Hastings Area Public Schools - ISD 200
School Board Meeting Agenda

Monday, August 24, 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**
VI. **Public Comment Session**
VII. **Reports and Discussions**
   a. Superintendent Report
   b. School Resource Officer (SRO) Overview
   c. Smart Choices Student Wellness Annual Report
   d. Building Construction Fund Project Update
   e. Legal: Data Request Update
   f. School Board Representatives/Committees
      i. ISD 917 School Board Representative Update
      ii. AMSD Update
      iii. Community Collaboration Committee Update
         - No meeting held since last update.
      iv. Joint Powers Committee Update
      v. Facilities Committee Update
         - No meeting held since last update.
      vi. Finance Committee Update
         - No meeting held since last update.
      vii. NAPAC Committee Update
      viii. Student School Board Committee Update
      ix. Policy Committee Update
   g. Policies
      i. First Readings
         - 505 Distribution, Posting & Display of Materials on School District Property (TENTATIVE)
VIII. **Action Items**
   a. Consent Agenda
      i. Approval of the Minutes from the:
         - 07/15/2026 Regular Board Meeting
         - 07/15/2026 Closed Board Meeting
         - 08/12/2026 Special Board Meeting
      ii. Bills Payable
      iii. Approval of Fundraisers
      iv. Grant Approval
      v. Personnel Report
      vi. Policies for Approval after Third Reading
         - 204 School Board Meeting Minutes
         - 205 Open Meetings and Closed Meetings

- 206 Public Participation in School Board Meetings - Complaints About Persons at School Board Meetings and Data Privacy Considerations
- 207 Public Hearings
- 209 Code of Ethics
- 213 School Board Committees
- 220 Student School Board Representatives

vii. Field Trip Approval - Marching Band - Band Camp at Gustavus College
viii. MOU - Food Service Employee Working Hours for 2026-2027
ix. MOU - Educational Support Professionals (ESP) Working Hours for 2026-2027
x. Notice of Bargaining Unit Change
xi. Approval of Non-Contracted Rates of Pay

b. Items for Individual Action
i. 2026-2027 School Resource Officer (SRO) Agreement
ii. HCTV Designation 2026 for MSHSL
iii. Approve School Board 3-Year Work Plan
iv. 2026 MSBA Resolutions for Delegate Assembly
- Reasonable Limits on Repetitive Commercial Data Requests Resolution

v. 2026 MSBA Resolutions for Delegate Assembly - Reaffirmation of 2025 Resolutions
- Resolution 1_Fund Reallocation Authority
- Resolution 3_ Preparation for Financial and Operational Impact of New Laws
- Resolution 4_ Fiscal Note Required for New Mandates
- Resolution 6_Career Pathways and Technical Education
- Resolution 7_ Unemployment Insurance
- Resolution 29_Amend Earned Sick and Safe Time (ESST)
- Resolution 30_Summer Unemployment Funding Timeline
- Resolution 31_Paid Leave Allow Opt-Out or 50 50 Employer Contribution

vi. Donations Acceptance Resolution

IX. **Future Meetings**
X. **Adjournment**

Hastings
Public Schools

Student Wellness
August 24, 2026

Report prepared by:
Mary Ellen Fox and Brittney Hirschauer
with additional support from Wellness Consultants Annie Ketcher and Shannon Nelson of Health Source Solutions

Students are the heart of all we do

Student Wellness

In compliance with The Student Wellness Policy (#533) and with guidance from the USDA Dietary Guidelines and the U.S. Department of Health and Human Services Physical Activity Guidelines for Americans, Hastings Public Schools, led by the Smart Choices Wellness Committee, continues to strive to provide opportunities for students to access healthy food and water, engage in physical activity opportunities, and establish a sense of safety within their respective school environments.

The following report will outline aggregate student survey data to assist with district planning to further improve the health and wellbeing of the students in attendance at Hastings Public Schools.

Student Wellness

2025-2026
School Year in Review

- The Smart Choices Wellness Committee met four times.
- HMS SHIP Grant to reduce the noise levels in the cafeteria.
- Students, parents and staff were surveyed in regards to student wellness in the spring.

Student Wellness

Spring 2026 Student Wellness Survey Results

(Links to Survey Reports)

- Elementary Student Survey
- Middle School Student Survey
- High School Student Survey
- Parent Survey
- Staff Survey

Student Wellness

Elementary Student Survey Results

Strengths:

- 74% play outside for at least 15 minutes or more for physical activity besides gym and recess.
- 87% of students reported that they ‘mostly’ or ‘always’ feel safe at school.
- 84% of students reported that ‘yes’, they had a trusted adult they could talk to.

Middle School Student Survey Results

Strengths:

- 71% of students ‘agree’ or ‘strongly agree’ they have opportunities to eat healthy, an increase from 68% in 2025.
- 85% ‘agree’ or ‘strongly agree’ that they have opportunities to stay physically active, an increase from 81% in 2025.
- 77% of students reported that they ‘agree’ or ‘strongly agree’ that they feel safe at school, an increase from 73% in 2025.

High School Student Survey Results

Strengths:

- 69% of students reported that they ‘agree’ or ‘strongly agree’ that they feel safe at school, an 11% increase from 2025.
- 82% agree or strongly agree that they have opportunities to stay physically active.

Student Wellness

Plans for Next Year

- Communicate survey results to community at large
- Analyze survey results and develop goals
- Promote wellness initiatives in the district
- Survey students, parents and staff in the spring of 2027 (The triennial survey consists of additional surveys and is due in 2028)

Meeting schedule for 2026-2027 (Virtual meeting - open to the public)

Wednesdays 10/21/2026, 12/9/2026, 2/17/2027, 4/21/2027 3:30 - 4:30 pm

Student Wellness

Smart Choices Committee Members (2025-2026 School Year)

Sara Stenger, LICSW, Building Representative HHS
Michaela Burr, School Social Worker, Building Representative Pinecrest Elementary
Katie Skramstad, School Social Worker, Building Representative Kennedy Elementary
Kassy Podvin, Health Promotion Specialist, Dakota County
Anna Kuczwarskyj, Dakota County School Wellness Consultant
Melissa Millner, School Board Representative
Brittney Hirschauer, Director of Food and Nutrition Services, co-chair
Mary Ellen Fox, Health Services Supervisor, co-chair

Hastings
Public Schools

Thank you

for supporting and promoting Student Wellness!

Students are the heart of all we do

Building Construction Fund Projects as of 7/31/2026

	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
Middle School Pod Redesign	235,000	57,045	57,045	-	158,455	19,499	Complete
Interior Locks Allowance-Door Hardware Upgrades	420,000	379,619	379,619	37,823	2,026	532	Complete
High School Deferred Maintenance (Storefront/Shower Valves)	264,386	227,515	227,515	36,172	242	457	Complete
Pinecrest Kitchen Roller Door Replacement	10,500				9,860	640	Complete
High School Exhaust Ventilation	77,000				75,696	1,304	Complete
Flexible Learning Furniture	600,000	-	-	-	600,000	-	Complete
Contingency	2,007,858	-	-	-	-	2,007,858	Contingency
Reallocations from/to projects	(9,960,222)	-	-	-	-	(9,960,222)	Reallocation
Interest Earnings		-	-	-	-	2,659,899	Interest Earnings
Subtotal	**49,225,804**	**42,980,994**	**42,976,994**	**3,313,628**	**5,385,804**	**209,277**	

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

	A	B	C	D	E	A-C-D-E	
High School Concessions	16,500				11,500	5,000	In Process
District Wide Security - Exterior Door Hardware	125,000				2,398	122,602	In Process
Subtotal	**141,500**	**-**	**-**	**-**	**13,899**	**127,601**	

Remaining funds from in process projects are <u>not</u> available for excess costs on other identied projects or reallocation for new projects.

Total	**49,367,304**	**42,980,994**	**42,976,994**	**3,313,628**	**5,399,703**	**336,879**

WORKSESSION

COMMUNICATIONS
Visitors - Jennifer Hetland - Continuum of Care
Update from Student Services
Updates from Member Districts
INTEGRITY
Reviewed Permanent Residency Process for International Teachers (1st and 2nd Cohort)
STEWARDSHIP
Reviewed Payment Register
Reviewed Direct Deposits
Reviewed Temporary Employee Report

BOARDMEETING

Communications

Approved consent items
7/7/26 School Board Meeting Minutes
Personnel:
NEW HIRES:
Thomas Anderson, Education Support Professional, effective August 26, 2026.
Jennifer Arika, Teacher, effective August 18, 2026.
Mark Bernarde, Teacher, effective August 18, 2026.
Talya Cagle-Pratt, Education Support Professional, effective August 26, 2026
Sarah Callahan, Cosmetology Teacher, effective August 18, 2026.
Angel Capaciete, Teacher, effective August 18, 2026.
Tadaiza Davis, Education Support Professional, effective August 26, 2026.
Marie Domeyer, Sign Langage Interpreter, effective August 26, 2026.
Carolyn Jahnke, Education Support Professional, effective August 26, 2026.
Michelle Humphrey, Director of Social Emotional Learning and Support, effective July 13, 2026.
Sally Lehmkul, Cosmetology Teacher, effective August 18, 2026.
Anjanette McCarthy, Education Support Professional, effective August 26, 2026.
Jeremy Morris, School Social Worker, effective August 18, 2026.
Alexandra Moore, Teacher, effective August 18, 2026.
Clare Muyskens, Physical Therapist, 0.80 FTE, effective August 18, 2026.
Alexandra Reilly, Mental Health Professional, effective August 18, 2026.
Andrea Riffe, Teacher, effective August 18, 2026.
Nicole Rutt, Mental Health Professional, effective August 18, 2026.
Madison Schlenvogt, Education Support Professional, effective August 26, 2026.
Kobe Schroeder, Education Support Professional, effective August 26, 2026.

Donna Wood, Teacher, effective August 18, 2026.
RE-HIRES:
Martha Davis, Administrative Assistant, SpED, effective July 6, 2026.
CHANGE IN STATUS:
LEAVES OF ABSENCE:
RESIGNATION & TERMINATIONS:
Timothy Bluhm, Education Support Professional, effective July 27, 2026.
Summer Holmes, Education Support Professional, effective August 20, 2026.
Pamela Schuh, Teacher, effective July 6, 2026.
RETIREMENT:
INTEGRITY
Approval of Polices:
First and Final Reading
456 Substitute Instructor Pay Schedule
506 Student Discipline
Approval of Dr. Favor's Summary Evaluation
Approval of Superintendent 2026/27 Annual Goals
COLLABORATION
Approval of Agreement with ISD 192, 271 and ISD 917 for Early Childhood Special Education Teachers
STEWARDSHIP
Approval of Sub Rates for 2026/27 School Year
Approval of Pond Lease Agreement
Approval of Temporary Employee Report
Approval of Interpreter, Health Associates, and Exec Supt + School Board Contract for 2026-2028
COMMUNICATION
Approval of the Culture Guide, SpEd Guardian/Caregiver Handbook & Secondary Handbook

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.

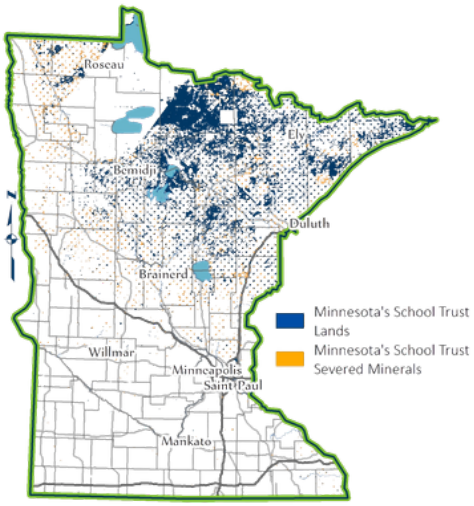
Constitutionally established in 1858, the PSF is built on proceeds from public lands set aside to support public education. It acts as a permanent endowment, continually generating revenue from Minnesota's natural resources.

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.

MORE INFORMATION HERE!

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.

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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 million total acres

$2.3 billion fund value

$388 million distributed in past 10 years

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

OFFICAL 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.

Msba

www.minnesotaPSFamendment.org

Blue Ribbon Commission

October 2025 - 2026

**slides are a summary based on presentations from MDE and Wilder*

Blue Ribbon Commission

In accordance with 2025 state legislation (Laws of Minnesota 2025, 1st Spec. Sess. chapter 10, article 7, subdivision 7), MDE is convening a Blue Ribbon Commission on Special Education to advise and assist the legislature and governor in transforming special education services. The purpose of the commission is to develop and present to the legislature and the governor an action plan for transforming special education services while maintaining a free appropriate public education for students with disabilities by October 1, 2026.

Membership

- Commissioner's Designee – Daron Korte, Assistant Commissioner of the Office of Student Support Services.
- Legislative Appointments
  - House Floor Leader Appointment – Rep. Kim Hicks
  - House Speaker Appointment – Dan Armagost
  - Senate Majority Appointment – Sen. Bonnie Westlin
  - Senate Minority Appointment – Sen. Julia Coleman
- Governor's Appointments
  - John Carlson – Rochester Public Schools
  - Krista Dillman – ISD 742, St Cloud
  - Marcy Doud – Intermediate 287
  - Laura Jean – PACER Center
  - Justin Killian – Education Minnesota
  - Melanie Kray – Southwest West Central Service Cooperative
  - Erin Lavery – Indigo Education
  - Cory McIntyre – Anoka-Hennepin School District
  - Delia Samuel – Multicultural Autism Action Network
  - Ramona Springis-Doss – ISD 196, Rosemount-Eagan-Apple Valley (retired)
  - Stacie Stanley – Saint Paul Public Schools
  - Scott Brown - EdFinMN

The Commission's Charge

- Cut $250 million in the state special education budget or the cross-subsidy will be reduced by that amount
- Need to follow Individuals with Disabilities Education Act (IDEA) and provide a Free Appropriate Public Education (FAPE)

Commission Goals

Goal 1

Increase administrative **efficiencies** and improve program **collaboration** to promote **shared services**, including a multi-tiered system of supports (MTSS) to **reduce over-reliance on special education**

Provide supports and early intervention programs to **reduce the need for more intensive special education services**

Use assistive technology and expand access to teletherapy and remote evaluations to **address provider shortages**

Goal 2

Reduce special education expenditures, including identifying strategies for addressing the significant cost drivers of state spending on special education, such as special education transportation, tuition billing, specialized placements, legal and administrative costs, and personnel costs

Goal 3

Reduce paperwork, using **data** to drive individualized education programs, **increasing access** to qualified personnel, and **eliminating gaps in early identification and early intervention**

Goal 4

Reform special education funding formulas to **incentivize efficient, inclusive practices, increase flexibility** in how special education funds are used, align third-party billing practices to maximize reimbursements, and **streamline reporting** burdens that add value

Goal 5

Slow cost growth in special education services while maintaining a free appropriate public education

Subcommittees

Focus 1: Special Education Implementation (3 groups)

Goal 1

Increase administrative **efficiencies** and improve program **collaboration** to promote **shared services**, including a multitiered system of supports (MTSS) to **reduce overreliance on special education**

Provide supports and early intervention programs to **reduce the need for more intensive special education services**

Use assistive technology and expand access to teletherapy and remote evaluations to **address provider shortages**

Goal 3

Reduce paperwork, using **data** to drive individualized education programs, **increasing access** to qualified personnel, and **eliminating gaps in early identification and early intervention**

Focus 2: Special Education Financing (3 groups)

Goal 2

Reduce special education expenditures, including identifying strategies for addressing the significant cost drivers of state spending on special education, such as special education transportation, tuition billing, specialized placements, legal and administrative costs, and personnel costs

Goal 5

Slow cost growth in special education services while maintaining a free appropriate public education

Focus 1 — Implementation Goals 1 & 3

A
- Bonnie Westlin
- Krista M. Dillman
- Delia Samuel
- Melanie Kray

B
- Stacie Stanley
- Mona Springis-Doss
- Daron Korte
- Erin Lavery

Focus 2 — Finance Goals 2 & 5

D
- Scott Brown
- Marcy Doud
- John Carlson

E
- Kim Hicks
- Justin Killian
- Dan Armagost

F
- Cory McIntyre
- Kimberly Baker
- Laura Jean

Recommendation Considerations

To ensure the obligation of IDEA, FAPE, and Maintenance of Effort (MOE), the committee prioritized budget items in the formula that fund general education programs verses special education programs.

Special Ed. Financial Sub Group Recommended Areas

Transportation

- FIN 728 - Transportation for Homeless, Care and Treatment, and Section 504
- FIN 723 - Special Education

Alternative Delivery of Specialized Instructional Services (ADSIS) - *MN Statute 125A.50*

- Direct instructional services to K-12 pupils who need additional academic or behavioral support to and may eventually qualify for special education or related services if the intervention services were not available.

Hold Harmless

- Enacted in 2016 to hold districts harmless when the special education state funding formula changed

Tuition Billing

- Charter Schools - currently the state covers 10% of charter school's unreimbursed tuition costs
- General education billing in cross subsidy

Estimated Cost Reductions: Transportation

Recommendation	SFY28	SFY29
Remove non-special education transportation costs (FIN 728) from the special education funding formula - No new appropriate created	105,246,083	114,192,000
Establish FIN 728 as a separate funding stream with $60M annually, reimbursed at 60%, with clearer statewide eligibility guidance and/or increased MDE audit oversight	45,246,083	54,192,000
Reduce FIN 728 aid rate match the cross-subsidy reimbursement percentage (50%)	10,411,489	6,170,617
FIN 723 from 90% to 85% to encourage cost control	22,350,699	13,269,336

Estimated Cost Reductions: ADSIS

Recommendation	SFY28	SFY29
Remove ADSIS from the special education funding formula - no new appropriation created	101,917,498	108,608,898
Shift ADSIS funding to an ADM/ per pupil allocation model for ALL school districts and charter schools - Using 10% of enrollment, $500 per pupil, with a minimum of $20,000 and a maximum of $500,000	61,917,498	68,608,898
Remove ADSIS from the special education funding formula and create a separate capped appropriation with total funding of $70 million annually. A separate formula will need to be created.	31,917,498	38,608,898

Estimated Cost Reductions: Hold Harmless

Recommendation	SFY28	SFY29
Eliminate the Hold Harmless provision in the special education funding formula	6,147,739	4,108,539
Sunset Hold Harmless provision after four consecutive years of decreased investment	5,247,275	554,180

Estimated Cost Reductions: Tuition Billing

Recommendation	SFY28	SFY29
Eliminate charter tuition aid from the special education formula. Currently the state covers 10% of charter schools unreimbursed tuition costs	7,337,533	7,723,492
Eliminate general education billing through cross-subsidy ● General education funds ● Appeal rate	43,400,000	45,300,000

Special Education Implementation Efficiencies and Long Term Recommendations

- Reductions and Simplifications of Special Education Paperwork
- Increase and Expand Teacher Preparation, Licensure, and Workforce Development
- Increase Local Education Agencies (LEA) and Interagency collaboration
- Process Improvements for Early Identification, Related Services, Program models
- Require all LEAs, Charter Schools, Cooperatives to Third Party Bill
- Review/Study Legal and Administrative Costs
- Review FAPE for non-public Schools
- Address Charter School Tuition Billing Rates
- Invest in Interventions/ Multi-Tiered System of Supports
- Reevaluate Entrance Criteria for Special Education
- Address Health Care Affordability and Access

The Commission’s Final Recommendations

Based on a majority voting process on August 6.

Approved Recommendations

Recommendation	Reduction
Establish FIN 728 as a separate funding stream with $60M annually, reimbursed at 60%, with clearer statewide eligibility guidance and increased MDE audit oversight	$99,438,083
Shift ADSIS funding to an ADM/ per pupil allocation model for **ALL** school districts and charter schools - Using 10% of enrollment, $500 per pupil, with a minimum of $20,000 and a maximum of $500,000	$130,526,396
Eliminate charter tuition aid from the special education formula. Currently the state covers 10% of charter schools unreimbursed tuition costs	$15,061,025
Eliminate the Hold Harmless provision in the special education funding formula	$10,256,278
Total	**$255,281,699**

Approved Recommendations

- Legislation should support PELSB's efforts, including the legislative committee's recommendation to improve special education teacher recruitment and reduce barriers to licensure.
- Legislation should review and evaluate paperwork reduction recommendations from the Legislative Auditor, MASE, and Ed MN.

Approved Recommendations

- Increase use of Full Service Community School and Education Partnership grants.
- Increase efforts in Early Childhood identification, screening, and services.
- MDE/DHS work with districts and charter schools to identify and minimize barriers to third party billing.
- Continue investment, outside of special education funding, for MTSS and intervention.

Approved Recommendations

- Expand Grow Your Own grants to include all direct service providers, such as, related service providers.
- MDE develop a committee to review dispute resolution data and develop proactive ways to reduce legal and administrative costs.

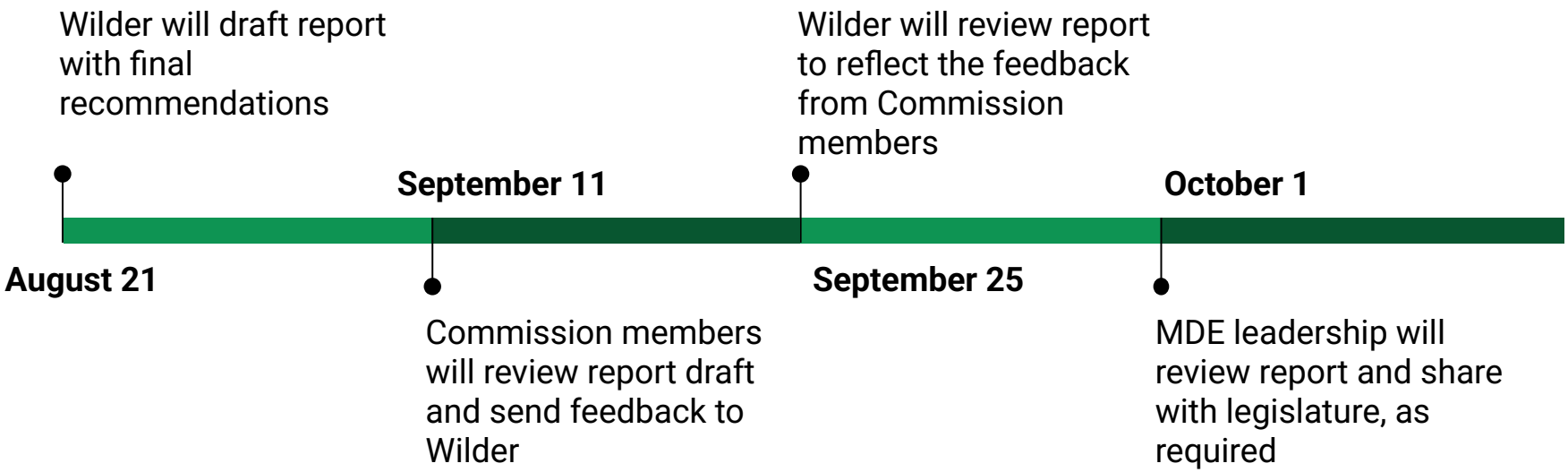
Commission's Opinion

The commission unanimously agreed to add language on the impact and harm that will occur regarding these decisions,

That the commission was forced to make reductions that impact some of our most marginalized students and,

We would ask that this legislation be repealed.

Timeline


Wilder will draft report with final recommendations
September 11
Wilder will review report to reflect the feedback from Commission members
October 1
August 21
September 25
Commission members will review report draft and send feedback to Wilder
MDE leadership will review report and share with legislature, as required

Questions

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

Joint Powers Meeting Summary

Date: August 3, 2026
Time: 12:45 p.m. – 1:45 p.m.
Location: Conference Room A, District Office

Attendees

Dr. Wehrkamp Herman; Carrie Tate; Melissa Millner; Jen Seubert; LynDee Humble; and Phillip Biermaier by video conference.

Purpose

Review the Hastings Civic Arena locker room agreement dated June 14, 2001 as well as memorandums dated January 15, 1999; March 11, 1999; April 1, 1999; April 15, 1999; September 13–15, 1999; and discuss responsibilities related to the District's use of the facility.

Discussion Summary

Joint Powers discussions with the City of Hastings have included the City's request that the District participate in funding capital improvements at the Hastings Civic Arena, including roof replacement to the high school locker room area, as well as a potential HVAC system for the locker room and East rink board replacement projects.

The District's legal counsel had previously confirmed that, under Minnesota law, the District is prohibited from funding capital improvements to facilities it does not own. This statutory limitation has been discussed with the City during previous projects.

The District's legal counsel reviewed the historical agreements and advised that the documents do not clearly assign responsibility for repairs or capital improvements. Members discussed the importance of revisiting the agreement to better define each party's responsibilities moving forward.

Several potential options were discussed, including:

- Revising the use of the dedicated locker room space so it could serve all arena users rather than remaining exclusive to the District's high school hockey program.
- Evaluating the financial impact of any future increases from the City to the District's already increased ice rental fees over what all other users pay. (The District already pays a $55 premium per hour above all other users of the arena)
- Exploring alternative ice rental locations and comparing regional rental rates.
    - An extreme example - the Tria rink rates range from $190 - 255 per hour versus our $325 per hour base ice fee at the Hasting Civic Arena (this fee does not include what we pay for the locker room exclusive use rental fee and cleaning fees after games)
- Considering future facility planning opportunities, including potential partnerships, private donations, or inclusion in a future bond referendum for a combined hockey and gymnastics facility and other District facility needs.

Next Steps

The committee will continue gathering information before making any recommendations, including:

- Consulting with the Athletic Director.
- Collecting and comparing ice rental rates from nearby facilities.
- Discuss with full school board about meeting with hockey parents/boosters to inform them of the what is happening and cost impacts.
- Utilizing the UHL rink when we can.
- Reviewing additional information and options presented by City representatives at the next Joint Powers meeting.

Next Joint Powers Meeting

Wednesday, September 30
7:30 a.m. – 9:00 a.m.

BRIDGE TO SUCCESS

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INDEPENDENT SCHOOL DISTRICT 200
1000 11TH STREET WEST
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Joint Powers Meeting Summary

Date: August 5, 2026
Time: 5:30 - 6:30
Location: Conference Room A, District Office

Attendees

Dr. Wehrkamp Herman; Carrie Tate; Melissa Millner; Jen Seubert; LynDee Humble; Phillip Biermaier; Rod Weber (Douglas Township); Cindy Ladzun (Vermillion Township); Brent Anderson (Ravenna Township); Randy Arneson (Ravenna Township); Mayor Mary Fasbender (City of Hastings).

Purpose of the Meeting

The Joint Powers meeting was held to strengthen communication, collaboration, and partnership between the District and the cities and townships it serves. Representatives shared updates on community development, infrastructure, financial matters, and opportunities to expand partnerships that benefit students and the broader community.

Discussion Summary

1. Introductions

The meeting began with introductions and an opportunity for representatives from the District, cities, and townships to connect and learn more about one another's current priorities and activities.

2. Community and Infrastructure

The District shared that it serves approximately **160 square miles**, making communication and coordination with surrounding communities especially important.

Representatives discussed several current and upcoming transportation and infrastructure projects, including:

- Road construction near **180th and Goodwin**
- **Highway 50** construction in New Trier
- The **Highway 20 re-route**
- **Highway 91** south of Miesville
- The intersection of **250th and Highway 91**
- **Highway 61**, which is expected to involve approximately two years of construction

The group also noted a change in the Hastings bus transportation contact. **Jason** is now the primary contact for the Hastings Bus Company following the retirement of Terry Johnson.

3. Housing and Community Development

Representatives provided updates regarding current and anticipated housing development within their communities.

- **Ravenna and Vermillion Townships** reported that there is currently limited room for additional growth.
- **Douglas Township** reported three new housing permits.

- The **City of Hastings** provided several updates on planned residential development:
    - **Vermillion Valley Farms** includes approximately 387 homes, with anticipated prices ranging from $600,000 to $800,000. The development is planned near the high school and extends toward the Jefferson area.
    - Approximately 187 additional homes are planned near Highway 316, with anticipated prices ranging from $400,000 to $600,000.
    - Townhomes are planned near 15th Street.
    - Senior housing is planned in the area near Dugarel's.

These developments may have implications for future enrollment, transportation, infrastructure, and community planning.

4. Financial and Tax Matters

The group discussed several current financial and tax-related topics.

School District Levy

The District shared that the full School Board has not yet voted on a proposal to revoke all current levies and replace them with a single levy. If pursued, the proposal could potentially appear on the ballot in 2027 or 2028.

City of Hastings Levy

The City of Hastings reported that its levy increase was approximately **7.9% this year** and that the City is anticipating a levy in the range of approximately **7%–8% for 2027**.

Dakota County

Representatives discussed a potential **10%–24% increase** in Dakota County's levy. The group also discussed county staffing reductions, including 57 positions that were frozen the previous year.

Minnesota Permanent School Fund

The meeting included a discussion of Minnesota's Permanent School Fund and a proposed constitutional amendment related to how the fund supports students, schools, and communities.

Participants were encouraged to review the proposal and become informed about the measure prior to voting. The District noted that it intends to provide information to its communities regarding the proposal and its potential significance to schools. Noting that a vote for this constitutional amendment would not raise existing taxes.

5. Community Engagement and Student Opportunities

The District provided an overview of programs and partnerships designed to connect students with local businesses, health care organizations, and the broader community.

Topics included:

- **Pathways programming** helps students explore their interests, build real-world skills, and prepare for life after high school. Each pathway connects coursework, experiences, and career opportunities so students can discover what they love and where they want to go next.
- **Business partnerships** and opportunities for local employers to engage with students
- **Health care partnerships and related certificates** students can earn while in school
- **Culinary programming** and the District's partnership with food service provider **Taher**
- Construction of a **Tri-Shaw shed** in partnership with local businesses
- **District 917 paid internship opportunities**
- **Hydroponic grant opportunities**, allowing students to grow food and incorporate it into culinary classes and Science of Food programming

The District emphasized that it is actively seeking additional local businesses and organizations interested in partnering to expand student learning, career exploration, internships, and hands-on experiences.

Key Takeaways

The meeting provided an opportunity for District, city, and township representatives to share information and identify areas where continued communication and collaboration will be valuable.

Key themes included:

1. **Ongoing communication** regarding infrastructure, transportation, and community development.
2. **Awareness of housing growth and development** and its potential impact on schools and services.
3. **Coordination around financial and tax matters** affecting local communities.
4. **Expanded partnerships** between the District and local businesses, health care organizations, and community partners.
5. **Continued development of student opportunities**, including internships, certifications, career pathways, and hands-on learning experiences.

Next Joint Powers Meeting

All participants expressed interest in continuing to meet on a **quarterly basis**.

The date of the next meeting will be determined after a date poll is distributed to participants.

BRIDGE TO SUCCESS

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Native American Parent Advisory Council: Summary of August 6, 2026

I. **Call to Order**

II. **Old Business**

III. **New Business**

A. **District Updates**

1. School Board Future Work
    a) Discussion regarding upcoming US Highway 61 Project
    b) Planning for Board Director school site visits
    c) Referendum
        (1) Discussion
        (2) Community Survey Planning
        (3) Revoke and replace
    d) Student Board Representative Discussion
    e) Permanent School Funding
        (1) Amendment to Constitution of Minnesota
        (2) Not indicating a choice is equivalent to a "No" vote
    f) School Board Elections
        (1) Three open seats
        (2) Five candidates
2. Dr. Kristine Wehrkamp-Herman: Superintendent
    a) Both Native Language positions are still open
        (1) Exploring recruitment strategies
        (2) Difficulty as all open positions are drawing from the same pool
3. Cyan Peacock-Hale: Native American Education Liaison
    a) Fall Feast
        (1) Celebrating flags being put up at each site
        (2) Food trucks
        (3) August 29, 2026
        (4) Curriculum Center
    b) Weekend of moccasin making
        (1) In contact with Sara Howes from Heart Berry
        (2) October 3-4, 2026
        (3) Enough material to support 15 people
        (4) Curriculum Center
    c) Ribbon Skirts and Ribbon Shirts
        (1) February 20-21, 2027

(2) Curriculum Center

d) Professional Development

(1) In contact with Ricky White

(2) CEO of First Nations Consultants

(3) Provides PD in best practices

e) Indigenous Peoples' Day

(1) Dan Ninham providing instruction in gym classes

(2) Arts

(a) Musicians

(b) Authors

(c) Powwow

(d) Drumming

(3) Themed lunch(es)

(a) Taher

(b) Ethan Denny-Broker

B. NAPAC Updates

1. Tribal flags were ordered and we are waiting on arrival
   a) Scouted locations with building sites
   b) Locations will be in the cafeteria at each site
2. Tables at Open House
   a) Hastings High School
      (1) August 26, 2026
      (2) 5-7 PM
   b) Hastings Middle School
      (1) August 25, 2026
      (2) 5-7 PM

IV. Future Events

A. September Meeting

1. Curriculum Center
2. September 3, 2026
3. 6:00 PM

B. Graduation Ceremony

1. Tuesday, May 4, 2027
2. Hastings High School Commons

Student School Board Committee

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 students to serve on the school board.

Agenda: August 19, 2026

1. **Student Onboarding**
    - Completed onboarding
    - Review meeting expectations
        - Work Sessions
        - Regular Meetings
2. **Mentors**
    - **Jessica Dressely:** Shyla Henson and Avery Durfee
    - **Matt Bruns:** Leighton Morgan
    - **Melissa Millner:** Samantha Seaman
3. **Student Activity Reports**
    - **Avery Durfee:** Hastings High School and ALP
    - **Shyla Henson:** Hastings Middle School
    - **Leighton Morgan:** McAuliffe Elementary School and Kennedy Elementary School
    - **Samantha Seaman:** Pinecrest and Tilden Learning Center
4. **Board Seating**
    - Student will be seated on September 23, 2026
    - Expected arrival 5:45 PM

Hastings Public Schools
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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
September 17,, 2026 at 12:00pm

08.20.2026 Policy Committee Summary
Review Cycle Tracker

1st Readings
505 Distribution, Posting, and Display of Materials on School District Property

- Historical Context:
    - The current version of Policy 505 was adopted in July 2024, with the intent to bring forward a separate policy addressing permanent wall postings and displays after legal review
    - After receiving the proposed policy back from legal counsel, the policy committee met with building principals to review it and discuss
    - Through that review, we identified significant overlap with Policy 505
    - Rather than adding a new policy with overlapping provisions, we looked at combining the two policies
    - The committee met with building principals two additional times to review and refine the combined policy
- Committee Discussion: If adopted, this would replace our current policy *505 Temporary Distribution of Non-School Sponsored Materials on School Premises by Students and Employees.*
    - Committee Recommendation: ***1st Reading***

721 Procurement Policy

- Committee Discussion: The revisions are based on recommendations made by Minnesota Department of Education (MDE) auditors following their review of the MSBA model policy and are intended to ensure compliance with state and federal procurement requirements.
- Section IV (H) Thresholds for Employee Purchases: District specific language was added and we also added the following:

    In addition to the foregoing, the following school district employees may execute a purchase or procurement that requires the expenditure of up to the following amounts:

    - *Superintendent: Up to the bid threshold*
    - *Director of Finance and Operations: Up to bid threshold*

- Committee Recommendation: ***1st Reading***

August 24,, 2026 Board Meeting

1st Reading:
505 Distribution, Posting, and Display of Materials on School District Property
721 Procurement Policy

3rd ReadingConsent Agenda:

- 204 School Board Meeting Minutes
- 205 Open Meetings and Closed Meetings
- 206 Public Participation in School Board Meetings/Complaints about Persons at School Board Meetings and Data Privacy Considerations
- 207 Public Hearings
- 209 Code of Ethics
- 213 School Board Committees
- 220 Student School Board Representatives

505 DISTRIBUTION, POSTING, AND DISPLAY OF MATERIALS ON SCHOOL DISTRICT PROPERTY *(TENTATIVE)*

I. PURPOSE

The purpose of this policy is to protect the free speech rights of students and employees while preserving the educational mission of the school district. This policy establishes reasonable standards for the distribution, posting, and display of materials on school district property and at school-sponsored activities to ensure that materials are appropriate, support the district's educational objectives, and maintain a safe, orderly, and inclusive learning environment.

II. GENERAL STATEMENT OF POLICY

The school district recognizes that students and employees possess constitutional rights of expression. At the same time, the school district has the authority and responsibility to regulate the use of school property and ensure that materials distributed, posted, or displayed on school district property do not interfere with educational activities or the rights of others.

Materials distributed, posted, or displayed on school district property are subject to the requirements and limitations established in this policy.

III. DEFINITIONS

A. "Distribution" means circulation or dissemination of material by means of handing out free copies, selling or offering copies for sale, accepting donations for copies, posting or displaying material, or placing material in student or staff mailboxes.

B. "Government speech" means speech or expression that is communicated by, on behalf of, or reasonably perceived as being endorsed by the school district. Materials displayed in common areas of school district property may constitute government speech and are subject to district oversight and control.

C. "Material" includes, but is not limited to, posters, signs, desk signs, banners, flags, stickers, mugs, flyers, leaflets, brochures, petitions, pictures, decorations, notices, displays, printed or handwritten materials, buttons, badges, and other objects or visual items displayed or placed in a manner reasonably visible to students or the public while on school district property.

D. "Material disruption" means conduct or activity that interferes with or impedes the implementation of educational programs, school activities, or the orderly operation of the school district.

E. "Minor" means any person under the age of eighteen (18).

F. “School activities” means any activity sponsored by the school district, including classroom instruction, assemblies, sports, clubs, performances, meetings, and other school-sponsored events.

G. “School district property” means any building, facility, grounds, vehicle, or other property owned, leased, or controlled by the school district.

IV. PROHIBITED MATERIALS

Distribution, posting, or display of materials is prohibited when the material:

A. Is obscene, vulgar, or age-inappropriate for the youngest students reasonably expected to view it;

B. Is libelous, slanderous, defamatory, or contains false statements about identifiable individuals;

C. Advocates violence, illegal conduct, or the use of illegal substances;

D. Advertises or promotes products or services prohibited to minors by law;

E. Contains threats, fighting words, harassment, or discriminatory statements directed at individuals or groups;

F. Promotes or opposes a political candidate, political party, ballot question, or other partisan political activity;

G. Promotes a personal, religious, or ideological viewpoint unrelated to the board-approved curriculum, official school programs or activities, or a legitimate instructional purpose;

H. Is reasonably forecasted to cause a material and substantial disruption to the educational environment, school operations, or school activities; or

I. Violates federal or state law or school district policy.

V. CLASSROOM MATERIALS AND DISPLAYS

A. Instructional Displays: Materials displayed in school district spaces should enhance the learning environment, the subject being taught, serve a legitimate instructional purpose, or be related to approved school programs, activities, clubs, and sports.

B. Non-Instructional Displays: Materials displayed in the classroom that do not enhance the learning environment, the subject being taught, or do not serve an instructional purpose must be approved by building /district administration.

Seasonal or cultural decorations that are secular in nature or displayed as part of board-approved curriculum, school-sponsored activities, or longstanding district traditions

are permitted, provided the display is not used to promote, endorse, or oppose a particular religious, political, or ideological viewpoint.

C. Viewpoint Neutrality : Consistent with the district's mission to provide a safe, welcoming, and student-centered learning environment, school district spaces shall remain focused on instruction, learning, and the educational mission of the district. Employees shall maintain viewpoint neutrality while acting within the scope of their employment and shall not use school district property to promote, endorse, or oppose personal, political, religious, or ideological viewpoints.

The district expects all school district spaces to provide a safe, respectful, and welcoming learning environment for all students.Employees shall not display materials that a reasonable person would see as making school district spaces seem primarily dedicated to or solely identified with one particular group of students, identity, viewpoint, or interest, unless those materials are part of an approved curriculum or an officially approved district program or activities.

D. Flags: Except for the United States flag, the Minnesota state flag, federally or state-recognized Tribal flags, military service flags, flags displayed as part of board-approved curriculum or school-sponsored activities, and flags expressly authorized by the superintendent or school board, flags displayed in classrooms or elsewhere on school district property shall be limited to official governmental, educational, or school-identifying purposes.

Employees shall not display flags for the purpose of promoting, endorsing, or opposing personal, political, religious, or ideological viewpoints while acting within the scope of their employment.

VI. BUILDING AND DISTRICT-WIDE DISPLAYS

A. Government Speech: Materials displayed in common areas of school buildings or elsewhere on school district property may reasonably be perceived as carrying the endorsement of the school district and constitute government speech subject to district control. The school district retains sole discretion over what constitutes government speech and may determine the content of displays representing the district, provided such determinations are consistent with applicable law and board policy.

B. Approval: All non-district-sponsored materials proposed for posting or display in a school building must receive prior approval from the building principal or designee. All non-district sponsored materials proposed for posting or displaying in all other district properties must receive prior approval from the Director of Community Education or designee

C. Inclusivity: General messages promoting respect, kindness, dignity, belonging, safety, and

equal treatment for all students are permissible, provided they are not presented in a manner that is reasonably understood as promoting or endorsing a particular political, religious, or ideological viewpoint, organization, movement, or special-interest group.

VII. DISTRIBUTION OF MATERIALS

A. Time, Place, and Manner: Students and employees may distribute, post, and display non-school-sponsored materials after receiving the appropriate approval and subject to reasonable time, place, and manner restrictions established in this policy.

B. Restrictions: Distribution may not:

1. Occur during instructional time if it disrupts educational activities;
2. Block or impede pedestrian or vehicle traffic;
3. Interfere with entrances, exits, hallways, or other school operations;
4. Require unreasonable use of district personnel, equipment, or resources; or
5. Coerce any student or employee to accept materials.

C. Administrative Considerations: In reviewing requests for distribution of materials, the administration shall evaluate requests based on the educational interests of the district and may consider, among other relevant factors:

1. Educational relevance and connection to the district's educational mission;
2. Consistency with the District's Vision, Mission, Core Values, and Strategic Plan;
3. Whether the display contributes to a safe, welcoming, supportive, and student-centered learning environment;
4. Age appropriateness for the intended audience;
5. Potential for material disruption to the educational environment or school operations;
6. Proposed location, duration, and timing of the display;
7. Quantity, size, and manner of materials;
8. Resource requirements, including staff time, installation, maintenance, and removal; and
9. Whether the distribution constitutes unsolicited commercial advertising, political campaigning, or fundraising activity prohibited by district policy.

VIII. APPROVAL PROCEDURES

A. Submission: Any student or employee seeking to distribute, post, or display nonschool-sponsored materials shall submit the material to the building principal or designee.

The request shall include:

1. Name and phone number of the individual making the request (students will include the room number of their first period class in place of phone number) ;
2. Date and time of the proposed distribution, posting, or display;
3. Proposed location;
4. Intended audience, if applicable; and
5. Duration of the posting or display, if applicable.

B. Administrative Review: The principal shall review the request and provide a decision within a reasonable period of time.

C. Appeal: A person dissatisfied with the principal's decision may appeal in writing to the superintendent. The superintendent's decision may be appealed in writing to the school board.

D. Disclaimer: Approval or denial of a request does not constitute endorsement or disapproval of the content by the school district, administration, superintendent, or school board.

IX. COMPLAINTS

Complaints regarding materials distributed, posted, or displayed on school district property should first be directed to the building principal.

If the matter is not resolved, the complaint may be appealed to the superintendent and subsequently to the school board.

X. VIOLATIONS

A. Students: Students who violate this policy may be subject to disciplinary action in accordance with ISD 200 Policy 506 Student Discipline

B. Employees: Employees who violate this policy may be subject to corrective or disciplinary action consistent with applicable district policies, administrative procedures, and law.

C. Other Persons: Non-students and non-employees who violate this policy may be directed to leave school district property and may be subject to trespass enforcement when appropriate.

XI. IMPLEMENTATION

The superintendent, or designee may develop an administrative procedure to implement this policy, once developed the procedure shall be submitted to the school board for approval. Upon approval, the administrative procedure shall be titled "505.1PR Distribution, Posting, and Display Procedure" and will be published on the district website.

XII. NOTICE OF POLICY TO STUDENTS AND EMPLOYEES

A copy of this policy will be published in student handbooks and posted on the district's website.

Legal References: *U. S. Const., Amend. I*
Tinker V. Des Moines Indep. Sch. Dist., 393 U.S. 503 (1969)
Bethel Sch. Dist. No. 403 v. Fraser, 478 U.S. 675 (1986)
Hazelwood School District v. Kuhlmeier, 484 U.S. 260 (1988)
Garcetti v. Ceballos, 547 U.S. 410 (2006)
Bystrom v. Fridley High School, 822 F.2d 747 (8th Cir. 1987)

Cross References: *ISD 200 Policy 506 (Student Discipline)*
ISD 200 Policy 904 (Distribution of Materials on School District Property by Nonschool Persons)

Policy Reviewed: *08.20.2026*
Policy Adopted:
Policy Revised:

Board of Education
Independent School District 200
Hastings, Minnesota

A Regular Meeting of the School Board of Independent School District No. 200, Hastings, Minnesota, was held on Wednesday, July 15, 2026 at the Hastings Middle School Media Center.

The meeting was called to order at 6:06 PM by Chair Carrie Tate.

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

A motion to approve the agenda was made by Jessica Dressely and seconded by Melissa Millner. With 7 ayes, 0 nays, the motion carried.

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

Superintendent Wehrkamp Herman presented the Raider Spotlight, which recognized Nolan St. Sauver, Dakota Hawks United Adapted Softball State Champs; 2026 State Track Champions and New All-Time State Record Holders: Sebastian Strauss (Boys 400M Dash); Gunner Hanstad, Zach Shatek, Sebastian Strauss, Lane Hoffman (Boys 4x200 Relay Team); Matthew Jelks, Lane Hoffman, Gunner Hanstad, Sebastian Strauss (Boys 4x400 Relay Team); Kaylin Jelks, Olyvia Erickson, Jersey Appert, Ellie Magnus (Girls 4x200 Relay Team).

Public testimony on consideration to approve the existing operating levy was held with no one speaking.

Public comment held with no one speaking.

Superintendent Wehrkamp Herman provided the Board with the Superintendent Report.

Joint Powers Committee Update and Discussion was provided by Melissa Millner.

School Perceptions Survey Discussion was led by Chair Tate.

The Building and Construction Fund Project update was provided by Jennifer Seubert, Director of Finance & Operations.

The Legal: Data Request update was provided by Cathy Moen, Director of Human Resources.

The ISD 917 School Board Representative update was provided by Mark Zuzek.

The AMSD update was provided by Mark Zuzek, no July meeting was held.

The Community Collaboration Committee update was provided by Elaine Mikel-Mulder, no meeting held since the last update.

The Facilities Committee update was provided by Mark Zuzek, no meeting held since the last update.

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

The Joint Powers Committee update was provided by Philip Biermaier.

The NAPAC Committee Liaison update was provided by Matt Bruns, no meeting held since the last update.

The Student School Board Representative Committee update was provided by Matt Bruns, no meeting held since the last update.

The Policy Committee update was provided by Jessica Dressely which included Second Reading of Policies 204, 205, 206, 207, 209, 213, and 220.

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

- Meeting Minutes from 06/17/2026 Regular Board Meeting
- June Bills Payable
- Personnel Report
- MOU Adding New Student Accountability Campus Monitor position to Educational Support Professionals' Master Agreement
- Policies for Approval due to Legislative Updates: 402, 423, 507.5, 509, 521, 524, 613, 621, 709, 722
- Fundraiser approvals
- AMSD Membership Renewal
- BrightWorks Membership Renewal

A motion was made by Jessica Dressely to appoint Philip Biermaier as the Board Representative to the Relicensure Committee for the 26-27 school year and was seconded by Elaine Mikel-Mulder. With a vote of 7 ayes and 0 nays, the motion carried.

Discussion was held about the Curriculum Approval: 6th Grade Social Studies (Northern Lights by MHS) before the vote. A motion was made by Jessica Dressely to approve 6th Grade Social Studies Curriculum: Northern Lights, Chapters 1-15 and was seconded by Philip Biermaier. With a vote of 7 ayes and 0 nays, the motion carried.

A motion was made by Jessica Dressely to approve the 2026-2027 Gymnastics location contract at Farmington Gymnastics and Cheer and was seconded by Mark Zuzek. A brief discussion was held. With a vote of 7 ayes and 0 nays, the motion carried.

A motion was made by Matt Bruns to approve the Resolution Authorizing the Renewal of the Expiring Operating Levy and waive the reading. The motion was seconded by Elaine Mikel-Mulder. Roll call vote was taken by Melissa Millner. With a vote of 7 ayes and 0 nays, the motion carried.

A motion was made by Jessica Dressely to approve the June 2026 Donations Acceptance Resolution and waive the reading. The motion was seconded by Elaine Mikel-Mulder. Roll call vote was taken by Melissa Millner. With a vote of 7 ayes and 0 nays, the motion carried.

Future meetings were presented and discussed by Chair Tate.

With no further business to discuss, a motion was made to adjourn the meeting by Elaine Mikel-Mulder and seconded by Melissa Millner. With a vote of 7 ayes and 0 nays, the motion carried.

