

Hastings Area Public Schools - ISD 200
School Board Meeting Agenda

Wednesday, August 12, 2026
Work Session
Middle School Media Center

- I. Pledge of Allegiance
- II. **Items for Discussion**
 - a. Hwy 61 Project Presentation by MnDOT and City of Hastings
 - b. Hastings Civic Arena Locker Room Agreement
 - c. Referendum Discussion & Survey Planning
 - d. Permanent School Funding
 - e. Board Work Plan
 - f. Student School Board Representative Discussion
 - g. MSBA Legislative Resolution Ideas
 - h. Board Director visits to buildings plan for upcoming school year
 - i. Calendar Discussion - August Regular Meeting (date/time change) & September Additional Work Session (School Perceptions Survey Discussion)



Highway 61 – School Board Meeting MnDOT Metro District & City of Hastings

August 12th, 2026



Agenda

i. Project Overview

ii. Wall Design

1. Location
2. Height
3. Tie Ins
4. Impacts on stadium amenities
 - a. Ball catcher
 - b. Play clock

iii. Aesthetics

1. Wall design
2. Material options
3. Tunnel
4. Fence
5. Sidewalk and Bollards (update graphics)
6. HPC and Visual Quality Committee process and opinions

iv. Schedule

1. Design decisions
2. Right of way acquisition
3. Construction

v. Right of Way Acquisition

1. Right of way needs
2. Process
3. Ballpark Estimate

vi. School District Possible Costs



St. Croix Valley Limestone Buff Dimensional Panels



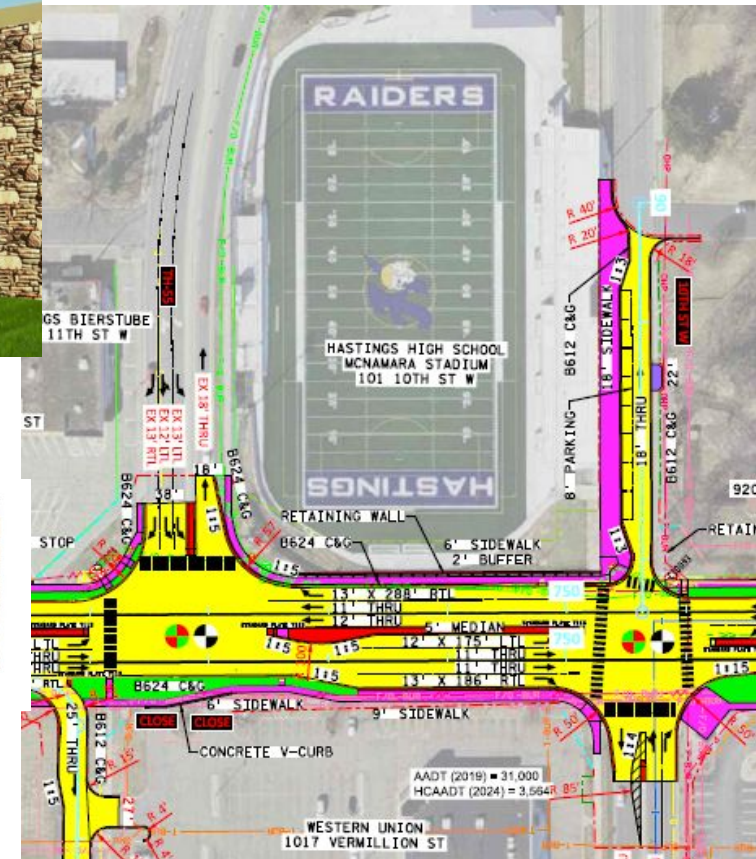
Stillwater Blend



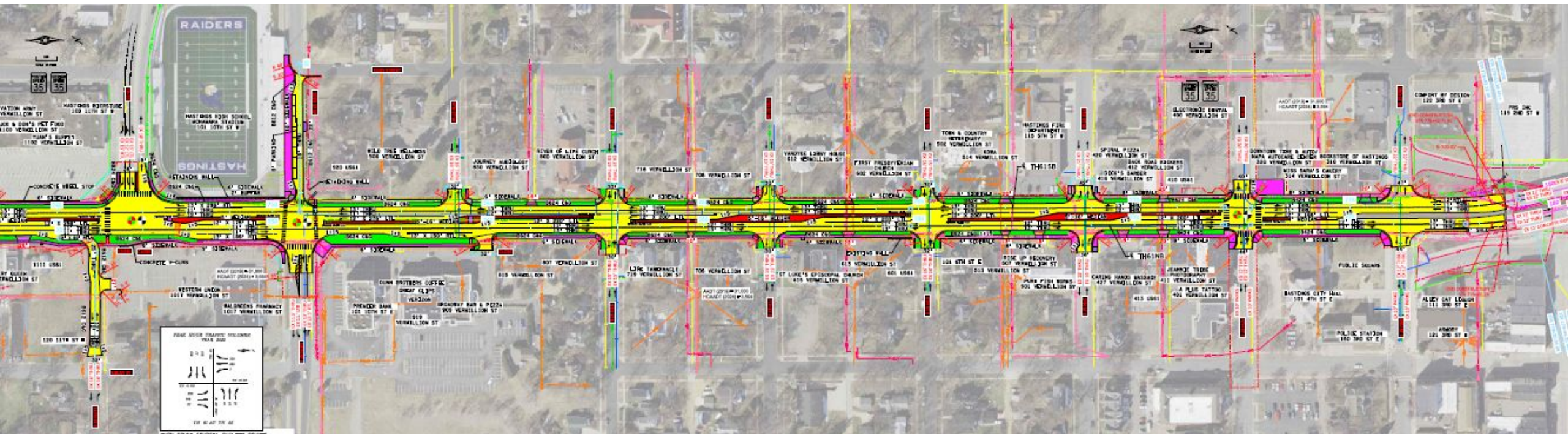
St. Croix Valley Cottage Blend



Stillwater Rustic



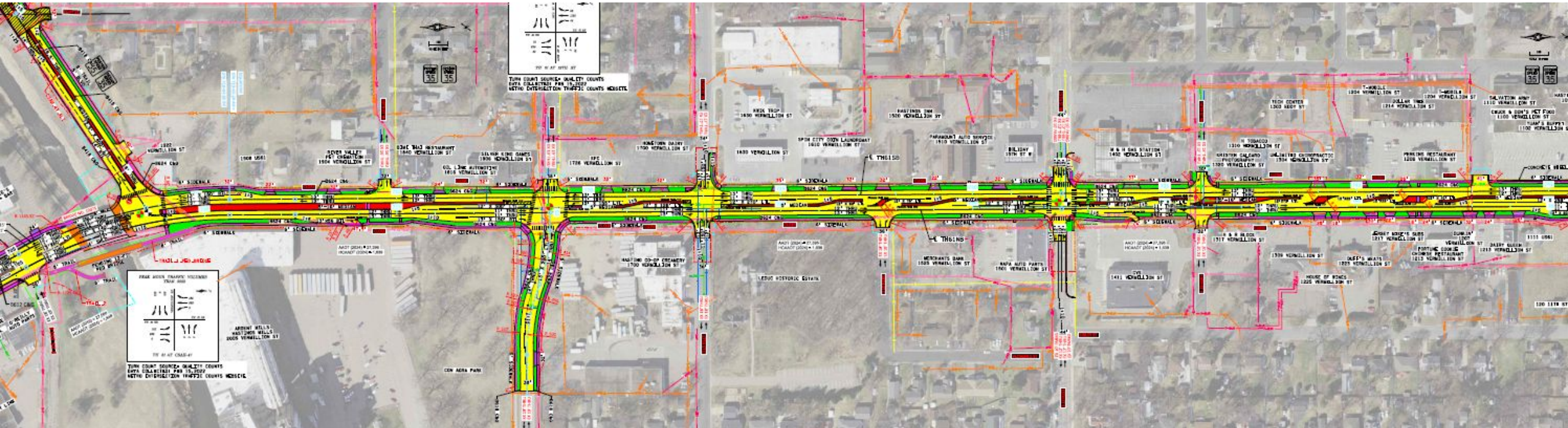
Project Overview



Phase 2 (2028)

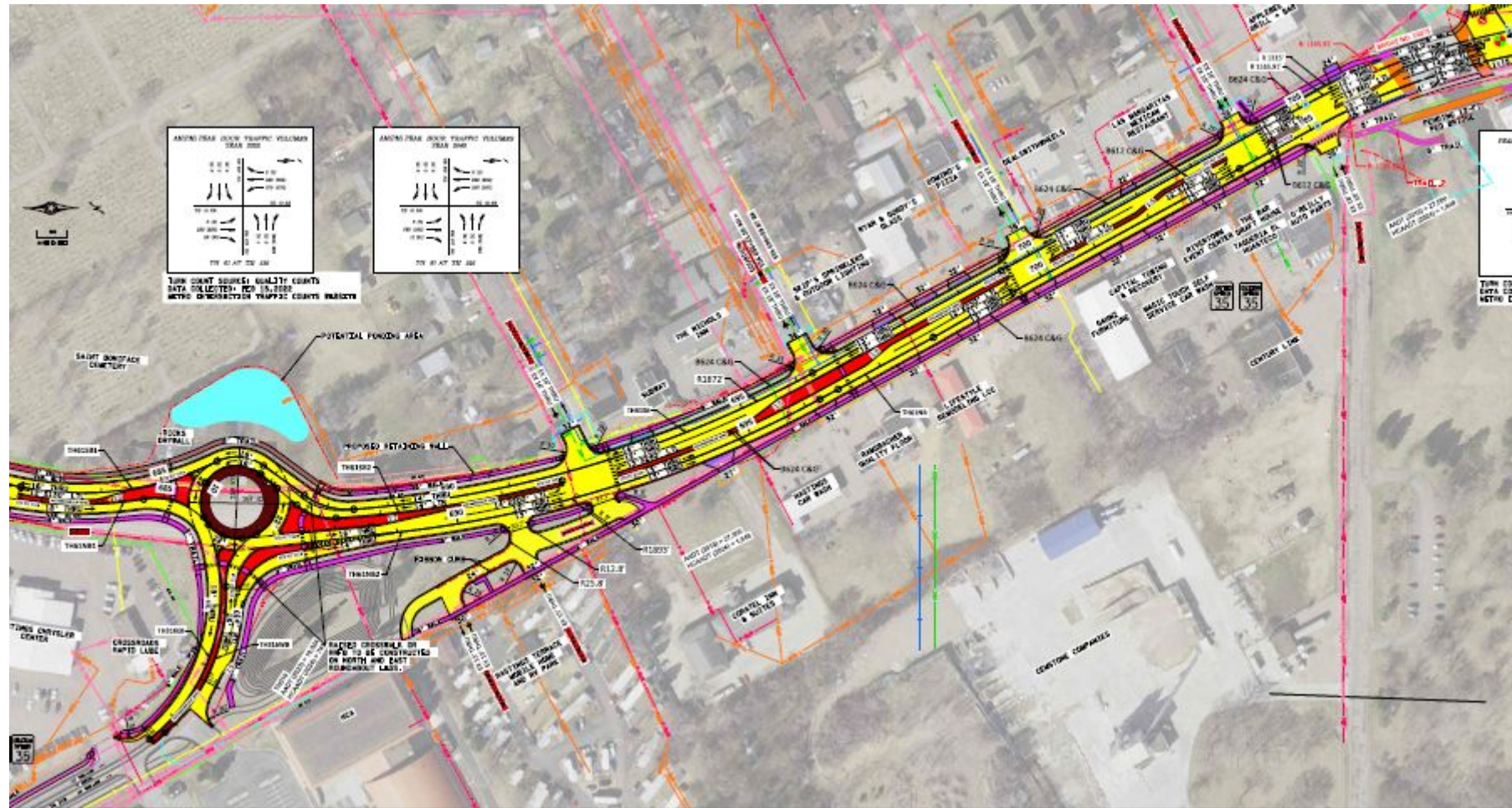
**Phase 1 would be an early work package (CM/GC) in 2027 with building x2 crossovers and a bypass and staging area and demolishing three houses at 316 RAB ponding area and tree removal in summer and fall of 2027*

