

Hastings Area Public Schools - ISD 200
School Board Meeting Agenda

Wednesday, March 1, 2023
Regular Meeting
Middle School Media Center

- I. **Call Meeting to Order**
 - a. Attendance
- II. **Pledge of Allegiance**
- III. **Motion to approve the agenda/table file**
 - a. Approval of the minutes from the following board meetings:
 - Regular Board Meeting : January 25, 2023
 - Special Meeting : January 31, 2023
 - Special Meeting : February 6, 2023
- IV. **Recognition of visitors**
- V. **Announcements and Recognitions**
 - a. Employees of the Semester
- VI. **Listening Session Summary**
- VII. **Reports and Discussions**
 - a. Superintendent
 - b. Building Construction Fund Project Update
 - c. Communications Timeline for Referendum Work
 - d. Policy Committee Report
 - e. Policies
 - i. Second Read
 - 1. 601 School District Curriculum and Instruction Goals
- VIII. **Action Items**
 - a. Consent Agenda
 - i. Change Orders
 - 1. Change Order No. 3 - Weber Inc.
 - 2. Change Order No. 6 - JT Egner Construction
 - ii. Bills Payable
 - iii. Personnel Report
 - iv. Non-Public Transportation Reimbursement
 - b. Items for Individual Action
 - i. AIPAC
 - ii. Principal Contract
 - iii. Policy 208 Development, Adoption and Implementation of Policies
 - iv. 2023-2024 School year Calendar
 - v. 2024-2025 School year Calendar
 - c. Monument Sign Budget Transfer
 - d. Monument Sign Project
- IX. **Future Meetings**
- X. **Adjournment**

**Board of Education
Independent School District 200
Hastings, Minnesota**

A Regular Meeting of the School Board of Independent School District No. 200, Hastings, Minnesota was held on Wednesday, January 25, 2023, at the Hastings Middle School Media Center.

The meeting was called to order by School Board Chairperson Lisa Hedin at 6:01 PM.

Those in attendance were: Mark Zuzek, Jessica Dressely, Lisa Hedin, Stephanie Malm, Brian Davis, Carrie Tate and Becky Beissel. Superintendent McDowell was also present at the meeting.

After the Pledge of Allegiance, a motion to approve the agenda was made by Brian Davis and seconded by Stephanie Malm. Motion passed with 7 ayes and 0 nays.

A motion to approve the minutes from the January 11, 2023 Organizational meeting was made by Jessica Dressely and seconded by Stephanie Malm. Motion carried with 7 ayes and 0 nays.

Chairperson Hedin took a moment to recognize those attending the meeting in person as well as virtually.

Superintendent McDowell then took a moment to recognize the Hastings Rotary and their partnership with Hastings High School in their Rotary Student of the Month Program. The students honored so far for the 2022-23 school year are: Heaven Herman, Ian Pepple, Emma McLay and Katelyn Rud.

Lisa Hedin followed up with a report on the Listening Session Summary.

Superintendent McDowell took a moment to honor Hastings High School students who have been selected for the NEC All Conference Honors Choir, Honors Band and Jazz ensemble. Hastings Middle School students were also recognized for their work on their upcoming performance of their winter play. Superintendent also took a moment to thank our Paraprofessional staff for their vital roles in our district working with our students.

Jen Seubert took a few minutes to update the board on the Building Construction Fund Project.

Lisa Hedin updated the Board on the Committee Appointments.

Stephanie Malm then took some time to present the Board with an update from the Policy Committee Meeting.

The Board moved on to a first reading of the following: 601 School District Curriculum and Instructional Goals.

The Board moved on to a second reading of the following: 208 Development, Adoption, and Implementation of Policies.

A motion to move policy 208 to an action item at the February 22nd Regular School Board Meeting was made by Becky Beissel and seconded by Mark Zuzek. The motion carried unanimously.

A motion was made by Jessica Dressely to move policy 623 Mandatory Summer School Instruction to an action item with the suggested changes implemented and seconded by Becky Beissel. The motion passed with 7 ayes and 0 nays.

A motion to move the legislative platform to an action item and adopt the 2023 draft as a final was made by Brian Davis and seconded by Mark Zuzek. The motion carried with 6 ayes and 1 nay, with Carrie Tate voting against.

With no further reports, the Board moved on to the first item of business. A motion to approve the consent agenda was made by Brian Davis and seconded by Jessica Dressley. The vote was: 7 ayes, 0 nays, and the motion carried unanimously.

The following REVISED 2022 Polling Places Resolution was introduced by Becky Beissel and moved its adoption:

A RESOLUTION ESTABLISHING COMBINED POLLING PLACES FOR MULTIPLE PRECINCTS AND DESIGNATING HOURS DURING WHICH THE POLLING PLACES WILL REMAIN OPEN FOR VOTING FOR SCHOOL DISTRICT ELECTIONS NOT HELD ON THE DAY OF A STATEWIDE ELECTION.

BE IT RESOLVED by the School Board of Independent School District No. 200, state of Minnesota, as follows:

1. Pursuant to Minnesota Statutes, Section 205A.11, the precincts and polling places for school district elections are those precincts located within the boundaries of the school district which have been established by the cities or towns located in whole or in part within the school district. The board hereby confirms those precincts and polling places so established by those municipalities.
2. Pursuant to Minnesota Statutes, Section 205A.11, the board may establish a combined polling place for several precincts for school district elections not held on the day of a statewide election. **Each combined polling place must be a polling place that has been designated by a county or municipality.** The following combined polling places are established to serve the precincts specified for all school district special and general elections not held on the same day as a statewide election:

The combined polling places for this election shall be as follows:

COMBINED POLLING PLACE - 1: Hope Lutheran Church
16898 Michael Ave.
Hastings, MN 55033

This combined polling place serves all territory in Independent School District No. 200 located in the City of Hastings, W-1 P-1 and W-1 P-2; Dakota County, Minnesota.

COMBINED POLLING PLACE - 2: Our Saviour's Lutheran Church
400 9th Street West
Hastings, MN 55033

This combined polling place serves all territory in Independent School District No. 200 located in the City of Hastings, W-2 P-2 and W-2 P-3; and Nininger Township, Dakota County, Minnesota.

COMBINED POLLING PLACE - 3: United Methodist Church
615 15th Street West
Hastings, MN 55033

This combined polling place serves all territory in Independent School District No. 200 located in the City of Hastings, W-3 P-1 and W-3 P-2; Dakota County, Minnesota.

COMBINED POLLING PLACE - 4: St. Phillips Lutheran Church
1401 15th Street West
Hastings, MN 55033

This combined polling place serves all territory in Independent School District No. 200 located in the City of Hastings, W-4 P-1 and W-4 P-2; Dakota County, Minnesota.

COMBINED POLLING PLACE - 5: St. John's Lutheran Church
202 8th Street West
Hastings, MN 55033

This combined polling place serves all territory in Independent School District No. 200 located in the cities of Afton W-2 P-2, Cottage Grove P-2, P-5, P-7, Denmark TWP P-1, P-2, Hastings W-2 P-1, Welch TWP of Goodhue County, Hampton; Miesville; New Trier; Vermillion; Douglas Twp; Hampton Twp; Ravenna Twp; Vermillion Twp; Marshan Twp; Rosemount P-6 of Dakota County.

Note: See Section 2.3.2 of the Election Manual regarding changing polling places in the case of an emergency or if the polling place is no longer available.

3. Pursuant to Minnesota Statutes, Section 2015A.09, the polling places will remain open for voting for school district elections not held on the same day as a statewide election between the hours of 7:00 o'clock a.m. and 8:00 o'clock p.m.

Note: See Section 3.6 of the Election Manual regarding certain restrictions on voting hours.

4. The clerk is directed to file a certified copy of this resolution with the county auditors of each of the counties in which the school district is located, in whole or in part, within the thirty (30) days after its adoption.
5. As required by Minnesota Statutes, Section 204B.16, Subdivision 1a, the clerk is hereby authorized and directed to give written notice of new polling place locations to each affected household with at least one registered voter in the school district whose school district polling place location has been changed. The notice must be a non-forwardable notice mailed at least twenty-five (25) days before the date of the first election in which it will apply. A notice that is returned as undeliverable must be forwarded immediately to the appropriate county auditor, who shall change the registrant's status to "challenged" in the statewide registration system.

(if a combined polling place is changed, the change must be adopted at least ninety (90) days prior to the first election where it will be used unless that polling place has become unavailable for use.)

The motion for the adoption of the foregoing resolution was duly seconded by Stephanie Malm.

On a roll call vote, the following voted in favor: Becky Beissel, Carrie Tate, Brain Davis, Stephanie Malm, Lisa Hedin, Jessica Dressely, and Mark Zuzek

The following voted against:

WHEREUPON the said resolution was declared duly passed and adopted.

A motion to adopt Policy 417 Chemical Use and Abuse and Policy 722 Public Data Requests was made by Stephanie Malm and seconded by Jessica Dressely. The motion carried unanimously with 7 ayes and 0 nays.

A motion to adopt Policy 623 Mandatory Summer School Instruction, with the noted changes to strike the cross-references to MSBA Policies was made by Mark Zuzek and seconded by Brian Davis. The motion carried with 7 ayes and 0 nays.

The following Donations Acceptance Resolution was introduced by Becky Beissel and moved to its adoption:

WHEREAS, School Board Policy 706 establishes guidelines for the acceptance of gifts and donations to the District;

WHEREAS, Minnesota Statutes Section 465.03 states that the School Board may accept a gift, grant, or devise of real or personal property in accordance with the terms prescribed by the donor only by the adoption of a resolution approved by two-thirds of its members; and

WHEREAS, the referenced donations in the District 200 Donations Report from October 2022 to December 2022 have been generously donated.

Brian Davis duly seconded the motion for adoption of the foregoing resolution.

Voting in favor of the resolution: Mark Zuzek, Jessica Dressely, Lisa Hedin, Stephanie Malm, Brian Davis, Carrie Tate, and Becky Beissel,

Voting against:

THEREFORE, BE IT RESOLVED by the Hastings Public School District School Board to gratefully accept these gifts.

A motion to approve the Spanish Immersion Experience was made by Stephanie Malm and seconded by Becky Beissel. The motion passed with 6 ayes and 0 nays with Brian Davis abstaining from the vote.

A motion was made to approve the Legislative Platform to a final draft was made by Brian Davis and seconded by Stephanie Malm.

Chair Hedin made a motion to amend the Legislative Platform to remove item #4 and was seconded by Mark Zuzek. The amended motion was passed with 7 ayes and 0 nays.

With no further discussion, the original motion to approve the Legislative Platform to its final draft, as amended, was passed unanimously.

With no further business to discuss, a motion to adjourn the meeting was made by Jessica Dressely and seconded by Becky Beissel. The vote was unanimous with 7 ayes and 0 nays. Meeting adjourned at 7:07 PM.

**Board of Education
Independent School District 200
Hastings, Minnesota**

A Special Meeting of the School Board of Independent School District No. 200, Hastings, Minnesota, was held on Tuesday, January 31, 2023, at the Hastings District Office Conference Room A.

The meeting was called to order by Vice-Chairperson Stephanie Malm at 10:37 am.

The following members of the Board were present: Becky Beissel, Brian Davis, Jessica Dressely, Carrie Tate, Mark Zuzek, and Stephanie Malm. Superintendent Robert McDowell, Ms. Seubert, Ms. Moen, and Mr. Edison, were also present at the meeting. Board member Lisa Hedin was absent.

A motion to move from an open session to a closed meeting was made by Stephanie Malm and seconded by Brian Davis. The vote was: 6 ayes, 0 nays, motion carried unanimously.

A motion was made by Jessica Dressely and seconded by Brian Davis to move to an open meeting. The motion carried with 6 ayes and 0 nays.

With no further business to discuss, a motion to adjourn the Special Meeting was made by Brian Davis and seconded by Mark Zuzek. The vote was: 6 ayes, 0 nays, and the motion carried unanimously. The Special Meeting of the Board was adjourned at 12:09 pm.

**Board of Education
Independent School District 200
Hastings, Minnesota**

A Special Meeting of the School Board of Independent School District No. 200, Hastings, Minnesota, was held on Monday, February 6, 2023, at the Hastings District Office Conference Room A.

The meeting was called to order by Vice-Chairperson Stephanie Malm at 8:31 am.

The following members of the Board were present: Brian Davis, Jessica Dressely, Carrie Tate, Mark Zuzek, and Stephanie Malm. Superintendent Robert McDowell, Ms. Seubert, Ms. Moen, and Mr. Edison, were also present at the meeting. Board members Becky Beissel, and Lisa Hedin were absent.

A motion to move from an open session to a closed meeting was made by Stephanie Malm and seconded by Mark Zuzek. The vote was: 5 ayes, 0 nays, and the motion carried unanimously.

A motion was made by Carrie Tate and seconded by Mark Zuzek to move to an open meeting. The motion carried with 5 ayes and 0 nays.

A 10 minute recess was called at 9:30 am. At 9:37am the meeting was resumed.

Brian Davis introduced the following Resolution and moved for its adoption:

WHEREAS, the School District has been notified that the membership of SEIU Local 284, Food Service Personnel ("Union") intend to commence a strike on February 7, 2023;

WHEREAS, the School Board and Administration must take action to ensure necessary arrangements are made to ensure school remains open to the maximum extent possible in the event the Union follows through on its plan to strike;

NOW, THEREFORE, BE IT RESOLVED by the School Board of Independent School No. 200, Hastings, as follows:

1. In the event of a strike by the Union, the Superintendent or his designee is authorized to exercise the following powers to the extent permitted by law:
 - a. Temporarily assign and reassign personnel as needed.
 - b. Engage the services of any temporary workers, volunteers, or consultants to ensure school remains in session and the District is able to meet its food service obligations for the duration of the strike, subject to any final approval of the School Board required by law. Any District policies or procedures for School Board approval prior to engaging such services are temporarily suspended for the duration of the strike unless required by law.
 - c. Take temporary emergency steps as deemed necessary (1) to ensure the District is able to carry out its educational mission to the maximum extent possible during a strike, (2) to avoid interruptions to the business of the District as much as

possible, and (3) to ensure the safety of students, staff, families, and property.

d. Continue advising all employees of their rights and responsibilities during a strike, along with the District's rules regarding striking employees.

e. Determine who must report to work during the strike, excluding any Food Service bargaining unit members who are participating in the strike.

f. Implement a reduction in hours for non-essential, non-striking employees, if necessary.

g. Take all steps necessary to ensure safe and uninterrupted passage to and from District property for all non-striking employees, students, and families.

h. Pursue contracted options to continue food service during the strike.

i. Temporarily close school, close buildings, cancel programs or cancel activities when deemed to be in the best interests of the District and its students.

2. In the event of a strike by the Union, the Superintendent or his designee is authorized to enforce the following personnel standards to the maximum extent permitted by law:

a. In accordance with Minnesota law, any employee who is not in the Food Service bargaining unit and who is absent from any portion of the employee's work assignments without permission of the appropriate supervisor on the date or dates a strike occurs will be presumed to have participated in an unlawful strike and will be subject to immediate termination consistent with Minn. Stat. § 179A.19.

b. No striking employee will be paid wages or benefits. For wages due prior to the commencement of the strike, the District will issue a paycheck to striking employees on the next regularly scheduled payday.

c. The District will discontinue contribution to all group insurance coverage for striking employees to the extent permitted by law. Such employees will be notified by letter how they may continue group coverage at their own expense.

d. No striking employee will be eligible for any type of leave or paid leave benefits.

e. No striking employee will receive service credit for benefit accrual/insurance contribution purposes or pay increases for the time spent on strike.

f. Any employee who lawfully participates in the strike is required to work with District administration to turn in all District property at the employee's work site before the strike commences. For purposes of this paragraph, District property

includes, but is not limited to, any keys, key fobs, access cards, computers, and login credentials used to access computer systems for work purposes. Employees will not be required to turn in login credentials for their individual work email accounts unless the login information is required for the District to access an account or information necessary to continue District operations during the strike.

g. Striking employees will not have access to District email or computer systems. District administration is directed to suspend access to District email and computer systems for striking employees.

h. To avoid disruption on school property, conflict in the workplace, and disruption to the District's educational mission and operations during the strike, as a general rule, striking employees are not allowed to take part in any other District work assignments for the duration of the strike, regardless of whether the assignment is full-time, part-time, or on a volunteer basis. As an exception, striking employees who hold regularly scheduled positions, outside of the food service bargaining unit as of February 6, 2023, will be allowed to continue to report to work for those positions, with the understanding that no strike related activity may occur during such time. Employees will not be allowed to add hours during the strike and may only be on District premises during their regularly scheduled work shift. The District reserves the right to not allow a striking employee to continue working in another position in the event of a disruption in the workplace. This exception will not apply to individuals who are substitutes and do not have a regular schedule

i. Striking employees will not be allowed to use District facilities or property for the duration of the strike.

j. Striking employees who are parents or guardians of children attending school in the District will be permitted to access school property in their capacity as a parent or guardian, provided they comply with all rules and sign-in procedures applicable to building visitors and they do not engage in any picketing activity or other conduct that causes a disruption.

k. Striking employees and the Union are expressly prohibited from using District property for any purpose, including, but not limited to, picketing, staging photo ops, holding press conferences, or conducting any other event. For purposes of this paragraph, District property means: (1) any property owned, leased, or controlled by the District, including parking areas, driveways and sidewalks located within the boundaries of such property, and (2) the area within a school bus when that bus is being used to transport one or more students.

3. Members of the Food Service bargaining unit who wish to work will be permitted to work. The District welcomes and encourages employees who desire to work to report for duty. Members of the Food Service bargaining unit will continue to receive the pay and benefits they received under the 2020-2022 collective bargaining agreement if they report for duty during the strike.

4. Unless provided otherwise pursuant to a contract with the District, other employees temporarily hired to provide support during the strike will be paid \$15.00 per hour, consistent with the rate for other temporary/casual positions.

The motion for the adoption of this Resolution was duly seconded by Jessica Dressely.

On a roll call vote, the following voted in favor of the Resolution:

Carrie Tate, Stephanie Malm, Jessica Dressely, Mark Zuzek and Brian Davis.

And the following voted against the Resolution:

Whereupon this Resolution was declared duly passed and adopted.

Brain Davis introduced the following Resolution and moved for its adoption:

WHEREAS, the School District has been in negotiations with SEIU Local 284, Food Service Personnel ("Union") regarding a new collective bargaining agreement ("CBA") to take effect July 1, 2022;

WHEREAS, the 2020-2022 CBA expired June 30, 2022, but has remained in effect pursuant to the provisions of Minn. Stat. § 179A.20, subd. 6;

WHEREAS, by operation of law, the 2020-2022 CBA will no longer continue in effect once the Union's right to strike matures;

WHEREAS, the District and the Union have participated in four mediation sessions with the assistance of Bureau of Mediation Services mediators collectively consisting of more than 30 hours of mediation;

WHEREAS, during the parties' last mediation session on February 2, 2023, the District's bargaining team provided a modified financial proposal for a new two-year CBA, and a variety of other options, including a one-year CBA, in an effort to continue negotiations and to address concerns raised by the Union in comments at the bargaining table and to the media;

WHEREAS, over the course of approximately 11 hours of mediation on February 2, the Union did not express any willingness to change its previous proposals the District rejected when the parties last met in mediation on December 21, 2022 and the Union attempted to add a new issue to the bargaining table;

WHEREAS, the District is unable to engage in further negotiations due to the Union's refusal to modify proposals;

WHEREAS, the Union has not provided the District with any data to support the financial and benefits package it is demanding for the Food Service bargaining unit;

WHEREAS, the District has attempted to treat employee groups similarly to the maximum extent possible during the most recent round of negotiations and the Union's demands regarding wages and benefits greatly exceed what other employee groups have accepted;

NOW, THEREFORE, BE IT RESOLVED by the School Board of Independent School No. 200, Hastings, that the Superintendent or his designee is hereby authorized and directed to communicate the last, best, and final offer attached to this Resolution to the Union's lead negotiator as soon as possible.

The motion for the adoption of this Resolution was duly seconded by Jessica Dressely.

On a roll call vote, the following voted in favor of the Resolution:

Carrie Tate, Stephanie Malm, Mark Zuzek, Jessica Dressely, and Brian Davis.

And the following voted against the Resolution:

Whereupon this Resolution was declared duly passed and adopted.

With no further business to discuss, a motion to adjourn the Special Meeting was made by Mark Zuzek and seconded by Brian Davis. The vote was: 5 ayes, 0 nays, and the motion carried unanimously. The Special Meeting of the Board was adjourned at 10:04 pm.

Building Construction Fund Projects as of 1/31/2023

	A	B	C	D	E	A-C-D-E	
Project	Project Budget	Vendor Bid Amount +/- Change Orders	Vendor Contract Expenses to Date	Wold/Loeffler Fees to Date	Other Expenses Less Rebates to Date	Remaining Funds	Status
High School Roof Replacement	4,645,800	2,944,318	2,944,318	294,530	11,568	1,395,384	Complete
High School & Pinecrest Chillers	1,182,000	753,551	753,551	74,842	(34,273)	387,879	Complete
Multi-Site Exterior Lighting	468,500	246,483	246,483	30,569	(26,321)	217,770	Complete
High School & McAuliffe Parking Lot	1,516,540	1,084,851	1,084,851	116,970	22,836	291,883	Complete
High School Track Resurfacing	360,000	286,864	286,864	23,219	3,323	46,593	Complete
High School BAS Replacement	1,951,100	606,642	606,642	123,429	28,570	1,192,459	Complete
Pinecrest Partial Roof Replacement	373,000	289,800	289,800	23,757	248	59,194	Complete
McNamara Stadium Improvements	3,370,000	2,688,639	2,688,639	216,215	286,531	178,615	Complete
Pinecrest Deferred Maintenance	968,000	602,279	602,279	62,183	248	303,290	Complete
Early Childhood Improvements (High School)	445,000	275,513	275,513	28,362	1,414	139,711	Complete
District Wide Camera Project	382,000	192,975	192,975	24,421	22,175	142,429	Complete
Tilden Deferred Maintenance & Roof	828,746	691,944	691,944	49,803	29,121	57,878	Complete
Board Room Renovations	100,000	-	-	-	63,193	36,807	Complete
High School Athletic Field Parking Lot	506,000	426,038	426,038	27,646	20,549	31,766	Complete
Pinecrest Exterior Emergency Lighting	10,000	-	-	-	4,780	5,220	Complete
High School Tennis Court Replacement	542,000	495,345	495,345	34,683	34,647	(22,674)	Complete
Kennedy & McAuliffe Partial Roof Replacement	533,200	405,900	405,900	33,978	3,154	90,168	Complete
High School Lecture Hall	140,000	-	-	-	139,530	470	Complete
Replace Middle School Softball & Baseball Backstops	160,000	-	-	-	84,647	75,353	Complete
Miscellaneous Deferred Maintenance Projects <\$100,000	367,100	-	-	-	135,856	231,244	Complete
High School Baseball Drainage	200,000	-	-	-	61,770	138,230	Complete
Tilden Asbestos	18,400	-	-	-	-	18,400	Complete
Miscellaneous Deferred Maintenance Projects <\$100,000	27,800	-	-	-	9,005	18,795	Complete
Middle School Improvements	23,814,024	22,189,111	22,189,111	1,385,892	251,768	(12,747)	Complete
High School Retaining Wall	50,000	-	-	339	47,500	2,161	Complete
Middle School Privacy Improvements	324,300	263,071	263,071	15,522	933	44,774	Complete
High School Parking Lot Improvement - Phase 3	324,760	138,208	138,208	6,340	7,100	173,112	Complete
Contingency	2,007,858	-	-	-	-	2,007,858	Contingency
Reallocations from/to projects	(8,590,784)	-	-	-	-	(8,590,784)	Reallocation
Interest Earnings	-	-	-	-	-	2,277,416	Interest Earnings
Subtotal	37,025,344	34,581,531	34,581,531	2,572,699	1,209,873	938,656	

Remaining funds from complete projects are available for excess costs on other identified projects or reallocation for new projects.

	A	B	C	D	E	A-C-D-E	
Water Coolers (Tilden & Middle School)	182,000	142,500	-	11,559	-	170,441	In Process
McAuliffe Deferred Maintenance & Water Coolers	336,731	281,993	267,893	12,216	42,869	13,752	In Process
Kennedy Deferred Maintenance	662,576	580,060	481,820	19,106	6,731	154,919	In Process
Middle School Partial Roof Replacement	717,200	628,800	306,850	45,778	3,533	361,039	In Process
District Office Renovations	330,000	164,723	149,112	19,169	98,904	62,814	In Process
HHS Privacy Improvements	1,109,063	874,669	786,979	126,901	4,254	190,928	In Process
Door & Glass Improvements	500,000	31,450	27,978	31,879	3,000	437,143	In Process
Middle School Track	493,750	341,274	324,210	40,124	17,334	112,083	In Process
High School Lighting (split from HS Deferred Maintenance)	411,000	125,049	118,321	2,555	(11,439)	301,562	In Process
Middle School Storage Building	687,500	418,363	384,777	15,275	12,569	274,879	In Process
District Wide Fire Alarm/Alert System Replacement	365,000	161,250	-	23,110	-	341,890	In Process
High School Fire Alarm/Alert System Replacement	435,000	355,000	58,900	27,735	-	348,365	In Process
Replace High School Carpet	612,100	376,700	376,700	43,234	16,808	175,358	In Process
Entrance Security Improvements	385,000	119,545	-	-	-	385,000	In Process
Interior Locks Allowance	300,000	237,800	-	19,027	-	280,973	In Process
ALC Renovation	1,421,640	1,165,311	1,084,793	119,579	120,021	97,248	In Process
Subtotal	8,948,560	6,004,487	4,368,333	557,248	314,584	3,708,395	

Remaining funds from in process projects are not available for excess costs on other identified projects or reallocation for new projects.

	A	B	C	D	E	A-B-D-E	
High School Deferred Maintenance	193,400	-	-	36,172	-	157,228	In Design
Monument Signs	200,000	-	-	9,000	7,800	183,200	In Design
Subtotal	393,400	-	-	45,172	7,800	340,428	

Remaining funds from in design projects are not available for excess costs on other identified projects or reallocation for new projects.

Other District Projects

	A	B	C	D	E	A-B-E	
Technology Improvements	1,900,000	-	-	na	1,509,640	390,360	Not Completed
Grounds/Site Improvements	500,000	-	-	-	-	500,000	Not Completed
Flexible Learning Furniture	600,000	-	-	na	393,028	206,972	Not Completed
Subtotal	3,000,000	-	-	-	1,902,668	1,097,332	

Remaining funds from not completed projects are not available for excess costs on other identified projects or reallocation for new projects.

Total	49,367,304	40,586,017	38,949,864	3,175,119	3,434,925	6,084,812
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Complete and In Process (does not include contingency)	52,469,870
Project Total	49,367,304
%	106%

Transfers from/(to) Contingency:

\$445,000 Early Childhood Improvements (High School)
 \$ 87,000 High School Athletic Field Parking Lot
 \$ 44,300 High School Retaining Wall
 \$113,024 Middle School Bathrooms near Auditorium
 \$300,000 Technology
 \$244,500 Water Coolers (\$50,000 Tilden, \$62,500 McAuliffe, \$132,000 Middle School)
 \$746,250 High School Privacy Improvements (Athletic Locker Rooms)
 \$160,476 Kennedy Deferred Maintenance
 \$167,131 McAuliffe Deferred Maintenance
 \$290,000 Middle School Storage Building
 \$542,000 High School Tennis Court Replacement
 \$330,000 District Office Renovations
 \$100,000 Board Room Renovations
 \$85,000 Entrance Security Improvements
 \$503,750 Additional to HHS Privacy Improvements (Bathrooms)
 \$362,500 Middle School Privacy Improvements
 \$140,000 High School Lecture Hall
 \$200,000 HHS Baseball Field Drainage
 \$493,750 Middle School Track Replacement
 \$856,563 HS Team Locker Privacy Improvements
 \$1,421,640 ALC Renovation
 \$397,500 Transferred from HHS Privacy Improvements to Middle School Storage Building
 \$160,100 Additional to Middle School Improvements
 (\$38,200) from Middle School Privacy Improvements
 (\$600,000) from High School Privacy Improvements
 (\$50,000) from High School Carpet
 \$86,000 Additional to Kennedy Deferred Maintenance
 \$400,000 Technology
 \$200,000 Monument Signs
 \$500,000 Grounds/Site Improvements
 \$300,000 Additional to Entrance Security Improvements

Referendum Communications

HASTINGS PUBLIC
SCHOOLS

February 22, 2023



DEHLER PR

Educate. Communicate. Motivate.

CORE FOCUS

We improve communities through exceptional public relations, marketing, and strategic counsel.

OUR NICHE

Public sector; rural school districts

CORE VALUES

- Trusted, Experienced
- Passionate, Principled, Problem solvers
- Caring, Committed, Counselors

Meet Our Team



Jeff Dehler, APR - Chief Relationship Builder. More than two decades in PR. Nearly 40 referenda.



Jayne Helgevold - Account Manager. Experienced in marketing, communications and crisis management.



Ron Wilke - Senior Strategic Counselor. 40-year veteran of public schools. Hired DehlerPR for nearly all the services we provide.



Krisanthi Sikkila - Account Manager. Experienced in school PR and media relations.

