/1/2024, employees will no longer be able to switch into the high advantage health insurance plan.

District contributions to the HSA trust account will be made each month. Contributions for July will be made at the same time as the August contribution. In the event of hardship, the parties agree to meet and confer to discuss alternatives to the contribution timelines.

- Single HSA Coverage: $200 per month
- Employee+1 Coverage: $400 per month
- Family Coverage: $400 per month

The school district will pay all administrative fees associated with the plan.

Subd. 3. Married Couples in District with Family Coverage: When an employee and their spouse are both employed by the School District and are eligible for the School District's group health and hospitalization plan, and both employees enroll in the same hospitalization plan, the full premium will be paid by the School District.

Section 2. Group Term Life Insurance: The School District will pay the full premium per year for group term life insurance for all eligible employees who qualify for and enroll in the existing group term life insurance plan of the School District. Eligible employees will include any employee who is scheduled to work 32 hours or more per week. Eligible employees who qualify and enroll will be covered by group term life insurance in the amount of $50,000.

Section 3. Supplemental Group Term Life Insurance: Osseo Administrative ~~Educational Support~~ Professional employees will have the option, subject to the conditions established by the School District's carrier, for group term life insurance as provided in Section 2, to purchase supplemental group term life insurance in the amounts of $50,000, $75,000, $100,000, $125,000 or $150,000, not to exceed 3x annual salary. The cost of the supplemental coverage will be borne by the employee and paid by payroll deduction.

Section 4. Long-Term Disability Income Protection: The School District will pay the full premium per year for employee coverage in the existing long-term disability income protection plan of the School District for all eligible employees who qualify for and enroll in such coverage. Eligible employees will include any employee who is scheduled to work 32 hours or more per week. This coverage will apply to base annual salary. See LTD MOU.

Section 5. Dental Insurance:

Subd. 1. Types of Coverage:

a) Single Coverage: The School District will pay up to $28.00 per month for individual coverage for each employee scheduled to work 32 or more hours weekly and who enrolls in the School District's group dental insurance plan.

b) Family Coverage: The premium cost of the family/dependent coverage for each employee scheduled to work 32 or more hours weekly and who enrolls in the School District's group dental insurance plan and who qualifies for family/dependent coverage will be paid in total (minus the single premium coverage) by the employee and paid by payroll deduction. Whether the School District offers family/dependent coverage is subject to the conditions as established by the carriers.

Section 6. Health and Hospitalization Insurance for part-time employees (employees scheduled to work 30 hours but less than 32 hours weekly): The selection of insurance carriers and policies will be made by the School Board or in accordance with Minnesota statutes.

Subd. 1. Basic Group Health and Hospitalization Plans:

~~a) Employee 1+ and Family Coverage High or Value Plan: The employee may choose to purchase Employee +1 coverage or Family coverage at the cost of the Employee +1 coverage or Family coverage premium minus the monthly sum contributed by the School District towards the Single coverage rate as described in Subd. 1(3) of this Section. To receive this District contribution, the employee must qualify and enroll in the School District's basic group health and hospitalization plan and qualify for dependent payroll deduction.~~

~~b)~~a) Single Coverage or HSA Plans:

~~Effective July 1, 2022 – December 31, 2022~~

	~~Single~~	~~Employee 1+~~	~~Family~~
~~High/ Value~~	~~$585.72~~	~~$585.72~~	~~$585.72~~
~~Value~~	~~$585.72~~	~~$585.72~~	~~$585.72~~
~~HSA Plan~~	~~$449.11~~	~~$880.61~~	~~$1,408.98~~

~~Effective January 1, 2023 – December 31, 2023~~

	~~Single~~	~~Employee 1+~~	~~Family~~
~~High~~	~~$585.72~~	~~$585.72~~	~~$585.72~~
~~Value~~	~~$612.08~~	~~$612.08~~	~~$612.08~~
~~HSA Plan~~	~~$489.54~~	~~$920.25~~	~~$1,472.38~~

Effective ~~January~~ July 1, 2024 – December 31, 2024

	Single	Employee +1~~+~~	Family
High	$585.72	$585.72	$585.72
Value	$639.62	$639.62	$639.62
HSA Plan	$533.60	$961.66	$1,538.64

Effective January 1, 2025 – December 31, 2025

	Single	Employee +1	Family
High	$585.72	$585.72	$585.72
HSA Plan	$549.61	$990.51	$1,584.80

Effective January 1, 2026

	Single	Employee +1	Family
High	$585.72	$585.72	$585.72
HSA Plan	$577.09	$1,040.04	$1,664.04

Effective 7/1/2023, employees who are a new hire and enrolling for the first time, will not be able to elect the high advantage health insurance plan. Existing high plan members will be grandfathered in.

Effective 1/1/2024, employees will no longer be able to switch into the high advantage health insurance plan.

District contributions to the HSA trust account will be made each month. Contributions for July will be made at the same time as the August contribution. In the event of hardship, the parties agree to meet and confer to discuss alternatives to the contribution timelines.

- Single HSA Coverage: $200 per month
- Employee+1 Coverage: $400 per month
- Family Coverage: $400 per month

The School District will pay all administrative fees associated with the plan.

Section 7. Enrollment: All employees qualifying may enroll for such coverage in accordance with the procedure established by the School District. Effective 2012-2013, employees will be allowed to waive health coverage in the District's health plan upon sufficient proof that the employee has obtained group health coverage through another source (e.g., spouse). The Human Resources department shall determine the basis for sufficient documentation of group coverage from another source. The District retains the right to re-examine waiver of health coverage on a year-to year basis. Employees who are not currently enrolled or have not previously opted out will be automatically enrolled in the District health insurance high deductible plan unless the employee submits an enrollment form either opting out of the plan or selecting another plan design option.

Section 8. Claims Against the School District: It is understood that the School District's obligation is to purchase an insurance policy and pay such amounts listed herein and no claim will be made against the School District as a result of a denial of insurance benefits by an insurance carrier.

Section 9. Duration of Insurance Contribution: An employee is eligible for School District contributions as provided in this Article as long as the employee is employed by the School District. Upon termination of employment, all School District participation and contribution will cease effective on the last working day of the month in which employment terminates.

Section 10. Insurance Program Eligibility in the Event of Retirement: All employees who are eligible for medical plans can participate up to the age of Medicare eligibility, age 65, and must pay the full premium. The right to continue participation in

such plans, however, will be in accordance with conditions of the carrier and/or until they qualify for coverage under another program.

ARTICLE 7
LEAVES OF ABSENCE

Section 1. Family and Medical Leave Act:

Subd. 1. In addition to leaves and benefits provided in this Article, qualified employees may take leaves under the provisions of the Family and Medical Leave Act.

Subd. 2. A link to the United States Department of Labor's Notice to Employees of Rights under FMLA can be accessed at https://www.dol.gov/whd/fmla/ .

Section 2. Sick Leave:

Subd. 1. Earn: All 260/261-day employees will accrue sick leave at the rate of one day per month of employment. 219= and 212= day employees will accrue 10.5 days per work year.

Subd. 2. Accumulation: Unused sick leave days may accumulate to an unlimited number of days per employee. Such accrual will be non-retroactive.

Subd. 3. Use: Sick leave with pay will be allowed by the School District whenever an employee's absence is found to have been due to illness which prevented attendance and performance of duties on that day or days, provided that the employee has unused sick leave at the time of such absence. Employees will be entitled to request sick leave in one-hour increments.

Subd. 4. An employee may utilize available sick leave, subject to the provisions of this Section and Section ~~6~~ 7 hereof, for periods of disability relating to pregnancy, miscarriage, abortion or childbirth. Such an employee will notify Human Resources in writing no later than the end of the sixth month of pregnancy indicating their intention to utilize sick leave, and also at such time will provide a physician's statement indicating the estimated date of delivery of the child and estimated time of confinement. The definition of disability will be as reasonably determined by a licensed physician.

Subd. 5. Medical Verification: If there is a question as to the eligibility of an employee for sick leave, the School District reserves the right to verify the illness after three (3) consecutive days of illness (adhering to ESST law). ~~In the event that a medical certificate will be required, the employee will be so advised.~~

Subd. 6. Accrual Deduction: Sick leave allowed will be deducted from the employee's accrued sick leave days.

Subd. 7. Approval: Sick leave pay will be approved only upon submission of a request through the District's Absence Management System.

Subd. 8. Payroll Deductions: Any days used in excess of the number of days of sick leave accrued will be deducted from the employee's salary for the sick period during which the absence not covered by sick leave occurred.

Subd. 9. Utilization of Sick Leave Benefits During Absences Covered by Workers' Compensation and/or Long-Term Disability:

a) Upon the request of an employee, who is absent from work as a result of a compensable injury incurred in the service of the School District, under the provisions of the Workers' Compensation Act and/or an absence covered by the School District's long-term disability insurance, the School District will pay the difference between the compensation received by the employee pursuant to the Workers' Compensation Act and/or LTD and the employee's base rate of pay to the extent of the employee's earned accrual of sick leave.

b) A deduction will be made from the employee's accrued sick leave according to the pro rata portion of days of sick leave which is used to supplement Workers' Compensation and/or LTD payments.

c) Such payment will be paid by the School District to the employee only during the period of disability.

d) In no event will the additional compensation paid to the employee by virtue of sick leave pay result in the payment of total daily, weekly, or monthly compensation that exceeds the base compensation of the employee.

e) An employee who is absent from work as a result of an injury compensable under the Workers' Compensation Act and/or an absence qualifying the employee for LTD payments, who elects to receive sick leave pursuant to these terms and conditions of employment, will submit the Workers' Compensation check and/or LTD payment endorsed to the School District prior to receiving payment from the School District for this absence.

~~e)~~f) An employee who is unable to perform their duties and responsibilities due to a physical assault resulting in an injury which occurs while on duty as a result of a work-related incident will be entitled to compensation without use of sick leave for up to fifteen (15) days of absence per incident. Any additional days needed by the employee without the use of sick leave will be mutually

agreed to in collaboration between the district and union. The district may require employee to be seen by a district selected medical provider and provide documentation that outlines return to work conditions. Thereafter, the compensation will be paid per a. through e. of this Subdivision.

Section 3. Family Illness:

Subd. 1. Use: Osseo Administrative ~~Educational Support~~ Professional employees will be granted ten days absence per year, due to illness in the employee's or spouse's immediate family that may or may not otherwise be covered under the Family and Medical Leave Act (FMLA) and/or state statute. The immediate family will include parent, sister, brother, spouse, son, daughter, son-in-law, daughter-in-law, grandparent, grandchildren, guardian and any other relative or non-relative who stands in the same relationship with the employee. These days will be deducted from accrued sick leave. If the employee does not have sufficient accrued sick leave, there will be a salary reduction based on the employee's daily rate of pay.

Section 4. Bereavement Leave:

Subd. 1. Use – Immediate Family: Employees will be granted up to but not to exceed five days for absence due to death of each member of the employee's or spouse's immediate family. The immediate family will include parent, sister, brother, spouse, son, daughter, son-in-law, daughter-in-law, grandparent, grandchildren, guardian and any other relative or non-relative who stands in the same relationship with the employee. Such absences will be deducted from accrued sick leave. If the employee does not have sufficient accrued sick leave, there will be a salary reduction based on the employee's daily rate of pay. Additional absence, not to exceed five additional days, may be granted by Human Resources.

Subd. 2. Use – Not Immediate Family: Absence due to the death of a person, not listed in Subd. 1, will be limited to one day per occurrence per year. Such absence will be deducted from accrued sick leave. If the employee does not have sufficient accrued sick leave, there will be a salary reduction based on the employee's daily rate of pay.

Section 5. Personal Leave: An employee (212 days, 219 days, or 260/261 days) will be credited a leave of no more than one personal leave day per year, accumulative to five days. Personal leave may be used for activities requiring the employee's personal attention not covered under other provisions of these terms and conditions of employment.

Subd. 1. Requests: Requests for personal leave must be submitted to Human Resources at least three days in advance of the leave, except in event of

emergencies. The day(s) will not be deducted from sick leave except pursuant to subdivision 3.

Subd. 2. Limit: At no time will more than five percent of the employees covered by these terms and conditions of employment be granted personal leave.

Subd. 3. Additional Days: May be granted after the exhaustion of personal leave days under the following provision and cannot be accumulated:

a) Sick Leave Deduction: Two additional days under the provisions of this section may be granted after the employee has completed the probationary period. These days will be deducted from the employee's accrual of sick leave.

Subd. 4. Exclusion: A personal leave day will typically not be granted for the first or last day of the student school year. The leave will only be granted for special circumstances with written explanation by the employee and approval of Human Resources.

Section 6. Jury Duty: An employee summoned to jury duty will be granted time off with pay.

Subd. 1. Notice to District: Employees who receive a summons for jury duty are to notify Human Resources immediately of the proposed dates of service.

Subd. 2. Remittance of Stipend: Employees who receive a stipend for jury duty are to reimburse the School District for the amount received, minus the mileage and parking allowance, if they were on jury duty during school time. Such reimbursement will not exceed the employee's daily wage.

Subd. 3. Pay: Employees will have no loss of pay as a result of being summoned for jury service if the provisions of Subd. 1 and 2. of this section are completed. Failure to do so will result in the deduction of pay for the day(s) of work missed.

Subd. 4. Commencement of Leave: Employees on-call for jury duty will need to report to work until they are summoned to appear for jury duty. Failure to do so will result in a deduction of pay for the days of work missed.

Section 7. Child Care Leave:

Subd. 1. Purpose: An employee may be granted a childcare leave of absence according to the procedures outlined in this Section. This leave will be granted to one parent of a newborn child provided such parent is caring for the child on a full-time basis.

Subd. 2. Request: A pregnant employee will notify Human Resources in writing, not later than the end of the sixth month of pregnancy, and, also at such time provide a physician's statement indicating the estimated date of delivery of the child.

A non-childbearing employee will make a request for such leave not less than 90 days in advance of usage. The employee will submit a written request to Human Resources for child care leave, including commencement date and return date. Once a childcare leave commences pursuant to this Section, an employee will not be eligible for sick leave pursuant to Section 1 hereof.

Subd. 3. Pregnancy: If the reason for the childcare leave is occasioned by pregnancy, an employee may utilize sick leave pursuant to the sick leave provisions of these terms and conditions of employment during a period of physical disability. During this period of disability, the employee will be required to concurrently take a leave pursuant to the Family/Medical Leave Act (FMLA), if eligible. A pregnant employee will also provide at the time of the leave application, a statement from her physician indicating the expected date of delivery.

Subd. 4: Date of Leave: The effective beginning date of such leave and its duration, or resignation if the employee so elects, will be determined by Human Resources and submitted to the School Board for its action.

