

Regular School Board Meeting
 Duluth Public Schools, ISD 709
 Agenda
 Tuesday, March 15, 2022
 Denfeld High School Media Center
 401 N 44th Ave W
 Duluth, MN 55807
 6:30 PM

1. Call to Order	
2. Roll Call	
3. Pledge of Allegiance	
4. Approval of the Agenda	
5. School and Community Recognition	3
6. Public Comment	
7. Reading Communications, Petitions, Etc.	
8. Report of the Superintendent	
A. Reports from Student School Board Representatives	4
B. Superintendent's Report	6
C. Schedule of Meetings and Events	17
9. Report of Standing Committees	
A. Committee of the Whole	
1) Monthly Committee of the Whole (<i>March 1, 2022</i>)	18
B. Human Resources/Business Services Committee (<i>March 7, 2022</i>)	21
C. Policy Committee (<i>March 3, 2022</i>)	120
10. Consent Agenda	123
11. Special Resolutions and Action Items	
A. HR-3-22-3875 - Approval of Collective Bargaining Agreement between Independent School District #709 and Education Minnesota Duluth Integration Specialists (ISPEC) Duluth, MN	173
B. HR-3-22-3873 - Approval of Collective Bargaining Agreement between Independent School District #709 Duluth, MN and Food Service Employees Collective Bargaining Agreement	184
C. B-3-22-3876 Acceptance of Donations to Duluth Public Schools	208
D. B-3-22-3877 Acceptance of Grant Awards to Duluth Public Schools	209
E. SP-3-22-3878 Resolution for Board members to Attend Duluth Days at Capitol	210
F. SP-3-22-3879 Resolution for Board Members Attendance at MSBA Phase III and Phase IV Workshops	211
G. SP-3-22-3880 Resolution for Board Member Attendance at Inclusive School Board Leadership Workshops	212
H. Field Trip Requests	213
12. Questions / Other	
13. Adjournment	

Dear Duluth School Board members,

Tonight we would like to recognize two Denfeld High School students who went above and beyond to help a community member.

On March 4, Brendan Hughes and Dominic Brennan were sitting in Ms. Wicklund's –four hour business and personal finance class– when they and other students in the class noticed a neighbor out shoveling his roof.

His ladder fell while doing so and Brendan and Dominic asked if they could go help him out. Ms. Wicklund let them out of the bus doors and watched as they ran across the street to help the gentleman down off the roof.

The gentleman, who lives off of 44th Avenue West, stopped in at Denfeld the next day to let the staff know what the students had done for him. When he thanked them and asked their names they just stated they were good Samaritans and ran back to school.

So tonight we would like to recognize Brendan and Dominic for going above and beyond to help a Denfeld neighbor in a time of need.

Brendan is here tonight with his grandmother.

Dominic is not able to be here as he is playing in the 23rd annual Essentia Health High School All-Star Game tonight.

Anthony Bonds, Assistant Superintendent
Duluth Public Schools

Board Meeting

Introduction - Introduce yourself

As we are moving from winter to spring I don't have a lot to report on at the moment

Highlights

- 8th grade orientation went well. Many attended and got to experience what it will be like to be a hunter.
- Our robotics team competed in the lake superior regional and were selected as an alliance in the playoffs and were given a judges award.
- Speech team did great at a recent competition.
 1. One of our seniors Tessa Schauer won 2 championship medals
 2. Junior Madi Watts won a 4th place medal
 3. Sophomore: Marley Bugbee a 9th place medal
 4. Sophomore: Arielle LAW-GEN-SCHLAW-GER a 9th place medal
 5. Freshman Regan Kern earned a 2nd place medal
- Boys hockey took 2nd place in in the section 7a playoffs
- The mental wellness club has hatched and will be taking flight once again this thursday.

Up to 10 students can participate each week
- Athletic court queen and king - Anika Winberg and Jacob jeleno
- Choir, orchestra and band concerts last week
- Registration with guidance counselor going into classrooms and informing our students

Generally students and staff are happy with the end of the mask mandate/policy. Although it's strange to see the faces of teachers and peers, it's refreshing.

Association and Sources of Strength are continuing with their preparations for their spirit week April 4-8. The spirit week will center around the support of students and seasons of change. Sources of Strength is selling popcorn at lunch on Fridays for one dollar to raise funds for their training earlier this year and to pay for their upcoming spirit week. Exec will be having a semi-formal dance at East connected with the April spirit week as a replacement for Harvest that usually happens in the fall. Instead we will have Spring Fling. That is our most upcoming event so our energy is being spent on that, but we're also planning Red & Grey for the week of May 9-13.

Association had some pie day festivities yesterday, including a pie memorization contest and a pie walk at lunch. Students had a great time trying to win some delicious pie!

Hound Pack just had the incoming freshmen's open house where student leaders gave tours and helped give information about different parts of the school. Our student leaders were even more important than previous years as many teachers were not in the building because it was very last minute. Hound Pack is looking forward to having the annual ice cream social at the end of the year and reconnecting with the freshmen.

Students just registered for next year's classes.

Prom is fast approaching and the planning group, PromCom, has decided on a theme. The theme hasn't been announced to the school yet, but everyone is really excited to have a more normal prom this year. The search for prom dresses is on!

Math team went to state yesterday and I am waiting on a response as to how they did.

Swim team also went to state recently and got 15th out of 43 as a team. One swimmer, Grant Wodny, took first in the 200 and 500 freestyle events.

Senior Lauren Carlson, on the Alpine Ski Team, won the state title.

Our basketball team is doing well and recently won against Blaine in the quarterfinals. Turnout for the quarterfinal game was impressive. The team is well supported by the high school and the community. They play against Andover today in the semifinal.

Many group leaders at East are looking to collaborate in order to get a four-way stop at the intersection of the parking lot at East. Traffic before and after school is inefficient and dangerous for pedestrians and drivers. If you have any suggestions or insight on this, I would love your feedback.

I'd like to reiterate my concern that school lunches are not big enough and East students expect a response to this concern.

Superintendent's Report

Regular Board Meeting

March 16, 2022

Tonight's Topics

- Student Representatives' Reports
- Central High School Update
- Negotiations Update
- Safe Learning Plan Updates
- Strategic Planning Update

Central High School Update

Duluth Public Schools received notice that Saturday Properties' will not move forward with its purchase agreement for the Central High School property.

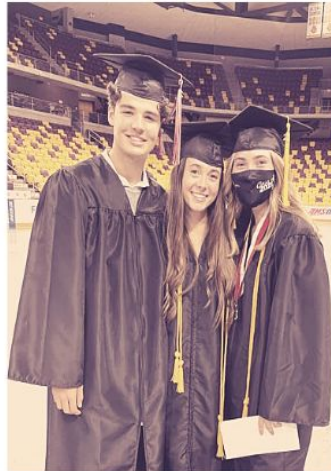
The district is still planning on moving forward with the demolition of the Central High School building this year and continues to work with the City of Duluth on its services center and transportation facilities. We are also continuing to market the additional property for sale.

The district closed on the sale of Historic Old Central with Saturday Properties in February and is not affected by the termination of the Central High School purchase agreement.

Negotiations Update

Safe Learning Plan Updates

2021-22 Safe Learning Plan



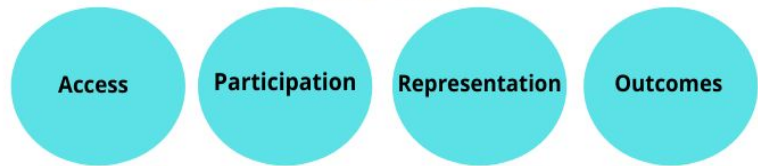
ISD 709

Guiding Principles

FOR SAFE IN-PERSON LEARNING

- 1 Ensure the safety and wellness of students and staff
- 2 Deliver high-quality instruction to students
- 3 Equity: Ensuring all means all
- 4 Optimize use of resources (space & materials)
- 5 Community and stakeholder engagement in plan development

Equity Criteria:



ISD709.org/Equity

Current COVID Rates

- 9/5-9/18 - 42.02
 - 9/12-9/25 - 41.27
 - 9/19-10/2 - 46.92
 - 9/26-10/09 - 60.33
 - 10/03-10/16 - 59.25
 - 10/10-10/23 - 54.50
 - 10/17-10/20 - 57.25
 - 10/24-11/6 - 74.14
 - 10/31-11/13 - 92.12
 - 11/7-11/20 - 109.59
 - 11/14-11/27 - 110.76
 - 11/21-12/4 - 109.18
 - 11/28-12/11 - 88.29
 - 12/5-12/18 - 62.66
 - 12/12 - 12/25 - 70.40
 - 12/19 - 1/1 - 95.6
 - 12/26 -1/8 - 187.07
 - 1/2-1/15 - 286.50
 - 1/9-1/22 - 292.08
 - 1/16-1/29 - 227.34
 - 1/23-2/5 - 143.54
 - 1/30-2/12 - 75.56
 - 2/6-2.19 - 55.67
 - 2/13-2/26 - 31.79
 - 2/20-3/5 - 19.56
- (Projected)

Masking Criteria Update

On March, 7th, we enacted the new CDC guidance on masking. St. Louis County continues to have a low transmission rate and we are continuing without requiring masks for the foreseeable future, as forecasts do not indicate that there will be a need for practice change.

Our rates of spread within our schools have remained very low, even after this change.

We will continue to monitor the situation carefully and also support students, staff and community members who choose to continue masking.

Critical Safety Precautions

The Minnesota Department of Health recommends that we continue to emphasize the following:

- Promoting vaccines and boosters
- Masking when needed
- Staying home when sick
- Testing

Strategic Planning Update

Strategic Planning Update

We will take our next steps in strategic planning in the coming weeks.

- World's Best Workforce Advisory Team Meeting - 3/16/22, C.O.W. 4/05/22
- Board Planning Retreat - 3/30/22 or 4/7/22
- The planning process will run through the fall of 2022 and focuses on:
 - a. Assessing Our Reality
 - b. Describing Our Vision
 - c. Setting Our Strategic Plan
 - i. 3-yr Operational Plan (Currently utilizing a 1-yr operational plan)
 - ii. School Improvement Plans
 - iii. 3-yr Board Agenda

Schedule of Meetings and Events

We have transitioned out of Historic Old Central High into our temporary location at the UnitedHealth Group Building (UHG) at 4316 Rice Lake Rd, Duluth, MN 55811.

Regular School Board meetings will be held at Denfeld High School in the Media Center. Other meeting locations are being determined. We will post information as it becomes available.

[Public Comment Guidelines](#)

The Schedule of Meetings and Events is Subject to Change.

Week of March 14 - March 18, 2022

Tuesday	March 15, 2022	6:30 p.m.	Regular School Board Meeting*
<i>Member Loeffler-Kemp will be participating remotely from Rainbow Trail Lutheran Camp, 3056 CR 198, Hillside, CO 81232</i>			Denfeld Media Center 401 N. 44th Ave. W.

Week of March 21 - March 25, 2022

None

Week of March 28 - April 1, 2022

None

Week of April 4 - April 8, 2022

Tuesday	April 5, 2022	5:30 p.m. 4:30 p.m.	Monthly Committee of the Whole Denfeld Media Center 401 N. 44th Ave. W. United Health Group Building, Suite 108 4316 Rice Lake Rd.
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Thursday Tuesday	April 7, 2022 April 5, 2022	4:30 p.m. 3:30 p.m.	Policy Committee United Health Group Building, Suite 108 4316 Rice Lake Rd.
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Thursday	April 7, 2022	5:30 p.m.	Education Equity Advisory Committee Lincoln Park Media Center 3215 W. 3rd. St.
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Week of April 11 - April 15, 2022

Tuesday	April 12, 2022	4:30 p.m.	HR/Business Services Committee United Health Group Building, Suite 108 4316 Rice Lake Rd.
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**If a Regular School Board meeting is canceled and cannot be held on the regularly scheduled date listed above, due to weather or unforeseen circumstances, it will be held the very next day at the same time and location.*

**Office of the Superintendent
March 11, 2022**

Monthly Committee of the Whole - Regular School Board Meeting

Duluth Public Schools, ISD 709

Agenda

Tuesday, March 15, 2022

Denfeld High School Media Center

401 N 44th Ave W

Duluth, MN 55807

6:30 PM

1. CALL TO ORDER**2. ROLL CALL****3. AGENDA ITEMS****A. Action Items - Consent Agenda - None**1) Presentation Items Requiring Approval - None2) Resolutions - None3) Other Action Items - None**B. Informational Items**1) Presentationsa. Education Equity Advisory Committee (EEAC) Update

Education Equity Coordinator, Nathan Smith

2**C. Other - None****4. ADJOURN**

Dear _____,

19

This letter is an **invitation to join the Duluth Public Schools' Education Equity Advisory Committee (EEAC)**--partnering with ISD 709 and many other community organizations to break down silos, identify education equity opportunities worth pursuing, and ultimately **make recommendations and give advice to the Duluth School Board and district leadership on how to take specific action to support education equity within our community.**

Quick version:

In the message below, we explain the EEAC's history and trajectory. If, as we hope, you read it and realize you would like to partner with us in our efforts, here is what you can expect.

A representative (or representatives) from your organization would attend the EEAC's monthly meetings at Lincoln Park Middle School from 5:00-8:00 p.m. The upcoming meetings are as follows:

- Thursday, March 10
- Thursday, April 7
- Thursday, May 19
- Thursday, June 16

While the full meeting time is 5:00-8:00, the first half hour is dedicated to sharing a free meal and making connections, with the formal meeting beginning at 5:30. Virtual attendance is also an option, and a Google Meet link will be sent out for each date.

More context:

The EEAC strives to achieve participation from a diverse range of perspectives, communities and organizations and is intentionally designed for **active participants who are committed to eliminating structural and institutional barriers to educational opportunity for all students.** The EEAC recognizes that there are historical conditions and barriers that have prevented opportunity and academic success in learning for students based on race, culture, ethnicity, income, and other social conditions.

The revitalization of the EEAC started in December 2021. Around 30 passionate partners in education equity came together to build consensus and push forward new bylaws to the School Board. Partners included:

- The ISD 709 Superintendent and Assistant Superintendent, Director of Special Education, Coordinator of Office of Education Equity, Duluth Community School Collaborative, teachers, paraprofessionals, clerical staff, School Board members, and parents
- Representatives from the ISD 709 American Indian Parent Advisory Committee, the Department of American Indian Education, and the Gifted and Talented E-Squared and Families in Transition programs
- The local NAACP President and members of the NAACP Education Committee
- Representatives from the Education Equity Alliance, UMD, LSC, and more

This initiative to build consensus to pass new bylaws was successful. The new bylaws guide the function of the EEAC and allow for inclusive participation--**shifting the paradigm of what authentic community partnerships within education equity can look like.**

Our mission now is to engage community partners who are vested in the vision of equitable education opportunity for all students, **recognizing that it takes an entire community to raise a child.** By bringing together community partners in a massive and intentional way, we will start breaking down silos and identifying unique ways to collaborate and support the journey of all our students navigating education in our community.

What does this look like? Bringing people like you together to facilitate connections and create space for collaboration. **The next step is to start building subcommittees to tackle specific education equity work in specialized areas.** For example:

- | | |
|------------------------------|--|
| Mental Health | Indigenous Education Culture and Language Revitalization |
| Transportation and Childcare | Black/African/African-American Education and Culture |
| Youth Opportunity | Latinx and Hispanic Education and Culture |
| Post-Secondary Opportunities | Asian Pacific Islander Desi American Education and Culture |
| LGBTQIA+ and Gender Equity | Curriculum, Instruction and Education Strategies |
| Recruitment and Retention | Community Education and EEAC Participant Engagement |
| Media and Public Information | And more yet to be defined as we learn and grow together! |

The goal is to facilitate collaboration in a massive engagement—creatively collaborating with the community in supporting education equity in a way that has never happened before in the Twin Ports. Let's get together a community of education equity allies and organizations to do the work and take action. Let's start raising our kids in our community, as a community.

What do we need?

We need engagement, participation, representation and authentic relationships with organizations that support our kids.

We need all of our partners to invest the time to build relationships with the school district and each other.

We need passion and enthusiasm—knowing our communities and schools can change, and it's possible for all kids to be successful.

We need a massive shift in understanding, acknowledging and positively supporting the reality that the school district cannot do it all alone.

We need to break down silos of community organizations doing great work supporting youth and partner together to collaboratively meet the educational needs of all students in our community.

We need to keep our eyes on the prize, knowing that if we work together, we can identify needs and specific pathways to achieve education equity for our youth.

We need your help. Our kids need your help.

Will you join us on the profound journey of supporting every student's educational opportunity within our community? Will you be a part of helping us change the world, starting right here, right now?

Please reply to this email and/or contact Nathan Smith, the Coordinator of Duluth Public Schools' Office of Education Equity (nathan.smith@isd709.org), to let us know if you would like to partner with the EEAC or to ask questions about potential participation.

Looking forward,

Education Equity Advisory Committee

Human Resources / Business Services Committee Regular School Board Meeting
Duluth Public Schools, ISD 709

Agenda

Tuesday, March 15, 2022
Denfeld High School Media Center
401 N 44th Ave W
Duluth, MN 55807
6:30 PM

1. **Guest Presentations for this Meeting - None**
2. **Department Reports**
 - A. **Human Resources**
 - 1) HR Monthly Department Summary Report 3
 - B. **Business Services**
 - 1) Finance Department Report - Verbal
 - 2) Enrollment Report 5
 - 3) Child Nutrition Department Report 7
 - 4) Facilities Department Report 8
 - 5) Technology Department Report 11
 - 6) Transportation Department Report 12
3. **Recommended Resolutions**
 - A. HR-3-22-3875 - Approval of Collective Bargaining Agreement between Independent School District #709 and Education Minnesota Duluth Integration Specialists (ISPEC) Duluth, MN 13
 - B. HR-3-22-3873 - Approval of Collective Bargaining Agreement between Independent School District #709 Duluth, MN and Food Service Employees Collective Bargaining Agreement 24
 - C. B-3-22-3876 - Acceptance of Donations to Duluth Public Schools 48
 - D. B-3-22-3877 - Acceptance of Grant Awards to Duluth Public Schools 49
4. **Consent Agenda**
 - A. HR Staffing Report 50
 - B. Finances
 - 1) Financial Report 52
 - 2) Budget Revisions 53
 - 3) Fundraisers 70
 - C. Bids, RFPs, and Quotes
 - 1) Bid 1300 - Network Wireless Infrastructure 71
 - 2) PLACEHOLDER - Bid, RFP or Quote
 - D. Contracts, Change Orders and Leases - None
 - 1) PLACEHOLDER - Contracts, Change Orders and Leases
5. **Miscellaneous Informational Items (no action required)**
 - A. District Properties Update 73
 - B. Expenditure Contracts 75
 - C. No Cost Contracts 91

D. Revenue Contracts - None	
E. Grant Applications	99
F. Change Orders Signed - None	
G. Referrals to Policy Committee - None	

Human Resources Report Summary February 2022 Activities

1) Staffing Updates:

Number of staffing changes Received by HR during the month of February. This is a summary of the consent agenda.

	Certified	Non-Certified
# New Hires	10	14
# Retirements	NA	2
# Resignations	8	3
# Leave of Absences	7	26

2) HR Department Updates:

Benefits Updates: We introduced a new student loan forgiveness and debt management service through National Insurance Services with Horace Mann. Our local loan coach received over 100 requests for assistance. We sent out an additional invitation for a workshop webinar for employees with student loan debt. This service is **completely free** to employees and the school district.

The first retirement information session (in person and via Google meet) was held on Feb. 9th at UHG. Attendees were very receptive and appreciative of the information given. The second email was sent to the teacher's unit regarding retirement notification and another info session is scheduled for March 10th.

Hiring Updates:

Temporary Assignable Teachers for each school have been hired and started employment. Staff are continuing their efforts to recruit paraprofessional and other non-licensed positions.

Current Openings as of Friday, March 4, 2022:

Licensed-

Athletics/Activities (1)

Elementary Teachers (1)

Secondary Teachers (1)

Special Education Teachers (4)

Non Licensed -

Administrative/Management (1)

Food Service (12)

Hourly (10)

Maintenance/Transportation (1)

Paraprofessionals (29)

Contract Negotiations:

We have a finalized 2021-2023 contract for the Food Service and ISPEC employees that will go for Board approval in March.

Union vote for finalized 2021-2023 contracts is pending for the following units:

- Paraprofessionals

Initial meeting was held with the Principal unit on March 1, 2022.

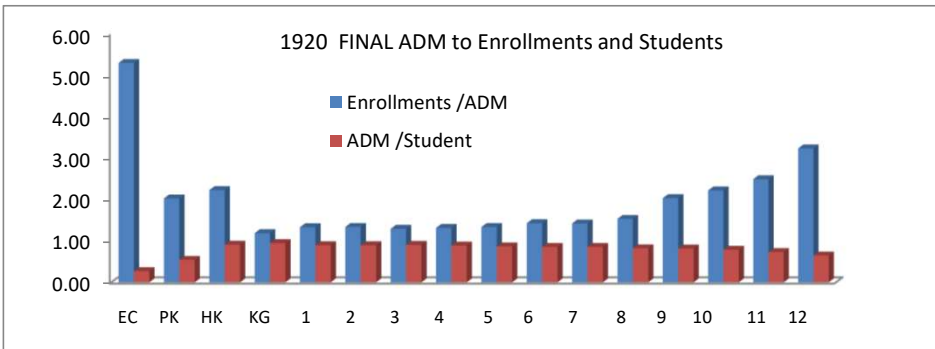
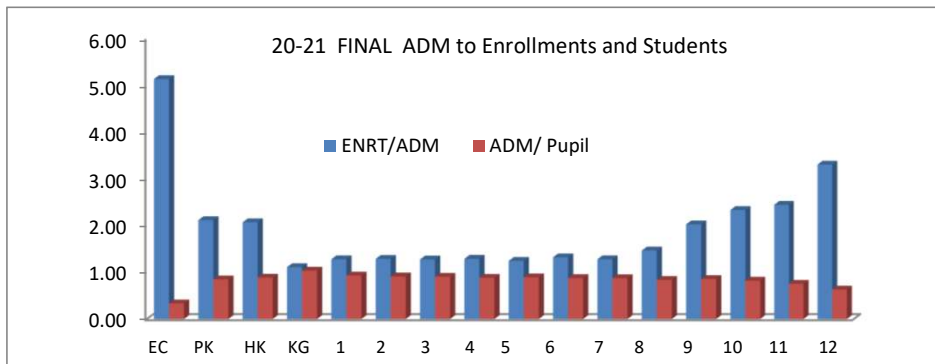
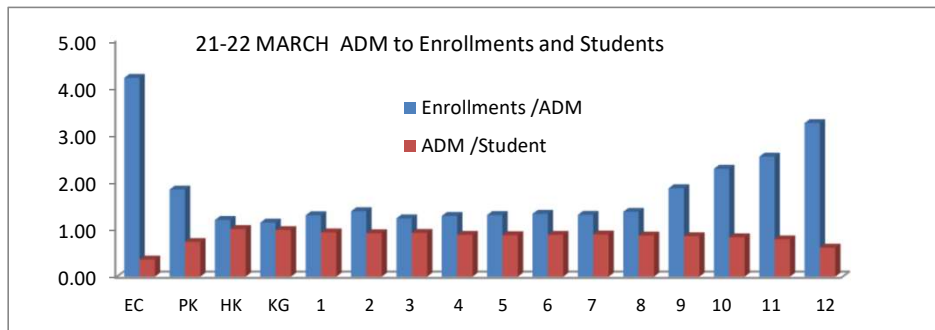
Initial meeting is scheduled with the Directors unit on March 8, 2022.

Initial meeting with Fireman and Oilers (Maintenance) will be scheduled for April.

**Duluth Public Schools: Enrollments, Students and Projected Average Daily Membership (ADM)
MARCH 2022**

Grade	Total Number of Enrollments	Unique Student Count	Current Enrollments	Projected ADM	Budgeted ADM	Enrollments /ADM	ADM /Student
EC	506	333	287	120.29	100.00	4.21	0.36
PK	80	59	66	43.33	52.00	1.85	0.73
HK	133	110	114	112.56	105.00	1.20	1.01
KG	556	492	487	485.80	501.00	1.14	0.99
1	801	658	621	614.98	615.00	1.30	0.94
2	837	657	609	603.10	603.00	1.39	0.92
3	736	643	601	595.17	598.00	1.23	0.93
4	778	684	615	603.10	603.00	1.29	0.88
5	671	585	522.05	511.95	512.00	1.31	0.88
6	737	626	563.1	552.21	556.00	1.33	0.88
7	779	665	607.1	593.85	593.00	1.31	0.89
8	805	674	598.3	585.24	585.00	1.37	0.87
9	1244	775	686.25	662.53	662.00	1.87	0.86
10	1575	826	711.75	687.15	685.00	2.29	0.83
11	1592	792	647.2	624.83	625.00	2.54	0.79
12	1989	996	632.1	610.25	610.00	3.25	0.61
PS	444	328					
Total:	13819	9575	8367.85	8006.34	8005.00	1.72	0.84

+proj-budg> 1.34

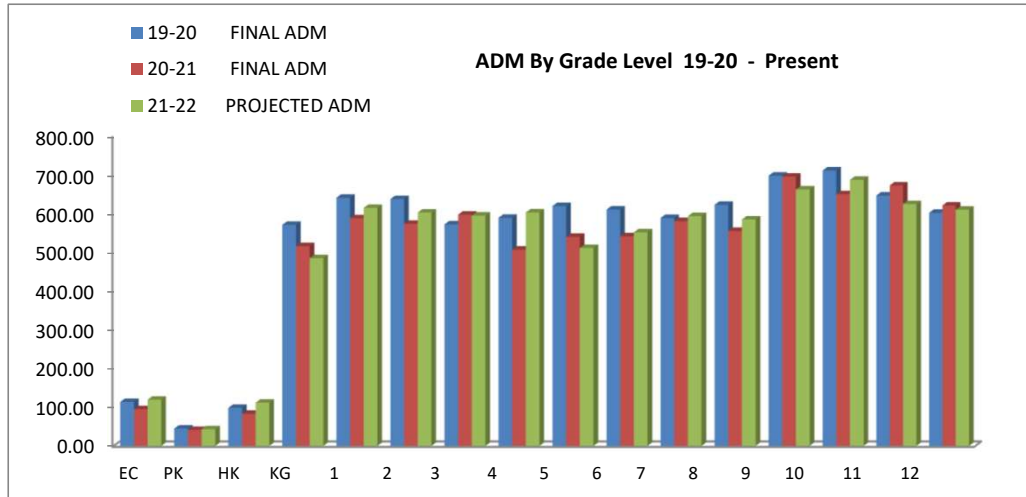


**Duluth Public Schools Projected Average Daily Membership (ADM) Report
MARCH 2022**

Grade	Total Number of Enrollments	Unique Student Count	Current Enrollments	Projected ADM	Budgeted ADM	Enrollments /ADM	ADM /Student
EC	506	333	287	120.29	100.00	4.21	0.36
PK	80	59	66	43.33	52.00	1.85	0.73
HK	133	110	114	112.56	105.00	1.20	1.01
KG	556	492	487	485.80	501.00	1.14	0.99
1	801	658	621	614.98	615.00	1.30	0.94
2	837	657	609	603.10	603.00	1.39	0.92
3	736	643	601	595.17	598.00	1.23	0.93
4	778	684	615	603.10	603.00	1.29	0.88
5	671	585	522.05	511.95	512.00	1.31	0.88
6	737	626	563.1	552.21	556.00	1.33	0.88
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9	1244	775	686.25	662.53	662.00	1.87	0.86
10	1575	826	711.75	687.15	685.00	2.29	0.83
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12	1989	996	632.1	610.25	610.00	3.25	0.61
PS	444	328					
Total:	13819	9575	8367.85	8006.34	8005.00	1.72	0.84

+proj-budg> 1.34

GRADE	19-20 FINAL ADM	20-21 FINAL ADM	21-22 PROJECTED ADM	Add'l Adjustments
EC	114.46	95.45	120.29	
PK	45.12	41.58	43.33	
HK	98.98	83.52	112.56	
KG	571.48	516.69	485.80	
1	641.06	588.40	614.98	
2	637.68	574.16	603.10	
3	572.54	597.62	595.17	
4	589.52	507.84	603.10	
5	619.65	540.73	511.95	
6	610.70	542.05	552.21	
7	589.04	581.07	593.85	
8	622.87	555.74	585.24	
9	697.70	695.44	662.53	
10	711.16	650.09	687.15	
11	646.82	672.61	624.83	
12	602.23	621.11	610.25	
Total:	8371.01	7864.10	8006.34	



Child Nutrition Report

February 2022

Human Resources Activity:

- New Employees Hired: 3
- Employee Resignations: 1

Jobs Open:

Denfeld	2 helpers
East	4 helpers
Lincoln Park	3 helpers
Lowell	1 helper
Congdon Park	1 helper
Ordean East	2 helpers
District-wide	1 helper
Subs	3 helpers

Meals and Food Production Activity:

Number of meals served in January 2022

Week of:	Breakfast 2/1/2022	Lunch 2/1/2022	Breakfast 2/7/2022	Lunch 2/7/2022	Breakfast 2/14/2022	Lunch 2/14/2022	Breakfast 2/28/2022	Lunch 2/28/2022	Breakfast	Lunch	Monthly B	Monthly L	Average Daily Breakfast	Average Daily Lunch
Congdon	171	1378	252	1709	250	1697	47	349			720	5133	48	342
Denfeld	750	1916	896	2464	895	2492	149	484			2690	7356	179	490
East High	961	1950	1195	2489	1180	2444	191	449			3527	7332	235	489
Homecroft	369	870	562	1391	529	1391	95	291			1555	3943	104	263
Lakewood	263	636	329	788	316	770	59	145			967	2339	64	156
Lester Park	889	1458	1020	1836	1059	1866	155	355			3123	5515	208	368
Lincoln park	559	1609	726	2056	697	2034	111	396			2093	6095	140	406
Lowell	1071	1719	1272	2032	1235	2127	200	419			3778	6297	252	420
Laura Macart	682	821	887	1087	817	1043	148	212			2534	3163	169	211
Myers-Wilkins	735	1016	945	1300	967	1346	195	275			2842	3937	189	262
Ordean/East	340	2265	484	2811	424	2737	77	514			1325	8327	88	555
Piedmont	1114	1216	1364	1543	1307	1517	253	296			4038	4572	269	305
Rockridge	63	78	70	85	97	100	19	22			249	285	17	19
Stowe	569	752	703	968	736	962	118	193			2126	2875	142	192
Unity	35	68	40	75	40	64	10	20			125	227	10	19
	4 days	4 days	5 days	5 days	5 days	5 days	1 day	1 day						
Feb-22														
	8571	17752	10745	22634	10549	22590	1827	4420	0	0	31692	67396	2115	4497
Denfeld Supp	Mon-thurs	502		337		285						1124	TOTAL	
Daily average		167		169		143		0	0					

Supply Chain Funds

USDA is distributing funds to schools to assist with additional costs associated with supply chain issues. The State of Minnesota will be distributing these funds to School Lunch programs in Late March or early April. The funds are to be used for minimally processed, USA products. Items like milk, and fresh produce are examples. Duluth Public Schools will receive \$133,675.93 for the Food Service budget.

Facilities Management & Capital Project Status Report

February 2022

Facilities Management – Maintenance and Operations - General

- In the past month, the Facilities maintenance crews have completed 143 work orders and are currently working on 201 open work orders.
- **Capital Construction**
 - Work is ongoing in the existing Facilities building on the hill. Much has been done, and the demo is completed and renovations are ongoing. The Print Shop is doing well in its renovated location.

Ongoing Discussion with Legal Representation

- PSS Track Lane 1 Ponding Remediation. Final proposal is being sent to the contractor.

Construction tasks and Master Plan “On The Hill”.

- Multiple meetings every week are being conducted on all aspects of the projects, and much progress has been made.

Building Operations

- Operations staff have been performing an excellent job at keeping our sites safe for students and staff.
- There are ongoing vacancies in the custodial ranks that we are working to fill.

Health, Safety & Environmental Management

- Annual Tier II reporting completed (annual reporting of underground storage tanks per EPA requirements)
- 2nd labor management safety committee meeting of the year was held - past incidents and near misses were reviewed. Progress and direction of safety programs discussed.
- Final repairs made to district bleachers in order to achieve 5 year recertification
- District Wide E-team met - at this time the district E-team is going to fulfill the following roles:
 - On site E-team for UHG
 - Support group for in school e-teams during crises
 - Act as a central leadership group for district wide emergency response
- In order to increase accessibility of the SDS database, safety programs, forms and other resources, the safety webpage has moved. The webpage is now accessible from the Facilities Department webpage. <https://www.isd709.org/departments/facilities-management/health-safety>

Workers’ Compensation Activities

February 2022

- First report of incidents:----- 9
- OSHA recordable incidents:----- 2
- Days away from work:----- 34
- Days of restricted work:----- 23

2022 YTD Incidents (January 1, 2022 - December 31, 2022)

- First report of incidents:----- 26
- OSHA recordable incidents:----- 7
- Days away from work:----- 66
- Days of restricted work:----- 23

March 2, 2022

John Magas
Superintendent of Schools

David J. Spooner, C.P.E.
Manger of Facilities

Cathy Erickson
CFO/Executive Director of Business Services

Duluth Public Schools
215 N 1st Ave E
Duluth, MN 55802

RE: Marketing Update
800 E Central Entrance "Central High School Property"

800 E. Central Entrance "Central High School Property"

- Under Contract

215 N 1st Ave E "Historic Old Central High School"

- Closed



230 East Superior Street • Duluth, MN 55802 • 218.310.0013 • gregfollmer@gmail.com

Website Advertising

- Loopnet – visible to CoStar members
- MNCAR – Minnesota Association of Commercial Realtors – membership data base
- GregFollmer.com
- Crexi.com – publicly accessible site
- Social Media Sites Facebook, Twitter, Instagram

Respectfully,

Greg Follmer
Broker

Technology Department - February Report (2/1 - 2/21)

31

- **Cybersecurity**
 - Google Security
 - Gmail
 - 1.2M Emails Accepted
 - 50K emails rejected
 - 62K were identified as Spam
 - 5.4K were identified as Phishing
 - 131K were identified as Spoofing
 - 0 emails were identified as Malware
 - Account Information
 - We have 10,546 active accounts
 - 23.7 TB of storage
 - 324.9K Files shared externally
 - 274 Suspicious login attempts
 - 1.1K Failed user login attempts
 - Data Loss Prevention (DLP) policy
 - 31 High Severity Incidents that were blocked on Google Drive
- **E-Rate RFP/Bid**
 - Bid 1300 Network Wireless Infrastructure - USAC Form 470 #220016578
 - Opening will be on Tuesday, March 1, 2022
 - This will go to the March 2022, School Board Meeting for review and approval
 - Estimated value is \$750,000 - \$1.1 Million
- **Technology Help Desk Tickets (2/1 - 2/21)**
 - 408 New Technology Support Tickets Created
 - 354 Tickets were resolved
 - 433 Tickets remain unresolved
 - 15h 8m Average 1st response time
 - 73h 21m Average resolution time
- **Projects**
 - CDW-G Services to support our Blended Learning 1 to 1 Initiative
 - ON HOLD - Wireless Validation Survey to support our Blended Learning 1 to 1 Initiative
 - Bloom/Tierney Brother
 - Waiting to receive the AV cables/faceplates before I can work on a installation schedule to address the new SMART Board MX-286-V3 Displays and Audio Enhancement Sentinel audio amplification system in our K-2 classrooms

Transportation Report February 2022

New Purchases (of note)

Plan & Routing changes

- Trips planning
 - 75 trips happened in February.
 - So far 31 scheduled in March.
- Routing changes:
 - Daily changes per school requests.
- Versatrans is the transportation routing software.
- Daily changes on a total of 434 individual routes (routing, day changes, time changes, etc...). Ongoing.

Staffing (comments and concerns)

- 2 drivers started training
- Covid remains a concern, due to quarantine time.

COVID response

- Masks are mandated students and drivers while on the bus (with exceptions).
- Drivers have access to a Hudson sprayer with Virex to be used between routes for disinfection. Additionally, they have Alcohol wipes for their own driving area disinfection. Access to 2 electrostatic sprayers.

Bus Maintenance

- Maintenance on (non-transportation) vehicles “numerous”.
- A&B scheduled maintenance inspection (checklist of items checked on each bus)
- Jump starts x approx. 10
- Manual regenerations (multiple) (Emissions system)
- Electrical maintenance to correct wiring issues (ongoing)
- Bus services (Multiple)
- Gen maintenance

Fleet age

- Average fleet age 6.6 years
- Average Mileage is 75,333 (goal is 50,000 – 60,000)

General Issues

- As of February 7th 2022, the FMCSA has instituted the ELDT program for entry level drivers. This is a far more complex system than the previous and has required that Steven Johnson take lead on training since this is a new system and the protocol needs to be set. Also, since the ELDT requires that anyone training other drivers have a license the same or better than the one they are teaching for, this has removed a trainer as our router/trainer (Tobin) has not made that deadline.

RESOLUTION

Education Minnesota Integration Specialist (ISPEC) St. Paul, Minnesota

RESOLVED, By the School Board of Independent School District #709, St. Louis County, Minnesota, that the Collective Bargaining Agreement between Independent School District #709 and the Education Minnesota Integration Specialist (ISPEC) Duluth, Minnesota, a summary of which has been provided electronically to all School Board members, be approved and adopted for the period of July 1, 2021 to June 30, 2023, inclusive, and that the Chairperson and Clerk of the School Board be hereby authorized to execute said Agreement on behalf of the School District.

COLLECTIVE BARGAINING AGREEMENT

between

INDEPENDENT SCHOOL DISTRICT NO. 709
DULUTH, MINNESOTA

and

EDUCATION MINNESOTA DULUTH INTEGRATION SPECIALIST
(ISPEC)
DULUTH, MINNESOTA

EFFECTIVE DATES

July 1, 2021

To

June 30, 2023

AGREEMENT

BY AND BETWEEN

**INDEPENDENT SCHOOL DISTRICT NO. 709
DULUTH, MINNESOTA**

and

EDUCATION MINNESOTA DULUTH INTEGRATION SPECIALISTS (ISPEC)

THIS AGREEMENT, by and between the Education Minnesota Duluth Integration Specialists (ISPEC) Local 7373, hereinafter referred to as the "**Union**", and Independent School District No. 709, St. Louis County, Minnesota, a public corporation, hereinafter referred to as "**School District**", pursuant to and in compliance with the Public Employment Labor Relations Act of 1971, as amended, (hereinafter referred to as PELRA), relating to terms and conditions of employment, including the hours of employment, the compensation therefore including fringe benefits except retirement contributions or benefits, and the employer's personnel policies affecting the working conditions of employees. Now, therefore, in consideration of the mutual promises and agreements between the parties contained herein, the parties agree as follows.

ARTICLE I
Recognition

The School District formally recognizes the Education Minnesota Duluth Integration Specialists (ISPEC) Local 7373 as the exclusive bargaining representative for all integration specialists of Independent School District No. 709, Duluth, Minnesota, who are employed for more than fourteen (14) hours per week and more than sixty-seven (67) work days per year, excluding confidential and all other employees. The Union is the sole elected representative of all ISPEC who are defined as members of the appropriate unit for the duration of this Agreement.

The Union shall be the duly authorized representative of said employees with respect to rates of pay, wages, hours and other conditions of employment and shall have the rights granted to it by the applicable laws of the State of Minnesota. It is agreed that the School District will not bargain individually or collectively in regard to any matter affecting conditions of employment of said employees, or affecting the role of the Union as the exclusive bargaining representative, with any other organization or person except as required by law.

ARTICLE II
School District and Union Rights

A. Managerial Rights

The School Board is not required to meet and negotiate on matters of inherent managerial policy. It is understood and agreed that the School Board of the School District, on its own behalf and on behalf of the citizens whom it represents, hereby possesses, retains and reserves unto itself the right to manage, direct and control all School District functions in all particulars except as limited by the terms of this Agreement or by applicable federal and state law which include, but are not limited to, such areas of discretion or policy as the

C. Procedure

Step I - The aggrieved employee shall present his/her grievance within twenty (20) days of the time he/she knew or should have known of the act, event or default of the School District, the School Board, its employees, agents or contractors, which is alleged to be a violation, misapplication or misinterpretation of the terms of this Agreement.

The grievance shall be presented in writing to his/her building Principal or other immediate supervisor who is not a member of the bargaining unit under this Agreement or when the act, event or default which is alleged is not the action or failure to act of a building Principal or other immediate supervisor, then the employee or employees may initially file a grievance at Step II of the grievance procedure in like manner and within the time limits provided in this Section.

The written grievance shall state the nature and date of the violation to the best of the employee's knowledge, the Article or Articles of this Agreement alleged to have been violated, misapplied or misinterpreted and the relief or action sought by the aggrieved employee. The Principal, Director or Supervisor shall immediately set a hearing date that is within five (5) days of the filing and notify the aggrieved employee and his/her designated representative. A decision in writing by the Principal, Director or Supervisor shall be rendered within five (5) days of the hearing and communicated to the aggrieved employee, the Union, and the Superintendent of Schools. Any appeal from this decision shall be taken by the aggrieved employee within twenty (20) days of the communication of the decision to him/her.

Step II – In the event a written appeal is filed from a decision at Step I, or in the event of a grievance initially filed at Step II under this Article, or at the option of the Human Resources Manager or his/her designee, the Human Resources Manager shall set a hearing date that is within ten (10) days of the filing of such grievance or appeal, and so notify the aggrieved employee, the Union, and on an appeal the Principal, Director or Supervisor rendering the decision at Step I. The Human Resources Manager or his/her designee shall conduct such hearing and notify the aggrieved employee, the Union, and on an appeal the Principal, Director or Supervisor rendering the decision at Step I of his/her decision in writing within ten (10) days of the hearing.

Step III – In the event an appeal is filed from a decision at Step II, or in the event of a grievance initially filed at Step II under this Article, or at the option of the Superintendent, the Superintendent or his/her designee shall set a hearing date that is within ten (10) days of the filing of such grievance or appeal, or within twenty (20) days of communication to the Superintendent of the decision at Step II, and so notify the aggrieved employee, the Union, and on an appeal the Principal, Director or Supervisor rendering the decision at Step II. The Superintendent or his/her designee shall conduct such hearing and notify the aggrieved employee, the Union, and on an appeal the Principal, Director or Supervisor rendering the decision at Step II of his/her decision in writing within ten (10) days of the hearing.

- D. **Arbitration** - The Union, through its appropriate officers, may appeal within thirty (30) days of the communication of the written decision at Step II, or if no decision has been made by the Superintendent, within forty (40) days of the Step II hearing. Such appeal shall be in writing and filed with the Superintendent of Schools. The Superintendent of Schools shall immediately make written request to the Director of the State Mediation Bureau for a list of five (5) arbitrators appointed pursuant to Minnesota Statutes, Section 179A.21, subd. 2. Upon receipt of such list and within five (5) days thereafter, the Union and School District shall alternately strike four (4) names from such list. The first strike to be determined by the flip of a coin, unless the School District and Union can agree on the use of one (1) of the arbitrators

to render a decision within the time permitted herein shall be considered a denial of the grievance and³⁷ permit the aggrieved employee or the Union as the procedure may provide to appeal to the next step within the time limits set, but this shall not apply to the decision of the arbitrator.

6. Access shall be given at the expense of the party requesting to all non-confidential information which is exclusively in the possession or available to either of the parties and necessary to the determination and processing of a grievance, but the determination of the confidentiality of the information by the party who has been requested to furnish the same shall be final except at the arbitration level where the decision of the arbitrator shall be final. This shall not apply to information or documents forbidden by law to be disclosed by either party.
7. Failure at any step of this grievance procedure to initiate or appeal a grievance within the time limits provided herein shall constitute a waiver of the grievance, but such waiver shall not bind the Union where the Union is not a party and does not have a right of appeal under the terms of this procedure. Likewise, where the aggrieved employee has not appealed a decision at Step I for whatever reason, the School District shall not be bound by the decision at Step I in the case of other grievances on the same or similar issues by other employees, the same employee, or the Union. In the case of an event, act or default which is of a continuing nature, the employee and the Union shall waive their rights to any retroactive relief for any period during which the grievance has not been filed within the time limits specified within this grievance procedure.
8. All documents, communications and records dealing with a grievance shall be filed separately from the personnel files of the aggrieved employee.
9. All hearings through Step II shall be held during non-working hours of the aggrieved employee or employees, if possible; but in the event it is desired by the School District or hearing officer to hold the hearing during work hours of the aggrieved employee or employees such employee or employees and the Union representative shall be given time off without loss of pay to attend such hearing. The Superintendent of Schools shall first authorize any hearings at Step I during working hours.
10. When arbitration hearings are held during normal working hours, employees who appear at the request of the Union and who shall not lose wages from the School District due to their participation in such hearings are as follows:
 - a. The number of employees including the grievant or grievants equal to the number of persons testifying in the grievance proceeding on behalf of the public employer; or
 - b. If the number of persons testifying on behalf of the public employer is less than three (3), three (3) employees including the grievant or grievants may still participate in the proceedings without loss of wages.
 - c. The Union President may attend without loss of pay and shall not be counted in the numbers determined in a. and b. above.
11. Any decision which is mailed shall be presumed to be communicated within three (3) days of mailing, and the filing or service of any appeal shall be considered timely if mailed and bearing a dated postmark of the United States mail within the time period specified in this procedure.

ARTICLE V
Assignment and Transfer

- A. The School District recognizes that it is desirable in assigning personnel to consider the interests and aspirations of their employees. An attempt shall be made to place people in the school for which they are they have the greatest interest, consistent with the needs and requirements of the School District.
- B. Procedures for posting and application assignment and transfer:
- a. Posting: The following provisions shall apply in the filling of new or vacant positions:
 1. Only applicants exceeding or meeting the minimum qualifications stated in the posting notice may be hired to fill a position.
 2. The most senior applicant will be selected to fill the position.

All postings shall be posted on the School District's website.

ARTICLE VI
Leaves of Absence with Pay

A. Sick Leave Allowance

1. **Yearly allowance:** Ten (10) days full pay for personal illness shall be allowed in any one (1) school year to eligible employees covered under this Agreement.
Cumulative Plan: Unused allowance for personal illness shall be cumulative to a maximum of one hundred eighty days (180) days.
2. An employee who fails to report on the first contract day of the school year shall not receive salary for time previous to the date of reporting unless absence is due to personal illness or death in family, in which case salary shall be allowed for such period of time as may be due under the accumulated leave.
3. In no case shall the yearly allowance for personal illness or death in the family be credited until the employee reports for duty on or after the opening of school in the fall.
4. An employee who has been absent for five (5) days or less may be required to sign a form stating that such absence was due to personal illness, and an employee who has been absent for more than five (5) consecutive working days may be required to submit a doctor's certificate covering such absence.
5. An employee who is injured due to a battery by a student shall be granted leave without loss of pay for a period not to exceed five (5) days, if a physician certifies that the injury precludes the employee from performing the duties of his/her position. Such a leave shall not be deducted from the employee's accumulated sick leave.

B. Death in Family Allowance

1. Full pay for absence not to exceed three (3) days for a death locally, and five (5) days if the funeral is held more than one hundred fifty (150) miles from the city of Duluth, shall be granted to eligible persons covered by this Agreement, to attend a funeral in their immediate family. This leave shall be deducted from sick leave.
2. An employee may be absent up to an additional three (3) days on account of death in the immediate family if necessary for travel or in connection with legal or business matters involving the estate or burial of the deceased. Such additional days are to be deducted from sick leave.

ARTICLE VIII
Health Care Savings Plan (HCSP)

- A. **Eligibility** - To be eligible to receive a contribution to the Health Care Savings Plan, an employee must be immediately eligible for a Minnesota pension plan at the time of their retirement and have fifteen (15) years of total service to the School District.
- B. **HCSP Calculations**
- a. The number of unused and accumulated sick leave days, up to a maximum of one-hundred eighty (180) days, shall be multiplied by the daily rate of pay (DRP).
 - b. The dollar value determined in a. above shall be discounted by 3.5%.
 - c. The discounted calculation of the value of the days will be contributed to the HCSP for the employee by the District at the time of retirement.
- C. **Exclusions** - Employees discharged for just cause shall not be eligible for the HCSP.
- D. **Retirement Notification Requirement** - The employee must give written notice of retirement to the Human Resources Manager three (3) months prior to retirement except in cases of emergency involving serious illness or other justifiable cause, an employee may retire after such time limits with the approval of the Superintendent and may receive severance pay.