The meeting was adjourned at 7:36 PM.

Board of Education
Independent School District 200
Hastings, Minnesota

This is a summary of the Hastings Public Schools Board Meeting on Wednesday, July 15, 2026, with full text available for public inspection on the district's website at www.hastings.k12.mn.us or the district office at 1000 W 11th Street, Hastings, MN 55033.

The meeting was called to order at 6:06 PM by Chair Carrie Tate.

The following board members were present: Biermaier, Bruns, Dressely, Mikel-Mulder, Millner, Tate, and Zuzek. Roll call attendance was taken by Melissa Millner. Superintendent Wehrkamp Herman was also present at the meeting.

Consent agenda items approved: Meeting Minutes from 06/17/2026 Regular Board Meeting; June Bills Payable; Personnel Report; MOU Adding New Student Accountability Campus Monitor Position to Educational Support Professionals' Master Agreement; Policies for Approval due to Legislative Updates: 402, 423, 507.5, 509, 521, 524, 613, 621, 709, 722; Fundraiser Approvals; AMSD Membership Renewal; BrightWorks Membership Renewal

Individual action items approved: Agenda; Appoint Philip Biermaier as the Board Representative to the Relicensure Committee for the 26-27 school year; Curriculum Approval: 6th Grade Social Studies (Northern Lights by MHS); 2026-2027 Gymnastics location contract at Farmington Gymnastics and Cheer; Approve the Resolution Authorizing the Renewal of the Expiring Operating Levy; June 2026 Donations Acceptance Resolution

All motions were carried.

The meeting was adjourned at 7:36 PM.

Board of Education
Independent School District 200
Hastings, Minnesota

A Special Meeting of the School Board of Independent School District No. 200, Hastings, Minnesota, was held on Wednesday, July 15, 2026 at the Hastings School District Office Conference Room A.

The meeting was called to order at 7:45 PM by Chair Tate.

The following board members were present: Philip Biermaier, Matt Bruns, Jessica Dressely, Elaine Mikel-Mulder, Melissa Millner, Carrie Tate, and Mark Zuzek. Also present were Superintendent Wehrkamp Herman, Director Jennifer Seubert and Director Cathy Moen.

A motion was made by Jessica Dressely to move to a closed session pursuant to Minnesota Statute 13D.03 to discuss labor negotiations strategy and seconded by Matt Bruns. Those voting in favor: Philip Biermaier, Matt Bruns, Jessica Dressely, Elaine Mikel-Mulder, Melissa Millner, Carrie Tate, and Mark Zuzek. Motion carried unanimously.

Meeting moved to a closed session at 7:46 pm.

A motion was made by Matt Bruns to move to an open meeting and seconded by Philip Biermaier. Those voting in favor: Philip Biermaier, Matt Bruns, Jessica Dressely, Elaine Mikel-Mulder, Melissa Millner, Carrie Tate, and Mark Zuzek. Motion carried unanimously.

A motion was made to adjourn the meeting by Mark Zuzek and seconded by Elaine Mikel-Mulder. Those voting in favor: Philip Biermaier, Matt Bruns, Jessica Dressely, Elaine Mikel-Mulder, Melissa Millner, Carrie Tate, and Mark Zuzek. Motion carried unanimously.

The meeting was adjourned at 8:59 PM.

Board of Education
Independent School District 200
Hastings, Minnesota

This is a summary of the Hastings Public Schools Board Meetings, with full text available for public inspection on the district's website at www.hastings.k12.mn.us or the district office at 1000 W 11th Street, Hastings, MN 55033.

A Special Meeting of the School Board of Independent School District No. 200, Hastings, Minnesota, was held on Wednesday, July 15, 2026 at 7:45 PM at the Hastings School District Office Conference Room A. Directors Biermaier, Bruns, Dressely, Mikel-Mulder, Millner, Tate, and Zuzek. Also present were Superintendent Wehrkamp Herman, Director Seubert and Director Moen.

A closed session pursuant to Minnesota Statute 13D.03 to discuss labor negotiations strategy.

Action items approved: agenda; closed session; open session.

All motions were carried unanimously.

The meeting was adjourned at 8:59 PM.

Board of Education
Independent School District 200
Hastings, Minnesota

A Regular Meeting of the School Board of Independent School District No. 200, Hastings, Minnesota, was held on Wednesday, August 12, 2026 at the Hastings Middle School Media Center.

The meeting was called to order at 6:01 PM by Chair Carrie Tate.

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

A motion to approve the agenda was made by Mark Zuzek and seconded by Elaine Mikel-Mulder. With 7 ayes, 0 nays, the motion carried.

Discussion was held about the Approval of ISD200 - HCTV Raider Media Productions Agreement before the vote. A motion was made by Elaine Mikel-Mulder to approve the ISD200 - HCTV Raider Media Productions Agreement and was seconded by Mark Zuzek. With a vote of 7 ayes and 0 nays, the motion carried.

Discussion was held about the Approval of Sponsorship Agreement before the vote. A motion was made by Elaine Mikel-Mulder to approve the Sponsorship Agreement with proposed edits and was seconded by Jessica Dressely. With a vote of 7 ayes and 0 nays, the motion carried.

With no further business to discuss, a motion was made to adjourn the special meeting by Mark Zuzek and seconded by Elaine Mikel-Mulder. With a vote of 7 ayes and 0 nays, the motion carried.

The meeting was adjourned at 6:38 PM.

Board of Education
Independent School District 200
Hastings, Minnesota

This is a summary of the Hastings Public Schools Board Meeting on Wednesday, August 12, 2026, with full text available for public inspection on the district's website at www.hastings.k12.mn.us or the district office at 1000 W 11th Street, Hastings, MN 55033.

The meeting was called to order at 6:01 PM by Chair Carrie Tate.

The following board members were present: Biermaier, Bruns, Dressely, Mikel-Mulder, Millner, Tate, and Zuzek. Roll call attendance was taken by Melissa Millner. Superintendent Wehrkamp Herman was also present at the meeting.

Individual action items approved: ISD200-HCTV Raider Media Productions Agreement; Sponsorship Agreement

All motions were carried.

The meeting was adjourned at 6:38 PM.

HASTINGS ISD #200 BOARD REPORT FOR THE MONTH ENDING: July 2026

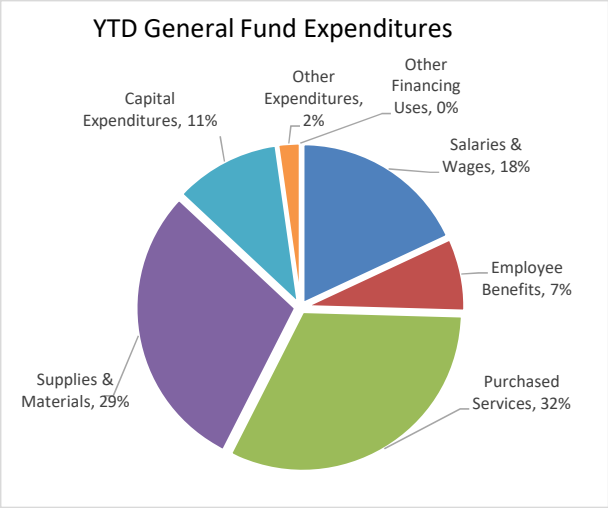
EXPENDITURE TOTALS

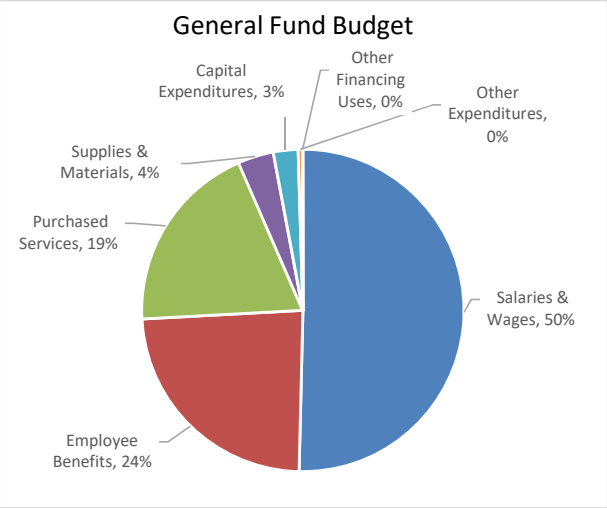
	FY 2027 Budget (ADP)	**Monthly Expenditures	Year-to-Date Expenditures	Remaining Balance	% Spent
General Fund (01)					
100 Salaries & Wages	36,461,671	347,911	347,911	36,113,760	1%
200 Employee Benefits	17,212,472	142,371	142,371	17,070,101	1%
300 Purchased Services	13,969,638	617,779	617,779	13,351,859	4%
400 Supplies & Materials	2,605,459	568,113	568,113	2,037,345	22%
500 Capital Expenditures	1,796,664	208,112	208,112	1,588,552	12%
800 Other Expenditures	317,331	43,010	43,010	274,321	14%
900 Other Financing Uses	24,011	0	0	24,011	0%
	72,387,245	1,927,296	1,927,296	70,459,950	**3%**
Food Service Fund (02)	3,340,204	72,082	72,082	3,268,122	**2%**
Community Service Fund (04)	2,902,542	95,536	95,536	2,807,006	**3%**
Building Construction Fund (06)	200,000	17,682	17,682	182,318	**9%**
Debt Service Fund (07)	4,683,100	6,150	6,150	4,676,950	**0%**
Student Activities Fund (10)	350,000	8,314	8,314	341,686	**2%**
Deferred Accounts-Donations/Misc Fund (11)	775,000	7,673	7,673	767,327	**1%**
Scholarships Fund (12)	160,000	0	0	160,000	**0%**
Totals	**$84,798,092**	**$2,134,734**	**$2,134,734**	**$82,663,358**	

** 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	7/1/2026	7/31/2026	1,573,111	Pay dates 7/3 and 7/20
Liability Checks & Wires	7/1/2026	7/31/2026	1,232,081	Bd. Share $356,328
Total			**$2,805,192**	

FINANCE DISBURSEMENTS

Checks & Wires	7/1/2026	7/31/2026	2,078,682
Total			**$2,078,682**

SELF-FUNDED INSURANCE

	Revenue YTD	Expenses YTD	YTD Balance
Dental	79,664	86,684	($7,021)
Health	1,120,883	588,689	$532,195

8/18/2026

HASTINGS PUBLIC SCHOOLS
FY 2026-27 - Budget to Actual Comparison
Month Ended July 31, 2026

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

July 31, 2026

GENERAL FUND DETAILED

REVENUE

REVENUE CATEGORIES	June 30, 2025	June 30, 2026	Adopted Budget FY27	Received YTD	Budget Remaining	July 31, 2026 % of Budget Received	July 31, 2025 % of Actuals Received	July 31, 2024 % of Actuals Received
Property Tax	$ 16,231,220	$ 16,297,928	$ 15,917,955	$ 181,707	$ 15,736,249	1.14%	1.13%	0.83%
Local Revenue (Fees, Interest, Etc.)	$ 2,770,031	$ 2,732,154	$ 2,240,978	$ 57,885	2,183,093	2.58%	4.48%	4.34%
State Revenue	$ 50,104,638	$ 44,113,288	$ 50,282,901	$ 85,309	50,197,592	0.17%	0.00%	0.00%
Federal Revenue	$ 1,718,352	$ 1,465,638	$ 1,525,870	$ -	1,525,870	0.00%	0.00%	0.00%
Other Revenue	$ 419,931	$ 2,039	$ -	$ -	0	0.00%	0.98%	0.00%
TOTAL REVENUE	**$ 71,244,171**	**$ 64,611,047**	**$ 69,967,704**	**$ 324,900**	**$ 69,642,804**	**0.46%**	**0.47%**	**0.36%**

EXPENDITURES

OBJECT SERIES	June 30, 2025	June 30, 2026	Adopted Budget FY27	Expended YTD	Budget Remaining	July 31, 2026 % of Budget Expended	July 31, 2025 % of Actuals Expended	July 31, 2024 % of Actuals Expended
Salary & Wages	$ 33,704,456	$ 34,084,540	$ 36,461,671	$ 347,911	$ 36,113,760	0.95%	1.02%	0.94%
Employee Benefits	$ 14,622,127	$ 15,707,314	$ 17,212,472	$ 142,371	17,070,101	0.83%	1.89%	1.79%
Purchased Services	$ 12,271,534	$ 12,955,046	$ 13,969,638	$ 617,779	13,351,859	4.42%	5.86%	5.84%
Supplies & Materials	$ 2,967,268	$ 2,618,885	$ 2,605,459	$ 568,113	2,037,345	21.80%	23.26%	34.84%
Capital Expenditures	$ 3,060,759	$ 1,385,540	$ 1,796,664	$ 208,112	1,588,552	11.58%	3.82%	1.21%
Debt Service	$ -	$ -	$ -	$ -	0	0.00%	0.00%	0.00%
Other Expenditures	$ 369,365	$ 148,751	$ 317,331	$ 43,010	274,321	13.55%	22.22%	21.34%
Other Financing Uses	$ 415,282	$ -	$ 24,011	$ -	24,011	0.00%	0.00%	0.00%
TOTAL OBJECT SERIES	**$ 67,410,790**	**$ 66,900,074**	**$ 72,387,245**	**$ 1,927,296**	**$ 70,459,950**	**2.66%**	**3.14%**	**3.63%**

PROGRAM SERIES	June 30, 2025	June 30, 2026	Adopted Budget FY27	Expended YTD	Budget Remaining	July 31, 2026 % of Budget Expended	July 31, 2025 % of Actuals Expended	July 31, 2024 % of Actuals Expended
Administration	$ 2,200,195	$ 2,304,052	$ 2,430,229	$ 174,534	$ 2,255,695	7.18%	7.44%	7.38%
District Support Services	3,159,398	3,219,380	3,726,556	414,457	3,312,098	11.12%	15.07%	15.04%
Elem & Sec Regular Instruction	28,298,454	28,770,285	30,618,777	165,909	30,452,868	0.54%	1.10%	2.78%
Career & Tech Instruction	914,579	948,731	1,036,180	0	1,036,180	0.00%	0.00%	0.00%
Special Education Instruction	12,412,034	13,144,783	14,704,842	93,015	14,611,827	0.63%	0.57%	0.65%
Instructional Support Services	3,422,621	2,796,554	3,209,367	187,541	3,021,826	5.84%	4.49%	3.09%
Pupil Support Services]	8,677,202	8,770,327	9,223,534	162,878	9,060,656	1.77%	1.91%	1.43%
Site, Building & Equipment	7,887,057	6,493,036	7,012,985	351,075	6,661,910	5.01%	4.65%	3.55%
Fiscal & Other Fixed Costs	439,249	452,926	424,775	377,886	46,889	88.96%	99.98%	97.70%
TOTAL PROGRAM SERIES	**$ 67,410,790**	**$ 66,900,074**	**$ 72,387,245**	**$ 1,927,296**	**$ 70,459,950**	**2.66%**	**3.14%**	**3.63%**

HASTINGS PUBLIC SCHOOLS

FY 2026-27 - Budget to Actual Comparison

Month Ended July 31, 2026

HASTINGS PUBLIC SCHOOLS July 31, 2026

FOOD SERVICE DETAILED

REVENUE	June 30, 2025	June 30, 2026	Adopted Budget FY27	Received YTD	Budget Remaining	July 31, 2026 % of Budget Received	July 31, 2025 % Of Actual Received	July 31, 2024 % Of Actual Received
Local Revenue	$ 27,806	$ 9,565	$ 12,000	$ -	$ 12,000	0.00%	0.00%	0.00%
State Revenue	1,649,423	1,735,495	1,809,807	0	1,809,807	0.00%	0.00%	0.00%
Federal Revenue	1,216,963	1,221,119	1,174,159	0	1,174,159	0.00%	0.00%	0.00%
Sales	322,140	303,342	274,500	36,934	237,566	13.46%	15.11%	15.42%
Other Revenue	0	0	0	0	0	0.00%	0.00%	0.00%
TOTAL REVENUE	**$ 3,216,331**	**$ 3,269,522**	**$ 3,270,466**	**$ 36,934**	**$ 3,233,532**	1.13%	1.40%	1.54%

EXPENDITURES BY OBJECT	June 30, 2025	June 30, 2026	Adopted Budget FY27	Expended YTD	Budget Remaining	July 31, 2026 % of Budget Expended	July 31, 2025 % Of Actual Expended	July 31, 2024 % Of Actual Expended
Salary & Wages	$ 1,129,135	$ 1,214,227	$ 1,250,728	$ 10,100	$ 1,240,629	0.81%	0.92%	0.85%
Employee Benefits	283,604	316,619	322,260	$ 3,100	319,160	0.96%	9.59%	10.62%
Purchased Services	236,103	187,272	142,550	$ 4,572	137,978	3.21%	1.60%	1.53%
Supplies & Materials	1,629,175	1,654,743	1,563,066	$ 49,499	1,513,567	3.17%	3.64%	3.85%
Capital Expenditures	195,862	125,667	60,000	$ 4,062	55,938	6.77%	14.34%	0.00%
Debt Service	0	0	0	$ -	0	0.00%	0.00%	0.00%
Other Expenditures	14,063	1,510	1,600	$ 750	850	46.88%	43.05%	5.33%
Other Financing Uses	0	0	0	0	0	0.00%	0.00%	0.00%
TOTAL EXPENDITURES	**$ 3,487,942**	**$ 3,500,037**	**$ 3,340,204**	**$ 72,082**	**$ 3,268,122**	**2.16%**	**3.52%**	**3.06%**

HASTINGS PUBLIC SCHOOLS

FY 2026-27 - Budget to Actual Comparison
Month Ended July 31, 2026

HASTINGS PUBLIC SCHOOLS July 31, 2026

COMMUNITY EDUCATION DETAILED

REVENUE	June 30, 2025	June 30, 2026	Adopted Budget FY27	Received YTD	Budget Remaining	July 31, 2026 % of Budget Received	July 31, 2025 % Of Actual Received	July 31, 2024 % Of Actual Received
Property Tax	$ 444,853	$ 439,836	$ 409,398	$ 65,060	$ 344,338	15.89%	16.03%	15.36%
Local Revenue	1,889,634	1,826,576	1,889,929	291,494	1,598,436	15.42%	15.89%	16.58%
General State Revenue	2,881	2,477	3,132	0	3,132	0.00%	0.00%	0.00%
State Support Program	481,515	448,216	535,952	0	535,952	0.00%	0.00%	0.00%
Federal Revenue	0	0	0	0	0	0.00%	0.00%	0.00%
Other Revenue	13,608	4,823	26,211	0	26,211	0.00%	0.00%	0.00%
TOTAL REVENUE	**$ 2,832,491**	**$ 2,721,929**	**$ 2,864,622**	**$ 356,554**	**$ 2,508,069**	**12.45%**	**13.25%**	**13.47%**

EXPENDITURES BY OBJECT	June 30, 2025	June 30, 2026	Adopted Budget FY27	Expended YTD	Budget Remaining	July 31, 2026 % of Budget Expended	July 31, 2025 % Of Actual Expended	July 31, 2024 % Of Actual Expended
Salary & Wages	$ 1,773,618	$ 1,715,728	$ 1,789,315	$ 50,977	$ 1,738,337	2.85%	3.11%	3.12%
Employee Benefits	632,360	584,598	623,263	$ 18,002	605,261	2.89%	3.55%	8.95%
Purchased Services	370,076	350,386	359,510	$ 15,796	343,714	4.39%	4.11%	1.67%
Supplies & Materials	97,351	103,126	107,206	$ 10,761	96,444	10.04%	1.12%	8.30%
Capital Expenditures	4,103	1,733	2,101	$ -	2,101	0.00%	8.38%	21.47%
Debt Service	0	0	0	$ -	0	0.00%	0.00%	0.00%
Other Expenditures	67,063	14,025	21,148	$ -	21,148	0.00%	0.00%	0.00%
Other Financing Uses	0	0	0	0	0	0.00%	0.00%	0.00%
TOTAL EXPENDITURES	**$ 2,944,570**	**$ 2,769,595**	**$ 2,902,542**	**$ 95,536**	**$ 2,807,006**	**3.29%**	**3.20%**	**4.31%**

ELECTRONIC FUND TRANSFERS

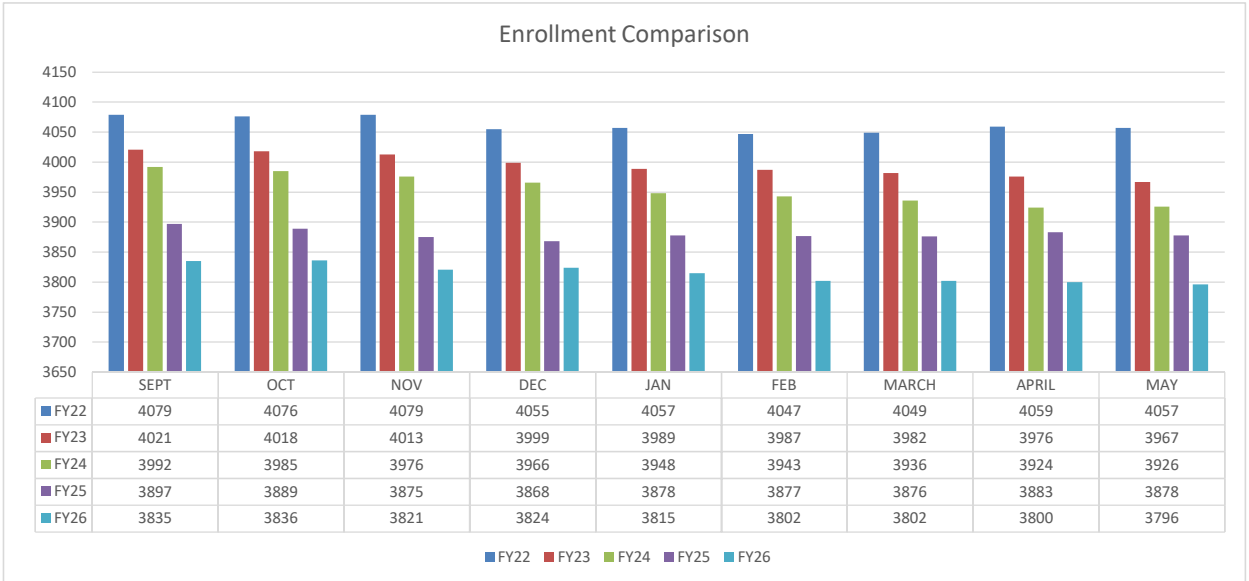
Date	From	To	Amount	Description
7/1/2026	MSDLAF General	MSDLAF Health Self Funded	3,750.00	Health Insurance
7/1/2026	MSDLAF General	MSDLAF AP	131,577.17	Accounts Payable
7/2/2026	MSDLAF General	MSDLAF Payroll	902,250.47	Payroll
7/2/2026	MSDLAF General	MSDLAF Payroll	223,122.19	Payroll
7/2/2026	MSDLAF General	MSDLAF Payroll	229,335.09	Payroll
7/2/2026	MSDLAF General	MSDLAF Flex	1,465.87	Payroll
7/6/2026	MSDLAF General	MSDLAF AP	4,600.88	Accounts Payable
7/6/2026	MSDLAF General	MSDLAF AP	25,155.09	Accounts Payable
7/9/2026	MSDLAF General	MSDLAF Health Self Funded	2,825.43	Health Insurance
7/9/2026	MSDLAF General	MSDLAF Scholarship	39,000.00	Local Receipts
7/9/2026	MSDLAF General	MSDLAF Payroll	2,637.16	Payroll
7/9/2026	MSDLAF General	MSDLAF Bond Proceeds	107.21	Accounts Payable
7/9/2026	MSDLAF Scholarship	MSDLAF ScholarshipMAX	50,000.00	Exchange
7/10/2026	MSDLAF General	MSDLAF AP	57,078.25	Accounts Payable
7/10/2026	MSDLAF General	MSDLAF Health Self Funded	6,764.87	Health Insurance
7/10/2026	MSDLAF General	MSDLAF Health Self Funded	1,873,308.03	Health Insurance
7/10/2026	MSDLAF General	MSDLAF AP	22,864.67	Accounts Payable
7/13/2026	Merchants Bank	MSDLAF General	75,000.00	Local Receipts
7/13/2026	MSDLAF General	Vermillion Bank	3,936.36	Local Receipts
7/16/2026	MSDLAF GeneralMAX	MSDLAF General	2,000,000.00	Exchange
7/16/2026	MSDLAF General	MSDLAF AP	924,890.83	Accounts Payable
7/17/2026	MSDLAF General	MSDLAF Health Self Funded	3,750.00	Health Insurance
7/17/2026	MSDLAF Bond ProceedsMAX	MSDLAF Bond Proceeds	100,000.00	Exchange
7/17/2026	MSDLAF General	MSDLAF AP	16,042.45	Accounts Payable
7/17/2026	MSDLAF General	MSDLAF AP	44,146.53	Accounts Payable
7/20/2026	Merchants Bank	MSDLAF General	25,000.00	Local Receipts
7/20/2026	MSDLAF General	MSDLAF Flex	1,948.29	Payroll
7/20/2026	MSDLAF General	MSDLAF Bond Proceeds	26,362.88	Accounts Payable
7/20/2026	MSDLAF General	MSDLAF Payroll	1,325,602.82	Payroll
7/23/2026	Merchants Bank	MSDLAF General	150,000.00	Local Receipts
7/23/2026	MSDLAF Payroll	MSDLAF AP	89,895.42	Accounts Payable
7/24/2026	MSDLAF General	MSDLAF AP	288,250.25	Accounts Payable
7/30/2026	MSDLAF General	MSDLAF Payroll	43,789.57	Payroll
7/31/2026	MSDLAF General	MSDLAF Scholarship	56.00	Local Receipts
7/31/2026	MSDLAF General	MSDLAF Health Self Funded	19,552.05	Health Insurance
7/31/2026	MSDLAF Health Self Funded	MSDLAF General	1,208.81	Health Insurance
7/31/2026	MSDLAF General	MSDLAF Payroll	14,061.32	Payroll
7/31/2026	MSDLAF Dental Self Funded	MSDLAF General	122.78	Dental Insurance
7/31/2026	MSDLAF GeneralMAX	MSDLAF General	2,000,000.00	Exchange
7/31/2026	MSDLAF General	MSDLAF AP	556,571.35	Accounts Payable
			$11,286,030.09	

ENROLLMENT

GRADE	COUNT
K	261
1	258
2	253
3	272
4	285
5	285
6	278
7	294
8	305
9	325
10	295
11	328
12	357
	3796

SCHOOL	COUNT
ALP	48
High School	1257
Middle School	1162
Kennedy Elementary	451
Pinecrest Elementary	407
McAuliffe Elementary	471
	3796

Elementary	1329
Middle School	1162
High School/ALP	1305
Total District	**3796**



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, 2027
Current Statement as of 7/31/2026

Crs Code	Activity Account	Balance 7/1/2026	Receipts	Disbursements	Subtotal (Less Interest)	Interest Earned	Balance 7/31/2026
601	Art Club	**365.32**	0.00	0.00	365.32	1.0219	**366.34**
608	AVID	**51.50**	0.00	0.00	51.50	0.1441	**51.64**
602	Band	**2,480.88**	0.00	0.00	2,480.88	6.9400	**2,487.82**
605	Basketball - Boys	**4,353.22**	0.00	0.00	4,353.22	12.1777	**4,365.40**
609	Choir Tour	**308.15**	0.00	0.00	308.15	0.8620	**309.01**
610	Cross Country Running	**270.67**	0.00	0.00	270.67	0.7572	**271.43**
613	Fellowship Christian Athletes (FCA)	**3,594.02**	0.00	0.00	3,594.02	10.0539	**3,604.07**
615	Gymnastics	**5,198.81**	0.00	0.00	5,198.81	14.5432	**5,213.35**
616	French Honor Society (FHS)	**1,859.24**	0.00	0.00	1,859.24	5.2011	**1,864.44**
622	Marching Band	**21,605.16**	7,008.52	7,366.99	21,246.69	59.5128	**21,306.20**
675	**INTEREST EARNED**	**0.00**	316.99	0.00	**316.99**	-	**0.00**
623	National Honor Society (NHS)	**3,027.60**	0.00	0.00	3,027.60	8.4694	**3,036.07**
625	Nordic Skiing	**1,869.17**	0.00	0.00	1,869.17	5.2288	**1,874.40**
626	Orchestra	**188.00**	0.00	0.00	188.00	0.5259	**188.53**
618	Peer Helpers	**153.48**	0.00	0.00	153.48	0.4293	**153.91**
632	Show Choir	**4,435.85**	0.00	84.88	4,350.97	12.1897	**4,363.16**
647	Spanish Club	**5,467.80**	0.00	0.00	5,467.80	15.2957	**5,483.10**
650	Student Council	**35,168.61**	0.00	0.00	35,168.61	98.3810	**35,266.99**
652	Tennis - Boys	**3,456.91**	0.00	862.22	2,594.69	7.4439	**2,602.13**
653	Tennis - Girls	**20.18**	0.00	0.00	20.18	0.0565	**20.24**
655	Thespians	**314.34**	0.00	0.00	314.34	0.8793	**315.22**
656	Track	**12,723.33**	0.00	0.00	12,723.33	35.5924	**12,758.92**
654	Ultimate Frisbee	**949.82**	0.00	0.00	949.82	2.6570	**952.48**
665	Middle School Yearbook	**689.44**	0.00	0.00	689.44	1.9286	**691.37**
666	Middle School Student Council	**5,969.22**	0.00	0.00	5,969.22	16.6983	**5,985.92**
		114,520.72	**7,325.51**	**8,314.09**	**113,532.14**	**316.9900**	**113,532.14**

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

July 2026 Investment Reconciliation - %-104-%

FUNDS	BALANCE BEGINNING OF MONTH	RECEIPTS	DISBURSEMENTS	BALANCE END OF MONTH
GENERAL FUND - 01	34,000,000.00	3,000,000.00	3,000,000.00	34,000,000.00
SCHOLARSHIP FUND - 12	10,000.00	0.00	0.00	10,000.00
DENTAL SELF FUNDED - 20	490,000.00	488,000.00	490,000.00	488,000.00
HEALTH SELF FUNDED - 21	2,000,000.00	2,000,000.00	2,000,000.00	2,000,000.00
TOTALS	36,500,000.00	5,488,000.00	5,490,000.00	**36,498,000.00**

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	34,000,000.00	0.00	34,000,000.00
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	36,498,000.00	0.00	**36,498,000.00**

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

July 2026 Bank Reconciliation

FUNDS	BALANCE BEGINNING OF MONTH	RECEIPTS	DISBURSEMENTS	JOURNAL ENTRIES	BALANCE END OF MONTH
GENERAL FUND- 01	9,422,582.75	2,179,420.62	(3,115,112.56)	(2,705,436.22)	5,781,454.59
FOOD SERVICE FUND - 02	351,446.58	56,114.33	(18,492.80)	(19,254.08)	369,814.03
COMMUNITY ED - 04	667,137.43	170,940.14	(74,928.05)	(134,111.07)	629,038.45
BUILDING CONSTRUCTION - 06	396,745.56	1,147.91	(87,377.89)	0.00	310,515.58
DEBT REDEMPTION - 07	3,338,505.50	42,445.59	(6,150.00)	1,146,705.90	4,521,506.99
STUDENT ACTIVITY FUND -10	114,520.72	7,325.51	(8,314.09)	0.00	113,532.14
DEFERRED ACCOUNTS - 11	582,043.11	14,267.42	(29,439.92)	(12,264.18)	554,606.43
SCHOLARSHIP - 12	327,484.23	1,024.73	0.00	0.00	328,508.96
DENTAL SELF FUNDED - 20	1,167,154.53	3,432.09	(86,684.23)	31,028.07	1,114,930.46
HEALTH SELF FUNDED -21	4,306,607.15	12,993.61	(858,476.54)	221,382.91	3,682,507.13
OPEB PERA/CE TRUST - 45	7,453,519.69	0.00	(116,826.54)	21,562.51	7,358,255.66
TOTALS	28,127,747.25	2,489,111.95	(4,401,802.62)	(1,450,386.16)	**24,764,670.42**

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	103,767.76	0.00	0.00	33.65	103,801.41
MSDLAF AP	674,098.91	(586,650.08)	0.00	0.00	87,448.83
MSDLAF Payroll	132,797.89	(10,854.85)	0.00	0.00	121,943.04
MSDLAF Scholarship	328,503.96	0.00	0.00	0.00	328,503.96
MSDLAF General	11,518,525.48	0.00	8,594.15	0.00	11,527,119.63
MSDLAF Flex	73,671.74	(592.08)	0.00	0.00	73,079.66
MSDLAF Dental Self Funded	1,119,292.88	(23,914.47)	0.00	0.00	1,095,378.41
MSDLAF Health Self Funded	3,523,091.34	0.00	0.00	0.00	3,523,091.34
MSDLAF Bond Proceeds	327,924.21	(17,408.63)	0.00	0.00	310,515.58
Vermillion Bank	116,307.71	0.00	0.00	0.00	116,307.71
OPEB PERA/CE Trust Account	7,477,480.85	0.00	0.00	0.00	7,477,480.85
TREASURER'S BALANCE	25,395,462.73	(639,420.11)	8,594.15	33.65	**24,764,670.42**

HASTINGS PUBLIC SCHOOLS

Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void Date	Amount
MB	P613MB	115468		Wire	1	10229		MERCHANTS BANK FEES		No	Yes	No	07/16/2026	37.19
												Bank Total:		$37.19
USAP	P70101	115331		Wire	1	9860		MINNESOTA STATE RETIREMENT SYST		No	Yes	No	07/02/2026	131,577.17
USAP	p612a	115342		Wire	1	11387		AMAZON CAPITAL SERVICES, INC		No	Yes	No	07/09/2026	22,747.85
USAP	P70115	115413		Wire	1	10920		AFFINETY - MERCH BANK FEES (WIRE)		No	Yes	No	07/15/2026	552.70
USAP	P70115	115414		Wire	1	2976		SALES TAX (MN DEPT REVENUE)		No	Yes	No	07/15/2026	140.00
USAP	P70115	115415		Wire	1	3167		MSDLAF BANK FEES		No	Yes	No	07/15/2026	117.56
USAP	P70115	115416		Wire	1	9012		PITNEY BOWES POSTAGE BY PHONE		No	Yes	No	07/15/2026	100.00
USAP	P70115	115463		Wire	1	9860		MINNESOTA STATE RETIREMENT SYST		No	Yes	No	07/15/2026	3,000.00
USAP	P612B	115467		Wire	1	9557		BMO HARRIS BANK NA		No	Yes	No	07/16/2026	38,730.96
USAP	P6AP1B	115469		Wire	1	9557		BMO HARRIS BANK NA		No	No	No	07/16/2026	1,109.31
USAP	P70103	115479		Wire	1	6560		ARUX SOFTWARE INC		No	Yes	No	07/17/2026	1,598.00
USAP	P6AP1A	115498		Wire	1	11387		AMAZON CAPITAL SERVICES, INC		No	No	No	07/20/2026	14,315.27
USAP	P70104	115528		Wire	1	3167		MSDLAF BANK FEES		No	Yes	No	07/23/2026	255.70
USAP	P70104	115529		Wire	1	9860		MINNESOTA STATE RETIREMENT SYST		No	Yes	No	07/23/2026	48,202.50
USAP	P70104	115534		Wire	1	2855		US BANK		No	Yes	No	07/23/2026	6,150.00
USAP	P6AP2A	115542		Wire	1	11387		AMAZON CAPITAL SERVICES, INC		No	No	No	07/30/2026	957.80
USAP	P61115	114828	840819	Check	1	7312	R3	BATTERIES PLUS BULBS		Yes	Yes	Yes	07/17/2026	(135.90)
USAP	P61103	114881	840930	Check	1	11913		FARBER, MICHAEL		Yes	Yes	Yes	07/17/2026	(37.02)
USAP	P70101	115318	841279	Check	1	7780		AMIOT SCHOLASTIC RECOGNITION IN		Yes	Yes	No	07/02/2026	9,987.00
USAP	P70101	115321	841280	Check	1	10143	R1	AVID CENTER		Yes	Yes	No	07/02/2026	2,097.00
USAP	P70101	115323	841281	Check	1	11555		CUSTOM COMMUNICATIONS INC		Yes	Yes	No	07/02/2026	585.00
USAP	P70101	115319	841282	Check	1	8840		DEFINITIVE TECHNOLOGY SOLUTIONS		Yes	Yes	No	07/02/2026	437.30
USAP	P70101	115324	841283	Check	1	11759		GOPHER WRESTLING CLUB		Yes	No	No	07/02/2026	450.00
USAP	P70101	115326	841284	Check	1	1522		HASTINGS AREA CHAMBER OF COMME		Yes	Yes	No	07/02/2026	304.00
USAP	P70101	115317	841285	Check	1	7721	R3	INNOVATIVE OFFICE SOLUTIONS		Yes	Yes	No	07/02/2026	263.40
USAP	P70101	115329	841286	Check	1	7502		MIDWEST EDUCATIONAL CONSULTAN		Yes	Yes	No	07/02/2026	1,000.00
USAP	P70101	115315	841287	Check	1	1882		OFFICE OF MN IT SERVICES		Yes	Yes	No	07/02/2026	141.75
USAP	P70101	115330	841288	Check	1	8152		PITNEY BOWES		Yes	Yes	Yes	07/02/2026	1,119.25
USAP	P70101	115330	841288	Check	1	8152		PITNEY BOWES		Yes	Yes	Yes	07/10/2026	(1,119.25)
USAP	P70101	115322	841289	Check	1	10475	R1	PROJECT LEAD THE WAY		Yes	Yes	No	07/02/2026	1,900.00
USAP	P70101	115328	841290	Check	1	2819		REPUBLIC SERVICES #923		Yes	Yes	No	07/02/2026	1,724.24
USAP	P70101	115320	841291	Check	1	9415		RIVER CITY STITCH		Yes	Yes	No	07/02/2026	2,263.19
USAP	P70101	115316	841292	Check	1	7490		UNIVERSITY LANGUAGE CTR INC		Yes	Yes	No	07/02/2026	232.96
USAP	P70101	115325	841293	Check	1	11761		VITAMINK12, LLC		Yes	Yes	No	07/02/2026	1,150.00
USAP	P70101	115327	841294	Check	1	2687		YOUTH FRONTIERS, INC.		Yes	No	No	07/02/2026	1,500.00
USAP	P70102	115373	841295	Check	1	5510		ACCELERATED TECHNOLOGIES		Yes	Yes	No	07/10/2026	4,390.00

HASTINGS PUBLIC SCHOOLS

Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void Date	Amount
USAP	P70102	115356	841296	Check	1	11772		AMY BROWN COUNSELING SERVICES		Yes	Yes	No	07/10/2026	10,000.00
USAP	P70102	115350	841297	Check	1	11213		ANDERSON, ERIN		Yes	No	No	07/10/2026	85.26
USAP	P70102	115352	841298	Check	1	11558		BATAGLIA, KATHERINE		Yes	Yes	No	07/10/2026	78.88
USAP	P70102	115348	841299	Check	1	10641		BAYCOM INC		Yes	Yes	No	07/10/2026	10,159.00
USAP	P70102	115349	841300	Check	1	11110		BELLEVILLE WHOLESALE HOBBY		Yes	Yes	No	07/10/2026	35.53
USAP	P70102	115372	841301	Check	1	5226		BJORKLUND COMPENSATION CONSUL		Yes	Yes	No	07/10/2026	150.00
USAP	P70102	115361	841302	Check	1	12199		BRUSHED BY DESIGN CREATIONS LLC		Yes	Yes	No	07/10/2026	117.00
USAP	P70102	115357	841303	Check	1	11978		CHARPENTIER ENTERPRISES LLC		Yes	Yes	No	07/10/2026	318.50
USAP	P70102	115358	841304	Check	1	12002		COLUMN SOFTWARE PBC		Yes	Yes	No	07/10/2026	284.94
USAP	P70102	115353	841305	Check	1	11584		DASH SPORTS LLC		Yes	Yes	No	07/10/2026	1,469.00
USAP	P70102	115379	841306	Check	1	8840		DEFINITIVE TECHNOLOGY SOLUTIONS		Yes	Yes	No	07/10/2026	177.44
USAP	P70102	115351	841307	Check	1	11483		DORAN, SCOTT		Yes	Yes	No	07/10/2026	244.33
USAP	P70102	115382	841308	Check	1	3775		Elementary Summer Schl Petty Cs		Yes	Yes	No	07/10/2026	203.03
USAP	P70102	115347	841309	Check	1	10531		FIELDTURF USA INC		Yes	Yes	No	07/10/2026	2,250.00
USAP	P70102	115381	841310	Check	1	9863	R2	GENUINE PARTS COMPANY		Yes	Yes	No	07/10/2026	43.15
USAP	P70102	115364	841311	Check	1	1483		GRAPHIC DESIGN INC		Yes	Yes	No	07/10/2026	87.00
USAP	P70102	115370	841312	Check	1	4115	R2	HANSON SPORTS		Yes	Yes	No	07/10/2026	880.60
USAP	P70102	115380	841313	Check	1	9329		HOMETOWN ACE HARDWARE		Yes	Yes	No	07/10/2026	617.57
USAP	P70102	115368	841314	Check	1	2863		IND. SCHOOL DIST 283		Yes	Yes	No	07/10/2026	975.36
USAP	P70102	115360	841315	Check	1	12120		KELLY SERVICES		Yes	Yes	No	07/10/2026	388.50
USAP	P70102	115374	841316	Check	1	6681		KENNEDY & GRAVEN, CHARTERED		Yes	Yes	No	07/10/2026	4,409.00
USAP	P70102	115355	841317	Check	1	11755		KJ BRANDING		Yes	Yes	No	07/10/2026	1,055.00
USAP	P70102	115375	841318	Check	1	7224		LARSON, ANDY		Yes	No	No	07/10/2026	111.84
USAP	P70102	115378	841319	Check	1	8342		M JUDGE ELECTRIC LLC		Yes	Yes	No	07/10/2026	630.00
USAP	P70102	115367	841320	Check	1	2093		METRO EAST CONFERENCE		Yes	Yes	No	07/10/2026	2,016.80
USAP	P70102	115376	841321	Check	1	7502		MIDWEST EDUCATIONAL CONSULTAN		Yes	Yes	No	07/10/2026	1,250.00
USAP	P70102	115383	841322	Check	1	7502		MIDWEST EDUCATIONAL CONSULTAN		Yes	Yes	No	07/10/2026	500.00
USAP	P70102	115366	841323	Check	1	1977		MINNESOTA COACHES LLC		Yes	Yes	No	07/10/2026	7,196.97
USAP	P70102	115359	841324	Check	1	12084		OTTERNESS, CHAD		Yes	Yes	No	07/10/2026	52.88
USAP	P70102	115377	841325	Check	1	8152		PITNEY BOWES		Yes	Yes	No	07/10/2026	1,192.20
USAP	P70102	115384	841326	Check	1	8152		PITNEY BOWES		Yes	Yes	No	07/10/2026	204.00
USAP	P70102	115369	841327	Check	1	4023		ROBBINSDALE AREA SCHOOLS		Yes	Yes	No	07/10/2026	1,560.00
USAP	P70102	115362	841328	Check	1	12230		SEIBERT, JACK		Yes	Yes	No	07/10/2026	8.99
USAP	P70102	115354	841329	Check	1	11622	R2	SPECIAL OLYMPICS MINNESOTA		Yes	Yes	No	07/10/2026	640.00
USAP	P70102	115371	841330	Check	1	4405	R1	STEP SAVER INC		Yes	Yes	No	07/10/2026	224.19
USAP	P70102	115365	841331	Check	1	1893		SWCS COMMUNITY EDUCATION		Yes	Yes	No	07/10/2026	1,970.61
USAP	P70102	115363	841332	Check	1	12326		THREE CROWNS		Yes	Yes	No	07/10/2026	2,320.00
USAP	P70115	115453	841333	Check	1	6424		A CHANCE TO GROW		Yes	Yes	No	07/15/2026	48.00

Bank	Batch	Pmt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void Date	Amount
USAP	P70115	115404	841334	Check	1	7780		AMIOT SCHOLASTIC RECOGNITION IN(		Yes	Yes	No	07/15/2026	3,302.50
USAP	P70115	115390	841335	Check	1	11485		ANDERSON, LISA		Yes	No	No	07/15/2026	300.00
USAP	P70115	115451	841336	Check	1	6123		ANOKA-HENNEPIN ISD #11		Yes	Yes	No	07/15/2026	650.00
USAP	P70115	115422	841337	Check	1	11537		ARBITERSPORTS LLC		Yes	Yes	No	07/15/2026	2,915.00
USAP	P70115	115452	841338	Check	1	6190	R3	AVIBEN LLC		Yes	Yes	No	07/15/2026	583.87
USAP	P70115	115411	841339	Check	1	9805		BRAUN, LOUANN		Yes	Yes	No	07/15/2026	63.00
USAP	P70115	115455	841340	Check	1	7120	R2	BSN SPORTS LLC		Yes	Yes	No	07/15/2026	812.00
USAP	P70115	115426	841341	Check	1	11990		BYTESPEED LLC		Yes	Yes	No	07/15/2026	600.00
USAP	P70115	115428	841342	Check	1	12097		CADY BUSINESS TECHNOLOGIES, INC		Yes	Yes	No	07/15/2026	17,941.82
USAP	P70115	115408	841343	Check	1	8681		CANVAS HEALTH		Yes	Yes	No	07/15/2026	5,421.67
USAP	P70115	115430	841344	Check	1	1214		CDW GOVERNMENT		Yes	Yes	No	07/15/2026	81,782.30
USAP	P70115	115458	841345	Check	1	7911		CENTURYLINK		Yes	Yes	No	07/15/2026	80.52
USAP	P70115	115397	841346	Check	1	1235		CITY OF HASTINGS		Yes	Yes	No	07/15/2026	89,806.27
USAP	P70115	115423	841347	Check	1	11744		CMC NEPTUNE		Yes	Yes	No	07/15/2026	1,500.00
USAP	P70115	115432	841348	Check	1	1253		COMMITTEE FOR CHILDREN		Yes	Yes	No	07/15/2026	3,199.00
USAP	P70115	115454	841349	Check	1	6745		CULLIGAN OF STILLWATER		Yes	Yes	No	07/15/2026	378.00
USAP	P70115	115409	841350	Check	1	8840		DEFINITIVE TECHNOLOGY SOLUTIONS		Yes	Yes	No	07/15/2026	120.54
USAP	P70115	115461	841351	Check	1	8840		DEFINITIVE TECHNOLOGY SOLUTIONS		Yes	Yes	No	07/15/2026	685.08
USAP	P70115	115420	841352	Check	1	10860		DEPARTMENT OF TRANSPORTATION		Yes	Yes	No	07/15/2026	743.25
USAP	P70115	115447	841353	Check	1	4994	R1	DISCOVERY EDUCATION		Yes	Yes	No	07/15/2026	17,084.80
USAP	P70115	115421	841354	Check	1	11095		EDPUZZLE INC		Yes	Yes	No	07/15/2026	7,700.00
USAP	P70115	115419	841355	Check	1	10607	R1	ESGI LLC		Yes	Yes	No	07/15/2026	3,640.00
USAP	P70115	115427	841356	Check	1	12046		EVERYDAY SPEECH LLC		Yes	Yes	No	07/15/2026	599.99
USAP	P70115	115450	841357	Check	1	5963	R1	FRONTLINE TECHNOLOGIES, INC.		Yes	Yes	No	07/15/2026	16,289.77
USAP	P70115	115410	841358	Check	1	9123		GOODHUE COUNTY ED DISTRICT 6051		Yes	Yes	No	07/15/2026	13,601.20
USAP	P70115	115433	841359	Check	1	1482		GRAINGER, W.W..		Yes	Yes	No	07/15/2026	447.72
USAP	P70115	115402	841360	Check	1	3030		GROTH MUSIC		Yes	Yes	No	07/15/2026	103.00
USAP	P70115	115393	841361	Check	1	11903		HENDRICKSON'S PAINTING LLC		Yes	Yes	No	07/15/2026	4,493.00
USAP	P70115	115448	841362	Check	1	5254		HORIZON SOFTWARE INTERNATIONAL		Yes	Yes	No	07/15/2026	7,348.48
USAP	P70115	115406	841363	Check	1	8667		HOWELL, MARK OR JENNIFER		Yes	Yes	No	07/15/2026	300.00
USAP	P70115	115431	841364	Check	1	12284		IDEAL ENERGIES SOLAR LEASING 202!		Yes	Yes	No	07/15/2026	886.51
USAP	P70115	115424	841365	Check	1	11943	R1	IMPERIAL DADE		Yes	Yes	No	07/15/2026	418.91
USAP	P70115	115456	841366	Check	1	7721	R3	INNOVATIVE OFFICE SOLUTIONS		Yes	Yes	No	07/15/2026	878.00
USAP	P70115	115398	841367	Check	1	1665		INTERMEDIATE SCHOOL DIST 917		Yes	Yes	No	07/15/2026	62,314.70
USAP	P70115	115434	841368	Check	1	1665		INTERMEDIATE SCHOOL DIST 917		Yes	Yes	No	07/15/2026	41,643.22
USAP	P70115	115449	841369	Check	1	5828		JIM CARLSON LEASING CO.		Yes	Yes	No	07/15/2026	2,958.00
USAP	P70115	115388	841370	Check	1	11462		JOHNSON, TONY		Yes	Yes	No	07/15/2026	300.00
USAP	P70115	115394	841371	Check	1	11976		JOHNSON-GULBRANDSON, RACHEL		Yes	Yes	No	07/15/2026	600.00