In recommending the effective date of commencement and duration of the leave or the effective date of the resignation, Human Resources will review each case on its individual merits taking into consideration the following:

a) The request of the employee
b) The specific employment duties of the employee involved
c) The health and welfare of the employee or unborn child
d) The recommendation of the employee's physician

Subd. 5. Duration: In making a determination under Subd. 4 concerning the commencement and duration of a childcare leave of absence or resignation, if the employee elects to resign, the School District may, but will not in any event be required to:

a) Grant any leave more than 12 months in duration

b) Permit the employee to return to employment prior to the date designated in the request for childcare leave, unless by mutual agreement of the employee and the School District.

Subd. 6. Approval of Leave: If the employee complies with all provisions of this Section and childcare leave is granted, the School District will notify the employee in writing of its action.

Subd. 7. Termination of Leave: Interruption of pregnancy will terminate the childcare leave. Human Resources may require, in all cases, 45 days' notice to return.

Subd. 8. Reinstatement: An employee returning from childcare leave will be re-employed in the position occupied prior to the leave, subject to the following conditions.

a) That the position has not been abolished.

b) That the employee is not physically or mentally disabled from performing the duties of such position.

Subd. 9. Failure to Return: Failure of the employee to return pursuant to the date determined in this Section may constitute grounds for termination in the School District.

Subd. 10. Probationary Period: The parties agree that the applicable periods of probation for employees, as set forth, are intended to be periods of actual service enabling the School District to have the opportunity to evaluate an employee's performance. The parties agree, therefore, that periods of time for which the employee is on childcare leave will not be counted in determining the completion of the probationary period.

Subd. 11. Salary: The parties further agree that any childcare leave of absence granted under this Section will be a leave without pay.

Subd. 12. Experience Credit: An employee who returns from childcare leave within the provisions of this Section will retain all previous experience credit for pay purposes and any unused leave time accumulated under the provisions of these terms and conditions of employment at the commencement of the leave. The employee will not accrue additional experience credit for pay purposes or leave time during the period of absence.

Subd. 13. Insurance: An employee on childcare leave is eligible to participate in group insurance programs if permitted under the insurance policy provisions but will pay the entire premium in accordance with FMLA, for such programs as the employee wishes to retain. The right to continue participation in such group

insurance programs, however, will terminate if the employee does not return to the School District pursuant to this Section.

Subd. 14. Notification of Return: An employee on childcare leave will be sent a notice of assignment from Human Resources no less than 30 days prior to the specified return of said leave. The employee will lose all re-employment rights if the employee refuses or fails to return the notice of assignment within ten days.

Section 8. Adoption/Foster Care Leave: An employee may, upon request, be granted a leave for the adoption/foster care of a child.

Subd. 1. Request: An employee making application for adoption/foster care leave will inform Human Resources in writing of intention to take the leave at least three calendar months before commencement of the intended leave.

Subd. 2. Date of Leave: The effective beginning date of such leave and its duration or resignation if the employee so elects, will be determined by Human Resources and submitted to the School Board for action.

Subd. 3. Use of Sick Leave: An employee may request to use up to 15 days of personal sick leave to assist in needed medical and health care for the child, commencing the date of the child's arrival in the employee's custody.

Subd. 4. Duration: In making a determination concerning the commencement and duration of an adoption/foster care leave, the School District will not in any event, be required to:

a) Grant any leave more than 12 months in duration.
b) Permit the employee to return to their employment prior to the date designated in the request for adoption/foster care leave.

Subd. 5. Reinstatement: An employee returning from adoption/foster care leave will be re-employed in the position occupied prior to the leave, subject to the following conditions:

a) That the position has not been abolished.
b) That the employee is not physically or mentally disabled from performing the duties of such position.

Subd. 6. Failure to Return: Failure of the employee to return pursuant to the date determined under this Section will constitute grounds for termination.

Subd. 7. Probationary Period: The parties agree that the applicable periods of probation for the employees are intended to be periods of actual service enabling

the School District to have opportunity to evaluate the employee's performance. The parties agree, therefore, that periods of time for which the employee is on adoption/foster care leave will not be counted in determining the completion of the probationary period.

Subd. 8. Experience Credit: The employee who returns from adoption/foster care leave within the provisions of this Section will retain all previous experience credit for pay purposes and any unused leave time accumulated under the provisions of these terms and conditions of employment at the commencement of the leave. The employee will not accrue additional experience credit for pay purposes or leave time during the period of absence.

Subd. 9. Insurance: An employee on adoption/foster care leave is eligible to participate in group health or dental insurance programs if permitted under the insurance policy provisions, but will pay the entire premium in accordance with FMLA, for such programs the employee wishes to retain, commencing with the leave. The right to continue participation in such group insurance programs will terminate if the employee does not return to the School District pursuant to this Section.

Subd. 10. Notification to Return: An employee on adoption/foster care leave will be sent a notice of assignment from Human Resources at least 60 days prior to the specified return date of said leave. The employee will lose all re-employment rights if the employee refuses or fails to return the notice of assignment within ten days.

Subd. 11. Salary: The parties agree that any adoption/foster care leave granted under this Section will be leave without pay.

Section 9. Long-Term Leave: Employees scheduled to work 32 or more hours weekly and who have completed a minimum of three years of experience in the School District may apply for an unpaid leave of absence once during their district employment.

Subd. 1. Duration: Leave may be granted for a period of time not to exceed one year. Additional leaves may be granted at the discretion of Human Resources.

Subd. 2. Insurance: An employee on an approved long-term leave is eligible to continue participating at the employee's own expense in the health and hospitalization program of the School District. This participation will be subject to the conditions prescribed by the insurance carrier.

Subd. 3. Benefit Accrual: An employee on an approved leave will retain their accrued benefits as of the beginning date of the leave. No benefits will accrue during the period the employee is on leave.

Subd. 4. Purpose: Consideration for granting long-term leaves will be given for:

Education	Health
Election to Political Office	Retraining or Career Change (out of unit only)
Family ~~-related Issues~~ Reasons	

Subd. 5. Requests: Requests for leaves must be made at least 30 days in advance and submitted to the administrator in charge for their recommendation. Final approval will be made by Human Resources.

The number of staff on approved leave for education or training or career change in any school year will not exceed five percent of the total Osseo ~~Educational Support~~ Professionals employee staff.

Subd. 6. Reinstatement – Education or Retraining or Career Change: An employee returning from long-term leave from education or retraining or career change will be re-employed in the position occupied prior to the leave, subject to the following conditions:

a. The position is vacant;

b. the position has not been abolished; and

c. the employee is not physically or mentally disabled from performing the essential duties of such position.

If the prior position is not vacant, the employee will be re-employed in a position in the same classification occupied prior to the leave, subject to ability to perform duties. If there is not a vacant position in the same classification, the ~~AESP~~ OAP will have rights to a vacant position in the same classification for up to 12 months from the end of their long-term leave, if such position becomes available, and the employee is not physically or mentally disabled from performing the duties of such position.

Subd. 7. Reinstatement – Election to Political Office or Health: An employee returning from long-term leave from election to political office or for health reasons will be re-employed in the position occupied prior to the leave, subject to the following conditions:

a) That the position has not been abolished.

b) That the employee is not physically or mentally disabled from performing the duties of such position.

c) If the position has been abolished, the employee will be placed into an open position in their classification.

d) If there is no open position in their classification, the least senior employee in that classification will be bumped.

Subd. 8. Notice to Return: An Osseo Administrative ~~Educational Support~~ Professional employee on long-term leave will be sent a notice of assignment from Human Resources according to the following schedule:

a) At least 90 days prior to the specified return date of said leave when the return date of said leave was intended to coincide with the opening of school.

b) At least 60 days prior to the specified return of said leave when such date falls at any other time during the school year.

Subd. 9. Failure to Return Notice: The employee will lose all re-employment rights if the employee refuses or fails to return the notice within ten days.

Section 10. Short-Term Leave: Ten Days or Less: Employees may apply for a short-term leave of absence.

Subd. 1. Salary: Short-term leave will be without pay.

Subd. 2. Duration: Short-term leave may be granted for not more than ten working days during the period of these terms and conditions of employment.

Subd. 3. Requests: Requests for short-term leave will be made five days in advance except in the case of emergencies. The request will be on a leave of absence request (PF 22) and will clearly state the reason for such request.

Any special conditions or arrangements established by the administrator for a short-term leave will be in writing to the individual requesting the leave. All conditions established must be met to be eligible for the leave.

Subd. 4. Approval: Short-term leave will be granted only in extraordinary circumstances and must be approved by Human Resources. It will only be approved if all vacation or personal days have been exhausted.

Subd. 5. Eligibility: Short-term leave will normally be available not more than once each year of these terms and conditions of employment.

Subd. 6. Limit: The number of staff on short-term approved leave at any given time will not exceed five percent of the employees covered by these terms and conditions of employment.

Section 11. Religious Leave:

Subd. 1. Use: Osseo Administrative ~~Educational Support~~ Professional personnel may be granted up to three days of religious leave. Osseo Administrative ~~Educational Support~~ Professional personnel must make application, including a brief summary of details of the request, to Human Resources at least three days prior to the religious leave. Human Resources will notify the employee's supervisor to make the necessary arrangements allowing the employee to make up the days at some other prearranged time. However, an employee may utilize provisions outlined in Article 7, Section 5. Personal Leave, or Article 7, Section 2. Sick Leave, or Article 5, Section ~~5~~6. Vacation, if so desired. If the employee chooses none of the options as outlined herein, the leave will be granted with full loss of pay.

Section 12. Union Leave:

Subd. 1. Use: The Osseo Administrative ~~Educational Support~~ Professional group will be granted up to 80 hours leave per year to conduct the business of the union. If used, the union president will designate these hours. The cost of these hours will be billed to Education Minnesota – Osseo ~~Administrative ESP~~OAP in the amount equal to the substitute rate of pay if a substitute is required. Requests for such leave will be made to Human Resources at least five days in advance. The requirement for five days' notice can be waived in the event of an emergency or special circumstance.

Subd. 2. Negotiations/Mediation Leave: When it is mutually agreed by the parties to schedule collective bargaining related meetings during the employee work day, members of the ~~AESP~~ OAP bargaining team will be afforded paid leave to participate in bargaining/mediation sessions with the School District. Such hours will not be charged against Subd. 1. Use, above.

Section 13. Unexcused Absences: Employees who are absent without approved leave (with the exception of emergencies) may be subject to the progressive discipline process, up to and including discharge from employment.

Section 14. Eligibility for Leaves and Absences: Only employees who are in an assignment for the full school term or year are eligible for leave and absence benefits.

ARTICLE 8
GRIEVANCE PROCEDURE

Section 1. Grievance Definition: A "grievance" will mean an allegation by an employee regarding a dispute or disagreement between the employee(s) and the School District as to the interpretation or application of terms and conditions of employment insofar as such matters are contained in these terms and conditions of employment.

Section 2. Representative: The employee, supervisor, or School Board may be represented during any step of the procedure by any person or agent designated by such party to act on the employee's behalf.

Section 3. Definitions and Interpretations:

Subd. 1. Extension: Time limits specified in these terms and conditions of employment may be extended by mutual agreement.

Subd. 2. Days: Reference to days regarding time periods in this procedure will refer to working days. A working day is defined according to the school calendar for ~~AESP~~ OAP unit members, except during summer break when all week days not designated as holidays by state law are working days.

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 will not be included. The last day of the period so computed will 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 will be timely if it bears a postmark of the United States mail within the time period or if verifiable through other means.

Section 4. Time Limitation and Waiver: Grievances will not be valid for consideration unless the grievance is submitted in writing to the School Board's designee, setting forth the facts and the specific provision of these terms and conditions of employment allegedly violated and the particular relief sought within 20 days after the date the event giving rise to the grievance occurred. Failure to file any grievance within such period will be deemed a waiver thereof. Failure to appeal a grievance from one level to another within the time periods hereafter provided will constitute a waiver of the grievance. An effort will first be made to adjust an alleged grievance informally between the employee and the School Board's designee.

Section 5. Adjustment of Grievance: An ~~AESP~~ OAP unit member filing a written grievance without the consent of Education Minnesota – OSSEO ~~AESP~~ OAP will bear all costs of the grievance. Any decision on any grievance, at any level, without the

representation of Education Minnesota – OSSEO ~~AESP~~ OAP will have no precedential effect on this Agreement, or on any future grievances. The School Board, the ~~AESP~~ OAP member, and Education Minnesota – OSSEO ~~AESP~~ OAP will attempt to adjust grievances which may arise during the course of employment of any ~~AESP~~ OAP unit member within the School District in the following manner:

Subd. 1. Informal Discussion: Before a written grievance is submitted, informal discussions will take place between the aggrieved party and the supervisor. Through these discussions the parties will attempt to resolve the problem.

Subd. 2. Level 1: If the grievance is not resolved through informal discussions between the employee and their supervisor, the aggrieved party may submit the grievance in writing to Human Resources. Human Resources will give a written decision on the grievance to the parties involved within ten days after receipt of the written grievance.

Subd. 3. Level 2: In the event the grievance is not resolved in Level 1, the decision rendered may be appealed to the superintendent, provided such appeal is made in writing within five days after receipt of the decision in Level 1.

If a grievance is properly appealed to the superintendent, the superintendent or designee will set a time to meet regarding the grievance within 15 days after receipt of the appeal. Within ten days after the meeting, the superintendent or designee will issue a decision in writing to the parties involved.

Subd. 4. Level 3: In the event the grievance is not resolved in Level 2, the decision rendered may be appealed to the School Board, provided such appeal is made in writing within five days after receipt of the decision in Level 2. If a grievance is properly appealed to the School Board, the School Board will set a time to hear the grievance within 20 days after receipt of the appeal. Within 20 days after the meeting, the School Board will issue its decision in writing to the parties involved. At the option of the School Board, a committee or representative(s) of the School Board may be designated by the School Board to hear the appeal at this level and report its findings and recommendations to the School Board. The School Board will then render its decision.

Section 6. School Board Review: The School Board reserves the right to review any decision issued under Level 1 or Level 2 of this procedure, provided the School Board or its representative notifies the parties of its intention to review within ten days after the decision has been rendered. In the event the School Board reviews a grievance under this Section, the School Board reserves the right to reverse or modify such decision.

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

Section 8. Arbitration Procedures: In the event that the employee 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 by the superintendent within ten days following the decision in Level 3 of the grievance procedure.

Subd. 2. Prior Procedure Required: No grievance will be considered by the arbitrator which has not been first duly processed in accordance with the grievance procedure and appeal provisions.

Subd. 3. Selection of Arbitrator: Upon the proper submission of a grievance under the terms of this procedure, the parties will, within ten 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 Bureau of Mediation Services to appoint an arbitrator, pursuant to PELRA, providing such request is made within 20 days after request for arbitration. The request will ask that the appointment be made within 30 days after the receipt of said request. Failure to agree upon an arbitrator or the failure to request an arbitrator from the Bureau of Mediation Services within the time periods provided herein will constitute a waiver of the grievance.

Subd. 4. Hearing: The grievance will 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 will 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 will be a hearing de novo.

