

Hastings Area Public Schools - ISD 200

School Board Meeting Agenda

Wednesday, January 28, 2026
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**
- IV. **Recognition of Visitors**
- V. **Raider Spotlight**
 - Hastings Rotary Students of the Month Recipients:
 - Sebastian Strauss, Fiona Myers, Ryder Ashcraft, Bobby Wargo
 - MSHSL Recognition:
 - ExCEL Award - Maddie Paulson and Eli Handrich
 - Triple "A" Award - Josephine Bauer and Parker Stoltz
- VI. **Public Comment Session**
- VII. **Reports and Discussions**
 - a. Student School Board Representative Updates
 - b. Superintendent Report
 - c. Hastings High School Course Guide & Website Presentation
 - d. State Representative Tom Dippel and Hastings Public Schools District 2026 Legislative Priorities Discussion
 - e. Building Construction Fund Project Update
 - f. Legal: Data Request Update
 - g. MSBA Leadership Conference Recap 2026
 - h. School Board Representatives/Committees
 - i. ISD 917 School Board Representative Update
 - ii. AMSD Update
 - iii. Community Collaboration Committee Update
 - iv. Finance & Facilities Committee
 - No meeting held since last update.
 - v. Joint Powers Committee Update
 - vi. NAPAC Committee Update
 - vii. Student School Board Committee Update
 - No meeting held since last update.
 - viii. Policy Committee Update
 - i. Policies
 - i. First Readings
 - 713 Student Activity Accounting
 - ii. Second Readings
 - 520 Student Surveys
 - 807 Health and Safety
 - 901 Community Education Advisory Council
- VIII. **Action Items**
 - a. Consent Agenda
 - i. Approval of the Minutes from the:
 - 01/05/2026 Organizational Meeting

- ii. Bills Payable
- iii. Personnel Report
- iv. Policies for Approval after Third Reading
 - 511 Student Fundraising
 - 527 Student Use and Parking of Motor Vehicles; Patrols, Inspections, and Searches
 - 712 Video Recording
- v. Quarterly Fundraising Approvals
- b. Items for Individual Action
 - i. SHIP Grant Approval
 - ii. 2026 Hastings Public Schools Legislative Priorities
 - iii. Revised Taher Contract
 - iv. Donations
- IX. **Future Meetings**
- X. **Adjournment**



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

January 28, 2026 Student Representative Reports

Avery Durfee

McAuliffe Elementary

- Jan 9th - Staff had Wit & Wisdom Coaching Day
- Jan 16th - Kindergarten Classes had a very educational Farm Presentation made by local farmers
- Jan 16th - 4th Graders attended a wonderful Music Demo concert at HHS, big thanks to the HHS band, choir, and orchestra!
- Jan 20th - McAuliffe hosted "Countdown to Kindergarten" for incoming Kindergarteners, it consisted of teaching & learning and they did 3 Literacy Presentations
- Jan 21st - 2nd Grade had "The Works" School Visit - Students got to experience being engineers and designed dwellings to match different geographical locations



- Jan 22nd & 29th - 3rd Grade has a very exciting NASA Ambassador Visit!
- Jan 27th - Staff had Catalyst AM PD (7:45 - 8:25 am) & Coaching Day
- Jan 30th - Hanson's Class hosts creative Kindergarten Plays!
- Jan 30th - McAuliffe PTC hosting exciting Family BINGO Night!

Pinecrest Elementary

- **January 8** - Carpenter Nature Center provided the Adaptations program for each first-grade classroom
- **January 9** - Carpenter Nature Center presented the Animals of the St. Croix presentation for the whole school
- **January 16** - 4th-grade students attended a music demo concert at Hastings High School



- **January 21** - 4th-grade students attended a Science Museum Assembly (Engineering) at Hastings Middle School
- **January 21** - 2nd-grade students attended a Science Museum Assembly (Dinosaurs) at Hastings Middle School
- **January 22** - Countdown to Kindergarten event was hosted for incoming kindergarten students
- **January 30** - Family Bingo Night

Aidan Suarez Garcia

Hastings High School



During January, students have had all sorts of activities. Students started off the month by reviewing, going into finals, which is always a stressful time, especially for the freshmen. However, our Link Crew hosted their annual Cocoa and Cram. This gives students time to study, connect with teachers, and enjoy some hot chocolate during this chilly season. Then, another great thing from our Link Crew was the Courage Retreat for the 7th graders, where we hosted Youth Frontiers at two locations - Crossroads and Our Savior's, both churches in town. I was at the Crossroads church with Student Representative Henson, where we both got to see kids engage with the topic of being courageous in their own lives.

Music

In the Music Department, they had their annual concert for the 4th graders. During this concert high school students demonstrated their instruments and even had the Select Choir Sing into the Unknown from Frozen to them. This is a great opportunity to introduce music into these kids' lives and hopefully have them join our strong music department. And this Wednesday, Hastings Riverside Company will perform for the 8th Graders for a similar purpose. Lastly, there was the MEC Band Concert and Mahtomedi this past Sunday, where we had many of our students participate.



Girls Wrestling

The girls' wrestling team recently captured the Minnesota High School Coaches Association Team Dual State Championship. While female wrestlers can currently compete in the Minnesota State High School Individual Tournament, team duals have not yet been incorporated into the official state high school league events held later in February. As a result, the Coaches Association sponsors a separate team dual tournament for girls. Sixteen teams entered the event with full varsity rosters, and the Raiders earned the third seed before winning four consecutive matches to secure the team title.





Hockey Day Minnesota

Hockey Day Minnesota was a tremendous success despite extremely cold weather conditions. Both the girls and boys junior varsity teams competed at the United Heroes League site on Monday, while the varsity girls and boys teams participated in games on the official Hockey Day Minnesota event on Saturday. Sincere appreciation is extended to the United Heroes League, the Hockey Day Minnesota Committee, and the entire Raiders hockey community for providing an outstanding and memorable experience for our teams and the local community.

Coach Recognition

Jason Koch was recently honored by the Minnesota Football Coaches Association with the prestigious Butch Nash Award, which recognizes an assistant coach for exemplary service. In addition to his roles as an HHS science teacher, head girls track and field coach, and director of the Raiders Express summer strength and speed program, Mr. Koch has served as a Raiders varsity football assistant coach for 19 seasons, including 17 years as the team's offensive coordinator.

Youth In Government

For those who do not know what Youth In Government is, commonly referred to as YIG, it is exactly what it sounds like. Over the course of four days, kids from all across the state come together to this convention, where they act as real Senators, Representatives, Lobbyists, the media, Lawyers, and Judges. YIG is a great place for students to learn and engage in politics from an earlier starting point. And I am proud to say that every student Representative here is a part of YIG. Some things to highlight from this year's convention are Jen being the Head of District Courts and being an amazing leader through all of the difficult scheduling issues, plus her background in the courts program area. Gabriel Peterson was the State Issue Executive Director, where he combined many bills to create a comprehensive bill that solved financial inequalities. Matthew Maulucci and I achieved the servant leader award for our "outstanding work and dedication to the District Courts. Finally, Anika Reis for being newly elected to the Lieutenant Governor position for next year's conference.



ALP

During Quarter 2, students engaged in a variety of hands-on and culturally enriching learning experiences across subject areas. In Chemistry, students concluded the quarter with an interactive lab activity by making ice cream, reinforcing scientific concepts in a fun and memorable way. For example, they made homemade ice cream!

In science and life skills learning, students explored plants by learning how to grow spider plants, gaining practical knowledge about plant care and reproduction.

As part of our social studies and cultural studies curriculum, students were introduced to games from different cultures, allowing them to learn about global traditions through interactive play and collaboration.

Students also participated in a seasonal creative activity by decorating stockings, which were then “hung by the chimney with care,” helping foster school spirit and creativity during the winter season.

In enrollment updates, HAHS welcomed six new students for the second semester, while two students successfully graduated at the conclusion of the first semester. Hastings Online Academy continues to grow and now serves over 100 full- and part-time students.



Jen Behnke

Hastings Middle School

We had a jam-packed month at the Middle School!

- Starting with some things from the end of December:
 - HMS PTO (Parent-Teacher Organization) organized volunteers and donations to make for a very fun Jingle Bingo!
 - Students were welcomed back after winter break with a reinforced motto: small choices can create big changes.

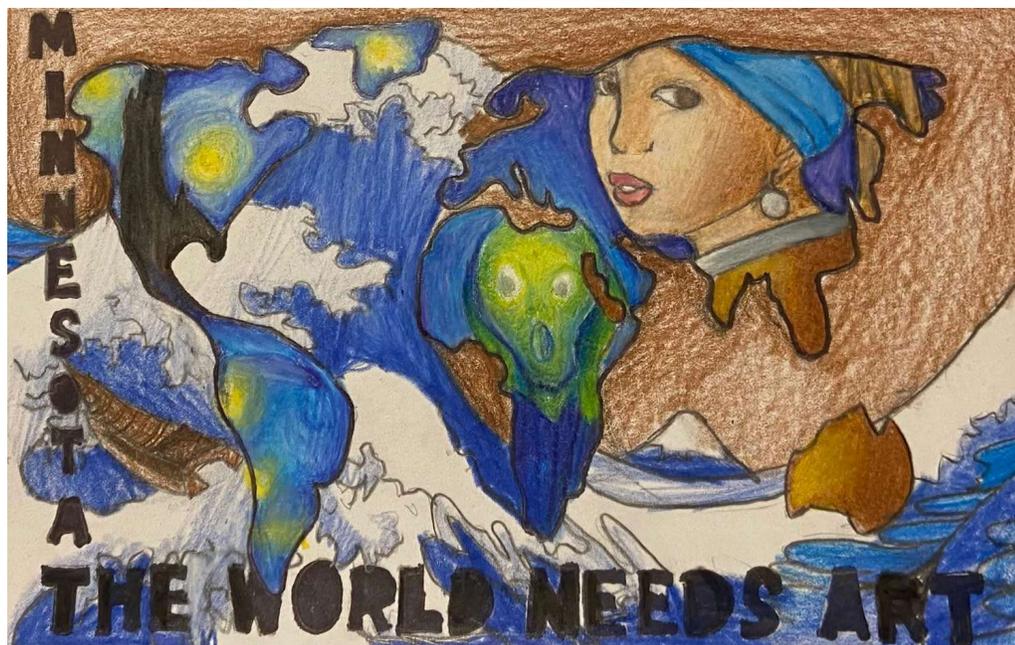
Small Choices can Create Big Changes



- The HMS Unified Phy Ed class held a Secret Santa! The unified class brings together general and special education students to work together on sports, fitness, and healthful activities, so all students can learn the importance of teamwork, leadership, and to create a welcoming environment.



- The 7th graders participated in the Youth Art Month Minnesota State Flag Design Competition through Art Educators of Minnesota. Two of the middle school's designs placed first and third in the middle school division!!! The first place flag will be printed and flown in Chicago to represent Minnesota at the NAEC.
 - The 7th graders have their designs on display at the Pleasant Hill Library for a month-long showcase!



- Last week, 7th graders had so much fun at the Courage Retreat! Hosted by Youth Frontiers and led by HS Link Leaders, it was a day of High Energy and connection. Students work in both large- and small-group discussions to understand a few objectives: Identify their everyday fears, commit to act with courage to make the school and community a better place, and remove social barriers between themselves and their peers.



- Finally, students in the drama club have been hard at work on their production of *How to Get Away With a Murder Mystery*, which will be performed this Thursday and Friday!

Shyla Henson

Kennedy Elementary

- Visit from Carpenter Nature Center
 - First Graders had the opportunity to learn about animal adaptations from the classroom



- Dress for the weather!!!
 - Remember to provide snow pants and snow boots for recess
 - For assistance in getting cold weather gear, reach out to the School Social Worker



- Count down to Kindergarten - January 22nd
 - 2026-2027 Kindergarteners had the opportunity to tour the school and visit future Kindergarten teachers
- Help provide snacks!
 - If you are willing, Kennedy takes snack donations for snack time from 7:30 am and 4pm in the main office
- Grinch Day!
 - The Grinch welcomed students and visited every classroom



- Kindergarten Gingerbread Day



Tilden

- Lifeworks mentorship program with preschoolers
 - Lifeworks is a program for people with disabilities, have mentored the preschoolers on the art work and techniques they use
 - The preschoolers were inspired and created their own reindeer paintings based off the ones made by those at Lifeworks





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Hastings School District 2026 Legislative Priorities

To continue our ability to provide high quality learning environments that maximize every student's potential, the Hastings School District has established the following priorities for the 2026 legislative session.

Non-Revenue Priorities:

- Reduce Mandates and Restore Local Control
- New mandates that increase costs to districts or budget reductions that impact districts must have a fiscal note and must be enacted by March 1 of the current legislative year or delay enactment until July 1 of the following school fiscal year to allow district staffing and program adjustments.
- Preserve the standards for restrictive procedures outlined in 125A.0942, and permit limited removal time within non-exclusionary discipline to support effective reentry planning and maintain safe classrooms.
- Repeal requirements that school boards negotiate e-learning days, student testing, and student-to-staff ratios.
- Allow school boards, by Board resolution, to transfer balance surpluses of non-federal funds between district operating accounts, to meet financial needs without the need for additional aid or levy authority.

Funding Priorities

- Repeal summer-term Unemployment Insurance and Paid Leave, or fully fund both programs to cover employer premiums and substitute staff costs associated with the benefits.
- Repeal the contingent \$250 million cut to special education cross-subsidy reduction aid scheduled for the 2028–29 biennium.
- Strengthen the College & Career Readiness program to ensure financial stability, academic rigor, student support, and preparation for success after high school by allocating targeted funds to fully implement Minnesota Statutes, section 127A.70 Minnesota P-20 Education Partnership, subdivision 2a.

Building Construction Fund Projects as of 12/31/2025

	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	10,396	(86,230)	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
Replace High School Carpet (Phase III)	74,471	-	-	-	74,471	-	Complete
High School TuckPoint (split from HS Deferred Maintenance)	237,075	236,791	236,791	-	284	0	Complete
Door & Glass Improvements (Middle School split w/LTFM)	432,738	380,393	380,393	33,445	-	18,901	Complete
Grounds/Site Improvements (split w/Capital)	500,000	464,605	464,605	35,265	222	(92)	Complete
Safety & Security Improvements	576,468	424,152	424,152	70,553	17,193	64,571	Complete

Radio Replacement	100,000	-	-	-	100,170	(170)	Complete
Contingency	2,007,858	-	-	-	-	2,007,858	Contingency
Reallocations from/to projects	(9,731,222)	-	-	-	-	(9,731,222)	Reallocation
Interest Earnings		-	-	-	-	2,650,263	Interest Earnings
Subtotal	47,847,918	42,316,814	42,312,815	3,239,633	4,539,525	406,208	

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	
Interior Locks Allowance-Door Hardware Upgrades	420,000	379,619	271,288	37,755	2,026	108,931	In Process
High School Deferred Maintenance (Storefront/Shower Valves)	264,386	227,515	219,484	36,172	242	8,488	In Process
Middle School Pod Redesign	235,000	57,045	57,045	-	154,523	23,432	In Process
Subtotal	919,386	664,179	547,817	73,927	156,790	140,851	

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	
Subtotal	-	-	-	-	-	-	In Design

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	
Flexible Learning Furniture	600,000	-	-	-	582,905	17,095	Not Completed
Subtotal	600,000	-	-	-	582,905	17,095	

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	42,980,994	42,860,632	3,313,560	5,279,221	564,154	
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Complete and In Process (does not include contingency) 56,490,668
Project Total 49,367,304
% 114%

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

WORKSESSION

COMMUNICATIONS

January Update from Student Services
Updates from Member Districts
Visitors' Opportunity to be Heard (None)
Updates from Member Districts
Updates from Student Services

INTEGRITY

Review Board Self-Evaluations

COLLABORATION

Review Memorandum of Agreement with Member Districts

BOARDMEETING

COMMUNICATIONS

Approved consent items
12/9/25 Minutes
Policy 512 School-Sponsored Student Publications and Activities Final Reading
Personnel:

NEW HIRES:

Daisy Kramer, Education Support Professional, effective January 5, 2026.
Camila Mesa, Education Support Professional, effective January 5, 2026.
Olivia Ohmann, Education Support Professional, effective January 5, 2026.
Emily Wagner, Licensed Social Worker, effective December 8, 2025.

RE-HIRES:

Jennifer Thames, Teacher, effective January 5, 2026.

CHANGE IN STATUS:

LEAVES OF ABSENCE:

RESIGNATION & TERMINATIONS:

Arnisha Adams, Education Support Professional, effective December 2, 2025.
Nicole Broadwater, Education Support Professional, effective December 19, 2025.
Yolandita Colon, Education Support Professional, effective December 5, 2025.
Ashley Depover, Education Support Professional, effective December 15, 2025.
Samiya Yusuf, Education Support Professional, effective November 25, 2025.

RETIREMENT:

INTEGRITY

No new policies this month
Oath of office was administered to appointed Board Members Dawn Steigauf, from Bloomington, and Kyle Christensen, from Farmington, by Melissa Torres

Election of Officers:

- Board Chair: Cindy Nordstrom
- Vice-Chair: Mark Zuzek
- Clerk: Kim Baker
- Treasurer: Byron Schwab

School Board Dates were set for 2026. (Posted online)

The St. Paul Pioneer Press was designated as the district's official newspaper.

School Board Salaries were set for 2026.

School Board committees for AMSD and MSBA were set with Mark Zuzek as representative.

Approve 2026 Strategic Plan Proposal

STEWARDSHIP

Approve Bills, Wire Transfers, Investments, Aged Receivables, Other Earnings, and Temporary Work Agreements

PERSONALIZATION

Approve Education Support Professional Week Recognition and Resolution



Association of Metropolitan School Districts

LEGISLATIVE PLATFORM

2026

AMSD recognizes that the biennial budget was set last session. However, inflation continues to outpace general education revenue, and recent legislative changes have created instability in key funding streams. Safe Schools and Local Optional Revenue have been frozen for a decade, changes to the compensatory formula have created funding cliffs for many school districts, and a contingent \$250 million cut to special education cross-subsidy reduction aid would erase inflationary increases to the basic formula. Given the state's current fiscal landscape, AMSD identifies both immediate and



ongoing priorities essential to sustaining high-quality education.

IMMEDIATE PRIORITIES

ENHANCE SCHOOL SAFETY

- Increase the Safe Schools levy to \$100 per pupil for school districts and \$35 per pupil for intermediate and cooperative districts.
- Permit limited removal time within non-exclusionary discipline to support effective reentry planning and maintain safe classrooms.
- Strengthen secure gun storage requirements.

STABILIZE COMPENSATORY FUNDING

- Hold districts harmless from revenue losses resulting from recent compensatory formula changes until recommendations from the Compensatory Revenue Task Force can be implemented.

MODERNIZE PERMANENT SCHOOL FUND DISTRIBUTIONS

- Support a constitutional amendment to adopt a percentage-of-market-value distribution model that provides predictable funding while protecting long-term trust assets.

REEVALUATE MINNESOTA'S ASSESSMENT SYSTEM

- Establish a blue-ribbon commission to redesign Minnesota's assessment system, focusing on balanced, student-centered measures and exploring the replacement of high school MCAs with a nationally recognized college entrance exam.
- Modernize hours-of-instruction requirements so students can earn credit for learning that occurs beyond traditional settings.





Association of Metropolitan School Districts

ONGOING PRIORITIES

While acknowledging fiscal constraints, AMSD believes the following priorities remain critical to the long-term success of students and school districts:

Stabilize Education Funding

- Repeal the contingent \$250 million cut to special education cross-subsidy reduction aid scheduled for the 2028–29 biennium.
- Increase Local Optional Revenue to \$979 per pupil to restore purchasing power lost to inflation and index it to the general education formula.
- Strengthen the PSEO program to ensure financial stability, academic rigor, student support, and preparation for success after high school.

Reduce Mandates and Restore Local Control

- Repeal requirements that school boards negotiate e-learning days, student testing, and student-to-staff ratios.
 - Allow school boards to renew a capital project levy at the existing rate following a public hearing.
 - Fully fund or repeal summer unemployment insurance for non-licensed staff.
 - Provide funding for employer premiums and substitute staff costs associated with the Paid Leave program—or exempt school districts.
 - Expand school board flexibility to transfer non-federal fund surpluses among operating accounts.
-

ABOUT AMSD

The Association of Metropolitan School Districts represents 49 K-12 school districts and six intermediate / cooperative districts. AMSD member school districts enroll more than one-half of all public school students in Minnesota, with the mission to lead the transformation of public education. AMSD stands ready to assist state policymakers by providing current research and data to help them make informed decisions.

CONTACT AMSD

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lori@amundsonstrategies.com

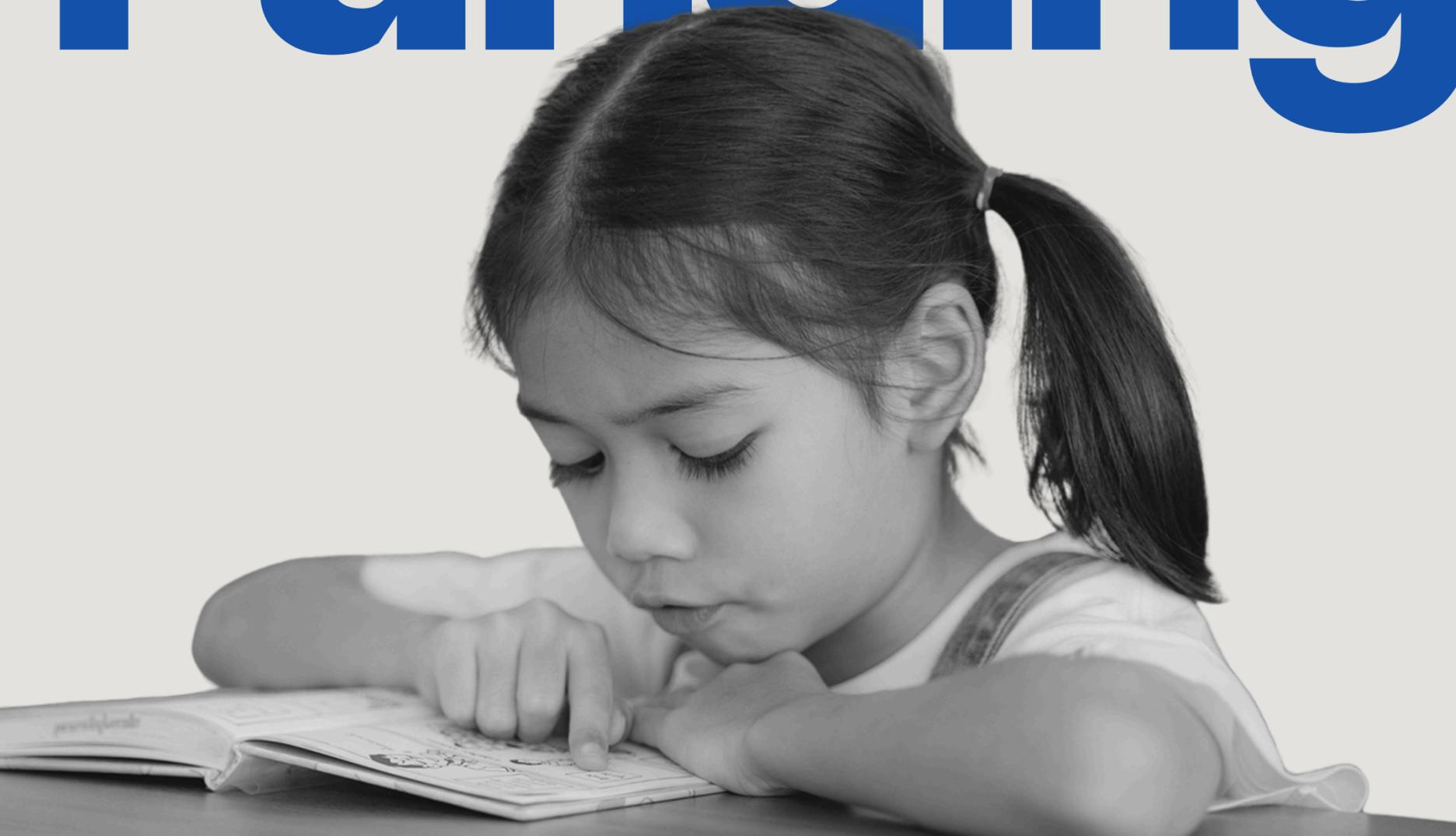
AMSD MEMBER DISTRICTS

Anoka-Hennepin School District • Bloomington Public Schools • BrightWorks • Brooklyn Center Community Schools • Buffalo-Hanover-Montrose • Burnsville-Eagan-Savage School District 191 • Centennial School District • Columbia Heights Public Schools • Duluth Public Schools • Eastern Carver County Schools • Eden Prairie Schools • Edina Public Schools • Elk River School District ISD #728 • Farmington Area Public Schools • Forest Lake Area Schools • Fridley Public Schools • Hastings Public Schools • Hopkins Public Schools • Intermediate School District #287 • Intermediate School District #917 • Inver Grove Heights Schools • Lakeville Area Public Schools • Mahtomedi Public Schools • Mankato Area Public Schools • Minneapolis Public Schools • Minnetonka Public Schools • Mounds View Public Schools • North St. Paul-Maplewood-Oakdale School District • Northeast Metro Intermediate School District #916 • Northwest Suburban Integration District • Orono Schools • Osseo Area Schools • Perpich Center for Arts Education • Prior Lake-Savage Area Schools • Richfield Public Schools • Robbinsdale Area Schools • Rochester Public Schools • Rockford Area Schools • Rosemount-Apple Valley-Eagan Public Schools • Roseville Area Schools • Shakopee Public Schools • South St. Paul Public Schools • South Washington County Schools • SouthWest Metro Intermediate District • Spring Lake Park Schools • St. Anthony-New Brighton Independent School District • St. Cloud Area School District 742 • St. Louis Park Public Schools • St. Michael Albertville Schools • Saint Paul Public Schools • Stillwater Area Public Schools • Wayzata Public Schools • West St. Paul-Mendota Heights-Eagan School District • Westonka Public Schools • White Bear Lake Area Schools

Education Funding in MN

AN EQUITABLE SOLUTION
TO THE FUNDING CRISIS

PRESENTED BY
**SADIE STOWERS, DANI BAIG,
ISABEL CHEN, & JACK ERRINGTON**



TODAY'S AGENDA

CONTEXT

SOLUTIONS CONSIDERED

PART I

PART II

IMPLEMENTATION

SUMMARY

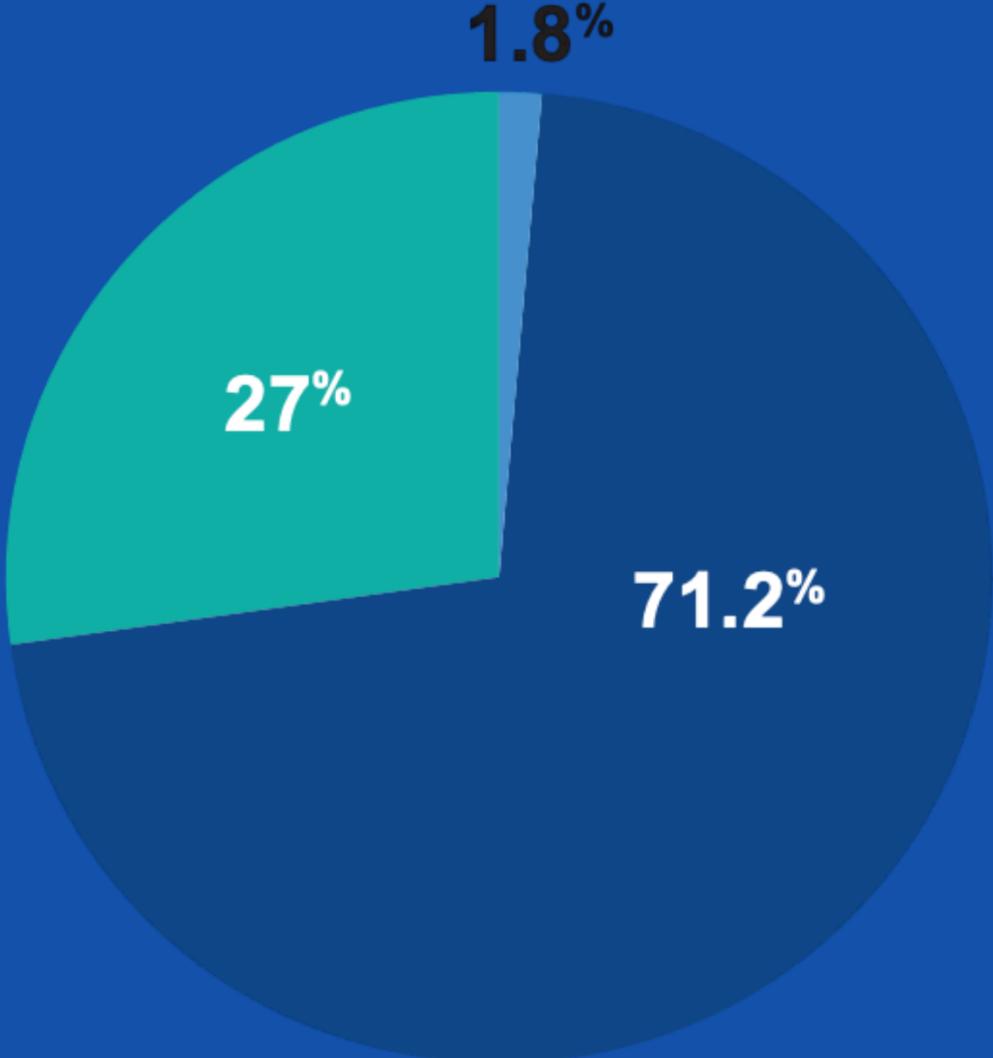
HOW DOES MN SCHOOL FUNDING WORK?

Three Layers of Funding

- Compensatory Funding & Equity Funds (State)
- Local Property taxes
- Federal Aid

MINN. STAT. § 126C.10 (LEXIS 2021)

How does our current system factor in equity?



