

Hastings Area Public Schools - ISD 200
School Board Meeting Agenda

Wednesday, October 23, 2024
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:
 - 9.25.24 Regular Board Meeting
- IV. **Recognition of Visitors**
- V. **Raider Spotlight**
 - National Custodian Day, October 2
 - Rotary Presentation of Rivertown Live
- VI. **Public Comment Session**
- VII. **Reports and Discussions**
 - a. Superintendent Report
 - i. Cadence of Accountability
 - 1. Goal Review by Directors/Principals
 - b. Building Construction Fund Project Update
 - c. Legal: Data Request Update
 - d. School Board Representatives/Committees
 - i. Student School Board Representative Presentations
 - ii. ISD 917 School Board Representative Update
 - iii. AMSD Update
 - iv. Community Collaboration Committee Update
 - v. Facilities Committee Update
 - vi. Finance Committee Update
 - vii. NAPAC Committee Update
 - viii. Student School Board Committee Update
 - ix. Policy Committee Update
 - e. Policies
 - i. First Readings
 - 1. Policy 530
 - ii. Second Readings
 - 1. Policy 514
 - 2. Policy 526
 - 3. Policy 531
 - 4. Policy 909
- VIII. **Action Items**
 - a. Consent Agenda
 - i. Personnel Report
 - ii. Bills Payable
 - iii. Change Orders
 - 1. Change Order No. 1 - Multisite Grounds Improvement Project - \$1,582.40
 - 2. Change Order No. 2 - Middle School Door Replacements - \$5,318.25
 - iv. Approval of Agreement for Educational Staffing with Teachers on Call

- v. Policies for Approval after Third Reading
 - 1. Policy 516.5
 - b. Items for Individual Action
 - i. District Vision Card
 - ii. Donations
- 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, September 25, 2024 at the Hastings Middle School Media Center.

The Meeting was called to order at 6:00 PM by Chairperson Carrie Tate.

The following board members were present: Jenny Wiederholt-Pine, Phillip Biermaier, Mark Zuzek, Jessica Dressely, Carrie Tate, Matt Bruns and Melissa Millner. Roll call attendance was taken by Melissa Millner. Superintendent Champa was also present at the meeting.

After the Pledge of Allegiance, the Student School Board Representatives Briseis Rusnacko, Aidan Suarez-Garcia, Jenevieve Behnke, and Victoria Steinke were sworn to the board, and took their places at the board table.

Following the Oath of Office for the Student Representatives, a motion was made by Phillip Biermaier to approve the agenda. This motion was seconded by Mark Zuzek. Upon no discussion, the motion was brought to a vote. With 7 ayes, and 0 nays, the motion carried unanimously.

A motion to approve the minutes from the 08.28.24 Regular Board Meeting and the 09.10.24 Special Meeting of the Hastings School Board was made by Jessica Dressely and seconded by Phillip Biermaier. With 7 ayes, and 0 nays, the motion carried unanimously.

Chairperson Tate recognized the visitors in the room and those viewing remotely.

Superintendent Champa presented the Raider Spotlight, which also included a MSBA School Board recognition month video.

Superintendent Champa also introduced a speaker from Friends of the Library, Kathy Swanson.

The Public Comment Session was held with one person speaking.

Superintendent Champa provided the Board with the Superintendent report.

Director of Special Services, Jill Peterson, presented to the Board one of her goals for the 2024-2025 school year.

Director for Community Education and District Communications, Kari Gorr, presented to the Board one of her goals for the 2024-2025 school year.

The Building and Construction Fund Project update was presented by Jen Seubert.

The Data Request update was presented by Jen Seubert.

The Student Representatives were given the opportunity to introduce themselves and present to the Board their plans to solicit information from the schools they represent for upcoming reports.

The ISD 917 update was given by Mark Zuzek.

The AMSD update was given by Matt Bruns.

The Community Collaboration Committee update was given by Jenny Wiederholt-Pine.

The Facilities Committee update was given by Melissa Millner, no meeting held since the last update.

The Finance Committee update was given by Mark Zuzek, no meeting held since the last update.

The NAPAC update was given by Matt Bruns.

The Student School Board Committee update was given by Jessica Dressely, no meeting held since the last update.

The Policy Committee update was given by Jessica Dressely, including the first reading of policies: 514, 526, 531 and 909. The update also included second readings of policies: 516 and 516.5. The committee will also follow the timeline for the new Cell Phone Policy to be in place by March 2025.

A motion to approve the Consent Agenda was made by Mark Zuzek, and seconded by Jessica Dressely. With a vote of 7 ayes, and 0 nays, the motion carried unanimously. The following items were approved under the consent agenda:

- Change Order No. 2 – High School Storefront
- Change Order No. 3 – Middle School Door Replacement
- Change Order No. 5 – Kennedy and Pinecrest Door Replacement
- Bills Payable
- Policies for Approval after Third reading: 315
- Policies to Sunset : 503.1
- Personnel Report
- Approval of Collapsed Classroom MOUs
- Approval of Speech Language Assistant position

- Approval of Updated Non-Contract Rates

A motion was made by Jessica Dressely to approve the Max Levy Limitations document and seconded by Melissa Milner. With a vote of 7 ayes and 0 nays, the motion carried unanimously.

A motion was made by Mark Zuzek to approve the Eagle Bluff Environmental Trip and seconded by Matt Bruns. With a vote of 7 ayes and 0 nays, the motion carried unanimously.

A motion to approve the License - County of Dakota Public Health Department Use of Independent School District 200 Schools was made by Mark Zuzek and seconded by Phillip Biermaier. With a vote of 7 ayes and 0 nays, the motion carried unanimously.

With no motion made to pass the two MSBA Resolutions: Seat Time Resolution and Rule of 90 Resolution, a suggestion to pass them individually was made by Chairperson Tate.

A discussion was had about the Seat Time Resolution. Upon completion of the discussion, a motion to approve was made by Mark Zuzek and seconded by Jenny Wiederholt-Pine. With a vote of 7 ayes and 0 nays, the motion carried unanimously.

A discussion was had concerning the Rule of 90 Resolution. Upon a completed discussion, a motion to approve the Rule of 90 Resolution was made by Matt Bruns and seconded by Mark Zuzek. With a vote of 1 aye from Matt Bruns, and 6 nays: Jenny Wiederholt-Pine, Phillip Biermaier, Mark Zuzek, Jessica Dressely, Carrie Tate and Melissa Millner, the motion failed to pass.

A motion to approve the 2024-2025 Superintendent Goals was made by Jessica Dressely and seconded by Phillip Biermaier. With a vote of 7 ayes and 0 nays, the motion passed unanimously.

Future meetings were presented and discussed by Carrie Tate.

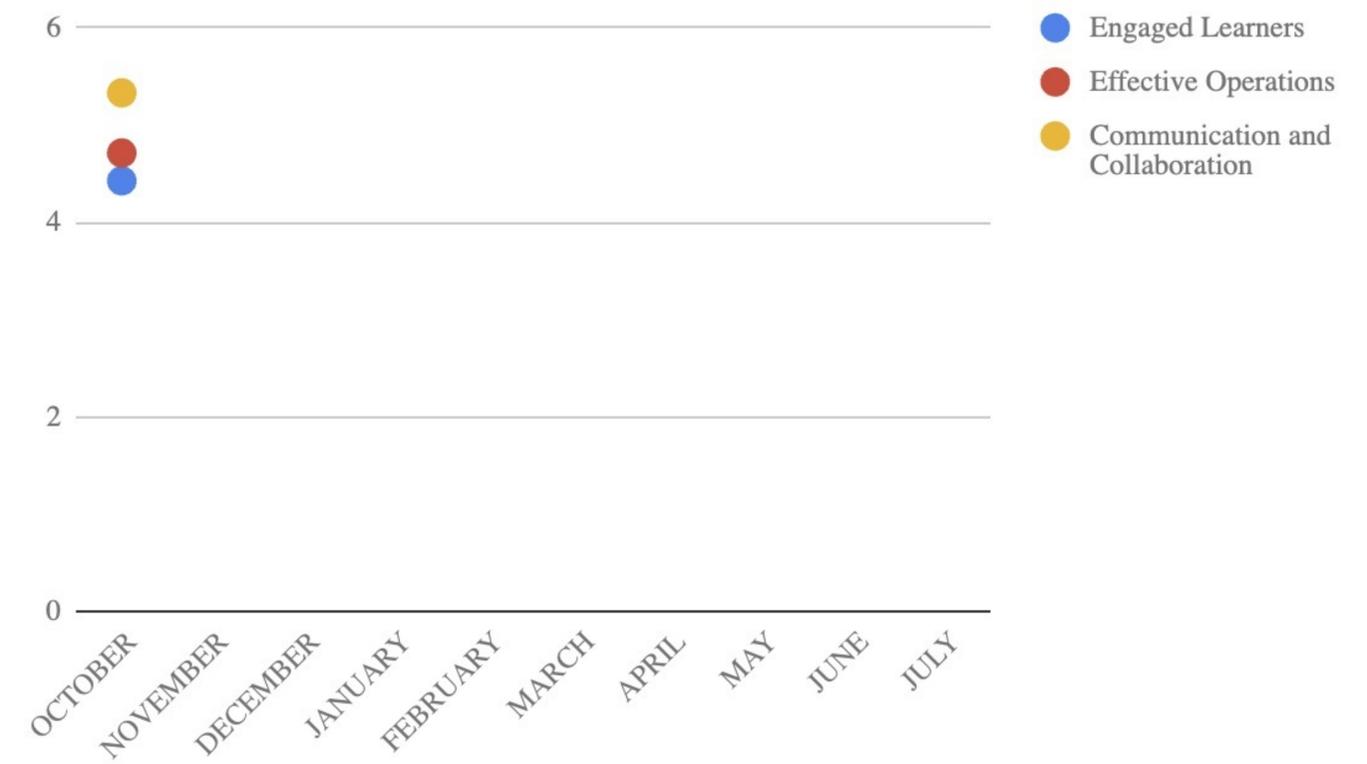
With no further business to discuss, a motion was made to adjourn the meeting by Jessica Dressely and seconded by Jenny Wiederholt-Pine. With a vote of 7 ayes and 0 nays, the motion carried unanimously.

The meeting was adjourned at 6:56 PM.



CADENCE OF RAIDER RESPONSIBILITY

Cadence of Raider Responsibility



Building Construction Fund Projects as of 9/30/2024

	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	93,359	-	-	-	63,193	30,166	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	1,261	44,446	Complete
High School Parking Lot Improvement - Phase 3	324,760	138,208	138,208	6,340	7,100	173,112	Complete
High School Lighting (split from HS Deferred Maintenance)	119,939	128,822	128,822	2,555	(11,439)	0	Complete
District Office Renovations	278,000	164,723	164,723	19,169	98,904	(4,796)	Complete
Middle School Storage Building	452,500	418,363	418,363	15,275	19,518	(657)	Complete
ALC Renovation	1,421,640	1,169,674	1,165,674	120,806	116,940	18,220	Complete
McAuliffe Deferred Maintenance & Water Coolers	336,731	288,842	288,842	12,216	42,869	(7,197)	Complete
Middle School Track	404,750	341,273	341,273	40,196	17,334	5,947	Complete
Monument Signs	357,000	326,472	326,472	14,029	8,609	7,890	Complete
Board Room Renovations - Phase II	6,641	-	-	-	5,845	796	Complete
Water Coolers (Tilden & Middle School)	182,000	142,500	142,500	11,559	198	27,743	Complete
HHS Privacy Improvements	1,013,063	876,007	876,007	127,025	6,880	3,150	Complete
Middle School Partial Roof Replacement	717,200	747,255	747,255	45,778	6,376	(82,210)	Complete
Gymnastics	50,000	-	-	-	21,913	28,087	Complete
Tilden Preschool Classroom	90,000	60,660	60,660	5,877	678	22,785	Complete
Door & Glass Improvements Phase I	67,262	31,450	31,450	-	35,812	(0)	Complete
Safety & Security Improvements-Phase I	33,245	33,245	33,245	-	-	-	Complete
Middle School Media Center	160,000	-	-	-	92,157	67,843	Complete
Replace High School Carpet (Phase I&II)	537,629	376,700	376,700	43,234	117,695	0	Complete
High School Fire Alarm/Alert System Replacement	410,000	362,552	362,552	27,735	135	19,579	Complete
District Wide Fire Alarm/Alert System Replacement	205,000	161,250	161,250	23,110	1,864	18,775	Complete
Kennedy Deferred Maintenance	662,576	599,554	599,554	19,106	6,951	36,965	Complete
Nature Preserve Gravel Parking Lot & Monument Sign	9,100	-	-	-	9,100	-	Complete
High School Student Entrance Bollards	5,000	-	-	-	5,000	-	Complete
Technology Improvements	2,529,625	-	-	-	2,529,625	-	Complete
Contingency	2,007,858	-	-	-	-	2,007,858	Contingency
Reallocations from/to projects	(9,731,222)	-	-	-	-	(9,731,222)	Reallocation
Interest Earnings	-	-	-	-	-	2,607,007	Interest Earnings
Subtotal	45,927,166	40,810,874	40,806,874	3,100,370	4,343,166	283,762	

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	
Door & Glass Improvements (Middle School split w/LTFM)	432,738	375,074	187,921	33,445		211,373	In Process
Replace High School Carpet (Phase III)	74,471					74,471	In Process
Safety & Security Improvements	576,468	424,152	396,384	67,707	16,847	95,530	In Process
Interior Locks Allowance-Door Hardware Upgrades	420,000	353,853	240,155	34,856	2,026	142,963	In Process
High School Deferred Maintenance (Storefront/Shower Valves)	236,461	227,515	63,152	36,172	242	136,895	In Process
Grounds/Site Improvements	500,000	498,600	369,504	33,009	-	97,487	In Process
Middle School Pod Redesign	235,000	57,045			91,065	143,935	In Process
High School TuckPoint (split from HS Deferred Maintenance)	265,000	230,865	175,444		284	89,272	In Process
Subtotal	2,740,138	2,167,104	1,432,560	205,188	110,464	991,926	

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	
	-	-	-	-	-	-	In Design
Subtotal	-	-	-	-	-	-	

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	
Radio Replacement	100,000	-	-	-	-	100,000	Not Completed
Flexible Learning Furniture	600,000	-	-	-	547,987	52,013	Not Completed
Subtotal	700,000	-	-	-	547,987	152,013	

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	42,977,978	42,239,434	3,305,558	5,001,617	1,427,702	
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Complete and In Process (does not include contingency)

52,569,367

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 Safety & Security Improvements
\$202,000 Additional to Monument Signs
(\$52,000) from District Office Renovation
(\$96,000) from HS Privacy
(\$89,000) from MS Track
(\$235,000) from Storage Building
(\$160,000) from DW Fire Alarm/Alert System
(\$25,000) from HS Fire Alarm/Alert System
\$324,713 Safety & Security Improvements
\$120,000 Interior Locks Allowance (Middle School add)
\$629,625 Technology
\$ 50,000 Gymnastics
\$160,000 Middle School Media Center
\$ 90,000 Tilden Preschool Classroom
\$ 5,000 High School Student Entrance Bollards
\$ 50,000 Nature Preserve Gravel Parking Lot
\$ 17,000 High School Shower Valves
\$235,000 Middle School Pod Redesign
(\$85,900) from Nature Preserve Parking Lot & Monument Sign

I am excited to share student activities at the middle school for the month of October! To start off with athletics, the girls soccer team ended their season this month with a win against Oak-Land Middle School. On a similar note, cross country also finished their season with a conference meet in White Bear Lake so congrats to all participants on their hard work this year. As for the performing arts department, congratulations to the eight 8th graders who were selected to be members of the Minnesota Junior Winds Honor Band. In addition to this, students have been working very hard to prepare for the HMS Musical, Seussical Jr, on November 7th and 8th at 7:00 pm. To finish it all off, middle school students can look forward to Rockstar awards which will be starting next month.

Athletics

- The Girls Soccer team ended its season, winning their last game against Oak-Land Middle School this month.
- Cross Country finished their season with a Conference Meet in White Bear Lake

Arts

- 8th Grade band students who were selected to be members of the Minnesota
- Junior Winds Honor Band:
 - Joseph H, Tyson K, Savannah B, Katey A, Elizabeth B, Joe M, Jayson R, Miriam G
- November 7th&8th: HMS Musical: Seussical Jr 7:00pm

Next Month

- Rockstar awards for students start next month.

Mcauliffe Elementary

- Early in October, kindergarten students took a trip to Carpenter Nature Center. Students also participated in a fire safety presentation on the 7th and 8th of October. Firefighters came to the school and informed students on what to do in case of a real fire.

- Recently, on Indigenous People's Day, the students were visited by Native American Author, Teresa Peterson, where she educated them on the importance of the day and shared a few passages from one of her books.

Alternative Learning Center (ALC)

-The ALC just had its annual photo contest. Last week the students took a walk around the school grounds to take photos. Once the students come back they can choose to submit 1 or 2 photos that then will be judged by staff. Both of the winners get their photos made into canvas prints, which are displayed in the ALC. along with a small prize.

-In the ALC's physics class led by Christan Waage. The students are in the process of designing and building their model rockets that will be launched next week.

Hastings High School - October Report

As we headed into our first full month of school for the 2024-25 school year, there has been high student activity, many sports starting up, and a lot of days off.

Events/Days

- At the beginning of the month, we had our first of 6 Raider Connect days of the year, with this year being different due to having all students required to stay to work on missing work, test corrections, etc during our Raider Connect time, where in the past Freshman were only required to stay. This had a very good outcome with many students being able to catch up on missing work.
- Field of Faith, hosted by FCA, had a great turnout on October 9th with students and families from many schools getting together at Todd Field.
- Last Tuesday, October 15th, students wore orange in honor of Unity Day, due to October being National Bullying Awareness month.
- On Indigenous People's Day, author Teresa Petterson visited HHS in the auditorium and spoke to students over two class periods. She spoke about Dakota history, gave readings and stories from her own published books, and even taught a bit of the Dakota language.
- This whole month, the cast of CLUE: The Play have been rehearsing and getting ready to give their performances on November 15th, 16th, and 17th.

Sports

- Fall sports continued to flourish this month, with very positive student engagement, and one of the most competitive seasons in a while.
- Boys soccer placed 4th in their conference, and girls soccer placed 2nd. Both teams won their first game in the conference, but lost their second.
- Cross County also recently placed 2nd in their conference.
- Brooklyn and Reese Keller placed 1st in Doubles Tennis at the Sections Individuals Tournament and qualified for State!
- HHS' very new Girls Dance Team just started up this past Monday, October 21st.

Tilden - October Report

- This year, Tilden Preschool has 143 students, 37 ECSE students that come in for services at Tilden, and 7 kids in their Birth to 3 year old services.
- October 1st, Tilden hosted a Family Fun Night with 130 students attending
- They had a field trip to the fire station and got to learn all about fire safety
- Last week had a very high turnout with conferences.
- They received a new sandbox, which the kids love.
- Tilden has mystery readers in the classrooms with it being either surprise family or guest readers, and they are collaborating with Pleasant Hill Library to do a story time together in the near future.

Pinecrest and Pinecrest Activity Reports

Kennedy Elementary

In the past month, the Kennedy students have stayed busy! On October 3rd, the PTA hosted a fun run for the students! All students participated in fire safety in early October. Firefighters came to the school and educated students on what to do in case of a fire. Finally, more recently, on Indigenous People's Day, the students had a visit from Native American Author Tara Perron, who educated them on the importance of the day and shared some passages from one of her books!

Pinecrest Elementary

Students at Pinecrest have also had a packed month! They started off the month with their readathon, which took place from September 28th to October 6th. They set a goal of 10,000 dollars this year! They also had their school bus safety training earlier this school year, where school bus drivers came to the school and trained the students on how to be safe around and on buses. To end the month, the school hosted a Scholastic book fair for the students the week before MEA.

CONNECTIONS

News from the Association of Metropolitan School Districts

October 2024
Volume 22
Number 1

Reading, Writing and Digital Citizenship

October 4, 2024
Board of Directors Meeting
7 a.m. - 9 a.m.
Quora Education Center
NE Metro 916
Little Canada

October 25, 2024
Executive/Legislative Committee Meeting
7:30 a.m. - 9 a.m.
Anderson Center
Bethel University
Arden Hills

November 1, 2024
Board of Directors Meeting
7 a.m. - 9 a.m.
Quora Education Center
NE Metro 916
Little Canada

November 14, 2024
Annual Conference
7:30 a.m. - 4 p.m.
Minneapolis Marriott
Northwest
Register here:
amsd.org/conference/



An elementary student in District 191 laughs while showing an image of a creature generated by AI.

A new question has begun to show up in the elementary classroom setting with what students see on the screen of their devices or classroom technology: Is this actually real or isn't it?

It's a question that teachers and students in Burnsville-Eagan-Savage School District 191 are beginning to ask more and more as they start to use and understand Artificial Intelligence (AI) in the classroom.

AI is just one of the ways in which technology—established and rising—is being used to educate students beginning as early as kindergarten. Although technology has been used in district classrooms for well over 30 years, the speed and intensity at which new technology is being developed and introduced has increased dramatically. When the COVID-19 pandemic struck in 2020, the need for technology and ways to improve its use to educate students became a major priority for educators.

"Technology impacted how we educate and how students learn in a very powerful way," said Shonita Harper, a digital learning specialist at Harriet Bishop Elementary School. "This district has jumped on a wave of technology in a positive way, and our students are better for it. The technology we're using makes students more engaged. They're collaborating with each other, listening



Digital Learning Specialist Shonita Harper gives a lesson on artificial intelligence to elementary students in District 191.

Continued on page 2

Registration is now open for the annual AMSD/BrightWorks conference on November 14. It promises to be a great day of learning and networking with your colleagues. The theme of the conference is, *It Takes All of Us: Engaging Communities for Educational Excellence*. The keynote address will be delivered by Dr. Darrius Stanley from the University of Minnesota's College of Education and Human Development. The agenda also includes a student panel discussion and compelling breakout sessions from AMSD members. Further details, including registration information, can be found [here](#). I hope to see you there!

From the AMSD Chair, Laura Oksnevad, St. Anthony-New Brighton Board Member

Teaching Elementary Students to Safely and Confidently Navigate the Online World

Continued from page 1

to different perspectives, and they creatively communicate with each other. They're learning how to solve problems collaboratively using digital tools."

The software students use isn't limited to basic word-processing platforms anymore. Beginning in elementary school, students are using Adobe Express, Book Creator, We Video and Tinker CAD. Students have used the software to create their own digital avatars and digital citizen pledges as well as collaborate, get questions answered, creatively solve problems and learn to decipher between actual images or facts and those that AI generated.

Lessons from COVID-19 and the impact on students' mental health led the district to use materials from Common Sense Education (CSE), which promotes the smart and responsible use of technology and digital citizenship. That's a large part of technology lessons, especially in the early grades. Across the district, all students in kindergarten through fifth grade engage in multiple digital citizenship lessons focused on preparing them for a life with evolving technology.

According to Jon Abrahamson, a digital learning specialist at William Byrne Elementary, digital citizenship and responsibility are embedded not just in technology classes but also in grade-level classrooms.

"The big thing for them is digital citizenship. As a school, we see that teaching kids to be good digital citizens is important," Abrahamson said. "They're using technology all the time, and they need to know how to be safe, and how to be a good digital citizen online."



District 191 Digital Learning Specialist Jon Abrahamson discusses safety measures with his students.

District 191 elementary schools and elementary school digital learning specialists were recently recognized by CSE as Common Sense Schools. To earn this designation, staff at the eight elementary schools participated in professional development about digital literacy, taught three digital citizenship lessons across three grade levels and shared multiple digital citizenship lessons with families to strengthen the connection to home.

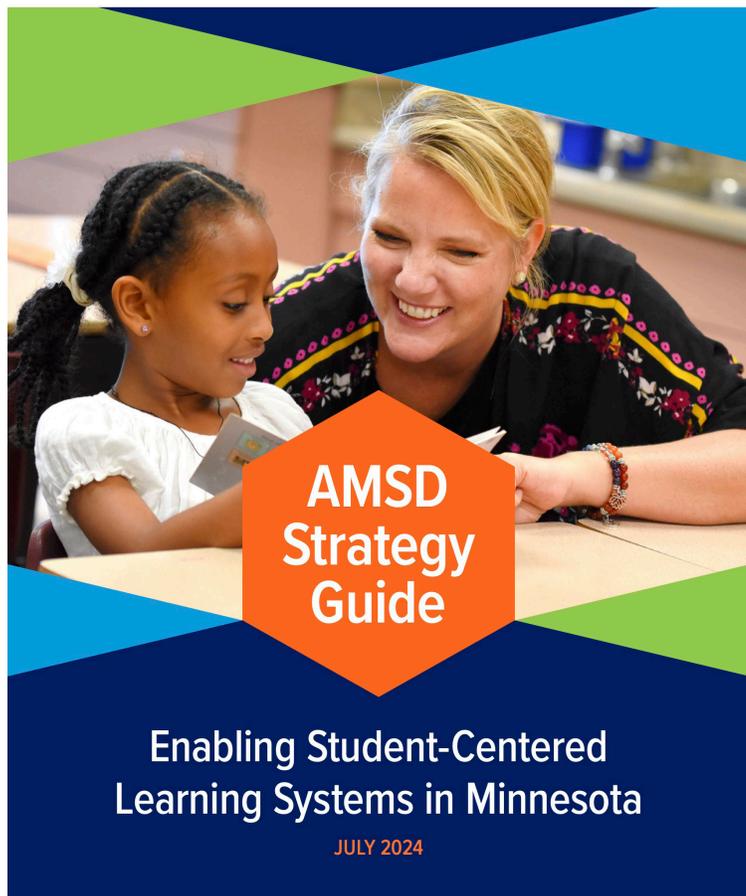
While technology continues to grow at an exponential rate, our elementary students and families are learning the basics of how to stay safe and think critically while using new tools and software.

"This is important because students spend a lot of time on the internet," said Harper. "They need to know what is real and what is not real. They're learning that things are faster. They can go online and find answers they can do the research. But they also have to think critically about what they find. Is it real? We're helping them to answer that question."

This article originally appeared in Wayfinder magazine, published by District 191 and available online at www.isd191.org/blog.

AMSD/KnowledgeWorks Release Student-Centered Learning Strategy Guide

Following more than a year of research, surveys and focus groups with our member districts, AMSD, in partnership with the national education research organization [KnowledgeWorks](#), has released a new strategy guide with research-based suggestions about how AMSD can build on past work to lead and advocate for state-level policy to create and improve student-centered learning opportunities.



“[AMSD Strategy Guide: Enabling Student-Centered Learning Systems in Minnesota](#),” is a 30-page guide with 13 recommendation and implementation strategies to further the AMSD mission of advocating for member school districts so they can lead the transformation of public education.

The research, funded with a grant from the Minneapolis Foundation last year, is based on multiple interviews, surveys and workshops with AMSD members and other stakeholders over the past year.

Based on that research, the KnowledgeWorks team identified 13 specific recommendations, with details about how each one can advance student-centered learning in Minnesota, along with advocacy/action steps for each as well. The strategy guide also notes alignment to the AMSD [Reimagine Minnesota](#) work and road-map for action released in 2018, which has also helped guide AMSD’s strategic plan.

The recommendations fall into three areas of focus dedicated to expanding and improving Personalized, Student-Centered Learning, that

were identified last year when KnowledgeWorks first developed an [Opportunity Analysis](#) prepared in December 2023:

- **Developing a Culture of Innovation** — building on existing structures to foster a stronger culture of innovation that bolsters personalized and competency-based learning.
- **Developing Policies to Empower Educators** — integrating customized learning opportunities oriented around personalization into pre-service teaching programs and professional development offerings.
- **Improving and Evolving Minnesota’s Assessment System** — creating opportunities for local communities to explore innovative assessment approaches by creating a pilot program and banks of model performance tasks and engaging stakeholders to leverage existing opportunities and create new ones.

Each area of focus delineates specific strategies on everything from the importance of improving funding flexibility, to creating professional development opportunities for teachers, to evolving the state’s assessment system, and more.