Subd. 5. Decisions: The decision by the arbitrator will be rendered within 30 days after the close of the hearing. Decisions by the arbitrator in cases properly before the arbitrator will be final and binding upon the parties, subject, however, to the limitations of arbitration decisions as provided for in PELRA.

Subd. 6. Expenses: Each party will bear its own expenses in connection with arbitration including expenses relating to the party's representative, witnesses, and any other expenses which the party incurs in connection with presenting its case in arbitration. A transcript or recording will be made of the hearing at the

request of either party. The parties will share, equally, fees and expenses of the arbitrator, and any other expenses which the parties mutually agree are necessary for the conduct of the arbitration. The cost of a transcript or recording will be borne by the requesting party.

Subd. 7. Jurisdiction: The arbitrator will 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 will not extend to proposed changes in terms and conditions of employment as defined herein and contained in these terms and conditions of employment; nor will 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 will the jurisdiction of the arbitrator extend to matters on inherent managerial policy, which will include but are not limited to such areas of discretion or policy as the functions and programs of the employer, its overall budget, utilization of technology, the organizational structure, the selection and direction and number of personnel.

In considering any issue in dispute, in its order, the arbitrator will give due consideration to the statutory rights and obligations of the public school boards to efficiently manage and conduct its operation within the legal limitations surrounding the financing of such operations.

ARTICLE 9
DURATION

Section 1. Terms: These terms and conditions of employment will remain in full force and effect for a period commencing on July 1, ~~2022~~2024, through June 30, ~~2024~~ 2026 and thereafter until modifications are made pursuant to PELRA. In the event a successor Agreement is not entered into prior to June 30, ~~2024~~2026, employees will be compensated according to the last agreement executed. If the Exclusive Representative desires to modify or amend this Agreement, it will give written notice of such intent no later than May 31, ~~2024~~2026.

Section 2. Effect: These terms and conditions of employment constitutes the full and complete terms and conditions of employment for Osseo Administrative ~~Educational Support~~ Professionals of Independent School District 279. The provisions herein relating to terms and conditions of employment supersede any and all prior agreements, resolutions, practices, School District policies, rules or regulations concerning terms and conditions of employment inconsistent with these provisions.

Section 3. Severability: The provisions of these terms and conditions of employment will be severable, and if any provision thereof or the application of any such provision under any circumstances is held invalid, it will not affect any other provisions of these

terms and conditions of employment or the application of any provision thereof.

MEMORANDUM OF UNDERSTANDING BETWEEN
OSSEO AREA SCHOOLS, ISD 279
AND
EDUCATION MINNESOTA – OSSEO
OSSEO ADMINISTRATIVE ~~EDUCATIONAL SUPPORT~~ PROFESSIONALS (~~AESP~~OAP)

TOPIC: Substitute Assignments; Long-Term Leaves

EFFECTIVE DATES: July 1, ~~2022~~2024, through June 30, ~~2024~~2026

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279, and Education Minnesota – OSSEO, Osseo Administrative ~~Educational Support~~ Professionals, relating to temporary substitute assignments in certain circumstances where an employee is on long-term leave.

PURPOSE: The purpose of this MOU is to provide a framework for filling temporary substitute assignments for employees on long-term leaves that will maximize service to our students, while protecting the rights and interests of affected employees.

CONDITIONS:

The following process shall be utilized when a substitute is needed to fill the assignment of an employee who is on long-term leave, which consists of four weeks or more, or when the parties mutually agree upon a shorter amount of time.

1. First, the site supervisor shall attempt to adjust work schedules for employees within the ~~AESP~~ OAP unit to ensure the necessary work gets completed while an employee is on long-term leave.

2. If the site supervisor determines that adjusting work schedules within the ~~AESP~~ OAP unit is not feasible or desirable, the Human Resources Department shall establish and maintain a list of potential substitutes comprised of recent ~~AESP~~ OAP retirees and/or ~~AESP~~ OAP employees who have left the District in good standing.

3. If a site supervisor determines that a substitute is needed to fill the assignment of an employee who is on long-term leave, the Principal or their designee shall first consider a temporary substitute from the list established by the Human Resources department. The Principal or their designee has the right to decide whether any of the candidates on the substitute list will adequately meet their needs, and the decision as to whether a substitute is chosen from the list shall solely rest with the Principal or their designee.

4. If a substitute is chosen from the list, the substitute shall be paid based on the table below. The substitute shall not be eligible for any benefits contained in the collective bargaining agreement between the District and Education Minnesota – OSSEO, Osseo Administrative ~~Educational Support~~ Professionals.

~~AESP~~ OAP Retirees	$24.00 per hour, OR their previous hourly rate at retirement, whichever is higher.
~~AESP~~ OAP Employees *	$24.00 per hour, OR their previous hourly rate at termination, whichever is higher.

* Must have left the district in good standing to qualify.

5. If a substitute is not chosen from the list, the District and Education Minnesota – OSSEO, Osseo Administrative ~~Educational Support~~ Professionals agree to meet and confer to determine the best options to address the temporary vacancy. The parties agree that other employee groups and site supervisors may be included in the meet-and-confer process.

6. This Memorandum of Understanding shall set no precedent for any of the parties.

MEMORANDUM OF UNDERSTANDING BETWEEN
OSSEO AREA SCHOOLS, ISD 279
AND
EDUCATION MINNESOTA – OSSEO
OSSEO ADMINISTRATIVE ~~EDUCATIONAL SUPPORT~~ PROFESSIONALS (~~AESP~~OAP)

TOPIC: ~~AESP~~ OAP Retirement Incentive Pay

EFFECTIVE DATES: July 1, ~~2022~~2024, through June 30, ~~2024~~2026

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279, and Education Minnesota – OSSEO, Osseo Administrative ~~Educational Support~~ Professionals, relating to ~~AESP~~ OAP retirement incentive pay.

Agreement:

1. Effective on the date this MOU is signed by both parties, the District will contribute 100% of payments to eligible employees under Article 5, Section 14, Subd. 3 (sick leave) into a Health Reimbursement Arrangement (HRA) that complies with all applicable state and federal laws;

2. The District will make all payments subject to the timeline and payment schedule in Article 5, Section 14.

3. ~~AESPs~~ OAPs who qualify for the retirement incentive will have a letter in their personnel file indicating that they are eligible as long as conditions described in Article 5 Section 14, Subd. 3 (sick leave) are met at time of retirement.

4. This is the full and complete agreement of the parties on this issue. There are no other oral or implied agreements. This MOU does not set any precedent or past practice regarding severance payments.

5. This MOU will expire on June 30, 2022, unless both Parties agree in writing to extend, modify or incorporate the MOU into the Collective Bargaining Agreement.

MEMORANDUM OF UNDERSTANDING BETWEEN
OSSEO AREA SCHOOLS, ISD 279
AND
EDUCATION MINNESOTA – OSSEO
OSSEO ADMINISTRATIVE ~~EDUCATIONAL SUPPORT~~ PROFESSIONALS (~~AESP~~OAP)

Limits to Long-term Disability Coverage

TOPIC: Potential Plan Design Change - Long-term Disability Insurance Coverage

EFFECTIVE DATE: Upon ratification

The plan design for long-term disability coverage for chemical dependency and mental health may be changed. These changes will only go into effect contingent on the agreement of all other bargaining groups in the Osseo Area School District, approval of the Insurance Advisory Committee and approval by the School Board. If no agreement is reached among the groups, or if the Insurance Advisory Committee and/or School Board do not approve the design of the request for proposal (RFP) and/or the bid/proposal itself, this language will be null and void. In the interim follow Article 6, Section 4.

MEMORANDUM OF UNDERSTANDING BETWEEN
OSSEO AREA SCHOOLS, ISD 279
AND
EDUCATION MINNESOTA – OSSEO
OSSEO ADMINISTRATIVE PROFESSIONALS (OAP)

TOPIC: ESST Language

EFFECTIVE DATE: Upon ratification of contract

PURPOSE:

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279 and Education Minnesota – Osseo, Osseo Administrative Professionals (OAP) relating to the mutual agreement to discuss ESST language as it applies to various leaves of absence in Meet and Confer.

MEMORANDUM OF UNDERSTANDING BETWEEN
OSSEO AREA SCHOOLS, ISD 279
AND
EDUCATION MINNESOTA – OSSEO
OSSEO ADMINISTRATIVE PROFESSIONALS (OAP)

TOPIC: Probation and Permanent Status LMC MOU

EFFECTIVE DATE: Upon ratification through June 30, 2026

A Labor Management Committee (LMC) will be developed to explore Probation and Permanent Status language and policy (Article 5, Section 10) in regards to new OAPs.

MEMORANDUM OF UNDERSTANDING BETWEEN
OSSEO AREA SCHOOLS, ISD 279
AND
EDUCATION MINNESOTA – OSSEO
OSSEO ADMINISTRATIVE PROFESSIONALS (OAP)

TOPIC: Vacation Allowance LMC MOU

EFFECTIVE DATE: Upon ratification through June 30, 2026

A Labor Management Committee (LMC) will be developed to explore the option of calculating vacation allowance for current district staff moving into a 32 or more hours per week AND 260/261 days per year position within the OAP contract.

EXTRACT OF MINUTES OF MEETING OF SCHOOL BOARD
OF INDEPENDENT SCHOOL DISTRICT NO. 279 (OSSEO AREA SCHOOLS)
STATE OF MINNESOTA

May 20, 2025

Pursuant to due call and notice thereof, a regular meeting of the School Board of Independent School District No. 279 (Osseo Area Schools), State of Minnesota, was held in said school district on May 20, 2025 at six o'clock p.m., for the purpose, in part, of considering approval of gifts to the district.

The following members were present: XXXX;

and the following were absent: XXXX.

Member _____ introduced the following resolution and moved its adoption:

RESOLUTION ACCEPTING DONATIONS

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

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

THEREFORE, BE IT RESOLVED that the School Board of Osseo Area Schools, ISD 279, gratefully accepts the following donations as identified below:

Donor	Item	Designated Purpose (if any)
Minnesota Historical Society	$1,040.00	McKnight Scholarship – reimbursement for field trip expenses to Mill City Museum
Edinbrook Families	$24.00	Donation for general building needs at Edinbrook Elementary
Amy Loken	$50.00	Donation for the yearbook production at Zanewood Elementary
Osseo Lions Club	$750.00	NHS Charitable Donation for Osseo Senior High
Osseo Lions Club	$750.00	Girls golf charitable donation at Osseo Senior High
Osseo Girls Soccer Booster Club	$7,051.38	Donation for coaches and transportation costs for the Girls Soccer Club at Osseo Senior High
Osseo Softball Booster Club	$3,147.98	Donation for pay for the coaches costs
Maple Grove Lions Club	$2,000.00	Robotics Charitable donation for the team at Osseo Senior High
Osseo Lions Club	$750.00	Boys Soccer Charitable Donation at Osseo Senior High
MGSH Boys Basketball Booster Club	$7,947.18	Donation to cover the coaches cost at Maple Grove High School
MGSH Winter Dance Booster Club	$13,088.12	Donation to cover the costs of coaches at Maple Grove High School
Charities Aid Foundation America	$200.00	Gift/Donation for Rush Creek Elementary
American Heart Association	$300.00	Phy. Ed Class Needs at Edinbrook
Elm Creek PTO	$2,400.00	Elm Creek Camp Baldwin (VPK-5th)
Brooklyn United Methodist Women	$350.00	School needs at Garden City
MN Zoological Garden	$33.00	School Trip refund
Advent Lutheran Church	$150.00	School needs at Garden City Elementary
The Blackbaud Giving Fund	$24.00	Provide support in improving literacy at Garden City Elementary
American Society of Civil Engineers – MN Section	$150.00	Bus for Build ‘Em, Bust ‘Em trip
Reading for Education	$187.57	School needs at Garden City Elementary
MGSH Trap Shooting Booster Club	$4,141.20	Coach Stipend
Emmanual Church – Maple Grove	125 Snack Boxes	Snack boxes for Teacher Appreciation week at Fernbrook Elementary
Jean Iverson	$10.00	Donation for the printing of yearbooks at Zanewood Elementary.
The Blackbaud Giving Fund	$4.00	Donation for the students at Rush Creek Elementary
Rush Creek PTO	$450.00	The Raptor Center Visit with Kindergarten Students at Rush Creek Elementary
Elm Creek PTO	$500.00	Donation to help support the Elm Creek Elementary Fishing Club
TOTAL	**$45,608.43**	

The motion for the adoption of the foregoing resolution was duly seconded by Member _____. The following voted in favor: XXXX;

and the following voted against: XXX

whereupon said resolution was declared duly passed and adopted

STATE OF MINNESOTA)
)SS
COUNTY OF HENNEPIN)

I, the undersigned, being the duly qualified and acting Clerk of Independent School District No. 279 (Osseo Area Schools), State of Minnesota, hereby certify that the attached and foregoing is a full, true and correct transcript of the minutes of a meeting of the school board of said school district duly called and held on the date therein indicated and that the resolution included therein is a full, true and correct copy of the original thereof.

WITNESS MY HAND officially as such clerk this 20th day of May 2025.

_____
School Board Clerk – Keith Tate

POLICY 707 – NON-INSTRUCTIONAL OPERATIONS: TRANSPORTATION OF STUDENTS

Appendix A	Bus Transportation Scheduling; Bus Stop Assignment; Eligibility Distances; After and Before School Transportation
Appendix B	School Bus Safety Training
Appendix C	Student Conduct on School Buses and at Bus Stops, Parent or Guardian Responsibility for School Bus Safety
Appendix D	Reporting School Bus Accidents and Incidents; Use of Type III Vehicles; Operating Rules and Procedures; Emergency Procedures; Equipment Maintenance and Inspection
Appendix E	Cameras on School Buses

General Purpose
The school district will provide transportation for eligible students to and from school in accordance with this policy, including Appendices A-E.

I. The school district will set bus ridership eligibility distances that meet or fall within requirements of the State of Minnesota.

   A. The school district will provide transportation for students within eligibility distances in appropriate circumstances as determined by the transportation safety director or his or her designee.

   B. At a minimum, the school district will provide transportation for the following eligible students
      1. All Pre-K 5 elementary students who live 0.8 miles or more from school.
      2. All middle school and high school students who live two (2) miles or more from school.

II. The Director of Transportation, Security and Emergency Operations ~~The Director Facilities and Transportation Operations~~ will serve as the school transportation safety director. The Director of Transportation, Security and Emergency Operations ~~Facilities and Transportation Operations~~ or his or her designee will oversee implementation of this policy including Appendices A-E.

III. The school district may deny transportation to a student who fails to demonstrate bus safety protocols. Exceptions may be made when a student's failure to demonstrate safety protocols is a manifestation of the student's disability.

IV. The school district may provide transportation for academic field trips in direct support of the instructional program, transportation for the support of extracurricular and co-curricular program (e.g. athletics, music and drama) and "late bus" transportation for those students who stay for school-related activities past the normal dismissal time. These additional services may be provided if financial resources are available. If the school district does not arrange for extracurricular and co-curricular transportation, students who wish to participate are responsible for arranging for or providing their own transportation.