Minnetonka Public Schools Annual Financial Report FY24

(EDFUNDED, N.D.)

The Issue

Flaws of Minnesota's funding formula result in:

- Large disparities for certain student groups
- Inadequate pay, outdated resources, & lack of ECs

(Whitler, 2023)



The Research Question

“WHAT WOULD BE THE MOST EFFECTIVE LEGISLATIVE SOLUTION TO THE ISSUE OF SCHOOL FUNDING IN THE STATE OF MINNESOTA?”

CONSIDERED SOLUTIONS

- Increasing referendum allowance based on average per-pupil spending
- Limiting open-enrollment
- Increased funding for MN Tax relief programs

Our Solution

In Our Two-Part
Proposal We Will
Address:



**PART I: REFERENDUM
ADJUSTMENT**



**PART II: AWARENESS
CAMPAIGN**

Part I: Referendum Reform

OBJECTIVES:

- Keep referendum funds adjusted for inflation
- Address funding disparities between districts
- Allocate more money for specialized student needs



What Would This Look Like?

$$\text{Needs-based cap} = (\text{ref. cap} \times \text{inflation})(1 + \text{necessity weight})$$

Example Weighing Values:

Special Needs = (.4)

Free/Reduced Meals = (.3)

ELL = (.2)

Reformed Minnetonka FY24 Cap: $(2,211) \times (1 + .1166) = \$2,468.8$ per pupil

Reformed Minneapolis FY24 Cap: $(2,211) \times (1 + .2886) = \$2,849.1$ per pupil



Benefits & Limitations

BENEFITS

- Provides for districts with specialized student programs
- Allows districts to fund themselves according to their needs, solving infrastructure and school size issues (Swanson, 2025)
- Limits growth in funding disparities between districts

LIMITATIONS

- May not benefit districts that are unable to pass referendums
- Requires additional indexing of specialized weights across districts



Part II:

Awareness Campaign

OBJECTIVES:

- Ensure that ballots are properly worded to inform voters
- Enhance student engagement in district matters



Benefits & Limitations



➔ BENEFITS

- Increased resident/student involvement in district policies
- District residents more likely to vote on referendums

(Peter-Leatherman Firm, 2024)

➔ LIMITATIONS

- Difficult to make information accessible for all
- Local election officials cannot be lobbied

Implementation



Education Minnesota, 2025.

How Public Schools are funded

3 layers of funding

1. **Compensatory Funding & Equity Funds (State)**
2. **Local Property taxes**
3. **Federal Aid**



Education Awareness Campaign: Taking Financing to Social Media

What can you do?

1. **Repost information about public school funding**
2. **Learn about your districts referendums**
3. **participate in voting!**



Informative Short-form Content

Short informational videos in the style of All Aboard



Spread Social Media Outreach

Expand School Board news to new social media platforms (ex. Tiktok, Instagram)

Infographics and Posters

Share school funding information around local communities

Key Takeaways

Referendum Allowance Reform

- Increase the referendum cap with a *needs-based* formula to address district needs
- 3-5 year roll-in period for proper indexing

Awareness Campaign

- Promote civic education and awareness of district matters through social media
- Create short-form content of school board news on new platforms (ex. Tiktok, Instagram)

SUMMARY



Thank You!

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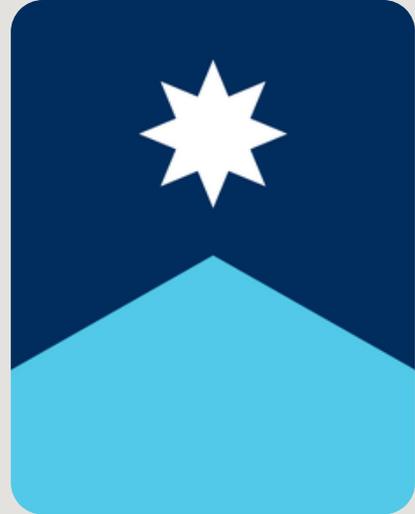
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Public Policy: Financing Education



Based on a Minnetonka Parent Survey:

92% of parents believe our community receives a good value from its investment in our local public schools.



Current Inequities

Socioeconomic factors such as property wealth, result in 63 districts classified as “underfunded” in MN (Whitler, 2023). The public consider adequacy of local school funding to be 7% worse compared to last year (Morris-Leatherman Firm, 2025).



Voter Opinions

Many people in Minnesota are content with the state’s methods of funding schools. According to surveys conducted by the Morris-Leatherman company, 72% of people agree that MN school districts do a good job of involving the community and 73% of people trust that the state does the right thing for children



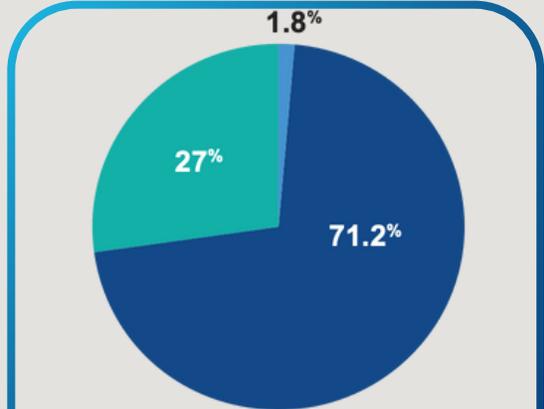
Social Awareness

Ensure that those who vote on critical funding are aware of where the funding is going. Awareness about funding must be raised through social media, infographics, and public material provided by groups like EdMN.



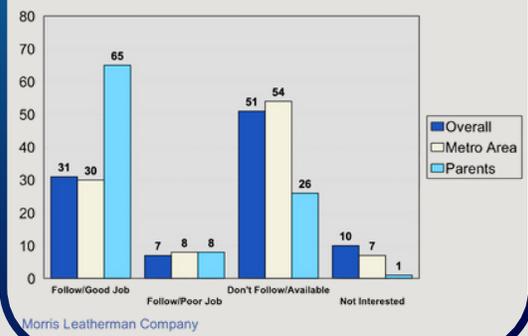
Raising Revenue

In Minnesota, almost 40% of state budget is K-12 education (Wigfall, 2024). However, individual districts still have a high burden to provide additional funding through referendums to support their needs. To properly fund districts, the referendum cap formula must be multiplied by a needs-based multiplier specific to each district’s population of students in special programs.



Minnetonka Public Schools Annual Financial Report FY24

Following District & Getting Information 2025 August Statewide Survey



“If we get public education right, everything else will follow. But if we get it wrong, not much else will matter.”

– Former U.S. Rep. Steve Kagen

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Minnetonka Public Schools Annual Financial Report FY24

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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

Community Collaboration Committee Purpose Statement:

The Community Collaboration Committee is a link between the Hastings School District and the ISD200 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.

Summary of January 12, 2026 Community Collaboration Event

Date & Time: Monday, January 12, 2026 | 6:00–7:30 p.m.

Location: Middle School Cafeteria

In Attendance:

Carrie Tate, Melissa Millner, Matt Bruns, Phil Biermaier, Mark Zuzek, Dr. Kristine Wehrkamp Herman, and numerous community members.

Meeting Goals

- Review key findings from the School Perceptions Survey
- Interpret results, including participation rates, demographics, and comparisons to previous years or benchmarks
- Identify priorities for future planning based on strengths, concerns, and emerging trends

Meeting Highlights

Dr. Kristine Wehrkamp Herman presented an overview of the School Perceptions Survey results. Following the presentation, participants met in table groups to discuss and document:

- Findings they found encouraging
- Areas needing additional attention
- Questions or concerns related to the data

Community members identified discipline, student behavior, and classroom distractions as areas needing further focus. Additionally, participants emphasized the importance of more effectively communicating positive developments within the district so families and the broader community are aware of successes. One example highlighted was the shed built for the community trishaws, a collaborative effort completed through the Pathways programming.

Encouraging survey responses showed that students generally feel they are having a positive experience in the district. A majority of students indicated agreement with the statement, *"Most days, I like my school,"* and extracurricular activity participation rates were notably high.

Robust discussion also took place regarding a decline in staff survey scores related to perceptions of the school board. A primary area of disappointment centered on the removal of Policy 100 and its replacement with the district's guiding document, the Strategic Plan.

Next Committee Meeting:

January 28, 2026, from 5:00–6:00 p.m., focused on compiling and reviewing feedback from the January 12, 2026 meeting.



BRIDGE TO SUCCESS

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Joint Powers Meeting

Date: January 13, 2026

Time: 7:30 – 9:00 a.m.

Location: Tilden, Room 117

Attendees:

Dr. Wehrkamp Herman, LynDee Humble, Jen Seubert, Carrie Tate, Phil Beirmaier, Melissa Millner, Kari Gorr, Dan Wietecha, Chris Jenkins, DawnMarie Vihrachoff, Mya Beck

Joint Powers Meeting Summary

Joint Maintenance Facility Lease and Maintenance & Operations (M&O) Agreement

- Both parties reviewed the contract details and agreed to clarify language to ensure the agreement is clear, concise, and sustainable for long-term use.
 - It was noted that the original lease contract was executed in 2001, not 2002 as currently stated in the agreement.
 - Cleaning responsibilities were discussed: office spaces and public/common areas are covered under the agreement, while each party is responsible for cleaning its respective shop spaces.
 - Discussion took place regarding a potential buy-out in the event of future termination, specifically addressing:
 - How the value of the property would be determined
 - When the property valuation would occur for buy-out purposes
 - Additional clarification is needed regarding responsibility for contamination, particularly related to potential gas or diesel tank leaks.
-

City and School District Updates

- Hockey Day will be held in Hastings. Organizers continue to seek volunteers to ensure the event's success.
- The next Community Collaboration Meeting, hosted by the School Board, is scheduled for April 1, 2026 from 6:00–7:30 p.m. in the High School Lecture Hall.
- The State of Hastings Address will be held on April 8, from 11:30 a.m.–1:00 p.m., presented by Dr. Wehrkamp Herman and Mayor Mary Fasbender. The event is hosted by the Chamber of Commerce.
- The City has launched a new website and encourages community members to visit and explore it.
- The City will soon be forming interview panels, including community members, to assist with the Police Chief hiring process, as Chief Wilske is retiring. Additionally, Officer Domeier has begun serving as the second School Resource Officer (SRO).
- The City will be working on a wall redesign at the football field in conjunction with the Highway 61 project.
- The School Board held its annual organizational meeting on Monday, January 5, 2026. Meeting minutes are available online.
- Dr. Wehrkamp Herman is sharing School Perceptions Survey results at each building and gathering feedback from staff.
- The District is collaborating with District 917 to provide certification opportunities for students, including technology-related certifications.
- Positive feedback has been received regarding new STEM programming experiences.
- Kennedy Elementary is developing an outdoor learning space through prairie restoration through a grant.
- McAuliffe, Pinecrest, and Tilden schools have also received grants to support outdoor learning spaces.
- A two-page School Vision Card is being developed to provide a clear, high-level overview, along with a data dashboard on the District website for more in-depth information.
- Monday, April 20 at 5:30 has been tentatively scheduled for the City Council and School Board to have their annual meeting.

Future Joint Powers Committee Meetings: April 14, 2026 7:30 - 9:00 am Tilden Room 117



BRIDGE TO SUCCESS

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Native American Parent Advisory Council: Summary of January 8, 2026

- I. **Call to Order**
- II. **Old Business**
 - A. Election
- III. **New Business**
 - A. **District Updates**
 1. School Board
 - a) Community Collaboration Event
 - (1) Monday, January 12, 2026
 - (2) 6-8 PM
 - (3) Hastings Middle School Cafeteria
 - b) Organizational Meeting held January 5
 - (1) No change in board roles
 - (2) Meeting calendar approved
 - c) Legislative Platform
 - (1) Would like to make sure the Office of Indian Education has full support, their funding is left alone, and they are fully-staffed.
 2. Dr. Wehrkamp Herman and/or Principals - Administrative Updates
 - a) School Perceptions Results
 - b) Support of upcoming Community Collaboration Event
 - c) ICE Protocols
 - d) Snow Day/E-learning Protocols
 3. Andrew Hodges: Grants and Teaching + Learning
 - a) Tracking student academic data for those who appear as two or more races in reporting
 - (1) New data filter
 - (2) Identify needs among individual students and student groups
 - b) Budget amendment for projected savings
 - c) Native Language Revitalization Grant
 4. Cyan Peacock-Hale: Native American Education Liaison
 - a) Created student-support tracker
 - (1) Updated monthly
 - (2) Collaborate with counseling staff

-
- (3) Attending Wellness Center meetings
 - (4) 1:1 sessions with students on the tracker
 - b) Collaborating with MTSS Coordinator to review available supports.
 - c) Sharing community events and resources with families
 - (1) Looking for an avenue outside of email
 - (2) Possibly the NAPAC social media pages
 - d) Looking to host a potluck
 - e) Looking to schedule May author visit for elementary students
 - f) Gathering resources for staff
 - g) Attending weekly Dreamcatcher meetings

B. NAPAC Updates

- 1. Concurrence/Non-Concurrence
 - a) Need to be on February Regular Board Meeting Agenda
- 2. Winter/Spring Events
- 3. MIEA
- 4. Date Selection for Graduation Ceremony
 - a) May 12, 2026
 - b) 11 seniors
 - c) Academic support available through Community in Schools and MTSS.

IV. Future Events

A. February Meeting

- 1. Thursday, February 5, 2026, doors open at 5:30 PM
- 2. Curriculum Center

B. Spring TNEC Consultations

- 1. April 27-30, 2026
- 2. Treasure Island



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BRIDGE TO SUCCESS

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.

Next Policy Committee Meetings

February 5, 2026 at 12:00pm

,January 8, 2026 Policy Committee Summary

[*Review Cycle Tracker*](#)

1st Readings

713 Student Activity Accounting

- Committee Discussion: There are two versions of Policy 713 Student Activity Accounting available in BoardBook. Replacement is recommended because the proposed policy represents a comprehensive modernization rather than a minor revision.
- 713 Student Activity Accounting (Adopted in 2019)
 - The current policy reflects an older accounting and governance framework that no longer meets today's expectations for transparency, compliance, and risk management. It relies on broad, generalized language and good-faith practices rather than enforceable systems and clearly defined internal controls. The policy also blurs the distinction between governance and administration.
- 713 Student Activity Accounting NEW (Proposed)
 - The proposed policy reflects current statutory and accounting requirements in alignment with MN Statutes section 123B.49, UFARS Chapter 14, and GASB Statement No. 84. It clearly distinguishes between activities types and strengthens fiscal accountability through defined internal controls, audit expectations, and fund management requirements. It also clarifies governance versus management roles by maintaining board oversight while appropriately delegating operational determinations to the Superintendent and the Director of Finance and Operations.
 - Committee Recommendation: **1st Reading**

2nd, and 3rd Readings

No changes since last reading

January 28, 2026 Board Meeting

1st Readings:

713 Student Activity Accounting

2nd Readings:

520 Student Surveys

807 Health and Safety

901 Community Education Advisory Council

Consent Agenda:

3rd Readings/Consent:

- 511 Student Fundraising
 - 527 Student use and Parking of Motor Vehicles; Patrols, Inspections, and Searches
 - 712 Video Recording
-



713 STUDENT ACTIVITY ACCOUNTING

I. PURPOSE

The purpose of this policy is to establish uniform practices for the creation, management, accounting, and oversight of student activity funds in accordance with the Minnesota Department of Education's Uniform Financial Accounting and Reporting Standards (UFARS) Chapter 14 Manual for Activity Fund Accounting, Minnesota Statutes, section 123B.49, and GASB Statement No. 84.

This policy ensures that all student activity funds are administered with integrity, transparency, and fiscal accountability.

II. GENERAL STATEMENT OF POLICY

The school board recognizes the value of providing students with meaningful learning opportunities, practical skill development, activities and athletic programs that foster personal growth and engagement. At the same time, the board affirms its duty to uphold strong fiscal accountability and responsible stewardship of all public funds. Therefore, the school board shall maintain clear oversight of all student activity funds.

Student activities are authorized under Minnesota Statutes, section 123B.49. The board delegates authority to the Superintendent and Director of Finance and Operations for determining if a student activity is co-curricular or extracurricular.

In administering student activity accounts under this policy, the school board shall not maintain or account for funds generated by staff, booster club, parent-teacher organization or association, or donations designated for purposes other than student activities.

III. DEFINITIONS

For the purposes of this policy, these terms have the following meanings:

- A. "Co-Curricular Activity" means a school sponsored and directed activity that is an extension of classroom instruction. Participation is voluntary, there is no credit offered, and participation is not required for graduation. These activities may occur before, during, or after school and at times that are established by school administration. Co-curricular activities are supervised by licensed instructional staff.
 - 1. Co-curricular activities are partially funded by public monies for general instructional purposes under direction and control of the school board.
- B. "Curricular Activity" means any part of the school program for which credit is offered, regardless of whether the activity is required or an elective.

- C. “Extracurricular (Noncurricular/Supplementary) Activities” means activities that are managed and operated under the guidance of an adult or staff member. Participation is voluntary, there is no credit offered and participation is not required for graduation. Extracurricular activities are generally conducted outside of school hours at times agreed upon by the student participants and approved by the activity advisor and/or building administrators.
 - 1. The content of these activities is determined primarily by the student participants under the guidance of a staff member or other adult.
 - 2. Revenue raised for extracurricular activities must be reserved by the district and spent only for extracurricular activities.
- D. “Public Purpose Expenditure” is an expenditure that benefits the community as a whole, is directly related to the functions of the school district, and does not have as its primary objective the benefit of private interest.
- E. “Students” includes all students enrolled in the district and home schooled students, who must be permitted to participate on the same basis as district enrolled students.

IV. ALL STUDENT ACTIVITY ACCOUNTS

- A. All student activity accounts must have a *Student Activity Purpose Form* approved by the Director of Athletics & Activities or Middle School Principal and on file with the district’s Department of Finance and Operations. This form establishes the activity’s purpose, designates advisors and student representatives, and creates a plan for the allocation of any unobligated funds in the event that the activity becomes inactive. The *Student Activity Purpose Form* must be completed annually.
- B. Student activity accounts shall be managed as part of the district’s financial system and the school board shall direct its independent certified public accountants to audit, examine, and report upon student activity accounts as part of its annual school district audit in accordance with state and federal law.
- C. All student activities must be self-sustaining, meaning that total expenses may not exceed revenues generated through dues, admissions, donations, or other student fundraising activities.
- D. Student activity groups engaging in fundraising-activities may do so only with prior approval and in alignment with ISD 200 Policy 511(Student Fundraising). The district must ensure that all fundraising, resale, and sales activities comply with Minnesota sales tax laws, using Minnesota Department of Revenue guidance (e.g. Sales Tax Fact Sheet 111) as needed.
- E. Any advisor responsible for a student activity account must acknowledge, in writing,

receipt of the district's student activity fund policy and MAFA procedures, and their responsibility for compliance. The district must provide regular training (e.g. annually) for advisors, building administrative staff, and student representatives on proper procedures, internal controls, and allowable vs. disallowed expenditures.

- F. All student activity funds will be collected and expended under the general direction of the principal and with the participation of students and faculty members who are responsible for generating the revenue.
- G. Activity funds are disbursed in alignment with the established student activity purposes, these expenses must benefit the students that are currently in school who raised the funds.
- H. No individual student activity account can have a negative balance at the end of the fiscal year.
- I. No individual student activity account can carry an unreasonably large balance at the end of the fiscal year. Activity accounts with large unspent balances must submit a plan detailing how and when the remaining funds will be spent, ensuring that the students who raised the funds benefit from their use.
- J. Activity accounts of a graduated class will be terminated prior to the start of the school year following graduation. Any residual money from a graduating class activity fund will remain in the general fund and may be used for any school district purpose. Prior to depositing such accounts, all donations or gifts accepted for the specific purpose of the student activity account shall be administered in accordance with the terms of the gift or donation and school district policy.

~~Home schooled students must be allowed to participate on the same basis as district students.~~

V. FUND HANDLING, DEPOSITS, AND RECORDKEEPING

- A. All student activity funds must be recorded in the district's UFARS-compliant accounting system;
- B. The district will not allow parallel "off books" accounts for student activities that bypass central controls;
- C. All money collected must be documented in accordance with the Student Activities Accounting Manual;
- D. Bank deposits must be completed, at a minimum, weekly and in the form in which the funds were received;
- E. All funds held prior to deposit must be in a locked safe or other secure, limited access location as designated by district administration; and

- F. The district should contact the issuer of any returned check to recover the funds. When checks are deemed as uncollectable, a negative receipt should be recorded in the activity account to reverse the original revenue that was generated in that activity account.

VI. CO-CURRICULAR STUDENT ACTIVITY ACCOUNTS

(UFARS Program Code 291, General Fund)

- A. To account for school-sponsored, instructional, skill-building activities that are connected to the district's educational program but not offered for credit.
- B. Accounting Classification:
 - 1. Under GASB 84, co-curricular activities are governmental activities because the district is directing the activity.
 - a. All money received on account of co-curricular activities shall be turned over to the Director of Finance and Operations or designee, who shall deposit such funds in the general fund. These funds are to be disbursed for expenses and salaries connected with the activities, or by the school board upon properly allowed itemized claims; and
 - b. The Department of Finance and Operations shall account for all revenues and expenditures related to co-curricular activities in accordance with the Uniform Financial Accounting and Reporting Standards (UFARS) and school district policies and procedures.

VII. EXTRACURRICULAR STUDENT ACTIVITY ACCOUNTS

(UFARS Program Code 292, 294, 296, 298, Activity Fund)

- A. To account for student directed clubs, athletics, and activities conducted primarily for student enjoyment, not tied to curriculum or instruction.
- B. Accounting Classification:
 - 1. Extracurricular activities fall into Governmental Activities (General Fund) if the district controls spending and operations.
 - 2. The district must classify each activity annually.
 - 3. When reported in the activity fund category under GASB 84 (as student activity custodial or fiduciary activities).
 - a. The school district must reserve revenue raised for extracurricular activities and spend the revenue only for the specific extracurricular activities; and
 - b. Expenditures must benefit the activity.

VIII. MANAGEMENT AND CONTROL OF ACTIVITY FUNDS

<u>Feature</u>	<u>Co-Curricular Account</u>	<u>Extracurricular Account</u>
UFARS Code	291	292, 294, 296, 298
Fund Type	General Fund	Activity Fund (Fiduciary/Custodial under GASB 84)
Purpose	Instruction-related skill development	Voluntary student clubs and enjoyment-based activities
Who Directs	Instructional staff	Students (with advisor guidance)
School Credit?	No	No
Board Oversight Required?	Yes	Yes
Where Money Goes	General Fund	Activity account restricted to that club/activity
Allowed Spending	Instructional activity costs as allowed per the appropriate expenditure guideline	Student-approved activity costs as allowed per the appropriate expenditure guideline
Spending Restrictions	Must meet public purpose; no personal benefit	Must meet public purpose; no personal benefit

Legal References: *Minn. Stat. § 123B.02, Subd. 6 (General Powers of Independent School Districts)*
Minn. Stat. § 123B.09 (Boards of Independent School Districts)
Minn. Stat. § 123B.14, Subd. 7 (Officers of Independent School Districts)
Minn. Stat. § 123B.35 (General Policy)
Minn. Stat. § 123B.36 (Authorized Fees)
Minn. Stat. § 123B.37 (Prohibited Fees)
Minn. Stat. § 123B.38 (Hearing)
Minn. Stat. § 123B.49 (Extracurricular Activities; Insurance)
Minn. Stat. § 123B.52 (Contracts)
Minn. Stat. § 123B.76 (Expenditures; Reporting)
Minn. Stat. § 123B.77 (Accounting, Budgeting, and Reporting Requirement)
Minn. Rules Part 3500.1050 (Definitions for Pupil Fees)
Visina v. Freeman, 252 Minn. 177, 89 N.W.2d 635 (1958)
Minn. Op. Atty. Gen. 159a-16 (May 10, 1966)

Cross References: *Uniform Financial Accounting and Reporting Standards (UFARS)*

ISD 200 l Policy 511 (Student Fundraising)
ISD 200 Policy 701 (Establishment, Adoption, and Modification of School District Budget)
ISD 200 Policy 702 (Accounting)
ISD 200 Policy 703 (Annual Audit)
ISD 200 Policy 704 (Development and Maintenance of an Inventory of Fixed Assets and a Fixed Asset Accounting System)
ISD 200 Policy 706 (Acceptance of Gifts)

Policy Reviewed: 01.08.2026

Policy Adopted:

Policy Revised:



713 STUDENT ACTIVITY ACCOUNTING

I. PURPOSE

The school ~~district board~~ recognizes the need to provide alternative paths to learning, skill development for its students, and activities for student enjoyment. It also understands its commitment to and obligation for assuring maximum accountability for public funds and student activity funds. For these reasons, the school board will assume control over and/or oversee funds for student activities as set forth in this policy.

II. GENERAL STATEMENT OF POLICY

A. Curricular and Co-Curricular Activities

The school board shall take charge of, control over, and account for all student activity funds that relate to curricular and co-curricular activities.

B. Extracurricular Activities

The school board shall take charge of and control over all student activity accounting that relates to extracurricular activities.

C. Non-Student Activities

In overseeing student activity accounts under this policy, the school board shall not maintain or account for funds generated by non-students including, but not limited to, convenience funds of staff members, booster club funds, parent-teacher organization or association funds, or funds donated to the school district for specified purposes other than student activities.

III. DEFINITIONS

A. Co-Curricular Activity

A “co-curricular activity” means those portions of the school-sponsored and directed activities designed to provide opportunities for students to participate in such experiences on an individual basis or in groups, at school and at public events, for improvement of skills (i.e., interscholastic sports, band, etc.). Co-curricular activities are not offered for school credit, cannot be counted toward graduation, and have *one or more* of the following characteristics:

1. They are conducted at regular and uniform times during school hours, or at times established by school authorities;
2. They are directed or supervised by instructional staff in a learning environment similar to that found in courses offered for credit; and

3. They are partially, primarily, or totally funded by public monies for general instructional purposes under direction and control of the school board.

B. Curricular Activity

A “curricular activity” means those portions of the school program for which credit is granted, whether the activity is part of a required or elective program.

C. Extracurricular (Noncurricular/Supplementary) Activity

An “extracurricular (noncurricular/supplementary) activity” means all direct and personal services for students for their enjoyment that are managed and operated under the guidance of an adult or staff member. Extracurricular activities have *all* of the following characteristics:

1. They are not offered for school credit nor required for graduation;
2. They generally are conducted outside school hours or, if partly during school hours, at times agreed by the participants and approved by school authorities;
3. The content of the activities is determined primarily by the student participants under the guidance of a staff member or other adult.

D. Public Purpose Expenditure

A “public purpose expenditure” is one which benefits the community as a whole, is directly related to the functions of the school district, and does not have as its primary objective the benefit of private interest.

IV. MANAGEMENT AND CONTROL OF ACTIVITY FUNDS

A. Curricular and Co-Curricular Activities

1. All money received on account of co-curricular activities shall be turned over to the treasurer, who shall deposit such funds in the general fund, to be disbursed for expenses and salaries connected with the activities, or otherwise, by the school board upon properly allowed itemized claims.
2. The treasurer shall account for all revenues and expenditures related to curricular and co-curricular activities in accordance with the Uniform Financial Accounting and Reporting Standards (UFARS) and school district policies and procedures.

B. Extracurricular Activities

1. Any and all costs of extracurricular activities may be provided from school revenues.
2. All money received or expended for extracurricular activities shall be recorded in the

same manner as other revenues and expenditures of the school district and shall be turned over to the treasurer, who shall deposit such funds in the general fund, to be disbursed for expenses and salaries connected with the activities, or otherwise, by the school board upon properly allowed itemized claims.

3. The treasurer shall account for all revenues and expenditures related to extracurricular activities in accordance with UFARS and school district policies and procedures.
4. All student activity funds will be collected and expended:
 - a. In compliance with school district policies and procedures;
 - b. Under the general direction of the principal and with the participation of students and faculty members who are responsible for generating the revenue;
 - c. In a manner which does not produce a deficit or an unreasonably large accumulation of money to a particular student activity fund;
 - d. For activities which directly benefit the majority of those students making the contributions in the year the contributions were made whenever possible; **and**
 - e. In a manner which meets a public purpose; **and**
 - f. Activity accounts with large unspent balances must submit a plan detailing how and when the remaining funds will be spent, ensuring that the students who raised the funds benefit from their use.
5. Activity accounts of a graduated class will be terminated prior to the start of the school year following graduation. Any residual money from a graduating class activity fund will remain in the general fund and may be used for any school district purpose. Prior to depositing such accounts, all donations or gifts accepted for the specific purpose of the student activity account shall be administered in accordance with the terms of the gift or donation and school district policy.

C. ~~Individual Student Fundraising Accounts~~

~~The treasurer may create individual student fundraising accounts for the purpose of tracking individual fundraising efforts, with such data being used for calculating credits toward activity fees.~~

V. DEMONSTRATION OF ACCOUNTABILITY

A. Annual External Audit

The school board shall direct its independent certified public accountants to audit, examine, and report upon student activity accounts as part of its annual school district audit in accordance with state law.

B. Fundraiser Report

The administration will prepare a fundraising report ~~quarterly, semi-annually~~ which will be reviewed by the school board ~~in May and November~~. The report will list the activity, type of fundraisers, timing, purpose, and results.