Project Overview



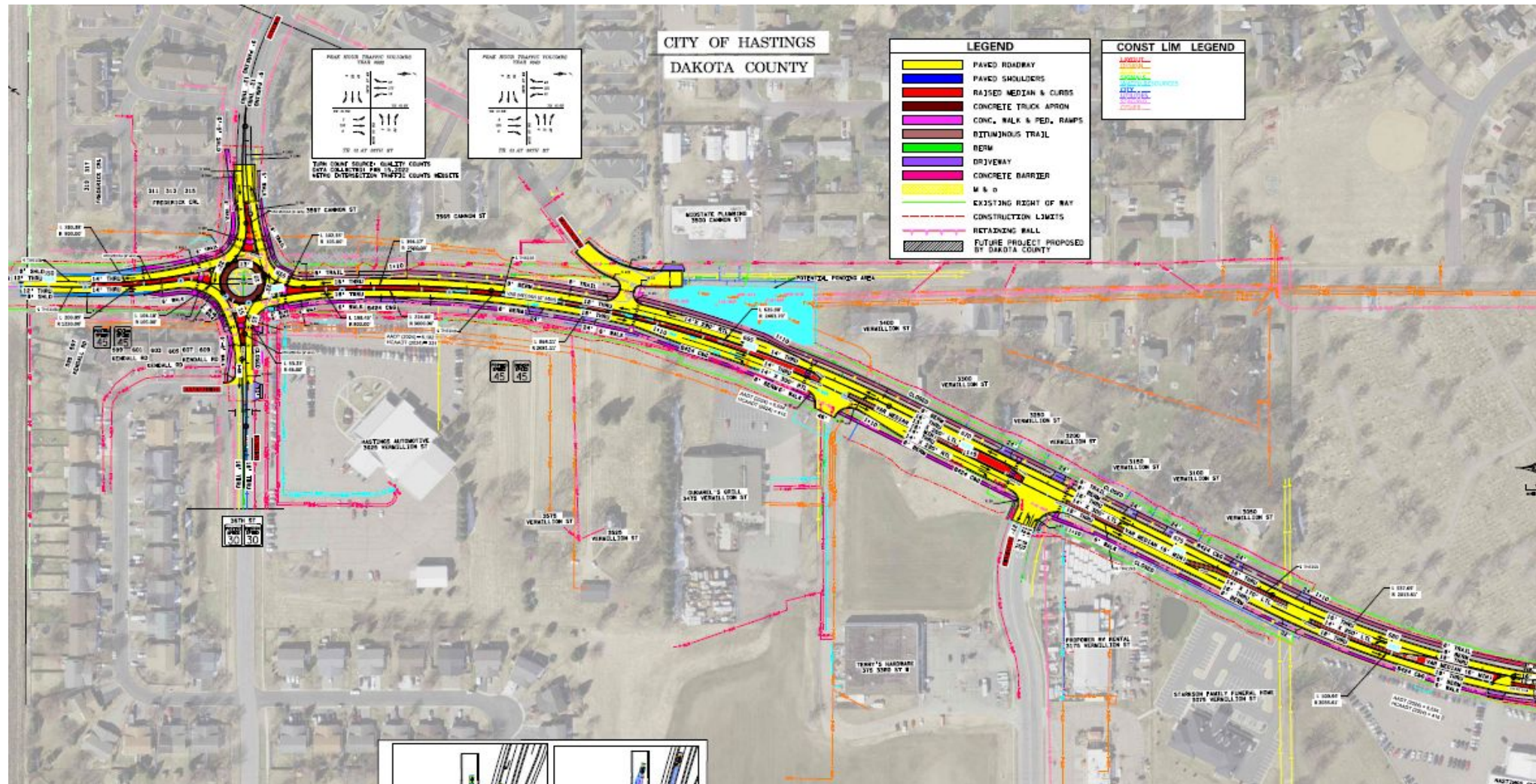
Phase 3 (2028)

Project Overview



Phase 3 (2029)

Project Overview



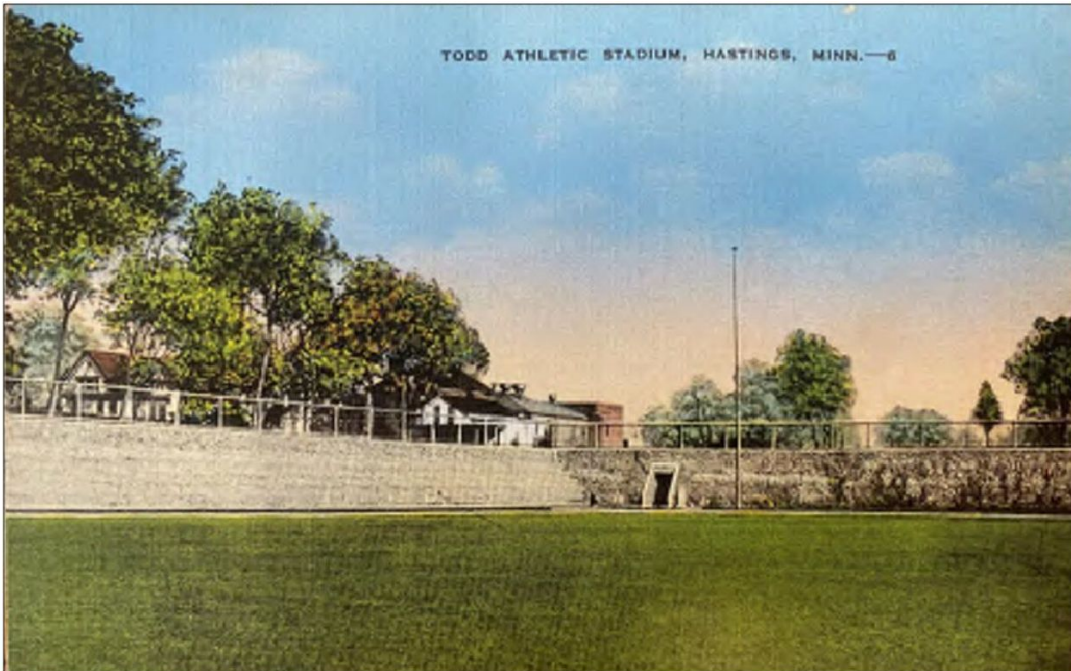
Project status

- Planning – develop the vision and recommendations
- Scoping/Funding – refine the vision and apply for funding grants
- Preliminary Design – turn the vision into engineering plans
- Final Design – how the plan will be built



Current Wall Design

Locally Designated Historic Resource



Designated properties not shown on the map:

707 1st St East	700 6th St West	1007 Sibley St
615 3rd St West	315 Pine St	Todd Field Walls
625 3rd St West	801 Pine St	18th St E- Mill Ruins
700 4th St West	1629 Vermillion St	1512 4th St East

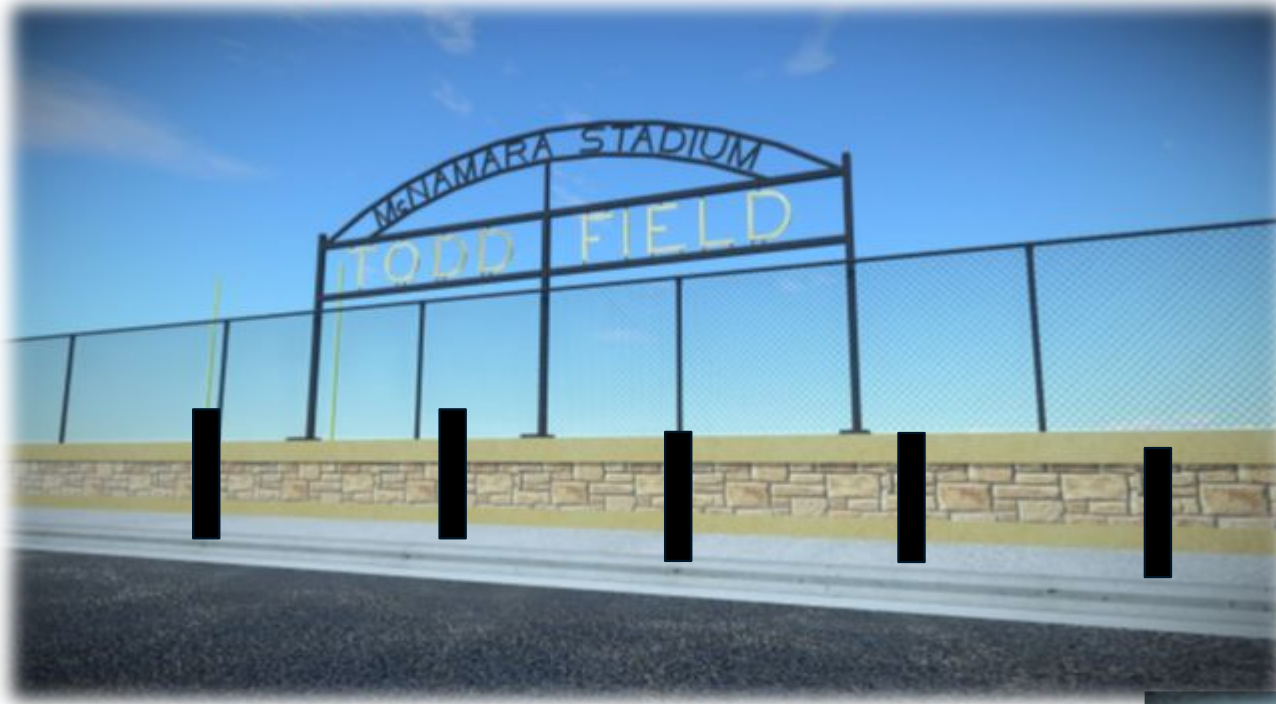


Aesthetics: Todd Field Retaining Wall

- Existing retaining wall at Todd Field must be replaced to accommodate ADA improvements and failing structural condition
- MnDOT is coordinating its replacement with the City of Hastings, School District and the Hastings Heritage Preservation Commission and Visual Quality Committee (along with MnDOT's Bridge Office)



Current Wall Design



Chain Link & Metal Picket Railing

Black Bollards at 8' intervals total of 25 at \$2K each with white reflective tape at top would be installed at city cost and city to maintain and keep snow free. City will have separate agreement with school on snow and ice removal here.