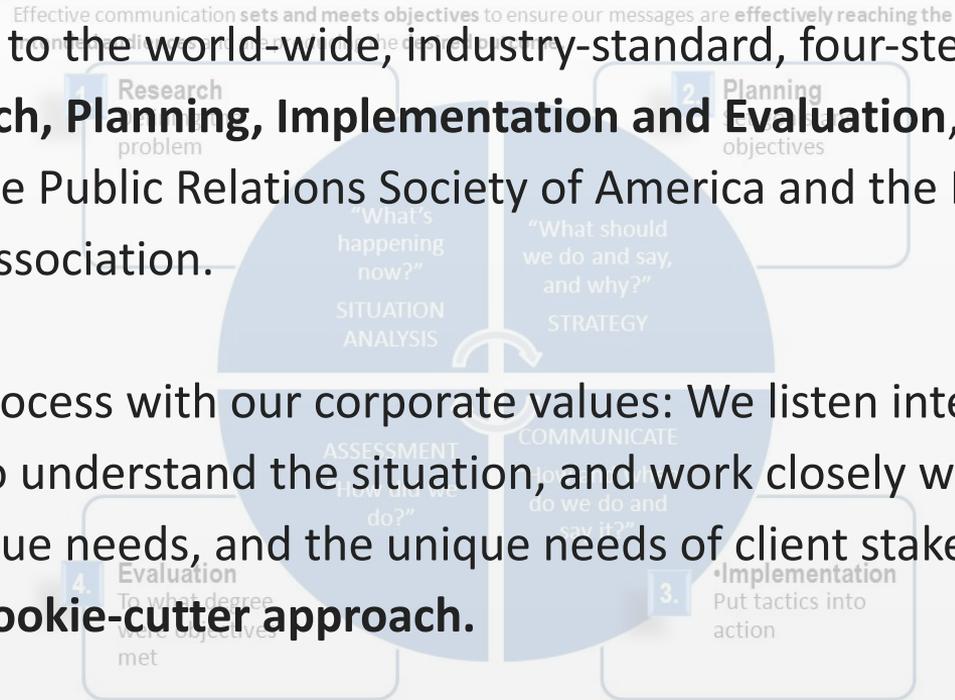
Our Approach | RPIE



RPIE: The Four-Step Communications Process

DehlerPR adheres to the world-wide, industry-standard, four-step communications process of **Research, Planning, Implementation and Evaluation**, a process championed by the Public Relations Society of America and the National School Public Relations Association.

We overlay this process with our corporate values: We listen intently to client needs, dig deep to understand the situation, and work closely with clients to address their unique needs, and the unique needs of client stakeholders. **Always unique; never a cookie-cutter approach.**



DISTRICT SITUATION

What is the situation?

- Operating levy expires next year
- Budget reductions have totaled \$3.5 M over last 3 years
- Enrollment is decreasing slowly, but consistently; therefore revenue is decreasing
- State funding is not increasing as quickly as inflation, some cost centers, like special education, are increasing at a rate higher than inflation
- The district will be in debt within 1-2 years if nothing is done
- The board is determining how much to ask of taxpayers

STRATEGY

Long-term Strategy

1. Relationships,
Infrastructure

3. Referendum
Communication

2022

Winter, Spring 2023

Fall 2023

2. Community
Engagement

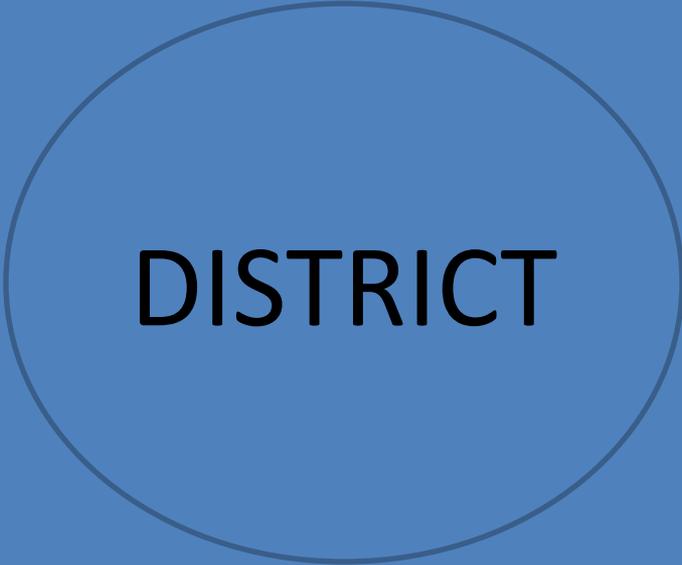
4 Steps to Referendum Success

1. Community Engagement
2. Good Project
3. Good District Story
4. Committed Advocates

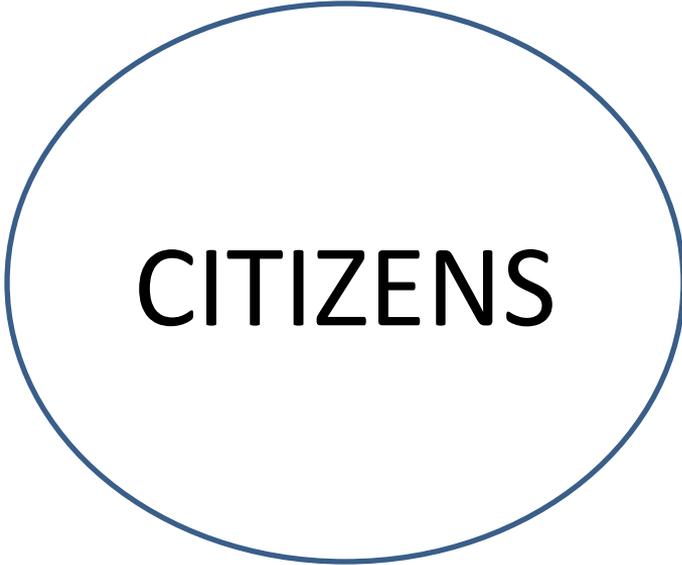


REFERENDUM

Function and Components



DISTRICT



CITIZENS

District informational campaign

- The goal is an informed citizenry.
- The district must provide information about the campaign in a neutral manner.
- District funds must not be used to promote the election's outcome.
- Districts may use funds for a neutral informational campaign.



District Information

- Research, comprehensive plan
- Website, social media, email
- Direct mail
- District newsletter
- Presentations and meetings

Communicate with all



Citizen promotional campaign

(the “Vote Yes” group)

- The promotional campaign operates independently of the district.
- The goal is to pass the referendum.
- The individuals who work on the promotional campaign have a great deal of latitude in their promotional work.
- The promotional campaign raises and spends private funds.

Citizens' Committee

- Political campaign approach
- Persuasion – Meetings, displays, TARGETED marketing
- Concentrate on Yes voters
- GOTV

Identify YES voters and get them to the polls

COMMUNITY
ENGAGEMENT

Winter/Spring Timeline

Major Activity	February	March	April	May	June
Board / Admin meeting w/Dehler	■				
Right-Sizing	■				
Budget Assumptions		■			
Staff Meetings			■		
Key Communicators Meeting(s)			■		
Parent Meetings			■	■	
Community Opinion Survey				■	
Road Show Updates - Assumptions, Survey				■	■
Board Referendum Decision					■
Communication	■	■	■	■	■

ROLES &

NEXT STEPS

COMMUNICATIONS

THE NEWSPAPER

Board members and staff can write letters to the editor advocating passage or defeat of the referendum. Letters should be written during personal time using personal resources.

District leaders can challenge or correct inaccurate information presented in the media.

Paid advertisements can be placed in the media as long as district funds are not used.

SCHOOL NEWSLETTERS

School newsletters can be used to provide factual information about the referendum. They cannot be used to advocate passage or defeat.

EMAIL

Email sent from the district or district staff can contain only factual information about the referendum. District email may not be used to advocate passage or defeat. Board members and staff can send promotional materials from their personal computers or cell phones.

PRESENTATIONS

Board members and staff can use informational presentations to educate voters and community groups. If the presentations are promotional, board members must use their own time and resources, and board members must not collect per diems or reimbursement for expenses.

CABLE PUBLIC ACCESS

Board members and staff can use cable public access to promote the referendum, just as any private citizen can. They must do it on their own time, and they may not use district equipment. They cannot be reimbursed by the district for any related expenses.

WHATEVER ACCESS IS PROVIDED TO VOTE-YES GROUPS

Board members and staff can serve on vote-yes or vote-no committees during their personal time.
Board members and staff can put vote-yes or vote-no stickers on the vehicles they drive to school. This is an exercise of free speech.

STUDENTS

Do not send promotional materials home with students. There is no statutory prohibition against sending informational materials home with students. However, district officials should carefully weigh the perception of this practice.

Students can wear vote-yes buttons, t-shirts, etc. to school if such items do not interfere with the normal operations of the school. If this is allowed, however, students must also be allowed to wear vote-no buttons and t-shirts.

Do not allow staff to advocate for a referendum's passage or defeat to students. If teachers want to discuss the referendum in a relevant class (civics, government, etc.), these discussions must be neutral.

Former students—those attending college, for example—can vote on the referendum via absentee ballots as long as they are not registered in their current district.

campaign for or
they cannot use
n.

IS A
RENCE
WHAT
ADERS
DO
THEY

SHOULD DO.
THE KEY IS TO
KNOW YOUR
COMMUNITY.

wear vote-yes or vote-no buttons while working is an unsettled issue. MSBA believes the district has the authority to prohibit such buttons in school. Although staff may claim the right to free speech, the district has an obligation to control behavior that would cause disruption in the school.

School Board Members

- Be visible in your support
- Serve as community “eyes and ears”
- Share district informational messages – concise and consistent
- Can take any role on citizen’s committee
- Lead by example
- Keep superintendent informed
- Attend open houses, presentations
- Network

Admin Team

STAFF

- Educate, answer questions
- Recruit staff for committee

PARENTS

- Answer questions
- Info displays in parent trafficked spaces
- Committee tables at events
- Site teams systematic parent engagement

It's about...





BRIDGE TO SUCCESS

Hastings Public Schools

INDEPENDENT SCHOOL DISTRICT 200
1000 11TH STREET WEST
HASTINGS, MN 55033-2597
Phone (651) 480-7000
Fax (651) 480-7004

Policy Committee Mission

The Hastings School Board Policy Committee serves to review and revise current policies, and propose policy changes for adoption based on statute, at the direction of the School Board or administrator, and as identified for the benefit for the students and staff of ISD 200.

Policy Committee Meeting

Time: January 31, 2023 4:00PM Central Time (US and Canada)

Attendees: Jessica Dressely, Krista Giesen, Rachel Larson, Stephanie Malm, Bob McDowell, Mark Zuzek

Committee Agenda

600 Series Update

Three-year Policy Review Cycle

January 25, 2023 Board Meeting Policy Consideration

1. 600 Series Update: Rachel provided updates on 601, 603, 604, and 616. Per MSBA, we could pull in mandatory policies into other policies but recommend vetting them through legal to ensure they're good to go. Goal is to remove redundancies. If we did combine policies (ex: 603, 604, 616 into 601) then we would have a footnote referencing this change.

Policy 601, School District Curriculum and Instructional Goals:

Definitions: Add J definitions into C, add I into E, restructure definitions K and L and place them under D.

Gifted and Talented: Recommendation is to not change or add additional information to policy re G&T, it's primarily procedural. Rachel is willing to give a presentation about the ISD 200 G&T programs at a future meeting.

2. Three-year Policy Review Cycle: Director Dressely created a clear and thorough tracker for ISD 200 policies, and we will use this tracker to capture revised, reviewed, and adopted dates and progress notes as we work through the three-year policy review cycle.

We broke 2023 policies down by quarter and note we are removing MSBA Model Policy cross-references (unless necessary, by exception) and adding in the ISD 200 policy cross-references. We will also add in the revised, reviewed, and adopted dates per policy 208.

The 2023 Breakdown includes ongoing/in-progress policies from 2022, annual mandatory policies, 200 series policies, and 400 series policies:

Ongoing/In-Progress Policies from 2022: Naming of pool/facility: Draft Facilities Naming Policy 9XX and remaining 600 series policies.

Annual Mandatory Policies: The policy committee is back-planning to have the first read in May, 2nd read in June, adoption in July so the policies are in the employee handbook in August. Policy 806, Crisis Management Policy, Policy 506, Student Discipline, and Policy 722, Public Data Requests.

Quarter 1 (January – March): 806, Crisis Management Policy (in-progress), 208, Development, Adoption and Implementation of Policies (in-progress), 206, Public Participation (in-progress), 206A, Sign-up Document (partnered with 206 and in-progress), 203, Operation of the School Board – Governing Rules, 203.1, School Board Procedures; Rules of Order, 203.2, Order of the Regular School Board Meeting, 203.5, Open Meetings and Closed Meetings, 207, Public Hearings, 213, School Board Committees, 9XX, Naming Policy (in-progress).

Quarter 2 (April – June): 201, Legal Status of the School Board, 202, School Board Officers, 204, School Board Meeting Minutes, 209, Code of Ethics, 210, Conflict of Interest, 211, Criminal or Civil Action, 212, School Board Member Development, 214, Out-of-State Travel by School Board Members, 215, Addressing School Board Member Violations, 506, Student Discipline, 722, Public Data Requests.

Request to Board: *asking to bring an update to the table at a work session in March or April to brief the board of our progress and ask questions we need answered from the board. There are a handful of 200 series policies that we will need input from the board that will guide us into the Q3 focus of 200 series procedure development.*

Quarter 3 (July – September): School Board Member Handbook, this is our time to focus on developing procedures that align with the 200 series policies and ask that the board consider adding them to the handbook to assist the 2023 newly elected board members with onboarding prior to seating.

Quarter 4 (October – December): 401, Equal Employment Opportunity, 402, Disability Nondiscrimination, 404, Employment Background Checks, 406, Public and Private Personnel Data, 406.1, Consent to Release Data Form, 408, Subpoena of a School District Employee, 410, Family and Medical Leave, 412, Expense Reimbursement, 412.1, Administrative Procedures, 412, Harassment and Violence, 515, Protection and Privacy of Pupil Records.

3. January 25, 2023 Board Meeting Policy Considerations

208 Development of Policies: going to the board in February for adoption. Recommend approval.
601, School District Curriculum and Instructional Goals: 1st read was in January, 2nd read in February. Recommend motion to adopt.

4. Next Meeting: March 1 & 29, April 12 & 26, May 17, June 21, 2023 at 3:30pm (District Office Conference Room)



601 SCHOOL DISTRICT CURRICULUM AND INSTRUCTION GOALS

I. PURPOSE

- A. The purpose of this policy is to establish broad curriculum parameters for the school district that encompass the Minnesota Academic Standards and federal law and are aligned with creating the world's best workforce.

II. GENERAL STATEMENT OF POLICY

- A. The policy of the school district is to establish the "World's Best Workforce" in which all learning in the school district should be directed and for which all school district learners should be held accountable.

III. DEFINITIONS

- A. "Academic standard" means a summary description of student learning in a required content area or elective content area.

- B. "Benchmark" means specific knowledge or skill that a student must master to complete part of an academic standard by the end of the grade level or grade band.

- C. "Curriculum" means district or school adopted programs and written plans for providing students with learning experiences that lead to expected knowledge, skills, and career and college readiness; including standards, benchmarks, essential questions, an assessment plan, instructional resources and strategies, and time allocations for emphasis and pacing for the content to be taught.

- D. "Resources" means ~~core~~ textbooks, online programs and supplementary materials used by educators to deliver the defined curriculum.

1. Core Instructional Materials: resources recommended through a District process, approved by the School Board and used by teachers to provide a required common content for students to achieve intended learning.

2. Supplementary Materials: resources determined by teachers and principals, as monitored by the Superintendent or designee, which supplement the core materials and provide for different student needs as required to meet the intended student learning.

- E. "Instruction" means methods of providing learning experiences, through a teacher lead standards focused process, that enables students to meet state and district academic standards and graduation requirements, and enables all students to master academic content and achieve personal goals. ~~A teacher-led process, which transforms well-planned curriculum into student learning. Instruction is standards-focused teaching for the purpose of providing meaningful learning experiences that enable all students to master academic content and achieve~~

personal goals.¶

F. ¶

G. “Performance measures” are measures to determine school district and school site progress in striving to create the World’s Best Workforce and must include at least the following:

1. the size of the academic achievement gap and rigorous course taking, including college-level advanced placement, international baccalaureate, postsecondary enrollment options, including concurrent enrollment, other rigorous courses of study or industry certification courses or programs, and enrichment experiences by student subgroup;
2. student performance on the Minnesota Comprehensive Assessments;
3. high school graduation rates; and
4. career and college readiness under Minnesota Statutes section 120B.30, subdivision 1.

¶

H. “World’s Best Workforce” means striving to: meet school readiness goals; have all third-grade students achieve grade-level literacy; close the academic achievement gap among all racial and ethnic groups of students and between students living in poverty and students not living in poverty; have all students attain career and college readiness before graduating from high school; and have all students graduate from high school.

I. Inclusive educational program: one that employs a curriculum that is developed and delivered so that students and staff gain an understanding and appreciation of the cultural diversity of the United States, the historical and contemporary contributions of women and men to society, the historical and contemporary contributions to society by people with disabilities.

J. ~~Instruction: a teacher-led process, which transforms well-planned curriculum into student learning. Instruction is standards-focused teaching for the purpose of providing meaningful learning experiences that enable all students to master academic content and achieve personal goals.~~

K. ~~Curriculum: a written plan including standards, benchmarks, essential questions, an assessment plan, instructional resources and strategies, and time allocations for emphasis and pacing for the content to be taught.~~

L. ~~Core Instructional Materials: resources recommended through a District process, approved by the School Board and used by teachers to provide a required common content for students to achieve intended learning.~~ ¶

¶

M. ~~Supplementary Materials: resources determined by teachers and principals, as monitored by the Superintendent or designee, which supplement the core materials and provide for different student needs as required to meet the intended student learning.~~

IV. LONG-TERM STRATEGIC PLAN

A. The school board, at a public meeting, shall adopt a comprehensive, long-term strategic plan to support and improve teaching and learning that is aligned with creating the world's best workforce and includes the following:

1. clearly defined school district and school site goals and benchmarks for instruction and student achievement for all student categories identified in state and federal law;
2. a process to assess and evaluate each student's progress toward meeting state and local academic standards, assess and identify students for participation in gifted and talented programs and accelerate their instruction, adopt procedures for early admission to kindergarten or first grade of gifted and talented learners which are sensitive to under-represented groups, and identify the strengths and weaknesses of instruction in pursuit of student and school success and curriculum affecting students' progress and growth toward career and college readiness and leading to the world's best workforce;
3. a system to periodically review and evaluate the effectiveness of all instruction and curriculum, taking into account strategies and best practices, student outcomes, principal evaluations under Minnesota Statutes section 123B.147, subdivision 3, students' access to effective teachers who are members of populations under-represented among the licensed teachers in the district or school and who reflect the diversity of enrolled students under Minnesota Statutes section
 - a) § 120B.35, subdivision 3(b)(2), and teacher evaluations under Minnesota Statutes section 122A.40, subdivision 8, or 122A.41, subdivision 5;
4. strategies for improving instruction, curriculum, and student achievement, including the English and, where practicable, the native language development and the academic achievement of English learners;
5. a process to examine the equitable distribution of teachers and strategies to ensure low-income and minority children are not taught at higher rates than other children by inexperienced, ineffective, or out-of-field teachers;
6. education effectiveness practices that integrate high-quality instruction, rigorous curriculum, technology, and a collaborative professional culture that develops and supports teacher quality, performance, and effectiveness; and
7. an annual budget for continuing to implement the school district plan.

B. School district site and school site goals shall include the following:

1. All students will be required to demonstrate essential skills to effectively participate in lifelong learning.*These skills include the following:

- a) reading, writing, speaking, listening, and viewing in the English language;
 - b) mathematical and scientific concepts;
 - c) locating, organizing, communicating, and evaluating information and developing methods of inquiry (i.e., problem solving);
 - d) creative and critical thinking, decision making, and study skills;
 - e) work readiness skills;
 - f) global and cultural understanding.
2. Each student will have the opportunity and will be expected to develop and apply essential knowledge that enables that student to:
- a) live as a responsible, productive citizen and consumer within local, state, national, and global political, social, and economic systems;
 - b) bring many perspectives, including historical, to contemporary issues;
 - c) develop an appreciation and respect for democratic institutions;
 - d) communicate and relate effectively in languages and with cultures other than the student's own;
 - e) practice stewardship of the land, natural resources, and environment;
 - f) use a variety of tools and technology to gather and use information, enhance learning, solve problems, and increase human productivity.
3. Students will have the opportunity to develop creativity and self-expression through visual and verbal images, music, literature, world languages, movement, and the performing arts.
4. School practices and instruction will be directed toward developing within each student a positive self-image and a sense of personal responsibility for:
- a) establishing and achieving personal and career goals;
 - b) adapting to change;
 - c) leading a healthy and fulfilling life, both physically and mentally;
 - d) living a life that will contribute to the well-being of society;

- e) becoming a self-directed learner;
 - f) exercising ethical behavior.
5. Students will be given the opportunity to acquire human relations skills necessary to:
- a) appreciate, understand, and accept human diversity and interdependence;
 - b) address human problems through team effort;
 - c) resolve conflicts with and among others;
 - d) function constructively within a family unit;
 - e) promote a multicultural, gender-fair, disability-sensitive society.



Every child is reading at or above grade level no later than the end of grade 3, including English learners, and teachers provide comprehensive, scientifically based reading instruction, including a program or collection of instructional practices that is based on valid, replicable evidence showing that, when the programs or practices are used, students can be expected to achieve, at a minimum, satisfactory reading progress. The program or collection of practices must include, at a minimum, effective, balanced instruction in all five areas of reading (phonemic awareness, phonics, fluency, vocabulary development, and reading comprehension), as well as instructional strategies for continuously assessing, evaluating, and communicating the student's reading progress and needs.

1. The school district must identify, before the end of kindergarten, grade 1, and grade 2, all students who are not reading at grade level. Students identified as not reading at grade level by the end of kindergarten, grade 1, and grade 2 must be screened for characteristics of dyslexia, unless a different reason for the reading difficulty has been identified.
2. Students in grade 3 or higher who demonstrate a reading difficulty to a classroom teacher must be screened for characteristics of dyslexia, unless a different reason for the reading difficulty has been identified.
3. Reading assessments in English and in the predominant languages of district students, where practicable, must identify and evaluate students' areas of academic need related to literacy. The school district also must monitor the progress and provide reading instruction appropriate to the specific needs of English learners. The school district must use locally adopted, developmentally appropriate, and culturally responsive assessment and annually report summary assessment results to the Commissioner of Education by July 1.

4. The school district must annually report to the Commissioner of Education by July 1 a summary of the district's efforts to screen and identify students who demonstrate characteristics of dyslexia using screening tools such as those recommended by the Minnesota Department of Education's dyslexia specialist. With respect to students screened or identified under paragraph
 - a) the report must include:
 - (1) a summary of the district's efforts to screen for dyslexia;
 - (2) the number of students screened for that reporting year; and
 - (3) the number of students demonstrating characteristics of dyslexia for that year.
5. A student identified as having a reading difficulty must be provided with alternate instruction under Minnesota Statutes section Minn. Stat. § 125A.56, subdivision Subd. 1.
6. At least annually, the school district must give the parent of each student who is not reading at or above grade level timely information about:
 - a) the student's reading proficiency as measured by a locally adopted assessment;
 - b) reading-related services currently being provided to the student and the student's progress; and
 - c) strategies for parents to use at home in helping their students succeed in becoming grade-level proficient in reading English and their native languages.
 - d) This provision may not be used to deny a student's right to a special education evaluation.
7. For each student who is not reading at or above grade level, the school district shall provide reading intervention to accelerate student growth and reach the goal of reading at or above grade level by the end of the current grade and school year. If a student does not read at or above grade level by the end of grade 3, the school district must continue to provide reading intervention until the student reads at grade level. Intervention methods shall encourage family engagement and, where possible, collaboration with appropriate school and community programs. Intervention methods may include, but are not limited to, requiring attendance in summer school, intensified reading instruction that may require that the student be removed from the regular classroom for part of the school day, extended day programs, or programs that strengthen students' cultural connections.

8. The school district will provide a personal learning plan for a student who is unable to demonstrate grade-level proficiency, as measured by the statewide reading assessment in grade 3. The school district will determine the format of the personal learning plan in collaboration with the student's educators and other appropriate professionals. The school district will develop the personal learning plan in consultation with the student's parent or guardian. The personal learning plan will address knowledge gaps and skill deficiencies through strategies such as specific exercises and practices during and outside of the school day, periodic assessments, and reasonable timelines. The personal learning plan may include grade retention if it is in the student's best interest. The student's school will maintain and regularly update and modify the personal learning plan until the student reads at grade level. This paragraph does not apply to a student under an Individualized Education Program.

Legal References:

Minn. Stat. § 120B.018 (Definitions)
Minn. Stat. § 120B.02 (Educational Expectations and Graduation Requirements for Minnesota Students)
~~Minn. Stat. § 120B.11 (School District Process)~~
Minn. Stat. § 120B.11 (School District Process for Reviewing Curriculum Instruction, and Student Achievement; Striving for the World's Best Workforce)
Minn. Stat. § 120B.12 (Reading Proficiently no Later than the End of Grade 3)
Minn. Stat. § 120B.30, Subd. 1 (Statewide Testing and Reporting System)
Minn. Stat. § 120B.35, Subd. 3 (Student Academic Achievement and Growth)
Minn. Stat. § 122A.40, Subd. 8 (Employment; Contracts; Termination)
Minn. Stat. § 122A.41, Subd. 5 (Teacher Tenure Act; Cities of the First Class; Definitions)
Minn. Stat. § 123B.147, Subd. 3 (Principals)
Minn. Stat. § 125A.56, Subd. 1 (Alternate Instruction Required before Assessment Referral)

20 U.S.C. § 5801, *et seq.* (National Education Goals)
20 U.S.C. § 6301, *et seq.* (Every Student Succeeds Act)

Cross References:

~~MSBA/MASA Model Policy 104 (School District Mission Statement)~~
~~MSBA/MASA Model~~
ISD 200 Policy 613 (Graduation Requirements)
~~MSBA/MASA Model~~
ISD 200 Policy 614 (School District Testing Plan and Procedures)
~~MSBA/MASA Model~~
ISD 200 Policy 615 (Basic Standards Testing) ~~MSBA/MASA Model~~ P
ISD 200 Policy 616 (School District System Accountability)

~~MSBA/MASA Model Policy~~ ISD 200 Policy 618 (Assessment of Student Achievement)

Policy Reviewed: 08.11.2022
Policy Adopted: 12.09.2020
Policy Revised: 09.29.2022
Policy Revised: 01.17.2023



AIA[®]

Document G701™ – 2017

Change Order

PROJECT: *(Name and address)*
 McAuliffe 2021 Deferred Maintenance
 (202185)
 McAuliffe Elementary School
 1601 West 12th Street
 Hastings, Minnesota 55033

CONTRACT INFORMATION:
 Contract For: General Construction
 Date: April 28, 2021

CHANGE ORDER INFORMATION:
 Change Order Number: Three (3)
 Date: November 11, 2022

OWNER: *(Name and address)*
 Independent School District #200
 1000 West 11th Street
 Hastings, Minnesota 55033

ARCHITECT: *(Name and address)*
 Wold Architects and Engineers
 332 Minnesota Street, Suite W2000
 Saint Paul, Minnesota 55101

CONTRACTOR: *(Name and address)*
 Weber, Inc.
 2497 Seventh Avenue East, Suite 110
 North Saint Paul, Minnesota 55109

THE CONTRACT IS CHANGED AS FOLLOWS:

(Insert a detailed description of the change and, if applicable, attach or reference specific exhibits. Also include agreed upon adjustments attributable to executed Construction Change Directives.)

PCO #06: Pipe blockage. Add \$1,948.80

Correction for math error on Change Order #01. Deduct (\$45.00)

TOTAL CHANGE ORDER NO. 3 ADD \$1,903.80

The original Contract Sum was	\$	257,000.00
The net change by previously authorized Change Orders	\$	24,992.83
The Contract Sum prior to this Change Order was	\$	281,992.83
The Contract Sum will be increased by this Change Order in the amount of	\$	1,903.80
The new Contract Sum including this Change Order will be	\$	283,896.63

The Contract Time will be unchanged by Zero (0) days.
The date of Substantial Completion will be

NOTE: This Change Order does not include adjustments to the Contract Sum or Guaranteed Maximum Price, or the Contract Time, that have been authorized by Construction Change Directive until the cost and time have been agreed upon by both the Owner and Contractor, in which case a Change Order is executed to supersede the Construction Change Directive.

NOT VALID UNTIL SIGNED BY THE ARCHITECT, CONTRACTOR AND OWNER.

Wold Architects and Engineers
 ARCHITECT *(Firm name)*

 SIGNATURE

 DOUGLAS KAHL, PROJECT MANAGER
 PRINTED NAME AND TITLE

 11/11/2022
 DATE

Weber, Inc.
 CONTRACTOR *(Firm name)*

 SIGNATURE

 GEORGE R SINN
 PRINTED NAME AND TITLE

 JAN 31 2023
 DATE

Independent School District #200
 OWNER *(Firm name)*

 SIGNATURE

 PRINTED NAME AND TITLE

 DATE



Date:11/19/2021

Proposed Change Order (PCO) #006

McAuliffe 2021 Deferred Maintenance
1601 West 12th Street
Hastings, MN 55033

Re: PCO #006

DESCRIPTION:

Unforeseen Condition: There Was Some Kind Of Solid Material In The Existing Pipe About 17 Feet From The Bathroom. No Pipe Openings Were Exposed During Concrete Pours & Materials Were Not Washed Down Drains. Video Shows Material 17' Down The Pipe; Location Is Evidence Material Is Not From Construction. Costs Is For Removal Of Blockage Material.

Material Removals - Labor & Material		\$3,525.01 Spriggs
Supervision 1 Hour At \$100/Hour		\$100.00 Weber
<hr/>		
Subtotal		\$3,625.01
Commission	5.00%	\$181.25 Weber
<hr/>		
Subtotal For Proposed Change		\$3,806.26
Bond	1.25%	\$47.58
Insurance	1.15%	\$43.77
Total For Proposed Change		\$3,897.61

\$3,897.61

↓

**AGREED UPON SHARED
EQUAL COST BETWEEN
WEBER AND ISD #200**

\$3,897.61 / 2 = \$1,948.80

If you have any questions, please call.

Sincerely,

WEBER, INC.