Bank	Batch	Pmt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void Date	Amount
USAP	P70115	115395	841372	Check	1	12171		KIANI, SHAMAS OR SARAH		Yes	Yes	No	07/15/2026	300.00
USAP	P70115	115462	841373	Check	1	9459	R1	KONICA MINOLTA/LOFFLER		Yes	Yes	No	07/15/2026	2,054.00
USAP	P70115	115441	841374	Check	1	2256	R1	LAZEL INC.		Yes	Yes	No	07/15/2026	13,156.00
USAP	P70115	115435	841375	Check	1	1890	R2	MASA (MN ASSN OF SCHOOL ADMIN)		Yes	Yes	No	07/15/2026	4,214.00
USAP	P70115	115399	841376	Check	1	1914		MCEA EXECUTIVE OFFICE		Yes	Yes	No	07/15/2026	150.00
USAP	P70115	115400	841377	Check	1	1942		MENARDS		Yes	Yes	No	07/15/2026	86.92
USAP	P70115	115436	841378	Check	1	1946		MESPA		Yes	Yes	No	07/15/2026	979.00
USAP	P70115	115401	841379	Check	1	1977		MINNESOTA COACHES LLC		Yes	Yes	No	07/15/2026	16,423.21
USAP	P70115	115460	841380	Check	1	8687	R2	MN INSURANCE SCHOLASTIC TRUST		Yes	Yes	No	07/15/2026	377,886.19
USAP	P70115	115391	841381	Check	1	11530		MOORE, CHRISTOPHER		Yes	Yes	No	07/15/2026	250.84
USAP	P70115	115438	841382	Check	1	2195		MSOPA		Yes	Yes	No	07/15/2026	100.00
USAP	P70115	115446	841383	Check	1	2795		MTI DISTRIBUTING, INC.		Yes	Yes	No	07/15/2026	656.69
USAP	P70115	115405	841384	Check	1	7883	R1	NAC MECHANICAL & ELECTRICAL SER		Yes	Yes	No	07/15/2026	2,880.00
USAP	P70115	115457	841385	Check	1	7883	R1	NAC MECHANICAL & ELECTRICAL SER		Yes	Yes	No	07/15/2026	675.00
USAP	P70115	115440	841386	Check	1	2235	R1	NCS PEARSON INC		Yes	Yes	No	07/15/2026	14,525.95
USAP	P70115	115403	841387	Check	1	7525		NEUMAN, NATHAN		Yes	Yes	No	07/15/2026	120.93
USAP	P70115	115407	841388	Check	1	8679		OLSON, MICHAEL		Yes	Yes	No	07/15/2026	300.00
USAP	P70115	115429	841389	Check	1	12101		OPERATIONSHERO INC		Yes	Yes	No	07/15/2026	6,712.81
USAP	P70115	115437	841390	Check	1	2184		PERFECTION LEARNING CORP.		Yes	Yes	No	07/15/2026	3,613.96
USAP	P70115	115439	841391	Check	1	2219		POSTMASTER		Yes	Yes	No	07/15/2026	484.52
USAP	P70115	115385	841392	Check	1	10879	R1	POWERSCHOOL GROUP LLC		Yes	Yes	No	07/15/2026	13,173.49
USAP	P70115	115442	841393	Check	1	2267		REGION V COMPUTER SERVICES		Yes	Yes	No	07/15/2026	13,047.25
USAP	P70115	115425	841394	Check	1	11960	R1	RENAISSANCE		Yes	Yes	No	07/15/2026	22,225.00
USAP	P70115	115459	841395	Check	1	7918		RIESTER REFRIGERATION		Yes	Yes	No	07/15/2026	987.00
USAP	P70115	115418	841396	Check	1	10576	R1	RIVERSIDE INSIGHTS		Yes	Yes	No	07/15/2026	9,680.00
USAP	P70115	115389	841397	Check	1	11470		RONDEAU, NICHOLAS OR AMY		Yes	No	No	07/15/2026	300.00
USAP	P70115	115392	841398	Check	1	11587		SAFEWAY DRIVING SCHOOL		Yes	Yes	No	07/15/2026	8,640.00
USAP	P70115	115412	841399	Check	1	9859		SEBION, KELLY		Yes	Yes	No	07/15/2026	300.00
USAP	P70115	115417	841400	Check	1	10535	R3	SEESAW		Yes	Yes	No	07/15/2026	11,850.30
USAP	P70115	115443	841401	Check	1	2387		SHERWIN WILLIAMS CO		Yes	Yes	No	07/15/2026	30.62
USAP	P70115	115386	841402	Check	1	11196	R1	SHRED IT USA - C/O STERICYCLE INC.		Yes	Yes	No	07/15/2026	121.31
USAP	P70115	115444	841403	Check	1	2465		STATE SUPPLY CO INC		Yes	Yes	No	07/15/2026	2,377.64
USAP	P70115	115387	841404	Check	1	11374		TAVERNIER, MINDY		Yes	Yes	No	07/15/2026	249.40
USAP	P70115	115445	841405	Check	1	2548	R1	T-MOBILE		Yes	Yes	No	07/15/2026	287.05
USAP	P70115	115396	841406	Check	1	12184		WIEGELE, MELISSA		Yes	Yes	No	07/15/2026	600.00
USAP	P70103	115476	841407	Check	1	7312	R3	BATTERIES PLUS BULBS		Yes	Yes	No	07/17/2026	135.90
USAP	P70103	115471	841408	Check	1	11913		FARBER, MICHAEL		Yes	No	No	07/17/2026	37.02
USAP	P70103	115478	841409	Check	1	9329		HOMETOWN ACE HARDWARE		Yes	Yes	No	07/17/2026	265.37

Bank	Batch	Pmt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void Date	Amount
USAP	P70103	115482	841410	Check	1	6681	R1	KENNEDY & GRAVEN SCHOOL LAW SE		Yes	Yes	No	07/17/2026	140.00
USAP	P70103	115473	841411	Check	1	1977		MINNESOTA COACHES LLC		Yes	Yes	No	07/17/2026	7,879.50
USAP	P70103	115470	841412	Check	1	11308		NICK SLACK SALES LLC		Yes	Yes	No	07/17/2026	4,037.28
USAP	P70103	115480	841413	Check	1	11871		RABAEY, JOE		Yes	Yes	No	07/17/2026	300.00
USAP	P70103	115474	841414	Check	1	2522		TERRY'S HARDWARE		Yes	Yes	No	07/17/2026	211.92
USAP	P70103	115475	841415	Check	1	2548	R1	T-MOBILE		Yes	Yes	No	07/17/2026	260.00
USAP	P70103	115477	841416	Check	1	7490		UNIVERSITY LANGUAGE CTR INC		Yes	Yes	No	07/17/2026	421.61
USAP	P70103	115472	841417	Check	1	12308		WHISPERS OF LIFE DOULA LLC		Yes	Yes	No	07/17/2026	178.77
USAP	P70103	115481	841418	Check	1	2687		YOUTH FRONTIERS, INC.		Yes	Yes	No	07/17/2026	750.00
USAP	P70104	115524	841419	Check	1	2836	R1	CAROLINA BIOLOGICAL SUPPLY		Yes	Yes	No	07/23/2026	2,512.23
USAP	P70104	115525	841420	Check	1	3748		CENTERPOINT ENERGY		Yes	Yes	No	07/23/2026	4,552.32
USAP	P70104	115531	841421	Check	1	3718		HASTINGS PARKS & RECREATION		Yes	No	No	07/23/2026	150.00
USAP	P70104	115513	841422	Check	1	10420		HOPE ENGLISH-SPANISH INTERPRETE		Yes	No	No	07/23/2026	6,170.00
USAP	P70104	115519	841423	Check	1	1665		INTERMEDIATE SCHOOL DIST 917		Yes	Yes	No	07/23/2026	56,870.00
USAP	P70104	115516	841424	Check	1	12120		KELLY SERVICES		Yes	Yes	No	07/23/2026	388.50
USAP	P70104	115530	841425	Check	1	12120		KELLY SERVICES		Yes	Yes	No	07/23/2026	129.50
USAP	P70104	115518	841426	Check	1	1633		LAKEVILLE AREA SCHOOLS		Yes	No	No	07/23/2026	2,156.00
USAP	P70104	115527	841427	Check	1	9776	R1	LOFFLER COMPANIES		Yes	Yes	No	07/23/2026	12,940.23
USAP	P70104	115533	841428	Check	1	9776	R1	LOFFLER COMPANIES		Yes	Yes	No	07/23/2026	2,483.68
USAP	P70104	115521	841429	Check	1	1977		MINNESOTA COACHES LLC		Yes	Yes	No	07/23/2026	109,451.37
USAP	P70104	115526	841430	Check	1	5717		NORTHEAST METRO DISTRICT 916		Yes	Yes	No	07/23/2026	14,442.00
USAP	P70104	115520	841431	Check	1	1882		OFFICE OF MN IT SERVICES		Yes	No	No	07/23/2026	57.75
USAP	P70104	115522	841432	Check	1	2146		ORKIN PEST CONTROL INC.		Yes	Yes	No	07/23/2026	387.25
USAP	P70104	115514	841433	Check	1	10879	R1	POWERSCHOOL GROUP LLC		Yes	Yes	No	07/23/2026	13,327.64
USAP	P70104	115523	841434	Check	1	2275		RENT & SAVE		Yes	Yes	No	07/23/2026	1,590.00
USAP	P70104	115532	841435	Check	1	4351	R1	SCENARIO LEARNING LLC		Yes	Yes	No	07/23/2026	4,723.20
USAP	P70104	115515	841436	Check	1	11757		SCHULTE, PETER		Yes	Yes	No	07/23/2026	390.00
USAP	P70104	115517	841437	Check	1	12146		WNAV INC		Yes	Yes	No	07/23/2026	1,040.00
USAP	P70130	115597	841438	Check	1	12379		A TO Z QUALITY FENCING LLC		Yes	No	No	07/31/2026	6,500.00
USAP	P70130	115563	841439	Check	1	11847		ABILITY 2 BELIEVE		Yes	No	No	07/31/2026	2,800.00
USAP	P70130	115578	841440	Check	1	12376	R15	ANDREA BEZDICEK		Yes	No	No	07/31/2026	56.60
USAP	P70130	115564	841441	Check	1	11881		APPTEGY INC		Yes	No	No	07/31/2026	23,703.75
USAP	P70130	115558	841442	Check	1	10919	R1	ARVIG		Yes	No	No	07/31/2026	1,255.95
USAP	P70130	115557	841443	Check	1	10912		ASSOC OF METROPOLITAN SCHOOL D		Yes	No	No	07/31/2026	9,112.00
USAP	P70130	115629	841444	Check	1	7312	R3	BATTERIES PLUS BULBS		Yes	No	No	07/31/2026	299.90
USAP	P70130	115574	841445	Check	1	12376	R10	BRENDA SCHLOMKA		Yes	No	No	07/31/2026	12.00
USAP	P70130	115580	841446	Check	1	12376	R17	BRIAN HAYNES		Yes	No	No	07/31/2026	51.80
USAP	P70130	115606	841447	Check	1	1949		BRIGHTWORKS		Yes	No	No	07/31/2026	11,345.00

HASTINGS PUBLIC SCHOOLS

Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void Date	Amount
USAP	P70130	115592	841448	Check	1	12376	R4	C.J. KISHISH		Yes	No	No	07/31/2026	11.60
USAP	P70130	115594	841449	Check	1	12376	R7	CARRIE ANDERSON		Yes	No	No	07/31/2026	32.95
USAP	P70130	115628	841450	Check	1	7295		CENTURYLINK		Yes	No	No	07/31/2026	172.33
USAP	P70130	115630	841451	Check	1	7332		CENTURYLINK		Yes	No	No	07/31/2026	3,848.42
USAP	P70130	115640	841452	Check	1	9128		CESO TRANSPORTATION LLC		Yes	No	No	07/31/2026	53,580.39
USAP	P70130	115547	841453	Check	1	12310		COMPASS GROUP/CANTEEN		Yes	No	No	07/31/2026	318.00
USAP	P70130	115599	841454	Check	1	1257		COMPUTER INTEGRATION TECHNOLO		Yes	No	No	07/31/2026	775.50
USAP	P70130	115566	841455	Check	1	11977	R1	CORDANCE OPERATIONS LLC		Yes	No	No	07/31/2026	35,675.00
USAP	P70130	115600	841456	Check	1	1281	R1	CRISIS PREVENTION INSTITUTE		Yes	No	No	07/31/2026	6,288.70
USAP	P70130	115561	841457	Check	1	11555		CUSTOM COMMUNICATIONS INC		Yes	No	No	07/31/2026	585.00
USAP	P70130	115562	841458	Check	1	11584		DASH SPORTS LLC		Yes	No	No	07/31/2026	804.00
USAP	P70130	115590	841459	Check	1	12376	R27	DAWN ZEIEN		Yes	No	No	07/31/2026	47.25
USAP	P70130	115552	841460	Check	1	10183		DAZZLING DAVE YO-YO EXTRAORDINA		Yes	No	No	07/31/2026	640.00
USAP	P70130	115639	841461	Check	1	8840		DEFINITIVE TECHNOLOGY SOLUTIONS		Yes	No	No	07/31/2026	6.76
USAP	P70130	115584	841462	Check	1	12376	R20	DOTTIE WERNER		Yes	No	No	07/31/2026	54.55
USAP	P70130	115627	841463	Check	1	7125		ELECTRONIC DESIGN COMPANY		Yes	No	No	07/31/2026	44,970.52
USAP	P70130	115570	841464	Check	1	12183		EVERWAY LLC		Yes	No	No	07/31/2026	2,274.00
USAP	P70130	115569	841465	Check	1	12144		FLANNERY PAINTING AND DECORATIN		Yes	No	No	07/31/2026	8,000.00
USAP	P70130	115620	841466	Check	1	3921		FOLLETT SCHOOL SOLUTIONS LLC		Yes	No	No	07/31/2026	14,565.60
USAP	P70130	115601	841467	Check	1	1482		GRAINGER, W.W..		Yes	No	No	07/31/2026	288.55
USAP	P70130	115633	841468	Check	1	7862		GREEN COMPANIES LLC		Yes	No	No	07/31/2026	3,200.00
USAP	P70130	115618	841469	Check	1	2879		HASTINGS AREA ROTARY CLUB		Yes	No	No	07/31/2026	170.00
USAP	P70130	115632	841470	Check	1	7724		HASTINGS AUTOMOTIVE		Yes	No	No	07/31/2026	42,552.68
USAP	P70130	115602	841471	Check	1	1555	R1	HAWKINS, INC.		Yes	No	No	07/31/2026	1,649.66
USAP	P70130	115626	841472	Check	1	6602		HEINEMANN		Yes	No	No	07/31/2026	8,588.62
USAP	P70130	115603	841473	Check	1	1582	R2	HILLYARD INC-MINNEAPOLIS		Yes	No	No	07/31/2026	13,899.54
USAP	P70130	115560	841474	Check	1	11239	R1	HLS OUTDOOR		Yes	No	No	07/31/2026	584.18
USAP	P70130	115565	841475	Check	1	11943	R1	IMPERIAL DADE		Yes	No	No	07/31/2026	1,010.41
USAP	P70130	115631	841476	Check	1	7721	R3	INNOVATIVE OFFICE SOLUTIONS		Yes	No	No	07/31/2026	3,918.09
USAP	P70130	115549	841477	Check	1	1660		INSTITUTE FOR ENVIRONMENTAL ASS		Yes	No	No	07/31/2026	1,457.00
USAP	P70130	115550	841478	Check	1	1665		INTERMEDIATE SCHOOL DIST 917		Yes	No	No	07/31/2026	42,626.65
USAP	P70130	115638	841479	Check	1	8801		IXL LEARNING, INC		Yes	No	No	07/31/2026	26,015.63
USAP	P70130	115556	841480	Check	1	10901	R1	JAMF SOFTWARE, LLC		Yes	No	No	07/31/2026	7,920.00
USAP	P70130	115589	841481	Check	1	12376	R26	JENNIFER ERICKSON		Yes	No	No	07/31/2026	15.25
USAP	P70130	115591	841482	Check	1	12376	R3	JENNY GERGEN		Yes	No	No	07/31/2026	12.00
USAP	P70130	115581	841483	Check	1	12376	R18	KATIE HACKEN		Yes	No	No	07/31/2026	29.24
USAP	P70130	115575	841484	Check	1	12376	R11	KATIE PEINE		Yes	No	No	07/31/2026	26.80
USAP	P70130	115641	841485	Check	1	9914		LEARN BY DOING INC		Yes	No	No	07/31/2026	1,710.00

Bank	Batch	Pmt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void Date	Amount
USAP	P70130	115586	841486	Check	1	12376	R22	LORI JACOBSON		Yes	No	No	07/31/2026	53.65
USAP	P70130	115637	841487	Check	1	8342		M JUDGE ELECTRIC LLC		Yes	No	No	07/31/2026	1,500.00
USAP	P70130	115577	841488	Check	1	12376	R14	MARK OR MELISSA MISKA		Yes	No	No	07/31/2026	23.95
USAP	P70130	115604	841489	Check	1	1890	R2	MASA (MN ASSN OF SCHOOL ADMIN)		Yes	No	No	07/31/2026	2,500.00
USAP	P70130	115587	841490	Check	1	12376	R24	MELISSA LIDTKE		Yes	No	No	07/31/2026	24.45
USAP	P70130	115583	841491	Check	1	12376	R2	MELISSA MEYERS		Yes	No	No	07/31/2026	109.20
USAP	P70130	115588	841492	Check	1	12376	R25	MICHELLE GUTWEIN		Yes	No	No	07/31/2026	36.46
USAP	P70130	115551	841493	Check	1	1977		MINNESOTA COACHES LLC		Yes	No	No	07/31/2026	12,920.62
USAP	P70130	115607	841494	Check	1	1977		MINNESOTA COACHES LLC		Yes	No	No	07/31/2026	672.08
USAP	P70130	115617	841495	Check	1	2795		MTI DISTRIBUTING, INC.		Yes	No	No	07/31/2026	188.87
USAP	P70130	115634	841496	Check	1	7883	R1	NAC MECHANICAL & ELECTRICAL SER		Yes	No	No	07/31/2026	12,839.75
USAP	P70130	115609	841497	Check	1	2094		NINE EAGLES PROMOTIONS		Yes	No	No	07/31/2026	1,920.00
USAP	P70130	115559	841498	Check	1	10928	R1	NOTABLE, INC. (KAMI)		Yes	No	No	07/31/2026	5,540.00
USAP	P70130	115579	841499	Check	1	12376	R16	PAULA RUEDY		Yes	No	No	07/31/2026	10.95
USAP	P70130	115572	841500	Check	1	12203		PEDIATRIC HOME RESPIRATORY SERV		Yes	No	No	07/31/2026	93.75
USAP	P70130	115610	841501	Check	1	2204		PINE HARBOR CHRISTIAN ACADEMY		Yes	No	No	07/31/2026	10,453.61
USAP	P70130	115554	841502	Check	1	10879	R1	POWERSCHOOL GROUP LLC		Yes	No	No	07/31/2026	28,939.80
USAP	P70130	115619	841503	Check	1	3819		PRAIRIE RESTORATIONS INC		Yes	No	No	07/31/2026	1,032.00
USAP	P70130	115571	841504	Check	1	12193		PYE-BARKER FIRE & SAFETY LLC		Yes	No	No	07/31/2026	3,917.00
USAP	P70130	115596	841505	Check	1	12376	R9	RAENA REINARDY		Yes	No	No	07/31/2026	22.90
USAP	P70130	115625	841506	Check	1	6446		SCANTRON CORP.		Yes	No	No	07/31/2026	2,830.17
USAP	P70130	115611	841507	Check	1	2352	R2	SCHOOL HEALTH CORPORATION		Yes	No	No	07/31/2026	639.97
USAP	P70130	115608	841508	Check	1	2039	R2	SCHOOL NUTRITION LEADERS OF MN		Yes	No	No	07/31/2026	100.00
USAP	P70130	115576	841509	Check	1	12376	R13	SHANNON MYERS		Yes	No	No	07/31/2026	9.75
USAP	P70130	115612	841510	Check	1	2387		SHERWIN WILLIAMS CO		Yes	No	No	07/31/2026	105.60
USAP	P70130	115553	841511	Check	1	10204		SIDEKICK THEATER		Yes	No	No	07/31/2026	1,647.00
USAP	P70130	115546	841512	Check	1	11574		SOCIAL CLUB SIMPLE LLC		Yes	No	No	07/31/2026	80.00
USAP	P70130	115635	841513	Check	1	8312		SpEd FORMS LLC		Yes	No	No	07/31/2026	16,710.80
USAP	P70130	115593	841514	Check	1	12376	R5	STACY TENNIS-HALLIS		Yes	No	No	07/31/2026	22.50
USAP	P70130	115613	841515	Check	1	2465		STATE SUPPLY CO INC		Yes	No	No	07/31/2026	215.19
USAP	P70130	115614	841516	Check	1	2500		SUPREME SCHOOL SUPPLY CO		Yes	No	No	07/31/2026	388.79
USAP	P70130	115605	841517	Check	1	1893		SWCS COMMUNITY EDUCATION		Yes	No	No	07/31/2026	1,594.42
USAP	P70130	115555	841518	Check	1	10898	R1	SYMMETRY ENERGY SOLUTIONS		Yes	No	No	07/31/2026	3,931.08
USAP	P70130	115624	841519	Check	1	5203	R1	TEACHERS CURRICULUM INSTITUTE		Yes	No	No	07/31/2026	6,600.00
USAP	P70130	115622	841520	Check	1	4836	R2	TEACHING STRATEGIES LLC		Yes	No	No	07/31/2026	1,942.50
USAP	P70130	115585	841521	Check	1	12376	R21	TERRI-JO WARGO		Yes	No	No	07/31/2026	5.30
USAP	P70130	115567	841522	Check	1	11994		TGA OF EASTERN TWIN CITIES		Yes	No	No	07/31/2026	520.00
USAP	P70130	115598	841523	Check	1	12381		THE LEARNING JET INC		Yes	No	No	07/31/2026	2,004.00

HASTINGS PUBLIC SCHOOLS

Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void Date	Amount
USAP	P70130	115623	841524	Check	1	5042		THE MASTER TEACHER, INC.		Yes	No	No	07/31/2026	1,450.00
USAP	P70130	115573	841525	Check	1	12376	R1	TIFFANY MANCL		Yes	No	No	07/31/2026	72.25
USAP	P70130	115595	841526	Check	1	12376	R8	TIFFANY NEWTON		Yes	No	No	07/31/2026	9.50
USAP	P70130	115582	841527	Check	1	12376	R19	TREVOR QUIGLEY		Yes	No	No	07/31/2026	49.15
USAP	P70130	115548	841528	Check	1	12370		VALUE PLUS FLOORING		Yes	No	No	07/31/2026	3,234.00
USAP	P70130	115621	841529	Check	1	4015	R1	VIRCO		Yes	No	No	07/31/2026	27,405.22
USAP	P70130	115636	841530	Check	1	8339		VISTA HIGHER LEARNING		Yes	No	No	07/31/2026	12,050.33
USAP	P70130	115568	841531	Check	1	11997	R1	WELCOME WAGON		Yes	No	No	07/31/2026	866.12
USAP	P70130	115616	841532	Check	1	2683		YMCA CAMP ST. CROIX		Yes	No	No	07/31/2026	1,872.72
USAP	P70130	115615	841533	Check	1	2633		ZAYO GROUP HOLDINGS INC		Yes	No	No	07/31/2026	3,954.08

Bank Total: $2,078,644.90

Report Total: $2,078,682.09

HASTINGS PUBLIC SCHOOLS

Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void Date	Amount
USPR	p271p1	115332		Wire	1	10929		AVIBEN LLC		No	Yes	No	07/06/2026	58,970.62
USPR	p271p1	115333		Wire	1	1984		MINNESOTA DEPT. OF REVENUE		No	Yes	No	07/06/2026	44,951.52
USPR	p271p1	115334		Wire	1	2016		MN TRA		No	Yes	No	07/06/2026	168,830.93
USPR	p271p1	115335		Wire	1	2705		EFTPS - TAX PAYMENT		No	Yes	No	07/06/2026	259,599.94
USPR	p271p1	115336		Wire	1	3880		MII LIFE		No	Yes	No	07/06/2026	0.00
USPR	p271p1	115337		Wire	1	7771		MINNESOTA PERA (WIRE TRANSFER)		No	Yes	No	07/06/2026	28,495.27
USPR	p271p2	115484		Wire	1	10929		AVIBEN LLC		No	Yes	No	07/20/2026	59,009.04
USPR	p271p2	115485		Wire	1	1984		MINNESOTA DEPT. OF REVENUE		No	Yes	No	07/20/2026	43,732.13
USPR	p271p2	115486		Wire	1	2016		MN TRA		No	Yes	No	07/20/2026	164,274.92
USPR	p271p2	115487		Wire	1	2705		EFTPS - TAX PAYMENT		No	Yes	No	07/20/2026	253,435.17
USPR	p271p2	115488		Wire	1	3880		MII LIFE		No	Yes	No	07/20/2026	0.00
USPR	p271p2	115489		Wire	1	7771		MINNESOTA PERA (WIRE TRANSFER)		No	Yes	No	07/20/2026	27,613.03
USPR	p612p3	115506		Wire	1	7771		MINNESOTA PERA (WIRE TRANSFER)		No	Yes	No	07/23/2026	8,691.59
USPR	p264pl	115507		Wire	1	12287		MINNESOTA UI FUND		No	Yes	No	07/23/2026	89,895.42
USPR	p271p2	115535		Wire	1	1984		MINNESOTA DEPT. OF REVENUE		No	Yes	No	07/30/2026	1,216.85
USPR	p271p2	115536		Wire	1	2016		MN TRA		No	Yes	No	07/30/2026	367.47
USPR	p271p2	115537		Wire	1	2705		EFTPS - TAX PAYMENT		No	Yes	No	07/30/2026	8,293.21
USPR	p271p2	115538		Wire	1	7771		MINNESOTA PERA (WIRE TRANSFER)		No	Yes	No	07/30/2026	5.25
USPR	p271p3	115539		Wire	1	12267		OLD NATIONAL BANK FEES		No	Yes	No	07/30/2026	189.80
USPR	p612p3	115314	106113	Check	1	12364		PONCELET, SAMUEL		Yes	Yes	No	07/01/2026	96.51
USPR	p271p1	115338	106114	Check	1	12077		GURSTEL LAW FIRM PC		Yes	Yes	No	07/06/2026	590.98
USPR	p271p1	115339	106115	Check	1	1974		MINNESOTA CHILD SUPPORT PYMT C		Yes	Yes	No	07/06/2026	11.00
USPR	p271p2	115496	106116	Check	1	5234		EDUCATION MINNESOTA		Yes	Yes	No	07/20/2026	16.00
USPR	p271p2	115491	106117	Check	1	12077		GURSTEL LAW FIRM PC		Yes	Yes	No	07/20/2026	590.98
USPR	p271p2	115497	106118	Check	1	7384		HIGH SCHOOL FACULTY SCHOLARSHI		Yes	Yes	No	07/20/2026	56.00
USPR	p271p2	115493	106119	Check	1	1974		MINNESOTA CHILD SUPPORT PYMT C		Yes	Yes	No	07/20/2026	11.00
USPR	p271p2	115494	106120	Check	1	2002		MINNESOTA TEAMSTERS LOCAL 320		Yes	Yes	No	07/20/2026	2,162.00
USPR	p271p2	115492	106121	Check	1	12079		NATIONAL D.R.I.V.E.		Yes	Yes	No	07/20/2026	8.00
USPR	p271p2	115495	106122	Check	1	2010		NCPERS GROUP LIFE INS -157410		Yes	Yes	No	07/20/2026	32.00
USPR	p271p2	115490	106123	Check	1	11741		ST. CROIX VALLEY FOUNDATION		Yes	Yes	No	07/20/2026	80.00
USPR	p271p3	115540	106124	Check	1	11734		THE HARTFORD		Yes	No	No	07/30/2026	9,889.45
USPR	p271p3	115541	106125	Check	1	12152		VISION SERVICE PLAN		Yes	No	No	07/30/2026	965.40

Bank Total: $1,232,081.48

Report Total: $1,232,081.48

HASTINGS PUBLIC SCHOOLS

Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void Date	Amount
USBP	P701B1	115340	1379	Check	1	7883	R1	NAC MECHANICAL & ELECTRICAL SER		Yes	Yes	No	07/08/2026	69,696.00
USBP	P701B2	115483	1380	Check	1	10210		JACKSON & ASSOCIATES LLC		Yes	Yes	No	07/17/2026	6,000.00
USBP	P701B3	115512	1381	Check	1	7937		BROTHERS FIRE & SECURITY		Yes	Yes	No	07/23/2026	2,398.26
USBP	P701B3	115511	1382	Check	1	4015	R1	VIRCO		Yes	No	No	07/23/2026	9,283.63

Bank Total: $87,377.89

Report Total: $87,377.89

HASTINGS PUBLIC SCHOOLS

Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void Date	Amount
ACTV	P12ASA	115341		Wire	1	11387		AMAZON CAPITAL SERVICES, INC		No	Yes	No	07/09/2026	116.82
ACTV	P12ASB	115465		Wire	1	9557		BMO HARRIS BANK NA		No	Yes	No	07/16/2026	5,415.57
ACTV	P01AS3	115466	38482	Check	1	6900		AMERICAN ACCESSORIES FOR BAND		Yes	Yes	No	07/16/2026	1,458.30
ACTV	P01AS4	115509	38483	Check	1	1483		GRAPHIC DESIGN INC		Yes	Yes	No	07/23/2026	674.00
ACTV	P01AS4	115510	38484	Check	1	1977		MINNESOTA COACHES LLC		Yes	Yes	No	07/23/2026	611.04
ACTV	P01AS4	115508	38485	Check	1	12337		ZACK ANDERSON		Yes	Yes	No	07/23/2026	38.36

Bank Total: $8,314.09

Report Total: $8,314.09

HASTINGS PUBLIC SCHOOLS
Dental Self-Funded Summary
Period Ending July 31, 2026

Sequence: Crs, Org, Fd

									Description	27ADP Annual Budget	Period 202701	Year To Date	% YTD	Encumbrances	% YTD + Enc	Remaining 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)	(3,779.33)	(3,779.33)	8%	0.00	8%	(41,220.67)
R	20	000	000	000	095	000	422	000	Employer Share/Premiums	(481,563.00)	(57,976.12)	(57,976.12)	12%	0.00	12%	(423,586.88)
R	20	000	000	000	097	000	422	000	Employee Share/Premiums	(98,634.00)	(7,166.04)	(7,166.04)	7%	0.00	7%	(91,467.96)
R	20	000	000	000	098	000	422	000	Retiree-Cobra Share/Premium	(120,443.00)	(10,742.21)	(10,742.21)	9%	0.00	9%	(109,700.79)
E	20	005	105	000	236	000	422	000	Dental Insurance Claims	651,351.00	83,299.89	83,299.89	13%	0.00	13%	568,051.11
E	20	005	105	000	301	000	422	000	Fees-Carrier & Consultant	40,695.00	3,384.34	3,384.34	8%	0.00	8%	37,310.66
				000	**Districtwide**					**(53,594.00)**	**7,020.53**	**7,020.53**	**(13%)**	**0.00**	**(13%)**	**(60,614.53)**
									Report Totals:	**(53,594.00)**	**7,020.53**	**7,020.53**	**(13%)**	**0.00**	**(13%)**	**(60,614.53)**

HASTINGS PUBLIC SCHOOLS
Health Self-Funded Summary
Period Ending July 31, 2026

Sequence: Crs, Org, Fd

									Description	27ADP Annual Budget	Period 202701	Year To Date	% YTD	Encumbrances	% YTD + Enc	Remaining 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	092	000	422	000	Interest -Health	(165,000.00)	(11,549.00)	(11,549.00)	7%	0.00	7%	(153,451.00)
R	21	000	000	000	095	000	422	000	Employer Share/Premiums	(7,777,386.00)	(916,283.46)	(916,283.46)	12%	0.00	12%	(6,861,102.54)
R	21	000	000	000	097	000	422	000	Employee Share/Premiums	(1,592,958.00)	(145,581.28)	(145,581.28)	9%	0.00	9%	(1,447,376.72)
R	21	000	000	000	098	000	422	000	Retiree-Cobra Share/Premiur	(441,164.00)	(33,969.23)	(33,969.23)	8%	0.00	8%	(407,194.77)
R	21	000	000	000	099	000	422	000	ER/Trust Share for Retirees	(38,362.00)	(2,398.65)	(2,398.65)	6%	0.00	6%	(35,963.35)
E	21	005	105	000	223	000	422	000	Medical Insurance Claims	6,955,772.00	423,478.45	423,478.45	6%	0.00	6%	6,532,293.55
E	21	005	105	000	224	000	422	000	Pharmacy Claims	2,981,045.00	188,807.81	188,807.81	6%	0.00	6%	2,792,237.19
E	21	005	105	000	300	000	422	000	Pharmacy Rebates/Admin Fe	(766,552.00)	(57,914.50)	(57,914.50)	8%	0.00	8%	(708,637.50)
E	21	005	105	000	301	000	422	000	Veba/Flex/Health	259,333.00	1,424.00	1,424.00	1%	0.00	1%	257,909.00
E	21	005	105	000	308	000	422	000	StopLoss	601,583.00	0.00	0.00	0%	0.00	0%	601,583.00
E	21	005	105	000	312	000	422	000	Consultant-OneDigital $40,00	39,980.00	20,600.00	20,600.00	52%	0.00	52%	19,380.00
E	21	005	105	000	314	000	422	000	Springbuk Fee $1/pm/pm	4,788.00	1,191.00	1,191.00	25%	0.00	25%	3,597.00
E	21	005	105	000	317	000	422	000	Network Fees	13,454.00	0.00	0.00	0%	0.00	0%	13,454.00
				000	**Districtwide**					**74,533.00**	**(532,194.86)**	**(532,194.86)**	**(714%)**	**0.00**	**(714%)**	**606,727.86**
R	21	000	000	000	089	326	422	000	Employer-PCORI-ACA	(3,912.00)	(3,601.86)	(3,601.86)	92%	0.00	92%	(310.14)
R	21	000	000	000	094	326	422	000	Employer-VEBA Trust Rev	(558,000.00)	(7,500.00)	(7,500.00)	1%	0.00	1%	(550,500.00)
E	21	005	105	000	301	326	422	000	Employer-VEBA Trust Pmt.	558,000.00	7,500.00	7,500.00	1%	0.00	1%	550,500.00
E	21	005	105	000	313	326	422	000	Employer-PCORI- ACA	3,912.00	3,601.86	3,601.86	92%	0.00	92%	310.14
				326	**District Additional R/E**					**0.00**	**(0.00)**	**(0.00)**	**0%**	**0.00**	**0%**	**(0.00)**
									Report Totals:	**74,533.00**	**(532,194.86)**	**(532,194.86)**	**(714%)**	**0.00**	**(714%)**	**606,727.86**

2026-2027 Fundraisers for Approval
August 2026

Fundraisers are approved on a monthly basis by the School Board

Fund	Student Group	School	Fundraiser Description	Timeframe	Responsible Teacher/ Advisor	Funds Used for	Date Board Approved	Final Report Received (x)	Final-Board Date
04 - Community Education	Preschool	Tilden	Butter Braids	10/5/26-10/23/26	Jenifer Johnson	Scholarships for Preschool Students			

GRANT APPROVAL
AUGUST 24, 2026

School/Department	Purpose	Period	Amount
Hastings High School Horticulture/Ag Program/FFA	Hydroponic Learning	September 2026	$5000

Next Era Energy awarded Hastings High School $5000 for the purchase of Flex Farm Hydroponic System. The Flex Farm will help prepare students for the future of agriculture by providing hands-on experience with controlled-environment agriculture, hydroponics, sustainable food production, and agricultural technology. Students will learn to operate hydroponic systems, analyze crop production data, manage food safety protocols, and develop entrepreneurial skills that prepare them for careers in agriculture, horticulture, food science, engineering, and environmental sustainability.

RECOMMENDATION

Administration is recommending approving the acceptance of the grant(s).

Board Meeting Date: **8.24.26**

RETIREMENT/RESIGNATION/TERMINATION

NAME	STATUS	ASSIGNMENT	EMPLOYEE GROUP	EFFECTIVE DATE
Barber, Autumn	Resignation	Paraprofessional; 6.25 / Hour Pinecrest Elementary	ED MN - ESP	June 4, 2026
Black, Charlie	Resignation	Academic Restorative Coach; 1.0 FTE Hastings High School	ED MN - Teachers	June 5, 2026
Briner, Trevor	Resignation	Custodian; 8 Hours / Day Hastings Middle School	Custodian	August 12, 2026
Hoffman, Ashley	Resignation	Spanish Teacher; 1.0 FTE Hastings Public Schools	ED MN - Teachers	June 5, 2026
Jacobson, Kelsey	Resignation	Kids Campus; Hours Vary District Wide	Comm. Ed Para	June 4, 2026
Jensen, Jill	Resignation	STEM Teacher; 1.0 FTE Kennedy Elementary	ED MN - Teachers	June 5, 2026
Lentz, Alexis	Resignation	Kids Campus; Hours Vary District Wide	Comm. Ed Para	August 21, 2026
Menke,Katie	Resignation	Social Studies Teacher; 1.0 FTE Hastings Middle School	ED MN - Teachers	June 5, 2026
Stockdale, Scott	Resignation	Director of Facilities and Safety District Wide	Administrators	August 5, 2026
Swanson, Sydney	Rescinded Acceptance	Special Education Teacher; 1.0 FTE McAuliffe Elementary	ED MN - Teachers	July 31, 2026
Triplett, Dominique	Resignation	Paraprofessional; 6.25 Hours / Day Pinecrest Elementary	ED MN - ESP	June 4, 2026
Wieneke, Madeline	Resignation	Secondary MTSS; 1.0 FTE District Wide	ED MN - Teachers	June 5, 2026

NEW HIRES

NAME	ASSIGNMENT	SALARY PLACEMENT/HOURLY RATE	EMPLOYEE GROUP	EFFECTIVE DATE
Appert, Ariana	SAC Student Assistant; Hours Vary District Wide	$11.50 / Hour	Comm ED Para	August 24, 2026
Bain, Sabrina	Volleyball Coach; Fall Season Hastings High School	$4072 Annually	N/A	August 17, 2026
Bliss, Claire	SAC Student Assistant; Hours Vary District Wide	$11.50 / Hour	Comm ED Para	August 24, 2026
Boatman, Rachel	Paraprofessional; 7.5 Hours / Day Hastings Middle School	$22.51 / Hour	ED MN - ESP	August 25, 2026
Bobrowske, Leah	English Teacher; .4 FTE Hastings Middle School	$54,759 Annually	ED MN - Teachers	August 20, 2026
Briner, Trevor	Custodian; 8 Hours / Day Hastings Middle School	$23.11 / Hour	Custodian	August 5, 2026
Bronsing, Kathy	Food Service Sub; Hours Vary District Wide	$17.50 / Hour	N/A	August 31, 2026

Bullock, Mo	Academic Restorative Coach; 1.0 FTE Hastings High School	$57,946 Annually	ED MN - Teachers	August 20, 2026
Chun, Cayla	Volleyball Coach; Fall Season Hastings High School	$5373 Annually	N/A	August 17, 2026
Colvin, Josh	Raider Media Production Fall Advisor Hastings High School	$3000 Seasonally	N/A	August 31, 2026
Ficker, Joseph	Custodian; 8 Hours / Day Hastings Middle School	$22.31 / Hour	Custodian	August 5, 2026
Foreman, Patricia	Paraprofessional; 6.25 Hours / Day Pinecrest Elementary	$26.46 / Hour	ED MN - ESP	August 18, 2026
Garibay, Amaya	Volleyball Coach; Fall Season Hastings High School	$3269 Annually	N/A	August 17, 2026
Grundman, Patricia	Crossing Guard; Hours Vary District Wide	$17.50 / Session (Pending 8.24.26 Approval)	N/A	August 31, 2026
Gustafson, Jordan	Special Education Teacher; 1.0 FTE McAuliffe Elementary	$62,703 Annually	ED MN - Teachers	August 20, 2026
Halvorson, Kelci	Secondary MTSS; 1.0 FTE District Wide	$81,146 Annually	ED MN -Teachers	August 20, 2026
Kegler, Lynn	SAC Assistant; Hours Vary McAuliffe Elementary	$15.30 / Hour	Comm ED Para	August 24, 2026
Kolta, Manal	Paraprofessional; 6.25 Hours / Day Hastings High School	$26.46 / Hour	ED MN - ESP	August 18, 2026
Livingston, Wendy	Paraprofessional; 7.5 Hours / Day Hastings High School	$23.17 / Hour	ED MN - ESP	August 25, 2026
Madline, Anthony	Crossing Guard; Hours Vary District Wide	$17.50 / Session (Pending 8.24.26 Approval)	N/A	August 31, 2026
McCaffrey, Sarah	Paraprofessional; 6.25 Hours / Day McAuliffe Elementary	$22.51 / Hour	ED MN -ESP	August 18, 2026
Miller, Olleanna	Paraprofessional; 6.25 Hours / Day Hastings High School	$22.51 / Hour	ED MN -ESP	August 18, 2026
Moore, Lillian	Paraprofessional; 6.25 Hours / Day Hastings Middle School	$22.51 / Hour	ED MN -ESP	August 18, 2026
Myrick, Michelle	Paraprofessional; 6.25 Hours / Day Pinecrest Elementary	$26.46 / Hour	ED MN - ESP	August 18, 2026
Newton, JoLyn	Crossing Guard; Hours Vary District Wide	$17.50 / Session (Pending 8.24.26 Approval)	N/A	August 31, 2026
Olerich, Katie	Paraprofessional Sub; 6.25 / Hour District Wide	$19.40 / Hour	N/A	August 31, 2026
Pachan, NaKeshia	Paraprofessional; 6.25 Hours / Day Pinecrest Elementary	$22.51 / Hour	ED MN - ESP	August 25, 2026
Pinke, Hunter	Raider Media Production Winter Advisor Hastings High School	$3000 Seasonally	N/A	November 5, 2026
Ribeiro, Leide	EL Teacher; 1.0 FTE District Wide	$58,785 Annually	ED MN - Teachers	August 20, 2026
Rigelman, Amy	Paraprofessional; 6.25 Hours / Day McAuliffe Elementary	$22.51 / Hour	ED MN - ESP	August 18, 2026

Ruffell-Olsen, Mallory	Paraprofessional; 6.25 Hours / Day Pinecrest Elementary	$22.51 / Hour	ED MN -ESP	August 25, 2026
Schappa, Ashton	SAC Lead; 6.5 Hours / Day Kennedy Elementary	$21.77 / Hour	Comm ED Para	August 24, 2026
Schinke, Wendy	SAC Assistant; Hours Vary Kennedy Elementary	$18.80 / Hour	Comm ED Para	August 24, 2026
Schmitt, Anna	Grade 3 Teacher; 1.0 FTE Pinecrest Elementary	$51,970 Annually	ED MN - Teachers	August 20, 2026
SImacek, Jack	JV Boys Soccer Coach; Fall Season Hastings High School	$3982 Annually	N/A	August 17, 2026
Slavik, Keith	Crossing Guard; Hours Vary District Wide	$17.50 / Session (Pending 8.24.26 Approval)	N/A	August 31, 2026
Sorg, Kayla	Non Public Nurse; Hours Vary SEAS	$33.68 / Hour	N/A	August 24, 2026
Sparks, Mark	Special Education Teacher; 1.0 FTE Hastings High School - ALP	$88,912 Annually	ED MN -Teachers	August 20, 2026
Tischler, Lynn	Crossing Guard; Hours Vary District Wide	$17.50 / Session (Pending 8.24.26 Approval)	N/A	August 31, 2026
Walther, Maya	Spanish Teacher; 1.0 FTE Hastings High School	$53,356 Annually	ED MN - Teachers	August 20, 2026

ASSIGNMENT CHANGES

NAME	FROM	TO	EMPLOYEE GROUP	EFFECTIVE DATE(S)
Bloom, Sierra	Paraprofessional Sub; Hours Vary $19.40 / Hour District Wide	Paraprofessional; 6.25 Hours / Day $22.51 / Hour Hastings Middle School	ED MN - ESP	August 18, 2026
Flower, Tristin	Paraprofessional Sub; Hours Vary $19.40 / Hour District Wide	Paraprofessional; 6.25 Hours / Day $22.51 / Hour Hastings High School	ED MN - ESP	August 25, 2026
Perez, Jhenny	Paraprofessional Sub; Hours Vary $19.40 / Hour District Wide	Paraprofessional; 6.25 Hours / Day $22.51 / Hour Hastings High School	ED MN - ESP	August 25, 2026

204 SCHOOL BOARD MEETING MINUTES

I. PURPOSE

The purpose of this policy is to establish procedures relating to the maintenance of records of the school board and the publication of its official proceedings.

II. GENERAL STATEMENT OF POLICY

It is the policy of the school district to maintain its records so that they will be available for inspection by members of the general public and to provide for the publication of its official proceedings in compliance with law.

III. MAINTENANCE OF MINUTES AND RECORDS

The district's administrative assistant shall prepare and maintain permanent records of all school board meetings, including the official minutes for regular and special meetings.

The minutes of regular and special meetings shall include:

A. The date, time, location of the meeting, and the names of board members present;

B. All formal motions and resolutions, including the names of members making and seconding each motion;

C. The vote of each member, including abstentions, shall be recorded on each action taken. If the vote is unanimous, it may be reflected as unanimous; and

D. Identification of each individual item approved through the consent agenda.

Draft minutes shall be reviewed by the board, corrected as necessary, and approved at a subsequent meeting.

Once approved, the official meeting minutes shall be made available for public inspection at the district office and may also be posted in BoardBook.

~~The clerk or designee shall keep and maintain permanent records of the school board, including records of the minutes of school board meetings and other required records of the school board. All votes taken at meetings required to be open to the public pursuant to the Minnesota Open Meeting Law shall be recorded in a journal or meeting minutes kept for that purpose. Public records maintained by the school district shall be available for inspection by members of the public during the regular business hours of the school district. Minutes of meetings shall be available for inspection at the administrative offices of the~~

school district after they have been prepared. Minutes of a school board meeting shall be approved or modified by the school board at a subsequent meeting, which action shall be reflected in the official proceedings of that subsequent meeting.¶

Recordings of Closed Meetings¶

1. All closed meetings, except those closed as permitted by the attorney-client privilege, must be electronically recorded at the expense of the school district. Recordings of closed meetings shall be made separately from the recordings of an open meeting, to the extent such meetings are recorded. If a meeting is closed to discuss more than one (1) matter, each matter shall be separately recorded.¶

2. Recordings of closed meetings shall be preserved by the school district for the following time periods:¶

   a) Meetings closed to discuss labor negotiations strategy shall be preserved for two (2) years after the contract is signed.¶

   b) Meetings closed to discuss security matters shall be preserved for at least four (4) years.¶

   c) Meetings closed to discuss the purchase or sale of property shall be preserved for at least eight (8) years after the date of the meeting.¶

   d) All other closed meetings shall be preserved by the school district for at least three (3) years after the date of the meeting.¶

   e) Following the expiration of the above time periods, recordings of closed meetings shall be maintained as set forth in the school district's Records Retention Schedule.¶

3. Recordings of closed meetings shall be classified by the school district as protected non-public data that is not accessible by the public or any subject of the data, with the following exceptions:¶

   a) Recordings of labor negotiations strategy meetings shall be classified as public data and made available to the public after all labor contracts are signed by the school district for the current budget period.¶

   b) Recordings of meetings related to the purchase or sale of property shall be classified as public data and made available to the public after all real or personal property discussed at the meeting has been purchased or sold or the school district has abandoned the purchase or sale.¶

   c) Recordings of any other closed meetings shall be classified and/or released as

~~required by court order.¶~~

4. ~~Recordings of closed meetings shall be maintained separately from recordings of open meetings, to the extent recordings of open meetings are maintained by the school district, with the exception of recordings that have been classified as public data as set forth in Section III.B.3. above. Recordings of closed meetings classified as non-public data also shall be maintained in a secure location, separate from recordings classified as public data.¶~~

5. ~~Recordings of closed meetings shall be maintained in a manner to easily identify the data classification of the recording. The recordings shall be identified with at least the following information:¶~~

   a) ~~The date of the closed meeting;¶~~

   b) ~~The basis upon which the meeting was closed (i.e.: labor negotiations strategy, purchase or sale of real property, educational data, etc.); and¶~~

   c) ~~The classification of the data.¶~~

~~Recordings of closed meetings related to labor negotiations strategy and the purchase or sale of property shall be maintained and monitored in a manner that reclassifies the recording as public upon the occurrence of an event reclassifying that data as set forth in Section III.B.3 above~~.