Stone Veneer vs. Formliner

Stone Veneer Options from a Local Supplier



St. Croix Valley Limestone Buff Dimensional Panels



Stillwater Blend



St. Croix Valley Cottage Blend



Stillwater Rustic



St. Croix Valley Hudson Blend



St. Croix Valley Limestone Web Wall



Landmark

Formliner Patterns from a Local Supplier

Urethane Patterns Stones



Ashlar Stone Other



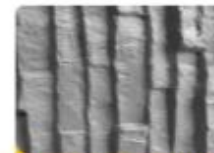
Ashlar Stones Square



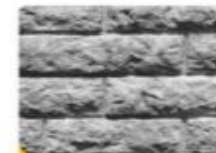
Cobblestone /
Fieldstones



Dry Stack

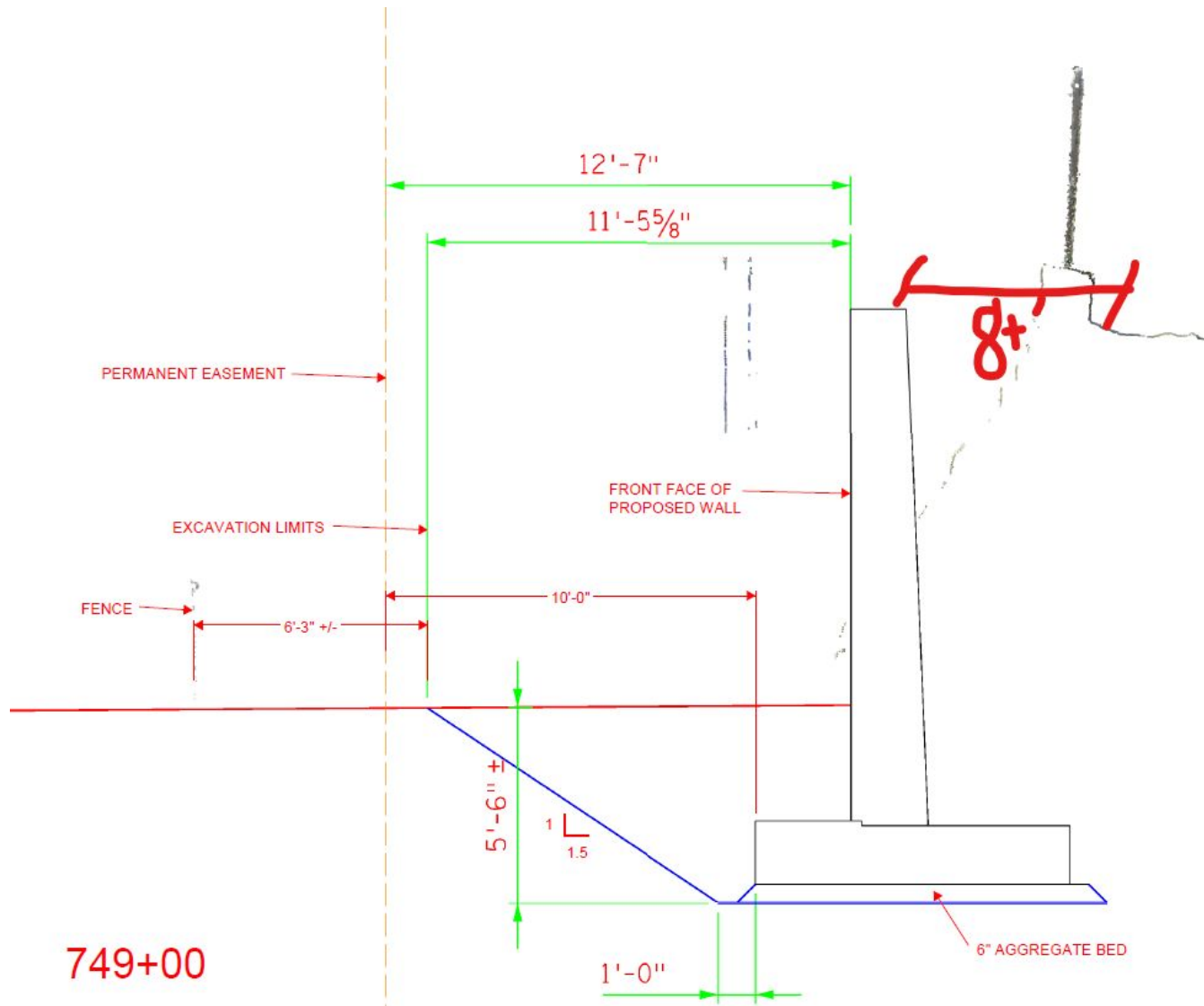


Miscellaneous Stone
Textures

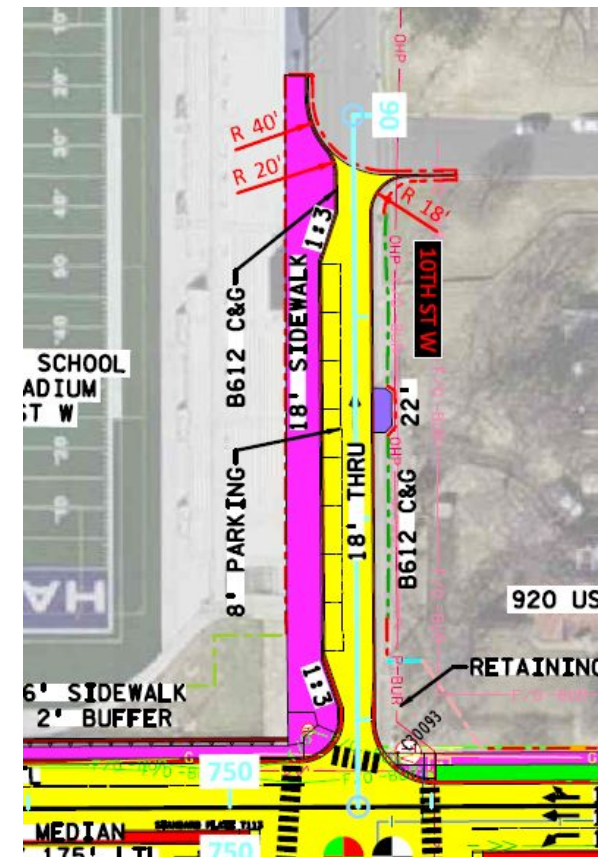


Running Bond Stones

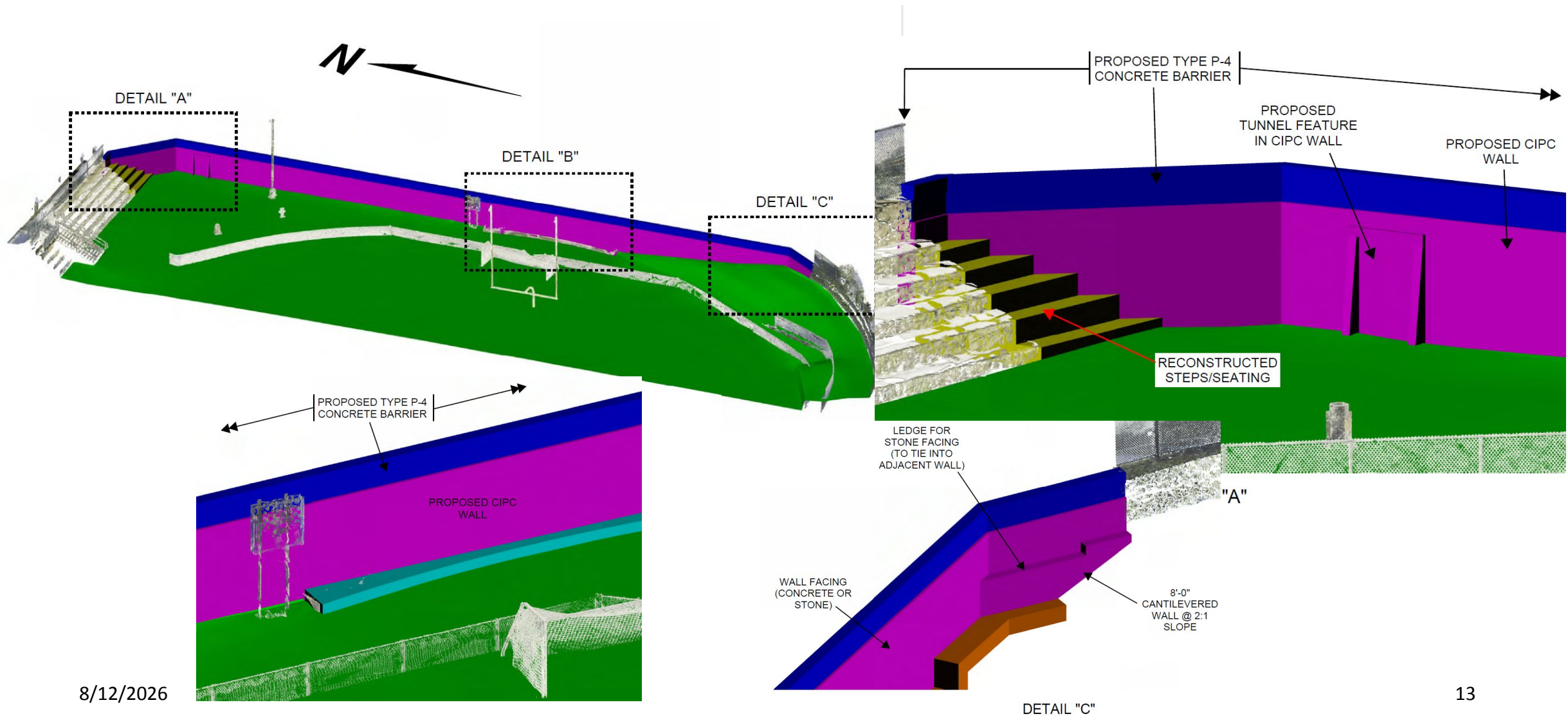
Todd Field Retaining Side view



Gaining at least 8' for more room for sidewalk, Ballards, and right turn Lane



Todd Field Retaining Wall 3D Model



Aesthetics: Costs at Retaining Wall

- MnDOT can expend 12% of the cost of the retaining wall budget on Aesthetics for the wall – City will be responsible for the rest and for maintenance of the wall aesthetics if hit. MnDOT will pay for basic structure maintenance.
- MnDOT will enter into a cooperative agreement with the city on wall cost and maintenance of sidewalk and Bollards and then city will have a separate agreement with the school.
- If Bollards are approved, there will be 25 black Ballards at \$2K a piece with white reflective tape installed at city cost.
- Ballpark estimate for R/W acquisition is still currently \$40K to ISD 200

Cost Information

Alternative	Cost Estimate	Amount over Base	MnDOT Share of Aesthetics	Remaining Aesthetic Contribution
Concrete	\$1,533,000	\$0	NA	NA
Form Liner & Stain		\$143,000	\$184,000	\$0
Stone Veneer		\$314,000	\$184,000	\$130,000



Aesthetics/Landscaping

- MnDOT will make corridor-wide enhancements for landscaping and streetscaping elements
- Trees, plants, furnishings and signs
- Recently formed Hwy 61 Visual Quality Committee will provide guidance



Right of Way Needs

- MnDOT will need to purchase right of way from ISD200 in fee to encompass the footings for the retaining wall (currently assuming 2' 7" from wall face, but wall type is under discussion)
- MnDOT will purchase another 10' of permanent easement for wall maintenance
- MnDOT will purchase temporary easement to the fence on the east side of the field to provide working space and access to the field
- Current ballpark estimate for right of way acquisition is \$40,000.

Right of Way Process

- MnDOT determine wall type and right of way needs – September 2026
- Field Title (agent visits site with staff to talk about impacts) – September 2026
- Appraisal – Late 2026 (School also has option to get an independent appraisal at MnDOT cost)
- Offer and Negotiations – Spring 2027

Next steps: Engagement

- MnDOT Business Liaison
 - James Schueneman, Goff Public (james@goffpublic.com)
 - Coordinates directly with the City of Hastings and MnDOT to ensure timely responses to questions and concerns
- Dedicated phone and email comment lines
 - info@hwy61hastings.com
 - 651-252-4843
- Business & community engagement events and pop-ups
- Fall public meeting
- Hwy 61: Open For Business group – open to all Hastings businesses

Next steps: Funding & consent

- Municipal consent process
- Current construction estimate: \$64M
- Current funding: \$21.7M (\$3M ADA and \$9M City Utility +METC)
- Funding pursuits: (approx. \$28M funding Gap)
 - INFRA grant (TBD)
 - Safe Streets for All (TBD) / Local Partnership Program (\$1.3M)
- Options if not fully funded:
 - Build project in segments as funding becomes available
 - Scale back scope

Next steps: Project delivery

- Final design
 - Finalize approach to traffic control during construction
 - Constructability reviews with CMGC
 - Coordinate utilities design with City
 - Refine construction estimates
 - Milestones:
 - 60% plans in November 2026
 - 100% plans in September 2027
 - Letting in January 2028

Next steps: Construction

- Stage 1 – Fall 2027
 - Minor preparation work
- Stage 2 – 2028
 - Northbound Lanes
- Stage 3 – 2029
 - Start wall in February or March
 - Southbound Lanes
- Stage 4 – 2029
 - Medians
- Roundabouts and segment from 36th St to Hwy 316 timing is to be determined in conjunction with one of the stages noted.

- Meetings with MnDOT to collaborate on wall design and potential impacts – virtually no cost (part of all our jobs)
- Ball Catcher System – no estimate obtained yet
- All Aesthetics will be at State and City cost since on State R/W (but up to city and school separate talks if anything further is involved)

Questions?