George Sinn

George Sinn
Project Manager

Concrete Removal from Sanitary Line

Labor 4 hours @ \$115.00 /hr	\$ 460.00
Material	\$ 30.00
Markup 10%	\$ 49.00

McDonough	\$2,843.82
Sub Markup 5%	<u>\$ 142.19</u>

Spriggs ADD	\$3,525.01
--------------------	-------------------

Sincerely,



Mat Lohman
Project Manager

AIA Document G701 - 2017

Change Order

PROJECT: (Name and address)
 McAuliffe 2021 Deferred Maintenance (202185)
 McAuliffe Elementary School
 1601 West 12th Street
 Hastings, Minnesota 55033

CONTRACT INFORMATION:
 Contract For: General Construction
 Date: April 28, 2021

CHANGE ORDER INFORMATION:
 Change Order Number: One (1)
 Date: December 6, 2021

OWNER: (Name and address)
 Independent School District #200
 1000 West 11th Street
 Hastings, Minnesota 55033

ARCHITECT: (Name and address)
 Wold Architects and Engineers
 332 Minnesota Street, Suite W2000
 Saint Paul, Minnesota 55101

CONTRACTOR: (Name and address)
 Weber, Inc.
 2497 Seventh Avenue East, Suite 110
 North Saint Paul, Minnesota 55109

THE CONTRACT IS CHANGED AS FOLLOWS:

(Insert a detailed description of the change and, if applicable, attach or reference specific exhibits. Also include agreed upon adjustments attributable to executed Construction Change Directives.)

PCO #02: Furred Out Wall At Toilet Room A105. Add \$413.95

PCO #04: Toilet Partition Modifications. Add \$1,547.69

PCO #07: Metal Trim At New Storefronts. Add \$1,306.80

PR #02: Modifications To Existing Plumbing. Add \$1,737.89

PR #03: Modifications To Electric Water Coolers. Add \$10,431.90

TOTAL CHANGE ORDER NO. 1 ADD \$15,483.23

THIS VALUE SHOULD BE \$15,438.23

*\$15,483.23
 - 15,438.23

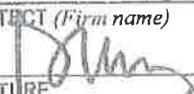
 \$ 45.00*

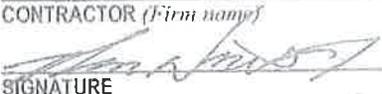
The original Contract Sum was
 The net change by previously authorized Change Orders
 The Contract Sum prior to this Change Order was
 The Contract Sum will be increased by this Change Order in the amount of
 The new Contract Sum including this Change Order will be
 The Contract Time will be unchanged by Zero (0) days.

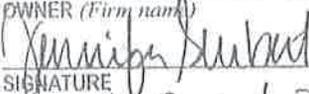
\$	257,000.00
\$	0.00
\$	257,000.00
\$	<u>15,483.23</u>
\$	<u>272,483.23</u>

NOTE: This Change Order does not include adjustments to the Contract Sum or Guaranteed Maximum Price, or the Contract Time, that have been authorized by Construction Change Directive until the cost and time have been agreed upon by both the Owner and Contractor, in which case a Change Order is executed to supersede the Construction Change Directive.

NOT VALID UNTIL SIGNED BY THE ARCHITECT, CONTRACTOR AND OWNER.

Wold Architects and Engineers
 ARCHITECT (Firm name)

 SIGNATURE
 DOUGLAS KAHL, PROJECT MANAGER
 PRINTED NAME AND TITLE
 12/06/2021
 DATE

Weber, Inc.
 CONTRACTOR (Firm name)

 SIGNATURE
 Ivan WEISS Vice President
 PRINTED NAME AND TITLE
 12/07/2021
 DATE

Independent School District #200
 OWNER (Firm name)

 SIGNATURE
 Jennifer Seubert, Dir of Fin Ops
 PRINTED NAME AND TITLE
 1/21/22
 DATE



AIA®

Document G701® – 2017

Change Order

PROJECT: *(Name and address)*
 Hastings High School
 200 General Sieben Drive
 Hastings, Minnesota 55033
 Commission No. 202188

CONTRACT INFORMATION:
 Contract For: General Construction

 Date: January 27, 2022

CHANGE ORDER INFORMATION:
 Change Order Number: Six (6)

 Date: February 9, 2023

OWNER: *(Name and address)*
 Independent School District #200
 1000 West 11th Street
 Hastings, Minnesota 55033

ARCHITECT: *(Name and address)*
 Wold Architects and Engineers
 332 Minnesota Street, Suite W2000
 Saint Paul, Minnesota 55101

CONTRACTOR: *(Name and address)*
 JT Egner Construction
 17595 Kenwood Trail, Suite 250
 Lakeville, Minnesota 55044

THE CONTRACT IS CHANGED AS FOLLOWS:

(Insert a detailed description of the change and, if applicable, attach or reference specific exhibits. Also include agreed upon adjustments attributable to executed Construction Change Directives.)

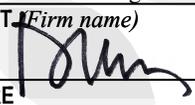
COR #15: Emergency Lighting. Add \$1,308.13

TOTAL CHANGE ORDER NO. 6 ADD \$1,308.13

The original Contract Sum was	\$ 568,149.00
The net change by previously authorized Change Orders	\$ 13,506.09
The Contract Sum prior to this Change Order was	\$ 581,655.09
The Contract Sum will be increased by this Change Order in the amount of	\$ 1,308.13
The new Contract Sum including this Change Order will be	\$ 582,963.22
The Contract Time will be unchanged by Zero (0) days.	
The new date of Substantial Completion will be	

NOTE: This Change Order does not include adjustments to the Contract Sum or Guaranteed Maximum Price, or the Contract Time, that have been authorized by Construction Change Directive until the cost and time have been agreed upon by both the Owner and Contractor, in which case a Change Order is executed to supersede the Construction Change Directive.

NOT VALID UNTIL SIGNED BY THE ARCHITECT, CONTRACTOR AND OWNER.

Wold Architects and Engineers
 ARCHITECT *(Firm name)*

 SIGNATURE
 DOUGLAS KAHL, PROJECT MANAGER
 PRINTED NAME AND TITLE
 02/09/2023
 DATE

JT Egner Construction
 CONTRACTOR *(Firm name)*

 SIGNATURE
 Mark Lutz, Project Manager
 PRINTED NAME AND TITLE
 2/9/23
 DATE

Independent School District #200
 OWNER *(Firm name)*
 SIGNATURE
 PRINTED NAME AND TITLE
 DATE



JT EGNER
CONSTRUCTION

Hastings HS Privacy Improvements

Request for Change Order #15

10/17/2022

Request Description: Added emergency light

Description	Labor Unit Cost	Sub/Matl Unit Cost	Total
Install emergency light			1,189.21
JT Egnier Fee			118.92

SUBTOTAL	1,308.13
General Conditions	
Contingency	
Builder's Risk Insurance	
Performance Bond	-
SUBTOTAL	1,308.13

Contract Amount To Be Increased By: 1,308.13

Approval Signatures

Owner Signature and Date:

Construction Manager Signature and Date:

CAL-TEX ELECTRIC, INC.

Residential, Commercial & Industrial

17001 Fish Point Rd SE | Suite 104 | Prior Lake, MN 55372 | PH-952-447-1125 | FAX-952-447-2013

PR#009- Added EM Lighting

Date: 1-18-2023

PR- 009

Project Name: Hastings High School

Project Address: Hastings, MN

Total Price Add: \$1,189.21

Scheduling impact: 0 days

DIV 26:

Material and Cost Breakdown

- Labor: **\$960.00**
 - Labor: 8.0 hrs x \$120 = \$960.00
- Materials Total: **\$229.21**
 - Materials 10% and TAX: \$34.96
 - 100' EMT: \$78.75
 - EMT Fittings: \$24.00
 - #12 THHN: \$60.00
 - Anchors and supports: \$21.50
 - Miscellaneous: \$10.00
 - Material cost: **\$194.25**
- PR or proposal only good for 30 days.

I _____ of _____ company hereby state that I have read the above mentioned work and price and agree to pay for the changes or extra work to be performed by Cal-Tex Electric Inc.

Signature of Contractor: _____ Title: _____

Signature of Cal-Tex Electric Inc.: _____ Title: _____

Thank you/Cal-Tex Electric Inc.

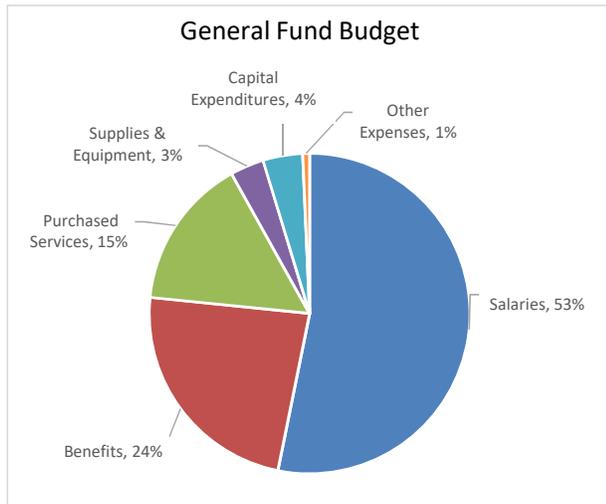
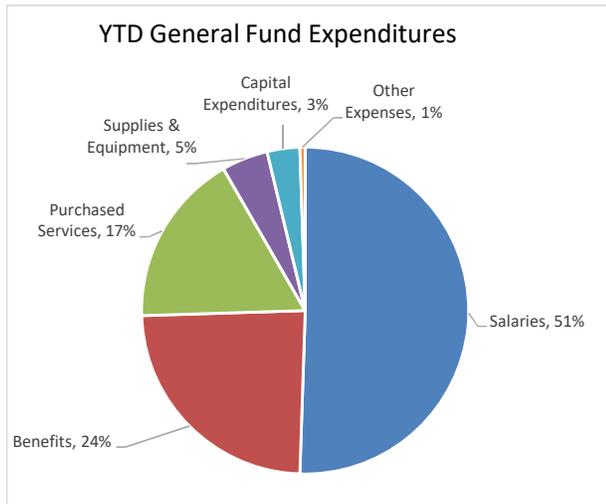
HASTINGS ISD # 200 BOARD REPORT FOR THE MONTH ENDING: January 2023

EXPENDITURE TOTALS

	FY 2023 Budget (REV)	**Monthly Expenditures	Year-to-Date Expenditures	Remaining Balance	% Spent
General Fund (01)					
100 Salaries	31,739,400	2,712,489	13,960,602	17,778,799	44%
200 Benefits	13,994,879	1,062,403	6,633,662	7,361,217	47%
300 Purchased Services	9,129,663	1,154,754	4,748,915	4,380,747	52%
400 Supplies & Equipment	2,029,916	227,314	1,268,555	761,361	62%
500 Capital Expenditures	2,387,692	164,780	885,478	1,502,214	37%
800 Other Expenses	413,797	16,244	146,212	267,586	35%
	59,695,347	5,337,984	27,643,424	32,051,923	46%
Food Service Fund (02)	3,119,971	337,316	1,498,151	1,621,821	48%
Community Service Fund (04)	2,337,632	207,493	1,313,575	1,024,057	56%
Building Construction Fund (06)	10,066,685	117,427	4,109,308	5,957,377	41%
Debt Service Fund (07)	3,873,090	3,683,520	3,871,490	1,600	100%
Student Activities Fund (10)	250,000	34,768	126,243	123,757	50%
Deferred Accounts- Donations/Misc Fund (11)	640,619	129,654	295,689	344,930	46%
Scholarships Fund (12)	120,000	84,100	94,600	25,400	79%
Totals	\$80,103,345	\$9,932,261	\$38,952,479	\$41,150,865	

** Monthly expenditures include payroll, finance and encumbrances.

** Some payments are coded to revenue codes and are not included in above monthly expenditures but are included on payment registers.



PAYROLL DISBURSEMENTS

Checks & Direct Deposits	1/1/2023	1/31/2023	1,911,289	Pay dates 1/5 and 1/20
Liability Checks & Wires	1/1/2023	1/31/2023	1,408,076	Bd. Share \$395,194
Total			\$3,319,365	

FINANCE DISBURSEMENTS

Checks & Wires	1/1/2023	1/31/2023	6,187,608
Total			\$6,187,608

SELF-FUNDED INSURANCE

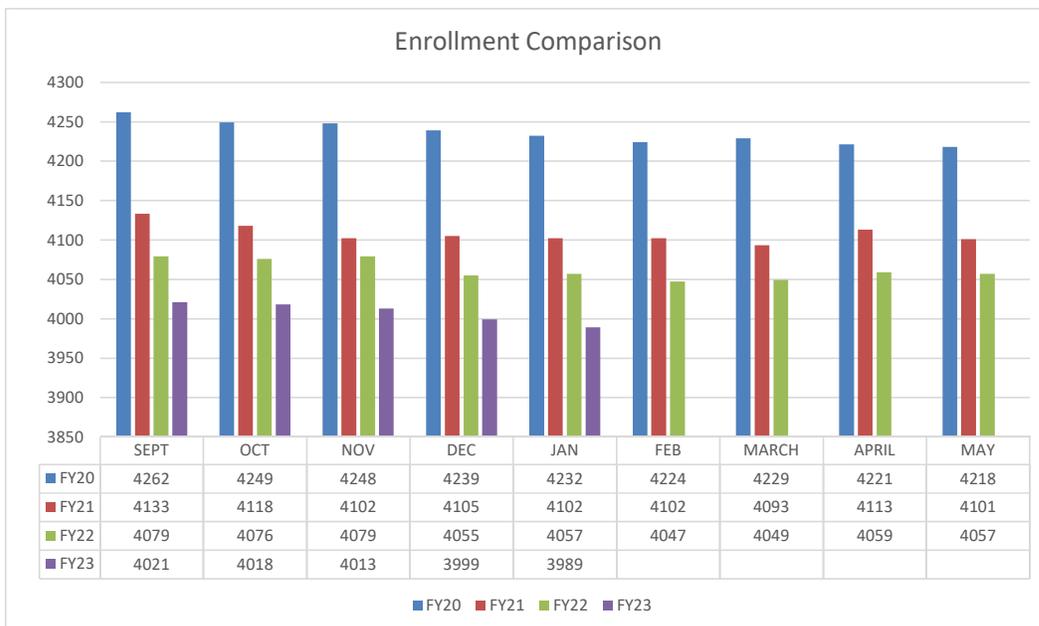
	Revenue YTD	Expenses YTD	YTD Balance
Dental	419,437	344,740	\$74,697
Health	4,781,448	4,657,608	\$123,839

ELECTRONIC FUND TRANSFERS

<u>Date</u>	<u>From</u>	<u>To</u>	<u>Amount</u>	<u>Description</u>
1/3/2023	Merchants Bank	MSDLAF General	25,000.00	Local Receipts
1/5/2023	MSDLAF General	MSDLAF Payroll	1,647,578.82	Payroll
1/5/2023	MSDLAF General	MSDLAF Flex	13,214.27	Payroll
1/6/2023	MSDLAF General	MSDLAF AP	139,217.26	Accounts Payable
1/9/2023	Merchants Bank	MSDLAF General	25,000.00	Local Receipts
1/12/2023	MSDLAF ScholarshipMAX	MSDLAF Scholarship	50,000.00	Exchange
1/13/2023	MSDLAF General	MSDLAF Payroll	133,963.99	Payroll
1/13/2023	MSDLAF General	MSDLAF AP	877,550.82	Accounts Payable
1/17/2023	Merchants Bank	MSDLAF General	25,000.00	Local Receipts
1/17/2023	MSDLAF General	Vermillion Bank	884.92	Local Receipts
1/17/2023	MSDLAF Bond Proceeds	MSDLAF AP	1,458.00	Accounts Payable
1/19/2023	MSDLAF General	MSDLAF Bond Proceeds	11,641.26	Local Receipts
1/20/2023	MSDLAF General	MSDLAF Payroll	1,513,387.58	Payroll
1/20/2023	MSDLAF General	MSDLAF AP	118,035.38	Accounts Payable
1/20/2023	MSDLAF General	MSDLAF Flex	13,057.34	Payroll
1/23/2023	Merchants Bank	MSDLAF General	25,000.00	Local Receipts
1/24/2023	MSDLAF General	MSDLAF Health Self Funded	67,100.14	Health Insurance
1/25/2023	MSDLAF General	MSDLAF Dental Self Funded	64,115.26	Dental Insurance
1/25/2023	MSDLAF General	MSDLAF Health Self Funded	674,270.99	Health Insurance
1/26/2023	MSDLAF GeneralMAX	MSDLAF General	4,000,000.00	Exchange
1/27/2023	MSDLAF General	MSDLAF AP	4,494,457.50	Accounts Payable
1/30/2023	MSDLAF General	MSDLAF AP	56,666.96	Accounts Payable
1/30/2023	MSDLAF General	MSDLAF Bond Proceeds	245.31	Accounts Payable
1/30/2023	MSDLAF Bond Proceeds	MSDLAF General	1,251.31	Accounts Payable
1/31/2023	Merchants Bank	MSDLAF General	75,000.00	Local Receipts
1/31/2023	MSDLAF General	MSDLAF AP	506,394.55	Accounts Payable
1/31/2023	MSDLAF General	MSDLAF Scholarship	8,536.00	Local Receipts
1/31/2023	MSDLAF General	MSDLAF Payroll	14,587.83	Payroll
			<hr/>	
			\$14,582,615.49	

ENROLLMENT

<u>GRADE</u>	<u>COUNT</u>	<u>SCHOOL</u>	<u>COUNT</u>	<u>RACE/ETHNICITY</u>	<u>TOTALS</u>
K	270	HAHS	32	Hispanic/Latino	281
1	268	High School HOA	58	American Indian/Alaska Native	22
2	283	High School	1317	Asian	48
3	278	Middle School	1210	Black	126
4	273	Elementary:		Native Hawaiian/Pacific Islander	3
5	309	Kennedy	451	White	3263
6	297	Pinecrest	450	Two or more races	246
7	282	McAuliffe	471		3989
8	322		3989		
9	398				
10	335				
11	333	Elementary	1372		
12	251				
HOA	58	Middle School	1210		
HAHS	32	High School/HOA/HAHS	1407		
	3989	Total District	3989		



INDEPENDENT SCHOOL DISTRICT NO. 200
Hastings High School and Middle School
 Extra Curricular Student Activity Accounts
 Statement of Receipts and Disbursements
 Year ended June 30, 2023
 Current Statement as of 1/31/2023

Course Code	Activity Account	Balance 7/1/2022	Receipts	Disbursements	Subtotal (Less Interest)	Interest Earned	Balance 6/30/2023
601	Art Club	580.76	0.00	0.00	580.76	2.0153	582.78
608	AVID	2,476.48	540.00	48.07	2,968.41	9.4998	2,977.91
602	Band	1,835.75	3,059.38	3,798.10	1,097.03	6.7014	1,103.73
604	Baseball	3,764.20	0.00	0.00	3,764.20	13.0619	3,777.26
605	Basketball - Boys	312.23	0.00	87.89	224.34	0.9427	225.29
609	Choir Tour	543.20	0.00	0.00	543.20	1.8849	545.09
610	Cross Country Running	23.15	972.87	922.18	73.84	0.4482	74.28
613	Fellowship Christian Athletes (FCA)	993.16	590.00	579.67	1,003.49	3.2575	1,006.74
614	Football	2,405.82	0.00	0.00	2,405.82	8.3483	2,414.17
615	Gymnastics	2,345.50	0.00	0.00	2,345.50	8.1389	2,353.64
616	French Honor Society (FHS)	1,733.07	116.00	104.92	1,744.15	5.9740	1,750.13
624	Golf - Girls (closed 9/2022)	6.14	0.00	6.14	0.00	0.0049	0.01
622	Marching Band	35,127.21	33,861.85	51,525.13	17,463.93	86.2095	17,550.14
675	INTEREST EARNED	0.00	560.00	0.00	560.00	-	0.00
623	National Honor Society (NHS)	2,487.83	619.00	97.29	3,009.54	9.9123	3,019.46
625	Nordic Skiing	3,508.25	0.00	1,538.93	1,969.32	8.8875	1,978.20
626	Orchestra (closed 2020, reopened 2021)	270.36	0.00	0.00	270.36	0.9382	271.30
627	Outdoor Club	50.22	2.00	52.20	0.02	0.0799	0.10
618	Peer Helpers	180.68	0.00	45.42	135.26	0.6270	135.89
632	Show Choir	19,683.21	76,252.16	61,194.45	34,740.92	101.3527	34,842.28
643	Soccer - Boys	633.40	0.00	0.00	633.40	2.1979	635.60
647	Spanish Club	12,645.00	2,273.00	1,089.61	13,828.39	45.4261	13,873.82
650	Student Council	41,636.89	7,611.25	5,160.66	44,087.48	149.8979	44,237.38
652	Tennis - Boys	3,290.90	0.00	0.00	3,290.90	11.4195	3,302.32
653	Tennis - Girls	294.15	895.00	947.45	241.70	0.9135	242.61
655	Thespians	545.84	0.00	116.37	429.47	1.7077	431.17
656	Track	10,097.35	0.00	256.00	9,841.35	34.2181	9,875.57
654	Ultimate Frisbee	524.38	0.00	0.00	524.38	1.8196	526.20
658	Volleyball (closed 10/2022)	527.70	0.00	527.70	0.00	0.5634	0.56
659	Wrestling	5,358.49	0.00	0.00	5,358.49	18.5941	5,377.08
665	Middle School Yearbook	1,423.11	125.72	0.00	1,548.83	5.2738	1,554.11
666	Middle School Student Council	6,781.41	0.00	1,817.91	4,963.50	19.6837	4,983.18
		162,085.85	127,478.23	129,916.09	159,647.99	560.0000	159,647.99

INDEPENDENT SCHOOL DISTRICT NO. 200
HASTINGS, MINNESOTA
TREASURER'S REPORT TO SCHOOL BOARD

January 2023 Investment Reconciliation - %-104-%

FUNDS	BALANCE BEGINNING OF MONTH	RECEIPTS	DISBURSEMENTS	BALANCE END OF MONTH
GENERAL FUND - 01	19,000,000.00	0.00	0.00	19,000,000.00
BOND FUND - 06	0.00	0.00	0.00	0.00
SCHOLARSHIP FUND - 12	10,000.00	0.00	0.00	10,000.00
DENTAL SELF FUNDED - 20	498,000.00	488,000.00	498,000.00	488,000.00
HEALTH SELF FUNDED - 21	2,000,000.00	0.00	0.00	2,000,000.00
TOTALS	21,508,000.00	488,000.00	498,000.00	<u>21,498,000.00</u>

RECONCILEMENT OF TREASURER'S BALANCE WITH BANK

DESCRIPTION	BALANCE PER BANK STATEMENT	OTHER RECONCILING ITEMS	BALANCE PER TREASURER'S BOOKS
Certificates of Deposit - MSDLAF - General	0.00	0.00	0.00
Term - MSDLAF - General	19,000,000.00	0.00	19,000,000.00
Term - MSDLAF - Bond	0.00	0.00	0.00
Managed Account - MSDLAF - Bond	0.00	0.00	0.00
Scholarship CD	10,000.00	0.00	10,000.00
Certificates of Deposit - MSDLAF - Dental	488,000.00	0.00	488,000.00
Term - MSDLAF - Dental	0.00	0.00	0.00
Term - MSDLAF - Health	2,000,000.00	0.00	2,000,000.00
TREASURER'S BALANCE	21,498,000.00	0.00	<u>21,498,000.00</u>

INDEPENDENT SCHOOL DISTRICT NO. 200
HASTINGS, MINNESOTA
TREASURER'S REPORT TO SCHOOL BOARD

January 2023 Bank Reconciliation

FUNDS	BALANCE BEGINNING OF MONTH	RECEIPTS	DISBURSEMENTS	BALANCE END OF MONTH
GENERAL FUND- 01	7,331,412.36	5,991,332.29	(6,097,206.47)	7,225,538.18
FOOD SERVICE FUND - 02	1,111,047.53	198,840.07	(291,962.96)	1,017,924.64
COMMUNITY ED - 04	956,882.49	213,709.85	(177,896.79)	992,695.55
BUILDING CONSTRUCTION - 06	6,085,125.70	34,449.86	(34,763.88)	6,084,811.68
DEBT REDEMPTION - 07	20,511,496.88	0.00	(2,916,723.54)	17,594,773.34
STUDENT ACTIVITY FUND -10	154,806.03	38,809.50	(34,767.54)	158,847.99
DEFERRED ACCOUNTS - 11	676,248.02	30,132.39	(127,426.20)	578,954.21
SCHOLARSHIP - 12	246,843.06	9,389.92	(84,100.00)	172,132.98
TRUST - 18	69,666.48	0.00	(8,404.92)	61,261.56
DENTAL SELF FUNDED - 20	598,891.94	2,316.55	28,912.54	630,121.03
HEALTH SELF FUNDED -21	2,546,195.43	40,373.64	202,716.51	2,789,285.58
OPEB PERA/CE TRUST - 45	5,794,378.21	0.00	22,690.26	5,817,068.47
TOTALS	46,082,994.13	6,559,354.07	(9,518,932.99)	43,123,415.21

RECONCILEMENT OF TREASURER'S BALANCE WITH BANK

DESCRIPTION	BALANCE PER BANK STATEMENT	OUTSTANDING CHECKS	OUTSTANDING DEPOSITS	OTHER RECONCILING ITEMS	BALANCE PER TREASURER'S BOOKS
Merchants Bank	67,796.65	0.00	0.00	53.71	67,850.36
MSDLAF AP	647,369.16	(595,949.07)	0.00	0.00	51,420.09
MSDLAF Payroll	142,710.57	(42,877.64)	0.00	53.06	99,885.99
MSDLAF Scholarship	200,832.98	(28,700.00)	0.00	0.00	172,132.98
MSDLAF General	13,186,371.42	0.00	36,208.59	0.00	13,222,580.01
MSDLAF Flex	56,302.50	0.00	0.00	6,655.19	62,957.69
MSDLAF Dental Self Funded	630,121.03	0.00	0.00	0.00	630,121.03
MSDLAF Health Self Funded	2,677,840.18	0.00	0.00	0.00	2,677,840.18
MSDLAF Bond Proceeds	6,084,811.68	0.00	0.00	0.00	6,084,811.68
Vermillion Bank	149,722.76	(2,012.81)	0.00	0.00	147,709.95
MidAmerica - CE Trust	61,261.56	0.00	0.00	0.00	61,261.56
OPEB PERA/CE Trust Account	6,295,129.79	0.00	0.00	0.00	6,295,129.79
US Bank Escrow	13,717,213.90	0.00	0.00	(167,500.00)	13,549,713.90
TREASURER'S BALANCE	43,917,484.18	(669,539.52)	36,208.59	(160,738.04)	43,123,415.21

HASTINGS PUBLIC SCHOOLS

Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Pay/Void		Amount
											Void	Date	
MB	P307MB	101459		Wire	1 10229		MERCHANTS BANK FEES	C Corporation	No	Yes	No	01/13/2023	21.97
Bank Total:												\$21.97	
USAP	P23072	101348		Check	1 7355		YOUTH IN MUSIC	LLC - Partnership	Yes	No	Yes	01/10/2023	0.00
USAP	P30715	101374		Wire	1 10920		AFFINETY - MERCH BANK FEES (WIRE)	S Corporation	No	Yes	No	01/13/2023	1,653.54
USAP	P30715	101375		Wire	1 11387		AMAZON CAPITAL SERVICES, INC	C Corporation	No	Yes	No	01/13/2023	9,765.28
USAP	P30715	101376		Wire	1 2976		SALES TAX (MN DEPT REVENUE)	Other	No	Yes	No	01/13/2023	119.00
USAP	P30702	101468		Wire	1 9557		BMO HARRIS BANK NA	C Corporation	No	Yes	No	01/20/2023	11,227.48
USAP	P30702	101469		Wire	1 9935		ELEYO FEES	S Corporation	No	Yes	No	01/20/2023	3,633.72
USAP	P30703	101523		Wire	1 2855		US BANK	C Corporation	No	Yes	No	01/27/2023	4,494,457.50
USAP		101550		Check	1 10169		STANDARD INSURANCE COMPANY	C Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101551		Check	1 10278	R1	DECKER	S Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101552		Check	1 10592		HOVEN, MARTIN	Ind/Sole Proprietor	Yes	No	Yes	01/30/2023	0.00
USAP		101553		Check	1 10648		TWIN CITIES DOTS AND POP LLC	Ind/Sole Proprietor	Yes	No	Yes	01/30/2023	0.00
USAP		101554		Check	1 10880	R1	NILFISK INC.	C Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101555		Check	1 10975		EDUCATION MN HASTINGS ESP'S	Other	Yes	No	Yes	01/30/2023	0.00
USAP		101556		Check	1 11186	R1	PERFORMANCE FOOD SERVICE	C Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101557		Check	1 11187	R1	VISTAR	C Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101558		Check	1 11341		SAMSON, DARCY	Ind/Sole Proprietor	Yes	No	Yes	01/30/2023	0.00
USAP		101559		Check	1 11377	R1	SIGNATURE SYSTEMS GROUP LLC	LLC - C Corp	Yes	No	Yes	01/30/2023	0.00
USAP		101560		Check	1 11557	R1	MINNESOTA STATE HIGH SCHOOL SWI	Other	Yes	No	Yes	01/30/2023	0.00
USAP		101561		Check	1 1156		BIX PRODUCE COMPANY LLC	Partnership	Yes	No	Yes	01/30/2023	0.00
USAP		101562		Check	1 11560		CESO HR, LLC	LLC - S Corp	Yes	No	Yes	01/30/2023	0.00
USAP		101563		Check	1 11605		VIVACITY TECH PBC	S Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101564		Check	1 11611		JOHNSTON, STEVE	Ind/Sole Proprietor	Yes	No	Yes	01/30/2023	0.00
USAP		101565		Check	1 11613	R1	FLOSPORTS, INC.	C Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101566		Check	1 11620		ROSEVILLE MULBERRYS	Ind/Sole Proprietor	Yes	No	Yes	01/30/2023	0.00
USAP		101567		Check	1 1214		CDW GOVERNMENT	LLC - C Corp	Yes	No	Yes	01/30/2023	0.00
USAP		101568		Check	1 1286		CUB FOODS	LLC - S Corp	Yes	No	Yes	01/30/2023	0.00
USAP		101569		Check	1 1482		GRAINGER, W.W..	C Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101570		Check	1 1483		GRAPHIC DESIGN INC	S Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101571		Check	1 1529		HASTINGS EDUCATION ASS'N. MN.		Yes	No	Yes	01/30/2023	0.00
USAP		101572		Check	1 1679	R1	J.W. PEPPER & SON INC	S Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101573		Check	1 1942		MENARDS	S Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101574		Check	1 1974		MINNESOTA CHILD SUPPORT PYMT C	Other	Yes	No	Yes	01/30/2023	0.00
USAP		101575		Check	1 1977		MINNESOTA COACHES INC	S Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101576		Check	1 2002		MINNESOTA TEAMSTERS LOCAL 320	Other	Yes	No	Yes	01/30/2023	0.00
USAP		101577		Check	1 2010		NCPERS GROUP LIFE INS -157410	C Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101578		Check	1 2105		NORTHWEST GRAPHIC SUPPLY	C Corporation	Yes	No	Yes	01/30/2023	0.00