IV. PUBLICATION OF OFFICIAL MEETING MINUTES~~PROCEEDINGS~~

The school board shall publish its official meeting minutes in the district's designated newspaper within 10 days after the minutes are approved.

A. The published meeting minutes must fairly summarize the board's actions at regular and special meetings and include, at a minimum:

   1. The substance of each official action taken;

   2. The subject of each motion;

   3. The names of members making and seconding each motion;

   4. How each member present voted; and

   5. A brief description of each resolution and whether it was adopted or defeated.

B. The official meeting minutes and permanent board records may contain more detail than what is published.

C. If the minutes are published before board approval, the publication shall state that the minutes are not yet approved.

D. The board may publish a summary of the minutes rather than the full text. Any summary shall:

1. Be written clearly and in language understandable to the public;

2. Identify that it is a summary and not the full meeting minutes;

3. State that the full meeting minutes are available for public inspection at the district office, during regular business hours; and

4. State that a copy of the meeting minutes, excluding attachments, is available at no cost from the district office by standard mail or electronic mail.

~~The school board shall cause its official proceedings to be published once in the official newspaper of the school district within thirty (30) days of the meeting at which the proceedings occurred; however, if the school board conducts regular meetings not more than once every thirty (30) days, the school board need not publish the minutes until ten (10) days after they have been approved by the school board.¶~~

~~The proceedings to be published shall be sufficiently full to fairly set forth the proceedings. They must include the substance of all official actions taken by the school board at any regular or special meeting, and at minimum must include the subject matter of a motion, the persons making and seconding the motion, a listing of how each member present voted on the motion, the character of resolutions offered including a brief description of their subject matter and whether adopted or defeated. The minutes and permanent records of the school board may include more detail than is required to be published with the official proceedings. If the proceedings have not yet been approved by the board, the proceedings to be published may reflect that fact.¶~~

~~The proceedings to be published may be a summary of the essential elements of the proceedings, and/or of resolutions and other official actions of the school board. Such a summary shall be written in a clear and coherent manner and shall, to the extent possible, avoid the use of technical or legal terms not generally familiar to the public. When a summary is published, the publication shall clearly indicate that the published material is only a summary and that the full text is available for public inspection at the administrative offices of the school district and that a copy of the proceedings, other than attachments to the minutes, is available without cost at the offices of the school district or by means of standard or electronic mail.¶~~

Legal References: *Minn. Stat. § 13D.01, Subds. 4-6 (Meetings Must be Open to the Public; Exceptions)*

Minn. Stat. § 123B.09, Subd. 10 (Boards of Independent School Districts)
Minn. Stat. § 123B.14, Subd. 7 (Officers of Independent School Districts)
Minn. Stat. § 331A.01 (Definition)
Minn. Stat. § 331A.05, Subd. 8 (Form of Public Notices)
Minn. Stat. § 331A.08, Subd. 3 (Computation of Time)
Op. Atty. Gen. 161-a-20, December 17, 1970
Ketterer v. Independent School District No. 1, 248 Minn. 212, 79 N.W.2d 428 (1956)

Cross References: *ISD 200 Policy 205 (Open Meetings and Closed Meetings)*

Policy Reviewed: *05.28.2026* ~~*05.31.2023*~~
Policy Adopted: *07.31.2024*
Policy Revised: *07.01.2024*

205 OPEN MEETINGS AND CLOSED MEETINGS

I. PURPOSE

The school board embraces the philosophy of openness in the conduct of its business, in the belief that openness produces better programs, greater administrative ~~more~~ efficiency ~~in administration of programs~~, and an organization more responsive to public interest and less susceptible to undue private influence ~~interest~~. The school board shall conduct its business under the presumption of openness. At the same time, the school board recognizes and respects the privacy rights of individuals as provided by law. The school board also recognizes that there are certain exceptions to the Minnesota Open Meeting Law as recognized in statute where it has been determined that, in limited circumstances, the public interest is best served by closing a meeting of the school board.

The purpose of this policy is to provide guidelines to assure the rights of the public to be present at school board meetings, while also protecting the individual's rights to privacy under law, and to close meetings when the public interest so requires as recognized by law.

II. GENERAL STATEMENT OF POLICY

A. Except as otherwise expressly provided by statute, all meetings of the school board~~,~~ ~~including executive sessions,~~ shall be open to the public.

B. Meetings shall be closed only when expressly authorized by law.

III. DEFINITION

"Meeting" means a gathering of at least a quorum of school board members - or quorum of a committee or subcommittee of school board members, at which members discuss, decide, or receive information as a group on issues relating to the official business of the school board. The term does not include a chance or social gathering or the use of social media by members of a public body so long as the social media use is limited to exchanges with all members of the general public. For purposes of the Open Meeting Law, social media does not include email.

IV. PROCEDURES

A. Meetings

1. Regular Meetings

A schedule of the regular meetings of the school board shall be kept on file at the school district office. If the school board decides to hold a regular meeting at a time or place

different from the time or place stated in its regular meeting schedule, it shall give ~~the~~ at least three (3) days ~~same~~ notice of the meeting ~~as for a special meeting~~.

a) Remote participation by board members at regular meetings will be in compliance with Minnesota Statutes, section 13D.02.

2. Special Meetings

a) For a special meeting, the school board shall post written notice of the date, time, place, and purpose of the meeting on the ~~principal~~ district bulletin board in the ~~of the school~~district office. ~~or on the door of the school board's usual meeting room. if there is no principal bulletin board.~~ The school board's actions at the special meeting are limited to those topics included in the notice.

b) The notice shall also be mailed or otherwise delivered to each person who has filed a written request for notice of special meetings. This notice shall be posted and mailed or delivered at least three days before the date of the meeting.

c) As an alternative to mailing or otherwise delivering notice to persons who have filed a written request, the school board may publish the notice once, at least three days before the meeting, in the official newspaper of the school district. ~~or, if none, in a qualified newspaper of general circulation within the area of the school district~~.

d) A person filing a request for notice of special meetings may limit the request to particular subjects, in which case the school board is required to send notice to that person only concerning those particular subjects.

e) The school board will establish an expiration date on requests for notice of special meetings and require refiling once each year. Not more than 60 days before the expiration date of request for notice, the school board shall send notice of the refiling requirement to each person who filed during the preceding year.

3. Emergency Meetings

a) An emergency meeting is a special meeting called because of circumstances that, in the judgment of the school board, require immediate consideration.

b) If matters not directly related to the emergency are discussed or acted upon, the minutes of the meeting shall include a specific description of those matters.

c) The school board shall make good faith efforts to provide notice of the emergency meeting to each news medium that has filed a written request for notice if the request includes the news medium's telephone number.

d) Notice of the emergency meeting shall be given by telephone or any other method

used to notify the members of the school board.

e) Notice shall be provided to each news medium which has filed a written request for notice as soon as reasonably practicable after notice has been given to the school board members.

f) Notice shall include the subject of the meeting.

g) Posted or published notice of an emergency meeting shall not be required.

h) The notice requirements for an emergency meeting as set forth in this policy shall supersede any other statutory notice requirement for a special meeting that is an emergency meeting.

4. Recessed or Continued Meetings

If a meeting is recessed or continued and the time and place for reconvening are announced during the original meeting and recorded in the minutes, no additional public notice is required. ~~If a meeting is a recessed or continued session of a previous meeting, and the time and place of the meeting was established during the previous meeting and recorded in the minutes of that meeting, then no further published or mailed notice is necessary.~~

5. Closed Meetings

The notice requirements of the Minnesota Open Meeting Law apply to closed meetings.

6. Actual Notice

If a person receives actual notice of a meeting of the school board at least 24 hours before the meeting, all notice requirements are satisfied with respect to that person, regardless of the method of receipt of notice.

7. Health Pandemic or Declared Emergency

In the event of a health pandemic or an emergency declared under Minnesota Statutes. Chapter 12, a meeting may be conducted by telephone or other electronic means in compliance with Minnesota Statutes section 13D.021.

8. Meetings Conducted by Interactive Technology

A meeting may be conducted by interactive technology, Zoom, Skype, or other similar electronic means in compliance with Minnesota Statutes section 13D.02.

~~Votes~~¶

~~The votes of school board members shall be recorded in a journal or minutes kept for that purpose. The journal or any minutes used to record votes of a meeting must be open to the public during all normal business hours at the school district's administrative offices. ¶~~

~~Written Materials¶~~

~~9. In any open meeting, a copy of any printed materials, including electronic communications, relating to the agenda items of the meeting prepared or distributed by or at the direction of the school board or its employees and distributed to or available to all school board members shall be available in the meeting room for inspection by the public while the school board considers their subject matter.¶~~

~~10. This provision does not apply to materials not classified by law as public, or to materials relating to the agenda items of a closed meeting.~~

B. Open Meetings and Data

1. Meetings may not be closed to discuss data that are not public data, except as provided under Minnesota law.

2. Data that are not public data may be discussed at an open meeting if the disclosure relates to a matter within the scope of the school board's authority and is reasonably necessary to conduct the business or agenda item before the school board.

3. Data discussed at an open meeting retain the data's original classification; however, a record of the meeting, regardless of form, shall be public.

C. Closed Meetings

1. Recordings of Closed Meetings

a) All closed meetings, except those closed as permitted by the attorney-client privilege, must be electronically recorded at the expense of the school district. Recordings of closed meetings shall be made separately from the recordings of an open meeting, to the extent such meetings are recorded. If a meeting is closed to discuss more than one (1) matter, each matter shall be separately recorded.

b) Recordings of closed meetings shall be preserved by the school district for the following time periods:

(1) Meetings closed to discuss labor negotiations strategy shall be preserved for two (2) years after the contract is signed;

(2) Meetings closed to discuss security matters shall be preserved for at least four

(4) years;

(3) Meetings closed to discuss the purchase or sale of property shall be preserved for at least eight (8) years after the date of the meeting;

(4) All other closed meetings shall be preserved by the school district for at least three (3) years after the date of the meeting;

(5) Following the expiration of the above time periods, recordings of closed meetings shall be maintained as set forth in the school district's Records Retention Schedule.

c) Recordings of closed meetings shall be classified by the school district as protected non-public data that is not accessible by the public or any subject of the data, with the following exceptions:

(1) Recordings of labor negotiations strategy meetings shall be classified as public data and made available to the public after all labor contracts are signed by the school district for the current budget period.

(2) Recordings of meetings related to the purchase or sale of property shall be classified as public data and made available to the public after all real or personal property discussed at the meeting has been purchased or sold or the school district has abandoned the purchase or sale.

(3) Recordings of any other closed meetings shall be classified and/or released as required by court order.

d) Recordings of closed meetings shall be maintained separately from recordings of open meetings, to the extent recordings of open meetings are maintained by the school district, with the exception of recordings that have been classified as public data. Recordings of closed meetings classified as non-public data also shall be maintained in a secure location, separate from recordings classified as public data.

e) Recordings of closed meetings shall be maintained in a manner to easily identify the data classification of the recording. The recordings shall be identified with at least the following information:

(1) The date of the closed meeting;

(2) The basis upon which the meeting was closed (i.e.: labor negotiations strategy, purchase or sale of real property, educational data, etc.); and

(3) The classification of the data.

f) Recordings of closed meetings related to labor negotiations strategy and the purchase or sale of property shall be maintained and monitored in a manner that reclassifies the recording as public upon the occurrence of an event reclassifying that data.

2. Labor Negotiations Strategy

a) The school board may, by a majority vote in a public meeting, decide to hold a closed meeting to consider strategy for labor negotiations, including negotiation strategies or developments or discussion and review of labor negotiation proposals, conducted pursuant to Minnesota's Public Employment Labor Relations Act (PELRA).

b) The time and place of the closed meeting shall be announced at the public meeting. A written roll of school board members and all other persons present at the closed meeting shall be made available to the public after the closed meeting. The proceedings of a closed meeting to discuss negotiation strategies shall be recorded, and the recording shall be preserved for two years after the contract discussed at the meeting is signed. The recording shall be made available to the public after all labor contracts are signed by the school board for the current budget period.

3. Sessions Closed by Bureau of Mediation Services

All negotiations, mediation sessions, and hearings between the school board and its employees or their respective representatives are public meetings. These meetings may be closed only by the Commissioner of the Bureau of Mediation Services (BMS). The use of recording devices, stenographic records, or other recording methods is prohibited in mediation meetings closed by the BMS.

4. Preliminary Consideration of Allegations or Charges

The school board shall close one or more meetings for preliminary consideration of allegations or charges against an individual subject to its authority. If the school board members conclude that discipline of any nature may be warranted as a result of those specific charges or allegations, further meetings or hearings relating to those specific charges or allegations held after that conclusion is reached must be open. A meeting must also be open at the request of the individual who is the subject of the meeting. A closed meeting for this purpose must be electronically recorded at the expense of the school district, and the recording must be preserved for at least three years after the date of the meeting. The recording is not available to the public.

5. Performance Evaluations

   The school board may close a meeting to evaluate the performance of an individual who is subject to its authority. The school board shall identify the individual to be evaluated prior to closing a meeting. At its next open meeting, the school board shall summarize its conclusions regarding the evaluation. A meeting must be open at the request of the individual who is the subject of the meeting. A closed meeting for this purpose must be electronically recorded at the expense of the school district, and the recording must be preserved for at least three years after the date of the meeting. The recording is not available to the public.

6. Attorney-Client Privilege Meeting

   A meeting may be closed if permitted by the attorney-client privilege. Attorney-client privilege applies when litigation is imminent or threatened, or when the school board needs advice above the level of general legal advice, for example, regarding specific acts and their legal consequences. A meeting may be closed to seek legal advice concerning litigation strategy, but the mere threat that litigation might be a consequence of deciding a matter one way or another does not, by itself, justify closing the meeting. The motion to close the meeting must specifically describe the matter to be discussed at the closed meeting, subject to relevant privacy and confidentiality considerations under state and federal law. The law does not require that such a meeting be recorded. Hastings Public Schools employees shall not record attorney-client privilege meetings.

7. Dismissal Hearing

   a) A hearing on the dismissal of a licensed teacher shall be public or private at the teacher's discretion. A hearing regarding placement of teachers on unrequested leave of absence shall be public.

   b) A hearing on dismissal of a student pursuant to the Pupil Fair Dismissal Act shall be closed unless the pupil, parent or guardian requests an open hearing.

   c) To the extent a teacher or student dismissal hearing is held before the school board and is closed, the closed meeting must be electronically recorded at the expense of the school district, and the recording must be preserved for at least three years after the date of the meeting. The recording is not available to the public.

8. Coaches; Opportunity to Respond

   a) If the school board has declined to renew the coaching contract of a licensed or non-licensed head varsity coach, it must notify the coach within 14 days of that decision.

b) If the coach requests the reasons for the nonrenewal, the school board must give the coach the reasons in writing within 10 days of receiving the request. The existence of parent complaints must not be the sole reason for the school board not to renew a coaching contract.

c) On the request of the coach, the school board must provide the coach with a reasonable opportunity to respond to the reasons at a regular school board meeting.

d) The meeting may be open or closed at the election of the coach unless the meeting is closed as required by Minnesota Statutes section 13D.05, to discuss educational or certain other nonpublic data.

e) A meeting closed for this purpose must be electronically recorded at the expense of the school district, and the recording must be preserved for at least three years after the date of the meeting. The recording is not available to the public.

9. Meetings to Discuss Certain Not Public Data

Any portion of a meeting must be closed if the following types of data are discussed:

a) Data that would identify alleged victims or reporters of criminal sexual conduct, domestic abuse, or maltreatment of minors or vulnerable adults;

b) Active investigative data collected or created by a law enforcement agency;

c) Educational data, health data, medical data, welfare data, or mental health data that are not public data; or

d) An individual's personal medical records.

e) A closed meeting must be electronically recorded at the expense of the school district, and the recording must be preserved for at least three years after the date of the meeting. The recording is not available to the public.

10. Purchase and Sale of Property

a) The school board may close a meeting:

(1) To determine the asking price for real or personal property to be sold by the school district;

(2) To review confidential or nonpublic appraisal data; and

(3) To develop or consider offers or counteroffers for the purchase or sale of real or personal property.

b) Before closing the meeting, the school board must identify on the record the particular real or personal property that is the subject of the closed meeting.

c) The closed meeting must be recorded at the expense of the school district. The recording must be preserved for eight years after the date of the meeting and be made available to the public after all real or personal property discussed at the meeting has been purchased or sold or the school board has abandoned the purchase or sale. The real or personal property that is the subject of the closed meeting must be specifically identified on the recording. A list of school board members and all other persons present at the closed meeting must be made available to the public after the closed meeting.

d) An agreement reached that is based on an offer considered at a closed meeting is contingent on its approval by the school board at an open meeting. The actual purchase or sale must be approved at an open meeting and the purchase price or sale price is public data.

11. Security Matters

a) The school board may close a meeting to receive security briefings and reports, to discuss issues related to security systems, to discuss emergency response procedures, and to discuss security deficiencies in or recommendations regarding public services, infrastructure, and facilities, if disclosure of the information discussed would pose a danger to public safety or compromise security procedures or responses.

b) Financial issues related to security matters must be discussed and all related financial decisions must be made at an open meeting.

c) Before closing a meeting, the school board must refer to the facilities, systems, procedures, services, or infrastructures to be considered during the closed meeting.

d) The closed meeting must be recorded at the expense of the school district and the recording must be preserved for at least four years. The recording is not available to the public.

12. Other Meetings

Other meetings shall be closed as provided by law, except as provided above. A closed meeting must be electronically recorded at the expense of the school district, and the recording must be preserved for at least three years after the date of the meeting. The recording is not available to the public.

D. Procedures for Closing a Meeting

The school board shall provide notice of a closed meeting just as for an open meeting. A school board meeting may be closed only after a majority vote at a public meeting. Before closing a meeting, the school board shall state on the record the specific authority permitting the meeting to be closed and shall describe the subject to be discussed.

Legal References: *Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)*
Minn. Stat. Ch. 13D (Open Meeting Law)
Minn. Stat. § 121A.47, Subd. 5 (Exclusion and Expulsion Procedures)
Minn. Stat. § 122A.33, Subd. 3 (License and Degree Exemption for Head Coach)
Minn. Stat. § 122A.40, Subd. 14 (Employment; Contracts; Termination)
Minn. Stat. § 179A.14, Subd. 3 (Negotiation Procedures)
Minn. Stat. § 331A.08, Subd. 3 (Computation of Time)
Minn. Rules Part 5510.2810 (Petition for Mediation)
Brown v. Cannon Falls Township, 723 N.W.2d 31 (Minn. App. 2006)
Brainerd Daily Dispatch v. Dehen, 693 N.W.2d 435 (Minn. App. 2005)
The Free Press v. County of Blue Earth, 677 N.W.2d 471 (Minn. App. 2004)
Prior Lake American v. Mader, 642 N.W.2d 729 (Minn. 2002)
Star Tribune v. Board of Education, Special School District No. 1, 507 N.W.2d 869 (Minn. App. 1993)
Minnesota Daily v. University of Minnesota, 432 N.W.2d 189 (Minn. App. 1988)
Moberg v. Independent School District No. 281, 336 N.W.2d 510 (Minn. 1983)
Sovereign v. Dunn, 498 N.W.2d 62 (Minn. App. 1993), rev. denied. (Minn. 1993)
Dept. of Admin. Advisory Op. No. 21-003 (April 19, 2021)
Dept. of Admin. Advisory Op. No. 21-002 (January 13, 2021)
Dept. of Admin. Advisory Op. No. 19-012 (October 24, 2019)
Dept. of Admin. Advisory Op. No. 19-008 (May 22, 2019)
Dept. of Admin. Advisory Op. No. 19-006 (April 9, 2019)
Dept. of Admin. Advisory Op. No. 18-019 (December 28, 2018)
Dept. of Admin. Advisory Op. No. 17-005 (June 22, 2017)
Dept. of Admin. Advisory Op. No. 13-009 (March 19, 2013)
Dept. of Admin. Advisory Op. No. 13-015 (December 23, 2013)
Dept. of Admin. Advisory Op. No. 12-004 (March 8, 2012)
Dept. of Admin. Advisory Op. No. 11-004 (April 18, 2011)
Dept. of Admin. Advisory Op. No. 10-013 (April 29, 2010)
Dept. of Admin. Advisory Op. No. 10-020 (September 23, 2010)
Dept. of Admin. Advisory Op. No. 09-020 (September 8, 2009)
Dept. of Admin. Advisory Op. No. 08-015 (July 9, 2008)
Dept. of Admin. Advisory Op. No. 06-027 (September 28, 2006)
Dept. of Admin. Advisory Op. No. 04-004 (February 3, 2004)

Cross References: *ISD 200 Policy 204 (School Board Meeting Minutes)*
ISD 200 Policy 206 (Public Participation in School Board Meetings/Complaints about Persons at School Board Meetings and Data Privacy)
ISD 200 Policy 207 (Public Hearings)
ISD 200 Policy 406 (Public and Private Personnel Data)
ISD 200 Policy 515 (Protection and Privacy of Pupil Records)
MSBA Law Bulletin "C" (Minnesota's Open Meeting Law)

Policy Reviewed: *05.28.2026* ~~*09.05.2025*~~
Policy Adopted: *11.19.2025*
Policy Revised: *06.28.2023*

206 PUBLIC PARTICIPATION IN SCHOOL BOARD MEETINGS/COMPLAINTS ABOUT PERSONS AT SCHOOL BOARD MEETINGS AND DATA PRIVACY CONSIDERATIONS

I. PURPOSE

A. The school board recognizes the value of participation by the public in deliberations and decisions on school district matters. At the same time, the school board recognizes the importance of conducting orderly and efficient proceedings, with opportunity for expression of all participants' respective views.

B. The purpose of this policy is to provide procedures to assure open and orderly public comments to the school board as well as to protect the due process and privacy rights of individuals under the law.

II. GENERAL STATEMENT OF POLICY

A. The policy of the school board is to encourage comments to the school board by persons of subjects related to the school district. The school board may adopt reasonable time, place, and manner restrictions on public expression in order to facilitate free comments to the school board by all interested parties.

B. The school board shall, as a matter of policy, protect the legal rights to privacy and due process of employees and students.

III. DEFINITIONS

A. "Personnel data" means government data on individuals maintained because the individual is or was an employee or applicant for employment. For purposes of this policy, "employee" includes a volunteer or an independent contractor.

B. Personnel data on current and former employees that is "public" includes:

Name; employee identification number, which must not be the employee's social security number; actual gross salary; salary range; terms and conditions of employment relationship; contract fees; actual gross pension; the value and nature of employer paid fringe benefits; the basis for and the amount of any added remuneration, including expense reimbursement, in addition to salary; bargaining unit; job title; job description; education and training background; previous work experience; date of first and last employment; the existence and status of any complaints or charges against the employee, regardless of whether the complaint or charge resulted in a disciplinary action; the final disposition of any disciplinary action as defined in Minnesota Statutes section § 13.43, Subd. 2(b), together with the specific reasons for the action and data documenting the basis of the action, excluding data that would identify confidential sources who are employees of the

public body; the complete terms of any agreement settling any dispute arising out of the employment relationship, including a buyout agreement as defined in Minnesota. Statutes section § 123B.143, Subd. 2, except that the agreement must include specific reasons for the agreement if it involves the payment of more than $10,000 of public money; work location; work telephone number; badge number; work-related continuing education; honors and awards received; and payroll time sheets or other comparable data that are only used to account for employee's work time for payroll purposes, except to the extent that release of time sheet data would reveal the employee's reasons for the use of sick or other medical leave or other not public data.

C. Personnel data on current and former applicants for employment that is "public" includes:

Veteran status; relevant test scores; rank on eligible list; job history; education and training; and work availability. Names of applicants shall be private data except when certified as eligible for appointment to a vacancy or when applicants are considered by the appointing authority to be finalists for a position in public employment. For purposes of this subdivision, "finalist" means an individual who is selected to be interviewed by the appointing authority prior to selection.

D. "Educational data" means data maintained by the school district which relates to a student.

E. "Student" means an individual currently or formerly enrolled or registered in the school district, or applicants for enrollment, or individuals who receive shared time services.

F. Data about applicants for appointments to a public body, including a school board, collected by the school district as a result of the applicant's application for appointment to the public body are private data on individuals, except that the following are public: name; city of residence, except where the appointment has a residency requirement that requires the entire address to be public; education and training; employment history; volunteer work; awards and honors; prior government service; any data required to be provided or that is voluntarily provided in an application to a multi member agency pursuant to Minnesota. Statutes section § 15.0597; and veteran status. Once an individual has been appointed to a public body, the following additional items of data are public: residential address; either a telephone number or electronic mail address where the appointee can be reached, or both at the request of the appointee; the first and last dates of service on the public body; the existence and status of any complaints or charges against an appointee; and, upon completion of an investigation of a complaint or charge against an appointee, the final investigative report unless access to the data would jeopardize an active investigation. Any electronic mail address or telephone number provided by a public body for use by an appointee shall be public. An appointee may use an electronic mail address or telephone number provided by the public body as the designated electronic mail address or telephone number at which the appointee can be reached.

IV. RIGHTS TO PRIVACY

A. School district employees have a legal right to privacy related to matters which may come before the school board, including, but not limited to, the following:

1. Right to a private hearing for teachers, pursuant to Minnesota Statutes section 122A.40, Subd. 14 (Teachers Discharge Hearing);

2. Right to privacy of personnel data as provided by Minnesota Statutes section 13.43 (Personnel Data);

3. Right to consideration by the school board of certain data treated as not public as provided in Minnesota Statutes section 13D.05 (Not Public Data);

4. Right to a private hearing for licensed or non-licensed head varsity coaches to discuss reasons for nonrenewal of a coaching contract pursuant to Minnesota Statutes section 122A.33, Subd. 3.

B. School district students have a legal right to privacy related to matters which may come before the school board, including, but not limited to, the following:

1. Right to a private hearing, Minnesota Statutes section 121A.47, Subd. 5 (Student Dismissal Hearing);

2. Right to privacy of educational data, Minnesota Statutes section 13.32 (Educational Data); 20 U.S.C. § 1232g (FERPA);

3. Right to privacy of complaints as provided by child abuse reporting and discrimination laws, Minnesota Statutes Chapter 260E (Reporting of Maltreatment of Minors) and Minnesoota Statutes Chapter 363A (Minnesota Human Rights Act).

V. THE PUBLIC'S OPPORTUNITY TO BE HEARD

The school board will strive to give all persons an opportunity to be heard and to have complaints considered and evaluated, within the limits of the law and this policy and subject to reasonable time, place, and manner restrictions. Among the rights available to the public is the right to access public data as provided by Minnesota Statutes section 13.43, Subd. 2 (Public Data).

VI. PROCEDURES FOR COMMENTS TO THE BOARD

A. The school board will not engage in discussion during this time, however, if a citizen's comments include inaccurate or incorrect information, the chair may provide accurate or clarifying information following the conclusion of the public comment period. The chair may respond at a later time and/or direct administration to follow up with the speaker.

B. To be recognized, those who want to participate in public comments must complete the

Public Participation at School Board Meetings Procedures and Request (206.1FRM) and submit their request via email or drop it off at the district office no later than 8:00 a.m. on the day prior to the regularly scheduled board meeting. If a group or organization wishes to address the school board on a topic, one representative shall be designated as the speaker. Selected speakers will be notified by the administrative assistant to the superintendent.

C. Only those speakers recognized by the school board will be allowed to speak. Comments by others are out of order. Individuals who interfere with or interrupt speakers, school board, or the proceedings may be directed to leave.

D. Matters which may involve preliminary allegations, or which may be potentially libelous or slanderous in nature shall not be considered in public, but shall be processed as determined by the school board in accordance with governing law.

E. The school board shall promptly rule out of order any discussion by any person, including school board members, that would violate the provisions of state or federal law, this policy or the statutory rights of privacy of an individual and any media feed will be cut immediately.

F. Personal attacks by anyone addressing the school board are unacceptable. Persistence in such remarks by an individual shall terminate that person's privilege to address the school board.

VII. COMPLAINTS

A. Routine complaints about a teacher or other employee should first be directed to that teacher or employee or to the employee's immediate supervisor.

B. If the complaint is against an employee relating to child abuse, discrimination, racial, religious, sexual harassment, or other activities involving an intimidating atmosphere, the complaint should be directed to the employee's supervisor or other official as designated in the school district policy governing that kind of complaint. In the absence of a designated person, the matter should be referred to the superintendent.

C. Unresolved complaints from Paragraph 1 of this section or problems concerning the school district should be directed to the superintendent's office.

D. Complaints which are unresolved at the superintendent's level may be brought before the board as a whole by notifying the school board in writing.

VIII. PENALTIES FOR VIOLATION OF DATA PRIVACY

A. The school district is liable for damages, costs and attorneys' fees, and, in the event of a willful violation, punitive damages for violation of state data privacy laws. (Minnesota Statutes section 13.08, Subd. 1.)

B. A person who willfully violates data privacy or whose conduct constitutes the knowing unauthorized acquisition of not public data is guilty of a misdemeanor. (Minnesota Statutes section § 13.09.)

C. In the case of an employee, willful violation of the Minnesota data practices law, Chapter 13, and any rules adopted thereunder, including any action subject to a criminal penalty, constitutes just cause for suspension without pay or dismissal. (Minnesota Statutes section § 13.09.)

IX. PROCEDURES

The board may determine when necessary, the time, place, and manner considerations for this policy during a board meeting as outlined in 206.2PR.

Legal References: *Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)*
Minn. Stat. § 13.08, Subd. 1 (Action for Damages)
Minn. Stat. §13.09 (Penalties)
Minn. Stat. §13.32 (Educational Data)
Minn. Stat. § 13.43 (Personnel Data)
Minn. Stat. § 13.601, Subd. 3 (Applicants for Appointment)
Minn. Stat. § 13D.05 (Meetings Having Data Classified as Public)
Minn. Stat. § 15.0597 (Appointments to Multimember Agencies)
Minn. Stat. § 121A.47, Subd. 5 (Exclusion and Expulsion Procedures;Closed or Open Meeting)
Minn. Stat. § 122A.33, Subd. 3 (License and Degree Exemption for Head Coach; Notice of Nonrenewal; Opportunity to Respond)
Minn. Stat. § 122A.40, Subd. 14 (Employment; Contracts; Termination; Hearing Procedures)
Minn. Stat. § 122A.44 (Contracting with Teachers; Substitute Teachers)
Minn. Stat. § 123B.02, Subd. 14 (General Powers of Independent School Districts; Employees; Contracts for Services)
Minn. Stat. § 123B.143, Subd. 2 (Superintendents; Disclose Past Buyouts or Contract is Void)
Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
Minn. Stat. Ch. 260E (Reporting of Maltreatment of Minors)
20 U.S.C. § 1232g (Family Educational Rights and Privacy Act)
Minn. Op. Atty. Gen. 852 (July 14, 2006)

Cross References: *ISD 200 Policy 203.1PR (School Board Meeting Procedures)*
ISD 200 Policy 205 (Open Meetings and Closed Meetings)
ISD 200 Policy 206.1FRM (Public Participation at School Board Meeting: Procedure and Request Form)
ISD 200 Policy 206.2PR (Public Comment Procedures)
ISD 200 Policy 207 (Public Hearings)
ISD 200 Policy 406 (Public and Private Personnel Data)
ISD 200 Policy 515 (Protection and Privacy of Pupil Records)

Policy Reviewed: *05.28.2026* ~~*03.06.2024*~~

Policy Adopted: *03.26.2025*
Policy Revised: *01.13.2025*

207 PUBLIC HEARINGS

I. PURPOSE

The school board values public input during public hearings. This policy sets clear procedures for receiving that input efficiently.~~The school board recognizes the importance of obtaining public input on matters properly before the school board during a public hearing. at public hearings as required by law. The purpose of this policy is to establish procedures to efficiently receive public input.~~
~~for public hearings to efficiently receive public input~~.

II. GENERAL STATEMENT OF POLICY

The school board will follow the procedures in this policy to receive public input in an efficient and orderly manner during public hearings.~~For the school board to efficiently receive public input at public hearings on matters properly before the school board, the procedures set forth in this policy are established by the school board.~~

III. PROCEDURES

A. Public Hearings

Public hearings are required by law for certain matters, including but not limited to: school closures (Minnesota Statutes section 123B.51), education district establishment (Minnesota Statutes section 123A.15), agreements for secondary education (Minnesota Statutes section 123A.30), the annual Comprehensive Achievement and Civic Readiness review (Minnesota Statutes section 120B.11), and the Truth-in-Taxation hearing on the proposed property tax levy (Minnesota Statutes section 275.065).

In addition, the school board may hold other public hearings on district matters at its discretion.~~Public hearings are required by law concerning certain issues, including but not limited to, school closings (Minnesota Statutes, section 123B.51), education district establishment (Minnesota Statutes, section 123A.15), and agreements for secondary education (Minnesota Statutes, section 123A.30). Additionally, other public hearings may be held by the school board on school district matters at the school board's discretion~~,

B. Notice of Public Hearings

Public notice for public hearings required by law will be given as required by the applicable statute. For other hearings, notice will be provided in the same manner as a regular meeting if held with a regular meeting, in the same manner as a special meeting if held with a special meeting, or as otherwise determined by the school board.~~Public notice of a public~~

~~hearing required by law shall be given as provided by the enabling legislation. Public notice of other hearings shall be given in the manner required for a regular meeting if held in conjunction with a regular meeting, in the manner required for a special meeting if held in conjunction with a special meeting, or as otherwise determined by the school board.~~

C. Public Participation

The school board retains the right to designate time, place, and manner unless otherwise directed by law. Speakers shall state their name for the record and refrain from using their time to criticize or complain about anyone using any personally identifiable information. Speakers are expected to be respectful and refrain from the use of profanity or obscenities or conduct that poses a substantial or material disruption to the board meeting. The school board is interested in hearing comments from the public and will listen carefully, but will not respond or debate. Comments made by any others may be ruled out of order and those not abiding by this may potentially be asked to leave. The board chair may offer clarifying comments once the speaker has finished.

¶

Legal References: *Minn. Stat. § 120B.11 (School District Process for Reviewing Curriculum, Instruction, and Student Achievement Goals; Striving for Comprehensive Achievement and Civic Readiness)*
Minn. Stat. § 123A.15 (Establishing Education Districts)
Minn. Stat. § 123A.30 (Agreements for Secondary Education)
Minn. Stat. § 123B.51 (Schoolhouses and Sites; Uses for School and Nonschool Purposes; Closings)
Minn. Stat. §275.065 (Proposed Property Taxes; Notices)

Cross References: *ISD 200 Policy 206 (Public Participation in School Board Meetings/ Complaints about Persons at School Board Meetings and Data Privacy Considerations)*

Policy Reviewed: *05.28.2026* ~~*07.12.2023*~~
Policy Adopted: *07.31.2024*
Policy Revised: *07.01.2024*

209 CODE OF ETHICS

I. PURPOSE

The purpose of this policy is to define the duties, responsibilities, and ethical obligations of individual school board members. The board must govern the schools of the district and is expected to exercise the authority granted by the legislature to promote academic excellence, provide sound guidance, and ensure responsible use of public resources in accordance with the law and in the best interest of all students.

II. GENERAL STATEMENT OF POLICY

School board members serve as stewards of public education and representatives of the community. Each member has the duty to uphold the Constitution and laws of the United States and the State of Minnesota, support effective and efficient district operations, and ensure that the district remains focused on improving student outcomes, achieving academic excellence, and maintaining fiscal responsibility to the taxpayers. Each member accepts this responsibility as a public trust and is committed to governing with integrity, transparency, and accountability.

III. AS A SCHOOL BOARD MEMBER, I WILL . . .

A. Place student achievement and academic growth at the center of all board decisions.

B. Commit to continuous improvement of educational programs and student outcomes.

C. Support policies that promote safe, effective, and well-managed schools.

D. Prepare for and actively participate in board meetings, work sessions and committee work.

E. Respect the role of the superintendent while holding the superintendent accountable for implementing board policies and the strategic plan.

F. Uphold the authority of the board once decisions are made while respecting the right of members to express differing viewpoints and vote according to their informed judgment.

G. Communicate clearly, act respectfully, and demonstrate integrity in all interactions.

IV. TO MAINTAIN THE INTEGRITY OF THE SCHOOL BOARD, I WILL . . .

A. Recognize that authority granted to us rests only with the board acting as a whole, not with individual members.

B. Strive to build mutual trust and cooperation among board members to ensure effective governance.

C. Listen respectfully, refrain from personal criticism, encourage others to express their own opinions, and engage civilly in professional discussions.

D. Keep an open mind until all relevant information has been presented and discussed, and exercise independent judgment when making decisions.

E. Uphold the unity of the board by focusing on the issues, data, and student outcomes.

V. IN WORKING WITH THE SUPERINTENDENT, I WILL . . .

A. Support a relationship built on mutual trust, clear communication, and shared commitment to student success.

B. Respect the superintendent's role as the district's chief executive officer, and the board's sole employee.

C. Provide clear policy direction and expect regular, data-informed reporting on student outcomes, finances, and operations.

D. Hold the superintendent accountable for implementing board policies, executing the strategic plan, and achieving district goals.

E. Respect established administrative channels by referring operational concerns and complaints through the appropriate chain of command.

F. Encourage professional excellence, innovation, and continuous improvement among all district employees.

VI. IN PERFORMING THE FUNCTIONS OF A SCHOOL BOARD MEMBER, I WILL . . .

A. Exercise sound judgment based on facts, data, and the long-term interests of students and the district.

B. Establish clear goals and expectations for student performance, financial management, and operational effectiveness.

C. Monitor progress toward district goals and require regular, data-driven reporting from the superintendent.

D. Oversee and evaluate the superintendent's performance in implementing board policies and advancing the district's strategic plan.

E. Ensure that district resources are managed prudently, efficiently, and in a manner that provides the greatest value to taxpayers.

F. Focus on policy, governance, and accountability, while delegating administrative and operational functions to the superintendent.

VII. IN FULFILLING LEGAL AND ETHICAL OBLIGATIONS, I WILL . . .

A. Adhere to the Minnesota Open Meeting Law and avoid serial communications or other actions that could undermine public trust and transparency.

B. Maintain confidentiality of data and information protected by law.

C. Avoid conflicts of interest and comply with all required disclosures and ethical standards.

D. Avoid private actions or commitments made outside the board's authority that could compromise the governance responsibilities of the board or the administration.

E. Participate in official actions only at duly called and legally conducted meetings of the school board.

F. Respect the distinction between the governance role of the board and the administrative responsibilities of the superintendent.

VIII. IN MAINTAINING FISCAL RESPONSIBILITY AND ACCOUNTABILITY, I WILL . .

A. Safeguard taxpayer resources through responsible budgeting and fiscal oversight.

B. Support long-range financial planning aligned with district goals and community priorities.

C. Require accuracy, transparency, and accountability in financial reporting.

D. Ensure expenditures directly support classroom instruction, student services, and the strategic priorities established by the board.

E. Evaluate financial decisions for efficiency, effectiveness, and sustainability

IX. IN REPRESENTING THE HASTINGS COMMUNITY, I WILL . . .

A. Represent the entire community and act in the best interests of all students.

B. Communicate openly and honestly with parents, staff, and residents.

C. Promote confidence in public education through ethical conduct, transparency, and good governance.

D. Act in a manner that promotes public confidence in the integrity and effectiveness of the school board.

E. Encourage community partnerships that enhance learning, support students, and strengthen the district’s strategic plan.

F. Be accessible, accountable, and responsive to the community.

G. Demonstrate respect for all viewpoints and encourage constructive community engagement.

Legal References: *Minn. Stat. § 123B.02, Subd. 1 (General Powers of Independent School District)*
Minn. Stat. § 123B.09 (Boards of Independent School Districts)
Minn. Stat. § 123B.143, Subd. 1 (Superintendent)

Cross References: *ISD 200 Policy 201 Legal Status of the School Board*

Policy Reviewed: *06.11.2026*
Policy Adopted:
Policy Revised:

213 SCHOOL BOARD COMMITTEES

I. PURPOSE

~~The purpose of this policy is to provide for the structure and the operation of committees or subcommittees of the school board.~~ The purpose of this policy is to establish the school board's use of board committees in order to support effective governance, informed decision-making, and efficient board operations.

School board committees are created to study designated topics in depth, review relevant data and information, and develop recommendations for the full board's consideration. Committees enhance the board's ability to focus on strategic leadership while maintaining appropriate oversight and accountability.

II. GENERAL STATEMENT OF POLICY

Committees will support the work of the board by focusing on specific, ongoing areas of responsibility. They serve in an advisory role by reviewing information, discussing issues in greater detail, and developing informed recommendations for the full school board to consider. All final decisions and actions remain with the full school board.

III. ESTABLISHING SCHOOL BOARD COMMITTEES

A. Standing committees are established annually through formal board action at the organizational meeting. Additional standing committees may be created only through formal board action at a regular board meeting. ~~It is the policy of the school board to designate school board committees or subcommittees when it is determined that a committee process facilitates the mission of the school board.~~

   1. To ensure all board members are prepared to establish standing committees at the organizational meeting, a "Standing Committee Discussion" will be included under "Items for Discussion" on the December work session agenda.

B. Ad hoc committees may be established by general board consensus to address temporary needs or perform special functions. Upon completion of their work, the ad hoc committee is automatically dissolved.

C. Committee membership will be established in accordance with ISD 200 Procedure 213.1PR and the Board Member Handbook.

~~The school board has determined that standing committees facilitate the operation of the school board and the school district.~~

~~A school board committee or subcommittee will be formed by school board direction which shall outline the duties and purpose of the committee or subcommittee.~~

~~A committee or subcommittee is advisory in nature and has only such authority as specified by the school board.~~

~~The school board will receive reports or recommendations from a committee or subcommittee for consideration. The school board, however, retains the right and has the duty to make all final decisions related to such reports or recommendations.~~

~~The school board also may establish such ad hoc committees for specific purposes as it deems appropriate.~~

~~The school board reserves the right to limit, create or abolish any standing or ad hoc committee as it deems appropriate.¶~~

~~D. A committee of the school board shall not appoint a subcommittee of that committee without approval of the school board.~~

Legal References: *Minn. Stat. Ch. 13D (Open Meeting Law)*

Cross References: *ISD 200 Policy 201 (Legal Status of the School Board)*
ISD 200 Policy 203 (Operation of the School Board –Governing Rules)
ISD 200 Procedure 213.1PR (School Board Committees Procedure)
MSBASchool Law Bulletin"C" (Minnesota's Open Meeting Law)

Policy Reviewed: *06.11.2026~~09.18.2023~~*
Policy Adopted: *12.20.2023*
Policy Revised: *06.28.2023*

220 STUDENT SCHOOL BOARD REPRESENTATIVE

I. PURPOSE

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 purpose of this policy is to define the application process, and to establish the rights and responsibilities of student representatives on the school board.

II. GENERAL STATEMENT OF POLICY

The school board values the voices of students and wishes to both encourage student involvement and promote a communications link between the school board and the students of the district by authorizing up to four (4) student representatives to serve on the school board as non-voting members.

~~**TERMS AND QUALIFICATIONS**¶~~

~~A. An application for the position of Student School Board Representative is open to all students in grades 10 and 11;¶~~

~~B. Student representatives will serve on the board for a 1one-year term that begins in May (mentors will be appointed during the May bBoard mMeeting);¶~~

~~C. Student representatives will **not** be expected to attend board meetings during the summer months, but will be expected to attend 1 onboarding meeting at the district office; and¶~~

~~Student representatives will officially be seated at the board table during the September regular board meeting.~~

III. QUALIFICATIONS

A. An application for the position of Student School Board Representative is available on the district's website for the entire month of March and it is open to all ISD 200 sophomores and juniors;

B. Candidates must have completed registration for the upcoming school year;

C. Candidates must submit the online application, including parent/guardian consent and signature, and a letter of recommendation. If the application is missing any of these requirements, the applicant is disqualified and will not be interviewed;

D. Candidates must be making satisfactory progress towards graduation to be considered for an interview (Hastings High School principal or designee will determine whether a candidate meets this criteria); and

E. All candidates meeting this criteria will be offered an interview. Interviews will be conducted at the high school from mid-April to mid-May and the candidates selected to serve as student representatives will be offered the position, by phone no later than May 15.

IV. TERM OF SERVICE

A. Student representatives will be announced by name during the board's regular meeting in May and each student will be assigned a board member as a mentor;

B. Student representatives will officially be seated at the board table after completing their Ceremonial Oath of Office during the board's regular meeting in September;

C. Students will serve until the end of the school year; and

D. During the summer months student representatives are encouraged but not required to attend board meetings and work sessions. Student representatives will be expected to attend 1 onboarding meeting in late August at the district office.

V. STUDENT ACTIVITY REPORTS

A. All ~~seven~~ schools in the district are expected to be represented in the monthly Student Activity Reports provided October - May.

1. Each student representative shall prepare a ~~written~~ report of various past or future academic and enrichment activities using the template provided and include details about their assigned school or schools. Reports must be reviewed and approved by the building principal or designee. Once approved, the reports must be emailed to the board chair no later than ~~the third Friday of the month by 3~~12:00pm ~~or~~ six ~~five~~ days prior to the regular meeting; and

2. Each student representative is responsible for presenting a brief summary of their report monthly during the board's regular meeting.

VI. MEETING & WORK SESSION ATTENDENCE

Student representatives are expected to attend a majority of regular meetings and work sessions. It is expected that student representatives read meeting and work session agendas prior to attending. If a student representative is unable to attend a meeting, but would like to provide input in the meeting, they shall submit their input in writing to another student representative prior to the meeting.

If a student is unable to attend a meeting, they are expected to contact the board chair.

A. Regular Meetings: All four student representatives are expected to attend each regular meeting and provide a written and verbal student report. Student representatives are encouraged to remain for the entire meeting. At a minimum, at least one student

representative must remain for the full duration of each regular meeting, with this responsibility rotating among the student representatives;

B. Work Sessions: At a minimum, at least one student representative must be present for the duration of each work session. It does not have to be the same student for the entire work session, for example: one representative could attend from 6:00pm - 7:00pm and another representative could attend from 7:00pm - 8:00pm. This responsibility should rotate among the student representatives; and

C. Closed Meetings: Student representatives shall ~~will~~ not attend closed meetings.

VII. ~~APPLICATIONS & INTERVIEWS~~ COMMITTEE PROGRESS

A. Application: The Student School Board Committee (SSBC) or designee will review and present recommendations to the board.

B. Interviews: The Student School Board Committee (SSBC) will provide progress updates to the board per the timeline established in 220.1PR.

VIII. RIGHTS AND RESPONSIBILITIES

~~Attend regular board meetings. Regular board meetings are typically held on the fourth Wednesday of each month beginning at 6:00 PM and generally concluding by 8:00 PM. Meetings held during the summer or school breaks are not required, but are encouraged. It is expected that student representatives will attend a majority of these meetings. ¶~~

~~If a student is unable to attend a meeting, they are expected to share any comments, presentations, etc. to the administrative assistant and board chair.¶~~

~~Student representatives will not attend closed meetings.¶~~

~~Student representatives, in consultation with the superintendent and board chair, may attend working sessions, board retreats, special meetings, and workshops.~~

A. Student representatives will sit at the board table during meetings and work sessions.

B. Student representatives will be bound by all rules, policies, procedures, and norms ~~and regulations~~ that bind the school board.

C. Student representatives will present regularly to the board (students may determine what the report includes) and one annual report on their experience as a student representative. ~~activities~~.

D. Student representatives will serve as ex-officio members of the school board, and will not have official voting rights. Student representatives may participate in all discussions that are open to the public before the official vote by the board.

E. Student representatives will not have access to the following:

1. Sensitive personnel matters;

2. Legal action strategy;

3. Negotiations strategy; or

4. Other confidential matters.

F. Student representatives shall access meeting agendas on BoardBook. All information received must be handled in an appropriate manner.

G. Student representatives shall act appropriately while serving on the school board, in a manner consistent with other school board members and the school board Code of Ethics.

H. Student representatives on the school board shall work to represent opinions of the student body and not solely the representative's own opinions.

I. Student representatives shall consult with the superintendent and/or assigned mentor in carrying out the responsibilities associated with serving on the school board.

J. If approached by media personnel in request to make public comments, student representatives shall consult with their mentor and/or board chair to formulate an appropriate response.

K. If community members contact you, it is important that you respond and guide them to the appropriate administrator following the chain of command.

L. If a student is unable or unwilling to fulfill the requirements of their role on the school board, the committee may seek an alternate recommendation from the high school principal, or the board may leave the position open.