ARTICLE IX
Professional Workday and Week

- A. The calendar year will be 40.4 weeks inclusive of flexible paid contract pays. Seven flexible paid contract days will be available for use throughout the Integration Specialists 40.4 week calendar year. Flexible contract days cannot be carried over into another school year. No more than two flexible contract days can be used consecutively or added (before or after) to a scheduled school break time period. Additionally, the Thursday and Friday of Winter Recess will be paid non-work days. The Districts intent is a continuation of the three paid non-work days that occur prior to the two days mentioned above.
- B. The normal hours of work for the employee shall be a minimum of eight (8) hours in any twenty-four (24) hour day and a minimum of forty-hours (40) in a seven (7) day period.
- C. As professional employees with responsibility for the operation of various programs, members of this bargaining unit are often obligated to work at times outside and beyond the normal eight (8) hour daily and forty (40) hour minimum schedules, described in 5.1 of this Article, and/or on any day of the week. Such times are construed as part of the professional workday/work week, and do not generate additional pay beyond the regular biweekly or annual salary.
- D. Employees at certain times may be required to adjust their work- day schedule in instances where the employee is required to work outside the normal work-week. Employees shall be required to obtain prior approval from the supervisor for such work day adjustments. Adjustments to hours or days of work will be at the discretion of the supervisor. All adjustments to work day/hours must be made within 14 calendar days. The parties agree that the adjustment of schedule indicated in this paragraph is not equivalent to compensatory time off. It is understood by the parties that Overtime Compensation under Fair Labor Standards Act (FLSA) does not apply to this unit of professional employees.

ARTICLE XII
Salary Schedule and Regulations

- A. Salaries shall be as set forth in Appendix "A" attached hereto and incorporated herein by reference.
- B. Step Changes:
- 1) Newly hired ISPECs hired on or before February 1st of the school year shall progress to Step 2 on August 1st after 1.5 years of continuous employment as an ISPEC. ISPECS hired after February 1st of the school year shall progress to Step 2 on August 1st after two full additional school years of continuous employment as an ISPEC.
 - 2) Progression through Steps 3 – 6 within the class on the salary schedule in Appendix "A" shall occur every two years on August 1st.
- C. Class (Lane) Changes:
- 1) Official transcripts substantiating any change in classification on the salary schedule and application for class (lane) change must be filed in the Human Resources office by October 15 of the school year in which the change is to become effective. Monetary adjustments in the contract salary, retroactive to the opening of school, will be made on the next payroll following approval of the change in classification (normally in the month of November).
 - 2) Class (lane) change requirements:
 - a. Class – A – requires a combination of teaching or related social service education and experience totaling 5 years.
 - b. Class I – A – requires a combination of teaching or related social service education and experience totaling 10 years.
 - c. Class II – A – requires a Bachelor degree and 12 graduate semester credits in teaching or a related social service degree program.
 - d. Class III – A – requires a Bachelor degree and 24 graduate semester credits in teaching or a related social service degree program.
 - e. Class IV – A – requires a Master degree in teaching or related social service degree program.
 - f. Class V – A – requires a Master degree and 12 credits in teaching or related social service degree.
 - g. Class VI – A- requires a Master degree and 24 credits in teaching or related social service degree.
- D. Newly hired employees shall be hired on the salary schedule on the salary class (lane) to which their educational attainment (degree plus subsequently earned germane credits) at the time of hiring entitles them to be placed. Any applicant failing to advise the School District at the time of hiring of any credits or degrees for which he/she had earned or received credit at the time of application, shall not be entitled to later use such credits or degrees to obtain advancement on the lane of the salary schedule.

- B. **Discipline** – Following probation, one (1) school year of consecutive employment with the School District, said employee shall not be discharged, suspended, or demoted (excluding demotions for budgetary requirements) except for just cause. Notice of said discharge, suspension, or demotion (excluding demotion for budgetary requirements) after the probationary period shall be given in writing to the employee with the reasons and causes stated therefore, and the employee if not satisfied with the reason given or causes stated, shall have the right to have his/her status reviewed within the time limits and pursuant to the provisions of Article III, Grievance Procedure and Arbitration.

ARTICLE XVII

Savings Clause

This Agreement is subject to the laws of the State of Minnesota and at any time any provision is in conflict and held to be contrary to law by a court of competent jurisdiction from which final judgment of decree no appeal has been taken within the time provided; such provision shall be void and inoperative. All other provisions shall continue in force and effect.

ARTICLE XVIII

Duration

- A. **Term and Reopening Negotiations** This Agreement shall remain in full force and effect for a period commencing July 1, 2021, through June 30, 2023, and thereafter until a new Collective Bargaining Agreement is negotiated and executed between the parties or the bargaining rights are terminated by law for the bargaining unit. If the exclusive representative desires to modify or amend this Agreement commencing on July 1, 2023, it will give written notice of such intent no later than April 30, 2023.
- B. The Agreement shall be effective upon acceptance by the employees covered under this Agreement and adoption by the School Board of Independent School District No. 709, St. Louis County, Minnesota.
- C. Appendix A, the pay schedule attached to this Agreement, shall be effective as indicated therein.
- D. **Effect** -This Agreement constitutes the full and complete Agreement between the District and the Union as the exclusive representative of this bargaining unit. The provisions herein relating to terms and conditions of employment supersede any and all prior agreements, concerning terms and conditions of employment which are inconsistent with these provisions.
- E. **Finality** - Matters contained in this Agreement shall not be open for negotiation during this term of this Agreement except as stated in this Agreement. Matters not covered by this Agreement which are a proper subject for negotiation, it shall be presumed that said matters were intentionally omitted from this Agreement and are not subject to further negotiation during the term of this Agreement, and the parties specifically waive the right to negotiate with respect thereto during the term of this Agreement, even though such subject matter may not have been in the knowledge or contemplation of the parties at the time this Agreement was reached.
- F. **Severability** - All provisions of this Agreement are subject to the laws, rules, regulations, and orders of state and federal governments and their agencies. Any provision of this Agreement found to be in violation of any such regulations, directives, laws, and orders shall not be applicable or performed or enforced, except to the extent permitted by law; all other provisions shall continue in effect.

**APPENDIX A
Annual Salary Schedule**

Class A	YEAR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	2021-2022	\$37,319	\$37,400	\$38,070	\$38,451	\$38,836	\$39,224
	2022-2023	\$38,159	\$38,241	\$38,927	\$39,316	\$39,710	\$40,107
	Combination of teaching or related social service education and experience totaling 5 years.						
Class I-A	YEAR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	2021-2022	\$40,121	\$40,246	\$40,928	\$41,337	\$41,751	\$42,168
	2022-2023	\$41,024	\$41,151	\$41,848	\$42,267	\$42,690	\$43,117
	Combination of teaching or related social service education and experience totaling 10 years.						
Class II-A	YEAR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	2021-2022	\$42,120	\$42,541	\$42,966	\$43,396	\$43,830	\$44,268
	2022-2023	\$43,068	\$43,498	\$43,933	\$44,372	\$44,817	\$45,264
	BA+ 12 Graduate Semester Credits in teaching or a Related Social Service						
Class III-A	YEAR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	2021-2022	\$44,464	\$44,602	\$45,358	\$45,812	\$46,271	\$46,733
	2022-2023	\$45,465	\$45,606	\$46,379	\$46,843	\$47,312	\$47,785
	BA+ 24 Graduate Semester Credits in teaching or a Related Social Service						
Class IV-A	YEAR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	2021-2022	\$47,405	\$47,880	\$48,358	\$48,842	\$49,331	\$49,823
	2022-2023	\$48,472	\$48,957	\$49,446	\$49,941	\$50,440	\$50,944
	MA in Teaching or a Related Social Service						
Class V-A	YEAR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	2021-2022	\$49,767	\$50,611	\$50,767	\$51,275	\$51,788	\$52,305
	2022-2023	\$50,887	\$51,749	\$51,909	\$52,429	\$52,953	\$53,482
	MA + 12 Semester Credits in Teaching or a Related Social Service						
Class VI-A	YEAR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	2021-2022	\$52,247	\$53,497	\$53,296	\$53,829	\$54,368	\$54,910
	2022-2023	\$53,422	\$54,701	\$54,495	\$55,041	\$55,591	\$56,145
	MA + 24 Semester Credits in Teaching or a Related Social Service						

Longevity:	After completion of 10 years of service in the unit: \$400 will be added to the base pay at the beginning of the following year.
	After completion of 15 years of service in the unit: \$600 will be added to the base pay at the beginning of the following year.
	After completion of 20 years of service in the unit: \$800 will be added to the base pay at the beginning of the following year.

**Memorandum of Agreement
One-Time Recruitment/Retention Stipend**

This Memorandum of Agreement (“MOA”) is entered into by and between Independent School District No. 709, Duluth (“District”) and the Education Minnesota Duluth Integration Specialists (ISPEC) (“Union”).

WHEREAS, the Union and the District are parties to a collective bargaining agreement (“CBA”) governing the negotiated terms and conditions of employment for ISPECs employed in positions within the ISPEC’s bargaining unit;

WHEREAS, the COVID-19 pandemic has caused staffing shortages and the District would like to offer retention incentives to respond to and address this problem;

WHEREAS, the District is willing to agree, on a one-time basis, to pay a \$600 longevity and retention stipend during the 2021-22 school year to employees within the payment schedule and eligibility criteria defined below;

WHEREAS, during negotiations for the 2021-2023 CBA, the parties agreed to document the one-time longevity and retention stipend in a memorandum of agreement separate from the CBA;

NOW, THEREFORE, the Union and the District agree as follows:

1. For purposes of this MOA, the term “Employee” refers to individuals employed in a position that is in the ISPEC’s bargaining unit represented by the Union.
2. Employees who meet the eligibility criteria set forth in Paragraph 3 will receive a one-time longevity and retention stipend in the amount of \$600 for the 2021-22 school year.
3. An Employee is eligible to receive the longevity and retention stipend if one of the following two criteria are met:
 - a. Employees hired and employed on or prior to June 30, 2021 are eligible if they have remained in active and eligible status through both parties’ ratification of the 2021-2023 CBA. Employees who meet this eligibility standard will receive the stipend with the next available payroll cycle following both parties’ ratification of the contract.
 - b. Employees hired and employed after June 30, 2021 will be eligible if they remain in active and eligible status through June 10, 2022. Employees who meet this eligibility standard will receive the stipend with the next available payroll cycle after June 10, 2022.
4. Employees who do not meet the requirements set forth in Paragraph 3 are not eligible for the one-time longevity and retention stipend.

RESOLUTION

Food Service Employees

RESOLVED, By the School Board of Independent School District #709, St. Louis County, Minnesota, that the Collective Bargaining Agreement between Independent School District #709 and the Food Service Employees, a summary of which has been provided electronically to all School Board members, be approved and adopted for the periods of July 1, 2021 to June 30, 2023, inclusive, and that the Chairperson and Clerk of the School Board be hereby authorized to execute said Agreement on behalf of the School District.

**Resolution #HR-3-22-3873
March 15, 2022**

COLLECTIVE BARGAINING AGREEMENT

between

INDEPENDENT SCHOOL DISTRICT #709
DULUTH, MINNESOTA

and

FOOD SERVICE EMPLOYEES

EFFECTIVE DATES

July 1, 2021

To

June 30, 2023

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AGREEMENT

Between

AFSCME Council 5

And

**Independent School District No. 709
St. Louis County, Minnesota**

THIS AGREEMENT, entered into by and between AFSCME Council 5, herein referred to as the "**Union**" and Independent School District No. 709, St. Louis County, Minnesota, a public corporation, herein referred to as the "**School District**", and relating to terms and conditions of employment, including hours of employment, the compensation therefore including fringe benefits, and the employer's human resource policies affecting the working conditions of the employees.

NOW, THEREFORE, in consideration of the mutual promises and agreements between the parties contained herein the parties agree as follows:

ARTICLE 1

Union Recognition & Unit Description

The School District formally recognizes AFSCME Council 5 as the exclusive bargaining agent for all food service employees of the School District as are within the mutually agreed upon bargaining unit. The unit shall consist of all regular full and part-time food service personnel excluding supervisors and its clerical employees, part-time employees whose service does not exceed twelve and one half (12 ½) hours per week, or thirty-five percent (35%) of the normal work week, and employees who hold positions of a basically temporary or seasonal character for a period not in excess of sixty-seven (67) working days in any calendar year.

The Union shall be the duly authorized representative of said employees with respect to rates of pay, wages, hours, and other conditions of employment and shall have the rights granted to it by the applicable laws of the State of Minnesota. It is agreed that the School District will not bargain individually or collectively in regard to any matter affecting conditions of employment of said employees, or affecting the role of the Union as exclusive bargaining agent, with any other organization or person, except as may be required by law.

ARTICLE 2

Management Rights

It is understood and agreed that the School District on its own behalf and on behalf of the citizens whom it represents, hereby possesses, retains and reserves unto itself the right to manage, direct, and control all School District functions in all particulars except as limited by the terms of this Agreement or by applicable federal and state law.

ARTICLE 3

Definitions

- A. The term "**School Board**" as used in these rules means the School Board of Independent School District No. 709, St. Louis County, Minnesota.
- B. The term "**School District**" as used in these rules means Independent School District No. 709, St. Louis County, Minnesota.
- C. "**Appointing Authority**" means the School Board or a staff officer delegated to perform those functions required of an appointing authority in these rules.
- D. "**Position**" means any office or place of employment in the classified service of the School District with duties and responsibilities calling for the full-time or part-time of one person in the performance and exercise thereof.
- E. "**Permanent Position**" means any position in the classified service of the School District which has required or which is likely to require the services of an incumbent without interruption for a period of more than sixty-seven (67) working days in any calendar year.
- F. "**Temporary Position**" means any position in the School District, which requires or is likely to require the services of any

- incumbent for a period of sixty-seven (67) working days or less.
- G. **"Employee"** means a person who is legally an incumbent of a position in the classified service of the School District or who is on leave of absence according to these rules and whose position is held for him/her pending his/her return.
 - H. **"Substitute Appointment"** means an appointment to fill a temporary vacancy in a permanent position caused by the temporary absence of the regular incumbent because of sickness, special leave of absence, military leave of absence, or other similar cause.
 - I. **"Eligible"** means any person whose name is on a re-employment list for a given class.
 - J. **"Class" or "Class of Positions"** means a group of positions established under these rules sufficiently similar in respect to the duties, responsibilities and authority thereof that the same descriptive title may be used to designate each position allocated to the class, that the same requirements as to education, experience, capacity, knowledge, proficiency, ability, and other qualifications should be required of the incumbents, that the same tests of fitness may be used to choose qualified employees, and that the same schedule of compensation can be made to apply with equity.
 - K. **"Title," "Class Title" or "Classification Title"** means the designation given under these rules to a class, to each position allocated to the class, and to the incumbent of each position allocated to the class.
 - L. **"Eligible List"** means a list of names of persons who have been found qualified for employment in positions in the classified service, including the names of persons on the re-employment lists as hereinafter defined.
 - M. **"Re-employment List"** means a list of the names of persons arranged in the order provided by these rules who have occupied permanent positions allocated to any class in the classified service, who have been separated from the service, and who, in accordance with these rules, are entitled to have their names certified to appointing authorities when vacancies in the class are to be filled, ahead of those whose names are on the employment list for the class.
 - N. The term **"Union" as** used in this contract shall mean AFSCME Council 5.

ARTICLE 4

Seniority

- A. District seniority shall consist of the total accumulated paid service of the employee in the bargaining unit. Classification seniority shall consist of the total accumulated paid service of the employee in a given classification and all higher classifications as provided for in Article 5.
- B. Time spent on paid sick leave, special leave authorized by the School Board and vacation shall count toward seniority. In the case of special leaves of absence over thirty (30) days, except military and maternity, the time spent on leaves shall not be counted.
- C. Any layoff because of lack of funds, work, or for other causes for which employees are not at fault, shall be made as provided by Article 9.
- D. Employees, as well as the employees' Union, shall be notified in writing of any contemplated layoff prior to bid sheets being released for the following year.
- E. Seniority lists shall be maintained and brought up to date as of April 15 of each year, with a copy submitted to the Union.
- F. Permanent employees who are employed in a long-term substitute position in a higher classification will accrue seniority in the higher classification only if within a twelve (12) month period they are permanently hired into the higher classification. Permanent employees employed in a long-term substitute position in a higher classification will continue to accrue seniority in their former classification.
- G. Permanent employees who are employed in a long-term substitute position in their classification will continue to accrue seniority in that classification.
- H. For employees hired simultaneously on or after July 1, 2002, the order of seniority shall be determined by the final ranking documented on the Interview Record. The interviewee with the highest point total will be first on the seniority list followed by the interviewee with the second highest point total and so forth until all interviewees who have been offered and accepted employment have been listed. A list of the interviewees who have accepted employment and their final ranking for seniority purposes will be placed in the employee's personnel file.
- I. For employees hired simultaneously on or after July 1, 2005, the order of seniority shall be determined by their birth date. Where it is determined that two (2) or more persons in the class in which the action is to occur have the same seniority date, the break in the tie shall be determined as follows: First, the employee with the earliest school year birth month, second, the employee with the earliest birthday in that month, and; lastly, if still ties, by the flip of a coin. For purposes of this Section, July 1 will be considered the beginning of the school year.

ARTICLE 5

Vacancies. Transfers. Demotions. Promotions

- A. **Vacancy Defined.** A vacancy is a position expected to exceed sixty-seven (67) working days in a contract year.
- B. **Filling Of Vacancies That Occur During The School Year.** The District must fill all vacancies either by:
1. Posting and filling the vacancy through transfer, promotion, or demotion pursuant to Sections D and E of this Article; or
 2. Appointing a long-term substitute to fill the vacancy pursuant to Section F of this Article.
- C. **Filling Of Vacancies That Occur In The Summer.** Vacancies occurring after the May bid but before the beginning of the regular school year shall be posted and filled through transfer, promotion, or demotion, or from outside the unit as provided for in Sections D and E of this Article.
- D. **Posting Requirements.** Vacancies shall be posted within five (5) calendar days after it has been determined that a vacancy exists. The posting will run for a period of seven (7) calendar days. Postings will go up at 4:00 p.m. and will come down at 4:00 p.m. After the last day of the school year, postings from June through the end of the week before school starts will be seven (7) calendar days. Posting will go up at 4:00 p.m. and close at 4:00 p.m. All postings shall be posted on the School District's website. In addition, Human Resources will notify employees on a weekly basis of all new job postings via email. The effective date of positions filled by transfer shall be within five (5) working days after the end of the posting period. The effective date of positions filled by promotion or through demotion shall be within thirty (30) calendar days after the end of the posting period. If these deadlines cannot be met, the Union shall be notified with the specific reasons provided therefore.

Vacancies occurring after October 18, through the last day of the high school/middle school second term, may be posted as a permanent position for the remainder of the school year. Vacancies that occur during the third term of the high school/middle school schedule up to sixty-seven (67) days prior to the end of the school year will be filled by a long-term substitute.

- E. **Filling A Vacancy Through Transfer, Demotion or Promotion.** Vacancies shall first be offered to transfer applicants, then to demotion applicants and then to promotion applicants. For the purpose of determining an applicant's transfer, demotion, or promotion status, the following ranking of job classifications is established:

- (1) Secondary Production Manager
- (2) Head Cook
- (3) Elementary/Residential Satellite Manager
- (4) Cook
- (5) Nutrition Services Assistant

1. **Transfers.** A transfer is the assignment of an employee from a position in one job classification to a position in the same job classification. The transfer of an employee shall be done according to classification seniority as defined in Article 4.
2. **Demotions.** A demotion is the assignment of an employee from a position in one job classification to a position in a lower classification. A demotion may be either voluntary or involuntary.
 - a. **Voluntary Demotion.** An employee may apply for voluntary demotion if the demoting employee has the experience to meet the minimum qualifications of the lower classification job as specified by the job description and has successfully completed a probationary period in that lower level. The classification seniority for an employee who voluntarily demotes shall consist only of the total accumulated paid service of the employee in the classification to which he/she voluntarily demotes.
 - b. **Involuntary Demotion.** The appointing authority proposing the demotion of an employee shall make his/her recommendation in writing to the School Board, and shall supply the employee with a copy of such recommendation, and such recommendation shall give the future date on which the proposed demotion is to become effective, the class to which it is proposed to demote the employee, the new rate of pay, and any other information that the School Board may require, including the specific reasons why such demotion is for the good of the School District; provided, that the recommendation shall also advise the employee that he/she may grieve pursuant to Article 26 of this Agreement if he/she does not agree with the appointing authority's recommendation. The classification seniority for an employee, who is involuntarily demoted, except for reasons due to layoff, shall consist only of the total accumulated paid service of the employee in the classification to which he/she is involuntarily demoted.

3. **Promotions.** A promotion is the assignment of an employee from a position in one job classification to a position in a higher job classification. Promotions shall be filled by interview.
 - a. **Qualified Applications.** Applications for promotion shall be accepted from all bargaining unit employees who have the experience necessary to meet the minimum qualifications as specified in the job description. The three (3) qualified candidates with the greatest District seniority as defined in Article 4 shall be selected for interview. If any of those candidates are not interested in being interviewed, the next senior applicant will be selected to interview.
 - b. **Interviews And Selection.** The District shall have the right to interview three (3) qualified candidates and shall fill the vacancy with one (1) of the three (3) candidates. If the selected candidate declines the position, the District may proceed to fill the position from within or from outside the unit without exercising an option as defined in (c) below. If there are not three (3) candidates from within the bargaining unit, the District may interview additional candidates from outside the unit to ensure a minimum of three (3) qualified candidates. When the District proceeds to consider applicants from outside the unit to fill a position, all current non-unit food service employees who express an interest to the Human Resources Department at the time of the vacancy will be forwarded to the screening process.
 - c. **Options.** An option allows the District to deny a promotion under 3 (b) above. The number of options the District may exercise is limited to not more than ten percent (10%) of all posted positions occurring between September 1 of one year and August 31 of the following year. Options shall not accumulate from one year to the next year. The District may borrow three (3) options on September 1 of each year. When the administration exercises an option under this provision, the employees affected by the denial and the Union shall be so notified.

Should he/she desire to return to his/her former position within the ten (10) days, he/she shall not lose seniority in his/her former position. Should the school administration, within ten (10) days decide the promoted employee is incapable of performing the duties of the new position in a satisfactory manner, the employee shall be reassigned to his/her former position without loss of seniority. Leaves of absence, including sick leave and vacation days, will not be counted toward the ten (10) days. The ten (10) days referred to herein shall be included in an employee's probationary period in his/her newly promoted position of six (6) months.

- F. **Filling A Vacancy With A Long-Term Substitute.** Long-term substitutes may be hired to fill vacancies under the following circumstances:
 1. To replace permanent staff on leaves of absence.
 2. To fill vacancies that occur after October 18 that are expected to exist for more than sixty-seven (67) days.
 A person employed as a long-term substitute shall be a member of the bargaining unit, move through the wage schedule the same as a permanent employee and receive benefits in accordance with Article 25. If a long-term substitute is hired as a permanent employee that person will accrue seniority for all time worked in a long-term substitute assignment within the previous twenty-four (24) month period. No other earned benefits will be credited to the employee. The employee will be placed at the six (6) month step on the wage schedule only if they had been paid the six (6) month wage in a long-term substitute assignment in the same classification as the permanent position awarded.

Non-contract employees who were employed as long-term substitutes will be considered outside applicants when applying for contract positions.

- G. **Certification For Permanent Positions.** The cost of certification needed for all permanent positions to the extent required by law will be paid for by the District. The employee must be currently classified in the position requiring the certification.

ARTICLE 6

Bidding Procedure

- A. **May Bidding Procedure Defined.** In May of each year, employees shall bid according to classification seniority on available positions for the following year. All known positions for the following year shall be included in the May bid.
- B. **Bidding Notice.** The first Monday in May, the Human Resources Office shall email a form or forms to each employee stating the location and the hours of work per day of each position for which they are entitled to bid. Forms will be mailed to the employee upon written request to the Human Resources Office.
 1. All employees shall receive a bid sheet for all positions in their classification. For purposes of this Article, the following job classifications are established:
 - 1) Secondary Production Manager
 - 2) Head Cook
 - 3) Elementary/Secondary Satellite Manager

- 4) Cook
- 5) Nutrition Services Assistant

2. **Additional Bid Sheets.** Employees shall receive additional bid sheets as follows:
- a. When there are more positions open in a given job classification than the number of employees holding that classification, employees in all higher classifications shall receive bid sheets for positions in the lower classifications which the employee has previously held;
 - b. When there are fewer positions open in a given job classification than the number of employees holding that classification, all employees in that job classification shall receive a bid sheet for positions in all lower classifications.
- C. **Employees' Bidding Rights.** Upon receipt of the bidding notice, employees shall have ten (10) working days from the first Monday in May to complete the forms and return them to the Human Resources Office. All employees shall list in numerical order their preferences for assignment for the next year. For those employees who will not accept a certain position, there shall be provided an appropriate blank to the left of the position to initial to verify the employee's intent. The Union shall have access to copies of all bids and shall be notified in writing of any employee who is faced with the layoff procedure.
- D. **Assignment Procedure.** Employees shall be assigned the position of their highest preference for which they have the most classification seniority in the following order:
- 1. All employees bidding on positions within their classification or involuntarily bidding on a position in a lower classification;
 - 2. All employees bidding on position in a lower classification.
 - 3. Employees will receive notification of assignment from the District on or before the end of the school year or before June 10, whichever comes first.
- E. **Remaining Positions.** Any position remaining open after the bidding process shall be posted as a vacancy and filled in accordance with Article 5, Sections D and E. Those employees who do not have an assignment when the bidding process is completed will be given notice of layoff under provisions of Article 9 (b).

ARTICLE 7

Union Security

- A. Upon receipt from the Union of its membership list, the School District shall arrange to deduct from each union member's wages the monthly union dues of such employee and shall remit the same to the appropriate Union representative or its assignee as may be properly designated.
- B. The employer shall deduct from the wages of any employee who is a member of the Union a PEOPLE (Public Employees Organized to Promote Legislative Equality) deduction as provided for in a written authorization. Such authorization must be executed by the employee and may be revoked by the employee at any time by giving written notice to both the employer and the Union.

The employer shall remit any deductions made pursuant to this provision promptly to the Union together with an itemized statement showing the name of each employee from whose pay such deductions have been made and the amount deducted during the period covered by the remittance.

ARTICLE 8

No Strike Clause

The AFSCME Council 5 and the employees covered under this Agreement agree that they will not call, engage in, or sanction any strike, stoppage of work or other concerted refusal to perform services during the term of this Agreement.

ARTICLE 9

Layoff

- A. **Layoff.**
 - 1. When it becomes necessary to reduce the number of employees in a given class through lack of funds or for other cause for which the employee is not at fault, temporary and provisional employees shall be the first to be laid off. Any further decrease of the number of employees shall be according to classification seniority accomplished first, by laying off the employee in the affected classification with the least classification seniority, or demoting him/her to a lower class, providing (a) he/she has classification seniority in the lower class and (b) the least senior employee in

that class would have been laid off even if no reduction had been made in the higher class. When two (2) or more persons in the class in which the layoff or reduction is to be made have equal classification seniority, the order of layoff or reduction in such tie cases shall be determined by the total years of service with the School District, and if a tie still exists, by the employee with the earliest birthdate in a calendar year.

Classification seniority for employees who move to a lower classification due to a layoff situation shall include seniority earned in the lower classification and in all higher classifications.

Any person reduced under the provisions of this Section shall receive and choose to bid on positions in his or her former higher classification as if he/she had been actually so employed.

An employee about to be laid off pursuant to this Section shall be entitled to bump into an available open position for which the employee is qualified, at the same or lower pay grade.

2. The employee must have the physical fitness and ability to perform the duties of the lower position.
 3. Demotions made in accordance with this Section are subject to Article 16.
- B. **Appointing Authority To Notify Employee Of Layoff.** The appointing authority shall notify in writing the employee or employees to be laid off and shall forthwith transmit to the Human Resources Manager, the names of those so notified, and the Union.
- C. **Name Of Employee Laid Off To Be Replaced On Re-employment List.** The Human Resources Manager shall enter on the appropriate re-employment or qualifying list the names of those eligible for re-employment and those who desire to be re-employed when vacancies occur.

ARTICLE 10

Suspensions

- A. **Suspension.** The appointing authority and, in his/her absence, the officer acting in his/her place, may for disciplinary purposes suspend without pay any employee under supervision from the performance of his/her duties for one (1) or more periods aggregating not more than thirty (30) days in a calendar year on account of inefficiency, incompetency, misconduct, negligence, insubordination, disloyalty, or other sufficient cause.
- B. **Employee To Be Notified Of Suspension.** In case the appointing authority or the officer acting in his/her place suspends any employee, he/she shall forthwith give written notice to the suspended employee stating the reason for the suspension and the duration thereof, and shall forthwith personally deliver such written notice to the employee or mail it to his/her last known address; he/she shall also forthwith send to the Union a copy of such notice sent to the employee. Such notice shall also advise the employee that he/she may grieve pursuant to Article 26 if he/she disagreed with the action of the appointing authority.

ARTICLE 11

Resignations

- A. **Resignations.** Any employee in the classified service who wishes to resign in good standing shall give the appointing authority written notice of at least two (2) weeks, unless the appointing authority consents to his/her leaving on shorter notice.
- B. **Resignations Without Notice.** If any employee resigns from the classified service without giving the required notice, the appointing authority shall enter that fact on his/her personnel file, and such failure to give the required notice may be considered sufficient reason for rejecting any future application from him/her for employment in the School District.
- C. **Resignations May Be Withdrawn.** Any employee who has resigned after giving proper notice may, within ten (10) days after termination of employment, and with the consent of the School Board and appointing authority, withdraw his/her resignation and be restored to the position vacated if it is still vacant or is filled by a temporary employee, and if it is not, he/she may, upon written request to the appointing authority, have his/her name placed on the re-employment list for the class.
- D. **Resignation May Be Presumed In Certain Cases.** Any employee who is absent from duty for three (3) consecutive business days without securing leave from his/her supervisor or without notifying him/her of the reason for his/her absence and the time when he/she expects to return, or who fails to notify the appointing authority of his/her readiness to resume his/her duties within five (5) work days after the expiration of a leave of absence, shall be considered to have resigned, and such resignation shall be treated as a resignation without notice, unless it can be proven that the employee had sufficient and good cause for not reporting for duty.

ARTICLE 12

Removals

- A. **Removal.** Except as provided in the next paragraph, any employee holding a position in the classified service who has completed the probation period prescribed in accordance with these rules may be removed only for cause that no case may an employee be removed on account of his/her religious or political opinions or affiliations or for refusing to contribute to a political fund or to render political service.
- B. **Causes For Removal.** The following shall be sufficient cause for removal, though removals may be made for causes other than those enumerated:
1. That the employee is incompetent or inefficient in the performance of his/her duties.
 2. That the employee has been wantonly careless or negligent in the performance of his/her duties.
 3. That the employee has been brutal in his/her treatment of public charges, fellow employees, or other persons.
 4. That the employee has been offensive in his/her conduct toward his/her fellow employees or the public.
 5. That the employee has some permanent or chronic physical or mental ailment or defect, which incapacitates him/her for the proper performance of his/her duties.
 6. That the employee has failed to obey reasonable direction given him/her by his/her supervisor when such violation or failure to obey amounts to insubordination or serious breach of discipline which may reasonably be expected to result in a lower morale in the organization or to result in loss, inconvenience, or injury to the District or to the public.
 7. That the employee has been convicted of a criminal offense.
 8. That the employee, through negligence or willful conduct, has caused damage to public property or waste of public supplies.
 9. Employee's job performance is impaired due to his/her tardiness or absence from work.
 10. That the employee removed public or personal property from his/her place of employment without the owner or supervisor's approval.
 11. That the employee knowingly falsified any record or report required or authorized to be kept by the School District; or knowingly made a false statement, or misrepresented or concealed any material fact, or deceived or committed any fraud in any application for employment with the School District.
- C. **Who May File Removal Charges.** The appointing authority may file written charges, in duplicate, for the removal of any employee in the classified service; provided that the appointing authority shall file charges against any employee in the classified service whose service ratings, as determined by the reports of the rating officers or by investigation are unsatisfactory and provided further, that the appointing authority may suspend without pay the employee against whom charges are filed, pending resolution of the matter through the grievance procedure of this Agreement should the employee file a grievance.
- D. **Charges To State Grounds For Removal.** Any charges filed against any employee shall state specifically the cause or causes enumerated in this rule or other cause considered sufficient to constitute grounds for removal, and in addition, the specific act or acts of the employee constituting such cause; provided, that in no case shall such vague and indefinite charges as "for the good of the School District" be considered reason for removal.
- E. **Appointing Authority To Mail Notice Of Charges To Employee.** Upon receiving any charges, the Human Resources Manager shall forthwith mail one (1) copy by registered mail to the last known address of the employee against whom the charges are brought. Such notice shall also advise the employee that he/she may grieve the matter pursuant to Article 26 of this Agreement if he/she does not agree with the action of the appointing authority.
- F. **Removed Employee Not Eligible To Compete For Future Employment.** Unless otherwise determined by arbitration or the appointing authority, no employee who has been removed from the classified service in the manner enumerated in these rules shall be allowed to compete in any future employment within the School District.

ARTICLE 13

Leaves Of Absence

- A. **Sick Leave.** Employees assigned to a thirty-eight (38) week or less contract, shall be granted sick leave at the rate of accumulation of 0.074042 hours of sick pay for each hour on District paid status (or lost time paid by the Union) excluding overtime hours, hours worked for special events and summer assignments with a maximum of .592336 hours of sick leave for each day worked, accumulative to a maximum of two hundred (200) times (effective July 1, 2015) the scheduled number of hours worked per day, but may not be used during the first six (6) months of active employment with the School District. Prorated monthly sick leave and accumulation shall be provided employees working less than full time who qualify herein. To obtain approval for use of sick leave, employees must notify their supervisors as soon as possible, but no later than the time they are scheduled to report for duty, except when past

practice has established an earlier notifying time. Employees will obtain prior approval for the purpose of medical, dental, optical, examinations or treatments, except where emergency precluded prior notice and approval. All sick leave accumulation and use shall be reported in hours.

Sick Leave - Family Leave. Eligible employees under this Agreement shall be allowed a maximum of twenty (20) days per year for absences due to a serious illness or injury in the immediate family requiring the care or attendance of employee, such allowances is to be charged against the current or accumulated sick leave. Employees may use more than twenty (20) sick leave days per year for absences due to the illness or injury of a child to the extent provided in Minnesota Statutes, Section 181.9413. Such leave shall require the approval of the immediate supervisor of the employee. "Family" shall constitute members of the immediate family of an employee, spouse, or registered domestic partner and for purposes of this regulation shall include parent, step-parent, mother-in-law, father-in-law, sibling, spouse, adult child, grandparent and grandchild. This shall also apply to foster relationship of the above listed categories. A "registered domestic partner" shall mean an individual who has been registered through the city of Duluth as a domestic partner of an employee of the District. The School District may require a supporting written statement from the attending physician for any family medical leave. In addition to the above, employees who work twenty (20) or more hours per week may use more than twenty (20) days of sick leave for absences due to an illness of the employee's dependent child in accordance with Minnesota State Statute §181.9413 (2013).

Death In Family. Full pay for absences not to exceed three (3) days for a death locally and five (5) days if the funeral is held more than one hundred fifty (150) miles from the city of Duluth, shall be granted to eligible persons covered by this Agreement, to attend a funeral in their immediate family. This leave shall be deducted from sick leave.

1. An employee may be absent up to an additional three (3) days on account of death in the immediate family if necessary for travel or in connection with legal or business matters involving the estate or burial of the deceased.
2. Definition of "family" under "death in family" shall constitute members of the immediate family which for purposes of this Section shall include spouse, father, mother, brother, sister, child, (biological, step, adopted, legal guardian or foster), grandparent grandchild in-laws aunts, uncles, and nieces/nephews. This shall also apply to domestic partners as defined by the City of Duluth Legislative Code, Chapter 290, Section 2901 through 5.

No employee, unless officially assigned to special duty shall be granted sick leave for any injuries or illness resulting from any gainful employment on the job other than his/her regular School Board employment. Any employee removed from the payroll because he/she has used all accumulated vacation and sick leave shall be considered to be on leave not to exceed one year and shall be reinstated in his/her position upon filing with the appointing authority a certificate of physical fitness to perform the duties of his/her position, signed by a doctor who shall be chosen and compensated by the School Board.

- B. **Former Employee May Have Sick Leave Reinstated.** A former employee in the classified service of the School Board, who is reinstated under Article 11 to a position in the classified service, shall have his/her previously accumulated and unused balance of sick leave reinstated and placed to his/her credit.
- C. **The Appointing Authority Shall Require Certificate Of Sick Leave.** If an employee is absent from duty because of personal illness for more than three (3) consecutive days, or absent the day before and/or the day after a holiday because of personal illness, it will be necessary for him/her to file a certificate of illness from a reputable physician, osteopath, chiropractor, dental surgeon, or Christian Science practitioner. In lieu of a medical certificate, when such certificate would normally be required, the employee's signed statement explaining the nature of his/her illness may be accepted when it is unreasonable to require a medical certificate because of shortage of physicians or remoteness of locality. If an employee is believed to be abusing sick leave privileges, he/she shall be advised that because of his/her questionable sick leave record, a medical certificate may be required for each subsequent absence of sick leave, whether or not such absence exceeds three (3) days; failure to furnish such written explanation shall preclude such employee from being allowed such absence as sick leave.
- D. **Special Leave Of Absence.** Any employee holding a position in the classified service who is mentally or physically incapacitated to perform his/her duties or who desires to engage in a course of study such as will increase his/her usefulness on his/her return to the classified service, or who for any reason considered good by the appointing authority desires to secure leave from his/her regular duties, may, on written request approved by the appointing authority and the School Board, be granted special leave of absence without pay for a period not exceeding one (1) year, which leave may be extended up to one (1) additional year.
- E. **Special Leave To Be In Writing.** Any employee asking for special leave without pay shall submit, on forms prescribed by the School District, his/her request for special leave stating the reason the request should be granted, the date when he/she desires the leave to begin, and the probable date of his/her return.
- F. **Special Leave Of Absence (Parental).** Parental Leave: Up to six (6) months of unpaid parental leave shall be granted to a father or mother in conjunction with the birth or adoption of a child. However, if the employee requests, parental leave shall be granted to the end of the school year.

In order to be eligible for parental leave, the employee must request the parental leave in writing to the Human Resources Manager at least two (2) months in advance of the commencement of the leave and must commence the

parental leave no more than six (6) weeks after the birth or adoption of the child, except that in the case where the child must remain in the hospital longer than the mother, the leave may not begin more than six (6) weeks after the child leaves the hospital. Upon expiration of the parental leave and return to work, the employee shall be assigned to the employee's former position unless it has been eliminated.

If during parental leave the District experiences a layoff and the employee would have lost his/her position, pursuant to the layoff provisions of this Agreement, had the employee not been on parental leave, then the employee is not entitled to reinstatement in the employee's former position and, in such circumstances, the employee shall retain all rights under the layoff and re-employment provisions of this Agreement as if the employee had not been on parental leave. Any leave taken under this section shall reduce the length of leave for which the employee is eligible under the Family and Medical Leave Act policy for birth or placement of a child and any unpaid leave taken under the Family and Medical Leave Act policy for birth or placement of a child shall reduce the length of leave for which the employee is eligible under this section.

Employees may request that parental leave be extended beyond six (6) months. Any such extension shall be subject to the mutual agreement of the District.

- G. **Special Leave Of Absence (FMLA)**. Family and Medical Leave Act: Employees shall be eligible for leave in accordance with the District's Family and Medical Leave Act policy, which policy shall be in compliance with the Family and Medical Leave Act.
- H. **School Board To Determine Status Of Employee On Return**. For each separate case of special leave without pay, the School Board, shall at the time it approves the leave, determine whether the employee granted such leave shall be entitled to his/her former position on his/her return from such leave or whether his/her name shall be placed on the re-employment list for the class. Employees are normally reinstated to their original position where the leave is mandated by state statute.
- I. **Military Leave Of Absence**. Any employee while holding a permanent position in the classified service of the School Board, who shall become a member of the armed forces of the United States in time of war or other emergency declared by proper authority, or who shall hereafter become a member of said armed forces during said time, shall be granted a leave of absence without pay for the term of said military service and shall, upon receiving a discharge from such military service, be reinstated to said position.
1. **Reinstatement Of Employee On Military Leave Of Absence**. Reinstatement of any employee on military leave of absence shall be at the same salary which he/she would have received had he/she not taken such leave and shall be upon the following conditions:
 - a. That the position has not been abolished;
 - b. That the employee is not physically or mentally disabled from performing the duties of such position;
 - c. That the draftee or enlistee makes written application for reinstatement to the appointing authority within ninety (90) days after termination of service and the employee assigned to training duty makes application for reinstatement within forty-five (45) days;
 - d. That he/she submits to the appointing authority an honorable discharge or other form of release by proper authority indicating that his/her military or naval service was satisfactory.
 Upon reinstatement of any employee who has been on military leave of absence, said employee shall have such rights as provided in federal and state laws and regulations.
 2. **Employee On Probation May Receive Military Leave Of Absence**. Any employee who has been appointed to a permanent position in the classified service of the School Board who, subsequent to September 16, 1940, shall have become a member of the armed forces of the United States in time of war or other emergency declared by proper authority, or who shall hereafter become a member of said armed forces during said time, who has not served the required probationary period for said position at the time of becoming a member of said armed forces shall, with the approval of the appointing authority and the School Board, at the date that he/she becomes a member of the armed forces of the United States, be considered to have completed said probationary period and shall thereafter have full status as though a full probationary period had been served and shall be granted a military leave of absence in accordance with the rules set out herein and shall, upon completion of such military service, if he/she is physically and mentally able to perform the duties of the position, be reinstated to the position which he/she held at the time of becoming a member of said armed forces in accordance with the rules herein before set out.
 3. **Military Leave of Absence With Pay Up To Fifteen (15) Calendar Days Per Year As Required By Minnesota Statutes, Section 192.26 Or Any Act Amendatory Thereof**. Where possible, all military leave with pay shall be taken while the employee is not working, and no employee under this Agreement shall request of the military unit to which he/she is assigned, or the commander thereof, that he/she be assigned or authorized military duty for which he/she would be entitled to leave with pay from the School District during the time the employee is working.

- J. **Union Leave.** Upon the written request of the Union, leave shall be granted to employees who are elected or appointed by the Union to serve on a Union negotiating team. Local Union Stewards, Local Union Officers, Union Officers or other employees who may be elected or appointed by the Union or Local Union to perform duties for the exclusive representative shall be granted time off, provided that the granting of such time off does not adversely affect the operations of the employee's department or agency. Upon the written request of the Union, leave shall be granted to employees who are appointed fulltime representatives of the Union. Annually, the Appointing Authority may request the Union to confirm the employee's continuation on Union leave. Leave time for service on a Union Master Negotiating Team/Assembly, supplemental negotiations, Agency meet and confers and attendance at meet and confers established by this Agreement shall be considered as paid leave for purposes of vacation leave and sick leave accrual. Leave time for service on a Union Master Negotiating Team and attendance at meet and confers established by the Agreement shall also be considered as paid leave for purposes of eligibility for holiday pay.
- K. **Jury Duty.**
1. When an employee is selected for jury duty, upon prompt notification to his/her supervisor, he/she shall be released from his/her regular assignment for such duty on those days the employee is directed by the court to report for duty.
 2. The employee will receive his/her regular contractual salary while on jury duty; however, his/her jury per diem pay excluding mileage and expense money received by the employee is to be surrendered to the School District.
- L. Any other reason for which the granting of a leave of absence is required by law.
- M. Any employee on leave of absence may, if he/she so elects remain in the School District's hospitalization group up to a maximum of one (1) year, provided he/she pays all the premiums quarterly in advance to the School District.

ARTICLE 14

Service Ratings

- A. **Service Ratings.** The Human Resources Manager in cooperation with the School District shall recommend plans for obtaining from appointing authority and for checking, analyzing and verifying service ratings showing estimates of the performance and ability of employees working under their supervision, and the School Board may from time to time by order, give effect to such recommendations.
- B. **Factors On Which Employees Are To Be Rated.** Any such recommendations shall include the factors on which employees are to be rated. Such factors may include the quantity and quality of the work performed, the manner in which the work has been performed, observance by the employee during the period of rating of regulations and procedure, and any other factors the Human Resources Manager may deem significant.
- C. **Two Supervisors To Make Ratings.** Whenever service ratings are secured based upon the judgments of rating supervisors, the independent judgments of two (2) or more supervisory officers, at least one (1) of whom shall be the immediate superior of the employee whose services are rated, shall, if possible, be secured.
- D. **Human Resources Office To Maintain Records Of Service Ratings.** From service ratings and from investigations made from time to time as it may consider necessary, the Board shall establish and maintain records showing the service ratings of employees in the classified service for use in deciding seniority ties for determining the order of layoff, in discovering whether an employee is increasing or decreasing in usefulness, in discovering employees who because of low efficiency ought to be separated from the service, in aiding supervisors to discover and correct the deficiencies of employees, and in such other manner as may be found desirable.
- E. **Employee May Ascertain Service Ratings.** Any employee may, upon application at the Human Resources Office at any time during the business hours, ascertain his/her own service ratings as recorded and may also, with the consent of the Human Resources Manager, inspect any reports regarding him/her by supervisory officers.

ARTICLE 15

Probation

- A. **Probationary Period.** Any person appointed to a position in the classified service after certification from an eligible list shall be on probation for a period of six (6) months, unless a different period is specified in the job specifications of such tests; provided, that if any employee has been laid off or demoted without fault on his/her part, and has completed his/her probationary period and is appointed to a position in the same class or another class in which he/she has previously served a probationary period, he/she shall not be required to serve a second probationary period; provided further, that if an employee is laid off or demoted without fault on his/her part during the probationary period, and is appointed to a position in the same class from which he/she is laid off or demoted, the probationary period already served shall be carried over to the new appointment.

- B. **Rejection On Probation.** The appointing authority may at any time before the expiration of the probationary period fixed according to these rules reject for cause any person appointed to a position as the result of certification; provided, that the appointing authority shall forthwith report to the Human Resources Manager in writing each rejection on probation, stating the date the rejection becomes effective and the reasons for the rejection. During the probationary period the District shall have the unqualified right to suspend without pay, terminate or otherwise discipline such employee. Additionally, during the probationary period the employee shall have no recourse to the grievance procedure insofar as suspension, termination or other discipline is concerned. If the appointing authority is not satisfied that a probationer's work or attitude is sufficiently satisfactory to warrant his/her recommending that the employee be granted permanent status, he/she may recommend extension of the employee's probationary period for a specified period of time not to exceed six (6) months; provided, the recommendation shall be submitted to the Board in writing at least fifteen (15) days before the date the employee's probationary status expires. A copy of such recommendation for extension of probationary period shall be furnished to the employee.
- C. **Name Of Rejected Probationer May Be Placed On Re-Employment List.** Any probationer rejected as provided in the preceding section shall be considered permanently separated from the position he/she has held; provided, that an employee promoted and then rejected during the probationary period shall have the right to assume the position from which he/she was promoted if it is not occupied by a permanent employee, and that in case he/she is not restored to his/her former position, the Human Resources Manager shall place his/her name on the re-employment list for the class from which he/she was promoted and upon the re-employment list of all lower classes in the same series.
- D. **Appointing Authority To Notify Human Resources Manager Of Probationer's Work.** Within ten (10) workdays preceding the end of the probationary period, the appointing authority shall report to the Human Resources Manager in writing whether in his/her opinion the employee's work has been such as to indicate that he/she is able and willing to perform his/her duties in a satisfactory manner.

ARTICLE 16

Re-Employment Rights

- A. **Re-Employment List.** The name of any person holding a permanent position in the classified service who has performed his/her duties satisfactorily and has been laid off without fault on his/her part, or of any person on probation who has performed his/her duties satisfactorily and has been laid off without fault on his/her part shall be placed on the re-employment list for the appropriate class; or whenever any person has taken leave of absence and is ready to return to duty when a position in the class is open, or has resigned in good standing and, with the consent of the appointing authority and of the School Board has withdrawn his/her resignation, and who has not been restored to his/her position.
- B. **Arrangement Of Names On Re-employment List.** The names shall be arranged on the re-employment list for each class in the order of their seniority in that and higher classes in the same series, provided, that after a period of two (2) years any name shall be removed from the re-employment list for the class and the person notified of such action unless the period is further extended by the School Board; provided further, that the appointing authority may remove from any re-employment list the name of any person who, without giving a satisfactory reason, refuses to accept an appointment offered him/her.
- C. Persons who are on the re-employment list shall be re-employed ahead of employees from outside the bargaining unit, provided they satisfy the requirements of A and B of this Article.

ARTICLE 17

Classifications

- A. The Union and the Employer agree that there shall be established job classifications as provided in Addendum "A". In the event a new or modified job specification or new title is proposed, the pay rate for said modified position or newtitle, if any, shall be set by negotiation between the Employer and the Union.
- B. **New Classified Positions.** The Employer will classify the position, develop a job description, provide a copy of the job description to the Union and notify the Union in writing of the appropriate classification and the rationale for the decision. If, after discussing the matter, the Union does not concur, the Union may exercise the grievance process as outlined in Article 26 of the Collective Bargaining Agreement.
- C. **Reclassified Positions.**
1. The Employer will initially audit the position, provide the Union with an updated copy of the job description and notify the Union in writing of appropriate classification and the rationale for the decision. If the Union is not satisfied, the Union may exercise the grievance process as outlined in Article 26 of the Collective Bargaining

Agreement.