Legal References: *Minn. Stat. § 123B.02, Subd. 6 (General Powers of Independent School Districts)*
Minn. Stat. § 123B.09 (Boards of Independent School Districts)
Minn. Stat. § 123B.14, Subd. 7 (Officers of Independent School Districts)
Minn. Stat. § 123B.35 (General Policy)
Minn. Stat. § 123B.36 (Authorized Fees)
Minn. Stat. § 123B.37 (Prohibited Fees)
Minn. Stat. § 123B.38 (Hearing)
Minn. Stat. § 123B.49 (Extracurricular Activities; Insurance)
Minn. Stat. § 123B.52 (Contracts)
Minn. Stat. § 123B.76 (Expenditures; Reporting)
Minn. Stat. § 123B.77 (Accounting, Budgeting, and Reporting Requirement)
Minn. Rules Part 3500.1050 (Definitions for Pupil Fees)
Visina v. Freeman, 252 Minn. 177, 89 N.W.2d 635 (1958)
Minn. Op. Atty. Gen. 159a-16 (May 10, 1966)

Cross References: *Uniform Financial Accounting and Reporting Standards (UFARS)*
~~*ISD 200 Policy 510 (School Activities)*~~
ISD 200 Policy 511 (Student Fundraising)
ISD 200 Policy 701 (Establishment, ~~and~~ Adoption, and Modification of School District Budget)
~~*ISD 200 Policy 701.1 (Modification of School District Budget)*~~
ISD 200 Policy 702 (Accounting)
ISD 200 Policy 703 (Annual Audit)
ISD 200 Policy 704 (Development and Maintenance of an Inventory of Fixed Assets and a Fixed Asset Accounting System)
ISD 200 Policy 706 (Acceptance of Gifts)

Policy Reviewed: ~~1008.0311.20252~~

Policy Adopted: 09.18.2019

Policy Revised: 09.28.2022



520 STUDENT SURVEYS

I. PURPOSE

The purpose of this policy is to govern how the district designs, administers, and uses student surveys within the district. Student surveys can provide valuable insight into students' experiences, and learning needs. The district recognizes its legal and ethical responsibility to safeguard student privacy and to protect personal information from misuse or unauthorized access. This policy ensures that student surveys are purposeful, voluntary, limited in scope, align with educational improvement and student wellbeing, and are compliant with federal and state privacy laws, including the Family Educational Rights and Privacy Act (FERPA), the Protection of Pupil Rights Amendment (PPRA), and the Minnesota Government Data Practices Act. ~~Occasionally the school district utilizes surveys to obtain student opinions and information about students. The purpose of this policy is to establish the parameters of information that may be sought in student surveys.~~

II. GENERAL STATEMENT OF POLICY

Surveys shall be administered with the highest regard for the privacy rights of students and families, shall be limited to the collection of information necessary for legitimate educational purposes, including but not limited to, program evaluations, continuous improvement planning, or statutory compliance, and shall not include unnecessary or intrusive questions unrelated to the goals of the district. The district will safeguard against data mining, targeted marketing, or other uses unrelated to student learning and wellbeing. ~~Student surveys may be conducted as determined necessary by the school district. Surveys, analyses and evaluations conducted as part of any program funded through the U.S. Department Of Education must comply with 20 United States Code section 1232h.~~

III. DEFINITIONS

- A. "Instructional material" means instructional content that is provided to a student, regardless of format, including printed or representational materials, audio-visual materials, and materials in electronic or digital formats (i.e., materials accessible through the Internet). The term does not include academic tests or academic assessments.
- B. ~~"Invasive physical examination" means any medical examination that involves the exposure of private body parts, or act during such examination that includes incision, insertion, or injection into the body, but does not include a hearing, vision, or scoliosis screening.~~
- C. "Parent" means a legal guardian ~~or other person acting in loco parentis (in place of a parent), such as a grandparent or stepparent with whom the child lives, or a person who is~~

legally responsible for the welfare of the child.

- D. "Personal information" means individually identifiable information including a student or parent's first and last name; a home or other physical address (including street name and the name of the city or town); a telephone number; or a Social Security identification number.
- E. "Private information" means political affiliations or beliefs of the student or the student's parent, mental and psychological problems of the student or the student's family, sex behavior or attitudes, illegal, antisocial, self-incriminating, or demeaning behavior, critical appraisals of other individuals with whom respondents have close family relationships, legally recognized privileged or analogous relationships, such as those of lawyers, physicians, and ministers, religious practices, affiliations, or beliefs of the student or the student's parent; or income (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program), or morality or personal beliefs; or health conditions.
- F. "Survey" is any instrument, activity, or process used by the district, its employees, or third parties to solicit and collect ~~personal or private~~ information directly from students in written, digital, verbal, or interactive formats, and include questionnaires, interviews, focus groups, polling tools, or other structured methods of collecting feedback.

IV. ~~STUDENT SURVEYS IN GENERAL~~

- A. Student surveys will be conducted anonymously, with no mechanism or attempt to identify participants. Survey responses shall be kept confidential to the maximum extent permitted by law. The district shall implement safeguards to protect the security of all collected data. Survey results shall be reported in aggregate form whenever possible to protect individual respondent identity, and in an indiscernible fashion. ~~No mechanism will be used for identifying the participating student in any way. No attempt will be made in any way to identify a student survey participant. There will be n~~ No requirement that the student return the survey will exist, and no record of the student returning a survey will be maintained.
- B. The district shall ensure that no survey instrument, whether developed internally or administered by an external provider, is used for commercial data mining, targeted advertising, or the collection of personally identifiable information for non-educational purposes. Student-level survey data shall not be sold, shared, or repurposed for uses outside the scope of the original educational intent.

This provision does not apply to the collection, disclosure, or use of personal information collected from students for the exclusive purpose of developing, evaluating, or providing educational products or services for, or to, students or educational institutions, such as:

1. college or other postsecondary education recruitment or military;
 2. book clubs, magazines, and programs providing access to low cost literary products;
 3. curriculum and instructional materials used by elementary and secondary schools;
 4. tests and assessments used by elementary schools and secondary schools to provide cognitive, evaluative, diagnostic, clinical, aptitude, or achievement information about students, or to generate other statistically useful data for the purpose of securing such tests and assessments and the subsequent analysis and public release of the aggregate data from such tests and assessments;
 5. the sale by students of products or services to raise funds for school-related or education-related activities; and
 6. student recognition programs.
- C. Although the survey is conducted anonymously, potential exists for personally identifiable information to be provided in response thereto. To the extent that personally identifiable information of a student is contained in his or her responses to a survey, the school district will take appropriate steps to ensure the data is protected in accordance with Minnesota Statutes chapter 13 (Minnesota Government Data Practices Act), 20 United States Code section 1232g (Family Educational Rights and Privacy Act) and 34 Code of Federal Regulations Part 99.
- ~~D. The superintendent may choose not to approve any survey that seeks probing personal and/or sensitive information that could result in identifying the survey participant, or is discriminatory in nature based on age, race, color, sex, disability, religion, or national origin.~~
- E. All instructional materials, including teacher's manuals, films, tapes, or other supplementary material which will be used in connection with any survey, analysis, or evaluation as part of any program, shall be available for inspection by the parents or guardians of the students.
- F. ~~No required survey shall be administered to a student~~~~No student shall be required~~, without the prior consent of the student (if the student is an adult or emancipated minor), or in the case of an unemancipated minor, without the prior written consent of the parent.
- G. ~~No~~ All surveys requesting private information shall be administered after providing prior notification to parents/guardians and an option to opt out unless ~~the to a student shall be required, without the prior consent of the student (if the student is an adult or emancipated minor. In that case, notification and opt out option is provided to the student.), or in the case of an unemancipated minor, without the prior written consent of the parent, to submit~~

~~to a survey that reveals information about themselves concerning:¶~~

- ~~1. political affiliations or beliefs of the student or the student's parent;¶~~
- ~~2. mental and psychological problems of the student or the student's family;¶~~
- ~~3. sex behavior or attitudes;¶~~
- ~~4. illegal, antisocial, self-incriminating, or demeaning behavior;¶~~
- ~~5. critical appraisals of other individuals with whom respondents have close family relationships;¶~~
- ~~6. legally recognized privileged or analogous relationships, such as those of lawyers, physicians, and ministers;¶~~
- ~~7. religious practices, affiliations, or beliefs of the student or the student's parent; or¶~~
- ~~8. income (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program); or¶~~
- ~~9. morality or personal beliefs; or¶~~

~~H. health conditions:~~

~~Surveys containing questions pertaining to the student's or the student's parent(s) or guardian(s) personal beliefs or practices in sex, family life, morality and religion will not be administered to any student unless the parent or guardian of the student is notified in writing that such survey is to be administered and the parent or guardian of the student gives written permission for the student to participate or the opportunity to opting out of the survey depending upon how the survey is funded. Any and all documents containing the written permission of a parent for a student to participate in a survey will be maintained by the school district in a file separate from the survey responses.~~

- ~~I. The school district must not impose an academic or other penalty on a student who opts out of participating in a student survey.~~
- ~~J. Parents/guardians have the right to inspect, on request, a survey, including an evaluation created by a third party before the survey is administered or distributed by a school to their a student, including procedures for granting a parent's request for reasonable access to such survey within a reasonable period of time after the request is received. Parents shall be notified in advance and given the opportunity to inspect the survey in digital and hardcopy formats.~~
- ~~K. The administration of physical examinations or screenings that the school district may~~

~~administer to a student. This provision does not apply to a survey administered to a student in accordance with the Individuals with Disabilities Education Act (20 United States Code section 1400, et seq.).~~

- L. The superintendent may choose not to approve any survey that seeks probing personal and/or sensitive information that could result in identifying the survey participant, or is discriminatory in nature.

V. ~~STUDENT SURVEYS CONDUCTED AS PART OF DEPARTMENT OF EDUCATION PROGRAM~~

- A. ~~All instructional materials, including teacher's manuals, films, tapes, or other supplementary material which will be used in connection with any survey, analysis, or evaluation as part of any program funded in whole or in part by the U.S. Department of Education, shall be available for inspection by the parents or guardians of the students.¶¶~~
- B. ~~No student shall be required, as part of any program funded in whole or in part by the U.S. Department of Education, without the prior consent of the student (if the student is an adult or emancipated minor), or in the case of an unemancipated minor, without the prior written consent of the parent, to submit to a survey that reveals information concerning:¶¶~~
 - 1. ~~political affiliations or beliefs of the student or the student's parent;¶¶~~
 - 2. ~~mental and psychological problems of the student or the student's family;¶¶~~
 - 3. ~~sex behavior or attitudes;¶¶~~
 - 4. ~~illegal, antisocial, self-incriminating, or demeaning behavior;¶¶~~
 - 5. ~~critical appraisals of other individuals with whom respondents have close family relationships;¶¶~~
 - 6. ~~legally recognized privileged or analogous relationships, such as those of lawyers, physicians, and ministers;¶¶~~
 - 7. ~~religious practices, affiliations, or beliefs of the student or the student's parent; or¶¶~~
 - 8. ~~income (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program).~~
- C. ~~A This policy exists because a A school district that receives funds under any program funded by the U.S. Department of Education shall develop local policies consistent with Sections IV.DA. and IV.EB., above, concerning student privacy, parental access to information, and administration of certain physical examinations to minors.¶¶~~

~~1. The following practices/policies are to be adopted in consultation with parents:¶¶~~

~~D. The right of a parent to inspect, on request, a survey, including an evaluation, created by a third party before the survey is administered or distributed by a school to a student, including procedures for granting a parent's request for reasonable access to such survey within a reasonable period of time after the request is received.~~

~~“Parent” means a legal guardian or other person acting *in loco parentis* (in place of a parent), such as a grandparent or stepparent with whom the child lives, or a person who is legally responsible for the welfare of the child.~~

~~a) Arrangements to protect student privacy in the event of the administration or distribution of a survey, including an evaluation, to a student which contains one or more of the items listed in Section V.B., above, including the right of a parent of a student to inspect, on request, any such survey.~~

~~b) The right of a parent of a student to inspect, on request, any instructional material used as part of the educational curriculum for the student and procedures for granting a request by a parent for such access within a reasonable period of time after the request is received.~~

~~“Instructional material” means instructional content that is provided to a student, regardless of format, including printed or representational materials, audio-visual materials, and materials in electronic or digital formats (i.e., materials accessible through the Internet). The term does not include academic tests or academic assessments.~~

~~c) The administration of physical examinations or screenings that the school district may administer to a student. This provision does not apply to a survey administered to a student in accordance with the Individuals with Disabilities Education Act (20 United States Code section 1400, et seq.).~~

~~d) The collection, disclosure, or use of personal information collected from students for the purpose of marketing or for selling that information (or otherwise providing the information to others for that purpose), including arrangements to protect student privacy that are provided by the school district in the event of such collection, disclosure, or use.~~

~~“Personal information” means individually identifiable information including a student or parent's first and last name; a home or other physical address (including street name and the name of the city or town); a telephone number; or a Social Security identification number.~~

- (1) ~~This provision does not apply to the collection, disclosure, or use of personal information collected from students for the exclusive purpose of developing, evaluating, or providing educational products or services for, or to, students or educational institutions, such as:~~
 - ~~(a) college or other postsecondary education recruitment or military;~~
 - ~~(b) book clubs, magazines, and programs providing access to low cost literary products;~~
 - ~~(c) curriculum and instructional materials used by elementary and secondary schools;~~
 - ~~(d) tests and assessments used by elementary schools and secondary schools to provide cognitive, evaluative, diagnostic, clinical, aptitude, or achievement information about students, or to generate other statistically useful data for the purpose of securing such tests and assessments and the subsequent analysis and public release of the aggregate data from such tests and assessments;~~
 - ~~(e) the sale by students of products or services to raise funds for school-related or education-related activities; and~~
 - ~~(f) student recognition programs.~~
 - (2) ~~The right of a parent to inspect, on request, any instrument used in the collection of information, as described in Section V.C.1., Subparagraph e., above, before the instrument is administered or distributed to a student and procedures for granting a request by a parent for reasonable access to such an instrument within a reasonable period of time after the request is received.~~
2. ~~The practices/policies adopted under Section V.C., Subparagraph 1., above, shall provide for reasonable notice of the adoption or continued use of such practices/policies directly to parents of students enrolled in or served by the school district.~~
- a. ~~The notice will be provided at least annually, at the beginning of the school year, and within a reasonable period of time after any substantive change in a policy.~~
 - b. ~~The notice will provide parents with an opportunity to opt out of participation in the following activities:~~
 - (1) ~~Activities involving the collection, disclosure, or use of personal information collected from students for the purpose of marketing or for selling that information, or otherwise providing that information to others for that purpose.~~

~~(2) The administration of any third-party survey (non-Department of Education funded) containing one or more of the items contained in Section V.B., above.¶~~

~~(3) Any non-emergency, invasive physical examination or screening that is required as a condition of attendance, administered by the school and scheduled by the school in advance, and not necessary to protect the immediate health and safety of the student or other students.¶~~

~~“Invasive physical examination” means any medical examination that involves the exposure of private body parts, or act during such examination that includes incision, insertion, or injection into the body, but does not include a hearing, vision, or scoliosis screening.~~

- ~~c. The notice will advise students of the specific or approximate dates during the school year when the activities in Section V.C.2., Subparagraph b., above, are scheduled, or expected to be scheduled.~~
- ~~d. The notice provisions shall not be construed to preempt applicable provisions of state law that require parental notification and do not apply to any physical examination or screening that is permitted or required by applicable state law, including physical examinations or screenings that are permitted without parental notification.~~

VI. NOTICE

- A. The school district must give parents and students notice of this policy at the beginning of each school year and after making substantive changes to this policy.~~The school district shall give parents and students notice of their rights under this section.~~
- B. The school district must inform parents at the beginning of the school year if the district or school has identified specific or approximate dates for administering surveys and give parents reasonable notice of planned surveys scheduled after the start of the school year. The school district must give parents direct, timely notice when their students are scheduled to participate in a student survey by United States mail, e-mail, or another direct form of communication.
- C. The school district must give parents/guardians the opportunity to review the survey and to opt their students out of the following activities:~~participating in the survey.~~
 - 1. Activities involving the collection, disclosure, or use of personal information collected from students for the purpose of marketing or for selling that information, or otherwise providing that information to others for that purpose.
 - 2. The administration of any third-party survey (non-Department of Education funded) containing private information.~~one or more of the items contained in Section III.,~~

~~above.~~

3. ~~Any non-emergency, invasive physical examination or screening that is required as a condition of attendance, administered by the school and scheduled by the school in advance, and not necessary to protect the immediate health and safety of the student or other students.~~

D. ~~The notice provisions shall not be construed to preempt applicable provisions of state law that require parental notification and do not apply to any physical examination or screening that is permitted or required by applicable state law, including physical examinations or screenings that are permitted without parental notification.~~

Legal References: *Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)*
Minn. Stat. § 121A.065 (District Surveys to Collect Student Information; Parent Notice and Opportunity for Opting Out)
20 U.S.C. 1232g (Family Educational Rights and Privacy Act)
20 U.S.C. 1232h (Protection of Pupil Rights)
34 C.F.R. Part 99 (Family Educational Rights and Privacy Act Regulations)
Gonzaga University v. Doe, 536 U.S. 273 (2002)
C.N. v. Ridgewood Bd. of Educ., 430 F.3d. 159 (3rd Cir. 2005)
Fields v. Palmdale School Dist., 427 F.3d. 1197 (9th Cir. 2005)

Cross References: *ISD 200 Policy 515 (Protection and Privacy of Pupil Records)*
ISD 200 Policy 521 (Student Disability Nondiscrimination)
ISD 200 Policy 522 (Student Sex Nondiscrimination, Title IX Grievance Procedure and Process)

Policy Reviewed: ~~12.12.2025~~~~09.06.2024~~~~08.2022~~

Policy Adopted: 11.15.2006

Policy Revised: 02.23.2022



807 HEALTH AND SAFETY

I. PURPOSE

The purpose of this policy is to ensure the school district identifies health and safety projects that promote health and safety, reduce injuries, and comply with all applicable state and federal laws and regulations. ~~The purpose of this policy is to assist the school district in promoting health and safety, reducing injuries, and complying with federal, state, and local health and safety laws and regulations.~~

II. GENERAL STATEMENT OF POLICY

- A. The school district will identify health and safety projects that protect employees, students, volunteers, and the public on district property. Health and safety projects will:
1. Provide a safe and healthy learning environment;
 2. Increase safety awareness;
 3. Prevent accidents, illnesses, and injuries;
 4. Reduce liability;
 5. Assign staff responsibilities for implementing and maintaining health and safety projects;
 6. Establish written plans to identify and manage hazards;
 7. Train staff on safe work practices; and
 8. Comply with all health, safety, environmental, and occupational laws and regulations.
- B. All employees share responsibility for maintaining a safe and healthy environment and are expected to follow all established health and safety procedures. ~~The policy of the school district is to implement a health and safety program that includes plans and procedures to protect employees, students, volunteers, and members of the general public who enter school district buildings and grounds. The objective of the health and safety program will be to provide a safe and healthy learning environment; to increase safety awareness; to help prevent accidents, illnesses, and injuries; to reduce liability; to assign duties and responsibilities to school district staff to implement and maintain the health and safety program; to establish written procedures for the identification and management of hazards or potential hazards; to train school district staff on safe work practices; and to comply with all health and safety, environmental, and occupational health laws, rules, and regulations. ¶¶~~
- C. ~~All school district employees have a responsibility for maintaining a safe and healthy~~

~~environment within the school district and are expected to be involved in the health and safety program to the extent practicable. For the purpose of implementing this policy, the school district shall form a health and safety advisory committee to be appointed by the superintendent. The health and safety advisory committee will be composed of employees and other individuals with specific knowledge of related issues. The advisory committee will provide recommendations to the administration regarding plans and procedures to implement this policy and to establish procedures for identifying, analyzing, and controlling hazards, minimizing risks, and training school district staff on safe work practices. The committee will also recommend procedures for investigating accidents and enforcement of workplace safety rules. Each recommendation shall include estimates of annual costs of implementing and maintaining that proposed recommendation. The superintendent may request that the safety committee established under Minnesota Statutes, section . Stat. § 182.676 carry out all or part of the duties of the advisory committee or the advisory committee may consider recommendations from a separate safety committee established under Minnesota Statutes, section § 182.676.~~

III. PROCEDURES

- A. Based on the district's Long-Term Facility Maintenance (LTFM) Ten-Year Plan, and within the school board approved budget, administration will implement projects that identify and manage hazards in compliance with all applicable laws. The district's LTFM ten-year plan will be updated, maintained, and reviewed **and approved** annually ~~and will be included as an addendum to this policy~~. A contact person will be assigned to oversee the district's LTFM ten-year plan. ~~Based upon recommendations from the health and safety advisory committee and subject to the budget adopted by the school board to implement or maintain these recommendations, the administration will adopt and implement written plans and procedures for identification and management of hazards or potential hazards existing within the school district in accordance with federal, state, and local laws, rules, and regulations. Written plans and procedures will be maintained, updated, and reviewed by the school board on an annual basis and shall be an addendum to this policy. The administration shall identify in writing a contact person to oversee compliance with each specific plan or procedure.~~
- B. When laws or regulations do not address specific hazards, the administration will review other resources and best practices which are defined as proven techniques that lead to positive outcomes ~~To the extent that federal, state, and local laws, rules, and regulations do not exist for identification and management of hazards or potential hazards, the health and safety advisory committee shall evaluate other available resources and generally accepted best practice recommendations. Best practices are techniques or actions which, through experience or research, have consistently proven to lead to specific positive outcomes.~~
- C. The school district will monitor and make good-faith efforts to comply with new or amended laws or regulations related to hazard control ~~The school district shall monitor and~~

~~make good faith efforts to comply with any new or amended laws, rules, or regulations to control potential hazards.~~

IV. IMPLEMENTATION OF PROJECTS ~~OGRAM~~ AND PLANS

A. Within budget limitations, the administration will implement health and safety projects. Areas that may be considered include, but are not limited to, the following:~~For the purpose of implementing this policy, the administration will, within the budgetary limitations adopted by the school board, implement a health and safety program that includes specific plan requirements in various areas as identified by the health and safety advisory committee. Areas that may be considered include, but are not limited to, the following:~~

1. Asbestos
2. Fire and Life Safety
3. Employee Right to Know
4. Emergency Action Planning
5. Combustible and Hazardous Materials Storage
6. Indoor Air Quality
7. Mechanical Ventilation
8. Mold Cleanup and Abatement
9. Accident and Injury Reduction Program: (Model AWAIR Program)
10. Infectious Waste/Bloodborne Pathogens
11. Community Right to Know
12. Compressed Gas Safety
13. Confined Space Standard
14. Electrical Safety
15. First Aid/CPR/AED
16. Cardiac Emergency Response
17. Food Safety Inspection
18. Forklift Safety
19. Hazardous Waste

20. Hearing Conservation
21. Hoist/Lift/Elevator Safety
22. Integrated Pest Management
23. Laboratory Safety Standard/Chemical Hygiene Plan
24. Lead
25. Control of Hazardous Energy Sources (Lockout/Tagout)
26. Machine Guarding
27. Safety Committee
28. Personal Protection Equipment (PPE)
29. Playground Safety
30. Radon
31. Respiratory Protection
32. Underground and Above Ground Storage Tanks
33. Welding/Cutting/Brazing
34. Fall Protection
35. EPA Hazardous Air Pollutant Standards for School Generators
36. Any other areas deemed appropriate ~~Other areas determined to be appropriate by the health and safety advisory committee.~~

~~If a risk is not present in the school district, no plan for that area is required. If a risk is not present in the school district, the preparation of a plan or procedure for that risk will not be necessary.~~

- B. Administration will ensure employees receive appropriate training in crisis response, and emergency actions when exposure to hazards is possible. ~~The administration shall establish procedures to ensure, to the extent practicable, that all employees are properly trained and instructed in job procedures, crisis response duties, and emergency response actions where exposure or possible exposure to hazards and potential hazards may occur.~~
- C. Administration will conduct or arrange safety inspections and drills. Identified hazards or unsafe conditions will be documented, and corrective action will be taken when practicable. ~~The administration shall conduct or arrange safety inspections and drills. Any identified~~

~~hazards, unsafe conditions, or unsafe practices will be documented and corrective action taken to the extent practicable to control that hazard, unsafe condition, or unsafe practice.~~

- D. Employees are encouraged to report hazards or unsafe conditions verbally or in writing. No retaliation will occur for such reports.~~Communication from employees regarding hazards, unsafe or potentially unsafe working conditions, and unsafe or potentially unsafe practices is encouraged in either written or oral form. No employee will be retaliated against for reporting hazards or unsafe or potentially unsafe working conditions or practices.~~
- E. Administration will conduct periodic workplace inspections to identify hazards.~~The administration shall conduct periodic workplace inspections to identify potential hazards and safety concerns~~
- F. All accidents and near misses must be reported to a supervisor immediately. The school district will promptly investigate incidents to determine the cause and prevent recurrence.~~In the event of an accident or a near miss, the school district shall promptly cause an accident investigation to be conducted in order to determine the cause of the incident and to take action to prevent a similar incident. All accidents and near misses must be reported to an immediate supervisor as soon as possible~~

V. BUDGET

- A. The superintendent is responsible for creating procedures to ensure that the school district complies with Minnesota Statutes, section 182.676(a) regarding the establishment of safety committees and with all requirements of the Health and Safety Data Submission System used for long-term facilities maintenance revenue (LTFM).
- B. The superintendent or designee shall ensure that the school board annually reviews all health and safety projects included in the district's LTFM ten-year plan, including current written plan requirements and any recommended new requirements.
- C. Each year, the superintendent or designee shall prepare preliminary revenue and expenditure budgets for the district's LTFM ten-year plan. These budgets must include any written explanations needed for clear understanding by the school board and the public.
- D. The superintendent or designee shall review projected revenues and expenditures and may recommend budget adjustments necessary to support the current LTFM plan or implement new recommendations, provided the adjustments remain within projected and appropriated revenues.
- E. The district must comply with requirements of the Health and Safety Data Submission System by entering project estimates by health and safety finance code for all projects eligible under Minnesota Statutes, section 123B.57, subdivision 6.
- F. The district's LTFM ten-year plan must be approved by both the school board and the

commissioner.

No funds may be spent on the health and safety projects until the school board adopts a budget, or a budget amendment authorizing the expenditure. All health and safety projects must be implemented and administered within the fiscal limits of the LTFM ten-year plan and the adopted budget.

~~The superintendent shall be responsible to provide for periodic school board review and approval of the various plan requirements of the health and safety program, including current plan requirements and related written plans and procedures and recommendations for additional plan requirements proposed to be adopted. The superintendent is responsible for ensuring that the school board regularly reviews and approves all required components of the health and safety program. This includes current plan requirements, related written plans and procedures, and any recommendations for new plan requirements that may be added. The superintendent, or designee such other school official as designated by the superintendent, each year shall prepare preliminary revenue and expenditure budgets for the school district's health and safety program annually. The preliminary budgets shall be accompanied by such written commentary as may be necessary for them to be clearly understood by the members of the school board and the public. The school board shall review the projected revenues and expenditures for this program and make such adjustments within the expenditure budget to carry out the current program and to implement new recommendations within the revenues projected and appropriated for this purpose. Preliminary budgets must include any written explanations necessary for clear understanding by the school board and the public. The superintendent or designee shall review projected revenues and expenditures for this program and may make recommendations to adjust the expenditure budget as needed to support the current program and implement new recommendations, provided these adjustments remain within the projected and appropriated revenues. No funds may be expended for the health and safety program in any school year prior to the adoption of the budget document authorizing that expenditure for that year, or prior to the adoption of an amendment to that budget document by the school board to authorize that expenditure for that year. The health and safety program shall be implemented, conducted, and administered within the fiscal restraints of the adopted budget so adopted.~~

VI. ENFORCEMENT

Enforcement of this policy is essential to achieving health and safety goals. Within budget limits, employees will receive training and periodic reviews of safety practices relevant to their job responsibilities. Employees must participate in required drills. Willful violations of safe work procedures may result in discipline as determined by the superintendent. ~~Enforcement of this policy is necessary for the goals of the school district's health and safety program to be achieved. Within applicable budget limitations, school district employees will be trained and receive periodic reviews of safety practices and procedures, focusing on areas that directly affect the employees' job duties. Employees shall participate in practice drills. Willful violations of safe work practices may result in disciplinary action in accordance with applicable~~

~~school district policies:~~

Legal References: *Minn. Stat. § 123B.56 (Health, Safety, and Environmental Management)*
Minn. Stat. § 123B.57 (~~Capital Expenditure;~~ Health and Safety Projects)
Minn. Stat. § 182.676 (Safety Committees)
*Minn. Rules Part 5208.0010 (Accident and Injury Reduction Program;
Applicability)*
*Minn. Rules Part 5208.0070 (Accident and Injury Reduction Program;
Alternative Forms of Committee)*

Cross References: *ISD 200 Policy 806 (Crisis Management Policy)*

Policy Reviewed: 12.12.2025

Policy Adopted: 06.20.2012

Policy Revised:



901 COMMUNITY EDUCATION **ADVISORY COUNCIL**

I. **PURPOSE**

The purpose of this policy is to establish the framework for the Community Education Advisory Council (CEAC) that ensures community representation, guides program development, fosters collaboration, prevents duplication of efforts, and promotes efficient use of resources to help the district respond to the needs of all learners in the community and in compliance with Minnesota Statute 124D.19. ~~The purpose of this policy is to convey to employees and to the general public the important role of community education within the school district.~~

II. **GENERAL STATEMENT OF POLICY**

As required for the school district to qualify for annual Community Education levies under Minnesota Statutes, section 124D.19, the Hastings Community Education Advisory Council shall give valuable input and feedback from the community perspective to advise staff on community education activities, programs and services. ~~The school board affirms a strong commitment to the community education program. The school board welcomes and strongly encourages the use of school buildings and activity areas by the community when not used for regularly scheduled elementary and secondary programs.~~ The school administration should strive to accomplish the following objectives:

- A. Maximum use should be made of public school facilities within the school district service area.
- B. Educational needs and interests of area residents should be determined periodically.
- C. Community resources and the expertise of residents should be utilized to develop a vibrant, well-rounded community education program.
- D. Area residents should be encouraged to actively participate in program opportunities.