V. Students with disabilities will be provided transportation appropriate to their individual needs in accordance with federal and state law and regulation. Transportation of students with disabilities will be coordinated through the Student Services Department.

VI. Buses serving students with disabilities may stop while using the 4-way hazard lights at house stops where it takes an extended period of time to load/unload the student. At these sites, the bus is to pull onto the shoulder of the road and the student will not be allowed to cross the roadway. Under normal conditions, the buses will use the 8-light system and stop arm.

VII. The Director of Facilities and Transportation Operations as the designee of the Superintendent shall establish procedures to address student bus safety training, student conduct on buses and at bus stops, parent or guardian responsibilities for bus safety, school bus incident and accident reporting, bus monitor qualifications, use of Type III vehicles, operating rules, emergency procedures and equipment maintenance and inspection.

VIII. Staff members should not provide transportation to students except in an emergency situation in accordance with authorization by the principal or Director of Facilities and Transportation Operations. If emergency transportation must be provided, two staff members must accompany the student.

Revised: xx
Revised: 7/31/18
Revised: 3/17/15
Revised: 5/20/14
Revised: 6/7/11
Revised: 10/15/02
Revised: 10/16/01
Policy 707 Adopted: 1/5/99 (formerly Policy 3810)
Revised: 2/17/98
Revised: 4/21/87
Revised: 11/15/83
Policy 3810 Adopted: 8/15/78

Cross Reference
Policy 442 – Travel
Policy 506 – Student Discipline
Policy 515 – Protection and Privacy of Student Records
Policy 550 – Suspension
Policy 551 – Exclusion and Expulsion
Policy 608 – Instructional Services – Special Education
Policy 921 – Non-Use of Tobacco on School Premises
Policy 922 – Non-Use of Chemicals on School Premises

Legal Reference
M.S. 123B.88 Independent School Districts; Transportation
M.S. 123B.90 School Bus Safety Training
M.S. 123B.91 School District Bus Safety Responsibilities
M.S. 169.443 Safety of School Children; Bus Driver's Duties
M.S. 169.446 Safety of School Children; Training and Education Rules
M.S. 169.451 Inspecting School and Head Start Buses; Rules; Misdemeanor
M.S. 169.454 Type III Vehicle Standards
M.S. 169.458 Reportable Offense on School Bus
M.S. 169A.31 Alcohol-Related School Bus or Head Start Bus Driving

POLICY 707 APPENDIX A– BUS TRANSPORTATION SCHEDULING AND BUS STOP ASSIGNMENT; ELIGIBILITY DISTANCES; AFTER OR BEFORE SCHOOL TRANSPORTATION

I. Students Eligible for Transportation. The school district will provide transportation to all eligible students, including nonpublic school students.

A. For purposes of this Policy #707, the following students are eligible students.
   1. All students grades Pre-K through 12 who live farther than the eligibility distances established by Minnesota law.
   2. Non-public school students whose non-public school has elected to use Osseo Area Schools' transportation system.
   3. All students receiving special education services with Individual Education Programs (IEPs) that require transportation as a related service by the school district.
   4. All students with a Section 504 Individual Accommodation Plan that requires transportation as an accommodation.
   5. Students who qualify for transportation services under the McKinney – Vento Homeless Assistance Act. Students in Early Childhood Special Education.

B. Some students enrolled in or receiving services through the programs listed below may also be eligible students. The Director of Transportation, Security and Emergency Operations ~~school transportation safety director~~ will make the final determination as to whether an individual student in one of these programs is a student eligible for transportation services.
   1. Students who are in temporary foster placement awaiting permanent placement as defined by the Every Student Succeeds Act.
   2. Care and Treatment Facilities ~~that provide the education component.~~
   3. Early Childhood programs such as Four Star Express who have an older sibling riding the same bus when space is available on the bus.
   4. Pregnant Students
   5. Title I service recipients
   6. Administrative transfers
   7. The school district may provide transportation to any student living closer than the distances specified in Section A. If the school district determines that geographic conditions of the student's route to school pose a potential risk to the student. The school transportation safety director or his or her designee may consider any relevant criteria when making the determination that a student is eligible for transportation within the eligibility distances.

II. Regular to and from School Transportation
   A. Transportation by school bus is a privilege and not a right.
   B. Only students and passengers authorized by school district personnel are allowed to enter a school bus.
   C. The school district will establish and has full discretion to determine the following: school bus routes; bus stop locations; student assignments to routes/stops and the manner and method of transportation.

D. The school district will periodically review and change school bus routes for safety and efficiency. In that process the district may assign different bus stops when necessary.
E. Parent and/or Guardian is responsible for getting their student to and from the designated bus stop safely each day.
F. The school district will provide transportation for eligible students to and from a bus stop based on the student's residence for all students in Pre-K 12.
    1. A parent or guardian may request a different or additional bus stop within the attendance area from a designated daycare facility, respite care facility, residence of a relative or other person designated by the parent or guardian as the address of the student for transportation.
        a. Bus stops must be consistent by being the same stop five days per week.
    2. All requests for bus stop safety changes are required to be completed in writing. Forms are available on the district's transportation website.
        a. All requests must have a safety concern.
        b. At the beginning of each school year no bus stop changes will be made or reviewed mid to late October.
        ~~a.~~c. All request submitted to the district will be reviewed by the transportation team. Upon completion of the review, a written response will be issued to the requestor.
        ~~b.~~d. Requests that are denied in writing are afforded the opportunity to attend a transportation bus stop review meeting to appeal the decision in person. At this meeting, the requestor will present their case to a panel of transportation and other relevant school district staff, and bus contractors who will hear the appeal. Upon completion of the hearing, the committee will respond in writing within seven business days. The written determination will serve as a final determination.
        ~~c.~~e. The school district may deny transportation in accordance with the provisions of Appendix C of this Policy #707.
G. The school district may assign a student to an alternate existing bus stop if necessary for safety or for other good cause.
H. The school district may provide regular transportation within the eligibility distances established by Minnesota law.

III. When identifying eligibility distances for the purposes of transportation eligibility the school district uses transportation routing software with the latest Hennepin County GIS maps to determine transportation eligibility distances. The measurements are from the closest property line of the residences taking the most direct route to school to the closest property line of the eligible school. The district's transportation routing software will serve as final determination of distances.

IV. After or Before School Transportation. The school district may provide before or after school transportation to students in the following programs.
    A. Targeted Services
    B. Programs for students who are homeless or highly mobile
    C. Elementary Activities
    D. Middle School Activities
    E. Senior High Activities
    F. High School Credit Recovery Programs

When the school district provides before and after school transportation for the above programs students are expected to ride these services provided. In the event that an exception is made for a parent, legal guardian, or student 18 years of age or older to transport or self-transport to a program based upon exceptional circumstances, the parent/guardian or student will complete a transportation agreement waiver of liability form and turn it into the program organizer.

Revised: xx
Appendix A Revised: 7/31/18
Appendix A Revised: 2/3/15
Appendix A Revised: 5/20/14
Appendix A Adopted: 6/7/11
Revised: 5/20/14
Revised: 6/7/11
Revised: 10/15/02
Revised: 10/16/01
Policy 707 Adopted: 1/5/99 (formerly Policy 3810)
Revised: 2/17/98
Revised: 4/21/87
Revised: 11/15/83
Adopted: 8/15/78

Cross Reference

Policy 442 – Travel
Policy 506 – Student Discipline
Policy 515 – Protection and Privacy of Student Records
Policy 550 – Suspension
Policy 551 – Exclusion and Expulsion
Policy 608 – Instructional Services – Special Education
Policy 921 – Non-Use of Tobacco on School Premises
Policy 922 – Non-Use of Chemicals on School Premises

Legal Reference

M.S. 123B.88 Independent School Districts; Transportation
M.S. 123B.90 School Bus Safety Training
M.S. 123B.91 School District Bus Safety Responsibilities
M.S. 169.443 Safety of School Children; Bus Driver's Duties
M.S. 169.446 Safety of School Children; Training and Education Rules
M.S. 169.451 Inspecting School and Head Start Buses; Rules; Misdemeanor
M.S. 169.454 Type III Vehicle Standards
M.S. 169.458 Reportable Offense on School Bus
M.S. 169A.31 Alcohol-Related School Bus or Head Start Bus Driving

POLICY 707 APPENDIX B–SCHOOL BUS SAFETY TRAINING, ROLES OF PARENTS

I. STUDENT TRANSPORTATION SAFETY TRAINING

A. The school district may deny transportation to a public or nonpublic student who fails to demonstrate school bus safety.

B. The school district will provide students enrolled in Pre-k through grade 10 with bus safety training. Students enrolled in Pre-k through grade 6 will receive bus safety training by the end of the third week of school. Students enrolled in grades 7 through 10 will receive bus safety training by the end of the sixth week of school. School bus safety training will be age appropriate and in a language the student understands. School Bus Safety Training includes information about:
   1. Appropriate conduct while on the bus and at bus stops
   2. Danger zones of ten feet surrounding a school bus
   3. Procedures for safely boarding and leaving a school bus
   4. Procedures for safe vehicle lane crossing, and
   5. School bus evacuation as well as other emergency procedures.

II. ROLE OF PARENTS AND GUARDIANS OF ISD 279 STUDENTS

A. Parents and guardians support their students in school bus safety by
   1. Becoming familiar with school district rules, policies, regulations, and principles of school bus safety, contained in this Policy 707, the school district web site, student parent handbooks and in student bus safety materials,
   2. Assisting students in understanding safety rules and encouraging them to abide by those rules,
   3. Supporting safe riding practices and reasonable discipline efforts,
   4. Supporting procedures for emergencies established by the school district,
   5. Encouraging their students to respect the rights and privileges of others,
   6. Having their children properly dressed for the weather, and
   7. Having a plan in case the bus is late.

B. Parents and guardians support the school district in maintaining school bus safety by communicating safety concerns to school administrators.

C. Parents and guardians are responsible for getting their student to and from the designated bus stop safely each day and are encouraged to escort their students to their bus stops and/or monitor their student when walking or waiting at their stop.

III. STUDENT TRAINING – BICYCLE AND PEDESTRIAN SAFETY

A. Each district school will provide student safety education for bicycling and pedestrian safety.

B. Nonpublic schools within the school district will provide bus, pedestrian, and bicycle safety training to nonpublic school students transported by the school district. The administrator for any nonpublic school within the school district will certify to the school district Director of Facilities & Transportation Operations or his/her designee that all students attending the nonpublic school have received school bus, pedestrian and bicycle safety training.

C. The school district's curriculum for bus safety is maintained and available for review at each school building or at the Educational Service Center.

Reviewed: xx
Appendix B Revised: 7/31/18
Appendix B Revised: 10/3/16
Appendix B Adopted: 6/7/11
Revised: 5/20/14
Revised: 6/7/11
Revised: 10/15/02
Revised: 10/16/01
Policy 707 Adopted: 1/5/99 (formerly Policy 3810)
Revised: 2/17/98
Revised: 4/21/87
Revised: 11/15/83
Adopted: 8/15/78

Cross Reference
Policy 442 – Travel
Policy 506 – Student Discipline
Policy 515 – Protection and Privacy of Student Records
Policy 550 – Suspension
Policy 551 – Exclusion and Expulsion
Policy 608 – Instructional Services – Special Education
Policy 921 – Non-Use of Tobacco on School Premises
Policy 922 – Non-Use of Chemicals on School Premises

Legal Reference
M.S. 123B.88 Independent School Districts; Transportation
M.S. 123B.90 School Bus Safety Training
M.S. 123B.91 School District Bus Safety Responsibilities
M.S. 169.443 Safety of School Children; Bus Driver's Duties
M.S. 169.446 Safety of School Children; Training and Education Rules
M.S. 169.451 Inspecting School and Head Start Buses; Rules; Misdemeanor
M.S. 169.454 Type III Vehicle Standards
M.S. 169.458 Reportable Offense on School Bus
M.S. 169A.31 Alcohol-Related School Bus or Head Start Bus Driving

POLICY 707 APPENDIX C – STUDENT CONDUCT, STUDENT DISCIPLINE ON SCHOOL BUSES AND AT SCHOOL BUS STOPS

I. Student Discipline for School Bus and School Bus Stop Behavior. Students are subject to school discipline for behavior while on school buses and at school bus stops.

A. Students will follow instructions of the bus driver, the posted bus expectations and the school bus safety training while on school buses or at school bus stops.

B. All referrals of a student's misconduct on a school bus are forwarded to the student's building principal or principal's designee. The building principal may impose discipline up to and including a recommendation for expulsion or exclusion for behavior on a school bus or at a school bus stop that violates applicable school policy.

II. Suspension of Bus Riding Privileges.

A. The student's principal or his or her designee will inform the parent or guardian of discipline problems on a school bus.

B. If school bus riding privileges are revoked, the parent or guardian is responsible for providing transportation for the student to and from school. Exceptions may be made in circumstances where special transportation is a related service on a student's IEP.

III. Notification.

A. Each bus will have a posted copy of bus expectations. All Students will:

Be Safe:
1. seat to seat, back to back and feet on the floor;
2. keep aisle clear;
3. keep objects and body parts in the bus;
4. keep hands, feet and objects in your own space.

Be Respectful:
1. treat people and property with kindness;
2. conversations and electronics are quiet;
3. follow adult directions.

Be Responsible:
1. take a seat quickly;
2. keep food and drinks in your backpack the entire ride;
3. be on time (5 minutes before pick-up);
4. electronics are only used for school work, music or gaming.

Reviewed: xx
Appendix E Revised: 7-31-18
Revised: 5/20/14
Revised: 6/7/11
Revised: 10/15/02
Revised: 10/16/01
Policy 707 Adopted: 1/5/99 (formerly Policy 3810)
Revised: 2/17/98
Revised: 4/21/87
Revised: 11/15/83
Adopted: 8/15/78

Cross Reference
Policy 442 – Travel
Policy 506 – Student Discipline
Policy 515 – Protection and Privacy of Student Records
Policy 550 – Suspension
Policy 551 – Exclusion and Expulsion
Policy 608 – Instructional Services – Special Education
Policy 921 – Non-Use of Tobacco on School Premises
Policy 922 – Non-Use of Chemicals on School Premises

Legal Reference
M.S. 123B.88 Independent School Districts; Transportation
M.S. 123B.90 School Bus Safety Training
M.S. 123B.91 School District Bus Safety Responsibilities
M.S. 169.443 Safety of School Children; Bus Driver's Duties
M.S. 169.446 Safety of School Children; Training and Education Rules
M.S. 169.451 Inspecting School and Head Start Buses; Rules; Misdemeanor
M.S. 169.454 Type III Vehicle Standards
M.S. 169.4582 Reportable Offense on School Bus
M.S. 169A.31 Alcohol-Related School Bus or Head Start Bus Driving

POLICY 707 APPENDIX D – SCHOOL BUS DRIVER RESPONSIBILITIES – REPORTING SCHOOL BUS INCIDENTS AND ACCIDENTS, OPERATING RULES AND PROCEDURES, EMERGENCY PROCEDURES, MAINTAIN AND INSPECTING EQUIPMENT, USE OF TYPE III VEHICLES

I. School Bus Driver Responsibilities.

A. School bus drivers will report all instances of student misconduct on the school bus in accordance with school district requirements.