Robert Jones

robert.jones@state.mn.us

507-317-5988

Bryant Ficek

bryant.ficek@state.mn.us

651-443-2564

mndot.gov/metro/projects/hwy61hastings/index.html



Hastings
Public Schools

Ice Arena Discussion

August 6, 2026

Prepared by: Jennifer Seubert, Director
of Finance and Operations

Students are the heart



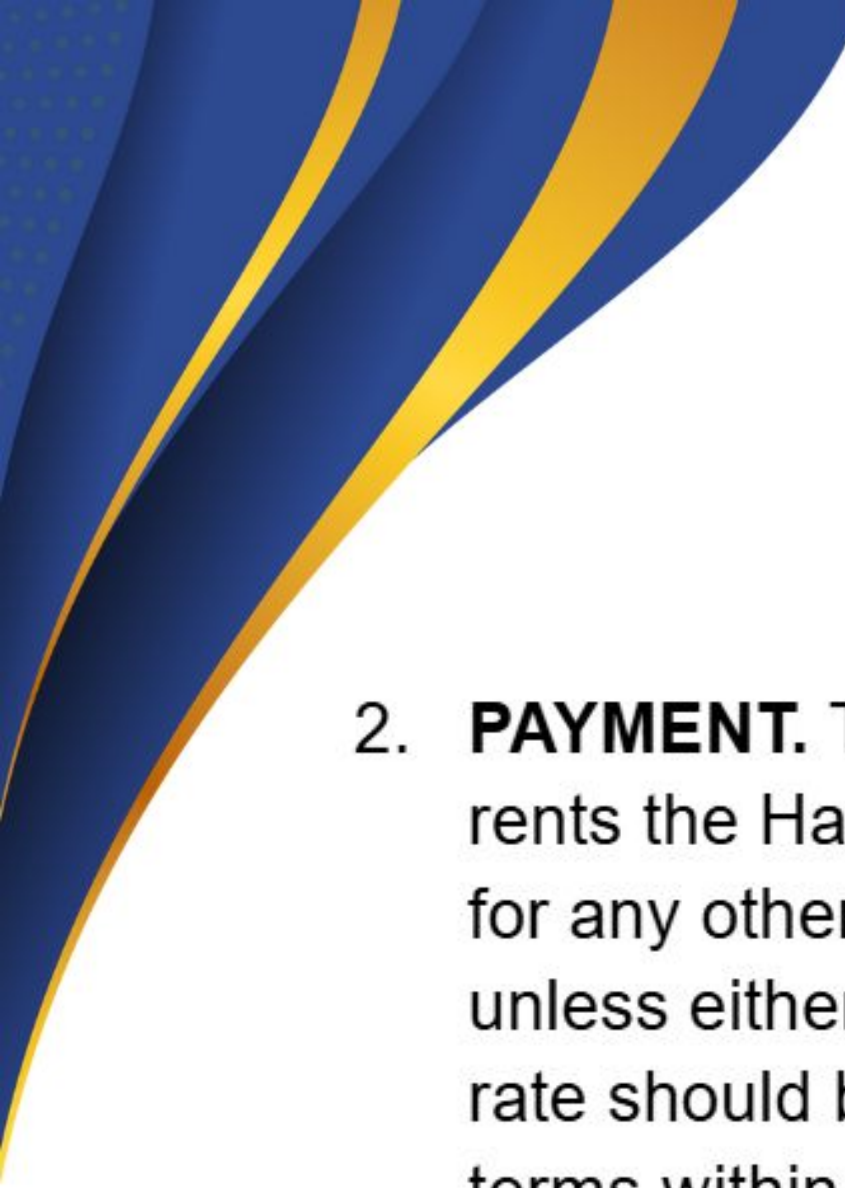
of all we do

Additional Contract - City of Hastings

Locker Room Agreement (2001)

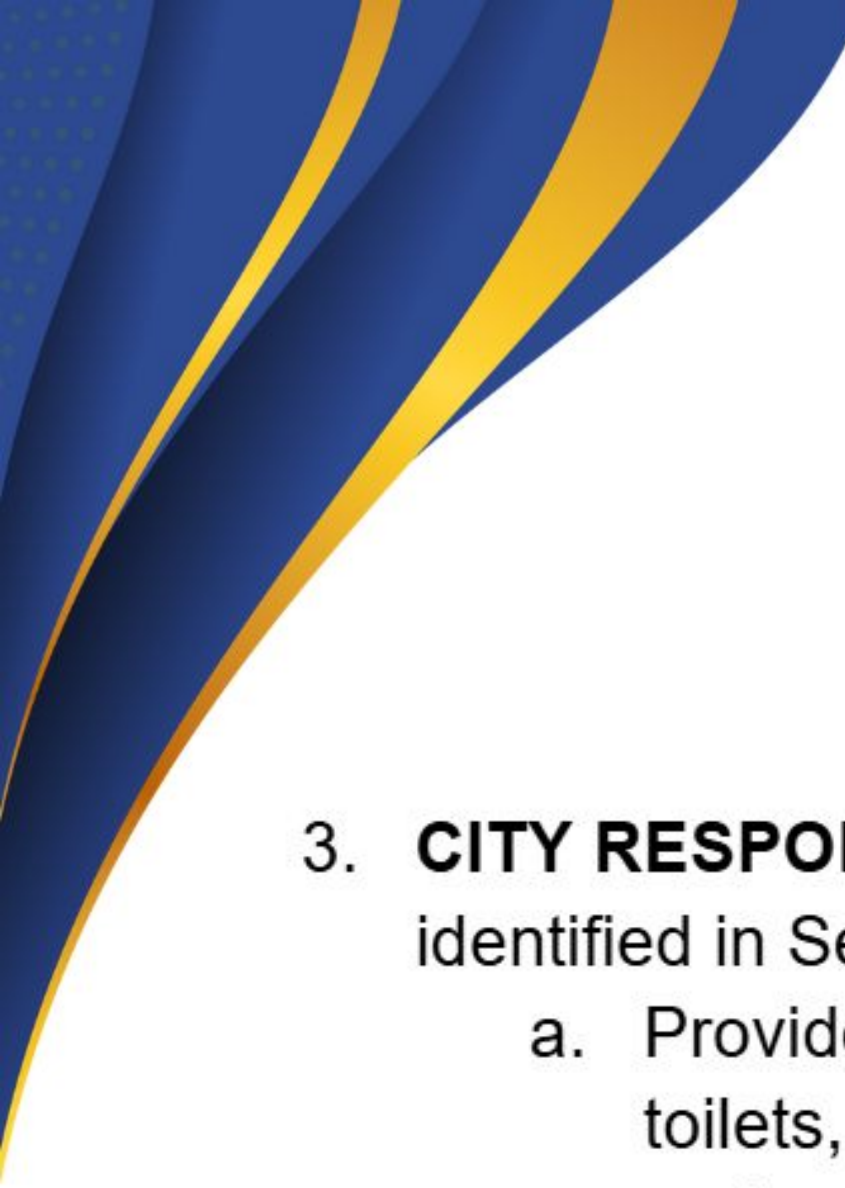
Exclusive use of the locker room (varsity)

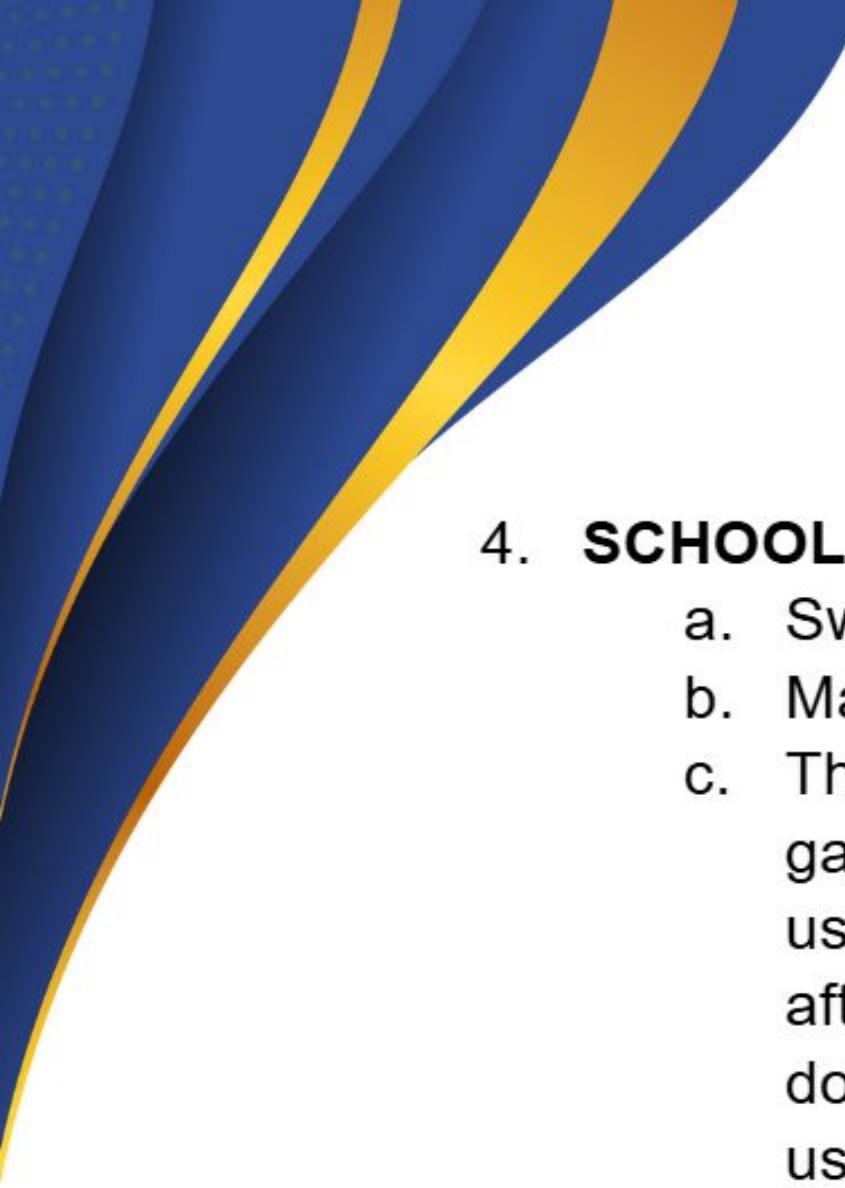
Supplementary Emails/Memos

- 
2. **PAYMENT.** The School District agrees to make payment equal to \$8.50 for each hour that it rents the Hastings Civic Arena for Girls and Boys Varsity and Junior Varsity Hockey Program, or for any other hourly rental. There shall be an automatic increase of 2.5% of the prior years' rate, unless either party informs the other in writing by March 1 of each year that a different hourly rate should be negotiated. In the event the parties cannot reach agreement on the new rental terms within 30 days after being notified that a different rental payment is being sought, the rate shall be increased by 2.5%, and either party shall have the right to terminate the Agreement, so long as written notification is provided by June 1.

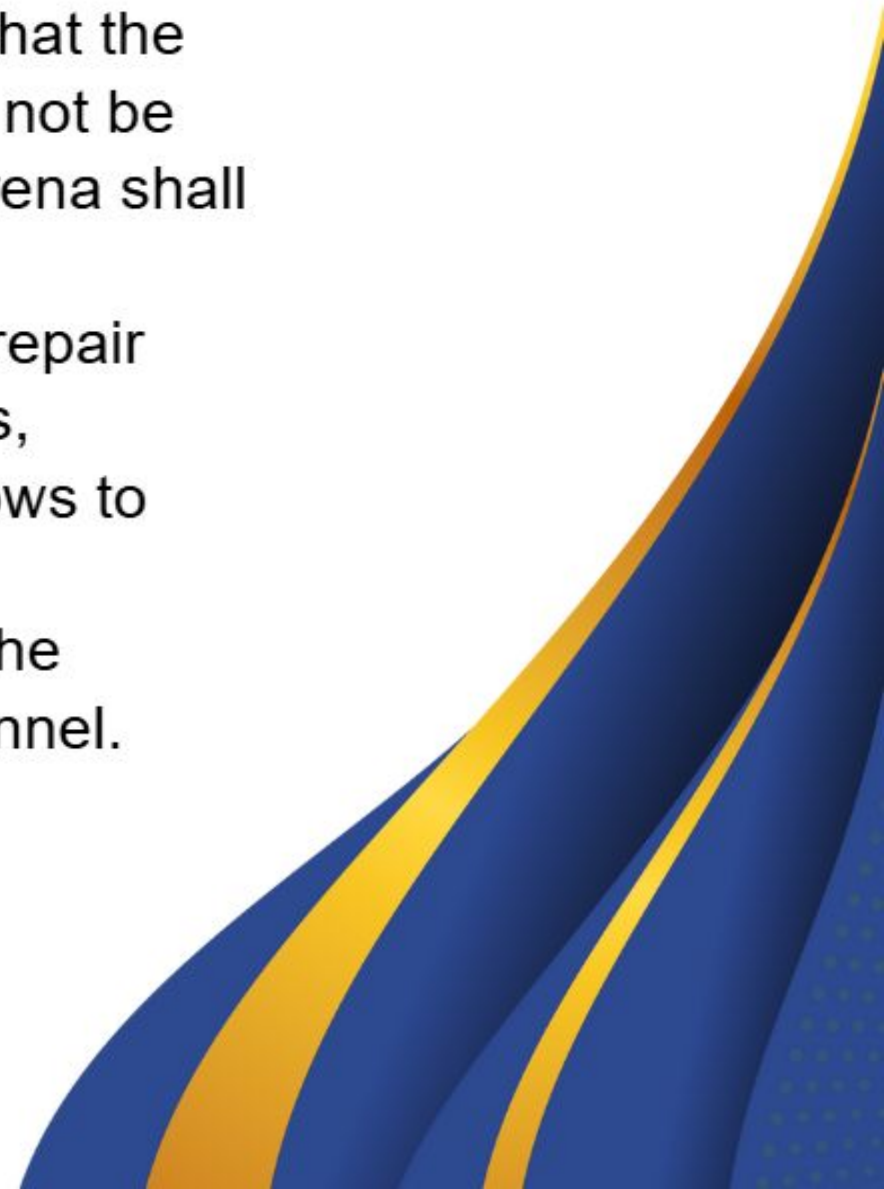
[Rate History](#)



- 
- 
3. **CITY RESPONSIBILITIES.** For consideration of the hourly payment made by the School, as identified in Section #2, the City agrees to complete the following:
- a. Provide weekly maintenance to the locker rooms, which will include the following: clean toilets, clean sinks, clean mirror, disinfect showers, clean floors, clean benches, empty garbage cans, scrub floors, scrub showers, clean windows, clean walls.
 - b. Provide heat and electricity to the locker rooms.
 - c. Provide the cleaning supplies and equipment to complete the above.