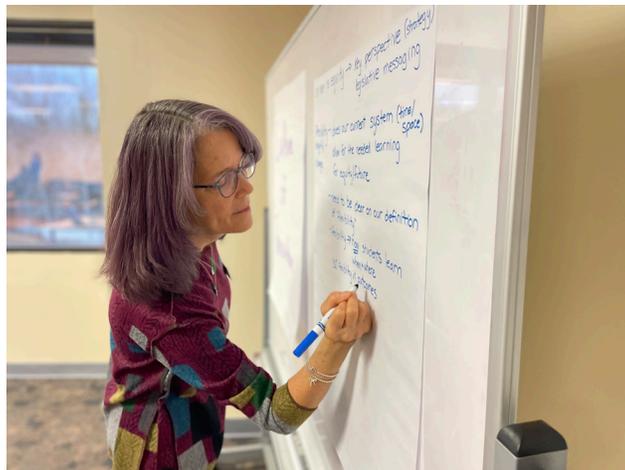
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Advancing Student-Centered Learning

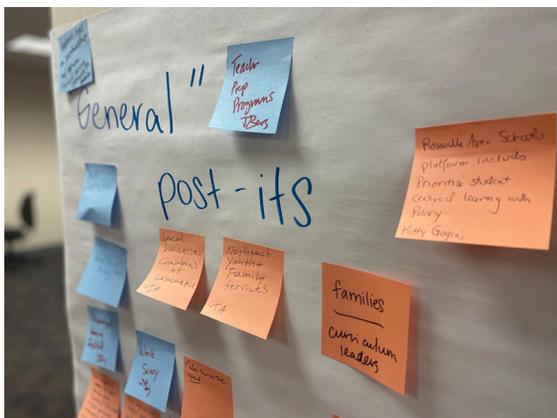
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Following the release of the strategy guide in August, the AMSD Legislative Committee formed a working group of AMSD members, with the goal to identify which strategies and goals require legislative action and should be considered for AMSD's 2025 legislative platform. The working group will forward its recommendations to the legislative committee for consideration and will also develop a policy position paper and explore additional strategies to advance the development of student-centered learning environments to better serve all students for generations to come.

[LINK: View the AMSD-KnowledgeWorks Strategy Guide](#)



AMSD and KnowledgeWorks hosted a workshop in February 2024 to identify student-centered learning priorities based on an opportunity analysis prepared by KnowledgeWorks.





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

Native American Parent Advisory Council: Summary of October 3, 2024, Meeting

- I. Attendance
- II. Vice-Chair Election
 - A. Representation on NAPAC Executive Board
 - B. Serves as backup to Chairperson should Chairperson have conflicts for attendance at meetings
 - C. 2-year term
 - D. New Vice-Chair:** Nate Little Soldier
- III. Committee Updates
- IV. District Updates
 - A. Review of FY2024 Spending
 1. Budget: \$75,000
 2. Expenditures: \$26,881.64
 3. Remaining: \$48,118.36
 - a) Two events came in under budget
 - b) Liaison position was not filled
 - B. Review of FY2025 Budget
 - C. Liaison Updates:
 1. Native American College Fair
 - a) October 21, 2024
 - b) Minnesota History Center
 2. Native Clubs
 - a) High School
 - (1) Twice monthly meetings
 - (2) Ribbon skirt and shirt making
 - (3) Beadwork

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- b) Middle School
 - (1) Twice monthly meetings
 - (2) Moccasin making
 - (3) Beadwork
 - c) Elementary Schools
 - (1) Field trip planning for a trip to Prairie Island Bison Herd
 - (2) Students have requested going to a powwow
3. Indigenous People's Day
- a) October 14, 2024
 - b) Elementary: Tara Perron Tanaġidanġ To Wiŋ, Dakota and Ojibwe author
 - c) Middle and High School: Teresa Peterson, Dakota author
 - d) Drum groups: Waiting to hear back from Hoka Hay Singers, Cedar Creek, Midnight Express and The Boyz
4. Individual Student Engagement
- a) Meeting spaces
 - (1) High School: TBD
 - (2) Middle School: Media Center Office
 - b) Mondays: District Office
 - c) Tuesdays: High school individual student meetings
 - d) Wednesdays: High School in morning, Middle School in afternoon
 - e) Thursdays: Middle School
 - f) Fridays: Elementary Schools (rotating, at least one Friday per month per school)
5. Other Liaison Work
- a) Dream Catcher Fall Kick-Off: Met with several Native American Educators. Program goal is to address the disparity of Native American students identified in special education (3x more likely than white students)

-
- b) Dream Catcher Program: Working with Special Services to develop goals, policies, and procedures to provide culturally inclusive student identification and services.
 - c) South of the River Schools Native Educators: Working with neighboring districts to develop collaborative events.
 - d) Guest Speaking in Classrooms: Have done three guest lessons
 - e) Data: Working to correctly identify students
 - f) Johnson O'Malley (JOM): Expanding funding through the Minnesota Chippewa Tribe
 - g) Cultural Materials Inventory: Working on developing a full inventory of cultural materials. Seeking guidance from NAPAC and admin on what to do with previously purchased materials that are not suitable or culturally appropriate for our program.
6. Upcoming Costs needing NAPAC Approval
- a) Flags:
 - (1) One of each tribal flag of the 12 Minnesota tribes (including Minnesota Chippewa Tribe): \$1,079.88.
 - (2) School board has requested we wait until their wall-hanging policy is complete.
 - b) Lunch for students at Native American College Fair
 - (1) Estimated Student Count: 20 students plus 3 chaperones (23 people)
 - (2) \$20/person, if at Gatherings Cafe, estimate: \$460
 - c) Beadwork/Cultural Craft Supplies
 - (1) Open to any budget suggested
 - (2) Budget suggestion (carts, beadwork supplies, drum kit supplies, medicine bag making supplies, moccasin making supplies, sewing machines, etc.): \$5,000, definitely negotiable and NAPAC
-

directed.

V. Upcoming Dates

A. Next NAPAC Meetings

1. Thursday, November 7, 2024, 6 PM: Location Pleasant Hill Library
2. Thursday, December 5, 2024, 6 PM: Location Pleasant Hill Library

B. NAPAC Fall Family Night

1. October 8, 2024
2. 6 PM
3. Pleasant Hill Library
4. Nashke Games
5. Food Truck

C. Indigenous Peoples' Day

1. October 14, 2024
2. Event at Pleasant Hill Library

D. Tribal Consultation with TNEC

1. Week of October 21-25, 2024

E. Winter Storytelling/Family Event

1. Tentatively: February 12, 2025
2. Hastings Middle School Auditorium and Lobby

F. Graduate Honoring Ceremony

1. May 6, 2025
2. Hastings High School Commons



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Hastings Public Schools

INDEPENDENT SCHOOL DISTRICT 200
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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 Meetings

October 4, 2024

October 4, 2024 Summary

[Review Cycle Tracker](#)

Committee Summary

The policy committee reviewed 2 policies that will be detailed in the readings that follow. The committee discussed 2 additional policies outlined below:

- **516 Student Medication-** is being reviewed and will be brought back to the committee on November 15
- **533 Wellness-** is being reviewed by the Smart Choices Student Wellness Committee and will be brought back to the policy committee on November 15.

Upcoming Policy Committee Meeting

November 1, 2024 at 10am

November 15, 2024 at 10am

1st Readings

530 Immunization Requirements

- Committee Discussion:
 - Section II: added “*vaccine preventable*”
 - Section III (D): added “*vaccine preventable*”
 - Section IV: Added C “*The district and staff will respect the rights of parents and students to make immunization decisions for themselves,*”
 - Updated legal & cross references
 - Committee Recommendation: *1st Reading*

2nd Reading Revisions

909 Memorials and Memorial Activities for Students and Staff

- Committee Discussion:
 - Section I: Added last sentence
 - Section II: Added “*Temporary*”
 - Section IV: Reworded this section
 - Section V(B): Added last sentence
 - Section V: Added (E) “*Dedication in Yearbook*”
 - Section V (G): Added last sentence
 - Added cross reference: “*Inventory of permanent memorials on campus*”

-
- Committee Recommendation: *2nd Reading*

Under Review

516 Student Medication

- Committee Discussion: This policy is being reviewed and will come back to the policy committee on November 15, 2024
 - Committee Recommendation: *Pause this policy until November for 3rd reading*

October 23, 2024 Board Meeting

Ist Readings:

530 Immunization Requirements

2nd readings:

514 Bullying Prohibition Policy

526 Hazing Prohibition

531 The Pledge of Allegiance

909 Memorials and Memorial Activities for Students and Staff

Consent Agenda:

- 3rd Reading/ Action
 - 516.5 Overdose Medication



530 IMMUNIZATION REQUIREMENTS

I. PURPOSE

The purpose of this policy is to require that all students receive the proper immunizations as mandated by law to ensure the health and safety of all students.

II. GENERAL STATEMENT OF POLICY

All students are required to provide proof of immunization, or appropriate documentation exempting the student from such immunization, and such other data necessary to ensure that the student is free from ~~vaccine preventable~~ communicable diseases, as a condition of enrollment.

III. STUDENT IMMUNIZATION REQUIREMENTS

- A. No student may be enrolled or remain enrolled, on a full-time, part-time, or shared-time basis, in any elementary or secondary school within the school district until the student or the student's parent or guardian has submitted to the designated school district administrator the required proof of immunization. Prior to the student's first date of attendance, the student or the student's parent or guardian shall provide to the designated school district administrator one of the following statements:
1. a statement from a physician, advanced practice registered nurse, physician assistant, or a public clinic which provides immunizations (hereinafter "medical statement"), affirming that the student received the immunizations required by law, consistent with medically acceptable standards; or
 2. a medical statement affirming that the student received the primary schedule of immunizations required by law and has commenced a schedule of the remaining required immunizations, indicating the month and year each immunization was administered, consistent with medically acceptable standards.
- B. The statement of a parent or guardian of a student or an emancipated student may be substituted for the medical statement. If such a statement is substituted, this statement must indicate the month and year each immunization was administered. Upon request, the designated school district administrator will provide information to the parent or guardian of a student or an emancipated student of the dosages required for each vaccine according to the age of the student.
- C. The parent or guardian of persons receiving instruction in a home school shall submit

one of the statements set forth in Section III.A. or III.B., above, or statement of immunization set forth in Section IV., below, to the superintendent/designee of the school district by October 1 of the first year of their home schooling in Minnesota and the grade 7 year.

- D. When there is evidence of the presence of a communicable disease, or when required by any state or federal agency and/or state or federal law, students and/or their parents or guardians may be required to submit such other health care data as is necessary to ensure that the student has received any necessary immunizations and/or is free of any **vaccine preventable** communicable diseases. No student may be enrolled or remain enrolled in any elementary or secondary school within the school district until the student or the student's parent or guardian has submitted the required data.
- E. The school district may allow a student transferring into a school a maximum of 30 days to submit a statement specified in Section III.A. or III.B., above, or Section IV., below. Students who do not provide the appropriate proof of immunization or the required documentation related to an applicable exemption of the student from the required immunization within the specified time frames shall be excluded from school until such time as the appropriate proof of immunizations or exemption documentation has been provided.
- F. If a person who is not a Minnesota resident enrolls in a school district online learning course or program that delivers instruction to the person only by computer and does not provide any teacher or instructor contact time or require classroom attendance, the person is not subject to the immunization, statement, and other requirements of this policy.

IV. EXEMPTIONS FROM IMMUNIZATION REQUIREMENTS

Students will be exempt from the foregoing immunization requirements under the following circumstances:

- A. The parent or guardian of a minor student or an emancipated student submits a signed medical statement affirming that the immunization of the student is contraindicated for medical reasons or that laboratory confirmation of the presence of adequate immunity exists; or
- B. The parent or guardian of a minor student or an emancipated student submits his or her notarized statement stating the student has not been immunized because of the conscientiously held beliefs of the parent, guardian or student.
- C. **The district and staff will respect the rights of parents and students to make**

immunization decisions for themselves

V. NOTICE OF IMMUNIZATION REQUIREMENTS

- A. The school district will develop and implement a procedure to:
 - 1. notify parents and students of the immunization and exemption requirements by use of a form approved by the Department of Health (please see Hastings Public Schools Enrollment Packet);
 - 2. notify parents and students of the consequence for failure to provide required documentation regarding immunizations;
 - 3. review student health records to determine whether the required information has been provided; and
 - 4. make reasonable arrangements to send a student home when the immunization requirements have not been met and advise the student and/or the student's parent or guardian of the conditions for re-enrollment.
- B. The notice provided shall contain written information describing the exemptions from immunization as permitted by law. The notice shall be in a font size at least equal to the font size and style as the immunization requirements and on the same page as the immunization requirements.

VI. IMMUNIZATION RECORDS

- A. The school district will maintain a file containing the immunization records for each student in attendance at the school district for at least five years after the student attains the age of majority.
- B. Upon request, the school district may exchange immunization data with persons or agencies providing services on behalf of the student. Immunization data is private student data and disclosure of such data shall be governed by Policy 515 Protection and Privacy of Pupil Records.
- C. The designated school district administrator will assist a student and/or the student's parent or guardian in the transfer of the student's immunization file to the student's new school within 30 days of the student's transfer.
- D. Upon request of a public or private post-secondary educational institution, the designated school district administrator will assist in the transfer of the student's immunization file to the post-secondary educational institution.

VII. OTHER

Within 60 days of the commencement of each new school term, the school district will forward a report to the Commissioner of the Department of Education stating the number of students attending each school in the school district, including the number of students receiving instruction in a home school, the number of students who have not been immunized, and the number of students who received an exemption. The school district also will forward a copy of all exemption statements received by the school district to the Commissioner of the Department of Health.

Legal References: *Minn. Stat. § 13.32 (Educational Data)*
Minn. Stat. § 121A.15 (Health Standards; Immunizations; School Children)
Minn. Stat. § 121A.17 (School Board Responsibilities)
Minn. Stat. § 144.29 (Health Records; Children of School Age)
Minn. Stat. § 144.3351 (Immunization Data)
Minn. Stat. § 144.441 (Tuberculosis Screening in Schools)
Minn. Stat. § 144.442 (Testing in Schools)
Minn. Rules Parts 4604.0100-4604.1020 (Immunization)
McCarthy v. Ozark Sch. Dist., 359 F.3d 1029 (8th Cir. 2004)
Op. Atty. Gen. 169-W (July 23, 1980)
Op. Atty. Gen. 169-W (Jan. 17, 1968)

Cross References: *ISD 200 Policy 515 (Protection and Privacy of Pupil Records)*

Policy Reviewed: ~~08.11.2022~~ 10.04.2024
Policy Adopted: 11.15.2006
Policy Revised: 09.28.2022



514 BULLYING PROHIBITION POLICY

I. PURPOSE

A safe and civil environment is needed for students to learn and attain high academic standards and to promote healthy ~~human~~ relationships. Bullying, like other violent or disruptive behavior, is conduct that interferes with a student's ability to learn and/or a teacher's ability to educate students in a safe environment. The school district cannot monitor the activities of students at all times and eliminate all incidents of bullying between students, particularly when students are not under the direct supervision of school personnel. However, to the extent such conduct affects the educational environment of the school district and the rights and welfare of its students and is within the control of the school district in its normal operations, the school district intends to prevent bullying and to take action to investigate, respond to, and to remediate and discipline for those acts of bullying which have not been successfully prevented. The purpose of this policy is to assist the school district in its goal of preventing and responding to acts of bullying, intimidation, violence, reprisal, retaliation, and other similar disruptive and detrimental behavior.

II. GENERAL STATEMENT OF POLICY

- A. An act of bullying, by either an individual student or a group of students, is expressly prohibited:
1. on school premises, on school district property, at school functions or activities, or on school transportation;
 2. by the use of electronic technology and communications on the school premises, during the school functions or activities, on school transportation, or on the school computers, networks, forums, and mailing lists; or
 3. by use of electronic technology and communications off the school premises to the extent such use substantially and materially disrupts student learning or the school environment.
- B. A school-aged child who voluntarily participates in a public school activity, such as a co-curricular or extracurricular activity, is subject to the policy provisions applicable to the public school students participating in the activity.
- C. This policy applies not only to students who directly engage in an act of bullying but also to students who, by their indirect behavior, condone or support another

student's act of bullying. This policy also applies to any student whose conduct at any time or in any place constitutes bullying or other prohibited conduct that interferes with or obstructs the mission or operations of the school district or the safety or welfare of the student or other students, or materially and substantially interferes with a student's educational opportunities or performance or ability to participate in school functions or activities or receive school benefits, services, or privileges. This policy also applies to an act of cyberbullying regardless of whether such act is committed on or off school district property and/or with or without the use of school district resources. This policy also applies to sexual exploitation.

- D. Malicious and sadistic conduct involving race, color, creed, national origin, sex, age, marital status, status with regard to public assistance, disability, religion, sexual harassment, sexual orientation and gender identity as defined in Minnesota Statutes, chapter 363A is prohibited. This prohibition applies to students, independent contractors, teachers, administrators, and other school personnel.

Malicious and sadistic conduct and sexual exploitation by a school district or school staff member, independent contractor, or enrolled student against a staff member, independent contractor, or student that occurs as described in Article II.A above is prohibited.

- E. No teacher, administrator, volunteer, contractor, or other employee of the school district shall permit, condone, or tolerate bullying.
- F. Apparent permission or consent by a student being bullied does not lessen or negate the prohibitions contained in this policy.
- G. Retaliation against a victim, good faith reporter, or a witness of bullying is prohibited.
- H. False accusations or reports of bullying against another student are prohibited.
- I. A person who engages in an act of bullying, reprisal, retaliation, or false reporting of bullying or permits, condones, or tolerates bullying shall be subject to discipline or other remedial responses for that act in accordance with the school district's policies and procedures, including the school district's discipline policy (See ISD 200 Policy 506). The school district may take into account the following factors:
 - 1. The developmental ages and maturity levels of the parties involved;
 - 2. The levels of harm, surrounding circumstances, and nature of the behavior;

3. Past incidences or past or continuing patterns of behavior;
4. The relationship between the parties involved; and
5. The context in which the alleged incidents occurred.

Consequences for students who commit prohibited acts of bullying may range from remedial responses or positive behavioral interventions up to and including suspension and/or expulsion. The school district shall employ research-based developmentally-appropriate best practices that include preventative and remedial measures and effective discipline for deterring violations of this policy, apply throughout the school district, and foster student, parent, and community participation.

Consequences for employees who permit, condone, or tolerate bullying or engage in an act of reprisal or intentional false reporting of bullying may result in disciplinary action up to and including termination or discharge.

Consequences for other individuals engaging in prohibited acts of bullying may include, but not be limited to, exclusion from school district property and events.

- J. The school district will act to investigate all complaints of bullying reported to the school district and will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor, or other employee of the school district who is found to have violated this policy.

III. DEFINITIONS

For purposes of this policy, the definitions included in this section apply.

- A. "Bullying" means intimidating, threatening, abusive, or harming conduct that is objectively offensive and:
 1. an actual or perceived imbalance of power exists between the student engaging in the prohibited conduct and the target of the prohibited conduct, and the conduct is repeated or forms a pattern; or
 2. materially and substantially interferes with a student's educational opportunities or performance or ability to participate in school functions or activities or receive school benefits, services, or privileges.

The term, "bullying," specifically includes cyberbullying, malicious and sadistic conduct, and sexual exploitation.

- B. "Civil Discourse" refers to respectful conversation and constructive communications where individuals have different perspectives.

- C. “Cyberbullying” means bullying using technology or other electronic communication, including, but not limited to, a transfer of a sign, signal, writing, image, sound, or data, including a post on social media or forum, transmitted through a computer, cell phone, or other electronic device. The term applies to prohibited conduct which occurs on school premises, on school district property, at school functions or activities, on school transportation, or on school computers, networks, forums, and mailing lists, or off school premises to the extent that it substantially and materially disrupts student learning or the school environment.
- D. “Immediately” means as soon as possible but in no event longer than 24 hours.
- E. “Intimidating, threatening, abusive, or harming conduct” means, but is not limited to, conduct that does the following:
1. Causes physical harm to a student or a student’s property or causes a student to be in reasonable fear of harm to person or property;
 2. Under Minnesota common law, violates a student’s reasonable expectation of privacy, defames a student, or constitutes intentional infliction of emotional distress against a student; or
 3. Is directed at any student or students, including those based on a person’s actual or perceived race, ethnicity, color, creed, religion, national origin, immigration status, sex, marital status, familial status, socioeconomic status, physical appearance, sexual orientation including gender identity and expression, academic status related to student performance, disability, or status with regard to public assistance, age, or any additional characteristic defined in the Minnesota Human Rights Act (MHRA). However, prohibited conduct need not be based on any particular characteristic defined in this paragraph or the MHRA.
- F. “Malicious and sadistic conduct” means creating a hostile ~~learning~~ environment by acting with the intent to cause harm by intentionally injuring another without just cause or reason or engaging in extreme or excessive cruelty or delighting in cruelty.
- G. “On school premises, on school district property, at school functions or activities, or on school transportation” means all school district buildings, school grounds, and school property or property immediately adjacent to school grounds, school bus stops, school buses, school vehicles, school contracted vehicles, or any other vehicles approved for school district purposes, the area of entrance or departure from school grounds, premises, or events, and all school-related functions, school-sponsored activities, events, or trips. School district property also may mean a student’s walking route to or from school for purposes of attending school or

school-related functions, activities, or events. While prohibiting bullying at these locations and events, the school district does not represent that it will provide supervision or assume liability at these locations and events.

- H. “Prohibited conduct” means bullying or cyberbullying , malicious and sadistic conduct, sexual exploitation, or retaliation or reprisal for asserting, alleging, reporting, or providing information about such conduct or knowingly making a false report about prohibited conduct.
- I. “Remedial response” means a measure to stop and correct prohibited conduct, prevent prohibited conduct from recurring, and protect, support, and intervene on behalf of a student who is the target or victim of prohibited conduct.

~~“Student” means a student enrolled in a public school.~~

IV. REPORTING PROCEDURE

- A. Any person who believes he or she has been the target or victim of bullying or any person with knowledge or belief of conduct that may constitute bullying or prohibited conduct under this policy shall report the alleged acts immediately to an appropriate school district official designated by this policy. A person may report bullying anonymously. However, the school district may not rely solely on an anonymous report to determine discipline or other remedial responses.
- B. The school district encourages the reporting party or complainant to use the report form available from the principal or building supervisor of each building or available in the school district office, but oral reports shall be considered complaints as well.
- C. The building principal, the principal’s designee, or the building supervisor (hereinafter the “building report taker”) is the person responsible for receiving reports of bullying or other prohibited conduct at the building level. Any person may report bullying or other prohibited conduct directly to a school district human rights officer or the superintendent. If the complaint involves the building report taker, the complaint shall be made or filed directly with the superintendent or the school district human rights officer by the reporting party or complainant.

The building report taker shall ensure that this policy and its procedures, practices, consequences, and sanctions are fairly and fully implemented and shall serve as the primary contact on policy and procedural matters. The building report taker or a third party designated by the school district shall be responsible for the investigation. The building report taker shall provide information about available community resources to the target or victim of the bullying or other prohibited conduct, the perpetrator, and other affected individuals as appropriate.

- D. A teacher, school administrator, volunteer, contractor, or other school employee shall be particularly alert to possible situations, circumstances, or events that might include bullying. Any such person who witnesses, observes, receives a report of, or has other knowledge or belief of conduct that may constitute bullying or other prohibited conduct shall make reasonable efforts to address and resolve the bullying or prohibited conduct and shall inform the building report taker immediately. School district personnel who fail to inform the building report taker of conduct that may constitute bullying or other prohibited conduct or who fail to make reasonable efforts to address and resolve the bullying or prohibited conduct in a timely manner may be subject to disciplinary action.
- E. Reports of bullying or other prohibited conduct are classified as private educational and/or personnel data and/or confidential investigative data and will not be disclosed except as permitted by law. The building report taker, in conjunction with the responsible authority, shall be responsible for keeping and regulating access to any report of bullying and the record of any resulting investigation.
- F. Submission of a good faith complaint or report of bullying or other prohibited conduct will not affect the complainant's or reporter's future employment, grades, work assignments, or educational or work environment.
- G. The school district will respect the privacy of the complainant(s), the individual(s) against whom the complaint is filed, and the witnesses as much as possible, consistent with the school district's obligation to investigate, take appropriate action, and comply with any legal disclosure obligations.

V. SCHOOL DISTRICT ACTION

- A. Within three school days of the receipt of a complaint or report of bullying or other prohibited conduct, the school district shall undertake or authorize an investigation by the building report taker or a third party designated by the school district.
- B. The building report taker or other appropriate school district officials may take immediate steps, at their discretion, to protect the target or victim of the bullying or other prohibited conduct, the complainant, the reporter, and students or others, pending completion of an investigation of the bullying or other prohibited conduct, consistent with applicable law.
- C. The alleged perpetrator of the bullying or other prohibited conduct shall be allowed the opportunity to present a defense during the investigation or prior to the imposition of discipline or other remedial responses.

- D. Upon completion of an investigation that determines that bullying or other prohibited conduct has occurred, the school district will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination, or discharge. Disciplinary consequences will be sufficiently severe to try to deter violations and to appropriately discipline prohibited conduct. Remedial responses to the bullying or other prohibited conduct shall be tailored to the particular incident and nature of the conduct and shall take into account the factors specified in Section II.F. of this policy. School district action taken for violation of this policy will be consistent with the requirements of applicable collective bargaining agreements; applicable statutory authority, including the Minnesota Pupil Fair Dismissal Act; the student discipline policy (ISD 200 Policy 506) and other applicable school district policies; and applicable regulations.
- E. The school district is not authorized to disclose to a victim private educational or personnel data regarding an alleged perpetrator who is a student or employee of the school district. School officials will notify the parent(s) or guardian(s) of students who are targets of bullying or other prohibited conduct and the parent(s) or guardian(s) of alleged perpetrators of bullying or other prohibited conduct who have been involved in a reported and confirmed bullying incident of the remedial or disciplinary action taken, to the extent permitted by law.
- F. In order to prevent or respond to bullying or other prohibited conduct committed by or directed against a child with a disability, the school district shall, when determined appropriate by the child's individualized education program (IEP) team or Section 504 team, allow the child's IEP or Section 504 plan to be drafted to address the skills and proficiencies the child needs as a result of the child's disability to allow the child to respond to or not to engage in bullying or other prohibited conduct.

VI. RETALIATION OR REPRISAL

The school district will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor, or other employee of the school district who commits an act of reprisal or who retaliates against any person who asserts, alleges, or makes a good faith report of alleged bullying or prohibited conduct, who provides information about bullying or prohibited conduct, who testifies, assists, or participates in an investigation of alleged bullying or prohibited conduct, or who testifies, assists, or participates in a proceeding or hearing relating to such bullying or prohibited conduct. Retaliation includes, but is not limited to, any form of intimidation, reprisal, harassment, or intentional disparate treatment. Disciplinary consequences will be sufficiently severe to deter violations and to appropriately discipline the individual(s) who engaged in the prohibited conduct. Remedial responses to the prohibited conduct shall be tailored to the particular incident and nature of

the conduct and shall take into account the factors specified in Section II.F. of this policy.

VII. TRAINING AND EDUCATION

- A. ~~Consistent with its applicable policies and practices~~, the school district ~~must shall~~ discuss this policy with students, school personnel and volunteers and provide appropriate training ~~for all to school district personnel to prevent, identify, and respond to prohibited conduct regarding this policy~~. The school district shall establish a training cycle for school personnel to occur during a period not to exceed every three school years. Newly employed school personnel must receive the training within the first year of their employment with the school district. The school district or a school administrator may accelerate the training cycle or provide additional training based on a particular need or circumstance. This policy shall be included in employee handbooks, training materials, and publications on school rules, procedures, and standards of conduct, which materials shall also be used to publicize this policy.
- B. The school district shall require ongoing professional development, consistent with Minnesota Statutes section 122A.60, to build the skills of all school personnel who regularly interact with students to identify, prevent, and appropriately address bullying and other prohibited conduct. Such professional development includes, but is not limited to, the following:
1. Developmentally appropriate strategies both to prevent and to immediately and effectively intervene to stop prohibited conduct;
 2. The complex dynamics affecting a perpetrator, target, and witnesses to prohibited conduct;
 3. Research on prohibited conduct, including specific categories of students at risk for perpetrating or being the target or victim of bullying or other prohibited conduct in school;
 4. The incidence and nature of cyberbullying; and
 5. Internet safety and cyberbullying.
- C. The school district annually will provide education and information to students regarding bullying, including information regarding this school district policy prohibiting bullying, the harmful effects of bullying, and other applicable initiatives to prevent bullying and other prohibited conduct.
- D. The administration of the school district is directed to implement programs and other initiatives to prevent bullying, to respond to bullying in a manner that does not stigmatize the target or victim, and to make resources or referrals to resources

available to targets or victims of bullying.

- E. The administration ~~will is encouraged to~~ provide developmentally appropriate instruction and is directed to review programmatic instruction to determine if adjustments are necessary to help students identify and prevent or reduce bullying and other prohibited conduct. ~~;~~ ~~This will include appropriate measures that teach the~~ value of diversity in school and society, to develop and improve students' knowledge and skills for solving problems, managing conflict, engaging in civil discourse, and recognizing, responding to, and reporting bullying or other prohibited conduct, and to make effective prevention and intervention programs available to students.

The administration must establish strategies for creating a positive school climate and use evidence-based ~~methodssocial-emotional learning~~ to prevent and reduce discrimination and other improper conduct.

