

Chisholm School District School Board Meeting Agenda

Monday, March 14, 2022 at 5:00 PM
Regular Meeting
Chisholm School Board Room

I. Determination of Quorum and Call to Order

II. Public Comment:

Description: Welcome to this meeting of the Board of Education Independent School District #695, Chisholm School District. We are extremely pleased that you have shown an interest in school district affairs by attending this meeting. The Board of Education allows public participation at its meeting, but at the same time has the responsibility for conducting its business in an orderly fashion. We will provide the audience with an opportunity to request to speak. We request that before you speak to announce your name. Each speaker will be allowed five minutes unless the time limit is waived by a majority of the board members present. At a public meeting of the board, no person shall orally initiate charges or complaints against individual employees of the district or challenge instructional materials used in the district. All such charges, if presented to the board directly, shall be referred to the Superintendent for investigation and report. We would also like to remind the public that the school board is not allowed to comment on your concerns. If there are no questions, we will open the public comment section of the board meeting.

III. Recognition of Guests and Visitors

- A. Two high school students asked to address the board on alcohol and drug abuse at the high school.

IV. Approve Agenda

V. Reports

- A. Superintendent's Report 4

Attachments:

Superintendent Report 2_14_22 4

VI. Consent Agenda

- A. Minutes of the February 28, 2022, Regular Meeting. 5

Attachments:

Minutes 2/28/2022 5

- B. Approve posting of Job #196 Part-Time School Readiness Classroom Assistant, Vaughan Steffensrud, effective February 25, 2022.

C. Payrolls for the month of February in the amount of \$661,494.50	9
Attachments:	
Feb Payroll	9
D. Accounts payable for the month of February in the amount of \$1,373,756.07	10
Attachments:	
Feb AP	10
VII. Action Agenda	
A. Motion to approve the hiring of Katrina Srtich to Job #196, Part-time School Readiness classroom Assistant, Vaughan Staffensrud, effective March 14, 2022.	17
Attachments:	
K. Sertich Hire	17
B. Motion to award the bid to TECHCHECK in the amount of \$88,418.38 for wireless service for the Chisholm School District, effective July 1, 2022.	18
Attachments:	
TECHCHECK	18
C. Motion to approve payment to BSN Sports in the amount of \$5,599.98 for the purchase of a Scoring Table and Possession Indicator,	20
Attachments:	
BSN Sports	20
D. Motion to approve the Collective Bargaining Agreement Between I.S.D. No. 695 and The Chisholm Principals for the Periods of July 1, 2021 - June 30, 2023, and July 1, 2023 – June 30, 2025.	21
Attachments:	
Principal Contract 2021-2023	21
Principal Contract 2023-2025	37
E. Motion to approve the resolution to accept donations.	52
Attachments:	
Feb Donations	52
VIII. Discussion	

IX. Information

A. Enrollment numbers

X. Adjourn

Superintendent Report 2/14/22

- Representative Lislegard took a walking tour of our sites. He co-authored the bill for Chisholm and Hibbing. He spent about an hour here.
- Board member Lappi, Chair Rahja, and I met with Representative Marquardt of the House tax committee to discuss our proposed bill.
- The NLC will be hiring a new director and we are interviewing candidates next week. I am part of that team. We are in beginning talks that are being set up with the President of Northeast Higher Education and their team to discuss Early Middle College pathways options for our ALC students.
- A scaled down version of E-sports launched last week during lunch and just over 20 students attended the first meeting.
- Robotics competition

February 28, 2022

The Regular Meeting of the School Board, Independent School District No. 695, was called to order at 5:15 P.M. on February 28, 2022, in the Elementary Board Room. Members present: Directors Rice, Corradi-Simon, Sauter, Chair Rahja and Superintendent Norman. Absent: Director Lappi who arrived at 5:16 PM.

ELECT CLERK

Chair Rahja called for nominations for position of School Board Clerk. Chair Rahja nominated Director Sauter. The board chair called for nomination three times and no other nominations were made. Chair Rahja close the nominations. Moved by Chair Rahja, supported by Director Corradi Simon that Director Sauter be name Clerk of the Board for the ensuing year. Motion carried unanimously.

APPOINT PRO TEM CLERK AND PRO TEM TREASURER

Chair Rahja appointed Director Lappi to pro tem Clerk and pro tem Treasurer of the Board for the ensuing year. Motion carried unanimously.

APPOINT DIRECTOR RICE TO THE NON-CERTIFIED NEGOTIATION COMMITTEE

Chair Rahja appointed Director Rice to the Non-Certified negotiation committee.

APPOINT DIRECTOR LAPPI AS THE COMMUNITY EDUCATION REPRESENTATIVE

Chair Rahja appointed Director Lappi as the Community Education Representative.

Public Comment: None

Recognition of Guests and Visitors: None

APPROVE AGENDA

Moved by Director Sauter supported by Director Lappi to approve the February 14, 2022, agenda with the following changes: Action Agenda, Personnel, add letters B, resignation from Maggie Iverson, C, Hiring of Travis Vake and D, approve 10 days of onboarding for Travis Vake. Motion carried unanimously.

SUPERINTENDENT REPORT

Superintendent Norman updated the board regarding the following: Met with IRRRB Commissioners, and Costin Group for facility support. Jamar regarding boiler pumps, basement, air quality concerns, streamline. Johnson Controls will work with Ingensa for CE front entrance security quotes, Community Foundation grant for snowshoes.

APPROVE CONSENT AGENDA

Moved by Director Corradi Simon supported by Director Rice and approved unanimously to approve the Consent Agenda for the Month of February 2022 which consists of the Minutes from the February 14, 2022, Regular Meeting. Posting or Transfers in the Non-Certified Bargaining Unit for the month of February 2022:

1. Approve posting of Job #195 Custodian/Bus Driver, Afternoon shift, High School, effective February 22, 2022.
2. Approve transfer of Nicholas Hill to Job #192, Custodian/Bus Driver, Afternoon shift, Elementary, effective February 14, 2022.
3. Approve posting of Job #183, Para-professional, 31.5 hours per week, High School, effective February 22, 2022.

Personnel:

APPROVE THE RESIGNATION FROM CYNTHIA NEHBIA

Moved by Director Rice supported by Director Lappi to accept the resignation for the purpose of retirement from Cynthia Nehiba, elementary teacher, Vaughan Steffensrud, effective June 3, 2022. Motion carried unanimously.

ACCEPT THE RESIGNATION OF MAGGIE IVERSON

Moved by Director Corradi Simon, supported by Director Rice to accept the resignation of Maggie Iversen, Early Childhood School Readiness Classroom Assistant, Vaughan Steffensrud, effective February 25, 2022. Motion carried unanimously.

HIRE TRAVIS VAKE

Moved by Director Lappi, supported by Director Sauter to approve the hiring of Travis Vake to Job #190, 1.0 FTE Social Studies, Athletic and Activities Director and Technology Support, High School, effective August 30, 2022.

APPROVE UP TO 10 DAYS OF ONBOARD TRAINING FOR TRAVIS VAKE FOR ATHLETIC/ACTIVITIES DIRECTOR POSITION

Moved by Director Corradi Simon, supported by Director Rice to approve up to 10 days of onboard training for Travis Vake for Athletic/Activities Director position. Motion carried unanimously.

Business:

APPROVE PAYMENT TO ARROWHEAD/JAMAR SERVICES IN THE AMOUNT OF \$15,400.00 FOR THE REPLACEMENT OF TWO VACUUM PUMPS AT THE HIGHSCHOOL

Moved by Director Corradi Simon, supported by Director Lappi to approve payment to Arrowhead/Jamar Services in the amount of \$15,400.00 for the replacement of two vacuum pumps at the Highschool. Motion carried unanimously.

APPROVE PAYMENT TO JAMAR SERVICE/ARROWHEAD REFRIGERATION IN THE AMOUNT OF \$2,320.35 FOR REPLACEMENT AND REPAIR OF CONTROLLERS AT THE ELEMENTARY SCHOOL.

Moved by Director Corradi Simon, supported by Director Sauter to approve payment to Jamar Service/Arrowhead Refrigeration in the amount of \$2,320.35 for replacement and repair of controllers at the Elementary School. Motion carried unanimously.

APPROVE THE USE OF THE CHISHOLM SCHOOL FACILITIES FOR THE ALL CLASS REUNION FROM AUGUST 3, THROUGH AUGUST 7, 2022

Moved by Director Lappi, supported by Director Rice to approve the use of the Chisholm School facilities for the All Class Reunion from August 3, through August 7, 2022. Motion carried unanimously

APPROVE PAYMENT TO NAVIGATE 360 IN THE AMOUNT OF \$4,750.00 FOR A 3-HOUR ALICE TRAINING AND STRATEGIES TO USE DURING A VIOLENT CRITICAL INCIDENT

Moved by Director Corradi Simon, supported by Director Lappi to approve payment to Navigate 360 in the amount of \$4,750.00 for a 3-hour Alice training and strategies to use during a violent critical incident. Motion carried unanimously.

Discussion: Board Chair Rahja distributed to the Board MSBA approved questions that they would be able to ask the School Board candidates during the interview process, which is scheduled March 14, 2022, from 4:30-5:00 and then again from 6:00-6:45.

Board Chair Rahja asked the board for a time to discuss the Superintendent's evaluation. It will be scheduled for March 28, 2022, after the regular board meeting.

Information:

-Enrollment numbers are going up.

ADJOURN

Moved by Director Sauter, supported by Director Rice to adjourn the meeting at 5:40 P.M. Motion carried unanimously.

Daniel Randa Sauter, clerk

DRS/lea

Adrian Norman III
Superintendent
Ext. 2900

Jennifer Crotteau
Counselor
Ext. 3904

Community Education
Ext. 3132



Mark C. Morrison
Sr. High Principal
Ext. 3900

Jeffrey S. Hancock
Pre K-6 Principal
Ext. 1900: Pre K-3

Jamie Steinberg
Activities Director
Ext. 3902

March 14, 2022

To: Adrian Norman
Superintendent

The following is a summary of payrolls for the month of February 2022.