4. **SCHOOL RESPONSIBILITIES:**

- a. Sweep lock rooms in a thorough manner after each use.
 - b. Maintain orderliness, neatness and straightening of the locker rooms.
 - c. The School shall be responsible for securing the locker rooms during all practices, games and scrimmages and other uses in which it participates or for others it allows to use the locker rooms. The School shall be responsible for securing the locker rooms after each usage. The School and all its users, or those it allows to use, agree that the doors in the locker room and the doors on the east end of the Civic Arena shall not be used for entering from the outside. The doors in the main portion of the Civic Arena shall be the ones used to enter and exit the Civic Arena.
 - d. The School shall be responsible for the costs associated with the damage and repair associated with any negligence or vandalism caused by the School, its students, employees, guests, agents, visiting teams or any other person or persons it allows to use the locker rooms.
 - e. The School shall provide all necessary insurance on its personal property and the contents in the locker rooms and all workers compensation for its School personnel.
- 

10. **DONATION.** School District acknowledges that it has no ownership interest in the Locker Rooms at the Hastings Civic Arena. School District's only interest in these Locker Rooms is that interest created by this Agreement.



Capital & Major Maintenance

Upcoming Projects (2028)

Varsity Locker Room Roof

Estimated Cost: **\$215,000**

Varsity Locker Room HVAC

Estimated Cost: **\$30,000**

East Rink Board Replacement

Estimated Cost: *Not Provided Yet*

Scoreboard (2022)

City Contribution

Cost: **\$10,500**

Booster Club Contribution

Cost: **\$10,500**

School District Contribution

Cost: **\$7,000**

Legal Opinion

The Agreement with the City is silent on which party is responsible for replacement or repair of structural parts of the property and/or replacements that are capital expenditures (i.e. roof). Under No. 4 of the Agreement, the City is responsible for “heat and electricity to the locker rooms”, so there is an argument that includes a functioning HVAC system. As far as the roof, the Agreement clearly makes the City the owner of the locker rooms, thus all rights and responsibilities of ownership are solely with the City, including costs associated with repair and replacement of the components of the structure.

Public Purpose & Stewardship of School District Funds



- City owns the facility
- District has no ownership interest or maintenance responsibility
- Funding a roof replacement would improve another entity's capital asset

Current Rate Structure (as invoiced)

25-26 RATES

Prime: \$270/Hr

NonPrime: \$180/Hr

Premium: \$55/Hr

Locker Room Usage: \$15.76/Hr

- *October 27, 2025 - March 1, 2026*

Games: \$225 per event for providing cleaning & personnel (on-duty manager, ice maintenance personnel, janitorial services, game announcer, scorekeeper, ticket personnel and statistician/penalty box supervisors).

EXAMPLES

Practice Costs (Boys):

3:15-4:30 \$425.95

4:40-5:50 \$396.69

Game Costs: \$991.71

Practice Costs (Girls):

3:10-4:30 \$453.21

4:45-5:45 \$340.76

Game Costs: \$906.52

Annual Costs

2021-2022: \$74,203.30

2022-2023: \$72,835.90

2023-2024: \$79,542.44

2024-2025: \$81,900.70

2025-2026: \$111,066.95

2026-2027: \$116,620.30 (Estimated 5% increase)

Other Rink Rates

TRIA Rink Winter Hourly Ice Rental Rates 11/01/2026 - 2/28/2027

Days	Rate Type	Times	Base Rate	With Tax
Mon - Fri	Non-Prime	12:00 AM - 5:00 PM	\$205.00	\$225.24
Mon - Sun	Non-Prime	10:00 PM - 12:00 AM	\$195.00	\$214.26
Mon - Fri	Prime	5:00 PM - 6:00 PM	\$255.00	\$280.18
Mon - Thurs	Premium	6:00 PM - 8:00 PM	\$265.00	\$291.17
Mon - Fri	Prime	8:00 PM - 10:00 PM	\$255.00	\$280.18
Sat - Sun	Non- Prime	12:00 AM - 8:00 AM	\$195.00	\$214.26
Sat - Sun	Prime	8:00 AM - 10:00 PM	\$255.00	\$291.17

<https://www.triarink.com/icerentals>

Other Rink Rates Cont...

2026 proposed Hourly Rates

(source of data on other cities: staff phone survey of proposed rates for upcoming year).

	<u>Ice time</u>			<u>notes</u>
	<u>Prime</u>	<u>Non- prime</u>	<u>Off- peak</u>	
Burnsville	280	210	135	
St.Thomas Ice Arena	250	200		
Lakeville	280	180		summer -215
Apple Valley	275	195	0	
Eagan	260	195	175	
Inver Grove Heights	240	175	160	
			150-	
South St. Paul	240	185	170	
Richfield	255	195	170	
Rosemount	255	175	175	

	<u>Turf/Dry Floor</u>	<u>Concreate</u>	<u>Arena Floor</u>
Full Floor	105/hour	65/hour	\$850/day
1/2 floor			
Less than 24/hour notice			

<u>Mezzanine Rental</u>			
	<u>Hourly</u>	<u>8- hour rental</u>	<u>Notes</u>
Resident	\$35/hour	\$260/8 hours	
Non-resident			
Resident w/outside F & B	\$70/hour	\$520/8 hours	
Non-resident w/outside F & B			

Other Rink Rates Cont...

2027 proposed Hourly Rates

(source of data on other cities: staff phone survey of proposed rates for upcoming year).

	<u>Ice time</u>		
	<u>Prime</u>	<u>Non- prime</u>	<u>Off- peak</u>
Burnsville	No Data yet		
St.Thomas Ice Arena	No Data yet		
Lakeville	290	190	summer -225
Apple Valley	295	205	
Eagan	265	200	180
Inver Grove Heights	No Data yet		
South St. Paul	No Data yet		
Richfield	265	205	170
Rosemount	No Data yet		
	<u>Turf/Dry Floor</u>	<u>Concreate</u>	<u>Arena Floor</u>
Full Floor	105/hour	65/hour	\$850/day
Less than 24/hour notice			
	<u>Mezzanine Rental</u>		
	<u>Hourly</u>	<u>8- hour rental</u>	
Resident	\$35/hour	\$260/8 hours	
Non-resident			
Resident w/outside F & B	\$70/hour	\$520/8 hours	
Non-resident w/outside F & B			



DISCUSSION



**City of Hastings
Independent School District #200**

**Hastings Civic Arena
Locker Room Agreement**

This Agreement is made this 14th day of June, 2001, by and between the City of Hastings and Independent School District #200.

1. **TERM OF AGREEMENT.** The term of this Agreement shall begin on October 15th, 2001 and continue until March 15, 2002, and renew itself each year for the same term and conditions, unless either party gives written notice to the other party no later than June 1 following the last completed term, stating that the Agreement will not be renewed for the next year.
2. **PAYMENT.** The School District agrees to make payment equal to \$8.50 for each hour that it rents the Hastings Civic Arena for Girls and Boys Varsity and Junior Varsity Hockey Program, or for any other hourly rental. There shall be an automatic increase of 2.5% of the prior years' rate, unless either party informs the other in writing by March 1 of each year that a different hourly rate should be negotiated. In the event the parties cannot reach agreement on the new rental terms within 30 days after being notified that a different rental payment is being sought, the rate shall be increased by 2.5%, and either party shall have the right to terminate the Agreement, so long as written notification is provided by June 1.
3. **CITY RESPONSIBILITIES.** For consideration of the hourly payment made by the School, as identified in Section #2, the City agrees to complete the following:
 - a.) provide weekly maintenance to the locker rooms, which will include the following: clean toilets, clean sinks, clean mirrors, disinfect showers, clean floors, clean benches, empty garbage cans, scrub floors, scrub showers, clean windows, clean walls.
 - b.) Provide heat and electricity to the locker rooms.
 - c.) Provide the cleaning supplies and equipment to complete the above.

4. SCHOOL RESPONSIBILITIES:

- a.) Sweep locker rooms in a thorough manner after each use.
- b.) Maintain orderliness, neatness and straightening of the locker rooms.
- c.) The School shall be responsible for securing the locker rooms during all practices, games and scrimmages and other uses in which it participates or for others it allows to use the locker rooms. The School shall be responsible for securing the locker rooms after each usage. The School and all of its users, or those it allows to use, agree that the doors in the locker room and the doors on the east end of the Civic Arena shall not be used for entering from the outside. The doors in the main portion of the Civic Arena shall be the ones used to enter and exit the Civic Arena.
- d.) The School shall be responsible for the costs associated with the damage and repair associated with any negligence or vandalism caused by the School, its students, employees, guests, agents, visiting teams or any other person or persons it allows to use the locker rooms.
- e.) The School shall provide all necessary insurance on its personal property and the contents in the locker rooms and all workers compensation for its School personnel.

5. TERMINATION. If either party terminates this Agreement as provided by this Section, the Agreement shall terminate on July 1 of that year, subject to the School's right to remove their personal property as outlined in this Agreement.

6. SURRENDER OF PREMISES. At the termination of this Agreement, the School agrees to quietly yield and surrender the property to the City in as good of condition and repair, as when the School took possession of it; reasonable wear and tear excepted. Furthermore, it is agreed at the expiration of the Agreement, or any extension thereof, the School shall have the privilege of removing all of its personal property from the premises within 30 days after the termination of this lease. Upon termination of this Agreement by either party, all fixtures in either locker room which have been installed by the School, or anyone else other than the City, shall remain in the locker room and become the property of the City.

7. DEFAULT. In the event the School fails to make payment as provided herein, or fails to fulfill any other terms and conditions of this Agreement, then it shall be lawful for the City to re-enter and take possession of the premise; and to hold and enjoy the same, without such re-entering causing a forfeiture of the rents to be paid, and the covenants to be performed by the School for the full term of the Agreement.

8. ASSIGNMENT. The School shall not assign this Agreement, or sublet the Locker Rooms or any part thereof. School agrees it will be responsible for determining if any other organization can use the Locker Rooms during the term of this Agreement. If any requests are made to the City, the City will forward such request to the School for a decision.

9. JOINT POWERS AGREEMENT. The School District agrees that this Agreement shall remain separate from any Joint Powers Agreement between the parties related to the sharing of the athletic fields, facilities, programs, etc.
10. DONATION. School District acknowledges that it has no ownership interest in the Locker Rooms at the Hastings Civic Arena. School District's only interest in these Locker Rooms is that interest created by this Agreement.