The administration ~~willis encouraged~~ ~~engage in practices to create a safe and supportive school environment.~~, to the extent practicable, to take such actions as it ~~may deem appropriate to accomplish the following:~~

- ~~1. Engage all students in creating a safe and supportive school environment;~~
- ~~2. Partner with parents and other community members to develop and implement prevention and intervention programs;~~
- ~~3. Engage all students and adults in integrating education, intervention, and other remedial responses into the school environment;~~
- ~~4. Train student bystanders to intervene in and report incidents of bullying and other prohibited conduct to the schools' primary contact person;~~
- ~~5. Teach students to advocate for themselves and others;~~
- ~~6. Prevent inappropriate referrals to special education of students who may engage in bullying or other prohibited conduct, and~~

~~Foster student collaborations that, in turn, foster a safe and supportive school climate.~~

- F. The school district may implement violence prevention and character development education programs to prevent or reduce policy violations. Such programs may offer instruction on character education including, but not limited to, character qualities such as attentiveness, truthfulness, respect for authority, diligence, gratefulness, self-discipline, patience, forgiveness, respect for others, peacemaking, and resourcefulness.

- G. The school district shall inform affected students and their parents of rights they may have under state and federal data practices laws to obtain access to data related to an incident and their right to contest the accuracy or completeness of the data. The school district may accomplish this requirement by inclusion of all or applicable parts of its protection and privacy of pupil records policy (See ISD 200 Policy 515) in the student handbook.

VIII. NOTICE

- A. The school district will give annual notice of this policy to students, parents or guardians, and staff, and this policy shall appear in the student handbook.
- B. ~~Article II, paragraph D, regarding malicious and sadistic conduct~~ ~~This policy~~ must be conspicuously posted throughout each school building, in the administrative offices of the school district, and in the office of each school.
- C. ~~This policy shall be conspicuously posted in the administrative offices of the school and school district in summary form.~~
- D. This policy must be distributed to each school district or school employee and independent contractor, ~~if the contractor regularly interacts with students, at the time of employment with the district or the school. at the time of hiring or~~ ~~contracting.~~
- E. Notice of the rights and responsibilities of students and their parents under this policy must be included in the student discipline policy (ISD 200 Policy 506) distributed to parents at the beginning of each school year.
- F. This policy shall be available to all parents and other school community members in an electronic format in the language appearing on the school district's or a school's website, ~~consistent with the district policies and practices.~~

~~Each school must develop a process for discussing this policy with students, parents of students, independent contractors, and school employees.~~

- G. The school district shall provide an electronic copy of its most recently amended policy to the Commissioner of Education.

IX. POLICY REVIEW

To the extent practicable, the school board shall, on a cycle consistent with other school district policies, review and revise this policy. The policy shall be made consistent with Minnesota Statutes section 121A.031 and 121A.0312 and other applicable law. Revisions shall be made in consultation with students, parents, and community organizations.

Legal References:

Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)
Minn. Stat. § 120A.05, Subds. 9, 11, 13, and 17 (Definitions)
Minn. Stat. § 120B.232 (Character Development Education)
Minn. Stat. § 121A.03 (Model Policy)
Minn. Stat. § 121A.031 (School Student Bullying Policy)
~~*Minn. Stat. § 121A.032 (Malicious and Sadistic Conduct)*~~
Minn. Stat. § 121A.0311 (Notice of the Rights and Responsibilities of Students and Parents under the Safe and Supportive Minnesota Schools Act)
Minn. Stat. § 121A.0312 (Malicious and Sadistic Conduct)
Minn. Stat. §§ 121A.40-121A.56 (Pupil Fair Dismissal Act)
Minn. Stat. § 121A.69 (Hazing Policy)
Minn. Stat. Ch. 124E (Charter Schools)
Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
20 U.S.C. § 1232g et seq. (Family Educational Rights and Privacy Act) 34
C.F.R. §§ 99.1 - 99.67 (Family Educational Rights and Privacy)

Cross References:

ISD 200 Policy 413 (Harassment and Violence)
ISD 200 Policy 414 (Mandated Reporting of Child Neglect or Physical or Sexual Abuse)
ISD 200 Policy 415 (Mandated Reporting of Maltreatment of Vulnerable Adults)
ISD 200 Policy 423 (Employee-Student Relationships)
ISD 200 Policy 501 (School Weapons Policy) ISD 200 Policy 506 (Student Discipline)
ISD 200 Policy 507 (Corporal Punishment and Prone Restraint)
ISD 200 Policy 515 (Protection and Privacy of Pupil Records)
ISD 200 Policy 521 (Student Disability Nondiscrimination)
ISD 200 Policy 522 (Title IX Sex Nondiscrimination Policy)
ISD 200 Policy 524 (Internet Acceptable Use and Safety Policy)
ISD 200 Policy 526 (Hazing Prohibition)
ISD 200 Policy 529 (Staff Notification of Violent Behavior by Students)
ISD 200 Policy 709 (Student Transportation Safety Policy)
ISD 200 Policy 712 (Video Surveillance Other Than on Buses)

Policy Reviewed: ~~09/20/2024~~ ~~02-08-2022~~
Policy Adopted: 07.28.2021
Policy Revised: 07.27.2023



526 HAZING PROHIBITION

I. PURPOSE

The purpose of this policy is to maintain a safe learning environment for students and staff that is free from hazing. Hazing activities of any type are inconsistent with the educational goals of the school district and are prohibited at all times.

II. GENERAL STATEMENT OF POLICY

- A. No student, teacher, administrator, volunteer, contractor or other employee of the school district shall plan, direct, encourage, aid or engage in hazing.
- B. No teacher, administrator, volunteer, contractor or other employee of the school district shall permit, condone or tolerate hazing.
- C. Apparent permission or consent by a person being hazed does not lessen the prohibitions contained in this policy.
- D. Retaliation against a victim, good faith reporter, or a witness of hazing is prohibited.
- E. False accusations or reports of hazing against a student, teacher, administrator, volunteer, contractor, or other employee are prohibited.
- F. A person who engages in an act of hazing, reprisal, retaliation, or false reporting of hazing or permits, condones, or tolerates hazing shall be subject to discipline or other remedial responses for that act in accordance with the school district's policies and procedures.

Consequences for students who commit, tolerate, or are a party to prohibited acts of hazing may range from remedial responses or positive behavioral interventions up to and including suspension and/or expulsion.

Consequences for employees who permit, condone, or tolerate hazing or engage in an act of reprisal or intentional false reporting of hazing may result in disciplinary action up to and including termination or discharge.

Consequences for other individuals engaging in prohibited acts of hazing may include, but not be limited to, exclusion from school district property and events and/or termination of services and/or contracts.

- G. This policy applies to hazing that occurs during and after school hours, on or off school premises or property, at school functions or activities, or on school transportation. ~~This policy applies to behavior that occurs on or off school property and during and after~~

~~school hours:~~

- H. A person who engages in an act that violates school policy or law in order to be initiated into or affiliated with a student organization shall be subject to discipline for that act.
- I. The school district will act to investigate all complaints of hazing and will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor or other employee of the school district who is found to have violated this policy.

III. DEFINITIONS

- A. “Hazing” means committing an act against a student, or coercing a student into committing an act, that creates a substantial risk of harm to a person, in order for the student to be initiated into or affiliated with a student organization, or for any other purpose. The term hazing includes, but is not limited to:
 - 1. Any type of physical brutality such as whipping, beating, striking, branding, electronic shocking or placing a harmful substance on the body.
 - 2. Any type of physical activity such as sleep deprivation, exposure to weather, confinement in a restricted area, calisthenics or other activity that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.
 - 3. Any activity involving the consumption of any alcoholic beverage, drug, tobacco product or any other food, liquid, or substance that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.
 - 4. Any activity that intimidates or threatens the student with ostracism, that subjects a student to extreme mental stress, embarrassment, shame or humiliation, that adversely affects the mental health or dignity of the student or discourages the student from remaining in school.
 - 5. Any activity that causes or requires the student to perform a task that involves violation of state or federal law or of school district policies or regulations.
- B. “Immediately” means as soon as possible but in no event longer than 24 hours.
- C. “On school premises or school district property, or at school functions or activities, or on school transportation” means all school district buildings, school grounds, and school property or property immediately adjacent to school grounds, school bus stops, school buses, school vehicles, school contracted vehicles, or any other vehicles approved for school district purposes, the area of entrance or departure from school grounds, premises, or events, and all school-related functions, school-sponsored activities, events, or trips. School district property also may mean a student’s walking route to or from

school for purposes of attending school or school-related functions, activities, or events. While prohibiting hazing at these locations and events, the school district does not represent that it will provide supervision or assume liability at these locations and events.

- D. “Remedial response” means a measure to stop and correct hazing, prevent hazing from recurring, and protect, support, and intervene on behalf of a student who is the target or victim of hazing.
- E. “Student” means a student enrolled in a public school or a charter school.
- F. “Student organization” means a group, club or organization having students as its primary members or participants. It includes grade levels, classes, teams, activities or particular school events. A student organization does not have to be an official school organization to come within the terms of this definition.

IV. REPORTING PROCEDURES

- A. Any person who believes he or she has been the victim of hazing or any person with knowledge or belief of conduct which may constitute hazing shall report the alleged acts immediately to an appropriate school district official designated by this policy. A person may report hazing anonymously. However, the school district may not rely solely on an anonymous report to determine discipline or other remedial responses.
- B. The school district encourages the reporting party to use the report form available from the principal or building supervisor of each building or available from the school district office, but oral reports shall be considered complaints as well.

The building principal, the principal’s designee, or the building supervisor (hereinafter the “building report taker”) is the person responsible for receiving reports of hazing at the building level. Any adult school district personnel who receives a report of hazing prohibited by this policy shall inform the building report taker immediately. Any person may report hazing directly to a school district human rights officer or to the superintendent. If the complaint involves the building report taker, the complaint shall be made or filed directly with the superintendent or the school district human rights officer by the reporting party or complainant.

The building report taker shall ensure that this policy and its procedures, practices, consequences, and sanctions are fairly and fully implemented and shall serve as a primary contact on policy and procedural matters

- C. A teacher, administrator, volunteer, contractor, and other school employees shall be particularly alert to possible situations, circumstances, or events which might include hazing. Any such person who witnesses, observes, receives a report of, or has other knowledge or belief of conduct which may constitute hazing shall make reasonable

efforts to address and resolve the hazing and shall inform the building report taker immediately. School district personnel who fail to inform the building report taker of conduct that may constitute hazing or who fail to make reasonable efforts to address and resolve the hazing in a timely manner may be subject to disciplinary action. ~~The building principal is the person responsible for receiving reports of hazing at the building level. Any person may report hazing directly to a school district human rights officer or to the superintendent.~~

- D. Submission of a good faith complaint or report of hazing will not affect the complainant or reporter's future employment, grades, work assignments, or educational or work environment. ~~Teachers, administrators, volunteers, contractors and other employees of the school district shall be particularly alert to possible situations, circumstances or events which might include hazing. Any such person who receives a report of, observes, or has other knowledge or belief of conduct which may constitute hazing shall inform the building principal immediately.~~
- E. Reports of hazing are classified as private educational and/or personnel data and/or confidential investigative data and will not be disclosed except as permitted by law. The building report taker, in conjunction with the responsible authority, shall be responsible for keeping and regulating access to any report of hazing and the record of any resulting investigation. ~~Submission of a good faith complaint or report of hazing will not affect the complainant or reporter's future employment, grades or work assignments.~~
- F. The school district will respect the privacy of the complainant(s), the individual(s) against whom the complaint is filed, and the witnesses as much as possible, consistent with the school district's legal obligations to investigate, to take appropriate action, and to comply with any discovery or disclosure obligations.

V. SCHOOL DISTRICT ACTION

- A. Within three (3) days of the receipt of a complaint or report of hazing, the school district shall undertake or authorize an investigation by school district officials or a third party designated by the school district.
- B. The building report taker or other appropriate school district officials may take immediate steps, at their discretion, to protect the target or victim of the hazing, the complainant, the reporter, and students or others pending completion of an investigation of alleged hazing prohibited by this policy.
- C. The alleged perpetrator of the hazing shall be allowed the opportunity to present a defense during the investigation or prior to the imposition of discipline or other remedial responses.
- D. Upon completion of an investigation that determines hazing has occurred, the school

district will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination, or discharge. Disciplinary consequences will be sufficiently severe to try to deter violations and to appropriately discipline prohibited behavior. School district action taken for violation of this policy will be consistent with the requirements of applicable collective bargaining agreements; applicable statutory authority, including the Minnesota Pupil Fair Dismissal Act; and applicable school district policies and regulations.

- E. The school district is not authorized to disclose to a victim private educational or personnel data regarding an alleged perpetrator who is a student or employee of the school district. School officials will notify the parent(s) or guardian(s) of students who are targets or victims of hazing and the parent(s) or guardian(s) of alleged perpetrators of hazing who have been involved in a reported and confirmed hazing incident of the remedial or disciplinary action taken, to the extent permitted by law.
- F. In order to prevent or to respond to hazing committed by or directed against a child with a disability, the school district shall, where determined appropriate by the child's individualized education program (IEP) team or Section 504 team, allow the child's IEP or Section 504 plan to be drafted to address the skills and proficiencies the child needs as a result of the child's disability to allow the child to respond to or not to engage in hazing.

~~Upon receipt of a complaint or report of hazing, the school district shall undertake or authorize an investigation by school district officials or a third party designated by the school district.¶¶~~

~~The school district may take immediate steps, at its discretion, to protect the complainant, reporter, students, or others pending completion of an investigation of hazing.¶¶~~

~~Upon completion of the investigation, the school district will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination or discharge. Disciplinary consequences will be sufficiently severe to deter violations and to appropriately discipline prohibited behavior. School district action taken for violation of this policy will be consistent with the requirements of applicable collective bargaining agreements, applicable statutory authority, including the Minnesota Pupil Fair Dismissal Act, school district policies and regulations.~~

VI. RETALIATION OR REPRISAL

The school district will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor, or other employee of the school district who commits an act of reprisal or who retaliates against any person who asserts, alleges, or makes a good

faith report of alleged hazing, who provides information about hazing, who testifies, assists, or participates in an investigation of alleged hazing, or who testifies, assists, or participates in a proceeding or hearing relating to such hazing. Retaliation includes, but is not limited to, any form of intimidation, reprisal, harassment, or intentional disparate treatment.

Disciplinary consequences will be sufficiently severe to deter violations and to appropriately discipline the individual(s) who engaged in the prohibited conduct. Remedial responses to the prohibited conduct shall be tailored to the particular incident and nature of the conduct.

~~The school district will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor or other employee of the school district who retaliates against any person who makes a good faith report of alleged hazing or against any person who testifies, assists, or participates in an investigation, or against any person who testifies, assists or participates in a proceeding or hearing relating to such hazing. Retaliation includes, but is not limited to, any form of intimidation, reprisal or harassment.~~

VII. DISSEMINATION OF POLICY

- A. This policy shall appear in the ~~district~~~~each school~~'s student handbook and in each school's building and staff handbooks.
- B. The school district will develop a method of discussing this policy with students and employees.

Legal References: *Minn. Stat. § 121A.031 (School Student Bullying Policy)*
Minn. Stat. § 121A.0311 (Notice of the Rights and Responsibilities of Students and Parents Under the Safe and Supportive Minnesota Schools Act)
Minn. Stat. § 121A.40-121A.56 (Pupil Fair Dismissal Act)
Minn. Stat. § 121A.69 (Hazing Policy)
~~*Minn. Stat. § 121A.40-121A.56 (Pupil Fair Dismissal Act)*~~

Cross References: ~~*MSBA Model Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)*~~
ISD 200 Policy 413 (Harassment and Violence)
ISD 200 Policy 506 (Student Discipline)
ISD 200 Policy 514 (Bullying Prohibition Policy)
~~*MSBA Model Policy 525 (Violence Prevention [Applicable to Students and Staff])*~~

Reviewed: 09.06.2024

Adopted: 11.04.1997

Revised: 10.25.2006



531 THE PLEDGE OF ALLEGIANCE

I. PURPOSE

The school board recognizes the need to display an appropriate United States flag and to provide instruction to students in the proper etiquette, display, and respect of the flag. The purpose of this policy is to provide for recitation of the pledge of allegiance and instruction in school to help further that end.

II. GENERAL STATEMENT OF POLICY

Students in this school district shall recite the pledge of allegiance to the flag of the United States of America one or more times each week. The recitation shall be conducted:

- A. By each individual classroom teacher or the teacher's surrogate; or
- B. Over a school intercom system by a person designated by the school principal or other person having administrative control over the school.

III. EXCEPTIONS

Anyone who does not wish to participate in reciting the pledge of allegiance for any personal reasons may elect not to do so. Students and school personnel must respect another person's right to make that choice. (Note: This statement is to be placed in student handbooks.)

IV. INSTRUCTION

Students will be instructed in the proper etiquette toward, correct display of, and respect for the flag, and in patriotic exercises.

Legal References: Minn. Stat. § 121A.11, Subd. 3 and Subd. 4 (United States Flag)

Cross References: None

Reviewed: 09.06.2024

Revised: 10.25.2006

Adopted: 10.05.2004



909 MEMORIALS AND MEMORIAL ACTIVITIES FOR STUDENTS AND STAFF

I. PURPOSE

The purpose of this policy is to establish the criteria and procedures for memorials and memorial activities for students and staff. Hastings Public Schools recognizes that the loss of a student or staff member deeply impacts students, staff, and families. ~~Following the loss of a Hastings student or staff member, the primary focus of staff will be on helping those (staff, students, and families) affected by the death to make connections to appropriate school and community resources.~~

II. GENERAL STATEMENT OF POLICY

In recognition that schools are designed primarily to support learning, school sites should not serve as the main venue for the memorializing of students or staff. ~~Temporary~~ ~~M~~memorials and memorial activities expressed at school need to be coordinated and approved through the crisis support team, as well as the principal or their designee and in consultation with the superintendent or their designee. The crisis support team will assist families and students in selecting memorial activities that are appropriate for school and assist students and staff in healthy bereavement. School district funds and district student activity accounts cannot be used to support, finance, or fundraise for memorials or memorial activities. It is further recognized that the principal or their designee shall have a certain amount of discretion in these situations to make professional judgments, in consultation with the superintendent, to best meet the overall needs of students, staff, parents and the community.

III. DEFINITIONS

- A. “Memorials” means an object to remember an event or deceased person(s).
- B. “Memorial Activities” means activities to remember an event or deceased person(s).
- C. “Permanent Memorials” means a memorial intended to be sustained over time.
- D. “Crisis Support Team” means a designated group of trained professionals as assigned by the principal, providing grief services following a death of a student or staff member.

IV. RECOMMENDED MEMORIAL PROCEDURES

~~Sometimes, in the aftermath of a crisis or death, m~~Memorials ~~are proposed~~ ~~decisions made~~ ~~immediately after a death may be made~~ without full consideration of the potential implications for students, staff, families, and the community. ~~all involved.~~ This policy provides district parameters to guide decision-making regarding school-related memorials. ~~The following guidelines are offered to assist the Crisis Support Team and~~

~~administration when making such decisions.~~

V. RECOMMENDED MEMORIAL ACTIVITIES

A. Permanent Memorials and Donations

~~The Hastings Public Schools Board of Education has designated a memorial board for all donations and to serve as a permanent memorial. Dollars donated in excess of the cost of the memorial plaque may will~~ be used as a scholarship in coordination with the family.

B. Temporary Memorials

~~It is recommended that~~ Temporary memorials, as approved by the crisis support team and the building principal, can be displayed within the school building or on school grounds until one week after the death, at which time they will be given to the family by the school principal. Temporary memorials may include banners, pictures, student desk displays, etc. that foster a sense of hope, recovery, and positive action.

C. Memorial Activities

A memorial activity may be held in the name of the deceased student or staff member. The event may be sponsored by a class, club, or activity in which the deceased student or staff member participated; such events may not be held during the school day. Notice of a memorial activity should occur outside of the school day. It is recommended that the memorial activity utilize community partners such as employers and faith communities and be approved by the principal, superintendent or their designee.

D. Graduation Recognition

It is recommended that one symbol representing deceased members of a graduation class, such as a plant or bouquet of flowers, may be present on the stage. It is also recommended that the name of a deceased student or students be read at the beginning of the commencement process. The superintendent is the final authority for all additional high school graduation decisions.

E. Dedication in School Yearbook

A “dedication” in the school yearbook may be requested during the same school year as a student or staff member's death. Dedications are subject to the approval of the district’s crisis support team and administration.

F. Moment of Silence

A “moment of silence” may be used following the death of a student or staff member. School-wide moments of silence should occur within two school days following notification of the death. Moments of silence are also approved for use at ISD #200

Board of Education meetings, co-curricular events, and community-based events should occur as near the date of the death of the student or staff member as possible.

G. Other Notes

It is recommended that existing memorials established prior to the implementation of this policy will remain intact. Existing memorials are generally the sole responsibility of the entity providing the memorial; district staff and or finances may only be used to maintain current memorials as part of the regular maintenance processes and or to ensure safe conditions. The district reserves the right to remove a memorial if it is not or cannot be maintained or is contrary to the overall educational needs of students. *The family of the deceased will be notified of any removal of previously established memorials that the district has recorded and be given the option to take ownership of the memorial off of school grounds.*

H. Family Communication

It is recommended that the superintendent, principal, or their designee communicate as appropriate with the family of the deceased in applying the policy and procedure.

VI. NOT RECOMMENDED MEMORIAL ACTIVITIES

A. Fundraising

It is recommended that selling and or fundraising of memorial items occur outside of the school day. District student activity accounts cannot be used to support, finance, or fundraise for memorialization. Proceeds from co-curricular events or contests cannot be donated to agencies for memorialization.

B. Memorial Services at School

It is recommended that school district facilities not be used for formal memorial services. However, the superintendent has the discretion to consider approving community-based memorial events that utilize district facilities.

C. Anniversary Dates

It is recommended that formal, school-wide recognition of anniversary dates only occur with approval from the superintendent. If the death of a student or staff member occurred in a public location accessible by community members, such as a crash site, district staff should not provide anniversary monitoring.

Legal References: *None*

Cross References: *Inventory of permanent memorials on campus ~~None~~*

Policy Reviewed: *10.04.2024*

Policy Adopted:

Policy Revised:

HR PERSONNEL REPORT

Board Meeting Date:

10.23.24

RETIREMENT/RESIGNATION/TERMINATION

NAME	STATUS	ASSIGNMENT	EMPLOYEE GROUP	EFFECTIVE DATE
Alitz, Paul	Retirement	Custodian; 8 Hours / Day Hastings High School	Custodian	September 16, 2024
Arndt, Kay	Retirement	Custodian; 8 Hours / Day Hastings High School	Custodian	August 31, 2024
Chandler, Laurie	Retirement	Administrative Assistant; 8 Hours / Day Tilden Community Center	HESA	December 31, 2024
Ganrud, Patty	Retirement	Lead Custodian; 8 Hours / Day Hastings High School	Custodian	November 29, 2024
Lundberg, Melissa	Termination	Custodian; 8 Hours / Day McAuliffe Elementary	Custodian	September 27, 2024
Mielke, Erica	Resignation	Paraprofessional Substitute; Hours Vary District Wide	ED MN - ESP	September 23, 2024
Oelfke, Leah	Resignation	Instructional Lab Tech; 8 Hours / Day Kennedy Elementary	Technology	October 25, 2024
Smith, Chelsea	Resignation	Paraprofessional; 6.25 Hours / Day McAuliffe Elementary	ED MN - ESP	September 23, 2024
Torres-Berumen, Mildred	Resignation	Cook Assistant; 3 Hours / Day Middle School	Food Service	October 10, 2024

HIRES / REHIRES

NAME	ASSIGNMENT	SALARY PLACEMENT/HOURLY RATE	EMPLOYEE GROUP	EFFECTIVE DATE
Anderson, Mikah	AVID Tutor; 8 Hours / Week Hastings High School	\$12.50 / Hour	N/A	October 29, 2024
Glover, Kate	LTS - Special Education Teacher STAARS	\$250.78 / Day	N/A	November 18, 2024 - January 21, 2025 (Approximate Dates)
Hedin, Lisa	Paraprofessional Substitute; Hours Vary District Wide	\$19.40 / Hour	N/A	September 24, 2024
Heitman, Cheryl	Camp Horizons Asst Staff; 12.75 / Week Kennedy Elementary	\$18.25 / Hour	Comm Ed Para	September 5, 2024
Holmes, Alysa	Custodian; 8 hours / Day Hastings High School	\$22.44 / Hour	Custodian	October 9, 2024
McCoy, Jennifer	Paraprofessional Substitute; Hours Vary District Wide	\$19.40 / Hour	N/A	September 17, 2024
Mullaney, Donna	Paraprofessional Substitute; Hours Vary District Wide	\$19.40 / Hour	N/A	September 26, 2024
Nei, Jesse	Cleaner; 4 Hours / Day Tilden	\$20.89 / Hour	Custodian	October 9, 2024
Perseke, Tia	Support Staff Substitute; Hours Vary District Wide	\$17.84 / Hour	N/A	October 21, 2024

Robinson, Kayla	Paraprofessional; 6.25 Hours / Day McAuliffe Elementary	\$20.96 / Hour	ED MN - ESP	October 22, 2024
Starc, Ella	AVID Tutor; 8 Hours / Week Hastings High School	\$12.50 / Hour	N/A	October 29, 2024
Stewart, Tiffany	EC Assistant Sub; Hours Vary Tilden	\$18.00 / Hour	N/A	October 1, 2024

ASSIGNMENT CHANGES

NAME	FROM	TO	EMPLOYEE GROUP	EFFECTIVE DATE(S)
Cook, Kristina	Hours / Day Middle School	Administrative Assistant - High School Athletics & Activities; 8 Hours / Day High School	HESA	October 28, 2024
Jones, Christine	Paraprofessional; 6.25 hours/day Middle School	Paraprofessional for Outdoor Club; hours vary Middle School	ED MN - ESP	September 26, 2024
Roach, Charlene	Cook; 6.25 Hours / Day McAuliffe Elementary	Food Service Substitute; Hours Vary District Wide	Food Service	October 2, 2024
Schaffer, Abby	Cook; 5.75 Hours / Day High School	Cook ; 5.75 Hours / Day Middle School	Food Service	October 21, 2024
Zak, Bradyn	Paraprofessional Substitute; Hours Vary District Wide	Paraprofessional Substitute; Hours Vary Tilden Community Center	N/A	September 25, 2024

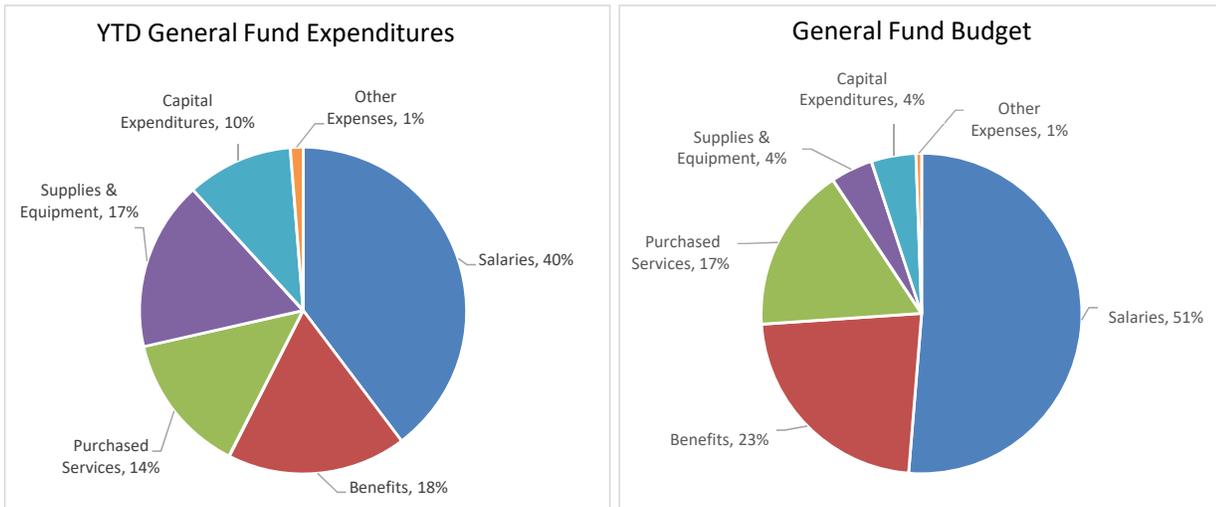
HASTINGS ISD #200 BOARD REPORT FOR THE MONTH ENDING: September 2024