2. The Union shall have the right to initiate an audit in accordance with Section 1 above.
- D. The School District shall furnish the Union with a copy of all job descriptions.

ARTICLE 18

Extra Positions

- A. **Temporary Positions To Become Permanent After (67) Working Days.** When a temporary employee has been employed for fifty (50) working days, the appointing authority shall determine if the position is to be considered a permanent one. If the position is to be considered permanent, the appointing authority shall so substantiate it as such and proceed to fill the position pursuant to the hiring and promotion procedures. The temporary employee shall be displaced as soon as arrangements can be complete for the regular employee to begin work, provided that the temporary employee shall not be permitted to work beyond sixty-seven (67) working days. The Union shall be notified whenever a temporary employee begins work in an extra position.

ARTICLE 19

Holidays

- A. All Food Service employees in the bargaining unit shall receive the following as paid holidays:

Labor Day
 Thanksgiving and the day after Thanksgiving
 Christmas
 New Years Day
 Spring Break week (five (5) days paid)
 Memorial Day, the last Monday in May

In the event that during the term of this Agreement any of such days shall be days with school in session, the employees shall work such days without holiday pay and an equivalent number of paid holidays shall be designated by mutual agreement of the Union and the School District.

- B. Any employee required to work on any of the aforementioned paid holidays, shall be compensated at time and one-half.
- C. Food Service employees in the bargaining unit working during summer school session and working the scheduled day before and the next scheduled working day after July 4 shall receive July 4 as a paid holiday, except that when such day falls on Saturday, the preceding day shall be a paid holiday instead, and when such falls on Sunday, the following day shall be a paid holiday instead.
- D. Eligibility. All employees must have worked on his/her last regularly scheduled day of work immediately preceding a holiday and worked his/her regularly scheduled day of work immediately following the holiday. Regularly scheduled days shall include vacation, jury duty, paid bereavement days, paid sick days or be on an authorized paid leave in order to be eligible for holiday pay.

ARTICLE 20

Overtime

Any Food Service employee in the bargaining unit required to work over forty (40) hours per week or on Saturday or Sunday shall be paid at time and one-half for such hours over forty (40) hours per week and such hours worked on Saturdays or Sundays.

ARTICLE 21

School Closings

Up to three (3) non-accumulative days per year shall be paid, provided lunch is scheduled to be served, when the individual school to which an employee of this bargaining unit is assigned is closed due to snow or emergency. Up to an additional three (3) non-accumulative sick days can be used per year, provided lunch is scheduled to be served when the individual school to which an employee of this bargaining unit is assigned is closed due to snow or emergency. These days will be deducted from employee's accumulated sick leave.

ARTICLE 22

Pay Periods, Direct Deposit And Rates Of Pay

- A. Employees shall be paid bi-weekly through the 2021-2022 contract year. The School District may pay such employees in the bargaining unit as it shall designate by depositing in such banks or credit unions as the employee shall designate, the net salary or wages owing to such employees. If the employee does not designate a bank or credit union, the School District will designate a bank or credit union for the employee, which allows the employee to withdraw such salary or wage payments from such bank or credit unions without charge to the employee.
- B. **Twice-monthly Pay Schedule:** Commencing July 1, 2022 or July 1 of any year thereafter, the School District will have the option of converting the pay periods for employees to a twice-monthly schedule in which there will be twenty-four (24) pay periods for payment of equal installments of salary in a fiscal year. Employees will be paid on the 15th of each month and the last day of each month. If the 15th day or last day of the month falls on a weekend or a holiday, the employee will be paid on the first business day prior to the 15th or the last day of the month. The District must provide employees at least two months' written notice prior to converting to a twice-monthly pay schedule.
- C. **Rates Of Pay.**
1. Wage rates and step procedures shall be paid all employees as per Addendum "A".
 2. In an attempt to develop an equitable method of allotting hours of work to the various Food Service locations, the Union and School District agree to implement the following:
 - a. The hours allowed during the regular school year shall be set for each location by the first Monday of May of each year.
 - b. To establish the hours of a site on which Food Service employees can bid, the specific needs of the location will be considered.
 3. The method referred to in item 2 above for determining hours of work at each location shall not apply to a location if the hours worked at the location(s) are modified by the Supervisor of Food Service due to any of the following reasons. Prior to modifying the hours worked pursuant to this sub-section, the School District shall afford the Union the opportunity to meet and confer pursuant to Minnesota Statute 179A.03, Subd. 10.
 - a. School closings or enrollment changes due to emergency
 - b. Closing of a kitchen(s), change in food preparation technology or change in location due to program alterations.
 - c. Other variables, which are undetermined at the time.
 4. Any employee taking a higher class of position on a temporary basis shall receive the higher rate of pay of the person whose position he/she is taking if such assignment involves at least one day duration, with the pay differential granted to the employee beginning the first day.
 5. This schedule is in compliance with the minimum wage requirements of the Federal Fair Labor Standards Act applicable to non-professional school employees. In no case shall any employee receive less than that required for non-professional school employees under the provisions of the Federal and State Fair Labor Standards Acts, but this shall not affect the other rates provided herein.
 6. Employees of this bargaining unit shall be allowed a free lunch on those days in which lunch is served. Food items chosen for the employee's lunch are not to exceed the adult meal price and must go through the student employee meal account system. The meal must be consumed in the school cafeteria. Additional food items above the cost of an adult meal price may be purchased with the employee's own money.
 7. All employees will work only on those days school is in session and lunch is served or as required by the Supervisor of Food Service, unless otherwise provided for in the Agreement.
 8. An employee shall not have his/her hours reduced below that established on June 1 of each year except for the reasons provided in item 3 of this Article. An employee whose hours are reduced during the school year below the hours established on June 1, for reasons provided in item 3 can be required to accept an assignment to an open position as directed by the District for the remainder of the school year. The employee shall be guaranteed the same hours and pay rate for the remainder of the school year. If the employee refuses the assignment, they shall be laid off. If no open assignment exists the employee shall be allowed to bump.
An increase of hours over the hours established on June 1 or decrease in hours to not less than those hours established on June 1 during the school year shall be assigned within the affected building, with seniority and service needs being the determining factors.
- D. **Call Back (Special Events).** When a special event or call back time is required in a school, the type of work to be done (classification) shall be determined by the Supervisor of Food Service. The Manager/Satellite Manager at the school, if qualified to perform the required tasks in the specified classification, will be asked first. He/she must accept the work at the rate of pay for the classification assigned to the job. If the Manager/Satellite Manager declines the offer, the work shall be assigned to the most senior qualified bargaining unit employee at that school site. If these school site employees decline the opportunity, the supervisor shall then assign the work based on the District wide seniority list

and qualifications to all other bargaining unit employees starting at the top of the District wide seniority list and working down. Employees will be paid for the call back time at the regular rate of pay for that classification.

ARTICLE 23

Summer Employment And Practices

Summer workers will be chosen as follows:

- A. **Summer Bid Sheets.** All employees shall receive a single bid sheet (as soon as needs are known) that contains all summer positions available. Each District site is to employ at least one (1) certified employee to the extent required by law. Upon receipt of the bidding notice, employees shall complete the forms and return them to the contract administrator. All employees shall list in numerical order their preferences for assignment for the summer food program. For those employees who will not accept a certain position, there shall be provided an appropriate blank to the left of the position to initial to verify the employee's intent. The Union shall have access to copies of all bids and shall be notified in writing of any employee who is faced with the option procedure.
- B. **Summer Assignments.** Summer bid positions will be assigned according to District seniority. Employees submitting bid requests will be arranged in descending order according to District seniority and shall be assigned their highest choice possible based on seniority and the remaining positions at the time of their assignment.
- C. **Summer Employment In Higher Classifications.** Contract language governing promotions and vacant positions is unambiguous and is still in force. Employees have no seniority rights to positions above their classification level. However, they may be assigned these positions at management's discretion.
- D. **Summer Pay.** Employees working the summer food program shall be paid the rate as identified in the appropriate classification, taking into account the years of seniority.

ARTICLE 24

Insurance And Hospitalization Coverage

- A. **Health Insurance.** The School District will make available to each Food Service employee within the bargaining unit the same group hospitalization coverage for employees and dependents as is or are available to the Teachers' Bargaining Unit.
In the event an alternative health insurance program is offered to employees of this bargaining unit, the District's financial contributions to such an alternative program shall not exceed that which is already provided herein or differ in terms of eligibility requirements from that already agreed to herein.
- B. **Insurance Eligibility.** An employee must work four (4) consecutive weeks or twenty (20) consecutive working days (except in the month of September of each year, three (3) consecutive weeks or fifteen (15) consecutive working days) in a position requiring twenty four (24) or more hours per week, and notify the Human Resources Department of their desire to obtain benefits, in order to become eligible for benefits under this Article. Employees electing to assume a position requiring less than twenty four (24) hours per week shall lose benefits under this Article at the conclusion of the month in which the reduction in hours takes place.
- C. **Retiree Benefits.** Employees meeting the eligibility requirements of Minnesota Statute 471.61, Subd. 2b shall be allowed to continue the group hospital, medical and dental coverage by paying the full regular premiums in advance to the School District. The employee may continue such coverage indefinitely, subject to the conditions and requirements of Minnesota Statute 471.61, Subd. 2b.
 1. **Eligibility.** Eligible employees shall receive a contribution of unused sick leave benefits as defined below to a Health Care Savings Plan (HCSP). To be eligible to receive the Health Care Savings Plan benefits, an employee must be immediately eligible for a Minnesota pension plan at separation of service.
 2. **Maximum Days.** The number of unused and accumulated sick leave days up to a maximum of one-hundred fifty (150) times the scheduled number of hours worked per day, times the hourly rate in effect at the time of retirement.
 3. **Discount Calculation.** The amount of unused sick leave multiplied by the employee's daily rate of pay (DRP) excluding over time, will be discounted by 3.5%. The discounted calculation of the value of the days will be contributed to the HCSP for the employee by the District.
 4. **Participation in the District Health Plan.** Retired employees will be allowed to participate in the District's group health and dental plans at their own expense pursuant to applicable State and Federal laws. Monthly premiums will be paid one month in advance to the School District.

It shall be the responsibility of the retired members to notify the Duluth School District in writing if they wish to cancel

coverage.

A HCSP is an individual tax-free account to be used for reimbursement of post-employment medical expenses incurred by an employee, employee's spouse, legal tax dependents and children up to their 25th birthday. The HCSP is administered by the Minnesota State Retirement System (MSRS) and the utilization of the HCSP is governed by MSRS Plan policy.

- D. **Long-Term Disability Insurance.** The School District shall provide a long-term disability (LTD) income protection plan. This plan shall be continued in effect for employees with coverage to include provisions for payments of a benefit in the event of disability of two-thirds (2/3) of salary without any maximum salary limitation and shall provide for a ninety (90) day waiting period for commencement of benefits. In all other respects and level of benefits the LTD coverage will remain at the same or improved level as the plan in effect of the date of this Agreement. Each employee may at his/her option elect to have the payments added to his/her taxable salary provided he/she authorizes a payroll deduction to pay the LTD premium. After the initial enrollment period, such election may be made annually during open enrollment to be effective for the next calendar year.
- E. **Life Insurance.** Group term life insurance in the face amount \$50,000 will be provided for each employee off the unit at no cost to the employee. Optional supplemental group life and AD&D benefits in the amount of \$100,000 can be purchased in \$10,000 increments and dependent life insurance will be made available at the employee's cost. (An employee can apply for the supplemental life insurance at Open Enrollment.)
- F. **Dental Insurance.** The School District shall provide for each employee, single dental insurance coverage as provided for in the Teachers' Bargaining Unit.
- G. **Insurance Coverage Over The Summer.** Group Health, Life, Dental, and Long-Term Disability coverage shall be maintained for eligible employees of this bargaining unit during periods when school is not in session.
- H. The School District will continue to provide the employees the ability to contribute to a 403(b) Plan.

ARTICLE 25

Grievance Procedure

The purpose of this procedure is to provide a method whereby employees who are members of the appropriate bargaining unit may present their grievances concerning the interpretation or application of the terms of this Agreement. Grievances concerning the interpretation or application of Civil Service Rules shall first be brought to the attention of the Supervisor of Food Service of the School District and then directed to the Civil Service Board for consideration. The School District and Union agree that the proceedings under this grievance procedure shall be kept as informal and confidential as may be appropriate at any level of the procedure.

A. **Definitions.**

1. A "grievance" is an action instituted under this article by an aggrieved employee or the Union in the belief that there has been a violation, misapplication or misinterpretation of the terms of this Agreement by the School District, School Board, its employees, agents, or contractors.
2. The aggrieved employee is an employee within the appropriate bargaining unit as defined by the terms of this Agreement who has been directly affected by an alleged violation, misapplication, or misinterpretation of the terms of this Agreement.
3. The term "days" when used in this grievance procedure shall refer to calendar days, except that when the last day for doing any act under this grievance procedure falls on a Saturday, Sunday, or legal holiday, the next calendar day which is not a Saturday, Sunday, or legal holiday shall be the last day for doing that which is required or is to be done under the terms of this procedure.

B. **Representation Rights.**

1. The School District shall be a party to all grievances at all steps and may be represented by its designated representative.
2. The aggrieved employee reserves the right to be represented by a representative of his/her choice, including a Union representative, at all steps of this grievance procedure, but the employee must be present at all meetings or hearings and accept that the Union shall be his/her designated representative in binding arbitration. The Union shall be notified and a representative of the Union may be present and express his/her views at all steps of this grievance procedure.

Step 1 - The aggrieved employee shall present his/her grievance within twenty (20) days of the time the employee knew or should have known of the act, event, or default of the School District, School Board, its employees, agents or contractors, which is alleged to be a violation, misapplication, or misinterpretation of the terms of this Agreement. The aggrieved employee shall file his/her grievance in writing with the Supervisor of Food Service of the

School District, and which writing shall state the nature and date of the violation to the best of the aggrieved employee's knowledge, the Article or Articles of this Agreement alleged to have been violated, misapplied, or misinterpreted, and the relief or action sought by the aggrieved employee. The Supervisor of Food Service or his/her designee shall immediately set a hearing date within five (5) days of filing and notify the Union and aggrieved employee. A decision in writing by the Supervisor of Food Service or his/her designee shall be rendered within five (5) days of the hearing and communicated to the aggrieved employee, the Union, and the Superintendent of Schools. Appeal from this decision shall be taken by the aggrieved employee within five (5) days of the communication of the decision to him/her.

Step II - In the event the aggrieved employee is not satisfied with the decision at Step I, or at the option of the Superintendent of Schools, the Superintendent of Schools shall set a hearing within five (5) days of the filing of an appeal with him/her by the aggrieved employee, or within five (5) days of communication to him/her (the Superintendent of Schools) of the decision at Step I, and shall so notify the aggrieved employee and the Union. The Superintendent or his/her designee shall then proceed to such hearing and notify the aggrieved employee and the Union of his/her decision in writing within ten (10) days of the hearing.

- C. **Arbitration.** The Union, through its appropriate officers, may appeal within thirty (30) days of the communication of the written decision at Step II. Such appeal shall be in writing and filed with the Superintendent of Schools. The Superintendent of Schools shall immediately make written request to the Director of the State Mediation Bureau for a list of five (5) arbitrators appointed pursuant to Minnesota Statutes, Section 179A.21, Subd. 2. Upon receipt of such list, and within five (5) days thereafter, the Union and the School District shall alternately strike four (4) names from such list, the first strike to be determined by the flip of a coin, unless School District and Union can agree on the use of one of the arbitrators from the list. The remaining arbitrator shall be immediately notified of such selection and shall proceed to hearing of the grievance and decision within thirty (30) days of his/her selection. His/her written decision shall state the facts and Articles of the Agreement on which his/her decision relies, shall include his/her conclusions and the relief to be given, if any, and shall be final and binding on the Union and School District.

The arbitrator shall first proceed to the question of the arbitrability of the grievance if such issue is raised by the School District, and shall then proceed to hearing of the evidence and testimony on the grievance. The arbitrator shall not have authority to amend, alter or in any way change the terms of this Agreement or to make any decision which required the commission of an act prohibited by law or which is violative of the terms of this Agreement, nor shall he have authority to determine whether any of the provisions of this Agreement are unlawful. The Union and School District may present any evidence or testimony or raise any issues before the arbitrator whether or not presented or raised at any prior step of this procedure. Either the School District or the Union may request that a verbatim report of the hearing before the arbitrator be taken. The School District and Union shall share equally in the expenses and cost of the arbitration, including the taking of a verbatim report, but each of them (the School District and Union) shall pay the cost of their own witnesses, the presentation of their own evidence before the arbitrator, and of any copies of a written transcript of the proceeding it shall request from the arbitrator. The arbitrator shall permit oral arguments if requested by one of the parties and shall determine whether written briefs may be filed and the time therefore.

D. **Miscellaneous Provisions.**

1. The Union may file a group grievance on behalf of several employees of the bargaining unit at Step I of this procedure if the act, event, or default of the School District, School Board, its employees, agents or contractors is alleged to have violated, misapplied, or misinterpreted this Agreement so as to directly affect at least five (5) employees in the bargaining unit on the same or similar issues under an Article or Articles of this Agreement. The grievance shall be filed in like manner and within the time limits provided under Step I of this procedure. Likewise, the School District or appropriate hearing officer may join for hearing separate grievances by employees involving the same or similar issues under an Article or Articles of this Agreement at any step of the grievance procedure and shall so notify the Union.
2. The time limits specified herein may be waived or extended by mutual agreement of the parties and notice to the Union if not a party, but such waiver or extension shall be in writing and signed by the parties following the time of decision at Step I. Failure of the appropriate hearing officer to render a decision within the time permitted herein shall be considered a denial of the grievance and permit the aggrieved employee or the Union as the procedure may provide to appeal to the next step within the time limits set, but this shall not apply to the decision of the arbitrator.
3. Access shall be given at the expense of the party requesting to all non-confidential information which is exclusively in the possession or available to either of the parties and necessary to the determination and processing of a grievance, but the determination of the confidentiality of the information by the party who has been requested to furnish the same shall be final except at the arbitration level where the decision of the arbitrator shall be final. This shall not apply to information or documents forbidden by law to be disclosed by either party.
4. Failure at any step of this grievance procedure to initiate or appeal a grievance within the time limits provided herein shall constitute waiver of the grievance, but such waiver shall not bind the Union where the Union is not a party and does not have a right of appeal under the terms of this procedure. In the case of an event, act, or

default which is of a continuing nature, the employee and Union shall waive their rights to any relief for any period during which the grievance has not been filed within the time limits specified within this grievance procedure.

5. All documents, communications and records dealing with a grievance shall be filed separately from the personnel files of the aggrieved employee.
6. All hearings through Step II shall be held during non-working hours of the aggrieved employee or employees, if possible; but in the event it is desired by the School District or hearing officer to hold the hearing during work hours of the aggrieved employee or employees, such employee or employees and the Union representative shall be given time off without loss of pay to attend such hearing. The Supervisor of Food Service shall first authorize any hearings at Step I during work hours.
7. Any decision which is mailed shall be presumed to be communicated within three (3) days of mailing, and the filing or service of any appeal shall be considered timely if mailed and bearing a dated postmark of the United States within the time period specified in this procedure.

ARTICLE 26

Renewal

- A. This Agreement shall continue and remain in full force and effect until June 30, 2023, and from year to year thereafter unless either party hereto shall give written notice to the other on or before ninety (90) days prior to July 1, 2023, of such party's desire to inaugurate collective bargaining discussions over changes of any one or more Articles of this Agreement. In the event any of the employees in this bargaining unit are performing work for the School District after June 30, 2023, and prior to the beginning of the school year 2022-2023, this Agreement shall apply to such period of employment including the wage and other provisions hereof.
- B. It is agreed that notice and substance of changes and the language desired shall be mailed to the concerned parties ninety (90) days prior to renewal date.
- C. It is agreed that in carrying out the terms and conditions of this Agreement, neither party will discriminate for or against any person because of race, color, creed, national origin, sex, religion, age, or physical impairment to the extent prohibited by law.
- D. With respect to matters not covered by this Agreement which are a proper subject for negotiation, it shall be presumed that such matters were intentionally omitted from the Agreement and are not subject to future negotiation until the termination of the Agreement as provided herein.

ARTICLE 27

In-Service Training

All Managers Head Cooks and Cooks shall be offered a total of eight (8) hours paid in-service training and all other employees in the bargaining unit shall be offered a total of four (4) hours paid in-service training during each fiscal year. The training shall be scheduled during student conference or teacher in-service days.

ARTICLE 28

Labor Management Committee

A Labor Management Committee shall be established. The Committee will meet at least three times each year.

ARTICLE 29

Access to Premises

Union representatives shall have access to the premises to meet and confer with the employee, but agree herein not to interfere with the employee during their scheduled working hours. Union representatives must sign in at the office of the building, which they are in. No employee shall be required to meet with the union representative.

ARTICLE 30

Savings Clause

This Agreement is subject to the laws of the State of Minnesota and at any time any provision is in conflict and held to be contrary to law by a court of competent jurisdiction from which final judgment of decree no appeal has been taken within the time provided; such provision shall be void and inoperative. All other provisions shall continue in force and effect.

Term of Agreement

This Agreement shall be effective upon acceptance by the employees covered under this Agreement and adoption by the School Board of Independent School District No. 709, St. Louis County, Minnesota and remain in effect until June 30, 2023.

Dated at Duluth, Minnesota this 15th Day of March, 2022.

AFSCME Council 5

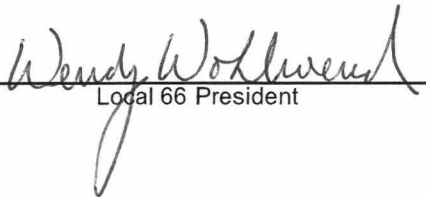
Independent School District No. 709

By:  _____
Field Representative

By:  _____
Chairperson, School Board

By:  _____
Field Director

By:  _____
Clerk, School Board

By:  _____
Local 66 President

ADDENDUM A-1

<u>2021-2022</u>						
Classification	Start	6 Months	3 Years	6 Years	9 Years	12 Years
Secondary Production Manager	17.40	17.92	18.50	18.68	18.85	18.94
Head Cook	16.50	16.99	17.51	17.68	17.83	17.90
Elementary/Residential Satellite Manager	16.50	16.99	17.51	17.68	17.83	17.90
Cook	15.37	15.83	15.96	16.11	16.28	16.35
Nutrition Services Assistant	12.96	13.48	14.62	15.95	16.10	16.18
<u>2022-2023</u>						
Classification	Start	6 Months	3 Years	6 Years	9 Years	12 Years
Secondary Production Manager	17.75	18.28	18.87	19.05	19.23	19.32
Head Cook	16.83	17.33	17.86	18.03	18.19	18.26
Elementary/Residential Satellite Manager	16.83	17.33	17.86	18.03	18.19	18.26
Cook	15.68	16.15	16.28	16.43	16.61	16.67
Nutrition Services Assistant	13.22	13.61	14.91	16.27	16.43	16.50

An employee who has at least fifteen (15) years of continuous service with the District shall be eligible to receive a longevity award of \$30.00 per month.

Longevity payment will commence at the beginning of the next biweekly pay period after the employee's anniversary date.

Continuous service is defined as having no break in service over thirty (30) days except by an authorized leave of absence. Employees working less than twelve (12) months a year, but working the full school year, shall be considered to have completed a full year of continuous service toward eligibility for the longevity award.

Secondary Production Manager Schools

Denfeld
East
Lincoln Park
Ordean East

Satellite Manager Schools

ALC
Congdon Park
Homecroft
Lakewood
Laura MacArthur
Lester Park
Lowell
Myers-Wilkins
Piedmont
Rockridge
Stowe

MEET AND CONFER**(Not Subject To Arbitration)**

The School District and members of the Food Service Bargaining Unit (representatives to be identified by the Union) shall meet and confer pursuant to the provisions of PELRA prior to the May bid of each year for the purpose of establishing hours to be worked by position in the unit for the next or forthcoming school year. The Supervisor of Food Service/designee shall meet with seven (7) employees selected by the unit. The purpose of such employee consultation shall be strictly advisory.

RESOLUTION

Acceptance of Donations to Duluth Public Schools

68

WHEREAS, Minnesota Statute 465.03 requires a school district to accept donations by resolution expressed in the terms prescribed by the donor in full; and,

WHEREAS, acceptance of the donations in accordance with the donor's terms is in the best interest of the Duluth Public Schools:

NOW, THEREFORE, BE IT RESOLVED that the Duluth Public Schools does accept the below-described donations from said organizations in accordance with the terms set forth herein.

BE IT FURTHER RESOLVED that the Duluth Public Schools wishes to extend its grateful appreciation to these various individuals and organizations.

SCHOOL	DONOR	AMOUNT	RESTRICTION	COMMENTS
Denfeld	V.J. Stauber-Pufall	\$50.00	Family involvement	
Head Start	Janet Killough	\$50.00	None	
Lester Park	Pete & Heidi 'Esperance	In Kind	For Lester Park School	2000 kids sized masks and 2500 regular masks
Lincoln Park	Nicole Hopps and her team of Public Defenders for Southern St. Louis, Lake and Cook County	\$800.00	Student needs	
Lowell	Karen Hasler	In Kind	None	Winter clothing for the Kids Closet
Piedmont	Country Financial - CC Services, Inc.	\$1,500.00	PBIS	

RESOLUTION

Acceptance of Grant Awards to Duluth Public Schools

WHEREAS, Minnesota Statute 465.03 requires a school district to accept grants by resolution expressed in the terms prescribed by the donor in full; and,

WHEREAS, acceptance of the grant in accordance with the donor's terms is in the best interest of the Duluth Public Schools:

NOW, THEREFORE, BE IT RESOLVED that the Duluth Public Schools does accept the below-described grant from said organization in accordance with the terms set forth herein.

BE IT FURTHER RESOLVED that the Duluth Public Schools wishes to extend its grateful appreciation to this organization.

Organization	Authors or Contacts	School	Award Amount	Terms
Project Joy	Rachel Thapa	LPMS	\$1,000.00	Funds will be used to provide food for hungry children and families.
Project Joy	Tracy Litwin	OEMS	\$1,000.00	Provide food for children

HUMAN RESOURCES ACTION ITEMS FOR: MARCH 15, 2022

<u>CERT APPOINTMENT</u>	<u>POSITION</u>	<u>EFFECTIVE DATES</u>	
BOYUM, BROOKE L	SPEC ED EBD/EAST, (BA)III 2, NEW TEMP POS, ESSER FUNDING	2/04/2022	6/10/2022
DOLINSEK, KAELEN M	GRADE 4/LOWELL, (BA)III 1, C RUDOLPH LAVALIER, TEMP POS	1/31/2022	6/10/2022
FLEEK, JORDAN B	TEMP ASSIGNABLE TCHR/DW, (BA)III 1, TEMP POS	2/01/2022	6/10/2022
KENNEDY, GRACE M	SPEC ED/MERRITT CREEK, (BA)III 1, J ROYCRAFT	1/31/2022	
LANCRETE, PETER J	MATH INTERVENTIONIST TOSA/MYERS-WILKINS, (BA)III 8, N BROWMAN, TEMP POS	2/22/2022	6/10/2022
LUNDEEN, THORVO N	ELEM MUSIC SPECIALIST/LOWELL, (BA)III 1, K OLSON	2/14/2022	
MCKEEVER, JOSHUA P	TEMP ASSIGNABLE TCHR/DW, (MA)IV 6, TEMP POS	1/31/2022	6/10/2022
OSTERGREN, DAVID M	TEMP ASSIGNABLE TCHR/DW, (PH D) 7, TEMP POS	2/15/2022	6/10/2022
SPEHL, MEGHAN J	SCHOOL COUNSELOR/CONGDON PARK, (MA)IV 1, L WENTWORTH	1/31/2022	
SULIIN, AHNA M	TEMP ASSIGNABLE TCHR/DW, (BA)III 1, TEMP POS	2/07/2022	6/10/2022
Total: 10			

<u>CERT LEAVE</u>	<u>POSITION</u>	<u>EFFECTIVE DATES</u>	
DOTSON, JAINA L	LTS GRADE 1/STOWE	1/10/2022	1/28/2022
EVERSON, TIMOTHY W	EMOTIONAL BEHAVIOR DISORDER/ORDEAN EAST	8/30/2022	6/09/2023
HORGESHIMER, JOHN P	BAND/ORDEAN EAST	1/04/2022	1/13/2022
MAXIM, GALEN M	OCCUPATIONAL SERVICES/DENFELD	2/28/2022	
POKRZYWINSKI, JOHN M	GRADE 6/ ORDEAN EAST	8/30/2022	6/09/2023
SCHNEIDERMAN, MARA E	SPEC ED SMI/EAST	3/08/2022	5/06/2022
TAALLERUD, MARY S	GRADE 6/ORDEAN EAST	8/30/2022	6/09/2023
Total: 7			

<u>CERT RESIGNATION</u>	<u>POSITION</u>	<u>EFFECTIVE DATES</u>	
MCLERAN, TARA L	ECFE PARENT EDUCATOR/PIEDMONT	1/28/2022	
SMITH, ADDIE E	SEPC ED SOCIAL WORKER/LOWELL/CONGDON	2/25/2022	
GORDON, CYNTHIA J	SPEC ED SMI/LAURA MACARTHUR	6/10/2022	
NELSON, COLLEEN O	VISUAL ARTS/DENFELD	6/10/2022	
RUDOLPH, JOHN W	SCIENCE BIOLOGY/EAST	6/17/2022	
STAUDUHAR, PENELOPE L	ENGLISH/DENFELD	6/10/2022	
STROM, ANNETTE B	LIFE SCIENCE/ORDEAN EAST, PREVIOUSLY ON LWOP	2/21/2022	
SWEDBERG, JUDITH M	PRE-KINDERGARTEN/DISTRICT WIDE	6/10/2022	
Total: 8			

<u>CERT TEMP DECREASE</u>	<u>POSITION</u>	<u>EFFECTIVE DATES</u>	
HOLLINDAY, GINA M	SOCIAL STUDIES/DENFELD, 1.0 TO .9	1/24/2022	6/10/2022
SCHROEDER, JESSICA L	LTS CHOIR/DENFELD, 1.0 TO .9	1/24/2022	6/10/2022
Total: 2			

<u>CERT TEMP INCREASE</u>	<u>POSITION</u>	<u>EFFECTIVE DATES</u>	
ALDRIDGE, JEANNA K	SPANISH/DENFELD, PHYSICAL SCIENCE/DENFELD, .8 TO .9	12/22/2021	6/10/2022
ASCHEMAN, CHARLOTTE M	WIN/ORDEAN EAST, 1/6 OVERLOAD	1/24/2022	6/10/2022
BROWN, LISA C	PRE-K/PIEDMONT, 1/6 OVERLOAD	2/01/2022	6/10/2022
CONLEY, CARRIE A	VISUAL ARTS/DENFELD, 1/6 OVERLOAD	1/24/2022	6/10/2022
DEROSIER, CHAD A	SPEC ED/HOMECROFT, 1/6 OVERLOAD	1/24/2022	6/10/2022
GOTTSCHALD, MEGAN R	SPEC ED/HOMECROFT, 1/6 OVERLOAD	1/24/2022	6/10/2022
JAROS, JENNIFER M	ECFE PARENT EDUCATOR/PIEDMONT, 1/6 OVERLOAD	1/31/2022	6/10/2022
KEDROWSKI, ASHLEY A	SCHOOL COUNSELOR/ORDEAN EAST, 1/6 OVERLOAD	10/19/2021	2/18/2022
KIMMES, LAURA L	ORCHESTRA/ORDEAN EAST/CHESTER CREEK, MUSIC/MERRITT CREEK, .6 TO .9	1/25/2021	6/10/2022
KLIMEK, BYRON T	ORCHESTRA/LINCOLN PARK/DENFELD, .8 TO .9	1/24/2022	6/10/2022
MOZOL, DIANE L	ECFE PARENT EDUCATOR/DW, 1/6 OVERLOAD	1/31/2022	6/10/2022
SEGLEM, SARAH K	SCHOOL COUNSELOR/ORDEAN EAST, 1/6 OVERLOAD	10/19/2021	2/18/2022
SMILANICH, DANIELLE C	FACS/ORDEAN EAST, SOCIAL STUDIES/EAST, .7 TO .8	2/02/2022	6/10/2022
SUNDAL, JENNIFER S	ECFE/PIEDMONT/DW, PRE-K/WASHINGTON CENTER, .85 TO 1.0	1/31/2022	6/10/2022
TWARDOWSKI, STEPHANIE A	SPEC ED ASD/DW, 1/6 OVERLOAD	8/31/2021	1/04/2022
WEBSTER, SAMANTHA A	ECFE/LESTER PARK, ECFE PARENT EDUCATOR/LESTER PARK, .925 TO 1.0	2/16/2022	6/10/2022
ZADDACK, AMBER L	SPEC ED ECSE/DW, 1/6 OVERLOAD	1/10/2022	6/10/2022
Total: 17			

<u>NON CERT APPOINTMENT</u>	<u>POSITION</u>	<u>EFFECTIVE DATES</u>	
BALSAVICH, JANEL E	PRE-SCHOOL PARA/PIEDMONT, 20/38WKS, \$16.40/HR, D HOLL, TEMP POS	2/08/2022	6/10/2022
BRUCE, CARYN J	PRE-SCHOOL PARA/STOWE, 22.5/38WKS, \$16.40/HR, J BERGSTAD, TEMP POS	1/31/2022	6/10/2022
FIELDS, DYLAN D	SUPV PARA/LINCOLN PARK, 35/38WKS, \$15.48/HR, NEW POS	2/28/2022	
GRAHAM, ELIZABETH J	SPEC ED BW PARA/CONGDON, 31.25/38WKS, \$16.40/HR, A GORHAM, TEMP POS	2/14/2022	6/10/2022
HEGGSTAD, MARK J	PRE-SCHOOL FLOAT PARA/DW, 39/38WKS, \$16.40/HR, L BJORSEN, TEMP POS	2/07/2022	6/10/2022
JOY, STEPHANIE G	OSSS/HOMECROFT, 40/52WKS, \$18.96/HR,	1/26/2022	
KASAPIDIS, JEREMY E	AUTO MECHANIC/TRANSPORTATION, 40/52WKS, \$24.48/HR, T MAKI	2/22/2022	
LAURION, ASHLEY L	OSS ATTENDANCE/EAST, 40/44WKS, \$15.79/HR, K WILSON	2/14/2022	
MENSING, BRETT S	BUSINESS SVCS COORD, EXEC ASST/BUSINESS SVCS/UHG, 40/52WKS, \$1,032/WK, J DOLENTZ	2/28/2022	
OLBERG, JAELAH S	SUPV PARA/ORDEAN EAST, 25/38WKS, \$15.48/HR, J ERJAVEC	2/14/2022	
PEDERSON, KARYN A	SPEC ED BW PARA/STOWE, 31.25/38WKS, \$16.40/HR, NEW TEMP POS	1/31/2022	6/10/2022
POHL, EMILY J	INTEGRATION SPECIALIST/LINCOLN PARK, 40/40 WKS, \$39,238/YR, D BANGOURA	2/28/2022	
PRUDEN, MICHAEL D	SCHOOL BUS DRIVER II/TRANSPORTATION, 25/38WKS, \$19.54/HR, R TREMBLE	1/31/2021	
RAKOWSKY, BETH A	HEALTH ASST LPN PARA/LAURA MACARTHUR, 31.25/38WKS, \$20.45/HR, K KLOBUCHAR	1/27/2022	
Total: 14			

<u>NON CERT LEAVE</u>	<u>POSITION</u>	<u>EFFECTIVE DATES</u>	
BECHTOLD, BRENDA S	FOOD SERVICE HELPER/ORDEAN EAST	1/24/2022	1/27/2022
BECHTOLD, BRENDA S	FOOD SERVICE HELPER/ORDEAN EAST	2/28/2022	3/03/2022
CANAVAN, KELLY B	SPEC ED PARA/ORDEAN EAST	1/10/2022	1/18/2022
DELUCA, JUSTINA I	SPEC ED PARA/EAST	1/06/2022	
DIVER, AMBER L	FOOD SERVICE HELPER/STOWE	1/24/2022	1/28/2022
DUVALL, JACQUELINE E	SPEC ED PARA/EAST	1/10/2022	1/14/2022
ERDAHL, RACHEL L	SPEC ED PARA/ORDEAN EAST	1/10/2022	1/20/2022
FULLER, HANNA L	SUPV PARA/DENFELD	1/24/2022	1/31/2022
FULLER, HANNA L	SUPV PARA/DENFELD	1/10/2022	1/20/2022
GOODREAU, MARIAH M	SPEC ED PARA/LAURA MACARTHUR	1/04/2022	1/14/2022
HAMLIN, HANNAH J	SPEC ED PARA/STOWE	1/10/2022	1/14/2022
HARRIS-MCCLELLAN, PATSY A	FOOD SERVICE HELPER/EAST	1/25/2022	1/28/2022
HOWARD, APRIL M	SUPV PARA/LINCOLN PARK	1/25/2022	1/28/2022
LAWREY, ELYSE Y	OSSS/FINANCE	1/10/2022	
LY, NAM H	FOOD SERVICE HELPER/HOMECROFT	1/10/2022	1/20/2022
MAXIM, KOURTNEY A	PRE-SCHOOL PARA/LAURA MACARTHUR	1/13/2022	1/20/2022
MCDONALD PUERINGER, LIGIA	JOB COACH PARA/DW	1/10/2022	1/20/2022
MEECE, ERIKA A	FOOD SERVICE HELPER/LINCOLN PARK	2/14/2022	2/18/2022
PRIVETT, WENDY J	FOOD SERVICE MANAGER/LOWELL	4/25/2022	5/10/2022
RAPP, GEORGENE S	OSS/DENFELD	2/15/2022	
ROTHER, DESIREE J	SPEC ED PARA/EAST	3/09/2022	6/10/2022
SERRA-WIBERG, PATRICIA S	PRE-SCHOOL PARA/PIEDMONT	1/10/2022	1/13/2022
SPECHT, NATHAN T	SPEC BW PARA/ORDEAN EAST	3/07/2022	3/11/2022
SWARD, VICKI M	FOOD SERVICE HELPER/ORDEAN EAST	2/28/2022	3/07/2022
WHITE, KEVIN M	SUPV PARA/ORDEAN EAST	1/11/2022	1/14/2022
WINTER, LAURA B	CULTURAL IMMERSION PARA/LOWELL	1/13/2022	6/10/2022
Total: 26			

<u>NON CERT RESIGNATION</u>	<u>POSITION</u>	<u>EFFECTIVE DATES</u>	
CANAVAN, KELLY B	SPEC ED PARA/ORDEAN EAST	2/15/2022	
EAST, MATTHEW A	CHECK AND CONNECT PARA/ORDEAN EAST	1/25/2022	
PIORO, JACOB	SUPV PARA/ORDEAN EAST	2/11/2022	
*PLACEHOLDER			
Total: 3			

<u>NON CERT RETIREMENT</u>	<u>POSITION</u>	<u>EFFECTIVE DATES</u>	
MASSIE, BEVERLY C	SPEC ED PARA/EAST	6/10/2022	
TRUONG, SI	SECOND SHIFT ENGINEER II/HOMECROFT	3/22/2022	
Total: 2			

**HR/Finance Committee Monthly Fund Balance Report
July 1 2021 - June 30 2022**

7-Mar-22

3/2/2022

REVENUES	21-22			21-22		21-22		21-22	
	CURRENT YEAR ADOPTED BUDGET		REVISED BUDGET	RECEIVED TO YEAR TO DATE		RECEIPTS ENCUMBERED		BUDGET BALANCE	
	FUND	July - June 2022	July -June 2022	July -June 2022		July -June 2022		July- June 2022	
General	1	\$ 101,087,520.51	\$	102,838,108.43	\$	53,321,885.13			\$ 49,516,223.30
Food Service	2	\$ 3,945,850.00	\$	3,945,850.00	\$	2,576,407.15			\$ 1,369,442.85
Transportation	3	\$ 6,504,716.31	\$	6,504,716.31	\$	2,162,197.99			\$ 4,342,518.32
Community Ed	4	\$ 7,830,758.86	\$	8,175,808.40	\$	4,282,903.13			\$ 3,892,905.27
Operating Captial	5	\$ 7,387,117.02	\$	7,387,117.02	\$	3,580,089.12	\$ -		\$ 3,807,027.90
Building Construction	6		\$	31,497,610.17	\$	31,497,610.17			\$ -
Debt Service Fund	7	\$ 22,660,833.56	\$	22,660,833.56	\$	2,303,689.48			\$ 20,357,144.08
Trust Fund	8	\$ 251,075.00	\$	251,075.00					\$ 251,075.00
Dental Insurance Fund	20	\$ 817,000.00	\$	817,000.00	\$	588,779.53			\$ 228,220.47
Student Acitivity Co-Curric	71		\$	-	\$	-			\$ -
Student Acitivity	79		\$	109,566.35	\$	109,566.35			\$ -
	98	\$ -	\$	-	\$	-			\$ -
	99	\$ -	\$	-	\$	-			\$ -
REVENUE	TOTALS:	\$ 150,484,871.26	\$	184,187,685.24	\$	100,423,128.05	\$ -	\$ -	\$ 83,764,557.19

EXPENSES	21-22			21-22		21-22		21-22	
	CURRENT YEAR ADOPTED BUDGET		REVISED BUDGET	EXPENSES TO YEAR TO DATE		EXPENSES ENCUMBERED		BUDGET BALANCE	
	FUND	July -June	July -June	July - June		July -June		July-June	
General	1	\$ 100,806,716.16	\$	102,874,161.00	\$	60,763,180.98	\$ 2,767,555.99		\$ 39,343,424.03
Food Service	2	\$ 4,243,339.99	\$	4,243,339.99	\$	2,292,061.66	\$ 686,677.88		\$ 1,264,600.45
Transportation	3	\$ 6,110,465.19	\$	6,110,465.19	\$	4,102,061.30	\$ 223,492.57		\$ 1,784,911.32
Community Ed	4	\$ 8,233,997.45	\$	8,610,508.98	\$	4,246,170.88	\$ 31,824.82		\$ 4,332,513.28
Operating Captial	5	\$ 8,055,997.62	\$	8,055,997.62	\$	4,429,019.22	\$ 428,699.56		\$ 3,198,278.84
	6	\$ -	\$	2,960,495.24	\$	2,755,738.71	\$ 204,756.53		\$ 0.00
Debt Service Fund	7	\$ 23,166,651.00	\$	23,166,651.00	\$	25,056,577.81			\$ (1,889,926.81)
Trust Fund	8	\$ 250,000.00	\$	250,000.00					\$ 250,000.00
Dental Insurance Fund	20	\$ 817,000.00	\$	817,000.00	\$	459,754.13			\$ 357,245.87
Student Acitivity Co-Curric	71		\$						\$ -
Student Acitivity	79		\$	33,774.66	\$	33,774.66			\$ -
	98		\$						\$ -
	99		\$						\$ -
EXPENSE	TOTALS	\$ 151,684,167.41	\$	157,122,393.68	\$	104,138,339.35	\$ -	\$ 4,343,007.35	\$ 48,641,046.98

Esser 11	Expenses	Fund 06	Expenses	Fund 01 Student Activity		
Fin 155	\$4,924,734.75	debt serv payment/prof serv course 000/000	\$ 1,004,734.92	Prog 291-298	Revenue	\$ 804,714.34
		admin owner pymnt course 800	\$ 111,532.69	Prog 291-298	Expenses	\$ 966,563.99
		admin design serv course 801	\$ 655,416.65			
		admin constru mngmt course 802	\$ 298,445.00			
		admin commissions course 803	\$ (6,426.38)			
		interior surf constr costs course 804	\$ 879,909.93			
		admin site services 805	\$ 16,194.83			
		long term lease 806	\$ 687.60			
			\$ 2,960,495.24			

Budget Changes Report

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Account	Account Description	Debit	Credit	Post Date	Created By	Batch
01 R 005 740 499 400 000	PROJECT AWARE MDE - FED AID THRU MDE	373,000.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 145 000	PROJECT AWARE MDE - SUB TEACHER	5,000.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 156 000	PROJECT AWARE MDE - SOC WRKR SALARY	132,000.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 185 000	PROJECT AWARE MDE - STIPENDS	10,000.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 210 000	PROJECT AWARE MDE - FICA/MEDICARE	10,700.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 214 000	PROJECT AWARE MDE - PERA	10,997.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 218 000	PROJECT AWARE MDE - TRA	35,300.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 220 000	PROJECT AWARE MDE - HEALTH INS	200.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 230 000	PROJECT AWARE MDE - LIFE INS	600.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 235 000	PROJECT AWARE MDE - DENTAL INS	250.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 240 000	PROJECT AWARE MDE - LTD INS	8,500.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 251 000	PROJECT AWARE MDE - HRA	700.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 270 000	PROJECT AWARE MDE - WORKERS COMP	80.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 303 000	PROJECT AWARE MDE - FED CONTRACTS < 25k	16,000.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 366 000	PROJECT AWARE MDE - TRAVEL/CONFERENCE	20,000.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 401 000	PROJECT AWARE MDE - GENERAL SUPPLIES	19,173.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 430 000	PROJECT AWARE MDE - CLASSROOM SUPPLIES	59,500.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 895 000	PROJECT AWARE MDE - INDIRECT COSTS	30,000.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 215 740 499 401 000	PROJECT AWARE MDE DFLD - PBIS GENERAL	4,000.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 225 740 499 401 000	PROJECT AWARE MDE LPMS - PBIS GENERAL	3,000.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 500 740 499 401 000	PROJECT AWARE MDE LKWD - PBIS GENERAL	1,000.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 520 740 499 401 000	PROJECT AWARE MDE LWLL - PBIS GENERAL	2,000.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 525 740 499 401 000	PROJECT AWARE MDE LMAC - PBIS GENERAL	2,000.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 550 740 499 401 000	PROJECT AWARE MDE PIED - PBIS GENERAL	2,000.00	0.00	02/01/2022	Christopher Peterson	020122CP
04 R 005 740 499 400 000	PROJECT AWARE MDE PRE-K - FED AID THRU	2,000.00	0.00	02/01/2022	Christopher Peterson	020122CP
04 E 005 740 499 401 000	PROJECT AWARE MDE PRE-K - PBIS GENERAL	2,000.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 540 216 401 140 000	TTL I CURYR MWKN SALARY-LIC TCHR	0.00	71,043.78	02/07/2022	Christopher Peterson	020722CP
01 E 540 216 401 143 000	TTL I CURYR MWKN LIC INST SUP	71,043.78	0.00	02/07/2022	Christopher Peterson	020722CP
01 E 225 050 000 305 000	SCH ADMIN LPMS CONTRACTED SERV	0.00	22.04	02/09/2022	Susan Archambeau-	SB020922
01 E 225 050 000 305 000	SCH ADMIN LPMS CONTRACTED SERV	0.00	2,096.92	02/09/2022	Susan Archambeau-	SB020922
01 E 225 050 000 305 000	SCH ADMIN LPMS CONTRACTED SERV	0.00	847.71	02/09/2022	Susan Archambeau-	SB020922