HASTINGS PUBLIC SCHOOLS Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Pay/Void		Amount
											Void	Date	
USAP		101579		Check	1	2318	SADDLEBACK EDUCATIONAL	S Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101580		Check	1	2341	SCHINDLER ELEVATOR CORP.	C Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101581		Check	1	2465	STATE SUPPLY CO INC	S Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101582		Check	1	2559	TRIO SUPPLY	C Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101583		Check	1	2563	TROPHIES PLUS	Ind/Sole Proprietor	Yes	No	Yes	01/30/2023	0.00
USAP		101584		Check	1	2576	UNITED WAY	Other	Yes	No	Yes	01/30/2023	0.00
USAP		101585		Check	1	3003	GERLACH OUTDOOR POWER EQUIPM	S Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101586		Check	1	3030	GROTH MUSIC	S Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101587		Check	1	3277	UPPER LAKES FOODS, INC	S Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101588		Check	1	3399	R1 DALCO	S Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101589		Check	1	3584	INFOPRO LEGAL RESOURCES INC	C Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101590		Check	1	3917	R1 MINNESOTA UI FUND	Other	Yes	No	Yes	01/30/2023	0.00
USAP		101591		Check	1	4252	R1 VIKING ELECTRIC SUPPLY INC	C Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101592		Check	1	4395	MADDEN, KATHERINE	Ind/Sole Proprietor	Yes	No	Yes	01/30/2023	0.00
USAP		101593		Check	1	4497	MINNESOTA TRUE TEAM TRACK	Other	Yes	No	Yes	01/30/2023	0.00
USAP		101594		Check	1	4539	HASTINGS PUBLIC SCHOOLS FOUNDA	Other	Yes	No	Yes	01/30/2023	0.00
USAP		101595		Check	1	4772	MINNESOTA DNR - OMB	Other	Yes	No	Yes	01/30/2023	0.00
USAP		101596		Check	1	4888	H & L MESABI	S Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101597		Check	1	5234	EDUCATION MINNESOTA	Other	Yes	No	Yes	01/30/2023	0.00
USAP		101598		Check	1	5445	R1 SUMMIT FIRE PROTECTION	C Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101599		Check	1	6183	R1 ECSI	S Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101600		Check	1	6727	ZEH TEK INC	S Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101601		Check	1	6741	IVY GARTH SEEDS & PLANTS INC	C Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101602		Check	1	6780	SEIU LOCAL 284	Other	Yes	No	Yes	01/30/2023	0.00
USAP		101603		Check	1	7295	CENTURYLINK	C Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101604		Check	1	7332	CENTURYLINK	C Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101605		Check	1	7337	GATEWAY MUSIC FESTIVALS & TOURS	S Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101606		Check	1	7384	HIGH SCHOOL FACULTY SCHOLARSHII		Yes	No	Yes	01/30/2023	0.00
USAP		101607		Check	1	7573	UNIVERSITY OF ST THOMAS	Other	Yes	No	Yes	01/30/2023	0.00
USAP		101608		Check	1	7721	R3 INNOVATIVE OFFICE SOLUTIONS	LLC - Partnership	Yes	No	Yes	01/30/2023	0.00
USAP		101609		Check	1	7883	NAC MECHANICAL & ELECRICAL SERV	S Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101610		Check	1	8164	MESSERLI & KRAMER		Yes	No	Yes	01/30/2023	0.00
USAP		101611		Check	1	8633	RUPP ANDERSON SQUIRES WALDSPU	C Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101612		Check	1	8840	DEFINITIVE TECHNOLOGY SOLUTIONS	S Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101613		Check	1	8906	WINGS FINANCIAL CREDIT UNION	C Corporation	Yes	No	Yes	01/30/2023	0.00
USAP		101614		Check	1	9559	ALBRECHT, GARY	Ind/Sole Proprietor	Yes	No	Yes	01/30/2023	0.00
USAP		101615		Check	1	9747	R1 CULINEX	S Corporation	Yes	No	Yes	01/30/2023	0.00
USAP	P30730	101637		Wire	1	3167	MSDLAF BANK FEES	Other	No	Yes	No	01/31/2023	122.72
USAP	P30730	101638		Wire	1	9012	PITNEY BOWES POSTAGE BY PHONE	C Corporation	No	Yes	No	01/31/2023	3,000.00

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Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void		Amount
												Date		
USAP	P21204	99138	828884	Check	1	11191	R15	LINDSEY BAMLET		Yes	Yes	Yes	01/20/2023	(10.00)
USAP	P21230	99214	828958	Check	1	11192	R42	KATIE RICHARDSON		Yes	Yes	Yes	01/20/2023	(25.55)
USAP	P30215	99695	829296	Check	1	11183	R1	CENTER FOR EDUCATIONAL LEADERS	Other	Yes	Yes	Yes	01/20/2023	(8,550.00)
USAP	P30304	100081	829637	Check	1	11492	R1	SAMANTHA TRUHLER		Yes	Yes	Yes	01/20/2023	(2.50)
USAP	P30415	100475	829881	Check	1	6639		AYVAZ PIZZA	LLC - C Corp	Yes	Yes	Yes	01/27/2023	(2,496.00)
USAP	P30501	100724	830138	Check	1	2579		UNIVERSITY OF MINNESOTA, TWIN CIT	Other	Yes	Yes	Yes	01/13/2023	(2,900.00)
USAP	P30504	100939	830275	Check	1	8731		EDEN PRAIRIE HIGH SCHOOL	Other	Yes	Yes	Yes	01/13/2023	(300.00)
USAP	P30701	101310	830570	Check	1	11063		AMPLIFIED IT	LLC - C Corp	Yes	Yes	No	01/06/2023	21,100.00
USAP	P30701	101315	830571	Check	1	11499	R1	AQUA NORTH SOLUTIONS	Partnership	Yes	Yes	No	01/06/2023	4,957.00
USAP	P30701	101308	830572	Check	1	10946	R1	BIMBO BAKERIES USA	C Corporation	Yes	Yes	No	01/06/2023	1,030.40
USAP	P30701	101345	830573	Check	1	7937		BROTHERS FIRE PROTECTION CO	C Corporation	Yes	Yes	No	01/06/2023	561.40
USAP	P30701	101332	830574	Check	1	3748		CENTERPOINT ENERGY	C Corporation	Yes	Yes	No	01/06/2023	25,422.96
USAP	P30701	101341	830575	Check	1	7295		CENTURYLINK	C Corporation	Yes	Yes	No	01/06/2023	163.02
USAP	P30701	101342	830576	Check	1	7332		CENTURYLINK	C Corporation	Yes	Yes	No	01/06/2023	3,569.35
USAP	P30701	101312	830577	Check	1	11236		CHORDS AND BOARDS LLC	LLC - S Corp	Yes	Yes	No	01/06/2023	130.00
USAP	P30701	101317	830578	Check	1	1257		COMPUTER INTEGRATION TECHNOLO	S Corporation	Yes	Yes	No	01/06/2023	236.25
USAP	P30701	101329	830579	Check	1	3055		CONTINENTAL CLAY COMPANY	C Corporation	Yes	Yes	No	01/06/2023	686.63
USAP	P30701	101318	830580	Check	1	1286		CUB FOODS	LLC - S Corp	Yes	No	No	01/06/2023	67.47
USAP	P30701	101346	830581	Check	1	8840		DEFINITIVE TECHNOLOGY SOLUTIONS	S Corporation	Yes	Yes	No	01/06/2023	57.54
USAP	P30701	101319	830582	Check	1	1360		EASTVIEW HIGH SCHOOL	Other	Yes	No	No	01/06/2023	225.00
USAP	P30701	101337	830583	Check	1	6190	R2	EDUCATORS BENEFIT CONSULTANTS	LLC - Partnership	Yes	Yes	No	01/06/2023	1,520.56
USAP	P30701	101340	830584	Check	1	7125		ELECTRONIC DESIGN COMPANY	S Corporation	Yes	Yes	No	01/06/2023	226.00
USAP	P30701	101343	830585	Check	1	7457	R1	EXPERIENCE SHOWS LLC	Ind/Sole Proprietor	Yes	Yes	No	01/06/2023	150.00
USAP	P30701	101328	830586	Check	1	3030		GROTH MUSIC	S Corporation	Yes	Yes	No	01/06/2023	256.06
USAP	P30701	101331	830587	Check	1	3718		HASTINGS PARKS & RECREATION	Other	Yes	Yes	No	01/06/2023	17,918.25
USAP	P30701	101313	830588	Check	1	11239	R1	HLS OUTDOOR	C Corporation	Yes	Yes	No	01/06/2023	2,643.20
USAP	P30701	101307	830589	Check	1	10877		HOBART SERVICE	LLC - Partnership	Yes	Yes	No	01/06/2023	10,475.00
USAP	P30701	101330	830590	Check	1	3584		INFOPRO LEGAL RESOURCES INC	C Corporation	Yes	Yes	No	01/06/2023	2,370.00
USAP	P30701	101335	830591	Check	1	5828		JIM CARLSON LEASING CO.	C Corporation	Yes	Yes	No	01/06/2023	700.00
USAP	P30701	101326	830592	Check	1	2888		LINDSTROM, PAUL		Yes	Yes	No	01/06/2023	309.00
USAP	P30701	101321	830593	Check	1	1949		METRO ECSU	Other	Yes	Yes	No	01/06/2023	130.00
USAP	P30701	101314	830594	Check	1	11331	R3	MIDWEST MACHINERY CO	S Corporation	Yes	Yes	No	01/06/2023	9.76
USAP	P30701	101322	830595	Check	1	1977		MINNESOTA COACHES INC	S Corporation	Yes	Yes	No	01/06/2023	13,322.85
USAP	P30701	101323	830596	Check	1	1981		MINNESOTA DEPT OF EDUCATION	Other	Yes	Yes	No	01/06/2023	8,400.00
USAP	P30701	101344	830597	Check	1	7883		NAC MECHANICAL & ELECRICAL SERV	S Corporation	Yes	Yes	No	01/06/2023	1,019.11
USAP	P30701	101309	830598	Check	1	10987		NICOL, BARBARA	Ind/Sole Proprietor	Yes	Yes	No	01/06/2023	1,500.00
USAP	P30701	101320	830599	Check	1	1882		OFFICE OF MN IT SERVICES	Other	Yes	Yes	No	01/06/2023	43.05
USAP	P30701	101338	830600	Check	1	6426		PAPCO	C Corporation	Yes	Yes	No	01/06/2023	1,242.90
USAP	P30701	101325	830601	Check	1	2819		REPUBLIC SERVICES #923	C Corporation	Yes	Yes	No	01/06/2023	7,850.05

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											Void	Date	
USAP	P30701	101327	830602	Check	1 3029		SCHMITT MUSIC	S Corporation	Yes	Yes	No	01/06/2023	251.10
USAP	P30701	101336	830603	Check	1 6142		SHI INTERNATIONAL CORP	S Corporation	Yes	Yes	No	01/06/2023	200.00
USAP	P30701	101333	830604	Check	1 4405	R1	STEP SAVER INC	S Corporation	Yes	Yes	No	01/06/2023	37.35
USAP	P30701	101347	830605	Check	1 9692		STILLWATER ALPINE BOOSTER CLUB	Other	Yes	Yes	No	01/06/2023	600.00
USAP	P30701	101316	830606	Check	1 11603		STONEBREAKERS DESIGN	C Corporation	Yes	Yes	No	01/06/2023	4,855.00
USAP	P30701	101306	830607	Check	1 10706	R1	SVMS BANDS	Other	Yes	No	No	01/06/2023	150.00
USAP	P30701	101324	830608	Check	1 2548	R1	T-MOBILE	C Corporation	Yes	Yes	No	01/06/2023	1,600.00
USAP	P30701	101334	830609	Check	1 5557	R1	ULINE SHIPPING SUPPLIES	S Corporation	Yes	Yes	No	01/06/2023	863.03
USAP	P30701	101311	830610	Check	1 11187	R1	VISTAR	C Corporation	Yes	Yes	No	01/06/2023	2,255.97
USAP	P30701	101339	830611	Check	1 6727		ZEH TEK INC	S Corporation	Yes	Yes	No	01/06/2023	112.00
USAP	P30715	101377	830612	Check	1 1012		ACCLAIM SERVICES, INC	C Corporation	Yes	Yes	No	01/13/2023	2,178.00
USAP	P30715	101385	830613	Check	1 10919	R1	ARVIG	S Corporation	Yes	Yes	No	01/13/2023	1,205.95
USAP	P30715	101389	830614	Check	1 11208		AUTHORS UNBOUND AGENCY	S Corporation	Yes	Yes	No	01/13/2023	2,700.00
USAP	P30715	101390	830615	Check	1 11355		BENCHMARK EDUCATION COMPANY L	LLC - Partnership	Yes	Yes	No	01/13/2023	32,659.00
USAP	P30715	101392	830616	Check	1 1156		BIX PRODUCE COMPANY LLC	Partnership	Yes	Yes	No	01/13/2023	4,087.49
USAP	P30715	101429	830617	Check	1 4811		CENTER FOR EFFECTIVE SCHOOL OPI	LLC - S Corp	Yes	Yes	No	01/13/2023	17,900.00
USAP	P30715	101444	830618	Check	1 7911		CENTURYLINK	C Corporation	Yes	Yes	No	01/13/2023	89.40
USAP	P30715	101448	830619	Check	1 8581		CIRILLO, MOLLY		Yes	No	No	01/13/2023	28.56
USAP	P30715	101434	830620	Check	1 6687		CLARK, DAVID		Yes	Yes	No	01/13/2023	52.55
USAP	P30715	101451	830621	Check	1 8741		CLARK, JAMIE		Yes	No	No	01/13/2023	66.66
USAP	P30715	101395	830622	Check	1 1257		COMPUTER INTEGRATION TECHNOLO	S Corporation	Yes	Yes	No	01/13/2023	425.25
USAP	P30715	101431	830623	Check	1 5447	R1	CONSCIOUS DISIPLINE	LLC - S Corp	Yes	Yes	No	01/13/2023	92.00
USAP	P30715	101435	830624	Check	1 6745		CULLIGAN OF STILLWATER	S Corporation	Yes	Yes	No	01/13/2023	406.60
USAP	P30715	101397	830625	Check	1 1300		DAKOTA COUNTY TREASURER-AUDITF	Other	Yes	No	No	01/13/2023	1,773.44
USAP	P30715	101422	830626	Check	1 3399	R1	DALCO	S Corporation	Yes	Yes	No	01/13/2023	2,086.52
USAP	P30715	101453	830627	Check	1 8840		DEFINITIVE TECHNOLOGY SOLUTIONS	S Corporation	Yes	Yes	No	01/13/2023	551.44
USAP	P30715	101454	830628	Check	1 8840	R1	DEFINITIVE TECHNOLOGY SOLUTIONS	S Corporation	Yes	Yes	No	01/13/2023	144.11
USAP	P30715	101383	830629	Check	1 10860		DEPARTMENT OF TRANSPORTATION	Other	Yes	Yes	No	01/13/2023	743.00
USAP	P30715	101378	830630	Check	1 10628		ECCO MIDWEST INC	S Corporation	Yes	Yes	No	01/13/2023	400.00
USAP	P30715	101432	830631	Check	1 6183	R1	ECSI	S Corporation	Yes	Yes	No	01/13/2023	310.00
USAP	P30715	101450	830632	Check	1 8731		EDEN PRAIRIE HIGH SCHOOL	Other	Yes	No	No	01/13/2023	150.00
USAP	P30715	101437	830633	Check	1 7125		ELECTRONIC DESIGN COMPANY	S Corporation	Yes	Yes	No	01/13/2023	299.00
USAP	P30715	101438	830634	Check	1 7322	R1	FERGUSON ENTERPRISES	C Corporation	Yes	Yes	No	01/13/2023	84.93
USAP	P30715	101427	830635	Check	1 3800		FOX, MARY ELLEN		Yes	Yes	No	01/13/2023	76.70
USAP	P30715	101428	830636	Check	1 4757		FRIENDS OF THE MISSISSIPPI RIVER	Other	Yes	Yes	No	01/13/2023	1,371.41
USAP	P30715	101443	830637	Check	1 7843		FUN AND FUNCTION	LLC - Partnership	Yes	No	No	01/13/2023	44.92
USAP	P30715	101399	830638	Check	1 1482		GRAINGER, W.W..	C Corporation	Yes	Yes	No	01/13/2023	972.60
USAP	P30715	101400	830639	Check	1 1483		GRAPHIC DESIGN INC	S Corporation	Yes	Yes	No	01/13/2023	174.00
USAP	P30715	101420	830640	Check	1 3030		GROTH MUSIC	S Corporation	Yes	Yes	No	01/13/2023	100.91

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											Void	Date	
USAP	P30715	101401	830641	Check	1	1510	HANSON, RUSSELL KIRBY	Ind/Sole Proprietor	Yes	Yes	No	01/13/2023	182.00
USAP	P30715	101386	830642	Check	1	11133	HASTINGS CREAMERY LLC	Ind/Sole Proprietor	Yes	Yes	No	01/13/2023	8,710.82
USAP	P30715	101426	830643	Check	1	3718	HASTINGS PARKS & RECREATION	Other	Yes	Yes	No	01/13/2023	20,536.17
USAP	P30715	101440	830644	Check	1	7592	R1 HILDI INC	C Corporation	Yes	No	No	01/13/2023	15,975.00
USAP	P30715	101406	830645	Check	1	1845	HORIZON COMMERCIAL POOL SUPPLY	S Corporation	Yes	Yes	No	01/13/2023	2,048.00
USAP	P30715	101424	830646	Check	1	3584	INFOPRO LEGAL RESOURCES INC	C Corporation	Yes	Yes	No	01/13/2023	4,305.00
USAP	P30715	101441	830647	Check	1	7721	R3 INNOVATIVE OFFICE SOLUTIONS	LLC - Partnership	Yes	Yes	No	01/13/2023	3,006.13
USAP	P30715	101403	830648	Check	1	1665	INTERMEDIATE SCHOOL DIST 917	Other	Yes	Yes	No	01/13/2023	305,874.28
USAP	P30715	101393	830649	Check	1	11600	IVERSON, KJERSTIN	Ind/Sole Proprietor	Yes	No	No	01/13/2023	77.00
USAP	P30715	101404	830650	Check	1	1675	IVERSON, TANYA	Ind/Sole Proprietor	Yes	Yes	No	01/13/2023	77.00
USAP	P30715	101405	830651	Check	1	1679	R1 J.W. PEPPER & SON INC	S Corporation	Yes	Yes	No	01/13/2023	140.00
USAP	P30715	101442	830652	Check	1	7804	KIDCREATE STUDIO	LLC - S Corp	Yes	Yes	No	01/13/2023	760.00
USAP	P30715	101436	830653	Check	1	6786	KOEHLER & DRAMM	S Corporation	Yes	Yes	No	01/13/2023	242.75
USAP	P30715	101457	830654	Check	1	9459	R1 KONICA MINOLTA/LOFFLER	C Corporation	Yes	Yes	No	01/13/2023	2,705.18
USAP	P30715	101423	830655	Check	1	3537	LIKES LANDSCAPING	Ind/Sole Proprietor	Yes	Yes	No	01/13/2023	4,295.23
USAP	P30715	101458	830656	Check	1	9776	R1 LOFFLER COMPANIES	S Corporation	Yes	Yes	No	01/13/2023	587.00
USAP	P30715	101407	830657	Check	1	1919	R01 MCGRAW HILL	C Corporation	Yes	Yes	No	01/13/2023	55.57
USAP	P30715	101408	830658	Check	1	1942	MENARDS	S Corporation	Yes	Yes	No	01/13/2023	797.30
USAP	P30715	101456	830659	Check	1	9427	MERZER M.A., L.P., SHEILA	Ind/Sole Proprietor	Yes	No	No	01/13/2023	285.00
USAP	P30715	101409	830660	Check	1	1977	MINNESOTA COACHES INC	S Corporation	Yes	Yes	No	01/13/2023	325,520.44
USAP	P30715	101384	830661	Check	1	10887	R1 MINNESOTA OCCUPATIONAL HEALTH	C Corporation	Yes	Yes	No	01/13/2023	227.00
USAP	P30715	101410	830662	Check	1	1992	MINNESOTA PETROLEUM SERVICE	C Corporation	Yes	Yes	No	01/13/2023	209.60
USAP	P30715	101379	830663	Check	1	10721	R3 NORTHFIELD SOLAR LLC	LLC - Partnership	Yes	Yes	No	01/13/2023	17,838.23
USAP	P30715	101411	830664	Check	1	2146	ORKIN PEST CONTROL INC.	C Corporation	Yes	Yes	No	01/13/2023	387.25
USAP	P30715	101433	830665	Check	1	6426	PAPCO	C Corporation	Yes	Yes	No	01/13/2023	131.18
USAP	P30715	101387	830666	Check	1	11186	R1 PERFORMANCE FOOD SERVICE	C Corporation	Yes	Yes	No	01/13/2023	1,958.00
USAP	P30715	101452	830667	Check	1	8834	R1 RAPTOR	LLC - Partnership	Yes	Yes	No	01/13/2023	3,750.00
USAP	P30715	101445	830668	Check	1	7918	RIESTER REFRIGERATION	S Corporation	Yes	Yes	No	01/13/2023	302.00
USAP	P30715	101446	830669	Check	1	8128	RSCHOOLTODAY (DWC)	C Corporation	Yes	Yes	No	01/13/2023	595.00
USAP	P30715	101449	830670	Check	1	8633	RUPP ANDERSON SQUIRES WALDSPU	C Corporation	Yes	Yes	No	01/13/2023	15,682.00
USAP	P30715	101419	830671	Check	1	3023	R1 SAFETY-KLEEN SYSTEMS	C Corporation	Yes	Yes	No	01/13/2023	1,283.37
USAP	P30715	101412	830672	Check	1	2341	SCHINDLER ELEVATOR CORP.	C Corporation	Yes	Yes	No	01/13/2023	319.95
USAP	P30715	101455	830673	Check	1	9186	R3 SEMBDA	Other	Yes	No	No	01/13/2023	210.00
USAP	P30715	101413	830674	Check	1	2461	STATE CHEMICAL SOLUTIONS	S Corporation	Yes	Yes	No	01/13/2023	508.28
USAP	P30715	101414	830675	Check	1	2476	STERNAU & ASSOCIATES	Ind/Sole Proprietor	Yes	Yes	No	01/13/2023	3,124.81
USAP	P30715	101430	830676	Check	1	5445	R1 SUMMIT FIRE PROTECTION	C Corporation	Yes	Yes	No	01/13/2023	215.00
USAP	P30715	101382	830677	Check	1	1080	R1 TEACHER SYNERGY INC	LLC - Partnership	Yes	Yes	No	01/13/2023	62.99
USAP	P30715	101415	830678	Check	1	2519	TEAM SPORTING GOODS	S Corporation	Yes	Yes	No	01/13/2023	1,090.20
USAP	P30715	101402	830679	Check	1	1575	TESSIER-MORSE, HAILEN		Yes	No	No	01/13/2023	49.53

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Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void		Amount
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USAP	P30715	101439	830680	Check	1	7351	TOAY, GRETCHEN	Ind/Sole Proprietor	Yes	Yes	No	01/13/2023		90.00
USAP	P30715	101447	830681	Check	1	8469	TWIN CITY SCALE CO	S Corporation	Yes	Yes	No	01/13/2023		235.00
USAP	P30715	101416	830682	Check	1	2567	U.S. BANK	C Corporation	Yes	Yes	No	01/13/2023		1,062.50
USAP	P30715	101396	830683	Check	1	1280	UNITED RENTALS (NORTH AMERICA) II	C Corporation	Yes	Yes	No	01/13/2023		1,793.89
USAP	P30715	101417	830684	Check	1	2579	UNIVERSITY OF MINNESOTA, TWIN CIT	Other	Yes	Yes	No	01/13/2023		2,900.00
USAP	P30715	101421	830685	Check	1	3277	UPPER LAKES FOODS, INC	S Corporation	Yes	Yes	No	01/13/2023		12,719.87
USAP	P30715	101388	830686	Check	1	11187	R1 VISTAR	C Corporation	Yes	Yes	No	01/13/2023		4,290.14
USAP	P30715	101380	830687	Check	1	10722	R3 WALCOTT SOLAR LLC	LLC - Partnership	Yes	Yes	No	01/13/2023		9,867.86
USAP	P30715	101381	830688	Check	1	10723	R3 WARSAW SOLAR LLC	LLC - Partnership	Yes	Yes	No	01/13/2023		8,417.97
USAP	P30715	101425	830689	Check	1	3652	WESTRE, MARGARET		Yes	Yes	No	01/13/2023		31.75
USAP	P30715	101391	830690	Check	1	11542	XIONG, KONG		Yes	Yes	No	01/13/2023		30.22
USAP	P30715	101418	830691	Check	1	2633	ZAYO GROUP HOLDINGS INC	C Corporation	Yes	Yes	No	01/13/2023		3,954.08
USAP	P30715	101398	830692	Check	1	1442	ZEIEN, CINDY		Yes	Yes	No	01/13/2023		30.25
USAP	P30715	101394	830693	Check	1	11610	ZUZCK, MARK		Yes	Yes	No	01/13/2023		120.87
USAP	P30702	101476	830694	Check	1	11213	ANDERSON, ERIN		Yes	No	No	01/20/2023		189.63
USAP	P30702	101493	830695	Check	1	7110	APPLE EDUCATION INC	C Corporation	Yes	Yes	No	01/20/2023		1,197.98
USAP	P30702	101474	830696	Check	1	10995	BACKES, RACHEL	Other	Yes	Yes	No	01/20/2023		29.33
USAP	P30702	101471	830697	Check	1	10946	R1 BIMBO BAKERIES USA	C Corporation	Yes	Yes	No	01/20/2023		598.40
USAP	P30702	101495	830698	Check	1	7725	BOOK CITY	Ind/Sole Proprietor	Yes	Yes	No	01/20/2023		486.30
USAP	P30702	101482	830699	Check	1	1214	CDW GOVERNMENT	LLC - C Corp	Yes	No	No	01/20/2023		1,800.00
USAP	P30702	101475	830700	Check	1	11183	R1 CENTER FOR EDUCATIONAL LEADERS	Other	Yes	No	No	01/20/2023		8,550.00
USAP	P30702	101473	830701	Check	1	10968	CHANDLER, EMILY		Yes	No	No	01/20/2023		98.25
USAP	P30702	101478	830702	Check	1	11236	CHORDS AND BOARDS LLC	LLC - S Corp	Yes	Yes	No	01/20/2023		130.00
USAP	P30702	101497	830703	Check	1	8840	DEFINITIVE TECHNOLOGY SOLUTIONS	S Corporation	Yes	Yes	No	01/20/2023		66.35
USAP	P30702	101483	830704	Check	1	1737	DEPT OF HUMAN SERVICES	Other	Yes	Yes	No	01/20/2023		1,230.00
USAP	P30702	101472	830705	Check	1	10960	DEWITT, LAURA		Yes	Yes	No	01/20/2023		65.40
USAP	P30702	101492	830706	Check	1	6808	ECKROTH MUSIC	C Corporation	Yes	Yes	No	01/20/2023		35.00
USAP	P30702	101491	830707	Check	1	6421	R1 GALE - CENGAGE	C Corporation	Yes	Yes	No	01/20/2023		50.00
USAP	P30702	101499	830708	Check	1	9863	R2 GENUINE PARTS COMPANY	C Corporation	Yes	Yes	No	01/20/2023		189.07
USAP	P30702	101477	830709	Check	1	11220	GOPHERMODS LLC	LLC - S Corp	Yes	No	No	01/20/2023		178.00
USAP	P30702	101480	830710	Check	1	11582	HEWITT, SARA		Yes	No	No	01/20/2023		71.00
USAP	P30702	101498	830711	Check	1	9329	HOMETOWN ACE HARDWARE	S Corporation	Yes	Yes	No	01/20/2023		548.64
USAP	P30702	101494	830712	Check	1	7721	R3 INNOVATIVE OFFICE SOLUTIONS	LLC - Partnership	Yes	No	No	01/20/2023		1,244.85
USAP	P30702	101479	830713	Check	1	11473	R6 Jan Weaver		Yes	No	No	01/20/2023		50.00
USAP	P30702	101496	830714	Check	1	8622	MAHTOMEDI HIGH SCHOOL	Other	Yes	No	No	01/20/2023		550.00
USAP	P30702	101484	830715	Check	1	1915	MCGINNIS, PETER		Yes	No	No	01/20/2023		22.14
USAP	P30702	101485	830716	Check	1	1977	MINNESOTA COACHES INC	S Corporation	Yes	Yes	No	01/20/2023		2,482.31
USAP	P30702	101489	830717	Check	1	3281	SHAFFER, KRISTIE		Yes	Yes	No	01/20/2023		1,641.06
USAP	P30702	101470	830718	Check	1	10898	R1 SYMMETRY ENERGY SOLUTIONS	LLC - Partnership	Yes	Yes	No	01/20/2023		24,358.24