B. School bus drivers will promptly report any school bus accident in accordance with school district procedures.

C. School bus drivers will be prepared to deal with emergency situations in accordance with school district requirements and the Minnesota Department of Public Safety State Patrol guidelines

D. School bus drivers will report criminal behavior they witness on the school buses or at school bus stops in accordance with school district requirements.

E. School bus drivers will operate school buses in accordance with Minnesota state traffic and school safety rules and the Minnesota state school bus safety rules.

II. School Bus Education Support Professionals. The school district may provide for school bus education support professionals. ~~The school~~ ~~transportation safety director~~ The Director of Transportation, Security and Emergency Operations will establish qualifications, training requirements and duties for any school bus education support professionals.

III. Type III Vehicles

A. Any vehicle designed to carry passengers must meet all legal requirements for a school bus. Any Type III vehicle used to transport students must carry all required emergency equipment and comply with all state regulations for Type III vehicles.

B. Travel, in-district and out-of-district transportation of students for school related activities must be in contracted vehicles except in the case of emergency or unscheduled transportation. In cases of emergency, students may be transported in vehicles with a seating capacity of 10 or fewer passengers without meeting the requirements for a Type III vehicle.

C. All drivers of Type III vehicles will be licensed drivers and will be familiar with the use of required emergency equipment. All Type III drivers must comply with state laws and regulations for Type III vehicle drivers.

D. Any Type III vehicle used to transport students must comply with state laws and regulations around the use of appropriate child/occupant restraint systems.

IV. The school district will require all school buses to comply with Minnesota Department of Public Safety State Patrol school bus safety inspection standards.

V. The school district transportation safety director will implement a system for maintaining and inspecting equipment.

Revised: xx
Appendix D Revised: 7/31/18
Revised: 5/20/14
Revised: 6/7/11
Revised: 10/15/02
Revised: 10/16/01

Policy 707 Adopted: 1/5/99 (formerly Policy 3810)
Revised: 2/17/98
Revised: 4/21/87
Revised: 11/15/83
Adopted: 8/15/78

Cross Reference
Policy 442 – Travel
Policy 506 – Student Discipline
Policy 515 – Protection and Privacy of Student Records
Policy 550 – Suspension
Policy 551 – Exclusion and Expulsion
Policy 608 – Instructional Services – Special Education
Policy 921 – Non-Use of Tobacco on School Premises
Policy 922 – Non-Use of Chemicals on School Premises

Legal Reference
M.S. 123B.88 Independent School Districts; Transportation
M.S. 123B.90 School Bus Safety Training
M.S. 123B.91 School District Bus Safety Responsibilities
M.S. 169.443 Safety of School Children; Bus Driver's Duties
M.S. 169.446 Safety of School Children; Training and Education Rules
M.S. 169.451 Inspecting School and Head Start Buses; Rules; Misdemeanor
M.S. 169.454 Type III Vehicle Standards
M.S. 169.458 Reportable Offense on School Bus
M.S. 169A.31 Alcohol-Related School Bus or Head Start Bus Driving

POLICY 707 APPENDIX E– CAMERAS ON SCHOOL BUSES

I. The school district maintains video cameras on school buses in order to encourage good behavior and promote safety.

II. A video recording of the actions of student passengers may be used by the school district as evidence in any disciplinary action brought against any student arising out of the student's conduct on the bus.

III. A video recording will be released to the public only in conformance with the Minnesota Government Data Practices Act, Minn. Stat. Ch. 13 and the Family Education Rights and Privacy Act, 20 U.S.C. 1232g and any rules promulgated thereunder.

IV. Video recordings may be viewed by school district personnel as necessary to maintain safety and security on the school buses.

V. If a video or audio recording device is placed on a school bus, the bus must contain a sign or signs, conspicuously placed, notifying riders that their conversations or actions may be recorded on tape.

Reviewed: xx
Appendix E Revised: 7/31/18
Revised: 5/20/14
Revised: 6/7/11
Revised: 10/15/02
Revised: 10/16/01
Policy 707 Adopted: 1/5/99 (formerly Policy 3810)
Revised: 2/17/98
Revised: 4/21/87
Revised: 11/15/83
Policy Adopted: 8/15/78

Cross Reference
Policy 442 – Travel
Policy 506 – Student Discipline
Policy 515 – Protection and Privacy of Student Records
Policy 550 – Suspension
Policy 551 – Exclusion and Expulsion
Policy 608 – Instructional Services – Special Education
Policy 921 – Non-Use of Tobacco on School Premises
Policy 922 – Non-Use of Chemicals on School Premises

Legal Reference
M.S. 121A.585 Notice of Recording Device on A School Bus
M.S. 123B.88 Independent School Districts; Transportation
M.S. 123B.90 School Bus Safety Training
M.S. 123B.91 School District Bus Safety Responsibilities
M.S. 169.443 Safety of School Children; Bus Driver's Duties
M.S. 169.446 Safety of School Children; Training and Education Rules
M.S. 169.451 Inspecting School and Head Start Buses; Rules; Misdemeanor
M.S. 169.454 Type III Vehicle Standards
M.S. 169.458 Reportable Offense on School Bus
M.S. 169A.31 Alcohol-Related School Bus or Head Start Bus Driving

POLICY 725 – ESTABLISHING SCHOOL ATTENDANCE AREAS

I. District-wide Boundary Changes

A. The Superintendent will annually review building program capacities and projected enrollments and will make recommendations regarding modification of school attendance boundaries.

B. The ~~School Board~~Superintendent will determine the process and timeline for changing attendance boundaries. The ~~School Board will provide~~process will include opportunities for ~~residents~~ community members to be informed about and respond to ~~School Board~~ recommended options and modifications to these options.

C. Boundary adjustments require School Board approval.

II. Administrative Boundary Adjustments

A. When ~~overcrowding~~ overcapacity exists in a small number of buildings and when that ~~overcrowding~~ overcapacity can be solved by adjusting boundaries or~~,~~ re-assignment of new housing developments, ~~and/or re-assignment of a small number of census areas,~~ the Superintendent will recommend administrative boundary adjustments and the rationale for the adjustments. These adjustments are meant to address short term capacity concerns.

B. Boundary adjustments require School Board approval.

III. Magnet s~~S~~chools are not subject to provisions in this policy and procedure that conflict with m~~M~~agnet objectives.

Revised:
Revised: 8/17/10
Suspended: 1/8/08
Revised: 12/7/04
Adopted: 10/6/98

POLICY 727 – CLOSING SCHOOLS

I. The Superintendent will inform the School Board of the need to consider closing school(s) when one or more of the following conditions exist:

A. Enrollment projections predict space available district-wide equivalent to 200% capacity of the smallest building in the level (elementary, junior high, or senior high).
B. Building enrollment falls below a level at which comprehensive programming can be efficiently provided.
C. District financial conditions require substantial district-wide budget reductions.

II. Whenever possible and while considering the District's financial status, the building will be maintained by the district and will be repurposed for other district needs.

III. The School Board will hold any required public hearings and fulfill any other legal obligations required prior to making a final decision to close school(s).

Revised:
Adopted: 5/21/02

PROCEDURE 727 – CLOSING SCHOOLS

Upon notification by the Superintendent of the need to consider closing school(s), the School Board will determine if it wishes to proceed with that consideration. If the School Board wishes to proceed, the Board will instruct the Superintendent to present a recommendation of which specific building(s) to close, along with a rationale based on the following comparisons of buildings:

I. Number of available classrooms.
II. Current enrollment.
III. Number of high needs students
IV. Current efficiency on a cost per student basis.
V. Potential efficiency on a cost per K-6 classroom (elementary) or grade level (secondary) basis.
VI. Potential to add on to the current building based on site size and size of current common areas and support spaces.
VII. Ability to fill the building from ~~census~~ areas within walking distance.
VIII. Number and percentage of walkers versus bus riders.
IX. Number of ~~census~~ areas which currently attend the building and whether there are other contiguous ~~census~~ areas that could be added to the building attendance area.
IX. Number of schools located in each city.
X. Potential for lease/sale of property along with potential lease income or property price based on acreage and location.

Revised:
~~Dated~~Adopted: 5/21/02

POLICY 806 – CRISIS MANAGEMENT

I. PURPOSE

The school district will develop and maintain an emergency response plan ~~crisis management~~ plan to act as a guide for school district and building administration, staff, students, school board members, district families and community members to address potential crises in the school district. The plan will address all phases of a crisis -- prevention, preparedness, response and recovery. The objectives of the crisis management plan will be to:

A. Establish procedures in the event of an incident or emergency;
B. Establish crisis response duties using the National Incident Management System (NIMS) and the Incident Command System (ICS) at the district and building level; and
C. Establish procedures for conducting required drills.

II. GENERAL STATEMENT OF POLICY

The ~~crisis management~~ emergency response plan will provide guidance for the school district and for each site and will be used before, during and after any emergency. The superintendent, or designee, will be responsible for directing the development of a comprehensive crisis management plan and reviewing it annually. This plan will be shared with representatives of local municipalities and appropriate emergency personnel.

Each principal and site coordinator will receive a copy of the ~~crisis management~~ emergency response plan. The district ~~crisis management~~ emergency response plan serves as the foundation for the development, training and implementation of individual school building's crisis management plan.

The district and each school building will have a building crisis response ~~management~~ team (BCRT) led by site administration and comprised of appropriate staff. Each BCRT ~~crisis management team~~ will maintain a roster describing roles and responsibilities on the team. Each crisis management team will review and update their team roster at least once a year.

In compliance with state law, each individual school building will conduct at least five evacuation drills, five lockdown drills and ~~two~~ one severe weather drill~~s~~ a year.

Revised:

~~Policy approved~~Adopted: 3/19/2019

Legal Reference
M.S. 121A.035, Subd. 2

School Board
INDEPENDENT SCHOOL DISTRICT 279
Maple Grove, Minnesota

Procedure 806 – ~~Health and Safety~~ Crisis Management

I. Administration

For the purpose of implementing Policy 806 – Crisis Management~~Health and Safety~~, the District has assigned the following responsibilities:

~~A. Employees~~

~~Employees will:~~

~~1. Comply with the safety rules and procedures associated with their duties;~~
~~2. Use all required safety devices and personal protective equipment;~~
~~3. Participate in required safety training, safety committees, and safety inspections;~~
~~4. Report unsafe acts and hazardous conditions to their supervisor immediately; and~~
~~5. Notify their supervisor of accidents, injuries and near misses.~~

~~B. Supervisors/Department Chairs~~

~~Supervisors will:~~

~~1. Promote safety among employees and to train them in safe work practices;~~
~~2. Provide employees with personal protective equipment and ensure its use; and~~
~~3. Report unsafe acts, careless operation, and inappropriate behavior.~~

~~C. Safety Committees Safety~~

~~Committees will:~~

~~1. Conduct quarterly safety inspections to identify hazards in the workplace;~~
~~2. Review all accident reports and make recommendations to prevent reoccurrence; and~~
~~3. Review Hazard Identification/Safety Suggestion forms submitted by staff members and make recommendations to the principal.~~

~~D. Principals~~

~~Principals will:~~

~~1. Take all reasonable steps necessary to protect the life, safety and health of staff and students;~~
~~2. Correct unsafe or unhealthy conditions at the work site;~~
~~3. Establish and coordinate the activities of a joint labor-management safety committee in the building; and~~
~~4. Ensure that employees attend required safety training and employ safe work practices.~~

~~E. Health and Safety Department~~

~~The Health and Safety Department will:~~

~~1. Coordinate the District's Health and Safety program;~~
~~2. Develop, implement, and maintain written plans required by the applicable regulatory agencies including Occupational Safety and Health Administration, (OSHA), Minnesota Department of Health (MDH), Minnesota Pollution Control Agency (MPCA), and Environmental Protection Agency (EPA).~~
~~3. Develop safety training materials for staff; and~~
~~4. Conduct workplace evaluations to identify hazards.~~

~~F. Assistant Superintendents/Directors~~

~~Management personnel will:~~

~~Promote safety and assign responsibility as necessary to ensure compliance.~~

~~II. Programs~~

~~For the purpose of implementing Policy 806 – The District will implement a Health & Safety Program that includes the specific plan requirements listed below. The District will identify a contact person to oversee compliance, monitor regulatory changes and respond to agency correspondence for each program.~~

~~A. Asbestos~~

1. Ensure that the designated person is Asbestos Hazard Emergency Response Act (AHERA) trained.
2. Develop and implement a written Asbestos Management Plan.
3. Develop and disseminate annual written notification.
4. Establish an asbestos work order system including notification to outside contractors and vendors of asbestos locations and procedures.
5. Establish standard operating procedures for working with asbestos.
6. Establish emergency response procedures for fiber release episodes.
7. Establish respiratory protection program component for asbestos.
8. Conduct six-month periodic surveillance inspections of asbestos.
9. Maintain and update asbestos inventories.
10. Maintain records of asbestos events per Occupational Safety and Health Administration, (OSHA) and Asbestos Hazard Emergency Response Act (AHERA).
11. Establish and implement medical monitoring and surveillance program.
12. Schedule response action implementation.
13. Provide accredited project designer for projects that exceed three feet.
14. Post asbestos warning labels in routine maintenance areas.
15. Provide two-hour Asbestos Awareness training for all maintenance/custodial employees.
16. Conduct re-inspections of asbestos every three years.

B. Bloodborne Pathogens

1. Identify and document job categories in which employees may be at risk of exposure.
2. Develop and implement a written Exposure Control Plan.
3. Train affected employees on specific procedures and universal precautions.
4. Provide Hepatitis B vaccinations to eligible employees.
5. Provide and ensure the use of protective equipment as needed.
6. Provide sharps containers for disposal of needles and other contaminated materials.
7. Establish follow-up procedures for exposure incidents.
8. Develop and implement recordkeeping procedures.

C. Community Right to Know

1. Survey facility for hazardous materials in reportable quantities.
2. Develop and maintain hazardous materials storage procedures.
3. Develop and implement procedures for annual reporting to regulatory agencies.
4. Train affected employees on proper methods and procedures.
5. Develop and implement recordkeeping procedures.

D. Compressed Gasses

1. Survey the facility to determine compressed gas applications.
2. Identify compressed gas toxic and physical hazards.
3. Ensure that all compressed gas cylinders are secured to prevent tipping over.
4. Evaluate compressed gas application to determine if confined space rules apply.
5. Determine need for metering equipment/supplies.
6. Train affected employees on proper methods and procedures.
7. Develop and implement recordkeeping procedures.