EXPENDITURE TOTALS

	FY 2025 Budget (ADP)	**Monthly Expenditures	Year-to-Date Expenditures	Remaining Balance	% Spent
General Fund (01)					
100 Salaries	35,006,117	2,704,449	3,583,326	31,422,791	10%
200 Benefits	15,457,400	1,086,583	1,602,219	13,855,181	10%
300 Purchased Services	11,429,448	252,374	1,260,328	10,169,120	11%
400 Supplies & Equipment	2,903,938	352,979	1,514,067	1,389,871	52%
500 Capital Expenditures	3,076,223	381,520	946,577	2,129,646	31%
800 Other Expenses	377,153	21,199	114,848	262,305	30%
	68,250,279	4,799,103	9,021,364	59,228,915	13%
Food Service Fund (02)	3,391,156	254,414	389,340	3,001,816	11%
Community Service Fund (04)	2,942,700	306,015	657,922	2,284,779	22%
Building Construction Fund (06)	2,250,000	37,341	1,248,554	1,001,446	55%
Debt Service Fund (07)	20,619,675	0	177,063	20,442,613	1%
Student Activities Fund (10)	250,000	40,882	56,737	193,263	23%
Deferred Accounts- Donations/Misc Fund (11)	640,619	92,457	121,511	519,108	19%
Scholarships Fund (12)	120,000	1,000	1,000	119,000	1%
Totals	\$98,464,429	\$5,531,213	\$11,673,491	\$86,790,939	

** 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	9/1/2024	9/30/2024	1,903,036	Pay dates 9/5 and 9/20 Bd. Share \$380,099
Liability Checks & Wires	9/1/2024	9/30/2024	1,349,567	
Total			\$3,252,603	

FINANCE DISBURSEMENTS

Checks & Wires	9/1/2024	9/30/2024	1,130,502
Total			\$1,130,502

SELF-FUNDED INSURANCE

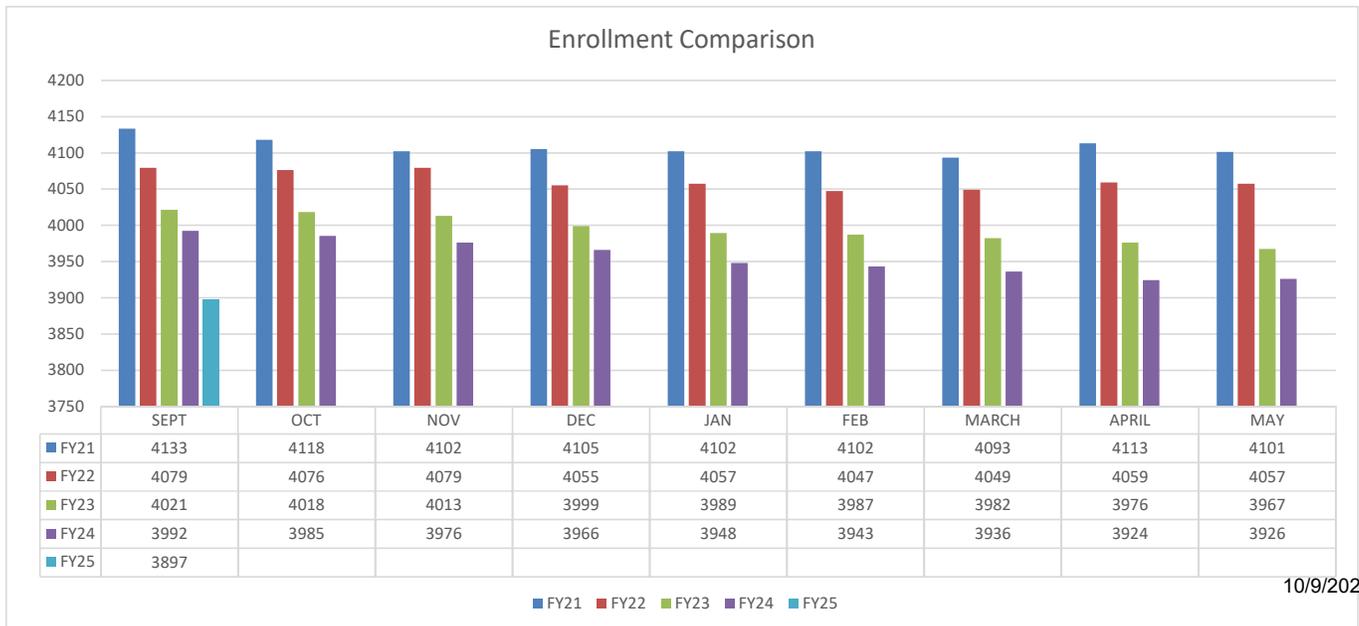
	Revenue YTD	Expenses YTD	YTD Balance
Dental	179,442	194,157	(\$14,716)
Health	2,247,591	2,598,326	(\$350,735)

ELECTRONIC FUND TRANSFERS

<u>Date</u>	<u>From</u>	<u>To</u>	<u>Amount</u>	<u>Description</u>
9/5/2024	MSDLAF Dental Self Funded	MSDLAF General	3,140.74	Dental Insurance
9/5/2024	MSDLAF General	MSDLAF Payroll	1,564,461.27	Payroll
9/5/2024	MSDLAF General	MSDLAF Flex	20,454.59	Payroll
9/6/2024	MSDLAF General	MSDLAF AP	45,093.26	Accounts Payable
9/6/2024	MSDLAF Flex	MSDLAF General	5,756.63	Payroll
9/6/2024	MSDLAF General	MSDLAF Dental Self Funded	17,585.52	Dental Insurance
9/6/2024	MSDLAF General	MSDLAF Health Self Funded	163,808.87	Health Insurance
9/6/2024	MSDLAF General	MSDLAF Health Self Funded	29,824.59	Health Insurance
9/6/2024	MSDLAF General	MSDLAF Payroll	18,094.33	Payroll
9/9/2024	Merchants Bank	MSDLAF General	25,000.00	Local Receipts
9/10/2024	MSDLAF General	MSDLAF Health Self Funded	226.11	Health Insurance
9/11/2024	MSDLAF Health Self Funded	MSDLAF General	540.00	Health Insurance
9/13/2024	MSDLAF General	MSDLAF AP	359,498.52	Accounts Payable
9/16/2024	MSDLAF General	MSDLAF AP	15,454.66	Accounts Payable
9/16/2024	MSDLAF General	MSDLAF AP	179,356.00	Accounts Payable
9/16/2024	Merchants Bank	MSDLAF General	75,000.00	Local Receipts
9/18/2024	MSDLAF General	Vermillion Bank	1,427.34	Local Receipts
9/20/2024	MSDLAF General	MSDLAF AP	151,840.60	Accounts Payable
9/20/2024	MSDLAF General	MSDLAF Health Self Funded	30,217.95	Health Insurance
9/20/2024	MSDLAF General	MSDLAF Flex	20,785.51	Payroll
9/20/2024	MSDLAF General	MSDLAF Payroll	1,674,039.17	Payroll
9/24/2024	Merchants Bank	MSDLAF General	25,000.00	Local Receipts
9/27/2024	MSDLAF General	MSDLAF AP	154,650.82	Accounts Payable
9/30/2024	MSDLAF General	MSDLAF AP	24,041.17	Accounts Payable
9/30/2024	Merchants Bank	MSDLAF General	25,000.00	Local Receipts
9/30/2024	MSDLAF General	MSDLAF Payroll	3,166.89	Payroll
9/30/2024	MSDLAF General	MSDLAF GeneralMAX	3,000,000.00	Exchange
9/30/2024	MSDLAF General	MSDLAF Scholarship	1,082.00	Local Receipts
			<hr/>	
			\$7,634,546.54	

ENROLLMENT

<u>GRADE</u>	<u>COUNT</u>	<u>SCHOOL</u>	<u>COUNT</u>
K	256	HALC	33
1	256	High School	1314
2	282	Middle School	1183
3	283	Kennedy Elementary	461
4	290	Pinecrest Elementary	436
5	286	McAuliffe Elementary	470
6	297		3897
7	307		
8	293		
9	306		
10	337	Elementary	1367
11	364	Middle School	1183
12	340	High School/HALC	1347
	3897	Total District	3897



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, 2025
Current Statement as of 9/30/2024

Crs Code	Activity Account	Balance 7/1/2024	Receipts	Disbursements	Subtotal (Less Interest)	Interest Earned	Balance 9/30/2024
601	Art Club	389.29	0.00	0.00	389.29	3.7490	393.04
608	AVID	3,537.27	0.00	0.00	3,537.27	34.0655	3,571.34
602	Band	12,069.74	352.88	0.00	12,422.62	118.5570	12,541.18
605	Basketball - Boys	3,375.11	0.00	1,296.72	2,078.39	22.8977	2,140.59
609	Choir Tour	1,713.20	0.00	0.00	1,713.20	16.4989	1,729.70
610	Cross Country Running	290.32	1,173.00	0.00	1,463.32	11.4855	1,474.81
613	Fellowship Christian Athletes (FCA)	2,478.49	1,375.00	0.00	3,853.49	34.0550	3,887.55
615	Gymnastics	4,376.24	0.00	0.00	4,376.24	42.1452	4,418.39
616	French Honor Society (FHS)	1,453.27	0.00	0.00	1,453.27	13.9956	1,467.27
622	Marching Band	36,853.69	28,816.27	46,337.19	19,332.77	249.6658	19,582.44
675	INTEREST EARNED	0.00	1,751.04	0.00	1,751.04	-	0.00
623	National Honor Society (NHS)	2,356.95	790.00	0.00	3,146.95	28.5508	3,175.50
625	Nordic Skiing	382.57	0.00	0.00	382.57	3.6843	386.25
626	Orchestra	278.74	0.00	0.00	278.74	2.6844	281.42
618	Peer Helpers	18.55	0.00	0.00	18.55	0.1786	18.73
632	Show Choir	36,140.07	0.00	1,245.00	34,895.07	338.8221	35,233.89
647	Spanish Club	6,498.83	52.80	33.49	6,518.14	62.6801	6,580.82
650	Student Council	57,778.41	2,889.00	4,765.33	55,902.08	540.3097	56,442.39
652	Tennis - Boys	3,733.32	0.00	340.00	3,393.32	32.9311	3,426.25
653	Tennis - Girls	918.97	1,489.35	0.00	2,408.32	19.8833	2,428.20
655	Thespians	565.57	0.00	0.00	565.57	5.4467	571.02
656	Track	14,031.40	0.00	1,555.00	12,476.40	123.6092	12,600.01
654	Ultimate Frisbee	25.23	101.19	0.00	126.42	1.1425	127.56
659	Wrestling	629.12	0.00	0.00	629.12	6.0587	635.18
665	Middle School Yearbook	14.01	0.00	0.00	14.01	0.1349	14.14
666	Middle School Student Council	4,821.46	0.00	1,164.21	3,657.25	37.8083	3,695.06
		194,729.82	38,790.53	56,736.94	176,783.41	1,751.0400	176,783.41

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

September 2024 Investment Reconciliation - %-104-%

FUNDS	BALANCE BEGINNING OF MONTH	RECEIPTS	DISBURSEMENTS	BALANCE END OF MONTH
GENERAL FUND - 01	18,000,000.00	0.00	0.00	18,000,000.00
SCHOLARSHIP FUND - 12	10,000.00	0.00	0.00	10,000.00
DENTAL SELF FUNDED - 20	486,000.00	0.00	0.00	486,000.00
HEALTH SELF FUNDED - 21	2,000,000.00	0.00	0.00	2,000,000.00
TOTALS	20,496,000.00	0.00	0.00	<u>20,496,000.00</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	18,000,000.00	0.00	18,000,000.00
Scholarship CD	10,000.00	0.00	10,000.00
Certificates of Deposit - MSDLAF - Dental	486,000.00	0.00	486,000.00
Term - MSDLAF - Health	2,000,000.00	0.00	2,000,000.00
TREASURER'S BALANCE	20,496,000.00	0.00	<u>20,496,000.00</u>

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

September 2024 Bank Reconciliation

FUNDS	BALANCE BEGINNING OF MONTH	RECEIPTS	DISBURSEMENTS	BALANCE END OF MONTH
GENERAL FUND- 01	18,028,618.39	5,668,167.60	(4,611,323.07)	19,085,462.92
FOOD SERVICE FUND - 02	858,577.01	44,095.20	(251,502.59)	651,169.62
COMMUNITY ED - 04	659,637.84	293,037.11	(306,147.78)	646,527.17
BUILDING CONSTRUCTION - 06	1,458,963.94	6,078.87	(37,340.94)	1,427,701.87
DEBT REDEMPTION - 07	19,669,503.96	47,518.05	335,657.41	20,052,679.42
STUDENT ACTIVITY FUND -10	205,344.56	11,523.06	(40,884.21)	175,983.41
DEFERRED ACCOUNTS - 11	598,800.87	76,076.95	(60,467.50)	614,410.32
SCHOLARSHIP - 12	270,543.50	2,211.52	(1,000.00)	271,755.02
TRUST - 18	0.00	0.00	0.00	0.00
DENTAL SELF FUNDED - 20	824,890.89	3,334.99	16,279.01	844,504.89
HEALTH SELF FUNDED -21	2,403,560.46	50,323.25	(37,552.25)	2,416,331.46
OPEB PERA/CE TRUST - 45	6,163,586.70	0.00	20,352.32	6,183,939.02
TOTALS	51,142,028.12	6,202,366.60	(4,973,929.60)	52,370,465.12

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	74,138.01	0.00	0.00	64.50	74,202.51
MSDLAF AP	296,770.76	(381,623.77)	0.00	100.55	(84,752.46)
MSDLAF Payroll	116,366.18	(7,055.77)	0.00	0.00	109,310.41
MSDLAF Scholarship	272,755.02	(1,000.00)	0.00	0.00	271,755.02
MSDLAF General	25,822,270.80	0.00	26,617.53	0.00	25,848,888.33
MSDLAF Flex	8,424.06	0.00	0.00	5,865.47	14,289.53
MSDLAF Dental Self Funded	783,565.95	0.00	0.00	0.00	783,565.95
MSDLAF Health Self Funded	1,715,302.84	0.00	0.00	0.00	1,715,302.84
MSDLAF Bond Proceeds	1,427,701.87	0.00	0.00	0.00	1,427,701.87
Vermillion Bank	176,396.07	(3,109.20)	0.00	0.00	173,286.87
MidAmerica - CE Trust	0.00	0.00	0.00	0.00	0.00
OPEB PERA/CE Trust Account	6,444,102.02	0.00	0.00	0.00	6,444,102.02
US Bank Escrow	15,592,812.23	0.00	0.00	0.00	15,592,812.23
TREASURER'S BALANCE	52,730,605.81	(392,788.74)	26,617.53	6,030.52	52,370,465.12

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	Date	Amount
MB	P503MB	108341		Wire	1	10229	MERCHANTS BANK FEES	C Corporation	No	Yes	No		09/20/2024	39.42
													Bank Total:	\$39.42
USAP	P502A	108170		Wire	1	11387	AMAZON CAPITAL SERVICES, INC	C Corporation	No	No	No		09/13/2024	15,454.66
USAP	P50315	108171		Wire	1	10920	AFFINETY - MERCH BANK FEES (WIRE)	S Corporation	No	Yes	No		09/13/2024	7,622.81
USAP	P50315	108172		Wire	1	2976	SALES TAX (MN DEPT REVENUE)	Other	No	Yes	No		09/13/2024	4,870.00
USAP	P50315	108173		Wire	1	9935	ELEYO FEES	S Corporation	No	Yes	No		09/13/2024	4,882.72
USAP	p253p2	108357		Check	1	12012	BERGSTEDT, AMANDA		Yes	No	Yes		09/25/2024	0.00
USAP	p502b	108395		Wire	1	9557	BMO HARRIS BANK NA	C Corporation	No	Yes	No		09/27/2024	23,303.89
USAP	P41201	107186	834986	Check	1	11701	HARRIS, BRIGGAN		Yes	No	Yes		09/20/2024	(207.88)
USAP	P41215	107278	835086	Check	1	11957	RUMLEY, MORGAN		Yes	No	Yes		09/06/2024	(29.24)
USAP	P50102	107581	835315	Check	1	11726	JOHNSON, STEFANIE		Yes	No	Yes		09/20/2024	(17.42)
USAP	P50301	108143	835719	Check	1	1949	BRIGHTWORKS	Other	Yes	No	No		09/06/2024	6,523.50
USAP	P50301	108141	835720	Check	1	1257	COMPUTER INTEGRATION TECHNOLO	S Corporation	Yes	No	No		09/06/2024	23,614.00
USAP	P50301	108151	835721	Check	1	6745	CULLIGAN OF STILLWATER	S Corporation	Yes	No	No		09/06/2024	447.55
USAP	P50301	108137	835722	Check	1	11584	DASH SPORTS LLC	LLC - S Corp	Yes	No	No		09/06/2024	1,187.00
USAP	P50301	108135	835723	Check	1	10183	DAZZLING DAVE YO-YO EXTRAORDINA	Ind/Sole Proprietor	Yes	No	No		09/06/2024	535.00
USAP	P50301	108152	835724	Check	1	8840	DEFINITIVE TECHNOLOGY SOLUTIONS	S Corporation	Yes	No	No		09/06/2024	335.23
USAP	P50301	108147	835725	Check	1	3131	DIST OFFICE PETTY CASH FUND		Yes	No	No		09/06/2024	12.41
USAP	P50301	108145	835726	Check	1	3030	GROTH MUSIC	S Corporation	Yes	No	No		09/06/2024	915.20
USAP	P50301	108142	835727	Check	1	1799	R1 LAKESHORE LEARNING MATERIALS	S Corporation	Yes	No	No		09/06/2024	1,262.70
USAP	P50301	108148	835728	Check	1	4314	MASPA	Other	Yes	No	No		09/06/2024	270.00
USAP	P50301	108144	835729	Check	1	1999	MN STATE HIGH SCHOOL LEAGUE	C Corporation	Yes	No	No		09/06/2024	1,900.00
USAP	P50301	108146	835730	Check	1	3070	PINECREST PETTY CASH ACCOUNT		Yes	No	No		09/06/2024	500.00
USAP	P50301	108139	835731	Check	1	11776	REARDON, JOSEPH		Yes	No	No		09/06/2024	91.86
USAP	P50301	108140	835732	Check	1	11957	RUMLEY, MORGAN		Yes	No	No		09/06/2024	29.24
USAP	P50301	108153	835733	Check	1	9479	R1 SAF-GARD SAFETY SHOE CO	S Corporation	Yes	No	No		09/06/2024	442.95
USAP	P50301	108150	835734	Check	1	6682	SFM	C Corporation	Yes	No	No		09/06/2024	2,891.00
USAP	P50301	108136	835735	Check	1	10270	SWANK MOVIE LICENSING USA	S Corporation	Yes	No	No		09/06/2024	3,299.00
USAP	P50301	108138	835736	Check	1	11637	TALISMAN HEALING ARTS LLC	Ind/Sole Proprietor	Yes	No	No		09/06/2024	105.00
USAP	P50301	108149	835737	Check	1	5557	R1 ULINE SHIPPING SUPPLIES	S Corporation	Yes	No	No		09/06/2024	760.86
USAP	P50315	108201	835738	Check	1	11847	ABILITY 2 BELIEVE	Other	Yes	No	No		09/13/2024	740.00
USAP	P50315	108255	835739	Check	1	5510	ACCELERATED TECHNOLOGIES LLC	Partnership	Yes	No	No		09/13/2024	700.00
USAP	P50315	108174	835740	Check	1	1012	ACCLAIM SERVICES, INC	C Corporation	Yes	No	No		09/13/2024	832.50
USAP	P50315	108251	835741	Check	1	5098	ADVANCED SPORTSWEAR	S Corporation	Yes	No	No		09/13/2024	5,025.00
USAP	P50315	108199	835742	Check	1	11772	AMY BROWN COUNSELING SERVICES	Ind/Sole Proprietor	Yes	No	No		09/13/2024	2,500.00
USAP	P50315	108186	835743	Check	1	11213	ANDERSON, ERIN		Yes	No	No		09/13/2024	56.15
USAP	P50315	108180	835744	Check	1	10919	R1 ARVIG	S Corporation	Yes	No	No		09/13/2024	1,205.95
USAP	P50315	108188	835745	Check	1	11558	BATAGLIA, KATHERINE		Yes	No	No		09/13/2024	138.83

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	P50315	108175	835746	Check	1	10238	BEEDY, HEATHER		Yes	No	No	09/13/2024	143.64
USAP	P50315	108244	835747	Check	1	3155	BEHNKE, RON		Yes	No	No	09/13/2024	53.34
USAP	P50315	108189	835748	Check	1	1156	BIX PRODUCE COMPANY LLC	Partnership	Yes	No	No	09/13/2024	3,280.30
USAP	P50315	108253	835749	Check	1	5226	BJORKLUND COMPENSATION CONSUL	Ind/Sole Proprietor	Yes	No	No	09/13/2024	150.00
USAP	P50315	108250	835750	Check	1	5078	BREDEMUS HARDWARE CO INC	C Corporation	Yes	No	No	09/13/2024	215.95
USAP	P50315	108224	835751	Check	1	1949	BRIGHTWORKS	Other	Yes	No	No	09/13/2024	85.00
USAP	P50315	108248	835752	Check	1	3872	BRIH DESIGN LLC	LLC - C Corp	Yes	No	No	09/13/2024	4,905.00
USAP	P50315	108268	835753	Check	1	7937	BROTHERS FIRE & SECURITY	C Corporation	Yes	No	No	09/13/2024	147.00
USAP	P50315	108271	835754	Check	1	8681	CANVAS HEALTH	C Corporation	Yes	No	No	09/13/2024	5,707.02
USAP	P50315	108211	835755	Check	1	1214	CDW GOVERNMENT	LLC - C Corp	Yes	No	No	09/13/2024	1,456.10
USAP	P50315	108267	835756	Check	1	7911	CENTURYLINK	C Corporation	Yes	No	No	09/13/2024	80.52
USAP	P50315	108204	835757	Check	1	11978	CHARPENTIER ENTERPRISES LLC	LLC - Partnership	Yes	No	No	09/13/2024	336.00
USAP	P50315	108207	835758	Check	1	11998	CHERRY, ALYSSA		Yes	No	No	09/13/2024	10.59
USAP	P50315	108187	835759	Check	1	11236	CHORDS AND BOARDS LLC	LLC - S Corp	Yes	No	No	09/13/2024	280.00
USAP	P50315	108260	835760	Check	1	6687	CLARK, DAVID		Yes	No	No	09/13/2024	77.59
USAP	P50315	108209	835761	Check	1	12002	COLUMN SOFTWARE PBC	C Corporation	Yes	No	No	09/13/2024	367.55
USAP	P50315	108212	835762	Check	1	1251	COMMERCIAL KITCHEN SERVICES	S Corporation	Yes	No	No	09/13/2024	520.00
USAP	P50315	108200	835763	Check	1	11846	CONQUER NINJA GYMS-ROSEMOUNT	Partnership	Yes	No	No	09/13/2024	560.00
USAP	P50315	108213	835764	Check	1	1286	CUB FOODS	LLC - S Corp	Yes	No	No	09/13/2024	162.16
USAP	P50315	108214	835765	Check	1	1299	DAKOTA COUNTY PROPERTY TAXATIO	Other	Yes	No	No	09/13/2024	200.00
USAP	P50315	108191	835766	Check	1	11584	DASH SPORTS LLC	LLC - S Corp	Yes	No	No	09/13/2024	1,752.00
USAP	P50315	108176	835767	Check	1	10278	R1 DECKER	S Corporation	Yes	No	No	09/13/2024	82.30
USAP	P50315	108273	835768	Check	1	8840	DEFINITIVE TECHNOLOGY SOLUTIONS	S Corporation	Yes	No	No	09/13/2024	1,248.27
USAP	P50315	108178	835769	Check	1	10860	DEPARTMENT OF TRANSPORTATION	Other	Yes	No	No	09/13/2024	743.00
USAP	P50315	108249	835770	Check	1	4892	DRAMATISTS PLAY SERVICE INC	C Corporation	Yes	No	No	09/13/2024	2,010.00
USAP	P50315	108257	835771	Check	1	6183	R1 ECSI	S Corporation	Yes	No	No	09/13/2024	579.48
USAP	P50315	108258	835772	Check	1	6190	R2 EDUCATORS BENEFIT CONSULTANTS	LLC - Partnership	Yes	No	No	09/13/2024	553.57
USAP	P50315	108265	835773	Check	1	7631	EF EDUCATIONAL TOURS	C Corporation	Yes	No	No	09/13/2024	203.55
USAP	P50315	108270	835774	Check	1	8576	EICHMANN, ANDREA		Yes	No	No	09/13/2024	157.56
USAP	P50315	108275	835775	Check	1	9325	EXCEL LEGAL COURIER	S Corporation	Yes	No	No	09/13/2024	86.79
USAP	P50315	108264	835776	Check	1	7322	R1 FERGUSON ENTERPRISES	C Corporation	Yes	No	No	09/13/2024	868.25
USAP	P50315	108269	835777	Check	1	8293	GANRUD, PATRICIA		Yes	No	No	09/13/2024	40.00
USAP	P50315	108215	835778	Check	1	1444	GARDELL, CHRISTOPHER		Yes	No	No	09/13/2024	179.42
USAP	P50315	108216	835779	Check	1	1482	GRAINGER, W.W..	C Corporation	Yes	No	No	09/13/2024	863.79
USAP	P50315	108217	835780	Check	1	1483	GRAPHIC DESIGN INC	S Corporation	Yes	No	No	09/13/2024	6,858.00
USAP	P50315	108202	835781	Check	1	11938	R1 GREAT MINDS PBC	C Corporation	Yes	No	No	09/13/2024	8,400.00
USAP	P50315	108272	835782	Check	1	8758	GREEN, MICHAEL		Yes	No	No	09/13/2024	100.00
USAP	P50315	108241	835783	Check	1	3030	GROTH MUSIC	S Corporation	Yes	No	No	09/13/2024	8,792.46
USAP	P50315	108274	835784	Check	1	9084	HD SUPPLY FACILITIES MAINTENANCE	Partnership	Yes	No	No	09/13/2024	719.88