February Payrolls

February	15 payroll	\$ 297,272.84
February	28 payroll	\$ 332,298.14
February retro	28 payroll	\$ 31,923.52

Total Payrolls \$ 661,494.50

Alex Kaczor
Business Manager
AK:kk

Committed to high expectations
300 3rd Ave. SW
Chisholm, MN 55719
(218) 254-5726 • (218) 254-3741 Fax

Summary of Payments Issued:

February Accounts Payable Checks	\$362,039.19
February Accounts Payable Wires	<u>\$1,011,716.88</u>
Total Accounts Payable	\$1,373,756.07

ISD 695-Chisholm
Void Payment Listing with Detail

Batch	Co	Pmt No	Bank Check No	Pmt Dt	Type	Grp Code	Rcd	Vendor	Curr	Print	Recon	Void	Vou No	Period	Void Dt	Amount
0695	35028	10	66259	02/08/2022	Check	1 3809		NORTHERN LITES GLASS	USD	Yes	No	Yes				
													59280	202208	02/28/2022	(949.20)
													59280	202208	02/08/2022	949.20
Payment Total:															0.00	

ISD 695-Chisholm Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Pay/Void			Amount	
									Print	Recon	Void		Date
10		34990		Wire	1	06857	NORTHEAST SERVICE COOP - INSURA		No	No	No	02/07/2022	54,506.50
10		35036		Wire	1	3046	FURTHER		No	No	No	02/23/2022	140.25
10		35097		Wire	1	2525	U.S. BANK		No	No	No	02/28/2022	247,815.63
10		35101		Wire	1	2525	U.S. BANK		No	No	No	02/28/2022	709,254.50
Bank Total:												\$1,011,716.88	
Report Total:												\$1,011,716.88	

ISD 695-Chisholm Check Register by Bank and Check

Batch	Co	Bank	Pymt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Print	Recon	Void	Currency	Pmt/Void Date	Amount
0695		10	34977	66215	Check	1	2423		AMAZON CAPITAL SERVICES	Yes	No	No	USD	02/02/2022	918.93
			35005	66232	Check	1	2423		AMAZON CAPITAL SERVICES	Yes	No	No	USD	02/08/2022	162.84
			35061	66278	Check	1	2423		AMAZON CAPITAL SERVICES	Yes	No	No	USD	02/24/2022	3,204.01
			35083	66279	Check	1	3494		AMERICAN HEART ASSOCIATION	Yes	No	No	USD	02/24/2022	513.00
			35084	66280	Check	1	3494		AMERICAN HEART ASSOCIATION	Yes	No	No	USD	02/24/2022	492.00
			34984	66222	Check	1	1775		ANDERSON PLUMBING & HEATING	Yes	No	No	USD	02/04/2022	591.79
			35024	66233	Check	1	3796		APPTEGY INC	Yes	No	No	USD	02/08/2022	13,280.00
			35038	66281	Check	1	00150	R1	ARAMARK	Yes	No	No	USD	02/24/2022	1,136.43
			35093	66282	Check	1	3815		ARCHIE WINANS	Yes	No	No	USD	02/24/2022	85.00
			34976	66216	Check	1	2354		ATT MOBILITY	Yes	No	No	USD	02/02/2022	94.18
			35058	66283	Check	1	2354		ATT MOBILITY	Yes	No	No	USD	02/24/2022	453.34
			34999	66234	Check	1	1944		AVIBEN	Yes	No	No	USD	02/08/2022	123.35
			35018	66235	Check	1	3702		BAUDHUIN, CHRIS	Yes	No	No	USD	02/08/2022	190.00
			35085	66284	Check	1	3547		BIG STONE THERAPIES, INC	Yes	No	No	USD	02/24/2022	1,275.00
			35008	66236	Check	1	2502		BLACK BEAR BAKERY	Yes	No	No	USD	02/08/2022	96.40
			35031	66271	Check	1	3387		BLUE CROSS BLUE SHIELD OF MN B	Yes	No	No	USD	02/09/2022	2,794.00
			35032	66272	Check	1	3387		BLUE CROSS BLUE SHIELD OF MN B	Yes	No	No	USD	02/09/2022	304.35
			35035	66276	Check	1	3387		BLUE CROSS BLUE SHIELD OF MN B	Yes	No	No	USD	02/14/2022	11,440.00
			35009	66237	Check	1	2774		BUHL WATER CO INC	Yes	No	No	USD	02/08/2022	75.00
			35065	66285	Check	1	2774		BUHL WATER CO INC	Yes	No	No	USD	02/24/2022	75.00
			35010	66238	Check	1	2870		CASEY'S	Yes	No	No	USD	02/08/2022	13.86
			35039	66286	Check	1	01600		CHISHOLM CITY OF	Yes	No	No	USD	02/24/2022	5,614.43
			35025	66239	Check	1	3806	R1	CITY AUTO GLASS	Yes	No	No	USD	02/08/2022	451.92
			35016	66240	Check	1	3181		CLEMENT, DAVE BRIAN	Yes	No	No	USD	02/08/2022	145.00
			35055	66287	Check	1	2241		COLOSIMO PATCHIN KEARNEY ET AL	Yes	No	No	USD	02/24/2022	370.50
			35064	66288	Check	1	2668		CONSOLIDATED COMMUNICATIONS	Yes	No	No	USD	02/24/2022	1,045.43
			35052	66289	Check	1	2013		DVS RENEWAL	Yes	No	No	USD	02/24/2022	77.00
			35080	66290	Check	1	3420		DYNAMIC GARAGE DOOR, LLC	Yes	No	No	USD	02/24/2022	100.00
			34991	66241	Check	1	02569		ECOLAB PEST ELIMINATION DIV	Yes	No	No	USD	02/08/2022	156.54
			35062	66291	Check	1	2469		ERZAR JAMES	Yes	No	No	USD	02/24/2022	145.00
			35040	66292	Check	1	03018		EXCEL BUSINESS SYSTEM	Yes	No	No	USD	02/24/2022	4,635.95
			35079	66293	Check	1	3388		EZ FLEX LLC	Yes	No	No	USD	02/24/2022	498.00
			35071	66294	Check	1	3081		FAIRVIEW HEALTH SERVICES	Yes	No	No	USD	02/24/2022	97.00
			34997	66242	Check	1	1496		FLINN SCIENTIFIC INC	Yes	No	No	USD	02/08/2022	96.23
			35076	66295	Check	1	3191		FLOERSHEIM, WILLIAM	Yes	No	No	USD	02/24/2022	193.00
			35029	66243	Check	1	3810	R1	FOLLETT CONTENT SOLUTIONS LLC	Yes	No	No	USD	02/08/2022	72.05
			34989	66231	Check	1	2471		GLUMAC, CHARLES	Yes	No	No	USD	02/07/2022	145.00
			35022	66244	Check	1	3739		GOOGLE GIG INC	Yes	No	No	USD	02/08/2022	52.99
			35003	66245	Check	1	2341	REMIT	GREGORY SKALKO	Yes	No	No	USD	02/08/2022	90.00
			35048	66296	Check	1	1356		HIBBING COMMUNITY COLLEGE	Yes	No	No	USD	02/24/2022	100.00
			35019	66246	Check	1	3704	REMIT	HOBART SERVICE; ITW FOOD EQUIP	Yes	No	No	USD	02/08/2022	559.78

ISD 695-Chisholm

Check Register by Bank and Check

Batch	Co	Bank	Pymt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Print	Recon	Void	Currency	Pmt/Void Date	Amount
0695	10		34986	66223	Check	1	2705		HORIZON COMMERCIAL POOL SUPP	Yes	No	No	USD	02/04/2022	1,119.12
			35042	66297	Check	1	04212		INAC, INC	Yes	No	No	USD	02/24/2022	61,871.44
			35023	66247	Check	1	3785	R1	INNOVATIVE OFFICE SOLUTIONS LLC	Yes	No	No	USD	02/08/2022	92.22
			35092	66298	Check	1	3785	R1	INNOVATIVE OFFICE SOLUTIONS LLC	Yes	No	No	USD	02/24/2022	71.57
			35021	66248	Check	1	3714		IRON RANGE TOWING	Yes	No	No	USD	02/08/2022	450.00
			34993	66249	Check	1	04300		ISD #0701 HIBBING	Yes	No	No	USD	02/08/2022	7,107.54
			35033	66274	Check	1	04300		ISD #0701 HIBBING	Yes	No	No	USD	02/11/2022	75.00
			35043	66299	Check	1	04395		ISD #2711 MEASABI EAST SCHOOL	Yes	No	No	USD	02/24/2022	348.72
			35090	66300	Check	1	3721		ISD# 2909 ROCK RIDGE PUBLIC SCH	Yes	No	No	USD	02/24/2022	125.00
			35081	66301	Check	1	3473		IVANCICH, FRANK	Yes	No	No	USD	02/24/2022	217.00
			35050	66302	Check	1	1956		JAMAR COMPANY	Yes	No	No	USD	02/24/2022	2,719.35
			35091	66303	Check	1	3750		JERRY SCOTT CASEY	Yes	No	No	USD	02/24/2022	190.00
			35070	66304	Check	1	3064		JOHNSON, JAMES L	Yes	No	No	USD	02/24/2022	145.00
			34974	66217	Check	1	1442		JOSTENS INC	Yes	No	No	USD	02/02/2022	3,016.39
			34980	66224	Check	1	03553		JUBILEE FOODS	Yes	No	No	USD	02/04/2022	63.60
			34992	66250	Check	1	03553		JUBILEE FOODS	Yes	No	No	USD	02/08/2022	43.80
			35041	66305	Check	1	03553		JUBILEE FOODS	Yes	No	No	USD	02/24/2022	275.64
			35059	66306	Check	1	2375		KARICH, BRIAN	Yes	No	No	USD	02/24/2022	85.00
			35026	66251	Check	1	3807		KIM PIERZINA	Yes	No	No	USD	02/08/2022	40.00
			34987	66225	Check	1	3803		KRIS MOORE	Yes	No	No	USD	02/04/2022	38.95
			35001	66252	Check	1	2301		KRISS PREMIUM PRODUCTS INC	Yes	No	No	USD	02/08/2022	854.26
			34994	66253	Check	1	05206	R1	L & M SUPPLY FLEET SUPPLY	Yes	No	No	USD	02/08/2022	279.60
			35017	66254	Check	1	3596		LAMPPA, BRIAN	Yes	No	No	USD	02/08/2022	131.00
			35069	66307	Check	1	3041		LAMPPA, KYLE D	Yes	No	No	USD	02/24/2022	145.00
			35049	66308	Check	1	1416		LIFE SECURITY AND CONTROL	Yes	No	No	USD	02/24/2022	300.00
			34988	66230	Check	1	2232		LOWE'S	Yes	No	No	USD	02/04/2022	37.29
			35054	66309	Check	1	2232		LOWE'S	Yes	No	No	USD	02/24/2022	520.47
			35089	66310	Check	1	3605		LVC COMPANIES	Yes	No	No	USD	02/24/2022	2,434.56
			35057	66311	Check	1	2353		MACGILL DISCOUNT SCHOOL	Yes	No	No	USD	02/24/2022	32.95
			35095	66335	Check	1	05731		MADISON NATIONAL LIFE INS CO	Yes	No	No	USD	02/25/2022	2,362.61
			35044	66312	Check	1	05971		MARY'S LAKE STREET FLORAL	Yes	No	No	USD	02/24/2022	90.00
			35037	66277	Check	1	2320		MEDICARE BLUE RX	Yes	No	No	USD	02/23/2022	17,232.60
			34998	66255	Check	1	1584		MID-AMERICAN RESEARCH CHEMICAL	Yes	No	No	USD	02/08/2022	600.39
			35047	66313	Check	1	09400		MID-STATE TRUCK SERVICE, INC	Yes	No	No	USD	02/24/2022	1,391.22
			35013	66256	Check	1	3097	REMIT	MINNEAPOLIS OXYGEN COMPANY	Yes	No	No	USD	02/08/2022	26.60
			35072	66314	Check	1	3097	REMIT	MINNEAPOLIS OXYGEN COMPANY	Yes	No	No	USD	02/24/2022	310.43
			34972	66214	Check	1	2971		MINNESOTA LIFE INSURANCE	Yes	No	No	USD	02/02/2022	2,111.25
			35034	66275	Check	1	2161		MN BUREAU CRIM APPREHENSION	Yes	No	No	USD	02/11/2022	15.00
			34995	66257	Check	1	06315		MN CAREER INFORMATION SYSTEM	Yes	No	No	USD	02/08/2022	1,150.00
			34975	66218	Check	1	2101		MN ENERGY RESOURCES CORP	Yes	No	No	USD	02/02/2022	71.64
			34985	66226	Check	1	2101		MN ENERGY RESOURCES CORP	Yes	No	No	USD	02/04/2022	10,834.60