Dated this 2nd day of July, 2001

CITY OF HASTINGS
a municipal corporation

By: [Signature]
Michael D. Werner, Mayor

By: [Signature]
Melanie Mesko, City Clerk

(SEAL)

Dated this 14th day of June, 2001

INDEPENDENT SCHOOL
DISTRICT NO. 200
Hastings, Minnesota

By: [Signature]
Chair

By: [Signature]
Clerk

MEMORANDUM

DATE: January 15, 1999
TO: Honorable Mayor and City Councilmembers
FROM: Dave Osberg, City Administrator
SUBJECT: High School Hockey Locker Rooms at Civic Arena

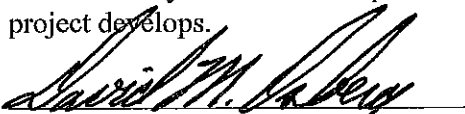
On Thursday, January 13, 1999 I participated in a meeting at the Civic Arena with Parks & Recreation Director Marty McNamara, Civic Arena Manager Jim McGree, Dave Regenscheid from Graus Construction and High School Hockey Coaches Jerry Meier and Russ Welch. The purpose of the meeting was to discuss the feasibility of constructing high school hockey program locker rooms attached to the existing Civic Arena.

The information I know is as follows:

Hastings High School Varsity Hockey Coach Russ Welch has apparently secured \$150,000 in donated money from an anonymous donor to allow for the construction of locker rooms that will serve the boys and girls varsity and junior varsity hockey programs. The name of the donor has not been disclosed to me. Mr. Welch indicated that additional funding could become available for the construction of the locker rooms in the event \$150,000 is not enough to complete the construction. I shared during the meeting on January 14, 1999 that the City will not provide any financial contribution to the capital construction of the high school locker rooms, and in addition, the City will be looking for the School District to be responsible for any additional operation and maintenance costs associated with the new locker rooms.

In addition to suggesting that the City would not be interested in providing any sort of financial contribution, I suggested that someone other than the City should be responsible for the preparation of plans and specifications, issuing of contracts and the administration of the contracts. In other words, the City will not be the responsible party for the construction of the locker rooms. In the alternative, I suggested that perhaps an agreement would be prepared with the City, in which either the School District or the Hastings Hockey Boosters would be granted the authority to construct the locker rooms on City property provided, conditions are met, as dictated by the City, with proper insurance and indemnification and other legal protections accounted for in the agreement. The Hockey Boosters or the School District would construct the locker rooms and then turn over to the City of Hastings at a cost of \$1.00. Keep in mind that the suggestion that I have presented at this time is such that someone other than the City will be responsible for the operation and maintenance costs. To be perfectly blunt, neither Jim McGree or myself or anyone else on City Staff have the energy, desire or time to commit to the preparation of construction plans and specifications and administration of construction contracts for a high school facility, despite the fact that it may be attached to the Civic Arena. My thought is we can let someone else do the construction management coordinating and financing, provided an ironclad agreement is developed between the City and either the school and/or the hockey boosters.

I will be discussing this situation further with Shawn to determine an legalities with this project, and please contact me if you should have questions, concerns or suggestions. In the meantime I will keep you posted as this project develops.


David M. Osberg
City Administrator

cc: Marty McNamara, Parks & Recreation Director
Jim McGree, Arena Manager

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MEMORANDUM

TO: Honorable Mayor and City Councilmembers
FROM: Dave Osberg, City Administrator
DATE: March 11, 1999
SUBJECT: Hastings High School Locker Rooms at Civic Arena

RECOMMENDED CITY COUNCIL ACTION

It is recommended that the City Council take action granting preliminary concept approval to the possibility of having Hastings High School Hockey Locker Rooms constructed and attached to the Civic Arena by the Hastings Hockey Boosters, for use by the Hastings High School Boys and Girls Hockey Programs, with the following understandings:

- 1.) The City of Hastings will not be responsible for any costs associated with the construction of the locker rooms, or any other costs remotely or directly associated with the project, including construction administration.
- 2.) Any exterior infrastructure improvements, such as parking lot improvements, utility line relocations, parking lot lighting installation or relocation, etc., must be included in the construction costs and paid by others.
- 3.) The City of Hastings and the Hastings School District will enter into an agreement that memorializes the fact that the Hastings School District shall be responsible for the additional (incremental) cost associated with the operation, maintenance and all insurance costs associated with the locker rooms.
- 4.) The Hastings Hockey Boosters and/or the contractor (Graus Construction) will be responsible for providing to the City of Hastings, all necessary insurance, performance bonds and/or other indemnification associated with the construction of the locker rooms.
- 5.) Written evidences of approval of the project by the Hastings School District and the Hastings Hockey Boosters shall be provided to the City of Hastings prior to the start of construction
- 6.) Prior to, or at completion, there shall be documentation that the locker rooms are a donation to the City, and shall be owned by the City.

BACKGROUND

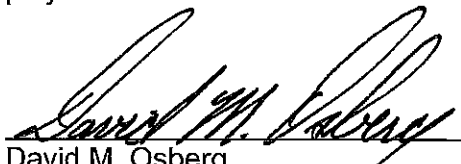
The City Council was previously advised that the Hastings High School Hockey Coach Russ Welch has secured \$150,000 in donated money for the construction of locker rooms that will serve the boys and girls varsity and junior varsity programs. Staff has conducted meetings during the last several weeks with representatives from Graus Construction and Mr. Welch. Current information is as follows:

Graus Construction would provide a guarantee that the exterior and some of the interior of the locker rooms can be constructed for \$150,000. The additional interior work would be completed and funded, as needed, by others. The \$150,000 in funding has been sent to an account with the Hastings Hockey Boosters. Further construction cost estimates need to be prepared by the Hastings Hockey Boosters/Graus and their architect.

The City is being asked to provide preliminary concept approval, before any further expenditures are completed on the design/construction estimate. The locker rooms would be attached to the southern portion of the new arena. (Footnote: I am reviewing the Mighty Ducks Grant Agreement to determine if there are restrictions that would limit the ability to attach locker rooms to a facility partially funded by the State of Minnesota. I have raised the question with the Minnesota Amateur Sports Commission and hope to have a reply by Monday.)

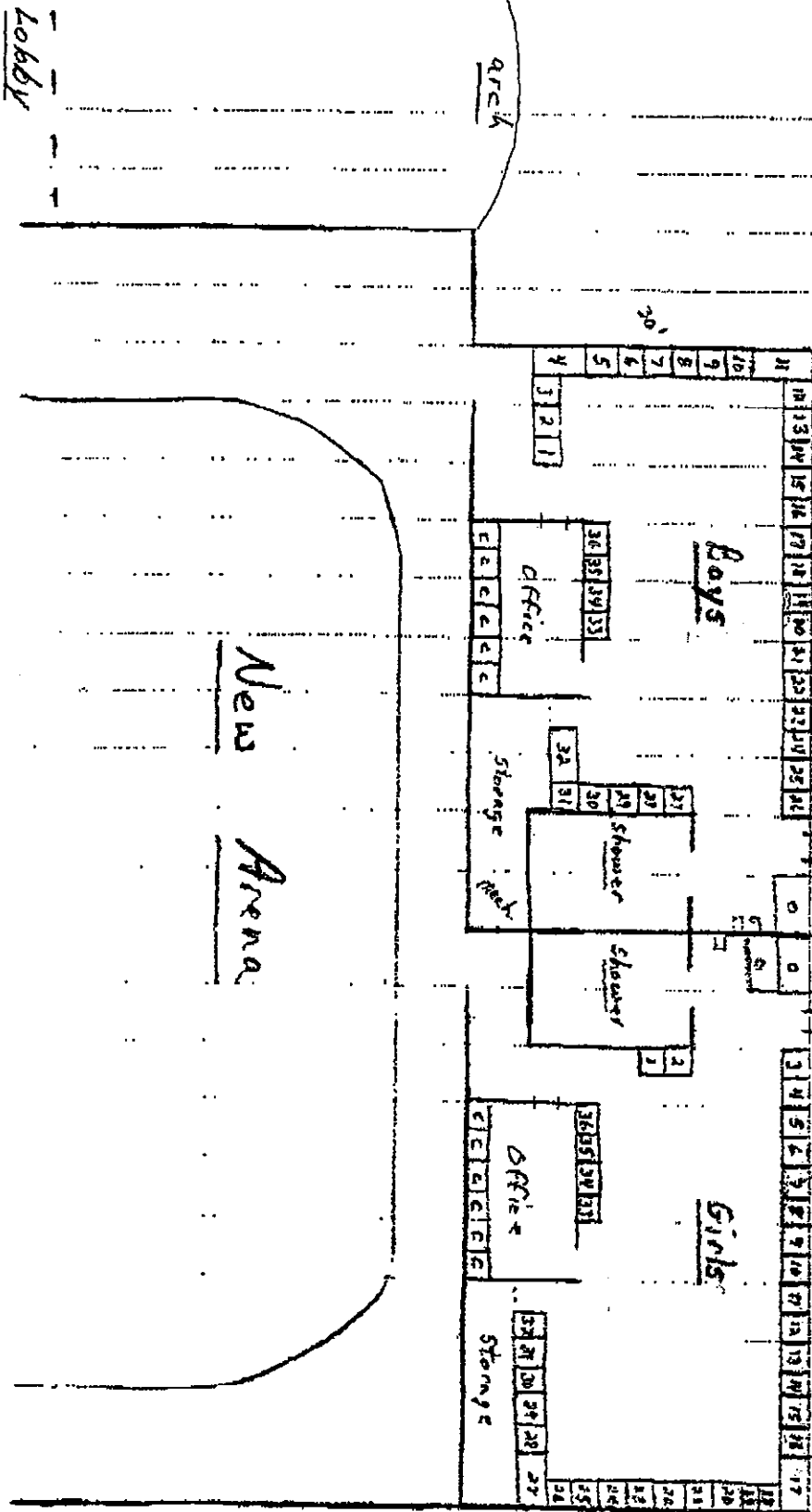
A copy of the rough sketch of the locker rooms is attached for review by the City Council. Any exterior improvements, such as parking lot improvements, utility line relocations, parking lot lighting, etc would have to be included in the construction costs and paid by others. Mr. Welch, Graus Construction and Superintendent Wayne Haugen have all been advised by City Staff that the City will not bear any costs associated with the construction of the locker rooms, or any other costs remotely or directly associated with the project. In addition, the additional costs associated with the operation and maintenance of the locker rooms would be the responsibility of the Hastings High School, and there must be an agreement recognizing this. Finally, the City will insist that proper legal, insurance and performance bond requirements are satisfied before construction begins, to assure the City is not responsible for any financial or legal aspects of the project.

Once all estimates are complete, the City Council will be asked to provide final approval to the project, before construction begins. The City Council action at the meeting on Monday March 15, 1999, outlines the conditions in which final City approval will be granted, yet provides for the High School Hockey program and the Hockey Boosters an initial acceptance of the concept by the City Council, and thus an opportunity to gather more design and construction cost estimate information, to confirm the feasibility of the project.



David M. Osberg
City Administrator

cc. Wayne Haugen
Russ Welch



MEMORANDUM

TO: Honorable Mayor and City Councilmembers
FROM: Dave Osberg, City Administrator
DATE: April 1, 1999
SUBJECT: Hastings High School Locker Rooms at Civic Arena

RECOMMENDED CITY COUNCIL ACTION

It is recommended that the City Council take action granting preliminary concept approval to the possibility of having Hastings High School Hockey Locker Rooms constructed and attached to the Civic Arena by the Hastings Hockey Boosters, for use by the Hastings High School Boys and Girls Hockey Programs, with the following understandings:

- 1.) The City of Hastings will not be responsible for any costs associated with the construction of the locker rooms, or any other costs remotely or directly associated with the project, including construction administration.
- 2.) Any exterior infrastructure improvements, such as parking lot improvements, utility line relocations, parking lot lighting installation or relocation, etc., must be included in the construction costs and paid by others.
- 3.) The City of Hastings and the Hastings School District will enter into an agreement that memorializes the fact that the Hastings School District shall be responsible for the additional (incremental) cost associated with the operation, maintenance and all insurance costs associated with the locker rooms.
- 4.) The Hastings Hockey Boosters and/or the contractor (Graus Construction) will be responsible for providing to the City of Hastings, all necessary insurance, performance bonds and/or other indemnification associated with the construction of the locker rooms.
- 5.) Written evidences of approval of the project by the Hastings School District and the Hastings Hockey Boosters shall be provided to the City of Hastings prior to the start of construction
- 6.) Prior to, or at completion, there shall be documentation that the locker rooms are a donation to the City, and shall be owned by the City.