III. **COMMUNITY EDUCATION ADVISORY COUNCIL**

The mission of the Community Education Advisory Council is to inspire lifelong connections and engagement within the community, by fostering meaningful interactions and educational opportunities at every stage of life. The Advisory Council will:

- A. Adopt bylaws, including criteria pertaining to membership, officers' duties, frequency and structure of meetings and any other matters deemed necessary and appropriate;
- B. At least once every five years district's community education advisory council must review

and approve the district's adults with disabilities program and submit a statement of assurances to the Department of Education;

- C. Serve in an advisory capacity to the director of community education to promote the goals and objectives of the community education program;
- D. Conduct periodic assessments to identify community needs and resources and bring them together to support the growth of individuals and the community; and
- E. Provide input and recommendations on program development including early childhood education, youth services, adult programs, special needs programming, after-school enrichment, extended-day or summer programs, consistent with statute.

~~The council shall assist in promoting the goals and objectives of the program.~~

- F. The membership of the community education advisory will consist of members who represent: various service organizations; churches; public and nonpublic schools; local government including elected officials; public and private nonprofit agencies serving youth and families; parents; youth; park, recreation or forestry services of municipal or local government units located in whole or in part within the boundaries of the school district; and any other groups participating in the community education program in the school district.

~~Bylaws of the community education advisory council shall provide the framework for the organization including criteria pertaining to membership, officers' duties, frequency and structure of meetings and such other matters as deemed necessary and appropriate.~~

- G. The council will adopt a policy to reduce and eliminate program duplication within the school district.

Legal References: *Minn. Stat. § 123B.51 (Schoolhouses and Sites; Uses for School and Nonschool Purposes; Closings ~~Access for Noncurricular Purposes~~)*
Minn. Stat. § 124D.19, Subd. 1 (Community Education Programs; Advisory Council)
Minn. Stat. § 124D.20, Subd. 1 (Community Education Revenue)

Cross References: *ISD 200 ~~MSBA/MASA Model~~ Policy 902 (Use of School District Facilities and Equipment)*

Policy Reviewed: ~~12.12.2025~~ 05.29.2020

Policy Adopted: 07.22.2020

Policy Revised: 05.29.2020

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

An Organizational Meeting of the School Board of Independent School District No. 200, Hastings, Minnesota, was held on Monday, January 5th, 2026 at the Hastings Middle School Media Center.

The meeting was called to order by School Board Chairperson Carrie Tate at 6:00 pm.

The following board members were present: Philip Biermaier, Matt Bruns, Jessica Dressely, Carrie Tate and Mark Zuzek. Roll call attendance was taken by Mark Zuzek. Superintendent Wehrkamp Herman was also present. Elaine Mikel-Mulder and Melissa Millner were absent.

A motion to approve the agenda was made by Mark Zuzek and seconded by Matt Bruns. With 5 ayes, 0 nays, the motion carried unanimously.

The next item of business was the election of officers to the School Board. The first office was Chairperson of the Board.

1st Nominee: Carrie Tate	Nominated by Jessica Dressely
2nd Nominee: Mark Zuzek	Nominated by Mark Zuzek

With no further nominations, the vote was as follows:

Voting for Carrie Tate:	3 - Philip Biermaier, Jessica Dressely, Carrie Tate
Voting for Mark Zuzek:	2 - Matt Bruns, Mark Zuzek

Having received the majority of votes, Carrie Tate was named as the Chairperson for the School Board of Independent School District No. 200 for 2026.

The next position open for election was the position of Vice-Chairperson of the Board.

1st Nominee: Jessica Dressely	Nominated by Mark Zuzek
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With no further nominations, the vote was as follows:

Voting for Jessica Dressely:	5 - Philip Biermaier, Matt Bruns, Jessica Dressely, Carrie Tate, Mark Zuzek
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Having received the majority of votes, Jessica Dressely was named as the Vice-Chairperson for the School Board of Independent School District No. 200 for 2026.

The next position open for election was the position of Clerk of the Board.

1st Nominee: Melissa Millner	Nominated by Jessica Dressely
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With no further nominations, the vote was as follows:

Voting for Melissa Millner:	5 - Philip Biermaier, Matt Bruns, Jessica Dressely, Carrie Tate, Mark Zuzek
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Having received the majority of the votes, Melissa Millner was named as the Clerk for the School Board of Independent School District No. 200 for 2026.

The next position open for election was the position of Treasurer.

1st Nominee: Mark Zuzek

Nominated by: Jessica Dressely

With no further nominations the vote was as follows:

Voting for Mark Zuzek:

5 - Philip Biermaier, Matt Bruns, Jessica Dressely,
Carrie Tate, Mark Zuzek

Having received the majority of the votes, Mark Zuzek was named as the Treasurer for the School Board of Independent School District No. 200 for 2026.

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

A motion to approve the consent agenda was made by Jessica Dressely and seconded by Mark Zuzek. With 5 ayes, 0 nays, the motion carried unanimously.

A motion to approve the 2026 School Board calendar as presented was made by Matt Bruns and seconded by Philip Biermaier. With 5 ayes, 0 nays, the motion carried unanimously.

A motion to establish the Hastings Journal as the official district publication was made by Mark Zuzek and seconded by Jessica Dressely. With 4 ayes, 1 nay, the motion carried. Voting nay was Philip Biermaier.

A motion to approve the 2027 Combined Polling Places Resolution as written, waiving the reading was made by Jessica Dressely and seconded by Philip Biermaier. A roll call vote was taken by Mark Zuzek. With a vote of 5 ayes, 0 nays, the motion carried unanimously.

A motion to authorize the Superintendent to perform the official responsibilities of the Clerk and Treasurer was made by Jessica Dressely. An amendment to the first motion to authorize the Superintendent or designee to perform the official responsibilities of the Clerk and Treasurer was made by Jessica Dressely and seconded by Matt Bruns. With 5 ayes, 0 nays, the motion carried unanimously.

A motion to establish the 2026 board member compensation as follows: Board Chair \$4,750/year and Board Directors \$4,250/year was made by Mark Zuzek and seconded by Matt Bruns. With 5 ayes, 0 nays, the motion carried unanimously.

A motion to establish that board members do not participate in benefits with ISD200 was made by Mark Zuzek and seconded by Jessica Dressely. With 5 ayes, 0 nays, the motion carried unanimously.

A motion was made by Mark Zuzek and seconded by Jessica Dressely to approve the official district depositories as indicated:

Merchants Bank	General Receipts
Vermillion State Bank, Hastings/Vermillion	Activity Accounts
Minnesota School District Liquid Asset Fund/PFM Asset Management	Payroll & Finance Accounts, Section 125 Flex Account

State Board of Investment	OPEB PERA Plan
US Bank	QSCB Escrow Account

With 5 ayes, 0 nays, the motion carried unanimously.

A motion to designate the Superintendent, Director of Finance and Operations, Finance Supervisor and Payroll/Benefits Supervisor to make electronic funds transfers was made by Matt Bruns and seconded by Philip Biermaier. With 5 ayes, 0 nays, the motion carried unanimously.

A motion was made by Jessica Dressely and seconded by Philip Biermaier to approve the Employee Recognition Dollar amounts for the 2025-2026 school year as indicated:

5 years	\$30
10 years	\$50
20 years	\$50
30 years	\$60
40 years	\$100
45 years	\$150

With 5 ayes, 0 nays, the motion carried unanimously.

A motion to approve the designation of capital asset thresholds \$10,000 for individual items, \$50,000 for group purchases and approve the annual fixed asset report per Policy 704 was made by Mark Zuzek and seconded by Jessica Dressely. With 5 ayes, 0 nays, the motion carried unanimously.

A motion to delegate authority to the Superintendent and Director of Finance and Operations to sign contracts and enter into agreements in accordance with MN Statute 471.345 was made by Philip Biermaier and seconded by Mark Zuzek. With 5 ayes, 0 nays, the motion carried unanimously.

A motion to delegate authority to the Superintendent and Director of Finance and Operations to enter into Joint Powers Purchasing Agreements in accordance with MN Statute 471.59 was made by Jessica Dressely and seconded by Philip Biermaier. With 5 ayes, 0 nays, the motion carried unanimously.

A motion to designate the Superintendent to act as the Identified Official with Authority (IOwA) and the Director of Finance and Operations to act as the IOwA by proxy for Hastings Public School District 0200-01 was made by Mark Zuzek and seconded by Philip Biermaier. With 5 ayes, 0 nays, the motion carried unanimously.

A motion to approve Kennedy & Graven, P.A. and Ratwik, Roszak, & Maloney, P.A. as district's designated legal counsel was made by Mark Zuzek and seconded by Jessica Dressely. With 5 ayes, 0 nays, the motion carried unanimously.

A motion to approve LB Carlson as district’s auditor was made by Philip Biermaier and seconded by Jessica Dressely. With 5 ayes, 0 nays, the motion carried unanimously.

A motion to approve facsimile signatures from the Board Chair, Board Treasurer, and Board Clerk on school district checks was made by Mark Zuzek and seconded by Philip Biermaier. With 5 ayes, 0 nays, the motion carried unanimously.

A motion was made by Carrie Tate and seconded by Jessica Dressely to approve 2026 school board committees and representatives and members appointed to those committees was made by as follows:

Policy Committee	Mark Zuzek, Jessica Dressely, Carrie Tate
Student School Board Representative Committee	Matt Bruns, Melissa Millner, Jessica Dressely
Facilities and Finance Committee	Mark Zuzek, Melissa Millner, Carrie Tate
Community Collaboration Committee	Elaine Mikel-Mulder, Matt Bruns, Philip Biermaier
Joint Powers Committee	Philip Biermaier, Melissa Millner, Carrie Tate
AMSD Representative	Mark Zuzek with Jessica Dressely as the backup
BrightWorks Representative	Matt Bruns
ISD917 Representative	Mark Zuzek
MSHSL Representative	Elaine Mikel-Mulder
Native American Parent Advisory Committee (NAPAC) Representative	Matt Bruns with Philip Biermaier as the backup

With 5 ayes, 0 nays, the motion carried unanimously.

A motion was made to add liaisons to the following: Meet and Confer Committee and Wellness Committee was made by Carrie Tate and seconded by Mark Zuzek. With 5 ayes, 0 nays, the motion carried unanimously. Discussion took place establishing details about these committees and liaison positions.

A motion was made by Jessica Dressely to approve Mark Zuzek as liaison to ISD917. Motion was rescinded by Jessica Dressely as it was already discussed previously in the meeting.

A motion was made by Carrie Tate and seconded by Mark Zuzek to amend the agenda by removing voting on the liaison positions: ISD917; MSHSL; AMSD; BrightWorks; and NAPAC as they were discussed prior and approved. With 5 ayes, 0 nays, the motion carried unanimously.

A motion was made by Mark Zuzek and seconded by Matt Bruns to amend the agenda to remove Committee Membership Discussion and Liaison Discussions as they were discussed prior. With 5 ayes, 0 nays, the motion carried unanimously.

At the conclusion of the organizational meeting business, a work session was held with discussions about: Superintendent Mid-Year Evaluation Summary; Dave Webb Homerun Leadership Facilitated Retreat; and ISD200 Legislative Priorities.

Future meetings were presented and discussed by Chair Tate.

With no further business to discuss, a motion to adjourn the meeting was made by Jessica Dressely and seconded by Philip Biermaier. With 5 ayes, 0 nays, the motion carried unanimously.

The meeting was adjourned at 7:01 pm.

HASTINGS ISD #200 BOARD REPORT FOR THE MONTH ENDING: December 2025

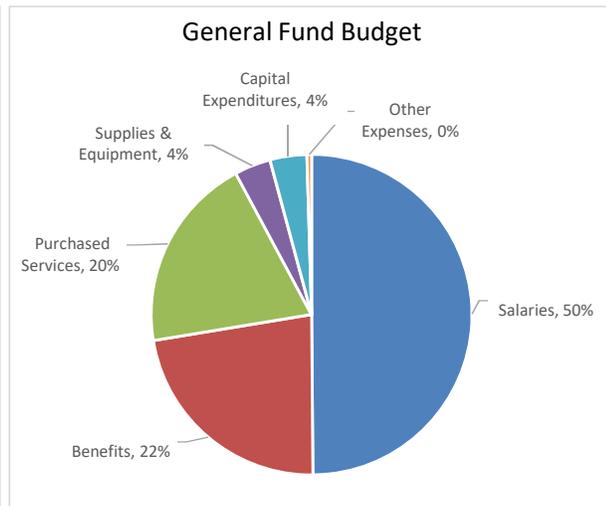
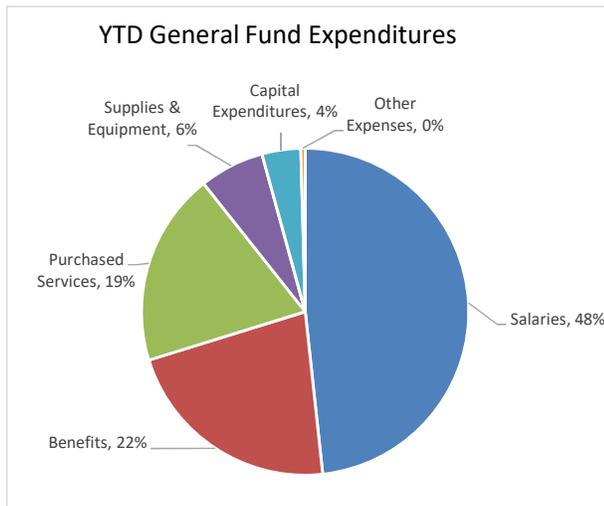
EXPENDITURE TOTALS

	FY 2026 Budget (REV)	**Monthly Expenditures	Year-to-Date Expenditures	Remaining Balance	% Spent
General Fund (01)					
100 Salaries	35,318,477	2,813,263	11,930,209	23,388,268	34%
200 Benefits	15,956,927	1,169,307	5,418,707	10,538,220	34%
300 Purchased Services	13,984,601	1,059,828	4,726,976	9,257,625	34%
400 Supplies & Equipment	2,592,729	102,551	1,581,246	1,011,483	61%
500 Capital Expenditures	2,638,174	114,322	945,497	1,692,676	36%
800 Other Expenses	322,822	8,334	107,710	215,112	33%
	70,813,730	5,267,605	24,710,344	46,103,385	35%
Food Service Fund (02)	3,517,837	332,805	1,494,724	2,023,113	42%
Community Service Fund (04)	2,847,673	229,203	1,255,683	1,591,990	44%
Building Construction Fund (06)	563,602	0	(3,864)	567,466	-1%
Debt Service Fund (07)	4,686,350	0	7,600	4,678,750	0%
Student Activities Fund (10)	275,000	10,771	153,115	121,885	56%
Deferred Accounts- Donations/Misc Fund (11)	640,619	64,824	266,093	374,526	42%
Scholarships Fund (12)	140,000	27,000	29,000	111,000	21%
Totals	\$83,484,811	\$5,932,207	\$27,912,696	\$55,572,115	

** Monthly expenditures include payroll and finance.

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

** Some July/August payment register expenses are posted to June due to timing of incurred expense and are not included in above monthly expenditures.



PAYROLL DISBURSEMENTS

Checks & Direct Deposits	12/1/2025	12/31/2025	1,946,508	Pay dates 12/5 and 12/19 Bd. Share \$362,793
Liability Checks & Wires	12/1/2025	12/31/2025	1,474,977	
Total			\$3,421,485	

FINANCE DISBURSEMENTS

Checks & Wires	12/1/2025	12/31/2025	1,566,083
Total			\$1,566,083

SELF-FUNDED INSURANCE

	Revenue YTD	Expenses YTD	YTD Balance
Dental	363,982	325,732	\$38,250
Health	4,920,675	4,192,508	\$728,167

HASTINGS

FY 2025-26 - Budget to Actual Comparison
 Month Ended December 31, 2025

REVENUE & EXPENDITURES
 SUMMARY BY SOURCE, OBJECT
 SERIES & PROGRAM SERIES

December 31, 2025

GENERAL FUND DETAILED (Fund 01,10,11,12)

							December 31, 2025	December 31, 2024	December 31, 2023
REVENUE							% of Budget Received	% of Actuals Received	% of Actuals Received
REVENUE CATEGORIES	June 30, 2024	June 30, 2025	Adopted Budget FY26	Revised Budget FY26	Received YTD	Budget Remaining			
Property Tax	\$ 14,283,473	\$ 16,231,220	\$ 16,232,034	\$ 16,231,521	\$ 6,788,024	\$ 9,443,497	41.82%	41.18%	41.96%
Local Revenue (Fees, Interest, Etc.)	\$ 3,558,465	\$ 3,761,739	\$ 2,491,158	\$ 2,951,458	\$ 2,398,912	552,546	81.28%	54.73%	66.77%
State Revenue	\$ 46,353,239	\$ 50,104,638	\$ 48,428,882	\$ 49,705,882	\$ 12,090,330	37,615,552	24.32%	25.09%	27.78%
Federal Revenue	\$ 3,200,553	\$ 1,718,352	\$ 1,453,531	\$ 1,605,332	\$ 23,348	1,581,984	1.45%	17.71%	12.93%
Other Revenue	\$ 445,045	\$ 521,567	\$ 226,500	\$ 226,500	\$ 40,743	185,757	17.99%	7.45%	20.74%
TOTAL REVENUE	\$ 67,840,775	\$ 72,337,516	\$ 68,832,105	\$ 70,720,693	\$ 21,341,356	\$ 49,379,337	30.18%	29.94%	32.06%

							December 31, 2025	December 31, 2024	December 31, 2023
EXPENDITURES							% of Budget Expended	% of Actuals Expended	% of Actuals Expended
OBJECT SERIES	June 30, 2024	June 30, 2025	Adopted Budget FY26	Revised Budget FY26	Expended YTD	Budget Remaining			
Salary & Wages	\$ 32,409,949	\$ 33,831,675	\$ 35,152,322	\$ 35,430,376	\$ 11,974,162	\$ 23,456,214	33.80%	36.68%	35.69%
Employee Benefits	\$ 14,515,095	\$ 14,637,250	\$ 16,267,128	\$ 15,978,395	\$ 5,425,276	10,553,119	33.95%	40.71%	39.99%
Purchased Services	\$ 11,360,622	\$ 12,590,669	\$ 12,963,388	\$ 14,258,798	\$ 4,923,310	9,335,488	34.53%	33.64%	33.79%
Supplies & Materials	\$ 1,999,355	\$ 3,264,620	\$ 3,121,534	\$ 2,977,474	\$ 1,696,506	1,280,968	56.98%	58.14%	60.54%
Capital Expenditures	\$ 3,433,364	\$ 3,309,617	\$ 2,720,675	\$ 2,754,673	\$ 995,339	1,759,334	36.13%	51.57%	72.90%
Debt Service	\$ -	\$ -	\$ -	\$ -	\$ -	0	0.00%	0.00%	0.00%
Other Expenditures	\$ 527,439	\$ 517,111	\$ 456,918	\$ 469,632	\$ 143,961	325,671	30.65%	30.32%	29.93%
Other Financing Uses	\$ 301,752	\$ 415,282	\$ -	\$ -	\$ -	0	0.00%	0.00%	0.00%
TOTAL OBJECT SERIES	\$ 64,547,575	\$ 68,566,224	\$ 70,681,965	\$ 71,869,348	\$ 25,158,553	\$ 46,710,795	35.01%	38.45%	38.86%

							December 31, 2025	December 31, 2024	December 31, 2023
PROGRAM SERIES							% of Budget Expended	% of Actuals Expended	% of Actuals Expended
PROGRAM SERIES	June 30, 2024	June 30, 2025	Adopted Budget FY26	Revised Budget FY26	Expended YTD	Budget Remaining			
Administration	\$ 2,125,692	\$ 2,200,195	\$ 2,343,023	\$ 2,375,540	\$ 1,095,790	\$ 1,279,750	46.13%	46.77%	48.33%
District Support Services	2,529,185	3,162,391	3,472,149	3,498,810	1,889,331	1,609,479	54.00%	54.04%	58.34%
Ele & Sec Regular Instruction	27,536,015	29,122,591	30,005,309	30,631,685	9,826,500	20,805,185	32.08%	36.29%	34.84%
Career & Tech Instruction	893,888	925,084	961,153	977,743	291,667	686,076	29.83%	33.27%	32.14%
Special Education Instruction	11,746,765	12,425,179	13,411,487	13,774,473	3,980,312	9,794,161	28.90%	32.65%	35.19%
Instructional Support Services	2,899,636	3,469,068	3,121,292	3,199,037	1,147,007	2,052,030	35.85%	38.50%	38.20%
Pupiii Support Services	8,401,946	8,785,611	9,005,980	9,197,531	3,265,907	5,931,624	35.51%	33.67%	28.55%
Site, Building & Equipment	7,891,013	7,909,716	7,768,187	7,621,687	3,180,197	4,441,490	41.73%	49.99%	58.70%
Fiscal & Other Fixed Costs	523,435	566,389	593,384	592,842	481,842	111,000	81.28%	78.60%	81.31%
TOTAL PROGRAM SERIES	\$ 64,547,575	\$ 68,566,224	\$ 70,681,965	\$ 71,869,348	\$ 25,158,553	\$ 46,710,795	35.01%	38.45%	38.86%

HASTINGS
FY 2025-26 - Budget to Actual Comparison
Month Ended December 31, 2025

HASTINGS

December 31, 2025

FOOD SERVICE DETAILED (Fund 02)

REVENUE	June 30, 2024	June 30, 2025	Adopted Budget FY26	Revised Budget FY26	Received YTD	Budget Remaining	December 31, 2025	December 31, 2024	December 31, 2023
							% of Budget Received	% Of Actual Received	% Of Actual Received
Local Revenue	\$ 43,854	\$ 27,806	\$ 20,000	\$ 24,000	\$ 6,916	\$ 17,084	28.82%	0.00%	0.00%
State Revenue	1,526,870	1,649,423	1,649,753	1,738,276	594,961	1,143,315	34.23%	33.33%	31.81%
Federal Revenue	1,312,276	1,216,963	1,211,713	1,166,391	345,162	821,229	29.59%	28.39%	31.75%
Sales	343,222	322,140	348,200	348,200	178,905	169,295	51.38%	60.90%	60.03%
Other Revenue	0	0	0	0	0	0	0.00%	0.00%	0.00%
TOTAL REVENUE	\$ 3,226,223	\$ 3,216,331	\$ 3,229,666	\$ 3,276,867	\$ 1,125,944	\$ 2,150,923	34.36%	33.93%	34.35%

EXPENDITURES BY OBJECT	June 30, 2024	June 30, 2025	Adopted Budget FY26	Revised Budget FY26	Expended YTD	Budget Remaining	December 31, 2025	December 31, 2024	December 31, 2023
							% of Budget Expended	% Of Actual Expended	% Of Actual Expended
Salary & Wages	\$ 997,975	\$ 1,129,135	\$ 1,177,729	\$ 1,175,673	\$ 445,640	\$ 730,033	37.91%	36.56%	33.60%
Employee Benefits	283,846	283,604	308,312	311,270	\$ 125,704	185,566	40.38%	43.90%	44.76%
Purchased Services	272,869	236,103	267,850	267,850	\$ 93,516	174,334	34.91%	28.39%	21.70%
Supplies & Materials	1,598,212	1,629,175	1,611,229	1,641,044	\$ 730,117	910,927	44.49%	43.35%	40.74%
Capital Expenditures	135,497	195,862	90,000	120,000	\$ 98,896	21,104	82.41%	25.56%	15.08%
Debt Service	0	0	0	0	\$ -	0	0.00%	0.00%	0.00%
Other Expenditures	14,846	14,063	2,000	2,000	\$ 852	1,148	42.61%	51.91%	47.89%
Other Financing Uses	0	0	0	0	0	0	0.00%	0.00%	0.00%
TOTAL EXPENDITURES	\$ 3,303,245	\$ 3,487,942	\$ 3,457,120	\$ 3,517,837	\$ 1,494,724	\$ 2,023,113	42.49%	39.22%	36.34%

HASTINGS
FY 2025-26 - Budget to Actual Comparison
Month Ended December 31, 2025

HASTINGS

December 31, 2025

COMMUNITY EDUCATION DETAILED (Fund 04)

REVENUE	June 30, 2024	June 30, 2025	Adopted Budget FY26	Revised Budget FY26	Received YTD	Budget Remaining	December 31, 2025	December 31, 2024	December 31, 2023
							% of Budget Received	% Of Actual Received	% Of Actual Received
Property Tax	\$ 464,013	\$ 444,853	\$ 441,822	\$ 441,822	\$ 248,344	\$ 193,478	56.21%	56.36%	54.82%
Local Revenue	1,899,808	1,889,634	1,899,663	1,899,663	912,003	987,660	48.01%	53.14%	48.62%
General State Revenue	3,125	2,881	3,132	3,132	251	2,881	8.01%	5.82%	1.57%
State Support Program	427,161	481,515	509,198	506,793	320,361	186,432	63.21%	64.82%	67.16%
Federal Revenue	9,258	0	0	0	0	0	0.00%	0.00%	0.00%
Other Revenue	6,773	13,608	0	0	2,791	(2,791)	0.00%	25.85%	69.84%
TOTAL REVENUE	\$ 2,810,138	\$ 2,832,491	\$ 2,853,816	\$ 2,851,410	\$ 1,483,751	\$ 1,367,659	52.04%	55.45%	52.30%

EXPENDITURES BY OBJECT	June 30, 2024	June 30, 2025	Adopted Budget FY26	Revised Budget FY26	Expended YTD	Budget Remaining	December 31, 2025	December 31, 2024	December 31, 2023
							% of Budget Expended	% Of Actual Expended	% Of Actual Expended
Salary & Wages	\$ 1,775,081	\$ 1,773,618	\$ 1,722,548	\$ 1,713,179	\$ 764,374	\$ 948,805	44.62%	46.97%	44.92%
Employee Benefits	599,054	632,360	665,876	632,675	\$ 234,481	398,194	37.06%	54.09%	44.66%
Purchased Services	325,274	370,076	341,919	374,401	\$ 202,730	171,671	54.15%	53.63%	57.41%
Supplies & Materials	98,283	97,351	97,620	101,392	\$ 45,696	55,696	45.07%	50.83%	54.22%
Capital Expenditures	1,917	4,103	3,506	4,506	\$ 1,384	3,122	30.72%	138.35%	89.00%
Debt Service	0	0	0	0	\$ -	0	0.00%	0.00%	0.00%
Other Expenditures	66,768	67,063	21,202	21,521	\$ 7,018	14,503	32.61%	38.86%	36.49%
Other Financing Uses	0	0	0	0	0	0	0.00%	0.00%	0.00%
TOTAL EXPENDITURES	\$ 2,866,378	\$ 2,944,570	\$ 2,852,671	\$ 2,847,674	\$ 1,255,683	\$ 1,591,991	44.10%	49.22%	46.43%

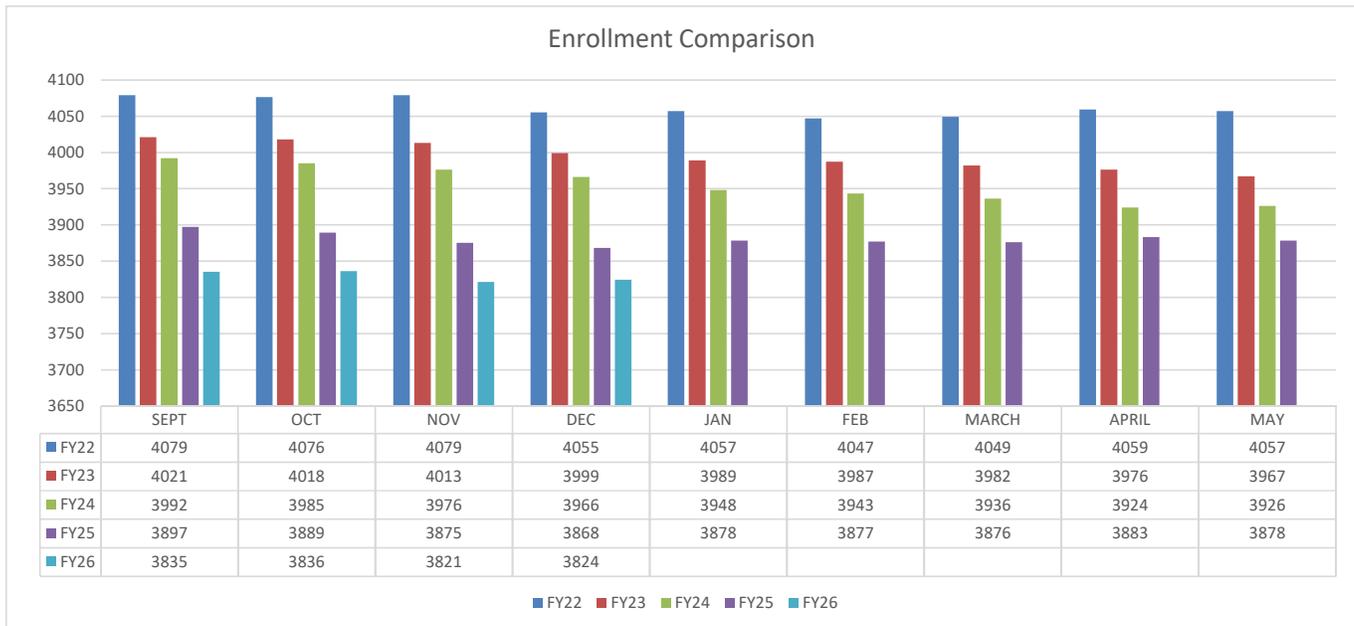
ELECTRONIC FUND TRANSFERS

<u>Date</u>	<u>From</u>	<u>To</u>	<u>Amount</u>	<u>Description</u>
12/2/2025	MSDLAF General	MSDLAF AP	67,568.38	Accounts Payable
12/4/2025	MSDLAF General	MSDLAF Payroll	4,724.79	Payroll
12/5/2025	MSDLAF General	MSDLAF Health Self Funded	29,884.62	Health Insurance
12/5/2025	MSDLAF General	MSDLAF Health Self Funded	814,190.98	Health Insurance
12/5/2025	MSDLAF General	MSDLAF Flex	18,267.92	Payroll
12/5/2025	MSDLAF General	MSDLAF AP	17,728.05	Accounts Payable
12/5/2025	MSDLAF General	MSDLAF Payroll	1,732,491.24	Payroll
12/8/2025	Merchants Bank	MSDLAF General	50,000.00	Local Receipts
12/9/2025	MSDLAF Health Self Funded	MSDLAF General	20.00	Health Insurance
12/11/2025	MSDLAF General	Vermillion Bank	1,361.82	Local Receipts
12/12/2025	MSDLAF General	MSDLAF AP	3,773.32	Accounts Payable
12/15/2025	Merchants Bank	MSDLAF General	50,000.00	Local Receipts
12/15/2025	MSDLAF General	MSDLAF AP	22,446.98	Accounts Payable
12/15/2025	MSDLAF General	MSDLAF AP	1,041,264.10	Accounts Payable
12/17/2025	MSDLAF General	MSDLAF Health Self Funded	29,834.62	Health Insurance
12/19/2025	MSDLAF General	MSDLAF Payroll	1,671,853.93	Payroll
12/19/2025	MSDLAF General	MSDLAF Flex	18,371.31	Payroll
12/19/2025	MSDLAF General	MSDLAF AP	243,978.91	Accounts Payable
12/22/2025	MSDLAF GeneralMAX	MSDLAF General	1,000,000.00	Exchange
12/22/2025	Merchants Bank	MSDLAF General	50,000.00	Local Receipts
12/23/2025	MSDLAF General	MSDLAF Scholarship	15,082.00	Local Receipts
12/23/2025	MSDLAF General	MSDLAF AP	18,780.42	Accounts Payable
12/23/2025	MSDLAF General	MSDLAF AP	218,393.62	Accounts Payable
12/24/2025	MSDLAF General	MSDLAF Dental Self Funded	60,857.19	Dental Insurance
12/31/2025	MSDLAF General	MSDLAF Health Self Funded	29,901.23	Health Insurance