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Account	Account Description	Debit	Credit	Post Date	Created By	Batch
01 E 225 050 000 405 000	SCH ADMIN LPMS SOFTWARE & LIC	22.04	0.00	02/09/2022	Susan Archambeau-	SB020922
01 E 225 050 000 430 000	SCH ADMIN LPMS CLASSROOM SUPPLY	191.00	0.00	02/09/2022	Susan Archambeau-	SB020922
01 E 225 050 000 455 000	SCH ADMIN LPMS NON-INSTR TECH SUPPLIES	1,123.54	0.00	02/09/2022	Susan Archambeau-	SB020922
01 E 225 050 000 460 000	SCH ADMIN LPMS TEXTS-WKBK-EBOOK	63.00	0.00	02/09/2022	Susan Archambeau-	SB020922
01 E 225 050 000 490 000	SCH ADMIN LPMS FOOD	719.38	0.00	02/09/2022	Susan Archambeau-	SB020922
01 E 225 050 000 555 000	SCH ADMIN LPMS TECHNOLOGY EQUIP	313.71	0.00	02/09/2022	Susan Archambeau-	SB020922
01 E 225 050 000 820 000	SCH ADMIN LPMS DUES/LIC FEES	534.00	0.00	02/09/2022	Susan Archambeau-	SB020922
01 E 225 211 000 460 000	SEC ED LPMS TEXTS-WKBK-EBOOK	0.00	800.00	02/09/2022	Susan Archambeau-	SB020922
01 E 225 211 000 490 000	SEC ED LPMS FOOD	800.00	0.00	02/09/2022	Susan Archambeau-	SB020922
01 E 225 211 317 366 000	MS CMPED-D LPMS MILEAGE	0.00	1,000.00	02/09/2022	Susan Archambeau-	SB020922
01 E 225 211 317 401 000	MS CMPED-D LPMS GENERAL SUPPLY	500.00	0.00	02/09/2022	Susan Archambeau-	SB020922
01 E 225 211 317 490 000	MS CMPED-D LPMS FOOD	500.00	0.00	02/09/2022	Susan Archambeau-	SB020922
01 E 005 412 740 433 000	SPSV ECSEST DW INDIV INSTR SUPP	0.00	3,000.00	02/10/2022	Angela Sepp	Supplies
01 E 005 416 740 433 000	SPSV SMI ST DW INDIV INSTR SUPP	3,000.00	0.00	02/10/2022	Angela Sepp	Supplies
01 R 215 292 000 099 701	ALPINE SKIING- BOYS/GIRLS MISC REVENUE	1.79	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 292 000 099 704	CROSS COUNTRY- BOYS/GIRLS MISC REVENUE	4,446.92	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 292 000 099 709	NORDIC SKIING- BOYS/GIRLS MISC REVENUE	3,718.27	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 294 000 099 702	BASEBALL- BOYS MISC REVENUE	10,618.65	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 294 000 099 703	BASKETBALL- BOYS MISC REVENUE	-312.66	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 294 000 099 705	FOOTBALL- BOYS MISC REVENUE	2,894.54	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 294 000 099 706	GOLF- BOYS MISC REVENUE	1,686.79	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 294 000 099 707	HOCKEY- BOYS MISC REVENUE	-195.82	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 294 000 099 708	LACROSSE- BOYS MISC REVENUE	6,175.20	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 294 000 099 710	SOCCER- BOYS MISC REVENUE	760.33	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 294 000 099 712	SWIMMING- BOYS MISC REVENUE	0.74	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 294 000 099 713	TENNIS- BOYS MISC REVENUE	53.16	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 296 000 099 703	BASKETBALL- GIRLS MISC REVENUE	797.11	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 296 000 099 710	SOCCER- GIRLS MISC REVENUE	290.21	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 296 000 099 711	SOFTBALL- GIRLS MISC REVENUE	14,132.33	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 296 000 099 712	SWIMMING- GIRLS MISC REVENUE	1,962.73	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 296 000 099 713	TENNIS- GIRLS MISC REVENUE	1,718.98	0.00	02/17/2022	Christopher Peterson	021722CP

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Account	Account Description	Debit	Credit	Post Date	Created By	Batch
01 R 215 296 000 099 714	TRACK- GIRLS MISC REVENUE	875.93	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 296 000 099 715	VOLLEYBALL- GIRLS MISC REVENUE	1,978.30	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 096 420	SA XCUR DHS GENERAL FUNDS - DONATIONS	4,035.33	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 420	SA XCUR DHS GENERAL FUNDS - MISC REV	5,578.52	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 421	SA XCUR DHS GRANTS - MISC REV	19,949.12	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 422	SA XCUR DHS LIBRARY/MEDIA - MISC REV	841.92	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 427	SA XCUR DHS CTE - MISC REV	1,012.21	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 428	SA XCUR DHS PHYSICAL EDUCATION - MISC REV	8.49	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 430	SA XCUR DHS MATH - MISC REV	809.76	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 431	SA XCUR DHS BAND - MISC REV	7,605.14	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 432	SA XCUR DHS CHOIR - MISC REV	6,855.00	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 436	SA XCUR DHS ADVANCED PLACEMENT - MISC	3,527.98	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 438	SA XCUR DHS DRAMA - MISC REV	10,660.62	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 440	SA XCUR DHS DEBATE - MISC REV	2,357.82	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 450	SA XCUR DHS NATIVE AMER STUDENTS - MISC	121.34	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 452	SA XCUR DHS COOKIE/POPCORN FUND - MISC	5,072.45	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 454	SA XCUR DHS BUSINESS ED - MISC REV	2,086.35	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 458	SA XCUR DHS DELI/CATERING - MISC REV	7,839.09	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 464	SA XCUR DHS SPEECH - MISC REV	6,823.97	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 466	SA XCUR DHS GAY STRAIGHT - MISC REV	181.34	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 467	SA XCUR DHS NHS - MISC REV	5,377.27	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 470	SA XCUR DHS CONCESSION/VENDING - MISC REV	1,215.55	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 480	SA XCUR DHS HOSA - MISC REV	2,993.35	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 481	SA XCUR DHS VICA SKILLS - MISC REV	880.81	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 490	SA XCUR DHS PARENT INVOLVEMENT - MISC REV	3,466.12	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 491	SA XCUR DHS PBIS - MISC REV	1,092.76	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 700	SA XCUR DHS ATHLETICS - MISC REV	14,597.07	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 719	SA XCUR DHS PSS - MISC REV	53,036.06	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 292 000 401 701	ALPINE SKIING- BOYS/GIRLS GEN SUPPLIES	1.79	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 292 000 401 704	CROSS COUNTRY- BOYS/GIRLS GEN SUPPLIES	4,446.92	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 292 000 401 709	NORDIC SKIING- BOYS/GIRLS GEN SUPPLIES	3,718.27	0.00	02/17/2022	Christopher Peterson	021722CP

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Account	Account Description	Debit	Credit	Post Date	Created By	Batch
01 E 215 294 000 401 702	BASEBALL- BOYS GEN SUPPLIES	10,618.65	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 294 000 401 703	BASKETBALL- BOYS GEN SUPPLIES	-312.66	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 294 000 401 705	FOOTBALL- BOYS GEN SUPPLIES	2,894.54	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 294 000 401 706	GOLF- BOYS GEN SUPPLIES	1,686.79	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 294 000 401 707	HOCKEY- BOYS GEN SUPPLIES	-195.82	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 294 000 401 708	LACROSSE- BOYS GEN SUPPLIES	6,175.20	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 294 000 401 710	SOCCER- BOYS GEN SUPPLIES	760.33	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 294 000 401 712	SWIMMING- BOYS GEN SUPPLIES	0.74	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 294 000 401 713	TENNIS- BOYS GEN SUPPLIES	53.16	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 296 000 401 703	BASKETBALL- GIRLS GEN SUPPLIES	797.11	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 296 000 401 710	SOCCER- GIRLS GEN SUPPLIES	290.21	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 296 000 401 711	SOFTBALL- GIRLS GEN SUPPLIES	14,132.33	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 296 000 401 712	SWIMMING- GIRLS GEN SUPPLIES	1,962.73	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 296 000 401 713	TENNIS- GIRLS GEN SUPPLIES	1,718.98	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 296 000 401 714	TRACK- GIRLS GEN SUPPLIES	875.93	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 296 000 401 715	VOLLEYBALL- GIRLS GEN SUPPLIES	1,978.30	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 420	SA XCUR DHS GENERAL FUNDS - SUPPLIES	9,613.85	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 421	SA XCUR DHS GRANTS - SUPPLIES	19,949.12	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 422	SA XCUR DHS LIBRARY/MEDIA - SUPPLIES	841.92	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 427	SA XCUR DHS CTE - SUPPLIES	1,012.21	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 428	SA XCUR DHS PHYSICAL EDUCATION - SUPPLIES	8.49	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 430	SA XCUR DHS MATH - SUPPLIES	809.76	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 431	SA XCUR DHS BAND - SUPPLIES	7,605.14	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 432	SA XCUR DHS CHOIR - SUPPLIES	6,855.00	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 436	SA XCUR DHS ADVANCED PLACEMENT -	3,527.98	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 438	SA XCUR DHS DRAMA - SUPPLIES	10,660.62	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 440	SA XCUR DHS DEBATE - SUPPLIES	2,357.82	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 450	SA XCUR DHS NATIVE AMER STUDENTS -	121.34	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 452	SA XCUR DHS COOKIE/ POPCORN FUND -	5,072.45	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 454	SA XCUR DHS BUSINESS ED - SUPPLIES	2,086.35	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 458	SA XCUR DHS DELI/CATERING - SUPPLIES	7,839.09	0.00	02/17/2022	Christopher Peterson	021722CP

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Account	Account Description	Debit	Credit	Post Date	Created By	Batch
01 E 215 298 000 401 464	SA XCUR DHS SPEECH - SUPPLIES	6,823.97	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 466	SA XCUR DHS GAY STRAIGHT - SUPPLIES	181.34	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 467	SA XCUR DHS NHS - SUPPLIES	5,377.27	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 470	SA XCUR DHS CONCESSION/VENDING - SUPPLIES	1,215.55	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 480	SA XCUR DHS HOSA - SUPPLIES	2,993.35	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 481	SA XCUR DHS VICA SKILLS - SUPPLIES	880.81	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 490	SA XCUR DHS PARENT INVOLVEMENT - SUPPLIES	3,466.12	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 491	SA XCUR DHS PBIS - SUPPLIES	1,092.76	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 700	SA XCUR DHS ATHLETICS - SUPPLIES	14,597.07	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 719	SA XCUR DHS PSS - SUPPLIES	53,036.06	0.00	02/17/2022	Christopher Peterson	021722CP
79 R 215 298 000 096 463	SA XCUR DHS ROBOTICS - MISC REV	5,658.49	0.00	02/17/2022	Christopher Peterson	021722CP
79 R 215 298 000 096 465	SA XCUR DHS STUDENT COUNCIL - MISC REV	4,057.24	0.00	02/17/2022	Christopher Peterson	021722CP
79 R 215 298 000 096 470	SA XCUR DHS HUNTER SHACK - MISC REV	3,341.26	0.00	02/17/2022	Christopher Peterson	021722CP
79 R 215 298 000 099 423	SA XCUR DHS YEARBOOK - MISC REV	16,307.79	0.00	02/17/2022	Christopher Peterson	021722CP
79 R 215 298 000 099 425	SA XCUR DHS ART - MISC REV	141.53	0.00	02/17/2022	Christopher Peterson	021722CP
79 R 215 298 000 099 429	SA XCUR DHS PHYSICS - MISC REV	1,928.63	0.00	02/17/2022	Christopher Peterson	021722CP
79 R 215 298 000 099 439	SA XCUR DHS GUIDANCE - MISC REV	4,636.74	0.00	02/17/2022	Christopher Peterson	021722CP
79 R 215 298 000 099 451	SA XCUR DHS CHEERLEADERS - MISC REV	552.56	0.00	02/17/2022	Christopher Peterson	021722CP
79 R 215 298 000 099 455	SA XCUR DHS PROM - MISC REV	809.66	0.00	02/17/2022	Christopher Peterson	021722CP
79 R 215 298 000 099 460	SA XCUR DHS SENIOR CLASS - MISC REV	1,925.92	0.00	02/17/2022	Christopher Peterson	021722CP
79 R 215 298 000 099 461	SA XCUR DHS KEY CLUB - MISC REV	1,348.60	0.00	02/17/2022	Christopher Peterson	021722CP
79 E 215 298 000 401 423	SA XCUR DHS YEARBOOK - SUPPLIES	16,307.79	0.00	02/17/2022	Christopher Peterson	021722CP
79 E 215 298 000 401 425	SA XCUR DHS ART - SUPPLIES	141.53	0.00	02/17/2022	Christopher Peterson	021722CP
79 E 215 298 000 401 429	SA XCUR DHS PHYSICS - SUPPLIES	1,928.63	0.00	02/17/2022	Christopher Peterson	021722CP
79 E 215 298 000 401 439	SA XCUR DHS GUIDANCE - SUPPLIES	4,636.74	0.00	02/17/2022	Christopher Peterson	021722CP
79 E 215 298 000 401 451	SA XCUR DHS CHEERLEADERS - SUPPLIES	552.56	0.00	02/17/2022	Christopher Peterson	021722CP
79 E 215 298 000 401 455	SA XCUR DHS PROM - SUPPLIES	809.66	0.00	02/17/2022	Christopher Peterson	021722CP
79 E 215 298 000 401 460	SA XCUR DHS SENIOR CLASS - SUPPLIES	1,925.92	0.00	02/17/2022	Christopher Peterson	021722CP
79 E 215 298 000 401 461	SA XCUR DHS KEY CLUB - SUPPLIES	1,348.60	0.00	02/17/2022	Christopher Peterson	021722CP
79 E 215 298 000 401 463	SA XCUR DHS ROBOTICS - SUPPLIES	5,658.49	0.00	02/17/2022	Christopher Peterson	021722CP
79 E 215 298 000 401 465	SA XCUR DHS STUDENT COUNCIL - SUPPLIES	4,057.24	0.00	02/17/2022	Christopher Peterson	021722CP

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Account	Account Description	Debit	Credit	Post Date	Created By	Batch
79 E 215 298 000 401 470	SA XCUR DHS HUNTER SHACK - SUPPLIES	3,341.26	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 220 292 000 099 700	ATHLETICS DEPT- BOYS/GIRLS MISC REVENUE	4,663.60	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 292 000 099 701	ALPINE SKIING- BOYS/GIRLS MISC REVENUE	373.78	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 292 000 099 704	CROSS COUNTRY- BOYS/GIRLS MISC REVENUE	657.23	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 292 000 099 709	NORDIC SKIING- BOYS/GIRLS MISC REVENUE	3,455.73	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 292 000 099 720	EHS STADIUM- BOYS/GIRLS MISC REVENUE	17,807.65	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 294 000 099 702	BASEBALL- BOYS MISC REVENUE	117.79	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 294 000 099 703	BASKETBALL- BOYS MISC REVENUE	1,650.72	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 294 000 099 705	FOOTBALL- BOYS MISC REVENUE	2,196.57	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 294 000 099 706	GOLF- BOYS MISC REVENUE	5,407.73	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 294 000 099 710	SOCCER- BOYS MISC REVENUE	789.09	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 294 000 099 712	SWIMMING- BOYS MISC REVENUE	26.25	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 294 000 099 713	TENNIS- BOYS MISC REVENUE	283.24	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 294 000 099 714	TRACK- BOYS MISC REVENUE	188.81	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 296 000 099 703	BASKETBALL- GIRLS MISC REVENUE	424.40	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 296 000 099 710	SOCCER- GIRLS MISC REVENUE	4,814.73	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 296 000 099 711	SOFTBALL- GIRLS MISC REVENUE	225.00	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 296 000 099 712	SWIMMING- GIRLS MISC REVENUE	1,717.94	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 296 000 099 713	TENNIS- GIRLS MISC REVENUE	8,030.94	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 296 000 099 715	VOLLEYBALL- GIRLS MISC REVENUE	2,283.99	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 420	SA XCUR EHS GENERAL FUND - MISC REV	10,880.74	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 424	SA XCUR EHS KNOWLEDGE BOWL - MISC REV	605.59	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 428	SA XCUR EHS PHYSICAL EDUCATION - MISC REV	1,752.61	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 431	SA XCUR EHS BAND GENERAL FUND - MISC REV	11,689.89	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 432	SA XCUR EHS CHOIR GENERAL FUND - MISC REV	5,829.80	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 433	SA XCUR EHS MUSIC GENERAL FUND - MISC REV	14,347.59	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 434	SA XCUR EHS ORCHESTRA GENERAL FUND -	15,828.54	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 436	SA XCUR EHS ADVANCED PLACEMENT - MISC	17,604.13	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 437	SA XCUR EHS BOOK FUND - MISC REV	5,858.62	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 438	SA XCUR EHS DRAMA - MISC REV	10,547.75	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 439	SA XCUR EHS GUIDANCE - MISC REV	1,263.28	0.00	02/17/2022	Christopher Peterson	021722CPA

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Account	Account Description	Debit	Credit	Post Date	Created By	Batch
01 R 220 298 000 099 441	SA XCUR EHS SOCIAL SCIENCE - MISC REV	560.87	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 442	SA XCUR EHS FOREIGN LANGUAGE - MISC REV	3,269.36	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 466	SA XCUR EHS G&S ALLIANCE - MISC REV	2,683.07	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 467	SA XCUR EHS NHS - MISC REV	3,792.10	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 468	SA XCUR EHS RACHEL BONZO - MISC REV	900.00	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 469	SA XCUR EHS RACHEL SANDELL AWARD - MISC	2,876.40	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 716	SA XCUR EHS NOPER FOUNDATION - MISC REV	8,745.00	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 717	SA XCUR EHS SPONSORSHIPS - MISC REV	23,577.79	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 292 000 401 700	ATHLETICS DEPT- BOYS/GIRLS GEN SUPPLIES	4,663.60	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 292 000 401 701	ALPINE SKIING- BOYS/GIRLS GEN SUPPLIES	373.78	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 292 000 401 704	CROSS COUNTRY- BOYS/GIRLS GEN SUPPLIES	657.23	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 292 000 401 709	NORDIC SKIING- BOYS/GIRLS GEN SUPPLIES	3,455.73	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 292 000 401 720	EHS STADIUM- BOYS/GIRLS GEN SUPPLIES	17,807.65	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 294 000 401 702	BASEBALL- BOYS GEN SUPPLIES	117.79	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 294 000 401 703	BASKETBALL- BOYS GEN SUPPLIES	1,650.72	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 294 000 401 705	FOOTBALL- BOYS GEN SUPPLIES	2,196.57	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 294 000 401 706	GOLF- BOYS GEN SUPPLIES	5,407.73	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 294 000 401 710	SOCCER- BOYS GEN SUPPLIES	789.09	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 294 000 401 712	SWIMMING- BOYS GEN SUPPLIES	26.25	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 294 000 401 713	TENNIS- BOYS GEN SUPPLIES	283.24	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 294 000 401 714	TRACK- BOYS GEN SUPPLIES	188.81	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 296 000 401 703	BASKETBALL- GIRLS GEN SUPPLIES	424.40	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 296 000 401 710	SOCCER- GIRLS GEN SUPPLIES	4,814.73	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 296 000 401 711	SOFTBALL- GIRLS GEN SUPPLIES	225.00	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 296 000 401 712	SWIMMING- GIRLS GEN SUPPLIES	1,717.94	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 296 000 401 713	TENNIS- GIRLS GEN SUPPLIES	8,030.94	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 296 000 401 715	VOLLEYBALL- GIRLS GEN SUPPLIES	2,283.99	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 420	SA XCUR EHS GENERAL FUNDS - SUPPLIES	10,880.74	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 424	SA XCUR EHS KNOWLEDGE BOWL - SUPPLIES	605.59	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 428	SA XCUR EHS PHYSICAL EDUCATION - SUPPLIES	1,752.61	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 431	SA XCUR EHS BAND - SUPPLIES	11,689.89	0.00	02/17/2022	Christopher Peterson	021722CPA

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Account	Account Description	Debit	Credit	Post Date	Created By	Batch
01 E 220 298 000 401 432	SA XCUR EHS CHOIR - SUPPLIES	5,829.80	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 433	SA XCUR EHS MUSIC - SUPPLIES	14,347.59	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 434	SA XCUR EHS ORCHESTRA - SUPPLIES	15,828.54	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 436	SA XCUR EHS ADVANCED PLACEMENT -	17,604.13	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 437	SA XCUR EHS BOOK FUND - SUPPLIES	5,858.62	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 438	SA XCUR EHS DRAMA - SUPPLIES	10,547.75	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 439	SA XCUR EHS GUIDANCE - SUPPLIES	1,263.28	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 441	SA XCUR EHS SOCIAL SCIENCE - SUPPLIES	560.87	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 442	SA XCUR EHS FOREIGN LANGUAGE - SUPPLIES	3,269.36	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 466	SA XCUR EHS G&S ALLIANCE - SUPPLIES	2,683.07	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 467	SA XCUR EHS NHS - SUPPLIES	3,792.10	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 468	SA XCUR EHS RACHEL BONZO - SUPPLIES	900.00	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 469	SA XCUR EHS RACHEL SANDELL AWARD -	2,876.40	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 716	SA XCUR EHS NOPER FOUNDATION - SUPPLIES	8,745.00	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 717	SA XCUR EHS SPONSORSHIPS - SUPPLIES	23,577.79	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 423	SA XCUR EHS YEARBOOK - MISC REVENUE	708.12	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 429	SA XCUR EHS SCIENCE - MISC REV	3,805.24	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 450	SA XCUR EHS AMNESTY INTL - MISC REV	230.00	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 451	SA XCUR EHS CHEERLEADERS - MISC REV	1,309.35	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 452	SA XCUR EHS COOKIE/ POPCORN FUND - MISC	621.46	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 453	SA XCUR EHS DANCE TEAM - MISC REV	6,156.92	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 454	SA XCUR EHS DULUTH BUSINESS ED - MISC REV	14,467.29	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 455	SA XCUR EHS EAST ASSOC - MISC REV	2,413.96	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 456	SA XCUR EHS EAST FLY-TYING - MISC REV	614.78	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 457	SA XCUR EHS ENGINEERING DESIGN - MISC REV	647.50	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 458	SA XCUR EHS FOODS PROGRAM - MISC REV	11,719.92	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 459	SA XCUR EHS GREEN CLUB - MISC REV	945.51	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 460	SA XCUR EHS JUNIOR - MISC REV	3,047.95	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 461	SA XCUR EHS KEY CLUB - MISC REV	2,414.99	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 462	SA XCUR EHS NEWSPAPER - MISC REV	3,347.57	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 463	SA XCUR EHS ROBOTICS - MISC REV	869.28	0.00	02/17/2022	Christopher Peterson	021722CPA

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Account	Account Description	Debit	Credit	Post Date	Created By	Batch
79 R 220 298 000 099 464	SA XCUR EHS SPEECH - MISC REV	4,131.30	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 465	SA XCUR EHS STUDENT COUNCIL - MISC REV	13,777.21	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 423	SA XCUR EHS YEARBOOK - SUPPLIES	708.12	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 429	SA XCUR EHS SCIENCE - SUPPLIES	3,805.24	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 450	SA XCUR EHS AMNESTY INTL - SUPPLIES	230.00	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 451	SA XCUR EHS CHEERLEADERS - SUPPLIES	1,309.35	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 452	SA XCUR EHS COOKIE/POPCORN FUND -	621.46	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 453	SA XCUR EHS DANCE TEAM - SUPPLIES	6,156.92	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 454	SA XCUR EHS DULUTH BUSINESS ED - SUPPLIES	14,467.29	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 455	SA XCUR EHS EAST ASSOC - SUPPLIES	2,413.96	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 456	SA XCUR EHS EAST FLY-TYING - SUPPLIES	614.78	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 457	SA XCUR EHS ENGINEERING DESIGN - SUPPLIES	647.50	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 458	SA XCUR EHS FOODS PROGRAM - SUPPLIES	11,719.92	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 459	SA XCUR EHS GREEN CLUB - SUPPLIES	945.51	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 460	SA XCUR EHS JUNIOR - SUPPLIES	3,047.95	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 461	SA XCUR EHS KEY CLUB - SUPPLIES	2,414.99	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 462	SA XCUR EHS NEWSPAPER - SUPPLIES	3,347.57	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 463	SA XCUR EHS ROBOTICS - SUPPLIES	869.28	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 464	SA XCUR EHS SPEECH - SUPPLIES	4,131.30	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 465	SA XCUR EHS STUDENT COUNCIL - SUPPLIES	13,777.21	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 335 292 000 099 701	BOYS/GIRLS- OEMS SKIING MISC REVENUE	1,941.06	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 335 292 000 099 712	BOYS/GIRLS- OEMS SWIMMING MISC REVENUE	802.36	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 335 292 000 099 714	BOYS/GIRLS- OEMS TRACK MISC REVENUE	1,706.91	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 335 298 000 099 420	SA XCUR- OEMS GENERAL MISC REVENUE	25,347.19	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 335 298 000 099 421	SA XCUR- OEMS GRANTS MISC REVENUE	2,720.86	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 335 298 000 099 422	SA XCUR- OEMS LIBRARY/MEDIA MISC REVENUE	4,321.20	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 335 298 000 099 424	SA XCUR- OEMS KNOWLEDGE BOWL MISC	31.98	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 335 298 000 099 425	SA XCUR- OEMS ART MISC REVENUE	1,045.82	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 335 298 000 099 426	SA XCUR- OEMS HOME ECONOMICS MISC	830.62	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 335 298 000 099 427	SA XCUR- OEMS INDUSTRIAL ED MISC REVENUE	4,360.71	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 335 298 000 099 428	SA XCUR- OEMS PHYS ED MISC REVENUE	19,293.82	0.00	02/18/2022	Christopher Peterson	021822CP

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Account	Account Description	Debit	Credit	Post Date	Created By	Batch
01 R 335 298 000 099 429	SA XCUR- OEMS SCIENCE MISC REVENUE	1,088.78	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 335 298 000 099 431	SA XCUR- OEMS BAND MISC REVENUE	14,172.22	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 335 298 000 099 432	SA XCUR- OEMS CHOIR MISC REVENUE	3,678.31	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 335 298 000 099 434	SA XCUR- OEMS ORCHESTRA MISC REVENUE	15,484.54	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 335 298 000 099 438	SA XCUR- OEMS DRAMA MISC REVENUE	11,469.33	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 335 298 000 099 459	SA XCUR- OEMS GARDEN CLUB MISC REVENUE	1,721.63	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 335 298 000 099 463	SA XCUR- OEMS ROBOTICS MISC REVENUE	425.90	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 292 000 401 701	BOYS/GIRLS- OEMS SKIING GEN SUPPLIES	1,941.06	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 292 000 401 712	BOYS/GIRLS- OEMS SWIMMING GEN SUPPLIES	802.36	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 292 000 401 714	BOYS/GIRLS- OEMS TRACK GEN SUPPLIES	1,706.91	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 298 000 401 420	SA XCUR- OEMS GENERAL GEN SUPPLIES	25,347.19	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 298 000 401 421	SA XCUR- OEMS GRANTS GEN SUPPLIES	2,720.86	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 298 000 401 422	SA XCUR- OEMS LIBRARY/MEDIA GEN SUPPLIES	4,321.20	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 298 000 401 424	SA XCUR- OEMS KNOWLEDGE BOWL GEN	31.98	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 298 000 401 425	SA XCUR- OEMS ART GEN SUPPLIES	1,045.82	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 298 000 401 426	SA XCUR- OEMS HOME ECONOMICS GEN	830.62	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 298 000 401 427	SA XCUR- OEMS INDUSTRIAL ED GEN SUPPLIES	4,360.71	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 298 000 401 428	SA XCUR- OEMS PHYS ED GEN SUPPLIES	19,293.82	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 298 000 401 429	SA XCUR- OEMS SCIENCE GEN SUPPLIES	1,088.78	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 298 000 401 431	SA XCUR- OEMS BAND GEN SUPPLIES	14,172.22	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 298 000 401 432	SA XCUR- OEMS CHOIR GEN SUPPLIES	3,678.31	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 298 000 401 434	SA XCUR- OEMS ORCHESTRA GEN SUPPLIES	15,484.54	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 298 000 401 438	SA XCUR- OEMS DRAMA GEN SUPPLIES	11,469.33	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 298 000 401 459	SA XCUR- OEMS GARDEN CLUB GEN SUPPLIES	1,721.63	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 298 000 401 463	SA XCUR- OEMS ROBOTICS GEN SUPPLIES	425.90	0.00	02/18/2022	Christopher Peterson	021822CP
79 R 335 298 000 099 423	SA XCUR- OEMS YEARBOOK MISC REVENUE	11,328.23	0.00	02/18/2022	Christopher Peterson	021822CP
79 R 335 298 000 099 460	SA XCUR- OEMS SIXTH GRADE MISC REVENUE	2,528.97	0.00	02/18/2022	Christopher Peterson	021822CP
79 R 335 298 000 099 461	SA XCUR- OEMS SEVENTH GRADE MISC	2,317.73	0.00	02/18/2022	Christopher Peterson	021822CP
79 R 335 298 000 099 465	SA XCUR- OEMS STUDENT COUNCIL MISC	176.40	0.00	02/18/2022	Christopher Peterson	021822CP
79 R 335 298 000 099 470	SA XCUR- OEMS SCHOOL STORE MISC REVENUE	1,991.97	0.00	02/18/2022	Christopher Peterson	021822CP
79 E 335 298 000 401 423	SA XCUR- OEMS YEARBOOK GEN SUPPLIES	11,328.23	0.00	02/18/2022	Christopher Peterson	021822CP

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Account	Account Description	Debit	Credit	Post Date	Created By	Batch
79 E 335 298 000 401 460	SA XCUR- OEMS SIXTH GRADE GEN SUPPLIES	2,528.97	0.00	02/18/2022	Christopher Peterson	021822CP
79 E 335 298 000 401 461	SA XCUR- OEMS SEVENTH GRADE GEN SUPPLIES	2,317.73	0.00	02/18/2022	Christopher Peterson	021822CP
79 E 335 298 000 401 465	SA XCUR- OEMS STUDENT COUNCIL GEN	176.40	0.00	02/18/2022	Christopher Peterson	021822CP
79 E 335 298 000 401 470	SA XCUR- OEMS SCHOOL STORE GEN SUPPLIES	1,991.97	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 225 292 000 099 700	BOYS/GIRLS- LPMS ATHLETICS DEPT MISC	40.84	0.00	02/18/2022	Christopher Peterson	021822CPA
01 R 225 292 000 099 714	BOYS/GIRLS- LPMS TRACK MISC REVENUE	0.30	0.00	02/18/2022	Christopher Peterson	021822CPA
01 R 225 292 000 099 715	BOYS/GIRLS- LPMS VOLLEYBALL MISC REVENUE	139.14	0.00	02/18/2022	Christopher Peterson	021822CPA
01 R 225 298 000 096 420	SA XCUR- LPMS GENERAL SCHOLARSHIPS	120.00	0.00	02/18/2022	Christopher Peterson	021822CPA
01 R 225 298 000 099 420	SA XCUR- LPMS GENERAL MISC REVENUE	6,860.28	0.00	02/18/2022	Christopher Peterson	021822CPA
01 R 225 298 000 099 421	SA XCUR- LPMS GRANTS MISC REVENUE	1,833.39	0.00	02/18/2022	Christopher Peterson	021822CPA
01 R 225 298 000 099 425	SA XCUR- LPMS ART MISC REVENUE	1.93	0.00	02/18/2022	Christopher Peterson	021822CPA
01 R 225 298 000 099 428	SA XCUR- LPMS PHYS ED MISC REVENUE	254.54	0.00	02/18/2022	Christopher Peterson	021822CPA
01 R 225 298 000 099 437	SA XCUR- LPMS BOOK FUND MISC REVENUE	3,243.42	0.00	02/18/2022	Christopher Peterson	021822CPA
01 R 225 298 000 099 471	SA XCUR- LPMS PLAYGROUND MISC REVENUE	1,349.65	0.00	02/18/2022	Christopher Peterson	021822CPA
01 R 225 298 000 099 472	SA XCUR- LPMS HEALTHY KIDS MISC REVENUE	913.35	0.00	02/18/2022	Christopher Peterson	021822CPA
01 R 225 298 000 099 473	SA XCUR- LPMS WORK PROGRAM MISC REVENUE	1,637.56	0.00	02/18/2022	Christopher Peterson	021822CPA
01 R 225 298 000 099 474	SA XCUR- LPMS AUTISM MISC REVENUE	1,449.88	0.00	02/18/2022	Christopher Peterson	021822CPA
01 R 225 298 000 099 491	SA XCUR- LPMS PBIS MISC REVENUE	4,264.70	0.00	02/18/2022	Christopher Peterson	021822CPA
01 E 225 292 000 401 700	BOYS/GIRLS- LPMS ATHLETICS DEPT GEN	40.84	0.00	02/18/2022	Christopher Peterson	021822CPA
01 E 225 292 000 401 714	BOYS/GIRLS- LPMS TRACK GEN SUPPLIES	0.30	0.00	02/18/2022	Christopher Peterson	021822CPA
01 E 225 292 000 401 715	BOYS/GIRLS- LPMS VOLLEYBALL GEN SUPPLIES	139.14	0.00	02/18/2022	Christopher Peterson	021822CPA
01 E 225 298 000 401 420	SA XCUR- LPMS GENERAL GEN SUPPLIES	6,980.28	0.00	02/18/2022	Christopher Peterson	021822CPA
01 E 225 298 000 401 421	SA XCUR- LPMS GRANTS GEN SUPPLIES	1,833.39	0.00	02/18/2022	Christopher Peterson	021822CPA
01 E 225 298 000 401 425	SA XCUR- LPMS ART GEN SUPPLIES	1.93	0.00	02/18/2022	Christopher Peterson	021822CPA
01 E 225 298 000 401 428	SA XCUR- LPMS PHYS ED GEN SUPPLIES	254.54	0.00	02/18/2022	Christopher Peterson	021822CPA
01 E 225 298 000 401 437	SA XCUR- LPMS BOOK FUND GEN SUPPLIES	3,243.42	0.00	02/18/2022	Christopher Peterson	021822CPA
01 E 225 298 000 401 471	SA XCUR- LPMS PLAYGROUND GEN SUPPLIES	1,349.65	0.00	02/18/2022	Christopher Peterson	021822CPA
01 E 225 298 000 401 472	SA XCUR- LPMS HEALTHY KIDS GEN SUPPLIES	913.35	0.00	02/18/2022	Christopher Peterson	021822CPA
01 E 225 298 000 401 473	SA XCUR- LPMS WORK PROGRAM GEN SUPPLIES	1,637.56	0.00	02/18/2022	Christopher Peterson	021822CPA
01 E 225 298 000 401 474	SA XCUR- LPMS AUTISM GEN SUPPLIES	1,449.88	0.00	02/18/2022	Christopher Peterson	021822CPA
01 E 225 298 000 401 491	SA XCUR- LPMS PBIS GEN SUPPLIES	4,264.70	0.00	02/18/2022	Christopher Peterson	021822CPA

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Account	Account Description	Debit	Credit	Post Date	Created By	Batch
79 R 225 298 000 099 424	SA XCUR- LPMS KNOWLEDGE BOWL MISC	920.59	0.00	02/18/2022	Christopher Peterson	021822CPA
79 R 225 298 000 099 425	SA XCUR- LPMS ART MISC REVENUE	4,568.10	0.00	02/18/2022	Christopher Peterson	021822CPA
79 R 225 298 000 099 426	SA XCUR- LPMS HOME ECONOMICS MISC	2,479.77	0.00	02/18/2022	Christopher Peterson	021822CPA
79 R 225 298 000 099 431	SA XCUR- LPMS BAND MISC REVENUE	4,071.88	0.00	02/18/2022	Christopher Peterson	021822CPA
79 R 225 298 000 099 432	SA XCUR- LPMS CHOIR MISC REVENUE	1,923.01	0.00	02/18/2022	Christopher Peterson	021822CPA
79 R 225 298 000 099 434	SA XCUR- LPMS ORCHESTRA MISC REVENUE	6,354.62	0.00	02/18/2022	Christopher Peterson	021822CPA
79 R 225 298 000 099 459	SA XCUR- LPMS GREEN EARTH CLUB MISC	200.00	0.00	02/18/2022	Christopher Peterson	021822CPA
79 R 225 298 000 099 460	SA XCUR- LPMS SIXTH GRADE MISC REVENUE	150.12	0.00	02/18/2022	Christopher Peterson	021822CPA
79 R 225 298 000 099 461	SA XCUR- LPMS SEVENTH GRADE MISC REVENUE	189.36	0.00	02/18/2022	Christopher Peterson	021822CPA
79 R 225 298 000 099 465	SA XCUR- LPMS STUDENT COUNCIL MISC	1,854.14	0.00	02/18/2022	Christopher Peterson	021822CPA
79 R 225 298 000 099 466	SA XCUR- LPMS POSITIVE PERKS MISC REVENUE	3,357.88	0.00	02/18/2022	Christopher Peterson	021822CPA
79 R 225 298 000 099 468	SA XCUR- LPMS MATH MASTERS MISC REVENUE	458.83	0.00	02/18/2022	Christopher Peterson	021822CPA
79 R 225 298 000 099 469	SA XCUR- LPMS TALENT SHOW MISC REVENUE	0.76	0.00	02/18/2022	Christopher Peterson	021822CPA
79 R 225 298 000 099 701	SA XCUR- LPMS SKI CLUB MISC REVENUE	124.09	0.00	02/18/2022	Christopher Peterson	021822CPA
79 E 225 298 000 401 424	SA XCUR- LPMS KNOWLEDGE BOWL GEN	920.59	0.00	02/18/2022	Christopher Peterson	021822CPA
79 E 225 298 000 401 425	SA XCUR- LPMS ART GEN SUPPLIES	4,568.10	0.00	02/18/2022	Christopher Peterson	021822CPA
79 E 225 298 000 401 426	SA XCUR- LPMS HOME ECONOMICS GEN	2,479.77	0.00	02/18/2022	Christopher Peterson	021822CPA
79 E 225 298 000 401 431	SA XCUR- LPMS BAND GEN SUPPLIES	4,071.88	0.00	02/18/2022	Christopher Peterson	021822CPA
79 E 225 298 000 401 432	SA XCUR- LPMS CHOIR GEN SUPPLIES	1,923.01	0.00	02/18/2022	Christopher Peterson	021822CPA
79 E 225 298 000 401 434	SA XCUR- LPMS ORCHESTRA GEN SUPPLIES	6,354.62	0.00	02/18/2022	Christopher Peterson	021822CPA
79 E 225 298 000 401 459	SA XCUR- LPMS GREEN EARTH CLUB GEN	200.00	0.00	02/18/2022	Christopher Peterson	021822CPA
79 E 225 298 000 401 460	SA XCUR- LPMS SIXTH GRADE GEN SUPPLIES	150.12	0.00	02/18/2022	Christopher Peterson	021822CPA
79 E 225 298 000 401 461	SA XCUR- LPMS SEVENTH GRADE GEN SUPPLIES	189.36	0.00	02/18/2022	Christopher Peterson	021822CPA
79 E 225 298 000 401 465	SA XCUR- LPMS STUDENT COUNCIL GEN	1,854.14	0.00	02/18/2022	Christopher Peterson	021822CPA
79 E 225 298 000 401 466	SA XCUR- LPMS POSITIVE PERKS GEN SUPPLIES	3,357.88	0.00	02/18/2022	Christopher Peterson	021822CPA
79 E 225 298 000 401 468	SA XCUR- LPMS MATH MASTERS GEN SUPPLIES	458.83	0.00	02/18/2022	Christopher Peterson	021822CPA
79 E 225 298 000 401 469	SA XCUR- LPMS TALENT SHOW GEN SUPPLIES	0.76	0.00	02/18/2022	Christopher Peterson	021822CPA
79 E 225 298 000 401 701	SA XCUR- LPMS SKI CLUB GEN SUPPLIES	124.09	0.00	02/18/2022	Christopher Peterson	021822CPA
01 R 435 298 000 099 420	SA XCUR- CGDN GENERAL MISC REVENUE	1,605.49	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 435 298 000 099 421	SA XCUR- CGDN GRANTS MISC REVENUE	583.88	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 435 298 000 099 422	SA XCUR- CGDN LIBRARY/MEDIA MISC REVENUE	870.40	0.00	02/22/2022	Christopher Peterson	022222CP

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Account	Account Description	Debit	Credit	Post Date	Created By	Batch
01 R 435 298 000 099 459	SA XCUR- CGDN GARDEN CLUB MISC REVENUE	1,216.36	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 475 298 000 099 420	SA XCUR- HMCR GENERAL MISC REV	29,715.47	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 475 298 000 099 422	SA XCUR- HMCR LIBRARY/MEDIA MISC REV	1,854.99	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 500 298 000 099 420	SA XCUR- LAKEWOOD GENERAL MISC REV	36,338.18	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 510 298 000 099 420	SA XCUR- LSTR PK GENERAL MISC REVENUE	24,202.33	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 510 298 000 099 421	SA XCUR- LSTR PK GRANTS MISC REVENUE	1,946.86	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 510 298 000 099 471	SA XCUR- LSTR PK PLAYGROUND MISC REVENUE	1,838.38	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 510 298 000 099 472	SA XCUR- LSTR PK LP FOREST MISC REVENUE	2,304.37	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 520 298 000 096 433	SA XCUR- LOWELL MUSIC DONATIONS	18,010.70	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 520 298 000 099 420	SA XCUR- LOWELL GENERAL MISC REVENUE	6,895.94	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 520 298 000 099 421	SA XCUR- LOWELL GRANTS MISC REVENUE	1,378.54	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 520 298 000 099 459	SA XCUR- LOWELL GARDEN CLUB MISC REVENUE	1,314.41	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 520 298 000 099 476	SA XCUR- LOWELL AMITY FUND MISC REVENUE	344.67	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 520 298 000 099 491	SA XCUR- LOWELL PBIS MISC REVENUE	436.38	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 525 298 000 099 420	SA XCUR- LMAC GENERAL MISC REVENUE	7,275.28	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 525 298 000 099 421	SA XCUR- LMAC GRANTS MISC REVENUE	12,458.95	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 525 298 000 099 422	SA XCUR- LMAC LIBRARY/MEDIA MISC REVENUE	1,484.67	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 525 298 000 099 490	SA XCUR- LMAC FAMILY NIGHT MISC REVENUE	1,238.05	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 540 298 000 099 420	SA XCUR - MWKN GENERAL MISC REV	82,380.47	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 540 298 000 099 429	SA XCUR - MWKN SCIENCE ENDOWMENT MISC	4,929.50	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 540 298 000 099 471	SA XCUR - MWKN WASHER & DRYER MISC REV	566.02	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 540 298 000 099 472	SA XCUR - MWKN DRUM CLUB MISC REV	2,446.24	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 550 298 000 099 420	SA XCUR- PIED GENERAL MISC REV	908.06	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 550 298 000 099 422	SA XCUR- PIED LIBRARY/MEDIA MISC REV	1,053.35	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 550 298 000 099 439	SA XCUR- PIED SOCIAL WORKER MISC REV	7.43	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 550 298 000 099 452	SA XCUR- PIED BOXTOPS MISC REV	181.75	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 550 298 000 099 459	SA XCUR- PIED GARDEN CLUB MISC REV	29.11	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 550 298 000 099 491	SA XCUR- PIED PBIS MISC REV	2,542.15	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 565 298 000 099 420	SA XCUR- STOWE GENERAL MISC REV	13,432.90	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 565 298 000 099 421	SA XCUR- STOWE GRANTS MISC REV	25,855.75	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 565 298 000 099 422	SA XCUR- STOWE LIBRARY/MEDIA MISC REV	511.39	0.00	02/22/2022	Christopher Peterson	022222CP

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Account	Account Description	Debit	Credit	Post Date	Created By	Batch
01 R 580 298 000 099 420	SA XCUR- R ACADEMIES GENERAL MISC REV	1,478.27	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 611 298 000 099 420	SA XCUR- ALC GENERAL MISC REV	8,307.15	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 611 298 000 099 471	SA XCUR- ALC BLOOM MISC REV	1,750.00	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 435 298 000 401 420	SA XCUR- CGDN GENERAL GEN SUPPLIES	1,605.49	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 435 298 000 401 421	SA XCUR- CGDN GRANTS GEN SUPPLIES	583.88	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 435 298 000 401 422	SA XCUR- CGDN LIBRARY/MEDIA GEN SUPPLIES	870.40	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 435 298 000 401 459	SA XCUR- CGDN GARDEN CLUB GEN SUPPLIES	1,216.36	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 475 298 000 401 420	SA XCUR - HMCR GENERAL GEN SUPPLIES	29,715.47	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 475 298 000 401 422	SA XCUR - HMCR LIBRARY/MEDIA GEN SUPPLIES	1,854.99	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 500 298 000 401 420	SA XCUR - LAKEWOOD GENERAL GEN SUPPLIES	36,338.18	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 510 298 000 401 420	SA XCUR- LSTR PK GENERAL GEN SUPPLIES	24,202.33	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 510 298 000 401 421	SA XCUR- LSTR PK GRANTS GEN SUPPLIES	1,946.86	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 510 298 000 401 471	SA XCUR- LSTR PK PLAYGROUND GEN SUPPLIES	1,838.38	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 510 298 000 401 472	SA XCUR- LSTR PK LP FOREST GEN SUPPLIES	2,304.37	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 520 298 000 401 420	SA XCUR- LOWELL GENERAL GEN SUPPLIES	6,895.94	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 520 298 000 401 421	SA XCUR- LOWELL GRANTS GEN SUPPLIES	1,378.54	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 520 298 000 401 433	SA XCUR- LOWELL MUSIC GEN SUPPLIES	18,010.70	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 520 298 000 401 459	SA XCUR- LOWELL GARDEN CLUB GEN SUPPLIES	1,314.41	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 520 298 000 401 476	SA XCUR- LOWELL AMITY FUND GEN SUPPLIES	344.67	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 520 298 000 401 491	SA XCUR- LOWELL PBIS GEN SUPPLIES	436.38	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 525 298 000 401 420	SA XCUR- LMAC GENERAL GEN SUPPLIES	7,275.28	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 525 298 000 401 421	SA XCUR- LMAC GRANTS GEN SUPPLIES	12,458.95	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 525 298 000 401 422	SA XCUR- LMAC LIBRARY/MEDIA GEN SUPPLIES	1,484.67	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 525 298 000 401 490	SA XCUR- LMAC FAMILY NIGHT GEN SUPPLIES	1,238.05	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 540 298 000 401 420	SA XCUR - MWKN GENERAL GEN SUPPLIES	82,380.47	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 540 298 000 401 429	SA XCUR - MWKN SCIENCE ENDOWMENT GEN	4,929.50	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 540 298 000 401 471	SA XCUR - MWKN WASHER & DRYER GEN	566.02	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 540 298 000 401 472	SA XCUR - MWKN DRUM CLUB GEN SUPPLIES	2,446.24	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 550 298 000 401 420	SA XCUR - PIED GENERAL GEN SUPPLIES	908.06	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 550 298 000 401 422	SA XCUR - PIED LIBRARY/MEDIA GEN SUPPLIES	1,053.35	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 550 298 000 401 439	SA XCUR - PIED SOCIAL WORKER GEN SUPPLIES	7.43	0.00	02/22/2022	Christopher Peterson	022222CP

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Account	Account Description	Debit	Credit	Post Date	Created By	Batch
01 E 550 298 000 401 452	SA XCUR - PIED BOXTOPS GEN SUPPLIES	181.75	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 550 298 000 401 459	SA XCUR - PIED GARDEN CLUB GEN SUPPLIES	29.11	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 550 298 000 401 491	SA XCUR - PIED PBIS GEN SUPPLIES	2,542.15	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 565 298 000 401 420	SA XCUR- STOWE GENERAL GEN SUPPLIES	13,432.90	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 565 298 000 401 421	SA XCUR- STOWE GRANTS GEN SUPPLIES	25,855.75	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 565 298 000 401 422	SA XCUR- STOWE LIBRARY/MEDIA GEN SUPPLIES	511.39	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 580 298 000 401 420	SA XCUR- R ACADEMIES GENERAL GEN	1,478.27	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 611 298 000 401 420	SA XCUR - ALC GENERAL GEN SUPPLIES	8,307.15	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 611 298 000 401 471	SA XCUR - ALC BLOOM GEN SUPPLIES	1,750.00	0.00	02/22/2022	Christopher Peterson	022222CP
04 R 700 298 000 099 420	SA XCUR- ECFE/HS GENERAL MISC REV	1,888.41	0.00	02/22/2022	Christopher Peterson	022222CP
04 E 700 298 000 401 420	SA XCUR- ECFE/HS GENERAL GEN SUPPLIES	1,888.41	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 435 298 000 099 463	SA XCUR- CGDN LEGO ROBOTICS MISC REVENUE	2,659.43	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 435 298 000 099 466	SA XCUR- CGDN DEST IMAGINATION MISC	4,039.16	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 435 298 000 099 475	SA XCUR- CGDN WOLF RIDGE MISC REVENUE	10,341.48	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 435 298 000 099 701	SA XCUR- CGDN SKIING MISC REVENUE	1,695.74	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 475 298 000 099 475	SA XCUR- HMCWOLF RIDGE MISC REV	6,837.37	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 510 298 000 099 470	SA XCUR- LSTR PK SCHOOL STORE MISC	210.53	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 510 298 000 099 475	SA XCUR- LSTR PK WOLF RIDGE MISC REVENUE	7,473.18	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 525 298 000 099 471	SA XCUR- LMAC KINDERGARTEN MISC REVENUE	1,686.44	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 525 298 000 099 472	SA XCUR- LMAC 1ST GRADE MISC REVENUE	1,391.13	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 525 298 000 099 473	SA XCUR- LMAC 2ND GRADE MISC REVENUE	3,661.49	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 525 298 000 099 474	SA XCUR- LMAC 3RD GRADE MISC REVENUE	1,081.19	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 525 298 000 099 476	SA XCUR- LMAC 4TH GRADE MISC REVENUE	1,605.67	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 525 298 000 099 477	SA XCUR- LMAC 5TH GRADE MISC REVENUE	6,885.28	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 550 298 000 099 470	SA XCUR- PIED SCHOOL STORE MISC REV	1,082.44	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 550 298 000 099 472	SA XCUR- PIED 1ST GRADE MISC REV	229.74	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 550 298 000 099 474	SA XCUR- PIED 3RD GRADE MISC REV	30.32	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 550 298 000 099 476	SA XCUR- PIED 4TH GRADE MISC REV	5,117.18	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 550 298 000 099 477	SA XCUR- PIED 5TH GRADE MISC REV	18.52	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 565 298 000 099 470	SA XCUR- STOWE SCHOOL STORE MISC REV	1,053.33	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 565 298 000 099 471	SA XCUR- STOWE FIELD TRIPS MISC REV	45.75	0.00	02/22/2022	Christopher Peterson	022222CP

Budget Changes Report

Duluth Public Schools ISD #709

3/2/2022 4:43:44 PM ⁸⁸

<u>Account</u>	<u>Account Description</u>	<u>Debit</u>	<u>Credit</u>	<u>Post Date</u>	<u>Created By</u>	<u>Batch</u>
79 R 565 298 000 099 472	SA XCUR- STOWE STUDENT EMERGENCY MISC	1,250.73	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 565 298 000 099 475	SA XCUR- STOWE WOLF RIDGE MISC REV	6,275.69	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 700 298 000 096 474	SA XCUR- ECFE CITY WIDE DONATIONS	1,750.00	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 700 298 000 099 471	SA XCUR- ECFE PIED MISC REV	6,554.16	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 700 298 000 099 472	SA XCUR- ECFE STOWE MISC REV	304.10	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 700 298 000 099 473	SA XCUR- ECFE WSHNGTN MISC REV	1,055.88	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 700 298 000 099 474	SA XCUR- ECFE CITY WIDE MISC REV	2,353.27	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 435 298 000 401 463	SA XCUR- CGDN LEGO ROBOTICS GEN SUPPLIES	2,659.43	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 435 298 000 401 466	SA XCUR- CGDN DEST IMAGINATION GEN	4,039.16	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 435 298 000 401 475	SA XCUR- CGDN WOLF RIDGE GEN SUPPLIES	10,341.48	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 435 298 000 401 701	SA XCUR- CGDN SKIING GEN SUPPLIES	1,695.74	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 475 298 000 401 475	SA XCUR - HMCR WOLF RIDGE GEN SUPPLIES	6,837.37	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 510 298 000 401 470	SA XCUR- LSTR PK SCHOOL STORE GEN	210.53	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 510 298 000 401 475	SA XCUR- LSTR PK WOLF RIDGE GEN SUPPLIES	7,473.18	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 525 298 000 401 471	SA XCUR- LMAC KINDERGARTEN GEN SUPPLIES	1,686.44	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 525 298 000 401 472	SA XCUR- LMAC 1ST GRADE GEN SUPPLIES	1,391.13	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 525 298 000 401 473	SA XCUR- LMAC 2ND GRADE GEN SUPPLIES	3,661.49	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 525 298 000 401 474	SA XCUR- LMAC 3RD GRADE GEN SUPPLIES	1,081.19	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 525 298 000 401 476	SA XCUR- LMAC 4TH GRADE GEN SUPPLIES	1,605.67	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 525 298 000 401 477	SA XCUR- LMAC 5TH GRADE GEN SUPPLIES	6,885.28	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 550 298 000 401 470	SA XCUR - PIED SCHOOL STORE GEN SUPPLIES	1,082.44	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 550 298 000 401 472	SA XCUR - PIED 1ST GRADE GEN SUPPLIES	229.74	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 550 298 000 401 474	SA XCUR - PIED 3RD GRADE GEN SUPPLIES	30.32	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 550 298 000 401 476	SA XCUR - PIED 4TH GRADE GEN SUPPLIES	5,117.18	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 550 298 000 401 477	SA XCUR - PIED 5TH GRADE GEN SUPPLIES	18.52	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 565 298 000 360 472	SA XCUR- STOWE STUDENT EMERGENCY	1,250.73	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 565 298 000 401 470	SA XCUR- STOWE SCHOOL STORE GEN SUPPLIES	1,053.33	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 565 298 000 401 471	SA XCUR- STOWE FIELD TRIPS GEN SUPPLIES	45.75	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 565 298 000 401 475	SA XCUR- STOWE WOLF RIDGE GEN SUPPLIES	6,275.69	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 700 298 000 360 474	SA XCUR- ECFE CITY WIDE TRANSP-PRIVATE	1,750.00	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 700 298 000 401 471	SA XCUR- ECFE PIED GEN SUPPLIES	6,554.16	0.00	02/22/2022	Christopher Peterson	022222CP

Budget Changes Report

Duluth Public Schools ISD #709

3/2/2022 4:43:44 PM 89

<u>Account</u>	<u>Account Description</u>	<u>Debit</u>	<u>Credit</u>	<u>Post Date</u>	<u>Created By</u>	<u>Batch</u>
79 E 700 298 000 401 472	SA XCUR- ECFE STOWE GEN SUPPLIES	304.10	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 700 298 000 401 473	SA XCUR- ECFE WSHNGTN GEN SUPPLIES	1,055.88	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 700 298 000 401 474	SA XCUR- ECFE CITY WIDE GEN SUPPLIES	2,353.27	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 005 605 320 305 340	IE DW CONTRACTED SERV	0.00	7,000.00	02/28/2022	Olivia Kinsley	22822OK
01 E 005 605 320 369 340	IE DW ENTRY FEE/STDNT	7,000.00	0.00	02/28/2022	Olivia Kinsley	22822OK

**Fundraisers Reported
February 2022**

The following fundraisers were reported in the above timeframe and per Policy 511–Fundraising, require School Board approval:

School	Organization Fundraising	Estimated Profit	Description of Fundraiser
Ordean East	School-wide	\$350	Raised monies to be used for flexible seating (wobble chairs, balance balls, etc).