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											Pay/Void		
Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Date	Amount
USAP	P30702	101481	830719	Check	1	11597	TEACHER CREATED MATERIALS, INC.	S Corporation	Yes	Yes	No	01/20/2023	64,736.00
USAP	P30702	101486	830720	Check	1	2522	TERRY'S HARDWARE	S Corporation	Yes	Yes	No	01/20/2023	939.07
USAP	P30702	101487	830721	Check	1	2559	TRIO SUPPLY	C Corporation	Yes	Yes	No	01/20/2023	3,221.92
USAP	P30702	101488	830722	Check	1	2630	WELCH VILLAGE SKI INC.	C Corporation	Yes	No	No	01/20/2023	300.00
USAP	P30702	101490	830723	Check	1	3652	WESTRE, MARGARET		Yes	Yes	No	01/20/2023	337.01
USAP	P30703	101541	830724	Check	1	6639	AYVAZ PIZZA	LLC - C Corp	Yes	No	No	01/27/2023	2,496.00
USAP	P30703	101546	830725	Check	1	9066	BAKKER, PAUL	Other	Yes	No	No	01/27/2023	255.05
USAP	P30703	101530	830726	Check	1	11473	R7 Barbara Tri		Yes	No	No	01/27/2023	59.00
USAP	P30703	101549	830727	Check	1	9953	BEHNKE, KERI		Yes	No	No	01/27/2023	107.27
USAP	P30703	101527	830728	Check	1	10946	R1 BIMBO BAKERIES USA	C Corporation	Yes	No	No	01/27/2023	524.00
USAP	P30703	101540	830729	Check	1	3748	CENTERPOINT ENERGY	C Corporation	Yes	No	No	01/27/2023	47,565.32
USAP	P30703	101528	830730	Check	1	11370	CONWAY, JONAH		Yes	No	No	01/27/2023	150.00
USAP	P30703	101545	830731	Check	1	8840	DEFINITIVE TECHNOLOGY SOLUTIONS	S Corporation	Yes	No	No	01/27/2023	190.80
USAP	P30703	101547	830732	Check	1	9491	DISCOUNT TWO-WAY RADIO	S Corporation	Yes	No	No	01/27/2023	282.97
USAP	P30703	101524	830733	Check	1	10275	ELTHON, CRYSTAL		Yes	No	No	01/27/2023	142.36
USAP	P30703	101533	830734	Check	1	11615	FOX POINTE PUBLISHING, LLP	LLC - Partnership	Yes	No	No	01/27/2023	954.25
USAP	P30703	101548	830735	Check	1	9880	GUSTAFSON, JILL		Yes	No	No	01/27/2023	232.26
USAP	P30703	101544	830736	Check	1	8688	HERITAGE EMBROIDERY	S Corporation	Yes	No	No	01/27/2023	500.00
USAP	P30703	101525	830737	Check	1	10420	HOPE ENGLISH-SPANISH INTERPRETE	Ind/Sole Proprietor	Yes	No	No	01/27/2023	2,103.00
USAP	P30703	101543	830738	Check	1	7721	R3 INNOVATIVE OFFICE SOLUTIONS	LLC - Partnership	Yes	No	No	01/27/2023	188.14
USAP	P30703	101542	830739	Check	1	6786	KOEHLER & DRAMM	S Corporation	Yes	No	No	01/27/2023	214.46
USAP	P30703	101532	830740	Check	1	11540	LOGAN, BOB		Yes	No	No	01/27/2023	23.14
USAP	P30703	101539	830741	Check	1	3072	MCAULIFFE PETTY CASH ACCOUNT		Yes	Yes	No	01/27/2023	478.12
USAP	P30703	101535	830742	Check	1	1946	MESPA	Other	Yes	No	No	01/27/2023	375.00
USAP	P30703	101529	830743	Check	1	11463	MIGHTY LOCK AND SAFE SECURITY SC	Ind/Sole Proprietor	Yes	No	No	01/27/2023	339.40
USAP	P30703	101531	830744	Check	1	11492	R10 MIKAELA KRAMLINGER		Yes	No	No	01/27/2023	4.00
USAP	P30703	101536	830745	Check	1	2146	ORKIN PEST CONTROL INC.	C Corporation	Yes	No	No	01/27/2023	387.25
USAP	P30703	101538	830746	Check	1	2850	R1 SCHOOL SPECIALTY	C Corporation	Yes	No	No	01/27/2023	4.80
USAP	P30703	101534	830747	Check	1	11616	SORENSEN, ELIZABETH		Yes	No	No	01/27/2023	150.00
USAP	P30703	101537	830748	Check	1	2620	WASHINGTON COUNTY	Other	Yes	No	No	01/27/2023	314.37
USAP	P30703	101526	830749	Check	1	10452	WAYNE PETERSON ENTERPRISES	S Corporation	Yes	No	No	01/27/2023	1,122.00
USAP	P30730	101681	830750	Check	1	3024	ACP- Affordable Computer Prod.	C Corporation	Yes	No	No	01/31/2023	369.20
USAP	P30730	101713	830751	Check	1	9559	ALBRECHT, GARY	Ind/Sole Proprietor	Yes	No	No	01/31/2023	252.00
USAP	P30730	101697	830752	Check	1	5432	AMERICAN RED CROSS-TRAINING SEF	Other	Yes	No	No	01/31/2023	135.00
USAP	P30730	101684	830753	Check	1	3155	BEHNKE, RON		Yes	No	No	01/31/2023	53.26
USAP	P30730	101653	830754	Check	1	1156	BIX PRODUCE COMPANY LLC	Partnership	Yes	No	No	01/31/2023	7,236.32
USAP	P30730	101711	830755	Check	1	8681	CANVAS HEALTH	C Corporation	Yes	No	No	01/31/2023	14,873.69
USAP	P30730	101686	830756	Check	1	3360	CARGILL	C Corporation	Yes	No	No	01/31/2023	2,748.95
USAP	P30730	101659	830757	Check	1	1214	CDW GOVERNMENT	LLC - C Corp	Yes	No	No	01/31/2023	4,281.84

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USAP	P30730	101704	830758	Check	1	7295	CENTURYLINK	C Corporation	Yes	No	No	01/31/2023		165.88
USAP	P30730	101705	830759	Check	1	7332	CENTURYLINK	C Corporation	Yes	No	No	01/31/2023		3,596.56
USAP	P30730	101654	830760	Check	1	11560	CESO HR, LLC	LLC - S Corp	Yes	No	No	01/31/2023		2,778.75
USAP	P30730	101660	830761	Check	1	1235	CITY OF HASTINGS	Other	Yes	No	No	01/31/2023		52,369.41
USAP	P30730	101661	830762	Check	1	1257	COMPUTER INTEGRATION TECHNOLO	S Corporation	Yes	No	No	01/31/2023		148.50
USAP	P30730	101639	830763	Check	1	10245	CSTMN LLC	LLC - S Corp	Yes	No	No	01/31/2023		12,389.94
USAP	P30730	101662	830764	Check	1	1286	CUB FOODS	LLC - S Corp	Yes	No	No	01/31/2023		108.01
USAP	P30730	101714	830765	Check	1	9747	R1 CULINEX	S Corporation	Yes	No	No	01/31/2023		62,227.04
USAP	P30730	101687	830766	Check	1	3399	R1 DALCO	S Corporation	Yes	No	No	01/31/2023		3,993.81
USAP	P30730	101640	830767	Check	1	10278	R1 DECKER	S Corporation	Yes	No	No	01/31/2023		323.55
USAP	P30730	101712	830768	Check	1	8840	DEFINITIVE TECHNOLOGY SOLUTIONS	S Corporation	Yes	No	No	01/31/2023		45.37
USAP	P30730	101699	830769	Check	1	6183	R1 ECSI	S Corporation	Yes	No	No	01/31/2023		440.00
USAP	P30730	101657	830770	Check	1	11613	R1 FLOSPORTS, INC.	C Corporation	Yes	No	No	01/31/2023		50.00
USAP	P30730	101709	830771	Check	1	8175	GEMINI ATHLETIC WEAR INC	S Corporation	Yes	No	No	01/31/2023		404.00
USAP	P30730	101680	830772	Check	1	3003	GERLACH OUTDOOR POWER EQUIPM	S Corporation	Yes	No	No	01/31/2023		849.99
USAP	P30730	101663	830773	Check	1	1482	GRAINGER, W.W..	C Corporation	Yes	No	No	01/31/2023		4,642.17
USAP	P30730	101664	830774	Check	1	1483	GRAPHIC DESIGN INC	S Corporation	Yes	No	No	01/31/2023		6,317.00
USAP	P30730	101682	830775	Check	1	3030	GROTH MUSIC	S Corporation	Yes	No	No	01/31/2023		598.49
USAP	P30730	101696	830776	Check	1	4888	H & L MESABI	S Corporation	Yes	No	No	01/31/2023		1,201.88
USAP	P30730	101642	830777	Check	1	10592	HOVEN, MARTIN	Ind/Sole Proprietor	Yes	No	No	01/31/2023		154.00
USAP	P30730	101688	830778	Check	1	3584	INFOPRO LEGAL RESOURCES INC	C Corporation	Yes	No	No	01/31/2023		5,760.00
USAP	P30730	101706	830779	Check	1	7721	R3 INNOVATIVE OFFICE SOLUTIONS	LLC - Partnership	Yes	No	No	01/31/2023		4,660.32
USAP	P30730	101702	830780	Check	1	6741	IVY GARTH SEEDS & PLANTS INC	C Corporation	Yes	No	No	01/31/2023		19.90
USAP	P30730	101665	830781	Check	1	1679	R1 J.W. PEPPER & SON INC	S Corporation	Yes	No	No	01/31/2023		103.79
USAP	P30730	101656	830782	Check	1	11611	JOHNSTON, STEVE	Ind/Sole Proprietor	Yes	No	No	01/31/2023		182.00
USAP	P30730	101707	830783	Check	1	7804	KIDCREATE STUDIO	LLC - S Corp	Yes	No	No	01/31/2023		406.00
USAP	P30730	101641	830784	Check	1	10323	LENZ, KELLY	Ind/Sole Proprietor	Yes	No	No	01/31/2023		77.00
USAP	P30730	101691	830785	Check	1	4395	MADDEN, KATHERINE	Ind/Sole Proprietor	Yes	No	No	01/31/2023		136.50
USAP	P30730	101666	830786	Check	1	1876	MALLOY, MONTAGUE, KARNOWSKI,	C Corporation	Yes	No	No	01/31/2023		1,495.00
USAP	P30730	101667	830787	Check	1	1942	MENARDS	S Corporation	Yes	No	No	01/31/2023		849.23
USAP	P30730	101683	830788	Check	1	3150	MIDDLE SCHOOL PETTY CASH FUND		Yes	No	No	01/31/2023		273.70
USAP	P30730	101649	830789	Check	1	11331	R1 MIDWEST MACHINERY CO	S Corporation	Yes	No	No	01/31/2023		623.44
USAP	P30730	101668	830790	Check	1	1977	MINNESOTA COACHES INC	S Corporation	Yes	No	No	01/31/2023		88,458.87
USAP	P30730	101694	830791	Check	1	4772	MINNESOTA DNR - OMB	Other	Yes	No	No	01/31/2023		381.12
USAP	P30730	101652	830792	Check	1	11557	R1 MINNESOTA STATE HIGH SCHOOL SWI	Other	Yes	No	No	01/31/2023		170.00
USAP	P30730	101692	830793	Check	1	4497	MINNESOTA TRUE TEAM TRACK	Other	Yes	No	No	01/31/2023		190.00
USAP	P30730	101689	830794	Check	1	3917	R1 MINNESOTA UI FUND	Other	Yes	No	No	01/31/2023		3,712.00
USAP	P30730	101669	830795	Check	1	2031	MOSENG LOCKSMITHING CO.	Ind/Sole Proprietor	Yes	No	No	01/31/2023		309.95
USAP	P30730	101708	830796	Check	1	7883	NAC MECHANICAL & ELECRICAL SERV	S Corporation	Yes	No	No	01/31/2023		714.00

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												Date		
USAP	P30730	101645	830797	Check	1	10880	R1	NILFISK INC.	C Corporation	Yes	No	No	01/31/2023	581.46
USAP	P30730	101670	830798	Check	1	2105		NORTHWEST GRAPHIC SUPPLY	C Corporation	Yes	No	No	01/31/2023	427.69
USAP	P30730	101700	830799	Check	1	6426		PAPCO	C Corporation	Yes	No	No	01/31/2023	1,260.00
USAP	P30730	101647	830800	Check	1	11186	R1	PERFORMANCE FOOD SERVICE	C Corporation	Yes	No	No	01/31/2023	1,232.75
USAP	P30730	101646	830801	Check	1	11147	R2	PERFORMANCE HEALTH SUPPLY INC	C Corporation	Yes	No	No	01/31/2023	2,918.25
USAP	P30730	101693	830802	Check	1	4498		R M COTTON COMPANY	S Corporation	Yes	No	No	01/31/2023	1,270.00
USAP	P30730	101671	830803	Check	1	2267		REGION V COMPUTER SERVICES	Other	Yes	No	No	01/31/2023	13,165.25
USAP	P30730	101703	830804	Check	1	7210		REINDERS INC	C Corporation	Yes	No	No	01/31/2023	1,042.00
USAP	P30730	101710	830805	Check	1	8633		RUPP ANDERSON SQUIRES WALDSPU	C Corporation	Yes	No	No	01/31/2023	5,581.63
USAP	P30730	101672	830806	Check	1	2318		SADDLEBACK EDUCATIONAL	S Corporation	Yes	No	No	01/31/2023	160.61
USAP	P30730	101650	830807	Check	1	11341		SAMSON, DARCY	Ind/Sole Proprietor	Yes	No	No	01/31/2023	77.00
USAP	P30730	101673	830808	Check	1	2341		SCHINDLER ELEVATOR CORP.	C Corporation	Yes	No	No	01/31/2023	1,921.30
USAP	P30730	101674	830809	Check	1	2352	R1	SCHOOL HEALTH CORPORATION	S Corporation	Yes	No	No	01/31/2023	236.61
USAP	P30730	101651	830810	Check	1	11377	R1	SIGNATURE SYSTEMS GROUP LLC	LLC - C Corp	Yes	No	No	01/31/2023	62,345.00
USAP	P30730	101658	830811	Check	1	11617		SPRIGGS PLUMBING & HEATING, INC.	S Corporation	Yes	No	No	01/31/2023	319.50
USAP	P30730	101675	830812	Check	1	2461		STATE CHEMICAL SOLUTIONS	S Corporation	Yes	No	No	01/31/2023	859.20
USAP	P30730	101676	830813	Check	1	2465		STATE SUPPLY CO INC	S Corporation	Yes	No	No	01/31/2023	1,032.03
USAP	P30730	101698	830814	Check	1	5445	R1	SUMMIT FIRE PROTECTION	C Corporation	Yes	No	No	01/31/2023	902.00
USAP	P30730	101695	830815	Check	1	4836	R1	TEACHING STRATEGIES LLC	LLC - C Corp	Yes	No	No	01/31/2023	1,743.00
USAP	P30730	101644	830816	Check	1	10862		THE CAULKERS COMPANY INC	C Corporation	Yes	No	No	01/31/2023	39,800.00
USAP	P30730	101677	830817	Check	1	2548	R1	T-MOBILE	C Corporation	Yes	No	No	01/31/2023	146.36
USAP	P30730	101678	830818	Check	1	2559		TRIO SUPPLY	C Corporation	Yes	No	No	01/31/2023	1,260.23
USAP	P30730	101679	830819	Check	1	2563		TROPHIES PLUS	Ind/Sole Proprietor	Yes	No	No	01/31/2023	775.50
USAP	P30730	101643	830820	Check	1	10648		TWIN CITIES DOTS AND POP LLC	Ind/Sole Proprietor	Yes	No	No	01/31/2023	866.40
USAP	P30730	101685	830821	Check	1	3277		UPPER LAKES FOODS, INC	S Corporation	Yes	No	No	01/31/2023	53,422.80
USAP	P30730	101690	830822	Check	1	4252	R1	VIKING ELECTRIC SUPPLY INC	C Corporation	Yes	No	No	01/31/2023	528.24
USAP	P30730	101648	830823	Check	1	11187	R1	VISTAR	C Corporation	Yes	No	No	01/31/2023	2,792.59
USAP	P30730	101655	830824	Check	1	11605		VIVACITY TECH PBC	S Corporation	Yes	No	No	01/31/2023	15,215.00
USAP	P30730	101701	830825	Check	1	6727		ZEH TEK INC	S Corporation	Yes	No	No	01/31/2023	112.00

Bank Total: \$6,187,586.29

Report Total: \$6,187,608.26

HASTINGS PUBLIC SCHOOLS

Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Pay/Void		Amount
											Void	Date	
USPR	P236P3	101293		Wire	1	10929	EDUCATORS BENEFIT CONSULTANTS	LLC - Partnership	No	Yes	No	01/03/2023	25.00
USPR	P237P1	101354		Wire	1	10929	EDUCATORS BENEFIT CONSULTANTS	LLC - Partnership	No	Yes	No	01/12/2023	71,202.29
USPR	P237P1	101355		Wire	1	1984	MINNESOTA DEPT. OF REVENUE	Other	No	Yes	No	01/12/2023	54,426.91
USPR	P237P1	101356		Wire	1	2016	MN TRA	Other	No	Yes	No	01/12/2023	166,952.88
USPR	P237P1	101357		Wire	1	2705	EFTPS - TAX PAYMENT		No	Yes	No	01/12/2023	325,139.32
USPR	P237P1	101358		Wire	1	7771	MINNESOTA PERA (WIRE TRANSFER)	Other	No	Yes	No	01/12/2023	53,324.81
USPR	P237P1	101464		Wire	1	1984	MINNESOTA DEPT. OF REVENUE	Other	No	Yes	No	01/16/2023	3,328.62
USPR	P237P1	101465		Wire	1	2016	MN TRA	Other	No	Yes	No	01/16/2023	165.59
USPR	P237P1	101466		Wire	1	2705	EFTPS - TAX PAYMENT		No	Yes	No	01/16/2023	23,843.19
USPR	P237P1	101467		Wire	1	7771	MINNESOTA PERA (WIRE TRANSFER)	Other	No	Yes	No	01/16/2023	6,945.29
USPR	P237P2	101629		Wire	1	10929	EDUCATORS BENEFIT CONSULTANTS	LLC - Partnership	No	Yes	No	01/30/2023	69,617.22
USPR	P237P2	101630		Wire	1	1984	MINNESOTA DEPT. OF REVENUE	Other	No	Yes	No	01/30/2023	50,680.53
USPR	P237P2	101631		Wire	1	2016	MN TRA	Other	No	Yes	No	01/30/2023	162,931.53
USPR	P237P2	101632		Wire	1	2705	EFTPS - TAX PAYMENT		No	Yes	No	01/30/2023	301,640.73
USPR	P237P2	101633		Wire	1	3166	BREMER BANK FEES	Other	No	Yes	No	01/30/2023	221.90
USPR	P237P2	101634		Wire	1	7771	MINNESOTA PERA (WIRE TRANSFER)	Other	No	Yes	No	01/30/2023	44,046.91
USPR	P236P3	101292	105492	Check	1	10169	STANDARD INSURANCE COMPANY	C Corporation	Yes	Yes	No	01/03/2023	15,910.35
USPR	P237P1	101352	105493	Check	1	1529	HASTINGS EDUCATION ASS'N. MN.		Yes	Yes	No	01/12/2023	16,523.25
USPR	P237P1	101353	105494	Check	1	1974	MINNESOTA CHILD SUPPORT PYMT C	Other	Yes	Yes	No	01/12/2023	160.50
USPR	P237P2	101624	105495	Check	1	5234	EDUCATION MINNESOTA	Other	Yes	No	No	01/30/2023	24.00
USPR	P237P2	101617	105496	Check	1	10975	EDUCATION MN HASTINGS ESP'S	Other	Yes	No	No	01/30/2023	1,831.09
USPR	P237P2	101618	105497	Check	1	1529	HASTINGS EDUCATION ASS'N. MN.		Yes	No	No	01/30/2023	16,523.25
USPR	P237P2	101623	105498	Check	1	4539	HASTINGS PUBLIC SCHOOLS FOUNDA	Other	Yes	No	No	01/30/2023	1,018.00
USPR	P237P2	101626	105499	Check	1	7384	HIGH SCHOOL FACULTY SCHOLARSHII		Yes	No	No	01/30/2023	86.00
USPR	P237P2	101627	105500	Check	1	8164	MESSERLI & KRAMER		Yes	No	No	01/30/2023	156.76
USPR	P237P2	101619	105501	Check	1	1974	MINNESOTA CHILD SUPPORT PYMT C	Other	Yes	No	No	01/30/2023	187.50
USPR	P237P2	101620	105502	Check	1	2002	MINNESOTA TEAMSTERS LOCAL 320	Other	Yes	No	No	01/30/2023	2,035.00
USPR	P237P2	101621	105503	Check	1	2010	NCPERS GROUP LIFE INS -157410	C Corporation	Yes	No	No	01/30/2023	48.00
USPR	P237P2	101625	105504	Check	1	6780	SEIU LOCAL 284	Other	Yes	No	No	01/30/2023	1,285.28
USPR	P237P2	101616	105505	Check	1	10169	STANDARD INSURANCE COMPANY	C Corporation	Yes	No	No	01/30/2023	16,226.11
USPR	P237P2	101622	105506	Check	1	2576	UNITED WAY	Other	Yes	No	No	01/30/2023	1,368.66
USPR	P237P2	101628	105507	Check	1	8906	WINGS FINANCIAL CREDIT UNION	C Corporation	Yes	No	No	01/30/2023	200.00

Bank Total: \$1,408,076.47

Report Total: \$1,408,076.47

HASTINGS PUBLIC SCHOOLS

Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Pay/Void		Amount
											Void	Date	
USBP	P307B1	101501	1152	Check	1	11614	BOLTON & MENK, INC.	C Corporation	Yes	Yes	No	01/20/2023	3,500.00
USBP	P307B1	101503	1153	Check	1	3336	DISCOUNT SCHOOL SUPPLY	LLC - C Corp	Yes	Yes	No	01/20/2023	858.30
USBP	P307B1	101500	1154	Check	1	11519	MOHS CONTRACTING INC	S Corporation	Yes	Yes	No	01/20/2023	18,430.31
USBP	P307B1	101504	1155	Check	1	3910	PINE BEND PAVING INC	S Corporation	Yes	Yes	No	01/20/2023	2,160.38
USBP	P307B1	101505	1156	Check	1	4645	SUNDE LAND SURVEYING, LLC	LLC - Partnership	Yes	Yes	No	01/20/2023	4,300.00
USBP	P307B1	101502	1157	Check	1	2663	WOLD ARCHITECTS AND ENGNRS INC	C Corporation	Yes	Yes	No	01/20/2023	4,508.89
Bank Total:												\$33,757.88	
Report Total:												\$33,757.88	

HASTINGS PUBLIC SCHOOLS Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Pay/Void		Amount
											Void	Date	
ACTV	P23071	101305		Wire	1	9557	BMO HARRIS BANK NA	C Corporation	No	Yes	No	01/06/2023	179.58
ACTV	P23072	101349		Wire	1	11387	AMAZON CAPITAL SERVICES, INC	C Corporation	No	Yes	No	01/10/2023	10,825.15
ACTV	P23071	101304	38091	Check	1	1977	MINNESOTA COACHES INC	S Corporation	Yes	Yes	No	01/06/2023	1,500.00
ACTV	P23072	101350	38092	Check	1	7355	YOUTH IN MUSIC	LLC - Partnership	Yes	Yes	No	01/10/2023	850.00
ACTV	P23073	101509	38093	Check	1	10363	SHOW CHOIR NATIONALS	C Corporation	Yes	Yes	No	01/24/2023	19,400.00
ACTV	P23074	101517	38094	Check	1	7337	GATEWAY MUSIC FESTIVALS & TOURS	S Corporation	Yes	No	No	01/27/2023	1,600.00
ACTV	P23075	101636	38095	Check	1	7337	GATEWAY MUSIC FESTIVALS & TOURS	S Corporation	Yes	No	No	01/31/2023	412.81

Bank Total: \$34,767.54

Report Total: \$34,767.54

HASTINGS PUBLIC SCHOOLS Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void		Amount
												Date		
SCH	P3071P	101301	304433	Check	1	7564	BETHEL UNIVERSITY	C Corporation	Yes	Yes	No	01/06/2023		2,000.00
SCH	P3071P	101299	304434	Check	1	11604	COLLEGE OF SAINT BENEDICT		Yes	Yes	No	01/06/2023		4,500.00
SCH	P3071P	101294	304435	Check	1	11306	DAKOTA COUNTY TECHNICAL COLLEG	Other	Yes	No	No	01/06/2023		4,000.00
SCH	P3071P	101300	304436	Check	1	5340	GUSTAVUS ADOLPHUS COLLEGE	Other	Yes	Yes	No	01/06/2023		1,500.00
SCH	P3071P	101295	304437	Check	1	11312	SOUTH DAKOTA STATE UNIVERSITY	Other	Yes	No	No	01/06/2023		1,000.00
SCH	P3071P	101298	304438	Check	1	11320	ST OLAF COLLEGE	Other	Yes	Yes	No	01/06/2023		2,500.00
SCH	P3071P	101302	304439	Check	1	7703	UNIVERSITY OF MINNESOTA, MORRIS	Other	Yes	Yes	No	01/06/2023		1,200.00
SCH	P3071P	101303	304440	Check	1	8076	UNIVERSITY OF NORTHWESTERN - MN	Other	Yes	Yes	No	01/06/2023		4,500.00
SCH	P3071P	101297	304441	Check	1	11319	UNIVERSITY OF WISCONSIN - LA CRO		Yes	Yes	No	01/06/2023		2,000.00
SCH	P3071P	101296	304442	Check	1	11318	UNIVERSITY OF WISCONSIN - MADISO		Yes	Yes	No	01/06/2023		2,500.00
SCH	P3072P	101364	304443	Check	1	11606	ANOKA TECHNICAL COLLEGE	Other	Yes	Yes	No	01/12/2023		2,000.00
SCH	P3072P	101361	304444	Check	1	1132	BEMIDJI STATE UNIVERSITY	Other	Yes	Yes	No	01/12/2023		1,000.00
SCH	P3072P	101359	304445	Check	1	11306	DAKOTA COUNTY TECHNICAL COLLEG	Other	Yes	No	No	01/12/2023		1,000.00
SCH	P3072P	101370	304446	Check	1	6082	DUNWOODY COLLEGE OF TECHNOLO		Yes	Yes	No	01/12/2023		2,500.00
SCH	P3072P	101360	304447	Check	1	11312	SOUTH DAKOTA STATE UNIVERSITY	Other	Yes	No	No	01/12/2023		4,500.00
SCH	P3072P	101365	304448	Check	1	11607	UNIVERSITY OF KANSAS	Other	Yes	Yes	No	01/12/2023		2,000.00
SCH	P3072P	101368	304449	Check	1	2579	UNIVERSITY OF MINNESOTA, TWIN CIT	Other	Yes	Yes	No	01/12/2023		2,200.00
SCH	P3072P	101366	304450	Check	1	11608	UNIVERSITY OF NORTHERN IOWA	Other	Yes	Yes	No	01/12/2023		1,000.00
SCH	P3072P	101371	304451	Check	1	8076	UNIVERSITY OF NORTHWESTERN - MN	Other	Yes	Yes	No	01/12/2023		3,500.00
SCH	P3072P	101369	304452	Check	1	3576	UNIVERSITY OF WISCONSIN - RIVER F	Other	Yes	Yes	No	01/12/2023		5,000.00
SCH	P3072P	101363	304453	Check	1	11339	UNIVERSITY OF WISCONSIN - STOUT		Yes	Yes	No	01/12/2023		2,000.00
SCH	P3072P	101367	304454	Check	1	11609	US TREASURY		Yes	Yes	No	01/12/2023		500.00
SCH	P3072P	101362	304455	Check	1	11324	WINONA STATE UNIVERSITY		Yes	Yes	No	01/12/2023		11,500.00
SCH	P3073P	101511	304456	Check	1	1132	BEMIDJI STATE UNIVERSITY	Other	Yes	Yes	No	01/24/2023		500.00
SCH	P3073P	101515	304457	Check	1	7031	IOWA STATE UNIVERSITY		Yes	No	No	01/24/2023		2,000.00
SCH	P3073P	101514	304458	Check	1	5809	THE COLLEGE OF ST SCHOLASTICA	Other	Yes	No	No	01/24/2023		1,000.00
SCH	P3073P	101512	304459	Check	1	11364	UNIVERSITY OF MINNESOTA, DULUTH	Other	Yes	No	No	01/24/2023		2,000.00
SCH	P3073P	101513	304460	Check	1	2579	UNIVERSITY OF MINNESOTA, TWIN CIT	Other	Yes	No	No	01/24/2023		2,000.00
SCH	P3073P	101516	304461	Check	1	8096	UNIVERSITY OF WISCONSIN - EAU CLA	Other	Yes	Yes	No	01/24/2023		1,000.00
SCH	P3073P	101510	304462	Check	1	11318	UNIVERSITY OF WISCONSIN - MADISO		Yes	No	No	01/24/2023		5,000.00
SCH	P3074P	101518	304463	Check	1	3576	UNIVERSITY OF WISCONSIN - RIVER F	Other	Yes	No	No	01/27/2023		1,200.00
SCH	P3075P	101635	304464	Check	1	7573	UNIVERSITY OF ST THOMAS	Other	Yes	No	No	01/31/2023		5,000.00