ISD 695-Chisholm Check Register by Bank and Check

Batch	Co	Bank	Pymt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Print	Recon	Void	Currency	Pmt/Void Date	Amount
0695	10		35053	66315	Check	1	2101		MN ENERGY RESOURCES CORP	Yes	No	No	USD	02/24/2022	50,458.14
			35045	66316	Check	1	06336		MN INDUSTRIES	Yes	No	No	USD	02/24/2022	592.40
			34973	66219	Check	1	06375		MN POWER	Yes	No	No	USD	02/02/2022	15,853.05
			34981	66227	Check	1	06425		MN STATE HIGH SCHOOL LEAGUE	Yes	No	No	USD	02/04/2022	170.00
			35002	66258	Check	1	2303		NAPA AUTO PARTS	Yes	No	No	USD	02/08/2022	331.84
			35056	66317	Check	1	2303		NAPA AUTO PARTS	Yes	No	No	USD	02/24/2022	327.38
			34983	66228	Check	1	1439		NCS PEARSON INC	Yes	No	No	USD	02/04/2022	12.72
			35030	66273	Check	1	06979		NORTHERN MINNESOTA DENTAL, INC	Yes	No	No	USD	02/09/2022	8,574.70
			35094	66318	Check	1	3816		ONAMIA PUBLIC SCHOOLS	Yes	No	No	USD	02/24/2022	6,898.84
			35046	66319	Check	1	07250		OVERHEAD DOOR CO OF HIBBING	Yes	No	No	USD	02/24/2022	710.00
			35066	66320	Check	1	2795		PARK STATE BANK	Yes	No	No	USD	02/24/2022	973.85
			35020	66260	Check	1	3709		PAULSEN, ALEX	Yes	No	No	USD	02/08/2022	121.00
			35068	66321	Check	1	2985	REMIT	RECOVER HEALTH SERVICES	Yes	No	No	USD	02/24/2022	17,676.75
			35082	66322	Check	1	3475		RICKER, SAMUEL	Yes	No	No	USD	02/24/2022	85.00
			35014	66261	Check	1	3159		ROBERT W BAIRD & CO	Yes	No	No	USD	02/08/2022	1,900.00
			35078	66323	Check	1	3217		RSCHOOLTODAY	Yes	No	No	USD	02/24/2022	845.00
			35096	66336	Check	1	3817		SAMANTHA TREJO	Yes	No	No	USD	02/25/2022	250.00
			34978	66220	Check	1	2981		SANTANDER LEASING LLC	Yes	No	No	USD	02/02/2022	45,044.00
			35077	66324	Check	1	3202		SANTELLI, CORY	Yes	No	No	USD	02/24/2022	117.00
			35075	66325	Check	1	3175		SHELDE, JULIE	Yes	No	No	USD	02/24/2022	503.00
			35000	66262	Check	1	2121	R1	SCHMITT MUSIC	Yes	No	No	USD	02/08/2022	84.73
			35060	66326	Check	1	2409		SCHNEIDER, KURT	Yes	No	No	USD	02/24/2022	85.00
			35011	66263	Check	1	2935		SCHOLASTIC, INC	Yes	No	No	USD	02/08/2022	171.80
			35051	66327	Check	1	1968		SCHOOL NURSE SUPPLY, INC	Yes	No	No	USD	02/24/2022	35.14
			34979	66221	Check	1	3617		SECTION 7A MUSIC	Yes	No	No	USD	02/02/2022	230.00
			35087	66328	Check	1	3590		SOS C/O HOLLY BAUMGARD	Yes	No	No	USD	02/24/2022	100.00
			35088	66329	Check	1	3590		SOS C/O HOLLY BAUMGARD	Yes	No	No	USD	02/24/2022	100.00
			35086	66330	Check	1	3570	R1	SOURCEWELL TECHNOLOGY	Yes	No	No	USD	02/24/2022	4,800.00
			34982	66229	Check	1	09645		SULLIVAN SUPPLY	Yes	No	No	USD	02/04/2022	4,700.00
			35015	66264	Check	1	3164		TAUS, DAVID	Yes	No	No	USD	02/08/2022	85.00
			35074	66331	Check	1	3164		TAUS, DAVID	Yes	No	No	USD	02/24/2022	145.00
			35012	66265	Check	1	2963		TEACHERS ON CALL	Yes	No	No	USD	02/08/2022	13,658.75
			35067	66332	Check	1	2963		TEACHERS ON CALL	Yes	No	No	USD	02/24/2022	9,046.53
			34996	66266	Check	1	10170		UWS	Yes	No	No	USD	02/08/2022	2,775.00
			35004	66267	Check	1	2416		VAKE, TRAVIS	Yes	No	No	USD	02/08/2022	170.00
			35027	66268	Check	1	3808	R1	VEOLIA NORTH AMERICA	Yes	No	No	USD	02/08/2022	1,236.55
			35007	66269	Check	1	2487		VLATKOVICH, JEFFERY	Yes	No	No	USD	02/08/2022	189.00
			35073	66333	Check	1	3116		WAGNER, ION	Yes	No	No	USD	02/24/2022	112.00
			35006	66270	Check	1	2439		WETZEL, JAY	Yes	No	No	USD	02/08/2022	85.00

ISD 695-Chisholm Check Register by Bank and Check

Batch	Co	Bank	Pymt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Print	Recon	Void	Currency	Pmt/Void Date	Amount
0695		10	35063	66334	Check	1	2515	R1	ZIEGLER	Yes	No	No	USD	02/24/2022	1,793.91
														Bank Total: 10	\$362,039.19
														Report Total:	\$362,039.19

Hire

Kristen Moore <kmoore@chisholm.k12.mn.us>

Tue, Mar 1, 2022 at 3:11 PM

To: Lisa Aldrich <laldrich@chisholm.k12.mn.us>

It was an honor to interview Ms. Sertich on Monday, February 28, 2022. She is well qualified for the position and excited to begin. She notified her former employer that she would be hired for this position. She will begin working as soon as her background study is in the mail. She will transition into working as of March 14th.

Kmoore

[Quoted text hidden]



2385 Troop Drive #204, Sartell, MN 56377

QUOTE #	TCLQ11240
DATE	Feb 11, 2022

Quoted For:

Joe Phillips
 Chisholm ISD # 695
 300 3rd Ave SW
 Chisholm, MN 55719
 USA
 Phone 218-966-2087

Prepared By:

Kevin Kourajian
 320-230-2020 x1014
 kevink@techcheckusa.com

Account Executive	P.O. Number	Payment Terms	Quote Expiration
Kevin Kourajian		Net 30	Feb 25, 2022

QTY	Part Number	Description	Unit Price	Extended Price
ERATE bid response for application #220011853				
All equipment is equivalent or greater to specifications provided in form 470				
102	901-R650-US00	Ruckus R650 Dual-Band 802.11ax Wireless Access Point 4x4:4 MU-MIMO technology, Access Control List (ACL) support, Adaptive band balancing, Airtime Fairness, Application recognition and control, Background scan based, BeamFlex+ Smart Antenna Technology, Bluetooth (BLE) clients support, Captive Portal. Mounting bracket included.	\$496.26	\$50,618.52
8	901-R750-US00	Ruckus R750 Dual-Band 802.11ax Wireless Access Point 4x4:4 streams, Auto-sensing per device, Auto-uplink (auto MDI/MDI-X), BeamFlex+ Smart Antenna Technology, Ceiling mountable, DHCP support, IPv4 support, IPv6 support, Link Aggregation Control Protocol (LACP), Manageable, Maximum Ratio Combining (MRC), MU-MIMO technology, NAT support, Quality of Service (QoS), Security lock slot (cable lock sold separately), Space Time Blocking Code (STBC), SU-MIMO technology, VLAN support, Wall mountable, Wi-Fi Multimedia (WMM) support	\$632.37	\$5,058.96
110	CLD-BNDL-RCAW-EDU5	Ruckus Cloud Analytics AP license and support. Five year term.	\$216.19	\$23,780.90
Installation, configuration and documentation. Includes all travel and per diem				
1	TC-LBR-8	Labor	\$8,960.00	\$8,960.00
Note: No cabling or disposal of existing APs are included in this quote.				

SUBTOTAL	\$88,418.38
SALES TAX	\$0.00
SHIPPING	\$0.00
TOTAL	\$88,418.38

Notes

Please contact me if I can be of further assistance.

To accept this quotation, sign here and return: _____

Signature is only required if no purchase order is sent.

Prices subject to change - Prices based upon total purchase. A minimum 20% restocking fee with original packaging will be charged for all returns. Payment is due within 30 days from the date of invoice. All software and hardware will be invoiced at the time of delivery to the customer. Professional Services are due upon completion of the project.