HASTINGS PUBLIC SCHOOLS

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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	P50315	108276	835785	Check	1	9329	HOMETOWN ACE HARDWARE	S Corporation	Yes	No	No	09/13/2024		2,952.73
USAP	P50315	108223	835786	Check	1	1845	HORIZON COMMERCIAL POOL SUPPLY	S Corporation	Yes	No	No	09/13/2024		694.92
USAP	P50315	108203	835787	Check	1	11943	IMPERIAL DADE	Ind/Sole Proprietor	Yes	No	No	09/13/2024		3,797.56
USAP	P50315	108247	835788	Check	1	3584	INFOPRO LEGAL RESOURCES INC	C Corporation	Yes	No	No	09/13/2024		228.00
USAP	P50315	108266	835789	Check	1	7721	R3 INNOVATIVE OFFICE SOLUTIONS	LLC - Partnership	Yes	No	No	09/13/2024		4,051.47
USAP	P50315	108219	835790	Check	1	1660	INSTITUTE FOR ENVIRONMENTAL ASS	S Corporation	Yes	No	No	09/13/2024		968.68
USAP	P50315	108194	835791	Check	1	11703	INTERSOURCE BY STARK	C Corporation	Yes	No	No	09/13/2024		165,957.01
USAP	P50315	108220	835792	Check	1	1679	R1 J.W. PEPPER & SON INC	S Corporation	Yes	No	No	09/13/2024		175.00
USAP	P50315	108193	835793	Check	1	11689	JOHNSON, PAM		Yes	No	No	09/13/2024		103.14
USAP	P50315	108196	835794	Check	1	11726	JOHNSON, STEFANIE		Yes	No	No	09/13/2024		12.40
USAP	P50315	108259	835795	Check	1	6681	KENNEDY & GRAVEN, CHARTERD	C Corporation	Yes	No	No	09/13/2024		450.00
USAP	P50315	108262	835796	Check	1	6786	KOEHLER & DRAMM	S Corporation	Yes	No	No	09/13/2024		175.44
USAP	P50315	108279	835797	Check	1	9459	R1 KONICA MINOLTA/LOFFLER	C Corporation	Yes	No	No	09/13/2024		2,259.40
USAP	P50315	108222	835798	Check	1	1799	R1 LAKESHORE LEARNING MATERIALS	S Corporation	Yes	No	No	09/13/2024		228.85
USAP	P50315	108246	835799	Check	1	3537	LIKES LANDSCAPING	Ind/Sole Proprietor	Yes	No	No	09/13/2024		1,250.00
USAP	P50315	108190	835800	Check	1	11566	R1 LIMINEX, INC	C Corporation	Yes	No	No	09/13/2024		840.00
USAP	P50315	108281	835801	Check	1	9776	R1 LOFFLER COMPANIES	S Corporation	Yes	No	No	09/13/2024		2,154.50
USAP	P50315	108210	835802	Check	1	12003	MACE, WILLIAM		Yes	No	No	09/13/2024		100.00
USAP	P50315	108206	835803	Check	1	11985	MASMS	Other	Yes	No	No	09/13/2024		500.00
USAP	P50315	108243	835804	Check	1	3072	MCAULIFFE PETTY CASH ACCOUNT		Yes	No	No	09/13/2024		500.00
USAP	P50315	108221	835805	Check	1	1786	MCTAGUE, JON		Yes	No	No	09/13/2024		20.00
USAP	P50315	108263	835806	Check	1	7173	MEDICINE LAKE TOURS	S Corporation	Yes	No	No	09/13/2024		22,595.00
USAP	P50315	108278	835807	Check	1	9427	MERZER M.A., L.P., SHEILA	Ind/Sole Proprietor	Yes	No	No	09/13/2024		1,350.00
USAP	P50315	108181	835808	Check	1	10948	METRO VOLLEYBALL OFFICIAL ASSOC	LLC - Partnership	Yes	No	No	09/13/2024		540.00
USAP	P50315	108225	835809	Check	1	1977	MINNESOTA COACHES INC	S Corporation	Yes	No	No	09/13/2024		14,233.79
USAP	P50315	108238	835810	Check	1	2795	MTI DISTRIBUTING, INC.	C Corporation	Yes	No	No	09/13/2024		1,205.85
USAP	P50315	108198	835811	Check	1	11771	NOVA EDUCATION CONSULTANTS	Partnership	Yes	No	No	09/13/2024		112.50
USAP	P50315	108226	835812	Check	1	2163	R1 PAN-O-GOLD BAKING CO	C Corporation	Yes	No	No	09/13/2024		1,076.40
USAP	P50315	108183	835813	Check	1	11186	R2 PERFORMANCE FOOD SERVICE	C Corporation	Yes	No	No	09/13/2024		5,681.33
USAP	P50315	108177	835814	Check	1	10357	PETTY CASH - SPECIAL SERVICES		Yes	No	No	09/13/2024		100.00
USAP	P50315	108232	835815	Check	1	2477	PHOENIX SCHOOL COUNSELING	LLC - Partnership	Yes	No	No	09/13/2024		3,819.71
USAP	P50315	108197	835816	Check	1	11740	PRAIRIE FARMS - WOODBOURY, MN	C Corporation	Yes	No	No	09/13/2024		2,638.81
USAP	P50315	108208	835817	Check	1	11999	PROPOWER RENTAL LLC	S Corporation	Yes	No	No	09/13/2024		663.20
USAP	P50315	108277	835818	Check	1	9371	PTACEK'S IGA	S Corporation	Yes	No	No	09/13/2024		526.58
USAP	P50315	108261	835819	Check	1	6688	RADEMACHER, ELLEN		Yes	No	No	09/13/2024		95.76
USAP	P50315	108227	835820	Check	1	2251	RATWIK, ROSZAK, & MALONEY P.A.	C Corporation	Yes	No	No	09/13/2024		1,020.50
USAP	P50315	108228	835821	Check	1	2275	RENT & SAVE	S Corporation	Yes	No	No	09/13/2024		1,725.85
USAP	P50315	108239	835822	Check	1	2819	REPUBLIC SERVICES #923	C Corporation	Yes	No	No	09/13/2024		11,731.04
USAP	P50315	108205	835823	Check	1	11983	R12 RORY DOHENY		Yes	No	No	09/13/2024		50.75

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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	P50315	108280	835824	Check	1 9479	R1	SAF-GARD SAFETY SHOE CO	S Corporation	Yes	No	No	09/13/2024		22.50
USAP	P50315	108229	835825	Check	1 2341		SCHINDLER ELEVATOR CORP.	C Corporation	Yes	No	No	09/13/2024		6,415.77
USAP	P50315	108240	835826	Check	1 2850	R1	SCHOOL SPECIALTY	C Corporation	Yes	No	No	09/13/2024		746.75
USAP	P50315	108179	835827	Check	1 10918	R1	SCREENCASTIFY, LLC	LLC - C Corp	Yes	No	No	09/13/2024		6,583.00
USAP	P50315	108242	835828	Check	1 3069		SENIOR HIGH PETTY CASH		Yes	No	No	09/13/2024		750.00
USAP	P50315	108230	835829	Check	1 2387		SHERWIN WILLIAMS CO	C Corporation	Yes	No	No	09/13/2024		41.63
USAP	P50315	108185	835830	Check	1 11196	R1	SHRED IT USA - C/O STERICYCLE INC.	C Corporation	Yes	No	No	09/13/2024		100.15
USAP	P50315	108195	835831	Check	1 11724		SQUIRES, WALDSPURGER & MACE P.A	C Corporation	Yes	No	No	09/13/2024		687.50
USAP	P50315	108231	835832	Check	1 2476		STERNAU & ASSOCIATES	Ind/Sole Proprietor	Yes	No	No	09/13/2024		1,980.00
USAP	P50315	108254	835833	Check	1 5445	r2	SUMMIT FIRE PROTECTION	C Corporation	Yes	No	No	09/13/2024		1,608.00
USAP	P50315	108233	835834	Check	1 2500		SUPREME SCHOOL SUPPLY CO	S Corporation	Yes	No	No	09/13/2024		42.15
USAP	P50315	108252	835835	Check	1 5203	R1	TEACHERS CURRICULUM INSTITUTE	Partnership	Yes	No	No	09/13/2024		798.00
USAP	P50315	108234	835836	Check	1 2519		TEAM SPORTING GOODS	S Corporation	Yes	No	No	09/13/2024		1,410.00
USAP	P50315	108218	835837	Check	1 1575		TESSIER-MORSE, HAILEN		Yes	No	No	09/13/2024		57.99
USAP	P50315	108235	835838	Check	1 2546		TK ELEVATOR CORPORATION	C Corporation	Yes	No	No	09/13/2024		648.09
USAP	P50315	108236	835839	Check	1 2559		TRIO SUPPLY	C Corporation	Yes	No	No	09/13/2024		5,230.54
USAP	P50315	108192	835840	Check	1 11668		TWIG EDUCATION INC.	C Corporation	Yes	No	No	09/13/2024		101,640.33
USAP	P50315	108256	835841	Check	1 5557	R1	ULINE SHIPPING SUPPLIES	S Corporation	Yes	No	No	09/13/2024		413.34
USAP	P50315	108245	835842	Check	1 3277		UPPER LAKES FOODS, INC	S Corporation	Yes	No	No	09/13/2024		77,674.76
USAP	P50315	108184	835843	Check	1 11187	R1	VISTAR	C Corporation	Yes	No	No	09/13/2024		4,541.06
USAP	P50315	108237	835844	Check	1 2645		WHISTLING WELL FARM	Ind/Sole Proprietor	Yes	No	No	09/13/2024		1,408.00
USAP	P50315	108182	835845	Check	1 10949		YALE MECHANICAL LLC	LLC - C Corp	Yes	No	No	09/13/2024		2,435.36
USAP	P50302	108330	835846	Check	1 5510		ACCELERATED TECHNOLOGIES LLC	Partnership	Yes	No	No	09/20/2024		980.00
USAP	P50302	108302	835847	Check	1 11499		AQUA NORTH SOLUTIONS	Partnership	Yes	No	No	09/20/2024		883.00
USAP	P50302	108315	835848	Check	1 12007		BARTZ, LUCAS		Yes	No	No	09/20/2024		99.99
USAP	P50302	108334	835849	Check	1 8681		CANVAS HEALTH	C Corporation	Yes	No	No	09/20/2024		446.75
USAP	P50302	108307	835850	Check	1 11856		COFFEE MILL INC.	S Corporation	Yes	No	No	09/20/2024		473.00
USAP	P50302	108311	835851	Check	1 11977	R1	CORDANCE OPERATIONS LLC	LLC - Partnership	Yes	No	No	09/20/2024		29,654.75
USAP	P50302	108338	835852	Check	1 9804		DAVIS, HEATHER		Yes	No	No	09/20/2024		138.67
USAP	P50302	108336	835853	Check	1 8840		DEFINITIVE TECHNOLOGY SOLUTIONS	S Corporation	Yes	No	No	09/20/2024		515.02
USAP	P50302	108296	835854	Check	1 10336		GEIB, JODY		Yes	No	No	09/20/2024		28.73
USAP	P50302	108316	835855	Check	1 1462		GLAZIER, JODI		Yes	No	No	09/20/2024		200.00
USAP	P50302	108310	835856	Check	1 11938	R1	GREAT MINDS PBC	C Corporation	Yes	No	No	09/20/2024		872.18
USAP	P50302	108304	835857	Check	1 11701		HARRIS, BRIGGAN		Yes	No	No	09/20/2024		207.88
USAP	P50302	108317	835858	Check	1 1555	R1	HAWKINS, INC.	C Corporation	Yes	No	No	09/20/2024		724.32
USAP	P50302	108308	835859	Check	1 11903		HENDRICKSON'S PAINTING LLC	Ind/Sole Proprietor	Yes	No	No	09/20/2024		36,501.39
USAP	P50302	108318	835860	Check	1 1582		HILLYARD INC-MINNEAPOLIS	C Corporation	Yes	No	No	09/20/2024		7,203.73
USAP	P50302	108299	835861	Check	1 11180	R1	HUDL	C Corporation	Yes	No	No	09/20/2024		15,000.00
USAP	P50302	108300	835862	Check	1 11207		INFINITE HEALTH COLLABORATIVE	C Corporation	Yes	No	No	09/20/2024		175.00

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USAP	P50302	108333	835863	Check	1 7721	R3	INNOVATIVE OFFICE SOLUTIONS	LLC - Partnership	Yes	No	No	09/20/2024		1,303.52
USAP	P50302	108332	835864	Check	1 5828		JIM CARLSON LEASING CO.	C Corporation	Yes	No	No	09/20/2024		710.00
USAP	P50302	108305	835865	Check	1 11726		JOHNSON, STEFANIE		Yes	No	No	09/20/2024		17.42
USAP	P50302	108306	835866	Check	1 11755		KJ BRANDING	S Corporation	Yes	No	No	09/20/2024		6,450.00
USAP	P50302	108312	835867	Check	1 11981	R2	LAURA YOULE		Yes	No	No	09/20/2024		149.00
USAP	P50302	108301	835868	Check	1 11391		LOEFFLER CONSTRUCTION & CONSUI	LLC - S Corp	Yes	No	No	09/20/2024		14,011.60
USAP	P50302	108337	835869	Check	1 9785		MAJCHRZAK, SANDY		Yes	No	No	09/20/2024		114.62
USAP	P50302	108314	835870	Check	1 11985		MASMS	Other	Yes	No	No	09/20/2024		500.00
USAP	P50302	108297	835871	Check	1 1068		MCBRIDE , KATIE		Yes	No	No	09/20/2024		187.11
USAP	P50302	108319	835872	Check	1 1915		MCGINNIS, PETER		Yes	No	No	09/20/2024		22.24
USAP	P50302	108320	835873	Check	1 1942		MENARDS	S Corporation	Yes	No	No	09/20/2024		21.38
USAP	P50302	108321	835874	Check	1 1982		MINNESOTA DEPT. OF HEALTH	Other	Yes	No	No	09/20/2024		35.00
USAP	P50302	108339	835875	Check	1 9921		MOEN, LENA		Yes	No	No	09/20/2024		122.52
USAP	P50302	108322	835876	Check	1 2146		ORKIN PEST CONTROL INC.	C Corporation	Yes	No	No	09/20/2024		387.25
USAP	P50302	108323	835877	Check	1 2163	R1	PAN-O-GOLD BAKING CO	C Corporation	Yes	No	No	09/20/2024		1,504.20
USAP	P50302	108335	835878	Check	1 8834	R1	RAPTOR	LLC - Partnership	Yes	No	No	09/20/2024		14,618.60
USAP	P50302	108340	835879	Check	1 9923		RUNSEWE, TRACY		Yes	No	No	09/20/2024		167.26
USAP	P50302	108329	835880	Check	1 2850	R1	SCHOOL SPECIALTY	C Corporation	Yes	No	No	09/20/2024		447.88
USAP	P50302	108303	835881	Check	1 11581		ST. CROIX SPORTS	S Corporation	Yes	No	No	09/20/2024		3,372.00
USAP	P50302	108298	835882	Check	1 1080	R1	TEACHER SYNERGY INC	LLC - Partnership	Yes	No	No	09/20/2024		634.19
USAP	P50302	108324	835883	Check	1 2519		TEAM SPORTING GOODS	S Corporation	Yes	No	No	09/20/2024		2,033.25
USAP	P50302	108325	835884	Check	1 2522		TERRY'S HARDWARE	S Corporation	Yes	No	No	09/20/2024		782.69
USAP	P50302	108313	835885	Check	1 11982	R1	TRACY HEDEEN		Yes	No	No	09/20/2024		12.00
USAP	P50302	108326	835886	Check	1 2559		TRIO SUPPLY	C Corporation	Yes	No	No	09/20/2024		980.27
USAP	P50302	108309	835887	Check	1 11914		TWIN CITY ROTARY INC	C Corporation	Yes	No	No	09/20/2024		5,490.34
USAP	P50302	108331	835888	Check	1 5557	R1	ULINE SHIPPING SUPPLIES	S Corporation	Yes	No	No	09/20/2024		418.65
USAP	P50302	108327	835889	Check	1 2645		WHISTLING WELL FARM	Ind/Sole Proprietor	Yes	No	No	09/20/2024		1,408.00
USAP	P50302	108328	835890	Check	1 2683		YMCA CAMP ST. CROIX	Other	Yes	No	No	09/20/2024		2,060.50
USAP	P50303	108368	835891	Check	1 11897		BEARD, KAREN		Yes	No	No	09/27/2024		195.88
USAP	P50303	108386	835892	Check	1 7092		BECK PHOTOGRAPHY	Ind/Sole Proprietor	Yes	No	No	09/27/2024		1,000.00
USAP	P50303	108383	835893	Check	1 5226		BJORKLUND COMPENSATION CONSUL	Ind/Sole Proprietor	Yes	No	No	09/27/2024		150.00
USAP	P50303	108371	835894	Check	1 1281	R1	CRISIS PREVENTION INSTITUTE	C Corporation	Yes	No	No	09/27/2024		400.00
USAP	P50303	108388	835895	Check	1 8840		DEFINITIVE TECHNOLOGY SOLUTIONS	S Corporation	Yes	No	No	09/27/2024		225.45
USAP	P50303	108389	835896	Check	1 8840	R2	DEFINITIVE TECHNOLOGY SOLUTIONS	S Corporation	Yes	No	No	09/27/2024		204.00
USAP	P50303	108372	835897	Check	1 1737		DEPT OF HUMAN SERVICES	Other	Yes	No	No	09/27/2024		597.00
USAP	P50303	108385	835898	Check	1 6234		GROCHOW, AMANDA		Yes	No	No	09/27/2024		137.28
USAP	P50303	108390	835899	Check	1 9641		HANSEY, JACLYN		Yes	No	No	09/27/2024		60.84
USAP	P50303	108384	835900	Check	1 5535		HENNING, ANNE		Yes	No	No	09/27/2024		172.06
USAP	P50303	108387	835901	Check	1 7721	R3	INNOVATIVE OFFICE SOLUTIONS	LLC - Partnership	Yes	No	No	09/27/2024		71.62

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											Void	Date	
USAP	P50303	108379	835902	Check	1	3071	KENNEDY PETTY CASH ACCOUNT		Yes	No	No	09/27/2024	500.00
USAP	P50303	108380	835903	Check	1	3072	MCAULIFFE PETTY CASH ACCOUNT		Yes	No	No	09/27/2024	452.11
USAP	P50303	108373	835904	Check	1	1786	MCTAGUE, JON		Yes	No	No	09/27/2024	100.00
USAP	P50303	108370	835905	Check	1	12010	MCTAGUE, SARAH		Yes	No	No	09/27/2024	61.67
USAP	P50303	108374	835906	Check	1	1975	MINNESOTA CHILDREN'S MUSEUM	Other	Yes	No	No	09/27/2024	130.00
USAP	P50303	108375	835907	Check	1	1977	MINNESOTA COACHES INC	S Corporation	Yes	No	No	09/27/2024	16,362.58
USAP	P50303	108376	835908	Check	1	1982	MINNESOTA DEPT. OF HEALTH	Other	Yes	No	No	09/27/2024	35.00
USAP	P50303	108366	835909	Check	1	11590	NELSON, TARA		Yes	No	No	09/27/2024	167.36
USAP	P50303	108360	835910	Check	1	10721	R4 NORTHFIELD SOLAR LLC	LLC - Partnership	Yes	No	No	09/27/2024	51,502.09
USAP	P50303	108364	835911	Check	1	10981	OLSEN, KELLY		Yes	No	No	09/27/2024	292.45
USAP	P50303	108369	835912	Check	1	11981	R3 PAT SEDDON		Yes	No	No	09/27/2024	660.00
USAP	P50303	108377	835913	Check	1	2251	RATWIK, ROSZAK, & MALONEY P.A.	C Corporation	Yes	No	No	09/27/2024	238.50
USAP	P50303	108365	835914	Check	1	11373	ROBERTSON, SAM		Yes	No	No	09/27/2024	253.41
USAP	P50303	108378	835915	Check	1	2850	R1 SCHOOL SPECIALTY	C Corporation	Yes	No	No	09/27/2024	420.32
USAP	P50303	108367	835916	Check	1	11745	SCHREIBER MULLANEY CONSTRUCTIC	S Corporation	Yes	No	No	09/27/2024	16,000.00
USAP	P50303	108359	835917	Check	1	10204	SIDEKICK THEATER		Yes	No	No	09/27/2024	1,287.00
USAP	P50303	108363	835918	Check	1	10898	R1 SYMMETRY ENERGY SOLUTIONS	LLC - Partnership	Yes	No	No	09/27/2024	3,195.02
USAP	P50303	108382	835919	Check	1	4836	R1 TEACHING STRATEGIES LLC	LLC - C Corp	Yes	No	No	09/27/2024	2,566.90
USAP	P50303	108381	835920	Check	1	4331	VIALL, JESSE		Yes	No	No	09/27/2024	43.85
USAP	P50303	108361	835921	Check	1	10722	R4 WALCOTT SOLAR LLC	LLC - Partnership	Yes	No	No	09/27/2024	30,126.36
USAP	P50303	108362	835922	Check	1	10723	R4 WARSAW SOLAR LLC	LLC - Partnership	Yes	No	No	09/27/2024	27,042.07
USAP	P50330	108418	835923	Check	1	12004	R1 95 PERCENT GROUP LLC	Ind/Sole Proprietor	Yes	No	No	09/30/2024	312.40
USAP	P50330	108399	835924	Check	1	10630	ALL STRINGS ATTACHED	S Corporation	Yes	No	No	09/30/2024	430.07
USAP	P50330	108413	835925	Check	1	11772	AMY BROWN COUNSELING SERVICES	Ind/Sole Proprietor	Yes	No	No	09/30/2024	2,500.00
USAP	P50330	108420	835926	Check	1	12008	BAULE, STEVEN	Ind/Sole Proprietor	Yes	No	No	09/30/2024	500.00
USAP	P50330	108409	835927	Check	1	1156	BIX PRODUCE COMPANY LLC	Partnership	Yes	No	No	09/30/2024	3,005.11
USAP	P50330	108419	835928	Check	1	12006	BLUFFSCAPE AMISH TOURS		Yes	No	No	09/30/2024	150.00
USAP	P50330	108407	835929	Check	1	11486	R1 BOELTER LLC	C Corporation	Yes	No	No	09/30/2024	5,404.96
USAP	P50330	108434	835930	Check	1	1949	BRIGHTWORKS	Other	Yes	No	No	09/30/2024	410.00
USAP	P50330	108422	835931	Check	1	1214	CDW GOVERNMENT	LLC - C Corp	Yes	No	No	09/30/2024	1,456.10
USAP	P50330	108445	835932	Check	1	3748	CENTERPOINT ENERGY	C Corporation	Yes	No	No	09/30/2024	3,925.34
USAP	P50330	108451	835933	Check	1	7295	CENTURYLINK	C Corporation	Yes	No	No	09/30/2024	169.08
USAP	P50330	108417	835934	Check	1	11978	CHARPENTIER ENTERPRISES LLC	LLC - Partnership	Yes	No	No	09/30/2024	40.00
USAP	P50330	108423	835935	Check	1	1251	COMMERCIAL KITCHEN SERVICES	S Corporation	Yes	No	No	09/30/2024	2,131.25
USAP	P50330	108408	835936	Check	1	11555	CUSTOM COMMUNICATIONS INC	S Corporation	Yes	No	No	09/30/2024	396.48
USAP	P50330	108397	835937	Check	1	10278	R1 DECKER	S Corporation	Yes	No	No	09/30/2024	742.82
USAP	P50330	108457	835938	Check	1	8840	DEFINITIVE TECHNOLOGY SOLUTIONS	S Corporation	Yes	No	No	09/30/2024	0.41
USAP	P50330	108442	835939	Check	1	3131	DIST OFFICE PETTY CASH FUND		Yes	No	No	09/30/2024	2.19
USAP	P50330	108458	835940	Check	1	9593	DREAMSCAPES BY KRISTI	Ind/Sole Proprietor	Yes	No	No	09/30/2024	175.00

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	P50330	108424	835941	Check	1	1358	EARL F ANDERSEN	LLC - S Corp	Yes	No	No	09/30/2024	230.95
USAP	P50330	108452	835942	Check	1	7322	R1 FERGUSON ENTERPRISES	C Corporation	Yes	No	No	09/30/2024	187.09
USAP	P50330	108460	835943	Check	1	9863	R2 GENUINE PARTS COMPANY	C Corporation	Yes	No	No	09/30/2024	81.98
USAP	P50330	108425	835944	Check	1	1478	GOPHER SPORT	S Corporation	Yes	No	No	09/30/2024	701.40
USAP	P50330	108411	835945	Check	1	11759	GOPHER WRESTLING CLUB	Other	Yes	No	No	09/30/2024	450.00
USAP	P50330	108426	835946	Check	1	1482	GRAINGER, W.W..	C Corporation	Yes	No	No	09/30/2024	6,531.84
USAP	P50330	108427	835947	Check	1	1483	GRAPHIC DESIGN INC	S Corporation	Yes	No	No	09/30/2024	512.00
USAP	P50330	108441	835948	Check	1	3030	GROTH MUSIC	S Corporation	Yes	No	No	09/30/2024	70.14
USAP	P50330	108428	835949	Check	1	1555	R1 HAWKINS, INC.	C Corporation	Yes	No	No	09/30/2024	1,139.55
USAP	P50330	108429	835950	Check	1	1582	HILLYARD INC-MINNEAPOLIS	C Corporation	Yes	No	No	09/30/2024	652.48
USAP	P50330	108396	835951	Check	1	10247	HOLMEN HIGH SCHOOL	Other	Yes	No	No	09/30/2024	400.00
USAP	P50330	108398	835952	Check	1	10420	HOPE ENGLISH-SPANISH INTERPRETE	Ind/Sole Proprietor	Yes	No	No	09/30/2024	2,080.00
USAP	P50330	108415	835953	Check	1	11943	IMPERIAL DADE	Ind/Sole Proprietor	Yes	No	No	09/30/2024	4,320.82
USAP	P50330	108444	835954	Check	1	3584	INFOPRO LEGAL RESOURCES INC	C Corporation	Yes	No	No	09/30/2024	2,497.50
USAP	P50330	108454	835955	Check	1	7721	R3 INNOVATIVE OFFICE SOLUTIONS	LLC - Partnership	Yes	No	No	09/30/2024	10,187.73
USAP	P50330	108448	835956	Check	1	6741	IVY GARTH SEEDS & PLANTS INC	C Corporation	Yes	No	No	09/30/2024	535.59
USAP	P50330	108430	835957	Check	1	1679	R1 J.W. PEPPER & SON INC	S Corporation	Yes	No	No	09/30/2024	87.94
USAP	P50330	108447	835958	Check	1	6681	KENNEDY & GRAVEN, CHARTERD	C Corporation	Yes	No	No	09/30/2024	200.00
USAP	P50330	108449	835959	Check	1	6786	KOEHLER & DRAMM	S Corporation	Yes	No	No	09/30/2024	1,234.66
USAP	P50330	108406	835960	Check	1	11295	MAJESKI PLUMBING INC	S Corporation	Yes	No	No	09/30/2024	438.75
USAP	P50330	108431	835961	Check	1	1876	MALLOY, MONTAGUE, KARNOWSKI,	C Corporation	Yes	No	No	09/30/2024	3,575.00
USAP	P50330	108433	835962	Check	1	1919	R01 MCGRAW HILL	C Corporation	Yes	No	No	09/30/2024	1,032.75
USAP	P50330	108401	835963	Check	1	10948	METRO VOLLEYBALL OFFICIAL ASSOC	LLC - Partnership	Yes	No	No	09/30/2024	2,510.00
USAP	P50330	108435	835964	Check	1	1967	R2 MINITEX - REGENTS OF THE U OF M	Other	Yes	No	No	09/30/2024	1,323.00
USAP	P50330	108450	835965	Check	1	6981	MINNESOTA FFA	Other	Yes	No	No	09/30/2024	200.00
USAP	P50330	108421	835966	Check	1	12014	MINNESOTA SODDING COMPANY LLC	LLC - S Corp	Yes	No	No	09/30/2024	16,031.47
USAP	P50330	108455	835967	Check	1	7883	R1 NAC MECHANICAL & ELECRICAL SERV	C Corporation	Yes	No	No	09/30/2024	2,518.50
USAP	P50330	108412	835968	Check	1	11771	NOVA EDUCATION CONSULTANTS	Partnership	Yes	No	No	09/30/2024	1,080.00
USAP	P50330	108432	835969	Check	1	1882	OFFICE OF MN IT SERVICES	Other	Yes	No	No	09/30/2024	11.55
USAP	P50330	108405	835970	Check	1	11262	R1 PARAGON VISUAL LLC	S Corporation	Yes	No	No	09/30/2024	219.94
USAP	P50330	108403	835971	Check	1	11186	R2 PERFORMANCE FOOD SERVICE	C Corporation	Yes	No	No	09/30/2024	11,830.99
USAP	P50330	108410	835972	Check	1	11740	PRAIRIE FARMS - WOODBOURY, MN	C Corporation	Yes	No	No	09/30/2024	13,711.74
USAP	P50330	108436	835973	Check	1	2341	SCHINDLER ELEVATOR CORP.	C Corporation	Yes	No	No	09/30/2024	2,099.41
USAP	P50330	108440	835974	Check	1	3029	SCHMITT MUSIC	S Corporation	Yes	No	No	09/30/2024	37.00
USAP	P50330	108456	835975	Check	1	8228	R1 SCHOOL DATEBOOKS INC	S Corporation	Yes	No	No	09/30/2024	126.00
USAP	P50330	108416	835976	Check	1	11961	SCHOOLSIN	LLC - S Corp	Yes	No	No	09/30/2024	944.42
USAP	P50330	108400	835977	Check	1	10903	R1 SECURITAS TECHNOLOGY CORPORAT	C Corporation	Yes	No	No	09/30/2024	451.44
USAP	P50330	108437	835978	Check	1	2465	STATE SUPPLY CO INC	S Corporation	Yes	No	No	09/30/2024	45.15
USAP	P50330	108446	835979	Check	1	5445	r2 SUMMIT FIRE PROTECTION	C Corporation	Yes	No	No	09/30/2024	390.00

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	P50330	108414	835980	Check	1 1188		TAYLOR MUSIC	S Corporation	Yes	No	No	09/30/2024	1,919.00
USAP	P50330	108402	835981	Check	1 11080	R1	TRAFERA HOLDINGS LLC	LLC - Partnership	Yes	No	No	09/30/2024	22,140.00
USAP	P50330	108438	835982	Check	1 2559		TRIO SUPPLY	C Corporation	Yes	No	No	09/30/2024	1,189.71
USAP	P50330	108453	835983	Check	1 7490		UNIVERSITY LANGUAGE CTR INC	C Corporation	Yes	No	No	09/30/2024	1,053.43
USAP	P50330	108443	835984	Check	1 3277		UPPER LAKES FOODS, INC	S Corporation	Yes	No	No	09/30/2024	43,392.50
USAP	P50330	108404	835985	Check	1 11187	R1	VISTAR	C Corporation	Yes	No	No	09/30/2024	2,304.81
USAP	P50330	108459	835986	Check	1 9613		WASHINGTON COUNTY PARKS DIVISIC	Other	Yes	No	No	09/30/2024	910.95
USAP	P50330	108439	835987	Check	1 2645		WHISTLING WELL FARM	Ind/Sole Proprietor	Yes	No	No	09/30/2024	1,408.00