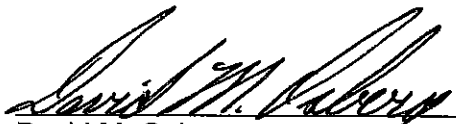
BACKGROUND

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Graus Construction would provide a guarantee that the exterior and some of the interior of the locker rooms can be constructed for \$150,000. The additional interior work would be completed and funded, as needed, by others. The \$150,000 in funding has been sent to an account with the Hastings Hockey Boosters. Further construction cost estimates need to be prepared by the Hastings Hockey Boosters/Graus and their architect.

The City is being asked to provide preliminary concept approval, before any further expenditures are completed on the design/construction estimate. The locker rooms would be attached to the southern portion of the new arena. A copy of the rough sketch of the locker rooms is attached for review by the City Council. Any exterior improvements, such as parking lot improvements, utility line relocations, parking lot lighting, etc would have to be included in the construction costs and paid by others. Mr. Welch, Graus Construction and Superintendent Wayne Haugen have all been advised by City Staff that the City will not bear any costs associated with the construction of the locker rooms, or any other costs remotely or directly associated with the project. In addition, the additional costs associated with the operation and maintenance of the locker rooms would be the responsibility of the Hastings High School, and there must be an agreement recognizing this. Finally, the City will insist that proper legal, insurance and performance bond requirements are satisfied before construction begins, to assure the City is not responsible for any financial or legal aspects of the project.

Once all estimates are complete, the City Council will be asked to provide final approval to the project, before construction begins. The City Council action at the meeting on Monday March 15, 1999, outlines the conditions in which final City approval will be granted, yet provides for the High School Hockey program and the Hockey Boosters an initial acceptance of the concept by the City Council, and thus an opportunity to gather more design and construction cost estimate information, to confirm the feasibility of the project.



David M. Osberg
City Administrator

cc. Wayne Haugen
Russ Welch

Hastings High School Locker Rooms at Civic Arena

Moved by Councilmember Hicks, seconded by Councilmember Riveness, to grant preliminary concept approval for the possibility of having Hastings High School Locker Rooms constructed and attached to the Civic Arena by the Hastings Hockey Boosters, for use by the Hastings High School Boys and Girls Hockey Programs, with the following understandings:

- 1.) The City of Hastings will not be responsible for any costs associated with the construction of the locker rooms, or any other costs remotely or directly associated with the project, including construction administration.
- 2.) Any exterior infrastructure improvements, such as parking lot improvements, utility line relocations, parking lot lighting installation or relocation, etc., must be included in the construction costs and paid by others.
- 3.) The City of Hastings and the Hastings School District will enter into an agreement that memorializes the fact that the Hastings School District shall be responsible for the additional (incremental) cost associated with the operation, maintenance and all insurance costs associated with the locker rooms.
- 4.) The Hastings Hockey Boosters and/or the contractor (Graus Construction) will be responsible for providing to the City of Hastings, all necessary insurance, performance bonds and/or other indemnification associated with the construction of the locker rooms.
- 5.) Written evidences of approval of the project by the Hastings School District and the Hastings Hockey Boosters shall be provided to the City of Hastings prior to the start of construction.
- 6.) Prior to, or at completion, there shall be documentation that the locker rooms are a donation to the City, and shall be owned by the City.

City Councilmember expressed concern with the site for the new locker rooms and encouraged Staff to work with the Hockey Boosters and High School Officials to consider an alternative site.

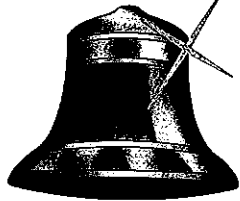
7 Ayes; Nays, None.

David M. Osberg

From: David M. Osberg
Sent: Monday, September 13, 1999 10:41 AM
To: Marty McNamara; Matthew J. Weiland; Thomas M. Montgomery; William R. Mesaros

Could the four of you spend some time with me after the agenda meeting this wednesday the 15th to discuss the hastings high school hockey locker rooms project. From about 10:00 AM to 10:30 AM. I told Russ Welch that this will likely appear on the September 27, 1999 Planning Commission meeting for site plan review and the October 4, 1999 City Council meeting for site plan review and the other various approvals that are needed from a "political" perspective. I want to be certain that each of you four are, or will be getting the information that is needed to grant the respective approvals from the various departments. I hope to be getting mechanical, plumbing, electrical and heating designs soon, as well as waterline relocation and road relocation design soon. I am also working with the hockey boosters, as I have a meeting on Tuesday morning with the president of the boosters. Since I am going to be gone from September 24, 1999 through September 30, 1999, I may need to have some, or all of you carry the ball on some of this during that week. This is the stuff I want to discuss on Wednesday morning. Thanks for the help.

DAVE O.



Wayne G. Haugen
SUPERINTENDENT

Hastings Public Schools

INDEPENDENT SCHOOL DISTRICT 200
190 9th Street East
Hastings, Minnesota 55033-2141
Phone (651) 437-6111
FAX (651) 437-1928

September 14, 1999

Mayor Mike Werner
City of Hastings
101 East 4th Street
Hastings, Minnesota

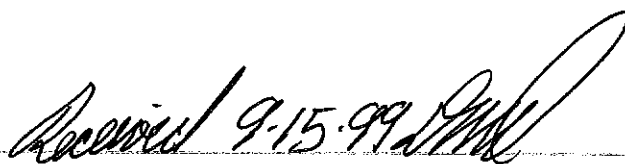
Dear Mr. Werner:

The Hastings School District and the Hastings Hockey Boosters agree to donate the new boys' and girls' locker rooms at the Civic Ice Arena to the City of Hastings once they are completed.

Sincerely yours,


Wayne G. Haugen
Superintendent of Schools


Mark Gelhar
President of Hastings Hockey Boosters


Received 9-15-99



CITY OF HASTINGS

101 4th Street East • Hastings, MN 55033-1955
651-437-4127 • Fax: 651-437-7082

September 15, 1999

Mr. Dennis Warning
Graus Construction
Highway #61 North
Hastings, MN 55033

Dear Dennis:

Let me recap the conversation that we had today regarding the items that need to be completed for the Hastings High School Locker Room addition to the Civic Arena to proceed.

First, as you know I faxed to you the items that need attention for site plan approval, which must be reviewed by both the Planning Commission and City Council. The Planning Commission conducts its meetings on the second and fourth Monday of the month, and the City Council conducts its meetings on the first and third Monday of the month. City Planner Matt Weiland can assist with the process as need be.

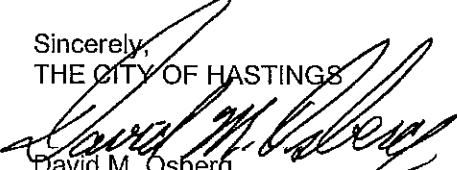
I also listed the following points that need attention:

1. Road design—including curb and gutter, blacktop and drainage
2. Existing and proposed grades for the site
3. Watermain relocation and service line location
4. Sanitary Sewer Design and location
5. Location of road from tanks
6. Rink relocation
7. Fire and Sprinkler Design
8. Mechanical, Plumbing, Electrical, HVAC

Once these tasks are complete, we can proceed with the Planning Commission and City Council. I will also need a total cost estimate for the work, and verification that funding is in place for completion of the project. Furthermore, we discussed earlier this week the insurance and bonding requirements, that you are gathering.

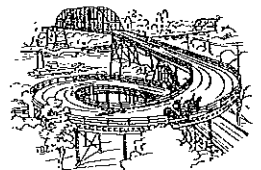
While there may have been some confusion on the process, or a desire to proceed more rapidly without taking certain steps, this is not unlike the process that is used for any other project in the City, and certainly we do not want to be a party to circumventing the City process.

Sincerely,
THE CITY OF HASTINGS


David M. Osberg
City Administrator

cc. Russ Welch
Wayne Haugen
Mark Gelhar
Marty McNamara

Matt Weiland
Tom Montgomery
Bill Mesaros
Mark Holmes



Hastings on the Mississippi

EVERY MINNESOTA PUBLIC SCHOOL STUDENT IS PART OF A TRUST FUND.



STUDENTS FIRST.
IMPROVE THE TRUST.

This fall all Minnesotans can vote to pass a constitutional amendment modernizing how Minnesota's Permanent School Fund supports students, schools, and communities.

Without raising existing taxes or costing Minnesotans more money.

Minnesota's Permanent School Fund

Minnesota's Permanent School Fund (PSF) is one of the oldest funding sources for public education in our state.

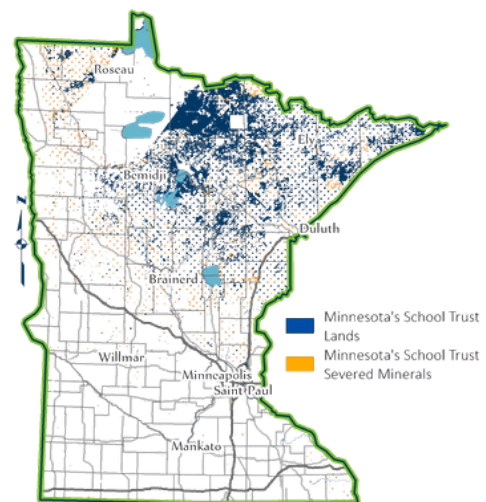
Constitutionally established in 1858, the PSF is built on proceeds from public lands set aside to support public education. It acts as a permanent endowment, continually generating revenue from Minnesota's natural resources.

Over 2.5 million acres plus 1 million mineral-rights acres remain today, intermingled with county, federal, tribal, and private lands. Revenues from timber sales, mining, land leases, and other resource activities contribute to the fund. Assets are invested by the State Board of Investment to support current and future generations of students.



www.minnesotaPSFamendment.org

WHERE ARE THE SCHOOL TRUST PUBLIC LANDS?



Office of School Trust Lands, State of Minnesota

- 92% of trust lands are located in 10 northern Minnesota counties, as most southern lands were sold in the 1800s for agriculture.
- Lands include forests, grasslands, farmlands, construction aggregate, and mineral production.
- A significant portion are low-lying, inaccessible wetlands.



WHAT ARE MINNESOTA TRUST LANDS?

Many acres of public land were set aside and put into a trust in the Minnesota Constitution in 1858 for a single and specific purpose: to generate revenue for public schools. This trust is called the **Permanent School Trust**. In the late 1800s much of the land in southern Minnesota was sold to private interests to promote development and agriculture. Today, over 2.5 million total acres plus 1 million acres used for mineral rights remain.

2.5 total acres
million

\$2.3 fund value
billion

\$388 distributed in past 10 years
million

WHAT IS ON THE BALLOT AND WHY?

Passed in a strong bipartisan effort by the 2026 Minnesota Legislature, the November 2026 constitutional amendment would modernize how the existing fund is distributed.

- ✓ **Almost doubles** the annual distribution percentage from 2-2.5% to 4.5% annually.
- ✓ Will **Increase** per pupil annual distribution to an estimated \$33 per student.
- ✓ Allows **more stable** and **predictable fund** distributions.

ONLY modernizing existing fund distributions

NOT raising existing taxes

WHY THIS MATTERS FOR MINNESOTA



Every community benefits

Every district. Every public school student. Every corner of Minnesota. Urban, suburban, rural. Traditional public, charter, and tribal school. Money sent directly to districts or schools with no strings attached.



Financial best practices

The proposed amendment is based on recommendations from a multi-year review of the existing fund structure in order to update the fund with current financial best practices.



More money per pupil

The proposed constitutional amendment would almost double per pupil payout to districts. Without raising any existing taxes for Minnesota residents.



Protecting the future

If passed, this amendment will better support today's students while ensuring the fund's balance is preserved for future generations.

THE PROPOSED BALLOT QUESTION

OFFICIAL BALLOT LANGUAGE

"Shall the Minnesota Constitution be amended to increase the funding going to all school districts from the permanent school fund, which is a fund that supports school districts without raising individual income or property taxes, effective July 1, 2027?"

CRITICAL MINNESOTA VOTING RULE

LEAVING THE BALLOT QUESTION BLANK IS A "NO" VOTE.

If you or any other voter skip this question on their ballot but votes for other races, it is counted as a "No" vote.