PO Box 841393
 Dallas, TX 75284-1393
 Phone: 800-527-7510 Fax: 800-899-0149
 Visit us at www.bsnsports.com

Order Summary	
Cart #:	8303446
Purchase Order #:	CHS Scorers table & posse
Cart Name:	CHS Scorers table & posse
Order Date:	03/08/2022
Estimated Delivery:	03/15/2022
Payment Terms:	NT30
Ship Via:	
Ordered By:	Pam Pioske

Contact Your Rep
 Dieter Humbert Email: dhumbert@bsnsports.com | Phone: 218-285-3880

Sold to
 1998076
 CHISHOLM SR HIGH SCHOOL
 301 SW 4TH ST
 CHISHOLM MN 55719-1900
 JSA

Ship To
 1998076
 CHISHOLM SR HIGH SCHOOL
 Pam Pioske
 301 SW 4TH ST
 CHISHOLM MN 55719-1900
 USA

Payer
 1998076
 CHISHOLM SR HIGH SCHOOL
 301 SW 4TH ST
 CHISHOLM MN 55719-1900
 USA

Item Description	Qty	Unit Price	Total
Scoring Table-Free Standing 10' Item # - 1397715	1 EA	\$ 4,299.99	\$ 4,299.99
Padded Bonus/Possesion Indicator Item # - 1397720	1 EA	\$ 699.99	\$ 699.99

Subtotal:	\$4,999.98
Other:	\$0.00
Freight:	\$600.00
Sales Tax:	\$0.00
Order Total:	\$5,599.98
Payment/Credit Applied:	\$0.00
Order Total:	\$5,599.98

AGREEMENT BETWEEN

BOARD OF EDUCATION ISD NO. 695

AND

CHISHOLM PRINCIPALS

July 1, 2021 – June 30, 2023



ARTICLE I

PURPOSE

Section 1. Parties: This agreement is entered into the first day of July, 2021 between Independent School District 695, Chisholm, Minnesota, hereinafter referred to as the School District and the Chisholm Principals here in after referred to as exclusive representative pursuant to and in compliance with the Public Employment Labor Relations Acts of 1971 (P.E.L.R.A.) to provide the terms and conditions of employment for principals during the duration of this Agreement. The principals are legally qualified and licensed people who agree to perform the duties of principals of schools for the District, pursuant to the provisions of this agreement.

ARTICLE II

RECOGNITION OF EXCLUSIVE REPRESENTATIVE

Section 1. Recognition: In accordance with the P.E.L.R.A. the school district recognizes the Chisholm Principals' Association as the exclusive representative of principals employed by the school district, which exclusive representative, shall have those rights and duties as prescribed by the P.E.L.R.A. and as described in this Agreement.

Section 2. Appropriate Unit: The exclusive representative shall represent all the principals of the district as defined in this Agreement and in said Act.

ARTICLE III DEFINITIONS

Section 1. Terms and conditions of employment: The term "terms and conditions of employment" means 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. In the case of professional employees, term does not mean educational policies of a school district. Terms and conditions of employment are subject to the provisions of the P.E.L.R.A.

Section 2. Principal: The term "principal" shall mean all persons in the appropriate unit employed by the school board in a position for which the person must be licensed by the State of Minnesota as a principal or assistant principal and who devote more than 50% of their time to such administrative and supervisory duties, excluding the following: superintendent, assistant superintendent, 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 work week in the employees' bargaining unit, employees who hold positions of a temporary or seasonal character for a period not in excess of 100 working days in any calendar year, emergency employees and all other employees.

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

Section 4. Principal or Employee: Reference to principal in this Agreement shall mean principals and assistant principals except in those cases where there is a clear distinction between the two positions. Reference to employee in this Agreement shall mean a member of the appropriate unit.

Section 5. Retirement Definition: Retirement means the voluntary withdrawal from active administrative service, excepting death, with the district, of a principal who has attained the age of at least 58 years with not less than 7 years of continuous administrative service with the district, or who has served the district for not less than 30 years regardless of age, the age limit 58 will be lowered to 55, in this definition and other sections of this contract pertaining to retirement, if the state passes a law allowing a principal full retirement benefits with no actual reductions for. (I.E. "Rule of 85 or 90").

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

ARTICLE IV

SCHOOL DISTRICT RIGHTS

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

Section 2. Management Responsibilities: The exclusive representative recognizes 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: The exclusive representative recognizes that all employees covered by this Agreement shall perform the teaching and non- teaching services prescribed by the school board and shall be governed by the laws of the state of Minnesota, and by school board rules, regulations, directives and orders, from time to time as deemed necessary by the school board in so far as such, rules, regulations, directives and orders are not inconsistent with the terms of this Agreement and recognizes that the school board, all employees covered by this Agreement, and all provisions of this Agreement are subject to the laws of the State of Minnesota, Federal laws, rules and regulations of the State Board of Education, and valid rules, regulations and orders of State and Federal governmental agencies. Any provisions of this Agreement found to be in violation of any such laws, rules, regulations, directives or orders shall be null and void and without force and effect.

Section 4. Reservation of Managerial Rights: The foregoing enumeration of rights and duties shall not be deemed to exclude other inherent management 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 district.

ARTICLE V

PRINCIPAL RIGHTS

Section I. Right to Views: Pursuant to the P.E.L.R.A., nothing contained in this Agreement shall be construed to limit, impair or affect the right of any principal or his representative to the expression or communication of a view, grievance, complaint or opinion on any matter related to the conditions or compensation of public employment or their betterment, so long as the same is not designed to and does not interfere with the full faithful and proper performance of the duties of employment or circumvent the rights

of the exclusive representative.

Section 2. Right to Join: Employees shall have the right to form and join labor or employee organizations and shall have the right not to form and join such organizations. Employees in an appropriate unit shall have the right by secret ballot to designate an exclusive representative for the purpose of negotiating grievance procedures and the terms and conditions of employment for such employees.

Section 3. Personnel Files: Pursuant to M.S. 122A.40, Subd. 9., as amended, all evaluations and files generated within the school district relating to each principal shall be available during regular school business hours to each individual employee upon his written request. The principal shall have the right to reproduce any of the contents of the files at the employee's expense and to submit for inclusion in the file written information in response to any material contained therein. However, the school district may destroy such files as provided by law.

ARTICLE VI

BASIC SALARIES/RATES OF PAY/OTHER BENEFITS

Section I.

Principal's salaries shall be paid in twenty-four (24) equal installments on the first and fifteenth of each month. If a payday falls on a Saturday, Sunday or holiday, principals will be paid on the preceding school day.

If a principal has resigned or is retiring from the system, all earned salary shall be paid at the close of the school year.

Section 2. Pay Deduction.

(a) Whenever a pay deduction is made for a personal day of leave, it shall be deducted as a day of sick leave.

Section 3. New principals hired shall be subject to the following provision: The board has a right to institute a 3-year phase into the full schedule salary for new employee hires after September 1, 2016. Such action shall be at the board's option subject to supply and demand and board goals. Yr. one 85%, Yr. two 90%, Yr. three 95% and Yr. four 100%.

Section 4. Professional Dues. The school district will pay the Principals' annual professional dues for state and national organizations.

Section 5. Unrequested Leave of Absence and Seniority Agreement:

M.S. 122A.40, Subd. 11 will apply.

Date and time of School Board approval of original contract.

Date the principal signed the original contract.

Create and maintain a Principals' Seniority List.

Section 1: The principals will be eligible to participate in a tax-sheltered annuity plan through payroll deduction established pursuant to Section 403 (b) of the Internal Revenue Code of 1986, M.S. 1238.02, Subd. 15, and School District policy and as otherwise provided by law. The principals will have the option to modify their tax-sheltered annuity plan as per district policy.

A. The School District's match/contribution is set at a maximum of \$3,850 annually beginning on August 1, 2015, refer to chart:

August 1, 2015 – July 31, 2016	\$3,850 August 1, 2016 – July 31, 2017	\$3,850
August 1, 2017 – July 31, 2018	\$3,850 August 1, 2018 – July 31, 2019	\$3,850
July 1, 2019 – June 30, 2020	\$3850 July 1, 2020 – June 30, 2021	\$3,850
July 1, 2021 – June 30, 2021	\$3,850 July 1, 2021 – June 30, 2022	\$3,850
July 1, 2022 – June 30, 2022	\$3,850 July 1, 2021 – June 30, 2023	\$3,850

Section 7. REDUCTION OF STAFF:

In any year in which a reduction of teaching staff or principalship is occurring, and the school district is placing teachers or principals on unrequested leave of absence, only those licenses actually received by the Superintendent's Office for filing as of January 15 or such year shall be considered for purposes of determining lay-off within areas of licensure for the following school year. A license filed after January 15 shall be considered for purposes of recall, but not to the current reduction.

ARTICLE VII

GROUP INSURANCE

Section 1. Health and Hospitalization Insurance: Effective December 1, 2003 the School District will convert to the Common Plan #4.

\$7.50 or \$15.00 for prescriptions under the active plan

Premiums for Active /retired members of the Chisholm Principals Association will be paid according to the following table: 9-1-16

	Family	Single
Current Premium	\$2,727.00	\$1,100.00
Active/retired	\$1,161.83	\$367.50
District	\$1565.17	\$742.50

(At the September 1, 2008, renewal for the CMM plan any premium s savings will be applied 50/50 to the District and Employee share.)

All insurance increases will be paid 50% by the employer and 50% by the employee.

Effective July 1, 2011, any new principal hired will not be eligible for district contribution towards retiree health benefits. The union reserves the right to negotiate an agreement that will work for both parties.

CONSUMER HEALTH DIRECTIVE PLAN (VEBA#831): Effective September 1, 2019, the

District shall pay \$725.00 toward single premiums and \$ 1,521.92 toward family premiums of the Consumer Health Directive Plan (CHDP) #831 VEBA. Also, effective September 1, 2019, the district will contribute 65% (\$1,202.50) of the single deductible and 65% (\$2,405.00) of family deductible for the 2019-2020 SY. Future contributions are to be negotiated with each new contract. The District shall make two (2) bi-annual contributions into the employee's VEBA account. The District shall make the first 50% contribution by September 1st of each year and the second 50% contribution by February 1st of each year. District contributions will be determined based on the employee's status on September 1st and February 1st of each year. The employee must be a policyholder in order to qualify for a district contribution toward health insurance.

Each year at the September 1st renewal, any premium savings or increases will be applied 50/50 to the district and employee share.

INSURANCE PREMIUMS

YEAR/PREMIUM COST	SINGLE	FAMILY
2014 \$781.00/ \$1,918.50	\$578.00	\$1,160.92
2015 \$888.00/ \$2,181.50	\$631.50	\$1,292.42
2016 \$1,110.00/ \$2,727.00	\$742.50	\$1,565.17
2017 \$1,219.00/ \$2,994.00	\$797.00	\$1,698.69
2018 \$1,097.00/ \$2,094.50	\$736.00	\$1,548.92
2019 \$1,075.00/ \$2,640.50	\$725.00	\$1,521.92
2020 \$1,064.50/ \$2,614.00	\$719.75	\$1,508.67
2021 \$851.50/ \$2,091.00	\$613.25	\$1,247.17
2022		
2023		

YEAR/DEDUCTIBLE	SINGLE	FAMILY
2015 \$1,850.00/ \$3,700.00	70% = \$1,295.00	70% = \$2,590.00
2016 \$1,850.00/ \$3,700.00	70% = \$1,295.00	70% = \$2,590.00
2017 \$1,850.00/ \$3,700.00	70% = \$1,202.50	70% = \$2,405.00
2018 \$1,850.00/ \$3,700.00	70% = \$1,202.50	70% = \$2,405.00
2019 \$1,850.00/ \$3,700.00	70% = \$1,202.50	70% = \$2,405.00
2020 \$1,850.00/ \$3,700.00	70% = \$1,202.50	70% = \$2,405.00
2021 \$1,850.00/ \$3,700.00	70% = \$1,202.50	70% = \$2,405.00
2022		
2023		

The District shall also allow for hardship requests from the employee who may incur a medical/prescription bill that exceeds the balance in an individual's VEBA account. The employee will have to provide evidence of charges by submitting the EOB (explanation of benefits) statement receipt from the medical provider or pharmacy. Upon receipt of such proof, the District will take action to deposit an amount to cover the shortage or the balance of the annual contribution whichever is less. In no instance will the District contribute more than the prescribed annual allowance as stated in this section.