\$7,210,775.43

ENROLLMENT

<u>GRADE</u>	<u>COUNT</u>	<u>SCHOOL</u>	<u>COUNT</u>
K	262	ALP	50
1	260	High School	1264
2	254	Middle School	1178
3	273	Kennedy Elementary	448
4	283	Pinecrest Elementary	411
5	292	McAuliffe Elementary	473
6	281		3824
7	298		
8	307		
9	327		
10	299	Elementary	1332
11	328	Middle School	1178
12	360	High School/ALP	1314
	3824	Total District	3824



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, 2026
Current Statement as of 12/31/2025

Crs Code	Activity Account	Balance 7/1/2025	Receipts	Disbursements	Subtotal (Less Interest)	Interest Earned	Balance 12/31/2025
601	Art Club	342.61	0.00	0.00	342.61	5.6636	348.27
608	AVID	2,309.08	0.00	363.51	1,945.57	34.9350	1,980.51
602	Band	1,852.94	4,957.25	2,839.48	3,970.71	57.7412	4,028.45
605	Basketball - Boys	5,276.27	0.00	781.02	4,495.25	78.5772	4,573.83
609	Choir Tour	1,769.44	0.00	0.00	1,769.44	29.2501	1,798.69
610	Cross Country Running	549.60	910.00	1,206.00	253.60	8.6936	262.29
613	Fellowship Christian Athletes (FCA)	3,481.12	4,705.00	4,194.72	3,991.40	66.9865	4,058.39
615	Gymnastics	4,213.33	386.34	0.00	4,599.67	74.5619	4,674.23
616	French Honor Society (FHS)	1,548.07	675.00	905.72	1,317.35	24.3323	1,341.68
622	Marching Band	47,025.43	32,952.82	63,813.73	16,164.52	427.3180	16,591.84
675	INTEREST EARNED	0.00	2,722.88	0.00	2,722.88	-	0.00
623	National Honor Society (NHS)	2,842.95	679.75	180.01	3,342.69	53.5738	3,396.26
625	Nordic Skiing	360.57	225.00	0.00	585.57	7.9632	593.53
626	Orchestra	213.16	0.00	0.00	213.16	3.5237	216.68
618	Peer Helpers	103.33	0.00	21.04	82.29	1.4941	83.78
632	Show Choir	44,492.93	75,101.61	57,067.98	62,526.56	841.0108	63,367.57
647	Spanish Club	5,489.94	1,359.40	1,812.12	5,037.22	87.1335	5,124.35
650	Student Council	43,929.25	3,032.00	15,992.05	30,969.20	592.5607	31,561.76
652	Tennis - Boys	3,213.88	0.00	228.10	2,985.78	49.7551	3,035.54
653	Tennis - Girls	1,321.76	886.00	2,202.93	4.83	7.8159	12.65
655	Thespians	141.67	0.00	0.00	141.67	2.3419	144.01
656	Track	10,643.97	0.00	1,507.00	9,136.97	154.6784	9,291.65
654	Ultimate Frisbee	646.90	0.00	0.00	646.90	10.6937	657.59
665	Middle School Yearbook	14.47	0.00	0.00	14.47	0.2392	14.71
666	Middle School Student Council	6,172.55	0.00	0.00	6,172.55	102.0365	6,274.59
		187,955.22	128,593.05	153,115.41	163,432.86	2,722.8800	163,432.86

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

December 2025 Investment Reconciliation - %-104-%

FUNDS	BALANCE BEGINNING OF MONTH	RECEIPTS	DISBURSEMENTS	BALANCE END OF MONTH
GENERAL FUND - 01	11,000,000.00	8,000,000.00	8,000,000.00	11,000,000.00
SCHOLARSHIP FUND - 12	10,000.00	0.00	0.00	10,000.00
DENTAL SELF FUNDED - 20	488,000.00	0.00	0.00	488,000.00
HEALTH SELF FUNDED - 21	2,000,000.00	0.00	0.00	2,000,000.00
TOTALS	13,498,000.00	8,000,000.00	8,000,000.00	<u>13,498,000.00</u>

RECONCILEMENT OF TREASURER'S BALANCE WITH BANK

DESCRIPTION	BALANCE PER BANK STATEMENT	OTHER RECONCILING ITEMS	BALANCE PER TREASURER'S BOOKS
Certificates of Deposit - MSDLAF - General	0.00	0.00	0.00
Term - MSDLAF - General	11,000,000.00	0.00	11,000,000.00
Scholarship CD	10,000.00	0.00	10,000.00
Certificates of Deposit - MSDLAF - Dental	488,000.00	0.00	488,000.00
Term - MSDLAF - Health	2,000,000.00	0.00	2,000,000.00
TREASURER'S BALANCE	13,498,000.00	0.00	<u>13,498,000.00</u>

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

December 2025 Bank Reconciliation

FUNDS	BALANCE BEGINNING OF MONTH	RECEIPTS	DISBURSEMENTS	JOURNAL ENTRIES	BALANCE END OF MONTH
GENERAL FUND- 01	27,100,173.48	4,891,793.39	(2,781,477.11)	(2,788,841.75)	26,421,648.01
FOOD SERVICE FUND - 02	299,223.53	329,019.15	(174,638.43)	(156,249.54)	297,354.71
COMMUNITY ED - 04	597,240.39	238,259.99	(47,335.39)	(139,928.67)	648,236.32
BUILDING CONSTRUCTION - 06	562,351.59	1,801.90	0.00	0.00	564,153.49
DEBT REDEMPTION - 07	6,251,955.99	41,375.09	0.00	365,363.35	6,658,694.43
STUDENT ACTIVITY FUND -10	136,152.66	38,051.03	(10,770.83)	0.00	163,432.86
DEFERRED ACCOUNTS - 11	522,314.87	58,375.06	(59,067.76)	(5,531.53)	516,090.64
SCHOLARSHIP - 12	317,444.11	16,354.05	(27,000.00)	0.00	306,798.16
DENTAL SELF FUNDED - 20	966,973.91	3,048.41	(51,533.77)	60,857.19	979,345.74
HEALTH SELF FUNDED -21	3,500,366.32	194,526.15	(978,980.00)	864,702.79	3,580,615.26
OPEB PERA/CE TRUST - 45	6,723,623.45	0.00	0.00	21,462.33	6,745,085.78
TOTALS	46,977,820.30	5,812,604.22	(4,130,803.29)	(1,778,165.83)	46,881,455.40

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	87,560.40	0.00	0.00	31.21	87,591.61
MSDLAF AP	393,570.19	(291,773.31)	0.00	0.00	101,796.88
MSDLAF Payroll	110,758.65	(14,490.56)	0.00	0.00	96,268.09
MSDLAF Scholarship	326,548.16	(20,000.00)	0.00	0.00	306,548.16
MSDLAF General	34,647,928.89	0.00	4,433.13	0.00	34,652,362.02
MSDLAF Flex	44,934.78	(2,621.65)	0.00	0.00	42,313.13
MSDLAF Dental Self Funded	986,708.24	(7,362.50)	0.00	0.00	979,345.74
MSDLAF Health Self Funded	2,976,408.98	(170,916.04)	0.00	0.00	2,805,492.94
MSDLAF Bond Proceeds	564,153.49	0.00	0.00	0.00	564,153.49
Vermillion Bank	140,683.95	(2,415.00)	0.00	0.00	138,268.95
OPEB PERA/CE Trust Account	7,107,314.39	0.00	0.00	0.00	7,107,314.39
TREASURER'S BALANCE	47,386,570.12	(509,579.06)	4,433.13	31.21	46,881,455.40

HASTINGS PUBLIC SCHOOLS

Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void		Amount
												Date		
MB	P606MB	113131		Wire	1	10229	MERCHANTS BANK FEES		No	Yes	No	12/11/2025		34.88
MB	P606DB	113268		Wire	1	10229	MERCHANTS BANK FEES		No	Yes	No	12/18/2025		383.64
													Bank Total:	\$418.52
USAP	P605A	113163		Wire	1	11387	AMAZON CAPITAL SERVICES, INC		No	No	No	12/12/2025		17,335.15
USAP	P60615	113264		Wire	1	10920	AFFINETY - MERCH BANK FEES (WIRE)		No	Yes	No	12/15/2025		3,478.46
USAP	P60615	113265		Wire	1	2976	SALES TAX (MN DEPT REVENUE)		No	Yes	No	12/15/2025		314.00
USAP	P60615	113266		Wire	1	9935	ELEYO FEES		No	Yes	No	12/15/2025		952.23
USAP	P605B	113355		Wire	1	9557	BMO HARRIS BANK NA		No	Yes	No	12/22/2025		16,898.66
USAP	P60631	113395		Wire	1	3167	MSDLAF BANK FEES		No	Yes	No	12/23/2025		179.59
USAP	P60303	112213	838871	Check	1	9880	GUSTAFSON, JILL		Yes	No	Yes	12/12/2025		(26.74)
USAP	P60402	112419	839021	Check	1	9880	GUSTAFSON, JILL		Yes	No	Yes	12/12/2025		(59.64)
USAP	P60415	112457	839130	Check	1	11996	STOCKDALE, SCOTT		Yes	No	Yes	12/12/2025		(188.02)
USAP	P60430	112692	839202	Check	1	8741	CLARK, JAMIE		Yes	No	Yes	12/19/2025		(19.81)
USAP	P60601	113092	839581	Check	1	11800	ANDERSON, STEVEN		Yes	No	No	12/05/2025		105.00
USAP	P60601	113099	839582	Check	1	12228	BPAM		Yes	No	No	12/05/2025		90.00
USAP	P60601	113089	839583	Check	1	10443	BURG, JENNIFER		Yes	No	No	12/05/2025		114.17
USAP	P60601	113091	839584	Check	1	10968	CHANDLER, EMILY		Yes	No	No	12/05/2025		41.58
USAP	P60601	113109	839585	Check	1	2019	CHASKA HIGH SCHOOL		Yes	No	No	12/05/2025		120.00
USAP	P60601	113093	839586	Check	1	11805	CLARK, AMY		Yes	No	No	12/05/2025		221.25
USAP	P60601	113111	839587	Check	1	5504	COON RAPIDS HIGH SCHOOL		Yes	No	No	12/05/2025		200.00
USAP	P60601	113112	839588	Check	1	8840	R2 DEFINITIVE TECHNOLOGY SOLUTIONS		Yes	No	No	12/05/2025		238.69
USAP	P60601	113096	839589	Check	1	11995	DIETZ, BRIANNA		Yes	No	No	12/05/2025		46.36
USAP	P60601	113101	839590	Check	1	12237	FISCH, NICOLE		Yes	No	No	12/05/2025		40.25
USAP	P60601	113106	839591	Check	1	1482	GRAINGER, W.W..		Yes	No	No	12/05/2025		14.86
USAP	P60601	113095	839592	Check	1	11900	HENRY SCHEIN, INC		Yes	No	No	12/05/2025		190.00
USAP	P60601	113103	839593	Check	1	12271	HOCKINSON, BETTY		Yes	No	No	12/05/2025		258.75
USAP	P60601	113090	839594	Check	1	10645	HOFMEISTER, KRISTEN		Yes	No	No	12/05/2025		47.74
USAP	P60601	113104	839595	Check	1	12272	KUSSKE-THORKELSON, DONNA		Yes	No	No	12/05/2025		120.00
USAP	P60601	113113	839596	Check	1	9058	LAKE CITY ATHLETIC BOOSTER CLUB		Yes	No	No	12/05/2025		240.00
USAP	P60601	113097	839597	Check	1	12164	R1 LUZ OR OSCAR CHINO		Yes	No	No	12/05/2025		195.00
USAP	P60601	113107	839598	Check	1	1914	MCEA EXECUTIVE OFFICE		Yes	No	No	12/05/2025		3,682.00
USAP	P60601	113108	839599	Check	1	1977	MINNESOTA COACHES LLC		Yes	No	No	12/05/2025		1,222.25
USAP	P60601	113098	839600	Check	1	12181	R1 MUSEUM OF SCIENCE		Yes	No	No	12/05/2025		1,284.00
USAP	P60601	113114	839601	Check	1	9371	PTACEK'S IGA		Yes	No	No	12/05/2025		239.23
USAP	P60601	113094	839602	Check	1	11871	RABAEY, JOE		Yes	No	No	12/05/2025		392.53
USAP	P60601	113110	839603	Check	1	2819	REPUBLIC SERVICES #923		Yes	No	No	12/05/2025		8,442.38
USAP	P60601	113100	839604	Check	1	12230	SEIBERT, JACK		Yes	No	No	12/05/2025		17.01

HASTINGS PUBLIC SCHOOLS
Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void		Amount
												Date		
USAP	P60601	113102	839605	Check	1	12268	TODNEM, ALLEN		Yes	No	No	12/05/2025		105.00
USAP	P60601	113105	839606	Check	1	12273	WAGNER, CYNTHIA		Yes	No	No	12/05/2025		60.00
USAP	P60602	113146	839607	Check	1	12165	R11 ANNETTE CLARK		Yes	No	No	12/12/2025		40.00
USAP	P60602	113155	839608	Check	1	12278	AUTHORIZE.NET		Yes	No	No	12/12/2025		25.00
USAP	P60602	113145	839609	Check	1	12097	CADY BUSINESS TECHNOLOGIES, INC		Yes	No	No	12/12/2025		1,039.18
USAP	P60602	113140	839610	Check	1	11236	CHORDS AND BOARDS LLC		Yes	No	No	12/12/2025		140.00
USAP	P60602	113160	839611	Check	1	8581	CIRILLO, MOLLY		Yes	No	No	12/12/2025		66.08
USAP	P60602	113139	839612	Check	1	10993	DAVIS, AMY		Yes	No	No	12/12/2025		41.36
USAP	P60602	113150	839613	Check	1	12165	R5 GERALDINE SMITH		Yes	No	No	12/12/2025		40.00
USAP	P60602	113162	839614	Check	1	9880	GUSTAFSON, JILL		Yes	No	No	12/12/2025		86.38
USAP	P60602	113158	839615	Check	1	4980	HANSON, TRENT		Yes	No	No	12/12/2025		276.03
USAP	P60602	113143	839616	Check	1	11750	HERMANSON, SAMANTHA		Yes	No	No	12/12/2025		24.64
USAP	P60602	113152	839617	Check	1	12223	HOVLAND, RACHEAL		Yes	No	No	12/12/2025		15.68
USAP	P60602	113142	839618	Check	1	11726	JOHNSON, STEFANIE		Yes	No	No	12/12/2025		21.21
USAP	P60602	113149	839619	Check	1	12165	R14 KRISTINE ELLINGSON		Yes	No	No	12/12/2025		80.00
USAP	P60602	113147	839620	Check	1	12165	R12 MARY SIEBEN		Yes	No	No	12/12/2025		40.00
USAP	P60602	113148	839621	Check	1	12165	R13 MAUREEN MARSHALL		Yes	No	No	12/12/2025		40.00
USAP	P60602	113156	839622	Check	1	3072	MCAULIFFE PETTY CASH ACCOUNT		Yes	No	No	12/12/2025		491.23
USAP	P60602	113151	839623	Check	1	12215	MILLER, ROSE		Yes	No	No	12/12/2025		18.06
USAP	P60602	113141	839624	Check	1	11590	NELSON, TARA		Yes	No	No	12/12/2025		15.68
USAP	P60602	113157	839625	Check	1	4344	ROWAN, MARY		Yes	No	No	12/12/2025		46.06
USAP	P60602	113144	839626	Check	1	11996	STOCKDALE, SCOTT		Yes	No	No	12/12/2025		188.02
USAP	P60602	113161	839627	Check	1	9819	THOME, COLLEEN		Yes	No	No	12/12/2025		23.00
USAP	P60602	113159	839628	Check	1	7490	UNIVERSITY LANGUAGE CTR INC		Yes	No	No	12/12/2025		218.21
USAP	P60602	113153	839629	Check	1	12270	WALLACE RADIO SYNDICATION LLC		Yes	No	No	12/12/2025		700.00
USAP	P60602	113154	839630	Check	1	12277	ZIEMER-PATTON, CATHERINE		Yes	No	No	12/12/2025		97.50
USAP	P60615	113185	839631	Check	1	11847	ABILITY 2 BELIEVE		Yes	No	No	12/15/2025		288.00
USAP	P60615	113194	839632	Check	1	12168	AMPERSAND THERAPY LLC		Yes	No	No	12/15/2025		21,440.00
USAP	P60615	113242	839633	Check	1	6123	R1 ANOKA HIGH SCHOOL		Yes	No	No	12/15/2025		400.00
USAP	P60615	113176	839634	Check	1	11428	ASBO		Yes	No	No	12/15/2025		1,165.00
USAP	P60615	113243	839635	Check	1	6190	R3 AVIBEN LLC		Yes	No	No	12/15/2025		566.86
USAP	P60615	113177	839636	Check	1	1156	BIX PRODUCE COMPANY LLC		Yes	No	No	12/15/2025		2,259.72
USAP	P60615	113201	839637	Check	1	12274	BLB CONSULTING LLC		Yes	No	No	12/15/2025		1,555.00
USAP	P60615	113234	839638	Check	1	3354	BLOOMINGTON KENNEDY HIGH SCHOI		Yes	No	No	12/15/2025		250.00
USAP	P60615	113241	839639	Check	1	5997	R1 BRAINPOP LLC		Yes	No	No	12/15/2025		3,270.00
USAP	P60615	113254	839640	Check	1	7911	CENTURYLINK		Yes	No	No	12/15/2025		80.52
USAP	P60615	113183	839641	Check	1	11835	CHAMPLIN PARK HIGH SCHOOL		Yes	No	No	12/15/2025		100.00
USAP	P60615	113189	839642	Check	1	11978	CHARPENTIER ENTERPRISES LLC		Yes	No	No	12/15/2025		336.05

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USAP	P60615	113174	839643	Check	1	11236	CHORDS AND BOARDS LLC		Yes	No	No	12/15/2025	305.00
USAP	P60615	113203	839644	Check	1	1235	CITY OF HASTINGS		Yes	No	No	12/15/2025	6,462.42
USAP	P60615	113200	839645	Check	1	12227	CLOCWORKS INC		Yes	No	No	12/15/2025	899.46
USAP	P60615	113198	839646	Check	1	12217	COLLABORATIVE SCHOOL SAFETY		Yes	No	No	12/15/2025	1,500.00
USAP	P60615	113204	839647	Check	1	1286	CUB FOODS		Yes	No	No	12/15/2025	68.69
USAP	P60615	113245	839648	Check	1	6745	CULLIGAN OF STILLWATER		Yes	No	No	12/15/2025	466.70
USAP	P60615	113257	839649	Check	1	8840	DEFINITIVE TECHNOLOGY SOLUTIONS		Yes	No	No	12/15/2025	2,057.48
USAP	P60615	113167	839650	Check	1	10860	DEPARTMENT OF TRANSPORTATION		Yes	No	No	12/15/2025	743.25
USAP	P60615	113237	839651	Check	1	4892	DRAMATISTS PLAY SERVICE INC		Yes	No	Yes	12/15/2025	1,425.00
USAP	P60615	113205	839652	Check	1	1357	EAGLE BLUFF ENVRMNTL LRNG CTR		Yes	No	No	12/15/2025	35,069.77
USAP	P60615	113206	839653	Check	1	1362	R3 EBSCO SUBSCRIPTION SERVICES		Yes	No	No	12/15/2025	486.53
USAP	P60615	113256	839654	Check	1	8731	EDEN PRAIRIE HIGH SCHOOL		Yes	No	No	12/15/2025	250.00
USAP	P60615	113165	839655	Check	1	10358	FARMINGTON HIGH SCHOOL		Yes	No	No	12/15/2025	250.00
USAP	P60615	113184	839656	Check	1	11844	FUTURA LANGUAGE PROFESSIONALS		Yes	No	No	12/15/2025	1,070.00
USAP	P60615	113263	839657	Check	1	9863	R2 GENUINE PARTS COMPANY		Yes	No	No	12/15/2025	488.08
USAP	P60615	113169	839658	Check	1	10996	R1 GIMKIT		Yes	No	No	12/15/2025	650.00
USAP	P60615	113207	839659	Check	1	1482	GRAINGER, W.W..		Yes	No	No	12/15/2025	3,386.09
USAP	P60615	113208	839660	Check	1	1483	GRAPHIC DESIGN INC		Yes	No	No	12/15/2025	334.00
USAP	P60615	113251	839661	Check	1	7862	GREEN COMPANIES LLC		Yes	No	No	12/15/2025	1,595.00
USAP	P60615	113232	839662	Check	1	3030	GROTH MUSIC		Yes	No	No	12/15/2025	2,080.00
USAP	P60615	113209	839663	Check	1	1525	HASTINGS COMMUNITY ED		Yes	No	No	12/15/2025	227.20
USAP	P60615	113210	839664	Check	1	1555	R1 HAWKINS, INC.		Yes	No	No	12/15/2025	1,208.51
USAP	P60615	113186	839665	Check	1	11900	HENRY SCHEIN, INC		Yes	No	No	12/15/2025	508.54
USAP	P60615	113211	839666	Check	1	1582	HILLYARD INC-MINNEAPOLIS		Yes	No	No	12/15/2025	7.68
USAP	P60615	113164	839667	Check	1	10247	HOLMEN HIGH SCHOOL		Yes	No	No	12/15/2025	700.00
USAP	P60615	113196	839668	Check	1	12200	HOMERUN LEADERSHIP LLC		Yes	No	No	12/15/2025	2,500.00
USAP	P60615	113259	839669	Check	1	9329	HOMETOWN ACE HARDWARE		Yes	No	No	12/15/2025	692.20
USAP	P60615	113215	839670	Check	1	1845	HORIZON COMMERCIAL POOL SUPPLY		Yes	No	No	12/15/2025	377.75
USAP	P60615	113188	839671	Check	1	11943	IMPERIAL DADE		Yes	No	No	12/15/2025	6,888.88
USAP	P60615	113212	839672	Check	1	1654	INDUSTRIAL APPRAISAL COMPANY		Yes	No	No	12/15/2025	645.00
USAP	P60615	113258	839673	Check	1	9202	R1 INFINITE CAMPUS, INC.		Yes	No	No	12/15/2025	4,541.00
USAP	P60615	113173	839674	Check	1	11207	INFINITE HEALTH COLLABORATIVE		Yes	No	No	12/15/2025	187.50
USAP	P60615	113236	839675	Check	1	3584	INFOPRO LEGAL RESOURCES INC		Yes	No	No	12/15/2025	2,280.00
USAP	P60615	113250	839676	Check	1	7721	R3 INNOVATIVE OFFICE SOLUTIONS		Yes	No	No	12/15/2025	4,434.68
USAP	P60615	113213	839677	Check	1	1670	INVER HILLS COMMUNITY COLLEGE		Yes	No	No	12/15/2025	124,668.61
USAP	P60615	113214	839678	Check	1	1679	R1 J.W. PEPPER & SON INC		Yes	No	No	12/15/2025	65.00
USAP	P60615	113240	839679	Check	1	5828	JIM CARLSON LEASING CO.		Yes	No	No	12/15/2025	730.00
USAP	P60615	113193	839680	Check	1	12120	KELLY SERVICES		Yes	No	No	12/15/2025	60,359.12

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USAP	P60615	113246	839682	Check	1	6786	KOEHLER & DRAMM		Yes	No	No	12/15/2025		1,304.91
USAP	P60615	113260	839683	Check	1	9459	R1 KONICA MINOLTA/LOFFLER		Yes	No	No	12/15/2025		2,054.00
USAP	P60615	113262	839684	Check	1	9776	R1 LOFFLER COMPANIES		Yes	No	No	12/15/2025		587.00
USAP	P60615	113217	839685	Check	1	1914	MCEA EXECUTIVE OFFICE		Yes	No	No	12/15/2025		2,049.00
USAP	P60615	113218	839686	Check	1	1942	MENARDS		Yes	No	No	12/15/2025		206.06
USAP	P60615	113219	839687	Check	1	1977	MINNESOTA COACHES LLC		Yes	No	No	12/15/2025		512,108.61
USAP	P60615	113247	839688	Check	1	6981	R1 MINNESOTA FFA		Yes	No	No	12/15/2025		344.00
USAP	P60615	113239	839689	Check	1	5528	MSC INDUSTRIAL SUPPLY INC		Yes	No	No	12/15/2025		570.36
USAP	P60615	113179	839690	Check	1	11732	MY LIFE IGNITED LLC		Yes	No	No	12/15/2025		351.00
USAP	P60615	113253	839691	Check	1	7883	R1 NAC MECHANICAL & ELECRICAL SERV		Yes	No	No	12/15/2025		1,136.50
USAP	P60615	113220	839692	Check	1	2083	NEW WAY HYPNOSIS CLINIC		Yes	No	No	12/15/2025		396.00
USAP	P60615	113182	839693	Check	1	11771	NOVA EDUCATION CONSULTANTS		Yes	No	No	12/15/2025		7,080.00
USAP	P60615	113221	839694	Check	1	2163	R1 PAN-O-GOLD BAKING CO		Yes	No	No	12/15/2025		1,642.51
USAP	P60615	113197	839695	Check	1	12203	PEDIATRIC HOME RESPIRTORY SERVI		Yes	No	No	12/15/2025		243.75
USAP	P60615	113170	839696	Check	1	11186	R2 PERFORMANCE FOOD SERVICE		Yes	No	No	12/15/2025		6,086.37
USAP	P60615	113175	839697	Check	1	11316	PINE ISLAND HIGH SCHOOL		Yes	No	No	12/15/2025		350.00
USAP	P60615	113180	839698	Check	1	11740	PRAIRIE FARMS - WOODBOURY, MN		Yes	No	No	12/15/2025		14,183.30
USAP	P60615	113227	839699	Check	1	2552	R1 PUSH PEDAL PULL		Yes	No	No	12/15/2025		489.00
USAP	P60615	113261	839700	Check	1	9532	RATHER BEE CRAFTING		Yes	No	No	12/15/2025		560.00
USAP	P60615	113192	839701	Check	1	12037	RED WING MUSIC LLC		Yes	No	No	12/15/2025		725.00
USAP	P60615	113248	839702	Check	1	7314	REGENTS OF UNIVERSITY OF MN		Yes	No	No	12/15/2025		9,100.00
USAP	P60615	113222	839703	Check	1	2275	RENT & SAVE		Yes	No	No	12/15/2025		261.15
USAP	P60615	113199	839704	Check	1	12218	SAVAGE, TODD		Yes	No	No	12/15/2025		1,500.00
USAP	P60615	113231	839705	Check	1	3029	SCHMITT MUSIC		Yes	No	No	12/15/2025		147.00
USAP	P60615	113230	839706	Check	1	2850	R1 SCHOOL SPECIALTY		Yes	No	No	12/15/2025		1,954.17
USAP	P60615	113172	839707	Check	1	11196	R1 SHRED IT USA - C/O STERICYCLE INC.		Yes	No	No	12/15/2025		105.73
USAP	P60615	113190	839708	Check	1	12023	SOUTH ST PAUL OPEN FOUNDATION		Yes	No	No	12/15/2025		1,250.00
USAP	P60615	113191	839709	Check	1	12023	SOUTH ST PAUL OPEN FOUNDATION		Yes	No	No	12/15/2025		275.00
USAP	P60615	113223	839710	Check	1	2424	SOUTHWEST MN STATE UNIVERSITY		Yes	No	No	12/15/2025		51,810.00
USAP	P60615	113178	839711	Check	1	11581	ST. CROIX SPORTS		Yes	No	No	12/15/2025		184.00
USAP	P60615	113252	839712	Check	1	7873	ST. MICHAEL-ALBERTVILLE		Yes	No	No	12/15/2025		300.00
USAP	P60615	113255	839713	Check	1	8109	STRATEGIC STAFFING SOLUTIONS		Yes	No	No	12/15/2025		6,720.00
USAP	P60615	113238	839714	Check	1	5445	r2 SUMMIT FIRE PROTECTION		Yes	No	No	12/15/2025		3,573.00
USAP	P60615	113202	839715	Check	1	12276	SUREFITTERS		Yes	No	No	12/15/2025		266.48
USAP	P60615	113168	839716	Check	1	10898	R1 SYMMETRY ENERGY SOLUTIONS		Yes	No	No	12/15/2025		9,773.65
USAP	P60615	113181	839717	Check	1	11768	R1 TAHER INC		Yes	No	No	12/15/2025		15,000.00
USAP	P60615	113224	839718	Check	1	2522	TERRY'S HARDWARE		Yes	No	No	12/15/2025		818.83