STUDENTS FIRST.
IMPROVE THE TRUST.



www.minnesotaPSFamendment.org



School Board Governance Work Plan August 2025

Core Pillars & Strategic Anchors	Priorities Beginning the 2025-2026 School Year
Academic Excellence	• Monitor Vision Card results quarterly • Monitor growth towards Comprehensive Achievement and Civic Readiness, Achievement and Integration, and Local Literacy Plan goals • Monitor secondary pathways progress and community partnerships • Review and approve curriculum that is rigorous, engaging, and evidence-based during curriculum adoption process
Equity and Belonging	• Create policies that encompass all students, families, and staff • Ensure curriculum respects and reflects diverse student experiences and backgrounds during curriculum adoption process • The Community Collaboration Committee will host 3 annual events to give the public opportunities to collaborate with the district • Monitor student and staff survey results for connectedness
Safe, Supportive and Engaging Environments	• Legislative action through MSBA resolutions/delegate assembly • Regular communications • Review School Perceptions survey results and monitor continuous improvement efforts • Review building reports including AVID, discipline data, attendance, Catalyst implementation progress, etc. • Promote responsibility and accountability through policy and leadership
Staff Empowerment and Retention	• Provide competitive compensation & benefits aligned to area standards • Ensure professional development is provided that cultivates excellence for all • Monitor staff survey results • Annual review of staff development outcomes
Effective and Responsive Operations	• Budget approval and monitoring • Review 1/3 of district policies + annual policies according to review cycle • District sizing to enrollment and trends • District long range model/goals • Bond expenditures completed • Maintain necessary board committees (Policy, Facilities, Finance & Joint Powers, Community Collaboration, Student School Board, Ad Hoc) • Maintain necessary liaison positions (ISD 917, NAPAC, MSHSL, AMSD) • Board development retreats and evaluations • Develop and monitor superintendent goals and performance evaluations (mid-year and year-end) • Continued education for board members • Provide mentorship and training to new board member and student board representatives • Review/Revise board 3-year work plan annually • Review/Revise board handbook annually

Future Additions:

2026-27 School Year

- Consider Levy Renewal/New Levy
- 3 Open Board Seats
- New Board Member Training to New Members

2027-28 School Year

- Revise Strategic Plan (created June 2025)
- Superintendent Contract (expires June 30, 2028)

2028-29 School Year

- 4 Open Board Seats
- New Board Member Training to New Members

Levy Renewals for Future Reference:

Levy #1

Election Year: 2013

Board Renewal: 2023

Starting Fiscal Year: 2025

Last Fiscal Year: 2034

Levy #2

Election Year: 2017

Starting Fiscal Year: 2019

Last Fiscal Year: 2028

Technology Levy

Election Year: 2023

Starting Fiscal Year: 2025

Last Fiscal Year: 2034



Proposed Resolution Form

Full name of School District

Independent School District 200; Hastings Public Schools

Full name of individual submitting for the school board Jessica Dressely.

Title/Position of individual submitting for the school board School Board Member.

Phone number (651)366-7130.

Email address jdressely@ISD200.org.

☐ **This resolution is submitted with approval by the school board.**

Please provide the date on which the authoring school board approved submission of this resolution. 09/23/2026.

BE IT RESOLVED, MSBA URGES THE LEGISLATURE TO (please clearly and concisely state the action you would like the legislature to take):

Amend Minnesota Statutes § 13.03 to address repetitive public data requests made primarily for commercial or for-profit purposes that create a cumulative and disproportionate administrative burden on school districts and other governmental entities.

The Legislature should consider reasonable limitations on the frequency and/or scope of repetitive commercial data requests and expand the authority of governmental entities to recover the reasonable and documented costs associated with responding to such requests, including the administrative staff time necessary to receive, review, evaluate, calculate costs for, retrieve, compile, reproduce, and transmit requested data.

Any amendment should preserve meaningful public access to government data for purposes of transparency and accountability while ensuring that taxpayer-funded staff and resources are not disproportionately diverted from their governmental responsibilities to facilitate repetitive requests made primarily for private commercial gain.

DESCRIBE THE PROBLEM:

Minnesota Statutes § 13.03 establishes the public's right to access public government data and is an essential component of government transparency and accountability. School districts appropriately dedicate staff time and public resources to fulfilling legitimate requests for government information.

However, the statute also allows private, for-profit companies to repeatedly request government data for the acknowledged purpose of using that information commercially.

Hastings Public Schools has experienced this issue firsthand. The district receives multiple public data requests each week from a single out-of-state, for-profit company seeking records related to individual vendors.

The company expressly acknowledges the commercial nature of its requests, stating:

"For full transparency, this request is for commercial purposes."

Unlike other commercial entities that may request comprehensive accounts-payable information once annually, these requests are submitted repeatedly throughout the year and seek information regarding individual vendors.

Each request requires district employees to receive and review the request, determine the location and scope of responsive records, determine whether the request requires clarification, identify the staff and systems necessary to fulfill it, calculate the legally permissible cost of providing the records, communicate that cost to the requester, and, when the requester proceeds, retrieve, compile, review, reproduce, and transmit the responsive government data.

The district has begun calculating and providing the allowable costs associated with these requests. Those costs are frequently less than \$25 per request.

In some instances, after district employees have already expended time reviewing the request and calculating the applicable cost, the commercial requester does not respond.

The result is a recurring administrative burden for which the district may receive little or no reimbursement.

EXPLAIN WHY THIS IS A PROBLEM:

The Minnesota Government Data Practices Act exists to ensure that the government remains open, transparent, and accountable to the public. This resolution does not seek to diminish that important right.

The concern is the use of a law designed to promote government transparency as a mechanism through which a private company can repeatedly require taxpayer-funded employees to perform administrative work for the purpose of acquiring information for private commercial gain.

The burden of an individual request may appear relatively small. The problem becomes apparent when requests are considered cumulatively rather than individually.

When a commercial entity submits multiple requests every week, each request creates a new administrative process that can require substantially more public resources than simply locating and transmitting records. District staff must review the request, identify and retrieve responsive records, determine whether the information contains data that are not public under state or federal law, calculate allowable costs, communicate with the requester, and prepare the records for release. In some instances, responsive records must also be referred to the district's legal counsel for review to determine whether information is classified as private, confidential, or otherwise not public and must be redacted prior to disclosure. This creates additional staff time and may result in legal expenses borne by the district. When these requests are submitted repeatedly by a for-profit entity for acknowledged commercial purposes, the cumulative administrative and legal burden can be significant.

Even when a district charges the amount currently permitted by law, the amount recovered may not reflect the full administrative cost of responding to the request.

Moreover, when a requester does not proceed after receiving the district's cost estimate, the district has already expended taxpayer-funded employee time reviewing the request and determining the applicable charge, yet may recover nothing for that work.

This creates an important distinction between access to public data and unlimited use of public administrative resources.

The issue is not whether a private company should be able to obtain public government data. Public data should remain accessible as required by law.

The issue is whether a private, for-profit company should be permitted to submit an effectively unlimited number of repetitive commercial requests throughout the year, requiring public employees to repeatedly divert time from their regular responsibilities, while the governmental entity has limited ability to recover the actual cumulative cost imposed by those requests.

School district employees are hired and funded to support the educational and operational responsibilities of the district. Time spent repeatedly processing commercial data requests is time those employees cannot devote to their primary responsibilities.

Minnesota law should therefore recognize the cumulative administrative burden created by repetitive commercial requests rather than evaluating the burden and recoverable cost of each request in isolation.

A reasonable statutory solution could permit governmental entities to:

1. Establish reasonable annual or other periodic limits on the frequency of substantially similar requests submitted by the same commercial requester;

2. Require repetitive commercial requests concerning substantially similar information to be consolidated into a single periodic request when the requested information can reasonably be provided in that manner;
3. Establish reasonable limitations on the scope of repetitive commercial requests when necessary to prevent an undue administrative burden;
4. Recover reasonable and documented administrative costs associated with repetitive commercial requests, including staff time necessary to review the request and determine the applicable cost of fulfillment;
5. Consider the cumulative number, frequency, scope, and administrative burden of commercial requests submitted by the same requester when determining applicable fees or reasonable procedures for fulfilling subsequent requests; and
6. Require a commercial requester to accept and pay an authorized cost estimate before additional staff resources are expended retrieving, compiling, reviewing, reproducing, or transmitting the requested information.

These provisions would not prevent access to public data. Rather, they would establish reasonable guardrails so that the statutory right to access government information does not create an unlimited obligation for taxpayers to provide administrative services that primarily support a private company's commercial activities.

PROVIDE SUPPORTING DOCUMENTATION:

Minnesota Statutes § 13.03 – Access to Government Data

Minnesota Statutes § 13.03 establishes the public's right to inspect and obtain copies of public government data and establishes requirements governing governmental entities' responses to public data requests.

Minnesota Statutes § 13.03, subdivision 3 – Requests for Access to Data

Subdivision 3 establishes requirements governing requests for access to public government data and the costs governmental entities may recover for providing copies of requested information.

The existing cost-recovery provisions do not adequately address the cumulative administrative burden created when the same commercial requester submits numerous separate requests throughout the year.

Minnesota Statutes § 13.03, subdivision 3(d) – Commercial Value of Government Data

Existing Minnesota law already recognizes that government data can possess commercial value. Under specified circumstances, § 13.03, subdivision 3(d), permits a responsible authority to charge an additional reasonable fee when requested government data have commercial value and constitute a substantial and discrete portion of certain information developed through a significant expenditure of public funds.

This provision demonstrates that Minnesota law already recognizes a legitimate distinction between ordinary public access and circumstances in which publicly funded government information provides commercial value to a requester.

Hastings Public Schools – Operational Experience

Hastings Public Schools receives multiple public data requests each week from the same out-of-state commercial entity seeking information regarding individual district vendors.

The requester expressly acknowledges that its requests are made for commercial purposes.

Although the district has begun calculating the costs it is legally permitted to charge, those amounts are often less than \$25 per request and do not necessarily reflect the full administrative burden associated with receiving, reviewing, evaluating, costing, retrieving, compiling, reviewing, and fulfilling the requests.

When a requester does not respond after receiving a cost estimate, district employees have nevertheless already expended public resources reviewing the request and calculating the allowable charge.

Other commercial entities have requested broad district accounts-payable information on an annual basis. Those requests demonstrate that commercial access to government financial data can occur without requiring multiple vendor-specific requests every week throughout the year.

The frequency and cumulative administrative burden of repetitive commercial requests—not merely the commercial status of the requester—is therefore the central concern addressed by this resolution.

Requested Legislative Principle

Public data should remain public, but access to public data should not provide a private, for-profit entity with an unlimited right to repeatedly consume taxpayer-funded staff resources for commercial purposes without reasonable limitations or appropriate cost recovery.

Minnesota Statutes § 13.03 should be amended to provide governmental entities with reasonable tools to manage repetitive commercial requests while preserving meaningful public access, transparency, and accountability.

Reaffirmation of Positions:

- Ensure school districts have adequate time to plan and prepare for the financial and operational impact of new laws and regulations. (2025 Resolution #3 (Page 29 of Guidebook))
- Require that all proposed legislation creating new mandates on public school districts include a full fiscal note, as well as a local impact note when appropriate, and a dedicated, sustainable funding source sufficient to cover all associated costs. (2025 Resolution #4 (Page 37 of Guidebook))
- Invest in Career Pathways and Technical Education by Allocating Targeted Funds to Fully Implement Minnesota Statutes, Section 127A.70, Subdivision 2a. (2025 Resolution #6 Page 63 of Guidebook)
- Fully and permanently fund Unemployment Insurance for hourly school workers between term breaks or repeal. (2025 Resolution #7 (Page 69 of Guidebook))
- Amend the Earned Sick and Safe Time (ESST) mandate (Minnesota Statutes, sections 181.9445-181.9448) to redefine “family member” to include only immediate family (spouse, parents, grandparents, siblings, children), require reasonable verification (e.g., doctor’s note or equivalent documentation when applicable), and mandate employer approval for voluntary shift swaps not using ESST, to ensure operational stability and support districts’ ability to prioritize student learning. (2025 Resolution #29 (Page 299 of Guidebook))
- Either repeal summer unemployment benefits for non-instructional school employees between academic terms, or to fully and permanently fund those benefits and allow non-instructional employees to resign from their upcoming school term positions during the summer break without losing eligibility for unemployment benefits. (2025 Resolution #30 (Page 305 of Guidebook))