The District shall pay the monthly fee to administer VEBA accounts.

EARLY RETIREES: Early retirees who are eligible for group insurance under conditions of this bargaining agreement, ARTICLE VII, will receive the same premium and deductible contributions from district. Early retirees will adhere to all conditions set forth as active employees. Once, any retiree or dependent become Medicare eligible they must move to Medicare Supplement Plans available.

Section 2. Dental Coverage: Effective July 1, 2014, the school district will provide and pay 90% of the premium and the employee 10% of the premium for the dental health care program.

Section 3. Life Insurance: The school district agrees to provide and pay for the premiums for a life insurance program for all principals as follows:

Basic Insurance per principal \$100,000.00

Double Indemnity in case of accidental death

\$10,000.00 retirement life insurance policy at retirement. The district shall pay the premiums for the retiree until his/her death.

The selection of the insurance carrier and policy shall be made by the school district as provided by law.

Section 4. Retired and Disabled Employees Coverage.

(a) Retiring employees (age 58 to 65) must have served the School District for at least 10 continuous years immediately prior to retirement in order to qualify for the retiree plan.

(b) All retirees qualifying under Section (a) and dependents eligible for parts A or B of Medicare, or both, shall enroll in those parts of Medicare for which they are eligible and shall be offered a supplemental plan to Medicare which will make their level of benefits equal to the benefits of an active employee. The School District shall contribute an amount equal to the contractual obligation at the time of retirement. Effective September 1, 2004 the district and retiree shall split premium increases 50/50. Effective January 1, 2008 a new supplemental plan shall be offered to all qualifying retirees and their dependents. Each qualifying individual will carry a single supplemental plan covering both medical and prescription coverage. (See Schedule A) Conditions governing the new supplemental coverage include:

a) All increases in both medical and prescription coverage will be split 50/50.

b) This is the plan for all future retirees covered by medical/retiree insurance.

(c) Retirees, as defined in Section (a) above, and/or their dependents who are not eligible for Medicare, shall be continued on the active group level of benefits. The School District shall contribute an amount equal to the contractual obligation at the time of retirement. Effective September 1, 2004, the district and retiree shall split premium increases 50/50.

(d) Part-time employees who are eligible as active employees for hospitalization and medical insurance coverage shall qualify for the retiree plan.

(e) In the event that an employee retires before the age of 58 and has 10 years of service or more with the School District, The School District shall contribute an amount equal to the contractual obligation at the time

of retirement. If and when the retiree is eligible for Medicare, he shall be covered by the supplemental hospital/medical plan. Effective September 1, 2004, the district and retiree shall split premium increases 50/50.

(f) Retiring employees not eligible for Medicare must have served this school district for at least (10) continuous years immediately prior to retirement in order to qualify for the following plan:

Retirees who are forced to leave for medical reasons shall be continued on the active level of benefits. The School District shall contribute an amount equal to the contractual obligation at the time of retirement. Effective September 1, 2004, the district and retiree shall split premium increases 50/50.

ARTICLE VIII

LEAVES OF ABSENCE

Section I. Sick Leave

(a) All principals shall earn 20 sick days per year.

(b) Unused sick leave may accumulate to 180 days.

(c) Sick leave with pay shall be allowed by the school district whenever a principal is absent due to illness which prevents his or her attendance at school and the performance of duties on that day or days within the limits of Article VIII, Section 1 b.

(d) Sick leave shall be paid under the following conditions:

1. The principal must notify the superintendent as soon as possible prior to absence,

2. The principal must notify the superintendent of the prospective time of returning to work as soon as possible before returning to work.

(e) Sick Leave Bank: The District shall create a Sick Leave Bank for the accumulation of sick leave to be used by those principals who have exhausted their accumulated sick leave.

1. Each September the district will determine the number of principals who are at the maximum credit accumulation in their personal account.

2. The district will deposit in the Sick Leave Bank a number of days equal to the number determined in 1. above.

3. A principal who exhausts their sick leave may withdraw days as needed from the Sick Leave Bank.

\$. A principal must have served the District for at least seven continuous years and must have accumulated at least 140 days of accumulated sick leave in order to qualify for the Sick Leave Bank.

Section 2. Emergency Leave: In cases of serious illness or death in the immediate family, three days per

occurrence will be allowed without loss of pay. Up to two additional days, without loss of pay, may be allowed if approved by the Superintendent if more than three days are needed. Approval for additional time must be made within the 3-day period. Immediate family shall be defined as wife, husband, child, brother, sister, father, mother, son-in-law, daughter-in-law, grandchild, or grandparents of either the employee or his spouse. One day will be allowed for funerals of other, close relatives, which are defined as uncles, aunts, nieces, nephews, and first cousins of the employee or employee's spouse. All days used will be deducted from sick leave.

Section 3. Personal Leave: A full-time principal may be granted a leave with pay of not to exceed four days per year, non-accumulative, for situations that arise requiring the principal's attention which cannot be attended to when school is not in session and which are not covered under other provisions of this agreement. Request for personal leave must be made in writing to the superintendent of schools at least three days in advance except in the case of an emergency.

Section 4. Child Care Leave:

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

Subd. 2. A principal making application for childcare leave shall inform the Superintendent in writing of intention to take the leave at least 30 days before commencement of the intended leave.

Subd. 3. If the reason for the childcare leave is occasioned by pregnancy, a principal may utilize sick leave pursuant to the sick leave provisions of the Agreement during a period of physical disability. However, a principal shall not be eligible for sick leave during a period of time covered by a childcare leave. A pregnant principal will also provide at the time of the leave application, a statement from her physician indicating the expected date of delivery.

Subd. 4. The School District may adjust the proposed beginning or ending date of a childcare leave so that the dates of leave are coincident with some natural break in the school year - i.e., winter vacation, spring vacation, semester break or quarter break, end of a grading period, end of the school year, or the like. The availability of a substitute principal may also be considered by the School District in the granting of a childcare leave or the duration thereof.

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

1. Grant any leave more than twelve (12) months in duration.
2. Permit the principal to return to his or her employment prior to the date designated in the request for childcare leave, unless mutually agreed upon.

Subd. 6. A principal returning from childcare leave shall be re-employed in a position, which he or she is licensed unless previously discharged or placed on unrequested leave.

Subd. 7. Failure of the principal to return pursuant to the date determined under this Section shall constitute grounds for termination unless the School District and the principal mutually agree to an extension in the leave.

Subd. 8. The parties agree that the applicable periods of probation for principals as set forth in Minnesota Statutes are intended to be periods of actual service enabling the School District to have the opportunity to evaluate a principal 's performance. The parties agree, therefore, that periods of time for which the principal is on childcare leave shall not be counted in determining the completion of the probationary period.

Subd. 9. A principal who returns from childcare leave within the provisions of this Section shall retain all previous credit for pay purposes and any unused leave time accumulated under the provisions of this Agreement at the commencement of the beginning of leave. The principal shall not accrue additional experience credit for pay purposes or leave time during the period of absence for childcare leave.

Subd. 10. A principal on childcare leave is eligible to participate in group insurance programs if permitted under the insurance policy provisions but shall pay the entire premium for such programs as the principal wishes to retain, commencing with the beginning of the childcare leave. The right to continue participation in such group insurance programs, however, will terminate if the principal does not return to the District pursuant to this Section.

Subd. 11. Leave under this section shall be without pay or fringe benefits.

Section 5. Worker's Compensation: Pursuant to M.S. 176, a principal injured on the job in the service of the school district and collecting worker's compensation insurance, may draw sick leave and receive full salary from the school district, his salary to be reduced by an amount equal to the insurance payments and only that fraction of the days not covered by insurance will be deducted from his accrued sick leave.

Section 6. Legal Duty:

1. Jury Duty

- (a) The Board shall grant principals time off with pay for jury duty, if mandated by the court.
- (b) The principal will refund to the District any wage compensation paid by the court.

2. Subpoena

- (a) The Board shall grant principals time off with pay when served a subpoena, if mandated by the court.
- (b) This section will be effective only if time off is required during the student contact portion of the school day.
- (c) The principals will refund to the District any wage compensation received.

Section 7. Military Leave: Military leave shall be granted pursuant to applicable law.

Section 8. Vacation Days: Six vacation days may be taken during the school year on the approval of the superintendent provided that at least one principal will be on duty at all times and provided that three-day notice is requested in writing of the superintendent. Unused vacation time may be carried over to the next contractual year for a total accumulation of not more than nine days.

Section 9. Severance Pay: Principals shall be eligible for longevity compensation under the following terms and conditions:

(a) The principal must complete ten continuous years of service with the District and be at least 55 years of age.

(b) The principal must not have been discharged for cause under Minnesota Law.

All employees hired **after September 1, 2003**, are not eligible for post-employment health benefits or the sick leave buyout. Instead, the district will make annual contributions to the MN State Retirement Systems Health care saving plan as follows:

Continuous Years of Service	Contribution	Sick Leave	Usage pro-rated on Annual
0-3 years	\$0	0-8 sick days	100%
4-9 years	\$500	9-13 sick days	75%
10-14 years	\$1000	14-18 sick days	50%
15-19 years	\$1500	19-23 sick days	25%
20-24 years	\$2000	24+ days	0%
25+ years	\$2500		

Compensation will be prorated at current year FTE for over .5 FTE Sick Day exclusions: Maternity Leave, Parental Leave and Workmen's Compensation Claims. The maximum district contribution is capped at \$35,000.

The district reserves the right to determine the payment schedule.

ARTICLE IX

DUTY YEAR

Section 1. Duty Year: The School District shall establish the calendar and principals' duty days annually. Legal holidays, school holidays and emergency closing days shall not be considered duty days. It is the principals' responsibility to assist in the operation of the school in the event of a strike or work stoppage by any employee group.