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USAP	P60615	113226	839720	Check	1	2548	R1 T-MOBILE		Yes	No	No	12/15/2025		60.00
USAP	P60615	113216	839721	Check	1	1901	TOBII DYNVOX LLC		Yes	No	No	12/15/2025		99.00
USAP	P60615	113228	839722	Check	1	2559	TRIO SUPPLY		Yes	No	No	12/15/2025		3,614.75
USAP	P60615	113249	839723	Check	1	7490	UNIVERSITY LANGUAGE CTR INC		Yes	No	No	12/15/2025		218.21
USAP	P60615	113233	839724	Check	1	3277	UPPER LAKES FOODS, INC		Yes	No	No	12/15/2025		68,037.13
USAP	P60615	113187	839725	Check	1	11905	R1 USI CONSULTING GROUP		Yes	No	No	12/15/2025		5,350.00
USAP	P60615	113171	839726	Check	1	11187	R1 VISTAR		Yes	No	No	12/15/2025		2,574.31
USAP	P60615	113235	839727	Check	1	3355	WACONIA HIGH SCHOOL		Yes	No	No	12/15/2025		275.00
USAP	P60615	113166	839728	Check	1	10452	WAYNE PETERSON ENTERPRISES		Yes	No	No	12/15/2025		1,410.00
USAP	P60615	113229	839729	Check	1	2645	WHISTLING WELL FARM		Yes	No	No	12/15/2025		1,144.00
USAP	P60615	113195	839730	Check	1	12187	YOUNG REMBRANDTS		Yes	No	No	12/15/2025		690.00
USAP	P60630	113340	839731	Check	1	4840	ACE TRAILER SALES		Yes	No	No	12/19/2025		570.00
USAP	P60630	113342	839732	Check	1	5098	ADVANCED SPORTSWEAR		Yes	No	No	12/19/2025		1,447.00
USAP	P60630	113289	839733	Check	1	10630	ALL STRINGS ATTACHED		Yes	No	No	12/19/2025		11.66
USAP	P60630	113293	839734	Check	1	11213	ANDERSON, ERIN		Yes	No	No	12/19/2025		82.88
USAP	P60630	113294	839735	Check	1	11538	ANNIES FROZEN YOGURT, INC		Yes	No	No	12/19/2025		60.00
USAP	P60630	113317	839736	Check	1	12279	R1 ARAMSCO INC		Yes	No	No	12/19/2025		45.77
USAP	P60630	113290	839737	Check	1	10919	R1 ARVIG		Yes	No	No	12/19/2025		1,274.79
USAP	P60630	113291	839738	Check	1	10995	BACKES, RACHEL		Yes	No	No	12/19/2025		265.96
USAP	P60630	113296	839739	Check	1	11558	BATAGLIA, KATHERINE		Yes	No	No	12/19/2025		56.84
USAP	P60630	113297	839740	Check	1	1156	BIX PRODUCE COMPANY LLC		Yes	No	No	12/19/2025		1,072.89
USAP	P60630	113316	839741	Check	1	12269	BOARD OF SCHOOL ADMINISTRATORS		Yes	No	No	12/19/2025		1,300.00
USAP	P60630	113351	839742	Check	1	9321	R1 CAMBRIDGE-ISANTI SCHOOLS		Yes	No	No	12/19/2025		50.00
USAP	P60630	113348	839743	Check	1	8681	CANVAS HEALTH		Yes	No	No	12/19/2025		5,421.67
USAP	P60630	113312	839744	Check	1	1204	R1 CARPENTER ST. CROIX VALLEY NATUI		Yes	No	No	12/19/2025		595.00
USAP	P60630	113338	839745	Check	1	3748	CENTERPOINT ENERGY		Yes	No	No	12/19/2025		16,541.75
USAP	P60630	113349	839746	Check	1	8741	CLARK, JAMIE		Yes	No	No	12/19/2025		19.81
USAP	P60630	113320	839747	Check	1	1286	CUB FOODS		Yes	No	No	12/19/2025		5.98
USAP	P60630	113295	839748	Check	1	11555	CUSTOM COMMUNICATIONS INC		Yes	No	No	12/19/2025		585.00
USAP	P60630	113350	839749	Check	1	8840	DEFINITIVE TECHNOLOGY SOLUTIONS		Yes	No	No	12/19/2025		222.01
USAP	P60630	113346	839750	Check	1	7843	FUN AND FUNCTION		Yes	No	No	12/19/2025		102.44
USAP	P60630	113354	839751	Check	1	9863	R2 GENUINE PARTS COMPANY		Yes	No	No	12/19/2025		80.86
USAP	P60630	113321	839752	Check	1	1478	GOPHER SPORT		Yes	No	No	12/19/2025		84.48
USAP	P60630	113322	839753	Check	1	1482	GRAINGER, W.W..		Yes	No	No	12/19/2025		5,037.19
USAP	P60630	113323	839754	Check	1	1483	GRAPHIC DESIGN INC		Yes	No	No	12/19/2025		8,281.70
USAP	P60630	113341	839755	Check	1	4980	HANSON, TRENT		Yes	No	No	12/19/2025		195.32
USAP	P60630	113300	839756	Check	1	11630	HARMON, KATIE		Yes	No	No	12/19/2025		265.96

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USAP	P60630	113302	839757	Check	1	11701	HARRIS, BRIGGAN		Yes	No	No	12/19/2025		68.65
USAP	P60630	113347	839758	Check	1	8443	HAVEMAN, TAMMIE		Yes	No	No	12/19/2025		132.98
USAP	P60630	113324	839759	Check	1	1555	R1 HAWKINS, INC.		Yes	No	No	12/19/2025		1,030.71
USAP	P60630	113313	839760	Check	1	12043	HEIDI GIANNINI		Yes	No	No	12/19/2025		132.98
USAP	P60630	113325	839761	Check	1	1582	HILLYARD INC-MINNEAPOLIS		Yes	No	No	12/19/2025		925.38
USAP	P60630	113288	839762	Check	1	10420	HOPE ENGLISH-SPANISH INTERPRETE		Yes	No	No	12/19/2025		632.50
USAP	P60630	113306	839763	Check	1	11869	HUOT CONSTRUCTION AND SERVICES		Yes	No	No	12/19/2025		39,257.63
USAP	P60630	113319	839764	Check	1	12284	IDEAL ENERGIES SOLAR LEASING 202!		Yes	No	No	12/19/2025		53,104.00
USAP	P60630	113307	839765	Check	1	11943	IMPERIAL DADE		Yes	No	No	12/19/2025		5,002.11
USAP	P60630	113337	839766	Check	1	3584	INFOPRO LEGAL RESOURCES INC		Yes	No	No	12/19/2025		2,850.00
USAP	P60630	113345	839767	Check	1	7721	R3 INNOVATIVE OFFICE SOLUTIONS		Yes	No	No	12/19/2025		14,094.11
USAP	P60630	113326	839768	Check	1	1660	INSTITUTE FOR ENVIRONMENTALASS		Yes	No	No	12/19/2025		3,717.05
USAP	P60630	113303	839769	Check	1	11755	KJ BRANDING		Yes	No	No	12/19/2025		345.00
USAP	P60630	113314	839770	Check	1	12070	LB CARLSON LLP		Yes	No	No	12/19/2025		2,360.00
USAP	P60630	113318	839771	Check	1	12280	MAMER, ANGELA		Yes	No	No	12/19/2025		132.98
USAP	P60630	113339	839772	Check	1	4497	MINNESOTA TRUE TEAM TRACK		Yes	No	No	12/19/2025		200.00
USAP	P60630	113305	839773	Check	1	11771	NOVA EDUCATION CONSULTANTS		Yes	No	No	12/19/2025		6,240.00
USAP	P60630	113327	839774	Check	1	2146	ORKIN PEST CONTROL INC.		Yes	No	No	12/19/2025		387.25
USAP	P60630	113292	839775	Check	1	11186	R2 PERFORMANCE FOOD SERVICE		Yes	No	No	12/19/2025		2,692.35
USAP	P60630	113310	839776	Check	1	12018	PETERSON, JAIDA		Yes	No	No	12/19/2025		130.65
USAP	P60630	113328	839777	Check	1	2204	PINE HARBOR CHRISTIAN ACADEMY		Yes	No	No	12/19/2025		16,331.42
USAP	P60630	113344	839778	Check	1	7210	REINDERS INC		Yes	No	No	12/19/2025		986.00
USAP	P60630	113301	839779	Check	1	11675	ROLFE, YELENA		Yes	No	No	12/19/2025		531.92
USAP	P60630	113298	839780	Check	1	11587	SAFeway DRIVING SCHOOL		Yes	No	No	12/19/2025		720.00
USAP	P60630	113353	839781	Check	1	9479	R1 SAF-GARD SAFETY SHOE CO		Yes	No	No	12/19/2025		74.99
USAP	P60630	113329	839782	Check	1	2330	SANDKAMP, GREGORY		Yes	No	No	12/19/2025		44.80
USAP	P60630	113352	839783	Check	1	9439	SCHERPING, ROSS OR KATIE		Yes	No	No	12/19/2025		264.91
USAP	P60630	113330	839784	Check	1	2347	R1 SCHOLASTIC BOOK FAIRS		Yes	No	No	12/19/2025		976.02
USAP	P60630	113335	839785	Check	1	2704	R2 SCHOLASTIC MAGAZINES		Yes	No	No	12/19/2025		3,246.11
USAP	P60630	113304	839786	Check	1	11766	SCHOOL PERCEPTIONS LLC		Yes	No	No	12/19/2025		4,763.75
USAP	P60630	113311	839787	Check	1	12027	R1 SOCCER SHOTS		Yes	No	No	12/19/2025		1,350.00
USAP	P60630	113299	839788	Check	1	11622	R2 SPECIAL OLYMPICS MINNESOTA		Yes	No	No	12/19/2025		340.00
USAP	P60630	113331	839789	Check	1	2476	STERNAU & ASSOCIATES		Yes	No	No	12/19/2025		2,130.00
USAP	P60630	113308	839790	Check	1	11996	STOCKDALE, SCOTT		Yes	No	No	12/19/2025		194.60
USAP	P60630	113343	839791	Check	1	5445	r2 SUMMIT FIRE PROTECTION		Yes	No	No	12/19/2025		315.00
USAP	P60630	113332	839792	Check	1	2548	R1 T-MOBILE		Yes	No	No	12/19/2025		176.97
USAP	P60630	113333	839793	Check	1	2563	TROPHIES PLUS		Yes	No	No	12/19/2025		204.00
USAP	P60630	113336	839794	Check	1	3277	UPPER LAKES FOODS, INC		Yes	No	No	12/19/2025		33,308.14

HASTINGS PUBLIC SCHOOLS

Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void		Amount
												Date		
USAP	P60630	113315	839795	Check	1	12264	VOOKS INC		Yes	No	No	12/19/2025		49.98
USAP	P60630	113309	839796	Check	1	11997	R1 WELCOME WAGON		Yes	No	No	12/19/2025		84.82
USAP	P60630	113334	839797	Check	1	2645	WHISTLING WELL FARM		Yes	No	No	12/19/2025		792.00
USAP	P60631	113381	839798	Check	1	2836	R1 CAROLINA BIOLOGICAL SUPPLY		Yes	No	No	12/23/2025		668.03
USAP	P60631	113375	839799	Check	1	12275	COMPREHENSIBLE CLASSROOM LLC		Yes	No	No	12/23/2025		350.00
USAP	P60631	113365	839800	Check	1	10245	CSTMN LLC		Yes	No	No	12/23/2025		25,782.81
USAP	P60631	113366	839801	Check	1	10278	R1 DECKER		Yes	No	No	12/23/2025		1,757.73
USAP	P60631	113367	839802	Check	1	10787	DOWNTOWN TIRE AND AUTO INC		Yes	No	No	12/23/2025		275.38
USAP	P60631	113388	839803	Check	1	4484	HAAS, JOSEF		Yes	No	No	12/23/2025		35.00
USAP	P60631	113393	839804	Check	1	9641	HANSEY, JACLYN		Yes	No	No	12/23/2025		24.00
USAP	P60631	113385	839805	Check	1	3718	HASTINGS PARKS & RECREATION		Yes	No	No	12/23/2025		30,096.20
USAP	P60631	113370	839806	Check	1	11207	INFINITE HEALTH COLLABORATIVE		Yes	No	No	12/23/2025		150.00
USAP	P60631	113391	839807	Check	1	7721	R3 INNOVATIVE OFFICE SOLUTIONS		Yes	No	No	12/23/2025		351.20
USAP	P60631	113392	839808	Check	1	8801	IXL LEARNING, INC		Yes	No	No	12/23/2025		30,372.00
USAP	P60631	113376	839809	Check	1	1679	R1 J.W. PEPPER & SON INC		Yes	No	No	12/23/2025		114.99
USAP	P60631	113374	839810	Check	1	12165	R15 KAREN LINNELL		Yes	No	No	12/23/2025		430.00
USAP	P60631	113383	839811	Check	1	3071	KENNEDY PETTY CASH ACCOUNT		Yes	No	No	12/23/2025		470.76
USAP	P60631	113389	839812	Check	1	7224	LARSON, ANDY		Yes	No	No	12/23/2025		38.87
USAP	P60631	113394	839813	Check	1	9776	R1 LOFFLER COMPANIES		Yes	No	No	12/23/2025		1,724.25
USAP	P60631	113378	839814	Check	1	1977	MINNESOTA COACHES LLC		Yes	No	No	12/23/2025		98,095.40
USAP	P60631	113386	839815	Check	1	3917	R2 MINNESOTA UI FUND		Yes	No	No	12/23/2025		2,879.00
USAP	P60631	113372	839816	Check	1	11971	MNPROV		Yes	No	No	12/23/2025		2,000.00
USAP	P60631	113364	839817	Check	1	10019	R1 NCS PEARSON INC		Yes	No	No	12/23/2025		218.15
USAP	P60631	113377	839818	Check	1	1882	OFFICE OF MN IT SERVICES		Yes	No	No	12/23/2025		173.25
USAP	P60631	113379	839819	Check	1	2163	R1 PAN-O-GOLD BAKING CO		Yes	No	No	12/23/2025		943.82
USAP	P60631	113368	839820	Check	1	11186	R2 PERFORMANCE FOOD SERVICE		Yes	No	No	12/23/2025		2,389.96
USAP	P60631	113382	839821	Check	1	3070	PINECREST PETTY CASH ACCOUNT		Yes	No	No	12/23/2025		484.87
USAP	P60631	113371	839822	Check	1	11740	PRAIRIE FARMS - WOODBOURY, MN		Yes	No	No	12/23/2025		8,346.02
USAP	P60631	113387	839823	Check	1	3930	PRESCOTT SCHOOL DISTRICT		Yes	No	No	12/23/2025		250.00
USAP	P60631	113390	839824	Check	1	7314	REGENTS OF UNIVERSITY OF MN		Yes	No	No	12/23/2025		3,900.00
USAP	P60631	113373	839825	Check	1	12137	R1 TRIMARK MARLINN LLC		Yes	No	No	12/23/2025		3,181.50
USAP	P60631	113380	839826	Check	1	2559	TRIO SUPPLY		Yes	No	No	12/23/2025		906.08
USAP	P60631	113384	839827	Check	1	3277	UPPER LAKES FOODS, INC		Yes	No	No	12/23/2025		623.35
USAP	P60631	113369	839828	Check	1	11187	R1 VISTAR		Yes	No	No	12/23/2025		1,181.41

Bank Total: \$1,565,664.66

Report Total: \$1,566,083.18

HASTINGS PUBLIC SCHOOLS
Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void		Amount
												Date		
USPR	p266p1	113074		Wire	1	10929	AVIBEN LLC		No	Yes	No	12/05/2025		70,453.73
USPR	p266p1	113075		Wire	1	1984	MINNESOTA DEPT. OF REVENUE		No	Yes	No	12/05/2025		55,599.63
USPR	p266p1	113076		Wire	1	2016	MN TRA		No	Yes	No	12/05/2025		192,571.17
USPR	p266p1	113077		Wire	1	2705	EFTPS - TAX PAYMENT		No	Yes	No	12/05/2025		331,287.39
USPR	p266p1	113078		Wire	1	3283	MINNESOTA DEPT. OF REVENUE		No	Yes	No	12/05/2025		1,232.82
USPR	p266p1	113079		Wire	1	3880	MII LIFE		No	Yes	No	12/05/2025		0.00
USPR	p266p1	113080		Wire	1	7771	MINNESOTA PERA (WIRE TRANSFER)		No	Yes	No	12/05/2025		63,088.29
USPR	p266p1	113133		Wire	1	12267	OLD NATIONAL BANK FEES		No	Yes	No	12/11/2025		30.00
USPR	p266p2	113269		Wire	1	10929	AVIBEN LLC		No	Yes	No	12/19/2025		70,547.12
USPR	p266p2	113270		Wire	1	1984	MINNESOTA DEPT. OF REVENUE		No	Yes	No	12/19/2025		53,309.97
USPR	p266p2	113271		Wire	1	2016	MN TRA		No	Yes	No	12/19/2025		190,711.39
USPR	p266p2	113272		Wire	1	2705	EFTPS - TAX PAYMENT		No	Yes	No	12/19/2025		318,676.53
USPR	p266p2	113273		Wire	1	3283	MINNESOTA DEPT. OF REVENUE		No	Yes	No	12/19/2025		460.64
USPR	p266p2	113274		Wire	1	3880	MII LIFE		No	Yes	No	12/19/2025		0.00
USPR	p266p2	113275		Wire	1	7771	MINNESOTA PERA (WIRE TRANSFER)		No	Yes	No	12/19/2025		58,181.08
USPR	p265p3	113072	105988	Check	1	11734	THE HARTFORD		Yes	No	No	12/01/2025		11,967.31
USPR	p265p3	113073	105989	Check	1	12152	VISION SERVICE PLAN		Yes	No	No	12/01/2025		790.96
USPR	p266p1	113082	105990	Check	1	12077	GURSTEL LAW FIRM PC		Yes	No	No	12/05/2025		1,152.50
USPR	p266p1	113083	105991	Check	1	1529	HASTINGS EDUCATION ASS'N. MN.		Yes	No	No	12/05/2025		17,069.94
USPR	p266p1	113084	105992	Check	1	1974	MINNESOTA CHILD SUPPORT PYMT C		Yes	No	No	12/05/2025		11.00
USPR	p266p1	113081	105993	Check	1	11853	RIVERVIEW LAW OFFICE, PLLC		Yes	No	No	12/05/2025		322.44
USPR	p266p2	113285	105994	Check	1	5234	EDUCATION MINNESOTA		Yes	No	No	12/19/2025		16.00
USPR	p266p2	113276	105995	Check	1	10975	EDUCATION MN HASTINGS ESP'S		Yes	No	No	12/19/2025		2,289.67
USPR	p266p2	113279	105996	Check	1	12077	GURSTEL LAW FIRM PC		Yes	No	No	12/19/2025		648.29
USPR	p266p2	113281	105997	Check	1	1529	HASTINGS EDUCATION ASS'N. MN.		Yes	No	No	12/19/2025		17,007.92
USPR	p266p2	113287	105998	Check	1	7384	HIGH SCHOOL FACULTY SCHOLARSHII		Yes	No	No	12/19/2025		82.00
USPR	p266p2	113282	105999	Check	1	1974	MINNESOTA CHILD SUPPORT PYMT C		Yes	No	No	12/19/2025		11.00
USPR	p266p2	113283	106000	Check	1	2002	MINNESOTA TEAMSTERS LOCAL 320		Yes	No	No	12/19/2025		2,571.00
USPR	p266p2	113280	106001	Check	1	12079	NATIONAL D.R.I.V.E.		Yes	No	No	12/19/2025		14.00
USPR	p266p2	113284	106002	Check	1	2010	NCPERS GROUP LIFE INS -157410		Yes	No	No	12/19/2025		32.00
USPR	p266p2	113278	106003	Check	1	11853	RIVERVIEW LAW OFFICE, PLLC		Yes	No	No	12/19/2025		286.56
USPR	p266p2	113286	106004	Check	1	6780	SEIU LOCAL 284		Yes	No	No	12/19/2025		1,847.38
USPR	p266p2	113277	106005	Check	1	11741	ST. CROIX VALLEY FOUNDATION		Yes	No	No	12/19/2025		80.00
USPR	p266p3	113396	106006	Check	1	11734	THE HARTFORD		Yes	No	No	12/30/2025		11,853.40
USPR	p266p3	113397	106007	Check	1	12152	VISION SERVICE PLAN		Yes	No	No	12/30/2025		773.78

Bank Total: \$1,474,976.91

Report Total: \$1,474,976.91

HASTINGS PUBLIC SCHOOLS
Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void		Amount
												Date		
ACTV	P05ASA	113085		Wire	1	11387	AMAZON CAPITAL SERVICES, INC		No	No	No	12/05/2025		5,111.83
ACTV	P05ASB	113134		Wire	1	9557	BMO HARRIS BANK NA		No	Yes	No	12/12/2025		1,881.76
ACTV	P06AS1	113087	38420	Check	1	5433	BENSON, CYNTHIA		Yes	Yes	No	12/05/2025		75.29
ACTV	P06AS1	113086	38421	Check	1	12045	MAULUCCI, ERIN		Yes	No	No	12/05/2025		240.00
ACTV	P06AS1	113088	38422	Check	1	8225	SHELHAMER, JODI		Yes	Yes	No	12/05/2025		288.22
ACTV	P06AS2	113135	38423	Check	1	12153	CHARLIE REAMER		Yes	Yes	No	12/12/2025		43.67
ACTV	P06AS2	113137	38424	Check	1	3030	GROTH MUSIC		Yes	Yes	No	12/12/2025		34.75
ACTV	P06AS2	113138	38425	Check	1	9783	LOCK AND DAM EATERY		Yes	Yes	No	12/12/2025		330.00
ACTV	P06AS2	113136	38426	Check	1	1977	MINNESOTA COACHES LLC		Yes	Yes	No	12/12/2025		883.31
ACTV	P06AS4	113357	38427	Check	1	6941	CONCORDIA LANGUAGE VILLAGES		Yes	No	No	12/23/2025		1,575.00
ACTV	P06AS4	113356	38428	Check	1	1531	HASTINGS FAMILY SERVICE		Yes	Yes	No	12/23/2025		307.00

Bank Total: \$10,770.83

Report Total: \$10,770.83

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	p6061p	113132	304603	Check	1	3585	CARLETON COLLEGE-FINANCIAL AID		Yes	No	No	12/11/2025	7,000.00
SCH	P6062P	113361	304604	Check	1	3576	UNIVERSITY OF WISCONSIN - RIVER F.		Yes	No	No	12/23/2025	10,000.00
SCH	P6062P	113360	304605	Check	1	12283	WHEATON COLLEGE		Yes	No	No	12/23/2025	5,000.00
SCH	P6062P	113359	304606	Check	1	11324	WINONA STATE UNIVERSITY		Yes	No	No	12/23/2025	5,000.00
Bank Total:												\$27,000.00	
Report Total:												\$27,000.00	

HASTINGS PUBLIC SCHOOLS

Dental Self-Funded Summary

Period Ending December 31, 2025

Sequence: Crs, Org, Fd

										26REV				% YTD		Remaining
Description										Annual Budget	Period 202606	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	(45,000.00)	(3,048.41)	(19,550.87)	43%	0.00	43%	(25,449.13)
R	20	000	000	000	095	000	422	000	Employer Share/Premiums	(495,971.00)	(41,322.80)	(238,146.25)	48%	0.00	48%	(257,824.75)
R	20	000	000	000	097	000	422	000	Employee Share/Premiums	(87,525.00)	(9,987.78)	(45,535.52)	52%	0.00	52%	(41,989.48)
R	20	000	000	000	098	000	422	000	Retiree-Cobra Share/Premiurr	(125,174.00)	(9,546.61)	(60,749.57)	49%	0.00	49%	(64,424.43)
E	20	005	105	000	236	000	422	000	Dental Insurance Claims	665,000.00	48,475.77	307,003.21	46%	0.00	46%	357,996.79
E	20	005	105	000	301	000	422	000	Fees-Carrier & Consultant	32,126.00	3,058.00	18,729.05	58%	0.00	58%	13,396.95
000 Districtwide										(56,544.00)	(12,371.83)	(38,249.95)	68%	0.00	68%	(18,294.05)
Report Totals:										(56,544.00)	(12,371.83)	(38,249.95)	68%	0.00	68%	(18,294.05)

HASTINGS PUBLIC SCHOOLS

Health Self-Funded Summary

Period Ending December 31, 2025

Sequence: Crs, Org, Fd

										26REV				% YTD	Remaining		
										Annual Budget	Period 202606	Year To Date	% YTD	Encumbrances	+ Enc	Balance	
										Description						+ Enc	Balance
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	(7,073,265.00)	(603,639.35)	(3,432,610.43)	49%	0.00	49%	(3,640,654.57)	
R	21	000	000	000	097	000	422	000	Employee Share/Premiums	(1,880,235.00)	(167,807.30)	(908,692.60)	48%	0.00	48%	(971,542.40)	
R	21	000	000	000	098	000	422	000	Retiree-Cobra Share/Premiurr	(465,611.00)	(31,081.10)	(232,490.98)	50%	0.00	50%	(233,120.02)	
R	21	000	000	000	099	000	422	000	ER/Trust Share for Retirees	(57,547.00)	(2,555.80)	(23,937.20)	42%	0.00	42%	(33,609.80)	
R	21	000	000	000	092	000	422	000	Interest -Health	(165,000.00)	(9,559.20)	(67,855.36)	41%	0.00	41%	(97,144.64)	
E	21	005	105	000	314	000	422	000	Springbuk Fee \$1/pm/pm	4,968.00	0.00	2,421.00	49%	0.00	49%	2,547.00	
E	21	005	105	000	317	000	422	000	Network Fees	2,000.00	0.00	500.00	25%	0.00	25%	1,500.00	
E	21	005	105	000	223	000	422	000	Medical Insurance Claims	8,272,821.00	637,546.98	2,662,092.33	32%	0.00	32%	5,610,728.67	
E	21	005	105	000	224	000	422	000	Pharmacy Claims	1,459,910.00	203,411.60	1,166,930.36	80%	0.00	80%	292,979.64	
E	21	005	105	000	300	000	422	000	Pharmacy Rebates/Admin Fee	(500,000.00)	(61,048.50)	(300,086.78)	60%	0.00	60%	(199,913.22)	
E	21	005	105	000	301	000	422	000	Vebe/Flex/Health	220,000.00	40,005.42	127,014.58	58%	0.00	58%	92,985.42	
E	21	005	105	000	308	000	422	000	StopLoss	539,600.00	84,478.31	257,947.99	48%	0.00	48%	281,652.01	
E	21	005	105	000	312	000	422	000	Consultant-OneDigital \$40,000	41,200.00	0.00	20,600.00	50%	0.00	50%	20,600.00	
000 Districtwide										398,841.00	89,751.06	(728,167.09)	(183%)	0.00	(183%)	1,127,008.09	
R	21	000	000	000	094	326	422	000	Employer-VEBA Trust Rev	(571,200.00)	(59,619.24)	(251,176.62)	44%	0.00	44%	(320,023.38)	
R	21	000	000	000	089	326	422	000	Employer-PCORI-ACA	(3,912.00)	0.00	(3,912.30)	100%	0.00	100%	0.30	
E	21	005	105	000	301	326	422	000	Employer-VEBA Trust Pmt.	571,200.00	59,619.24	251,176.62	44%	0.00	44%	320,023.38	
E	21	005	105	000	313	326	422	000	Employer-PCORI- ACA	3,912.00	0.00	3,912.30	100%	0.00	100%	(0.30)	
326 District Additional R/E										0.00	0.00	0.00	0%	0.00	0%	(0.00)	
Report Totals:										398,841.00	89,751.06	(728,167.09)	(183%)	0.00	(183%)	1,127,008.09	

Board Meeting Date:

1.28.26

RETIREMENT/RESIGNATION/TERMINATION

NAME	STATUS	ASSIGNMENT	EMPLOYEE GROUP	EFFECTIVE DATE
Boatman, Rachel	Resignation	Administrative Assistant; 8 hours / Day Hastings Middle School	Secretary (HESA)	February 5, 2026
Jessen, Katie	Resignation	Registered Nurse; 7.5 Hours / Day McAuliffe Elementary	Unaffiliated	January 23, 2026
Mares, Amy	Retirement	School Psychologist; 1.0 FTE Hastings High School	ED MN - Teachers	June 5, 2026
Met, Ashley	Resignation	Paraprofessional; 6.25 Hours / Day Pinecrest Elementary	ED MN - ESP	December 22, 2025
Muench, Lynn	Retirement	Science Teacher; 1.0 FTE Hastings Middle School	ED MN - Teachers	June 5, 2026
Schill, Melissa	Retirement	School Psychologist; .5 FTE Hastings High School	ED MN - Teachers	June 5, 2026

NEW HIRES

NAME	ASSIGNMENT	SALARY PLACEMENT/HOURLY RATE	EMPLOYEE GROUP	EFFECTIVE DATE
About, Imane	Cook; 6.25 Hours / Day McAuliffe Elementary	\$21.69 / Hour	Food Service	January 27, 2026
Anderson, Mikah	Paraprofessional Substitute; Hour Vary District Wide	\$19.40 / Hour	ED MN - ESP	January 13, 2026
Boudreau, Janice	SAC Lead Long Term Sub; 6.5 Hours / Day Kennedy Elementary	\$21.97 / Hour	N/A	January 5, 2026
Fenton, Alexya	SAC Student Assistant; 2 Hours / Day McAuliffe Elementary	\$11.50 / Hour	N/A	January 19, 2026
Hiniker, Tamika	Early Childhood Assistant Substitute; Hours Vary Tilden Community Center	\$18.00 / Hour	N/A	January 15, 2026
Jacobson, Kelsey	SAC Assistant Staff; 2.5 Hours / Day Kennedy Elementary	\$18.80 / Hour	Comm Ed Para	January 12, 2026
Jessen, Katie	Sub Nurse; Hours Vary District Wide	\$31.42 / Hour	N/A	January 26, 2026
Krinke, Julee	Lunch/Recess Aide; 2.5 Hours / Day Pinecrest Elementary	\$20.89 / Hour	ED MN - ESP	January 5, 2026
Lentz, Alexis	SAC Assistant Staff; 4.5 Hours / Day McAuliffe Elementary	\$18.80 / Hour	Comm Ed Para	January 6, 2026
Mancl, Riley	Paraprofessional Substitute; Hours Vary District Wide	\$19.40 / Hour	ED MN - ESP	January 15, 2026
Mann, Joey	SAC Assistant Substitute; Hours Vary District Wide	\$15.30 / Hour	N/A	January 5, 2026
Reuter, Jacob	Paraprofessional Substitute; Hour Vary District Wide	\$19.40 / Hour	N/A	January 9, 2026
Schroeder, Caitlin	Special Services Supervisor District Wide	\$101,070 Annually	Supervisors	July 1, 2026

ASSIGNMENT CHANGES

NAME	FROM	TO	EMPLOYEE GROUP	EFFECTIVE DATE(S)
Lahiri, Emma	Paraprofessional; 6.25 Hours / Day Hastings High School	Paraprofessional Substitute; Hours Vary District Wide	N/A	December 12, 2025
Moore, Chris	Assistant Principal; 207 Days / Year \$125,989 Annually Hastings High Schools	Assistant Principal; 222 Days / Year (pro-rated for 2025-2026) \$129,032 Annually	Principals	January 29, 2026
Shofner, Beth	Administrative Assistant; 8 Hours / Day Kennedy Elementary	Paraprofessional; 6.25 Hours / Day Hastings High School	ED MN - ESP	January 5, 2026



511 STUDENT FUNDRAISING

I. PURPOSE

The purpose of this policy is to address student fundraising efforts.