Bank Total: \$1,130,462.75

Report Total: \$1,130,502.17

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	p253p1	108123		Wire	1	10929	EDUCATORS BENEFIT CONSULTANTS	LLC - Partnership	No	Yes	No	09/06/2024	71,531.92
USPR	p253p1	108124		Wire	1	1984	MINNESOTA DEPT. OF REVENUE	Other	No	Yes	No	09/06/2024	54,671.55
USPR	p253p1	108125		Wire	1	2016	MN TRA	Other	No	Yes	No	09/06/2024	188,871.24
USPR	p253p1	108126		Wire	1	2705	EFTPS - TAX PAYMENT		No	Yes	No	09/06/2024	315,596.46
USPR	p253p1	108127		Wire	1	3283	MINNESOTA DEPT. OF REVENUE	Other	No	Yes	No	09/06/2024	264.27
USPR	p253p1	108128		Wire	1	3880	MII LIFE	C Corporation	No	Yes	No	09/06/2024	0.00
USPR	p253p1	108129		Wire	1	7771	MINNESOTA PERA (WIRE TRANSFER)	Other	No	Yes	No	09/06/2024	33,000.45
USPR	p253p2	108342		Wire	1	10929	EDUCATORS BENEFIT CONSULTANTS	LLC - Partnership	No	Yes	No	09/23/2024	66,672.70
USPR	p253p2	108343		Wire	1	1984	MINNESOTA DEPT. OF REVENUE	Other	No	Yes	No	09/23/2024	54,267.93
USPR	p253p2	108344		Wire	1	2016	MN TRA	Other	No	Yes	No	09/23/2024	186,278.33
USPR	p253p2	108345		Wire	1	2705	EFTPS - TAX PAYMENT		No	Yes	No	09/23/2024	324,987.24
USPR	p253p2	108346		Wire	1	3166	BREMER BANK FEES	Other	No	Yes	No	09/23/2024	130.90
USPR	p253p2	108347		Wire	1	3283	MINNESOTA DEPT. OF REVENUE	Other	No	Yes	No	09/23/2024	141.14
USPR	p253p2	108348		Wire	1	3880	MII LIFE	C Corporation	No	Yes	No	09/23/2024	0.00
USPR	p253p2	108349		Wire	1	7771	MINNESOTA PERA (WIRE TRANSFER)	Other	No	Yes	No	09/23/2024	49,558.96
USPR	p253p1	108122	105766	Check	1	1974	MINNESOTA CHILD SUPPORT PYMT C	Other	Yes	No	No	09/06/2024	10.00
USPR	p253p2	108350	105767	Check	1	10975	EDUCATION MN HASTINGS ESP'S	Other	Yes	No	No	09/23/2024	47.40
USPR	p253p2	108356	105768	Check	1	7384	HIGH SCHOOL FACULTY SCHOLARSHII		Yes	No	No	09/23/2024	82.00
USPR	p253p2	108352	105769	Check	1	1974	MINNESOTA CHILD SUPPORT PYMT C	Other	Yes	No	No	09/23/2024	10.00
USPR	p253p2	108353	105770	Check	1	2002	MINNESOTA TEAMSTERS LOCAL 320	Other	Yes	No	No	09/23/2024	2,192.00
USPR	p253p2	108354	105771	Check	1	2010	NCPERS GROUP LIFE INS -157410	C Corporation	Yes	No	No	09/23/2024	32.00
USPR	p253p2	108355	105772	Check	1	6780	SEIU LOCAL 284	Other	Yes	No	No	09/23/2024	574.51
USPR	p253p2	108351	105773	Check	1	11741	ST. CROIX VALLEY FOUNDATION	C Corporation	Yes	No	No	09/23/2024	80.00
USPR	p253p2	108358	105774	Check	1	12012	BERGSTEDT, AMANDA		Yes	No	No	09/25/2024	566.21

Bank Total: \$1,349,567.21

Report Total: \$1,349,567.21

HASTINGS PUBLIC SCHOOLS Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Pay/Void				Amount
									Print	Recon	Void	Date	
USBP	P503B1	108288	1326	Check	1	11434	CM CONSTRUCTION COMPANY INC.	S Corporation	Yes	No	No	09/19/2024	35,355.00
USBP	P503B1	108289	1327	Check	1	2663	WOLD ARCHITECTS AND ENGNRS INC	C Corporation	Yes	No	No	09/19/2024	1,985.94
Bank Total:												\$37,340.94	
Report Total:												\$37,340.94	

HASTINGS PUBLIC SCHOOLS Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Pay/Void				Amount
									Print	Recon	Void	Date	
ACTV	P02ASB	108159		Wire	1	9557	BMO HARRIS BANK NA	C Corporation	No	Yes	No	09/13/2024	737.28
ACTV	P03AS1	108134	38267	Check	1	11773	HARTMAN, ANN		Yes	Yes	No	09/06/2024	15.96
ACTV	P03AS2	108167	38268	Check	1	7371	BOHLKEN, JAKE		Yes	No	No	09/13/2024	132.96
ACTV	P03AS2	108160	38269	Check	1	11513	BREEZE TUNES PRODUCTIONS	Ind/Sole Proprietor	Yes	Yes	No	09/13/2024	425.00
ACTV	P03AS2	108163	38270	Check	1	12000	ENGLIN, VICKI		Yes	Yes	No	09/13/2024	208.89
ACTV	P03AS2	108164	38271	Check	1	1483	GRAPHIC DESIGN INC	S Corporation	Yes	Yes	No	09/13/2024	631.00
ACTV	P03AS2	108166	38272	Check	1	5340	GUSTAVUS ADOLPHUS COLLEGE	Other	Yes	Yes	No	09/13/2024	30,998.91
ACTV	P03AS2	108168	38273	Check	1	8688	HERITAGE EMBROIDERY	S Corporation	Yes	Yes	No	09/13/2024	720.00
ACTV	P03AS2	108165	38274	Check	1	1977	MINNESOTA COACHES INC	S Corporation	Yes	Yes	No	09/13/2024	1,932.28
ACTV	P03AS2	108161	38275	Check	1	11568	SHEEHAN, CYNDI		Yes	Yes	No	09/13/2024	533.21
ACTV	P03AS2	108169	38276	Check	1	9223	TRESONA MULTIMEDIA LLC	LLC - Partnership	Yes	Yes	No	09/13/2024	820.00
ACTV	P03AS2	108162	38277	Check	1	11777	VIVA LA FIESTA INC.	S Corporation	Yes	Yes	No	09/13/2024	750.00
ACTV	P03AS3	108295	38278	Check	1	11755	KJ BRANDING	S Corporation	Yes	No	No	09/20/2024	1,555.00
ACTV	P03AS4	108393	38279	Check	1	7120	R2 BSN SPORTS LLC	C Corporation	Yes	No	No	09/27/2024	576.72
ACTV	P03AS4	108391	38280	Check	1	11773	HARTMAN, ANN		Yes	No	No	09/27/2024	8.02
ACTV	P03AS4	108392	38281	Check	1	12011	HERMAN, HALEY		Yes	No	No	09/27/2024	86.50
ACTV	P03AS4	108394	38282	Check	1	11777	VIVA LA FIESTA INC.	S Corporation	Yes	No	No	09/27/2024	750.00
Bank Total:												\$40,881.73	
Report Total:												\$40,881.73	

HASTINGS PUBLIC SCHOOLS

Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Pay/Void			Amount		
									Print	Recon	Void		Date	
SCH	P5031P	108287	304542	Check	1	11306	DAKOTA COUNTY TECHNICAL COLLEG	Other	Yes	No	No	09/18/2024	1,000.00	
										Bank Total:				\$1,000.00
										Report Total:				\$1,000.00

HASTINGS PUBLIC SCHOOLS

Dental Self-Funded Summary

Period Ending September 30, 2024

Sequence: Crs, Org, Fd

										25ADP				% YTD		Remaining
Description										Annual Budget	Period 202503	Year To Date	% YTD	Encumbrances	+ Enc	Balance
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	(40,000.00)	(3,429.86)	(11,773.83)	29%	0.00	29%	(28,226.17)
R	20	000	000	000	095	000	422	000	Employer Share/Premiums	(491,628.00)	(39,057.88)	(114,470.82)	23%	0.00	23%	(377,157.18)
R	20	000	000	000	097	000	422	000	Employee Share/Premiums	(104,718.00)	(6,060.09)	(17,310.76)	17%	0.00	17%	(87,407.24)
R	20	000	000	000	098	000	422	000	Retiree-Cobra Share/Premiurr	(119,011.00)	(15,820.97)	(35,886.21)	30%	0.00	30%	(83,124.79)
E	20	005	105	000	236	000	422	000	Dental Insurance Claims	0.00	41,845.25	185,246.18	0%	0.00	0%	(185,246.18)
E	20	005	105	000	301	000	422	000	Fees-Carrier & Consultant	36,369.00	2,909.55	8,911.05	25%	0.00	25%	27,457.95
E	20	005	105	000	302	000	422	000	Claims-Dental	615,081.00	0.00	0.00	0%	0.00	0%	615,081.00
000 Districtwide										(103,907.00)	(19,614.00)	14,715.61	(14%)	0.00	(14%)	(118,622.61)
Report Totals:										(103,907.00)	(19,614.00)	14,715.61	(14%)	0.00	(14%)	(118,622.61)

HASTINGS PUBLIC SCHOOLS

Health Self-Funded Summary

Period Ending September 30, 2024

Sequence: Crs, Org, Fd

										25ADP			% YTD	Remaining		
										Annual Budget	Period 202503	Year To Date	% YTD	Encumbrances	+ Enc	Balance
										Description						
R	21	000	000	000	087	000	422	000	EE Unpaid Premiums	0.00	0.00	0.00	0%	0.00	0%	0.00
R	21	000	000	000	095	000	422	000	Employer Share/Premiums	(8,166,826.00)	(540,990.62)	(1,574,757.62)	19%	0.00	19%	(6,592,068.38)
R	21	000	000	000	097	000	422	000	Employee Share/Premiums	(1,220,330.00)	(118,587.70)	(377,758.70)	31%	0.00	31%	(842,571.30)
R	21	000	000	000	098	000	422	000	Retiree-Cobra Share/Premiurr	(444,961.00)	(35,686.95)	(109,442.62)	25%	0.00	25%	(335,518.38)
R	21	000	000	000	099	000	422	000	ER/Trust Share for Retirees	(27,899.00)	(7,106.00)	(14,244.00)	51%	0.00	51%	(13,655.00)
R	21	000	000	000	092	000	422	000	Interest -Health	(165,000.00)	(7,990.81)	(26,514.11)	16%	0.00	16%	(138,485.89)
E	21	005	105	000	314	000	422	000	Springbuk Fee \$1/pm/pm	4,968.00	0.00	1,230.00	25%	0.00	25%	3,738.00
E	21	005	105	000	317	000	422	000	Network Fees	0.00	250.00	250.00	0%	0.00	0%	(250.00)
E	21	005	105	000	322	000	422	000	PaydHealth Fees	0.00	0.00	0.00	0%	0.00	0%	0.00
E	21	005	105	000	223	000	422	000	Medical Insurance Claims	0.00	526,732.03	1,920,356.36	0%	0.00	0%	(1,920,356.36)
E	21	005	105	000	224	000	422	000	Pharmacy Claims	0.00	149,187.81	418,252.67	0%	0.00	0%	(418,252.67)
E	21	005	105	000	300	000	422	000	Pharmacy Rebates/Admin Fex	(100,000.00)	(45,206.91)	(48,332.61)	48%	0.00	48%	(51,667.39)
E	21	005	105	000	301	000	422	000	Veba/Flex/TrustPoint	20,000.00	1,435.00	4,481.00	22%	0.00	22%	15,519.00
E	21	005	105	000	302	000	422	000	Claims-Medical	7,990,000.00	0.00	0.00	0%	0.00	0%	7,990,000.00
E	21	005	105	000	305	000	422	000	Claims-Pharmacy/RX	1,410,000.00	0.00	0.00	0%	0.00	0%	1,410,000.00
E	21	005	105	000	307	000	422	000	Health Carrier TPA	243,829.00	19,877.40	55,402.04	23%	0.00	23%	188,426.96
E	21	005	105	000	308	000	422	000	StopLoss	506,134.00	39,423.69	79,870.35	16%	0.00	16%	426,263.65
E	21	005	105	000	309	000	422	000	Fitness reimbursements	0.00	0.00	0.00	0%	0.00	0%	0.00
E	21	005	105	000	312	000	422	000	Consultant-OneDigital \$40,00	41,200.00	0.00	20,600.00	50%	0.00	50%	20,600.00
000 Districtwide										91,115.00	(18,663.06)	349,392.76	383%	0.00	383%	(258,277.76)
R	21	000	000	000	094	326	422	000	Employer-VEBA Trust Rev	(654,000.00)	(59,502.54)	(141,552.54)	22%	0.00	22%	(512,447.46)
R	21	000	000	000	089	326	422	000	Employer-PCORI-ACA \$2.54	(3,045.00)	0.00	(3,321.00)	109%	0.00	109%	276.00
E	21	005	105	000	301	326	422	000	Employer-VEBA Trust Pmt.	654,000.00	59,502.54	141,552.54	22%	0.00	22%	512,447.46
E	21	005	105	000	313	326	422	000	Employer-PCORI- ACA \$2.54	3,045.00	0.00	3,321.00	109%	0.00	109%	(276.00)
326 District Additional R/E										0.00	0.00	0.00	0%	0.00	0%	0.00
R	21	000	000	000	088	331	422	000	P1 Wellness Credit	0.00	0.00	0.00	0%	0.00	0%	0.00
E	21	005	105	000	314	331	422	000	Consultant Expense Wellness	0.00	0.00	0.00	0%	0.00	0%	0.00
E	21	005	105	000	335	331	422	000	Short-Term Lease/Rental	0.00	447.55	1,342.65	0%	0.00	0%	(1,342.65)
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	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
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
331 Wellness R/E										0.00	447.55	1,342.65	0%	0.00	0%	(1,342.65)
Report Totals:										91,115.00	(18,215.51)	350,735.41	385%	0.00	385%	(259,620.41)



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Document G701[®] – 2017

Change Order

PROJECT: *(Name and address)*
Hastings Multisite Grounds Improvement Project (242004)
Hastings High School
200 General Sieben Drive
Hastings, Minnesota 55033

Hastings Middle School
1000 11th Street West
Hastings, Minnesota 55033

McAuliffe Elementary School
1601 12th Street West
Hastings, Minnesota 55033

Kennedy Elementary School
1175 Tyler Street
Hastings, Minnesota 55033

Pinecrest Elementary School
975 12th Street West
Hastings, Minnesota 55033

Tilden Community Center
310 River Street
Hastings, Minnesota 55033

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

CONTRACT INFORMATION:
Contract For: General Construction

Date: April 24, 2024

ARCHITECT: *(Name and address)*
Wold Architects and Engineers

332 Minnesota Street, W2000
Saint Paul, Minnesota 55101

CHANGE ORDER INFORMATION:
Change Order Number: One (1)

Date: October 11, 2024

CONTRACTOR: *(Name and address)*
Precision Landscaping and Construction,
Inc.
14923 Jacob Avenue
Hastings, Minnesota 55033

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.)

- Stump grinding at Hastings Middle School. *Add \$2,000.00*
- Entrance credit at Hastings Middle School. *Deduct (\$9,636.00)*
- Tree removals CO/HMS grade near auditorium. *Add \$18,745.00*
- Hastings Middle School west entry sod switch. *Add \$473.40*
- Tree credit for 20 trees. *Deduct (\$10,000.00)*

TOTAL CHANGE ORDER NO. 1 ADD \$1,582.40

The original Contract Sum was	\$ 498,600.00
The net change by previously authorized Change Orders	\$ 0.00
The Contract Sum prior to this Change Order was	\$ 498,600.00
The Contract Sum will be increased by this Change Order in the amount of	\$ 1,582.40
The new Contract Sum including this Change Order will be	\$ 500,182.40

The Contract Time will be unchanged by Zero (0) days.
The date of Substantial Completion will be August 16, 2024

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

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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

TYLER ERTL | AIA, ASSOCIATE
PRINTED NAME AND TITLE

10/14/2024

DATE

Precision Landscaping and Construction,
Inc.

CONTRACTOR *(Firm name)*

SIGNATURE

Joby Nolan CFO

PRINTED NAME AND TITLE
10/16/2024

DATE

Independent School District #200 –
Hastings Public Schools

OWNER *(Firm name)*

SIGNATURE

PRINTED NAME AND TITLE

DATE





AIA[®]

Document G701[®] – 2017

Change Order

PROJECT: *(Name and address)*
Hastings Middle School Door Replacements (232137)
1000 West 11th Street
Hastings, Minnesota 55033

CONTRACT INFORMATION:
Contract For: General Construction

Date: Decemeber 4, 2023

CHANGE ORDER INFORMATION:
Change Order Number: Two (2)

Date: October 11, 2024

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)*
Huot Construction and Services Inc.
120 Bridgepoint Way, Suite A
South Saint Paul, Minnesota 55075

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.)

Exit signs and sprinkler heads. *Add \$3,231.00*

Strike modifications at F112A, F122A, B196A, and B196B. *Add \$2,087.25*

TOTAL CHANGE ORDER NO. 2 ADD \$5,318.25

The original Contract Sum was	\$	449,098.00
The net change by previously authorized Change Orders	\$	72,841.40
The Contract Sum prior to this Change Order was	\$	521,939.40
The Contract Sum will be increased by this Change Order in the amount of	\$	5,318.25
The new Contract Sum including this Change Order will be	\$	527,257.65

The Contract Time will be unchanged by Zero (0) days.
The date of Substantial Completion will be August 9, 2024

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)*

Huot Construction and Services Inc.
CONTRACTOR *(Firm name)*

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

SIGNATURE

SIGNATURE

SIGNATURE

Tyler Ertl | AIA, Associate
PRINTED NAME AND TITLE

Amy Swenson, Estimator
PRINTED NAME AND TITLE

PRINTED NAME AND TITLE

October 11, 2024
DATE

10/15/2024
DATE

DATE



Huot Construction and Services, Inc.
120 Bridgepoint Way Suite A
South Saint Paul, Minnesota 55075
Phone: (651) 888-4900

Project: 24004 - Hastings Middle School Door Rep
1000 West 11th Street
Hastings, Minnesota 55033

DRAFT

Prime Contract Potential Change Order #001: CE #4 - Strike Modifications

TO:	Hastings Public Schools ISD 200 1000 West 11th St Hastings, 55033	FROM:	Huot Construction and Services, Inc. 120 Bridgepoint Way Suite A South Saint Paul, Minnesota 55075
PCO NUMBER/REVISION:	001 / 0	CONTRACT:	1 - Hastings Public Schools Door Replacements A101 Contract
REQUEST RECEIVED FROM:		CREATED BY:	Amy Swenson (Huot Construction and Services, Inc.)
STATUS:	Draft	CREATED DATE:	9/9/2024
REFERENCE:		PRIME CONTRACT CHANGE ORDER:	None
FIELD CHANGE:	No		
LOCATION:		ACCOUNTING METHOD:	Amount Based
SCHEDULE IMPACT:		PAID IN FULL:	No
EXECUTED:	No	SIGNED CHANGE ORDER RECEIVED DATE:	
		TOTAL AMOUNT:	\$2,087.25

POTENTIAL CHANGE ORDER TITLE: CE #4 - Strike Modifications

CHANGE REASON: Client Request

POTENTIAL CHANGE ORDER DESCRIPTION: (The Contract Is Changed As Follows)

CE #4 - Strike Modifications
escutcheon plate for mortise lock at #122A
strike modifications at #F112A, B196A, & B196B

ATTACHMENTS:

#	Budget Code	Description	Amount
1	08-0500.O Openings.Other	escutcheon plate	\$155.25
2	08-0500.O Openings.Other	strike mod	\$1,932.00
Grand Total:			\$2,087.25

Tyler Ertl (Wold Architects and Engineers)

Hastings Public Schools ISD 200

1000 West 11th St
Hastings, 55033

Huot Construction and Services, Inc.

120 Bridgepoint Way Suite A
South Saint Paul, Minnesota 55075

SIGNATURE

DATE

SIGNATURE

DATE

SIGNATURE

DATE



Huot Construction and Services, Inc.
120 Bridgepoint Way Suite A
South Saint Paul, Minnesota 55075
Phone: (651) 888-4900

Project: 24004 - Hastings Middle School Door Rep
1000 West 11th Street
Hastings, Minnesota 55033

DRAFT

Prime Contract Potential Change Order #002: CE #5 - Exit Signs & Sprinkler

TO:	Hastings Public Schools ISD 200 1000 West 11th St Hastings, 55033	FROM:	Huot Construction and Services, Inc. 120 Bridgepoint Way Suite A South Saint Paul, Minnesota 55075
PCO NUMBER/REVISION:	002 / 0	CONTRACT:	1 - Hastings Public Schools Door Replacements A101 Contract
REQUEST RECEIVED FROM:		CREATED BY:	Amy Swenson (Huot Construction and Services, Inc.)
STATUS:	Draft	CREATED DATE:	9/11/2024
REFERENCE:		PRIME CONTRACT CHANGE ORDER:	None
FIELD CHANGE:	No		
LOCATION:		ACCOUNTING METHOD:	Amount Based
SCHEDULE IMPACT:		PAID IN FULL:	No
EXECUTED:	No	SIGNED CHANGE ORDER RECEIVED DATE:	
		TOTAL AMOUNT:	\$3,231.00

POTENTIAL CHANGE ORDER TITLE: CE #5 - Exit Signs & Sprinkler

CHANGE REASON: Client Request

POTENTIAL CHANGE ORDER DESCRIPTION: *(The Contract Is Changed As Follows)*
CE #5 - Exit Signs & Sprinkler Heads

ATTACHMENTS:

#	Budget Code	Description	Amount
1	26-0500.O Electrical.Other		\$1,400.00
2	21-0500.O Fire Suppression.Other		\$1,495.00
3	55-2000 Labor.O Huot Labor.Other		\$336.00
Grand Total:			\$3,231.00

Tyler Ertl (Wold Architects and Engineers)

Hastings Public Schools ISD 200
1000 West 11th St
Hastings, 55033

Huot Construction and Services, Inc.
120 Bridgepoint Way Suite A
South Saint Paul, Minnesota 55075

SIGNATURE DATE

SIGNATURE DATE

SIGNATURE DATE



RECOMMENDATION TO APPROVE AGREEMENT FOR EDUCATIONAL STAFFING WITH TEACHERS ON CALL

October 23, 2024

Substitute teachers play a very important role in ensuring minimal disruption to student learning when our classroom teachers are not able to be at work. In an effort to improve our fill rates for substitute teachers, when our regular staff are absent, the District is recommending partnering with Teachers on Call (TOC) to staff and fill our teacher substitute positions. Implementation would begin immediately, with an effective date of February 1, 2025. The following provides background information related to this recommendation.

Current Statistics

Absences per Day: To use this year as an example, our number of absences on a given day between September 3 and October 14, 2024, ranges from 10 (3% of teaching staff) to 72 (about 25% of our teaching staff)

Current Number of District Subs: 88

Fill Rates: Our average fill rate is about 85%, however, fill rates on some days have been as low as 66%

Basis for Recommendation to Move to TOC

One of the main complaints we hear from teaching staff is that we don't have enough subs. Many of the surrounding Districts already use TOC, which puts Hastings at a disadvantage. We are recommending partnering with TOC in an effort to ensure sub coverage for teaching staff, when they need to be absent. There are many times that buildings have to cover absences from within building staff (subbing on prep, collapsed classroom, etc.), because they don't have subs to cover classrooms. Although there is no guarantee, the goal of this change is to increase our number of available subs as well as to increase our average fill rates by 10%.

Role of TOC

TOC would become the employer for all of our teacher substitutes. Our District will continue to use the same absence tracking/sub system that we currently use, i.e. Frontline, however, TOC would take on the cost and assist with the management of the online system. As a part of this change, TOC would also become responsible for the following:

- Recruiting, hiring, training, tracking, and assignment to classrooms
 - In collaboration with the District, TOC will coordinate customized recruiting campaigns that include such things as yard signs, posters, attending District and other local events, mailings, etc., at no cost to the District.
 - TOC has initial training requirements for all subs that include Student Engagement and Implicit Bias training. The District can also designate specific training that they would like subs to be required to complete.

- Personal calling to fill last minute unfilled positions
 - TOC has staff that come in at 6 a.m. each morning to make individual calls in an effort to fill positions that have not been accepted by a substitute through the online job selection process
- Background checks (done annually by TOC) and license verifications
- Taxes and tax filings, workers compensation, and unemployment claims
- Payroll and benefits administration
- Administration of leave benefits under ESST
- Addressing performance concerns

Other Districts Using TOC

TOC currently partners with about 100 districts in MN. The following nearby districts currently use TOC:

Burnsville	Mounds View	South St Paul
Cannon Falls	North St Paul	South Washington County
Farmington	Prior Lake	Stillwater
Inver Grove Heights	Red Wing	Spring Lake Park
Lakeville	Rosemount/Apple	St. Paul
Mahtomedi	Valley/Eagan	West St. Paul
	Roseville	White Bear Lake

Benefits to the District

- An increase in depth of the pool of substitutes, potentially increased fill rates, ensuring there are subs available to cover our classrooms and provide continuity of instruction for our students
 - With frequent shortages of subs, our teachers are often required to cover classrooms on preps, or take additional students in their classrooms, which can create fatigue for our staff. Each time this occurs, it is at a cost of \$50 per hour to the District.
- Savings in soft costs, i.e. a reduction of time spent by building and District staff related to recruiting, onboarding, processing payroll, calling subs to try to get coverage, working with internal staff to cover classes internally when no sub is available, etc.
- Increased training opportunities for subs at no cost to the sub or the District
- Assistance with recruiting for long term substitute positions (to cover medical, maternity, etc., leaves)

Benefits to Subs

Key benefits to subs include:

- Access to all teaching vacancies for all of the Districts served by TOC that they have indicated an interest working in. This allows the subs to pick the district, building, location, and position that they choose
- The option to receive personal calls providing open sub positions available, rather than using the online selection process
- Weekly pay
- Access to a huge array of training/PD opportunities at no cost to them

- Health insurance provided to qualifying individuals (regularly working at least 30 hours per week)
- Option to participate in a 401k (no employer match)
- On days where high absenteeism is anticipated (Monday after the Super Bowl as an example) TOC offers incentives to encourage subs to accept positions in order to ensure absences are covered

Impact to Current Teaching Staff

Essentially, our current teaching staff will not see a difference, they will continue to use the same process they currently use to enter their absence and request a substitute teacher. They can still designate preferred subs, and prearrange coverage in the same manner that occurs now.

Impact to Current Substitute Teachers

Every one of our subs is important to us. Our goal would be to have all of our current substitute teachers enroll with TOC. We will begin communicating with current substitutes immediately to ensure that they understand the change and provide assistance in transitioning them to TOC.

Cost Information

Base Cost: The cost for TOC is calculated by multiplying our daily rate of pay, recently increased to \$200 per day, times a fee of 29.5%, which equates to a total cost of \$259 per day. It is important to keep in mind, however, that the District would no longer be responsible for the following costs:

- Daily cost of teacher subs (\$512,000 based on 2023-2024 annual sub costs; it is important to note that this cost was based on a daily sub rate of \$175 per day, which was recently increased to \$200 per day)
- Payroll related taxes/benefits including FICA, workers comp, and TRA/PERA (estimated at approximately \$87,000 which equates to 17% of the 29.5% rate)
- Annual fee for absence management system (\$16,205 for 2024-2025, which equates to 3.2% of the 29.5% rate)
- Costs associated with paid leave for ESST (the estimated cost is unknown at this time as it has only been in place for a short time)
- Costs associated with loss of prep/collapsed classroom coverage (estimated savings of \$45,960 which assumes a reduction of 75% of the total 2023-2024 cost of \$61,280)

In addition, although we anticipate it will not be completely eliminated, we currently have soft costs related to staff time of about 22 hours per week (estimated cost of \$28,000), which we would expect to be significantly reduced, allowing staff to use that time on other things.

Fees: There are no additional fees for onboarding, or the initial training of substitutes.

Summary

As stated above, the goal of partnering with TOC is to increase our fill rates, it is not intended to be done as a cost savings measure. Overall, the calculated cost of a 29.5% fee, on the \$512,000 total annual teacher sub cost (based on 2023-2024 costs), is \$151,000. Of that, just over 20% of the 29.5% fee, or \$103,205, is offset by costs the District will no longer incur,

leaving approximately 9.5%, or \$47,835, as the actual increase. The remaining 9.5% can also be offset by the soft cost savings of time by District staff.

Recommendation

District administration recommends approval of the Agreement for Educational Staffing with Teachers on Call (TOC). Please note that a case study of another school district who partnered with TOC is attached for information purposes.