Principal may exchange time for time worked outside the 45 weeks with days in the month of August with permission of the Superintendent. (Note:) 2-day intervals with a 1:1 ratio.)

Section 2. Number of weeks employed:

- (a) High School Principal (7-12) 45 weeks
- (b) Elementary Principal (PreK-3) 45 weeks

*Any additional job title assigned to a principal shall be an addendum or a separate contract agreement.

Addendum to Principals and Superintendent Contract for the 2019-2020 School Year assigning specific Principal duties in the Chisholm Elementary Building.

Section 3. Relationship: The district and the principals enter into a relationship similar to that between the board of directors of a corporation and its chief executive officer. This relationship must remain open and viable with good rapport between the parties to ensure that the school system is operated in accordance with board policies.

Section 4. Duties and Responsibilities: Principals shall adhere to the duties and responsibilities as per Board

policies.

AGREEMENT

1. Laws. This agreement is subject to state and federal laws, rules and regulations, and the rules and regulations of the District.

2. Durations. Except as otherwise provided herein, this contract is subject to the provisions of Minnesota Statutes 122A.40 to all laws, rules, and regulations of the State of Minnesota relevant to qualifications, licensure, employment termination and discharge. This contract shall remain in full force and effect except as modified by mutual consent of the parties. It is for a two-year period beginning August 1, 2021. The contract may be terminated at the end of the two-year period pursuant to M.A. 122A.40, subd. 7, for the grounds specified in M.S. 122A.40, subd. 9, provided that such action is taken by the District no later than June 1, 2022. If such action is not taken, the contract shall be automatically extended for an additional year, so that it has a continually extending two-year term.

3. Salary. The salary for the 2021-2022 school year, beginning August 1, 2021, shall be \$102,843.13. Beginning July 1, 2022, the salary shall be \$104,899.99. This shall be paid in 24 payments.

School Board after authorization for such signatures has been taken by the School Board and appropriate action recorded in its minutes.

_____ Date _____	_____ Date _____
Secondary Principal	Elementary Principal

_____ Date _____	_____ Date _____
Chairperson	Clerk

**SCHEDULE E
VEBA MEDICAL
RETIREE HOSPITAL/MEDICAL BENEFITS
Effective rates as of 9/1/2021**

	Total	District Share	Employee Share
Family 65-	\$2,091.00	\$1,247.17	\$843.83
Single 65-	\$851.50	\$613.25	\$238.25
Single RE Dependent	\$851.50	\$458.50	\$393.00

**GROUP PLATINUM BLUE
RETIREE/MEDICARE ELIGIBLE HOSPITAL/MEDICAL BENEFITS
Effective rates as of 1/1/2022**

	Total	District Share	Employee Share
Retired Employee	\$130.00	\$100.50	\$29.50
Retired Emp Dependent	\$130.00	\$64.50	\$65.50
RE Widow/Widower	\$130.00	\$0	\$130.00

(Any increases would be a 50/50 split.)

**PRE-MACRA RETIREE/MEDICARE ELIGIBLE HOSPITAL/MEDICAL
BENEFITS
Effective rates as of 1/1/2022**

	Total	District Share	Employee Share
Retired Employee	\$254.00	\$162.50	\$91.50
Retired Employee Dependent	\$254.00	\$126.25	\$127.75
RE Widow/Widower	\$254.00	\$0.00	\$254.00

(Any increases would be a 50/50 split.)

**POST MACRA SENIOR GOLD/MEDICARE ELIGIBLE HOSPITAL/MEDICAL
BENEFITS
Effective rates as of 1/1/2022**

	Total	District Share	Employee Share
Retired Employee	\$236.50	\$153.75	\$82.75

Retired Employee	\$236.50	\$117.75	\$118.75
Dependent			
RE Widow/Widower	\$236.50	\$0	\$236.50

RETIREE/MEDICARE ELIGIBLE GROUP PRESCRIPTION PLAN (BLUE RX)
Effective rates as of 1/1/2022

	Total	District Share	Employee share
Retired Employee	\$178.00	\$110.50	\$67.50
Retired Emp Dependent	\$178.00	\$88.50	\$89.50
RE Widow/Widower	\$178.00	\$0	\$178.00

RETIREE/MEDICARE ELIGIBLE PRESCRIPTION RATES AS FOLLOWS:

		\$0, \$20, \$40, \$60, 25%
GAP		NO
DEDUCTIBLE		N/A
LEVEL 1	FORMULARY GENERIC	\$0
LEVEL 2	FORMULARY PREFERRED BRAND	\$20
LEVEL 3	FORMULARY BRAND	\$40
LEVEL 4	SPECIAL TIER	\$60
SUPPLEMENTAL DRUGS		25%
FORMULARY		4-LEVEL

ADDENDUM TO PRINCIPALS' CONTRACT

Principals shall receive the daily rate of pay if called into work during their break.

ADDENDUM TO PRINCIPAL AND SUPERINTENDENT'S CONTRACTS

RECITALS:

~~This addendum agreement is entered into between ISD #695, Chisholm and Janey Blanchard.~~

~~Janey Blanchard is a superintendent for the ISD #695 who most recently been employed as the superintendent of ISO #695. By action of the Board of Education, Janey Blanchard will be employed for 2019-2020 school years in the combined position of superintendent with extra principal duties.~~

~~ISD# 695 has a collective bargaining agreement with the principals. ISD#695 has historically utilized a separate employment contract with its superintendent.~~

~~The purpose of this agreement is to coordinate the terms of employment concerning the two positions of superintendent and elementary principal and to supplement the principals' collective bargaining agreement and the superintendent's contract.~~

AGREEMENT:

~~WHEREFORE, the parties hereto agree to the following:~~

~~Janey Blanchard shall be employed by ISO #695 for the 2019-2020 school years as a 1.0 superintendent with the additional duties of principal.~~

~~Notwithstanding any terms to the contrary, in the superintendent's contract and the principal's collective bargaining agreement, the work assignments, and duties of Janey Blanchard will be superintendent with additional duties of a principal added.~~

~~The parties agree that this contract is for 1 year and shall, unless renewed terminate effective August 1, 2019-July 31, 2020.~~

~~This contract shall automatically renew for one year unless terminate by either party by written notice provided to the other prior to April 1, 2020.~~

~~The salary and benefits will be based on the superintendent's contract.~~

AGREEMENT BETWEEN
BOARD OF EDUCATION ISD NO. 695
AND
CHISHOLM PRINCIPALS

July 1, 2023 – June 30, 2025



ARTICLE I

PURPOSE

Section 1. Parties: This agreement is entered into the first day of July, 2023 between Independent School District 695, Chisholm, Minnesota, hereinafter referred to as the School District and the Chisholm Principals here in after referred to as exclusive representative pursuant to and in compliance with the Public Employment Labor Relations Acts of 1971 (P.E.L.R.A.) to provide the terms and conditions of employment for principals during the duration of this Agreement. The principals are legally qualified and licensed people who agree to perform the duties of principals of schools for the District, pursuant to the provisions of this agreement.

ARTICLE II

RECOGNITION OF EXCLUSIVE REPRESENTATIVE

Section 1. Recognition: In accordance with the P.E.L.R.A. the school district recognizes the Chisholm Principals' Association as the exclusive representative of principals employed by the school district, which exclusive representative, shall have those rights and duties as prescribed by the P.E.L.R.A. and as described in this Agreement.

Section 2. Appropriate Unit: The exclusive representative shall represent all the principals of the district as defined in this Agreement and in said Act.

ARTICLE III DEFINITIONS

Section 1. Terms and conditions of employment: The term "terms and conditions of employment" means 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. In the case of professional employees, term does not mean educational policies of a school district. Terms and conditions of employment are subject to the provisions of the P.E.L.R.A.

Section 2. Principal: The term "principal" shall mean all persons in the appropriate unit employed by the school board in a position for which the person must be licensed by the State of Minnesota as a principal or assistant principal and who devote more than 50% of their time to such administrative and supervisory duties, excluding the following: superintendent, assistant superintendent, 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 work week in the employees' bargaining unit, employees who hold positions of a temporary or seasonal character for a period not in excess of 100 working days in any calendar year, emergency employees and all other employees.

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

Section 4. Principal or Employee: Reference to principal in this Agreement shall mean principals and assistant principals except in those cases where there is a clear distinction between the two positions. Reference to employee in this Agreement shall mean a member of the appropriate unit.

Section 5. Retirement Definition: Retirement means the voluntary withdrawal from active administrative service, excepting death, with the district, of a principal who has attained the age of at least 58

years with not less than 7 years of continuous administrative service with the district, or who has served the district for not less than 30 years regardless of age, the age limit 58 will be lowered to 55, in this definition and other sections of this contract pertaining to retirement, if the state passes a law allowing a principal full retirement benefits with no actual reductions for. (I.E. "Rule of 85 or 90").

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

ARTICLE IV

SCHOOL DISTRICT RIGHTS

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

Section 2. Management Responsibilities: The exclusive representative recognizes 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: The exclusive representative recognizes that all employees covered by this Agreement shall perform the teaching and non- teaching services prescribed by the school board and shall be governed by the laws of the state of Minnesota, and by school board rules, regulations, directives and orders, from time to time as deemed necessary by the school board in so far as such, rules, regulations, directives and orders are not inconsistent with the terms of this Agreement and recognizes that the school board, all employees covered by this Agreement, and all provisions of this Agreement are subject to the laws of the State of Minnesota, Federal laws, rules and regulations of the State Board of Education, and valid rules, regulations and orders of State and Federal governmental agencies. Any provisions of this Agreement found to be in violation of any such laws, rules, regulations, directives or orders shall be null and void and without force and effect.

Section 4. Reservation of Managerial Rights: The foregoing enumeration of rights and duties shall not be deemed to exclude other inherent management 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 district.

ARTICLE V

PRINCIPAL RIGHTS

Section I. Right to Views: Pursuant to the P.E.L.R.A., nothing contained in this Agreement shall be construed to limit, impair or affect the right of any principal or his representative to the expression or communication of a view, grievance, complaint or opinion on any matter related to the conditions or compensation of public employment or their betterment, so long as the same is not designed to and does not interfere with the full faithful and proper performance of the duties of employment or circumvent the rights of the exclusive representative.

Section 2. Right to Join: Employees shall have the right to form and join labor or employee organizations and shall have the right not to form and join such organizations. Employees in an appropriate unit shall have the right by secret ballot to designate an exclusive representative for the purpose of negotiating grievance procedures and the terms and conditions of employment for such employees.

Section 3. Personnel Files: Pursuant to M.S. 122A.40, Subd. 9., as amended, all evaluations and files generated within the school district relating to each principal shall be available during regular school business hours to each individual employee upon his written request. The principal shall have the right to reproduce any of the contents of the files at the employee's expense and to submit for inclusion in the file written information in response to any material contained therein. However, the school district may destroy such files as provided by law.