II. GENERAL STATEMENT OF POLICY

The school board recognizes a desire and a need by some student organizations for fundraising. The school board also recognizes a need for some constraint to prevent fundraising activities from becoming too numerous and overly demanding on employees, students and the general public.

III. RESPONSIBILITY

A. [Student Fundraising Appendix A: Fundraising Request Form](#) must be completed and approved by the building principal/director and the school board prior to the start of any fundraising activities. Participation in nonapproved fundraising activities shall be considered a violation of this policy;

1. The school board will review student fundraising requests quarterly.

B. Student Fundraising Activities

1. The district expects all students who participate and all staff members who coordinate fundraising activities to represent the school and the student organization in a responsible manner. Fundraising must not result in embarrassment on the part of individual students, staff members, or the school district;
2. Student participation must be voluntary and cannot be required. All rules pertaining to student conduct and student discipline extend to student fundraising activities; and
3. [Student Fundraising-Appendix B: Fundraising Final Report](#) must be submitted within 30 days of the fundraiser completion date.

Legal References: *Minn. Stat. § 120A.20 (Admission to Public School)*
Minn. Stat. § 123B.09, Subd. 8 (Boards of Independent School Districts)
Minn. Stat. § 123B.36 (Authorized Fees)

Cross References: *ISD 200 Policy 506 (Student Discipline)*
ISD 200 Policy 713 (Student Activity Accounting)
[Student Fundraising Appendix A: Fundraising Request Form](#)
[Student Fundraising-Appendix B: Fundraising Final Report](#)

Policy Reviewed: 10.31.2025
Policy Adopted: 08.28.2024
Policy Revised



**527 STUDENT USE AND PARKING OF MOTOR VEHICLES; PATROLS,
INSPECTIONS, AND SEARCHES**

I. PURPOSE

The purpose of this policy is to establish guidelines for student use and parking of motor vehicles on school district property, to maintain order and discipline, and to protect the health, safety, and welfare of students, staff, and visitors.

II. GENERAL STATEMENT OF POLICY

Parking and use of motor vehicles on school property is a privilege, not a right. Students are allowed to park only in designated areas after purchasing a parking permit.

Students may not use motor vehicles during the school day unless authorized by school administration.

Unauthorized vehicles parked on school district property may be towed at the owner's expense.

The school district may conduct routine patrols of parking lots and inspections of vehicle exteriors without notice, consent, or a warrant. Interiors of student vehicles may be searched when school administration has reasonable suspicion that the search will uncover evidence of a violation of law or school policy. Any such search will be conducted within a reasonable scope based on the circumstances.

If contraband is found, it may be seized and turned over to law enforcement. Students who violate this policy may lose parking privileges and be disciplined according to ISD 200 Policy 506 (Student Discipline).

III. DEFINITIONS

- A. "Contraband" means any unauthorized item prohibited by law or school policy, including but not limited to weapons and look-alikes, alcohol, controlled substances and look-alikes, overdue school materials, and stolen property.
- B. "Reasonable Suspicion" means grounds for believing a search will reveal evidence of a violation of law or school policy. This may be based on a school administrator's observation, a reliable report from a student, parent, or staff member, a student's suspicious behavior, a student's age, or record of conduct both in and out of school, or other reliable sources of information.
- C. "Reasonable Scope" means that the scope and/or intrusiveness of the search is reasonably related to its purpose, considering factors such as the seriousness of the suspected violation, reliability of information, the necessity of acting without delay, the existence of exigent circumstances necessitating an immediate search and further investigation (e.g., to prevent

violence, serious and immediate risk of harm, or destruction of evidence), and the student's age.

- D. "School District Location" means property owned, leased, rented, or used by the school district for school purposes, including adjacent areas used for parking or gaining access to such property. This also includes off-site locations where students are under the jurisdiction of the school district, including all school sponsored and approved activities, athletic events, field trips, and functions.

IV. STUDENT USE OF MOTOR VEHICLES

Students are generally not permitted to use vehicles during the school day. Exceptions may be granted by school administration for emergencies or special circumstances.

V. STUDENT PARKING OF MOTOR VEHICLES

Parking is allowed only in areas designated for student use. Unauthorized vehicles may be:

- A. Ordered to move or be removed from school property by school administration, or
- B. Towed to the nearest safe location at the owner's expense if unattended.

VI. PATROLS, INSPECTIONS, AND SEARCHES

A. Exterior Searches

School administration may conduct routine patrols of parking lots and inspections of vehicle exteriors without notice, consent, or a search warrant.

B. Interior Searches

The interior of a student's vehicle, including compartments such as the trunk or glove box, may be searched when school administration has reasonable suspicion that the search will uncover evidence of a violation of law or district policy. The search will be conducted within a reasonable scope, meaning its intrusiveness will be reasonably related to the purpose and seriousness of the suspected violation. Such searches may be conducted without notice, without consent, and without a search warrant.

Students who refuse to unlock or allow inspection of a vehicle under their control may lose parking privileges and face disciplinary action.

C. Seizure of Contraband

If a search yields contraband, school administration will seize the items and may refer the matter to law enforcement.

D. Interference

Students may not store or carry contraband in vehicles or interfere with patrols, inspections, searches, and/or seizures as provided by this policy.

VII. DISSEMINATION OF POLICY

This policy will be published in the student handbook or otherwise distributed as deemed appropriate by school administration.

VIII. VIOLATIONS

Students who violate this policy may lose parking privileges and be disciplined in accordance with Policy 506 (Student Discipline), which may include suspension, exclusion, or expulsion. In addition the student may also be referred to law enforcement when appropriate.

Legal References: *U. S. Const., amend. IV*
Minn. Const., art. I, §10
Minn. Stat. § 123B.02, Subds. 1 and 5 (General Powers of Independent School Districts)
Minn. Stat. § 123B.38 (Hearing)
New Jersey v. T.L.O., 469 U.S. 325 (1985)

Cross References: *ISD 200 Policy 417 (Chemical Use and Abuse)*
ISD 200 Policy 418 (Drug-Free Workplace/Drug-Free School)
ISD 200 Policy 501 (School Weapons Policy)
ISD 200 Policy 502 (Search of Student Lockers, Desks, Personal Possessions, and Student's Person)
ISD 200 Policy 506 (Student Discipline)

Policy Reviewed: 11.14.2025

Policy Adopted:

Policy Revised:



712 VIDEO RECORDING

I. PURPOSE

Maintaining the health, safety, and welfare of students, staff, and visitors, as well as protecting school district property, are essential responsibilities of the school district. The conduct of individuals on school property plays a vital role in ensuring order, discipline, and security for all. The school district acknowledges the importance of video recording systems as a valuable tool for monitoring activity on school property and supporting efforts to safeguard students, staff, visitors, and district facilities, while maintaining privacy in private areas of the buildings

II. GENERAL STATEMENT OF POLICY

Video cameras will be placed in and around school buildings appropriately to ensure the safety and security of students, staff, and visitors. Recordings will be used and maintained in compliance with the law.

III. VIDEO RECORDING

A. Placement

1. School district buildings and grounds may be equipped with video cameras;
2. Video recording may occur in any school district building or on any school district property; and
3. In areas of district buildings where there is a reasonable expectation of privacy, such as bathrooms or locker rooms, video monitoring will not be used. However, these areas may be monitored by individuals of the same sex as the occupants of the bathrooms or locker rooms. Video recordings of these areas may be used for investigative purposes and will not include identifiable individuals without prior consent.

B. Use of Video Recordings

1. Video recordings will be viewed by school district personnel on a random basis and/or when problems have been brought to the attention of the school district;
2. A video recording of the actions of students and/or employees may be used by the school district as evidence in any disciplinary action brought against any student or employee arising out of the student's or employee's conduct in school district buildings or on school grounds; and
3. A video recording will be released only in conformance with the Minnesota Government Data Practices Act, Minnesota Statutes, chapter 13, and the Family

Educational Rights and Privacy Act, 20 United States Code, section 1232g.

C. Security and Maintenance

1. The school district shall establish appropriate security safeguards to ensure that video recordings are maintained and stored in conformance with the Minnesota Government Data Practices Act, Minnesota Statutes, chapter 13, and the Family Educational Rights and Privacy Act, 20 United States Code, section 1232g; and
2. The school district shall ensure that video recordings are retained in accordance with the school district's records retention schedule.

Legal References: *Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)*
Minn. Stat. § 138.17 (Government Records; Administration)
Minn. Stat. § 609.746 (Interference with Privacy)
20 U.S.C. § 1232g (Family Educational Rights and Privacy Act)
34 C.F.R. §§ 99.1-99.67 (Family Educational Rights and Privacy)

Cross References: *ISD 200 Policy 406 (Public and Private Personnel Data)*
ISD 200 Policy 502 (Search of Student Lockers, Desks, Personal Possessions, and Student's Person)
ISD 200 Policy 506 (Student Discipline)
ISD 200 Policy 515 (Protection and Privacy of Pupil Records)
ISD 200 Policy 709 (Student Transportation Safety Policy)

Resources: U.S. Department of Education: [FAQs on Photos and Videos under FERPA](#)

Policy Reviewed: 11.14.2025
Policy Adopted:
Policy Revised:

**JOINT POWERS AGREEMENT FOR SCHOOL WELLNESS
BETWEEN THE COUNTY OF DAKOTA AND
SCHOOL DISTRICT 200**

This Joint Powers Agreement (“Agreement”) is entered into by and between the County of Dakota, a political subdivision of the State of Minnesota, by and through its Department of Public Health, and School District 200, 1000 West 11th Street, Hastings, MN 55033 (“School District” or “Contractor”), by and through their respective governing bodies.

RECITALS

WHEREAS, the County and the School District are governmental units as that term is defined in Minn. Stat. §471.59;

WHEREAS, under Minn. Stat. §471.59, subd.1, two or more governmental units may enter into an agreement to cooperatively exercise any power common to the contracting Parties, and one of the participating governmental units may exercise one of its powers on behalf of the other governmental units;

WHEREAS, the County has received a grant of monies from the State of Minnesota acting through the Minnesota Department of Health Grant Project Agreement No. 183510 for implementation of the County’s Statewide Health Improvement Program (“SHIP”);

WHEREAS, the County is permitted to make sub-grants of its SHIP funds and the County has solicited and considered grant applications from entities for use of such funds; and

WHEREAS, the County has awarded School District with SHIP funds described herein based the grant expenditures outlined in Exhibit 2, Service grid.

NOW, THEREFORE, in consideration of the mutual promises and covenants herein, the County and School District hereby agree as follows:

1. Term. This Agreement shall be effective on the date of the signature of the last party to sign this Agreement (Effective Date) and expires on October 30, 2026, unless amended in writing or earlier terminated by law or according to the provisions of this Agreement.
2. Purpose. The purpose of this Agreement is to provide funding by the County to the School District so that the School District may participate in the Dakota County SHIP School Wellness program. All funds provided by the County are to be used by the School District solely for the purposes described in Exhibit 2, Service Grid.
3. School District obligations under State Contract. The grant funds provided to School District under this Agreement are subject to the terms and conditions contained in the SHIP Grant Project Agreement between the Dakota County Community Health Board and the State of Minnesota dated November 1, 2025, as may be periodically amended (“State Contract”). School District agrees to comply with all terms and conditions contained in the State Contract that are applicable to the County and the funds provided under this Agreement. This includes but is not limited to the special conditions identified in Section 19 of this Agreement. County will provide copies of the State Contract to School District upon request.

4. County Obligations. The County agrees to reimburse the School District in an amount not to exceed \$10,002.04 for costs incurred in performing services fulfilling the Purpose described above from the Effective Date through October 30, 2026. Reimbursement shall be made only for those activities and expenditures completed during the Agreement term and in conformance with this Agreement, including the State Contract. Notwithstanding anything to the contrary in this Agreement, it is understood by the parties that any suspension, reduction or termination of the SHIP funds granted to the County may result in a like suspension or reduction to the School District.
5. Reimbursement and Reporting. The School District may claim reimbursement for expenditures incurred in connection with the performance of activities that are performed during the Agreement term and eligible for reimbursement in accordance with this Agreement.

The County will reimburse the School District within 45 calendar days of the School District's submission of invoices to the County. Invoices must be submitted using an Invoice Form to be provided by the County. All requests for reimbursement must be submitted by November 13, 2026. The School District must certify that the requested reimbursements are accurate, appropriate and eligible in accordance with this Agreement and the State Contract, that it has documentation of the actual expenditures for which reimbursement is sought, and that such expenditures have not been otherwise reimbursed. School District should report their accomplishments and successes using a Reporting Form to be provided by the County. All expenditures and reimbursements must be submitted using the Invoice Form.

6. Authorized Representatives. The following named persons are designated as the Authorized Representatives of the parties for purposes of this Agreement. These persons have authority to bind the party they represent and to consent to modifications, except that the Authorized Representatives shall have only authority specifically granted by their respective governing boards. Notice required to be provided pursuant to this Agreement shall be provided to the following named persons and addresses unless otherwise stated in this Agreement, or in a modification to this Agreement.

The County's Authorized Representative is:

Marti Fischbach, 1 Mendota Rd. W., Ste. 500, West St. Paul, MN 55118

Telephone: 651-554-5742

Email: Marti.Fischbach@co.dakota.mn.us

Kristine Wehrkamp Herman, or her successor, has the responsibility to monitor the School District's performance pursuant to this Agreement and the authority to approve invoices submitted for reimbursement.

The School District's Authorized Representative is:

Name: Kristine Wehrkamp Herman

Telephone: 651-480-7060

Email: kwehrkamp@isd200.org

The parties shall provide written notification to each other of any change to the Authorized Representative. Such written notification shall be effective to change the designated liaison under this Agreement, without necessitating an amendment of this Agreement.

7. Assignment. The School District may neither assign nor transfer any rights or obligations under this Agreement without the prior consent of the County and a fully executed assignment agreement, executed by the County and the School District.
8. Use of Subcontractors. The School District may engage subcontractors to perform activities funded pursuant to this Agreement. However, the School District retains primary responsibility to the County for performance of the activities and the use of such subcontractors does not relieve the School District from any of its obligations under this Agreement. If the School District engages any subcontractors to perform any part of the activities, the School District agrees that the subcontract for such services shall include the following provisions:
- (a) The subcontractor must maintain all records and provide all reporting as required by this Agreement.
 - (b) The subcontractor must defend, indemnify, and save harmless the County from all claims, suits, demands, damages, judgments, costs, interest, and expenses arising out of or by reason of the performance of the contracted work, caused in whole or in part by any negligent act or omission of the subcontractor, including negligent acts or omissions of its employees, subcontractors, or anyone for whose acts any of them may be liable.
 - (c) The subcontractor must provide and maintain insurance through the term of this Agreement in amounts and types of coverage as set forth below, and provide to the County, prior to commencement of the contracted work, a certificate of insurance evidencing such insurance coverage:
 - General liability coverage of at least \$2,000,000 per occurrence and aggregate and naming Dakota County as an additional insured;
 - Automobile liability coverage of at least \$2,000,000 per occurrence and aggregate and naming Dakota County as an additional insured,
 - Professional liability (errors and omissions) insurance coverage of at least \$2,000,000, and Workers' compensation coverage or certification of excluded employment from workers' compensation requirements.
 - (d) The subcontractor must be an independent contractor for the purposes of completing the contracted work.
 - (e) The subcontractor must acknowledge that the contract between the School District and the subcontractor does not create any contractual relationship between County and the subcontractor.
 - (f) The subcontractor shall perform and complete the activities in full compliance with this Agreement and all applicable laws, statutes, rules, ordinances, and regulations issued by any federal, state, or local political subdivisions having jurisdiction over the activities.
9. Indemnification. To the fullest extent permitted by law, School District agrees to indemnify the County, its officers, employees, agents, and others acting on its behalf and to hold them harmless and defend and protect them from and against any and all loss, damage, liability, cost and expense, specifically including reasonable attorneys' fees and other costs and expenses of defense, for any actions, claims or proceedings of any sort which are caused by any act or omission of School District, its officers, employees, agents, subcontractors, invitees, or any other person(s) or entity(ies) for whose acts or omissions School District may be legally responsible. Nothing herein shall be construed as a waiver by School District of any of the immunities or limitations of liability to which it may be entitled pursuant to Minn. Stat. Ch. 466 or any other statute or law.
10. Insurance Terms. In order to protect itself and to protect the County under the indemnity provisions set forth above, School District shall, at its expense, procure and maintain policies of

insurance covering the term of this Agreement. All retentions and deductibles under such policies shall be paid by the School District.

11. Audit. The School District shall maintain books, records, documents and other evidence pertaining to the costs or expenses associated with the work performed pursuant to this Agreement. Upon request the School District shall allow the County, Legislative Auditor or the State Auditor to inspect, audit, copy or abstract all of the books, records, papers or other documents relevant to this Agreement. The School District shall use generally accepted accounting principles in the maintenance of such books and records, and shall retain all of such books, records, documents and other evidence for a period of six (6) years from the date of the completion of the activities funded by this Agreement.
12. Data Practices. The School District agrees with respect to any data that it possesses regarding the Agreement to comply with all of the provisions of the Minnesota Government Data Practices Act contained in Minnesota Statutes Chapter 13, as the same may be amended from time to time.
13. Relationship of the Parties. Nothing contained in this Agreement is intended or should be construed as creating or establishing the relationship of co-partners or joint ventures between the County and the School District, nor shall the County be considered or deemed to be an agent, representative or employee of the School District in the performance of this Agreement. Personnel of the School District or other persons while engaging in the performance of this Agreement shall not be considered employees of the County and shall not be entitled to any compensation, rights or benefits of any kind whatsoever.
14. Governing Law, Jurisdiction and Venue. Minnesota law, without regard to its choice-of-law provisions, governs this Agreement. Venue for all legal proceedings arising out of this Agreement, or its breach, must be with the appropriate state court with competent jurisdiction in Dakota County.
15. Compliance with Law. The School District agrees to conduct its work under this Agreement in compliance with all applicable provisions of federal, state, and local laws, ordinances, or regulations, and further agrees to comply with the Standard Assurances attached as Exhibit 1. The School District is responsible for obtaining and complying with all federal, state, or local permits, licenses, and authorizations necessary for performing the work.
16. Default and Remedies.
 - (a) Events of Default. The following shall, unless waived in writing by the County, constitute an event of default under this Agreement: If the School District fails to fully comply with any material provision, term, or condition contained in this Agreement.
 - (b) Notice of Event of Default and Opportunity to Cure. Upon the County's giving the School District written notice of an event of default, the School District shall have thirty (30) calendar days in which to cure such event of default, or such longer period of time as may be reasonably necessary so long as the School District is using its best efforts to cure and is making reasonable progress in curing such events of default (the "Cure Period"). In no event shall the Cure Period for any event of default exceed two (2) months. Within ten (10) calendar days after receipt of notice of an event of default, the School District shall propose in writing the actions that the School District proposes to take and the schedule required to cure the event of default.
 - (c) Remedies. Upon the School District's failure to cure an event of default within the Cure Period,

the County may enforce any or all of the following remedies, as applicable:

- (1) The County may refrain from disbursing the grant monies; provided, however, the County may make such a disbursement after the occurrence of an event of default without thereby waiving its rights and remedies hereunder.
- (2) The County may enforce any additional remedies it may have in law or equity.
- (3) The County may terminate this Agreement and its obligation to provide funds under this Agreement for cause by providing thirty (30) days' written notice to the School District. Such notice to terminate for cause shall specify the circumstances warranting termination of the Agreement. Cause shall be a material breach of this Agreement and any supplemental agreement or modification to this Agreement or an event of default. Notice of Termination shall be made by certified mail or personal delivery to the Authorized Representative of the other Party. For purposes of termination and default, all days are calendar days.

17. Non-Appropriation. Notwithstanding any provision of this Agreement to the contrary, this Agreement may be terminated immediately by the County in the event sufficient funds from the County, State, or Federal sources are not appropriated, obtained and continued at least the level relied on for the funding of this Agreement, and the non-appropriation of funds did not result from any act or bad faith on the part of the County.
18. Ownership of Materials and Intellectual Property Rights.
 - (a) Except as otherwise required by Minnesota or Federal Law, the County agrees to, and hereby does, assign all rights, title and interest it may have in the materials conceived or created by the School District, or its employees or subgrantees, and which arise out of the performance of this Agreement, including any inventions, reports, studies, designs, drawings, specifications, notes, documents, software and documentation, computer-based training modules, electronically, magnetically or digitally recorded material, and other work in whatever form ("Materials").
 - (b) The School District represents and warrants that Materials produced or used under this Agreement do not and will not infringe upon any intellectual property rights of another. School District shall indemnify and defend the County, at its expense, from any action or claim brought against the County to the extent that it is based on a claim that all or parts of the Materials infringe upon the intellectual property rights of another.
19. Special Conditions. The School District understands and agrees that it will perform the work contemplated by this Agreement in such a way as to comply with and enable the County to comply with all of the requirements imposed upon the County in the State Contract, including but not limited to the following:
 - (a) Any publicity given to the activities occurring as a result of this Agreement, including notices, informational pamphlets, press releases, research, reports, signs and similar public notices shall identify that it is "Supported by the Statewide Health Improvement Partnership, Minnesota Department of Health and Dakota County Public Health Department" and shall not be released unless approved in writing by these entities' authorized representatives.
 - (b) The School District shall indemnify, save and hold the Department, its representatives and employees harmless from any and all claims or causes of action, including reasonable attorney fees incurred by the Department, arising from the performance of

the activities funded by this Agreement by the School District or its agents or employees.

- (c) The School District, by executing this Agreement, grants to the Department a perpetual, irrevocable, no-fee right and license to make, have made, reproduce, modify, distribute, perform and otherwise use the Materials for any and all purposes, in all forms and manners that the Department, in its sole discretion, deems appropriate.
- (d) The School District shall promptly provide the County with all documentation and information necessary for the County to monitor School District's activities under this Agreement to ensure that use of SHIP grant funds complies with this Agreement, the State Contract, State grant management policies and procedures established pursuant to Minn. Stat. § 16B.97, subd. 4(a)(1), other applicable statutes and regulations and that performance goals are achieved.
- (e) Any digital materials created with SHIP grant funds and shared outside of the School District's organization must comply with State of Minnesota's Digital Accessibility Standard. The statewide Standard can be viewed online at [Accessibility | Policies & Standards / Minnesota IT Services](#).

20. Exhibits. The following exhibits are attached to and incorporated within this Subgrant Agreement.

Exhibit 1: Standard Assurances; and
Exhibit 2: Service Grid.

21. Waiver. If the County fails to enforce any provision of this Agreement, that failure shall not result in a waiver of the right to enforce the same or another provision of this Agreement.

22. Complete Agreement. This Agreement and Exhibits contain all negotiations and agreements between the County and the School District. Any amendment to this Agreement must be in writing and executed by the County and the School District. No other understanding regarding this Agreement, whether written or oral, may be used to bind either party. In the event of a conflict between the terms of any Exhibit and the body of this Agreement, this Agreement shall control.

IN WITNESS WHEREOF, the parties have executed this Agreement on the dates indicated below.

COUNTY OF DAKOTA

By: _____

Title: Community Services Director

Date: _____

Dakota County Contract CLA20927
Dakota County BR 25-417

SCHOOL DISTRICT 200

By: _____

Title: Superintendent

Date: _____

**EXHIBIT 1
STANDARD ASSURANCES**

1. **NON-DISCRIMINATION.** During the performance of this Contract, the Contractor shall not unlawfully discriminate against any employee or applicant for employment because the person is a member of a protected class under, and as defined by, federal law or Minnesota state law including, but not limited to, race, color, creed, religion, sex, gender, gender identity, pregnancy, national origin, disability, sexual orientation, age, familial status, marital status, veteran's status, or public assistance status. The Contractor will take affirmative action to ensure that applicants are employed and that employees are treated during employment without unlawful discrimination. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The Contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices which set forth the provisions of this nondiscrimination clause.

The Contractor will, in all solicitations or advertisements for employees placed by or on behalf of Contractor, state that all qualified applicants will receive consideration for employment without regard to race, creed, color, religion, sex, national origin, disability, sexual orientation, age, marital status, veteran's status, or public assistance status.

No funds received under this Contract shall be used to provide religious or sectarian training or services.

The Contractor shall comply with any applicable federal or state law regarding non-discrimination. The following list includes, but is not meant to limit, laws which may be applicable:

A. The Equal Employment Opportunity Act of 1972, as amended, 42 U.S.C. § 2000e *et seq.* which prohibits discrimination in employment because of race, color, religion, sex, or national origin.

B. Equal Employment Opportunity-Executive Order No.11246, 30 FR 12319, signed September 24, 1965, as amended, which is incorporated herein by reference, and prohibits discrimination by U.S. Government contractors and subcontractors because of race, color, religion, sex, or national origin.

C. The Rehabilitation Act of 1973, as amended, 29 U.S.C. § 701 *et seq.* and 45 C.F.R. 84.3 (J) and (K) implementing Sec. 504 of the Act which prohibits discrimination against qualified handicapped persons in the access to or participation in federally-funded services or employment.

D. The Age Discrimination in Employment Act of 1967, 29 U.S.C. § 621 *et seq.* as amended, and Minn. Stat. § 181.81, which generally prohibit discrimination because of age.

E. The Equal Pay Act of 1963, as amended, 29 U.S.C. § 206(d), which provides that an employer may not discriminate on the basis of sex by paying employees of different sexes differently for the same work.

F. Minn. Stat. Ch. 363A, as amended, which generally prohibits discrimination because of race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, disability, sexual orientation, or age.

G. Minn. Stat. § 181.59 which prohibits discrimination against any person by reason of race, creed, or color in any state or political subdivision contract for materials, supplies, or construction. Violation of this section is a misdemeanor and any second or subsequent violation of these terms may be cause for forfeiture of all sums due under the Contract.

H. Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101 through 12213, 47 U.S.C. §§ 225, 611, with regulations at 29 C.F.R. § 1630, which prohibits discrimination against qualified individuals on the basis of a disability in term, condition, or privilege of employment.

I. Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d, *et seq.* and including 45 CFR Part 80, prohibits recipients, including their contractors and subcontractors, of federal financial assistance from discriminating on the basis of race, color or national origin which includes not discriminating against those persons with limited English proficiency.

J. The Pregnancy Discrimination Act of 1978, which amended Title VII of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000e *et seq.* which prohibits discrimination on the basis of pregnancy, childbirth, or related medical conditions.

K. Equal Protection of the Laws for Faith-based and Community Organizations-Executive Order No. 13279, signed December 12, 2002 and as amended May 3, 2018. Prohibits discrimination against grant seeking organizations on the basis of religion in the administration or distribution of federal financial assistance under social service programs, including grants and loans.

L. Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, with regulations at 41 C.F.R. Part 60-250, which prohibits discrimination in employment against protected veterans.

2. **DATA PRIVACY.** For purposes of this Contract, all data created, collected, received, stored, used, maintained, or disseminated by Contractor in the performance of this Contract are subject to the requirements of the Minnesota Government Data Practices Act, Minn. Stat. Ch. 13, (“MGDPA”) and the Minnesota Rules implementing the MGDPA. Contractor must comply with the MGDPA as if it were a governmental entity. The remedies in Minn. Stat. § 13.08 apply to the Contractor. Contractor does not have a duty to provide access to public data to a data requestor if the public data are available from the County, except as required by the terms of this Contract. If Contractor is a subrecipient of federal grant funds under this Contract, it will comply with the federal requirements for the safeguarding of protected personally identifiable information (“Protected PII”) as required in the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards, 2 CFR Part 200, and the County Protected PII procedures, which are available upon request. Additionally, Contractor must comply with any other applicable laws on data privacy. All subcontracts shall contain the same or similar data practices compliance requirements.

3. **RECORDS DISCLOSURE/RETENTION.** Contractor's bonds, records, documents, papers, accounting procedures and practices, and other evidences relevant to this Contract are subject to the examination, duplication, transcription, and audit by the County and either the Legislative or State Auditor, pursuant to Minn. Stat. § 16C.05, subd. 5. Such evidences are also subject to review by the Comptroller General of the United States, or a duly authorized representative, if federal funds are used for any work under this Contract. The Contractor agrees to maintain such evidences for a period of six (6) years from the date services or payment were last provided or made or longer if any audit in progress requires a longer retention period.