M. If a Student School Board Representative fails to meet the expectations outlined in this policy, the Student School Board Representative Committee may initiate the following progressive disciplinary process, which will be communicated by the assigned mentor:

a. Verbal warning;

b. Written warning; and

c. Removal from the Student School Board Representative position.

The committee reserves the right to accelerate or modify this process based on the nature and severity of the concern.

IX. COMPENSATION, SCHOLARSHIPS/REIMBURSEMENT

A. Student representatives shall not receive compensation.

B. Student representatives are eligible to apply for the Robert E. Meeks MSBA Student School Board Member Scholarship ~~one of two MSBA Student School Board Member Scholarships~~. Applications for MSBA scholarships must be submitted by mid-March each year.

C. Expense reimbursements will only be made for pre-approved expenditures.

Revised: *06.11.2026~~04.12.2024~~*
Adopted: *05.22.2024*
Reviewed:

School Sanctioned Trips Approval Form Hastings ISD 200

Department/Staff Coordinating	Emily Chandler
Fund 10 & Account Name Fund 11 & Account Name	Fund 10 - Marching band 622
Purpose	Band Camp-To learn our 2027 field show in a collaborative, teambuilding environment
Destination	Gustavus College
Type(s) of Transportation	School Bus

Dates	Depart	Date 7/11/27	Time - TBD	Return	Date 7/15/27	Time - TBD

Cost per student	$ (approx.) $500	Depends on rate raises in 2027 not available yet

? Student drops out after paying	Department decision due to cost already incurred
? Payment was fundraised $'s	Required to stay in activity account because was earned as tax-exempt

# Students participating	Estimated 75 students
# Chaperones needed	approx. 6 (will be determined by # of students who register for the trip)
All chaperone fees are the responsibility of the chaperone	

How are you ensuring equitable access for students of need?	We announce a year in advance, so that families have time to save and/or fundraise. We offer numerous fundraisers through our boosters and we have had student pay for their entire trip using fundraised funds.
Are there any additional pre-trips or other unique arrangements to be aware of?	no

P-Card-Other Expenses	$ unknown (tbd)	none
All receipts must be obtained and returned at the end of the trip		

Principal Approved	Scott Doran	8/3/2026
Superintendent Reviewed	Signature	Date 8/6/24
Board Reviewed	Signature	Date

MEMORANDUM OF AGREEMENT
Food Service Employee Working Hours for 2026-2027

This Memorandum of Understanding (MOU) is entered into between Independent School District No. 200, Hastings, Minnesota (hereinafter referred to as the "District") and the Food Service Personnel – SEIU Local 284 (hereinafter referred to as the "Union").

WHEREAS, due to changes in legislation, effective with the start of the 2023-2024 school year, the District implemented universal free meals which, as anticipated, significantly increased the number of meals served each day; and

WHEREAS, the MOU initially implemented in 2023-2024 was extended to continue through the 2025-2026 school year with revisions; and

WHEREAS, the District has determined it would be beneficial to extend the increased hours for an additional year, through the 2026-2027 school year.

NOW THEREFORE, it is mutually agreed by and between the parties, as follows:

1. Employees in cook positions employed 5.75 hours per day, shall be increased to 6.25 hours per day; and

2. Lead cooks regularly scheduled to work seven hours per day will be increased to eight hours per day; and

3. Such increase shall be a requirement of all impacted positions, unless otherwise determined by the District; and

4. At the end of the 2026-2027 school year, employees' rights to hours per days will revert back to what they were regularly scheduled to work at the conclusion of the 2022-2023 school, if employed at that time; and

5. Effective with the start of the 2027-2028 school year, employees hired into cook positions and starting their employment during the 2023-2024, 2024-2025, 2025-2026, and 2026-2027 school years shall have job rights to 5.75 hours per day; grade eight lead cooks hired during the 2023-2024, 2024-2025, 2025-2026 and 2026-2027 school years shall have job rights to seven hours per day; and

6. This MOU will be effective for the 2026-2027 school year only, and shall sunset at the conclusion of the 2026-2027 school year.

7. In light of the fact that the District and the Union are currently in negotiation of the 2026-2028 Master Agreement, unless otherwise negotiated, this MOU as written, will become a part of the 2026-2028 Master Agreement.

SEIU LOCAL 284 – FOOD SERVICE PERSONNEL	HASTINGS PUBLIC SCHOOLS - ISD 200
DATE: August 19, 2026	DATE: _____
BY: _____	BY: _____
FOR THE UNION	FOR THE DISTRICT

MEMORANDUM OF AGREEMENT
ESP Working Hours for 2026-2027

This Memorandum of Understanding (MOU) is entered into between Independent School District No. 200, Hastings, Minnesota (hereinafter referred to as the "District") and the Ed MN Hastings - Educational Support Professionals (hereinafter referred to as the "Union").

WHEREAS, for the 2023-2024 school year, the District and the Union mutually agreed to implementation of an MOU due to the District experiencing difficulty hiring/retaining sufficient staff to meet the staffing levels desired, particularly as it relates to special education paraprofessionals; and

WHEREAS, through mutual agreement, the District temporarily increased the daily hours of staff to 6.25 hours per day during the 2023-2024, 2024-2025, and 2025-2026 school years; and

WHEREAS, the District has determined that it would be beneficial to extend the increased hours for an additional year, through the 2026-2027 school year; and

WHEREAS, the District and the Union have entered into a 2025-2027 bargaining agreement which expires on June 30, 2027.

NOW THEREFORE, it is mutually agreed by and between the parties as follows:

1. Special education paraprofessionals employed with rights to positions of at least 5.75 hours per day but less than 6.25 hours per day shall be increased to 6.25 hours per day; and

2. Such increase shall be a requirement of all impacted positions, unless otherwise determined by the District; and

3. At the end of the 2026-2027 school year, employees' rights to hours per days will revert back to what they were regularly scheduled to work at the conclusion of the 2022-2023 school year, if employed at that time; and

4. Effective with the start of the 2027-2028 school year, employees hired into special education paraprofessional positions and starting their employment during the 2023-2024, 2024-2025, 2025-2026, or 2026-2027 school years shall have job rights to 5.75 hours per day; and

5. This MOU will be effective for the 2026-2027 school year only, and shall sunset at the conclusion of the 2026-2027 school year.

ED MN - Educational Support Professionals	HASTINGS PUBLIC SCHOOLS - ISD 200
DATE: 8/19/26	DATE: _____
BY: Angela Wiedeman	BY: _____
FOR THE UNION	FOR THE DISTRICT

NOTICE OF BARGAINING UNIT CHANGE
PER BUREAU OF MEDIATION (BMS)
UNIT CLARIFICATION ORDER

August 24, 2026

This notice is to inform the Board of Education of a change in the bargaining unit representation of the District's Due Process Clerks pursuant to a Unit Clarification Order issued by the Minnesota Bureau of Mediation Services (BMS), Case No. 27PCL0036.

The Unit Clarification proceeding was initiated through a joint petition submitted by Hastings Public Schools, the Educational Support Professionals (ESP) bargaining unit, and the Hastings Educational Secretaries' Association (HESA). The parties jointly requested that BMS clarify the appropriate bargaining unit placement of the Due Process Clerks.

Following its review, BMS issued a Unit Clarification Order directing that the Due Process Clerks be moved from the Educational Support Professionals (ESP) bargaining unit to the Hastings Educational Secretaries' Association (HESA) bargaining unit.

Accordingly, effective as provided in the BMS Unit Clarification Order, the Due Process Clerks will no longer be represented by the ESP bargaining unit and will instead be included in the HESA bargaining unit.

The District will work with the affected employees and both bargaining units to implement the change consistent with the BMS Order and applicable collective bargaining agreements.

This notice is provided to the Board for informational purposes and to formally document the change in bargaining unit representation resulting from BMS Case No. 27PCL0036.

Submitted by: Cathy Moen, Director of Human Resources

RECOMMENDATION TO APPROVE
UPDATED NON-CONTRACTED RATES OF PAY

August 24, 2026

Administration is recommending approval of the following updates to the Non-Contracted Rates of Pay, effective August 25, 2026:

- Increase in rates of pay for Raiders Express Coaches/Leads as follows:
    - Raiders Express Coach - Increase from $20.00 to $22.50 per hour
    - Raiders Express Lead - Increase from $25.00 to $27.50 per hour
- Increase in rate of pay for Crossing Guards / Traffic Control Agent (now in-district hires) from $16.25 to $17.50 per session
- Increase in rate of pay Cook Assistant from $17.50 to $19.00 per hour
- Addition of Non-Public Nurse (LPN) at rate of $28.04 per hour
- Addition of Summer SAC Instructional Assistant at a rate of $22.00 per hour (Note: this rate has been in place but is being added to the non-contracted rates for clarity.)

Submitted by: Cathy Moen, Director of Human Resources

HASTINGS PUBLIC SCHOOLS
NON-CONTRACTED RATES OF PAY
Updated August 25, 2026

POSITION	HOURLY RATE
Accompanist	$35.00
Activities/Athletics	
Athletic Trainer/Lifeguard	$25.00
High School Officials	Per the Metro Officials Fee Structure
Middle School Officials	See MS Official Pay Schedule
Raiders Express Coach	$22.50
Raiders Express Lead	$27.50
School Activities/Athletic Event Workers/Ticket Takers	$18.00
Section/Region/State/MSHSL Events	Per Respective Event Guidelines
Site Managers	$22.00
Table Workers	$20.00
AVID Tutors (non-student)	$12.50
Community Ed Instructors	As Negotiated
Counselor (Non-Public)	$34.74
Crossing Guards (Note: rate per session)	$17.50
Drivers Ed Instructors (Classroom and Behind the Wheel)	$34.00
Early Childhood Program Assistant (Less than 10.5 hours)	$18.00
Educational Support Professional	
Instructional Assistant (School year only)***	$19.40
Instructional Assistant (Summer School and Targeted Svcs.)	$22.00
Student Assistant (Supervision)	$16.37
Food Service	
Cook Assistant	$19.00
Interpreters**	$30.00
Light/Sound Technician (Facilities)	$26.00
Light/Sound Assistant	$11.25
Nurses	
Non-Public Nurse (RN)	$33.68
Non-Public Nurse (LPN)	$28.04
Summer/Substitute LPN*** (effective 6.8.26)	$27.03
Summer/Substitute RN*** (effective 6.8.26)	$32.47
School Age Care (SAC)	
SAC Program Assistant (Less than 10.5 hrs/wk)	$15.30
Summer SAC Assistant***	$15.30
Summer SAC Instructional Assistant	$22.00
Summer SAC Program Lead***	$21.50
Summer Site Instructor	$18.00
SAC Instructional Assistant	***
Site/Facilities/Open Gym Supervisor	$15.00
Snow Plow (Temporary)	$21.50
Student Workers/Assistants (effective 1.1.26)	$11.50
Substitute Teacher	$200/day
Summer Grounds/Custodial	$16.00
Summer Grounds - Large Mower	$16.50
Temporary Clerical / Tech Support / Other Support Staff***	$17.84
Test Proctors***	$20.00
Title I Teacher (Non-Public)	$32.46

* Rate subject to contract with City

** Rate rounded to nearest quarter hour

*** Current employees will be paid at their regular hourly/contract rate of pay

City Council Memorandum

To: Mayor Fasbender & City Councilmembers
From: City Administrator Dan Wietecha
Date: August 17, 2026
Item: School Resource Officer Agreement

Council Action Requested:
Authorize signature of School Resource Officer Agreement with ISD #200.

Background Information:
For many years the City has provided School Resource Officer services to ISD #200 consistent with statutory requirements. The agreement is renewed each school year; this 2026-2027 agreement includes two changes:

1. Under prior agreements, the City has also provided School Crossing Guard services. This is removed from the proposed agreement, with ISD #200 having sole responsibility for employing these positions.
2. Under the 2025-2026 agreement, we had negotiated that if the City might need to reassign an SRO to other law enforcement duties for an extended period, then ISD #200 would not be responsible for the SRO costs during any period exceeding 30 days. Under the proposed contract, this period is reduced to 15 days.

Financial Impact:
SRO costs are split 50/50

Committee Discussion:
JPA Committee discussion 4/14/26

Attachments:
SRO Agreement

SCHOOL RESOURCE OFFICER AGREEMENT

This School Resource Officer Agreement (the "Agreement") dated the first day of July, 2026 is entered into by and between the City of Hastings ("City"), a municipal corporation, and Hastings Independent School District No. 200 ("School District"), a political subdivision of the State of Minnesota.

RECITALS

WHEREAS, the School District and the City desire to join in a mutual effort to maintain a cooperative and coordinated approach to build positive relationships with students, and to deter and address criminal activity on school property and at School District sponsored events and activities; and

WHEREAS, Minnesota Statute § 126C.44 authorizes the School District to contract with the City to have licensed peace officers provide school resource officer services in the School District's schools; and

WHEREAS, the City employs sworn police officers specially trained, experienced and competent to provide the services sought by the School District and the City is willing to provide such services to the School District under the terms and conditions provided in this Agreement.

NOW, THEREFORE, in consideration of the mutual covenants and conditions contained in this Agreement and other valuable consideration, the sufficiency of which is hereby acknowledged, the School District and City agree as follows:

1. Purpose

The City and School District will collaborate on a School Resource Officer Program (the "SRO Program") between the City and School District. Both the City and School District have determined that the SRO Program is beneficial to school and community safety and promotes collaboration between police, school staff, counselors, parents, and students. This Agreement is intended, in part, to set forth the terms and conditions, to create, fund, and implement the position of a police School Resource Officer ("SRO").

2. Funding

The City and School District will jointly fund the following expenses in connection with the offering of the SRO Program.

A. SRO salary at 50%-50% split to be paid at the top patrol rate and mid-range longevity step, as more fully identified on Exhibit A.

B. SRO related benefits, including, but not limited to health insurance, retirement, workers compensation, sick time, vacation and disability pay at 50%-50% split, as more fully identified on Exhibit A.

C. Training costs to be borne by the City unless specific training is requested or required by the School District in which case those training costs will be borne by the School District.

D. Equipment maintenance and replacement will be primarily the responsibility of the City, with the School District contributing a fixed portion of these program costs as detailed in Exhibit A and will be subject to annual review.

E. Overtime for special events as may be required for the safety of students, staff, and visitors to School District facilities and events/activities will be determined on an annual basis and shared between the City and the School District based on average overtime hours utilized as specified in Exhibit A.

F. In the event the City determines an SRO must be reassigned and not providing SRO services to the School District pursuant to Paragraph 9 below, and such reassignment is for a period of more than fifteen (15) consecutive school days, the School District's portion of funding the SRO salary and related benefits shall cease during the time the SRO is reassigned. The School District's funding responsibilities outlined herein shall resume upon SRO's resumption of SRO duties as outlined in this Agreement.

The parties agree to review shared costs on an annual basis by June 30th of each year the Agreement is in effect. In the event the parties cannot reach agreement on the allocation of shared costs there shall be no annual adjustment for the upcoming year and the City and School District may each exercise their right to terminate this Agreement as provided herein. In the event the School District or the City should receive a grant or special funding to offset the costs of the SRO Program, the grant funding or special funding shall be applied against, and offset, the costs borne by the entity receiving the grant or special funding.

3. Services

A. **SRO Program.** The City shall provide the services of a licensed police officer(s) and related support services and supplies to assist the School District in establishing and maintaining the SRO Program at the assigned school(s). The SRO(s) will have the duties as described on the attached Exhibit B. The School District agrees to provide adequate office space, telephone access, and computer and printer for use by the SRO(s). To foster the building of positive relationships between the SRO(s) and students, the City shall use best efforts to ensure that the same licensed police officer regularly provides SRO services at the assigned school(s), except when the SRO(s) is on paid leave or are otherwise absent.

B. **Objections to Personnel.** The City will undertake reasonable efforts to assign an SRO(s) who are acceptable to the School District. The School District's Superintendent will notify the City's Chief of Police in writing of any concerns related to an SRO's job performance. Any request for reassignment of a police officer who is working as an SRO must be made to the City's Chief of Police. The City will have ten (10) calendar days to demonstrate to the School

District's satisfaction that the concern has been addressed. If the concern has not been addressed to the School District's satisfaction after ten (10) calendar days, the City will assign a different licensed police officer to serve as the regular SRO under this Agreement.

4. Payment

The City shall provide billing statements to the School District for services provided herein on a semi-annual basis on January 1 and June 30 of each year. Such statements will be due and payable by the School District to the City no more than thirty (30) days after receipt of the same. The billing to the School District shall be done so in arrears of service provision (January billing shall cover the period of July 1 through December 31).

5. Term

This Agreement shall commence on the 1st day of July 2026, and shall end on the 30th day of June 2027, subject to the cost adjustments and right of either party to terminate as provided herein. This Agreement may be renewed for additional one-year periods as agreed by both parties, and upon the same terms and conditions as stated herein.

6. Independent Contractor

The City, through its Chief of Police, will remain free to exercise judgment and professional expertise in determining how to best provide the services described in this Agreement. The City acknowledges that no withholding for state or federal benefits or taxes will be made from the payments due the City by the School District. The City also acknowledges that it has the sole obligation to comply with state, local and federal tax provisions with regard to these services and the employees hired by the City to perform the work described herein, including workers compensation laws. At all times and for all purposes, the City is and will remain the exclusive employer and supervisor of the SROs who perform services pursuant to this Agreement. No SRO may be considered to be an official, employee, agent, educational service provider, or representative of the School District, and no SRO may make any representation to the contrary. The City maintains full control and supervision over the police officers it employs and is solely responsible for all employment and administrative functions related to its employees, including, but not limited to, supervision and evaluation, payroll and deductions, maintenance of all required insurance and any labor disputes or grievances.

The City and any City employee who performs services for the School District agree that the employee shall not accrue any continuing contract rights and the employee specifically waives any right to a continuing contract with the School District. The City agrees that if the employee makes any employment claim or brings any employment action of any kind, the City will be solely responsible for the defense and payment of any claim as the employee is not an employee of the School District.

7. Scheduling

The duty hours of the SRO(s) are flexible and will be primarily coordinated with the school day and/or activities upon agreement with the School District. Generally, a

"school day" means a day on which school is in session and general student attendance is required, including any make-up days that are scheduled because school was canceled for any reason. The SRO(s) will make daily contact with the police department for the purpose of keeping abreast of incident reports and other City activities that may be of importance to the safety of students and School District staff. During non-school periods, the SRO(s) duties and schedule will be determined by the Chief of Police.

Unless an absence is caused by an emergency, the SRO will provide reasonable notice to the Principal or Principal's designee at the assigned school(s) if the SRO will be absent from the school property during the school day. The SRO shall be entitled to be absent from performing SRO duties for up to fifteen (15) school days per year for purposes of attending law enforcement training courses, conferences, meetings or vacations. The City shall advise the School District if an SRO is anticipated to be absent for more than two (2) consecutive days and the parties shall discuss what accommodations can be provided to account for the extended absence.

8. Termination of this Agreement

Either party may terminate this Agreement by providing written notice to the other party no less than six months prior to the effective termination date.

9. Temporary Emergency Reassignment

The City reserves the right to remove an SRO from performance of its duties pursuant to this Agreement in the event of an emergency or extenuating circumstance that necessitate the SRO to perform other police activities for the City outside of school property. If, in the discretion of the Chief of Police, it becomes necessary to remove the SRO from the District, the Chief of Police will immediately inform the School District in advance of such action.

10. Security/Linking

The SRO office(s) will be locked and secured by a key issued only to the SRO(s). The SRO(s) will be provided a suitable computer, monitor and printer and any other items or services necessary, at the expense of the School District, so that the SRO(s) will have full access to the City email and network system and the School District's email and network system at all times the SRO(s) is working pursuant to this Agreement.

11. Indemnity and Hold Harmless

A. The City agrees to indemnify and hold harmless the School District, its employees, Board members, agents, and representatives from any and all liability, claims, and expenses, including attorneys' fees, of any nature whatsoever (including any claim on account of any injuries, disease, or claimed injuries or diseases compensable under the Worker's Compensation Laws of the State of Minnesota) for damages or injury caused by or resulting from the sole negligent or intentional acts, errors, or omissions of the City, the SROs, or other City employees or agents, arising out of the services pursuant

to this Agreement.

B. The School District agrees to indemnify and hold harmless the City, its employees, elected officials, or agents from any and all liability, claims, and expenses, including attorney's fees, of any nature whatsoever (including any claim on account of any injuries, diseases, or claimed injuries or diseases compensable under the Worker's Compensation Laws of the State of Minnesota) for damages or injury caused by or resulting from the sole negligent or intentional acts, errors, or omissions of the School District, its employees, or agents, arising out of the services pursuant to this Agreement.

C. This provision does not modify the provisions of the Municipal Tort Claims Act, Chapter 466.

D. The parties agree to cooperate with one another in the defense of any claim, demand or rights of action within the terms of this Agreement.

E. In no case shall either party's obligation to indemnify the other party exceed the statutory liability limit of the other party.

12. Amendments

This Agreement contains the full understanding and agreement between the parties and may not be amended except as agreed to in writing and executed by both parties. If any provision of this Agreement is found invalid by a court or agency, it shall not invalidate any remaining provisions.

13. Data Practices

Sharing of data will be done only pursuant to the Minnesota Government Data Practices Act (“MDGPA”) and the Family Educational Rights of Privacy Act (“FERPA”). Any data shared between the two parties to this Agreement will be maintained in accordance with state and federal law. The parties acknowledge that unless the School District is reporting a suspected crime or another statutory exception applies, the School District may not disclose private educational data to the SRO without the written consent of the student’s parent or guardian (or the written consent of the student if the student is eighteen (18) years of age or older), a lawfully issued subpoena, or a court order. Nothing in this Agreement may be construed to modify the responsibilities of either party under MGDPA or the School District’s responsibilities under FERPA. Because the City and the officer(s) are not employees of the School District, any violation of the state or federal law in this regard is the sole responsibility of the City and the officer and each agrees to hold the School District harmless if a claim or action arises because of the City's actions or omissions. The City shall provide reasonable data privacy training to all SROs.

14. Discrimination

The parties agree not to discriminate against employees or as prohibited by state and federal laws. The School District and the City each specifically agree not to discriminate

unlawfully against any student in any program, service, activity, or decision based on race, color, religion, age, sex, disability, marital status, sexual preference, gender identity, public assistance status, creed, or national origin.

15. Interpretation

This Agreement shall not be construed more strictly against one party than against the other merely by virtue of the fact that it may have been prepared by counsel for one of the parties, it being recognized that both the City and the School District have contributed substantially and materially to the preparation of this Agreement.

16. Construction

The headings of the sections and subsections of this Agreement are for convenience and reference only and do not form a part hereof; and in no way interpret or construe such sections and subsections. Wherever the context requires or permits, the singular shall include the plural, the plural shall include the singular and the masculine, feminine and neuter shall be freely interchangeable. It is agreed that nothing herein contained is intended or should be construed in any manner as creating or establishing the relationship as co-partners, joint venture, or joint enterprise between the parties hereto or as constituting either party as an agent, representative or employee of the other for any purpose or in any manner whatsoever.

17. Parties in Interest

This Agreement shall be binding upon and inure to the benefit of the parties' respective heirs, representatives, successors, and assigns. This Agreement is for the sole benefit of City and the School District (including a permitted assignee), and no third party is intended to be a beneficiary of or have the right to enforce this Agreement.

18. Attorneys' Fees

In the event of litigation between the parties in connection with this Agreement, the prevailing party (i.e. the party whose position is substantially upheld by the court) shall be entitled to recover its reasonable attorneys' fees and costs from the non-prevailing party. The obligation in the immediately preceding sentence shall survive any termination of this Agreement or the closing.

19. Definitions

If any date herein set forth for the performance of any obligations by the parties or for the delivery of any instrument or notice as herein provided should be on a Saturday, Sunday or legal holiday, the compliance with such obligations or delivery shall be deemed acceptable on the next business day following such Saturday, Sunday or legal holiday. As used in this Section, the term "legal holiday" means any state or federal holiday for which financial institutions or post offices are generally closed in the State of Minnesota. The term "including" shall mean including, as an example, without limiting the generality of the foregoing.

20. Counterparts

This Agreement may be executed in any number of counterparts, each of which shall be deemed to be an original, but all of which together shall constitute one and the same document. A signature page to any counterpart may be detached from such counterpart without impairing the legal effect of the signatures thereon and thereafter attached to another counterpart identical thereto except having attached to it additional signature pages.

21. Governing Law

This Agreement shall be construed as to both validity and performance and enforced in accordance with and governed by the laws of the State of Minnesota.

22. Notices

Notice to City provided for herein shall be sufficient if sent by the regular United States Mail, postage prepaid, addressed to City of Hastings, City Administrator, 101 East 4th Street, Hastings MN 55033.

Notices sent to School District shall be sufficient if sent by the regular United States Mail, postage prepaid, addressed to ISD #200, Attention: Superintendent, 1000 West 11th Street, Hastings MN 55033.

Either party may designate to each other in writing from time to time a different address for notice.

23. Dispute Resolution

In the event of any dispute arising under this Agreement, the parties shall first engage in good faith discussions and negotiations to resolve the dispute. In the event that the dispute cannot be resolved by the parties, then the matter shall be subject to court action and jurisdiction in the District Court of Dakota County, Minnesota. In any dispute arising under this Agreement, the prevailing party will be entitled to an award against the non-prevailing party of all costs, disbursements, and reasonably attorneys' fees incurred in any action for any damages, specific performance, or equitable relief.

24. Insurance

The City shall at all times during the term of this Agreement keep in force adequate insurance for General Liability, Professional Liability, Automobile Liability, and Workers' Compensation Insurance as required by state law.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the day and year first written above.

City of Hastings

Mary Fasbender, Mayor — Date: 8/17/26

Megan Schlei, Interim City Clerk — Date: 8/17/26

Hastings Independent School District No. 200

Dr. Kristine Wehrkamp Herman, Superintendent — Date

Carrie Tate, Board Chair — Date

Exhibit A
SRO Program Cost

SALARY AND BENEFITS – 2 SCHOOL RESOURCE OFFICERS
FOR 26-27 SCHOOL YEAR

Description	Amounts
Wages (top patrol & mid-range longevity)	$226,161.46
Longevity	$4,945.44
Medicare	$3,279.34
Insurance	$47,800.34
PERA	$40,030.58
Work Comp	$12,710.28
Long-term Disability	$669.02
Program Total	**$335,596.46**
City of Hastings Contribution (50%)	**$167,798.23**
School District Contribution (50%)	**$167,798.23**

School District Officer **Other** Billable Costs – Per Agreement

40 hours OT – wage cost only	$5,814.30
Equipment – Mileage	$6,000.00
Other Billable Total	**$11,814.30**

The City of Hastings shall bill only for actual expenses as agreed upon in this Agreement. Salaries and benefits will be adjusted based on contract settlement.

Overtime

As requested by the School District and with the approval of the Chief of Police and/or designee, the SRO(s) may be authorized to work special events outside of the school day to promote public safety and enhance security of students, staff, and visitors. In accordance with the current collective bargaining unit agreement, the SRO or other officers working these special events are entitled to overtime compensation. The multi-year average for special event overtime (homecoming, prom, school dances, certain athletic events, etc.) has averaged more than 80 hours with a time and one half converted value of 120 hours. Recognizing the joint nature of the SRO Program and the desire to provide the School District with a fixed cost of the SRO Program, the City shall invoice the School District for 40 hours of special event overtime at a time and one half pay rate.

Training

Cost of in-service and professional development training shall be the responsibility of the City, unless it is specifically requested by the School District. The assigned SRO will be allowed by the School District to attend in-service and professional development training, as mandated to keep peace office license current.

Equipment

Reimbursement for emergency vehicle and equipment costs at $250.00/month/$3,000 per year per officer to offset City cost of fuel, vehicle and equipment maintenance.

Request for Additional Services

With ISD 200 Superintendent approval, School District administrators may request that the City assign one or more police officers to provide additional services, including, but not limited to, attendance at a school board meeting, an extracurricular activity, or a community function that is held in the evening that results in overtime that exceeds that which is defined in the section titled Overtime. The City will make reasonable efforts to accommodate such request. When the City assigns a police officer to provide additional services, the School District will be responsible for paying the police officer's wages, including overtime pay and any other employment costs incurred, for the hours worked while providing such additional services. The City will submit an itemized invoice to the School District describing the additional services provided and the costs the City incurred in providing the additional services. Within thirty (30) calendar days after receipt of the invoice, the School District will pay the City for the amount of the additional services stated on the invoice. If the School District disputes the amount of an invoice, the School District will pay the undisputed amount within thirty (30) calendar days.

EXHIBIT B

SRO PROGRAM
SRO DUTIES AND REQUIREMENTS

The SRO(s) reports to Hastings Police Administrative Sergeant and/or Divisional Lieutenant in collaboration with School District administrators.

Job Duties

The SRO(s) will work towards carrying out the mission of the Hastings Police Department ("HPD") within the school community. The SRO(s) will act in their capacity and authority as a Police Officer for the City of HPD to provide a safe learning environment, to prevent crime, and to investigate and solve crimes.

Additionally, the SRO will:

- Foster a positive school climate through relationship building and open communication.
- Protect students, staff, and visitors to the school grounds from criminal activity. Serve as a liaison from law enforcement to school officials.
- Provide advice on safety drills.
- Identify vulnerabilities in school facilities and safety protocols
- Educate and advise students and staff on law enforcement topics.
- Enforce criminal laws.
- Follow all policies and procedures of HPD
- Follow HPD chain of command.
- Work with the school administration and staff.
- Work with building facilities personnel on issues related to building security.
- Work with school staff in a fair and impartial manner to identify pre-delinquent youth (at risk) and will assist in targeting the appropriate resources necessary to prevent delinquent acts.
- Serve as a conduit of information between students, staff, parents and Dakota County Social Services, the City, and all law enforcement, court, and non-governmental agencies.
- Strive to develop and facilitate regular meetings of school staff, police, Dakota County Criminal Justice officials (probation, CAC, County Attorney), Dakota County Social Services officials and other staff deemed necessary to enrich the learning environment or increase the safety of the schools.
- Work with School District personnel and Dakota County officials on truancy issues.
- Complete appropriate police reports, according to HPD policy.
- Meet with parents and educators (staff) as necessary to facilitate conflict resolution within the school.
- Be notified immediately by school administration personnel when crisis response has been activated by the school on any problem.
- Monitor and develop a working knowledge of all students who are likely to cause problems or law violations within the school setting.
- Intervene and take appropriate action within their authority as SRO when school

crisis intervention is not successful.
- Provide education programs as requested.
- Provide school staff in-service education as may be requested. Work at promoting positive image of ISD200.
- Meet regularly with other SROs in Dakota County.

Position Requirements

- The assigned officer will have at least 24 months of service with HPD or possess special skills/training related to working with juveniles.
- The assigned officer will work a flexible schedule, but will generally be scheduled on school days beginning at 7:00 AM and ending at 3:00 PM.
- Uniform and/or plain clothes, as authorized by the Chief of Police in consultation with School District administration.
- Possess interest and willingness to continually work to improve knowledge related to juvenile justice issues.
- Will be reassigned as needed by HPD when not serving in SRO function.
- Will continue to attend POST courses as needed to maintain license (will notify school in advance of absence and coordinate emergency contact coverage with department supervisor).
- Will respond to emergencies as needed outside of school.
- Will maintain regular communication with the School District and Dakota County Communication Center.
- Will work with staff at all ISD200 schools.

Student Regulations

The SRO(s) shall not have school disciplinary authority or be considered educational service providers, but shall be limited to their police function, which shall include law enforcement duties, but may also include opportunities to build positive relationships with students and the school community. An SRO must not use force or the authority of their office solely to enforce school rules or policies or participate in the enforcement of discipline for violations of school rules. Nothing in this paragraph limits any other duty or responsibility imposed on peace officers; limits the expectation that peace officers will exercise professional judgment and discretion to protect the health, safety, and general welfare of the public when carrying out their duties; or creates a duty for assigned officers to protect students, staff, or others on school grounds that is different from the duty to protect the public as a whole.

School District Searches of a Student's Person, Possessions, Locker, or Vehicle

The SRO(s) may be asked to assist in the School District searches of a student's person, possessions, locker, or vehicle when the School District personnel have a reasonable suspicion that the student has violated School District policies, rules or regulations, and the search is related to possible student discipline. If the SRO intends to conduct a search as part of a criminal investigation, the SRO must seek a court order or subpoena, unless an emergency exists, and the search is necessary to protect students or other individuals in the school from immediate physical harm or another health or safety emergency. The SRO(s) will not ask a school employee to conduct a search for law enforcement purposes. Strip searches of students by an SRO is prohibited.

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

Dr. Kristine Wehrkamp Herman
SUPERINTENDENT

August 25, 2026

Erich Martens, Executive Director Minnesota State High School League
2100 Freeway Boulevard
Brooklyn Center, Minnesota 55430-1735

Dear Mr. Martens,

Hastings Public Schools, ISD200, designates Hastings Community Television, of Hastings, MN as its educational television producer for events conducted by the Minnesota State High School League when the district is unable to cover the events.

This designation is based on information outlined in the Minnesota State High School League Media Policy Manual, and was approved by the ISD200 School Board on August 24, 2026 at their regular business meeting. It is also understood that this designation gives clearance to Hastings Community Television to cover regional and sectional events in which students from Hastings Public Schools may be involved.

Sincerely,

Dr. Kristine Wehrkamp Herman
Superintendent

2026-2027
MINNESOTA STATE HIGH SCHOOL LEAGUE

Welcome to the Minnesota State High School League's Media Policy Manual for the 2026-2027 school year.

The League, in consultation with its Member Schools and Media Advisory Committee, develops policies and guidelines for media coverage of League events that are presented annually for consideration and approval by the League's Board of Directors.

The granting of a news media credential is a two-way contract between the League and media who serve the Member Schools and their communities. Approved media agree to represent themselves and their organizations with high standards and integrity, and the League agrees to provide coverage access to its events.

It is a privilege, not a right, to receive an onsite credential to cover a League-sanctioned activity.

The League's foundational aspects guide all that is done in providing positive experiences through education-based activities. Through the approval process, these questions are considered:

- What is the goal of the media organization in the request for onsite access?
- Are the goals and intended use of the content in alignment with the League's Media Policy Manual?
- Does the media organization provide positive, comprehensive coverage of students, the Member Schools and their supportive communities?
- Has the media organization demonstrated a history of fair and balanced coverage of the Member Schools and League Activities?

The League and its Member Schools greatly value and appreciate the media coverage of these student experiences through education-based activities.

Best wishes for a great school year of coverage.

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Summary of Modifications for 2026-2027

Video Restrictions

- For non-45 TV-contracted contests, news organizations may post videos totaling up to 2 minutes per contest to their social media platforms and websites. Live streaming of any length is not permitted. (Page 7)

Students and Approved News Organizations

- Member School students are not permitted to be credentialed through any Approved News Organizations. (Page 7)

Organization Administrator

- Only the organization's authorized administrator may make credential requests on behalf of attendees. All other applications from that same organization will not be considered. (Page 10)

Broadcast TV

- Broadcast TV organizations may record and use up to two minutes of highlights per news broadcast for section events and non-45TV televised events. (Page 11)

Minnesota Community Media Systems

- Section and State Tournament Events: Unlimited playbacks of delayed broadcast to platforms for 30 days after the completion of the event. The contest may then be placed in the archives of the organization's site. Viewing must begin and end with, "This material is property of the Minnesota State High School League. No downloading, saving or archiving of this production is permitted." (Page 14)

Radio Partner Requirement

- All radio entities seeking approval for credentialed access to broadcast postseason events must be a member of the Minnesota Broadcasters Association and a registered MSHSL Radio Partner with the League. (Page 15)

Streaming

- Violation of streaming guidelines will result in a game-fee fine.
- All commercial streamers seeking to stream section-level contests are required to register with the League and pay an annual school-year Professional Streaming Fee of $200. This registration fee is separate from any rights fees assessed at the section level. (Page 16)

MSHSL Media Coverage Groups

KSTC/45TV	• Hubbard-owned KSTC/45TV is the exclusive television broadcast partner of the Minnesota State High School League. • By contract, 45TV personnel have enhanced access at state tournament events.
NSPN.tv	• League's state tournament streaming partner. • NSPN streams and hosts all recorded state -leven events except thosse streamed by www.prep45.com
Broadcast TV	• Over-the-air television coverage of news and sports. • Over-the-air television stations are affiliated with major networks, ie: ABC, CBS, FOX and NBC.
Emerging Media	• New and innovative forms of digital technologies that are developing and becoming integrated into the communications infrastructure.
Minnesota Community Media Systems	• The League recognizes representatives of the Minnesota Community Media Systems as official educational television personnel for a Member School, per an annual Designation Letter. • Provides coverage via local cable access and delayed broadcasts to website platforms.
Online News Organizations	• A digital news outlet defined as print, digital or hybrid publication that primarily serves Minnesota communities, features content derived from primary sources relating to current events.
Print	• Credentialed reporters and photographers must represent bona fide news-gathering organizations with a history of League coverage. • The approved organization must have editorial oversight.
Radio Partners	• Audio-driven coverage of League Activities delivered to constituents over radio frequencies or website platforms. • Must be a member of the Minnesota Broadcasters Association.
Streaming	• Professionals streamers have the opportunity to stream section-level events with Region Committee and League approval.
Student and Schools Media Coverage	• This coverage option permits a Member School onsite access for up to two students and a Faculty Advisor if the school qualifies for a bracketed team state tournament events. • Coverage of individual-based state tournaments is not available to Member Schools because of the significant number of participants involved.

Statement of Rights to Events

All Minnesota State High School League Section and State Tournaments are presented under the authority of the Minnesota State High School League. The Minnesota State High School League reserves all rights to these events and their presentation. The for-profit sale, distribution or use of any audio, video or photography of Minnesota State High School League section and state tournaments by any means is strictly prohibited unless approved in advance, in writing, by the Minnesota State High School League's Executive Director or a League Staff designee. The Minnesota State High School League reserves the right to seek legal recourse against all violators.

A media organization that is granted coverage rights to a League event may not:

- Transfer its rights to another organization,
- Share the content in formats or platforms not communicated to and approved by the League.

General Policies and Guidelines

Expectations of Media

- Each organization's authorized primary administrator is responsible for ensuring attendees have reviewed policies and guidelines prior to coverage of a postseason event.
- An organization and its attendees are responsible for knowing and following guidelines and policies. These can be found in this manual, on the League's website, in communications from the League and from the onsite Media Steward.
- Media must ask for clarifications if expectations are not clear.
- Violation of policies will result in instant forfeiture and potential suspension of credentials or other appropriate actions.

Professional Expectations

These guidelines are for all media approved to cover League events:

- Be respectful to those around you, including fans, officials, coaches, student-participants, support staff, administrators and other members of the media.
- Do not distract those around you, including fans, officials, coaches, student-participants, support staff, administrators and other members of the media.
- Cheering is not permitted while attending an event as a member of a media organization.
- Criticism of an official, coach, team, participant or school during a broadcast or written game summary is not permitted and could be grounds for forfeiture of a media credential.
- Do not block the view of fans.
- Be mindful of your workspace. Make sure to collect any trash or belongings in your work area when you leave.
- Do not bring uncredentialed guests to the event with the expectation that they will receive free admission or privileges accorded to the media. Children are not permitted in press areas.
- Photographers should refer to the League's Media Policy Manual for guidelines on

shooting policies.
- Media members are not allowed in tournament locker rooms at any time.

Onsite Guidelines

Media members must:

- A Media Member's organization must be on the Annual Approved Media List and the Media Member must also be on the specific state tournament credential list.
- Present a photo ID at the pass gate for access.
- Fill out the credential string tag at the pass gate if that event is utilizing that form of identification.
- Ensure League-issued credentials are visible and always worn.
- Remain in areas designated for media during the tournament.

High school students are not permitted to be credentialed through any Approved News Organizations.

Video Posting to Social Media and Websites

- For non-45 TV-contracted contests, news organizations may post videos totaling up to 2 minutes per contest to their social media platforms and websites. Live streaming of any length is not permitted.

Interview Information

- Interviews must take place in designated Media Zones. Review Media Guidance or contact an onsite administrator upon arrival for further details.
- Interviews are not allowed on the field, ice, court or any playing surface following state tournament events.
- Media members must honor a "cooling off" period of at least five minutes before interviewing participants or representatives of participating teams.

Media Locations

- Locker room areas at League events at the postseason tournament levels are closed to the media.
- Each venue is unique. As such, press box or press row accommodations may not be available for every media member. Review provided guidance and work with onsite administration to determine accommodation.
- Venues and the League determine the time at which press areas must be vacated. See specific tournament guidance for details.

Removal of Credentials

- A media organization or a designated attendee committing any violation can be removed at any time for failure to follow the League's Media Policies and Guidelines. Unprofessional conduct, as determined by League Staff or its representatives, is not tolerated and will result in instant forfeiture of credentials from the event and potential suspension of credentials or other appropriate actions.

Coverage Levels

Regular Season Events

Media coverage is under the jurisdiction of the host Member School. The following recommendations are provided for consistency and to protect student participants.

- Media are only considered for onsite access if team(s) in their coverage area is/are competing in the contest.
- Member Schools are encouraged to use the Approved Media Organization List as a guide when permitting media access.
- Locker rooms are closed to the media.
- Media must honor a "cooling off" period of at least five minutes before interviewing participants and representatives of participating teams.
- It is recommended that local administrators create Photo Zones and Interview Zones.
- Streaming:
    - For the consideration process of a Member School, frequently used platforms that are acceptable in section tournaments include NSPN.tv, Hudl, a school-authorized YouTube channel and the NFHS Network.
    - Instant, live streaming mechanisms like GameChanger and social media-based platforms such as Facebook Live, X, Instagram, TikTok or others as determined by the League, are not recommended for use.
    - News Organizations may post videos totaling up to two minutes per contest to their social media platforms and websites.

Section Events

Region Secretaries and Region Committees, in consultation with the Minnesota State High School League, make determinations regarding access requests from Professional and Student and School Media.

<u>Requirements for Section Events</u>

- All media organizations that have access to section events must be approved by the administering region and the Minnesota State High School League.
- Photo ID must be presented at the gate for access.

- Locker rooms are closed to the media.
- Media must honor a "cooling off" period of at least five minutes before interviewing participants or representatives of participating teams.
- Streaming:
    - Frequently used platforms that are acceptable in section tournaments, with Region Committee and League approval, include NSPN.tv, Hudl, a school-authorized YouTube channel and the NFHS Network.
    - Instant, live streaming mechanisms like GameChanger and social media-based platforms such as Facebook Live, X, Instagram, TikTok or others as determined by the League, are not permitted.

Recommendations for Section Events

Region Secretaries and Region Committees should use the Approved Annual Media List to make determinations on granting onsite access requests. The Approved Annual Media List is available here: http://www.mshsl.org/media

- It is recommended that section administrators create Photo Zones and Interview Zones.
- News Organizations may post videos totaling up to two minutes per contest to their social media platforms and websites.

Contact information for Region Secretaries can be found at: https://www.mshsl.org/contact/mshsl-region-secretaries.
Region Secretary Section Tournament assignments can be found at: https://www.mshsl.org/MSHSL-media.

State Tournament Events

- State Tournament events are managed by the Minnesota State High School League using policies and guidelines outlined in this manual.
- At the state tournament level, media organizations must apply and be approved through the League for credentials for each attendee at each state tournament. A separate credential application and approval must be made for each state tournament.

Media Organization Approval Criteria

The following guidelines are used to approve media organizations for inclusion on the Approved Annual Media Organization List.

Media organizations:

- Must have an established and consistent record of League coverage.
- Must have credibility as a news-gathering organization.
- Must have editorial oversight.
- Must create original content which can only be generated by being granted onsite access at an activity.

- Must have coverage that goes beyond the distribution of in-game scoring and the creation of all-tournament teams.
- Must agree to monitor any user comments and remove comments that include personal attacks on participants involved in competitions.
- Must be a member of a professional association or organization, i.e.: Minnesota Newspaper Association, Minnesota Broadcasters Association, etc.

The following media organizations will not be approved:

- Organizations that are exclusively social media based.
- Organizations that are scouting, rankings, recruiting services, college coaches, private clubs or specialty websites that are promotional services for an activity.
- Organizations whose demographic audiences are fan-based and focused primarily on one school or a select number of schools, one individual or a limited number of individuals. They do not qualify as a live-coverage organization.
- Organizations that support the interests of the organization and not the coverage of League events.
- Organizations that exclusively create and post videos.
- Organizations that are photo-only.

The League reserves the right to determine media approval requests on a case-by-case basis.

State Tournament Credential Application

Step 1: Approved Annual Media Organization List

Media Organizations must apply annually and be approved for inclusion on the League's Approved Annual Media Organization List. The organization's authorized administrator applies on behalf of the media organization. This must be done ***before*** applying for specific state tournament events.
The Approved Annual Media Organization List is used in approving media for attendance at events. Media must be on the League's Approved Annual Media Organization List to cover any postseason event.
Note: Only the organization's authorized administrator may make credential requests on behalf of attendees. All other applications from that same organization will not be considered.

Step 2: State Tournament Credential Application

All media organizations requesting to cover League State Tournaments must apply for credentials for all media personnel who will attend each state tournament.

Prior to applying for State Tournament Credentials, the organization must be on the League's Annual Approved Media Organization List before applying for individual state tournament credentials.

To apply for media credentials to cover League State Tournament events media members should access the information found at: www.mshsl.org/media.

1. Complete application prior to application deadlines. Deadlines for credential applications are firm. Media applying after the deadline should not expect to be credentialed.
2. Review specific state tournament guidance and information.
3. Confirm placement on the approved media credentials list for each state tournament prior to attending the event.

State Tournament Access for Approved Media Organizations

Number of Media Personnel Permitted Tournament Access

- **Radio Partner:** Up to two media personnel.
  Exception: A third credential request may be considered when the event is held at Grand Casino Arena or U.S. Bank Stadium.
- **Print**:
  - **Community Newspapers:** Up to two media personnel are permitted per community-based newspaper for all state tournament events.
    Exception: For the wrestling state tournament, an approved community-based newspaper is granted one credential. A second credential request may be considered if the community-based newspaper's administrator can provide evidence that both applicants are bona fide media members and are needed to be onsite to provide coverage.
  - **Regional Newspapers:** Up to three media personnel
  - **Statewide Newspapers**: Up to four media personnel
- **Broadcast:** Up to two media personnel
- **Online News Organizations:** Up to two media personnel

League Broadcast and Streaming Partners

KSTC/45TV

Hubbard Broadcasting and 45TV are the longtime broadcast TV partners of the League. 45TV has enhanced access to all League State Tournaments, and by contract, has linear television and streaming rights.

Enhanced Access

45TV has enhanced access to State Tournament venues.

- 45TV has exclusive rights to all game action on the playing field, rink, court or other playing surfaces.
- 45TV has the first interview with coaches and/or players of their choice, at an intermission or following the completion of any televised game.
- Games broadcast by 45TV may not be videotaped in any manner, e.g. mobile device or camera by anyone in the arena or on the playing field. Video is permitted to be shot by an approved

media organization at the venue before and after game sessions once 45TV is off the air. Game sessions are defined as when 45TV goes on the air to when it goes off the air.

- Live game action may not be recorded, streamed, broadcast or otherwise shared. The use of video of game action on over-the-air television, cable television or any other media, e.g. internet, podcasts. is within the exclusive rights granted to 45TV.
- Any live shot or recorded stand-up **MUST NOT** show the playing field, rink, court or other playing surfaces while 45TV is on the air.
- Media using any televised game action video must adhere to the following guidelines:
    - Video highlights used by any media must be recorded from 45TV's off-air signal only, and use must not exceed two minutes in duration per day.
    - Live simulcasting is prohibited.
    - All media organizations that use video highlights of 45TV's off-air game action must give on-screen synchronous credit to 45TV for a minimum of five seconds as the video airs.
    - Highlights recorded from off-air broadcasts may be used while the game(s) is/are still on the air.
    - Video restrictions include the medal and trophy presentations.
- All other credentialed media must wait until 45TV has completed its interviews and the 5-minute "cooling off'' period has expired, before commencing its interviews in designated Media Zones.

Exclusivity

1. 45TV is the exclusive television broadcast partner of the Minnesota State High School League.
    a. The League's contract with 45TV supersedes all policies and guidelines in this Media Policy Manual.
    b. Other than 45TV, or an identified partner of 45TV and the League, no livestreaming or live over-the-air broadcast shall be permitted at any state tournament quarterfinal, semifinal or championship game/match/event at these events:
    c. 45TV is the television broadcast partner with exclusive rights to televise and stream:
        i. 2026 Prep Bowl—Seven football championship games
        ii. 2027 Girls Hockey State Tournament—Semifinals, championships
        iii. 2027 Boys Hockey State Tournament—Quarterfinals, semifinals, championships
        iv. 2027 Girls Basketball State Tournament—Semifinals, championships
        v. 2027 Boys Basketball State Tournament—Semifinals, championships
        vi. The rights granted include marketing and distribution of tournament games statewide by 45TV via broadcast stations, low-power TV stations, cable systems and internet streaming.
2. The League's broadcast rights grant 45TV the right of first refusal to broadcast and/or stream championship-round games of any other League-sponsored activity not specified previously.
3. 45TV is also granted the right of first refusal to match any offer made by any other broadcast television entity or streaming entity to broadcast and/or stream championship-round games of any other League-sponsored activity not specified previously.
4. Such offers from other broadcast television entities or streaming entities must be presented to the League a minimum of 14 days prior to the event for which rights are sought.