Bank Total: \$84,100.00

Report Total: \$84,100.00

**HASTINGS PUBLIC SCHOOLS
Dental Self-Funded Summary
Period Ending January 31, 2023**

Sequence: Crs, Org, Fd

										23REV			% YTD	Remaining		
										Annual Budget	Period 202307	Year To Date	% YTD	Encumbrances	+ Enc	Balance
										Description						
R	20	000	000	000	087	000	422	000	EE Unpaid Premiums	0.00	0.00	0.00	0%	0.00	0%	0.00
R	20	000	000	000	092	000	422	000	Interest-Dental	(8,473.00)	(4,687.04)	(11,184.99)	132%	0.00	132%	2,711.99
R	20	000	000	000	095	000	422	000	Employer Share/Premiums	(521,283.00)	(43,421.46)	(288,177.08)	55%	0.00	55%	(233,105.92)
R	20	000	000	000	097	000	422	000	Employee Share/Premiums	(88,476.00)	(10,509.40)	(58,170.69)	66%	0.00	66%	(30,305.31)
R	20	000	000	000	098	000	422	000	Retiree-Cobra Share/Premiurr	(104,819.00)	(10,184.40)	(61,904.14)	59%	0.00	59%	(42,914.86)
E	20	005	105	000	301	000	422	000	Fees-Carrier & Consultant	31,181.00	2,621.60	18,107.60	58%	0.00	58%	13,073.40
E	20	005	105	000	302	000	422	000	Claims-Dental	597,548.00	44,951.61	326,631.92	55%	0.00	55%	270,916.08
000 Districtwide										(94,322.00)	(21,229.09)	(74,697.38)	79%	0.00	79%	(19,624.62)
Report Totals:										(94,322.00)	(21,229.09)	(74,697.38)	79%	0.00	79%	(19,624.62)

HASTINGS PUBLIC SCHOOLS

Health Self-Funded Summary

Period Ending January 31, 2023

Sequence: Crs, Org, Fd

										23REV				% YTD		Remaining
Description										Annual Budget	Period 202307	Year To Date	% YTD	Encumbrances	+ Enc	Balance
R	21	000	000	000	095	000	422	000	Employer Share/Premiums	(6,117,088.00)	(536,593.28)	(3,522,978.99)	58%	0.00	58%	(2,594,109.01)
R	21	000	000	000	097	000	422	000	Employee Share/Premiums	(1,079,486.00)	(99,628.71)	(581,500.37)	54%	0.00	54%	(497,985.63)
R	21	000	000	000	098	000	422	000	Retiree-Cobra Share/Premiurr	(343,367.00)	(36,900.50)	(212,504.78)	62%	0.00	62%	(130,862.22)
R	21	000	000	000	099	000	422	000	ER/Trust Share for Retirees	(75,373.00)	(1,148.50)	(14,904.22)	20%	0.00	20%	(60,468.78)
R	21	000	000	000	092	000	422	000	Interest -Health	(76,453.00)	(9,097.11)	(58,777.65)	77%	0.00	77%	(17,675.35)
R	21	000	000	000	087	000	422	000	EE Unpaid Premiums	0.00	0.00	0.00	0%	0.00	0%	0.00
E	21	005	105	000	312	000	422	000	Consultant-OneDigital \$40,000	40,000.00	20,000.00	40,000.00	100%	0.00	100%	0.00
E	21	005	105	000	317	000	422	000	Network Fees	10,000.00	2,543.30	6,500.68	65%	0.00	65%	3,499.32
E	21	005	105	000	322	000	422	000	PaydHealth Fees	68,870.13	9,708.72	36,836.05	53%	0.00	53%	32,034.08
E	21	005	105	000	300	000	422	000	Pharmacy Rebates/Admin Fee	(279,266.00)	(31,276.53)	(132,874.95)	48%	0.00	48%	(146,391.05)
E	21	005	105	000	301	000	422	000	Veba/Flex/TrustPoint	18,000.00	1,505.50	10,488.51	58%	0.00	58%	7,511.49
E	21	005	105	000	302	000	422	000	Claims-Medical	6,368,563.00	317,576.42	3,312,272.31	52%	0.00	52%	3,056,290.69
E	21	005	105	000	305	000	422	000	Claims-Pharmacy/RX	1,123,864.00	93,331.64	645,536.75	57%	0.00	57%	478,327.25
E	21	005	105	000	307	000	422	000	Health Carrier TPA	226,512.00	19,008.00	130,900.00	58%	0.00	58%	95,612.00
E	21	005	105	000	308	000	422	000	StopLoss	431,037.00	29,447.68	213,378.59	50%	0.00	50%	217,658.41
E	21	005	105	000	309	000	422	000	Fitness reimbursements	8,160.00	560.00	4,400.00	54%	0.00	54%	3,760.00
E	21	005	105	000	314	000	422	000	Springbuk Fee \$1/pm/pm	5,148.00	0.00	2,511.00	49%	0.00	49%	2,637.00
000 Districtwide										329,121.13	(220,963.37)	(120,717.07)	(37%)	0.00	(37%)	449,838.20
R	21	000	000	000	089	326	422	000	Employer-PCORI-ACA \$2.54	(3,045.00)	0.00	(3,037.72)	100%	0.00	100%	(7.28)
R	21	000	000	000	094	326	422	000	Employer-VEBA Trust Rev	(667,200.00)	(67,100.14)	(383,133.80)	57%	0.00	57%	(284,066.20)
E	21	005	105	000	301	326	422	000	Employer-VEBA Trust Pmt.	667,200.00	44,566.76	381,775.62	57%	0.00	57%	285,424.38
E	21	005	105	000	313	326	422	000	Employer-PCORI- ACA \$2.54	3,045.00	0.00	3,037.72	100%	0.00	100%	7.28
326 District Additional R/E										0.00	(22,533.38)	(1,358.18)	0%	0.00	0%	1,358.18
R	21	000	000	000	088	331	422	000	P1 Wellness Credit	(15,000.00)	0.00	(4,610.00)	31%	0.00	31%	(10,390.00)
E	21	005	105	000	335	331	422	000	Short-Term Lease/Rental	5,000.00	406.60	2,846.20	57%	0.00	57%	2,153.80
E	21	005	105	000	366	331	422	000	Participation Fees Wellness	0.00	0.00	0.00	0%	0.00	0%	0.00
E	21	005	105	000	401	331	422	000	Supplies Wellness	9,500.00	0.00	0.00	0%	0.00	0%	9,500.00
E	21	005	105	000	314	331	422	000	Consultant Expense Wellness	500.00	0.00	0.00	0%	0.00	0%	500.00
E	21	005	105	000	305	331	422	000	Consult/Fees For Svc	0.00	0.00	0.00	0%	0.00	0%	0.00
E	21	005	105	000	309	331	422	000	Wellbeats/JE Fitness Reimb.	0.00	0.00	0.00	0%	0.00	0%	0.00
331 Wellness R/E										0.00	406.60	(1,763.80)	0%	0.00	0%	1,763.80
Report Totals:										329,121.13	(243,090.15)	(123,839.05)	(38%)	0.00	(38%)	452,960.18

HR PERSONNEL REPORT

Board Meeting Date:

2/22/2023

RETIREMENT/RESIGNATION/TERMINATION

NAME	STATUS	ASSIGNMENT	EMPLOYEE GROUP	EFFECTIVE DATE
Balster, Lori	Termination	Cook; 3 Hours / Day Hastings High School	Food Service	August 24, 2021 (Date Corrected)
Bartz, Tara	Resignation	Cook; 5.75 Hours / Day Hastings High School	Food Service	February 2, 2023
Knutson, Travis	Resignation	Custodian; 8 Hours / Day Kennedy Elementary	Custodian	February 15, 2023
Linna, Karla	Resignation	Paraprofessional; 5.75 Hours / Day Hastings Middle School	ED MN ESP	February 3, 2023
Stark, Morgan	Resignation	Paraprofessional; 5.75 Hours / Day Hastings Middle School	ED MN ESP	February 15, 2023

HIRES / REHIRES

NAME	ASSIGNMENT	SALARY PLACEMENT/HOURLY RATE	EMPLOYEE GROUP	EFFECTIVE DATE
Bielke, David	Custodian; 8 Hours / Day Pinecrest & Kennedy Elementary	\$19.40 / Hour	Custodian	February 8, 2023
Carlson, Jack	Daily Float Sub; 8 Hours / Day Hastings Middle School	\$200 / Day	N/A	February 2, 2023 - June 9, 2023
Ficker, Randy	Recess / Lunch Aide Sub; Hours vary District Wide	\$16.37 / Hour	N/A	January 18, 2023
Kreuser, Kyle	Cribbage Instructor; Hours vary Tilden	\$34 / Hour	N/A	February 6, 2023
Olive, Angela (Shick)	Instructional Lab Tech; 8 Hours / Day Kennedy Elementary	\$19.40 / Hour	Technology	February 3, 2023
Shemon, Mitch	Cribbage Instructor; Hours vary Tilden	\$34 / Hour	N/A	February 6, 2023
Stark, Morgan	Paraprofessional; 5.75 Hours / Day Hastings Middle School	\$19.40 / Hour	ED MN ESP	February 14, 2023
Swanson, Nicole	Daily Float Sub; 8 Hours / Day McAuliffe Elementary	\$200 / Day	N/A	February 1, 2023 - June 9, 2023
Van Der Bosch, Sandi	Paraprofessional Sub; Hours vary District Wide	\$19.40 / Hour	N/A	January 31, 2023
Waller, Emily	Paraprofessional; 5.75 Hours / Day Hastings Middle School	\$19.40 / Hour	ED MN ESP	February 14, 2023

LEAVE APPROVAL

NAME	STATUS	ASSIGNMENT	EMPLOYEE GROUP	EFFECTIVE DATE(S)
Croone, Kia	Approved	Special Education Teacher; 1.0 FTE Hastings High School	ED MN - Teachers	February 2, 2023 - June 9, 2023

Hagen, Kelly	Approved	Reading Intervention Teacher; 1.0 FTE Kennedy Elementary	ED MN - Teachers	March 21, 2023 - May 9, 2023
Jorgensen, Angie	Approved	Grade 3 Teacher; 1.0 FTE Pinecrest Elementary	ED MN - Teachers	March 20, 2023 - June 9, 2023
Novak, Patricia	Approved	Grade 4 Teacher; 1.0 FTE Kennedy Elementary	ED MN - Teachers	March 28, 2023 - May 9, 2023

ASSIGNMENT CHANGES

NAME	FROM	TO	EMPLOYEE GROUP	EFFECTIVE DATE(S)
Butler, Temira	Special Education Teacher; 1.0 FTE Hastings High School	Special Education Teacher; 1.14 FTE Hastings High School	ED MN - Teachers	February 13, 2023 - June 9, 2023
Dabruzzi, Heidi	Special Education Teacher; 1.0 FTE Hastings High School	Special Education Teacher; 1.14 FTE Hastings High School	ED MN - Teachers	February 13, 2023 - June 9, 2023
Dietz, Brianna	EL; 1.0 FTE Hastings High School	EL & Art Teacher; 1.14 FTE Hastings High School	ED MN - Teachers	January 24, 2023- June 9, 2023
Dietz, Erik	Industrial Tech Teacher; 1.0 FTE Hastings High School	Industrial Tech & Art Teacher; 1.14 FTE Hastings High School	ED MN - Teachers	January 24, 2023 - June 9, 2023
Holmberg, Rebeka	Paraprofessional; 5.75 Hours / Day Hastings High School	Paraprofessional; 6.25 Hours / Day Hastings High School	ED MN ESP	November 2, 2022 - June 9, 2023
Koerner, Megan	Math Teacher; 1.0 FTE Hastings High School	Math Teacher; 1.16 FTE Hastings High School	ED MN - Teachers	January 24, 2023 - June 9, 2023

The American Indian Parent Advisory Committee Resolution

WHEREAS, the school board or district has an AIPAC composed of parents/guardians of American Indian children who are eligible for Indian education programs, American Indian language and culture teachers and paraprofessionals, American Indian teachers, American Indian counselors, American Indian adults enrolled in educational programming, and American Indian representatives from community;

WHEREAS, the school board or district affords the AIPAC the necessary information and the opportunity to effectively express their views concerning all aspects of American Indian education and the educational needs of the American Indian children enrolled in the school(s) and program(s); and,

WHEREAS, the AIPAC is directly involved with and advises the school board and district staff on Indian Education program planning; and,

WHEREAS, the AIPAC develops and submits recommendations to the school board and district staff pertaining to the needs of American Indian students.

THEREFORE BE IT RESOLVED, that the AIPAC concurs that the school board and district are compliant with Minnesota Statutes, section 124D.78, and that the school board and district are meeting the needs of American Indian students.

X **We, the American Indian Parent Advisory Committee**, issue a **Vote of Concurrence**. We attest that the school board and/or district are compliant with Minnesota Statutes and that the school board and/or district are meeting the needs of American Indian students; **or**,

_____ **We, the American Indian Parent Advisory Committee**, issue a **Vote of Nonconcurrence**. We attest that the school board and/or district are not compliant with Minnesota Statutes and that the school board and/or district are not meeting the needs of American Indian students. We have provided written recommendations for improvements to the school board, and we acknowledge that the school board has 60 days from the receipt of these recommendations in which to respond, in writing, to each recommendation.

Michelle Corneliusen Michelle Corneliusen
AIPAC Chairperson Printed Name and Signature

2-20-2023
Date

Annual Compliance/Vote of Concurrence or Nonconcurrence

District, Charter, or Tribal School Name: Hastings School District ISD 200

The American Indian Parent Advisory Committee Vote

The AIPAC Issued a Vote of Concurrence

Date of Concurrent Vote: 2-20-2023

Date the AIPAC presented to the school board: _____

The AIPAC Issued a Vote of Nonconcurrence

A vote of nonconcurrence requires the AIPAC to provide specific written recommendations for improvement to the school board. The school board is required to respond in writing to each recommendation within 60 days of the recommendations being put forth. The school board must provide this written response to both the AIPAC and to the Office of Indian Education.

Date of Nonconcurrent vote: _____

Date the AIPAC presented to the school board: _____

Date the written response from the school board is due: _____

The District/School Does Not Have an AIPAC

The district has not yet formed an AIPAC, but recognizes the need to do so in order to remain compliant with Minnesota Statutes, section 124D.78. By signing below, the district/school leadership commits to working with the Office of American Indian Education on committee formation.

Required signatures

**Digital signatures are accepted*

School Board Chairperson Date

Superintendent or Charter/Tribal School Director Date

Michelle Corneliusen _____
AIPAC Chairperson Date 2-20-2023

Note: A final review of grammar, formatting, Article references, etc. will be completed when the final updates to the Agreement are made.

Master Agreement



20220-20231
20231-20242

Principals' Association

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ARTICLE I - PURPOSE

Section 1 - Parties

THIS AGREEMENT, entered into between the Hastings Public Schools, Independent School District #200, Hastings, Minnesota (hereinafter referred to as the District) and the Hastings District #200 Principals' Association (hereinafter referred to as the Association), pursuant to and in compliance with the Public Employment Labor Relations Act of 1971, as amended, to provide the terms and conditions of employment for principals during the duration of this Agreement.

ARTICLE II - RECOGNITION OF EXCLUSIVE REPRESENTATIVE

Section 1 - Recognition:

In accordance with the P.E.L.R.A., the School Board District recognizes the Hastings District #200 Principals' Association as the exclusive representative of principals employed by the School Board of District Hastings Independent School District #200, 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 and assistant principals of Independent School District #200, Hastings, Minnesota, 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, the terms do not mean educational policies of a school district. "Terms and conditions of employment" is subject to the provisions of P.E.L.R.A.

Section 2 - Principals

Principals shall mean personnel included in the unit stipulated in Article II.

Section 3 - District School Board

Any reference to the District school board in this Agreement shall mean Independent School District the School Board of Hastings Independent School District #200, Hastings, Minnesota, or its designated officials or representatives.

Section 4 - Association

Any reference to the "aAssociation" shall mean the Hastings District #200 Principals' Association.

Section 5 - Working Day

A working day is defined as any day the employee is scheduled to work except those designated as major legal holidays by state law. An employee may be required to work on those legal holidays on which the School Board is authorized to conduct school, if so designated by the School Board.

Section 6 - Work Year

The work year shall be defined as the 12 month period commencing July 1 each year, and ending on June 30 of the following calendar year.

Section 7 - Domestic Partner

Domestic partner shall be defined as an individual for whom the employee has completed a domestic partner registration form with a city/government agency. A copy of the registration must be provided to the District in advance of a request for leave within this Agreement to apply.

Section 8 - 5. — Other Terms

Terms not defined in the Agreement shall have those meanings as defined by the P.E.L.R.A.

ARTICLE IV - SCHOOL BOARD RIGHTS

Section 1 - Inherent Managerial Rights

The association recognizes that the ~~District~~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 employers, its overall budget, utilization of technology, the organizational structure, and selection and direction and number of personnel. All managerial rights and functions not expressly delegated in this Agreement are reserved to the ~~District~~school board.

Section 2 - Management Responsibilities

The Association recognizes the right and obligation of the ~~School Board~~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~~dDistrict.

Section 3 - Effect of Laws and Regulations

The parties recognize that the ~~school~~District, all employees covered by this Agreement, and all provisions of the 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 provision of this Agreement found to be in violation of any such laws, rules, regulations, directives or orders shall be null and void and without force and effect.

ARTICLE V - PRINCIPAL RIGHTS

Section 1 - Right to Views

Pursuant to M.S. 179.65, Subd. 1, nothing contained in the Agreement shall be construed to limit, impair or affect the right of any principal or his/her 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 Association, nor shall it be construed to require any public employee to perform labor or services against his/her will.

Section 2 - Right to Join

Principals shall have the right to join the Association, and shall have the right not to join the Association. Any principal who is not a member shall contribute a fair share fee which is 90% of the membership dues of the Association members. All principals will abide by the Master Agreement whether they are a member of the association or not.

Section 3 - Personnel Files

Subd. 1 - Principals shall have the right to inspect their individual personnel files in accordance with M.S. 122A.40 et al.

Subd. 2 - Principals shall receive a copy of evaluation materials which are initiated by the School Board District and placed in the principal's individual personnel file.

VI - UNREQUESTED LEAVE OF ABSENCE

NOTE: Moved to Article XIII

Section 1. Purpose

~~The School Board may place on unrequested leave of absence, without pay or fringe benefits, as many principals as may be necessary because of discontinuance of position, lack of students, financial limitations, or merger of classes by consolidation. The unrequested leave shall be effective at the close of the school year. In the event a principal or assistant principal must be placed on unrequested leave of absence due to discontinuance of position, lack of students, financial limitations, or merger of classes by consolidation the provisions of M. S. 122A.40, as amended, shall apply.~~

Section 2. Definitions

Subd. 1. "Principal" shall mean a continuing contract principal or assistant principal appropriately licensed.

Subd. 2. "Seniority" shall mean employment under a continuing contract as principal or assistant principal with a seniority date as determined by Section 3 hereof involving continuous service with the School District. For purposes of seniority, it is understood that a principal on leave of absence pursuant to this Agreement shall continue to accrue seniority during such leave of absence.

Subd. 3. "Association" or "Unit" shall mean the recognized exclusive representative for principals and assistant principals

Section 3. Establishment of a Seniority List

~~**Subd. 1.** The District shall annually establish a seniority list to be prepared from District records. The list shall be distributed electronically to all members of the principals bargaining unit.~~

~~**Subd. 2.** All principals will have a seniority date on the K-12 principal's seniority list.~~

~~**Subd. 3.** Any principal who disagrees with the order of seniority on the list shall have 20 days from the transmission of the list discuss the matter with the district. Absent an agreement, the matter may be resolved through the contractual grievance process.~~

~~**Subd. 4.** In the event the principals have equal seniority, their seniority ranking shall be determined by whoever has the highest degree in his/her area of certification.~~

~~**Subd. 5.** A principal who has held seniority as a full-time principal shall continue to retain the original seniority date and hold seniority if such principal becomes employed in a part-time position involving continuous service.~~

~~**Section 4. Placement on Unrequested Leave of Absence.**~~

~~**Subd. 1.** The School Board may place on unrequested leave of absence, without pay or fringe benefits, as many principals as may be necessary because of discontinuance of position, lack of students, financial limitations, or merger of classes by consolidation. The unrequested leave shall be effective at the close of the school year. In the event a principal or assistant principal must be placed on unrequested leave of absence due to discontinuance of position, lack of students, financial limitations, or merger of classes by consolidation the provisions of M. S. 122A.40, as amended, shall apply.~~

~~**Subd. 2.** Principals and assistant principals shall be placed on unrequested leave in reverse order of their hiring on the K-12 seniority list.~~

~~**Subd. 3.** Principals may not assert a seniority right into a promotional position.~~

~~**Subd. 4.** For purposes of placement on unrequested leave, only service in the unity as a principal or assistant principal may be counted.~~

~~**Subd. 5.** Principals placed on unrequested leave have the right to return to other positions in the district for which they are licensed and for which they are senior.~~

~~**Section 5. Reinstatement**~~

~~**Subd. 1.** Principals shall be recalled from an unrequested leave of absence to available positions in the School District in fields for which they are licensed in the inverse order in which they were placed on unrequested leave of absence.~~

~~**Subd. 2.** The School Board shall maintain a recall list in accordance with this Article. This list shall be updated every October 1st, and a copy shall be forwarded to the Association.~~

~~**Subd. 3.** No appointment of a new principal shall be made while there is available, on unrequested leave, a principal who is properly licensed to fill such vacancy. The principals right to reinstatement~~

shall terminate if the principal fails to file with the board by April 1 of any year a written statement requesting reinstatement.

~~**Subd. 4.** Notification of available positions shall be by certified mail to the last known address of the principal as recorded in the business office. In the event a principal declines a principal position or fails to notify the School Board in writing of the principal's intentions within thirty (30) days of the date of notification, the principal shall be removed from the recall list.~~

~~**Subd. 5.** A principal placed on unrequested leave of absence may engage in teaching or any other occupation during the period of this leave. Nothing in this Article shall be construed to impair the rights of principals placed on unrequested leave of absence to receive unemployment compensation, if otherwise eligible.~~

~~**Subd. 6.** The unrequested leave of absence shall not impair the continuing contract rights of a principal or result in the loss of any benefits accrued under the Master contract while the principal was employed by the School Board.~~

~~**Subd. 7.** The unrequested leave of absence of a principal who is not reinstated shall continue for a period of three (3) years from the date the principal's unrequested leave of absence began or until the principal fails to respond within thirty (30) days of the date of notification or until the principal submits in writing a request to be removed from the recall list, whichever occurs first.~~

~~ARTICLE VII GRIEVANCE PROCEDURE~~

Note: Moved to Article XIIV

~~**Section 1. Grievance Definition**~~

~~— A "grievance" shall mean an allegation by a principal resulting from a dispute or disagreement between the principal and the School Board as to the interpretation or application of this Agreement.~~

~~**Section 2. Representative**~~

~~— The principal or School Board may be represented during any step of the procedure by any person or agent designated by such party to act on their behalf.~~

~~**Section 3. Definitions and Interpretations:**~~

~~**Subd. 1. Days:** — Reference to "days" regarding time periods in these procedures shall refer to working days. A working day is defined as all days, excluding Saturdays, Sundays and holidays, as defined by law.~~

~~**Subd. 2. Extension:** Time limits specified in this Agreement may be extended by mutual consent.~~

~~**Subd. 3. Computation of Time:** In computing any period of time prescribed or allowed by procedures herein, the date of the act, event, or default for which the designated period of time begins to run shall not be included. The last day of the period so computed shall be counted, unless it is a Saturday, a Sunday, or a legal holiday, in which event the period runs until the end of the next day which is not a Saturday, a Sunday, or a legal holiday.~~

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

~~**Section 4. — Time Limitations:**~~

~~Grievances will not be valid for consideration unless the grievance is submitted within 20 days of the date the grievance arose. Failure to file any grievance within such period shall be deemed a waiver thereof. In the event that a principal believes that there is a basis for grievance, the principal shall first discuss the alleged grievance with the Superintendent. Failure to appeal a grievance from one level to another within the time periods hereafter provided shall constitute a waiver of the grievance.~~

~~**Section 5. — Adjustment of Grievance:**~~

~~The School Board and the principal shall attempt to adjust all grievances, which may arise during the course of employment of any principal within the school district in the following manner:~~

~~**Subd. 1. Level I:** If the grievance is not resolved through informal discussions, the Superintendent shall meet with the principal within five days after receipt of the written grievance. Within five days after the meeting, the Superintendent shall issue a decision in writing to the principal involved.~~

~~**Subd. 2 Level II:** In the event the grievance is not resolved in Level I, the decision rendered may be appealed to the School Board, provided such appeal is made in writing five days after receipt of the decision in Level I. If a grievance is properly appealed to the School Board, the School Board shall set a time to hear the grievance, which meeting shall take place within 20 days after the receipt of the appeal. Within 10 days after the meeting, the School Board shall issue its decision in writing to the parties involved. At the option of the School Board, a committee or representative of the Board may be designated by the Board to hear the appeal at this level, and report its findings and recommendations to the School Board. The School Board shall then render its decision.~~

~~**Section 6. — Arbitration Procedures:**~~

~~In the event that the principal 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 II of the grievance procedures.~~

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

~~**Subd. 3. Selection of Arbitrator:** Upon the proper submission of a grievance under the terms of this procedure, the parties shall, within five 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 M.S. 179A.21, Sub.~~

~~2, providing such request is made within ten days after request for arbitration. The request shall ask that the appointment be made within ten days after the receipt of said request. If the parties fail to agree upon an arbitrator from the Bureau of Mediation Services within the time periods provided herein, it shall constitute a waiver of grievance.~~

~~**Subd. 4. Hearing:** The grievance shall be heard by a single arbitrator and both parties may be represented by such person or persons as they may choose and designate, and the parties shall have the right to a hearing at which time both parties will have the opportunity to submit evidence, offer testimony, and make oral or written arguments relating to the issues before the arbitrator.~~

~~**Subd. 5. Decision:** The decision by the arbitrator shall be rendered within 30 days after the close of the hearing. Decisions by the arbitrator in cases properly before the arbitrator shall be final and binding upon the parties subject, however, to the limitations of arbitration decisions as provided in the P.E.L.R.A.~~

~~**Subd. 6. Expenses:** Each party shall bear its own expenses in connection with arbitration including expenses relating to the party's representatives, witnesses, and any other expenses which the party incurs in connection with presenting its case in arbitration. A transcript of recording shall be made of the hearing at the request of either party. The parties shall share equally fees and expenses of the arbitrator, the cost of the transcript or recording if requested by either or both parties, and any other expenses which the parties mutually agree are necessary for the conduct of the arbitration.~~

~~**Subd. 7. Jurisdiction:** The arbitrator shall have jurisdiction over disputes or disagreements relating to grievances properly before the arbitrator pursuant to the terms of this procedure. The jurisdiction of the arbitrator shall not extend to proposed changes in terms and conditions of employment as defined herein and contained in this written agreement; nor shall an arbitrator have jurisdiction over any grievance which has not been submitted to arbitration in compliance with the terms of the grievance and arbitration procedure as outlined herein; nor shall the jurisdiction of the arbitrator extend to matters of inherent managerial policy, which shall include but are not limited to such areas of discretion or policy as the functions and programs of the School Board, its overall budget, utilization of technology, the organizational structure and selection and direction and number of personnel. In considering any issue in dispute, the arbitrator shall give due consideration to the statutory rights and obligations of the School Board to efficiently manage and conduct its operation within the legal limitations surrounding the financing of such operations.~~

ARTICLE VIIV - COMPENSATION

Section 1 - Wages/Compensation

Subd. 1 - The wages/compensation reflected in Appendix A shall be in effect for the period commencing July 1, 2022 and ending June 30, 2024.

Subd. 2 - The wages/compensation provided herein may, at the sole discretion of the District, be increased during the duration of this salary program for purposes of complying with applicable state and federal laws.

Section 2 - Initial Compensation

At the time of hiring, initial placement on the salary schedule shall be determined by mutual agreement between the individual employee and the District.

Section 3 - Pay

Subd. 1 - Employees shall be paid twice per month. If a pay date falls on a Saturday, Sunday, or holiday, employees will be paid on the last working day immediately preceding. Regular paychecks shall be delivered by direct deposit.

Subd. 2 - Payment for wages earned will be paid in equal installments over the number of months actually worked by the employee, unless otherwise elected prior to July 1 each year.

Section 4 - Advancement on the Salary Schedule

Subd. 1 - Employees hired on or before December 31 shall be paid at their starting step on the salary schedule. Effective the following July 1, employees shall be advanced to the next step. Employees hired after December 31 shall be paid at their starting step on the salary schedule until July 1 of the following calendar year. Thereafter, employees shall advance on the salary schedule as of July 1 until the top step has been reached.

Subd. 2 - Employees shall be provided step advancement on the salary schedule following Board approval of the updated Master Agreement.

Subd. 3 - The District may, at its discretion, withhold step advancement/pay increase as a result of performance concerns. If it is determined that step advancement will be withheld, the employee shall be notified in writing by no later than May 15.

Subd. 4 - Employees receiving a promotion will be placed at step one of the new salary schedule. The District may, at its discretion, place an employee at a higher step so as to avoid the employee receiving a decreased rate of pay following a promotion.

Subd. 1 - Extra Duties — In accordance with Chapter 354 of the Teacher Retirement Association statutes which states in Subd. 35 that the definition of "salary" is:

(a) Subject to the limitations of section 356.611, "salary" means the periodic compensation, upon which member contributions are required before deductions for deferred compensation, supplemental retirement plans, or other voluntary salary reduction programs.

(b) "Salary" does not mean: (8) payments to all other administrators for services that are in addition to the normal work year contract if these additional services are performed on an extended duty day, Saturday, Sunday, holiday, annual leave day, sick leave day, or any other non-duty day."

This agreement extends the definition as follows:

Administrators may be assigned additional duties or assignments which will be designated by a separate contract or letter of assignment.