4. **WORKER HEALTH, SAFETY AND TRAINING.** Contractor shall be solely responsible for the health and safety of its employees in connection with the work performed under this Contract. Contractor shall make arrangements to ensure the health and safety of all subcontractors and other persons who may perform work in connection with this Contract. Contractor shall ensure all personnel of Contractor and subcontractors are properly trained and supervised and, when applicable, duly licensed or certified appropriate to the tasks engaged in under this Contract. Each Contractor shall comply with federal, state, and local occupational safety and health standards, regulations, and rules promulgated pursuant to the Occupational Health and Safety Act which are applicable to the work to be performed by Contractor.

5. **PROHIBITED TELECOMMUNICATIONS EQUIPMENT/SERVICES.** If Contractor is a subrecipient of federal grant funds under this Contract, Contractor certifies that, consistent with Section 889 of the John S. McCain National Defense Authorization Act for Fiscal Year 2019, Pub. L. 115-232 (Aug. 13, 2018) (the “Act”), and 2 CFR § 200.216, Contractor will not use funding covered by this Contract to procure or obtain, or to extend, renew, or enter into any contract to procure or obtain, any equipment, system, or service that uses "covered telecommunications equipment or services" (as that term is defined in Section 889 of the Act) as a substantial or essential component of any system or as critical technology as part of any system. Contractor will include this certification as a flow down clause in any agreement related to this Contract.

6. **CONTRACTOR GOOD STANDING.** If Contractor is not an individual, Contractor must be registered to do business in Minnesota with the Office of the Minnesota Secretary of State and shall maintain an active/in good standing status with the Office of the Minnesota Secretary of State, and shall notify County of any changes in status within five calendar days of such change. Business entities formed under the laws of a jurisdiction other than Minnesota must maintain a certificate of authority (foreign corporations, limited liability companies, limited partnerships, and limited liability limited partnerships), or a statement of foreign qualification (foreign limited liability partnerships), or a statement of partnership authority (general partnerships). See Minn. Stat. §§ 303.03 (corporations); 322C.0802 (limited liability companies); 321.0902 and 321.0907 (foreign limited partnership); 321.0102(7) (foreign limited liability limited partnerships); 323A.1102(a) (foreign limited liability partnership); 321.0902 and 321.0907 (foreign general partnerships).

7. **CONTRACTOR DEBARMENT, SUSPENSION, AND RESPONSIBILITY CERTIFICATION.** Federal Regulation 45 CFR 92.35 prohibits the State/Agency from purchasing goods or services with federal money from vendors who have been suspended or debarred by the federal government. Similarly, Minn. Stat. § 16C.03, subd. 2 provides the Commissioner of Administration with the authority to debar and suspend vendors who seek to contract with the State/Agency. Vendors may be suspended or debarred when it is determined, through a duly authorized hearing process, that they have abused the public trust in a serious manner.

By signing this Contract, the Contractor certifies that it and its principals* and employees:

A. Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from transacting business by or with any federal, state, or local governmental department or agency; and

B. Have not within a three (3) year period preceding this Contract: 1) been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (federal, state, or local) transaction or contract; 2) violated any federal or state antitrust statutes; or 3) committed embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property; and

C. Are not presently indicted or otherwise criminally or civilly charged by a governmental entity for: 1) commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (federal, state, or local) transaction; 2) violating any federal or state antitrust statutes; or 3) committing embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property; and

D. Are not aware of any information and possess no knowledge that any subcontractor(s) that will perform work pursuant to this Contract are in violation of any of the certifications set forth above; and

E. Shall immediately give written notice to the Authorized Representative should Contractor come under investigation for allegations of fraud or a criminal offense in connection with obtaining, or performing a public (federal, state, or local government) transaction; violating any federal or state antitrust statutes; or committing embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property.

*"Principals" for the purposes of this certification means officers; directors; owners; partners; and persons having primary management or supervisory responsibilities within a business entity (e.g. general manager; plant manager; head of a subsidiary, division, or business segment and similar positions).

8. **HEALTH DATA PRIVACY.** When applicable to the Contractor's duties under this Contract, the Contractor agrees to comply with the requirements of the Health Insurance Portability and Accountability Act (HIPAA), the Health Information Technology for Economic and Clinical Health Act (HITECH), Minnesota Health Records Act, and any other applicable health data laws, rules, standards, and requirements in effect during the term of this Contract.

9. **APEALS.** The Contractor shall assist the County in complying with the provisions of Minn. Stat. § 256.045, Administrative and Judicial Review of Human Services Matters, if applicable.

10. **REPORTING.** Contractor shall comply with the provisions of the "Child Abuse Reporting Act", Minn. Stat. § 626.556, as amended, and the "Vulnerable Adult Reporting Act", Minn. Stat. § 626.557, as amended, and any rules promulgated by the Minnesota Department of Human Services, implementing such Acts.

11. **PSYCHOTHERAPISTS.** Contractor has and shall continue to comply with the provisions of Minn. Stat. Ch. 604, as amended, with regard to any currently or formerly employed psychotherapists and/or applicants for psychotherapist positions.

12. **EXCLUDED MEDICAL ASSISTANCE PROVIDERS.** By signing this contract, Provider certifies that it is not excluded. 42 U.S.C. § 1397 *et seq.* (subch. XX) of the Social Security Act.

13. **MDHS THIRD-PARTY BENEFICIARY.** The following applies to contracts related to adult mental health services; see Minn. Stat. § 245.466, subd. 2. Contractor acknowledges and agrees that the Minnesota Department of Human Services is a third-party beneficiary and as a third-party beneficiary, is an affected party under this Contract. Contractor specifically acknowledges and agrees that the Minnesota Department of Human Services has standing to and may take any appropriate administrative action or sue Contractor for any appropriate relief in law or equity, including, but not limited to, rescission, damages, or specific performance of all or any part of the Contract between the County Board and Contractor. Contractor specifically acknowledges that the County Board and the Minnesota Department of Human Services are entitled to and may recover from Contractor reasonable attorneys' fees and costs and disbursements associated with any action taken under this paragraph that is successfully maintained. This provision shall not be construed to limit the rights of any party to the Contract or any other third

party beneficiary, nor shall it be construed as a waiver of immunity under the Eleventh Amendment to the United States Constitution or any other waiver of immunity. (Minn. Stat. § 245.466, subd. 3; Minn. R. 9525.1870, subp. 2).

Directions for Online Access to Excluded Providers

To ensure compliance with this regulation, identification of excluded entities and individuals can be found on the Office of Inspector General (OIG) website at https://oig.hhs.gov/exclusions/exclusions_list.asp

Attycv/Exh SA (Rev. 1-23)

Exhibit 2 – Service Grid

Contractor Roles and Responsibilities

1. Contractor will carry out (implement) work, budget and deliverables as stated below under project goals and strategies.
2. Any changes to planned strategies, deliverables, expectations and/or budget must be mutually agreed upon and provided to the County Liaison prior to implementation. Please allow a minimum of 14 business days for pre-approvals on final purchasing of supplies, or services.
3. The County recommends that the Contractor establish and/or participate in the District Wellness Committee and includes broad representation from multiple levels, buildings, and disciplines.
4. Contractor will have at least one representative (not including the consultant), attend SHIP Dakota County School Wellness meetings (3/13/26; 5/18/26; 10/7/26).
5. Contractor will provide to the County, the name, phone, and email of its Wellness Committee Chair, or 'designee' for District Wellness projects' overall coordination. Such designee is responsible for completing the Final Report for each strategy by November 13, 2026 or upon project completion.
6. Project Champion(s) must meet deliverables set by public health liaison and keep in regular communication with public health liaison and School Wellness Consultant, if applicable, to qualify for project champion compensation.
7. The County recommends that Contractor complete or confirm Contractor has completed a school health assessment within the last three school years.
8. The County recommends that Contractor notify its stakeholders, such as: community, school board, and or city, about changes such as policies, procedures or system(s) changes that are implemented because of this Contract.
9. Contractor shall submit all SHIP-related communications to public health liaison for pre-approval. Please allow a minimum of 10 business days for approvals in advance of public release.
10. Contractor shall submit the Invoice Form quarterly or as mutually agreed upon with Public Health *Liaison*, and within two weeks of Contract end date (by 11/13/2026); however, they may be submitted more frequently if desired.

County roles and responsibilities

- Invoice and Final Report Form will be emailed out to contractor at the start of the contract.
- Provide technical assistance and support through process.
- Organize and facilitate SHIP school wellness meetings (three per contract period).
- Research and provide school wellness tools and resources.
- Compile submitted SHIP Reporting from each district to provide to MDH and meet County requirements.

Notes

The grant funds provided to Contractor under this agreement are also subject to the terms and conditions contained in both the Master Grant Contract and the Project Agreement between the Dakota County Community Health Board and the State of Minnesota. The County will provide copies of these contracts to Contractor upon request. Contractor agrees to comply with all such terms and conditions

Project Goal/Scope of Work

Hastings Middle School will install sound-absorbing acoustic panels in the cafeteria to reduce noise levels during lunch periods and community use outside of school hours.

Project goal is to permanently mitigate the detrimental noise feedback loop within the school cafeteria by installing acoustic sound-reducing panels, establishing a calmer, sensory-friendly, and inclusive environment that directly

supports positive student behavior, mental health, effective instructional transitions for both students and staff, and promotes the facility's overall utility for the greater community.

Project Budget

BUDGET ITEM	Poly Max Ceiling Tile
BRIEF DESCRIPTION	1' Thick, white panels- 430 count Packing & Shipping fees
COST	\$10,002.04
DESCRIPTION	District staff time coordinating the funding, vendor communication, installation, evaluation and reporting
TOTAL COST	\$10,002.04

Invoicing

Invoices and receipts should be scanned and emailed to the County Public Health Liaison, Kassy Podvin, kassy.podvin@co.dakota.mn.us. Contractor will submit the "Invoice Form" provided quarterly at a minimum.

CHEF AGREEMENT

THIS AGREEMENT is made on the date of full execution by and between Taher, Inc., a Minnesota corporation, with its principal place of business at 5570 Smetana Drive, Minnetonka, MN 55343 ("Taher") and Independent School District No. 200, Hastings, MN, with its principal office at 1000 West 11th Street, Hastings, MN 55033 ("District").

WHEREAS, Taher maintains a food service business which provides many different services to its clients, including chef services; and

WHEREAS, the District would like to retain Taher for the purpose of providing the services described herein.

NOW, THEREFORE, IN CONSIDERATION OF the mutual promises contained in this Agreement and for other valuable consideration, the sufficiency of which is acknowledged, the Parties agree as follows:

1. Effective Date; Term. This Agreement shall be effective January 1, 2026, and shall end on June 30, 2027, unless the Agreement is terminated prior to its expiration pursuant to Section 11 of this Agreement. Prior to or upon expiration of this Agreement, the Parties may agree, in writing, to extend its term.

2. Scope of Work. Taher shall provide the following services to the District in an efficient manner consistent with the District's policies and applicable government regulations and upon the terms and conditions set forth in this Agreement:

- a. Taher will provide at least one trained Chef on a minimum of two days each month of each school year (September through May) during the term of this Agreement to provide food service for menu offerings, samplings, and special events (hereinafter referred to as "Services"). The schedule for the Services shall be provided by the District's Food Service Director, and the building sites at which the Services will be provided will be specified in a schedule provided to Taher by August 1st of each school year. The Chefs will coordinate the details for the Services, including the number of Chefs needed, with the District's Food Service Director, and they will report to the Director while performing Services. The assigned Chefs will be trained and coached by Taher's Corporate Chefs and will have access to Taher's proprietary recipes and will work with Taher's Corporate Registered Dietitian to monitor all menu items and recipes for full compliance with USDA and state requirements.**
- b. The District's lead cooks will have access to Taher University for staff development for a minimum of four hours on at least two days during the term of this Agreement. The compensation for such staff development shall be \$800.00 per session.**
- c. Additional chef services will be made available to the District; the District will utilize services at its discretion. The rate for additional services will be \$150.00 per hour.**

3. **Consideration and Terms of Payment.** The District shall pay Taher \$3,500.00 per month for the Services performed in Section 2a of this Agreement. For any months in which Taher Chefs do not perform the Services described in Section 2a on at least two days per month, the payment shall be reduced on a pro-rata basis. Taher must satisfactorily perform the services under this Agreement and submit an itemized invoice to the District by tenth (10th) day of each month for services performed during the previous month, including the services described in Section 2a, 2b and 2c of this Agreement. The District shall pay Taher within thirty (30) days following proper receipt of Taher's invoices.

4. **Indemnity.** Each Party is solely responsible for the alleged acts and omissions or willful misconduct of its own officers, employees, officials, agents, and representatives. Taher or its insurer will hold harmless, indemnify, and defend the District, its board members, administrators, employees, officers, attorneys, insurers, agents and representatives from any and all damages and claims arising by reason of neglect, acts or omissions, or willful misconduct by Taher, its agents, or employees, including costs and attorneys' fees. Any District liability is limited to its own negligence or willful misconduct of its employees. This provision is not intended to waive any defenses or limits under the Municipal Tort Claims Act or any other statutory or common law defenses.

5. **Insurance.** Taher shall maintain, as a direct cost of operation, Worker's Compensation insurance as required by law; General Liability, including products liability, insurance with limits of \$2,000,000 for injury or death of any one person, \$5,000,000 for injury or death of two or more persons in any one occurrence; and \$500,000 for property damage for each occurrence; and Automobile Liability insurance with limits of \$1,000,000 for injury or death to any one person, \$3,000,000 for injury or death of two or more persons in any one occurrence; and \$500,000 property damage for each occurrence. At the District's request, Taher shall deliver to the District certificates evidencing such insurance.

6. **Laws; Licenses; Taxes.** Taher shall comply with all state and federal statutes, rules, and regulations applicable to the services provided under this Agreement which now exist or which may be promulgated during the term of this Agreement. Taher acknowledges and agrees that the District is not responsible for deductions or withholdings on any amounts paid to Taher, including, but not limited to, federal and state taxes, FICA or Medicare, and Taher shall pay, when due, all required employment taxes and income tax withholding, including, all federal and state income tax on any monies paid pursuant to this Agreement.

7. **Independent Relationship and Personnel.**

- a. Taher is performing services under this Agreement as an independent contractor, and it and its officers and employees are not employees or agents of the District. Nothing in this Agreement creates an employment relationship, a partnership, a joint venture, or a joint enterprise between the District and Taher. The District's financial obligation to Taher is limited to the compensation specified in Section 3 of this Agreement; it is specifically agreed and understood that the District will not pay any form of compensation or benefits to Taher employees, including, but not limited to, leave of absence benefits, insurance or pension benefits, travel, meals, lodging reimbursement, or any other form of compensation

or benefit. Taher holds the District harmless from and against any claims for benefits, contributions, premiums and taxes for which Taher is responsible to its employees, including attorneys' fees and other costs incurred by the District in contesting or defending against any responsibility asserted against the District.

- b. Taher is responsible for the hiring, supervision and discipline of its employees; however, the District has a right, with written notice to Taher, to require it to remove and replace a Chef assigned to provide services to the District.
- c. Taher shall complete criminal background checks on the Chefs assigned to perform services under this Agreement and shall provide the District a copy of the report.

8. **Data Privacy.** Any information Taher creates, collects, receives, stores, uses, or disseminates during the course of its performance of this Agreement, which concerns the personnel, financial, or other affairs of the District, its Board, officers, employees or students shall be kept confidential by Taher and in conformance with any District data privacy policies and all state and federal laws relating to data privacy, including, without limitation, the Minnesota Government Data Practices Act, Minnesota Statutes, Chapter 13. Taher shall comply with any applicable requirements as if it were a governmental entity subject to the Data Practices Act, and Taher shall not disclose any private or confidential data. The remedies in Minnesota Statutes Section 13.08 apply to Taher. Taher shall report immediately to the District any requests from third parties for information related to this Agreement, and Taher shall not disclose such data. The District will respond to such data requests. All subcontracts, if allowed, will contain the same or similar data practices compliance requirements.

9. **Ownership of Material.** Taher expressly waives to the District any claim to copyright pertaining to all new materials, publications, and documents produced as a result of this Agreement and grants the District the exclusive right to and responsibility for their distribution, publication, copyrighting (when applicable) and all other matters relating to dissemination of the materials. Taher shall not use, willingly allow, or cause to have such materials used for any purpose other than performance of Taher's obligations under this Agreement without prior written consent of the District.

10. **Worker Health, Safety, and Training.** Taher shall be solely responsible for the health and safety of its employees in connection with the work performed under this Agreement. Taher shall make arrangements to ensure the health and safety of all subagents and other persons who may perform work in connection with this Agreement. Taher shall ensure all personnel, subagents are properly trained and supervised and, when applicable, licensed or certified appropriate to the tasks performed under this Agreement. Taher shall comply with federal, state and local occupational safety and health standards, regulations, and rules promulgated pursuant to the Occupational Health and Safety Act that are applicable to the work performed by Taher. Taher shall develop and implement an emergency plan and procedures to follow in emergencies

11. **Termination.** The District and/or Taher may terminate this Agreement at any time, without cause, upon thirty (30) days' written notice to the other Party. In the event of such termination, the District must make any remaining payments due to Taher, calculated on a pro-rata

basis and pursuant to the terms of Section 3 of this Agreement. The District has no obligation to pay Taher for work performed or costs incurred after receipt of notice of termination. The District may terminate this Agreement, in whole or in part, for cause upon seven (7) days' written notice if Taher fails to comply with any material term or condition of this Agreement. Nothing in this section restricts the Parties from terminating this Agreement at any time by mutual written agreement.

12. **Applicable Law.** This Agreement shall be construed in accordance with the laws of the State of Minnesota, and any lawsuit shall be venued in state or federal court in the State of Minnesota.

13. **Assignment.** Taher shall not assign any obligations of this Agreement without the prior written consent of the District. Taher shall not subcontract or contract with another party or entity to perform services or provide goods under this Agreement without prior written consent of the District. In the event of any assignment or agreement to subcontract, Taher shall remain responsible for its performance and that of any assignee or subcontractor.

14. **Notice.** Any notice required by or pertaining to this Agreement shall be in writing and shall be deemed sufficiently given if delivered in person or sent by certified mail, return receipt requested, to the address of the parties set forth below: Taher: 5570 Smetana Drive Minnetonka, MN 55343-9022; the District: Director of Finance & Operations, 1000 West 11th Street, Hastings, MN 55033.

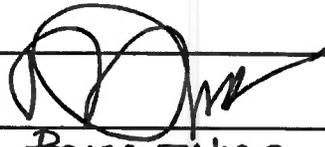
15. **Force Majeure.** In the event the services in this Agreement cannot be performed, in whole or part, due to an act of nature, civil disturbance, fire, flood, governmental action, epidemic, pandemic, health/safety emergency, strike, lockout, or any condition or cause beyond the Parties' control, the Parties may be excused from performance under this Agreement and the District may immediately terminate this Agreement or reduce the compensation to Taher accordingly.

16. **Miscellaneous.** This Agreement contains the entire agreement between the Parties and supersedes any and all other oral, written, expressed or implied agreements between the Parties pertaining to the subject matter of this Agreement. This Agreement may not be modified except by a written document signed by the Party against whom enforcement of any waiver, change, modification or discharge is sought. A waiver of any term, condition or covenant of this Agreement by a Party does not constitute a waiver of any other terms or conditions of this Agreement, nor does it waive any subsequent breaches of the same or other terms, covenants or conditions of this Agreement.

17. **Entire Agreement.** This Agreement sets forth the entire agreement between the District and Taher. There are no prior representations, either oral or written, between the District and Taher other than those contained in this Agreement.

IN WITNESS WHEREOF, the Parties have executed this Agreement this _____ day of _____, 2026.

TAHER, INC.

Bruce Taher
By: 
Printed Name: Bruce Taher
Its: CEO

Date: 1/21/26

INDEPENDENT SCHOOL DISTRICT NO. 200

By: _____
Printed Name: _____
Its: Board Chair

Date: _____

By: _____
Printed Name: _____
Its: Board Vice-Chair

Date: _____

*Thank You
Bruce*

**Approval of District 200 Donations
December 2025**

<u>Date</u>	<u>Donor</u>	<u>Building</u>	<u>Description</u>	<u>Amount</u>
12/1/25	Charities Aid Foundation America- Employee Giving Campaign	Middle School	Middle School Donation-Appropriate Expenditures	\$30.00
12/1/25	David & Susan Betzler	Kennedy	Kennedy Classroom/Supplies	\$100.00
12/8/25	Dakota County	Kennedy	SHIP Award-Sensory Supplies & Equipment	\$1,577.95
12/8/25	Dakota County	Pinecrest	SHIP Award-Worksite Wellness	\$2,000.00
12/8/25	HMS Concert Freewill Donations	Middle School	HMS Orchestra	\$97.33
12/8/25	HMS Concert Freewill Donations	Middle School	HMS Band	\$97.33
12/8/25	HMS Concert Freewill Donations	Middle School	HMS Choir	<u>\$97.34</u>
				\$292.00
12/8/25	Hastings Football Connections	High School	Football-Charter Bus	\$910.00
12/8/25	Randy Roberts Memorial Scholarship	High School	Randy Roberts Trades Scholarship	\$15,000.00
12/8/25	Hastings Alumni Association	High School	Donation for Yearbooks	\$400.00
12/9/25	Miesville Lions Club	Middle School	HMS Outdoor Club	\$2,000.00
12/9/25	Hastings Wrestling Club	Middle School	Wrestling-Headgear	\$675.00
12/9/25	Hastings Wrestling Club	Middle School	Wrestling-Singlets	\$4,947.68
12/10/25	Youth In Music	High School	Donation to Marching Band Program	\$280.00
12/11/25	Eric & Krista Peterson	High School	Donation to Nordic Skiing Club	\$125.00
12/11/25	Richard & Susan Stoltz	High School	Donation to Nordic Skiing Club	\$100.00
12/15/25	HMS Concert Freewill Donations	Middle School	HMS Orchestra	\$55.33
12/15/25	HMS Concert Freewill Donations	Middle School	HMS Band	\$55.33
12/15/25	HMS Concert Freewill Donations	Middle School	HMS Choir	<u>\$55.34</u>
				\$166.00
12/15/25	Charities Aid Foundation America- Employee Giving Campaign	Middle School	Middle School Donation-Appropriate Expenditures	\$30.00
12/16/25	Kennedy Cougar PTA	Kennedy	Field Trips	\$17,000.00
12/17/25	HMS Book Fair Donations	Middle School	HMS Media Center	\$2.34
12/18/25	HMS Concert Freewill Donations	Middle School	HMS Orchestra	\$62.33
12/18/25	HMS Concert Freewill Donations	Middle School	HMS Band	\$62.33
12/18/25	HMS Concert Freewill Donations	Middle School	HMS Choir	<u>\$62.34</u>
				\$187.00
12/18/25	Hastings Wrestling Club	High School	Wrestling Team-Appropriate Expenditures	\$3,000.00
12/18/25	Pinecrest Parents	Pinecrest	Classroom Party Money	\$10.00
12/19/25	Hoffman & McNamara Foundation	Middle School	Eagle Bluff Trip	\$1,000.00
12/19/25	High School Staff	High School	High School Faculty Scholarship	\$82.00
12/23/25	Hastings Girls Hockey Club	High School	Girls Hockey-Charter Bus	\$2,510.00

12/23/25	Merchants Bank of Hastings	Tilden	Youth Impact Council Scholarship	\$250.00
			Total Monthly Donations	<u>\$52,674.97</u>

In-Kind Donations - Values are approximate per information available

10/27-11/4/25	Election Judges	District Wide	2025 Election Judges	\$794.25
12/23/2025	Gertens	High School	Holiday Greenery for Horticulture Projects	\$1,500.00

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 December 2025.

_____ 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.



BRIDGE TO SUCCESS

Dr. Kristine Wehrkamp Herman
 SUPERINTENDENT

2026 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 Board Meeting (Including Closed & Special)	Policy Committee	Facilities, Finance & Joint Powers Committee	Community Collaboration Committee	Student School Board Committee
Future Meeting Dates						
Date	Time	Description	Board or Committee	Location		
01.27.2026	12:30 pm	Facilities Committee Meeting	Facilities & Finance Committee	District Office Conference Room A		
01.28.2026	5:00 pm	Community Collaboration Meeting	Community Collaboration Committee	District Office Conference Room A		
01.28.2026	6:00 pm	Regular Board Meeting	School Board	Hastings Middle School Media Center		
02.03.2026	5:00 pm	Closed Board Retreat	School Board	District Office Conference Room A		
02.05.2026	5:00 pm	Closed Board Retreat	School Board	District Office Conference Room A		
02.05.2026	12:00 pm	Policy Meeting	Policy Committee	District Office Conference Room A		
02.11.2026	6:00 pm	Work Session	School Board	Hastings Middle School Media Center		
02.19.2026	11:00 am	Finance Committee Meeting	Facilities & Finance Committee	District Office Conference Room A		
02.19.2026	12:00 pm	Policy Meeting	Policy Committee	District Office Conference Room A		
02.25.2026	6:00 pm	Regular Board Meeting	School Board	Hastings Middle School Media Center		
03.05.2026	12:00 pm	Policy Meeting	Policy Committee	District Office Conference Room A		

03.11.2026	6:00 pm	Work Session	School Board	Hastings Middle School Media Center
03.25.2026	6:00 pm	Regular Board Meeting	School Board	Hastings Middle School Media Center
04.01.2026	6:00 pm	Community Collaboration Event	Community Collaboration Committee	Hastings High School, Lecture Hall- Room F253
04.02.2026	12:00 pm	Policy Meeting	Policy Committee	District Office Conference Room A
04.08.2026	6:00 pm	Work Session	School Board	Hastings Middle School Media Center
04.14.2026	7:30 am	Joint Powers Meeting	Joint Powers Committee	Tilden, Room 117
04.16.2026	12:00 pm	Policy Meeting	Policy Committee	District Office Conference Room A
04.22.2026	6:00 pm	Regular Board Meeting	School Board	Hastings Middle School Media Center
04.30.2026	12:00 pm	Policy Meeting	Policy Committee	District Office Conference Room A
05.06.2026	6:00 pm	Work Session	School Board	Hastings Middle School Media Center
05.20.2026	6:00 pm	Regular Board Meeting	School Board	Hastings Middle School Media Center
06.10.2026	6:00 pm	Work Session	School Board	Hastings Middle School Media Center
06.11.2026	12:00 pm	Policy Meeting	Policy Committee	District Office Conference Room A
06.17.2026	6:00 pm	Regular Board Meeting	School Board	Hastings Middle School Media Center
07.15.2026	6:00 pm	Regular Board Meeting	School Board	Hastings Middle School Media Center
08.06.2026	12:00 pm	Policy Meeting	Policy Committee	District Office Conference Room A
08.12.2026	6:00 pm	Work Session	School Board	Hastings Middle School Media Center
08.20.2026	12:00 pm	Policy Meeting	Policy Committee	District Office Conference Room A
08.26.2026	6:00 pm	Regular Board Meeting	School Board	Hastings Middle School Media Center
09.09.2026	6:00 pm	Work Session	School Board	Hastings Middle School Media Center
09.17.2026	12:00 pm	Policy Meeting	Policy Committee	District Office Conference Room A
09.23.2026	6:00 pm	Regular Board Meeting	School Board	Hastings Middle School Media Center

10.01.2026	12:00 pm	Policy Meeting	Policy Committee	District Office Conference Room A
10.07.2026	6:00 pm	Work Session	School Board	Hastings Middle School Media Center
10.21.2026	6:00 pm	Regular Board Meeting	School Board	Hastings Middle School Media Center
10.22.2026	12:00 pm	Policy Meeting	Policy Committee	District Office Conference Room A
11.04.2026	6:00 pm	Work Session	School Board	Hastings Middle School Media Center
11.18.2026	6:00 pm	Regular Board Meeting	School Board	Hastings Middle School Media Center
12.02.2026	6:00 pm	Work Session	School Board	Hastings Middle School Media Center
12.16.2026	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: Philip Biermaier (Chair) :: Matt Bruns :: Elaine Mikel-Mulder :: Dr. Kristine Wehrkamp Herman

Facilities, Finance & Joint Powers Committee (3)

The mission of the ISD 200 Finance, Facilities, and Joint Powers Committee is to provide strategic guidance on budgetary, financial, and substantial facilities investment activities. These efforts prioritize sustainability, transparency, and equity, serving the School Board and the broader community.

The committee is committed to fostering financial sustainability, ensuring transparency in decision-making, and supporting equity in resource allocation. It aims to enhance public confidence by effectively managing, maintaining, and improving district facilities, while educating stakeholders about facility usage, condition, and future outlook.

Working collaboratively with City of Hastings elected officials and staff collaborate on opportunities with the City under Joint Powers Programs. The Committee works to maximize shared resources through partnerships with the City, as outlined in Minnesota Statutes 124D.18 et. seq., to achieve meaningful outcomes for students and the community.

Facilities & Finance Committee Members: Mark Zuzek (Chair) :: Melissa Millner :: Carrie Tate :: Jen Seubert :: Dr. Kristine Wehrkamp Herman

Joint Powers Committee Members: Melissa Millner (Chair) :: Carrie Tate :: Philip Biermaier :: Dr. Kristine Wehrkamp Herman

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 :: Dr. Kristine Wehrkamp Herman :: 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: Matt Bruns (Chair) :: Jessica Dressely :: Melissa Millner :: Dr. Kristine Wehrkamp Herman

917 REP (1) - 3 Year Term 2024-2027
Commitment: Typically 1 meeting per month

Mark Zuzek

Relicensure Committee Liaison

Philip Biermaier
Backup - Mark Zuzek

MSHSL REP (1)

Elaine Mikel-Mulder

AMSD Liaison (1)

Mark Zuzek
Backup - Jessica Dressely

BRIGHTWORKS (1) If appointment is open

Matt Bruns

Native American Parent Advisory Committee Liaison

Matt Bruns
Backup - Philip Biermaier

Meet and Confer Liaison

Mark Zuzek
Backup - Carrie Tate

Wellness Committee Liaison

Melissa Millner
Backup - Jessica Dressely