5. Additionally, this identical right of first refusal is extended to 45TV, for broadcast and/or stream coverage of section playoffs.

At the conclusion of all games, 45TV has access to the playing field, rink or court. All other photographers and reporters are prohibited from entering the playing field, rink, court or other playing surfaces at the conclusion of all games.

NSPN.tv

- NSPN.tv is the League's State Tournament streaming partner.
- NSPN.tv streams and hosts all recorded state-level events except these contests, which are streamed on www.prep45.com:
- Prep Bowl Football Championship Games
- Girls Hockey Semifinals and Championship Games
- Boys Hockey Quarterfinals, Semifinals and Championship Games
- Girls Basketball Semifinals and Championship Games
- Boys Basketball Semifinals and Championship Games
    - Streaming at the State Tournament level is not permitted by any commercial streamer other than NSPN.tv

Media Organization Types

Broadcast TV

Section Events

- Broadcast TV organizations may record and use up to two minutes of highlights per broadcast.
- Organizations must not host any League postseason events online for on-demand viewing without the League's approval.

State Tournament, non-45TV televised events

- Broadcast TV organizations may record and use up to two minutes of highlights per broadcast.
- Organizations must not host any League postseason events online for on-demand viewing without the League's approval.
- Live action is not permitted in the background of standup shots.
- Access to postgame News Conference Center, or other Designated Interview Zones, is permitted.

State Tournament, 45TV televised events

- Highlights or game footage must come from 45TV's off-air signal and 45TV must be given synchronous credit for a minimum of five seconds.
- 45TV's telecast must be off the air before any standup shot that shows the playing surface in the background.
- Access permitted to postgame News Conference Center or Designated Interview Zone.

Emerging Media

Emerging Media is defined as new and innovative forms of digital technologies that are developing and becoming integrated into the communications infrastructure. The League will review applications for coverage by media organizations that fall into this category and consider approval on a case-by-case basis.

Minnesota Community Media Systems

The League recognizes representatives of the Minnesota Community Media Systems and others as official educational television personnel for a Member School, provided such an assignment of responsibility from that school district's superintendent is submitted annually in writing in a Designation Letter and is on file in the League Office. Designation Letters should be submitted to **media@mshsl.org.**

Minnesota Community Media Systems may pay an annual fee of $200 to waive all rights fees to carry live audio-only on their systems at the section and state-level events. The rights fee is required to cover League Section and State Tournaments.

Note: There is no rights fee assessed if a Minnesota Community Media System is covering an event for highlights and news reporting. Minnesota Community Media Systems must adhere to guidelines that limit highlights to two minutes.

Section Events

1. **Option 1 Audio Only:** Systems may produce live audio-only for placement on their platforms.
2. **Option 2 Delayed Broadcast:** Systems may produce delayed video/audio to their platforms. Rights fees are determined by and payable to the Region. Unlimited playbacks of delayed broadcast to the organization's channel are permitted for 30 days after the completion of the event. The contest may then be available to stream on the organization's site. Viewing must begin and end with, "This material is property of the Minnesota State High School League. No downloading, saving or archiving of this production is permitted."
3. **Option 3 Live Broadcast:** Systems may produce live video/audio to their platforms. Rights fees are determined by and payable to the Region.

State Events Not Broadcast by 45TV

1. **Option 1 Audio Only:** Systems may produce live audio-only for placement on their platforms.
2. **Option 2 Delayed Broadcast**: Systems may produce delayed video/audio to their platforms for a $500 rights fee per game payable to the League. Unlimited playbacks of delayed broadcast to the organization's channel are permitted for 30 days after the completion of the event. The contest may then be available to stream on the organization's site. Viewing must begin and

end with, “This material is property of the Minnesota State High School League. No downloading, saving or archiving of this production is permitted.”

3. **Option 3 Live Broadcast:** Live video/audio to MCMS platforms may be negotiated in unique situations dependent upon agreement with the League.

Photographers/Videographers

- Photography and videotaping are not permitted at any State Tournament events unless properly credentialed and authorized to do so.
- Only credentialed media are permitted to use professional photography and video equipment at League postseason events.
- Credentialed photographers are required to take photos from the approved media areas and are not permitted to shoot from the stands while seated or standing with fans.
- The use of flash equipment is not permitted.
- Freelance and commercial photographers and/or videographers will not be approved for the League’s Approved Annual Media List.
- A freelance photographer or freelance videographer contracted by an approved media organization must have an administrator from the approved organization submit credential requests on their behalf.
- The League reserves the right to request evidence that the contracted photographer or contracted videographer is a bona fide media member. The League reserves the right to review these requests on a case-by-case basis.
- In the case of policy violations and/or unprofessional actions, the approved media organization is responsible for that individual and must work with the League to determine future credentialing of that representative.
- Designated Team Photographers and/or Videographers (a different role from Team Video Operator) will not be approved for credentials to cover postseason events.
- Approved photographers and organizations may use photographs for approved publication only. Selling or distributing photos free of charge is not permitted.
- League-contracted photographers have enhanced access.
- Per Board of Directors policy, the League shall have the right to purchase prints of any photographs taken by the Bearer and published in a newspaper and news or sporting periodical.

Print and Online News Media

- Media Members from Print and Online News Media Organizations are permitted access to cover game action via reporting and photography in League-approved areas of the venue.
- High school students are not permitted to be credentialed through any Approved News Organizations.

Radio Partners

Radio stations must-register as Radio Partners annually.

- School-year Radio Partner registration fee, per market:
  - Single station, $250
  - Two stations with a single owner, $450
  - Group of stations with a single owner (three or more), $550
  - Radio stations that become a Radio Partner do not pay audio rights fees for postseason coverage.

Section and State Events

- Radio Partners agree to air or read at least two League-themed Public Service Announcements during the live broadcast of a Section Tournament and State Tournament event.
- A Radio Partner shall not feed its broadcasts to any other station or stations without permission from the League.
- The League reserves the right to revoke the broadcast rights of any radio station if any portion of its broadcasts are considered to have been in poor taste or incompatible with the educational dignity and propriety of the tournament or the host institution from which the broadcasts originated.

Streaming

- Streamers may not host any League postseason events online (i.e. YouTube) for on-demand viewing.
- Live streaming rights of League events and any posting of "real-time'' description of events belong solely to the League and its designated personnel and partners.
- A streaming provider granted streaming rights shall not feed or link its stream to any other media outlet or website without permission from the League.
- Any streaming provider must receive League streaming rights approval before accepting a feed or link from any other website and must abide by all regulations in this Media Policy Manual, including payment of appropriate rights fees.
- Unauthorized streamers are subject to monetary fines issued by the League and/or the Section.
- The League reserves the right to individually consider applications from streaming producers outside the State of Minnesota.
- Violation of streaming guidelines will result in a game-fee fine.

Applying for Section Tournament Streaming Approval

1. All commercial streamers seeking to stream section-level contests are required to register with the League and pay a one-time annual Professional Streaming Fee of $200. This registration fee is separate from any rights fees assessed at the section level.
2. Streaming at the Section Tournament level must be approved by the League and the Region Committee
3. An application must be made at least 48 hours prior to the contest to the League and the Region Secretary. Contact the League at media@mshsl.org.
4. The application must include:
   a. team(s) being covered,

b. the dates, times and sites at which they wish to stream,
c. and whether the stream will be live or delayed.

5. Upon approval from the League and the Region Secretary, the applicant will be notified.

Section Streaming Fees

- Each Administrative Region sets the rights fees charged to each streaming provider for the coverage of any Subsection and Section games.
- A streaming provider may be permitted to charge a fee to any viewer for any Region game, per approval of the Region Secretary, with approval of the Region Committee.

Section Streaming Rights

Class A

- **Region 1A** --- Contracts with NSPN.tv.
- **Region 2A** --- Contracts with NSPN.tv.
- **Region 3A** --- Contracts with Christensen Broadcasting (Pipestone).
- **Region 4A** --- Contracts with NSPN.tv.
- **Region 5A** --- Contracts primarily with NSPN.tv and R & J Broadcasting.
- **Region 6A** --- Contracts primarily with MidMN Sports
- **Region 7A** --- Contracts with NSPN.tv and WDIO.
- **Region 8A** --- Contracts primarily with KROX (Crookston), R & J Broadcasting (Ada) and Garden Valley Technologies.

Class AA

- **Region 1AA** --- Contracts with various streamers.
- **Region 2AA** --- Contracts primarily with LiveBarn.
- **Region 3AA** --- Contracts with NSPN.tv.
- **Region 4AA** --- Contracts with NSPN.tv.
- **Region 5AA** --- Contracts with NSPN.tv.
- **Region 6AA** --- Contracts with StarTribune.com.
- **Region 7AA** --- Contracts primarily with LiveBarn.
- **Region 8AA** --- Contracts with various streamers.

Member School Streaming

- **Section Tournaments**
  - Region Secretaries and the League approve streaming requests for Section contests.
  - Member Schools may be permitted to stream to a school-authorized YouTube account or other League-approved platforms. The school's Activities Director is the only individual who can make this request to the Region Secretary and the League.
- **League State Tournaments**--Member School streaming is not permitted at the State Tournament level.

Notes:

- School-based streaming that is not student-operated is treated like a commercial streamer. Rights fees will apply for video and/or audio streaming during section events and for audio-only during state tournament events.

Student and School Media Coverage Option

- The Student and School Media Coverage Option is the League's experiential learning access that permits up to two students and a Faculty Advisor to cover a team-bracketed state tournament event.
- Information gathered through this experiential learning option may only be used for the Member School's yearbook, newspaper or school/district communications and marketing materials.
- Student Media and their Faculty Advisor are not permitted to sell or distribute photographs that were obtained while a credentialed media member. Violation of this policy will result in instant forfeiture of credential and possible suspension of future Student and School Media Coverage option opportunities of the Member School.
- Eligible Student Media must be a student currently enrolled at the participating Member School.
- Student and School Media attendees must have a valid school-based email account.
- A Member School must have a school district supervisor onsite when Student Media are present. The supervisor must exclusively supervise the Student Media; the supervisor may not have other team and/or school duties during the tournament.
- Approved Student and School Media have the same access as professional media.
- A credentialed Student Member may report, write and do still photography at postseason events.
- Student and School Media must be properly credentialed through the League. Member School Activities Directors, or their administrative designee, must apply on behalf of their Student and School Media.
- If a Member School does not have students involved in a school-based media program, the Member School's Activities Director may apply on behalf of a School District Employee to assist in postseason coverage.
- Consult an onsite site media administrator for additional information and guidance.

Student and School Media, defined events:

The League's bracketed team state tournament events are included for the purpose of Student and School Media Coverage. This experiential learning option includes:

- Girls and Boys Team Tennis
- Girls and Boys Soccer
- Girls and Boys Volleyball
- Adapted Soccer, Adapted Hockey, Adapted Softball
- Football
- Dance Team

- Team Gymnastics
- Team Wrestling
- Girls and Boys Hockey
- Girls and Boys Basketball
- Robotics
- Softball
- Girls and Boys Lacrosse
- Baseball

Because of the significant number of participants involved, events not included in Student and School Media:

- Girls and Boys Individual Tennis
- Girls and Boys Cross Country Running
- Girls and Boys Swimming and Diving
- Girls and Boys Alpine Skiing
- Girls and Boys Nordic Skiing
- Individual Gymnastics
- Individual Wrestling
- Girls and Boys Swimming and Diving
- Adapted Bowling
- Speech, Debate, One-Act Play
- Music
- Visual Arts
- Badminton
- Girls and Boys Golf
- Girls and Boys Track and Field
- Clay Target

Team Video Operator

- Some athletic activities will permit a Team Video Operator to record a contest for instructional coaching and review. Each sport or activity will have further requirements and guidelines.
- This role is designated strictly for educational purposes and may not include player or coach interviews, videotaping in the locker room or distribution to social media platforms.
- The video may be posted on Hudl or other approved educational platforms.
- The Team Video Operator must follow all Media Rules and Policies.
- Live or delayed streaming of the video is prohibited.
- Film, videotape, DVD or digital files continue to be the school's property and may only be used for educational or school archival purposes.
- Commercial sponsorship of any kind is prohibited.
- Schools must not share films, videotapes, DVDs or digital files produced by the school with any other entity unless approved by the League.

Note --- Member Schools not competing in a postseason event may not videotape or film that event.

Violation of League policies will result in instant forfeiture of the media credential and potential suspension from future coverage or other appropriate actions.

Additional Guidelines and Information

Spectator Photography

- The League's spectator photography policies align with policies at venues.
- For most tournaments, spectators may bring cameras, including cell phones, that are basic point-and-shoot, consumer-grade cameras without detachable lenses. The lens may be no longer than two inches. Accessories such as monopods, selfie sticks, tripods, GoPro mounts and other attachments are not generally allowed. Spectators seeking to take photos should consult information in the Spectator Guide found on the League website for each tournament.
- Spectator photography locations are limited to the spectator seating area. Spectators must be respectful of other spectators and not impede them while photographing the event.
- Photos taken by spectators at postseason contests are for personal use and may not be sold.
- Only credentialed media are permitted to use professional-grade photography equipment at League postseason events.
- The use of flash equipment is not permitted.
- League-contracted photographers have enhanced access.

Video Footage Request Information

1. The licensing of League-owned archived footage may be available upon request.
2. To submit a request, include the following:
    a. Contact information for requesting individual
    b. Activity, year and specific game or match
    c. Information about the intended use of the footage, including length and purpose
3. Send a request to the League at media@mshsl.org.

Non-media credentialed onsite access

- **Sponsorship Provision --** Organizations that are contracted with the League may have onsite access for an event as part of their agreement.
- **Director's Provision** --- A provision granted by the League's Executive Director or Tournament Director for an approved group or organization.

Note: ***These are not Approved Media Organizations and each group has limited access according to their provision.***

Advertising

1. Television, radio, print, streaming and/or other media may not use, or allow to be used, during the live presentation of the activity, rebroadcast thereof, or any printed accounts of the activity, any commercial nor may any of the broadcasters or writers refer to or use the words that imply a sponsorship of any tournament under the jurisdiction and control of the Minnesota State High School League, without the expressed written consent of the League.
2. Media may not allow advertisers to claim that they are sponsors of League State Tournament events.
3. Approved media must be able to produce, upon request of the League, advertisements used during a broadcast.
4. The League reserves the right to approve or reject advertisements for any product or service.
5. For any part of the broadcast which originates from the site of the activity, advertising of any mood-altering chemicals, such as alcohol, tobacco, vaping, CBD products or drugs of any kind is strictly prohibited.
    a. Businesses whose primary purpose is selling alcoholic beverages, such as bars, taverns, liquor stores and those whose primary purpose is selling CBD products, etc., are prohibited from advertising on radio broadcasts during any League-sponsored events.
    b. Combination businesses, such as restaurants or hotels, which dispense alcoholic beverages in a capacity secondary to its primary purpose, may advertise on radio broadcasts during League-sponsored events. However, no part of the advertising message may refer to the sale of alcoholic beverages, or to a bar, pub, tavern or other facility dispensing alcoholic beverages.
6. Any business or organization which is either directly or indirectly related to the gambling industry may advertise on radio broadcasts during League-sponsored events. However, no part of the advertising message may refer to the availability of gambling opportunities or promote gambling.
7. The League shall immediately exercise its right and responsibility to cancel all broadcast rights for an ongoing event and subsequent events of any media outlet station found to have violated the provisions of this advertising policy.

Drones

The MSHSL prohibits the use of Unmanned Aerial Vehicles (UAV), or "drones," at interscholastic contests, events or scrimmages, whether such vehicles are operated by school representatives, parents, participants, spectators, or media representatives. The operation of Unmanned Aerial Vehicles at interscholastic activities, events, games or scrimmages may create an increased risk of injury to participants and spectators and may create unwarranted distractions that affect the management and enjoyment of those activities or events. A Member School may choose to use, or permit the use of, a pilotless, remote-controlled vehicle at school practices. That determination is left to the discretion of responsible administrators of the Member School. The MSHSL recommends that a Member School consult with the school's insurer and legal counsel and refer to FAA and local community regulations before using or permitting the use of such vehicles during school practices.
Approved by the League's Board of Directors on June 4, 2024

Information Requests

Request for information from the League must be submitted in writing to media@mshsl.org.

Downloadable Video Copies of State Tournament Events

Available for purchase through NSPN.tv at www.nspn.tv.

Glossary of Terms Used in this Document

Audio-Only Broadcast: An audio feed that may include a camera focused on the scoreboard.

Application: Organizations on the Approved Annual Media List may make applications for credentials for their media staff to cover League State Tournaments onsite.

- An application must be made for each state tournament event.
- An application consists of the names of media personnel applying to cover the tournament.

Approved Annual Media List: This list is comprised of media organizations that have registered for and been approved by the League for regular season and postseason events.

- Member School administrators and Region Secretaries use this list as guidance for permitting media to cover regular season and Section events.
- Organizations on the Approved Annual Media List may apply for State Tournament credentials for their media staff.

Broadcast: Video sent to a local-access or television broadcast channel.

Credentialed: Credentials are issued to media personnel whose organizations are on the Approved Annual Media List and have applied for credentials for their media staff to cover League State Tournaments onsite and been approved by the League.

Delayed Streaming: Placement on a website or other online hosting site of recorded audio and/or video after a contest has concluded.

Designation Letter: A Designation Letter is required annually from each school district that the Minnesota Community Media System serves. The League recognizes MCMS representatives as official educational television personnel for a Member School, providing such an assignment of responsibility from that school district's superintendent is submitted annually in writing and on file at the League Office.

Live Streaming: Placement on a website or other online hosting site of live audio and/or video directly from a venue while a contest is in progress.

Media Organization: An entity with a history of League coverage that produces news content which can only be obtained by the granting of a news media credential.

Media Personnel: An individual employed by or hired by a media organization.

Postseason: Includes all section and state contests, events, tournaments and meets.

Region Secretary: The official representative and contact person for all section events. Region Secretaries work in conjunction with the Region Committee to make determinations on section event policies and procedures.

Registration: An annual process for media organizations to register, be vetted and be placed on the Approved Media List.

- This approved list:
    - Is used by Member Schools and Regions to make determinations on media organization admittance for regular season and section tournaments.
    - Is a pre-requisite to applying for a media credential for League State Tournaments.

Regular Season Contests: Regular season contests in League activities are under the management of the host Member School. Using guidance from the League, the Member Schools make decisions on media attendance and coverage.

Section Contests: Postseason section contests in League activities are under the management of the Administrative Region managing the event. Using guidance from the League, the Administrative Region makes decisions on media attendance and coverage.

State Tournaments: State Tournament contests in League activities are under the management of the League. The League makes decisions on media attendance and coverage based on Board of Directors-approved policy.

School Board Governance Work Plan
August 2026

Core Pillars & Strategic Anchors	Priorities Beginning the 2026-2027 School Year
Academic Excellence	• Monitor Vision Card and Data Dashboard results quarterly for trends and gaps • 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 • Review District survey results and monitor continuous improvement efforts • Review building reports including discipline data, attendance, activities, 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 with intention of increasing participation • Annual review of staff development outcomes
Effective and Responsive Operations	• Approve and monitor BudgetReview ⅓ of district policies + annual policies according to review cycle • Consider Levy Renewal/New Levy/Revoke & Replace • Onboarding new board members as necessary • Review District sizing to enrollment and trends • Monitor Long-Term Financial Plan • Maintain necessary board committees (Policy, Facilities, Finance & Joint Powers, Community Collaboration, Student School Board, Ad Hoc) and necessary liaison positions (ISD 917, NAPAC, MSHSL, AMSD) • Participate in Board development education retreats and evaluations • Develop and monitor superintendent goals and performance evaluations (mid-year and year-end) • 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 • Support strategies to stabilize and grow District enrollment

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.

x 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. 08/24/2026.

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 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 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 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 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 for individual vendors.

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

The district has begun calculating and providing the allowable costs associated with these requests, which are frequently less than $25 per request. In some instances, the requester does not respond after receiving the cost estimate, leaving the district with staff time already expended and no reimbursement for that work.

The result is a recurring administrative burden that existing cost-recovery provisions do not adequately address.

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 whether a law designed to promote government transparency should also require taxpayers to repeatedly subsidize administrative work performed primarily to support a private company's commercial activities.

The burden of an individual request may appear relatively small. The problem becomes significant when requests are considered cumulatively. Multiple requests each week create repeated administrative processes that require staff to review requests, identify and retrieve responsive records, determine whether any information is not public under state or federal law, calculate allowable charges, communicate with the requester, and prepare records for release.

Some requests may also require review by legal counsel to determine whether information is classified as private, confidential, or otherwise not public and must be redacted before disclosure. This creates additional staff time and potential legal expenses borne by the governmental entity.

Even when a district charges the amount currently permitted by law, the amount recovered may not reflect the actual administrative cost of responding. When a requester does not proceed after receiving a cost estimate, the district may recover nothing for work already performed.

This creates an important distinction between the right to access public data and an unlimited right to consume taxpayer-funded 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 the same commercial requester should be able to submit an effectively unlimited number of repetitive requests throughout the year while governmental entities have limited ability to manage the cumulative burden or recover the costs those requests impose.

For school districts, this burden directly affects resources intended to support educational and operational responsibilities. Time spent repeatedly processing commercial data requests is time employees cannot devote to their primary responsibilities.

Minnesota law should therefore recognize the cumulative number, frequency, scope, and administrative burden of repetitive commercial requests rather than evaluating each request entirely in isolation.

A reasonable statutory solution could permit governmental entities to:

1. Establish reasonable periodic limits on the frequency or scope of substantially similar requests submitted by the same commercial requester when necessary to prevent an undue administrative burden;
2. Require substantially similar commercial requests to be consolidated into periodic requests when the information can reasonably be provided in that manner;
3. Recover reasonable and documented administrative costs associated with repetitive commercial requests, including staff time necessary to review requests and determine the applicable cost of fulfillment;
4. Consider the cumulative number, frequency, scope, and administrative burden of requests from the same commercial requester when establishing authorized fees or reasonable procedures for subsequent requests; and
5. 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 data.

These provisions would preserve access to public data while providing reasonable guardrails against the disproportionate use of taxpayer-funded administrative resources for repetitive commercial purposes.

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.

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

Minnesota Statutes § 13.03, subdivision 3(d) — Commercial Value of Government Data
s.Existing Minnesota law already recognizes that government data may 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 circumstances in which the commercial use or value of publicly funded government information may appropriately affect the fees associated with obtaining that information.

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 calculates the costs it is legally permitted to charge, those amounts are often less than $25 per request and may not reflect the full administrative burden involved. When the requester does not proceed after receiving a cost estimate, district employees have nevertheless already expended public resources reviewing the request and calculating the allowable charge.

By comparison, other commercial entities have requested comprehensive district accounts-payable information on an annual basis, demonstrating that commercial access to government financial data can occur without multiple vendor-specific requests each week throughout the year.

The central concern is therefore not commercial access itself, but the frequency and cumulative administrative burden of repetitive commercial requests and the limited tools currently available to governmental entities to manage and recover the costs associated with that burden.

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.

2026 Reaffirmation of 2025 Resolutions:

1. 2025 Resolution #1 (pg15 of Guidebook) Provide a Fund Reallocation Authority provision which would enable districts to transfer restricted, non-federally encumbered funds between internal restricted operating funds through formal school board resolutions, thereby granting local school boards the authority to address financial needs without requiring additional state aid or property tax authority.

2. 2025 Resolution #3 (Page 29 of Guidebook) Ensure school districts have adequate time to plan and prepare for the financial and operational impact of new laws and regulations.

3. 2025 Resolution #4 (Page 37 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.

4. (2025 Resolution #6 Page 63 of Guidebook) Invest in Career Pathways and Technical Education by Allocating Targeted Funds to Fully Implement Minnesota Statutes, Section 127A.70, Subdivision 2a.

5. 2025 Resolution #7 (Page 69 of Guidebook) Fully and permanently fund Unemployment Insurance for hourly school workers between term breaks or repeal.

6. 2025 Resolution #29 (Page 299 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.

7. 2025 Resolution #30 (Page 305 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.

8. 2025 Resolution #31 (Page 309 of Guidebook) Allow public school district employers and district collective bargaining units the ability to opt out of MN Paid Leave or, if not able to bargain an opt out agreement, a 50/50 employer/employee contribution shall be implemented.

Resolution # 1

2025 Delegate Assembly
Proposed Legislative Resolution

TITLE OF RESOLUTION: Fund Reallocation Authority

SUBMITTED BY: Moorhead Area Public Schools, ISD 152, Brandon Lunak, Superintendent and Dilworth-Glyndon-Felton, ISD 2164, Shannon Hunstad, Superintendent

RECOMMENDATION: Passage

BE IT RESOLVED, THAT MSBA URGES THE LEGISLATURE TO provide a Fund Reallocation Authority provision which would enable districts to transfer restricted, non-federally encumbered funds between internal restricted operating funds through formal school board resolutions, thereby granting local school boards the authority to address financial needs without requiring additional state aid or property tax authority. Key safeguards include:

- Transfers must not reduce any fund to a level below the minimum threshold established by the local school board.
- Transfers must not lead to increased state aid requirements or higher property tax levies.
- Each transfer requires a board resolution that clearly states the purpose and amount, is posted publicly, and is submitted to the Commissioner of Education.
- Transfers should be coordinated with the school's annual audit to ensure that restricted funds remain viable and protected for future needs.

Provided by the Moorhead Area Public Schools, ISD 152

DESCRIBE THE PROBLEM:

Minnesota school districts face increasing financial pressures that restrict their ability to provide consistent, high-quality education. To address this, we propose legislation that would permit an annual, one-time, locally approved internal reallocation of restricted funds within Minnesota's public schools, charter schools, and cooperatives.

EXPLAIN WHY THIS IS A PROBLEM:

Current Minnesota statutes limit how local school boards can manage their finances due to restrictions on the expenditure of certain funds. These restrictions limit the school board's ability to manage district funds. Often, school districts have money in restricted accounts but are unable to access those funds due to current laws. These laws don't offer flexibility, ultimately forcing school districts to use their general fund dollars to cover deficits in other restricted accounts. This negatively affects local school districts, causing them to make cuts that impact students and staff, not because of a lack of funds overall, but because of restrictions on how funds can be used. This reallocation authority would:

- Strengthen local control to manage financial pressures. Protect core programs and staff, minimizing disruptions to students' learning.
- Ensure districts stay fiscally responsible while addressing diverse educational needs.

One-time reallocation per fiscal year is a sensible response to persistent economic pressures and fluctuations in enrollment. Current restrictions prevent districts from using available funds to address urgent student and staffing needs.

BACKGROUND PROVIDED BY SCHOOL DISTRICT:
See supplemental document

Provided by the Dilworth-Glyndon-Felton, ISD 2164

DESCRIBE THE PROBLEM:
Outstate public schools are unable to pass local levies. This board authority will empower local school boards to respond proactively to financial challenges by reallocating existing resources where they are most needed.

EXPLAIN WHY THIS IS A PROBLEM:
The Fund Transfer Pilot Program will empower local school boards to respond proactively to financial challenges by reallocating existing resources where they are most needed. Which they do not currently have the authority to do.

CURRENT POSITION:
1.010 Urges the Legislature to enact permanent authority for a school district to transfer funds and accounts within the general fund.

CURRENT LAW:
Minn. Stat. 123B.79 governs how and when a Minnesota school district may permanently transfer money between its various funds. In general, districts cannot move money between operating and non-operating funds, except in specific circumstances—such as to correct prior-year errors, cover deficits in discontinued programs, support under-funded operating areas, or pay certain retirement obligations.

123B.79 PERMANENT FUND TRANSFERS.
Subdivision 1. Limitations. Except as provided in this subdivision, sections 123B.51, 123B.80, 475.61,and 475.65, a district may not permanently transfer money from (1) an operating fund to a nonoperating fund; (2) a nonoperating fund to another nonoperating fund; or (3) a nonoperating fund to an operating fund. Permanent transfers may be made from any fund to any other fund to correct for prior fiscal years' errors discovered after the books have been closed for that year. Permanent transfers may be made from the general
fund to any other operating funds according to section 142D.093 or if the resources of the other fund are not adequate to finance approved expenditures from that other fund. Permanent transfers may also be made from the general fund to eliminate deficits in another fund when that other fund is being discontinued. When a district discontinues operation of a district-owned bus fleet or a substantial portion of a fleet, the balance
shall cancel to the district's general fund.
Subd. 2. [Repealed, 2016 c 189 art 30 s 26]
Subd. 3. TRA and FICA transfer. (a) Notwithstanding subdivision 1, a district may transfer money from the general fund to the community service fund for the employer contributions for

teacher retirement and FICA for employees who are members of a teacher retirement association and who are paid from the community service fund.
(b) A district must not transfer money under paragraph (a) for employees who are paid with money other than normal operating funds, as defined in section 354.05, subdivision 27.
Subd. 4. Operating fund; nonoperating fund; defined. As used in this section, "operating fund" and "nonoperating fund" have the meanings specified in the uniform financial accounting and reporting standards for Minnesota school districts. Any transfer for a period in excess of one year shall be deemed to be a permanent transfer.
Subd. 5. Deficits; exception. For the purposes of this section, a permanent transfer includes creating a deficit in a nonoperating fund for a period past the end of the current fiscal year which is covered by moneys in an operating fund. A deficit in the reserve for operating capital account pursuant to section 123B.78, subdivision 5, does not constitute a permanent transfer.
Subd. 6. [Repealed, 2016 c 189 art 30 s 26]
Subd. 7. Account transfer for designated separation and retirement benefits. A district may separately maintain in a designated for separation and retirement benefit account the amount necessary to meet the obligations for separation and retirement benefits, including compensated absences, termination benefits, pension benefits, and other postemployment benefits, not accounted for elsewhere. The amount necessary
must be calculated according to standards established by the department.
Subd. 8. Account transfer for reorganizing districts. A district that has reorganized according to sections 123A.35 to 123A.43, 123A.46, or 123A.48, or has conducted a successful referendum on the question of combination under section 123A.37, subdivision 2, or consolidation under section 123A.48, subdivision 15 or has been assigned an identification number by the commissioner under section 123A.48, subdivision 16, may make permanent transfers between any of the funds or accounts in the newly created or enlarged district with the exception of the debt redemption fund, building construction fund, food service fund, and long-term facilities maintenance account of the general fund. Fund transfers under this section may be made for up to one year prior to the effective date of combination or consolidation by the consolidating boards and during the year following the effective date of reorganization by the consolidated board. The newly formed board of the combined district may adopt a resolution on or before August 30 of the year of
the reorganization authorizing a transfer among accounts or funds of the previous independent school districts which transfer or transfers shall be reported in the affected districts' audited financial statements for the year immediately preceding the consolidation.
Subd. 9. Elimination of reserve accounts. Any balance in the district's reserved account for deferred maintenance as of June 30, 2016, shall be transferred to the reserved account for long-term facilities maintenance in the school district's general fund. Any balance in the district's reserved account for health and safety as of June 30, 2019, shall be transferred to the unassigned fund balance account in the district's general fund. Any balance in the district's reserved account for alternative facilities as of June 30, 2016, shall be transferred to the reserved account for long-term facilities maintenance in the district's building
construction fund.
123B.83 EXPENDITURE LIMITATIONS. Provides special rules for reorganized or consolidated districts, allowing them to transfer funds among most accounts (excluding debt redemption, food service, building construction, and certain facility funds) for up to one year before and one

year after the reorganization's effective date. The statute also directs the transfer of balances from discontinued reserve accounts (e.g., deferred maintenance, health and safety) into designated current accounts.

Subdivision 1. [Repealed, 1Sp2005 c 5 art 1 s 55]

Subd. 2.Net unreserved general fund balances. A school district must limit its expenditures so that its net unreserved general fund balance does not constitute statutory operating debt under section 123B.81.

Subd. 3.Failure to limit expenditures. If a district does not limit its expenditures in accordance with this section, the commissioner may so notify the appropriate committees of the legislature by no later than February 15 of the year following the end of that fiscal year.

Subd. 4.Special operating plan. (a) If the net negative unreserved general fund balance, calculated in accordance with the uniform financial accounting and reporting standards for Minnesota school districts, as of June 30 each year, is more than 2-1/2 percent of the year's expenditure amount, the district must, prior to January 31 of the next fiscal year, submit a special operating plan to reduce the district's deficit expenditures to the commissioner for approval. The commissioner may also require the district to provide evidence that the district meets and will continue to meet all high school graduation requirements.

Notwithstanding any other law to the contrary, a district submitting a special operating plan to the commissioner under this clause which is disapproved by the commissioner must not receive any aid pursuant to chapters 120B, 122A, 123A, 123B, 124D, 125A, 126C, and 127A until a special operating plan of the district is so approved.

(b) A district must receive aids pending the approval of its special operating plan under paragraph (a). A district which complies with its approved operating plan must receive aids as long as the district continues to comply with the approved operating plan.

BACKGROUND PROVIDED BY MSBA:

School District Accounting[1]

Two aspects of school district accounting are of major significance to the legislature: the accounting system that school districts are required to use, because it provides an important view of school districts' financial status; and the accounting methods that the legislature uses to pay or meter revenue to school districts, because it provides a way to carefully manage the state's payment of funds to the local school districts.

School District Accounting System

Uniform Financial Accounting and Reporting Standards. The legislature requires school districts to adopt and use a uniform system of records and accounting for public schools. The adopted system, a modified accrual accounting system, is known as Uniform Financial Accounting and Reporting Standards (UFARS). UFARS is important because it provides a uniform basis for comparing and evaluating school district revenue and expenditures. Under UFARS, every district must maintain at least the following funds.

[1] Minnesota School Finance: A Guide for Legislators, by Tim Strom, Legislative Analyst, November 2024

Table 82: School Funds

Fund Number	Operating Funds	Common Purposes
01	General	Money used to pay general operating costs, such as teacher salaries, administrative costs, and to purchase textbooks and equipment
02	Food Service	Money for nutrition programs—primarily school lunch and breakfast
04	Community Service	Money for community education programs
Fund Number	**Nonoperating Funds**	**Common Purposes**
06	Building Construction	Proceeds of bond sales used to pay contractors for building projects
07	Debt Redemption	Money necessary to repay bond holders
47	Postemployment Benefits Debt Service Fund	Money from levy proceeds to repay OPEB bonds
Fund Number	**Fiduciary Funds**	**Common Purposes**
08	Trust	Money held in trust for others
18	Custodial	Fiduciary activities not reported elsewhere for the benefit of others
45	Postemployment Benefits Irrevocable Trust Fund	Money held in an irrevocable trust for postemployment benefits

The UFARS statute (Minn. Stat. § 123B.79) generally prohibits a district from permanently transferring money from an operating fund to a nonoperating fund, although a procedure is set forth in statute for the Commissioner of Education to approve transfers in exceptional circumstances. Also, the creation by the 1995 Legislature of operating capital revenue accounts in the general fund means that districts can spend any undesignated or unreserved general fund money for capital equipment and facilities purposes. Additionally, almost every year the legislature approves specific fund transfers for individual school districts. In contrast to the usual limitations on fund transfers, the 1991 Legislature authorized two types of fund transfers:

- Reorganization Fund Transfers: A school district that has reorganized may make permanent transfers between any of the funds in the newly created or enlarged district, with the exception of the debt redemption fund. These fund transfers may be made only during the fiscal year following the effective date of the district's reorganization.
- Nonoperating Fund Transfer: On June 30, 1992, a school district could transfer money from its capital expenditure fund and from its debt redemption fund (to the extent the funds are not needed to make debt service payments) to the transportation fund, capital fund, or debt redemption fund.

The UFARS statute also prescribes the fiscal years when revenues and expenditures are to be recognized on district books. The legislature uses these recognition provisions to distribute state aid payments to school districts and to balance the state budget. The revenue recognition

procedures established by the legislature determine a district's operating debt and expenditure limitations.

Statutory Operating Debt. Operating debt is defined as the net negative unappropriated fund balance on June 30 of any year in all of the school district's operating funds. Districts for which the operating debt is greater than 2.5 percent of the expenditures in operating funds in the most recent fiscal year are considered to be in statutory operating debt. At the close of fiscal year 2023, eight school districts and five operating charter schools were in statutory operating debt. Three other charter schools in statutory operating debt as of June 30, 2023, closed during that fiscal year.

Statutory Operating Debt Levies. A series of levies were approved in 1977, 1983, 1985, and 1992 that allowed districts to pay off past statutory operating debt amounts. The authority under each of these levies has now expired.

Expenditure Limitations. A school district in statutory operating debt must limit its expenditures in each subsequent fiscal year such that its statutory operating debt is not increasing. A district in statutory operating debt must submit a special operating plan to reduce its deficit expenditures to the Commissioner of Education for approval. If the plan is disapproved, the district receives no state aid until a plan is approved.

Temporary Waiver of Fund Transfer Limits. For fiscal years 2012 through 2017, a school district could transfer money from any account or fund (except the community service and food service fund) to any other account or fund as long as that transfer did not affect the school district's state aid or local levy.

For fiscal years 2020 and 2021, a school district could transfer moneys from any operating account or fund to another to adjust the district's budget in response to COVID-19.

RATIONALE:

Minnesota school districts face increasing financial pressures that restrict their ability to provide consistent, high-quality education. To address this, the proposed resolution calls on the Legislature to allow local school boards to authorize an annual, one-time reallocation of restricted, non-federally encumbered funds between internal restricted operating funds through formal board resolutions.

MSBA currently has an existing legislative position supporting broad authority for school boards to make permanent fund transfers between any funds. This long-standing position reflects MSBA's commitment to local control and fiscal flexibility, recognizing that locally elected boards are best positioned to decide how to allocate available resources to meet the needs of their students.

The new resolution builds on this foundation but introduces practical parameters that the Legislature is likely to consider prudent. By proposing a one-time, annual reallocation of restricted, non-federally encumbered operating funds, subject to specific safeguards, this

resolution addresses legislative concerns about maintaining fiscal discipline and transparency while still expanding local authority. These additional safeguards include:

- Transfers must not reduce any fund below thresholds set by the local board.
- Transfers must not increase state aid requirements or local property taxes.
- Each transfer must be formally approved by a school board resolution, clearly stating the purpose and amount, publicly posted, submitted to the Commissioner of Education, and coordinated with the district's annual audit to ensure the integrity of restricted funds.

Some of these safeguards offered in this resolution reflect a bill that was introduced in the 2025 legislature, HF 2239/SF 1489.

This approach recognizes the Legislature's interest in accountability while preserving the local flexibility districts need to respond to ongoing budgetary pressures such as fluctuating enrollment, inflation, and rising costs for student support services. It provides a measured, transparent pathway for districts to tap existing resources, when necessary, without increasing the overall burden on taxpayers or the state.

Adopting this resolution as an official MSBA position would align with our existing position for fund transfer flexibility, while demonstrating to policymakers that school boards are willing to operate within reasonable guardrails to maintain fiscal responsibility. This balanced proposal strengthens local decision-making, helps protect core programs and staffing, and ensures that existing resources can be deployed to meet immediate student needs, advancing both educational stability and legislative confidence.

Therefore, MSBA recommends passage.

1.003 Urges the Legislature to establish, by statute, the level of per pupil funding within calendar days from the submission of the governor's budget any further that the establishment of the state percent of funding shall be the only subject of such legislation.

CURRENT LAW:

Minn. Stat. 123B.77 outlines the requirements for a school district's budget adoption process, including the need for a public hearing and the adoption of a final budget by July 1st. The budget must comply with the rules of the Commissioner of Education. A school board can adopt a preliminary budget and can also adopt a budget by resolution at a meeting, with the budget being effective upon the date of adoption.

123B.77 ACCOUNTING, BUDGETING, AND REPORTING REQUIREMENT.

Subdivision 1. Uniform financial accounting and reporting standards. Each Minnesota school district must adopt the uniform financial accounting and reporting standards for Minnesota school districts provided for in guidelines adopted by the department.

Subd. 1a. School district consolidated financial statement. The commissioner, in consultation with the advisory committee on financial management, accounting, and reporting, shall develop and maintain a school district consolidated financial statement format that converts uniform financial accounting and reporting standards data under subdivision 1 into a more understandable format.

Subd. 2. Audited financial statement. Each district must submit to the commissioner by September 15 of each year unaudited financial data for the preceding fiscal year. These financial data must be submitted in the format prescribed by the commissioner.

Subd. 3. Statement for comparison and correction. (a) By November 30 of the calendar year of the submission of the unaudited financial data, the district must provide to the commissioner audited financial data for the preceding fiscal year. The audit must be conducted in compliance with generally accepted governmental auditing standards, the federal Single Audit Act, and the Minnesota legal compliance guide issued by the Office of the State Auditor. An audited financial statement prepared in a form which will allow comparison with and correction of material differences in the unaudited financial data shall be submitted to the commissioner and the state auditor by December 31. The audited financial statement must also provide a statement of assurance pertaining to uniform financial accounting and reporting standards compliance and a copy of the management letter submitted to the district by the school district's auditor.

(b) By February 1 of the calendar year following the submission of the unaudited financial data, the commissioner shall convert the audited financial data required by this subdivision into the consolidated financial statement format required under subdivision 1a and publish the information on the department's website.

Subd. 4. Budget approval. Prior to July 1 of each year, the board of each district must approve and adopt its revenue and expenditure budgets for the next school year. The budget document so adopted must be considered an expenditure-authorizing or appropriations document. No funds shall be expended by any board or district for any purpose in any school year prior to the

adoption of the budget document which authorizes that expenditure, or prior to an amendment to the budget document by the board to authorize the expenditure. Expenditures of funds in violation of this subdivision shall be considered unlawful expenditures.

Minn. Stat. 122A.40 outlines the requirements for termination of employment contract including probationary teachers, July 1 and non-probationary teachers, April 1.

122A.40 EMPLOYMENT; CONTRACTS; TERMINATION.

Subd. 5. Probationary period. (a) The first three consecutive years of a teacher's first teaching experience in Minnesota in a single district are deemed to be a probationary period of employment, and, the probationary period in each district in which the teacher is thereafter employed shall be one year. The school board must adopt a plan for written evaluation of teachers during the probationary period that is consistent with subdivision 8. Evaluation must occur at least three times periodically throughout each school year for a teacher performing services during that school year; the first evaluation must occur within the first 90 days of teaching service. Days devoted to parent-teacher conferences, teachers' workshops, and other staff development opportunities and days on which a teacher is absent from school must not be included in determining the number of school days on which a teacher performs services. Except as otherwise provided in paragraph (b), during the probationary period any annual contract with any teacher may or may not be renewed as the school board shall see fit. However, the board must give any such teacher whose contract it declines to renew for the following school year written notice to that effect before July 1. If the teacher requests reasons for any nonrenewal of a teaching contract, the board must give the teacher its reason in writing, including a statement that appropriate supervision was furnished describing the nature and the extent of such supervision furnished the teacher during the employment by the board, within ten days after receiving such request. The school board may, after a hearing held upon due notice, discharge a teacher during the probationary period for cause, effective immediately.

Subd. 7. Termination of contract after probationary period. (a) A teacher who has completed a probationary period in any district, and who has not been discharged or advised of a refusal to renew the teacher's contract under subdivision 5, shall elect to have a continuing contract with such district where contract terms and conditions, including salary and salary increases, are established based either on the length of the school calendar or an extended school calendar under section 120A.415. Thereafter, the teacher's contract must remain in full force and effect, except as modified by mutual consent of the board and the teacher, until terminated by a majority roll call vote of the full membership of the board prior to April 1 upon one of the grounds specified in subdivision 9 or July 1 upon one of the grounds specified in subdivision10 or 11, or until the teacher is discharged pursuant to subdivision 13, or by the written resignation of the teacher submitted prior to April 1. If an agreement as to the terms and conditions of employment for the succeeding school year has not been adopted pursuant to the provisions of sections 179A.01 to 179A.25 prior to March 1, the teacher's right of resignation is extended to the 30th calendar day following the adoption of said contract in compliance with section 179A.20, subdivision 5. Such written resignation by the teacher is effective as of June 30 if submitted prior to that date and the teachers' right of resignation for the school year then beginning shall cease on July 15. Before a teacher's contract is terminated by the board, the board must notify the teacher in writing and state its ground for the proposed termination in

reasonable detail together with a statement that the teacher may make a written request for a hearing before the board within 14 days after receipt of such notification. If the grounds are those specified in subdivision 9 or 13, the notice must also state a teacher may request arbitration under subdivision 15. Within 14 days after receipt of this notification the teacher may make a written request for a hearing before the board or an arbitrator and it shall be granted upon reasonable notice to the teacher of the date set for hearing, before final action is taken. If no hearing is requested within such period, it shall be deemed acquiescence by the teacher to the board's action. Such termination shall take effect at the close of the school year in which the contract is terminated in the manner aforesaid.

BACKGROUND PROVIDED BY MSBA:

The Minnesota Legislature operates on a two-year biennium that begins in January of odd-numbered years and runs through the following even-numbered year. Each session typically convenes in early January and must adjourn by the first Monday after the third Saturday in May, as required by the state constitution. Within that window, lawmakers adopt budgets, pass policy, and set effective dates for new laws that often intersect with the July 1–June 30 fiscal year used by schools.

Legislative Authority Over Effective Dates

- Minnesota Statutes establish default effective dates: appropriations July 1, and other laws August 1 of the same year (Minn. Const. Art. IV, § 23).
- The Legislature retains explicit authority to set alternative effective dates.

This means alignment with school district fiscal years is fully within legislative power.

School District Budget Deadlines in Statute

- Minn. Stat. § 123B.77 requires school boards to adopt budgets by June 30 covering a fiscal year that begins July 1 and ends June 30. This is why boards must certify their levies in December for the following July–June fiscal year. (For counties, cities, and most other local governments, their fiscal year is the calendar year (January 1–December 31).
- Minn. Stat. § 122A.40, subd. 7(a) requires school boards to notify teachers of termination by April 1.

Principles of Due Process and Fair Notice

- Courts have recognized the principle that entities subject to regulation must receive adequate notice before obligations attach. Immediate or retroactive budgetary obligations undermine this principle, eroding school districts' ability to comply with state law while meeting fiduciary duties.

Impact on Local Decision-Making

- School boards are forced to reopen contracts, cut programs, or issue mid-year layoffs to comply with sudden fiscal shortfalls.

This creates operational inefficiencies which undermines public trust and financial credibility and destabilizes relationships with employees and communities.

RATIONALE:

Minnesota's 331 public school districts operate on a fiscal year that begins July 1 and ends June 30. By law, school boards must adopt their budgets by June 30 and notify teachers of employment decisions by April 1. These binding deadlines for districts occur before or at the very end of the legislative session. Yet, the legislature enacts new mandates, new funding streams or budget reductions that take effect immediately—or even within the same fiscal year—districts are left with no practical way to plan responsibly. These late changes disrupt staffing decisions, collective bargaining agreements, financial stability, and student programs. Districts are forced to guess what the Legislature will decide. They must build budgets on uncertain assumptions, leading either to unnecessary cuts or shortfalls when predictions miss the mark.

To comply with the April 1 notice deadline, boards often issue teacher layoff notices—only to later rescind them if funding arrives. This creates instability for teachers, some of whom secure other employment before districts can rehire, leaving classrooms with vacancies. To be cautious school districts may cut electives, student support services, or activities to brace for reductions. Even if funding is restored later, these opportunities are lost for students because planning deadlines have passed.

On the operational side, transportation contracts, special education services, curriculum purchases, and facility repairs require months of preparation. Mid-year legislative changes force districts to cancel contracts, delay needed work, or tap reserves in disruptive ways.

A practical solution is to delay implementation of new mandates or budget reductions until July 1 of the following year—or setting an expedited March 1 deadline for urgent changes—the Legislature can preserve flexibility while giving school boards time to responsibly plan. This change in alignment with school district fiscal years is fully within legislative power; it does not limit legislative authority; it simply ensures that decisions made at the Capitol do not destabilize classrooms and communities across Minnesota.

This approach strikes a balance: the Legislature keeps its authority to act when necessary, while school districts gain stability to meet their legal and operational obligations. In short, this change ensures that legislative action and school operations work together — not against each other.

However, shifting legislative deadlines is no simple matter. The Legislature has normalized late-minute negotiations and end-of-session "global deals," often followed by special sessions. This culture of governing makes it politically difficult to imagine lawmakers willingly giving up that leverage or tradition.

In addition, the state budget process itself is anchored by tradition that shapes legislative work:

- Governor's Budget Release (January): This sets the initial framework but typically comes only weeks before session work intensifies.
- February Forecast: This economic and revenue forecast is the cornerstone of legislative decision-making, and it comes late in the session calendar, essentially guaranteeing that the biggest fiscal decisions will always be compressed into the final weeks.