Section 2. — Duration

This contract is subject to the provisions of M.S. 122A.40, et seq., and to all applicable statutes and rules of the State of Minnesota pertaining to qualification, licensure, employment, termination, and

~~discharge. This document is a continuing contract and shall remain in full force and effect, except as modified by the mutual consent of the School Board and the Principal, when superseded by a new contract, or if terminated as provided by law or by written resignation.~~

ARTICLE VIII - VACATION AND HOLIDAYS

Section 1 - Vacation

Subd. 1 - Employees working 52 weeks per year shall earn 28 days of vacation each year. .

Subd. 2 - Vacation accruals will be allocated on July 1 each year. Accruals will be based on the actual number of years completed at the time of the accrual.

Subd. 3 - Accrued vacation shall be adjusted for employees who resign prior to the end of the year and an employee's last check will be deducted for any vacation leave used in excess of that earned.

Subd. 4 - An employee may carry over a maximum of ten days into the next fiscal year.

Subd. 5 - Employees shall be eligible to receive payment for up to ten unused earned vacation days upon separation from the District, at their regular daily rate of pay.

Section 3. Calendar and Leaves.

~~Work days and vacation days during the school year shall be those named on the school calendar adopted by the School Board. The Principal agrees to work on those legal holidays on which the School Board is authorized to conduct school, if the School Board so determines.~~

~~**Subd. 1. Vacation Time.** Twelve month Principals have a twelve month contract commencing on July 1st annually. Beginning July 1, 2004, twenty-eight (28) vacation days may be taken any time during the contract year (July 1st through June 30th), with prior approval from the Principal's immediate supervisor.~~

~~**Subd. 2. Unused Vacation Time.** For twelve month Principals, unused vacation time may not be accrued and will not be reimbursed at any time. However, with the prior written approval of the Superintendent, a twelve-month Principal may carry up to five vacation days into the next contract year. Days carried forward in this way must be used in July or August of the succeeding contract year.~~

~~**Subd. 3. Availability of Vacation Days.** For twelve month Principals, all vacation days become available on July 1st of the contract year, with the following exception: Any Principal who resigns during the school year will have their vacation days pro-rated.~~

Subd. 6 - In the event that a member's immediate family dies or becomes hospitalized with a serious illness or injury, while an employee is on vacation, the employee's leave will be changed to the appropriate leave type with the approval of ~~the Superintendent~~Human Resources.

~~**Subd. 4. Calendar for Principals Employed less than Twelve Months.** Principals employed less than twelve months follow the school calendar plus the number of additional days specified in~~

~~their contract. Deviations from this arrangement (e.g., absences for personal time during school days or changes in the work calendar) must be approved by the Principal's immediate supervisor.~~

Section 2 - Subd. 5. Legal Holidays.

~~Subd. 1 - For the 2022-2023 school year only~~ the following legal holidays are will be provided to Principals covered by this contract:

1. Independence Day - *This is a Holiday for 12 month employees only.*
2. Friday before Labor Day (*If school is not in session, this is a holiday. If school is in session it is replaced with the Thursday of Teacher Association. It **is not** a floating holiday).*)
3. Labor Day
4. Friday of Teacher Association
5. Thanksgiving
6. Friday after Thanksgiving
7. Christmas Eve
8. Christmas Day
9. New Year's Eve
10. New Year's Day
11. Presidents Day Observed
12. Good Friday
13. Easter Monday (*If school is in session, this is a workday; it is not a floating holiday nor is it replaced with another day.*)
14. Memorial Day

Subd. 2 - If any of the legal holidays fall on weekend days, the holiday will be observed on the preceding Friday or the following Monday, as determined by the administration. When Christmas Day or New Year's Day falls on a Saturday or a Sunday, the Principal may take the day before Christmas Day and the day before New Year's Day on the days specified by the Superintendent~~District~~, consistent with the need for District administrative services ~~in District #200.~~

Subd. 3 – Effective July 1, 2023, employees working 52 weeks shall be entitled to 14 District established holidays each year. Employees working less than 52 weeks shall be eligible for paid holidays that fall within their work year.

ARTICLE VIII - LEAVES

Section 1 - Essential Leave

Subd. 1 - All Principals will earn three days of Essential Leave which will be allocated on July 1 each year.

Subd. 2 - Employees will be paid out for unused essential leave days at the end of each school year, to be paid at a daily rate of \$260 for full time employees. Payment of such days shall be made by no later than July 30 of each year.

~~**Subd. 6. Essential Leave.** Three days of essential leave will be given to each Principal during each calendar year. At the individual Principal's option, unused essential leave days will be:~~

- ~~1) Added to sick leave accrual each year, or~~
- ~~2) Payment may be made for the unused personal leave days, or~~

~~3) The unused essential leave days may be carried forward into the next fiscal year (to total no more than six essential leave days available in one year).
Principals choosing to be paid for unused essential leave days shall be paid once annually at a rate of \$260 per day. Payment shall be made in a supplemental payroll in July.~~

Section 2 - Subd. 7. Sick Leave:

Subd. 1 - Employees shall be credited with an annual accrual of 15 days of sick leave per year. Employees working less than the full year will be credited with sick leave on a pro-rated basis. During the initial year of employment only, the total sick leave allowable will be available to the employee after working a minimum of one day. Upon termination of employment, an employee's last check will be deducted for any sick leave used in excess of that earned.

Subd. 2 - Sick leave is to be utilized for all absences resulting from an employee's illness or injury, or that of a minor child. Sick leave may be utilized for absences due to illness or injury of the employee's spouse, adult child, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent, up to 160 hours per 12 month period, beginning July 1 of each year, pursuant to M.S. 181.9413.

Subd. 3 - The District may require an employee to furnish a medical certificate from a qualified physician as evidence of illness or injury, in order to qualify for sick leave pay. In the event that a medical certificate will be required, the employee will be so advised.

Subd. 4 - Unused sick leave days may accumulate without limit.

Subd. 5 - Employees with accrued sick leave in excess of 142 days will be paid out for up to six days of unused sick leave at the end of each school year. The number of days paid shall be based on the number of leave days exceeding 142, and will be paid at a daily rate of \$260 for full time employees. Payment of such days shall be made no later than July 30 of each year.

Subd. 6 – Sick Leave Bank - A sick leave bank shall be available in accordance with the terms of the Sick Leave Bank MOU provided at the end of this Agreement.

~~Sick leave with pay shall be allowed by the school board whenever an employee's absence is found to have been due to illness which prevented his/her attendance and performance of duties on that day or days.~~

~~In addition, an employee may use sick leave pursuant to M.S. 181.9413, for the illness of or injury to the employee's child (including biological, step, adopted or foster), adult child, grandchild, spouse, sibling, parent, grandparent, step parent or spouses mother or father or domestic partner, provided the employee has a Domestic Partnership Agreement & Affidavit form on file with the District.~~

~~The school board may require an employee to furnish a medical certificate from qualified physician as evidence of illness, indicating such absence was due to illness or injury, in order to qualify for sick leave pay. In the event that a medical certificate will be required, the employee will be so advised.~~

~~Sick leave does not apply to situations related to daycare issues, or lack of childcare.~~

~~Fifteen (15) days of sick leave shall be credited to each Principal for each calendar year. There is no cap on the number of sick days that may be accumulated. Principals will be paid once annually at a rate of \$260 per day for up to six (6) days of unused sick leave beyond a base of 150 sick days. Payment shall be made in a supplemental payroll in July.~~

Section 3 - Subd. 8. Bereavement Leave

~~Subd. 1 - Up to five days per occurrence of paid leave may be granted for death in the employee's immediate family.~~

~~Subd. 2 - For purposes of this Section, immediate family shall be defined as the employee's. In the case of death in the immediate family (immediate family shall include the Principal's spouse, child, parent, brother, sister, mother-in-law, father-in-law, brother-in-law, sister-in-law, aunt, uncle, grandparent, spouse's grandparent, grandchildren, stepparent(s), or guardian(s), domestic life partner or domestic life partner's parent(s), ~~aunt, uncle, step-child,~~ up to five (5) days will be allowed per death without deduction from sick leave.~~

~~At the discretion of the Superintendent, up to two (2) days in addition to those identified in Paragraphs 1 above, may be granted. The additional day(s) shall be deducted from sick leave.~~

Section 4 - Subd. 10. Jury Duty and Other Legal Commitments. Principals called to serve on jury duty or subpoenaed to appear in court due to or because of their position with the school district, shall remit jury duty pay or payment for appearing, to the district, not including mileage, and receive their regular pay for each day they are required to appear in court.

~~Subd. 1 - Employees called for jury duty, deposition, subpoena or to give testimony before a court, legal jurisdiction or administrative proceedings shall be granted a leave of absence unless the employee is party to a court action against the District, is a complainant in an action against the District, or is a participant in an action on behalf of the exclusive representative and/or is the subject in a criminal, civil and/or personal legal accusation.~~

~~Subd. 2 - The employee shall receive full pay for this type of absence less jury duty and/or consultant pay, exclusive of expenses.~~

ARTICLE IX - EMPLOYMENT PRACTICES

Subd. 9. Section 1 - Emergency Closings

~~In the event of a school closing called by the Superintendent, due to weather conditions or any other conditions, principals who were scheduled to work, but directed not to report will be paid See the District's Provisions for the Closing of Schools, on the ~~School~~ District webpage, ~~under Staff Forms.~~~~

Section 2 - Work Stoppage

~~In the event of a strike or work stoppage by other employees, it is mutually agreed that employees covered by this agreement shall be on duty and carry out policy, rules and assignments as may be directed by the employer. The employer reserves the right to make whatever directives deemed appropriate for the operation or protection of District programs and facilities.~~

ARTICLE X - REIMBURSEMENTS, DUES, AND ALLOWANCES

Section 16 - . ——— Payment of Dues

~~—~~The ~~School~~-District will contribute a sum not to exceed \$1,500 per year toward payment of professional dues.

Section 2 - 7. ——— Continuing Education Allowance.

The ~~School~~-District will contribute a sum not to exceed \$1,~~400000~~ annually towards approved professional workshops, conferences, and course work.

Section 3 - 8. ——— Mileage Reimbursement.

The ~~School~~-District will pay the federal mileage reimbursement rate for personal vehicles used in connection with District business.

ARTICLE ~~XIIX~~ - INSURANCES AND OTHER FRINGE BENEFITS

Section 1. Insurance - Medical/Hospital.

Sub. 1. Individual Principal Coverage.

~~———~~ Effective July 1, 2009, the school district shall contribute 100% of the monthly premium up to an amount equal to the premium cost of individual Comp Basic coverage for all eligible Principals employed by the school district who qualify for and are enrolled in the group medical-hospitalization plan.

Subd. 2. Individual Principal and Dependent Coverage. Effective July 1, 2014 the School District shall contribute full coverage less \$75.00 of the premium for the Comp Basic dependent medical/hospitalization plan for the Principal and dependent(s) for each eligible Principal employed by the School District who qualifies for, and is enrolled in, the School District group medical/hospitalization plan and who qualifies for dependent coverage. The Principal will pay \$75.00 per month toward the cost of the premium of the Comprehensive Basic dependent plan, or will pay \$75.00 per month plus the difference between the other available plans and the Comprehensive Basic plan if the Principal so chooses.

Subd. 3. Effective July 1, 2006, when both the Principal and the spouse are covered by District #200 medical insurance and they elect dependent coverage, the District will contribute an amount up to, or equal to, the single and dependent contribution, not to exceed the total monthly cost of Comp Basic Family.

Section 1 - Eligibility for Benefits

Each employee may only be covered under one policy under each of the District's insurance plans, i.e. health and dental. If the employee is covered by this agreement, and his/her spouse are both covered by the District medical insurance plan, the District will contribute the full cost of single insurance for each employee. If both spouses are covered by the District medical insurance plan and have a dependent, the District will make a maximum monthly contribution equal to the family

contribution for the employee carrying the family coverage policy, plus the single premium for the non-policy holding spouse, not to exceed the actual cost of the insurance premium.

Section 2 - Health and Hospitalization

Subd. 1 - The District shall provide a monthly contribution toward the premium for single or family insurance for employees who qualify for, and are enrolled in, the District's group health and hospitalization plan.

Subd. 2 - The amount provided by the District shall be as follows, however, the amount shall not exceed the actual cost of the insurance premium:

Non-High Deductible (Comp Basic)

Effective July 1, 2022: Up to \$2,120.50 per month

High Deductible/VEBA

Effective July 1, 2022: Up to \$1,921 per month

Subd. 3 - For full-time employees participating in the single high deductible/VEBA insurance plan, the monthly District contribution to a VEBA shall be as follows:

Effective July 1, 2022: \$100.00 per month

Subd. 4 - For full-time employees participating in the family high deductible/VEBA insurance plan, the monthly District contribution to a VEBA shall be as follows:

Effective July 1, 2022: \$200.00 per month

Subd. 5. – For the 2022-2023 plan year only, the annual contribution shall be made in a lump sum on or about July 1. Effective July 1, 2023, the annual VEBA contribution will be divided equally over the number of payrolls the employee is paid each year.

Subd. 6 – For the 2023-2024 plan year (through June 30, 2024) an employee shall experience an increase in deduction for family of no more than \$15.00 per month.

Subd. 7 - In the event this Agreement causes or will cause penalties, fees, or fines to be assessed against the District, the parties agree to reopen negotiations that result in a new Agreement between the parties that eliminates or reduces penalties, fees, or fines to be assessed against the District.

Section 2. Insurance - Dental. ~~Effective July 1, 2006, the School District shall contribute full coverage of the premium for a composite dental plan for all eligible Principals employed by the School District and their dependents who qualify for, and are enrolled in, the dental plan.~~

Section 3 - Dental Insurance

Subd. 1 - The District shall provide a monthly contribution toward the premium for single or family insurance for employees who qualify for, and are enrolled in, the District's group dental plan.

Subd. 2 - The amount provided by the District shall be as follows, however, the amount shall not exceed the actual cost of the insurance premium:

Effective July 1, 2022: \$137.45 per month

~~**Section 3. Insurance - Life.** The School District will provide a group term life insurance policy covering eligible Principals in the district in the amount of \$150,000 for each Principal who qualifies for, and is enrolled in, the life insurance plan.~~

~~The term life insurance benefit shall provide the same beneficiary prerogatives, conversion privileges, and extended insurance benefits present in the term life contract in force during the 1998-99 school year.~~

~~The term life insurance accidental death, dismemberment, and loss of sight benefits shall be \$150,000 for each Principal who qualifies for, and is enrolled in, the plan, and may provide the same other privileges, benefits, and requirements present in the term life insurance contract in force during the 1998-99 school year.~~

Section 4 - Life Insurance

The District will provide a group term life and AD & D insurance policy in the amount of \$150,000 for each employee who qualifies for, and is enrolled in, the life insurance plan.

~~**Section 4. Insurance - Income Protection (LTD).** The School District will contribute the cost of the monthly premium for the income protection plan in effect as of the date of this agreement for eligible Principals employed in the School District who qualify for, and are enrolled in, the same income protection plan. Medical/hospital insurance benefits shall be retained by those Principals who become totally disabled while in the employ of the school district and whose absence has been caused by such disability. Cost to the employee with a total disability shall remain as for active Principals until such time that the employee is eligible for and receive Medicare coverage. All health care insurance benefits for the employee with a total disability shall cease upon eligibility and receipt of Medicare coverage. As soon as an employee is eligible for Medicare, they are required to apply, or would forfeit the health care benefits on the subsequent date that they would have begun receiving them.~~

Section 5 - Long Term Disability (LTD) Insurance

Subd. 1 - The District will pay the full cost of a Long Term Disability Insurance plan for each eligible employee enrolled in the plan.

Subd. 2 - Employees who are totally disabled shall be allowed to continue on the District's medical insurance plan at the same cost as provided for active employees.

Subd. 3 - Employees are required to apply for Medicare at the time they become eligible. Failure to do so may result in termination of benefits back to the date the employee became eligible. Medical insurance benefits provided by the District shall end on the date the employee becomes covered by Medicare.

Section 6 - Disclaimer

The eligibility for the payment of claims for insurance benefits described in this Article shall be governed solely by the terms of the insurance policies purchased by the District. The District's only obligation is to provide and administer benefits as negotiated. No claims, other than those arising from District error or undue influence, shall be made against the District as a result of denial of insurance benefits by an insurer.

Section 7 - 5. — Physical Examination

~~Principals may, if desired, have an annual physical examination at School District expense with a limit of \$400.00 per year to cover non-reimbursable medical costs~~

~~reimbursement rate for personal vehicles used in connection with School District business.~~

Section 8 - 9. — Health Care Savings Plan Contributions.

Subd. 1 - ~~All principals, hired on or before August 1, 2012/8/1/2012, will receive \$6,000 annually to be placed into the Principal's Minnesota Health Care Savings Plan account.~~

Subd. 2 - ~~All principals, hired after August 1, 2012/8/1/2012, will not receive any allocation toward the Principal's Minnesota Health Care Savings Plan account.~~

Section 9 - 10. — Penalties.

In the event this Agreement causes or will cause penalties, fees, or fines to be assessed against the ~~School~~District, the parties agree to reopen negotiations that result in a new Agreement between the parties that eliminates or reduces penalties, fees, or fines to be assessed against the ~~School~~District.

ARTICLE XII SEVERANCE PAY, DEFERRED COMPENSATION AND RETIREMENT PROVISIONS

Section 1 - Eligibility for Severance Pay

Regularly employed Principals who have at least ten ~~(10)~~ years of service in this ~~School~~District, and who are at least ~~fifty (50)~~ years of age, shall be eligible for severance pay pursuant to the provisions of this Article and upon submission of a written resignation accepted by the School Board. The ~~School~~District will accept resignations for the purpose of retirement during the school year, provided the retiring Principal gives written notice a minimum of ~~ninety (90)~~ days prior to the effective date of the resignation.

Section 2 - Severance Pay - Basic Formula.

Eligible Principals, upon retirement, shall receive as severance pay an amount representing ~~eighty (80)~~ days' pay. See Subd. 1, Eligibility

Section 3 - Deferred Compensation -

Matching Contributions Plan 403b/457 -
(Alternative to traditional Severance Plan -outlined above in this Article IX, Section 2).

Subd. 1 - ~~Eligibility~~:—Any Principal who is regularly employed by the ~~School~~ District shall be eligible for, and may choose to participate in, a 403b/457 matching contribution plan pursuant to M.S. 356.24. Any Principal hired after July 1, 2009, will not be eligible for Severance Pay – Basic Formula under ~~Article IX~~, Section 2 ~~of this Article~~, and will only have the 403b/457 matching contribution option.

Subd. 2 - ~~Contributions~~:—The District will match eligible annual Principal contributions based on the following years of professional service in District #200. Determination of years ~~will be~~ based on hire date before or after ~~January 14/1/~~. The maximum matching contribution by the ~~School~~ District shall not exceed \$60,000 for a career total (“lifetime” contribution). Any principal hired after ~~8/1/August 1~~, 2012 will have a lifetime match of \$70,000.

**Principal Service Years
in District #200**

**Maximum Amount of Match
Match Per Year**

Principal work years 1-4	2.5% of annual contract salary
Principal work years 5-9	3% of annual contract salary
Principal Work years 10 and above	———3.5% of annual contract salary

Subd.3. Additional 403(b) Match

~~a) Beginning July 1, 2012, principals, who are regularly employed with the school district, qualify for severance under Article IX, Section 2 and do not qualify for a matching contribution under Article IX, Section 3, qualify for the matching contribution in this section.~~

~~————— The district will match eligible annual principal contributions up to \$750 per year.~~

~~————— The following individuals qualify:~~

~~————— Paul Vaith~~

Subd.4 - ~~403(b)~~: -The dollar amount above the legal contribution will be paid thru payroll as non—TRA eligible salary, ~~under Paycode: NORETIRE, Object Code: 111~~. It is up to the employee to contact their vendor and increase their 403(b) deduction to make this amount nontaxable.

Subd.5 - ~~Participation~~ - —A salary reduction authorization agreement must be completed by the eligible Principal prior to August 1st proceeding the school year in which the Principal begins participation in the matching contributions plan. District #200 Principals who are covered under the Severance Pay provisions of ~~Article IX~~, Section 1 ~~of this Article of the principal contract~~ may choose to participate in the matching contributions plan 403b/457. ~~However, if~~ a Principal chooses to participate in the matching contributions plan 403b/457, all severance payments described in ~~Article IX~~, Section 2 of this ~~Article contract~~ are forfeited and the Principal may not later move to that type of arrangement. Principals on unpaid leaves may not participate in the matching contributions plan 403b/457 during the inclusive dates of said leave.

Section 4 - ~~Severance Pay - Unused Sick Leave Days~~

In addition to the severance pay provided pursuant to ~~Article IX~~, Section 2 ~~of this Article~~, ~~above~~, a Principal shall be eligible to receive, upon the Principal's retirement, the amount obtained by adding the Principal's unused number of sick leave days, not to exceed the annual number of days

specified in the individual Principal's contract at the time of retirement. For Principals who elect the deferred compensation option described in ~~Article IX~~, Section 3 of this Article, the maximum number of unused sick days that may be compensated is obtained by subtracting 80 days from the total number of days specified in their annual contract. Any principal hired after ~~8/1/August 1, 2012~~ will not be eligible for severance Pay-Unused Sick Leave under this Article IX, Section 4, and will only have the 403(b)/457 matching contribution option.

232 Contract days = Maximum of 152 unused sick days
207 Contract days = Maximum of 127 unused sick days

Note: Daily Rate of Pay is capped at the 2015-16 daily rate at the 5+ Years Experience step.

Section 5 - ~~Calculating Daily Rate of Pay~~

~~In applying the provisions of in Article IX, Sections 1, 2, and 3 of this Article,~~ the daily rate shall be calculated by dividing the annual total salary by the number of work days employed:

232 Contract days
207 Contract days

Section 6 - ~~Payment of Severance Compensation~~

~~Severance Compensation shall not be granted to any Principal who is discharged for cause by the School District. Principals who retire during the period covered by this contract will participate in a qualified Special Pay Deferral Plan and a Health Care Savings Plan. On the first business day after the final date of employment in District #200, the amounts of the compensation specified in Section 6, Subd. 1, below, will be transferred by the District to such plans on behalf of the retiring Principal.~~

Subd. 1 ~~For those employees who receive both accumulated sick leave and severance days, 100% Severance Compensation will be transferred to a Special Pay Deferral Plan and 0% will be transferred to a Health Care Savings Plan.~~

For those employees who only receive accumulated sick leave days, 0% of the Severance Compensation will be transferred to a Special Pay Deferral Plan and 100% will be transferred to a Health Care Savings Plan.

Subd. 2 ~~In the event of the death of an employee who is eligible for severance pay under the provisions of this Article IX, the spouse of the employee shall be eligible for the severance pay. The estate will collect if there is no spouse. The requirement of a written resignation does not apply.~~

Section 7 - ~~Participation in Insurance Plans Upon Retirement for ALL Principals~~

Subd. 1 - A Principal who retires under the terms of PERA or TRA, and of this contract shall be eligible for medical/hospitalization benefits.

Subd. 2 - 4 ~~The Principal shall be eligible to continue participation in the School District medical/hospitalization plan.~~

Subd. 3 - 2.—After 10 years of continuous service and reaching the age of 55 the Principal shall receive a lump sum dollar amount that will be placed into the principal's Minnesota Health Care Savings Plan account. The lump sum dollar amount will be determined by taking the single premium insurance cost of Triple-Comp Basic Option Insurance plan for the last year in which the principal worked, multiplied by a maximum of eight ~~(8)~~ years, or the number of years remaining until the individual reaches the age of 65, whichever is less.

Section 8 - Primary Insurance Coverage for Retired Principals

If a retiree obtains employment with an employer other than the ~~School~~-District and said retiree is covered by a group medical/hospitalization plan or HMO, such coverage shall be considered primary.

ARTICLE XIII - UNREQUESTED LEAVE OF ABSENCE

Section 1 -- Purpose

~~The School Board may place on unrequested leave of absence, without pay or fringe benefits, as many principals as may be necessary because of discontinuance of position, lack of students, financial limitations, or merger of classes by consolidation. The unrequested leave shall be effective at the close of the school year. In the event a principal or assistant principal must be placed on unrequested leave of absence due to discontinuance of position, lack of students, financial limitations, or merger of classes by consolidation the provisions of M. S. 122A.40, as amended, shall apply.~~

Section 1 - Definitions

Subd. 1 - "Principal" shall mean a continuing contract principal or assistant principal appropriately licensed.

Subd. 2 - "Seniority" shall mean employment under a continuing contract as principal or assistant principal with a seniority date as determined by Section 3 hereof involving continuous service with the District. For purposes of seniority, it is understood that a principal on leave of absence pursuant to this Agreement shall continue to accrue seniority during such leave of absence.

Subd. 3 - "Association" or "Unit" shall mean the recognized exclusive representative for principals and assistant principals

Section 2 - Establishment of a Seniority List

Subd. 1 - The District shall annually establish a seniority list to be prepared from District records. The list shall be distributed electronically to all members of the principals bargaining unit.

Subd. 2 - All principals will have a seniority date on the K-12 principal's seniority list.

Subd. 3 - Any principal who disagrees with the order of seniority on the list shall have 20 days from the transmission of the list discuss the matter with the District. Absent an agreement, the matter may be resolved through the contractual grievance process.

Subd. 4 - In the event the principals have equal seniority, their seniority ranking shall be determined by whoever has the highest degree in his/her area of certification.

Subd. 5 - A principal who has held seniority as a full-time principal shall continue to retain the original seniority date and hold seniority if such principal becomes employed in a part-time position involving continuous service.

Section 3 - Placement on Unrequested Leave of Absence.

Subd. 1 - The School Board may place on unrequested leave of absence, without pay or fringe benefits, as many principals as may be necessary because of discontinuance of position, lack of students, financial limitations, or merger of classes by consolidation. The unrequested leave shall be effective June 30 ~~at the close~~ of the school year. In the event a principal or assistant principal must be placed on unrequested leave of absence due to discontinuance of position, lack of students, financial limitations, or merger of classes by consolidation the provisions of M. S. 122A.40, as amended, shall apply.

Subd 2 - Principals and assistant principals shall be placed on unrequested leave in reverse order of their hiring on the K-12 seniority list.

Subd. 3 - Principals may not assert a seniority right into a promotional position.

Subd. 4 - For purposes of placement on unrequested leave, only service in the unity as a principal or assistant principal may be counted.

Subd. 5 - Principals placed on unrequested leave have the right to return to other positions in the District for which they are licensed and for which they are senior.

Section 4 - Reinstatement

Subd. 1 - Principals shall be recalled from an unrequested leave of absence to available positions in the District in fields for which they are licensed in the inverse order in which they were placed on unrequested leave of absence.

Subd. 2 - The District shall maintain a recall list in accordance with this Article. This list shall be updated every October 1st, and a copy shall be forwarded to the Association.

Subd. 3 - No appointment of a new principal shall be made while there is available, on unrequested leave, a principal who is properly licensed to fill such vacancy. The principal's right to reinstatement shall terminate if the principal fails to file with the board by April 1 of any year a written statement requesting reinstatement.

Subd. 4 - Notification of available positions shall be by certified mail to the last known address of the principal as recorded in the business office, and email, as provided by the principal at the time of the leave. In the event a principal declines a principal position or fails to notify the District in writing of the principal's intentions within ~~thirty~~ (30)-days of the date of notification, the principal shall be removed from the recall list.

Subd. 5 - A principal placed on unrequested leave of absence may engage in teaching or any other occupation during the period of this leave. Nothing in this Article shall be construed to impair the

rights of principals placed on unrequested leave of absence to receive unemployment compensation, if otherwise eligible.

Subd. 6 - The unrequested leave of absence shall not impair the continuing contract rights of a principal or result in the loss of any benefits accrued under the Master contract while the principal was employed by the School Board.

Subd. 7 - The unrequested leave of absence of a principal who is not reinstated shall continue for a period of three (3) years from the date the principal's unrequested leave of absence began or until the principal fails to respond within thirty (30) days of the date of notification or until the principal submits in writing a request to be removed from the recall list, whichever occurs first.

ARTICLE - XIV/VI GRIEVANCE PROCEDURE

Section 1 - Grievance Definition

A "grievance" shall mean an allegation by a principal resulting from a dispute or disagreement between the principal and the School Board District as to the interpretation or application of this Agreement.

Section 2 - Representative

The principal or School Board may be represented during any step of the procedure by any person or agent designated by such party to act on their behalf.

Section 3 - Definitions and Interpretations:

Subd. 1 - Days: Reference to "days" regarding time periods in these procedures shall refer to working days. A working day is defined as all days, excluding Saturdays, Sundays and holidays, as defined by law.

Subd. 2 - Extension: Time limits specified in this Agreement may be extended by mutual consent.

Subd. 3 - Computation of Time: In computing any period of time prescribed or allowed by procedures herein, the date of the act, event, or default for which the designated period of time begins to run shall not be included. The last day of the period so computed shall be counted, unless it is a Saturday, a Sunday, or a legal holiday, in which event the period runs until the end of the next day which is not a Saturday, a Sunday, or a legal holiday.

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

Section 4 - Time Limitations

Grievances will not be valid for consideration unless the grievance is submitted within 20 days of the date the grievance arose. Failure to file any grievance within such period shall be deemed a waiver thereof. In the event that a principal believes that there is a basis for grievance, the principal shall first discuss the alleged grievance with the Superintendent. Failure to appeal a grievance from one level to another within the time periods hereafter provided shall constitute a waiver of the grievance.

Section 5 - Adjustment of Grievance:

The School Board District and the principal shall attempt to adjust all grievances, which may arise during the course of employment of any principal within the school District in the following manner:

Subd. 1 - Level I: If the grievance is not resolved through informal discussions, the Superintendent shall meet with the principal within five days after receipt of the written grievance. Within five days after the meeting, the Superintendent shall issue a decision in writing to the principal involved.