Submitted by: Cathy Moen, Director of Human Resources

Improving the Substitute Teacher Process



A Kelly Company



Teachers On Call helps Minnesota district recruit, hire, train and manage qualified substitutes while providing ongoing and personalized support.

Hopkins Public Schools, with 7,200 students in K-12 near the Twin Cities in Minnesota, was having a problem with an increasing demand for substitute teachers during the 2013-2014 school year and being unable to maintain a steady supply of candidates.

Human resources staff from the district had to recruit, hire, train and manage substitute teachers, according to Nik Lightfoot, assistant superintendent and director of administrative services.

"An individual staffer was doing the recruiting, interviewing, onboarding, management and supervision and it became burdensome," Lightfoot says.

Enter Teachers On Call, which currently serves more than 150 school districts in Minnesota, North Dakota and Wisconsin, and is expanding into additional states across the Northwest. Teachers On Call recruits year-round, eliminates district payroll and HR responsibilities, including annual background screening, and uses technology that makes it easy for schools and teachers to enter absences. The company also makes it easy for its large pool of substitute teachers to pick up jobs in school districts such as Hopkins from a secure web portal.

"We've had some excellent service and a great working relationship with Teachers On Call," Lightfoot says. "They have added value to the work that we do."

Lightfoot says that using Teachers On Call made an immediate impact on Hopkins's ability to

meet substitute teaching needs. The fill rate for substitutes went from 96.5 percent in the year before Hopkins starting working with Teachers On Call to 98 percent in the first year, and it is currently close to 99 percent. Lightfoot says removing the burden of Hopkins having to do recruiting, interviewing, onboarding, management and supervision of substitute teachers made for the better operational efficiency.

"We received very positive feedback about the time demands that used to be placed on human resources, that we now can utilize in different ways," Lightfoot says. "Teachers On Call allowed us to streamline some of the operational costs associated with hiring substitutes."

There was also very little transition needed for the substitutes that Hopkins was already using, because Teachers On Call added those substitutes into its expanding pool of candidates using the same absence management system that substitutes had been using with the district.

"By transitioning our substitutes that had special relationships, we were able to maintain those networks and connections," Lightfoot says. "There wasn't much of a change, and people could still maintain their ability to utilize and request substitutes through the absence management system because we still maintain it."

Teachers On Call provides not only substitute teachers, but also paraprofessionals and teacher aides. Substitutes receive weekly pay, bonuses and even 401k plans, which increases the quality and depth of the pool of substitutes.

"They were offering bonuses and other benefits that we couldn't offer," Lightfoot says.



"We've had some excellent service and a great working relationship with Teachers On Call," Lightfoot says. "They have added value to the work that we do."

Talk to us today, or visit us online!
800.713.4439 / teachersoncall.com



AGREEMENT FOR EDUCATIONAL STAFFING

THIS AGREEMENT, dated October 23rd, 2024, is between Teachers on Call, a Kelly® Education Company, ("TOC") with its principal offices located at 3001 Metro Drive, Suite 200, Bloomington, MN 55425, and Hastings Public Schools, with its principal offices located at 1000 West 11th Street, Hastings, MN 55033 ("Customer").

1) DESCRIPTION, LOCATION AND PRICING OF SERVICES

TOC will assign to the Customer, TOC temporary employees ("Assigned Employees"), to provide education-related services, under the Customer's operational supervision, at the location(s) and for the pricing (and other related costs) described in Exhibits A and C ("Pricing"). Exhibit C, the Customer Information Sheet, will be completed with Customer's collaboration and will provide detailed business requirements necessary to assist with meeting Customer needs. For instructional positions, Customer agrees that TOC shall be the exclusive contract provider of Assigned Employees to Customer. The Pricing in Exhibit A is confidential between TOC and Customer. Customer will be permitted to use the Exhibit in connection with its business operations, responses to Freedom of Information Act requests, and other uses as required by law. Should Customer determine that it may be legally obligated to disclose this information, Customer shall provide notice to TOC at least five (5) business days in advance of producing any such information

2) TOC GUARANTEE

TOC guarantees that the Assigned Employees it places with the Customer will satisfactorily perform the services ordered by Customer. If not, TOC will cancel charges for unsatisfactory services and furnish a replacement as soon as possible when the Customer has provided notice of its dissatisfaction within the first day of an Assigned Employee's assignment. If TOC receives notice after an Assigned Employee's first day, TOC will furnish a replacement as soon as possible, but not cancel the charges for the unsatisfactory services.

3) TOC'S RESPONSIBILITIES

As the provider of staffing services, TOC will be the employer of Assigned Employees, and will be responsible for the staffing services listed below.

- (a) Source, recruit, select, and hire Assigned Employees;
- (b) At TOC's expense, conduct an annual background check on all Assigned Employees;
- (c) Place Assigned Employees according to Customer's requirements;
- (d) Instruct Assigned Employees to verify time worked in TOC's timekeeping system;
- (e) Pay Assigned Employees their wages and provide them the benefits that TOC offers, inclusive of any government mandated benefits, as TOC employees;
- (f) Pay or withhold payroll taxes (e.g., FICA) and insurance premiums (e.g., Medicare) and fulfill its obligations for unemployment compensation (e.g., FUTA, SUTA);
- (g) Provide workers' compensation benefits and coverage for Assigned Employees;
- (h) Maintain Assigned Employees' personnel and payroll records related to their employment by TOC;
- (i) Comply with laws, rules or regulations applicable to providers of staffing services;
- (j) Require Assigned Employees to agree in writing to protect the confidentiality of Customer's proprietary information;
- (k) Require Assigned Employees to execute agreements that Customer requests regarding intellectual property developed by them in performance of their work for Customer;
- (l) Require Assigned Employees to acknowledge in writing that they have no right to participate in Customer's employee benefit plans;
- (m) Require Assigned Employees to comply with all rules and policies of Customer (e.g., those relating to premises access and security);
- (n) Make legally required employment law disclosures to Assigned Employees; and
- (o) Comply with the Patient Protection and Affordable Care Act ("Affordable Care Act") and its regulations, as applicable, and have established internal procedures to review and maintain its compliance with the Affordable Care Act.



A Kelly® Education Company

4) CUSTOMER'S RESPONSIBILITIES

As the recipient of TOC's staffing services, the Customer will be responsible for controlling the environment in which Assigned Employees perform their work, the details of their work, and, teaching board-approved curriculum and approved lesson plans. The Customer also will:

- (a) Promptly invite all Assigned Employees to apply with TOC and attend a training session, so that TOC may enter their information into the TOC database. If a large enough pool of the Customer's subbase does not sign up to work with TOC in the initial training sessions, the start date with TOC may have to be delayed;
- (b) Provide Assigned Employees with a safe and suitable workplace, including all required site-specific training related to the chemical, physical and biological hazards in the workplace, emergency procedures, safe use of equipment, school rules and protocols, policies and procedures regarding student disciplinary actions, and the confidentiality of student records and information;
- (c) Provide TOC with prompt notice of any injury suffered by an Assigned Employee;
- (d) Use Assigned Employees only in assignments that match the job descriptions for which TOC places them, and will not give duties to Assigned Employees that the Assigned Employee must perform outside of Customer's premises, and will take full responsibility for assignments or duties that differ from the Assigned Employees' mutually agreed upon job duties, responsibilities, work environment or location, unless mutually agreed to pursuant to paragraph 14(f) of this Agreement;
- (e) Notify TOC as early as possible (either, for example, prior to 6:00 a.m. or three (3) hours prior to the start of the class, through the protocols established by TOC for such notice, of the need for Assigned Employees for a given day; however, TOC and Customer recognize that the need for a substitute may occur later than anticipated and that in such cases, TOC will use its best efforts to find an Assigned Employee for such Customer requests;
- (f) Provide adequate internal controls, security and instructions for Assigned Employees;
- (g) Supervise the performance of Assigned Employees using the same degree of diligence used to supervise its own employees;
- (h) Assume responsibility for the conduct of the Assigned Employees when they are required to handle keys, cash, confidential information and records of students and the Customer's regular employees;
- (i) Not allow Assigned Employees to drive any students in any vehicle as part of their assignment;
- (j) Assume responsibility for driving related to the assignment, the use of any vehicle, training and safe use of machinery, and/or equipment used by Assigned Employees in connection with their assignment (except for workers' compensation claims);
- (k) Assume sole responsibility for any bodily injury claims asserted against TOC or its Assigned Employees by students, their parents or representatives, Customer personnel or business invitees, or other third parties (except to the extent that such claims are based on the negligence of TOC or the failure of TOC full time staff personnel to fulfill their obligations regarding the recruitment, screening, and hiring of the Assigned Employees);
- (l) Ensure that the Assigned Employees do not have sole custody of a single student, be solely responsible for supervising more than one classroom of students at a time, or administer or maintain custody of any student medications;
- (m) Provide TOC with prompt, written notice of any concern or complaint about the conduct of an Assigned Employee by the end of the same day that it learns of the concern or complaint, and permit TOC to actively participate in Customer's investigation of such a concern or complaint;
- (n) Provide TOC with written notice within one business day after the Customer learns of any formal or informal complaint, litigation, potential litigation, or an administrative or governmental charge, that involves an Assigned Employee, and permit TOC a reasonable opportunity to participate actively in the matter, as TOC sees fit;
- (o) Ensure that Assigned Employees do not work at heights, actively or competitively participate in any physical activities, exercises, competitive games or sports with students or other faculty members at any time, including in school gymnasiums, classrooms, or on the playground. In the event an Assigned Employee is assigned to a physical education class, physical activity shall be limited to non-participation instructional purposes only;
- (p) Ensure Assigned Employees who are placed at Customer through TOC shall not work directly for Customer, or a third party contracted by Customer, in any capacity where such Assigned Employees receive compensation during the same time period from TOC, Customer or third party;



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- (q) Provide a list of employees Customer has employed prior to this Agreement that Customer wishes to remain in pool of Assigned Employees placed by TOC to Customer. Customer shall provide a written list of such employees and may update said list, by written addition or deletion of all changes, as appropriate. If Customer utilized another vendor prior to this Agreement, Customer will make a good faith effort to produce a list of employees who provided services through such vendor;
- (r) Assume responsibility for the conduct of its own officers, employees, and agents; and
- (s) Comply with duties imposed on it by law, rule, or regulation.

5) CUSTOMER REPRESENTATIONS

The Customer represents and warrants that:

- (a) Its actions under this Agreement do not violate or overlap its obligations under any agreement that Customer has with any labor union;
- (b) TOC's responsibilities listed in this Agreement regarding screening, the payment of wages, and the provision of benefits to the Assigned Employees do not violate a policy or practice of the Customer;
- (c) The Customer has disclosed to TOC all screening requirements that Customer would use for the positions covered by this Agreement if the Customer were directly employing individuals in such positions;
- (d) When applicable, and if Customer, not TOC, is the recipient of the Assigned Employees' fingerprint background check clearance/suitability letter, Customer will provide TOC with the clearance information and any updated information in a timely manner;
- (e) The Customer has the right, power, requisite authorization and has satisfied any applicable procedural requirements necessary for it to be authorized to enter into this Agreement;
- (f) At the beginning of the school year, but at a minimum, not less than thirty (30) days prior, Customer will use best efforts to advise TOC of all scheduled professional development days;
- (g) Customer acknowledges that TOC is responsible for recruiting of Assigned Employees, however, Customer and TOC will collaborate on marketing, advertisement, and recruitment methods;
- (h) The Customer representative who is signing this Agreement has been delegated authority by the school board or district to execute this Agreement; and
- (i) The Customer neither requests nor requires that the Assigned Employees perform duties outside of Customer's premises (e.g., participate on field trips) unless TOC gives its written consent in advance.

6) INTELLECTUAL PROPERTY/ASSIGNED EMPLOYEES' DATA

All TOC and Customer intellectual property, including processes, procedures, trademarks and copyrights, are and shall remain the sole property of each respective party.

Customer will only use Assigned Employees' Data ("Assigned Employees' Data") being defined as personal information, including, but not limited to, Assigned Employees' identity, U.S. mail or email address, contact information, social security number, phone number or personal health information) in connection with Services provided by TOC in accordance with this Agreement. Customer acknowledges that Assigned Employees' Data is proprietary, personal and highly confidential, and Customer shall not disclose the information to any third parties unless legally required to do so. Should Customer determine that it may be legally obligated to disclose Assigned Employees' Data, Customer shall provide notice to TOC at least five (5) business days in advance of producing any such information.

7) BILLING & PAYMENT TERMS

(a) Invoices.

- i) The Customer will be invoiced for Assigned Employees only when they are confirmed for an assignment. (An assignment is confirmed when it is created in Absence Management; a confirmation number is assigned. If changes are made to the assignment before the Assigned Employee drives to the Customer location, TOC



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- will not pay the Assigned Employee nor invoice the Customer. However, if changes are made after the Assigned Employee drives to the Customer location, TOC or the Customer will try to re-assign them. If the Assigned Employee cannot be re-assigned, the Assigned Employee will be paid and the Customer will be invoiced for a half day.)
- ii) TOC will invoice Customer each week for all compensable time in accordance with applicable laws, including but not limited to hours worked on assignment, training, testing or screening completed by Assigned Employees after hire, at agreed-upon rates; the rates at which TOC will invoice the Customer (and any reimbursable expenses) are listed in Pricing Exhibit A. Service lines may be added by mutual agreement of the parties via amendment to this agreement and Exhibit A. Payment terms are net fifteen (15) days from receipt of TOC invoice. TOC reserves the right to charge past due accounts 1.5% interest per month from due date. Any dispute to an invoice must be communicated within fifteen (15) days of issuance of such invoice, or the Customer waives the right to object to the invoice and will be held accountable for payment.
 - iii) Customer will not use any kind of procurement card for payment to TOC.
 - iv) In the event of termination of this Agreement, Customer will pay TOC promptly for services performed up to the time of termination. If the Customer's rates are not set out in Pricing Exhibit A, TOC and the Customer will agree on rates at the time of an order, which TOC will record electronically in its systems.
- (b) **Disputed Amounts.** If this Agreement is terminated by TOC or Customer or Customer disputes any amount invoiced by TOC, TOC shall be timely paid (in accordance with the payment terms in Section 7 (a)) by Customer for all fees/services that are not in dispute. If Customer fails to pay TOC any fee when due, Customer shall be liable for a late charge equal to one- and one-half percent (1 ½%) per month on the outstanding amounts beginning on the due date and Customer shall be responsible for reasonable attorneys' fees incurred by TOC to collect the outstanding amount.
- (c) **Taxes.** Any sales or use taxes that apply to sales to Customer will be added to Customer's invoices as a separate item.
- (d) **Pricing Adjustments.** With a sixty (60) day prior written notice, TOC may adjust pricing:
- i. To reflect the impact of inflation upon our costs by an amount not to exceed the year over year change in the Consumer Price Index for the preceding 12 months; or
 - ii. If any law, regulation and/or policy is enacted that is applicable to either TOC or Customer that requires an increased and/or additional compensation and/or benefits to Assigned Employees, TOC may change the pricing for the current school year(s) contained in Exhibit A. The pricing in Exhibit A shall be adjusted to reflect the actual cost increase to TOC reasonably calculated on a direct or pro rata basis; or
 - iii. For changes in sales, use, or gross receipts taxes; or
 - iv. For changes in (A) the Customer's requirements (e.g., requisition, billing and invoicing processes; the introduction of third-party software systems and processes), (B) service levels, or (C) service delivery method; or
 - v. If market conditions dictate that TOC must pay a higher wage in order to attract Assigned Employees; or,
 - vi. To ensure that the pay rates comply with federal and state laws and regulations regarding minimum wages and overtime compensation.
- (e) **Record of Time Worked; Automated Scheduling.** Customer agrees to verify the Assigned Employee's time through TOC's online Customer Portal every Monday between 1 PM and 6 PM Central time. By approving the timecard, the Customer agrees that the hours submitted are accurate and the Customer is responsible for payment. If a timecard in the Customer Portal is not approved by 6 PM Central time Monday but was appropriately submitted, TOC will tacitly approve and process for payment, the Assigned Employee will be paid, and the invoice will be submitted for full payment by the Customer.



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- (f) **Expenses.** Expenses (e.g., mileage) and all costs and administrative fees associated with required screenings and drug tests will be charged to the Customer, passed through without mark up.

8) WORKERS' COMPENSATION AND LIABILITY INSURANCE

TOC will, at its own expense, provide and keep in full force and effect during the term of this Agreement the following kinds and minimum amounts of insurance:

- (a) **Workers' Compensation.** Workers' compensation statutory coverage as required by the laws of the jurisdiction in which the services are performed and includes alternate employer endorsement;
- (b) **Commercial General Liability.** Commercial general liability insurance with a \$1,000,000 combined single limit per occurrence and includes contractual liability and personal injury coverage;
- (c) **Umbrella Liability Insurance.** Umbrella liability insurance to be used in excess of the liability policies with \$15,000,000 combined single limit per occurrence; and
- (d) **Commercial Blanket Bond.** A commercial blanket bond with limits of \$3,000,000 in the aggregate per occurrence and includes coverage of employee dishonesty to the extent TOC failed in its responsibilities in Section 3 of the Agreement.

TOC will provide Customer with a certificate of this insurance coverage upon request.

9) INDEMNIFICATION BY TOC

- (a) TOC will indemnify, defend and hold harmless Customer and its directors, officers, employees and agents, from and against all demands, claims, actions, losses, judgments, costs and expenses (including reasonable attorney fees) (collectively "Damages") imposed upon or incurred by Customer to the extent arising out of any of the following:
 - i) TOC's failure to comply with its obligations under applicable employment-related laws, regulations or orders in TOC's capacity as the general employer of the Assigned Employees;
 - ii) Breach of any obligation of TOC contained in this Agreement; or
 - iii) Any direct claim for workers' compensation benefits for job-related bodily injury or death asserted against Customer by any TOC employees or, in the event of death, by their personal representatives.
- (b) TOC's obligation to indemnify, defend and hold harmless will not apply to: (i) indirect, special or consequential Damages, (ii) claims that do not result in a finally adjudicated claim of damages against Customer brought by a third party, (iii) the extent that Damages are due to Customer's failure to fulfill its duties under Section 4, (iv) the extent that any Damages, except for the payment of workers' compensation benefits, are the result of any negligent act or omission or intentional misconduct of Customer, its officers, employees or agents, or (v) the extent that Customer is required to indemnify TOC against such Damages under Section 10.

10) INDEMNIFICATION BY CUSTOMER

- (a) To the extent permitted by law, Customer will indemnify, defend and hold harmless TOC and its directors, officers, employees and agents from and against all damages imposed upon or incurred by TOC, other than for job-related bodily injury or death of an Assigned Employee, arising out of any of the following:
 - i) Customer's failure to comply with its obligations under applicable laws, regulations or orders; or
 - ii) Breach of any obligation of Customer contained in this Agreement;
- (b) Customer's obligation to indemnify, defend and hold harmless will not apply (i) to indirect, special or consequential damages or (ii) to the extent any damages are caused by any negligent act or omission or intentional misconduct of TOC, its officers, employees or agents.

11) NOTIFICATION OF CLAIMS

- (a) Customer and TOC agree (i) to notify each other in writing of any asserted claim within ten (10) days of either discovery of the occurrence upon which the claim may be based or learning of the claim, whichever occurs first, and



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- (ii) to permit TOC or Customer, as the case may be, to defend the claim at the option of the party against whom the claim is asserted, with counsel acceptable to such party, which consent will not be unreasonably refused.
- (b) Neither party will pay or agree to pay any asserted claim under this Agreement without prior written approval from the party against whom the claim is asserted, which approval will not be unreasonably withheld; provided that approval on behalf of TOC must be obtained from the TOC Law Department in Troy, Michigan.

12) TERM; TERMINATION

The term of this Agreement begins as of the date first shown above with a first date of service of 2/3/25 if all deadlines are met, and will continue in effect until canceled by either party upon allowing not less than sixty (60) days prior written notice to the other. TOC reserves the right to terminate this Agreement immediately in the event of non-payment. Further, TOC has the right to terminate this Agreement should any student or Customer employee physically or verbally assault or injure an Assigned Employee and Customer does not respond to the incident to TOC's satisfaction. In the event of termination, this Agreement will continue to govern the parties' rights and obligations with respect to services performed prior to termination.

13) NON-SOLICITATION

Unless otherwise agreed to in writing, neither party shall hire or solicit the employment of the other party's regular, full-time employees during the term of this Agreement and for a period of twelve (12) months thereafter. This provision shall not apply to a party's generalized recruiting practices.

14) MISCELLANEOUS

(a) Notices

- i) Any notices, consents or other communications required or permitted under this Agreement must be in writing (including telecommunications) and delivered personally or sent by e-mail or other transmission (with request for assurance in a manner typical with respect to communication of that type), overnight air courier (postage prepaid), registered or certified mail (postage prepaid with return receipt requested), addressed as shown on the first page of this Agreement.
- ii) Unless otherwise stated in this Agreement, notices, consents or other communications will be deemed received (a) on the date delivered, if delivered personally or by wire transmission; (b) on the next business day after mailing or deposit with an overnight air courier; or (c) three business days after being sent, if sent by registered or certified mail.

(b) Severability; Waiver

The invalidity or unenforceability of any provision of this Agreement shall not affect the validity or enforceability of any other provision of this Agreement. Any delay or waiver by a party to declare a breach or seek any remedy available to it under this Agreement or by law will not constitute a waiver as to any past or future breaches or remedies.

(c) Assignment

Neither TOC nor Customer may assign this Agreement without the prior written consent of the other party. TOC may use secondary vendors to fulfill any or all of its obligations hereunder without securing Customer's consent. This Agreement will be binding upon the parties hereto, and their successors, heirs and assigns, as permitted.

(d) Independent Contractor

In its performance of this Agreement, TOC will at all times act in its own capacity and right as an independent contractor, and nothing contained herein may be construed to make TOC an agent, partner or joint venturer of Customer.

(e) Force Majeure

No party shall be liable or responsible to the other party, nor be deemed to have defaulted under or breached this Agreement, for any failure or delay in fulfilling or performing any term of this Agreement (except for any obligations to make payments to the other party hereunder), when and to the extent such failure or delay is caused by or results



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from acts beyond the affected party's reasonable control, including, without limitation: (i) acts of God; (ii) flood, fire, pandemic, earthquake or explosion; (iii) war, invasion, hostilities (whether war is declared or not), terrorist threats or acts, riot or other civil unrest; (iv) government order or law; (v) actions, embargoes or blockades in effect on or after the date of this Agreement; (vi) action by any governmental authority; (vii) national or regional emergency; (viii) strikes, labor stoppages or slowdowns or other industrial disturbances; and (ix) shortage of adequate power or transportation facilities. The party suffering a force majeure event shall give notice within five (5) days of the force majeure event to the other party, stating the period of time the occurrence is expected to continue and shall use diligent efforts to end the failure or delay and ensure the effects of such force majeure event are minimized.

(f) Amendments

This Agreement may not be amended or supplemented in any way except in writing, dated and signed by authorized representatives of both parties.

(g) Counterparts

This Agreement may be executed in counterparts, each of which shall be deemed an original, but all of which together shall be deemed to be one and the same agreement. A signed copy of this Agreement delivered by facsimile, e-mail or other means of electronic transmission shall be deemed to have the same legal effect as delivery of an original signed copy of this Agreement.

(h) Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the State of MN without giving effect to any choice or conflict of law provision or rule.

(i) Entire Agreement

This Agreement, its exhibits (and any job descriptions signed by the Customer) are the entire understanding and agreement between the parties with respect to the subject matter covered, and all prior agreements, understandings, covenants, promises, warranties and representations, oral or written, express or implied, not incorporated in this Agreement are superseded.

Teachers on Call, a Kelly® Education Company

Hastings Public Schools

By: _____

By: _____

Name: _____

Name: _____

Title: _____

Title: _____

Date: _____

Date: _____



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EXHIBIT A – PRICING

FOR TEACHERS ON CALL, A KELLY® EDUCATION COMPANY

This Pricing Exhibit A is incorporated and made part of the terms of the Agreement between Teachers On Call, a Kelly® Education Company, and **Hastings Public Schools** dated October 23rd, 2024. The pricing set forth in this Exhibit A shall be effective from October 23rd, 2024 through June 30th, 2026.

1. Types of Assignments; Pricing

The Assigned Employees will be assigned to the following positions and at the following mark-ups:

Job Title	Daily or Hourly Pay Rate	Markup
Substitute Teacher <i>(full day rate)</i>	Set by Customer*	1.295
Substitute Teacher <i>(half day rate)</i>	Set by Customer*	1.295
Substitute Teacher – Retiree <i>(full day rate)</i>	Set by Customer*	1.295
Substitute Teacher – Special Ed <i>(full day rate)</i>	Set by Customer*	1.295
Substitute Teacher – Long Term <i>(full day rate)</i>	Set by Customer*	1.295

*As set forth in Exhibit C – Customer Information Sheet

- The Customer sets the daily and hourly rates for the Assigned Employees. The substitutes' rate must be market rate, comparable to neighboring districts, and meet minimum wage legislation
 - Substitute teachers are paid at a half day or full day rate [minimum four hours per assignment]
 - *A half day is four hours or less, and a full day is anything over four hours (rounded to the nearest 15-minute increment)*
 - Substitute paraprofessionals are paid at an hourly rate [minimum four hours per assignment and then in 15-minute increments]

2. One-time Set-up Fee

One-time Set-up Fee	Absence Management Transfer?
\$0	yes



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3. Orientation

Existing/transitioning substitute employees are expected to watch a recorded TOC orientation session.

4. Pricing for Hiring a Teachers On Call Assigned Employee

In the event the Customer chooses to hire an Assigned Employee – on a temporary or permanent basis, directly or indirectly, or at a subsidiary or related facility – the Customer agrees that the employee must complete a minimum of 480 hours at the Customer’s location as an Assigned Employee of TOC, or the Customer will pay a placement fee.

- There will be no placement fee if the Customer hires an Assigned Employee who was referred to Teachers On Call by the Customer, including Customer’s initial pool.

The fee schedule is set forth below:

< 480 hours worked	\$5,000 placement fee <i>*Amortized fee based on hours worked</i>
480+ hours worked	Fee Waived

TOC will not charge Customer a placement fee for transition of Customer recruited or transitioned employees.

Teachers On Call, a Kelly® Education Company

Hastings Public Schools

By: _____

By: _____

Name: _____

Name: _____

Title: _____

Title: _____

Date: _____

Date: _____



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EXHIBIT B – ABSENCE MANAGEMENT TECHNOLOGY ORGANIZATION ACCESS

This Exhibit B is incorporated and made part of the terms of the Agreement for Educational Staffing between Teachers On Call, a Kelly® Education Company (“TOC”), and Hastings Public Schools (“Customer”) dated 10/23/24 (“Agreement”).

Please select one:

Customer requests and authorizes the absence management technology vendor, Frontline’s Absence Management to set up the district in a new organization owned by TOC. Absence management technical support for Customer will be provided directly by TOC. Nothing in this Exhibit B precludes the district from utilizing any of Frontline’s other service lines where applicable.

Or

Customer requests and authorizes the absence management technology vendor, Frontline’s Absence Management to transfer the Customer’s organization to TOC effective 10/23/24 Ownership of the absence management platform, in conjunction with all the data contained within the absence management technology services, will be transferred to TOC. Absence management technical support for Customer will now be provided directly by TOC. Nothing in this Exhibit B precludes Customer from utilizing any of Frontline’s other service lines where applicable.

Given this implementation, effective 10/23/24 billing for Frontline’s absence management technology services will be managed by TOC for substitute teachers.

Hastings Public Schools

By: _____

Name: _____

Title: _____

Date: _____



EXHIBIT C – CUSTOMER INFORMATION SHEET

Hastings Public Schools

Main Contact for District: _____ Phone: _____ Email: _____

Currently utilizing an Absence Technology Platform: YES: NO: If yes, what system? _____

Number of Students: _____ Number of Teachers: _____

SECTION 1: SUBSTITUTE TEACHERS

District Need

- What is the average number of substitute teachers requested?
Per day? _____ Per week? _____
- What is the district's average fill rate for substitute teachers? _____

Pay Rates

- Please provide your current substitute teacher pay rate:

Teacher:	Full Day: \$_____	Half Day: \$_____
District Retiree Teacher:	Full Day: \$_____	Half Day: \$_____
Special Ed Teacher:	Full Day: \$_____	Half Day: \$_____

TOC pays substitute teachers for either a half day or a full day, as determined by the School District. All hours worked up to the half day cut-off hours are paid as a half day and all hours after are paid as a full day. When calculating overtime hours, paid time off, vacation time, sick time, holiday time and 30-minute meal breaks will not be considered.