Given these realities, it may not be politically feasible to force the Legislature into earlier decision-making without fundamentally restructuring the entire state budget process.

Even if changing deadlines may not succeed, the conversation is still worth having. School boards, superintendents, and education advocates need to shine a light on the disconnect between the Legislature's process and the statutory obligations of school districts. At minimum, legislators should understand the strain their timing places on local leaders, and the case must be made for better alignment, whether through adjusted implementation dates, earlier deadlines for certain education finance provisions, or procedural reforms that provide school districts with certainty.

Therefore, MSBA recommends passage.

Resolution # 4

2025 Delegate Assembly
Proposed Legislative Resolution

TITLE OF RESOLUTION: Fiscal Note Required for New Mandates

SUBMITTED BY: Holdingford Public Schools, ISD 738; Hastings Public Schools, ISD 200, Carrie Tate, Board Member

RECOMMENDATION: Passage

BE IT RESOLVED, THAT MSBA URGES THE LEGISLATURE TO 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 dedicated, sustainable funding source sufficient to cover all associated costs.

DESCRIBE THE PROBLEM:
Legislation frequently imposes new requirements on public school districts without an accurate estimate of the costs to implement those mandates or without providing funding to support them. School districts are left to implement new programs or services using existing resources intended for other educational priorities.

EXPLAIN WHY THIS IS A PROBLEM:
Without accurate cost projections and guaranteed funding, new mandates create unfunded financial obligations that reduce the resources available for core instruction, student supports, and other locally determined priorities. This practice undermines local control, strains school district budgets, and shifts the cost burden to local taxpayers.

CURRENT POSITION:
1.085 Urges the legislature to resist new statewide mandates and, if absolutely necessary, provide full funding for the implementation of the mandates, and annually review existing unfunded mandates and modify or repeal where possible. (2022)
1.086 Urges the legislature prior to and after a mandated program is enacted, consideration and implementation of the following:
• a cost impact study;
• Full state funding of the mandated program to include implementation and additional administrative overhead costs;
• A systematic procedure should be adopted guaranteeing that all of the appropriate governmental agencies affected by the proposed mandated program are consulted during deliberation;
• Prior to statewide implementation, full funded pilot sites should be selected in order to determine effectiveness and feasibility of carrying out the mandate;
• Prior to statewide implementation, all existing laws and regulations should be changed to accommodate the mandate; and

• A sunset provision should be adopted three years after statewide implementation to determine whether continued funding is justified.
• If state aid commitments are reduced in the future, mandated programs not fully funded should not be required by the state.

CURRENT LAW:
Minn. Stat. 3.98 outlines the preparation of fiscal notes, requiring agencies to provide dollar estimates, explain their assumptions, and report the overall impact on state funds. defines fiscal notes as official estimates of a bill's budgetary impact, prepared by affected agencies and reviewed by the Legislative Budget Office (LBO). These notes are required to show dollar amounts for costs, savings, or revenue changes, including the assumptions used, and are posted on the LBO's public website.

3.98 FISCAL NOTES.
Subdivision 1. Preparation; duties. (a) The head or chief administrative officer of each department or agency of the state government, including the supreme court, shall prepare a fiscal note consistent with the standards and procedures adopted under section 3.8853, at the request of the chair of the standing committee to which a bill has been referred, or the chair of the house of representatives Ways and Means Committee, or the chair of the senate Committee on Finance.
(b) For purposes of this subdivision, "supreme court" includes all agencies, committees, and commissions supervised or appointed by the state supreme court or the state court administrator.
Subd. 2. Contents. (a) The fiscal note, where possible, shall:
(1) cite the effect in dollar amounts;
(2) cite the statutory provisions affected;
(3) estimate the increase or decrease in revenues or expenditures;
(4) include the costs which may be absorbed without additional funds;
(5) include the assumptions used in determining the cost estimates; and
(6) specify any long-range implication.
(b) The fiscal note may comment on technical or mechanical defects in the bill but shall express no opinions concerning the merits of the proposal.
Subd. 3. Distribution. A copy of the fiscal note shall be delivered to the chair of the Ways and Means Committee of the house of representatives, the chair of the Finance Committee of the senate, the chair of the standing committee to which the bill has been referred, to the chief author of the bill and to the commissioner of management and budget.
Subd. 4. Uniform procedure. Legislators can also request Local Impact Notes under Minnesota Statutes, section 3.987, to estimate the financial impact on local governments.

Minn. Stat 3.987 governs Local Impact Notes, which estimate the fiscal impact of state-mandated actions on local governments. The local impact note must be made available to the public upon request. If the action is among the exceptions listed in section 3.988, a local impact note need not be requested nor prepared.

3.987 LOCAL IMPACT NOTES FOR STATE-MANDATED ACTIONS.

Subdivision 1. Local impact notes.
The Legislative Budget Office shall coordinate the development of a local impact note for any proposed legislation upon request of the chair or the ranking minority member of either legislative Tax, Finance, or Ways and Means Committee. Upon receipt of a request to prepare a local impact note, the office must notify the authors of the proposed legislation that the request has been made. The local impact note must be made available to the public upon request. If the action is among the exceptions listed in section 3.988, a local impact note need not be requested nor prepared. The office shall make a reasonable and timely estimate of the local fiscal impact on each type of political subdivision that would result from the proposed legislation. The office may require any political subdivision or the commissioner of an administrative agency of the state to supply in a timely manner any information determined to be necessary to determine local fiscal impact. The political subdivision, its representative association, or commissioner shall convey the requested information to the office with a signed statement to the effect that the information is accurate and complete to the best of its ability. The political subdivision, its representative association, or commissioner, when requested, shall update its determination of local fiscal impact based on actual cost or revenue figures, improved estimates, or both. Upon completion of the note, the office must provide a copy to the authors of the proposed legislation and to the chair and ranking minority member of each committee to which the proposed legislation is referred.

Subd. 2. Mandate explanations.
Before a committee hearing on a bill that seeks to impose program or financial mandates on political subdivisions, the chair or ranking minority member of the committee may request that the author must provide the committee with a note that gives appropriate responses to the following guidelines. The note must state and list:
(1) the policy goals that are sought to be attained and any performance standards that are to be imposed on political subdivisions;
(2) any performance standards that will allow political subdivisions flexibility and innovation of method in achieving those goals;
(3) the process by which each standard governs input such as staffing and other administrative aspects of the program;
(4) the sources of additional revenue, in addition to existing funding for similar programs, that are directly linked to imposition of the mandates that will provide adequate and stable funding for their requirements;
(5) the reasons why financial incentives or voluntary compliance would not yield the equity, efficiency, or desired level of statewide uniformity in the proposed program;
(6) what input has been obtained to ensure that the implementing agencies have the capacity to carry out the delegated responsibilities; and
(7) the efforts put forth, if any, to involve political subdivisions in the creation or development of the proposed mandate.
Subd. 3.[Repealed, 1998 c 389 art 16 s 36]

Subd. 4. No mandate restriction.
Except as specifically provided by this article, nothing in this article restricts or eliminates the authority of the state to create or impose programs by law upon political subdivisions.
The Legislative Budget Office shall prescribe a uniform procedure to govern the departments and agencies of the state in complying with the requirements of this section.

Minn Stat. 13.64 addresses the confidentiality of data related to "unofficial" fiscal notes, which are prepared for draft legislation before it's officially introduced.

13.64 ADMINISTRATION; MANAGEMENT AND BUDGET DATA.
Subdivision 1. Department of Management and Budget.
(a) Notes and preliminary drafts of reports created, collected, or maintained by the Management Analysis Division, Department of Management and Budget, and prepared during management studies, audits, reviews, consultations, or investigations are classified as confidential or protected nonpublic data until the final report has been published or preparation of the report is no longer being actively pursued.

(b) Data that support the conclusions of the report and that the commissioner of management and budget reasonably believes will result in litigation are confidential or protected nonpublic until the litigation has been completed or until the litigation is no longer being actively pursued.

(c) Data on individuals that could reasonably be used to determine the identity of an individual supplying data for a report are private if:

(1) the data supplied by the individual were needed for a report; and

(2) the data would not have been provided to the Management Analysis Division without an assurance to the individual that the individual's identity would remain private, or the Management Analysis Division reasonably believes that the individual would not have provided the data.

Subd. 3.Unofficial fiscal note. (a) For purposes of this subdivision, "unofficial fiscal note" means a fiscal note requested by or on behalf of a member of the legislature on draft language for a bill that has not been introduced.

(b) This paragraph applies if a request for an unofficial fiscal note is accompanied by a directive from the requester that the data be classified under this paragraph. Government data on the request, the bill draft, and the unofficial fiscal note are private data on individuals or nonpublic data, provided that the data are accessible to, and may be disclosed by, the requester. If the unofficial fiscal note or an updated version is subsequently used for an introduced bill, or any legislation, including an amendment or a proposed bill, that any member of the legislature offers for consideration by a legislative committee, the fiscal note becomes public data.

Subd. 4.Fiscal note data must be shared with Legislative Budget Office. A head or chief administrative officer of a department or agency of the state government, including the supreme court, must provide data that are used to prepare a fiscal note, including data that are not public data under this section to the director of the Legislative Budget Office upon the director's request and consistent with section 3.8853, subdivision 4, unless there are federal laws or regulations that prohibit the provision of the not public data for this purpose. The data must be supplied according to any standards and procedures adopted under section 3.8853, subdivision 3, including any standards and procedures governing timeliness. Notwithstanding section 13.05, subdivision 9, a responsible authority may not require the Legislative Budget Office to pay a cost for supplying data requested under this subdivision.

Minn. Stat. 3.8853 establishes the Legislative Budget Office's Uniform Standards and Procedures for fiscal note development and mandates posting completed notes on the LBO's website. Minnesota Statutes, 3.8853 establishes the LBO, governs the appointment and term of a director, specifies the development of uniform standards and procedures for the fiscal note process under Minnesota.

3.8853 LEGISLATIVE BUDGET OFFICE.

Subdivision 1. Establishment; duties. The Legislative Budget Office is established to provide the house of representatives and senate with nonpartisan, accurate, and timely information on the fiscal impact of proposed legislation, without regard to political factors.

Subd. 2. Director; staff. a) The Legislative Budget Office Oversight Commission must appoint a director and establish the director's duties. The director may hire staff necessary to do the work of the office. The director serves in the unclassified service for a term of six years and may not be removed during a term except for cause after a public hearing.

(b) The director and staff hired under this section must provide professional and technical assistance to the Tax Expenditure Review Commission under section 3.8855.

Subd. 3. Uniform standards and procedures. The director of the Legislative Budget Office must adopt uniform standards and procedures governing the timely preparation of fiscal notes as required by this section and section 3.98. The standards and procedures are not effective until they are approved by the Legislative Budget Office Oversight Commission. Upon approval, the standards and procedures must be published in the State Register and on the office's website.

Subd. 4. Access to data; treatment. Upon request of the director of the Legislative Budget Office, the head or chief administrative officer of each department or agency of state government, including the supreme court, must promptly supply data that are used to prepare a fiscal note, including data that are not public data under section 13.64 or other applicable law, unless there are federal laws or regulations that prohibit the provision of the not public data for this purpose. Not public data supplied under this subdivision may only be used by the Legislative Budget Office to review a department or agency's work in preparing a fiscal note and may not be used or disseminated for any other purpose, including use by or dissemination to a legislator or to any officer, department, agency, or committee within the legislative branch. Violation of this subdivision by the director or other staff of the Legislative Budget Office is cause for removal, suspension without pay, or immediate dismissal at the direction of the oversight commission.

Subd. 5. Fiscal note delivery and posting. The director of the Legislative Budget Office must deliver a completed fiscal note to the legislative committee chair who made the request, and to the chief author of the legislation to which it relates. Within 24 hours of completion of a fiscal note, the director of the Legislative Budget Office must post a completed fiscal note on the office's public website. This subdivision does not apply to an unofficial fiscal note that is not public data under section 13.64, subdivision 3.

Resolution # 4

BACKGROUND PROVIDED BY MSBA:

Legislative Budget Office (LBO) [1]

Mission
Providing the Minnesota Legislature timely, impartial research and analysis on tax expenditures and the fiscal impact of legislation.

Vision
The legislative process is strengthened through access to clear and trusted fiscal information for the benefit of all Minnesotans.

- **Integrity** - We operate as a nonpartisan, independent office to provide useful, accurate, and transparent information.
- **Respect** - We work collaboratively and foster professional relationships by recognizing the importance of diverse perspectives and expertise.
- **Excellence** - We believe talented, engaged, well-trained employees who are well-supported set high standards and achieve excellent results.

History
The Minnesota Legislature created the Legislative Budget Office (LBO) during the 2017 Legislative Session. Funding for the LBO was first appropriated in fiscal year 2018. Changes enacted during the 2018 Legislative Session established September 1, 2019, as the effective date for the LBO to assume fiscal note responsibilities. Prior to the creation of the LBO, Minnesota Management and Budget, a state agency within the executive branch, was responsible for submission of fiscal notes to the legislature. In 2021, the Minnesota Legislature created the Tax Expenditure Review Commission. The LBO provides professional and technical support to the commission.

The Legislative Budget Office (LBO) is a nonpartisan office within the legislative branch of Minnesota state government. The LBO is charged with objectively evaluating proposed legislation to assess the potential impact on the state budget. The products of this work are known as fiscal notes and local impact notes. State agencies provide the data estimating the proposed legislation's impact for a fiscal note. Data used to develop local impact notes is provided by local entities and associations of local entity professionals, as well as state agencies. LBO staff review this information to assess accuracy, reasonableness and compliance with fiscal note policies and standards prior to submission to the legislature. In 2021, the Minnesota Legislature enacted a law establishing the Tax Expenditure Review Commission. The LBO provides professional and technical assistance to the Tax Expenditure Review Commission, which will annually submit written reports to the legislature beginning December 2022.

LBO Uniform Standards and Procedures
A fiscal note is an official estimate of the fiscal effects that would be caused by the enactment of a bill. Fiscal notes are defined in Minnesota Statute 3.98. Fiscal note requests are initiated by legislative fiscal analysts on behalf of committee chairs. Agencies that would be affected by a bill

[1] https://www.lbo.mn.gov/aboutus.html

prepare estimates of cost changes and revenue changes the bill would cause. Fiscal notes must not assume any changes in law that are not included in the bill, but may provide commentary on potential defects in the bill. No opinions on the merits of a bill may be expressed in a fiscal note. The Legislative Budget Office reviews estimates to assure that they are reasonable, accurate, and objective.

Minnesota Statutes, section 3.98, defines fiscal notes as official estimates of a bill's budgetary impact, prepared by affected agencies and reviewed by the Legislative Budget Office (LBO). These notes are required to show dollar amounts for costs, savings, or revenue changes, including the assumptions used, and are posted on the LBO's public website. Legislators can also request Local Impact Notes under Minnesota Statutes, section 3.987, to estimate the financial impact on local governments.

Purpose of Fiscal Notes

- **Estimate costs:** Determine the potential costs, savings, revenue gain, or revenue loss a bill would cause for state and, in some cases, local governments.
- **Inform legislators:** Help legislators understand the financial implications of proposed legislation for the state budget and individual agencies.
- **Provide transparency:** Detail the assumptions and calculations used to arrive at cost estimates, ensuring transparency in the budgeting process.

Who Prepares Fiscal Notes

- **Executive branch agencies:** Agencies that would be affected by a bill are responsible for preparing the estimates of cost and revenue changes.
- **Legislative Budget Office (LBO):** The LBO coordinates the preparation of fiscal notes, reviews them for consistency with the Uniform Standards and Procedures, and posts the completed notes publicly.

How Fiscal Notes Are Created

1. **Request:** A legislative committee chair, legislative fiscal analyst, or a member of the legislature (for an unofficial note) requests a fiscal note.
2. **Preparation:** Affected agencies prepare estimates of the fiscal impacts and explain their assumptions.
3. **Review:** The LBO reviews the note to ensure it follows the Uniform Standards and Procedures.
4. **Distribution:** The completed fiscal note is delivered to the requesting committee chair, the bill's author, and other relevant legislative leadership.
5. **Publication:** The LBO posts the completed fiscal note on its public website within 24 hours.

To find Fiscal Note for bills in Minnesota

https://mn.gov/mmbapps/fnsearchlbo/?number=HF2210&year=2025

Instructions for Fiscal Note Search:

Select a Legislative Session from the drop-down list, then enter the Bill Number:

- For Sessions 2013-2014 and earlier: enter H or S, followed by the four-digit file number (H0002 or S0003).
- For Sessions 2015-2016 and later: enter HF or SF, followed by the number (HF2 or SF3)
- Special session fiscal notes are listed on the **LBO website**

Summary of the fiscal note for HF 2210-1A – School Unemployment Aid Appropriated (2025–26 Session):

Overview

- **Bill Author:** Rep. Lucille Rehm
- **Committee:** Education Finance
- **Agency:** Minnesota Department of Education
- **Date Completed:** March 19, 2025
- **Analyst:** Alyssa Holterman Rosas

The bill appropriates state aid to offset school district costs associated with unemployment insurance (UI) benefits for nonlicensed school employees.

Fiscal Impact Summary

Category	State Impact	Details
Expenditures	**Yes**	The state will spend from the **General Fund** to provide unemployment aid to schools.
Fee/Earnings	No	No new fees or earnings anticipated.
Tax Revenue	No	No effect on state tax revenues.
IT Costs	No	No technology-related costs.
Local Impact	**Yes**	Local governments (school districts) are affected—this is discussed narratively in the note.

State Fiscal Effects (in thousands)

Fiscal Year	FY25	FY26	FY27	FY28	FY29
General Fund Expenditure	–	$29,317	$47,915	($42,048)	($19,174)
Biennial Total		$77,232		($61,222)	

Interpretation:

- The state will provide **$77.2 million** in unemployment aid during the FY25–26 biennium.
- These costs are **temporary**—the note shows negative values in FY27–29, indicating reduced or reversed expenditures (likely due to one-time appropriations ending).

Positions

- **Full-Time Equivalents (FTEs):** None — the Department of Education does not require additional staff.

Fiscal Note Summary Statement

HF 2210 provides a short-term state appropriation—about **$77 million**—to cover unemployment insurance costs for school employees. The funding helps districts manage this

new expense without local property tax increases or program cuts. However, since the appropriation ends after FY 26, future costs could revert to districts unless additional funding is authorized.

To find local impact notes for bills in Minnesota, check the **Minnesota House Research Department website** and the **Minnesota Legislative Reference Library website** for legislative reports and summaries of proposed legislation, as these documents often include information on the potential local effects of bills. You can also contact the respective **House** **and** **Senate** **research departments** directly for detailed information on specific bills or search the **Minnesota Legislature's official website** for bill text and related documents that may contain local impact information.

Here's how to find them:

1. **Visit the Minnesota House Research Department website:** This site provides information on state budget and policy, including detailed reports on legislation and how it may affect state and local governments.
2. **Visit the Minnesota Legislative Reference Library website:** This library offers access to various legislative documents, including summaries of new laws and analyses of bills that could contain local impacts.
3. **Use the Minnesota Legislature's official website:** Search for specific bills or legislative areas to view the official text of the bill, which may include sections or analyses detailing local impacts.
4. **Contact the relevant research departments:** You can also find contact information for the House Research Department and the Senate research department on their respective websites to ask for information on specific bills.
5. **Look for specific bill analyses:** Some bills are accompanied by detailed analyses by staff that might be found by searching the bill number or title on the legislature's website or the research department websites.

Local Impact Notes Requested During the 2025 Legislative Session

- UPDATED - 2023 SF2 Paid Family and Medical Benefits Employee Leave (originally published August 10, 2023)

Completed Local Impact Notes

2024 Local Impact Notes

- SF716/HF912 Minnesota African American Family Preservation Act
- SF3557/HF3783 Sale of tax-forfeited land within boundary of an Indian reservation
- SF3588/HF3466 Unemployment benefits during a labor dispute; modifications
- SF3964/HF4009 City minimum residential densities and associated requirements established

2023 Local Impact Notes

- HF2 Paid Family and Medical Benefits Employee Leave - Senate District 58 Schools Local Impact
- HF100-0 Legalize Adult-Use Cannabis
- SF2-0 Paid Family and Medical Benefit Employee Leave

- SF2-0 Paid Family and Medical Benefit Employee Leave - Senate District 11 Schools Local Impact
- SF34-0 Earned Sick and Safe Time - Senate District 11 Schools Local Impact
- SF1298-0 Tenants' Rights

OFFICE OF THE LEGISLATIVE AUDITOR [2]
Evaluation Report Summary / February 2012 - Fiscal Notes
Minnesota Legislative Auditor
The Minnesota Office of the Legislative Auditor (OLA) made several key recommendations in its 2012 evaluation report on Fiscal Notes regarding how legislators and the public should access and use fiscal note information. Here's a summary of what they recommended:

1. Require Fiscal Notes Before Legislative Action
- The OLA recommended that the Legislature should require, with limited exceptions, that all bills have official fiscal notes before finance committees vote on them.
- This ensures legislators and the public can understand the fiscal impact before decisions are made.

"The Legislature should require, with certain exceptions, that bills have fiscal notes before finance committees vote on their passage."

2. Improve Transparency and Explanation in Fiscal Notes
- Fiscal notes should clearly explain their assumptions, data sources, and calculations rather than simply state conclusions.
- MMB (Minnesota Management and Budget) should require agencies to provide detailed justifications and documentation for all estimates.

"MMB should help ensure that agencies clearly explain the estimates in their fiscal notes… and improve its fiscal note instructions and oversight."

3. Clarify Public vs. Nonpublic Access
- Fiscal note requests for not-yet-introduced bill language should be classified as "not public" to protect confidentiality during drafting.
- Once a bill is introduced, both the fiscal note and its assumptions should be made public, consistent with transparency laws.

"Requests for fiscal notes on not-yet-introduced bill language and the resulting fiscal notes are classified as 'not public.' Requests for fiscal notes on introduced bills would remain available to the public."

4. Strengthen Communication Between Legislators and Agencies
- The OLA urged more collaboration and communication—especially for complex or controversial bills—so that both sides agree on assumptions and timelines.
- Legislators should plan hearing schedules to give agencies time to prepare quality fiscal notes.

[2] https://www.auditor.leg.state.mn.us/olaprofile.htm

"For large-scale or controversial bills, legislators and affected agencies should communicate more effectively, especially regarding bill language and fiscal note assumptions."

5. Include Local Government Impacts
- Fiscal notes often ignore or briefly mention impacts on counties, cities, and school districts.
- The OLA recommended that agencies include stronger analysis and discussion of local fiscal impacts to inform legislators and the public.

"Agencies should make stronger efforts in fiscal notes to discuss the likely impact of bills on local entities, such as counties, cities, and school districts."

6. Clarify Statutory Requirements
- The fiscal note statute (Minn. Stat. §3.98) is too vague.
- The OLA suggested adding clearer statutory language on:
    - When fiscal notes are required
    - What types of impacts must be assessed (state, local, or business)
    - The intended purpose and timing of fiscal notes

Overall Message
The Legislative Auditor concluded that Minnesota's fiscal note process would benefit from:
- Clearer statutory guidance
- More consistent transparency
- Better communication between agencies and legislators
- Stronger consideration of local government impacts

These changes would help ensure legislators and the public have reliable, well-documented fiscal information before decisions are made.

RATIONALE:
Minnesota school districts are often required to implement new state mandates—such as paid leave, reporting systems, or new programs—without knowing what they will actually cost locally. Too often, those costs are discovered only after the laws are enacted. Fiscal notes and local impact notes are nonpartisan tools designed to prevent this.
- Fiscal notes (authorized under Minn. Stat. § 3.98) estimate the cost of proposed legislation to state government.
- Local impact notes (authorized under Minn. Stat. § 3.987) estimate the cost to local governments, including school districts, for implementation, staffing, training, and compliance.

However, neither is currently required for every bill that creates new local obligations. As a result, laws with significant costs to schools and taxpayers are sometimes enacted without a full understanding of their local fiscal impact.
Why it matters:
- Promotes transparency and accountability.
- Prevents unfunded mandates that divert dollars from classrooms.
- Protects local taxpayers from hidden costs.
- Builds trust through evidence-based policymaking.

Recent examples such as Paid Family and Medical Leave (HF2/SF2) and Earned Sick and Safe Time (SF34) demonstrate why this reform is needed. After these laws passed, school districts faced major administrative and personnel costs—with no additional state funding provided.

Findings from the Office of the Legislative Auditor (OLA):
A 2021 OLA evaluation of Minnesota's fiscal note process found that fiscal notes are not always timely, consistent, or comprehensive, and that local costs are often overlooked or underestimated. The report recommended greater coordination between agencies and the Legislature and called for clearer standards and more accountability in how fiscal and local impacts are assessed. These findings underscore the need to require both fiscal and local impact notes before new laws are enacted.

Other states require it:
While Minnesota already authorizes fiscal and local impact notes, they are rarely requested. Several other states go further by requiring fiscal accountability before laws are enacted:

- Colorado requires local government impact statements for bills with potential costs to school districts or municipalities.
- Texas mandates fiscal notes and local government impact analyses for all bills affecting local entities, including school systems.
- Florida requires "local government fiscal impact statements" before a bill with local cost implications can advance.

These states' practices demonstrate that consistent use of fiscal and local impact notes leads to more transparent budgeting and fewer unfunded mandates.
Without a required, timely fiscal and local impact note, the Legislature risks passing laws that unintentionally strain school district budgets and local taxpayers.

The experience with Paid Family & Medical Leave and Earned Sick and Safe Time (ESST) shows that "know before you pass" is essential for good governance. Requiring both fiscal and local impact notes up front protects local taxpayers, preserves limited classroom dollars for students, and helps school boards plan responsibly for the future.

In short, Minnesota should "know before it passes." Requiring both fiscal and local impact notes before enacting new laws protects classrooms, taxpayers, and the integrity of the legislative process.

Therefore, MSBA recommends passage.

Appendix

States that require a "local impact statement" (or something equivalent) before a bill becomes law.
Such requirements tend to be wrapped into broader "fiscal note," "mandate assessment," or "local government impact" statutes. Below are a few states (or examples) that *do* have laws or

rules requiring that local fiscal impacts (or mandates on local governments) be assessed or disclosed before passage. This probably understates the full set.

Examples of states with local impact / fiscal mandate disclosure rules

- **Ohio**: Under R.C. 103.143, the Legislative Service Commission must determine whether a **Local Impact Statement (LIS)** is needed for bills that may impose net additional costs on local governments (school districts, counties, municipalities, townships). Ohio Legislative Service Commission+2Ohio Legislative Service Commission+2
- **Virginia**: The Commission on Local Government (CLG) must file a fiscal impact statement for bills identified as likely to impose net additional expenditures or reduced revenues for local governments. Virginia Housing Development
- **Maryland**: A fiscal note must include the estimated impact on local governments when a bill imposes a "mandate on a local government unit." Maryland General Assembly
- **Illinois**: Under the "Fiscal Note Act," bills that require local governments to spend money or reduce revenues must have a fiscal note estimating the effect on those local entities. Illinois General Assembly
- **Georgia**: A fiscal note is required for any bill or joint resolution where a local political subdivision's expenditure would exceed $5 million. Georgia Department of Community Affairs
- **Texas**: The Legislative Budget Board (LBB) prepares fiscal notes, and committees must consider whether an "impact statement" is needed, with particular attention to impacts on local governments. Texas Legislative Council+2Legislative Budget Board+2
- **Wisconsin**: There was (or is) a requirement that any bill having an economic impact on a political subdivision must include an estimate of that impact. Wisconsin Legislative Documents

List (state by state) of which U.S. states have explicit local-impact or local mandate disclosure requirements.

Here's a state-by-state snapshot of places that require a local-impact or local-mandate analysis (usually via fiscal notes) before a bill can move forward. Wordings differ (e.g., "local impact statement," "local mandate fiscal note," or "fiscal note including municipal impact"), but the effect is similar: committees/legislatures get an estimate of costs to cities, counties, school districts, etc., prior to passage.

- **Minnesota** — Statutes require "Local Impact Notes" estimating effects on local governments; administered by MMB. MN Revisor's Office+2mn.gov // Minnesota's State Portal+2
- **Ohio** — A formal **Local Impact Statement (LIS)** is required for bills that could impose net additional local costs (R.C. 103.143). Ohio Laws+1
- **Virginia** — The Commission on Local Government files fiscal impact statements for bills likely to impose net additional local expenditures/revenue losses. Virginia Housing Development+1
- **Maryland** — Committees may not vote on a bill without a fiscal note; the note must include local government impacts when applicable. Maryland General Assembly+1

- **Illinois** — The Fiscal Note Act and State Mandates Act require fiscal notes estimating costs to local governments, school districts, and community colleges. Illinois General Assembly+1
- **Georgia** — Fiscal note required for measures causing ≥$5M in local subdivision expenditures (O.C.G.A. § 28-5-47 et seq.). Georgia Department of Community Affairs+1
- **Texas** — LBB fiscal notes accompany bills and address impacts on state agencies and, when relevant, local governments. Legislative Budget Board+1
- **Wisconsin** — Economic impact statements/fiscal estimates are used when bills affect private persons **or political subdivisions**. Wisconsin Legislative Documents
- **Colorado** — Legislative Council Staff fiscal notes explicitly analyze effects on **state and local** revenue/spending. Colorado General Assembly+1
- **Washington** — Dedicated **Local Government Fiscal Note Program** (Dept. of Commerce) prepares local government fiscal notes for bills. Washington State Department of Commerce+1
- **Oregon** — Law requires fiscal/revenue impact statements for legislation affecting **state or local governments**; LFO prepares them. OregonLaws+1
- **Connecticut** — Statute requires fiscal notes that **clearly identify** impacts to the state **and municipalities** (OFA attaches to bills). Justia+1
- **North Carolina** — Fiscal notes estimate effects on **units of State or local government**; five-year outlook required. sites.ncleg.gov+1
- **Kentucky** — "Local mandate" fiscal notes are required for bills affecting local governments (KRS 6.950–6.975). Legislative Research Commission+1
- **Tennessee** — By statute, fiscal notes are prepared for bills changing state **or local** revenues/expenditures; Fiscal Review Committee produces them. Justia+1
- **Missouri** — Oversight Division fiscal notes estimate impacts on **state and local governments** (and small businesses). legislativeoversight.mo.gov
- **South Carolina** — Revenue & Fiscal Affairs Office produces fiscal impact statements for legislation affecting **local government** revenues/expenditures. rfa.sc.gov+1
- **Pennsylvania** — Legislative fiscal notes commonly analyze effects on **political subdivisions** (cities, school districts, etc.). Pennsylvania.gov
- **New Jersey** — OLS prepares fiscal estimates that routinely specify **state and local** government impacts.
- **Arizona** — JLBC fiscal notes include a "Local Government Impact" section when applicable.
- **New York** — Chamber rules and bill memos require fiscal impact notes; many explicitly call out **state and local** impacts.
- **California** — While not framed as a "local impact statement" on every bill, the **Commission on State Mandates** process requires determining and reimbursing state-mandated local costs; bill analyses frequently flag local-mandate impacts.

Notes and caveats

- Terminology and triggers vary. Some states have a distinct "local impact statement" (e.g., **Ohio, Minnesota**); others embed local impacts inside a general fiscal note requirement (most states above).
- A few examples above cite the administering office's guidance rather than the exact statute when that guidance is the operative public reference (e.g., CO, CT). If you need statutory cites only, say the word and I'll narrow each entry to the controlling law/rule.

State	Statute / Code Reference	Key Requirement / Trigger for Local Impact / Mandate Analysis	Notes / Additional Guidance
Minnesota	Minn. Stat. § 3.987	"Local impact notes" must be prepared when requested by chair or ranking minority member of certain committees; estimating fiscal impact on political subdivisions. MN Revisor's Office+2Minnesota Senate+2	The note must be made public on request. MN Revisor's Office
Ohio	Ohio Rev. Code § 103.143	If a bill could impose a "net additional cost" on school districts, counties, townships, or municipal corporations, a Local Impact Statement is required. Ohio Laws+1	A bill cannot be voted out of committee until members receive and consider the LIS (or a revised one) unless a two-thirds vote overrides. Ohio Laws
Virginia	Va. Code § 30-19.03	For bills likely to impose additional expenditures or reduced revenues on local governments, the Commission on Local Government must file a fiscal impact statement. Virginia Housing Development	The DHCD site describes process, use of volunteer local governments, etc. Virginia Housing Development

Here's a one-page, quick-scan table of states that explicitly require a **local-impact** (or local-mandate) analysis—usually via fiscal notes—**before** a bill can move forward. Each row shows the controlling law/rule plus an official guidance source.

State	Legal authority (statute/rule)	Who prepares	What it requires / trigger
Minnesota	Minn. Stat. § 3.987 (Local Impact Notes) MN Revisor's Office	Legislative Budget Office / MMB	On request, prepare Local Impact Note estimating fiscal impact on political subdivisions; public on request. Guidance: LBO/MMB pages. lbo.mn.gov+2mn.gov // Minnesota's State Portal+2

Ohio	Ohio Rev. Code § 103.143 (Local Impact Statements) Ohio Laws	Legislative Service Commission (LBO)	LIS required if bill imposes "net additional cost" on locals; committee voting rules tied to LIS. Annual LIS reports. Ohio Legislative Service Commission+2Ohio Legislative Service Commission+2
Virginia	Va. Code § 30-19.03 Virginia Law	Commission on Local Government (DHCD)	CLG files fiscal impact statements for bills likely to add local costs / reduce local revenues; program guidance. Lis Blob Storage+3Virginia Housing Development+3Virginia Housing Development+3
Maryland	Md. Code, State Gov't § 2-1505 (fiscal notes) Maryland General Assembly	Dept. of Legislative Services	Committee may not vote without fiscal note; notes include local government impacts when applicable. Justia+1
Illinois	25 ILCS 50/ (Fiscal Note Act) + 30 ILCS 805/ (State Mandates Act) Illinois General Assembly+1	Commerce & Economic Opportunity; State Superintendent; ICCB (by sector)	Fiscal notes for bills affecting local govts/school & community college dists; include local-cost estimates. Illinois General Assembly+2FindLaw Codes+2
Georgia	O.C.G.A. § 28-5-42, § 28-5-47 et seq. (State & Local Govt Partnership Act) Georgia Audits+1	Dept. of Audits & Accounts + OPB / DCA	Fiscal notes estimating impacts, incl. on local subdivisions; program pages and guidance. Georgia Department of Community Affairs+1
Texas	Gov't Code ch. 314; House/Senate rules (fiscal notes) Legislative Budget Board	Legislative Budget Board	Fiscal notes accompany bills; address state and (when relevant) **local** impacts; LBB guidance for locals. Legislative Budget Board+2Legislative Budget Board+2
Wisconsin	(General fiscal estimates include impacts on political subdivisions; shown in bill process)	Legislative Fiscal Bureau / agencies	Fiscal estimates routinely flag local impacts on bills (e.g., "(FE)" tagged bills). FastDemocracy
Colorado	Legislative Council Staff fiscal notes (process memorandum) Colorado General Assembly+1	Legislative Council Staff	Notes analyze **state & local** revenue/spending effects on bills. Examples include explicit local-impact sections. statebillinfo.com+2LegiScan+2
Washington	RCW 43.132.020 & 43.132.055; OFM coordination (RCW 43.88A) Washington State Legislature+2LegalFix+2	OFM + Commerce Local Govt Fiscal Note Program	Fiscal notes must show local impact by FY (2-year and 6-year outlook); dedicated local-note program. Washington State Department of Commerce
Oregon	ORS 173.025 (fiscal/revenue notes for state **or local**),	Legislative Fiscal Office	Fiscal/revenue impact statements for legislation affecting state or **local** governments. Oregon

	ORS 173.051 (PERS) OregonLaws+2Oregon Legislature+2		
Connecticut	CGS § 2-24a; § 2-24 (history adds municipal revenue) Justia+1	Office of Fiscal Analysis	Fiscal notes must **clearly identify** impacts to the state and **municipalities** over current + 5 fiscal years. Connecticut General Assembly
North Carolina	Article 6D, GS 120-30.45 et seq. (Local Govt Fiscal Information Act) North Carolina General Assembly+1	Fiscal Research Division	"Fiscal note" defined to include effects on **units of local government** (revenues/expenditures).
Kentucky	KRS 6.950-6.975 (Local-mandate fiscal notes) Legislative Research Commission+1	Legislative Research Commission	Fiscal notes estimating local govt revenue/expenditure effects; evolving to "local government mandate statement." Justia+1
Tennessee	T.C.A. § 3-2-107; § 3-7-103 (prep. by Fiscal Review) Justia+1	Fiscal Review Committee	Fiscal notes required for bills changing state **or local** revenues/expenditures. Tennessee General Assembly+1
Missouri	RSMo § 23.140; Oversight Division procedures Missouri Revisor of Statutes	Joint Committee on Legislative Research—Oversight	Fiscal note on **every** bill before action; includes impacts on state & **local** governments. Legislative Oversight
South Carolina	Fiscal impact statements—RFA practice; posted with bills (LSA rules) SC Revenue and Fiscal Affairs	Revenue & Fiscal Affairs Office	RFA prepares fiscal impact statements including **local** revenue/expenditure effects; program pages and examples. SC Revenue and Fiscal Affairs+2South Carolina Legislature+2
Pennsylvania	Legislative fiscal notes (executive guidance); PA Budget Office publications Pennsylvania.gov	Office of Budget Operations / chambers	Fiscal notes analyze bill costs; many note impacts on political subdivisions. PA General Assembly
New Jersey	Legislative fiscal estimates (OLS), required by P.L.1980, c.67 (C.52:13B-6 et seq.) New Jersey Legislature	Office of Legislative Services	OLS fiscal estimates frequently specify local impacts; posted with bills. New Jersey Legislature+1
Arizona	A.R.S. § 41-1272(2) (JLBC fiscal notes include **cities, counties & political subdivisions**) Arizona Legislature	JLBC Staff	JLBC prepares fiscal notes; many include "Local Government Impact." JLBC Website+1

New York	Permanent Joint Rules—Req. fiscal impact notes for bills affecting political subdivisions; Legislative Law Art. 3 § 51 (exceptions) New York State Assembly+1	Assembly/Senate staff	Fiscal notes required when a bill would substantially affect local revenues/expenses; active proposals to broaden requirements. NYSenate.gov+1
California	Cal. Const. art. XIII B § 6; Gov't Code § 17500 et seq. (Commission on State Mandates) csm.ca.gov+1	Commission on State Mandates	Not a note on every bill, but **mandated local cost** determinations & reimbursement for state-mandated local programs; bill analyses flag "state-mandated local program." csm.ca.gov+2leginfo.ca.gov+2

Resolution # 6

2025 Delegate Assembly
Proposed Legislative Resolution

TITLE OF RESOLUTION: Career Pathways and Technical Education

SUBMITTED BY: Hastings Public Schools, ISD 200, Matt Bruns and Jessica Dressely, Board Directors

RECOMMENDATION: Passage

BE IT RESOLVED, THAT MSBA URGES THE LEGISLATURE TO invest in Career Pathways and Technical Education by Allocating Targeted Funds to Fully Implement Minnesota Statutes, Section 127A.70, Subdivision 2a. Strategic investment would:

- Strengthen career pathways by ensuring consistent access for students in all regions, not just those with local resources.
- Expand technical education aligned with workforce needs, giving students valuable skills and credentials before graduation.
- Build stronger partnerships between K–12, postsecondary institutions, and employers, resulting in seamless transitions into higher education and high-demand careers.
- Advance equity by ensuring all students, including those from rural, and urban communities, can access high-quality career-connected learning opportunities.

DESCRIBE THE PROBLEM:

Many students leave high school without clear, practical pathways to employment or further training. Minnesota law establishes a clear framework for a comprehensive career pathway program that integrates academic learning with hands-on, project-based experiences in trades, technology, healthcare, and other high-demand fields. Under Minnesota Statutes, section 127A.70, (Minnesota P-20 Education Partnership) Subdivision 2a the state calls for collaboration among K–12 schools, higher education, employers, and community partners to prepare students for both college and careers. This subdivision outlines the state's intent to align education with workforce needs and includes key elements for early and ongoing career exposure, and integrated academic and technical instruction. Yet, without dedicated and sustained funding, implementation of the state's framework to prepare students for college and careers remains underdeveloped.

EXPLAIN WHY THIS IS A PROBLEM:

This particularly impacts students with disabilities, students from rural districts, and first-generation college-bound students. As a result, too many students face underemployment, limited options, and disengagement after high school. Meanwhile, data from DEED and MDE highlight urgent workforce shortages in skilled trades and healthcare, and show the need for earlier career exposure to address these gaps. The framework to expand resources for career pathway programs, already exists in Minnesota Statutes, section 127A.70, subdivision 2a. What is needed now is the legislature's commitment of targeted funding to turn law into practice. By fully funding this mandate, Minnesota can position itself as a leader in preparing students for

both postsecondary education and meaningful careers, while also strengthening our state's economy and addressing critical workforce shortages.

CURRENT LAW:

Minn. Stat. 127A.70, Subd. 2a requires the Minnesota P-20 Education Partnership (which includes key leaders from education, labor, and business) to recommend comprehensive policy and statutory changes for creating a unified system from pre-kindergarten through career. The goal is to ensure all students have individualized career and college readiness plans supported by competency-based training, seamless course transferability, and redesigned educator licenses.

127A.70 MINNESOTA P-20 EDUCATION PARTNERSHIP.

Subd. 2a.Career pathways and technical education; key elements; stakeholder collaboration.

(a) The partnership must work with representatives of the Department of Education, the Department of Employment and Economic Development, the Department of Labor, the Professional Educator Licensing and Standards Board, the Board of School Administrators, trade associations, local and regional employers, local school boards, adult basic education program providers, postsecondary institutions, parents, other interested and affected education stakeholders, and other major statewide educational groups and constituencies to recommend to the legislature ways to identify specific policy, administrative, and statutory changes needed under sections 120B.11, 120B.125, 122A.09, 122A.14, 122A.18, and 122A.60, among other statutory provisions, to effect and, if appropriate, revise a comprehensive, effective, and publicly accountable P-20 education system premised on developing, implementing, and realizing students' individual career and college readiness plans and goals. In developing its recommendations, the partnership must consider how best to:

(1) provide students regular and frequent access to multiple qualified individuals within the school and local and regional community who have access to reliable and accurate information, resources, and technology the students need to successfully pursue career and technical education, other postsecondary education, or work-based training options;

(2) regularly engage students in planning and continually reviewing their own career and college readiness plans and goals and in pursuing academic and applied and experiential learning that helps them realize their goals; and

(3) identify and apply valid and reliable measures of student progress and program efficacy that, among other requirements, can accommodate students' prior education-related experiences and applied and experiential learning that students acquire via contextualized projects and other recognized learning opportunities.

(b) The partnership must recommend to the commissioner of education and representatives of secondary and postsecondary institutions and programs how to organize and implement a framework of the foundational knowledge and skills and career fields, clusters, and pathways for students enrolled in a secondary school, postsecondary institution, or work-based program. The key elements of these programs of study for students pursuing postsecondary workforce training or other education must include:

(1) competency-based curricula aligned with industry expectations and skill standards;

(2) sequential course offerings that gradually build students' skills, enabling students to graduate from high school and complete postsecondary programs;

(3) flexible and segmented course and program formats to accommodate students' interests and needs;
(4) course portability to allow students to seamlessly progress in the students' education and career; and
(5) effective and sufficiently strong P-20 connections to facilitate students' uninterrupted skill building, provide students with career opportunities, and align academic credentials with opportunities for advancement in high-skill, high-wage, and high-demand occupations.
(c) Stakeholders under this paragraph must examine possibilities for redesigning teacher and school administrator licensure requirements, and make recommendations to the Professional Educator Licensing and Standards Board and the Board of School Administrators, respectively, to create specialized licenses, credentials, and other endorsement forms to increase students' participation in language immersion programs, world language instruction, career development opportunities, work-based learning, early college courses and careers, career and technical education programs, Montessori schools, and project and place-based learning, among other career and college ready opportunities. Consistent with the possibilities for redesigning educators' licenses, the stakeholders also must examine how to restructure staff development and training opportunities under sections 120B.125 and 122A.60 to realize the goals of this subdivision.
(d) The partnership must recommend to the Department of Education, the Department of Employment and Economic Development, and postsecondary institutions and systems how best to create a mobile, web-based hub for students and their families that centralizes existing resources on careers and employment trends and the educational pathways required to attain such careers and employment.

BACKGROUND PROVIDED BY MSBA:

This resolution seeks targeted legislative funding to fully implement Minnesota's vision for modern Career Pathways and Technical Education (CTE), which is already outlined in state law. This effort is rooted in a national shift away from traditional "vocational education" toward integrated, high-skill career preparation.

Background and Historical Context -The National Shift from Shop Class to Career Pathways

Historically, technical education was often siloed into separate "vocational" tracks, sometimes viewed as preparation only for students not bound for a four-year college or university. Over the past two decades, this perception has been radically transformed nationwide. The modern model, known as Career Pathways, Career and Technical Education (CTE), or College and Career Readiness, emphasizes that all students should be exposed to and prepared for high-demand, high-wage careers while simultaneously earning academic credentials.

Key to this evolution is the understanding that a strong economy requires skilled tradespeople, healthcare workers, and technicians. This shift necessitates stronger partnerships between K–12 schools, community colleges, and local employers to create "seamless transitions." The federal government supports this through legislation like the Perkins V Act, which focuses on program quality, alignment with workforce needs, and equitable access for all student groups.

The Minnesota Context: The Unfunded P-20 Mandate

Minnesota has established a highly progressive statutory framework to achieve this ideal through the P-20 Education Partnership (Preschool through post-secondary education). The partnership is tasked with creating a comprehensive system that includes competency-based curricula, flexible course formats, and even redesigning teacher licenses to accommodate specialized instructors.

The problem described in the proposed resolution is a classic case of an unfunded mandate: the state has the legal framework and the collaborative *intent* (Minn. Stat. 127A.70), but lacks the dedicated, sustained funding needed to move beyond planning and into broad, equitable implementation across all school districts. This lack of funding disproportionately impacts rural and urban districts that lack local employer or community resources, worsening the state's ability to address urgent workforce shortages in fields like skilled trades and healthcare.

What Other States Do to Fund Career Pathways

To turn their CTE frameworks into reality, many states have moved beyond general education aid and instituted targeted, categorical funding mechanisms similar to what this resolution advocates for. These strategies are designed to incentivize district participation, encourage quality program development, and promote industry partnerships:

1. *Student Performance/Credential Funding*: Several states provide districts with an add-on amount of funding for every student who earns a state-approved industry-recognized credential (like welding certification, Certified Nursing Assistant (CNA), or specialized IT certification). This directs state money toward measurable outcomes.
2. *Equipment and Facilities Grants*: Many states recognize that modern technical education requires specialized, expensive equipment (e.g., welding equipment, simulators, medical lab gear). They allocate one-time or revolving grant funds specifically for capital investments in CTE facilities and technology, ensuring programs remain aligned with current industry standards.
3. *Work-Based Learning Incentives*: States often provide financial support or tax credits to local employers who host rigorous apprenticeships or paid internships for high school students. This helps build the critical K–12/employer partnerships that Minnesota's statute requires.
4. *Teacher and Program Quality Funding*: Funds may be specifically designated to help districts cover the higher costs of hiring instructors with specialized industry experience (who may be paid more than standard teachers) or to pay for professional development that aligns with industry standards.

RATIONALE:

This resolution is about transforming Minnesota's ambitious law into an equitable, statewide educational reality. The rationale for passage is rooted in addressing a critical, unfunded mandate: The current law establishes a strong, collaborative framework for Career Pathways and Technical Education (CTE), but without dedicated, sustained funding, this system remains underdeveloped. Strategic investment is required to move beyond planning and ensure that core elements of the law, such as implementing competency-based curricula, building seamless

post-secondary course portability, and securing strong K–12/employer partnerships, are accessible to all students, regardless of their district's local resources.

Allocating targeted funds is crucial to resolving the state's dual crisis of student disengagement and workforce shortage. Currently, the lack of resources particularly impacts rural, urban, and special education students, who often leave high school without the practical skills or recognized credentials necessary for high-demand, high-wage careers, leading to underemployment. Conversely, state data confirms urgent shortages in fields like skilled trades and healthcare.

By fully funding the existing law, the Legislature directly addresses this economic need by guaranteeing a robust pipeline of skilled, career-ready graduates, effectively positioning Minnesota as a leader in linking education directly to economic prosperity and ensuring all students have a clear, viable path to future success.

Therefore, MSBA recommends passage.