Subd. 2 - Level II: In the event the grievance is not resolved in Level I, the decision rendered may be appealed to the School Board, provided such appeal is made in writing five days after receipt of the decision in Level I. If a grievance is properly appealed to the School Board, the School Board shall set a time to hear the grievance, which meeting shall take place within 20 days after the receipt of the appeal. Within 10 days after the meeting, the School Board shall issue its decision in writing to the parties involved. At the option of the School Board, a committee or representative of the Board may be designated by the Board to hear the appeal at this level, and report its findings and recommendations to the School Board. The School Board shall then render its decision.

Section 6 - Arbitration Procedures:

In the event that the principal 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 II of the grievance procedures.

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

Subd. 3 - Selection of Arbitrator: Upon the proper submission of a grievance under the terms of this procedure, the parties shall, within five 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 M.S. 179A.21, Sub. 2, providing such request is made within ten days after request for arbitration. The request shall ask that the appointment be made within ten days after the receipt of said request. If the parties fail to agree upon an arbitrator from the Bureau of Mediation Services within the time periods provided herein, it shall constitute a waiver of grievance.

Subd. 4 - Hearing: The grievance shall be heard by a single arbitrator and both parties may be represented by such person or persons as they may choose and designate, and the parties shall have the right to a hearing at which time both parties will have the opportunity to submit evidence, offer testimony, and make oral or written arguments relating to the issues before the arbitrator.

Subd. 5 - Decision: The decision by the arbitrator shall be rendered within 30 days after the close of the hearing. Decisions by the arbitrator in cases properly before the arbitrator shall be final and binding upon the parties subject, however, to the limitations of arbitration decisions as provided in the P.E.L.R.A.

Subd. 6 - Expenses: Each party shall bear its own expenses in connection with arbitration including expenses relating to the party's representatives, witnesses, and any other expenses which the party incurs in connection with presenting its case in arbitration. A transcript of recording shall be made of the hearing at the request of either party. The parties shall share equally fees and expenses of the arbitrator, the cost of the transcript or recording if requested by either or both parties, and any other expenses which the parties mutually agree are necessary for the conduct of the arbitration.

Subd. 7 - Jurisdiction: The arbitrator shall have jurisdiction over disputes or disagreements relating to grievances properly before the arbitrator pursuant to the terms of this procedure. The jurisdiction of the arbitrator shall not extend to proposed changes in terms and conditions of employment as defined herein and contained in this written agreement; nor shall an arbitrator have jurisdiction over any grievance which has not been submitted to arbitration in compliance with the terms of the grievance and arbitration procedure as outlined herein; nor shall the jurisdiction of the arbitrator extend to matters of inherent managerial policy, which shall include but are not limited to such areas of discretion or policy as the functions and programs of the School Board, its overall budget, utilization of technology, the organizational structure and selection and direction and number of personnel. In considering any issue in dispute, the arbitrator shall give due consideration to the statutory rights and obligations of the School Board to efficiently manage and conduct its operation within the legal limitations surrounding the financing of such operations.

ARTICLE XV - DURATION

Section 12.- Duration

Subd. 1 - This Agreement shall remain in full force and effect for a period commencing on July 1, 2022, through June 30, 2024. Unless otherwise mutually agreed, the parties shall not commence negotiations more than 90 days prior to the expiration of this Agreement.

Subd. 2 - In the event a new Agreement is not in effect on July 1, 2024, all compensation and working conditions shall remain in effect as set forth in this Agreement until a successor Agreement is affected.

Subd. 34 - This contract is subject to the provisions of M.S. 122A.40, et seq., and to all applicable statutes and rules of the State of Minnesota pertaining to qualification, licensure, employment, termination, and discharge.

Subd. 42 - This document is a continuing contract and shall remain in full force and effect, except as modified by the mutual consent of the District School Board and the Principal, when superseded by a new contract, or if terminated as provided by law or by written resignation.

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

For Hastings Principals' Association
Hastings Public Schools (ISD 200)
Hastings, MN 55033

For Independent School District No. 200
1000 - 11th Street West
Hastings, MN 55033

~~Mike Johnson~~Paul Bakker, Negotiator

~~Lisa Hedin~~Kelsey Waits, Board Chairperson

~~Paul Bakker~~Scott Doran, Negotiator

~~Robert McDowell~~, Superintendent

~~Steve Kovach~~, Negotiator

APPENDIX A – Salary Program

High School Principal (52 Weeks)

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<u>2022-2023</u>	<u>\$142,723</u>	<u>\$145,690</u>	<u>\$148,657</u>	<u>\$151,624</u>	<u>\$154,591</u>
<u>2023-2024</u>	<u>\$145,578</u>	<u>\$148,604</u>	<u>\$151,630</u>	<u>\$154,657</u>	<u>\$157,683</u>

Middle School Principal (52 Weeks)

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<u>2022-2023</u>	<u>\$135,406</u>	<u>\$138,306</u>	<u>\$141,207</u>	<u>\$144,107</u>	<u>\$147,008</u>
<u>2023-2024</u>	<u>\$138,114</u>	<u>\$141,072</u>	<u>\$144,031</u>	<u>\$146,989</u>	<u>\$149,948</u>

Elementary School Principal (52 Weeks)

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<u>2022-2023</u>	<u>\$130,686</u>	<u>\$133,526</u>	<u>\$136,367</u>	<u>\$139,208</u>	<u>\$142,049</u>
<u>2023-2024</u>	<u>\$133,299</u>	<u>\$136,197</u>	<u>\$139,095</u>	<u>\$141,992</u>	<u>\$144,890</u>

High School Assistant Principal (52 Weeks)

High School Assistant Principal/Athletic Director (52 Weeks)

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<u>2022-2023</u>	<u>\$122,510</u>	<u>\$125,170</u>	<u>\$127,830</u>	<u>\$130,489</u>	<u>\$133,149</u>
<u>2023-2024</u>	<u>\$124,960</u>	<u>\$127,673</u>	<u>\$130,386</u>	<u>\$133,099</u>	<u>\$135,812</u>

High School Assistant Principal (41.4 Weeks)

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<u>2022-2023</u>	<u>\$109,309</u>	<u>\$111,682</u>	<u>\$114,055</u>	<u>\$116,428</u>	<u>\$118,801</u>
<u>2023-2024</u>	<u>\$111,495</u>	<u>\$113,915</u>	<u>\$116,336</u>	<u>\$118,756</u>	<u>\$121,177</u>

Middle School Assistant Principal (52 Weeks)

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<u>2022-2023</u>	<u>\$116,446</u>	<u>\$119,042</u>	<u>\$121,637</u>	<u>\$124,232</u>	<u>\$126,827</u>
<u>2023-2024</u>	<u>\$118,775</u>	<u>\$121,423</u>	<u>\$124,070</u>	<u>\$126,717</u>	<u>\$129,364</u>

Middle School Assistant Principal (41.4 Weeks)

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<u>2022-2023</u>	<u>\$103,898</u>	<u>\$106,214</u>	<u>\$108,530</u>	<u>\$110,845</u>	<u>\$113,161</u>
<u>2023-2024</u>	<u>\$105,976</u>	<u>\$108,338</u>	<u>\$110,700</u>	<u>\$113,062</u>	<u>\$115,424</u>

Administrative Educational Credit:

Earned Doctorate* = \$1,000 added to base salary (*pro-rated based on full time FTE#*).

Earned Specialist Degree** = \$500 added to base salary (*pro-rated based on full time FTE#*).

*Must be from a properly accredited institution.

**Must provide evidence of Specialist Degree via Diploma or College Transcript.

**ARTICLE VIII
SALARY AND LEAVES**

Section 1.

Title	#-Days
High School Principal	232
Middle School Principal	232
Elementary Principal	232
Elementary Principal	232
Elementary Principal	232
High School Asst. Principal	232
High School Asst. Principal	207
High School Asst. Principal	207
Middle School Asst. Principal	232
Middle School Asst. Principal	207

2020-2021

Title	1-2 Years Experience 95%	3-4 Years Experience 97.5%	5+ Years Experience 100%
High School Principal	611.80	627.70	643.62
Middle School Principal	565.93	580.64	595.34
Elementary Principal	543.13	557.24	571.33
High School Asst. Principal	525.83	539.48	553.13
Middle School Asst. Principal	511.55	524.82	538.09

2021-2022

Title	1-2 Years Experience 95%	3-4 Years Experience 97.5%	5+ Years Experience 100%
High School Principal	617.92	633.98	650.05
Middle School Principal	571.59	586.45	601.29
Elementary Principal	548.56	562.81	577.05
High School Asst. Principal	531.09	544.88	558.66
Middle School Asst. Principal	516.66	530.07	543.47

Administrative Educational Credit:

— Earned Doctorate* = \$1,000 added to base salary (*pro-rated based on full time fte*).

— Earned Specialist Degree** = \$500 added to base salary (*pro-rated based on full time fte*).

~~_____ *Must be from a properly accredited institution.~~

~~_____ **Must provide evidence of Specialist Degree via Diploma or College Transcript.~~

MEMORANDUM OF UNDERSTANDING- SICK LEAVE BANK

This Memorandum of Understanding is entered into between Independent School District No. 200, Hastings, Minnesota (hereinafter referred to as the "District") and the Principals' Association (hereinafter referred to as the "Association").

WHEREAS, the District and the Association mutually agree that there is benefit in maintaining a Sick Leave Bank for employees of the District; and

NOW THEREFORE, it is mutually agreed by and between the undersigned parties that the terms of the Sick Leave Bank shall go into effect upon the ratification of the 2022-2024 Master Agreement and continue until the ratification of the 2024-2026 Master Agreement, with the following terms:

1. Purpose

- a. The purpose of the Sick Leave Bank is to provide additional sick leave to those employees who have exhausted their paid leave and have a catastrophic accident, illness, or serious recurring illness, necessitating extended absence.

2. Membership

- a. Employees shall contribute a maximum of one day of sick leave during the donation period to be eligible for the Sick Leave Bank.
 - i. Employees who do not contribute one sick day to the Sick Leave Bank during the donation period shall not be eligible to use leave from the bank.
- b. Employees shall be offered the opportunity to join the Sick Leave Bank during donation periods. Employees will be notified 15 days in advance of scheduled donation periods.
- c. Employees hired after the enrollment period shall be eligible to join the Sick Leave Bank within 15 days of their employment start date.
- d. Employees returning from a leave of absence shall be eligible to join the Sick Leave Bank within 15 days of their return from leave.
- e. Leave contributed to the Sick Leave Bank is not taxed or tax deductible to the donor, is non-refundable, and contributions are irrevocable.
- f. If at any time the balance in the Sick Leave Bank goes below 20 days, the District will organize a donation period.

3. Qualification

- a. To qualify for the Sick Leave Bank, the employee must have exhausted their personal sick leave accrual, and other paid leave available to them (i.e. essential leave, vacation, etc.), and
- b. To qualify as a catastrophic accident or illness, for the purpose of this Sick Leave Bank, the employee must:
 - i. Need leave to meet the waiting period for Long Term Disability; or
 - ii. Need leave to cover an extended period of absence resulting from an accident with major injury and/or a serious health condition, as defined under the FMLA;or

- iii. Need leave to cover intermittent absences resulting from an ongoing, recurring illness/serious health condition, as defined under the FMLA; or
- iv. Be required to provide care for the serious health condition (as defined under the FMLA) of a spouse, child, or parent, whether for an extended period of time or on a recurring basis; and
- c. Written verification by the attending physician is required.

4. Maximum Eligibility

- a. Employees shall be eligible to use up to a maximum of ten days per school year from the Sick Leave Bank, for qualifying absences.

5. Exclusions

- a. With the exception of FMLA or medical leave, employees on leave are not eligible to access the Sick Leave Bank.
- b. An employee who is collecting benefits from Long Term Disability or Workers Compensation will not be eligible.
- c. An employee who is absent for treatment and/or surgery that is considered elective in nature will not be eligible.

6. Part-time Employees

- a. Employees who are part of the plan and work less than full time shall be eligible for benefits only for the pro-rata portion of the work day for which they are employed.

7. Administration

- a. A member must apply for benefits under the Sick Leave Bank by submitting a written request to the Human Resources Department. Such request must be submitted and approved prior to the use of the leave.
- b. The Sick Leave Bank will be administered by the Human Resources Department
 - i. If, in reviewing eligibility, it is determined that a request does not qualify, Human Resources will review the request with the Association representative, prior to denial. If there is not mutual agreement, the matter will be referred to the Superintendent for a final determination.
 - ii. Eligibility decisions related to the qualification for use of days from the Sick Leave Bank are not subject to the grievance procedures.



208 DEVELOPMENT, ADOPTION, AND IMPLEMENTATION OF POLICIES

I. PURPOSE

The purpose of this policy is to emphasize the importance of the policy-making role of the school board and provide the means for it to continue to be an ongoing effort.

II. GENERAL STATEMENT OF POLICY

Formal guidelines are necessary to ensure the school community that the school system responds to its mission and operates in an effective, efficient, and consistent manner. A set of written policy statements shall be maintained and modified as needed. Policies should define the desire and intent of the school board and should be in a form which is sufficiently explicit to guide administrative action.

III. DEFINITIONS

- A. “Adopted” is the date (as of review cycle 2023) when a policy was initially approved by the school board.
- B. “Reviewed” is the date (as of review cycle 2023) that a policy was evaluated and approved by the school board without any modifications.
- C. “Revised” is the date (as of review cycle 2023) that a policy was evaluated and approved by the school board with modifications.

IV. DEVELOPMENT OF POLICY

- A. The school board has jurisdiction to legislate policy with the force and effect of law for the school district. School district policy provides the school board’s general direction for the school district while delegating implementation to the administration.
- B. The school board’s written policies provide guidelines and goals to the school community. The policies shall be the basis for the guidelines and directives created by the administration. The school board shall determine the effectiveness of the policies by evaluating periodic reports from the administration.
- C. Policies may be proposed by a school board member, employee, student or resident of the school district. Proposed policies or ideas shall be submitted to the



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superintendent for review prior to possible placement on the school board agenda.

V. ADOPTION OF POLICY

- A. The school board shall give notice of proposed policy changes or adoption of new policies by placing the item for “reading” on the agenda of two school board meetings. The proposals shall be distributed and public comment will be allowed ~~school board listening session comments to the school board at both meetings~~ prior to final school board action. The Board may vote after the second policy reading, *but will follow a general practice of voting at a subsequent meeting.*
- B. The final action taken to adopt the proposed policy shall be approved by a simple majority vote of the school board at a subsequent meeting after the meetings at which public input was received. *The proposed policy for final action will be included in the Item for Action portion of the meeting agenda.* The policy will be effective on the latter of the date of passage or the date stated in the motion.
- C. In an emergency, a new or modified policy may be adopted by a majority vote of a quorum of the school board. A statement regarding the emergency and the need for immediate adoption of the policy shall be included in the minutes. The emergency policy shall expire within one year following the emergency action unless the policy adoption procedure stated above is followed and the policy is reaffirmed. The school board shall have discretion to determine what constitutes an emergency situation.
- D. If a policy is modified with minor changes that do not affect the substance of the policy or because of a legal change over which the school board has no control, the modified policy may be approved at one meeting at the discretion of the school board.

VI. IMPLEMENTATION OF POLICY

- A. The superintendent shall be responsible for implementing school board policies, other than the policies that cover how the school board will operate. The superintendent shall develop administrative guidelines and directives to provide greater specificity and consistency in the process of implementation. These guidelines and directives, including employee and student handbooks, shall be subject to annual review ~~and approval~~ by the school board.
- B. All School Board policies will be posted on the official district website. Each school board member shall have access to this policy manual. A copy shall be placed in the office of each school attendance center. A physical copy of the policy manual will be maintained at the District Office and made available for reference purposes to other interested persons.



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- C. The superintendent, employees designated by the superintendent, and individual school board members shall be responsible for keeping policies current.
- D. The school board shall review policies at least once every three years. ~~The superintendent shall be responsible for developing a system of periodic review, addressing approximately one third of the policies annually.~~ In addition, the school board shall review the following policies annually: ~~410 Family and Medical Leave Policy, 413 Harassment and Violence, 414 Mandated Reporting of Child Neglect or Physical or Sexual Abuse, 415 Mandated Reporting of Maltreatment of Vulnerable Adults, 506 Student Discipline, 514 Bullying Prohibition Policy, 522 Student Sex Nondiscrimination, 524 Internet Acceptable Use and Safety Policy, 616 School District System Accountability, 722 Public Data Requests~~ and 806 Crisis Management Policy.
- E. When no school board policy exists to provide guidance on a matter, the superintendent is authorized to act appropriately under the circumstances keeping in mind the mission, educational philosophy, and financial condition of the school district. Under such circumstances, the superintendent shall advise the school board of the need for a policy and present a recommended policy to the school board for approval.

Legal References: Minn. Stat. § 123B.02, Subd. 1 (School District Powers)
Minn. Stat. § 123B.09, Subd. 1 (School Board Powers)

Cross References: ~~MSBA/MASA Model Policy 305 (Policy Implementation)~~¶
ISD 200 Policy 201, Legal Status of the School Board

Policy Reviewed: 02.23.2022
Policy Adopted: 08.26.2020
Policy Revised: 02.23.2022

July 2023 (T0/S0)

M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

August 2023 (T4/S0)

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

2023 - 2024 District Calendar



September 2023 (T19/S18)

M	T	W	Th	F
				1
4	5*	6**	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

First Day = *RSG K-4, 5 & 9 / **RSG K-4, 5-12

October 2023 (T20/S18)

M	T	W	Th	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

Key

- No School / Teacher Workshop
- No School / New Teacher Workshop
- No School / Staff Development
- No School / Conferences
- No School / Students & Teachers
- Bold** = Evening Conferences

November 2023 (T20/S19)

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

December 2023 (T16/S16)

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

Date Description

- Aug. 24 & 25 New Teacher Workshop
- Aug. 28 - 31 Teacher Workshop/Staff Development
- Sept. 1 No School
- Sept. 4 No School
- Sept. 5 Raider Set Go K-4
- Sept. 5 First day 5 & 9
- Sept. 6 Raider Set Go K-4
- Sept. 6 5 & 9, First day 6-8 & 10-12
- Sept. 7 K-12
- Sept. 15 Staff Development
- Oct. 13 Teacher Workshop
- Oct. 16** Evening Conferences - Elementary Only
- Oct. 17** Evening Conferences - All Grades
- Oct. 18 No School/Conferences - All Grades
- Oct. 19 & 20 Teacher Association Days
- Nov. 23 & 24 Fall Break
- Nov. 27 Staff Development
- Dec. 25 - Jan. 2 Winter Break
- Jan. 15 No School
- Jan. 22 Teacher Workshop
- Feb. 5 Staff Development
- Feb. 19 No School
- Feb. 28** Evening Conferences - Elementary Only
- Feb. 29** Evening Conferences - All Grades
- Mar. 1 No School/Conferences - All Grades
- Mar. 11 - 15 Spring Break
- Mar. 29 No School
- April 18 Staff Development
- April 19 No School
- May 27 No School
- June 6 Last Day of School
- June 7 Teacher Workshop
- June 7 HHS Graduation

January 2024 (T20/S19)

M	T	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19*
22	23	24	25	26
29	30	31		

* End of Semester 1

February 2024 (T20/S19)

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

March 2024 (T15/S14)

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

April 2024 (T21/S20)

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

May 2024 (T22/S22)

M	T	W	Th	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

June 2024 (T5/S4)

M	T	W	Th	F
3	4	5	6*	7**
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

* Last Day / End of Semester 2
** HHS Graduation

Note: No public meetings until after 8 p.m.
on Nov. 7, 2023 and March 12, 2024

July 2024 (T0/S0)

M	T	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

August 2024 (T4/S0)

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

2024 - 2025 District Calendar



September 2024 (T20/S19)

M	T	W	Th	F
2	3*	4**	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

First Day = *RSG K-4, 5 & 9 / **RSG K-4, 5-12

October 2024 (T21/S19)

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

Key

- No School / Teacher Workshop
- No School / New Teacher Workshop
- No School / Staff Development
- No School / Conferences
- No School / Students & Teachers
- Bold** = Evening Conferences

November 2024 (T19/S19)

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

December 2024 (T15/S14)

M	T	W	Th	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

Dates at a Glance

Date	Description
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- Aug. 22 & 23 New Teacher Workshop
- Aug. 26-29 Teacher Workshop/Staff Development
- Aug. 30 No School
- Sept. 2 No School
- Sept. 3 Raider Set Go K-4
- Sept. 3 First Day 5 & 9
- Sept. 4 Raider Set Go K-4
- Sept. 4 5 & 9, First Day 6-8 & 10-12
- Sept. 5 K-12
- Sept. 30 Staff Development
- Oct. 11 Teacher Workshop
- Oct. 14 Evening Conferences - Elementary Only
- Oct. 15 Evening Conferences - All Grades
- Oct. 16 No School/Conferences - All Grades
- Oct. 17 & 18 Teacher Association Days
- Nov. 28 & 29 Fall Break
- Dec. 2 Staff Development
- Dec. 23 - Jan. 1 Winter Break
- Jan. 20 No School
- Jan 21. Teacher Workshop
- Jan. 27 Staff Development
- Feb. 17 No School
- Feb. 26 Evening Conferences - Elementary Only
- Feb. 27 Evening Conferences - All Grades
- Feb. 28 No School/Conferences - All Grades
- Mar. 17-21 Spring Break
- April 18 No School
- April 21 Staff Development
- May 26 No School
- June 5 Last Day of School
- June 6 Teacher Workshop
- June 6 HHS Graduation

January 2025 (T21/S19)

M	T	W	Th	F
		1	2	3
6	7	8	9	10
13	14	15	16	17*
20	21	22	23	24
27	28	29	30	31

* End of Semester 1

February 2025 (T19/S18)

M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

March 2025 (T16/S16)

M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

April 2025 (T21/S20)

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

May 2025 (T21/S21)

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

June 2025 (T5/S4)

M	T	W	Th	F
2	3	4	5*	6**
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

* Last Day / End of Semester 2
** HHS Graduation

Note : No public meetings until after 8pm on _____



February 17, 2023

Board of Education
Hastings Public Schools
1000 West 11th Street
Hastings, Minnesota 55033

Re: Independent School District #200
Multi-Site Monument Signs
Commission No. 222187

Dear Board of Education:

Please see below for a brief project summary related to the multi-site monument sign project as well as a recommendation for how to proceed re: the project budget.

Project Description

The project seeks to add or replace existing signage to have a consistent exterior monument sign located at each of the following sites, with consistent branding and materiality that is reflective of the facility at which it is located:

- Hastings Alternative High School (on Hastings High School campus)
- Christa McAuliffe Elementary
- Kennedy Elementary
- Pinecrest Elementary
- Hastings Middle School / District Office (combined sign)
- Tilden Community Center
- District-owned site (nature preserve)

Factors Influencing Budget

We have reviewed the bids as well as spoken to the contractor and below are the factors believed to be influencing construction costs:

- Cost of materials, in some cases in small quantities to be able to match each site’s unique architecture (brick color, etc.)
- Cost of cast stone (increases in raw material costs outpacing typical inflation)
- Additional locations sought, including at District-owned property.
- Desired location by stakeholders at several sites leading to increased demolition costs (“on top” of an existing building feature, such as a raised planter bed or other landscape feature)
- General market conditions and contractor availability based on quantity of projects bidding and workload availability from general contractors in the area.

The design team was pleased to see the quantity of bids in a tight price range, which reflect that this bid is fair market value for the work as presented. To see the bids, please refer to the attachment “bid tabulation” as a part of the letter of recommendation to award (separate document). In summary, it is recommended that the project budget be adjusted to reflect the cost of construction. Our recommendations as to how to proceed with the bids can be found in the letter of recommendation to award (separate document).

Recommended Project Budget

Construction Cost: \$364,300 (bid of \$321,300 as well as alternate for additional sign at District-owned site for \$43,000)

Project Contingency: \$18,000 (primarily for soil corrections and/or other encountered subterranean conditions)

Soft Costs (design fee, permitting costs): \$20,000

Total Recommended Project Budget: \$402,300

Sincerely,

Wold Architects and Engineers

Sal Bagley | AIA, LEED AP BD+C
Partner

cc: Douglas Kahl, Wold

AM/ISD_200/222187/crsp/feb23

Wold Architects and Engineers
332 Minnesota Street, Suite W2000
Saint Paul, MN 55101
woldae.com | 651 227 7773

**PLANNERS
ARCHITECTS
ENGINEERS**



February 17, 2023

Board of Education
Hastings Public Schools
1000 West 11th Street
Hastings, Minnesota 55033

Re: Independent School District #200
Multi-Site Monument Signs
Commission No. 222187

Dear Board of Education:

On Tuesday, February 7, 2023, bids were received from six contractors for the Multi-Site Monument Signs project. The scope of the project includes the build-out of new masonry and precast concrete monument signs, at most schools throughout the District.

It was a good bid day where most of our bids fell within a relatively close grouping to each other. Please note that Complete Signs' bid contains scope omissions and they have requested to withdraw their bid; please see their enclosed letter. After reviewing with District Administration, it is the recommendation to return Complete Signs' bid bond and award to the next lowest responsible bidder. Regarding the project's single Alternate, we are recommending its acceptance, as outlined below. The acceptance of the Alternate does not affect the determination of the low bidder. The project's bid tabulation is attached for your review.

After having reviewed the remaining five bids, it is the further recommendation to award the contract to Sheehy Construction, as follows:

Base Bid	\$321,300
<u>Alternate #01: Additional Sign at Nature Preserve</u>	<u>\$ 43,000</u>
Total	\$364,300

Upon Board approval, we will forward contracts to Sheehy Construction to allow them to begin the project.

Sincerely,

Wold Architects and Engineers

Douglas Kahl | AIA
Associate

cc: Robert McDowell, ISD #200
Jen Seubert, ISD #200
Cameron Peterson, ISD #200
Scott McQueen, Wold
Sal Bagley, Wold
Leslie Lyons, Wold

Wold Architects and Engineers
332 Minnesota Street, Suite W2000
Saint Paul, MN 55101
woldae.com | 651 227 7773

PLANNERS
ARCHITECTS
ENGINEERS



CompleteSigns

P. O. Box 8861 Dothan, Al. 36304 P 888.823.9005
F 334.556.0218 signs@completesigns.net www.completesigns.net

2/17/2023

Wold Architects and Engineers
332 Minnesota St, Suite W2000
Saint Paul, MN 55101

RE: ISD#200 Monument Signs-

Dear Douglas,

Please accept our formal request to withdraw our proposal for the monument signs for this public bid due to the misunderstanding of bid specifications.

Sincerely,

Justin Holland

VP Sales

Complete Signs



PROJECT NAME: MULTI-SITE MONUMENT SIGNS

BID TABULATION

COMMISSION NO.: 222187
 DATE: 2/7/2023
 TIME: 2:00p

WOLD ARCHITECTS AND ENGINEERS
 332 MINNESOTA STREET, SUITE W2000
 SAINT PAUL, MINNESOTA 55101
 P: 651 227 7773 F: 651 223 5646

BIDDERS' NAMES:	ADDENDUM NUMBERS:	BID SECURITY:	BASE BID:	ALTERNATE #01: ADDITIONAL SIGN AT NATURE PRESERVE	REMARKS:
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COMPLETE SIGNS 227 HOSTDALE DRIVE DOTHAN, AL 36303	0 / 1	X	\$32,730.00	\$0.00	
DERAU CONSTRUCTION 1407 EAST CLIFF ROAD BURNSVILLE, MN 55337	1 / 1	X	\$438,700.00	\$22,900.00	
MAERTENS-BRENNY 8251 MAIN STREET NORTHEAST MINNEAPOLIS, MN 55432	1 / 1	X	\$396,500.00	\$24,000.00	
MEISINGER CONSTRUCTION 121 BRIDGEPOINT WAY SOUTH SAINT PAUL, MN 55075	1 / 1	X	\$399,000.00	\$33,900.00	
SHEEHY CONSTRUCTION 360 LARPEN TEUR AVENUE WEST SAINT PAUL, MN 55113	1 / 1	X	\$321,300.00	\$43,000.00	
TMG CONSTRUCTION 576 FRONT AVENUE SAINT PAUL, MN 55117	1 / 1	X	\$479,750.00	\$30,850.00	

Future Meetings

Date	Time	Description	Location
3/1/2023	3:30 PM	Policy Committee Meeting	Hastings District Office Conference Room A
3/8/2023	6:00 PM	Board Work Session	HMS Media Center
3/22/2023	6:00 PM	Regular Board Meeting	HMS Media Center
3/29/2023	3:30 PM	Policy Committee Meeting	Hastings District Office Conference Room A
04/12/2023	6:00 PM	Board Work Session	HMS Media Center
04/26/2023	6:00 PM	Regular Board Meeting	HMS Media Center
05/10/2023	6:00 PM	Board Work Session	HMS Media Center
05/24/2023	6:00 PM	Regular Board Meeting	HMS Media Center
06/14/2023	6:00 PM	Board Work Session	HMS Media Center
06/28/2023	6:00 PM	Regular Board Meeting	HMS Media Center
07/12/2023	6:00 PM	Board Work Session	HMS Media Center
07/26/2023	6:00 PM	Regular Board Meeting	HMS Media Center
08/09/2023	6:00 PM	Board Work Session	HMS Media Center
08/23/2023	6:00 PM	Regular Board Meeting	HMS Media Center
09/19/2023	6:00 PM	Board Work Session	HMS Media Center
09/27/2023	6:00 PM	Regular Board Meeting	HMS Media Center
10/11/2023	6:00 PM	Board Work Session	HMS Media Center
10/25/2023	6:00 PM	Regular Board Meeting	HMS Media Center
11/08/2023	6:00 PM	Board Work Session	HMS Media Center
11/21/2023	6:00 PM	Regular Board Meeting	HMS Media Center
12/06/2023	6:00 PM	Board Work Session	HMS Media Center
12/20/2023	6:00 PM	Regular Board Meeting	HMS Media Center