E. Confined Space Entry

1. Survey the facility to identify all permit and non-permit confined spaces and hazards.
2. Establish confined space entry procedures.
3. Develop and implement a written Confined Space Entry Plan.

~~4. Provide and ensure the use of ventilation, communication, personal protective and gas testing equipment, as needed.~~
~~5. Train affected employees on proper methods and procedures.~~
~~6. Develop and implement recordkeeping procedures.~~

~~F.~~A. Crisis Management

1. Conduct vulnerability assessments to assess potential risks.
2. Establish a Building Crisis Response Team (BCRT) at each school.
3. Establish a District Crisis Response Team (DCRT).
4. Establish emergency response procedures and train employees.
5. Conduct at least five fire drills at each school annually.
6. Conduct at least five lockdown drills at each school annually.
7. Conduct at least one~~two~~ tornado sheltering drill~~s~~ at each school annually.
~~8. Conduct at least one shelter-in-place drill at each school annually.~~
~~9. Conduct at least one reverse evacuation drill at each school annually.~~

~~G. Electrical Safety~~

~~1. Survey and document work practices that require electrical safety procedures.~~
~~2. Train affected employees on proper methods and procedures.~~
~~3. Provide and ensure the use of protective equipment.~~
~~4. Develop and implement recordkeeping procedures.~~

~~H. Employee Right to Know (ERK)~~

~~1. Survey the facility for chemical, heat, noise, radiation and infectious agent hazards.~~
~~2. Develop and implement a written Employee Right-To-Know Plan.~~
~~3. Perform chemical inventory and update at least annually.~~
~~4. Secure and maintain Material Safety Data Sheet (MSDSs) for all hazardous materials.~~
~~5. Monitor use and markings on secondary use containers.~~
~~6. Ensure placement of current Safety and Health Protection on The Job posters.~~
~~7. Train affected employees on proper methods and procedures.~~
~~8. Provide and ensure the use of personal protective equipment.~~
~~9. Develop and implement recordkeeping procedures.~~

~~I. Fall Protection~~

~~1. Develop and implement a written Fall Protection Plan.~~
~~2. Establish procedures for working safely at elevated heights.~~
~~3. Provide and ensure the use of fall protection equipment.~~
~~4. Establish procedures for the proper set-up and use of scaffolding.~~
~~5. Train affected employees on proper methods and procedures.~~
~~6. Develop and implement recordkeeping procedures.~~

~~J. Fire Prevention~~

~~1. Survey facilities for fire hazards and code violations.~~
~~2. Develop procedures for reporting and correcting problems.~~
~~3. Establish restrictions on activities that could jeopardize fire safety.~~
~~4. Provide flammable liquid storage cabinets where quantity limits are exceeded.~~
~~5. Train affected employees on proper methods and procedures.~~
~~6. Ensure that all buildings maintain proper egress routes for safe exiting.~~
~~7. Inspect, test and properly maintain fire detection, sprinkler and alarm systems, fire extinguishers, exit signs, and emergency lights.~~
~~8. Develop and implement recordkeeping procedures.~~

~~K. First Aid/Cardio Pulmonary Resuscitation (CPR)/Automated External Defibrillator (AED)~~

~~1. Develop and implement program to provide first aid kits and AEDs.~~
~~2. Obtain written authorization for AED purchase and use from a physician.~~
~~3. Develop and implement a written AED Management Plan.~~
~~4. Provide First Aid/CPR/AED training as required.~~
~~5. Provide and ensure the use of personal protective equipment.~~
~~6. Survey facilities for areas that need emergency eyewashes/showers.~~
~~7. Develop and implement flushing and maintenance program for eyewashes/showers.~~

8. Train affected employees on proper methods and procedures.
9. Develop and implement recordkeeping procedures.

L. Fleet Safety
1. Determine which employees operate affected vehicles.
2. Develop and implement a written Fleet Safety Plan.
3. Develop and implement a routine vehicle inspection program.
4. Establish standard operating procedures.
5. Train affected employees on proper methods and procedures.
6. Develop and implement record keeping procedures.

M. Food Safety
1. Identify critical areas and use a systems approach with Hazardous Analysis Critical Control Points (HACCP).
2. Develop policies and procedures to support the Minnesota Food Code.
3. Train affected employees on proper methods and procedures.
4. Provide and ensure the use of personal protective equipment.

N. Forklift Safety
1. Determine which employees operate powered industrial trucks.
2. Train affected employees on proper methods and procedures.
3. Establish standard operating procedures.
4. Evaluate and document operator performance.
5. Develop and implement an equipment inspection program.
6. Conduct quarterly air monitoring for carbon monoxide.
7. Conduct tailpipe emissions testing for carbon monoxide on gas powered forklifts as part of a routine maintenance program.
8. Monitor updates on regulatory changes and new developments.
9. Develop and implement record keeping procedures.

O. Hazardous Waste
1. Identify school district contact person.
2. Identify hazardous waste streams by functional areas and by waste stream types.
3. Examine facility hazardous waste product generation potential.
4. Identify actions that minimize or eliminate hazardous waste generation.
5. Develop containerization and labeling procedures.
6. Review current handling and storage procedures.
7. Implement proper waste inspection, disposal and manifesting procedures.
8. Prohibit the release of hazardous materials into a sewer, storm ditch, drainage canal, lake, river, or upon the ground, sidewalk, street or highway, or into the atmosphere.
9. Acquire Environmental Protection Agency (EPA) generator number and Minnesota Pollution Control Agency (MPCA) annual permit for each building generating hazardous waste.
10. Train affected employees on proper methods and procedures.
11. Evaluate boiler and other stack emissions to air with respect to current Minnesota Pollution Control Agency (MPCA) stack emissions standards.
12. Develop and implement record keeping procedures.

P. Hearing Conservation
1. Survey facilities to determine all noise hazards.
2. Develop and implement a written Hearing Conservation Plan.
3. Develop, implement and monitor proper practices and procedures.
4. Train affected employees on proper methods and procedures.
5. Provide and ensure the use of personal protective equipment.
6. Develop and implement recordkeeping procedures.

Q. Hoist, Lift and Elevator Safety
1. Survey facilities to identify hoists, lifts, backhoes and elevators.
2. Develop and implement a routine inspection program.
3. Establish standard operating procedures.

4. Ensure safety latches are provided on all hoist hooks used on a hoist.
5. Train affected employees on proper methods and procedures.
6. Develop and implement record keeping procedures.

R. Indoor Air Quality (IAQ)

1. Establish communication pathway to notify staff, parents and students who the Indoor Air Quality Coordinator is and how to contact him/her.
2. Develop and implement a written Indoor Air Quality (IAQ) Management Plan encompassing the U.S. Environmental Protection Agency (EPA's) Tools for Schools.
3. Conduct annual walk-through inspections/surveys to identify conditions that could cause Indoor Air Quality (IAQ) problems (water intrusion problems, ventilation failures, housekeeping issues, etc.).
4. Implement operations and maintenance plan to maintain building components and mechanical systems.
5. Establish policies/procedures for managing activities that impact the indoor air quality (e.g. animal use, pest management, renovation work, painting, housekeeping, etc.).
6. Establish procedures for identifying, reporting and correcting problems.
7. Train employees on their role in maintaining good indoor air quality.
8. Develop and implement recordkeeping procedures.

S. Integrated Pest Management (IPM)

1. Develop and implement written Integrated Pest Management Plan.
2. Develop, implement and monitor proper practices and procedures.
3. Develop and implement written compliance program for the Janet B. Johnson Parents' Right-to-Know Act.
4. Establish communication pathway to notify staff and parents of pesticide applications.
5. Include annual notice in Parent Handbook that application schedules are available.
6. Provide individual notice to parents, as requested, of application schedule changes.
7. Develop and implement recordkeeping procedures.

T. Laboratory Safety

1. Identify school district contact person.
2. Designate a Chemical Hygiene Officer in each secondary school.
3. Survey labs to identify potential chemical exposure hazards.
4. Develop and implement a written Chemical Hygiene Plan (CHP) for all laboratories.
5. Develop and document routine chemical handling, bulk dispensing, storage and disposal procedures.
6. Eliminate chemicals and substances where the risk exceeds the educational value.
7. Evaluate and maintain proper engineering controls (e.g. ventilation, chemical storage).
8. Develop and implement proper work practices and procedures.
9. Provide spill kits necessary for responding to spills of hazardous materials.
10. Train affected employees on proper methods and procedures.
11. Provide and ensure the use of personal protective equipment.
12. Conduct quarterly inspections for compliance with the Lab Standard.
13. Develop and implement recordkeeping procedures.

U. Lead in Water

1. Survey each facility to identify drinking water taps and fixtures.
2. Conduct water sampling as provided for under Minnesota Department of Health (MDH) and U.S. Environmental Protection Agency (EPA) rules and guidelines.
3. Comply with Minnesota Department of Health (MDH) Lead in School Drinking Water provisions.
4. Ensure new and replacement hardware meets National Sanitation Foundation (NSF) lead-free criteria.
5. Review management plan as needed, and update (at least annually).
6. Develop and implement record keeping procedures.

V. Lockout/Tagout
1. Survey the facility to identify energy potential physical hazards, which require lockout/tagout.
2. Develop and implement a written Lockout/Tagout Plan.
3. Establish lockout/tagout procedures.
4. Train affected employees on proper methods and procedures.
5. Provide locks, tags and other isolation devices.
6. Develop and implement recordkeeping procedures.

W. Machine Guarding
1. Survey fixed machinery and equipment to identify hazards.
2. Provide and ensure the use of proper guards on all equipment.
3. Provide power outage protection for all required equipment.
4. Provide emergency stops for all required equipment.
5. Provide non-slip floor surfacing by all required equipment.
6. Train affected employees on proper methods and procedures.
7. Post signs and labels as appropriate to caution users of potential hazards and to establish safe work practices.
8. Establish procedures to ensure that new and replacement equipment meet Occupational Safety and Health Administration, (OSHA) machine guarding criteria.

X. Personal Protective Equipment (PPE)
1. Survey the facility to identify processes that could be hazardous to hands, feet and face, per standards.
2. Develop and implement a written Personal Protective Equipment Plan.
3. Train affected employees on proper methods and procedures.
4. Provide and ensure the use of personal protective equipment as needed.
5. Monitor equipment usage, storage and maintenance practices.
6. Develop and implement recordkeeping procedures.

Y. Playground Safety
1. Conduct an audit of playground facilities to identify hazards.
2. Develop and implement a written Playground Safety Plan.
3. Establish an equipment inspection/maintenance program.
4. Train affected employees on proper methods and procedures.
5. Ensure that impact attenuating surface materials are maintained at proper levels.
6. Ensure that all new playground facilities meet accessibility standards.

Z. Radon
1. Conduct radon sampling as per Minnesota Department of Health (MDH) and U.S. Environmental Protection Agency (EPA) rules and guidelines.
2. Coordinate diagnostics and mitigation of elevated radon levels.
3. Develop and implement record keeping procedures.

AA. Respiratory Protection
1. Survey and document work practices that require respiratory protection.

~~2. Evaluate and quantify when necessary the exposure potential of work practices.~~
~~3. Develop and implement a written Respiratory Protection Plan.~~
~~4. Establish respiratory protection practices and procedures.~~
~~5. Train affected employees on proper methods and procedures.~~
~~6. Provide respirator medical evaluations and fit tests as needed.~~
~~7. Develop and implement recordkeeping procedures.~~

~~BB. Underground (UST) and Above Ground (AST) Storage Tanks~~
~~1. Survey facilities to identify underground and above ground storage tanks.~~
~~2. Ensure that all USTs above 110 gallons are Minnesota Pollution Control Agency (MPCA) registered.~~
~~3. Ensure that all new installations are reviewed by fire marshal.~~
~~4. Provide leak detection, overfill protection, and corrosion protection systems.~~
~~5. Provide and maintain inventory control forms.~~

~~CC. Welding, Cutting and Brazing~~
~~1. Survey and document work practices that require fire safety procedures.~~
~~2. Develop and implement a written Hot Work Plan that outlines minimum safety requirements for welding, cutting and brazing.~~
~~3. Train affected employees on proper methods and procedures.~~
~~4. Provide and ensure the use of protective equipment.~~
~~5. Develop and implement recordkeeping procedures.~~

~~III.~~II. Program Review

The District will review written plans at least annually.

Revised:

~~Created~~Adopted: 12/19/06

Legal References

M.S. 121A.035, Subd. 2
M.S. 123B.57, Subd. 2

POLICY 807 – HEALTH AND SAFETY

I. PURPOSE: The purpose of this policy is to assist the school district in promoting health and safety, reducing injuries, and complying with federal, state and local health and safety laws and regulations.

II. GENERAL STATEMENT OF POLICY: It is the policy of Osseo Area Schools to provide a safe and healthy environment for its staff and students. Safety and health protection will be an integral part of all operations.

a. The District will establish a health and safety program with the following goals:
   i. Promote employee involvement in safety and health;
   ii. Reduce the number of lost time injuries at each school; and
   iii. Comply with occupational safety and health regulations.

b. The District will implement a Health and Safety Program that includes plans and procedures to protect employees and students. The objectives of the Health and Safety Program will be to:
   i. Assign responsibilities for implementing and maintaining the program;
   ii. Establish joint labor/management safety committees at each school;
   iii. Establish procedures for identifying, analyzing, and controlling hazards;
   iv. Establish procedures for investigating accidents and near misses to prevent reoccurrence;
   v. Establish procedures for communicating hazards and controls to employees;
   vi. Establish procedures for training employees on safe work practices;
   vii. Establish procedures for enforcement of workplace safety rules; and
   viii. Establish procedures for maintaining compliance with federal, state, and local requirements.

Reviewed:
Revised: 3/19/19
Adopted: 12/19/06

School Board
INDEPENDENT SCHOOL DISTRICT 279
Maple Grove, Minnesota

Procedure 807 – Health and Safety

I. Administration

For the purpose of implementing Policy 807 – Health and Safety, the District has assigned the following responsibilities:

A. Employees

Employees will:

1. Comply with the safety rules and procedures associated with their duties;
2. Use all required safety devices and personal protective equipment;
3. Participate in required safety training, safety committees, and safety inspections;
4. Report unsafe acts and hazardous conditions to their supervisor immediately; and
5. Notify their supervisor of accidents, injuries and near misses.

B. Supervisors/Department Chairs

Supervisors will:

1. Promote safety among employees and to train them in safe work practices;
2. Provide employees with personal protective equipment and ensure its use; and
3. Report unsafe acts, careless operation, and inappropriate behavior.

C. Site Safety Committees

Committees will:

1. Conduct quarterly safety inspections to identify hazards in the workplace;
2. Review all accident summary reports and make recommendations to prevent reoccurrence; and
3. Review Hazard Identification/Safety Suggestion forms submitted by staff members and make recommendations to the principal.