INDEPENDENT SCHOOL DISTRICT NO. 709

Duluth Public Schools
 4316 Rice Lake Rd Suite 108
 Duluth, Minnesota 55811
 218-336-8738

MEMORANDUM

To: Cathy Erickson, CFO/Executive Director of Business Services
From: Tony Kelekovich, Supervisor of Purchasing
Subject: **Bid-1300 Network Wireless Infrastructure**
Date: March 2, 2022

Bids for Wireless Network Infrastructure equipment, including installation, were advertised and posted on the Universal Service Administrative Company website as required to qualify for E-Rate funding.

One (1) vendor responded with the following results:

<u>VENDOR</u>	<u>TOTAL</u>
CDW GOVERNMENT	\$ 852,815.00
VERNON HILLS IL	

The Technology Department (Bart Smith) and the Purchasing Department (Tony Kelekovich) analyzed the bid.

Bart Smith, Manager of Technology, recommends accepting the low bid meeting specifications as submitted by CDW Government in the amount of **\$ 852,815.00**.

Bart Smith will attend the Business Committee meeting to answer any questions as they pertain to this recommendation.

Fund: 01 E 005 108 155 466 000

Program: Technology

Fund Custodian: Bart Smith/Technology



ISD #709

93

Duluth Public Schools
HOCHS Relocation Project

Monthly Progress Report
February 2022

Project(s) Address: 730 E Central Entrance, Duluth, MN 55802

Recent Progress and Activities:

- The Facilities remodel project construction progress:
 - Interior ductwork, hydronic piping, and electrical rough-ins have been completed.
 - Wiring has been pulled to its final locations within new conduits.
 - Drywall installation has been completed and taping has commenced.
 - The admin area has been painted and acoustical ceiling tile started.
 - Both mezzanine platforms and stairs have been installed.
- The City provided additional comments on the formal Developers Agreement for the DSC/Transportation project. It is projected to have a final Developers Agreement completed in the coming weeks.
- Saturday Properties and Cunningham Architects presented to the School Board on 2/3/2022 a draft concept plan for the remaining parcels that are located up on the hill. This plan included 443 total residential units and a 37,500 GSF commercial building.
- Saturday Properties and ISD#709 have officially closed on the sale and transfer of Historic Old Central High School the week of February 7th.
- Furniture meetings have been ongoing to establish District furniture needs of Facilities, District Services Center, and Transportation buildings. Furniture finishes and colors have been selected for the Transportation Center and Facilities. The District Services Center will have further meetings on the final selections.

Upcoming Activities and Next Steps:

- A Developer's Agreement is planned to be created by the City of Duluth in the coming weeks. This is a key part of obtaining the final building permits. However, the City of Duluth is currently reviewing the project's construction documents. Once the Developers Agreement is finalized, permits should follow shortly after.
- Final furniture and technology selections will be taking place in the coming months for the District Services Center.
- The Facilities remodel project upcoming construction:
 - Interior floor prep will occur at dilapidated floors; this allows for a smooth substrate for the installation of floor coverings.
 - Drywall taping will finalize in March, along with all interior painting.

- Interior flooring (VCT and tile) and acoustical ceiling grid will be completed in March.
- Casework will be received in March for installation after the flooring is completed.
- The new exterior loading dock will be taking place after frost is naturally removed.

AGREEMENT

THIS AGREEMENT, made and entered into this 17th day of February , 2022 , by and between Independent School District #709 American Indian Education Department, a public corporation, hereinafter called District, and Robert Shimek, an independent contractor, hereinafter called Contractor.

THE PURPOSE OF THE AGREEMENT is to set out the terms and conditions whereby Contractor will provide programs or services for the District at the times and locations set forth in this Agreement.

The terms and conditions of this Agreement are as follows: *(insert here or attach as appropriate)*

1. **Dates of Service.** This Agreement shall be deemed to be effective as of February 17, 2022 and shall remain in effect until June 30,2022 , unless terminated earlier as provided for herein, or unless and until all obligations set forth in this Agreement have been satisfactorily fulfilled, whichever occurs first.

2. **Performance.** Contractor will provide culturally specific teachings and legends on the Ojibwe snow snake game for Duluth American Indian Education department staff and students of Misaabekong. He will also teach the Misaabekong K-3 grade students and staff how to play this game.

3. **Background Check.** *(applies to contractors working independent with students) N/A*

Contractor must provide an executed criminal history consent form and a money order or check payable to the District in an amount equal to the actual cost of conducting a criminal history background check on all of its employees assigned to the program. Contractor is precluded from performance of contract until the results of the criminal background check(s) are on file.

If Contractor has already completed background checks for their business needs, Contractor stipulates that the background checks are completed, on file, and will be made available for review if the District should request.

Contractor will notify the District of any individual working in our schools with convictions of a gross misdemeanor or felony.

4. **Reimbursement.** In consideration of the performance of Contractor of its obligations pursuant to this Agreement, District hereby agrees to reimburse Contractor for its services and expenses in performing said obligations up to a sum not to exceed \$75.00 (Seventy-five dollars) hourly and \$ 1500.00 (One-thousand five hundred dollars) in total. Mileage will be reimbursed at the standard IRS rate applicable for the year in which the expense incurred 2022 \$.58/mile.

Contractor is required by Minnesota Statutes, Section 270.66, subd. 3, to provide their Taxpayer Identification Number (TIN) used in the enforcement of Federal and State tax laws. The TIN will be available to Federal and State tax authorities and State personnel involved in the payment of State obligations. This Agreement will not be approved unless TIN is provided.

5. Requests for Reimbursement. The terms of payment under this Agreement are as follows:

- a. Payment shall be made by the District within 30 days of submission of a proper invoice by the Contractor;
- b. Any other terms of payment in the performance of services are incorporated by reference in this Agreement.

6. Propriety of Expenses. The fact that the District has reimbursed Contractor for any expense claimed by Contractor shall not preclude District from questioning the propriety of any such item. District reserves the right to offset any overpayment or disallowance of any item or items at any time under this Agreement by reducing future payments to Contractor. This clause shall not be construed to bar any other legal remedies District may have to recover funds expended by Contractor for disallowed costs.

7. Ownership of Materials. The District reserves the rights to reproduce the programming in any fashion, or appropriate the contents of the programming, or any portion thereof, to its own use for any and all programs, forms and other materials that Contractor has provided, prepared, or utilized in performance of the terms of this Agreement.

8. Independent Contractor. Both the District and Contractor agree that they will act as an independent contractor in the performance of its duties under this Agreement. Nothing contained in this Agreement shall be construed as in any manner creating a relationship of joint venture between the parties, which shall remain independent contractors with respect to all actions performed pursuant to this Agreement.

Accordingly, Contractor shall be responsible for payment of all taxes, including Federal, State, and local taxes, arising out of Contractor's activities in accordance with this Agreement, including by way of illustration, but not limited to, Federal and State income tax, Social Security tax, Unemployment Insurance taxes, workers compensations, and any other taxes or business license fees as required.

9. Indemnity and defense of the District. Contractor hereby agrees to defend, indemnify and hold the District harmless from all claims relating to its work pursuant to this Agreement.

In the event that Contractor breaches its obligation to defend, indemnify and hold the District harmless, then in addition to its other damages the District shall be entitled to recover its attorney's fees and costs and disbursements incurred in enforcing this Agreement.

10. **Notices.** All notices to be given by Contractor to District shall be deemed to have been given by depositing the same in writing in the United States Mail: ISD 709, Duluth Public Schools, Attn: Edye Washington , 4316 Rice Lake Rd, Suite 108, Duluth, MN 55811.

All notices to be given by District to Contractor shall be deemed to have been given by depositing the same in writing in the United States Mail to (mailing address with zip) Robert Shimek 33748 Mary Yellowhead Rd. Ogema, MN 56569 .

11. **Assignment.** Contractor shall not in any way assign or transfer any of its rights, interests or obligations under this Agreement in any way whatsoever without the prior written approval of the District.

12. **Modification or Amendment.** No amendment, change or modification of this Agreement shall be valid unless in writing signed by the parties' hereto.

13. **Governing Laws.** This Agreement, together with all its paragraphs, terms and provisions is made in the State of Minnesota and shall be construed and interpreted in accordance with the laws of the State of Minnesota.

14. **Entire Agreement.** This Agreement contains the entire understanding of the parties hereto with respect to the subject matter hereof and shall not be changed or otherwise altered except by written agreement of the parties.

15. **Cancellation.** Either party shall have the right to terminate this Agreement, without cause, upon (30) days written notice to the other party as provided for in this Agreement.

16. **Data Practices.** Contractor further understands and agrees that it shall be bound by the Minnesota Government Data Practices Act (Minnesota Statutes 13.03-13.04) with respect to "data on individuals"; as defined in 13.02, subd. 5 of that Statute) which it collects, receives, stores, uses, creates or disseminates pursuant to this Agreement.

17. **Insurance.** (If applicable) Contractor shall not commence work under the contract until they have obtained all the insurance described below and Duluth Public Schools has approved such insurance. Contractor shall maintain such insurance in force and effect throughout the term of the contract.

Contractor is required to maintain and furnish satisfactory evidence of the following insurance policies:

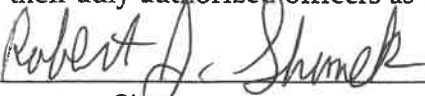

Workers' Compensation Insurance: Contractor must provide Workers' Compensation insurance for all its employees and, in case any work is subcontracted, Contractor will require the subcontractor to provide Workers' Compensation insurance in accordance with the statutory requirements of the State of Minnesota including Coverage B, Employer's Liability.

Commercial General Liability: Contractor is required to maintain insurance protecting it from claims for damages for bodily injury, including sickness or disease, death, and for care and loss of services as well as claims for property damage, including loss of use which may arise from operations under the Contract whether the operations are by the contractor or subcontractor or by anyone directly or indirectly employed under the contract.

18. **Conflict of Interest and Fiduciary Duty:** All contractors doing business with the District agree to follow Policy 307 - Conflicts of Interest and Fiduciary Duty. This policy is located on the District's website.

THE REMAINDER OF THIS PAGE IS LEFT INTENTIONALLY BLANK

AS EVIDENCE OF THEIR ASSENT TO THE TERMS AND CONDITIONS OF THIS AGREEMENT, set forth above, the parties hereto have caused this Agreement to be executed by their duly authorized officers as of the day and year first above written.


 Contractor Signature _____ SSN/Tax ID Number _____ Date 2-18-2022

 Program Director _____ Date 2-17-2022

Please note: All signatures *must* be obtained AND the following *must* be completed by the Program Director before submission to the CFO for review and approval.

This contract is funded by either:

1. The following budget (include full 18 digit code); or
2. will be paid using Student Activity Funds; or
3. is no cost contract (e.g. Memorandum of Understanding).

Please check the appropriate line below:

Check if the contract will be paid using District funds and enter the budget code in the top line below (enter in blank spots following the example).

01	E	005	605	320	305	340
XX	X	XXX	XXX	XXX	XXX	XXX

_____ Check if the contract will be paid using Student Activity Funds

_____ Check if the contract is a no-cost contract such as a Memorandum of Understanding


 CFO / Superintendent of Schools / Board Chair _____ Date 2/18/22

AGREEMENT

THIS AGREEMENT, made and entered into this 1st day of December, 2021, by and between Independent School District #709, a public corporation, hereinafter called District, and Duluth Art Institute, an independent contractor, hereinafter called Contractor.

THE PURPOSE OF THE AGREEMENT is to set out the terms and conditions whereby Contractor will provide programs or services for the District at the times and locations set forth in this Agreement.

The terms and conditions of this Agreement are as follows:

Coordinate the artist in residency

70 hours of lessons. (10 weeks of one-hour art lessons that includes 1-2 projects in 7 classrooms. All Day, 5 day a week classrooms at Homecroft, Lowell, Laura MacArthur, Myer-Wilkins (2), Piedmont, and Stowe.)

1. Dates of Service. This Agreement shall be deemed to be effective as of December 1, 2021 and shall remain in effect until June 3, 2022, unless terminated earlier as provided for herein, or unless and until all obligations set forth in this Agreement have been satisfactorily fulfilled, whichever occurs first.

2. Performance. *(insert or attach a list of programs/services to be performed by contractor)*

3. Background Check. *(applies to contractors working independent with students)*

Contractor must provide an executed criminal history consent form and a money order or check payable to the District in an amount equal to the actual cost of conducting a criminal history background check on all of its employees assigned to the program. Contractor is precluded from performance of contract until the results of the criminal background check(s) are on file.

If Contractor has already completed background checks for their business needs, Contractor stipulates that the background checks are completed, on file, and will be made available for review if the District should request.

Contractor will notify the District of any individual working in our schools with convictions of a gross misdemeanor or felony.

4. Reimbursement. In consideration of the performance of Contractor of its obligations pursuant to this Agreement, District hereby agrees to reimburse Contractor for its services and expenses in performing said obligations up to a sum not to exceed \$9,390 in total.

\$7,000 artist fee, \$1200 Coordination BIPOC Artist Residency, \$140 background checks, \$1050 art supplies (\$150 per site)

Contractor is required by Minnesota Statutes, Section 270.66, subd. 3, to provide their Taxpayer Identification Number (TIN) used in the enforcement of Federal and State tax laws. The TIN will

be available to Federal and State tax authorities and State personnel involved in the payment of State obligations. This Agreement will not be approved unless TIN is provided.

5. Requests for Reimbursement. The terms of payment under this Agreement are as follows:

- a. Payment shall be made by the District within 30 days of submission of a proper invoice by the Contractor;
- b. Any other terms of payment in the performance of services are incorporated by reference in this Agreement.

6. Propriety of Expenses. The fact that the District has reimbursed Contractor for any expense claimed by Contractor shall not preclude District from questioning the propriety of any such item. District reserves the right to offset any overpayment or disallowance of any item or items at any time under this Agreement by reducing future payments to Contractor. This clause shall not be construed to bar any other legal remedies District may have to recover funds expended by Contractor for disallowed costs.

7. Ownership of Materials. The District reserves the rights to reproduce the programming in any fashion, or appropriate the contents of the programming, or any portion thereof, to its own use for any and all programs, forms and other materials that Contractor has provided, prepared, or utilized in performance of the terms of this Agreement.

8. Independent Contractor. Both the District and Contractor agree that they will act as an independent contractor in the performance of its duties under this Agreement. Nothing contained in this Agreement shall be construed as in any manner creating a relationship of joint venture between the parties, which shall remain independent contractors with respect to all actions performed pursuant to this Agreement.

Accordingly, Contractor shall be responsible for payment of all taxes, including Federal, State, and local taxes, arising out of Contractor's activities in accordance with this Agreement, including by way of illustration, but not limited to, Federal and State income tax, Social Security tax, Unemployment Insurance taxes, workers compensations, and any other taxes or business license fees as required.

9. Indemnity and defense of the District. Contractor hereby agrees to defend, indemnify and hold the District harmless from all claims relating to its work pursuant to this Agreement.

In the event that Contractor breaches its obligation to defend, indemnify and hold the District harmless, then in addition to its other damages the District shall be entitled to recover its attorney's fees and costs and disbursements incurred in enforcing this Agreement.

10. Notices. All notices to be given by Contractor to District shall be deemed to have been given by depositing the same in writing in the United States Mail: ISD 709, Duluth Public Schools, Attn: Sherry Williams, 4316 Rice Lake Rd, Suite 108, Duluth, MN 55811.

All notices to be given by District to Contractor shall be deemed to have been given by depositing the same in writing in the United States Mail to (mailing address with zip) Duluth Art Institute Attn: Anamacikwe Christina Woods, 506 W Michigan St #2, Duluth, MN 55802

11. **Assignment.** Contractor shall not in any way assign or transfer any of its rights, interests or obligations under this Agreement in any way whatsoever without the prior written approval of the District.

12. **Modification or Amendment.** No amendment, change or modification of this Agreement shall be valid unless in writing signed by the parties' hereto.

13. **Governing Laws.** This Agreement, together with all its paragraphs, terms and provisions is made in the State of Minnesota and shall be construed and interpreted in accordance with the laws of the State of Minnesota.

14. **Entire Agreement.** This Agreement contains the entire understanding of the parties hereto with respect to the subject matter hereof and shall not be changed or otherwise altered except by written agreement of the parties.

15. **Cancellation.** Either party shall have the right to terminate this Agreement, without cause, upon (30) days written notice to the other party as provided for in this Agreement.

16. **Data Practices.** Contractor further understands and agrees that it shall be bound by the Minnesota Government Data Practices Act (Minnesota Statutes 13.03-13.04) with respect to "data on individuals"; as defined in 13.02, subd. 5 of that Statute) which it collects, receives, stores, uses, creates or disseminates pursuant to this Agreement.

17. **Insurance.** (Contractor shall not commence work under the contract until they have obtained all the insurance described below and Duluth Public Schools has approved such insurance. Contractor shall maintain such insurance in force and effect throughout the term of the contract.

ISD #709 shall be named as additional insured with respects to the general liability and umbrella coverage on a primary & noncontributory basis. The general liability, Umbrella and workers compensation shall endorse a waiver of subrogation in favor of ISD #709.

Contractor is required to maintain and furnish satisfactory evidence of the following insurance policies:


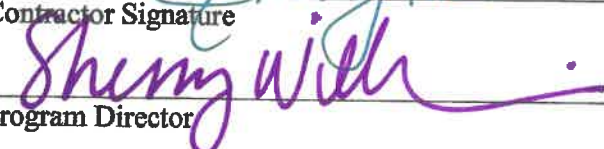
Workers' Compensation Insurance: Contractor must provide Workers' Compensation insurance for all its employees and, in case any work is subcontracted, Contractor will require the subcontractor to provide Workers' Compensation insurance in accordance with the statutory requirements of the State of Minnesota including Coverage B, Employer's Liability.

Commercial General Liability: Contractor is required to maintain insurance protecting it from claims for damages for bodily injury, including sickness or disease, death, and for care and loss of services as well as claims for property damage, including loss of use which may arise from operations under the Contract whether the operations are by the contractor or subcontractor or by anyone directly or indirectly employed under the contract.

18. Conflict of Interest and Fiduciary Duty: All contractors doing business with the District agree to follow Policy 307 - Conflicts of Interest and Fiduciary Duty. This policy is located on the District's website.

THE REMAINDER OF THIS PAGE IS LEFT INTENTIONALLY BLANK

AS EVIDENCE OF THEIR ASSENT TO THE TERMS AND CONDITIONS OF THIS AGREEMENT, set forth above, the parties hereto have caused this Agreement to be executed by their duly authorized officers as of the day and year first above written.

Christina Woods  41-0945449 2/17/2022
 Contractor Signature SSN/Tax ID Number Date
 2/17/22
 Program Director Date

Please note: All signatures *must* be obtained AND the following *must* be completed by the Program Director before submission to the CFO for review and approval.

This contract is funded by either:

1. The following budget (include full 18 digit code); or
2. will be paid using Student Activity Funds; or
3. is no cost contract (e.g. Memorandum of Understanding).

Please check the appropriate line below:

Check if the contract will be paid using District funds and enter the budget code in the top line below (enter in blank spots following the example).

04	E	005	579	503	303	152
XX	X	XXX	XXX	XXX	XXX	XXX

Check if the contract will be paid using Student Activity Funds

Check if the contract is a no-cost contract such as a Memorandum of Understanding

 2/17/22
 CFO / Superintendent of Schools / Board Chair Date

AGREEMENT

THIS AGREEMENT, made and entered into this 15th day of February, 2022, by and between Independent School District #709, a public corporation, hereinafter called District, and WellRide LLC, an independent contractor, hereinafter called Contractor.

THE PURPOSE OF THE AGREEMENT is to set out the terms and conditions whereby Contractor will provide programs or services for the District at the times and locations set forth in this Agreement.

The terms and conditions of this Agreement are as follows: *WellRide LLC. Is a transportation agency that will provide professional transportation service for students that need special accommodations.*

1. **Dates of Service.** This Agreement shall be deemed to be effective as of February 18, 2022 and shall remain in effect until June 9, 2022, unless terminated earlier as provided for herein, or unless and until all obligations set forth in this Agreement have been satisfactorily fulfilled, whichever occurs first.

2. **Performance.** *To provide transportation service to and from school for [REDACTED]
The students reside at [REDACTED]*

3. **Background Check.** *(applies to contractors working independent with students)*

Contractor must provide an executed criminal history consent form and a money order or check payable to the District in an amount equal to the actual cost of conducting a criminal history background check on all of its employees assigned to the program. Contractor is precluded from performance of contract until the results of the criminal background check(s) are on file.

If Contractor has already completed background checks for their business needs, Contractor stipulates that the background checks are completed, on file, and will be made available for review if the District should request.

Contractor will notify the District of any individual working in our schools with convictions of a gross misdemeanor or felony.

4. **Reimbursement.** In consideration of the performance of Contractor of its obligations pursuant to this Agreement, District hereby agrees to reimburse Contractor for its services and expenses in performing said obligations up to a sum not to exceed \$72.00 daily and \$4,968.00 in total.

Contractor is required by Minnesota Statutes, Section 270.66, subd. 3, to provide their Taxpayer Identification Number (TIN) used in the enforcement of Federal and State tax laws. The TIN

will be available to Federal and State tax authorities and State personnel involved in the payment of State obligations. This Agreement will not be approved unless TIN is provided.

5. Requests for Reimbursement. The terms of payment under this Agreement are as follows:

- a. Payment shall be made by the District within 30 days of submission of a proper invoice by the Contractor;
- b. Any other terms of payment in the performance of services are incorporated by reference in this Agreement.

6. Propriety of Expenses. The fact that the District has reimbursed Contractor for any expense claimed by Contractor shall not preclude District from questioning the propriety of any such item. District reserves the right to offset any overpayment or disallowance of any item or items at any time under this Agreement by reducing future payments to Contractor. This clause shall not be construed to bar any other legal remedies District may have to recover funds expended by Contractor for disallowed costs.

7. Ownership of Materials. The District reserves the rights to reproduce the programming in any fashion, or appropriate the contents of the programming, or any portion thereof, to its own use for any and all programs, forms and other materials that Contractor has provided, prepared, or utilized in performance of the terms of this Agreement.

8. Independent Contractor. Both the District and Contractor agree that they will act as an independent contractor in the performance of its duties under this Agreement. Nothing contained in this Agreement shall be construed as in any manner creating a relationship of joint venture between the parties, which shall remain independent contractors with respect to all actions performed pursuant to this Agreement.

Accordingly, Contractor shall be responsible for payment of all taxes, including Federal, State, and local taxes, arising out of Contractor's activities in accordance with this Agreement, including by way of illustration, but not limited to, Federal and State income tax, Social Security tax, Unemployment Insurance taxes, workers compensations, and any other taxes or business license fees as required.

9. Indemnity and defense of the District. Contractor hereby agrees to defend, indemnify and hold the District harmless from all claims relating to its work pursuant to this Agreement.

In the event that Contractor breaches its obligation to defend, indemnify and hold the District harmless, then in addition to its other damages the District shall be entitled to recover its attorney's fees and costs and disbursements incurred in enforcing this Agreement.

10. Notices. All notices to be given by Contractor to District shall be deemed to have been given by depositing the same in writing in the United States Mail: ISD 709, Duluth Public Schools, Attn: Brenda Vieths, 4316 Rice Lake Road, Suite 108, Duluth, MN 55811.

All notices to be given by District to Contractor shall be deemed to have been given by depositing the same in writing in the United States Mail to (mailing address with zip) Joe Drexler, 331 E 4th St., Duluth, MN 55804.

11. **Assignment.** Contractor shall not in any way assign or transfer any of its rights, interests or obligations under this Agreement in any way whatsoever without the prior written approval of the District.

12. **Modification or Amendment.** No amendment, change or modification of this Agreement shall be valid unless in writing signed by the parties' hereto.

13. **Governing Laws.** This Agreement, together with all its paragraphs, terms and provisions is made in the State of Minnesota and shall be construed and interpreted in accordance with the laws of the State of Minnesota.

14. **Entire Agreement.** This Agreement contains the entire understanding of the parties hereto with respect to the subject matter hereof and shall not be changed or otherwise altered except by written agreement of the parties.

15. **Cancellation.** Either party shall have the right to terminate this Agreement, without cause, upon (30) days written notice to the other party as provided for in this Agreement.

16. **Data Practices.** Contractor further understands and agrees that it shall be bound by the Minnesota Government Data Practices Act (Minnesota Statutes 13.03-13.04) with respect to "data on individuals"; as defined in 13.02, subd. 5 of that Statute) which it collects, receives, stores, uses, creates or disseminates pursuant to this Agreement.

17. **Insurance.** (If applicable) Contractor shall not commence work under the contract until they have obtained all the insurance described below and Duluth Public Schools has approved such insurance. Contractor shall maintain such insurance in force and effect throughout the term of the contract.

Contractor is required to maintain and furnish satisfactory evidence of the following insurance policies:


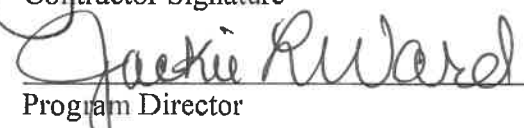
Workers' Compensation Insurance: Contractor must provide Workers' Compensation insurance for all its employees and, in case any work is subcontracted, Contractor will require the subcontractor to provide Workers' Compensation insurance in accordance with the statutory requirements of the State of Minnesota including Coverage B, Employer's Liability.

Commercial General Liability: Contractor is required to maintain insurance protecting it from claims for damages for bodily injury, including sickness or disease, death, and for care and loss of services as well as claims for property damage, including loss of use which may arise from operations under the Contract whether the operations are by the contractor or subcontractor or by anyone directly or indirectly employed under the contract.

18. Conflict of Interest and Fiduciary Duty: All contractors doing business with the District agree to follow Policy 307 - Conflicts of Interest and Fiduciary Duty. This policy is located on the District's website.

THE REMAINDER OF THIS PAGE IS LEFT INTENTIONALLY BLANK

AS EVIDENCE OF THEIR ASSENT TO THE TERMS AND CONDITIONS OF THIS AGREEMENT, set forth above, the parties hereto have caused this Agreement to be executed by their duly authorized officers as of the day and year first above written.


 Contractor Signature _____ SSN/Tax ID Number 85-2256484 Date 2.17.22

 Program Director _____ Date 2.28.22

Please note: All signatures *must* be obtained AND the following *must* be completed by the Program Director before submission to the CFO for review and approval.

This contract is funded by either:

1. The following budget (include full 18 digit code); or
2. will be paid using Student Activity Funds; or
3. is no cost contract (e.g. Memorandum of Understanding).


Please check the appropriate line below:

Check if the contract will be paid using District funds and enter the budget code in the top line below (enter in blank spots following the example).

03	E	013	760	723	136	000
XX	X	XXX	XXX	XXX	XXX	XXX

_____ Check if the contract will be paid using Student Activity Funds

_____ Check if the contract is a no-cost contract such as a Memorandum of Understanding


 _____ Date 2/18/22
 CFO / Superintendent of Schools / Board Chair

**No Cost Contracts Signed
February 2022**

For your information, the Superintendent or the Executive Director of Business Services has signed the following no cost contracts during the above timeframe:

Name	Contract Source	Description
Northland Foundation	Community Education/ECFE	Extend the MOU for the Northeastern MN Community Implementation Hub Collaborative



Northeastern Minnesota Community Implementation Hub Collaborative

Memorandum of Understanding (MOU) Year 2 (2022) Addendum

As outlined in the Memorandum of Understanding (MOU) signed by the Northland Foundation and your organization, the Northland Foundation is extending the MOU for Year 2 as per our contract extension from our funding partner the Minnesota Department of Human Services. The Northland Foundation will provide your organization the funding amount listed in the MOU. The only modification is the timeline, which is now January 1 to December 30, 2022.

Signed by:

A handwritten signature in blue ink that reads "Catharine Gilson".

(Partner signature)

Date: _____

2/11/22

A handwritten signature in blue ink that reads "Zane Bail".

Zane Bail, Chief Operating Officer
Northland Foundation

Date: 12.28.21

Northeastern Minnesota Community Implementation Hub Collaborative**Memorandum of Understanding (MOU)**

Between

Northland Foundation
and

Duluth Public Schools

This Memorandum of Understanding (MOU) sets forth the terms and understanding between the Northland Foundation and the Duluth Public Schools to implement the Northeastern Minnesota Community Implementation Hub Collaborative with funding support from the Minnesota Department of Human Services.

1. Purpose and Scope

The Northland Foundation and seven community-based partners will create Community Implementation Hubs (Hubs) in targeted sites across northeastern Minnesota. The Hubs will implement and test a web-based service navigation system for pregnant and parenting families with young children using relationship-based and culturally-appropriate practices. As a recipient of funding from the Minnesota Department of Human Services (DHS) as part of the State of Minnesota's federally-funded Preschool Development Grant (PDG), the Northland Foundation and community-partners will work together to help achieve the State's goals to:

- Make it easier for families to get what they need. Develop universal access points for families that provide a navigation of programs and systems that are culturally appropriate and relationship-based.
- Increase access to services. Partner with state agencies to test, evaluate and improve Help Me Connect (a web-based service navigation system) so that the program increases access to culturally appropriate services for black, American Indian, communities of color, and families furthest from opportunity.
- Grow community engagement and support community-developed solutions. Use a community based, whole family approach so families have what they need to thrive. This will look and feel different in every community.

2. Background

The goal of the Northeastern Minnesota Community Implementation Hub Collaborative is to establish locally-driven, coordinated navigation systems to help connect pregnant and parenting families with young children who are experiencing racial, geographic, or economic inequalities, with critical services to help them thrive. The Northland Foundation is serving as the umbrella organization providing administrative leadership, training, technical assistance, peer learning, and evaluation. Each of our seven Hub partners will implement community-designed family navigation systems.

- Maintain program and financial records for accountability, undertake data tracking, and follow to data privacy guidelines.
- Adhere to HHS Public Policy Guidelines outlined in Attachment B.
- Maintain Commercial Automobile Liability Insurance as a subcontractor of the Northland Foundation as part of this program funded by the Minnesota Department of Human Services **ONLY IF the Navigator(s) will be using their own vehicle to drive a client** (see Attachment C).
 - \$2,000,000 – per occurrence Combined Single Limit on Bodily Injury and Property Damage. In addition, the following coverages should be included: Owned, Hired, and Non-owned Automobile.
- Provide regular financial and program reports and participate in evaluation of the project.

5. Funding Support

The Northland Foundation will provide \$35,000 to Duluth Public Schools for the period February 1, 2021 to December 31, 2021. Upon year two contract renewal with DHS, the Northland Foundation will provide \$ \$35,000 for the period January 1, 2022 to December 31, 2022.

6. Effective Date and Signature

This MOU shall be effective upon signature of the authorized officials of the participating parties. It shall be in effect from February 1, 2021 to December 31, 2021. Upon year two contract renewal with DHS, this MOU period will be effective through December 31, 2022.

7. Key Contact Information and Signatures

Please provide key contact(s) for this project and have MOU signed by the appropriate person in your organization.

Partner Name
Position
Address
Telephone
E-mail

Partner Name
Position
Address
Telephone
E-mail

Catherine Erickson

(Partner signature)

Date: 2/23/21

Catherine A. Erickson, CFD, Duluth Public Schools

(Partner name, organization, position)

3.12.21

Lynn M. Haglin

Lynn M. Haglin, Vice President/KIDS PLUS Director
Northland Foundation

Date: _____

- Perform other duties that may be defined by the requirements of the grant.

If there is a perceived conflict between or among statutory and regulatory requirements, the terms and conditions in this part of the HHS GPS, Part IV of the HHS GPS and award-specific terms and conditions, or if the recipient has questions concerning award terms and conditions, the recipient should request written clarification from the GMO. This may be done at any time; however, if the inclusion of the term or condition would cause the organization not to accept the award or to be unable to comply, the question should be raised before award acceptance. In the case of a conflict, statutes and regulations take precedence over requirements or restatements of statutory or regulatory requirements in the HHS GPS, and OPDIV or award-specific requirements take precedence over Part II of the HHS GPS.

Flow-Down of Requirements under Subawards and Contracts under Grants

The terms and conditions in the HHS GPS apply directly to the recipient of HHS funds. The recipient is accountable for the performance of the project, program, or activity; the appropriate expenditure of funds under the award by all parties; and all other obligations of the recipient, as cited in the NoA. In general, the requirements that apply to the recipient, including public policy requirements, also apply to subrecipients and contractors under grants, unless an exception is specified.

Public Policy Requirements

This section addresses public policy requirements applicable to some or all HHS applications and/or awards. These requirements are in addition to the pre-award requirements specified in Part I or supplement the coverage in Part I by indicating how a requirement applies following award. The term "public policy" indicates that the requirement is based on social, economic, or other objectives or considerations that may be attached to the expenditure of Federal funds by recipients, subrecipients (including consortium participants), or contractors under grants, in general, or may relate to the expenditure of Federal funds for specified activities, e.g., research. In addition to cross-cutting requirements based in statutes, regulations, or Executive orders that some or all Federal agencies must apply to their grant programs, HHS recipients also are subject to requirements that apply to the use of grant funds as contained in HHS annual appropriations acts. Some of those requirements are included here because they have been included in the appropriations acts for several years without change, but those requirements may be changed or other requirements may be added in the future.

As indicated in Part I, by signing the application, the authorized organizational official certifies that the organization will comply with applicable public policies. Once a grant is awarded, the recipient is responsible for establishing and maintaining the necessary processes to monitor its compliance and that of its employees and, as appropriate, subrecipients and contractors under the grant with these requirements; taking appropriate action to meet the stated objectives; and informing the OPDIV of any problems or concerns. If a grant is awarded on the basis of false or misrepresented information, or if a recipient does not comply with these public policy requirements, the OPDIV or other cognizant office may take any necessary and appropriate action with respect to the recipient or the award.

Exhibit 3, which includes public policy requirements cited in Part I and in this section, contains information to help the applicant/recipient determine what public policy

Exhibit 3. Public Policy Requirements

Requirement	Applicability	Recipient	Subrecipient (including consortium participant)	Contractor under grant (routine goods/services)
Controlled Substances	All types of awards	Y	Y	Y
Drug-Free Workplace	All covered applications and awards	Y	NA	NA
Education Amendments of 1972 (Title IX)	All applications from and awards to domestic entities	Y (NA to foreign and international organizations)	Y (NA to foreign and international organizations)	Y (NA to foreign and international organizations)
Elimination of Architectural Barriers to the Handicapped	All awards involving construction or major alteration and renovation	Y	Y	Y
Financial Conflict of Interest	All applications and awards for research except those for Phase I of the SBIR/STTR program and awards to Federal institutions/PHS OPDIVs ^a	Y (NA to Phase I of the SBIR/STTR programs and to Federal institutions)	Y	NA
Flood Insurance	Construction awards	Y	NA	NA
Hatch Act	Awards to State or local governments	Y	Y	NA
Health Insurance Portability and Accountability Act (HIPAA)	All awards to covered entities	Y (if a covered entity)	Y (if a covered entity)	Y (if a covered entity)
Historic Properties/ Archaeological Sites	All awards that include major or minor A&R, construction, or any work that will result in physical changes to real property	Y	Y	Y
Human Embryonic Stem Cell Research	Research awards	Y	Y	Y
Human Subjects	Research applications and awards	Y	Y	Y

Exhibit 3. Public Policy Requirements

Requirement	Applicability	Recipient	Subrecipient (including consortium participant)	Contractor under grant (routine goods/services)
Resource Conservation and Recovery Act	All awards to States or agency of a political subdivision of a State (which for this purpose includes State and local institutions of higher education or hospitals)	Y	Y	Y
Restriction on Abortions	All types of awards	Y	Y	Y
Restriction on Distribution of Sterile Needles	All types of awards	Y	Y	Y
Safe Drinking Water Act	Construction awards	Y	Y	Y
Seat Belt Use	All types of awards	Y	NA	NA
Smoke-Free Workplace	All awards	Y	NA	NA
Standards of Conduct	All types of awards	Y	NA	NA
Uniform Relocation Assistance and Real Property Acquisition Policies Act	All awards	Y	Y	NA
U.S. Flag Air Carriers	All types of awards	Y	Y	Y
USA PATRIOT Act	All types of awards	Y	Y	Y

* PHS OPDIVs awarding research grants include AHRQ, CDC, FDA, HRSA, OPHS, and NIH.

**Grant Applications
February 2022**

For your information, the Assistant Superintendent and/or the CFO, Executive Director of Business Services have approved the following grant applications during the above month:

Organization	Author/Contact	Project Title	Amount Requested	Terms
Project Joy	Rachel Thapa, LPMS	Project Joy	\$3,000.00	Funds will be used to provide food for hungry children and families

Policy Committee Meeting/Regular School Board Meeting

Duluth Public Schools, ISD 709

Agenda

Tuesday, March 15, 2022

United Health Group (UHG)

4316 Rice Lake Rd

Suite 108

Duluth, MN 55811

4:30 PM

1. **AGENDA ITEMS**
2. **POLICIES FOR FIRST READING**
3. **POLICIES FOR SECOND READING**
4. **REGULATIONS - Informational**
5. **OTHER**
6. **AGENDA ITEMS**
7. **POLICIES FOR FIRST READING**
 - A. 110 Duluth Public Schools Website Accessibility Policy
8. **POLICIES FOR SECOND READING**
9. **REGULATIONS - Informational**
10. **OTHER**
 - A. Calendar for Policy Reviews Discussion

2

110 DULUTH PUBLIC SCHOOLS WEBSITE ACCESSIBILITY POLICY

I. PURPOSE OF POLICY

In order to comply with Section 504 of the Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act of 1990, websites must meet the Web Content Accessibility Guidelines (WCAG) as instituted by the World Wide Web Consortium (W3C). Those schools not complying are subject to official complaints from the U.S. Department of Education Office for Civil Rights, fines from the U.S. Department of Justice, and further legal action.

As part of the WCAG 2.0 specification to make school websites accessible and ADA compliant, Duluth Public Schools is required to make public its Web Accessibility Policy.

II. GENERAL STATEMENT OF POLICY

The Duluth Public Schools is committed to ensuring accessibility of its website for students, caregivers, and members of the community with disabilities. All pages on the Duluth Public Schools website will conform to the W3C Web Accessibility Initiative's (WAI) Web Content Accessibility Guidelines (WCAG) 2.0, Level AA conformance, or updated equivalents of these guidelines.

The Superintendent, or designee, is directed to establish procedures whereby students, families, caregivers, and members of the public may present a complaint regarding a violation of the Americans with Disabilities Act (ADA), Section 504 and Title II related to the accessibility of any official District web presence which is developed by, maintained by, or offered through the District or third party vendors and open sources.

III. WEBSITE ACCESSIBILITY

With regard to the Duluth Public Schools website and any official Duluth Public Schools web presence which is developed by, maintained by, or offered through third party vendors and open sources, the Duluth Public Schools is committed to compliance with the provisions of the Americans with Disabilities Act (ADA), Section 504 and Title II so that students, families, caregivers and members of the public with disabilities are able to independently acquire the same information, engage in the same interactions, and enjoy the same benefits and services within the same timeframe as those without disabilities, with substantially equivalent ease of use; and that they are not excluded from participation in, denied the benefits of, or otherwise subjected to discrimination in any Duluth Public Schools programs, services, and activities delivered online.

All existing web content produced by the Duluth Public Schools, and new, updated and existing web content provided by third-party developers, will conform to Web Content Accessibility Guidelines (WCAG) 2.0, Level AA conformance, or updated equivalents, by October 31, 2018. This Regulation applies to all new, updated, and existing web pages, as well as all web content produced or updated by the Duluth Public Schools or provided by third-party developers.

IV. WEBSITE ACCESSIBILITY CONCERNS, COMPLAINTS AND GRIEVANCES

A student, parent, caregiver or member of the public who wishes to submit a complaint or grievance regarding a violation of the Americans with Disabilities Act (ADA), Section 504 or Title II related to the accessibility of any official Duluth Public Schools web presence that is developed by, maintained by, or offered through the Duluth Public Schools, third party vendors and/or open sources may contact the Superintendent's Office by calling 218-336-8752 or by completing the online Website Accessibility Complaint/Request Form. The Superintendent, or designee, shall immediately investigate the complaint or grievance.

Whether or not a formal complaint or grievance is made, once the Duluth Public Schools has been notified of inaccessible content, that content will be made available in an accessible format to the reporting party as soon as possible.

Complaints should be submitted in writing, via email, by completing the [website complaint form](#) or by calling the Superintendent's Office at 218-336-8752.

The formal ADA non-compliance complaint should include the following:

- Name
- Address
- Date of the Complaint
- Description of the problem encountered
- Web address or location of the problem page
- Solution desired
- Contact information in case more details are needed (email and phone number)

The ADA non-compliance complaint or grievance will be investigated by the Superintendent's Office or another person designated by the Superintendent. The student, parent, caregiver, or member of the public shall be contacted no later than five (5) working days following the date the Superintendent's Office receives the information. The procedures to be followed are:

- An investigation of the complaint shall be completed within fifteen (15) working days. Extension of the timeline may only be approved by the Superintendent.
- The investigator shall prepare a written report of the findings and conclusions within five (5) working days of the completion of the investigation.
- The Superintendent or designee shall contact the Complainant upon conclusion of the investigation to discuss the findings and conclusions and actions to be taken as a result of the investigation.
- A record of each ADA non-compliance complaint and grievance made pursuant to Policy 110 shall be maintained at the Duluth Public Schools Superintendent's office. The record shall include a copy of the complaint or grievance filed, report of findings from the investigation, and the disposition of the matter.

New Policy
 Replacing: None
 First Reading: 07-17-2018
 Adopted: 08-21-2018

Consent Agenda - Regular School Board Meeting

Duluth Public Schools, ISD 709

Agenda

Tuesday, March 15, 2022

Denfeld High School Media Center

401 N 44th Ave W

Duluth, MN 55807

6:30 PM

1. Consent Agenda

A. Approval of Minutes from Past School Board Meetings

- 1) Regular School Board Meeting - February 15, 2022 2

B. Approval of Action Items

1) Human Resources

- a. Staffing Report 6
b. Other Action Items

2) Finance

- a. Financial Report 8
b. Budget Revisions 9
c. Fundraisers 26
d. Bids, RFPs and Quotes
(1) Bid 1300 - Network Wireless Infrastructure 27
e. Contracts, Change Orders, Leases

3) Items Brought Forward From the Monthly Committee of the Whole Meeting

4) Other

- a. Diploma Requests 29
b. Field Trip Requests
c. Data Sharing Agreements

C. Approval of Policy Readings

1) First Readings

- a. 110 Duluth Public Schools Website Accessibility Policy 49

2) Second Readings

3) Annual Review

D. Approval of Committee Reports

By approving Committee Reports, the board acknowledges and approves all informational and action items represented in the Regular School Board Meeting Report of each committee.

- 1) Monthly Committee of the Whole - March 1, 2022
2) Policy Committee - March 3, 2022
3) Human Resources/Finance Committee - March 7, 2022

Minutes of the Regular School Board Meeting

124

Of the School Board of Independent School District No. 709 held at: Denfeld High School Media Center, 401 North Forty-Fourth Avenue West, Duluth, Minnesota 55807, on

Tuesday, February 15, 2022

Members Present:

Kelly Durick Eder
David Kirby
Rosie Loeffler-Kemp
Jill Lofald
Alanna Oswald
Amber Sadowski
Paul Sandholm

Others Present:

John Magas, Superintendent
Cathy Erickson, CFO
Patty Paquette, Secretary

Student Representatives:

Ailee Naus (East)

Absent:

Sariyah Crawford (Denfeld)

- Chair Lofald called the Regular School Board meeting February 15, 2022 to order at 6:30 p.m.