ARTICLE VI

BASIC SALARIES/RATES OF PAY/OTHER BENEFITS

Section I.

Principal's salaries shall be paid in twenty-four (24) equal installments on the first and fifteenth of each month. If a payday falls on a Saturday, Sunday or holiday, principals will be paid on the preceding school day.

If a principal has resigned or is retiring from the system, all earned salary shall be paid at the close of the school year.

Section 2. Pay Deduction.

(a) Whenever a pay deduction is made for a personal day of leave, it shall be deducted as a day of sick leave.

Section 3. New principals hired shall be subject to the following provision: The board has a right to institute a 3-year phase into the full schedule salary for new employee hires after September 1, 2016. Such action shall be at the board's option subject to supply and demand and board goals. Yr. one 85%, Yr. two 90%, Yr. three 95% and Yr. four 100%.

Section 4. Professional Dues. The school district will pay the Principals' annual professional dues for state and national organizations.

Section 5. Unrequested Leave of Absence and Seniority Agreement:

M.S. 122A.40, Subd. 11 will apply.

Date and time of School Board approval of original contract.

Date the principal signed the original contract.

Create and maintain a Principals' Seniority List.

Section 1: The principals will be eligible to participate in a tax-sheltered annuity plan through payroll

deduction established pursuant to Section 403 (b) of the Internal Revenue Code of 1986, M.S. 1238.02, Subd. 15, and School District policy and as otherwise provided by law. The principals will have the option to modify their tax-sheltered annuity plan as per district policy.

A. The School District's match/contribution is set at a maximum of \$3,850 annually beginning on August 1, 2015, refer to chart:

August 1, 2015 – July 31, 2016	\$3,850 August 1, 2016 – July 31, 2017	\$3,850
August 1, 2017 – July 31, 2018	\$3,850 August 1, 2018 – July 31, 2019	\$3,850
July 1, 2019 – June 30, 2020	\$3850 July 1, 2020 – June 30, 2021	\$3,850
July 1, 2021 – June 30, 2021	\$3,850 July 1, 2021 – June 30, 2022	\$3,850
July 1, 2022 – June 30, 2022	\$3,850 July 1, 2021 – June 30, 2023	\$3,850

Section 7. REDUCTION OF STAFF:

In any year in which a reduction of teaching staff or principalship is occurring, and the school district is placing teachers or principals on unrequested leave of absence, only those licenses actually received by the Superintendent's Office for filing as of January 15 or such year shall be considered for purposes of determining lay-off within areas of licensure for the following school year. A license filed after January 15 shall be considered for purposes of recall, but not to the current reduction.

ARTICLE VII

GROUP INSURANCE

Section 1. Health and Hospitalization Insurance: Effective December 1, 2003 the School District will convert to the Common Plan #4.

\$7.50 or \$15.00 for prescriptions under the active plan

Premiums for Active /retired members of the Chisholm Principals Association will be paid according to the following table: 9-1-16

	Family	Single
Current Premium	\$2,727.00	\$1,100.00
Active/retired	\$1,161.83	\$367.50
District	\$1565.17	\$742.50

(At the September 1, 2008, renewal for the CMM plan any premium s savings will be applied 50/50 to the District and Employee share.)

All insurance increases will be paid 50% by the employer and 50% by the employee.

Effective July 1, 2011, any new principal hired will not be eligible for district contribution towards retiree health benefits. The union reserves the right to negotiate an agreement that will work for both parties.

CONSUMER HEALTH DIRECTIVE PLAN (VEBA#831): Effective September 1, 2019, the District shall pay \$725.00 toward single premiums and \$ 1,521.92 toward family premiums of the Consumer Health Directive Plan (CHDP) #831 VEBA. Also, effective September 1, 2019 the district will contribute

65% (\$1,202.50) of the single deductible and 65% (\$2,405.00) of family deductible for the 2019-2020 SY. Future contributions are to be negotiated with each new contract. The District shall make two (2) bi-annual contributions into the employee's VEBA account. The District shall make the first 50% contribution by September 1st of each year and the second 50% contribution by February 1st of each year. District contributions will be determined based on the employee's status on September 1st and February 1st of each year. The employee must be a policyholder in order to qualify for a district contribution toward health insurance.

Each year at the September 1st renewal, any premium savings or increases will be applied 50/50 to the district and employee share.

INSURANCE PREMIUMS

YEAR/PREMIUM COST	SINGLE	FAMILY
2014 \$781.00/ \$1,918.50	\$578.00	\$1,160.92
2015 \$888.00/ \$2,181.50	\$631.50	\$1,292.42
2016 \$1,110.00/ \$2,727.00	\$742.50	\$1,565.17
2017 \$1,219.00/ \$2,994.00	\$797.00	\$1,698.69
2018 \$1,097.00/ \$2,094.50	\$736.00	\$1,548.92
2019 \$1,075.00/ \$2,640.50	\$725.00	\$1,521.92
2020 \$1,064.50/ \$2,614.00	\$719.75	\$1,508.67
2021 \$851.50/ \$2,091.00	\$613.25	\$1,247.17
2022		
2023		

YEAR/DEDUCTIBLE	SINGLE	FAMILY
2015 \$1,850.00/ \$3,700.00	70% = \$1,295.00	70% = \$2,590.00
2016 \$1,850.00/ \$3,700.00	70% = \$1,295.00	70% = \$2,590.00
2017 \$1,850.00/ \$3,700.00	70% = \$1,202.50	70% = \$2,405.00
2018 \$1,850.00/ \$3,700.00	70% = \$1,202.50	70% = \$2,405.00
2019 \$1,850.00/ \$3,700.00	70% = \$1,202.50	70% = \$2,405.00
2020 \$1,850.00/ \$3,700.00	70% = \$1,202.50	70% = \$2,405.00
2021 \$1,850.00/ \$3,700.00	70% = \$1,202.50	70% = \$2,405.00
2022		
2023		

The District shall also allow for hardship requests from the employee who may incur a medical/prescription bill that exceeds the balance in an individual's VEBA account. The employee will have to provide evidence of charges by submitting the EOB (explanation of benefits) statement receipt from the medical provider or pharmacy. Upon receipt of such proof, the District will take action to deposit an amount to cover the shortage or the balance of the annual contribution whichever is less. In no instance will the District contribute more than the prescribed annual allowance as stated in this section.

The District shall pay the monthly fee to administer VEBA accounts.

EARLY RETIREES: Early retirees who are eligible for group insurance under conditions of this bargaining agreement, ARTICLE VII, will receive the same premium and deductible contributions from district. Early retirees will adhere to all conditions set forth as active employees. Once, any retiree or dependent become Medicare eligible they must move to Medicare Supplement Plans available.

Section 2. Dental Coverage: Effective July 1, 2014, the school district will provide and pay 90% of the premium and the employee 10% of the premium for the dental health care program.

Section 3. Life Insurance: The school district agrees to provide and pay for the premiums for a life insurance program for all principals as follows:

Basic Insurance per principal \$100,000.00

Double Indemnity in case of accidental death

\$10,000.00 retirement life insurance policy at retirement. The district shall pay the premiums for the retiree until his/her death.

The selection of the insurance carrier and policy shall be made by the school district as provided by law.

Section 4. Retired and Disabled Employees Coverage.

(a) Retiring employees (age 58 to 65) must have served the School District for at least 10 continuous years immediately prior to retirement in order to qualify for the retiree plan.

(b) All retirees qualifying under Section (a) and dependents eligible for parts A or B of Medicare, or both, shall enroll in those parts of Medicare for which they are eligible and shall be offered a supplemental plan to Medicare which will make their level of benefits equal to the benefits of an active employee. The School District shall contribute an amount equal to the contractual obligation at the time of retirement. Effective September 1, 2004, the district and retiree shall split premium increases 50/50. Effective January 1, 2008, a new supplemental plan shall be offered to all qualifying retirees and their dependents. Each qualifying individual will carry a single supplemental plan covering both medical and prescription coverage. (See Schedule A) Conditions governing the new supplemental coverage include:

a) All increases in both medical and prescription coverage will be split 50/50.

b) This is the plan for all future retirees covered by medical/retiree insurance.

(c) Retirees, as defined in Section (a) above, and/or their dependents who are not eligible for Medicare, shall be continued on the active group level of benefits. The School District shall contribute an amount equal to the contractual obligation at the time of retirement. Effective September 1, 2004, the district and retiree shall split premium increases 50/50.

(d) Part-time employees who are eligible as active employees for hospitalization and medical insurance coverage shall qualify for the retiree plan.

(e) In the event that an employee retires before the age of 58 and has 10 years of service or more with the School District, The School District shall contribute an amount equal to the contractual obligation at the time of retirement. If and when the retiree is eligible for Medicare, he shall be covered by the supplemental hospital/medical plan. Effective September 1, 2004, the district and retiree shall split premium increases

50/50.

(f) Retiring employees not eligible for Medicare must have served this school district for at least (10) continuous years immediately prior to retirement in order to qualify for the following plan:

Retirees who are forced to leave for medical reasons shall be continued on the active level of benefits. The School District shall contribute an amount equal to the contractual obligation at the time of retirement. Effective September 1, 2004, the district and retiree shall split premium increases 50/50.

ARTICLE VIII

LEAVES OF ABSENCE

Section I. Sick Leave

(a) All principals shall earn 20 sick days per year.

(b) Unused sick leave may accumulate to 180 days.

(c) Sick leave with pay shall be allowed by the school district whenever a principal is absent due to illness which prevents his or her attendance at school and the performance of duties on that day or days within the limits of Article VIII, Section 1 b.

(d) Sick leave shall be paid under the following conditions:

1. The principal must notify the superintendent as soon as possible prior to absence,

2. The principal must notify the superintendent of the prospective time of returning to work as soon as possible before returning to work.

(e) Sick Leave Bank: The District shall create a Sick Leave Bank for the accumulation of sick leave to be used by those principals who have exhausted their accumulated sick leave.

1. Each September the district will determine the number of principals who are at the maximum credit accumulation in their personal account.

2. The district will deposit in the Sick Leave Bank a number of days equal to the number determined in 1. above.

3. A principal who exhausts their sick leave may withdraw days as needed from the Sick Leave Bank.

\$. A principal must have served the District for at least seven continuous years and must have accumulated at least 140 days of accumulated sick leave in order to qualify for the Sick Leave Bank.

Section 2. Emergency Leave: In cases of serious illness or death in the immediate family, three days per occurrence will be allowed without loss of pay. Up to two additional days, without loss of pay, may be allowed if approved by the Superintendent if more than three days are needed. Approval for additional time

must be made within the 3-day period. Immediate family shall be defined as wife, husband, child, brother, sister, father, mother, son-in-law, daughter-in-law, grandchild, or grandparents of either the employee or his spouse. One day will be allowed for funerals of other, close relatives, which are defined as uncles, aunts, nieces, nephews, and first cousins of the employee or employee's spouse. All days used will be deducted from sick leave.