D. District AWAIR (A Workplace Accident and Injury Reduction) Committee Committee will:

1. Comprise of one member of every bargaining unit within the district.
2. Review the district AWAIR program on annual basis

~~D.~~E. Principals

Principals will:

1. Take all reasonable steps necessary to protect the life, safety and health of staff and students;
2. Correct unsafe or unhealthy conditions at the work site;
3. Establish and coordinate the activities of a joint labor-management safety committee in the building; and
4. Ensure that employees attend required safety training and employ safe work practices.

~~E.~~F. Health and Safety Department

The Health and Safety Department will:

1. Coordinate the District's Health and Safety program;
2. Develop, implement, and maintain written plans required by the applicable regulatory agencies including Occupational Safety and Health Administration, (OSHA), Minnesota Department of Health (MDH), Minnesota Pollution Control Agency (MPCA), and Environmental Protection Agency (EPA).
3. Develop safety training materials for staff; and
4. Conduct workplace evaluations to identify hazards.

~~F.~~G. Assistant Superintendents/Directors

Management personnel will:
Promote safety and assign responsibility as necessary to ensure compliance.

II. Programs

For the purpose of implementing Policy 806 – The District will implement a Health & Safety Program that includes the specific plan requirements listed below. The District will identify a contact person to oversee compliance, monitor regulatory changes and respond to agency correspondence for each program.

A. Asbestos
   1. Ensure that the designated person is Asbestos Hazard Emergency Response Act (AHERA) trained.
   2. Develop and implement a written Asbestos Management Plan.
   3. Develop and disseminate annual written notification.
   4. Establish an asbestos work order system including notification to outside contractors and vendors of asbestos locations and procedures.
   5. Establish standard operating procedures for working with asbestos.
   6. Establish emergency response procedures for fiber release episodes.
   7. Establish respiratory protection program component for asbestos.
   8. Conduct six-month periodic surveillance inspections of asbestos.
   9. Maintain and update asbestos inventories.
   10. Maintain records of asbestos events per Occupational Safety and Health Administration, (OSHA) and Asbestos Hazard Emergency Response Act (AHERA).
   11. Establish and implement medical monitoring and surveillance program.
   12. Schedule response action implementation.
   13. Provide accredited project designer for projects that exceed three feet.
   14. Post asbestos warning labels in routine maintenance areas.
   15. Provide two-hour Asbestos Awareness training for all maintenance/custodial employees.
   16. Conduct re-inspections of asbestos every three years.

B. Bloodborne Pathogens
   1. Identify and document job categories in which employees may be at risk of exposure.
   2. Develop and implement a written Exposure Control Plan.
   3. Train affected employees on specific procedures and universal precautions.
   4. Provide Hepatitis B vaccinations to eligible employees.
   5. Provide and ensure the use of protective equipment as needed.
   6. Provide sharps containers for disposal of needles and other contaminated materials.
   7. Establish follow-up procedures for exposure incidents.
   8. Develop and implement recordkeeping procedures.

C. Community Right to Know
   1. Survey facility for hazardous materials in reportable quantities.
   2. Develop and maintain hazardous materials storage procedures.
   3. Develop and implement procedures for annual reporting to regulatory agencies.
   4. Train affected employees on proper methods and procedures.
   5. Develop and implement recordkeeping procedures.

D. Compressed Gasses
   1. Survey the facility to determine compressed gas applications.
   2. Identify compressed gas toxic and physical hazards.
   3. Ensure that all compressed gas cylinders are secured to prevent tipping over.
   4. Evaluate compressed gas application to determine if confined space rules apply.
   5. Determine need for metering equipment/supplies.
   6. Train affected employees on proper methods and procedures.

7. Develop and implement recordkeeping procedures.

E. Confined Space Entry
1. Survey the facility to identify all permit and non-permit confined spaces and hazards.
2. Establish confined space entry procedures.
3. Develop and implement a written Confined Space Entry Plan.
4. Provide and ensure the use of ventilation, communication, personal protective and gas testing equipment, as needed.
5. Train affected employees on proper methods and procedures.
6. Develop and implement recordkeeping procedures.

~~Crisis Management~~

~~F. Conduct vulnerability assessments to assess potential risks.~~
~~1. Establish a Building Crisis Response Team (BCRT) at each school.~~
~~2. Establish a District Crisis Response Team (DCRT).~~
~~3. Establish emergency response procedures and train employees.~~
~~4. Conduct at least five fire drills at each school annually.~~
~~5. Conduct at least five lockdown drills at each school annually.~~
~~6. Conduct at least two tornado sheltering drills at each school annually.~~
~~7. Conduct at least one shelter in place drill at each school annually.~~
~~8.~~7. ~~Conduct at least one reverse evacuation drill at each school annually.~~

~~G.~~F. Electrical Safety
1. Survey and document work practices that require electrical safety procedures.
2. Train affected employees on proper methods and procedures.
3. Provide and ensure the use of protective equipment.
4. Develop and implement recordkeeping procedures.

~~H.~~G. Employee Right to Know (ERK)
1. Survey the facility for chemical, heat, noise, radiation and infectious agent hazards.
2. Develop and implement a written Employee Right-To-Know Plan.
3. Perform chemical inventory and update at least annually.
4. Secure and maintain ~~Material~~ Safety Data Sheet (~~M~~SDSs) for all hazardous materials.
5. Monitor use and markings on secondary use containers.
6. Ensure placement of current Safety and Health Protection on The Job posters.
7. Train affected employees on proper methods and procedures.
8. Provide and ensure the use of personal protective equipment.
9. Develop and implement recordkeeping procedures.

~~I.~~H. Fall Protection
1. Develop and implement a written Fall Protection Plan.
2. Establish procedures for working safely at elevated heights.
3. Provide and ensure the use of fall protection equipment.
4. Establish procedures for the proper set-up and use of scaffolding.
5. Train affected employees on proper methods and procedures.
6. Develop and implement recordkeeping procedures.

~~J.~~I. Fire Prevention
1. Survey facilities for fire hazards and code violations.
2. Develop procedures for reporting and correcting problems.
3. Establish restrictions on activities that could jeopardize fire safety.
4. Provide flammable liquid storage cabinets where quantity limits are exceeded.
5. Train affected employees on proper methods and procedures.
6. Ensure that all buildings maintain proper egress routes for safe exiting.
7. Inspect, test and properly maintain fire detection, sprinkler and alarm systems, fire extinguishers, exit signs, and emergency lights.
8. Develop and implement recordkeeping procedures.

~~K.~~J. First Aid/Cardio Pulmonary Resuscitation (CPR)/Automated External Defibrillator (AED)

1. Develop and implement program to provide first aid kits and AEDs.
2. Obtain written authorization for AED purchase and use from a physician.
3. Develop and implement a written AED Management Plan.
4. Provide First Aid/CPR/AED training as required.
5. Provide and ensure the use of personal protective equipment.
6. Survey facilities for areas that need emergency eyewashes/showers.
7. Develop and implement flushing and maintenance program for eyewashes/showers.
8. Train affected employees on proper methods and procedures.
9. Develop and implement recordkeeping procedures.

~~L.~~K. Fleet Safety

1. Determine which employees operate affected vehicles.
2. Develop and implement a written Fleet Safety Plan.
3. Develop and implement a routine vehicle inspection program.
4. Establish standard operating procedures.
5. Train affected employees on proper methods and procedures.
6. Develop and implement record keeping procedures.

~~Food Safety~~

~~M. Identify critical areas and use a systems approach with Hazardous Analysis Critical Control Points (HACCP).~~

~~1. Develop policies and procedures to support the Minnesota Food Code.~~
~~2. Train affected employees on proper methods and procedures.~~
~~3.~~7. ~~Provide and ensure the use of personal protective equipment.~~

~~N.~~L. Forklift Safety

1. Determine which employees operate powered industrial trucks.
2. Train affected employees on proper methods and procedures.
3. Establish standard operating procedures.
4. Evaluate and document operator performance.
5. ~~Develop and implement an equipment inspection program.~~
6. ~~Conduct quarterly air monitoring for carbon monoxide.~~
7. ~~5. Conduct tailpipe emissions testing for carbon monoxide on gas powered forklifts as part of a routine maintenance program.~~
8. ~~6.~~ Monitor updates on regulatory changes and new developments.
9. ~~7.~~ Develop and implement record keeping procedures.

~~O.~~M. Hazardous Waste

1. Identify school district contact person.
2. Identify hazardous waste streams by functional areas and by waste stream types.
3. Examine facility hazardous waste product generation potential.
4. Identify actions that minimize or eliminate hazardous waste generation.
5. Develop containerization and labeling procedures.
6. Review current handling and storage procedures.
7. Implement proper waste inspection, disposal and manifesting procedures.
8. Prohibit the release of hazardous materials into a sewer, storm ditch, drainage canal, lake, river, or upon the ground, sidewalk, street or highway, or into the atmosphere.
9. Acquire Environmental Protection Agency (EPA) generator number and Minnesota Pollution Control Agency (MPCA) annual permit for each building generating hazardous waste.
10. Train affected employees on proper methods and procedures.
11. Evaluate boiler and other stack emissions to air with respect to current Minnesota Pollution Control Agency (MPCA) stack emissions standards.
12. Develop and implement record keeping procedures.

~~P.~~N. Hearing Conservation

1. Survey facilities to determine all noise hazards.
2. Develop and implement a written Hearing Conservation Plan.
3. Develop, implement and monitor proper practices and procedures.

4. Train affected employees on proper methods and procedures.
5. Provide and ensure the use of personal protective equipment.
6. Develop and implement recordkeeping procedures.

~~Q.~~O. Hoist, Lift and Elevator Safety

1. Survey facilities to identify hoists, lifts, backhoes and elevators.
2. Develop and implement a routine inspection program.
3. Establish standard operating procedures.
4. Ensure safety latches are provided on all hoist hooks used on a hoist.
5. Train affected employees on proper methods and procedures.
6. Develop and implement record keeping procedures.

~~R.~~P. Indoor Air Quality (IAQ)

1. Establish communication pathway to notify staff, parents and students who the Indoor Air Quality Coordinator is and how to contact him/her.
2. Develop and implement a written Indoor Air Quality (IAQ) Management Plan encompassing the U.S. Environmental Protection Agency (EPA's) Tools for Schools.
3. Conduct annual walk-through inspections/surveys to identify conditions that could cause Indoor Air Quality (IAQ) problems (water intrusion problems, ventilation failures, housekeeping issues, etc.).
4. Implement operations and maintenance plan to maintain building components and mechanical systems.
5. Establish policies/procedures for managing activities that impact the indoor air quality (e.g. animal use, pest management, renovation work, painting, housekeeping, etc.).
6. Establish procedures for identifying, reporting and correcting problems.
7. Train employees on their role in maintaining good indoor air quality.
8. Develop and implement recordkeeping procedures.

~~S.~~Q. Integrated Pest Management (IPM)

1. Develop and implement written Integrated Pest Management Plan.
2. Develop, implement and monitor proper practices and procedures.
3. Develop and implement written compliance program for the Janet B. Johnson Parents' Right-to-Know Act.
4. Establish communication pathway to notify staff and parents of pesticide applications.
5. Include annual notice in Parent Handbook that application schedules are available.
6. Provide individual notice to parents, as requested, of application schedule changes.
7. Develop and implement recordkeeping procedures.

~~T.~~R. Laboratory Safety

1. Identify school district contact person.
2. Designate a Chemical Hygiene Officer in each secondary school.
3. Survey labs to identify potential chemical exposure hazards.
4. Develop and implement a written Chemical Hygiene Plan (CHP) for all laboratories.
5. Develop and document routine chemical handling, bulk dispensing, storage and disposal procedures.
6. Eliminate chemicals and substances where the risk exceeds the educational value.
7. Evaluate and maintain proper engineering controls (e.g. ventilation, chemical storage).
8. Develop and implement proper work practices and procedures.
9. Provide spill kits necessary for responding to spills of hazardous materials.
10. Train affected employees on proper methods and procedures.
11. Provide and ensure the use of personal protective equipment.
12. Conduct quarterly inspections for compliance with the Lab Standard.
13. Develop and implement recordkeeping procedures.

~~U.~~S. Lead in Water

1. Survey each facility to identify drinking water taps and fixtures.
2. Conduct water sampling as provided for under Minnesota Department of Health (MDH) and U.S. Environmental Protection Agency (EPA) rules and

guidelines.
3. Comply with Minnesota Department of Health (MDH) Lead in School Drinking Water provisions.
4. Ensure new and replacement hardware meets National Sanitation Foundation (NSF) lead-free criteria.
5. Review management plan as needed, and update (at least annually).
6. Develop and implement record keeping procedures.

V. Lockout / Tagout
1. Survey the facility to identify energy potential physical hazards, which require lockout/tagout.
2. Develop and implement a written Lockout/Tagout Plan.
3. Establish lockout/tagout procedures.
4. Train affected employees on proper methods and procedures.
5. Provide locks, tags and other isolation devices.
6. Develop and implement recordkeeping procedures.

W. Machine Guarding
1. Survey fixed machinery and equipment to identify hazards.
2. Provide and ensure the use of proper guards on all equipment.
3. Provide power outage protection for all required equipment.
4. Provide emergency stops for all required equipment.
5. Provide non-slip floor surfacing by all required equipment.
6. Train affected employees on proper methods and procedures.
7. Post signs and labels as appropriate to caution users of potential hazards and to establish safe work practices.
8. Establish procedures to ensure that new and replacement equipment meet Occupational Safety and Health Administration, (OSHA) machine guarding criteria.

X. Personal Protective Equipment (PPE)
1. Survey the facility to identify processes that could be hazardous to hands, feet and face, per standards.
2. Develop and implement a written Personal Protective Equipment Plan.
3. Train affected employees on proper methods and procedures.
4. Provide and ensure the use of personal protective equipment as needed.
5. Monitor equipment usage, storage and maintenance practices.
6. Develop and implement recordkeeping procedures.

Y. Playground Safety
1. Conduct an audit of playground facilities to identify hazards.
2. Develop and implement a written Playground Safety Plan.
3. Establish an equipment inspection/maintenance program.
4. Train affected employees on proper methods and procedures.
5. Ensure that impact attenuating surface materials are maintained at proper levels.
6. Ensure that all new playground facilities meet accessibility standards.

Z. Radon
1. Conduct radon sampling as per Minnesota Department of Health (MDH) and U.S. Environmental Protection Agency (EPA) rules and guidelines.
2. Coordinate diagnostics and mitigation of elevated radon levels.
3. Develop and implement record keeping procedures.

AA. Respiratory Protection
1. Survey and document work practices that require respiratory protection
2. Evaluate and quantify when necessary the exposure potential of work practices.
3. Develop and implement a written Respiratory Protection Plan.
4. Establish respiratory protection practices and procedures.
5. Train affected employees on proper methods and procedures.
6. Provide respirator medical evaluations and fit tests as needed.
7. Develop and implement recordkeeping procedures.