Resolution # 7

2025 Delegate Assembly
Proposed Legislative Resolution

TITLE OF RESOLUTION: Unemployment Insurance

SUBMITTED BY: Inver Grove Heights Community Schools, ISD 199, Elizabeth (Liz) Niemioja, Board Member, Austin Public Schools, ISD 492, Don Leathers, Board Member; Carrie Tate, Hastings Public Schools, ISD 200, Board Member and Becker Public School District, ISD 726, Dr. Jeremy Schmidt, Superintendent

RECOMMENDATION: Passage

BE IT RESOLVED, THAT MSBA URGES THE LEGISLATURE TO fully and permanently fund Unemployment Insurance for hourly school workers between term breaks or repeal.

DESCRIBE THE PROBLEM:
The cost of summer unemployment insurance for hourly school workers greatly exceeded projected expenses. Though the legislature approved an infusion of $77 million from the Northern Lights Express rail project and $22.6 million from special education aid, the depletion of these funds will leave school districts with a substantial burden.

EXPLAIN WHY THIS IS A PROBLEM:
Most districts do not have the resources to fully fund summer UI, struggle to fulfill needed summer employment positions, and subsequently face unexpected hourly resignations in the early fall.

BACKGROUND PROVIDED BY Inver Grove Heights:
References for Summer Unemployment Insurance for Hourly Workers-
-Internal District Discussions
-Minn. Stat. s. 124D.995 SCHOOL UNEMPLOYMENT AID

BACKGROUND PROVIDED BY Austin Public Schools, ISD 492:

- The State of Minnesota will fully fund the Unemployment Reimbursement Aid program passed by the legislature in 2023, which covers school district unemployment costs for qualifying non-certified staff, including paraprofessionals, food service, and transportation staff through 2028-2029. If not fully funded, we are asking that the legislature re $135 million apportioned for the 2023 legislation is nearly spent down
- An annual 40% growth in claims is far outpacing funding.
- 4% salary increases have further eroded the program's fund balance.
- An additional $100 million was passed by the 2025 legislature to last through 2026.
- The program is scheduled to continue through 2028-2029; at the rate, school districts may have to make up the difference using general fund monies.
- This creates an extremely onerous unfunded mandate. repeal the law.

- A 40% annual growth in claims makes the apportioned dollars less than adequate.
- School districts cannot levy for the difference if they participate in the program.
- If program dollars are depleted, school districts will be required to pay unemployment cost through their general funds.
- Austin Public Schools would have to pay an estimated $325,000 per year to pay costs.
- That would result in cutting approximately three certified staff from its budget.

CURRENT POSITION:

1.032 Urges the Legislature to create an ongoing and permanent funding stream for school districts' costs associated with unemployment insurance by hourly employees during between terms breaks in the school calendar. (2023)

CURRENT LAW:

Minn. Stat. 124D.995 School Unemployment Aid establishes the school unemployment aid account, governs deposits, and reimbursement mechanics subject to available appropriations.

124D.995 SCHOOL UNEMPLOYMENT AID.

Subdivision 1. Account established. An account is established in the special revenue fund known as the school unemployment aid account.

Subd. 2. Funds deposited in account. Funds appropriated for school unemployment aid must be transferred to the school unemployment aid account in the special revenue fund.

Subd. 3. Money appropriated. (a) Subject to the availability of funds, money in the account is annually appropriated to the commissioner of education to reimburse school districts; charter schools; intermediate school districts and cooperative units under section 123A.24, subdivision 2; the Perpich Center for Arts Education; and the Minnesota State Academies for costs associated with providing unemployment benefits
to school employees under section 268.085, subdivision 7, paragraph (b).

(b) The Perpich Center for Arts Education and the Minnesota State Academies may only apply to the commissioner for reimbursement of unemployment insurance amounts in excess of the amounts specifically identified in their annual agency appropriations.

(c) If the amount in the account is insufficient, the commissioner must proportionately reduce the aid payment to each recipient. Notwithstanding section 127A.45, subdivision 3, aid payments must be paid 90 percent in the current year and ten percent in the following year on a schedule determined by the commissioner.

Subd. 4. Administration and monitoring. Up to $275,000 is annually appropriated from the account to the commissioner of education for costs associated with administering and monitoring the program under this section. This amount is in addition to any other amount specifically appropriated for this purpose.

Subd. 5. School reimbursement. The commissioner of education must reimburse school districts, charter schools, intermediate school districts and other cooperative units, the Perpich Center for Arts Education, and the Minnesota State Academies in the form and manner specified by the commissioner. The commissioner may establish procedures to ensure that any costs reimbursed under this section are excluded from other school revenue calculations.

Subd. 6. **Expiration.** This section expires on June 30, 2027, and any balance remaining in the account is canceled to the general fund.

BACKGROUND PROVIDED BY MSBA:

Historical View of Unemployment Aid for Hourly Workers

Background & Timeline (key events to present)

- May 28, 2023 — Minnesota changes the "between terms" UI rule so non-instructional K-12 staff can access summer UI; Legislature appropriates $135M to help cover costs for schools receiving aid. Unemployment Insurance Minnesota+1
- Summer 2023 — First year of eligibility; statewide UI benefits to school support staff total ~$38–40M (MDE/EPI references). Economic Policy Institute
- 2023–2024 — Program operates with one-time state aid under Minn. Stat. § 124D.995 (School Unemployment Aid), with annual reconciliation of costs. MN Revisor's Office
- November 27, 2024 (MDE Executive Summary, as provided by MSBA) - Rapid cost growth documented:
    - Eligible staff increased from 17,866 (2023) to 21,062 (2024) (+18%).
    - Total expenditures increased from $40.1M (2023) to $56.3M (2024) (+40%).
    - Remaining balance from the original $135M estimated at $38.6M—projected depletion by Summer 2025 under observed growth. *(Source: MDE Executive Summary shared with MSBA.)*
- April–May 2025 (Legislative negotiations) — Education budget stalls over UI program costs and sunset; ultimately HF 1143 passes: redirects $77.23M from NLX and ~$22.6M from special education aid to provide a one-time $100M infusion for FY2026; program remains scheduled to end after 2028–29 absent further action. Minnesota House of Representatives+3MPR News+3Minnesota House of Representatives+3
- July 1, 2025 — Extension and funding changes take effect; hourly workers continue to be eligible, but districts face looming responsibility if no permanent funding is enacted. https://www.kttc.com+1

Statewide Impact (MSBA Fall 2024 Survey)

- Claims up 25% among responding districts: 7,282 (2023) → 9,082 (2024).
- Operational disruption: districts had to scramble to fill 467 critical student-support positions after school started due to late resignations tied to the summer benefit.
- Program cancellations: 10 summer programs canceled in 2023, 20 in 2024 among respondents.
- Retention impact minimal: < 5% reported the benefit helped retain non-instructional staff. mnmsba.org

Executive Summary: Unemployment Reimbursement Aid Update – November 27, 2024

Below is a detailed update on Minnesota's Unemployment Reimbursement Aid program, established in 2023 to support school districts, charter schools, and cooperatives in covering costs for summer unemployment benefits for eligible hourly staff.

Program Overview:

- Legislative appropriation: $135 million (effective May 28, 2023), available through FY2027 or until funds are exhausted.

- Designed to cover summer-term unemployment costs for qualifying non-certified school staff, with expenditures reconciled annually.
- Districts are restricted from using levies or other funding sources while receiving this aid.

Year-Over-Year Comparison:
Summer 2023:

- Eligible Staff: 17,866
- Total Expenditures: $40.1 million
- Average Cost per Staff: $2,246.19

Summer 2024:

- Eligible Staff: 21,062 (+3,196, or +17.9%)
- Total Expenditures: $56.3 million (+16.2 million, or +40.2%)
- Average Cost per Staff: $2,671.18 (+18.9%)

Updated Financial Projection:

- Projection of Remaining Funds Utilization:
  If expenditures grow at the adjusted rate of 44% annually:
  - The remaining $38.6 million is likely to be depleted in Summer of 2025 (earlier than the Summer 2026 projection based on 40% growth).
  - The fund will be short $17.7 million for summer of 2025, presuming no increase from 2024.

Cost Breakdown (2024):

- Paraprofessionals: 67.2% of expenditures
- Food Service: 13.6%
- Transportation: 6.3%

Conclusion:
The report illustrates significant growth in the program's impact, reflecting both increased participation and expenditures. The program's rapid growth underscores the increased reliance on this aid as districts expand support for non-certified hourly staff during the summer term.

MSBA Survey Results - October–November 2024
The Minnesota School Boards Association conducted a statewide survey during October and November of 2024. The survey was sent to all 331-member school districts of MSBA. 161 school districts responded to the survey, representing 43 percent of the total student enrollment. The survey captured perspectives from all regions of the state—urban, suburban, and rural—and nearly half of the state's students.

Key Findings on Unemployment Insurance (UI) for Hourly Workers
Rising Claims and Costs

- Claims up 25%: Unemployment claims for non-instructional staff (paraprofessionals, bus drivers, food service, custodians, etc.) grew from 7,282 in 2023 to 9,082 in 2024 among reporting districts.
- Increased fiscal pressure: The rise in claims highlights an ongoing, unsustainable cost shift to districts as one-time state offsets from the 2023 session are being depleted.

Staffing & Retention Challenges

- Late resignations: Districts reported a growing number of late resignations—just before the school year starts—by staff who plan to take non-district jobs in the fall after collecting summer UI benefits.
- Critical vacancies: This pattern left districts scrambling to fill 467 critical student-support positions after the school year had begun.
- Summer program disruption:
    - Staff eligible for summer UI often declined summer work because doing so would reduce their net benefit.
    - Resulted in 10 summer programs cancelled in 2023 and 20 cancelled in 2024 among reporting districts.
- Minimal retention benefit: Fewer than 5% of districts reported that the new summer UI benefit helped retain hourly staff.

Implications

1. Policy-Goal Misalignment: While intended to support hourly school workers during summer breaks, the program has led to higher UI costs, reduced summer staff availability, and less stability in the school workforce.
2. Fiscal Uncertainty: The expiration of the one-time state funding (Northern Lights Express funds and special education aid) means districts face substantial unfunded liabilities starting in FY2026.
3. Operational Disruption: Difficulty staffing summer programs and late-summer resignations directly impact student services and readiness for the school year.

Conclusion

The survey shows a widespread, statewide impact—with rising costs and unintended workforce consequences. Sustainable solutions are urgently needed: either

- Permanent state funding for summer UI benefits, or
- Repeal of the 2023 law.

Without state action, districts face budget cuts, program reductions, and continued staffing instability.

RATIONALE:

Minnesota's decision to extend summer unemployment insurance (UI) to non-licensed hourly school employees, beginning in summer 2023, created a benefit without a stable funding base. While the intent was to provide income stability for support staff between school terms, the program costs have far exceeded projections and created a benefit without a long-term funding source.

The one-time appropriations that have kept districts afloat to date were secured through aggressive lobbying by MSBA, which pushed the Legislature to recognize the strain the mandate placed on local districts. These temporary measures—such as shifting $77.23 million from the Northern Lights Express rail project and $22.6 million from special education aid to create a one-time $100 million appropriation for FY 2026—are not a sustainable solution. Once these funds run out, the burden shifts back to already strained local operating budgets, further competing with special education cross-subsidies, transportation, and student support needs.

Districts report that some eligible employees decline summer work hours to maintain UI eligibility, undermining summer programming in areas such as extended learning, transportation, nutrition, and student support.

The new statewide benefit is also linked to an increase in late-summer resignations, often just before the school year starts, forcing emergency hiring and destabilizing critical services for students.

MSBA Policy Options and their Rationale

Option A: Permanently Fund the Program

- Aligns with the Legislature's policy choice since 2023 to extend UI to hourly workers.
- Provides budget predictability for both districts and employees.
- Avoids forcing local school boards to levy for a state-mandated benefit.
- Consistent with MSBA Position 1.032.

Option B: Repeal the Mandate

- If lawmakers are unwilling to provide ongoing state funding, repeal would prevent the program from becoming a perpetual, unfunded or sporadically funded mandate.
- Shields classroom instruction and student services from general fund reductions.
- Protects local taxpayers from future levy increases.
- Restores clear expectations for summer employment and may reduce late-season staffing resignations.

Option C: Significant Program Redesign (Future Consideration)

- If neither permanent funding (A) nor repeal (B) is chosen, the Legislature may need to consider reforms to balance worker support with operational stability.
- For example, the Grand Rapids School Board's (See Grand Rapids proposed resolution in the MSBA Delegate Assembly Guidebook) proposal would allow summer UI eligibility only if staff resign by July 1, reducing late-August resignations that disrupt fall hiring and operations.
- While not part of this resolution, it may be a potential path forward if policymakers decline Options A or B.

Lawmakers must make a clear policy choice: either permanently fund summer UI for hourly school staff or repeal the mandate. Continuing with one-time fixes, even those secured through MSBA's strong advocacy, forces districts into recurring budget uncertainties and undermines long-term planning. If neither course is adopted, the state must at least consider a targeted redesign to mitigate unintended consequences for students, employees, and district budgets.

Therefore, MSBA recommends passage.

Resolution # 29

2025 Delegate Assembly
Proposed Legislative Resolution

TITLE OF RESOLUTION: Amend Earned Sick and Safe Time (ESST)

SUBMITTED BY: Hastings Public Schools, ISD 200, Carrie Tate, Board Member

RECOMMENDATION: Passage

BE IT RESOLVED, MSBA URGES THE LEGISLATURE TO 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.

DESCRIBE THE PROBLEM:
The ESST mandate's broad "family member" definition includes vague categories like "any person with a close association equivalent to a family relationship," "one individual annually designated by the employee," step-grandchildren, children-in-law, siblings-in-law, and any individual related by blood, leading to increased employee absences and substitute teacher shortages in districts like Hastings Public Schools. Allowing self-written notes for verification and voluntary shift swaps without employer approval disrupts staffing schedules. Without state funding, ESST compliance increases costs for substitutes and administrative tracking, straining budgets when half of 2023 operating levies failed statewide (per MSBA).

EXPLAIN WHY THIS IS A PROBLEM:
Excessive absences from the overly broad family member definition disrupt classroom consistency, harming student learning by limiting access to qualified teachers. Unverified absences and unregulated shift swaps undermine districts' ability to maintain stable schedules, exacerbating staffing challenges. These issues divert funds from critical student programs, such as special education or extracurriculars, to cover compliance costs, threatening districts' financial stability and ability to prioritize local educational needs. Amending ESST would balance employee protections with operational and fiscal efficiency, ensuring stable learning environments.

CURRENT LAW:
Minn. Stat. 181.9445 Subd. 7. (Family Member) broadly defines family member to include immediate, extended, and in-law relatives, along with any non-blood individual considered family, plus one person that the employee designates each year.
Minn. Stat. 181.9447 Subd. 1. (Eligible Use) Employees can use ESST for personal or family illness, medical care, safety needs related to violence or stalking, time off for

funerals, and when emergencies or public health orders cause workplace or school closures.

Minn. Stat. 181.9447 Subd. 2. (Notice) For foreseeable leave, the employer can require up to seven days' advance notice; for unexpected absences, the employee must notify the employer as quickly as their reasonable written policy requires.

Minn. Stat. 181.9447 Subd. 3. (Documentation) An employer may request documentation, such as a written statement, only if an employee is absent using ESST for more than two consecutive scheduled workdays, but disclosure of specific details about a medical condition or domestic abuse is prohibited.

Minn. Stat. 181.9447 Subd. 4. (Replacement Worker) Employers cannot mandate an employee to find a replacement worker to cover a shift when using ESST, but the employee remains free to voluntarily trade shifts with a co-worker.

181.9445 DEFINITIONS.

Subd. 7.Family member.

"Family member" means:

(1) an employee's:

(i) child, foster child, adult child, legal ward, child for whom the employee is legal guardian, or child to whom the employee stands or stood in loco parentis;

(ii) spouse or registered domestic partner;

(iii) sibling, stepsibling, or foster sibling;

(iv) biological, adoptive, or foster parent, stepparent, or a person who stood in loco parentis when the employee was a minor child;

(v) grandchild, foster grandchild, or stepgrandchild;

(vi) grandparent or stepgrandparent;

(vii) a child of a sibling of the employee;

(viii) a sibling of the parents of the employee; or

(ix) a child-in-law or sibling-in-law;

(2) any of the family members listed in clause (1) of a spouse or registered domestic partner;

(3) any other individual related by blood or whose close association with the employee is the equivalent of a family relationship; and

(4) up to one individual annually designated by the employee.

181.9447 USE OF EARNED SICK AND SAFE TIME.

Subdivision 1.Eligible use.

An employee may use accrued earned sick and safe time for:

(1) an employee's:

(i) mental or physical illness, injury, or other health condition;

(ii) need for medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition;

(iii) need for preventive medical or health care; or

(iv) need to make arrangements for or attend funeral services or a memorial, or address financial or legal matters that arise after the death of a family member;

(2) care of a family member:

(i) with a mental or physical illness, injury, or other health condition;
(ii) who needs medical diagnosis, care, or treatment of a mental or physical illness, injury, or other health condition; or
(iii) who needs preventive medical or health care;
(3) absence due to domestic abuse, sexual assault, or stalking of the employee or employee's family member, provided the absence is to:
(i) seek medical attention related to physical or psychological injury or disability caused by domestic abuse, sexual assault, or stalking;
(ii) obtain services from a victim services organization;
(iii) obtain psychological or other counseling;
(iv) seek relocation or take steps to secure an existing home due to domestic abuse, sexual assault, or stalking; or
(v) seek legal advice or take legal action, including preparing for or participating in any civil or criminal legal proceeding related to or resulting from domestic abuse, sexual assault, or stalking;
(4) closure of the employee's place of business due to weather or other public emergency or an employee's need to care for a family member whose school or place of care has been closed due to weather or other public emergency;
(5) the employee's inability to work or telework because the employee is: (i) prohibited from working by the employer due to health concerns related to the potential transmission of a communicable illness related to a public emergency; or (ii) seeking or awaiting the results of a diagnostic test for, or a medical diagnosis of, a communicable disease related to a public emergency and such employee has been exposed to a communicable disease or the employee's employer has requested a test or diagnosis; and
(6) when it has been determined by the health authorities having jurisdiction or by a health care professional that the presence of the employee or family member of the employee in the community would jeopardize the health of others because of the exposure of the employee or family member of the employee to a communicable disease, whether or not the employee or family member has actually contracted the communicable disease.
For the purposes of this subdivision, a public emergency shall include a declared emergency as defined in section 12.03 or a declared local emergency under section 12.29.

Subd. 2.Notice.

An employer may require notice of the need for use of earned sick and safe time as provided in this paragraph. If the need for use is foreseeable, an employer may require advance notice of the intention to use earned sick and safe time but must not require more than seven days' advance notice. If the need is unforeseeable, an employer may require an employee to give notice of the need for earned sick and safe time as reasonably required by the employer. An employer that requires notice of the need to use earned sick and safe time in accordance with this subdivision shall have a written policy containing reasonable procedures for employees to provide notice of the need to use earned sick and safe time, and shall provide a written copy of such policy to employees. If a copy of the written policy has not been provided to an employee, an employer shall not deny the use of earned sick and safe time to the employee on that basis.

Subd. 3.Documentation.

(a) When an employee uses earned sick and safe time for more than two consecutive scheduled work days, an employer may require reasonable documentation that the earned sick and safe time is covered by subdivision 1.

(b) For earned sick and safe time under subdivision 1, clauses (1), (2), (5), and (6), reasonable documentation may include a signed statement by a health care professional indicating the need for use of earned sick and safe time. However, if the employee or employee's family member did not receive services from a health care professional, or if documentation cannot be obtained from a health care professional in a reasonable time or without added expense, then reasonable documentation for the purposes of this paragraph may include a written statement from the employee indicating that the employee is using or used earned sick and safe time for a qualifying purpose covered by subdivision 1, clause (1), (2), (5), or (6).
(c) For earned sick and safe time under subdivision 1, clause (3), an employer must accept a court record or documentation signed by a volunteer or employee of a victims services organization, an attorney, a police officer, or an antiviolence counselor as reasonable documentation. If documentation cannot be obtained in a reasonable time or without added expense, then reasonable documentation for the purposes of this paragraph may include a written statement from the employee indicating that the employee is using or used earned sick and safe time for a qualifying purpose covered under subdivision 1, clause (3).
(d) For earned sick and safe time to care for a family member under subdivision 1, clause (4), an employer must accept as reasonable documentation a written statement from the employee indicating that the employee is using or used earned sick and safe time for a qualifying purpose as reasonable documentation.
(e) An employer must not require disclosure of details relating to domestic abuse, sexual assault, or stalking or the details of an employee's or an employee's family member's medical condition as related to an employee's request to use earned sick and safe time under this section.
(f) Written statements by an employee may be written in the employee's first language and need not be notarized or in any particular format.
Subd. 4.Replacement worker.
An employer may not require, as a condition of an employee using earned sick and safe time, that the employee seek or find a replacement worker to cover the hours the employee uses as earned sick and safe time. This subdivision does not prohibit an employee from voluntarily seeking or trading shifts with a replacement worker to cover the hours the employee uses as earned sick and safe time.

BACKGROUND PROVIDED BY MSBA:

Minnesota’s Earned Sick and Safe Time (ESST) law, which took full effect on January 1, 2024, marked a major shift from previous workplace standards. Before ESST, sick leave in Minnesota was not mandated at the state level; any time off provided was generally at the employer's discretion and usually restricted to an employee’s own personal illness or injury or that of an immediate family member, such as a spouse, minor child or parent. The argument by lawmakers at the time was this left many workers without protection when a family member got sick or when they needed time off for safety reasons.

The new law created a minimum standard across the entire state, guaranteeing that almost all employees earn at least one hour of paid leave for every 30 hours worked, up to 48 hours per year.

The most significant change brought by ESST, especially concerning the definition of "family," was moving away from a traditional, restrictive list toward a more expansive approach. Before 2024, sick leave policies often recognized only immediate family members like a spouse or minor child. In contrast, the ESST law defines "family member" to include a vast network of relations, from grandparents and in-laws to cousins and siblings. Critically, the law also added two key protections: it includes any individual whose close association with the employee is the equivalent of a family relationship and allows the employee to designate one non-relative to use the leave for each year. This change was made to incorporate modern family structures and the diverse support systems people rely on, ensuring that ESST can be used when an important person in an employee's life needs care.

Changes made to ESST in 2025 aimed at clarifying the law after it had been in effect for a year. Modifications to the ESST law focused primarily on administrative clarity and employer control over scheduling and verification. The changes to "Notice" allow employers to require notification for unforeseeable leave as "reasonably required by the employer," replacing the previous, less defined "as soon as practicable" standard. Regarding "Documentation", the law was tightened to allow an employer to request reasonable verification of ESST usage (such as a doctor's note) after an employee has missed only two consecutive scheduled workdays, a reduction from the previous threshold of three. For "Replacement Workers", the language was clarified to explicitly confirm that while employers are strictly prohibited from *requiring* an employee to find coverage, the employee is *permissively allowed* to voluntarily seek or trade shifts to cover their absence if they choose.

RATIONALE:

The core rationale for amending the current ESST law is the urgent need to preserve student learning stability against unpredictable and excessive staff absences. The extremely broad definition of "family member," combined with documentation rules allowing for self-written notes and unregulated shift swaps, has led to unreliable staffing and increased employee time off, which severely disrupts classroom consistency and limits students' access to qualified, regular teachers. Furthermore, this volatility forces school districts to divert limited local funds, originally designated for essential programs like special education and extracurriculars, toward covering unexpected substitute costs and administrative tracking, thus threatening the financial health of the entire educational system.

Therefore, MSBA recommends passage.

Resolution # 30

2025 Delegate Assembly
Proposed Legislative Resolution

TITLE OF RESOLUTION: Summer Unemployment Funding/Timeline

SUBMITTED BY: Grand Rapids Area Schools, ISD 318, Matt Grose, Superintendent

RECOMMENDATION: Passage

BE IT RESOLVED, THAT MSBA URGES THE LEGISLATURE TO 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.

DESCRIBE THE PROBLEM:
Summer Unemployment is not permanently funded, has taken state funding from programs and services the state is required to provide, and has resulted in many districts seeing resignations in August so employees could collect unemployment all summer.

EXPLAIN WHY THIS IS A PROBLEM:
1. There is no long-term solution to fund Summer Unemployment.
2. Districts have to fill positions vacated by employees resigning in August.
3. Funding this program is taking funding away from other programs and services that the state is obligated to provide.
4. Employees applying for and taking school term jobs did so with the understanding and knowledge that the job and pay was limited to 9 months.
5. Summer employers in the hospitality industry are having a hard time filling positions that have typically been filled by individuals off for the summer, affecting local businesses and economies.

CURRENT POSITION:
1.032 Urges the Legislature to create an ongoing and permanent funding stream for school districts' costs associated with unemployment insurance by hourly employees during between terms breaks in the school calendar. (2023)

CURRENT LAW:
Minn. Stat. 268.085 allows employees who work in a capacity other than instructional, research, or principal administrative to collect unemployment benefits between academic terms (like summer break).

268.085 ELIGIBILITY REQUIREMENTS; PAYMENTS THAT AFFECT BENEFITS.
Subd. 7.School employees; between terms denial.

(a) Wage credits from employment with an educational institution or institutions may not be used for unemployment benefit purposes for any week during the period between two successive academic years or terms if:
(1) the applicant had employment for an educational institution or institutions in the prior academic year or term; and
(2) there is a reasonable assurance that the applicant will have employment for an educational institution or institutions in the following academic year or term.
This paragraph applies to the period between two regular but not successive terms if there is an agreement for that schedule between the applicant and the educational institution.
This paragraph does not apply if the subsequent employment is substantially less favorable than the employment of the prior academic year or term, or the employment prior to the vacation period or holiday recess.
(b) Paragraph (a) does not apply to any week during the period between two successive academic years or terms if an applicant worked in a capacity other than instructional, research, or principal administrative capacity.
(c) Paragraph (a) applies to a vacation period or holiday recess if the applicant was employed immediately before the vacation period or holiday recess, and there is a reasonable assurance that the applicant will be employed immediately following the vacation period or holiday recess, including applicants who worked in a capacity other than instructional, research, or principal administrative capacity.
(d) This subdivision applies to employment with an educational service agency if the applicant performed the services at an educational institution or institutions. "Educational service agency" means a governmental entity established and operated for the purpose of providing services to one or more educational institutions.
(e) This subdivision applies to employment with Minnesota, a political subdivision, or a nonprofit organization, if the services are provided to or on behalf of an educational institution or institutions.
(f) Paragraph (a) applies beginning the Sunday of the week that there is a reasonable assurance of employment.
(g) Employment and a reasonable assurance with multiple education institutions must be aggregated for purposes of application of this subdivision.
(h) If all of the applicant's employment with any educational institution or institutions during the prior academic year or term consisted of on-call employment, and the applicant has a reasonable assurance of any on-call employment with any educational institution or institutions for the following academic year or term, it is not considered substantially less favorable employment.
(i) A "reasonable assurance" may be written, oral, implied, or established by custom or practice.
(j) An "educational institution" is a school, college, university, or other educational entity operated by Minnesota, a political subdivision or instrumentality thereof, or a nonprofit organization.
(k) An "instructional, research, or principal administrative capacity" does not include an educational assistant.

Resolution # 30

BACKGROUND PROVIDED BY MSBA:

The 2023 amendment to the Minnesota Statute eliminated the "Between Terms" restriction for hourly, non-instructional school workers, such as bus drivers, paraprofessionals, and food service staff, allowing them to collect unemployment insurance (UI) benefits during summer breaks, just like some other seasonal workers. This change in law was initially funded by the state legislature, which appropriated $135 million in supplemental aid intended to cover the associated UI costs for school districts until 2027 or until the funds were exhausted. The initial funds will most likely be exhausted with the summer 2025 claims. The 2025 Legislature provided another $77 million and that will most likely run out by 2027.

The change has created a major difficulty for school districts because the dedicated state funding is a temporary measure, and the cost of the program is projected to eventually fall onto the districts themselves. School leaders worry that when the state aid runs out, these new costs will either necessitate cuts to educational staff and programs from the General Fund or eventually a change in law which could force them to seek funds through local tax levies, which could disproportionately burden less-wealthy districts and lead to significant budget shortfalls.

The extension of unemployment insurance (UI) eligibility to non-licensed, hourly school workers in Minnesota, such as paraprofessionals, bus drivers, and cafeteria staff, has created an unintended consequence and an unexpected staffing dilemma for some school districts. While the policy was intended to provide a financial lifeline to these lower-paid workers during the summer break and improve staff retention, some district administrators report the opposite effect. The concern is that staff members collect UI benefits throughout the summer, fulfill the requirement to seek alternative employment, and then resign from their school positions just before the new academic year begins in August. This late-notice attrition forces schools into a major staffing crisis, leaving critical support roles unfilled days before students return, thereby disrupting operations and requiring costly, last-minute hiring efforts.

MSBA conducted a statewide survey during October and November of 2024. The survey was sent to all 331-member school districts of MSBA. 161 school districts responded to the survey, representing 43 percent of the total student enrollment. The survey captured perspectives from all regions of the state, urban, suburban, and rural, and nearly half of the state's students.

- Late resignations: Districts reported a growing number of late resignations, just before the school year starts, by staff who plan to take non-district jobs in the fall after collecting summer UI benefits.
- Critical vacancies: This pattern left districts scrambling to fill 467 critical student-support positions after the school year had begun.

Furthermore, because school districts are responsible for reimbursing the state for these UI costs (even with current state funding intended to temporarily cover the expense), high turnover directly translates into rising financial burdens for the district, undercutting the policy's original goals of stabilizing the workforce.

Resolution # 30

RATIONALE:

The resolution for Summer Unemployment Funding/Timeline is essential to address the critical financial instability and severe operational disruption caused by the current law allowing non-instructional school employees to collect unemployment insurance (UI) between academic terms. The primary issue is the lack of permanent funding; the temporary state aid is projected to run out by 2027, threatening to shift a massive, ongoing UI cost burden directly onto school districts' general funds. This will inevitably force districts to implement deep cuts to educational staff and programs or impose local tax levies, diverting resources and disproportionately harming less-wealthy communities while also drawing funding away from other state-obligated programs.

Furthermore, the current structure has triggered an unintended staffing crisis, causing a growing number of critical support staff (like paraprofessionals and bus drivers) to collect UI over the summer and then resign in August. This late-notice attrition forces districts into a major scramble to fill hundreds of essential student-support positions days before the school year starts, disrupting operations and increasing turnover costs.

Therefore, MSBA urges the Legislature to provide a fiscally responsible, long-term solution by either fully and permanently funding these UI benefits or by repealing the benefits to restore budget predictability. Additionally, if fully and permanently funded, supporting the ability of non-instructional employees to resign before or during the summer break without losing UI eligibility would eliminate the incentive to wait until August to quit, thereby mitigating the late-notice staffing crisis and stabilizing the workforce for the academic term.

Therefore, MSBA recommends passage.

Resolution # 31

2025 Delegate Assembly
Proposed Legislative Resolution

TITLE OF RESOLUTION: Paid Leave – Allow Opt-Out or 50/50 Employer Contribution

SUBMITTED BY: Inver Grove Heights Community Schools, ISD 199, Elizabeth (Liz) Niemioja, Board member; Hastings Public Schools, ISD 200, Carrie Tate, Board Member

RECOMMENDATION: Passage

BE IT RESOLVED, THAT MSBA URGES THE LEGISLATURE TO allow public school district employers and district collective bargaining units the ability to opt out of MN Paid Leave or, if not able to bargain an opt out agreement, a 50/50 employer/employee contribution shall be implemented.

DESCRIBE THE PROBLEM:
Failing to fix the employer/employee contribution can result in difficult negotiations. Additionally, the expense of Paid Leave may not serve the employees of some school districts as well as other bargained-for benefits; this should be determined locally.

EXPLAIN WHY THIS IS A PROBLEM:
Unclear rates make for complex negotiations, and an inability to opt-out (or be exempt and potentially optin) forces districts to adhere to benefits that ultimately may not be in the best interest of district employees. A fixed employer/employee contribution rate of 50% simplifies payroll and administrative processes, and reduces the burden of negotiating rates across different bargaining units. Beyond a fixed contribution, every school district and union has unique needs. Allowing public school employers and unions to opt out of MN Paid Leave, similar to the waiver option granted to construction and labor unions under ESST (or simply excluding employers in the public sector and giving them the option to opt in as in states such as Massachusetts), creates the strongest contract terms and benefits for staff, and prioritizes the needs of district staff at the local level.

BACKGROUND PROVIDED BY SCHOOL DISTRICT:
References Minnesota Paid Leave
-Internal discussion
-Minn. Stat. 268B. FAMILY AND MEDICAL BENEFITS
Paid Family and Medical Leave (PFML) coverage for statutorily excluded employers | Mass.gov

CURRENT POSITION:
3.027 Urges the Legislature to oppose establishing public school teacher or other school district employee salaries and fringe benefits on a statewide or regional basis.

4.039 Urges the legislature to fully fund, with state aid, the premiums and associated costs for the proposed paid Family and Medical Leave Bill for school districts, should this become law. (2019)

CURRENT LAW:

Minn. Stats 268B.14 and 268B.27 mandates that employers must pay at least 50% of the annual insurance premiums for the state family and medical benefit program, with employees covering the remaining portion through wage deductions that cannot reduce their pay below the legal minimum wage. The other statute clarifies that this law does not allow employers to force employees to use up their sick or vacation time before or during the paid leave, nor does it limit an employer's ability to offer better, supplementary leave benefits.

268B.14 PREMIUMS.

Subd. 3.Employee charge back. Notwithstanding section 177.24, subdivision 4, or 181.06, subdivision 1, and subject to subdivision 6, employers must pay a minimum of 50 percent of the annual premiums paid under this section. Employees, through a deduction in their wages to the employer, must pay the remaining portion, if any, of the premium not paid by the employer. Such deductions for any given employee must be in equal proportion to the premiums paid based on the wages of that employee. Deductions under this section must not cause an employee's wage, after the deduction, to fall below the rate required to be paid to the employee by any applicable statute, regulation, rule, ordinance, or government resolution or policy, whichever rate of pay is greater.

268B.27 RELATIONSHIP TO OTHER LEAVE; CONSTRUCTION.

Subd. 2.Construction.

Nothing in this chapter shall be construed to:

(1) allow an employer to compel an employee to exhaust accumulated sick, vacation, or personal time before or while taking leave under this chapter;

(2) prohibit an employer from providing additional benefits, including but not limited to covering the portion of earnings not provided during periods of leave covered under this chapter including through a supplemental benefit payment, as defined under section 268B.01, subdivision 41;

(3) limit the parties to a collective bargaining agreement from bargaining and agreeing with respect to leave benefits and related policies and employee protections that meet or exceed, and do not otherwise conflict with, the minimum standards and requirements in this chapter; or

(4) be applied so as to create any power or duty in conflict with federal law.

BACKGROUND PROVIDED BY MSBA:

The Minnesota Paid Family and Medical Leave (PFML) Act, now referred to as Paid Leave, has a history rooted in years of legislative effort, finally coming to fruition in 2023. It will start on January 1, 2026. It is one of the most significant changes to Minnesota employment law and makes the state the first in the Midwest to enact a comprehensive paid leave program.

Here is a history of the law:

Legislative History and Passage

- Long-Term Goal: Paid Family and Medical Leave had been a legislative goal for proponents in Minnesota for over a decade.
- 2023 Enactment: The bill (known as HF 2 / SF 2) was successfully passed by the Democratic-Farmer-Labor (DFL) controlled House and Senate during the 2023 legislative session.
- Governor's Signature: Governor Tim Walz signed the legislation into law on May 25, 2023, officially creating the new state-run insurance program.

MN Paid Leave Details

The law establishes a state-run insurance program, modeled after the state's unemployment insurance fund, to provide partial wage replacement and job protection for employees who need to take time off for family or medical reasons.

- Funding: The program is funded through a payroll tax (referred to as a premium) on employee wages, which is split between employers and employees. The initial funding came from a significant appropriation from the state's budget surplus (approximately $670 million in seed money).
    - Original Premium Rate: The initial rate was set at 0.70% of the employee's wages.
    - 2024 Amendment: In 2024, the Legislature amended the law, raising the premium rate to 0.88% of taxable wages, based on an actuarial analysis to ensure the fund's solvency.
- Coverage: The law applies to nearly all Minnesota employers regardless of size, including both private and public sectors.
- Leave Types and Duration: Eligible employees will be able to take:
    - Up to 12 weeks of medical leave for an employee's own serious health condition (including pregnancy).
    - Up to 12 weeks of family leave for purposes such as bonding with a new child, caring for a family member with a serious health condition, qualifying military exigencies, or safety leave related to domestic violence, sexual assault, or stalking.
    - A combined maximum of 20 weeks of leave in a 52-week benefit period.

Implementation Timeline

While the law was passed in 2023, the program has a phased rollout:

- Premium Collections: Employers and employees will begin contributing the payroll premiums on January 1, 2026.
- Benefits Start: Employees can begin taking leave and receiving benefits on January 1, 2026.
- Administration: The program is administered by a new Family and Medical Benefits Insurance Division within the Department of Employment and Economic Development (DEED). The delay between passage and effective date is intended to give the department time to build the necessary administrative and technological infrastructure.

This proposed resolution urges legislators to amend the Minnesota Paid Leave law to grant public school district employers and their collective bargaining units the ability to negotiate an opt-out agreement, or, failing that, to mandate a clear 50/50 employer/employee contribution split.

This resolution champions the principles of local control and effective collective bargaining, which are essential for meeting the unique needs of school district employees across the state.

States Allowing Public Entity Opt-Out or Exclusion

Data gathered from states that currently offer a paid leave benefit show that at least three states offer specific mechanisms for public entities, which include school districts, to avoid mandatory participation in statewide PFML or paid leave programs.

State	Program	Public Entity Status	Opt-Out Mechanism	Key Details
Massachusetts[1]	Paid Family & Medical Leave (PFML)	Excluded	**Exclusion/Opt-In:** Public employers (municipalities, districts, political subdivisions, regional school districts) are automatically excluded from the mandatory contribution.	These entities must actively opt-in by a majority vote of the local legislative or governing body to provide coverage. If they do not opt-in, their employees are not covered by the state PFML.
Colorado[2]	Family and Medical Leave Insurance (FAMLI)	Included, but Opt-Out Available	**Governing Body Vote:** Local governments (which include school districts/charter schools) are included by default but can vote to decline participation (opt-out).	The opt-out decision must be renewed at least every eight years. Employees of opted-out local governments can still voluntarily opt-in to the state program individually, though their job protection under FAMLI is lost since the employer is opted out.
Minnesota	Earned Sick and Safe Time (ESST) Act	N/A (General Precedent)	Collective Bargaining Waiver: The state's ESST Act already grants a waiver option to construction labor unions through their collective bargaining agreements.	This is cited as a pre-existing state precedent for allowing unions to negotiate and waive mandatory state benefits, supporting the argument for a similar PFML opt-out for school districts.

This summary highlights that while some states (like Massachusetts) automatically exclude public entities and require them to opt-in, others (like Colorado) include them by default but provide a formal process for the local governing body to vote and opt-out. Minnesota's precedent with the ESST Act also supports the use of collective bargaining to waive state benefit mandates.

[1] https://www.mass.gov/info-details/paid-family-and-medical-leave-pfml-overview-and-benefits
[2] https://famli.colorado.gov/employers/local-governments/faqs-for-local-governments

The Concern with Current Law on Premiums

The current Paid Leave language, which requires the employer to pay a *minimum* of 50 percent of the premium, creates unnecessary complexity. This ambiguity could result in difficult and inconsistent negotiations, leading to different legal interpretations across various bargaining units. This confusion not only wastes valuable time and resources but also undermines fiscal predictability.

Premiums

Currently, the following information describes the premium rate and how it is split:

- Total Premium Rate (2026): The initial premium rate when the program begins in January 2026 is 0.88% of an employee's wages, up to the Social Security taxable maximum.
- Contribution Split: The total premium is generally split evenly (50/50) between the employer and the employee.
    - Maximum Employee Contribution: 0.44% of wages (50% of 0.88%). Employers cannot deduct more than this amount from the employee's pay.
    - Minimum Employer Contribution: 0.44% of wages (50% of 0.88%). Employers are required to pay at least this amount but may choose to cover up to 100% of the premium.
- Small Employer Rate: Employers with 30 or fewer employees who meet certain wage criteria pay a reduced premium rate, but the maximum employee contribution remains 0.44%.

FY24 Premium Rates for Minnesota Public Schools[3]

Total Premium Cost .88%	50% Employer/Employee Split
74,847,646.96	37,423,823.48

The method for paying these premiums varies significantly by state, falling into three main categories of contribution splits.

1. Joint Employer and Employee Contributions (Shared Premium)

In this model, the total premium is split between the employer and the employee, usually based on a percentage of the employee's gross wages. In most cases, the employer is responsible for withholding and remitting both portions to the state.

[3] Minnesota Department of Education

State	Total Premium Rate (Example)	Contribution Split	Notes
Colorado[4] (FAMLI)	Varies, capped at 1.2%	50% Employer / 50% Employee	Employers with fewer than 10 employees are exempt from paying the employer portion but must still remit the employee portion.
Massachusetts[5] (PFML)	0.88% (for 2025)	Shared, Varies by Leave Type	Large employers (25+ employees) pay a portion of the medical leave premium. Small employers (fewer than 25 employees) are not required to pay the employer share of the medical leave contribution.
Minnesota	0.88% (starting 2026)	Minimum 50% Employer / Maximum 50% Employee	Employers must contribute a minimum of 50% but can choose to pay up to 100% of the total premium.
Oregon[6]	Varies, capped at 1%	40% Employer / 60% Employee	Employers with fewer than 25 employees are not required to pay the employer contribution but must remit the employee portion.
Washington[7] (PFML)	0.92% (for 2025)	Approx. 28.48% Employer / 71.52% Employee	Employers with fewer than 50 employees are not required to pay the employer portion, but must still collect the employee portion.

2. Employee-Only Contribution

Some long-standing PFML programs, often built upon existing Temporary Disability Insurance (TDI) systems, are funded exclusively by employee payroll deductions.

- California (PFL/SDI): Funded entirely through employee contributions to the State Disability Insurance fund.[8]
- New York (PFL): The Paid Family Leave portion is fully funded by employees through a payroll deduction, with a contribution rate of 0.388% of gross wages (up to an annual maximum for 2025). New York also uses a mandatory private insurance system.[9]
- Rhode Island (TDI/TCI): Funded by mandatory employee payroll deductions for its Temporary Disability and Caregiver Insurance programs.[10]

3. Employer-Only Contribution

In rare cases, the entire cost of the program is borne by the employer.

- District of Columbia (PFML): Funded entirely by a payroll tax paid by covered employers. Employee contributions are not collected for this program.[11]

[4] https://famli.colorado.gov/employers/local-governments/faqs-for-local-governments
[5] https://www.mass.gov/info-details/paid-family-and-medical-leave-pfml-overview-and-benefits
[6] https://paidleave.oregon.gov/
[7] https://paidleave.wa.gov/
[8] https://edd.ca.gov/en/disability/paid-family-leave/
[9] https://paidfamilyleave.ny.gov/
[10] https://ripaidleave.net/
[11] https://does.dc.gov/page/dc-paid-family-leave

Based on an analysis of the mandatory Paid Family and Medical Leave (PFML) programs across the United States, the funding split for the total premium contributions (employer and employee shares) can be categorized as follows.
This count includes the 13 states and the District of Columbia with mandatory, government-run PFML programs, focusing on the minimum required contribution for larger employers.

Category (Employer Share of Total Premium)	Count	States/Jurisdictions
Employer Pays 50%	**5**	Colorado (CO), Delaware (DE), Maine (ME), Maryland (MD), Minnesota (MN)
Employer Pays More Than 50%	**1**	District of Columbia (DC)
Employer Pays Less Than 50%	**8**	California (CA), Connecticut (CT), Massachusetts (MA), New Jersey (NJ), New York (NY), Oregon (OR), Rhode Island (RI), Washington (WA)

Key Details by Category:

- Employer Pays 50%: In these five states, the cost of the premium is legally mandated to be split evenly between the employer and the employee (50% each).
    - *Note:* Some of these states (e.g., CO, ME, MD) exempt small businesses (e.g., those with fewer than 10 or 15 employees) from paying the employer's 50% share.
- Employer Pays More Than 50%: The District of Columbia is the sole jurisdiction where the program is funded entirely by an employer-paid tax.
    - District of Columbia (DC): 100% employer-funded.
- Employer Pays Less Than 50%: This group includes programs that are mostly or entirely employee-funded, or where the employer's share is statutorily set below 50%.
    - 0% Employer Contribution: California, Connecticut, New York, Rhode Island, and New Jersey primarily or fully fund their programs through employee-only payroll deductions.
    - Less than 50% Contribution: States like Washington (~28.3% employer share), Oregon (40% employer share for large employers), and Massachusetts (~47.7% employer share for large employers) mandate an employer contribution, but it is less than half the total cost.

Rationale for Adopting an Opt-Out Model

Allowing Minnesota school districts to opt out, either through collective bargaining or local governing board vote, is justified by the principles of local control and fiscal efficiency:

- *Local Control*: Educational entities operate under tight, pre-determined budgets and must negotiate complex contracts with multiple bargaining units (teachers, administrators, support staff). A mandatory, one-size-fits-all benefit like Paid Leave prevents local districts and unions from effectively prioritizing their most valuable benefits. Allowing an opt-out permits them to redirect the associated payroll expense to

locally bargained benefits like enhanced vacation time, greater sick leave accrual, or improved health insurance, thereby optimizing benefits for their specific workforce.
- *Fiscal Predictability and Simplicity*: By providing a clear opt-out mechanism (like Massachusetts or Colorado), the state eliminates the administrative ambiguity and inconsistency caused by the current Paid Leave language (which mandates a *minimum* 50% employer contribution). This clarity allows districts to accurately budget and reduces the time and resources wasted on legal interpretation and complex negotiations.

The Massachusetts model of automatic exclusion with an opt-in provision, or the Colorado model of local government opt-out, offers a framework that respects the financial and governance constraints of public education while maintaining local bargaining integrity.

Rationale for Adopting a 50/50 Contribution Rate

The 50/50 contribution split represents a balanced and equitable approach to funding Paid Leave, establishing a core principle of shared financial responsibility for a shared societal and economic benefit. This model is favored by several of the most recently enacted programs, with several states (Colorado, Delaware, Maine, and Maryland) specifically adopting the 50% split for employer and employee contributions for larger businesses. By requiring both parties to contribute equally to the fund's total premium, the system acknowledges that Paid Leave is a critical program that benefits employees through wage replacement and job security, while also benefiting employers through increased workforce retention and morale. This balanced funding mechanism helps ensure the long-term solvency and sustainability of the PFML fund without placing a disproportionate financial burden on one group.

The rationale for mandating a 50/50 split for the Paid Leave premium is rooted in the urgent need for clarity, fiscal responsibility, and administrative efficiency, particularly within the public sector. The current requirement for a "minimum of 50 percent" employer contribution has created legal ambiguity, leading to confusion in collective bargaining and the potential for taxpayers to be effectively charged twice. By establishing a clear, uniform 50/50 contribution model, the law allows public employers, such as school districts, to accurately predict future costs, thereby supporting essential long-term budget planning and fiscal responsibility. This standardization also dramatically simplifies administrative processes and payroll, eliminating the burden of negotiating varied contribution rates across multiple bargaining units, and ensures equitable application of the premium cost for all employees regardless of their specific bargaining unit.

RATIONALE:

Granting Minnesota public school districts and their collective bargaining units the authority to opt out of the Paid Leave program is crucial for upholding the principles of local control and fiscal efficiency, allowing them to have the option to redirect mandated payroll expenses toward other locally prioritized benefits like enhanced sick leave or improved health insurance. However, if an opt-out mechanism is not available to protect local bargaining integrity, the law should be amended to mandate a clear, uniform 50/50 employer/employee contribution split. This standardization is necessary because the current "minimum 50 percent" employer requirement creates legal ambiguity, complicates collective bargaining, and undermines fiscal predictability for public entities. Implementing a 50/50 division ensures administrative simplicity,

equitable cost-sharing, and promotes the long-term solvency of the Paid Leave fund by establishing a core principle of shared financial responsibility.

Therefore, MSBA recommends passage.

Approval of District 200 Donations
July 2026

Date	Donor	Building	Description	Amount
7/8/26	Hastings Band Boosters	High School	Marching Band Gertens Fundraiser Proceeds	$3,358.70
7/10/26	Senior Center Trust Fund	Tilden	Senior Center Membership Dues	$8,226.00
7/16/26	High School Parents	District Wide	Food Service-Angel Fund Donations	$1,035.32
7/21/26	High School Staff	High School	High School Faculty Scholarship	$56.00
			Total Monthly Donations	**$12,676.02**

In-Kind Donations - Values are approximate per information available

Donation Acceptance Resolution

I, _____, introduce the following resolution and move for its adoption:

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

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

WHEREAS, the referenced donations in the District 200 Donations Report from July 2026.

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

Voting in favor of the resolution:

Voting against:

Absent:

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

By: _____ By: _____

Carrie Tate, Board Chair Melissa Millner, Board Clerk