Section 3. Personal Leave: A full-time principal may be granted a leave with pay of not to exceed four days per year, non-accumulative, for situations that arise requiring the principal's attention which cannot be attended to when school is not in session and which are not covered under other provisions of this agreement. Request for personal leave must be made in writing to the superintendent of schools at least three days in advance except in the case of an emergency.

Section 4. Child Care Leave:

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

Subd. 2. A principal making application for childcare leave shall inform the Superintendent in writing of intention to take the leave at least 30 days before commencement of the intended leave.

Subd. 3. If the reason for the childcare leave is occasioned by pregnancy, a principal may utilize sick leave pursuant to the sick leave provisions of the Agreement during a period of physical disability. However, a principal shall not be eligible for sick leave during a period of time covered by a childcare leave. A pregnant principal will also provide at the time of the leave application, a statement from her physician indicating the expected date of delivery.

Subd. 4. The School District may adjust the proposed beginning or ending date of a childcare leave so that the dates of leave are coincident with some natural break in the school year - i.e., winter vacation, spring vacation, semester break or quarter break, end of a grading period, end of the school year, or the like. The availability of a substitute principal may also be considered by the School District in the granting of a childcare leave or the duration thereof.

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

1. Grant any leave more than twelve (12) months in duration.
2. Permit the principal to return to his or her employment prior to the date designated in the request for childcare leave, unless mutually agreed upon.

Subd. 6. A principal returning from childcare leave shall be re-employed in a position, which he or she is licensed unless previously discharged or placed on unrequested leave.

Subd. 7. Failure of the principal to return pursuant to the date determined under this Section shall constitute grounds for termination unless the School District and the principal mutually agree to an extension in the leave.

Subd. 8. The parties agree that the applicable periods of probation for principals as set forth in Minnesota Statutes are intended to be periods of actual service enabling the School District to have the opportunity to

evaluate a principal 's performance. The parties agree, therefore, that periods of time for which the principal is on childcare leave shall not be counted in determining the completion of the probationary period.

Subd. 9. A principal who returns from childcare leave within the provisions of this Section shall retain all previous credit for pay purposes and any unused leave time accumulated under the provisions of this Agreement at the commencement of the beginning of leave. The principal shall not accrue additional experience credit for pay purposes or leave time during the period of absence for childcare leave.

Subd. 10. A principal on childcare leave is eligible to participate in group insurance programs if permitted under the insurance policy provisions but shall pay the entire premium for such programs as the principal wishes to retain, commencing with the beginning of the childcare leave. The right to continue participation in such group insurance programs, however, will terminate if the principal does not return to the District pursuant to this Section.

Subd. 11. Leave under this section shall be without pay or fringe benefits.

Section 5. Worker's Compensation: Pursuant to M.S. 176, a principal injured on the job in the service of the school district and collecting worker's compensation insurance, may draw sick leave and receive full salary from the school district, his salary to be reduced by an amount equal to the insurance payments and only that fraction of the days not covered by insurance will be deducted from his accrued sick leave.

Section 6. Legal Duty:

1. Jury Duty

- (a) The Board shall grant principals time off with pay for jury duty, if mandated by the court.
- (b) The principal will refund to the District any wage compensation paid by the court.

2. Subpoena

- (a) The Board shall grant principals time off with pay when served a subpoena, if mandated by the court.
- (b) This section will be effective only if time off is required during the student contact portion of the school day.
- (c) The principals will refund to the District any wage compensation received.

Section 7. Military Leave: Military leave shall be granted pursuant to applicable law.

Section 8. Vacation Days: Six vacation days may be taken during the school year on the approval of the superintendent provided that at least one principal will be on duty at all times and provided that three-day notice is requested in writing of the superintendent. Unused vacation time may be carried over to the next contractual year for a total accumulation of not more than nine days.

Section 9. Severance Pay: Principals shall be eligible for longevity compensation under the following terms and conditions:

- (a) The principal must complete ten continuous years of service with the District and be at least 55 years of

age.

(b) The principal must not have been discharged for cause under Minnesota Law.

All employees hired **after September 1, 2003**, are not eligible for post-employment health benefits or the sick leave buyout. Instead, the district will make annual contributions to the MN State Retirement Systems Health care saving plan as follows:

Continuous Years of Service	Contribution	Sick Leave	Usage pro-rated on Annual
0-3 years	\$0	0-8 sick days	100%
4-9 years	\$500	9-13 sick days	75%
10-14 years	\$1000	14-18 sick days	50%
15-19 years	\$1500	19-23 sick days	25%
20-24 years	\$2000	24+ days	0%
25+ years	\$2500		

Compensation will be prorated at current year FTE for over .5 FTE Sick Day exclusions: Maternity Leave, Parental Leave and Workmen's Compensation Claims. The maximum district contribution is capped at \$35,000.

The district reserves the right to determine the payment schedule.

ARTICLE IX

DUTY YEAR

Section 1. Duty Year: The School District shall establish the calendar and principals' duty days annually. Legal holidays, school holidays and emergency closing days shall not be considered duty days. It is the principals' responsibility to assist in the operation of the school in the event of a strike or work stoppage by any employee group.

Principal may exchange time for time worked outside the 45 weeks with days in the month of August with permission of the Superintendent. (Note:) 2-day intervals with a 1:1 ratio.)

Section 2. Number of weeks employed:

- (a) High School Principal (7-12) 45 weeks
- (b) Elementary Principal (PreK-3) 45 weeks

*Any additional job title assigned to a principal shall be an addendum or a separate contract agreement.

Addendum to Principals and Superintendent Contract for the 2019-2020 School Year assigning specific Principal duties in the Chisholm Elementary Building.

Section 3. Relationship: The district and the principals enter into a relationship similar to that between the board of directors of a corporation and its chief executive officer. This relationship must remain open and viable with good rapport between the parties to ensure that the school system is operated in accordance with board policies.

Section 4. Duties and Responsibilities: Principals shall adhere to the duties and responsibilities as per Board policies.

1. Laws. This agreement is subject to state and federal laws, rules and regulations, and the rules and regulations of the District.

2. Durations. Except as otherwise provided herein, this contract is subject to the provisions of Minnesota Statutes 122A.40 to all laws, rules, and regulations of the State of Minnesota relevant to qualifications, licensure, employment termination and discharge. This contract shall remain in full force and effect except as modified by mutual consent of the parties. It is for a two-year period beginning August 1, 2023. The contract may be terminated at the end of the two-year period pursuant to M.A. 122A.40, subd. 7, for the grounds specified in M.S. 122A.40, subd. 9, provided that such action is taken by the District no later than June 1, 2024. If such action is not taken, the contract shall be automatically extended for an additional year, so that it has a continually extending two-year term.

3. Salary. The salary for the 2023-2025 school year, beginning August 1, 2023, shall be \$106,997.99. Beginning July 1, 2025, the salary shall be \$109,672.94. This shall be paid in 24 payments.

School Board after authorization for such signatures has been taken by the School Board and appropriate action recorded in its minutes.

_____ Date _____ Date _____

Secondary Principal

Elementary Principal

_____ Date _____ Date _____

Chairperson

Clerk

**VEBA MEDICAL
RETIREE HOSPITAL/MEDICAL BENEFITS
Effective rates as of 9/1/2021**

	Total	District Share	Employee Share
Family 65-	\$2,091.00	\$1,247.17	\$843.83
Single 65-	\$851.50	\$613.25	\$238.25
Single RE Dependent	\$851.50	\$458.50	\$393.00

**GROUP PLATINUM BLUE
RETIREE/MEDICARE ELIGIBLE HOSPITAL/MEDICAL BENEFITS
Effective rates as of 1/1/2022**

	Total	District Share	Employee Share
Retired Employee	\$130.00	\$100.50	\$29.50
Retired Emp Dependent	\$130.00	\$64.50	\$65.50
RE Widow/Widower	\$130.00	\$0	\$130.00

(Any increases would be a 50/50 split.)

**PRE-MACRA RETIREE/MEDICARE ELIGIBLE HOSPITAL/MEDICAL
BENEFITS
Effective rates as of 1/1/2022**

	Total	District Share	Employee Share
Retired Employee	\$254.00	\$162.50	\$91.50
Retired Employee Dependent	\$254.00	\$126.25	\$127.75
RE Widow/Widower	\$254.00	\$0.00	\$254.00

(Any increases would be a 50/50 split.)

**POST MACRA SENIOR GOLD/MEDICARE ELIGIBLE HOSPITAL/MEDICAL
BENEFITS
Effective rates as of 1/1/2022**

	Total	District Share	Employee Share
Retired Employee	\$236.50	\$153.75	\$82.75
Retired Employee Dependent	\$236.50	\$117.75	\$118.75
RE Widow/Widower	\$236.50	\$0	\$236.50

RETIREE/MEDICARE ELIGIBLE GROUP PRESCRIPTION PLAN (BLUE RX)

Effective rates as of 1/1/2022

	Total	District Share	Employee share
Retired Employee	\$178.00	\$110.50	\$67.50
Retired Emp Dependent	\$178.00	\$88.50	\$89.50
RE Widow/Widower	\$178.00	\$0	\$178.00

RETIREE/MEDICARE ELIGIBLE PRESCRIPTION RATES AS FOLLOWS:

		\$0, \$20, \$40, \$60, 25%
GAP		NO
DEDUCTIBLE		N/A
LEVEL 1	FORMULARY GENERIC	\$0
LEVEL 2	FORMULARY PREFERRED BRAND	\$20
LEVEL 3	FORMULARY BRAND	\$40
LEVEL 4	SPECIAL TIER	\$60
SUPPLEMENTAL DRUGS		25%
FORMULARY		4-LEVEL

Principals shall receive the daily rate of pay if called into work during their break.

At the Independent School District No. 695 Board meeting held on March 14, 2022, in the Chisholm Public Schools Board Room, Director _____ offered the following Resolution and moved its adoption;

RESOLUTION NO. 22-03-14

RESOLUTION ACCEPTING \$25.00 DONATION JIM AND JILL VARICHAK IN MEMORY OF RON GORNICK.

Independent School District No. 695 must accept donations by way of a Resolution.

IT IS HEREBY RESOLVED by Independent School District No. 695 to accept the above list of donations.

The motion to adopt the foregoing Resolution was duly supported by Director _____, and upon being put to a vote, carried as follows:

FOR ADOPTION: Director
 Director
 Director
 Director
 Director
 Director

ABSTAINING:

AGAINST ADOPTION:

ABSENT:

Passed and adopted this 14th day of March 2022.

BY ORDER OF THE SCHOOL BOARD

School District Clerk