Chair Lofald asked school board members if there was any discussion on the agenda.

M-Durick Eder, S-Loeffler-Kemp, to remove 1.B.2)b. B-2-21-3872-PLACEHOLDER-Amendment #1 to the Central on the Hill Property Purchase Agreement from the Consent Agenda. Upon a vote, the same was approved – unanimously.

M-Sandholm, S-Sadowski, to approve the agenda as amended. Upon a vote, the same was approved – unanimously.

School and Community Recognition

February 2022

Superintendent John Magas presented the School and Community Recognition

Public Comments

February 2022

Lisa Anderson, spoke to the School Board regarding the federal vaccine mandate for the Head Start program

Beth McCuskey, spoke to the School Board regarding collective bargaining negotiations.

Alan Netland, spoke to the School Board regarding collective bargaining negotiations.

Bernie Bernham, spoke to the School Board regarding collective bargaining negotiations.

Maxine Alander, spoke to the School Board regarding school lockdowns and ALICE.

Amanda Pechek, spoke to the School Board regarding staffing shortages.

Jim Jubenville, spoke to the School Board regarding collective bargaining negotiations.

Ethan Fisher, spoke to the School Board regarding collective bargaining negotiations.

Judith McKeever, spoke to the School Board regarding collective bargaining negotiations.

Cassie LeTourneau, spoke to the School Board regarding paraprofessional staffing shortages.

Kristin Warmanen, spoke to the School Board regarding COVID leave.

Catherine Nachbar, spoke to the School Board regarding improving wages and COVID leave.

Jim Olson, spoke to the School Board regarding collective bargaining negotiations.

Communications, Petitions, Etc.

February 2022

Chair Lofald stated that were no communications received.

Superintendent's Report

February 2022

Student Representative Ailee Naus (East) presented her report.

Student Representative Sariah Crawford's (Denfeld) report was presented by Ailee Naus.

Superintendent Magas presented the Superintendent's Report. Topics included the following:

- Historic Old Central High School Update
- Negotiations Update
- Safe Learning Plan Updates
- Strategic Planning Update

Monthly Committee of the Whole Report
February 2022

Anthony Bonds, Assistant Superintendent, presented the Committee of the Whole report which was available electronically to each school board member.

Discussion was had.

Human Resources/Business Services Committee Report
February 2022

Member Durick Eder presented the Human Resources/Finance Committee report which was available electronically to each school board member.

Discussion was had.

Policy Committee Report
February 2022

Member Loeffler-Kemp presented the Policy Committee report which was available electronically to each school board member.

Discussion was had.

Consent Agenda
February 2022

M-Eder S-Sandholm – to approve the Consent Agenda as amended. Upon a vote on the consent agenda as amended, the same was approved - unanimously.

Special Resolutions/Other Action Items
February 2022

None

Other
February 2022

Discussion was had on the possibility of School Board Members giving reports from the committees they serve on.

Member Loeffler-Kemp gave a report from the Duluth Public Schools Foundation Committee.

Member Sadowski gave a report from the Education Equity Advisory Committee.

M-Oswald, S-Sadowski to adjourn the meeting. Upon a vote, the same was approved – unanimously.

Chair Lofald adjourned the Regular School Board Meeting of February 15, 2022 at 8:28 p.m.

HUMAN RESOURCES ACTION ITEMS FOR: MARCH 15, 2022

<u>CERT APPOINTMENT</u>	<u>POSITION</u>	<u>EFFECTIVE DATES</u>	
BOYUM, BROOKE L	SPEC ED EBD/EAST, (BA)III 2, NEW TEMP POS, ESSER FUNDING	2/04/2022	6/10/2022
DOLINSEK, KAELEN M	GRADE 4/LOWELL, (BA)III 1, C RUDOLPH LAVALIER, TEMP POS	1/31/2022	6/10/2022
FLEEK, JORDAN B	TEMP ASSIGNABLE TCHR/DW, (BA)III 1, TEMP POS	2/01/2022	6/10/2022
KENNEDY, GRACE M	SPEC ED/MERRITT CREEK, (BA)III 1, J ROYCRAFT	1/31/2022	
LANCRETE, PETER J	MATH INTERVENTIONIST TOSA/MYERS-WILKINS, (BA)III 8, N BROWMAN, TEMP POS	2/22/2022	6/10/2022
LUNDEEN, THORVO N	ELEM MUSIC SPECIALIST/LOWELL, (BA)III 1, K OLSON	2/14/2022	
MCKEEVER, JOSHUA P	TEMP ASSIGNABLE TCHR/DW, (MA)IV 6, TEMP POS	1/31/2022	6/10/2022
OSTERGREN, DAVID M	TEMP ASSIGNABLE TCHR/DW, (PH D) 7, TEMP POS	2/15/2022	6/10/2022
SPEHL, MEGHAN J	SCHOOL COUNSELOR/CONGDON PARK, (MA)IV 1, L WENTWORTH	1/31/2022	
SULIIN, AHNA M	TEMP ASSIGNABLE TCHR/DW, (BA)III 1, TEMP POS	2/07/2022	6/10/2022
Total: 10			

<u>CERT LEAVE</u>	<u>POSITION</u>	<u>EFFECTIVE DATES</u>	
DOTSON, JAINA L	LTS GRADE 1/STOWE	1/10/2022	1/28/2022
EVERSON, TIMOTHY W	EMOTIONAL BEHAVIOR DISORDER/ORDEAN EAST	8/30/2022	6/09/2023
HORGESHIMER, JOHN P	BAND/ORDEAN EAST	1/04/2022	1/13/2022
MAXIM, GALEN M	OCCUPATIONAL SERVICES/DENFELD	2/28/2022	
POKRZYWINSKI, JOHN M	GRADE 6/ ORDEAN EAST	8/30/2022	6/09/2023
SCHNEIDERMAN, MARA E	SPEC ED SMI/EAST	3/08/2022	5/06/2022
TAALLERUD, MARY S	GRADE 6/ORDEAN EAST	8/30/2022	6/09/2023
Total: 7			

<u>CERT RESIGNATION</u>	<u>POSITION</u>	<u>EFFECTIVE DATES</u>	
MCLERAN, TARA L	ECFE PARENT EDUCATOR/PIEDMONT	1/28/2022	
SMITH, ADDIE E	SEPC ED SOCIAL WORKER/LOWELL/CONGDON	2/25/2022	
GORDON, CYNTHIA J	SPEC ED SMI/LAURA MACARTHUR	6/10/2022	
NELSON, COLLEEN O	VISUAL ARTS/DENFELD	6/10/2022	
RUDOLPH, JOHN W	SCIENCE BIOLOGY/EAST	6/17/2022	
STAUDUHAR, PENELOPE L	ENGLISH/DENFELD	6/10/2022	
STROM, ANNETTE B	LIFE SCIENCE/ORDEAN EAST, PREVIOUSLY ON LWOP	2/21/2022	
SWEDBERG, JUDITH M	PRE-KINDERGARTEN/DISTRICT WIDE	6/10/2022	
Total: 8			

<u>CERT TEMP DECREASE</u>	<u>POSITION</u>	<u>EFFECTIVE DATES</u>	
HOLLINDAY, GINA M	SOCIAL STUDIES/DENFELD, 1.0 TO .9	1/24/2022	6/10/2022
SCHROEDER, JESSICA L	LTS CHOIR/DENFELD, 1.0 TO .9	1/24/2022	6/10/2022
Total: 2			

<u>CERT TEMP INCREASE</u>	<u>POSITION</u>	<u>EFFECTIVE DATES</u>	
ALDRIDGE, JEANNA K	SPANISH/DENFELD, PHYSICAL SCIENCE/DENFELD, .8 TO .9	12/22/2021	6/10/2022
ASCHEMAN, CHARLOTTE M	WIN/ORDEAN EAST, 1/6 OVERLOAD	1/24/2022	6/10/2022
BROWN, LISA C	PRE-K/PIEDMONT, 1/6 OVERLOAD	2/01/2022	6/10/2022
CONLEY, CARRIE A	VISUAL ARTS/DENFELD, 1/6 OVERLOAD	1/24/2022	6/10/2022
DEROSIER, CHAD A	SPEC ED/HOMECROFT, 1/6 OVERLOAD	1/24/2022	6/10/2022
GOTTSCHALD, MEGAN R	SPEC ED/HOMECROFT, 1/6 OVERLOAD	1/24/2022	6/10/2022
JAROS, JENNIFER M	ECFE PARENT EDUCATOR/PIEDMONT, 1/6 OVERLOAD	1/31/2022	6/10/2022
KEDROWSKI, ASHLEY A	SCHOOL COUNSELOR/ORDEAN EAST, 1/6 OVERLOAD	10/19/2021	2/18/2022
KIMMES, LAURA L	ORCHESTRA/ORDEAN EAST/CHESTER CREEK, MUSIC/MERRITT CREEK, .6 TO .9	1/25/2021	6/10/2022
KLIMEK, BYRON T	ORCHESTRA/LINCOLN PARK/DENFELD, .8 TO .9	1/24/2022	6/10/2022
MOZOL, DIANE L	ECFE PARENT EDUCATOR/DW, 1/6 OVERLOAD	1/31/2022	6/10/2022
SEGLEM, SARAH K	SCHOOL COUNSELOR/ORDEAN EAST, 1/6 OVERLOAD	10/19/2021	2/18/2022
SMILANICH, DANIELLE C	FACS/ORDEAN EAST, SOCIAL STUDIES/EAST, .7 TO .8	2/02/2022	6/10/2022
SUNDAL, JENNIFER S	ECFE/PIEDMONT/DW, PRE-K/WASHINGTON CENTER, .85 TO 1.0	1/31/2022	6/10/2022
TWARDOWSKI, STEPHANIE A	SPEC ED ASD/DW, 1/6 OVERLOAD	8/31/2021	1/04/2022
WEBSTER, SAMANTHA A	ECFE/LESTER PARK, ECFE PARENT EDUCATOR/LESTER PARK, .925 TO 1.0	2/16/2022	6/10/2022
ZADDACK, AMBER L	SPEC ED ECSE/DW, 1/6 OVERLOAD	1/10/2022	6/10/2022
Total: 17			

<u>NON CERT APPOINTMENT</u>	<u>POSITION</u>	<u>EFFECTIVE DATES</u>	
BALSAVICH, JANEL E	PRE-SCHOOL PARA/PIEDMONT, 20/38WKS, \$16.40/HR, D HOLL, TEMP POS	2/08/2022	6/10/2022
BRUCE, CARYN J	PRE-SCHOOL PARA/STOWE, 22.5/38WKS, \$16.40/HR, J BERGSTAD, TEMP POS	1/31/2022	6/10/2022
FIELDS, DYLAN D	SUPV PARA/LINCOLN PARK, 35/38WKS, \$15.48/HR, NEW POS	2/28/2022	
GRAHAM, ELIZABETH J	SPEC ED BW PARA/CONGDON, 31.25/38WKS, \$16.40/HR, A GORHAM, TEMP POS	2/14/2022	6/10/2022
HEGGSTAD, MARK J	PRE-SCHOOL FLOAT PARA/DW, 39/38WKS, \$16.40/HR, L BJORSEN, TEMP POS	2/07/2022	6/10/2022
JOY, STEPHANIE G	OSSS/HOMECROFT, 40/52WKS, \$18.96/HR,	1/26/2022	
KASAPIDIS, JEREMY E	AUTO MECHANIC/TRANSPORTATION, 40/52WKS, \$24.48/HR, T MAKI	2/22/2022	
LAURION, ASHLEY L	OSS ATTENDANCE/EAST, 40/44WKS, \$15.79/HR, K WILSON	2/14/2022	
MENSING, BRETT S	BUSINESS SVCS COORD, EXEC ASST/BUSINESS SVCS/UHG, 40/52WKS, \$1,032/WK, J DOLENTZ	2/28/2022	
OLBERG, JAELAH S	SUPV PARA/ORDEAN EAST, 25/38WKS, \$15.48/HR, J ERJAVEC	2/14/2022	
PEDERSON, KARYN A	SPEC ED BW PARA/STOWE, 31.25/38WKS, \$16.40/HR, NEW TEMP POS	1/31/2022	6/10/2022
POHL, EMILY J	INTEGRATION SPECIALIST/LINCOLN PARK, 40/40 WKS, \$39,238/YR, D BANGOURA	2/28/2022	
PRUDEN, MICHAEL D	SCHOOL BUS DRIVER II/TRANSPORTATION, 25/38WKS, \$19.54/HR, R TREMBLE	1/31/2021	
RAKOWSKY, BETH A	HEALTH ASST LPN PARA/LAURA MACARTHUR, 31.25/38WKS, \$20.45/HR, K KLOBUCHAR	1/27/2022	
Total: 14			

<u>NON CERT LEAVE</u>	<u>POSITION</u>	<u>EFFECTIVE DATES</u>	
BECHTOLD, BRENDA S	FOOD SERVICE HELPER/ORDEAN EAST	1/24/2022	1/27/2022
BECHTOLD, BRENDA S	FOOD SERVICE HELPER/ORDEAN EAST	2/28/2022	3/03/2022
CANAVAN, KELLY B	SPEC ED PARA/ORDEAN EAST	1/10/2022	1/18/2022
DELUCA, JUSTINA I	SPEC ED PARA/EAST	1/06/2022	
DIVER, AMBER L	FOOD SERVICE HELPER/STOWE	1/24/2022	1/28/2022
DUVALL, JACQUELINE E	SPEC ED PARA/EAST	1/10/2022	1/14/2022
ERDAHL, RACHEL L	SPEC ED PARA/ORDEAN EAST	1/10/2022	1/20/2022
FULLER, HANNA L	SUPV PARA/DENFELD	1/24/2022	1/31/2022
FULLER, HANNA L	SUPV PARA/DENFELD	1/10/2022	1/20/2022
GOODREAU, MARIAH M	SPEC ED PARA/LAURA MACARTHUR	1/04/2022	1/14/2022
HAMLIN, HANNAH J	SPEC ED PARA/STOWE	1/10/2022	1/14/2022
HARRIS-MCCLELLAN, PATSY A	FOOD SERVICE HELPER/EAST	1/25/2022	1/28/2022
HOWARD, APRIL M	SUPV PARA/LINCOLN PARK	1/25/2022	1/28/2022
LAWREY, ELYSE Y	OSSS/FINANCE	1/10/2022	
LY, NAM H	FOOD SERVICE HELPER/HOMECROFT	1/10/2022	1/20/2022
MAXIM, KOURTNEY A	PRE-SCHOOL PARA/LAURA MACARTHUR	1/13/2022	1/20/2022
MCDONALD PUERINGER, LIGIA	JOB COACH PARA/DW	1/10/2022	1/20/2022
MEECE, ERIKA A	FOOD SERVICE HELPER/LINCOLN PARK	2/14/2022	2/18/2022
PRIVETT, WENDY J	FOOD SERVICE MANAGER/LOWELL	4/25/2022	5/10/2022
RAPP, GEORGENE S	OSS/DENFELD	2/15/2022	
ROTHER, DESIREE J	SPEC ED PARA/EAST	3/09/2022	6/10/2022
SERRA-WIBERG, PATRICIA S	PRE-SCHOOL PARA/PIEDMONT	1/10/2022	1/13/2022
SPECHT, NATHAN T	SPEC BW PARA/ORDEAN EAST	3/07/2022	3/11/2022
SWARD, VICKI M	FOOD SERVICE HELPER/ORDEAN EAST	2/28/2022	3/07/2022
WHITE, KEVIN M	SUPV PARA/ORDEAN EAST	1/11/2022	1/14/2022
WINTER, LAURA B	CULTURAL IMMERSION PARA/LOWELL	1/13/2022	6/10/2022
Total: 26			

<u>NON CERT RESIGNATION</u>	<u>POSITION</u>	<u>EFFECTIVE DATES</u>	
CANAVAN, KELLY B	SPEC ED PARA/ORDEAN EAST	2/15/2022	
EAST, MATTHEW A	CHECK AND CONNECT PARA/ORDEAN EAST	1/25/2022	
PIORO, JACOB	SUPV PARA/ORDEAN EAST	2/11/2022	
*PLACEHOLDER			
Total: 3			

<u>NON CERT RETIREMENT</u>	<u>POSITION</u>	<u>EFFECTIVE DATES</u>	
MASSIE, BEVERLY C	SPEC ED PARA/EAST	6/10/2022	
TRUONG, SI	SECOND SHIFT ENGINEER II/HOMECROFT	3/22/2022	
Total: 2			

**HR/Finance Committee Monthly Fund Balance Report
July 1 2021 - June 30 2022**

7-Mar-22

3/2/2022

REVENUES	21-22			21-22		21-22		21-22	
	CURRENT YEAR ADOPTED BUDGET		REVISED BUDGET	RECEIVED TO YEAR TO DATE		RECEIPTS ENCUMBERED		BUDGET BALANCE	
	FUND	July - June 2022	July -June 2022	July -June 2022		July -June 2022		July- June 2022	
General	1	\$ 101,087,520.51	\$	102,838,108.43	\$	53,321,885.13			\$ 49,516,223.30
Food Service	2	\$ 3,945,850.00	\$	3,945,850.00	\$	2,576,407.15			\$ 1,369,442.85
Transportation	3	\$ 6,504,716.31	\$	6,504,716.31	\$	2,162,197.99			\$ 4,342,518.32
Community Ed	4	\$ 7,830,758.86	\$	8,175,808.40	\$	4,282,903.13			\$ 3,892,905.27
Operating Captial	5	\$ 7,387,117.02	\$	7,387,117.02	\$	3,580,089.12	\$ -		\$ 3,807,027.90
Building Construction	6		\$	31,497,610.17	\$	31,497,610.17			\$ -
Debt Service Fund	7	\$ 22,660,833.56	\$	22,660,833.56	\$	2,303,689.48			\$ 20,357,144.08
Trust Fund	8	\$ 251,075.00	\$	251,075.00					\$ 251,075.00
Dental Insurance Fund	20	\$ 817,000.00	\$	817,000.00	\$	588,779.53			\$ 228,220.47
Student Acitivity Co-Curric	71		\$	-	\$	-			\$ -
Student Acitivity	79		\$	109,566.35	\$	109,566.35			\$ -
	98	\$ -	\$	-	\$	-			\$ -
	99	\$ -	\$	-	\$	-			\$ -
REVENUE	TOTALS:	\$ 150,484,871.26	\$	184,187,685.24	\$	100,423,128.05	\$ -	\$ -	\$ 83,764,557.19

EXPENSES	21-22			21-22		21-22		21-22	
	CURRENT YEAR ADOPTED BUDGET		REVISED BUDGET	EXPENSES TO YEAR TO DATE		EXPENSES ENCUMBERED		BUDGET BALANCE	
	FUND	July -June	July -June	July - June		July -June		July-June	
General	1	\$ 100,806,716.16	\$	102,874,161.00	\$	60,763,180.98	\$ 2,767,555.99		\$ 39,343,424.03
Food Service	2	\$ 4,243,339.99	\$	4,243,339.99	\$	2,292,061.66	\$ 686,677.88		\$ 1,264,600.45
Transportation	3	\$ 6,110,465.19	\$	6,110,465.19	\$	4,102,061.30	\$ 223,492.57		\$ 1,784,911.32
Community Ed	4	\$ 8,233,997.45	\$	8,610,508.98	\$	4,246,170.88	\$ 31,824.82		\$ 4,332,513.28
Operating Captial	5	\$ 8,055,997.62	\$	8,055,997.62	\$	4,429,019.22	\$ 428,699.56		\$ 3,198,278.84
	6	\$ -	\$	2,960,495.24	\$	2,755,738.71	\$ 204,756.53		\$ 0.00
Debt Service Fund	7	\$ 23,166,651.00	\$	23,166,651.00	\$	25,056,577.81			\$ (1,889,926.81)
Trust Fund	8	\$ 250,000.00	\$	250,000.00					\$ 250,000.00
Dental Insurance Fund	20	\$ 817,000.00	\$	817,000.00	\$	459,754.13			\$ 357,245.87
Student Acitivity Co-Curric	71		\$						\$ -
Student Acitivity	79		\$	33,774.66	\$	33,774.66			\$ -
	98		\$						\$ -
	99		\$						\$ -
EXPENSE	TOTALS	\$ 151,684,167.41	\$	157,122,393.68	\$	104,138,339.35	\$ -	\$ 4,343,007.35	\$ 48,641,046.98

Esser 11	Expenses	Fund 06	Expenses	Fund 01 Student Activity		
Fin 155	\$4,924,734.75	debt serv payment/prof serv course 000/000	\$ 1,004,734.92	Prog 291-298	Revenue	\$ 804,714.34
		admin owner pymnt course 800	\$ 111,532.69	Prog 291-298	Expenses	\$ 966,563.99
		admin design serv course 801	\$ 655,416.65			
		admin constru mngmt course 802	\$ 298,445.00			
		admin commissions course 803	\$ (6,426.38)			
		interior surf constr costs course 804	\$ 879,909.93			
		admin site services 805	\$ 16,194.83			
		long term lease 806	\$ 687.60			
			\$ 2,960,495.24			

Budget Changes Report

Duluth Public Schools ISD #709

3/2/2022 4:43:44 PM ¹³¹

Account	Account Description	Debit	Credit	Post Date	Created By	Batch
01 R 005 740 499 400 000	PROJECT AWARE MDE - FED AID THRU MDE	373,000.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 145 000	PROJECT AWARE MDE - SUB TEACHER	5,000.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 156 000	PROJECT AWARE MDE - SOC WRKR SALARY	132,000.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 185 000	PROJECT AWARE MDE - STIPENDS	10,000.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 210 000	PROJECT AWARE MDE - FICA/MEDICARE	10,700.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 214 000	PROJECT AWARE MDE - PERA	10,997.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 218 000	PROJECT AWARE MDE - TRA	35,300.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 220 000	PROJECT AWARE MDE - HEALTH INS	200.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 230 000	PROJECT AWARE MDE - LIFE INS	600.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 235 000	PROJECT AWARE MDE - DENTAL INS	250.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 240 000	PROJECT AWARE MDE - LTD INS	8,500.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 251 000	PROJECT AWARE MDE - HRA	700.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 270 000	PROJECT AWARE MDE - WORKERS COMP	80.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 303 000	PROJECT AWARE MDE - FED CONTRACTS < 25k	16,000.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 366 000	PROJECT AWARE MDE - TRAVEL/CONFERENCE	20,000.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 401 000	PROJECT AWARE MDE - GENERAL SUPPLIES	19,173.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 430 000	PROJECT AWARE MDE - CLASSROOM SUPPLIES	59,500.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 005 740 499 895 000	PROJECT AWARE MDE - INDIRECT COSTS	30,000.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 215 740 499 401 000	PROJECT AWARE MDE DFLD - PBIS GENERAL	4,000.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 225 740 499 401 000	PROJECT AWARE MDE LPMS - PBIS GENERAL	3,000.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 500 740 499 401 000	PROJECT AWARE MDE LKWD - PBIS GENERAL	1,000.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 520 740 499 401 000	PROJECT AWARE MDE LWLL - PBIS GENERAL	2,000.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 525 740 499 401 000	PROJECT AWARE MDE LMAC - PBIS GENERAL	2,000.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 550 740 499 401 000	PROJECT AWARE MDE PIED - PBIS GENERAL	2,000.00	0.00	02/01/2022	Christopher Peterson	020122CP
04 R 005 740 499 400 000	PROJECT AWARE MDE PRE-K - FED AID THRU	2,000.00	0.00	02/01/2022	Christopher Peterson	020122CP
04 E 005 740 499 401 000	PROJECT AWARE MDE PRE-K - PBIS GENERAL	2,000.00	0.00	02/01/2022	Christopher Peterson	020122CP
01 E 540 216 401 140 000	TTL I CURYR MWKN SALARY-LIC TCHR	0.00	71,043.78	02/07/2022	Christopher Peterson	020722CP
01 E 540 216 401 143 000	TTL I CURYR MWKN LIC INST SUP	71,043.78	0.00	02/07/2022	Christopher Peterson	020722CP
01 E 225 050 000 305 000	SCH ADMIN LPMS CONTRACTED SERV	0.00	22.04	02/09/2022	Susan Archambeau-	SB020922
01 E 225 050 000 305 000	SCH ADMIN LPMS CONTRACTED SERV	0.00	2,096.92	02/09/2022	Susan Archambeau-	SB020922
01 E 225 050 000 305 000	SCH ADMIN LPMS CONTRACTED SERV	0.00	847.71	02/09/2022	Susan Archambeau-	SB020922

Budget Changes Report

Duluth Public Schools ISD #709

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Account	Account Description	Debit	Credit	Post Date	Created By	Batch
01 E 225 050 000 405 000	SCH ADMIN LPMS SOFTWARE & LIC	22.04	0.00	02/09/2022	Susan Archambeau-	SB020922
01 E 225 050 000 430 000	SCH ADMIN LPMS CLASSROOM SUPPLY	191.00	0.00	02/09/2022	Susan Archambeau-	SB020922
01 E 225 050 000 455 000	SCH ADMIN LPMS NON-INSTR TECH SUPPLIES	1,123.54	0.00	02/09/2022	Susan Archambeau-	SB020922
01 E 225 050 000 460 000	SCH ADMIN LPMS TEXTS-WKBK-EBOOK	63.00	0.00	02/09/2022	Susan Archambeau-	SB020922
01 E 225 050 000 490 000	SCH ADMIN LPMS FOOD	719.38	0.00	02/09/2022	Susan Archambeau-	SB020922
01 E 225 050 000 555 000	SCH ADMIN LPMS TECHNOLOGY EQUIP	313.71	0.00	02/09/2022	Susan Archambeau-	SB020922
01 E 225 050 000 820 000	SCH ADMIN LPMS DUES/LIC FEES	534.00	0.00	02/09/2022	Susan Archambeau-	SB020922
01 E 225 211 000 460 000	SEC ED LPMS TEXTS-WKBK-EBOOK	0.00	800.00	02/09/2022	Susan Archambeau-	SB020922
01 E 225 211 000 490 000	SEC ED LPMS FOOD	800.00	0.00	02/09/2022	Susan Archambeau-	SB020922
01 E 225 211 317 366 000	MS CMPED-D LPMS MILEAGE	0.00	1,000.00	02/09/2022	Susan Archambeau-	SB020922
01 E 225 211 317 401 000	MS CMPED-D LPMS GENERAL SUPPLY	500.00	0.00	02/09/2022	Susan Archambeau-	SB020922
01 E 225 211 317 490 000	MS CMPED-D LPMS FOOD	500.00	0.00	02/09/2022	Susan Archambeau-	SB020922
01 E 005 412 740 433 000	SPSV ECSEST DW INDIV INSTR SUPP	0.00	3,000.00	02/10/2022	Angela Sepp	Supplies
01 E 005 416 740 433 000	SPSV SMI ST DW INDIV INSTR SUPP	3,000.00	0.00	02/10/2022	Angela Sepp	Supplies
01 R 215 292 000 099 701	ALPINE SKIING- BOYS/GIRLS MISC REVENUE	1.79	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 292 000 099 704	CROSS COUNTRY- BOYS/GIRLS MISC REVENUE	4,446.92	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 292 000 099 709	NORDIC SKIING- BOYS/GIRLS MISC REVENUE	3,718.27	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 294 000 099 702	BASEBALL- BOYS MISC REVENUE	10,618.65	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 294 000 099 703	BASKETBALL- BOYS MISC REVENUE	-312.66	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 294 000 099 705	FOOTBALL- BOYS MISC REVENUE	2,894.54	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 294 000 099 706	GOLF- BOYS MISC REVENUE	1,686.79	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 294 000 099 707	HOCKEY- BOYS MISC REVENUE	-195.82	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 294 000 099 708	LACROSSE- BOYS MISC REVENUE	6,175.20	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 294 000 099 710	SOCCER- BOYS MISC REVENUE	760.33	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 294 000 099 712	SWIMMING- BOYS MISC REVENUE	0.74	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 294 000 099 713	TENNIS- BOYS MISC REVENUE	53.16	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 296 000 099 703	BASKETBALL- GIRLS MISC REVENUE	797.11	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 296 000 099 710	SOCCER- GIRLS MISC REVENUE	290.21	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 296 000 099 711	SOFTBALL- GIRLS MISC REVENUE	14,132.33	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 296 000 099 712	SWIMMING- GIRLS MISC REVENUE	1,962.73	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 296 000 099 713	TENNIS- GIRLS MISC REVENUE	1,718.98	0.00	02/17/2022	Christopher Peterson	021722CP

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Account	Account Description	Debit	Credit	Post Date	Created By	Batch
01 R 215 296 000 099 714	TRACK- GIRLS MISC REVENUE	875.93	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 296 000 099 715	VOLLEYBALL- GIRLS MISC REVENUE	1,978.30	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 096 420	SA XCUR DHS GENERAL FUNDS - DONATIONS	4,035.33	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 420	SA XCUR DHS GENERAL FUNDS - MISC REV	5,578.52	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 421	SA XCUR DHS GRANTS - MISC REV	19,949.12	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 422	SA XCUR DHS LIBRARY/MEDIA - MISC REV	841.92	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 427	SA XCUR DHS CTE - MISC REV	1,012.21	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 428	SA XCUR DHS PHYSICAL EDUCATION - MISC REV	8.49	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 430	SA XCUR DHS MATH - MISC REV	809.76	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 431	SA XCUR DHS BAND - MISC REV	7,605.14	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 432	SA XCUR DHS CHOIR - MISC REV	6,855.00	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 436	SA XCUR DHS ADVANCED PLACEMENT - MISC	3,527.98	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 438	SA XCUR DHS DRAMA - MISC REV	10,660.62	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 440	SA XCUR DHS DEBATE - MISC REV	2,357.82	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 450	SA XCUR DHS NATIVE AMER STUDENTS - MISC	121.34	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 452	SA XCUR DHS COOKIE/ POPCORN FUND - MISC	5,072.45	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 454	SA XCUR DHS BUSINESS ED - MISC REV	2,086.35	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 458	SA XCUR DHS DELI/CATERING - MISC REV	7,839.09	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 464	SA XCUR DHS SPEECH - MISC REV	6,823.97	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 466	SA XCUR DHS GAY STRAIGHT - MISC REV	181.34	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 467	SA XCUR DHS NHS - MISC REV	5,377.27	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 470	SA XCUR DHS CONCESSION/VENDING - MISC REV	1,215.55	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 480	SA XCUR DHS HOSA - MISC REV	2,993.35	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 481	SA XCUR DHS VICA SKILLS - MISC REV	880.81	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 490	SA XCUR DHS PARENT INVOLVEMENT - MISC REV	3,466.12	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 491	SA XCUR DHS PBIS - MISC REV	1,092.76	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 700	SA XCUR DHS ATHLETICS - MISC REV	14,597.07	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 215 298 000 099 719	SA XCUR DHS PSS - MISC REV	53,036.06	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 292 000 401 701	ALPINE SKIING- BOYS/GIRLS GEN SUPPLIES	1.79	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 292 000 401 704	CROSS COUNTRY- BOYS/GIRLS GEN SUPPLIES	4,446.92	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 292 000 401 709	NORDIC SKIING- BOYS/GIRLS GEN SUPPLIES	3,718.27	0.00	02/17/2022	Christopher Peterson	021722CP

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Account	Account Description	Debit	Credit	Post Date	Created By	Batch
01 E 215 294 000 401 702	BASEBALL- BOYS GEN SUPPLIES	10,618.65	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 294 000 401 703	BASKETBALL- BOYS GEN SUPPLIES	-312.66	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 294 000 401 705	FOOTBALL- BOYS GEN SUPPLIES	2,894.54	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 294 000 401 706	GOLF- BOYS GEN SUPPLIES	1,686.79	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 294 000 401 707	HOCKEY- BOYS GEN SUPPLIES	-195.82	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 294 000 401 708	LACROSSE- BOYS GEN SUPPLIES	6,175.20	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 294 000 401 710	SOCCER- BOYS GEN SUPPLIES	760.33	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 294 000 401 712	SWIMMING- BOYS GEN SUPPLIES	0.74	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 294 000 401 713	TENNIS- BOYS GEN SUPPLIES	53.16	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 296 000 401 703	BASKETBALL- GIRLS GEN SUPPLIES	797.11	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 296 000 401 710	SOCCER- GIRLS GEN SUPPLIES	290.21	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 296 000 401 711	SOFTBALL- GIRLS GEN SUPPLIES	14,132.33	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 296 000 401 712	SWIMMING- GIRLS GEN SUPPLIES	1,962.73	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 296 000 401 713	TENNIS- GIRLS GEN SUPPLIES	1,718.98	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 296 000 401 714	TRACK- GIRLS GEN SUPPLIES	875.93	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 296 000 401 715	VOLLEYBALL- GIRLS GEN SUPPLIES	1,978.30	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 420	SA XCUR DHS GENERAL FUNDS - SUPPLIES	9,613.85	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 421	SA XCUR DHS GRANTS - SUPPLIES	19,949.12	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 422	SA XCUR DHS LIBRARY/MEDIA - SUPPLIES	841.92	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 427	SA XCUR DHS CTE - SUPPLIES	1,012.21	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 428	SA XCUR DHS PHYSICAL EDUCATION - SUPPLIES	8.49	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 430	SA XCUR DHS MATH - SUPPLIES	809.76	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 431	SA XCUR DHS BAND - SUPPLIES	7,605.14	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 432	SA XCUR DHS CHOIR - SUPPLIES	6,855.00	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 436	SA XCUR DHS ADVANCED PLACEMENT -	3,527.98	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 438	SA XCUR DHS DRAMA - SUPPLIES	10,660.62	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 440	SA XCUR DHS DEBATE - SUPPLIES	2,357.82	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 450	SA XCUR DHS NATIVE AMER STUDENTS -	121.34	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 452	SA XCUR DHS COOKIE/POPCORN FUND -	5,072.45	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 454	SA XCUR DHS BUSINESS ED - SUPPLIES	2,086.35	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 458	SA XCUR DHS DELI/CATERING - SUPPLIES	7,839.09	0.00	02/17/2022	Christopher Peterson	021722CP

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Account	Account Description	Debit	Credit	Post Date	Created By	Batch
01 E 215 298 000 401 464	SA XCUR DHS SPEECH - SUPPLIES	6,823.97	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 466	SA XCUR DHS GAY STRAIGHT - SUPPLIES	181.34	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 467	SA XCUR DHS NHS - SUPPLIES	5,377.27	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 470	SA XCUR DHS CONCESSION/VENDING - SUPPLIES	1,215.55	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 480	SA XCUR DHS HOSA - SUPPLIES	2,993.35	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 481	SA XCUR DHS VICA SKILLS - SUPPLIES	880.81	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 490	SA XCUR DHS PARENT INVOLVEMENT - SUPPLIES	3,466.12	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 491	SA XCUR DHS PBIS - SUPPLIES	1,092.76	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 700	SA XCUR DHS ATHLETICS - SUPPLIES	14,597.07	0.00	02/17/2022	Christopher Peterson	021722CP
01 E 215 298 000 401 719	SA XCUR DHS PSS - SUPPLIES	53,036.06	0.00	02/17/2022	Christopher Peterson	021722CP
79 R 215 298 000 096 463	SA XCUR DHS ROBOTICS - MISC REV	5,658.49	0.00	02/17/2022	Christopher Peterson	021722CP
79 R 215 298 000 096 465	SA XCUR DHS STUDENT COUNCIL - MISC REV	4,057.24	0.00	02/17/2022	Christopher Peterson	021722CP
79 R 215 298 000 096 470	SA XCUR DHS HUNTER SHACK - MISC REV	3,341.26	0.00	02/17/2022	Christopher Peterson	021722CP
79 R 215 298 000 099 423	SA XCUR DHS YEARBOOK - MISC REV	16,307.79	0.00	02/17/2022	Christopher Peterson	021722CP
79 R 215 298 000 099 425	SA XCUR DHS ART - MISC REV	141.53	0.00	02/17/2022	Christopher Peterson	021722CP
79 R 215 298 000 099 429	SA XCUR DHS PHYSICS - MISC REV	1,928.63	0.00	02/17/2022	Christopher Peterson	021722CP
79 R 215 298 000 099 439	SA XCUR DHS GUIDANCE - MISC REV	4,636.74	0.00	02/17/2022	Christopher Peterson	021722CP
79 R 215 298 000 099 451	SA XCUR DHS CHEERLEADERS - MISC REV	552.56	0.00	02/17/2022	Christopher Peterson	021722CP
79 R 215 298 000 099 455	SA XCUR DHS PROM - MISC REV	809.66	0.00	02/17/2022	Christopher Peterson	021722CP
79 R 215 298 000 099 460	SA XCUR DHS SENIOR CLASS - MISC REV	1,925.92	0.00	02/17/2022	Christopher Peterson	021722CP
79 R 215 298 000 099 461	SA XCUR DHS KEY CLUB - MISC REV	1,348.60	0.00	02/17/2022	Christopher Peterson	021722CP
79 E 215 298 000 401 423	SA XCUR DHS YEARBOOK - SUPPLIES	16,307.79	0.00	02/17/2022	Christopher Peterson	021722CP
79 E 215 298 000 401 425	SA XCUR DHS ART - SUPPLIES	141.53	0.00	02/17/2022	Christopher Peterson	021722CP
79 E 215 298 000 401 429	SA XCUR DHS PHYSICS - SUPPLIES	1,928.63	0.00	02/17/2022	Christopher Peterson	021722CP
79 E 215 298 000 401 439	SA XCUR DHS GUIDANCE - SUPPLIES	4,636.74	0.00	02/17/2022	Christopher Peterson	021722CP
79 E 215 298 000 401 451	SA XCUR DHS CHEERLEADERS - SUPPLIES	552.56	0.00	02/17/2022	Christopher Peterson	021722CP
79 E 215 298 000 401 455	SA XCUR DHS PROM - SUPPLIES	809.66	0.00	02/17/2022	Christopher Peterson	021722CP
79 E 215 298 000 401 460	SA XCUR DHS SENIOR CLASS - SUPPLIES	1,925.92	0.00	02/17/2022	Christopher Peterson	021722CP
79 E 215 298 000 401 461	SA XCUR DHS KEY CLUB - SUPPLIES	1,348.60	0.00	02/17/2022	Christopher Peterson	021722CP
79 E 215 298 000 401 463	SA XCUR DHS ROBOTICS - SUPPLIES	5,658.49	0.00	02/17/2022	Christopher Peterson	021722CP
79 E 215 298 000 401 465	SA XCUR DHS STUDENT COUNCIL - SUPPLIES	4,057.24	0.00	02/17/2022	Christopher Peterson	021722CP

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Account	Account Description	Debit	Credit	Post Date	Created By	Batch
79 E 215 298 000 401 470	SA XCUR DHS HUNTER SHACK - SUPPLIES	3,341.26	0.00	02/17/2022	Christopher Peterson	021722CP
01 R 220 292 000 099 700	ATHLETICS DEPT- BOYS/GIRLS MISC REVENUE	4,663.60	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 292 000 099 701	ALPINE SKIING- BOYS/GIRLS MISC REVENUE	373.78	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 292 000 099 704	CROSS COUNTRY- BOYS/GIRLS MISC REVENUE	657.23	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 292 000 099 709	NORDIC SKIING- BOYS/GIRLS MISC REVENUE	3,455.73	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 292 000 099 720	EHS STADIUM- BOYS/GIRLS MISC REVENUE	17,807.65	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 294 000 099 702	BASEBALL- BOYS MISC REVENUE	117.79	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 294 000 099 703	BASKETBALL- BOYS MISC REVENUE	1,650.72	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 294 000 099 705	FOOTBALL- BOYS MISC REVENUE	2,196.57	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 294 000 099 706	GOLF- BOYS MISC REVENUE	5,407.73	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 294 000 099 710	SOCCER- BOYS MISC REVENUE	789.09	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 294 000 099 712	SWIMMING- BOYS MISC REVENUE	26.25	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 294 000 099 713	TENNIS- BOYS MISC REVENUE	283.24	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 294 000 099 714	TRACK- BOYS MISC REVENUE	188.81	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 296 000 099 703	BASKETBALL- GIRLS MISC REVENUE	424.40	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 296 000 099 710	SOCCER- GIRLS MISC REVENUE	4,814.73	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 296 000 099 711	SOFTBALL- GIRLS MISC REVENUE	225.00	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 296 000 099 712	SWIMMING- GIRLS MISC REVENUE	1,717.94	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 296 000 099 713	TENNIS- GIRLS MISC REVENUE	8,030.94	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 296 000 099 715	VOLLEYBALL- GIRLS MISC REVENUE	2,283.99	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 420	SA XCUR EHS GENERAL FUND - MISC REV	10,880.74	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 424	SA XCUR EHS KNOWLEDGE BOWL - MISC REV	605.59	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 428	SA XCUR EHS PHYSICAL EDUCATION - MISC REV	1,752.61	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 431	SA XCUR EHS BAND GENERAL FUND - MISC REV	11,689.89	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 432	SA XCUR EHS CHOIR GENERAL FUND - MISC REV	5,829.80	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 433	SA XCUR EHS MUSIC GENERAL FUND - MISC REV	14,347.59	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 434	SA XCUR EHS ORCHESTRA GENERAL FUND -	15,828.54	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 436	SA XCUR EHS ADVANCED PLACEMENT - MISC	17,604.13	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 437	SA XCUR EHS BOOK FUND - MISC REV	5,858.62	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 438	SA XCUR EHS DRAMA - MISC REV	10,547.75	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 439	SA XCUR EHS GUIDANCE - MISC REV	1,263.28	0.00	02/17/2022	Christopher Peterson	021722CPA

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Account	Account Description	Debit	Credit	Post Date	Created By	Batch
01 R 220 298 000 099 441	SA XCUR EHS SOCIAL SCIENCE - MISC REV	560.87	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 442	SA XCUR EHS FOREIGN LANGUAGE - MISC REV	3,269.36	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 466	SA XCUR EHS G&S ALLIANCE - MISC REV	2,683.07	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 467	SA XCUR EHS NHS - MISC REV	3,792.10	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 468	SA XCUR EHS RACHEL BONZO - MISC REV	900.00	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 469	SA XCUR EHS RACHEL SANDELL AWARD - MISC	2,876.40	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 716	SA XCUR EHS NOPER FOUNDATION - MISC REV	8,745.00	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 220 298 000 099 717	SA XCUR EHS SPONSORSHIPS - MISC REV	23,577.79	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 292 000 401 700	ATHLETICS DEPT- BOYS/GIRLS GEN SUPPLIES	4,663.60	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 292 000 401 701	ALPINE SKIING- BOYS/GIRLS GEN SUPPLIES	373.78	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 292 000 401 704	CROSS COUNTRY- BOYS/GIRLS GEN SUPPLIES	657.23	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 292 000 401 709	NORDIC SKIING- BOYS/GIRLS GEN SUPPLIES	3,455.73	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 292 000 401 720	EHS STADIUM- BOYS/GIRLS GEN SUPPLIES	17,807.65	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 294 000 401 702	BASEBALL- BOYS GEN SUPPLIES	117.79	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 294 000 401 703	BASKETBALL- BOYS GEN SUPPLIES	1,650.72	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 294 000 401 705	FOOTBALL- BOYS GEN SUPPLIES	2,196.57	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 294 000 401 706	GOLF- BOYS GEN SUPPLIES	5,407.73	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 294 000 401 710	SOCCER- BOYS GEN SUPPLIES	789.09	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 294 000 401 712	SWIMMING- BOYS GEN SUPPLIES	26.25	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 294 000 401 713	TENNIS- BOYS GEN SUPPLIES	283.24	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 294 000 401 714	TRACK- BOYS GEN SUPPLIES	188.81	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 296 000 401 703	BASKETBALL- GIRLS GEN SUPPLIES	424.40	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 296 000 401 710	SOCCER- GIRLS GEN SUPPLIES	4,814.73	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 296 000 401 711	SOFTBALL- GIRLS GEN SUPPLIES	225.00	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 296 000 401 712	SWIMMING- GIRLS GEN SUPPLIES	1,717.94	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 296 000 401 713	TENNIS- GIRLS GEN SUPPLIES	8,030.94	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 296 000 401 715	VOLLEYBALL- GIRLS GEN SUPPLIES	2,283.99	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 420	SA XCUR EHS GENERAL FUNDS - SUPPLIES	10,880.74	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 424	SA XCUR EHS KNOWLEDGE BOWL - SUPPLIES	605.59	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 428	SA XCUR EHS PHYSICAL EDUCATION - SUPPLIES	1,752.61	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 431	SA XCUR EHS BAND - SUPPLIES	11,689.89	0.00	02/17/2022	Christopher Peterson	021722CPA

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Account	Account Description	Debit	Credit	Post Date	Created By	Batch
01 E 220 298 000 401 432	SA XCUR EHS CHOIR - SUPPLIES	5,829.80	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 433	SA XCUR EHS MUSIC - SUPPLIES	14,347.59	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 434	SA XCUR EHS ORCHESTRA - SUPPLIES	15,828.54	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 436	SA XCUR EHS ADVANCED PLACEMENT -	17,604.13	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 437	SA XCUR EHS BOOK FUND - SUPPLIES	5,858.62	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 438	SA XCUR EHS DRAMA - SUPPLIES	10,547.75	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 439	SA XCUR EHS GUIDANCE - SUPPLIES	1,263.28	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 441	SA XCUR EHS SOCIAL SCIENCE - SUPPLIES	560.87	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 442	SA XCUR EHS FOREIGN LANGUAGE - SUPPLIES	3,269.36	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 466	SA XCUR EHS G&S ALLIANCE - SUPPLIES	2,683.07	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 467	SA XCUR EHS NHS - SUPPLIES	3,792.10	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 468	SA XCUR EHS RACHEL BONZO - SUPPLIES	900.00	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 469	SA XCUR EHS RACHEL SANDELL AWARD -	2,876.40	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 716	SA XCUR EHS NOPER FOUNDATION - SUPPLIES	8,745.00	0.00	02/17/2022	Christopher Peterson	021722CPA
01 E 220 298 000 401 717	SA XCUR EHS SPONSORSHIPS - SUPPLIES	23,577.79	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 423	SA XCUR EHS YEARBOOK - MISC REVENUE	708.12	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 429	SA XCUR EHS SCIENCE - MISC REV	3,805.24	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 450	SA XCUR EHS AMNESTY INTL - MISC REV	230.00	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 451	SA XCUR EHS CHEERLEADERS - MISC REV	1,309.35	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 452	SA XCUR EHS COOKIE/ POPCORN FUND - MISC	621.46	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 453	SA XCUR EHS DANCE TEAM - MISC REV	6,156.92	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 454	SA XCUR EHS DULUTH BUSINESS ED - MISC REV	14,467.29	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 455	SA XCUR EHS EAST ASSOC - MISC REV	2,413.96	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 456	SA XCUR EHS EAST FLY-TYING - MISC REV	614.78	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 457	SA XCUR EHS ENGINEERING DESIGN - MISC REV	647.50	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 458	SA XCUR EHS FOODS PROGRAM - MISC REV	11,719.92	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 459	SA XCUR EHS GREEN CLUB - MISC REV	945.51	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 460	SA XCUR EHS JUNIOR - MISC REV	3,047.95	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 461	SA XCUR EHS KEY CLUB - MISC REV	2,414.99	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 462	SA XCUR EHS NEWSPAPER - MISC REV	3,347.57	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 463	SA XCUR EHS ROBOTICS - MISC REV	869.28	0.00	02/17/2022	Christopher Peterson	021722CPA