BB. Underground (UST) and Above Ground (AST) Storage Tanks

1. Survey facilities to identify underground and above ground storage tanks.
2. Ensure that all USTs above 110 gallons are Minnesota Pollution Control Agency (MPCA)-registered.
3. Ensure that all new installations are reviewed by fire marshal.
4. Provide leak detection, overfill protection, and corrosion protection systems.
5. Provide and maintain inventory control forms.

CC. Welding, Cutting and Brazing

1. Survey and document work practices that require fire safety procedures.
2. Develop and implement a written Hot Work Plan that outlines minimum safety requirements for welding, cutting and brazing.
3. Train affected employees on proper methods and procedures.
4. Provide and ensure the use of protective equipment.
5. Develop and implement recordkeeping procedures.

III. Program Review

The District will review written plans at least annually.

Revised:

~~Created~~ Adopted: 12/19/06

Legal References

M.S. 121A.035, Subd. 2
M.S. 123B.57, Subd. 2

POLICY 921 – NON-USE OF TOBACCO ON SCHOOL PROPERTY

I. PURPOSE

The purpose of this policy is to maintain a learning and working environment that is tobacco free.

II. GENERAL STATEMENT OF POLICY

A. Smoking or use of tobacco, tobacco-related devices, or electronic cigarettes is prohibited on all school district property. This prohibition extends to all facilities, whether owned, rented, or leased, and all vehicles that a school district owns, leases, rents, contracts for, or controls. In addition, this prohibition includes vehicles used, in whole or in part, for work purposes, during hours of school operation, if more than one person is present. This prohibition includes all school district property and all off-campus events sponsored by the school district.

B. The school district will act to enforce this policy and to discipline or take appropriate action against any student, teacher, administrator, school personnel, or person who is found to have violated this policy.

III. EXCEPTIONS

A. A violation of this policy does not occur when an Indigenous adult, as defined by Minnesota Statute 144.4165, utilizes tobacco on school district property as a part of a traditional Indigenous spiritual or cultural ceremony. A violation of this policy does not occur when an Indigenous student carries a medicine pouch containing loose tobacco intended as observance of traditional spiritual or cultural practices.

B. A violation of this policy does not occur when an adult nonstudent possesses a tobacco or nicotine product that has been approved by the United States Food and Drug Administration for sale as a tobacco cessation product, as a tobacco dependence product, or for other medical purposes, and is being marketed and sold solely for such an approved purpose.

IV. DISSEMINATION OF POLICY

The prohibition established by this policy must be communicated to students and employees through applicable student and employee handbooks.

Reviewed:
Revised: 11/21/23
Policy 921 revised: 10/16/01 (formerly Policy 1339)
Policy 1339 Adopted: 7/11//89

Legal References
Minn. Stat. §§ 144.411-144.417 (Minnesota Clean Indoor Air Act)

POLICY 922 – NON-USE OF CHEMICALS ON SCHOOL PREMISES

I. PURPOSE
The purpose of this policy is to prohibit the use and possession of prohibited chemicals during community use of school property in order to promote the health and well-being of all community members, employees, and students.

II. GENERAL STATEMENT
Use of prohibited chemicals on school property is prohibited. This prohibition is effective for all persons while on school property or while utilizing school property.

III. DEFINITIONS

A. "Use" includes the manufacture, sale, distribution, dispensation, transfer, possession or use of any prohibited chemical.

B. "Prohibited Chemicals" are defined as any legally-defined controlled substance, medical cannabis, nonintoxicating cannabinoids, edible cannabinoid products, any alcoholic beverage, any substance being used to achieve a mood-altered state, and any non-prescription or prescription medication not being used in accordance with the manufacturer's guidelines.

C. "School Property" means any property owned, leased, or controlled by the school district where an elementary, middle, secondary school, secondary vocational center, child-care program, community education program or other school providing educational services is located, or used for educational purposes, or where extracurricular or cocurricular activities are regularly provided. School property also includes any vehicle owned or leased by the school district and the area within a school bus when that bus is being used to transport one or more preschool or K-12 students.

IV. NOTIFICATION
Notice of the policy will be made in publications of the Community Education Department.

V. IMPLEMENTATION
It is the responsibility of the District and its employees to notify the law enforcement authorities when violations of law are observed. Violations of this policy, whether or not violations of law, are to be reported to the Community Education Department.

Reviewed:
Revised: 11/21/2023
Revised: 3/19/2019
Policy 922 Revised: 10/16/2001 (formerly Policy 1340)
Policy 1340 Adopted: 10/6/1998

Legal Authority:
Minn. Stat. § 152.021 to § 152.024 (possession/sale of controlled substance on school grounds)
Minn. Stat. §624.701(possession of alcohol on school grounds)

POLICY 925 – WEBSITE EDITING ~~AND INTRANET PUBLISHING~~

I. PURPOSE

The purpose of this policy is to ensure that all ~~school~~ district and school websites ~~internet and intranet postings and publications~~ reflect the mission, policies, standards and expectations of the school district

II. GENERAL STATEMENT OF POLICY

A. The school district provides and maintains district and school websites ~~and intranet publishing opportunities~~ for the following purposes:

~~Communicating school district-authorized information to the public.~~

- ~~—~~Providing ~~all~~ current and prospective parents/caregivers, and community members with relevant and timely information related to schools and the school district. ~~Sharing school district curriculum, instructional practices, and professional resources among instructional staff.~~
- Providing staff with relevant information for their roles via the staff portal portion of the website.

~~Serving as a communication tool among employees for school district-related business.~~
~~Providing educational experiences for students.~~

III. PUBLISHING PRIVILEGES

Persons who have been granted ~~publishing~~ website editing privileges must comply with this Policy 925 ~~–~~ – Website Editing ~~and Intranet Publishing~~, and Policies 441 and 524 - Network/Internet Acceptable Use. Failure to comply may result in loss or suspension of editing~~publishing~~/authoring privileges and other disciplinary measures.

IV. CONTENT

All documents, content, and links must conform to school district policies and guidelines as well as state and federal law, such as data privacy, copyright and ~~data privacy~~accessibility, and may contain no obscene, objectionable, harassing, defaming, or libelous material. Content must support one or more of the purposes described in Section I of this policy.
~~District websites and website pages should be in compliance with one or more standard website accessibility evaluation measures.~~

V. INFORMATION ABOUT STUDENTS

Information about students may be published on school district ~~or~~ and school websites according to the directory information provisions of Policy 515 – Protections and Privacy of Student Records.

VI. STANDARDS AND CONSISTENCY

The ~~school district~~Community Relations team ~~webmaster~~ is responsible for developing district and ~~site-level~~ school website standards and communicating those standards to individuals with ~~publishing~~ website editing privileges. Those with ~~publishing~~ website editing privileges must adhere to the established standards. Failure to adhere to the established standards my result in loss of editing/authoring privileges.

~~VII. OWNERSHIP AND RETENTION~~

~~All web pages and their content placed on school district server(s) are the property of the district and may be altered, removed, or retained by the school district.~~

Revised:
~~Policy 925~~ Revised: 1/16/18
~~Policy 925~~ Revised: 1/19/16
~~Policy 925~~ Revised: 7/17/12
~~Policy 925~~ Adopted: 3/4/03

Cross References:
Policy 441 – Network/Internet Acceptable Use Policy
Policy 515 – Protection and Privacy of Student's Records
Policy 524 – Network/Internet Acceptable Use Policy

School Board
INDEPENDENT SCHOOL DISTRICT 279
Maple Grove, Minnesota

~~PROCEDURE 925 – WEB AND INTRANET PUBLISHING~~

~~I. PUBLISHING PRIVILEGES~~

~~A. Privileges for using school district resources for publishing information and/or authoring web pages are granted to individuals who have been authorized by the district webmaster.~~

~~B. Any deliberate tampering with or misuse of school district network services or equipment is prohibited and may result in criminal and/or disciplinary action.~~

~~II. CONTENT~~

~~A. All subject matter on school district or school web pages and their links must relate to curriculum, instruction, school-authorized activities, or authorized information about the school district.~~

~~B. Staff or student work may be published only as it relates to professional materials, a class project, course work, or other school-related activity.~~

~~C. It is the intention of Osseo Area Schools to comply with the Copyright Act. Federal copyright law applies to all forms of intellectual works which include, but are not limited to, text in any format, graphics, art, photographs, music, and software.~~

~~D. District and school websites must be accessible to persons with disabilities. Accessibility should be promoted by (but is not limited to):~~

~~1. providing text equivalents for images posted on district-controlled sites;~~

~~2. ensuring that documents posted on district-controlled sites are provided in accessible formats;~~

~~3. using color, fonts and font sizes which are readable/accessible to individuals with low vision;~~

~~4. posting videos and other multimedia which are accessible, regardless of disability.~~

~~III. No copyrighted material may be copied, reproduced, republished, uploaded, posted, transmitted, or distributed in any way without explicit permission of the owner of the material, except as provided by the fair use provisions of the Digital Millennium Copyright Act. Use of any school district electronic communications systems to circumvent legitimate copyright protections is prohibited.~~

~~IV. Prohibited electronic use of copyrighted materials includes but is not limited to:~~

~~A. Reproduction of copyrighted materials, trademarks, photographs or images, or other protected materials without express written permission from the material's owner.~~

~~B. Usage of materials that enjoy protected status under current intellectual property laws in their own publications.~~

~~C. Distribution or duplication of copyrighted software without appropriate licensing agreements or use of software in a manner inconsistent with its license.~~

~~D. Distribution or reproduction, in any digital form, of copyrighted music, video, or other multimedia content without the express written permission of the material's rightful owner.~~

~~V. The "fair use" provisions of copyright law allow for the limited reproduction and distribution of published works without permission for such purposes as criticism, news reporting, teaching (including multiple copies for classroom use), scholarship, or research.~~

Proposed Repeal

A. By providing links to external sites, Osseo Area Schools does not guarantee, approve, or endorse the information or products available on these sites. Privacy, security and accessibility policies may differ from those of ISD 279-Osseo Area Schools.

B. Neither students, nor staff, nor other individuals may use the school district web pages to provide access to personal pages or unauthorized servers or online services.

C. Where content on web pages reflects an individual's thoughts, opinions, interests or activities, such as in an editorial written by a student, the school district does not endorse or sanction that individual's expression. Concerns about content created by students or staff should be directed to the school principal, school webmaster, school district webmaster, or immediate supervisor of a staff person or teacher of a student. Due to First Amendment rights of free speech, if the published content complies with Policy 925 – Web and Intranet Publishing, and Policy 524 or 441 – Network/Internet Acceptable Use Policy, the disagreement of the third party with the content may result in review of the content, but will not necessarily result in removal or alteration of the content.

D. The school district webmaster, school webmasters, and selected staff, with input from administration, are responsible for approval and denial of all web page material prior to publication. Decisions of these responsible parties may be appealed to the appropriate administrator.

VI. STANDARDS AND CONSISTENCY

A. The school district webmaster and other designated staff will determine the structure of district and school websites. Only approved staff members will be given access to school district web servers.

B. The school district webmaster may place limits on the length of time a web page can remain on a school district server.

Procedure 925 Revised: 1/16/18
Procedure 925 Revised: 1/19/16
Procedure 925 Revised: 7/17/12
Procedure 925 Adopted: 3/4/03

Cross References:
Policy 441 – Network/Internet Acceptable Use Policy
Policy 515 – Protection and Privacy of Student's Records
Policy 524 – Network/Internet Acceptable Use Policy

Legal References:
17 U.S.C. §§ 101 et seq. 512, 1201-02
Public Law No. 105-304, 112 Stat. 2860 (Oct. 28, 1998)
Digital Millennium Copyright Act of 1998
28 C.F.R. § 35.160

School Board
INDEPENDENT SCHOOL DISTRICT 279
Maple Grove, Minnesota

Proposed Repeal

POLICY 926 - POSSESSION OF DANGEROUS WEAPONS ON SCHOOL PROPERTY

I. PURPOSE

The purpose of this policy is to ensure compliance with Minnesota statutes regulating the possession of dangerous weapons on school district property.

II. GENERAL STATEMENT

A. In accordance with Minnesota statute, no person is permitted to possess, store or keep a dangerous weapon or other weapons on school property, unless otherwise permitted under this policy.

B. No person shall possess, use or distribute any object, device or instrument having the appearance of a dangerous weapon and such objects, devices or instruments shall be treated as weapons including, but not limited to, weapons listed above which are broken or non-functional, look-alike guns; and any object that is a facsimile of a real weapon.

III. DEFINITIONS

A. "Dangerous weapon" means any firearm, whether loaded or unloaded, or any device designed as a weapon and capable of producing death or great bodily harm, any combustible or flammable liquid or other device or instrumentality that, in the manner it is used or intended to be used, is calculated or likely to produce death or great bodily harm, or any fire that is used to produce death or great bodily harm.

B. "School property" means: (1) a public or private elementary, middle, or secondary school building and its improved grounds, whether leased or owned by the school; (2) a child care center operated by the District during the period children are present and participating in a child care program; (3) the area within a school bus when that bus is being used by a school to transport one or more elementary, middle, or secondary school students to and from school-related activities, including curricular, cocurricular, noncurricular, extracurricular, and supplementary activities; and (4) that portion of a building or facility under the temporary, exclusive control of a public or private school, a school district, or an association of such entities where conspicuous signs are prominently posted at each entrance that give actual notice to persons of the school-related use.

IV. POSTING

The District will post conspicuous signage stating this prohibition at all District sites that are not clearly recognized as school property.

V. EXCEPTIONS

The prohibition against dangerous weapons on school property does not apply to:

A. active licensed peace officers;
B. military personnel or students participating in military training, who are on-duty, performing official duties;
C. persons authorized to carry a pistol under Minnesota law (i.e. Minn. Stat. §624.714) while in a motor vehicle or outside of a motor vehicle to directly place a firearm in, or retrieve it from, the trunk or rear area of the vehicle or who otherwise keep or store in a motor vehicle pistols in accordance with section Minn. Stat. § 624.714 or 624.715 or other firearms in accordance with section 97B.045;
~~D. firearm safety or marksmanship courses or activities conducted on school property;~~
~~E.~~D. possession of dangerous weapons, BB guns, or replica firearms by a ceremonial color guard;
~~F. a gun or knife show held on school property;~~

~~G.~~E. possession of dangerous weapons, BB guns, or replica firearms with written permission of the principal or other person having general control and supervision of the school or the director of a child care center; or

~~H.~~F. persons who are on unimproved property owned or leased by the school district unless the person knows that a student is currently present on the land for a school-related activity.

Revised:
~~Policy~~ Revised: 1/15/19
~~Policy~~ Adopted: 12/2/03

Legal References
Minnesota Citizens' Personal Protection Act (2003)
M.S. 97B.045
M.S. 245A
M.S. 624.714, subd. 2(c), subd. 17(b)(3), subd. 18, subd 18(c)
M.S. 624.715
M.S. 609.66, subd. 1d(a)-(c), subd. 1d(d)(4), subd. 1d(e), subd. 1d(e)(2)

School Board
INDEPENDENT SCHOOL DISTRICT 279
Osseo Area Schools