Qualifications/Licensing

- Does your district accept day-to-day subs with the following licenses?
 - Substitute License/Certificate (If applicable)? YES: NO:
- Are there any positions that require specific skills and/or qualifications? YES: NO:
 - (i.e., speech/language pathology positions or male/female PE subs because of locker room arrangements)
 - _____



SECTION 2: LONG TERM SUBSTITUTES

Teachers On Call can assist your district with securing long-term substitutes in several ways. Our standard procedure for long term assignments is listed below, but keep in mind we can customize this according to your district preferences. We request information about long term needs 4-6 weeks before the position start date.

1. *District provides TOC with long term substitute request form, including details on position, qualification, dates, pay, etc.*
2. **If district has already chosen a candidate, TOC will follow up to start the candidate on the on-boarding process, if he or she is not already signed up with TOC.**
3. **If district has not already chosen a candidate, TOC will contact qualified substitutes from the current pool to determine interest and will also advertise/source externally if needed.**
4. *TOC will forward resumes of interested candidates to the school or district.*
5. *The school or district will take any additional screening steps they would like to with interested applicants (i.e., interviewing), and then select a candidate.*
6. *TOC will work with the school or district to get the assignment submitted on Absence Management.*

Pay Rates

- Long Term Teacher (Daily Rate): \$_____
 - How many days is considered long term? _____
 - Long term pay will begin on day 1
 - Additional notes:

- Long Term Para (Hourly Rate): \$_____
 - How many days is considered long term? _____
 - Long term pay will begin on day 1
 - Additional notes:

- Other Long-Term Needs (Rate): \$_____
 - How many days is considered long term? _____
 - Long term pay will begin on day 1
 - Additional notes:



Dress Code

- Teachers On Call expects substitute staff to follow a business casual dress code:
 - Men: Khakis or dress slacks are acceptable, with a dress shirt and sweater or sport coat
 - Women: Dress slacks or skirt, suit or dress, with appropriate blouse and sweater or jacket
 - ****NOT ACCEPTABLE:** Jeans, T-shirts, shorts, halters, sweats, etc. (unless you are in physical education)
- Are there any other instructions regarding dress code in your district that you would like communicated to substitutes?
 - If so, please send us your dress code so we can notify substitutes.

Calendar

- Please ensure that your academic and staff development calendars are up to date in the Absence Management system at all times.
 - If there are dates on which you can anticipate a higher-than-average number of substitute requests, please communicate this to your Client Services Contact

Do Not Hire List

- Is there anyone who should not be hired/activated in your district? Please provide a separate list.

*Best practice for substitutes in your **current pool** who should not be hired by Teachers On Call is to send them a notice informing them that they will not be invited to continue subbing with the district.*

Upon receipt of this information by Teachers On Call, this document will become a part of your contract agreement. Changes to this document may be submitted to Teachers On Call by the district in writing at any time during the term of agreement. Neither the district, nor Teachers On Call will alter or amend this document without written confirmation from both parties.

Teachers On Call, a Kelly® Education Company

Hastings Public Schools

By: _____

By: _____

Name: _____

Name: _____

Title: _____

Title: _____

Date: _____

Date: _____



516.5 OVERDOSE MEDICATION

I. PURPOSE

As a means of enhancing the health and safety of its students, staff and visitors, the school district will acquire, administer, and store doses of an opiate antagonist, specifically Naloxone (Narcan)¹, and administration devices or kits for emergency use to assist a student, staff member, or other individual believed or suspected to be experiencing an opioid overdose on school district property during the school day or at school district activities.

II. GENERAL STATEMENT OF POLICY

The school board authorizes school district administration to obtain and possess opioid overdose reversal medication, such as Naloxone to be maintained and administered to a student or other individual by trained school staff if the staff member determines in good faith that the person to whom the medication is administered is experiencing an opioid overdose. Authorization for obtaining, possessing and administering Naloxone or similar permissible medications under this policy are contingent upon: 1) the continued validity of state and federal law that permit a person who is not a healthcare professional to dispense an opiate antagonist to the school district and its employees by law; 2) that the school district and its staff are immune from criminal prosecution and not otherwise liable for civil damages for administering the opiate antagonist to another person who the staff member believes in good faith to be suffering from a drug overdose; and 3) the availability of funding either from outside sources or as approved by the school board to obtain and administer opioid overdose reversal medication.

III. DEFINITIONS

- A. **“Drug-related overdose”** means an acute condition, including mania, hysteria, extreme physical illness, respiratory depression or coma, resulting from the consumption or use of a controlled substance, or another substance with which a controlled substance was combined, and that a layperson would reasonably believe to be a drug overdose that requires immediate medical assistance.
- B. **“Naloxone Coordinator”** is a school district staff person or administrator appointed to monitor adherence to protocols outlined in this policy and referenced procedures. The Naloxone Coordinator is responsible for building-level administration and management of Opiate Antagonist medications and supplies.

¹ Naloxone is the medication that reverses an opioid overdose. Narcan® is the brand name for the intranasal applicator (nasal spray) form of naloxone. Naloxone usually refers to an intramuscular (IN+M) naloxone form that comes in a vial and is administered with a syringe, normally dispensed as an “IM kit.”

The school district's Naloxone Coordinator is [insert title of staff person appointed as coordinator].

- C. **“Opiate”** means any dangerous substance having an addiction forming or addiction sustaining liability similar to morphine or being capable of conversion into a drug having such addiction forming or addiction sustaining liability.
- D. **“Opiate Antagonist”** means naloxone hydrochloride (“Naloxone”) or any similarly acting drug approved by the federal Food and Drug Administration for the treatment of a drug overdose.
- E. **“Standing Order”** means directions from the school district's medical provider that sets forth how to house and administer Naloxone or other Opiate Antagonist medications to students, staff members or other individuals believed or suspected to be experiencing an opioid overdose. This Standing Order should include the following information:
 - 1. Administration type
 - 2. Dosage
 - 3. Date of issuance
 - 4. Signature of the authorized provider

IV. GENERAL STATEMENT OF POLICY AND RESPONSIBILITIES

- A. District Collaborative Planning and Implementation Team

To the extent Naloxone is obtained for use consistent with this policy, the school district will establish a district-wide collaborative planning and implementation team (“District Planning Team”) who will oversee the general development and operations related to the use of opiate antagonist Naloxone and regularly report to the school board as to its activities.

- 1. The District Planning Team will include the Naloxone Coordinator and may include the superintendent (or designee), school nurse, public health experts, first responders, student or family representatives, and community partners who will be assigned to the Team by the superintendent or designee or solicited as volunteers by the superintendent.
- 2. The District Planning Team, through the Naloxone Coordinator, will obtain a protocol or Standing Order from a licensed medical prescriber for the use of Naloxone or other Opiate Antagonist by school district staff in all school facilities and activities and will update or renew the protocol or Standing Order annually or as otherwise required. A copy of the protocol

or Standing Order will be maintained in the office of the Naloxone Coordinator.

3. The District Planning Team will develop district-wide guidelines and procedures and determine the form(s) of Naloxone to be used within the school district (nasal, auto injector, manual injector) and the method and manner of arranging for the financing and purchasing, storage and use of Naloxone to be approved by the school board. Once approved by the school board, these guidelines and procedures will be attached and incorporated into this policy. At a minimum, these guidelines and procedures will:
 - a. Ensure that when Naloxone is administered, school district employees must activate the community emergency response system (911) to ensure additional medical support due to the limited temporary effect of Naloxone and the continued need of recipients of additional medical care;
 - b. Require school district employees to contact a school district healthcare professional to obtain medical assistance for the recipient of the Naloxone, if possible, pending arrival of emergency personnel;
 - c. Direct school district employees to make immediate attempts to determine if the recipient is a minor and, if so, locate the identity of the parent or guardian of the minor and ensure contact with that parent or guardian is made as soon as possible after administration of the Naloxone for the purpose of informing the parent or guardian of the actions that have been taken; and
 - d. Require school district staff to inform the building administrator or other administrator overseeing an event or activity of the administration of Naloxone, as well as the Naloxone Coordinator, after taking necessary immediate emergency steps.
4. The District Planning Team will determine the type and method of annual training, identify staff members at each school site to be trained and coordinate the implementation of the training with the assistance of the Naloxone Coordinator.

B. Site Planning Teams

1. In consultation with the District Planning Team, the administrator at each school site may establish, in the manner the superintendent or Naloxone

Coordinator deems appropriate, a Site Planning Team within the school site.

2. The Site Planning Team will be responsible for the coordination and implementation of this policy, district-wide guidelines and procedures within the school site and will develop and implement any specific guidelines and procedure for the storage and use of Naloxone within the school site in a manner consistent with this policy and district wide procedures and guidelines.

C. School District Staff

School district staff members will be responsible for attending all required training pertaining to the policy, procedures and guidelines for the storage and use of Naloxone and performing any assigned responsibilities pursuant to the guidelines and procedures.

V. NALOXONE STORAGE

- A. The Site Planning Team will select numerous Naloxone storage locations within the school site and outside the school site when activities are conducted off school grounds (i.e., transportation services, field trips, etc.).
- B. The selected storage locations of Naloxone will be classified as non-public "security information" as the school board has determined that the disclosure of this data to the general public would be likely to substantially jeopardize the security of the medication that could be subject to theft, tampering, and improper use. Therefore, the identity of the storage locations will be shared only with those school district staff members whom the District Planning Team or Site Team have determined need access to this information to aid public health and safety as determined in the procedures and guidelines.
- C. Stock Naloxone will be clearly labeled, monitored for expiration dates, and stored in a secured location that is accessible by trained staff as set forth in paragraph V.B.

VI. Privacy Protections

The school district will maintain the privacy of students and staff related to the administration of Naloxone as required by law.

Legal References: *Minn. Stat. § 13.32 (Educational Data)*
Minn. Stat. § 13.43 (Personnel Data)
Minn. Stat. § 13.37 (General Nonpublic Data)
Minn. Stat. § 121A.21 (School Health Services)

Minn. Stat. § 121A.22 (Administration of Drugs and Medicine)
Minn. Stat. § 144.344 (Emergency Treatment)
Minn. Stat. § 151.37 (Legend Drugs; Who May Prescribe, Possess)
Minn. Stat. § 152.01 (Definitions)
Minn. Stat. § 152.02 (Schedules of Controlled Substances)
Minn. Stat. § 152.212 (Labeling of Prescription Drug Containers)
Minn. Stat. § 604A.01 (Good Samaritan Law)
Minn. Stat. § 604A.015 (School Bus Driver Immunity from Liability)
Minn. Stat. § 604A.04 (Good Samaritan Overdose Prevention)
Minn. Stat. § 604A.05 (Good Samaritan Overdose Medical Assistance)
Minn. R. Pt. 6800.4220 (Schedule II Controlled Substances)
20 U.S.C. § 1232g (Family Educational and Privacy Rights)

Cross Reference: *ISD 200 Policy 516 (Student Medication)*
Minnesota Department of Health Toolkit on the Administration of Naloxone

Policy Reviewed: 08.08.2024

Policy Adopted:

Policy Revised:

2024-2025 VISION CARD DATA

District-wide Goal					
What We Are Tracking	How We Are Measuring	2021-22	2022-23	2023-24	Trend Line
Engaged Learners	Student Achievement	MCA Reading Grades 3-8, 10	52%	53%	52%
		Fastbridge Screening Data (Literacy)	70%	74%	61%
		MCA Math Grades 3-8, 11	49%	50%	47%
		MCA Science Grades 5, 8 and HS	46%	43%	41%
		MCA Opt-Out			2.70%
		ACT Grades 11 and 12 (national average is 19)	22.4	21.4	21.9
		Graduation Rate (year lag time)	95.60%	94.50%	95% _(5-year rate)
	Passing Rates Grades 5 - 9 (students passing ALL classes)	76%	87%	88%	
	Achievement Gap	MCA Math, Reading, Science (Median of all groups)	Math -24.6 Rdg - 20.2 Sci - 20.5	Math - 26.8 Rdg - 21.3 Sci - 13.1	Math - 20.8 Rdg - 16.8 Sci - 9.4
		Secondary Credit Recovery (Credits earned)	649	720	542
		Student Enrollment: College In the Schools, Career & Tech, Advanced Placement, Chippewa Valley Technical College	CIS - 473 CTE - 2164 AP - 572 CVTC-NA	CIS -455 CTE -2081 AP -423 CVTC-405	CIS - 313 CTE - 1627 AP - 517 CVTC - 483
	PSEO Enrollment	Full Time/Part Time			57 _(19 FT/38PT)
	Student Attendance	Chronic Absences	9%	7%	7%
		I feel safe at school (grades 4-12)			89%
	School Perceptions Survey	I know my teachers care about me (grades 4-12)			89%
		Teachers treat me with respect (grades 4-12)			95%
		My teachers make their classes fun and interesting (grades 4-12)			83%
		If I were bullied, I would feel comfortable talking to someone (grades 4-12)			77%
	Mental Health	Survey: If I have a big problem, there's an adult at school I can talk to. (grades 4-12)			88%
		ELEM students accessing recurrent support services	97	124	170
		MS students accessing recurrent support services	100	320	*5343
		MS students participating in support groups	174	210	49
		# of times HS students accessed recurrent support services	6594	6095	6640
		HS students identified and met with due to Depression Screener	73	71	62
		HS Peer Helper contacts	2465	3388	3678
Student Participation In Activities/Athletics	Number of Students Participating in Secondary Activities/Athletics	1710	1624	**1382	
Staff Engagement	School Perceptions Survey: Staff	I feel safe at school			89%
		I feel supported by my supervisor/administrator when I make a decision			77%
		I feel comfortable sharing my input and concerns with my supervisor/administrator			74%
Most days, I look forward to going to work.				77%	
Highly Trained Certified Staff (Master's Degree or Higher)	Percentage of Highly Trained Staff	81%	81%	80%	
Family Engagement	School Perceptions Survey: Families	I feel welcomed in my child's school.			86%
		School staff treat my child with dignity and respect.			93%
		My child feels safe at school.			86%
		The school has high expectations for my child.			80%
		If my child breaks a rule at school, they are treated fairly.			90%
		School communication is timely and transparent.			81%
	Family Engagement / Untapped Families	Yearly Points of Contact/Engagement in School Activities	5 events	4 events	6 events Raider, Set, Go, EL Family Night, EL Picnic, AVID Family Night, Open Houses/Conferences (2)
Operational Efficiency	School Finance Award based on MDE criteria	Annually meeting the established criteria.			100%, awarded annually since 2008
	Building Conditions from School Perceptions Survey: Families	School facilities are clean and well-kept.			91%
	Technology	Overall satisfaction with technology support within district			97%
Community Engagement	Community Partnerships and Collaboration				Presentations/Engagement Events: 31
	Raider Update Metrics				184,977 views/year AVG 20,553 /month AVG 5138/week

NOTES: *23-24 increase reflects the first year of automated check-in system, **23-24 participation did not include student activity numbers.

**Approval of District 200 Donations - Public
July-September 2024**

<u>Date</u>	<u>Building</u>	<u>Description</u>	<u>Amount</u>
7/2/24	Middle School	6th Grade Fieldtrip MN Zoo	\$6,656.00
7/9/24	District Wide	SHIP Grant	\$126.81
7/9/24	High School	High School Donation	\$8.00
7/16/24	High School	High School Donation	\$8.00
7/16/24	High School	Girls Soccer HUDL	\$750.00
7/17/24	District Wide	Angel Fund Donation	\$12.75
7/23/24	High School	High School Special Education	\$1,388.00
7/23/24	High School	High School Faculty Scholarship	\$56.00
7/25/24	High School	Teen Litcon Transportation	\$540.00
8/1/24	Pinecrest	Pinecrest Donation	\$30.00
8/1/24	High School	Football Sports Drink Station	\$835.98
8/1/24	High School	Boys Lacrosse Coaches	\$3,229.50
8/6/24	District Wide	A gift from THRIVE for EL Learners	\$1,500.00
8/8/24	High School	JV Softball Coach	\$3,500.00
8/8/24	High School	Wrestling Poster Sponsor	\$125.00
8/8/24	High School	Wrestling Poster Sponsor	\$100.00
8/8/24	High School	Wrestling Poster Sponsor	\$125.00
8/8/24	High School	Wrestling Poster Sponsor	\$125.00
8/8/24	High School	Wrestling Poster Sponsor	\$125.00
8/8/24	High School	Wrestling Poster Sponsor	\$125.00
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8/8/24	High School	Wrestling Poster Sponsor	\$125.00
8/8/24	High School	Wrestling Poster Sponsor	\$125.00
8/8/24	High School	Wrestling Poster Sponsor	\$125.00
8/8/24	High School	Wrestling Poster Sponsor	\$125.00
8/8/24	High School	Wrestling Poster Sponsor	\$100.00
			\$1,325.00

8/20/24	High School	Golf Instructor	\$2,200.00
8/20/24	High School	Boys & Girls Basketball HUDL & New HUDL cameras	\$3,100.00
8/20/24	High School	Marching Band Cub Bagging Fundraiser	\$1,220.48
8/22/24	High School	Boys Soccer HUDL	\$750.00
8/22/24	High School	Volleyball HUDL	\$1,000.00
8/22/24	High School	Penny Pettit Memorial Scholarship	\$2,000.00
8/22/24	High School	Wally Pettit Memorial Scholarship	\$2,500.00
8/26/24	Middle School	Tax for Music Streaming PA system	\$47.16
8/26/24	High School	High School Faculty Scholarship	\$56.00
9/5/24	Pinecrest	Pinecrest Donation	\$11.50
9/6/24	High School	TCO Athletic Training Donation	\$5,000.00
9/9/24	Middle School	Donation for MS Band, Choir & Orchestra from Hootenanny	\$10,000.00
9/9/24	High School	Football HUDL	\$3,000.00
9/10/24	High School	Wrestling Poster Sponsor	\$125.00
9/10/24	High School	Wrestling Poster Sponsor	\$125.00
9/10/24	High School	Wrestling Poster Sponsor	\$125.00
9/10/24	High School	Wrestling Poster Sponsor	\$125.00
9/10/24	High School	Wrestling Poster Sponsor	\$125.00
9/10/24	High School	Wrestling Poster Sponsor	\$1,500.00
9/10/24	High School	Wrestling Poster Sponsor	\$125.00
9/10/24	High School	Wrestling Poster Sponsor	\$1,000.00
9/10/24	High School	Wrestling Poster Sponsor	<u>\$125.00</u>
			\$3,375.00
9/10/24	High School	Donation to the Marching Band program	\$500.00
9/10/24	High School	Marching Band Donation from Car Wash fundraiser	\$457.52
9/13/24	High School	Donation to the Marching Band program	\$500.00
9/16/24	Kennedy	Classroom Party	\$2,624.00

9/16/24	Kennedy	Donation for Kennedy's Music Program from Hootenanny	\$1,500.00
9/17/24	High School	Donation for Girls Hockey Equipment	\$972.00
9/17/24	High School	Donation for High School Football Equipment	\$1,978.20
9/17/24	Pinecrest	Pinecrest Donation	\$45.00
9/17/24	Pinecrest	Pinecrest Donation	\$30.00
9/17/24	Pinecrest	Donation for Pinecrest's Music Program from Hootenanny	\$1,500.00
9/17/24	McAuliffe	Classroom Party	\$2,832.00
9/17/24	Pinecrest	Classroom Party	\$1,435.00
9/19/24	Tilden, McAuliffe, Pinecrest, Kennedy	Classroom Library Donation	\$1,000.00
9/19/24	High School	Athletic Trainer for Scrimmage	\$175.00
9/20/24	Pinecrest	Classroom Party	\$180.00
9/20/24	High School	Friends of the LeDuc Scholarship	\$1,000.00
9/23/24	High School	Girls Hockey HUDL	\$1,000.00
9/24/24	High School	High School Faculty Scholarship	\$82.00
9/24/24	High School	Boys Lacrosse HUDL	\$750.00
9/25/24	High School	Donation for FCA Huddle, supplies, resources, food, camp, scholarships	\$1,375.00
9/25/24	Kennedy	Classroom Party	\$570.00
9/26/24	High School	High School Donation	\$8.00
9/27/24	High School	Baseball Field Improvements	\$16,031.47
9/27/24	High School	Boys Hockey HUDL	\$1,000.00

Total First Quarter Donations

\$91,771.37

In-Kind Donations - Values are approximate per information available

8/20/24	High School	20 Scientific Calculators & 240 boxes of Kleenex for student use	\$2,430.00
9/9/24	Elementary sites	School supplies to McAuliffe, Pinecrest & Kennedy	\$2,516.19
9/23/24	Elementary sites	School supplies to McAuliffe, Pinecrest & Kennedy	\$2,516.19

Donation Acceptance Resolution

I, _____, introduce the following resolution and move for 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 July 2024 to September 2024 have been generously donated.

_____ duly seconded the motion for the adoption of the foregoing resolution.

Voting in favor of the resolution:

Voting against:

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



Hastings Public Schools

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

BRIDGE TO SUCCESS

Dr. Tamara Champa
 SUPERINTENDENT

2024 Hastings School Board & Committee Future Meetings

This document is a list of all the dates for work sessions, board meetings, special meetings, and committee meetings.

Committee descriptions and members are listed below the list of meetings.

Any questions or concerns regarding meetings can be directed to LynDee Humble at 651-480-7013 or via email at lhumble@isd200.org.

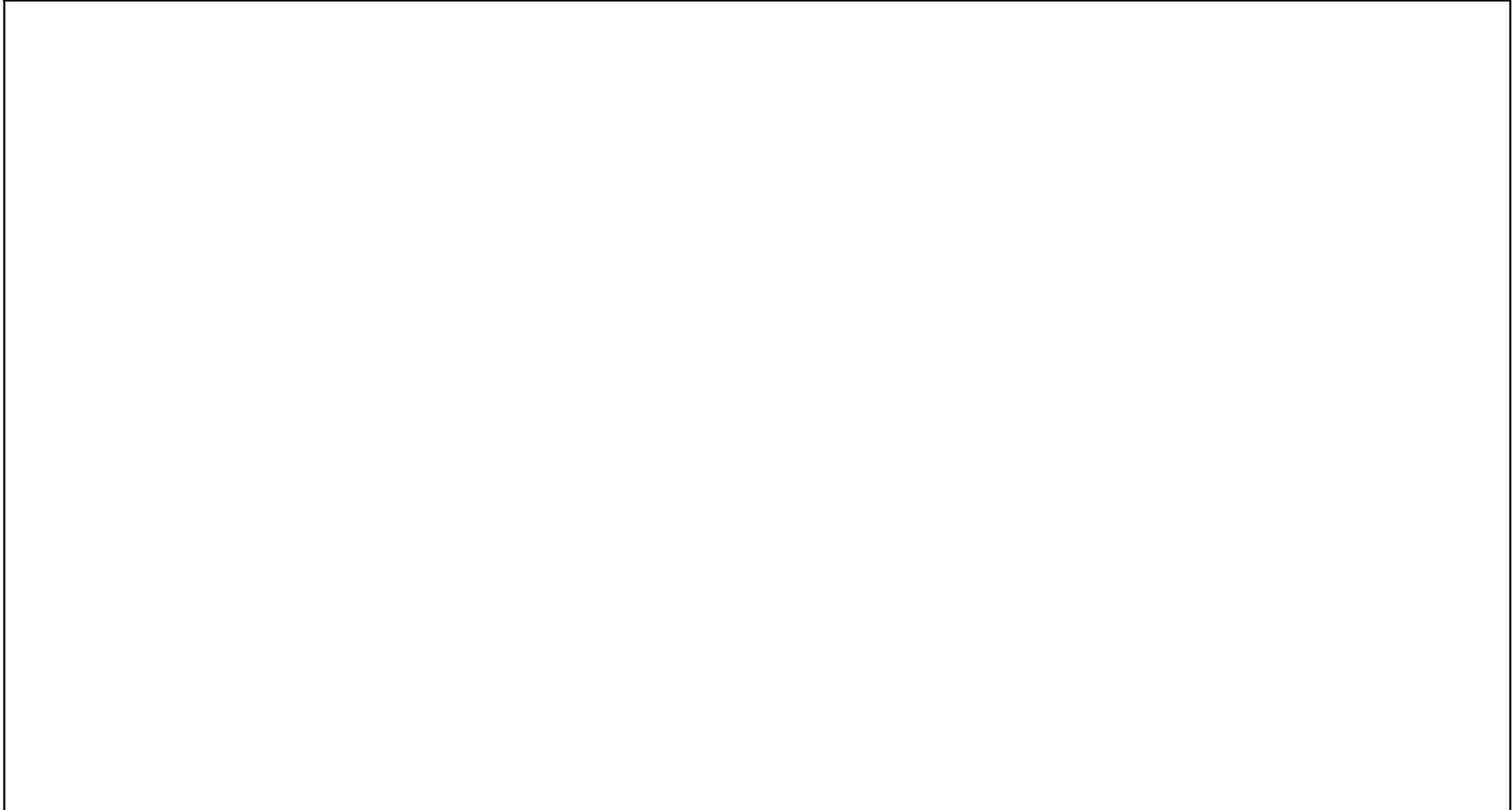
Color Key	Regular Board Work Session	Regular School Board Meeting Including Closed & Special Meetings	Community Collaboration Committee	Facilities Committee	Finance Committee	Policy Committee	Student School Board Committee
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Future Meeting Dates

Date	Time	Description	Board or Committee	Location
10.23.2024	6:00 PM	Regular Board Meeting	School Board	Hastings Middle School Media Center
11.01.2024	8:00-9:00 AM	Facilities Meeting	Facilities Committee	District Office Conference Room A
11.01.2024	10:00-11:00 AM	Policy Meeting	Policy Committee	District Office Conference Room A
11.04.2024	1:00-2:00 PM	Finance Meeting	Finance Committee	District Office Conference Room A
11.07.2024	6:00 PM	Regular Board Work Session	School Board	Hastings Middle School Media Center
11.15.2024	10:00-11:00 AM	Policy Meeting	Policy Committee	District Office Conference Room A

11.20.2024	6:00 PM	Regular Board Meeting	School Board	Hastings Middle School Media Center
12.04.2024	11:15-12:45 PM	Finance Meeting	Finance Committee	District Office Conference Room A
12.05.2024	6:00 PM	Regular Board Work Session	School Board	Hastings Middle School Media Center
12.09.2024	12:00 noon to -1:00 PM	Policy Meeting	Policy Committee	District Office Conference Room A
12.18.2024	6:00 PM	Regular Board Meeting	School Board	Hastings Middle School Media Center



Community Collaboration Committee (3)

Purpose Statement: *The Community Collaboration Committee is a link between the Hastings School District and the ISD 200 community. The committee focuses on identifying avenues to continuously improve the district's communication process for increased transparency and to better articulate the district's goals with its stakeholders. The committee seeks opportunities for shared learning, knowledge, awareness, experience, and growth to create a stronger, more united community.*

Committee Members: Jenny Wiederhold-Pine (Chair) :: Matt Bruns :: Phil Biermaier :: Tammy Champa

Facilities Committee (2)

Purpose Statement: *The mission of the Facilities Committee is to provide strategic guidance of substantial facilities investment activities on behalf of ISD 200. The Committee will support sustainability, transparency, and equity throughout the School Board and the community at large. This will in turn enhance public confidence in the district's ability to effectively manage, maintain and improve District facilities through communication of the results of its work to the School Board and by educating the public regarding the facility usage, condition and outlook for the District.*

Committee Members: Melissa Millner (Chair) :: Mark Zuzek :: Jen Seubert :: Tammy Champa

Finance Committee (2)

Purpose Statement: *The mission of the Finance Committee is to provide strategic guidance of budget and financial activities on behalf of ISD 200. The Committee will support sustainability, transparency, and equity for the School Board and the community at large.*

Committee Members: Mark Zuzek (Chair) :: Carrie Tate :: Jen Seubert :: Tammy Champa

Policy Committee (3)

Purpose Statement: *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.*

Committee Members: Jessica Dressely (Chair) :: Mark Zuzek :: Carrie Tate :: Tammy Champa :: Guests as determined by policy review

Student School Board Committee (3)

Purpose Statement: *The school board believes that the views, insights, and suggestions of student representatives on the school board can be an advantage to the school board in its decision-making role. The Student School Board Committee will focus on identifying, interviewing, and recommending student representatives to serve on the school board.*

Committee Members: Jessica Dressely (Chair) :: Melissa Millner :: Matt Bruns :: Tammy Champa

917 REP (1)
Commitment: Typical 1 meeting per month

Mark Zuzek

RELICENSURE COMMITTEE REP

Philip Biermaier

MSHSL REP (1)

Jenny Wiederholt-Pine

AMSD Liaison (1)

Matt Bruns

BRIGHTWORKS (1) If appointment is open

Jessica Dressely

Native American Parent Advisory Committee Liaison

Matt Bruns
Backup - Jessica Dressely