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Account	Account Description	Debit	Credit	Post Date	Created By	Batch
79 R 220 298 000 099 464	SA XCUR EHS SPEECH - MISC REV	4,131.30	0.00	02/17/2022	Christopher Peterson	021722CPA
79 R 220 298 000 099 465	SA XCUR EHS STUDENT COUNCIL - MISC REV	13,777.21	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 423	SA XCUR EHS YEARBOOK - SUPPLIES	708.12	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 429	SA XCUR EHS SCIENCE - SUPPLIES	3,805.24	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 450	SA XCUR EHS AMNESTY INTL - SUPPLIES	230.00	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 451	SA XCUR EHS CHEERLEADERS - SUPPLIES	1,309.35	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 452	SA XCUR EHS COOKIE/ POPCORN FUND -	621.46	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 453	SA XCUR EHS DANCE TEAM - SUPPLIES	6,156.92	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 454	SA XCUR EHS DULUTH BUSINESS ED - SUPPLIES	14,467.29	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 455	SA XCUR EHS EAST ASSOC - SUPPLIES	2,413.96	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 456	SA XCUR EHS EAST FLY-TYING - SUPPLIES	614.78	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 457	SA XCUR EHS ENGINEERING DESIGN - SUPPLIES	647.50	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 458	SA XCUR EHS FOODS PROGRAM - SUPPLIES	11,719.92	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 459	SA XCUR EHS GREEN CLUB - SUPPLIES	945.51	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 460	SA XCUR EHS JUNIOR - SUPPLIES	3,047.95	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 461	SA XCUR EHS KEY CLUB - SUPPLIES	2,414.99	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 462	SA XCUR EHS NEWSPAPER - SUPPLIES	3,347.57	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 463	SA XCUR EHS ROBOTICS - SUPPLIES	869.28	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 464	SA XCUR EHS SPEECH - SUPPLIES	4,131.30	0.00	02/17/2022	Christopher Peterson	021722CPA
79 E 220 298 000 401 465	SA XCUR EHS STUDENT COUNCIL - SUPPLIES	13,777.21	0.00	02/17/2022	Christopher Peterson	021722CPA
01 R 335 292 000 099 701	BOYS/GIRLS- OEMS SKIING MISC REVENUE	1,941.06	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 335 292 000 099 712	BOYS/GIRLS- OEMS SWIMMING MISC REVENUE	802.36	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 335 292 000 099 714	BOYS/GIRLS- OEMS TRACK MISC REVENUE	1,706.91	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 335 298 000 099 420	SA XCUR- OEMS GENERAL MISC REVENUE	25,347.19	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 335 298 000 099 421	SA XCUR- OEMS GRANTS MISC REVENUE	2,720.86	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 335 298 000 099 422	SA XCUR- OEMS LIBRARY/MEDIA MISC REVENUE	4,321.20	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 335 298 000 099 424	SA XCUR- OEMS KNOWLEDGE BOWL MISC	31.98	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 335 298 000 099 425	SA XCUR- OEMS ART MISC REVENUE	1,045.82	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 335 298 000 099 426	SA XCUR- OEMS HOME ECONOMICS MISC	830.62	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 335 298 000 099 427	SA XCUR- OEMS INDUSTRIAL ED MISC REVENUE	4,360.71	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 335 298 000 099 428	SA XCUR- OEMS PHYS ED MISC REVENUE	19,293.82	0.00	02/18/2022	Christopher Peterson	021822CP

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Account	Account Description	Debit	Credit	Post Date	Created By	Batch
01 R 335 298 000 099 429	SA XCUR- OEMS SCIENCE MISC REVENUE	1,088.78	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 335 298 000 099 431	SA XCUR- OEMS BAND MISC REVENUE	14,172.22	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 335 298 000 099 432	SA XCUR- OEMS CHOIR MISC REVENUE	3,678.31	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 335 298 000 099 434	SA XCUR- OEMS ORCHESTRA MISC REVENUE	15,484.54	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 335 298 000 099 438	SA XCUR- OEMS DRAMA MISC REVENUE	11,469.33	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 335 298 000 099 459	SA XCUR- OEMS GARDEN CLUB MISC REVENUE	1,721.63	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 335 298 000 099 463	SA XCUR- OEMS ROBOTICS MISC REVENUE	425.90	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 292 000 401 701	BOYS/GIRLS- OEMS SKIING GEN SUPPLIES	1,941.06	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 292 000 401 712	BOYS/GIRLS- OEMS SWIMMING GEN SUPPLIES	802.36	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 292 000 401 714	BOYS/GIRLS- OEMS TRACK GEN SUPPLIES	1,706.91	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 298 000 401 420	SA XCUR- OEMS GENERAL GEN SUPPLIES	25,347.19	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 298 000 401 421	SA XCUR- OEMS GRANTS GEN SUPPLIES	2,720.86	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 298 000 401 422	SA XCUR- OEMS LIBRARY/MEDIA GEN SUPPLIES	4,321.20	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 298 000 401 424	SA XCUR- OEMS KNOWLEDGE BOWL GEN	31.98	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 298 000 401 425	SA XCUR- OEMS ART GEN SUPPLIES	1,045.82	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 298 000 401 426	SA XCUR- OEMS HOME ECONOMICS GEN	830.62	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 298 000 401 427	SA XCUR- OEMS INDUSTRIAL ED GEN SUPPLIES	4,360.71	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 298 000 401 428	SA XCUR- OEMS PHYS ED GEN SUPPLIES	19,293.82	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 298 000 401 429	SA XCUR- OEMS SCIENCE GEN SUPPLIES	1,088.78	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 298 000 401 431	SA XCUR- OEMS BAND GEN SUPPLIES	14,172.22	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 298 000 401 432	SA XCUR- OEMS CHOIR GEN SUPPLIES	3,678.31	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 298 000 401 434	SA XCUR- OEMS ORCHESTRA GEN SUPPLIES	15,484.54	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 298 000 401 438	SA XCUR- OEMS DRAMA GEN SUPPLIES	11,469.33	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 298 000 401 459	SA XCUR- OEMS GARDEN CLUB GEN SUPPLIES	1,721.63	0.00	02/18/2022	Christopher Peterson	021822CP
01 E 335 298 000 401 463	SA XCUR- OEMS ROBOTICS GEN SUPPLIES	425.90	0.00	02/18/2022	Christopher Peterson	021822CP
79 R 335 298 000 099 423	SA XCUR- OEMS YEARBOOK MISC REVENUE	11,328.23	0.00	02/18/2022	Christopher Peterson	021822CP
79 R 335 298 000 099 460	SA XCUR- OEMS SIXTH GRADE MISC REVENUE	2,528.97	0.00	02/18/2022	Christopher Peterson	021822CP
79 R 335 298 000 099 461	SA XCUR- OEMS SEVENTH GRADE MISC	2,317.73	0.00	02/18/2022	Christopher Peterson	021822CP
79 R 335 298 000 099 465	SA XCUR- OEMS STUDENT COUNCIL MISC	176.40	0.00	02/18/2022	Christopher Peterson	021822CP
79 R 335 298 000 099 470	SA XCUR- OEMS SCHOOL STORE MISC REVENUE	1,991.97	0.00	02/18/2022	Christopher Peterson	021822CP
79 E 335 298 000 401 423	SA XCUR- OEMS YEARBOOK GEN SUPPLIES	11,328.23	0.00	02/18/2022	Christopher Peterson	021822CP

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Account	Account Description	Debit	Credit	Post Date	Created By	Batch
79 E 335 298 000 401 460	SA XCUR- OEMS SIXTH GRADE GEN SUPPLIES	2,528.97	0.00	02/18/2022	Christopher Peterson	021822CP
79 E 335 298 000 401 461	SA XCUR- OEMS SEVENTH GRADE GEN SUPPLIES	2,317.73	0.00	02/18/2022	Christopher Peterson	021822CP
79 E 335 298 000 401 465	SA XCUR- OEMS STUDENT COUNCIL GEN	176.40	0.00	02/18/2022	Christopher Peterson	021822CP
79 E 335 298 000 401 470	SA XCUR- OEMS SCHOOL STORE GEN SUPPLIES	1,991.97	0.00	02/18/2022	Christopher Peterson	021822CP
01 R 225 292 000 099 700	BOYS/GIRLS- LPMS ATHLETICS DEPT MISC	40.84	0.00	02/18/2022	Christopher Peterson	021822CPA
01 R 225 292 000 099 714	BOYS/GIRLS- LPMS TRACK MISC REVENUE	0.30	0.00	02/18/2022	Christopher Peterson	021822CPA
01 R 225 292 000 099 715	BOYS/GIRLS- LPMS VOLLEYBALL MISC REVENUE	139.14	0.00	02/18/2022	Christopher Peterson	021822CPA
01 R 225 298 000 096 420	SA XCUR- LPMS GENERAL SCHOLARSHIPS	120.00	0.00	02/18/2022	Christopher Peterson	021822CPA
01 R 225 298 000 099 420	SA XCUR- LPMS GENERAL MISC REVENUE	6,860.28	0.00	02/18/2022	Christopher Peterson	021822CPA
01 R 225 298 000 099 421	SA XCUR- LPMS GRANTS MISC REVENUE	1,833.39	0.00	02/18/2022	Christopher Peterson	021822CPA
01 R 225 298 000 099 425	SA XCUR- LPMS ART MISC REVENUE	1.93	0.00	02/18/2022	Christopher Peterson	021822CPA
01 R 225 298 000 099 428	SA XCUR- LPMS PHYS ED MISC REVENUE	254.54	0.00	02/18/2022	Christopher Peterson	021822CPA
01 R 225 298 000 099 437	SA XCUR- LPMS BOOK FUND MISC REVENUE	3,243.42	0.00	02/18/2022	Christopher Peterson	021822CPA
01 R 225 298 000 099 471	SA XCUR- LPMS PLAYGROUND MISC REVENUE	1,349.65	0.00	02/18/2022	Christopher Peterson	021822CPA
01 R 225 298 000 099 472	SA XCUR- LPMS HEALTHY KIDS MISC REVENUE	913.35	0.00	02/18/2022	Christopher Peterson	021822CPA
01 R 225 298 000 099 473	SA XCUR- LPMS WORK PROGRAM MISC REVENUE	1,637.56	0.00	02/18/2022	Christopher Peterson	021822CPA
01 R 225 298 000 099 474	SA XCUR- LPMS AUTISM MISC REVENUE	1,449.88	0.00	02/18/2022	Christopher Peterson	021822CPA
01 R 225 298 000 099 491	SA XCUR- LPMS PBIS MISC REVENUE	4,264.70	0.00	02/18/2022	Christopher Peterson	021822CPA
01 E 225 292 000 401 700	BOYS/GIRLS- LPMS ATHLETICS DEPT GEN	40.84	0.00	02/18/2022	Christopher Peterson	021822CPA
01 E 225 292 000 401 714	BOYS/GIRLS- LPMS TRACK GEN SUPPLIES	0.30	0.00	02/18/2022	Christopher Peterson	021822CPA
01 E 225 292 000 401 715	BOYS/GIRLS- LPMS VOLLEYBALL GEN SUPPLIES	139.14	0.00	02/18/2022	Christopher Peterson	021822CPA
01 E 225 298 000 401 420	SA XCUR- LPMS GENERAL GEN SUPPLIES	6,980.28	0.00	02/18/2022	Christopher Peterson	021822CPA
01 E 225 298 000 401 421	SA XCUR- LPMS GRANTS GEN SUPPLIES	1,833.39	0.00	02/18/2022	Christopher Peterson	021822CPA
01 E 225 298 000 401 425	SA XCUR- LPMS ART GEN SUPPLIES	1.93	0.00	02/18/2022	Christopher Peterson	021822CPA
01 E 225 298 000 401 428	SA XCUR- LPMS PHYS ED GEN SUPPLIES	254.54	0.00	02/18/2022	Christopher Peterson	021822CPA
01 E 225 298 000 401 437	SA XCUR- LPMS BOOK FUND GEN SUPPLIES	3,243.42	0.00	02/18/2022	Christopher Peterson	021822CPA
01 E 225 298 000 401 471	SA XCUR- LPMS PLAYGROUND GEN SUPPLIES	1,349.65	0.00	02/18/2022	Christopher Peterson	021822CPA
01 E 225 298 000 401 472	SA XCUR- LPMS HEALTHY KIDS GEN SUPPLIES	913.35	0.00	02/18/2022	Christopher Peterson	021822CPA
01 E 225 298 000 401 473	SA XCUR- LPMS WORK PROGRAM GEN SUPPLIES	1,637.56	0.00	02/18/2022	Christopher Peterson	021822CPA
01 E 225 298 000 401 474	SA XCUR- LPMS AUTISM GEN SUPPLIES	1,449.88	0.00	02/18/2022	Christopher Peterson	021822CPA
01 E 225 298 000 401 491	SA XCUR- LPMS PBIS GEN SUPPLIES	4,264.70	0.00	02/18/2022	Christopher Peterson	021822CPA

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Account	Account Description	Debit	Credit	Post Date	Created By	Batch
79 R 225 298 000 099 424	SA XCUR- LPMS KNOWLEDGE BOWL MISC	920.59	0.00	02/18/2022	Christopher Peterson	021822CPA
79 R 225 298 000 099 425	SA XCUR- LPMS ART MISC REVENUE	4,568.10	0.00	02/18/2022	Christopher Peterson	021822CPA
79 R 225 298 000 099 426	SA XCUR- LPMS HOME ECONOMICS MISC	2,479.77	0.00	02/18/2022	Christopher Peterson	021822CPA
79 R 225 298 000 099 431	SA XCUR- LPMS BAND MISC REVENUE	4,071.88	0.00	02/18/2022	Christopher Peterson	021822CPA
79 R 225 298 000 099 432	SA XCUR- LPMS CHOIR MISC REVENUE	1,923.01	0.00	02/18/2022	Christopher Peterson	021822CPA
79 R 225 298 000 099 434	SA XCUR- LPMS ORCHESTRA MISC REVENUE	6,354.62	0.00	02/18/2022	Christopher Peterson	021822CPA
79 R 225 298 000 099 459	SA XCUR- LPMS GREEN EARTH CLUB MISC	200.00	0.00	02/18/2022	Christopher Peterson	021822CPA
79 R 225 298 000 099 460	SA XCUR- LPMS SIXTH GRADE MISC REVENUE	150.12	0.00	02/18/2022	Christopher Peterson	021822CPA
79 R 225 298 000 099 461	SA XCUR- LPMS SEVENTH GRADE MISC REVENUE	189.36	0.00	02/18/2022	Christopher Peterson	021822CPA
79 R 225 298 000 099 465	SA XCUR- LPMS STUDENT COUNCIL MISC	1,854.14	0.00	02/18/2022	Christopher Peterson	021822CPA
79 R 225 298 000 099 466	SA XCUR- LPMS POSITIVE PERKS MISC REVENUE	3,357.88	0.00	02/18/2022	Christopher Peterson	021822CPA
79 R 225 298 000 099 468	SA XCUR- LPMS MATH MASTERS MISC REVENUE	458.83	0.00	02/18/2022	Christopher Peterson	021822CPA
79 R 225 298 000 099 469	SA XCUR- LPMS TALENT SHOW MISC REVENUE	0.76	0.00	02/18/2022	Christopher Peterson	021822CPA
79 R 225 298 000 099 701	SA XCUR- LPMS SKI CLUB MISC REVENUE	124.09	0.00	02/18/2022	Christopher Peterson	021822CPA
79 E 225 298 000 401 424	SA XCUR- LPMS KNOWLEDGE BOWL GEN	920.59	0.00	02/18/2022	Christopher Peterson	021822CPA
79 E 225 298 000 401 425	SA XCUR- LPMS ART GEN SUPPLIES	4,568.10	0.00	02/18/2022	Christopher Peterson	021822CPA
79 E 225 298 000 401 426	SA XCUR- LPMS HOME ECONOMICS GEN	2,479.77	0.00	02/18/2022	Christopher Peterson	021822CPA
79 E 225 298 000 401 431	SA XCUR- LPMS BAND GEN SUPPLIES	4,071.88	0.00	02/18/2022	Christopher Peterson	021822CPA
79 E 225 298 000 401 432	SA XCUR- LPMS CHOIR GEN SUPPLIES	1,923.01	0.00	02/18/2022	Christopher Peterson	021822CPA
79 E 225 298 000 401 434	SA XCUR- LPMS ORCHESTRA GEN SUPPLIES	6,354.62	0.00	02/18/2022	Christopher Peterson	021822CPA
79 E 225 298 000 401 459	SA XCUR- LPMS GREEN EARTH CLUB GEN	200.00	0.00	02/18/2022	Christopher Peterson	021822CPA
79 E 225 298 000 401 460	SA XCUR- LPMS SIXTH GRADE GEN SUPPLIES	150.12	0.00	02/18/2022	Christopher Peterson	021822CPA
79 E 225 298 000 401 461	SA XCUR- LPMS SEVENTH GRADE GEN SUPPLIES	189.36	0.00	02/18/2022	Christopher Peterson	021822CPA
79 E 225 298 000 401 465	SA XCUR- LPMS STUDENT COUNCIL GEN	1,854.14	0.00	02/18/2022	Christopher Peterson	021822CPA
79 E 225 298 000 401 466	SA XCUR- LPMS POSITIVE PERKS GEN SUPPLIES	3,357.88	0.00	02/18/2022	Christopher Peterson	021822CPA
79 E 225 298 000 401 468	SA XCUR- LPMS MATH MASTERS GEN SUPPLIES	458.83	0.00	02/18/2022	Christopher Peterson	021822CPA
79 E 225 298 000 401 469	SA XCUR- LPMS TALENT SHOW GEN SUPPLIES	0.76	0.00	02/18/2022	Christopher Peterson	021822CPA
79 E 225 298 000 401 701	SA XCUR- LPMS SKI CLUB GEN SUPPLIES	124.09	0.00	02/18/2022	Christopher Peterson	021822CPA
01 R 435 298 000 099 420	SA XCUR- CGDN GENERAL MISC REVENUE	1,605.49	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 435 298 000 099 421	SA XCUR- CGDN GRANTS MISC REVENUE	583.88	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 435 298 000 099 422	SA XCUR- CGDN LIBRARY/MEDIA MISC REVENUE	870.40	0.00	02/22/2022	Christopher Peterson	022222CP

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Account	Account Description	Debit	Credit	Post Date	Created By	Batch
01 R 435 298 000 099 459	SA XCUR- CGDN GARDEN CLUB MISC REVENUE	1,216.36	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 475 298 000 099 420	SA XCUR- HMCR GENERAL MISC REV	29,715.47	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 475 298 000 099 422	SA XCUR- HMCR LIBRARY/MEDIA MISC REV	1,854.99	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 500 298 000 099 420	SA XCUR- LAKEWOOD GENERAL MISC REV	36,338.18	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 510 298 000 099 420	SA XCUR- LSTR PK GENERAL MISC REVENUE	24,202.33	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 510 298 000 099 421	SA XCUR- LSTR PK GRANTS MISC REVENUE	1,946.86	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 510 298 000 099 471	SA XCUR- LSTR PK PLAYGROUND MISC REVENUE	1,838.38	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 510 298 000 099 472	SA XCUR- LSTR PK LP FOREST MISC REVENUE	2,304.37	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 520 298 000 096 433	SA XCUR- LOWELL MUSIC DONATIONS	18,010.70	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 520 298 000 099 420	SA XCUR- LOWELL GENERAL MISC REVENUE	6,895.94	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 520 298 000 099 421	SA XCUR- LOWELL GRANTS MISC REVENUE	1,378.54	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 520 298 000 099 459	SA XCUR- LOWELL GARDEN CLUB MISC REVENUE	1,314.41	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 520 298 000 099 476	SA XCUR- LOWELL AMITY FUND MISC REVENUE	344.67	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 520 298 000 099 491	SA XCUR- LOWELL PBIS MISC REVENUE	436.38	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 525 298 000 099 420	SA XCUR- LMAC GENERAL MISC REVENUE	7,275.28	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 525 298 000 099 421	SA XCUR- LMAC GRANTS MISC REVENUE	12,458.95	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 525 298 000 099 422	SA XCUR- LMAC LIBRARY/MEDIA MISC REVENUE	1,484.67	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 525 298 000 099 490	SA XCUR- LMAC FAMILY NIGHT MISC REVENUE	1,238.05	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 540 298 000 099 420	SA XCUR - MWKN GENERAL MISC REV	82,380.47	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 540 298 000 099 429	SA XCUR - MWKN SCIENCE ENDOWMENT MISC	4,929.50	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 540 298 000 099 471	SA XCUR - MWKN WASHER & DRYER MISC REV	566.02	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 540 298 000 099 472	SA XCUR - MWKN DRUM CLUB MISC REV	2,446.24	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 550 298 000 099 420	SA XCUR- PIED GENERAL MISC REV	908.06	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 550 298 000 099 422	SA XCUR- PIED LIBRARY/MEDIA MISC REV	1,053.35	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 550 298 000 099 439	SA XCUR- PIED SOCIAL WORKER MISC REV	7.43	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 550 298 000 099 452	SA XCUR- PIED BOXTOPS MISC REV	181.75	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 550 298 000 099 459	SA XCUR- PIED GARDEN CLUB MISC REV	29.11	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 550 298 000 099 491	SA XCUR- PIED PBIS MISC REV	2,542.15	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 565 298 000 099 420	SA XCUR- STOWE GENERAL MISC REV	13,432.90	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 565 298 000 099 421	SA XCUR- STOWE GRANTS MISC REV	25,855.75	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 565 298 000 099 422	SA XCUR- STOWE LIBRARY/MEDIA MISC REV	511.39	0.00	02/22/2022	Christopher Peterson	022222CP

Budget Changes Report

Duluth Public Schools ISD #709

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Account	Account Description	Debit	Credit	Post Date	Created By	Batch
01 R 580 298 000 099 420	SA XCUR- R ACADEMIES GENERAL MISC REV	1,478.27	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 611 298 000 099 420	SA XCUR- ALC GENERAL MISC REV	8,307.15	0.00	02/22/2022	Christopher Peterson	022222CP
01 R 611 298 000 099 471	SA XCUR- ALC BLOOM MISC REV	1,750.00	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 435 298 000 401 420	SA XCUR- CGDN GENERAL GEN SUPPLIES	1,605.49	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 435 298 000 401 421	SA XCUR- CGDN GRANTS GEN SUPPLIES	583.88	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 435 298 000 401 422	SA XCUR- CGDN LIBRARY/MEDIA GEN SUPPLIES	870.40	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 435 298 000 401 459	SA XCUR- CGDN GARDEN CLUB GEN SUPPLIES	1,216.36	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 475 298 000 401 420	SA XCUR - HMCR GENERAL GEN SUPPLIES	29,715.47	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 475 298 000 401 422	SA XCUR - HMCR LIBRARY/MEDIA GEN SUPPLIES	1,854.99	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 500 298 000 401 420	SA XCUR - LAKEWOOD GENERAL GEN SUPPLIES	36,338.18	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 510 298 000 401 420	SA XCUR- LSTR PK GENERAL GEN SUPPLIES	24,202.33	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 510 298 000 401 421	SA XCUR- LSTR PK GRANTS GEN SUPPLIES	1,946.86	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 510 298 000 401 471	SA XCUR- LSTR PK PLAYGROUND GEN SUPPLIES	1,838.38	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 510 298 000 401 472	SA XCUR- LSTR PK LP FOREST GEN SUPPLIES	2,304.37	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 520 298 000 401 420	SA XCUR- LOWELL GENERAL GEN SUPPLIES	6,895.94	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 520 298 000 401 421	SA XCUR- LOWELL GRANTS GEN SUPPLIES	1,378.54	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 520 298 000 401 433	SA XCUR- LOWELL MUSIC GEN SUPPLIES	18,010.70	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 520 298 000 401 459	SA XCUR- LOWELL GARDEN CLUB GEN SUPPLIES	1,314.41	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 520 298 000 401 476	SA XCUR- LOWELL AMITY FUND GEN SUPPLIES	344.67	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 520 298 000 401 491	SA XCUR- LOWELL PBIS GEN SUPPLIES	436.38	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 525 298 000 401 420	SA XCUR- LMAC GENERAL GEN SUPPLIES	7,275.28	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 525 298 000 401 421	SA XCUR- LMAC GRANTS GEN SUPPLIES	12,458.95	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 525 298 000 401 422	SA XCUR- LMAC LIBRARY/MEDIA GEN SUPPLIES	1,484.67	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 525 298 000 401 490	SA XCUR- LMAC FAMILY NIGHT GEN SUPPLIES	1,238.05	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 540 298 000 401 420	SA XCUR - MWKN GENERAL GEN SUPPLIES	82,380.47	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 540 298 000 401 429	SA XCUR - MWKN SCIENCE ENDOWMENT GEN	4,929.50	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 540 298 000 401 471	SA XCUR - MWKN WASHER & DRYER GEN	566.02	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 540 298 000 401 472	SA XCUR - MWKN DRUM CLUB GEN SUPPLIES	2,446.24	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 550 298 000 401 420	SA XCUR - PIED GENERAL GEN SUPPLIES	908.06	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 550 298 000 401 422	SA XCUR - PIED LIBRARY/MEDIA GEN SUPPLIES	1,053.35	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 550 298 000 401 439	SA XCUR - PIED SOCIAL WORKER GEN SUPPLIES	7.43	0.00	02/22/2022	Christopher Peterson	022222CP

Budget Changes Report

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Account	Account Description	Debit	Credit	Post Date	Created By	Batch
01 E 550 298 000 401 452	SA XCUR - PIED BOXTOPS GEN SUPPLIES	181.75	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 550 298 000 401 459	SA XCUR - PIED GARDEN CLUB GEN SUPPLIES	29.11	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 550 298 000 401 491	SA XCUR - PIED PBIS GEN SUPPLIES	2,542.15	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 565 298 000 401 420	SA XCUR- STOWE GENERAL GEN SUPPLIES	13,432.90	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 565 298 000 401 421	SA XCUR- STOWE GRANTS GEN SUPPLIES	25,855.75	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 565 298 000 401 422	SA XCUR- STOWE LIBRARY/MEDIA GEN SUPPLIES	511.39	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 580 298 000 401 420	SA XCUR- R ACADEMIES GENERAL GEN	1,478.27	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 611 298 000 401 420	SA XCUR - ALC GENERAL GEN SUPPLIES	8,307.15	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 611 298 000 401 471	SA XCUR - ALC BLOOM GEN SUPPLIES	1,750.00	0.00	02/22/2022	Christopher Peterson	022222CP
04 R 700 298 000 099 420	SA XCUR- ECFE/HS GENERAL MISC REV	1,888.41	0.00	02/22/2022	Christopher Peterson	022222CP
04 E 700 298 000 401 420	SA XCUR- ECFE/HS GENERAL GEN SUPPLIES	1,888.41	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 435 298 000 099 463	SA XCUR- CGDN LEGO ROBOTICS MISC REVENUE	2,659.43	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 435 298 000 099 466	SA XCUR- CGDN DEST IMAGINATION MISC	4,039.16	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 435 298 000 099 475	SA XCUR- CGDN WOLF RIDGE MISC REVENUE	10,341.48	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 435 298 000 099 701	SA XCUR- CGDN SKIING MISC REVENUE	1,695.74	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 475 298 000 099 475	SA XCUR- HMCWOLF RIDGE MISC REV	6,837.37	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 510 298 000 099 470	SA XCUR- LSTR PK SCHOOL STORE MISC	210.53	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 510 298 000 099 475	SA XCUR- LSTR PK WOLF RIDGE MISC REVENUE	7,473.18	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 525 298 000 099 471	SA XCUR- LMAC KINDERGARTEN MISC REVENUE	1,686.44	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 525 298 000 099 472	SA XCUR- LMAC 1ST GRADE MISC REVENUE	1,391.13	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 525 298 000 099 473	SA XCUR- LMAC 2ND GRADE MISC REVENUE	3,661.49	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 525 298 000 099 474	SA XCUR- LMAC 3RD GRADE MISC REVENUE	1,081.19	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 525 298 000 099 476	SA XCUR- LMAC 4TH GRADE MISC REVENUE	1,605.67	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 525 298 000 099 477	SA XCUR- LMAC 5TH GRADE MISC REVENUE	6,885.28	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 550 298 000 099 470	SA XCUR- PIED SCHOOL STORE MISC REV	1,082.44	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 550 298 000 099 472	SA XCUR- PIED 1ST GRADE MISC REV	229.74	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 550 298 000 099 474	SA XCUR- PIED 3RD GRADE MISC REV	30.32	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 550 298 000 099 476	SA XCUR- PIED 4TH GRADE MISC REV	5,117.18	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 550 298 000 099 477	SA XCUR- PIED 5TH GRADE MISC REV	18.52	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 565 298 000 099 470	SA XCUR- STOWE SCHOOL STORE MISC REV	1,053.33	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 565 298 000 099 471	SA XCUR- STOWE FIELD TRIPS MISC REV	45.75	0.00	02/22/2022	Christopher Peterson	022222CP

Budget Changes Report

Duluth Public Schools ISD #709

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Account	Account Description	Debit	Credit	Post Date	Created By	Batch
79 R 565 298 000 099 472	SA XCUR- STOWE STUDENT EMERGENCY MISC	1,250.73	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 565 298 000 099 475	SA XCUR- STOWE WOLF RIDGE MISC REV	6,275.69	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 700 298 000 096 474	SA XCUR- ECFE CITY WIDE DONATIONS	1,750.00	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 700 298 000 099 471	SA XCUR- ECFE PIED MISC REV	6,554.16	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 700 298 000 099 472	SA XCUR- ECFE STOWE MISC REV	304.10	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 700 298 000 099 473	SA XCUR- ECFE WSHNGTN MISC REV	1,055.88	0.00	02/22/2022	Christopher Peterson	022222CP
79 R 700 298 000 099 474	SA XCUR- ECFE CITY WIDE MISC REV	2,353.27	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 435 298 000 401 463	SA XCUR- CGDN LEGO ROBOTICS GEN SUPPLIES	2,659.43	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 435 298 000 401 466	SA XCUR- CGDN DEST IMAGINATION GEN	4,039.16	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 435 298 000 401 475	SA XCUR- CGDN WOLF RIDGE GEN SUPPLIES	10,341.48	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 435 298 000 401 701	SA XCUR- CGDN SKIING GEN SUPPLIES	1,695.74	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 475 298 000 401 475	SA XCUR - HMCR WOLF RIDGE GEN SUPPLIES	6,837.37	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 510 298 000 401 470	SA XCUR- LSTR PK SCHOOL STORE GEN	210.53	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 510 298 000 401 475	SA XCUR- LSTR PK WOLF RIDGE GEN SUPPLIES	7,473.18	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 525 298 000 401 471	SA XCUR- LMAC KINDERGARTEN GEN SUPPLIES	1,686.44	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 525 298 000 401 472	SA XCUR- LMAC 1ST GRADE GEN SUPPLIES	1,391.13	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 525 298 000 401 473	SA XCUR- LMAC 2ND GRADE GEN SUPPLIES	3,661.49	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 525 298 000 401 474	SA XCUR- LMAC 3RD GRADE GEN SUPPLIES	1,081.19	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 525 298 000 401 476	SA XCUR- LMAC 4TH GRADE GEN SUPPLIES	1,605.67	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 525 298 000 401 477	SA XCUR- LMAC 5TH GRADE GEN SUPPLIES	6,885.28	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 550 298 000 401 470	SA XCUR - PIED SCHOOL STORE GEN SUPPLIES	1,082.44	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 550 298 000 401 472	SA XCUR - PIED 1ST GRADE GEN SUPPLIES	229.74	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 550 298 000 401 474	SA XCUR - PIED 3RD GRADE GEN SUPPLIES	30.32	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 550 298 000 401 476	SA XCUR - PIED 4TH GRADE GEN SUPPLIES	5,117.18	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 550 298 000 401 477	SA XCUR - PIED 5TH GRADE GEN SUPPLIES	18.52	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 565 298 000 360 472	SA XCUR- STOWE STUDENT EMERGENCY	1,250.73	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 565 298 000 401 470	SA XCUR- STOWE SCHOOL STORE GEN SUPPLIES	1,053.33	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 565 298 000 401 471	SA XCUR- STOWE FIELD TRIPS GEN SUPPLIES	45.75	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 565 298 000 401 475	SA XCUR- STOWE WOLF RIDGE GEN SUPPLIES	6,275.69	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 700 298 000 360 474	SA XCUR- ECFE CITY WIDE TRANSP-PRIVATE	1,750.00	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 700 298 000 401 471	SA XCUR- ECFE PIED GEN SUPPLIES	6,554.16	0.00	02/22/2022	Christopher Peterson	022222CP

Budget Changes Report

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<u>Account</u>	<u>Account Description</u>	<u>Debit</u>	<u>Credit</u>	<u>Post Date</u>	<u>Created By</u>	<u>Batch</u>
79 E 700 298 000 401 472	SA XCUR- ECFE STOWE GEN SUPPLIES	304.10	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 700 298 000 401 473	SA XCUR- ECFE WSHNGTN GEN SUPPLIES	1,055.88	0.00	02/22/2022	Christopher Peterson	022222CP
79 E 700 298 000 401 474	SA XCUR- ECFE CITY WIDE GEN SUPPLIES	2,353.27	0.00	02/22/2022	Christopher Peterson	022222CP
01 E 005 605 320 305 340	IE DW CONTRACTED SERV	0.00	7,000.00	02/28/2022	Olivia Kinsley	22822OK
01 E 005 605 320 369 340	IE DW ENTRY FEE/STDNT	7,000.00	0.00	02/28/2022	Olivia Kinsley	22822OK

**Fundraisers Reported
February 2022**

The following fundraisers were reported in the above timeframe and per Policy 511–Fundraising, require School Board approval:

School	Organization Fundraising	Estimated Profit	Description of Fundraiser
Ordean East	School-wide	\$350	Raised monies to be used for flexible seating (wobble chairs, balance balls, etc).

INDEPENDENT SCHOOL DISTRICT NO. 709

Duluth Public Schools
 4316 Rice Lake Rd Suite 108
 Duluth, Minnesota 55811
 218-336-8738

MEMORANDUM

To: Cathy Erickson, CFO/Executive Director of Business Services

From: Tony Kelekovich, Supervisor of Purchasing

Subject: **Bid-1300 Network Wireless Infrastructure**

Date: March 2, 2022

Bids for Wireless Network Infrastructure equipment, including installation, were advertised and posted on the Universal Service Administrative Company website as required to qualify for E-Rate funding.

One (1) vendor responded with the following results:

<u>VENDOR</u>	<u>TOTAL</u>
CDW GOVERNMENT	\$ 852,815.00
VERNON HILLS IL	

The Technology Department (Bart Smith) and the Purchasing Department (Tony Kelekovich) analyzed the bid.

Bart Smith, Manager of Technology, recommends accepting the low bid meeting specifications as submitted by CDW Government in the amount of **\$ 852,815.00**.

Bart Smith will attend the Business Committee meeting to answer any questions as they pertain to this recommendation.

Fund: 01 E 005 108 155 466 000

Program: Technology

Fund Custodian: Bart Smith/Technology

PRINT SHOP ORDER FOR CALLIGRAPHY

ORDERED BY: Kayla Carroll - Asst Supt Office

DATE: February 14, 2022

DATE NEEDED: ASAP

CALLIGRAPHY ON DIPLOMAS AS FOLLOWS:

<u>Student Name</u>	<u>Date of Graduation</u>	<u>School</u>	<u>Return to</u>
Eliomar Richard Julkowski	12/10/2014	DPS	ALC

ROCKRIDGE ACADEMY

4849 Ivanhoe Street

Phone: (218) 336-8955 ~ Fax: (218) 336-8959

February 14th, 2022

John Magas
Ind. School District 709
215 N. 1st Ave. E
Duluth, MN 55802

Dear Mr. Magas,

This is to certify that the person listed below has completed all the requirements for High School graduation from the Duluth Public Schools and was eligible to receive his diploma from the school listed. He received a diploma on 12/10/2014 and is requesting a duplicate.

<u>Name of Graduate</u>	<u>School</u>	<u>Graduation Date</u>
Eliomar Richard Julkowski	Chester Creek Academy	12/10/2014

Thank you

Jacob Hintsala
Principal

PRINT SHOP ORDER FOR CALLIGRAPHY

ORDERED BY: Kayla Carroll - Asst Supt Office

DATE: February 9, 2022

DATE NEEDED: ASAP

CALLIGRAPHY ON DIPLOMAS AS FOLLOWS:

<u>Student Name</u>	<u>Date of Graduation</u>	<u>School</u>	<u>Return to</u>
Zyler Zahi Ashorobi	1/20/2022	Denfeld	ALC
McKenzie Maria Mehling	6/2/2022	Denfeld	ALC
Brandon Lee Mitchell	6/2/2022	East	ALC
Alec Michael Kind	1/20/2022	DPS	ALC
Kaitlynn Rose Mahlberg	2/4/2022	DPS	ALC
			/
Mikal Dehart Grotte III	1/12/2022	DPS	ALC

2/9/2022

Anthony Bonds, Assistant Superintendent
Independent School District 709
215 N 1st Ave E
Duluth MN 55802

Dear Mr. Bonds:

This is to certify that the person(s) listed below has completed all the requirements for High School graduation from the Duluth Public Schools and is eligible to receive their diploma from the school listed.

<u>NAME OF GRADUATE</u>	<u>SCHOOL ON DIPLOMA</u>	<u>GRADUATION DATE</u>
Zyler Zahi Ashorobi	Denfeld High School	1/20/2022

Please send diploma to Valarie Wagenbach at the Area Learning Center, Suite 450.

Nathan Glockle
Principal

Valarie Wagenbach
Administrative Assistant
Area Learning Center

2/9/2022

Anthony Bonds, Assistant Superintendent
Independent School District 709
215 N 1st Ave E
Duluth MN 55802

Dear Mr. Bonds:

This is to certify that the person(s) listed below has completed all the requirements for High School graduation from the Duluth Public Schools and is eligible to receive their diploma from the school listed.

<u>NAME OF GRADUATE</u>	<u>SCHOOL ON DIPLOMA</u>	<u>GRADUATION DATE</u>
McKenzie Maria Mehling	Denfeld High School	6/2/2022

Please send diploma to Valarie Wagenbach at the Area Learning Center, Suite 450.

Nathan Glockle
Principal

Valarie Wagenbach
Administrative Assistant
Area Learning Center

2/9/2022

Anthony Bonds, Assistant Superintendent
Independent School District 709
215 N 1st Ave E
Duluth MN 55802

Dear Mr. Bonds:

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<u>NAME OF GRADUATE</u>	<u>SCHOOL ON DIPLOMA</u>	<u>GRADUATION DATE</u>
Brandon Lee Mitchell	East High School	6/2/2022

Please send diploma to Valarie Wagenbach at the Area Learning Center, Suite 450.

Nathan Glockle
Principal

Valarie Wagenbach
Administrative Assistant
Area Learning Center

2/9/2022

Anthony Bonds, Assistant Superintendent
Independent School District 709
215 N 1st Ave E
Duluth MN 55802

Dear Mr. Bonds:

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<u>NAME OF GRADUATE</u>	<u>SCHOOL ON DIPLOMA</u>	<u>GRADUATION DATE</u>
Alec Michael King	Duluth Public Schools	1/20/2022

Please send diploma to Valarie Wagenbach at the Area Learning Center, Suite 450.

Nathan Glockle
Principal

Valarie Wagenbach
Administrative Assistant
Area Learning Center

2/9/2022

Anthony Bonds, Assistant Superintendent
Independent School District 709
215 N 1st Ave E
Duluth MN 55802

Dear Mr. Bonds:

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<u>NAME OF GRADUATE</u>	<u>SCHOOL ON DIPLOMA</u>	<u>GRADUATION DATE</u>
Kaitlynn Rose Mahlberg	Duluth Public Schools	2/4/2022

Please send diploma to Valarie Wagenbach at the Area Learning Center, Suite 450.

Nathan Glockle
Principal

Valarie Wagenbach
Administrative Assistant
Area Learning Center

2/9/2022

Anthony Bonds, Assistant Superintendent
Independent School District 709
215 N 1st Ave E
Duluth MN 55802

Dear Mr. Bonds:

This is to certify that the person(s) listed below has completed all the requirements for High School graduation from the Duluth Public Schools and is eligible to receive their diploma from the school listed.

<u>NAME OF GRADUATE</u>	<u>SCHOOL ON DIPLOMA</u>	<u>GRADUATION DATE</u>
Mikal Dehart Grotte III	Duluth Public Schools	1/12/2022

Please send diploma to Kathleen Wilson at the Area Learning Center, DTV, Suite 450.

Nathan Glockle
Principal

Kathleen Wilson
Area Learning Center

PRINT SHOP ORDER FOR CALLIGRAPHY

ORDERED BY: Kayla Carroll - Asst Supt Office

DATE: February 3, 2022

DATE NEEDED: ASAP

CALLIGRAPHY ON DIPLOMAS AS FOLLOWS:

<u>Student Name</u>	<u>Date of Graduation</u>	<u>School</u>	<u>Return to</u>
Mathew Gilbertson	1/25/2022	DPS	ALC
Zoey Pierce	1/21/22	DPS	ALC
Zachary Baker	1/26/22	DPS	ALC
Tamia Ellen Davis	1/21/22	DPS	ALC

Jan 25, 2022

Anthony Bonds, Assistant Superintendent
Independent School District 709
4316 Rice Lake Rd, Suite 108
Duluth MN 55811

Dear Mr. Bonds:

This is to certify that the person(s) listed below has completed all the requirements for High School graduation from the Duluth Public Schools and is eligible to receive their diploma from the school listed.

<u>NAME OF GRADUATE</u>	<u>SCHOOL ON DIPLOMA</u>	<u>GRADUATION DATE</u>
Mathew Gilbertson	Duluth Public Schools	1/25/2022

Please send diploma to Valarie Wagenbach at the Area Learning Center, Suite 140.

Nathan Glockle
Principal

Valarie Wagenbach
Administrative Assistant
Area Learning Center

Jan 25, 2022

Anthony Bonds, Assistant Superintendent
Independent School District 709
4316 Rice Lake Rd, Suite 108
Duluth MN 55811

Dear Mr. Bonds:

This is to certify that the person(s) listed below has completed all the requirements for High School graduation from the Duluth Public Schools and is eligible to receive their diploma from the school listed.

<u>NAME OF GRADUATE</u>	<u>SCHOOL ON DIPLOMA</u>	<u>GRADUATION DATE</u>
Zoey Pierce	Duluth Public Schools	1/21/2022

Please send diploma to Valarie Wagenbach at the Area Learning Center, Suite 140.

Nathan Glockle
Principal

Valarie Wagenbach
Administrative Assistant
Area Learning Center

Jan 25, 2022

Anthony Bonds, Assistant Superintendent
Independent School District 709
4316 Rice Lake Rd, Suite 108
Duluth MN 55811

Dear Mr. Bonds:

This is to certify that the person(s) listed below has completed all the requirements for High School graduation from the Duluth Public Schools and is eligible to receive their diploma from the school listed.

<u>NAME OF GRADUATE</u>	<u>SCHOOL ON DIPLOMA</u>	<u>GRADUATION DATE</u>
Zach Baker	Duluth Public Schools	1/26/2022

Please send diploma to Valarie Wagenbach at the Area Learning Center, Suite 140.

Nathan Glockle
Principal

Valarie Wagenbach
Administrative Assistant
Area Learning Center

Jan 25, 2022

Anthony Bonds, Assistant Superintendent
Independent School District 709
4316 Rice Lake Rd, Suite 108
Duluth MN 55811

Dear Mr. Bonds:

This is to certify that the person(s) listed below has completed all the requirements for High School graduation from the Duluth Public Schools and is eligible to receive their diploma from the school listed.

<u>NAME OF GRADUATE</u>	<u>SCHOOL ON DIPLOMA</u>	<u>GRADUATION DATE</u>
Tamia Ellen Davis	Academic Excellence Online	1/21/2022

Please send diploma to Valarie Wagenbach at the Area Learning Center, Suite 450.

Nathan Glockle
Principal

Valarie Wagenbach
Administrative Assistant
Area Learning Center

PRINT SHOP ORDER FOR CALLIGRAPHY

ORDERED BY: Kayla Carroll - Asst Supt Office

DATE: February 2, 2022

DATE NEEDED: ASAP

CALLIGRAPHY ON DIPLOMAS AS FOLLOWS:

<u>Student Name</u>	<u>Date of Graduation</u>	<u>School</u>	<u>Return to</u>
Morris Bell Jr.	1/31/2022	DPS	ABE

MEMORANDUM

TO: Curriculum Dept.

FROM: Angie Frank, Adult Diploma Program

SUBJECT: High School Diploma

DATE:

The following student completed all requirements for graduation from I.S.D. 709 via the Adult Diploma Program and requests their Duluth Public Schools diploma, dated:

Morris Bell Jr.

1/31/2022

PRINT SHOP ORDER FOR CALLIGRAPHY

ORDERED BY: Kayla Carroll - Asst Supt Office

DATE: February 18, 2022

DATE NEEDED: ASAP

CALLIGRAPHY ON DIPLOMAS AS FOLLOWS:

<u>Student Name</u>	<u>Date of Graduation</u>	<u>School</u>	<u>Return to</u>
Tex Raisanen	2/17/2022	DPS	ALC

2/17/2022

Anthony Bonds, Assistant Superintendent
Independent School District 709
215 N 1st Ave E
Duluth MN 55802

Dear Mr. Bonds:

This is to certify that the person(s) listed below has completed all the requirements for High School graduation from the Duluth Public Schools and is eligible to receive their diploma from the school listed.

<u>NAME OF GRADUATE</u>	<u>SCHOOL ON DIPLOMA</u>	<u>GRADUATION DATE</u>
Tex Raisanen	Duluth Public Schools	2/17/2022

Please send diploma to Kathleen Wilson at the Area Learning Center, DTV, Suite 450.

Nathan Glockle
Principal

Kathleen Wilson
Area Learning Center

PRINT SHOP ORDER FOR CALLIGRAPHY

ORDERED BY: Kayla Carroll - Asst Supt Office

DATE: March 7, 2022

DATE NEEDED: ASAP

CALLIGRAPHY ON DIPLOMAS AS FOLLOWS:

<u>Student Name</u>	<u>Date of Graduation</u>	<u>School</u>	<u>Return to</u>
Connor Ryan Hynes	3/4/2022	DPS	ALC

March 4, 2022

Anthony Bonds, Assistant Superintendent
Independent School District 709
215 N 1st Ave E
Duluth MN 55802

Dear Mr. Bonds:

This is to certify that the person(s) listed below has completed all the requirements for High School graduation from the Duluth Public Schools and is eligible to receive their diploma from the school listed.

<u>NAME OF GRADUATE</u>	<u>SCHOOL ON DIPLOMA</u>	<u>GRADUATION DATE</u>
Connor Ryan Hynes	Duluth Public Schools	3/4/2022

Please send diploma to Valarie Wagenbach at the Area Learning Center, Suite 450.

Nathan Glockle
Principal

Valarie Wagenbach
Administrative Assistant
Area Learning Center

110 DULUTH PUBLIC SCHOOLS WEBSITE ACCESSIBILITY POLICY

I. PURPOSE OF POLICY

In order to comply with Section 504 of the Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act of 1990, websites must meet the Web Content Accessibility Guidelines (WCAG) as instituted by the World Wide Web Consortium (W3C). Those schools not complying are subject to official complaints from the U.S. Department of Education Office for Civil Rights, fines from the U.S. Department of Justice, and further legal action.

As part of the WCAG 2.0 specification to make school websites accessible and ADA compliant, Duluth Public Schools is required to make public its Web Accessibility Policy.

II. GENERAL STATEMENT OF POLICY

The Duluth Public Schools is committed to ensuring accessibility of its website for students, caregivers, and members of the community with disabilities. All pages on the Duluth Public Schools website will conform to the W3C Web Accessibility Initiative's (WAI) Web Content Accessibility Guidelines (WCAG) 2.0, Level AA conformance, or updated equivalents of these guidelines.

The Superintendent, or designee, is directed to establish procedures whereby students, families, caregivers, and members of the public may present a complaint regarding a violation of the Americans with Disabilities Act (ADA), Section 504 and Title II related to the accessibility of any official District web presence which is developed by, maintained by, or offered through the District or third party vendors and open sources.

III. WEBSITE ACCESSIBILITY

With regard to the Duluth Public Schools website and any official Duluth Public Schools web presence which is developed by, maintained by, or offered through third party vendors and open sources, the Duluth Public Schools is committed to compliance with the provisions of the Americans with Disabilities Act (ADA), Section 504 and Title II so that students, families, caregivers and members of the public with disabilities are able to independently acquire the same information, engage in the same interactions, and enjoy the same benefits and services within the same timeframe as those without disabilities, with substantially equivalent ease of use; and that they are not excluded from participation in, denied the benefits of, or otherwise subjected to discrimination in any Duluth Public Schools programs, services, and activities delivered online.

All existing web content produced by the Duluth Public Schools, and new, updated and existing web content provided by third-party developers, will conform to Web Content Accessibility Guidelines (WCAG) 2.0, Level AA conformance, or updated equivalents, by October 31, 2018. This Regulation applies to all new, updated, and existing web pages, as well as all web content produced or updated by the Duluth Public Schools or provided by third-party developers.

IV. WEBSITE ACCESSIBILITY CONCERNS, COMPLAINTS AND GRIEVANCES

A student, parent, caregiver or member of the public who wishes to submit a complaint or grievance regarding a violation of the Americans with Disabilities Act (ADA), Section 504 or Title II related to the accessibility of any official Duluth Public Schools web presence that is developed by, maintained by, or offered through the Duluth Public Schools, third party vendors and/or open sources may contact the Superintendent's Office by calling 218-336-8752 or by completing the online Website Accessibility Complaint/Request Form. The Superintendent, or designee, shall immediately investigate the complaint or grievance.

Whether or not a formal complaint or grievance is made, once the Duluth Public Schools has been notified of inaccessible content, that content will be made available in an accessible format to the reporting party as soon as possible.

Complaints should be submitted in writing, via email, by completing the [website complaint form](#) or by calling the Superintendent's Office at 218-336-8752.

The formal ADA non-compliance complaint should include the following:

- Name
- Address
- Date of the Complaint
- Description of the problem encountered
- Web address or location of the problem page
- Solution desired
- Contact information in case more details are needed (email and phone number)

The ADA non-compliance complaint or grievance will be investigated by the Superintendent's Office or another person designated by the Superintendent. The student, parent, caregiver, or member of the public shall be contacted no later than five (5) working days following the date the Superintendent's Office receives the information. The procedures to be followed are:

- An investigation of the complaint shall be completed within fifteen (15) working days. Extension of the timeline may only be approved by the Superintendent.
- The investigator shall prepare a written report of the findings and conclusions within five (5) working days of the completion of the investigation.
- The Superintendent or designee shall contact the Complainant upon conclusion of the investigation to discuss the findings and conclusions and actions to be taken as a result of the investigation.
- A record of each ADA non-compliance complaint and grievance made pursuant to Policy 110 shall be maintained at the Duluth Public Schools Superintendent's office. The record shall include a copy of the complaint or grievance filed, report of findings from the investigation, and the disposition of the matter.

New Policy
 Replacing: None
 First Reading: 07-17-2018
 Adopted: 08-21-2018

COLLECTIVE BARGAINING AGREEMENT

between

INDEPENDENT SCHOOL DISTRICT NO. 709
DULUTH, MINNESOTA

and

EDUCATION MINNESOTA DULUTH INTEGRATION SPECIALIST
(ISPEC)
DULUTH, MINNESOTA

EFFECTIVE DATES

July 1, 2021

To

June 30, 2023

AGREEMENT

BY AND BETWEEN

**INDEPENDENT SCHOOL DISTRICT NO. 709
DULUTH, MINNESOTA**

and

EDUCATION MINNESOTA DULUTH INTEGRATION SPECIALISTS (ISPEC)

THIS AGREEMENT, by and between the Education Minnesota Duluth Integration Specialists (ISPEC) Local 7373, hereinafter referred to as the "**Union**", and Independent School District No. 709, St. Louis County, Minnesota, a public corporation, hereinafter referred to as "**School District**", pursuant to and in compliance with the Public Employment Labor Relations Act of 1971, as amended, (hereinafter referred to as PELRA), relating to terms and conditions of employment, including the hours of employment, the compensation therefore including fringe benefits except retirement contributions or benefits, and the employer's personnel policies affecting the working conditions of employees. Now, therefore, in consideration of the mutual promises and agreements between the parties contained herein, the parties agree as follows.

ARTICLE I
Recognition

The School District formally recognizes the Education Minnesota Duluth Integration Specialists (ISPEC) Local 7373 as the exclusive bargaining representative for all integration specialists of Independent School District No. 709, Duluth, Minnesota, who are employed for more than fourteen (14) hours per week and more than sixty-seven (67) work days per year, excluding confidential and all other employees. The Union is the sole elected representative of all ISPEC who are defined as members of the appropriate unit for the duration of this Agreement.

The Union shall be the duly authorized representative of said employees with respect to rates of pay, wages, hours and other conditions of employment and shall have the rights granted to it by the applicable laws of the State of Minnesota. It is agreed that the School District will not bargain individually or collectively in regard to any matter affecting conditions of employment of said employees, or affecting the role of the Union as the exclusive bargaining representative, with any other organization or person except as required by law.

ARTICLE II
School District and Union Rights

A. Managerial Rights

The School Board is not required to meet and negotiate on matters of inherent managerial policy. It is understood and agreed that the School Board of the School District, on its own behalf and on behalf of the citizens whom it represents, hereby possesses, retains and reserves unto itself the right to manage, direct and control all School District functions in all particulars except as limited by the terms of this Agreement or by applicable federal and state law which include, but are not limited to, such areas of discretion or policy as the

C. Procedure

Step I - The aggrieved employee shall present his/her grievance within twenty (20) days of the time he/she knew or should have known of the act, event or default of the School District, the School Board, its employees, agents or contractors, which is alleged to be a violation, misapplication or misinterpretation of the terms of this Agreement.

The grievance shall be presented in writing to his/her building Principal or other immediate supervisor who is not a member of the bargaining unit under this Agreement or when the act, event or default which is alleged is not the action or failure to act of a building Principal or other immediate supervisor, then the employee or employees may initially file a grievance at Step II of the grievance procedure in like manner and within the time limits provided in this Section.

The written grievance shall state the nature and date of the violation to the best of the employee's knowledge, the Article or Articles of this Agreement alleged to have been violated, misapplied or misinterpreted and the relief or action sought by the aggrieved employee. The Principal, Director or Supervisor shall immediately set a hearing date that is within five (5) days of the filing and notify the aggrieved employee and his/her designated representative. A decision in writing by the Principal, Director or Supervisor shall be rendered within five (5) days of the hearing and communicated to the aggrieved employee, the Union, and the Superintendent of Schools. Any appeal from this decision shall be taken by the aggrieved employee within twenty (20) days of the communication of the decision to him/her.

Step II – In the event a written appeal is filed from a decision at Step I, or in the event of a grievance initially filed at Step II under this Article, or at the option of the Human Resources Manager or his/her designee, the Human Resources Manager shall set a hearing date that is within ten (10) days of the filing of such grievance or appeal, and so notify the aggrieved employee, the Union, and on an appeal the Principal, Director or Supervisor rendering the decision at Step I. The Human Resources Manager or his/her designee shall conduct such hearing and notify the aggrieved employee, the Union, and on an appeal the Principal, Director or Supervisor rendering the decision at Step I of his/her decision in writing within ten (10) days of the hearing.

Step III – In the event an appeal is filed from a decision at Step II, or in the event of a grievance initially filed at Step II under this Article, or at the option of the Superintendent, the Superintendent or his/her designee shall set a hearing date that is within ten (10) days of the filing of such grievance or appeal, or within twenty (20) days of communication to the Superintendent of the decision at Step II, and so notify the aggrieved employee, the Union, and on an appeal the Principal, Director or Supervisor rendering the decision at Step II. The Superintendent or his/her designee shall conduct such hearing and notify the aggrieved employee, the Union, and on an appeal the Principal, Director or Supervisor rendering the decision at Step II of his/her decision in writing within ten (10) days of the hearing.

- D. **Arbitration** - The Union, through its appropriate officers, may appeal within thirty (30) days of the communication of the written decision at Step II, or if no decision has been made by the Superintendent, within forty (40) days of the Step II hearing. Such appeal shall be in writing and filed with the Superintendent of Schools. The Superintendent of Schools shall immediately make written request to the Director of the State Mediation Bureau for a list of five (5) arbitrators appointed pursuant to Minnesota Statutes, Section 179A.21, subd. 2. Upon receipt of such list and within five (5) days thereafter, the Union and School District shall alternately strike four (4) names from such list. The first strike to be determined by the flip of a coin, unless the School District and Union can agree on the use of one (1) of the arbitrators

to render a decision within the time permitted herein shall be considered a denial of the grievance and permit the aggrieved employee or the Union as the procedure may provide to appeal to the next step within the time limits set, but this shall not apply to the decision of the arbitrator. 176

6. Access shall be given at the expense of the party requesting to all non-confidential information which is exclusively in the possession or available to either of the parties and necessary to the determination and processing of a grievance, but the determination of the confidentiality of the information by the party who has been requested to furnish the same shall be final except at the arbitration level where the decision of the arbitrator shall be final. This shall not apply to information or documents forbidden by law to be disclosed by either party.
7. Failure at any step of this grievance procedure to initiate or appeal a grievance within the time limits provided herein shall constitute a waiver of the grievance, but such waiver shall not bind the Union where the Union is not a party and does not have a right of appeal under the terms of this procedure. Likewise, where the aggrieved employee has not appealed a decision at Step I for whatever reason, the School District shall not be bound by the decision at Step I in the case of other grievances on the same or similar issues by other employees, the same employee, or the Union. In the case of an event, act or default which is of a continuing nature, the employee and the Union shall waive their rights to any retroactive relief for any period during which the grievance has not been filed within the time limits specified within this grievance procedure.
8. All documents, communications and records dealing with a grievance shall be filed separately from the personnel files of the aggrieved employee.
9. All hearings through Step II shall be held during non-working hours of the aggrieved employee or employees, if possible; but in the event it is desired by the School District or hearing officer to hold the hearing during work hours of the aggrieved employee or employees such employee or employees and the Union representative shall be given time off without loss of pay to attend such hearing. The Superintendent of Schools shall first authorize any hearings at Step I during working hours.
10. When arbitration hearings are held during normal working hours, employees who appear at the request of the Union and who shall not lose wages from the School District due to their participation in such hearings are as follows:
 - a. The number of employees including the grievant or grievants equal to the number of persons testifying in the grievance proceeding on behalf of the public employer; or
 - b. If the number of persons testifying on behalf of the public employer is less than three (3), three (3) employees including the grievant or grievants may still participate in the proceedings without loss of wages.
 - c. The Union President may attend without loss of pay and shall not be counted in the numbers determined in a. and b. above.
11. Any decision which is mailed shall be presumed to be communicated within three (3) days of mailing, and the filing or service of any appeal shall be considered timely if mailed and bearing a dated postmark of the United States mail within the time period specified in this procedure.

ARTICLE V
Assignment and Transfer

- A. The School District recognizes that it is desirable in assigning personnel to consider the interests and aspirations of their employees. An attempt shall be made to place people in the school for which they are they have the greatest interest, consistent with the needs and requirements of the School District.
- B. Procedures for posting and application assignment and transfer:
- a. Posting: The following provisions shall apply in the filling of new or vacant positions:
 1. Only applicants exceeding or meeting the minimum qualifications stated in the posting notice may be hired to fill a position.
 2. The most senior applicant will be selected to fill the position.

All postings shall be posted on the School District's website.

ARTICLE VI
Leaves of Absence with Pay

A. Sick Leave Allowance

1. **Yearly allowance:** Ten (10) days full pay for personal illness shall be allowed in any one (1) school year to eligible employees covered under this Agreement.
Cumulative Plan: Unused allowance for personal illness shall be cumulative to a maximum of one hundred eighty days (180) days.
2. An employee who fails to report on the first contract day of the school year shall not receive salary for time previous to the date of reporting unless absence is due to personal illness or death in family, in which case salary shall be allowed for such period of time as may be due under the accumulated leave.
3. In no case shall the yearly allowance for personal illness or death in the family be credited until the employee reports for duty on or after the opening of school in the fall.
4. An employee who has been absent for five (5) days or less may be required to sign a form stating that such absence was due to personal illness, and an employee who has been absent for more than five (5) consecutive working days may be required to submit a doctor's certificate covering such absence.
5. An employee who is injured due to a battery by a student shall be granted leave without loss of pay for a period not to exceed five (5) days, if a physician certifies that the injury precludes the employee from performing the duties of his/her position. Such a leave shall not be deducted from the employee's accumulated sick leave.

B. Death in Family Allowance

1. Full pay for absence not to exceed three (3) days for a death locally, and five (5) days if the funeral is held more than one hundred fifty (150) miles from the city of Duluth, shall be granted to eligible persons covered by this Agreement, to attend a funeral in their immediate family. This leave shall be deducted from sick leave.
2. An employee may be absent up to an additional three (3) days on account of death in the immediate family if necessary for travel or in connection with legal or business matters involving the estate or burial of the deceased. Such additional days are to be deducted from sick leave.

ARTICLE VIII
Health Care Savings Plan (HCSP)

- A. **Eligibility** - To be eligible to receive a contribution to the Health Care Savings Plan, an employee must be immediately eligible for a Minnesota pension plan at the time of their retirement and have fifteen (15) years of total service to the School District.
- B. **HCSP Calculations**
- a. The number of unused and accumulated sick leave days, up to a maximum of one-hundred eighty (180) days, shall be multiplied by the daily rate of pay (DRP).
 - b. The dollar value determined in a. above shall be discounted by 3.5%.
 - c. The discounted calculation of the value of the days will be contributed to the HCSP for the employee by the District at the time of retirement.
- C. **Exclusions** - Employees discharged for just cause shall not be eligible for the HCSP.
- D. **Retirement Notification Requirement** - The employee must give written notice of retirement to the Human Resources Manager three (3) months prior to retirement except in cases of emergency involving serious illness or other justifiable cause, an employee may retire after such time limits with the approval of the Superintendent and may receive severance pay.

ARTICLE IX
Professional Workday and Week

- A. The calendar year will be 40.4 weeks inclusive of flexible paid contract pays. Seven flexible paid contract days will be available for use throughout the Integration Specialists 40.4 week calendar year. Flexible contract days cannot be carried over into another school year. No more than two flexible contract days can be used consecutively or added (before or after) to a scheduled school break time period. Additionally, the Thursday and Friday of Winter Recess will be paid non-work days. The Districts intent is a continuation of the three paid non-work days that occur prior to the two days mentioned above.
- B. The normal hours of work for the employee shall be a minimum of eight (8) hours in any twenty-four (24) hour day and a minimum of forty-hours (40) in a seven (7) day period.
- C. As professional employees with responsibility for the operation of various programs, members of this bargaining unit are often obligated to work at times outside and beyond the normal eight (8) hour daily and forty (40) hour minimum schedules, described in 5.1 of this Article, and/or on any day of the week. Such times are construed as part of the professional workday/work week, and do not generate additional pay beyond the regular biweekly or annual salary.
- D. Employees at certain times may be required to adjust their work- day schedule in instances where the employee is required to work outside the normal work-week. Employees shall be required to obtain prior approval from the supervisor for such work day adjustments. Adjustments to hours or days of work will be at the discretion of the supervisor. All adjustments to work day/hours must be made within 14 calendar days. The parties agree that the adjustment of schedule indicated in this paragraph is not equivalent to compensatory time off. It is understood by the parties that Overtime Compensation under Fair Labor Standards Act (FLSA) does not apply to this unit of professional employees.

ARTICLE XII
Salary Schedule and Regulations

- A. Salaries shall be as set forth in Appendix "A" attached hereto and incorporated herein by reference.
- B. Step Changes:
- 1) Newly hired ISPECs hired on or before February 1st of the school year shall progress to Step 2 on August 1st after 1.5 years of continuous employment as an ISPEC. ISPECS hired after February 1st of the school year shall progress to Step 2 on August 1st after two full additional school years of continuous employment as an ISPEC.
 - 2) Progression through Steps 3 – 6 within the class on the salary schedule in Appendix "A" shall occur every two years on August 1st.
- C. Class (Lane) Changes:
- 1) Official transcripts substantiating any change in classification on the salary schedule and application for class (lane) change must be filed in the Human Resources office by October 15 of the school year in which the change is to become effective. Monetary adjustments in the contract salary, retroactive to the opening of school, will be made on the next payroll following approval of the change in classification (normally in the month of November).
 - 2) Class (lane) change requirements:
 - a. Class – A – requires a combination of teaching or related social service education and experience totaling 5 years.
 - b. Class I – A – requires a combination of teaching or related social service education and experience totaling 10 years.
 - c. Class II – A – requires a Bachelor degree and 12 graduate semester credits in teaching or a related social service degree program.
 - d. Class III – A – requires a Bachelor degree and 24 graduate semester credits in teaching or a related social service degree program.
 - e. Class IV – A – requires a Master degree in teaching or related social service degree program.
 - f. Class V – A – requires a Master degree and 12 credits in teaching or related social service degree.
 - g. Class VI – A- requires a Master degree and 24 credits in teaching or related social service degree.
- D. Newly hired employees shall be hired on the salary schedule on the salary class (lane) to which their educational attainment (degree plus subsequently earned germane credits) at the time of hiring entitles them to be placed. Any applicant failing to advise the School District at the time of hiring of any credits or degrees for which he/she had earned or received credit at the time of application, shall not be entitled to later use such credits or degrees to obtain advancement on the lane of the salary schedule.

- B. **Discipline** – Following probation, one (1) school year of consecutive employment with the School District, said employee shall not be discharged, suspended, or demoted (excluding demotions for budgetary requirements) except for just cause. Notice of said discharge, suspension, or demotion (excluding demotion for budgetary requirements) after the probationary period shall be given in writing to the employee with the reasons and causes stated therefore, and the employee if not satisfied with the reason given or causes stated, shall have the right to have his/her status reviewed within the time limits and pursuant to the provisions of Article III, Grievance Procedure and Arbitration.

ARTICLE XVII

Savings Clause

This Agreement is subject to the laws of the State of Minnesota and at any time any provision is in conflict and held to be contrary to law by a court of competent jurisdiction from which final judgment of decree no appeal has been taken within the time provided; such provision shall be void and inoperative. All other provisions shall continue in force and effect.

ARTICLE XVIII

Duration

- A. **Term and Reopening Negotiations** This Agreement shall remain in full force and effect for a period commencing July 1, 2021, through June 30, 2023, and thereafter until a new Collective Bargaining Agreement is negotiated and executed between the parties or the bargaining rights are terminated by law for the bargaining unit. If the exclusive representative desires to modify or amend this Agreement commencing on July 1, 2023, it will give written notice of such intent no later than April 30, 2023.
- B. The Agreement shall be effective upon acceptance by the employees covered under this Agreement and adoption by the School Board of Independent School District No. 709, St. Louis County, Minnesota.
- C. Appendix A, the pay schedule attached to this Agreement, shall be effective as indicated therein.
- D. **Effect** -This Agreement constitutes the full and complete Agreement between the District and the Union as the exclusive representative of this bargaining unit. The provisions herein relating to terms and conditions of employment supersede any and all prior agreements, concerning terms and conditions of employment which are inconsistent with these provisions.
- E. **Finality** - Matters contained in this Agreement shall not be open for negotiation during this term of this Agreement except as stated in this Agreement. Matters not covered by this Agreement which are a proper subject for negotiation, it shall be presumed that said matters were intentionally omitted from this Agreement and are not subject to further negotiation during the term of this Agreement, and the parties specifically waive the right to negotiate with respect thereto during the term of this Agreement, even though such subject matter may not have been in the knowledge or contemplation of the parties at the time this Agreement was reached.
- F. **Severability** - All provisions of this Agreement are subject to the laws, rules, regulations, and orders of state and federal governments and their agencies. Any provision of this Agreement found to be in violation of any such regulations, directives, laws, and orders shall not be applicable or performed or enforced, except to the extent permitted by law; all other provisions shall continue in effect.

**APPENDIX A
Annual Salary Schedule**

Class A	YEAR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	2021-2022	\$37,319	\$37,400	\$38,070	\$38,451	\$38,836	\$39,224
	2022-2023	\$38,159	\$38,241	\$38,927	\$39,316	\$39,710	\$40,107
	Combination of teaching or related social service education and experience totaling 5 years.						
Class I-A	YEAR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	2021-2022	\$40,121	\$40,246	\$40,928	\$41,337	\$41,751	\$42,168
	2022-2023	\$41,024	\$41,151	\$41,848	\$42,267	\$42,690	\$43,117
	Combination of teaching or related social service education and experience totaling 10 years.						
Class II-A	YEAR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	2021-2022	\$42,120	\$42,541	\$42,966	\$43,396	\$43,830	\$44,268
	2022-2023	\$43,068	\$43,498	\$43,933	\$44,372	\$44,817	\$45,264
	BA+ 12 Graduate Semester Credits in teaching or a Related Social Service						
Class III-A	YEAR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	2021-2022	\$44,464	\$44,602	\$45,358	\$45,812	\$46,271	\$46,733
	2022-2023	\$45,465	\$45,606	\$46,379	\$46,843	\$47,312	\$47,785
	BA+ 24 Graduate Semester Credits in teaching or a Related Social Service						
Class IV-A	YEAR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	2021-2022	\$47,405	\$47,880	\$48,358	\$48,842	\$49,331	\$49,823
	2022-2023	\$48,472	\$48,957	\$49,446	\$49,941	\$50,440	\$50,944
	MA in Teaching or a Related Social Service						
Class V-A	YEAR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	2021-2022	\$49,767	\$50,611	\$50,767	\$51,275	\$51,788	\$52,305
	2022-2023	\$50,887	\$51,749	\$51,909	\$52,429	\$52,953	\$53,482
	MA + 12 Semester Credits in Teaching or a Related Social Service						
Class VI-A	YEAR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	2021-2022	\$52,247	\$53,497	\$53,296	\$53,829	\$54,368	\$54,910
	2022-2023	\$53,422	\$54,701	\$54,495	\$55,041	\$55,591	\$56,145
	MA + 24 Semester Credits in Teaching or a Related Social Service						

Longevity:	After completion of 10 years of service in the unit: \$400 will be added to the base pay at the beginning of the following year.
	After completion of 15 years of service in the unit: \$600 will be added to the base pay at the beginning of the following year.
	After completion of 20 years of service in the unit: \$800 will be added to the base pay at the beginning of the following year.

**Memorandum of Agreement
One-Time Recruitment/Retention Stipend**

This Memorandum of Agreement (“MOA”) is entered into by and between Independent School District No. 709, Duluth (“District”) and the Education Minnesota Duluth Integration Specialists (ISPEC) (“Union”).

WHEREAS, the Union and the District are parties to a collective bargaining agreement (“CBA”) governing the negotiated terms and conditions of employment for ISPECs employed in positions within the ISPEC’s bargaining unit;

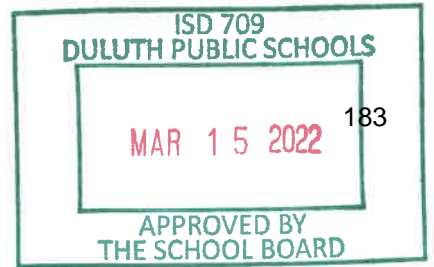
WHEREAS, the COVID-19 pandemic has caused staffing shortages and the District would like to offer retention incentives to respond to and address this problem;

WHEREAS, the District is willing to agree, on a one-time basis, to pay a \$600 longevity and retention stipend during the 2021-22 school year to employees within the payment schedule and eligibility criteria defined below;

WHEREAS, during negotiations for the 2021-2023 CBA, the parties agreed to document the one-time longevity and retention stipend in a memorandum of agreement separate from the CBA;

NOW, THEREFORE, the Union and the District agree as follows:

1. For purposes of this MOA, the term “Employee” refers to individuals employed in a position that is in the ISPEC’s bargaining unit represented by the Union.
2. Employees who meet the eligibility criteria set forth in Paragraph 3 will receive a one-time longevity and retention stipend in the amount of \$600 for the 2021-22 school year.
3. An Employee is eligible to receive the longevity and retention stipend if one of the following two criteria are met:
 - a. Employees hired and employed on or prior to June 30, 2021 are eligible if they have remained in active and eligible status through both parties’ ratification of the 2021-2023 CBA. Employees who meet this eligibility standard will receive the stipend with the next available payroll cycle following both parties’ ratification of the contract.
 - b. Employees hired and employed after June 30, 2021 will be eligible if they remain in active and eligible status through June 10, 2022. Employees who meet this eligibility standard will receive the stipend with the next available payroll cycle after June 10, 2022.
4. Employees who do not meet the requirements set forth in Paragraph 3 are not eligible for the one-time longevity and retention stipend.



RESOLUTION

Education Minnesota Integration Specialist (ISPEC) St. Paul, Minnesota

RESOLVED, By the School Board of Independent School District #709, St. Louis County, Minnesota, that the Collective Bargaining Agreement between Independent School District #709 and the Education Minnesota Integration Specialist (ISPEC) Duluth, Minnesota, a summary of which has been provided electronically to all School Board members, be approved and adopted for the period of July 1, 2021 to June 30, 2023, inclusive, and that the Chairperson and Clerk of the School Board be hereby authorized to execute said Agreement on behalf of the School District.

Resolution #HR-3-22-3875
March 15, 2022

COLLECTIVE BARGAINING AGREEMENT

between

INDEPENDENT SCHOOL DISTRICT #709
DULUTH, MINNESOTA

and

FOOD SERVICE EMPLOYEES

EFFECTIVE DATES

July 1, 2021

To

June 30, 2023

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AGREEMENT

Between

AFSCME Council 5

And

**Independent School District No. 709
St. Louis County, Minnesota**

THIS AGREEMENT, entered into by and between AFSCME Council 5, herein referred to as the "**Union**" and Independent School District No. 709, St. Louis County, Minnesota, a public corporation, herein referred to as the "**School District**", and relating to terms and conditions of employment, including hours of employment, the compensation therefore including fringe benefits, and the employer's human resource policies affecting the working conditions of the employees.

NOW, THEREFORE, in consideration of the mutual promises and agreements between the parties contained herein the parties agree as follows:

ARTICLE 1

Union Recognition & Unit Description

The School District formally recognizes AFSCME Council 5 as the exclusive bargaining agent for all food service employees of the School District as are within the mutually agreed upon bargaining unit. The unit shall consist of all regular full and part-time food service personnel excluding supervisors and its clerical employees, part-time employees whose service does not exceed twelve and one half (12 ½) hours per week, or thirty-five percent (35%) of the normal work week, and employees who hold positions of a basically temporary or seasonal character for a period not in excess of sixty-seven (67) working days in any calendar year.

The Union shall be the duly authorized representative of said employees with respect to rates of pay, wages, hours, and other conditions of employment and shall have the rights granted to it by the applicable laws of the State of Minnesota. It is agreed that the School District will not bargain individually or collectively in regard to any matter affecting conditions of employment of said employees, or affecting the role of the Union as exclusive bargaining agent, with any other organization or person, except as may be required by law.

ARTICLE 2

Management Rights

It is understood and agreed that the School District on its own behalf and on behalf of the citizens whom it represents, hereby possesses, retains and reserves unto itself the right to manage, direct, and control all School District functions in all particulars except as limited by the terms of this Agreement or by applicable federal and state law.

ARTICLE 3

Definitions

- A. The term "**School Board**" as used in these rules means the School Board of Independent School District No. 709, St. Louis County, Minnesota.
- B. The term "**School District**" as used in these rules means Independent School District No. 709, St. Louis County, Minnesota.
- C. "**Appointing Authority**" means the School Board or a staff officer delegated to perform those functions required of an appointing authority in these rules.
- D. "**Position**" means any office or place of employment in the classified service of the School District with duties and responsibilities calling for the full-time or part-time of one person in the performance and exercise thereof.
- E. "**Permanent Position**" means any position in the classified service of the School District which has required or which is likely to require the services of an incumbent without interruption for a period of more than sixty-seven (67) working days in any calendar year.
- F. "**Temporary Position**" means any position in the School District, which requires or is likely to require the services of any

- incumbent for a period of sixty-seven (67) working days or less.
- G. **"Employee"** means a person who is legally an incumbent of a position in the classified service of the School District or who is on leave of absence according to these rules and whose position is held for him/her pending his/her return.
 - H. **"Substitute Appointment"** means an appointment to fill a temporary vacancy in a permanent position caused by the temporary absence of the regular incumbent because of sickness, special leave of absence, military leave of absence, or other similar cause.
 - I. **"Eligible"** means any person whose name is on a re-employment list for a given class.
 - J. **"Class" or "Class of Positions"** means a group of positions established under these rules sufficiently similar in respect to the duties, responsibilities and authority thereof that the same descriptive title may be used to designate each position allocated to the class, that the same requirements as to education, experience, capacity, knowledge, proficiency, ability, and other qualifications should be required of the incumbents, that the same tests of fitness may be used to choose qualified employees, and that the same schedule of compensation can be made to apply with equity.
 - K. **"Title," "Class Title" or "Classification Title"** means the designation given under these rules to a class, to each position allocated to the class, and to the incumbent of each position allocated to the class.
 - L. **"Eligible List"** means a list of names of persons who have been found qualified for employment in positions in the classified service, including the names of persons on the re-employment lists as hereinafter defined.
 - M. **"Re-employment List"** means a list of the names of persons arranged in the order provided by these rules who have occupied permanent positions allocated to any class in the classified service, who have been separated from the service, and who, in accordance with these rules, are entitled to have their names certified to appointing authorities when vacancies in the class are to be filled, ahead of those whose names are on the employment list for the class.
 - N. The term **"Union" as** used in this contract shall mean AFSCME Council 5.

ARTICLE 4

Seniority

- A. District seniority shall consist of the total accumulated paid service of the employee in the bargaining unit. Classification seniority shall consist of the total accumulated paid service of the employee in a given classification and all higher classifications as provided for in Article 5.
- B. Time spent on paid sick leave, special leave authorized by the School Board and vacation shall count toward seniority. In the case of special leaves of absence over thirty (30) days, except military and maternity, the time spent on leaves shall not be counted.
- C. Any layoff because of lack of funds, work, or for other causes for which employees are not at fault, shall be made as provided by Article 9.
- D. Employees, as well as the employees' Union, shall be notified in writing of any contemplated layoff prior to bid sheets being released for the following year.
- E. Seniority lists shall be maintained and brought up to date as of April 15 of each year, with a copy submitted to the Union.
- F. Permanent employees who are employed in a long-term substitute position in a higher classification will accrue seniority in the higher classification only if within a twelve (12) month period they are permanently hired into the higher classification. Permanent employees employed in a long-term substitute position in a higher classification will continue to accrue seniority in their former classification.
- G. Permanent employees who are employed in a long-term substitute position in their classification will continue to accrue seniority in that classification.
- H. For employees hired simultaneously on or after July 1, 2002, the order of seniority shall be determined by the final ranking documented on the Interview Record. The interviewee with the highest point total will be first on the seniority list followed by the interviewee with the second highest point total and so forth until all interviewees who have been offered and accepted employment have been listed. A list of the interviewees who have accepted employment and their final ranking for seniority purposes will be placed in the employee's personnel file.
- I. For employees hired simultaneously on or after July 1, 2005, the order of seniority shall be determined by their birth date. Where it is determined that two (2) or more persons in the class in which the action is to occur have the same seniority date, the break in the tie shall be determined as follows: First, the employee with the earliest school year birth month, second, the employee with the earliest birthday in that month, and; lastly, if still ties, by the flip of a coin. For purposes of this Section, July 1 will be considered the beginning of the school year.

ARTICLE 5

Vacancies. Transfers. Demotions. Promotions

- A. **Vacancy Defined.** A vacancy is a position expected to exceed sixty-seven (67) working days in a contract year.
- B. **Filling Of Vacancies That Occur During The School Year.** The District must fill all vacancies either by:
1. Posting and filling the vacancy through transfer, promotion, or demotion pursuant to Sections D and E of this Article; or
 2. Appointing a long-term substitute to fill the vacancy pursuant to Section F of this Article.
- C. **Filling Of Vacancies That Occur In The Summer.** Vacancies occurring after the May bid but before the beginning of the regular school year shall be posted and filled through transfer, promotion, or demotion, or from outside the unit as provided for in Sections D and E of this Article.
- D. **Posting Requirements.** Vacancies shall be posted within five (5) calendar days after it has been determined that a vacancy exists. The posting will run for a period of seven (7) calendar days. Postings will go up at 4:00 p.m. and will come down at 4:00 p.m. After the last day of the school year, postings from June through the end of the week before school starts will be seven (7) calendar days. Posting will go up at 4:00 p.m. and close at 4:00 p.m. All postings shall be posted on the School District's website. In addition, Human Resources will notify employees on a weekly basis of all new job postings via email. The effective date of positions filled by transfer shall be within five (5) working days after the end of the posting period. The effective date of positions filled by promotion or through demotion shall be within thirty (30) calendar days after the end of the posting period. If these deadlines cannot be met, the Union shall be notified with the specific reasons provided therefore.

Vacancies occurring after October 18, through the last day of the high school/middle school second term, may be posted as a permanent position for the remainder of the school year. Vacancies that occur during the third term of the high school/middle school schedule up to sixty-seven (67) days prior to the end of the school year will be filled by a long-term substitute.

- E. **Filling A Vacancy Through Transfer, Demotion or Promotion.** Vacancies shall first be offered to transfer applicants, then to demotion applicants and then to promotion applicants. For the purpose of determining an applicant's transfer, demotion, or promotion status, the following ranking of job classifications is established:

- (1) Secondary Production Manager
- (2) Head Cook
- (3) Elementary/Residential Satellite Manager
- (4) Cook
- (5) Nutrition Services Assistant

1. **Transfers.** A transfer is the assignment of an employee from a position in one job classification to a position in the same job classification. The transfer of an employee shall be done according to classification seniority as defined in Article 4.
2. **Demotions.** A demotion is the assignment of an employee from a position in one job classification to a position in a lower classification. A demotion may be either voluntary or involuntary.
 - a. **Voluntary Demotion.** An employee may apply for voluntary demotion if the demoting employee has the experience to meet the minimum qualifications of the lower classification job as specified by the job description and has successfully completed a probationary period in that lower level. The classification seniority for an employee who voluntarily demotes shall consist only of the total accumulated paid service of the employee in the classification to which he/she voluntarily demotes.
 - b. **Involuntary Demotion.** The appointing authority proposing the demotion of an employee shall make his/her recommendation in writing to the School Board, and shall supply the employee with a copy of such recommendation, and such recommendation shall give the future date on which the proposed demotion is to become effective, the class to which it is proposed to demote the employee, the new rate of pay, and any other information that the School Board may require, including the specific reasons why such demotion is for the good of the School District; provided, that the recommendation shall also advise the employee that he/she may grieve pursuant to Article 26 of this Agreement if he/she does not agree with the appointing authority's recommendation. The classification seniority for an employee, who is involuntarily demoted, except for reasons due to layoff, shall consist only of the total accumulated paid service of the employee in the classification to which he/she is involuntarily demoted.

3. **Promotions.** A promotion is the assignment of an employee from a position in one job classification to a position in a higher job classification. Promotions shall be filled by interview.
 - a. **Qualified Applications.** Applications for promotion shall be accepted from all bargaining unit employees who have the experience necessary to meet the minimum qualifications as specified in the job description. The three (3) qualified candidates with the greatest District seniority as defined in Article 4 shall be selected for interview. If any of those candidates are not interested in being interviewed, the next senior applicant will be selected to interview.
 - b. **Interviews And Selection.** The District shall have the right to interview three (3) qualified candidates and shall fill the vacancy with one (1) of the three (3) candidates. If the selected candidate declines the position, the District may proceed to fill the position from within or from outside the unit without exercising an option as defined in (c) below. If there are not three (3) candidates from within the bargaining unit, the District may interview additional candidates from outside the unit to ensure a minimum of three (3) qualified candidates. When the District proceeds to consider applicants from outside the unit to fill a position, all current non-unit food service employees who express an interest to the Human Resources Department at the time of the vacancy will be forwarded to the screening process.
 - c. **Options.** An option allows the District to deny a promotion under 3 (b) above. The number of options the District may exercise is limited to not more than ten percent (10%) of all posted positions occurring between September 1 of one year and August 31 of the following year. Options shall not accumulate from one year to the next year. The District may borrow three (3) options on September 1 of each year. When the administration exercises an option under this provision, the employees affected by the denial and the Union shall be so notified.

Should he/she desire to return to his/her former position within the ten (10) days, he/she shall not lose seniority in his/her former position. Should the school administration, within ten (10) days decide the promoted employee is incapable of performing the duties of the new position in a satisfactory manner, the employee shall be reassigned to his/her former position without loss of seniority. Leaves of absence, including sick leave and vacation days, will not be counted toward the ten (10) days. The ten (10) days referred to herein shall be included in an employee's probationary period in his/her newly promoted position of six (6) months.

- F. **Filling A Vacancy With A Long-Term Substitute.** Long-term substitutes may be hired to fill vacancies under the following circumstances:
 1. To replace permanent staff on leaves of absence.
 2. To fill vacancies that occur after October 18 that are expected to exist for more than sixty-seven (67) days.
 A person employed as a long-term substitute shall be a member of the bargaining unit, move through the wage schedule the same as a permanent employee and receive benefits in accordance with Article 25. If a long-term substitute is hired as a permanent employee that person will accrue seniority for all time worked in a long-term substitute assignment within the previous twenty-four (24) month period. No other earned benefits will be credited to the employee. The employee will be placed at the six (6) month step on the wage schedule only if they had been paid the six (6) month wage in a long-term substitute assignment in the same classification as the permanent position awarded.

Non-contract employees who were employed as long-term substitutes will be considered outside applicants when applying for contract positions.

- G. **Certification For Permanent Positions.** The cost of certification needed for all permanent positions to the extent required by law will be paid for by the District. The employee must be currently classified in the position requiring the certification.

ARTICLE 6

Bidding Procedure

- A. **May Bidding Procedure Defined.** In May of each year, employees shall bid according to classification seniority on available positions for the following year. All known positions for the following year shall be included in the May bid.
- B. **Bidding Notice.** The first Monday in May, the Human Resources Office shall email a form or forms to each employee stating the location and the hours of work per day of each position for which they are entitled to bid. Forms will be mailed to the employee upon written request to the Human Resources Office.
 1. All employees shall receive a bid sheet for all positions in their classification. For purposes of this Article, the following job classifications are established:
 - 1) Secondary Production Manager
 - 2) Head Cook
 - 3) Elementary/Secondary Satellite Manager

- 4) Cook
- 5) Nutrition Services Assistant

2. **Additional Bid Sheets.** Employees shall receive additional bid sheets as follows:
- a. When there are more positions open in a given job classification than the number of employees holding that classification, employees in all higher classifications shall receive bid sheets for positions in the lower classifications which the employee has previously held;
 - b. When there are fewer positions open in a given job classification than the number of employees holding that classification, all employees in that job classification shall receive a bid sheet for positions in all lower classifications.
- C. **Employees' Bidding Rights.** Upon receipt of the bidding notice, employees shall have ten (10) working days from the first Monday in May to complete the forms and return them to the Human Resources Office. All employees shall list in numerical order their preferences for assignment for the next year. For those employees who will not accept a certain position, there shall be provided an appropriate blank to the left of the position to initial to verify the employee's intent. The Union shall have access to copies of all bids and shall be notified in writing of any employee who is faced with the layoff procedure.
- D. **Assignment Procedure.** Employees shall be assigned the position of their highest preference for which they have the most classification seniority in the following order:
- 1. All employees bidding on positions within their classification or involuntarily bidding on a position in a lower classification;
 - 2. All employees bidding on position in a lower classification.
 - 3. Employees will receive notification of assignment from the District on or before the end of the school year or before June 10, whichever comes first.
- E. **Remaining Positions.** Any position remaining open after the bidding process shall be posted as a vacancy and filled in accordance with Article 5, Sections D and E. Those employees who do not have an assignment when the bidding process is completed will be given notice of layoff under provisions of Article 9 (b).

ARTICLE 7

Union Security

- A. Upon receipt from the Union of its membership list, the School District shall arrange to deduct from each union member's wages the monthly union dues of such employee and shall remit the same to the appropriate Union representative or its assignee as may be properly designated.
- B. The employer shall deduct from the wages of any employee who is a member of the Union a PEOPLE (Public Employees Organized to Promote Legislative Equality) deduction as provided for in a written authorization. Such authorization must be executed by the employee and may be revoked by the employee at any time by giving written notice to both the employer and the Union.

The employer shall remit any deductions made pursuant to this provision promptly to the Union together with an itemized statement showing the name of each employee from whose pay such deductions have been made and the amount deducted during the period covered by the remittance.

ARTICLE 8

No Strike Clause

The AFSCME Council 5 and the employees covered under this Agreement agree that they will not call, engage in, or sanction any strike, stoppage of work or other concerted refusal to perform services during the term of this Agreement.

ARTICLE 9

Layoff

- A. **Layoff.**
 - 1. When it becomes necessary to reduce the number of employees in a given class through lack of funds or for other cause for which the employee is not at fault, temporary and provisional employees shall be the first to be laid off. Any further decrease of the number of employees shall be according to classification seniority accomplished first, by laying off the employee in the affected classification with the least classification seniority, or demoting him/her to a lower class, providing (a) he/she has classification seniority in the lower class and (b) the least senior employee in

that class would have been laid off even if no reduction had been made in the higher class. When two (2) or more persons in the class in which the layoff or reduction is to be made have equal classification seniority, the order of layoff or reduction in such tie cases shall be determined by the total years of service with the School District, and if a tie still exists, by the employee with the earliest birthdate in a calendar year.

Classification seniority for employees who move to a lower classification due to a layoff situation shall include seniority earned in the lower classification and in all higher classifications.

Any person reduced under the provisions of this Section shall receive and choose to bid on positions in his or her former higher classification as if he/she had been actually so employed.

An employee about to be laid off pursuant to this Section shall be entitled to bump into an available open position for which the employee is qualified, at the same or lower pay grade.

2. The employee must have the physical fitness and ability to perform the duties of the lower position.
 3. Demotions made in accordance with this Section are subject to Article 16.
- B. **Appointing Authority To Notify Employee Of Layoff.** The appointing authority shall notify in writing the employee or employees to be laid off and shall forthwith transmit to the Human Resources Manager, the names of those so notified, and the Union.
- C. **Name Of Employee Laid Off To Be Replaced On Re-employment List.** The Human Resources Manager shall enter on the appropriate re-employment or qualifying list the names of those eligible for re-employment and those who desire to be re-employed when vacancies occur.

ARTICLE 10

Suspensions

- A. **Suspension.** The appointing authority and, in his/her absence, the officer acting in his/her place, may for disciplinary purposes suspend without pay any employee under supervision from the performance of his/her duties for one (1) or more periods aggregating not more than thirty (30) days in a calendar year on account of inefficiency, incompetency, misconduct, negligence, insubordination, disloyalty, or other sufficient cause.
- B. **Employee To Be Notified Of Suspension.** In case the appointing authority or the officer acting in his/her place suspends any employee, he/she shall forthwith give written notice to the suspended employee stating the reason for the suspension and the duration thereof, and shall forthwith personally deliver such written notice to the employee or mail it to his/her last known address; he/she shall also forthwith send to the Union a copy of such notice sent to the employee. Such notice shall also advise the employee that he/she may grieve pursuant to Article 26 if he/she disagreed with the action of the appointing authority.

ARTICLE 11

Resignations

- A. **Resignations.** Any employee in the classified service who wishes to resign in good standing shall give the appointing authority written notice of at least two (2) weeks, unless the appointing authority consents to his/her leaving on shorter notice.
- B. **Resignations Without Notice.** If any employee resigns from the classified service without giving the required notice, the appointing authority shall enter that fact on his/her personnel file, and such failure to give the required notice may be considered sufficient reason for rejecting any future application from him/her for employment in the School District.
- C. **Resignations May Be Withdrawn.** Any employee who has resigned after giving proper notice may, within ten (10) days after termination of employment, and with the consent of the School Board and appointing authority, withdraw his/her resignation and be restored to the position vacated if it is still vacant or is filled by a temporary employee, and if it is not, he/she may, upon written request to the appointing authority, have his/her name placed on the re-employment list for the class.
- D. **Resignation May Be Presumed In Certain Cases.** Any employee who is absent from duty for three (3) consecutive business days without securing leave from his/her supervisor or without notifying him/her of the reason for his/her absence and the time when he/she expects to return, or who fails to notify the appointing authority of his/her readiness to resume his/her duties within five (5) work days after the expiration of a leave of absence, shall be considered to have resigned, and such resignation shall be treated as a resignation without notice, unless it can be proven that the employee had sufficient and good cause for not reporting for duty.

ARTICLE 12

Removals

- A. **Removal.** Except as provided in the next paragraph, any employee holding a position in the classified service who has completed the probation period prescribed in accordance with these rules may be removed only for cause that no case may an employee be removed on account of his/her religious or political opinions or affiliations or for refusing to contribute to a political fund or to render political service.
- B. **Causes For Removal.** The following shall be sufficient cause for removal, though removals may be made for causes other than those enumerated:
1. That the employee is incompetent or inefficient in the performance of his/her duties.
 2. That the employee has been wantonly careless or negligent in the performance of his/her duties.
 3. That the employee has been brutal in his/her treatment of public charges, fellow employees, or other persons.
 4. That the employee has been offensive in his/her conduct toward his/her fellow employees or the public.
 5. That the employee has some permanent or chronic physical or mental ailment or defect, which incapacitates him/her for the proper performance of his/her duties.
 6. That the employee has failed to obey reasonable direction given him/her by his/her supervisor when such violation or failure to obey amounts to insubordination or serious breach of discipline which may reasonably be expected to result in a lower morale in the organization or to result in loss, inconvenience, or injury to the District or to the public.
 7. That the employee has been convicted of a criminal offense.
 8. That the employee, through negligence or willful conduct, has caused damage to public property or waste of public supplies.
 9. Employee's job performance is impaired due to his/her tardiness or absence from work.
 10. That the employee removed public or personal property from his/her place of employment without the owner or supervisor's approval.
 11. That the employee knowingly falsified any record or report required or authorized to be kept by the School District; or knowingly made a false statement, or misrepresented or concealed any material fact, or deceived or committed any fraud in any application for employment with the School District.
- C. **Who May File Removal Charges.** The appointing authority may file written charges, in duplicate, for the removal of any employee in the classified service; provided that the appointing authority shall file charges against any employee in the classified service whose service ratings, as determined by the reports of the rating officers or by investigation are unsatisfactory and provided further, that the appointing authority may suspend without pay the employee against whom charges are filed, pending resolution of the matter through the grievance procedure of this Agreement should the employee file a grievance.
- D. **Charges To State Grounds For Removal.** Any charges filed against any employee shall state specifically the cause or causes enumerated in this rule or other cause considered sufficient to constitute grounds for removal, and in addition, the specific act or acts of the employee constituting such cause; provided, that in no case shall such vague and indefinite charges as "for the good of the School District" be considered reason for removal.
- E. **Appointing Authority To Mail Notice Of Charges To Employee.** Upon receiving any charges, the Human Resources Manager shall forthwith mail one (1) copy by registered mail to the last known address of the employee against whom the charges are brought. Such notice shall also advise the employee that he/she may grieve the matter pursuant to Article 26 of this Agreement if he/she does not agree with the action of the appointing authority.
- F. **Removed Employee Not Eligible To Compete For Future Employment.** Unless otherwise determined by arbitration or the appointing authority, no employee who has been removed from the classified service in the manner enumerated in these rules shall be allowed to compete in any future employment within the School District.

ARTICLE 13

Leaves Of Absence

- A. **Sick Leave.** Employees assigned to a thirty-eight (38) week or less contract, shall be granted sick leave at the rate of accumulation of 0.074042 hours of sick pay for each hour on District paid status (or lost time paid by the Union) excluding overtime hours, hours worked for special events and summer assignments with a maximum of .592336 hours of sick leave for each day worked, accumulative to a maximum of two hundred (200) times (effective July 1, 2015) the scheduled number of hours worked per day, but may not be used during the first six (6) months of active employment with the School District. Prorated monthly sick leave and accumulation shall be provided employees working less than full time who qualify herein. To obtain approval for use of sick leave, employees must notify their supervisors as soon as possible, but no later than the time they are scheduled to report for duty, except when past

practice has established an earlier notifying time. Employees will obtain prior approval for the purpose of medical, dental, optical, examinations or treatments, except where emergency precluded prior notice and approval. All sick leave accumulation and use shall be reported in hours.

Sick Leave - Family Leave. Eligible employees under this Agreement shall be allowed a maximum of twenty (20) days per year for absences due to a serious illness or injury in the immediate family requiring the care or attendance of employee, such allowances is to be charged against the current or accumulated sick leave. Employees may use more than twenty (20) sick leave days per year for absences due to the illness or injury of a child to the extent provided in Minnesota Statutes, Section 181.9413. Such leave shall require the approval of the immediate supervisor of the employee. "Family" shall constitute members of the immediate family of an employee, spouse, or registered domestic partner and for purposes of this regulation shall include parent, step-parent, mother-in-law, father-in-law, sibling, spouse, adult child, grandparent and grandchild. This shall also apply to foster relationship of the above listed categories. A "registered domestic partner" shall mean an individual who has been registered through the city of Duluth as a domestic partner of an employee of the District. The School District may require a supporting written statement from the attending physician for any family medical leave. In addition to the above, employees who work twenty (20) or more hours per week may use more than twenty (20) days of sick leave for absences due to an illness of the employee's dependent child in accordance with Minnesota State Statute §181.9413 (2013).

Death In Family. Full pay for absences not to exceed three (3) days for a death locally and five (5) days if the funeral is held more than one hundred fifty (150) miles from the city of Duluth, shall be granted to eligible persons covered by this Agreement, to attend a funeral in their immediate family. This leave shall be deducted from sick leave.

1. An employee may be absent up to an additional three (3) days on account of death in the immediate family if necessary for travel or in connection with legal or business matters involving the estate or burial of the deceased.
2. Definition of "family" under "death in family" shall constitute members of the immediate family which for purposes of this Section shall include spouse, father, mother, brother, sister, child, (biological, step, adopted, legal guardian or foster), grandparent grandchild in-laws aunts, uncles, and nieces/nephews. This shall also apply to domestic partners as defined by the City of Duluth Legislative Code, Chapter 290, Section 2901 through 5.

No employee, unless officially assigned to special duty shall be granted sick leave for any injuries or illness resulting from any gainful employment on the job other than his/her regular School Board employment. Any employee removed from the payroll because he/she has used all accumulated vacation and sick leave shall be considered to be on leave not to exceed one year and shall be reinstated in his/her position upon filing with the appointing authority a certificate of physical fitness to perform the duties of his/her position, signed by a doctor who shall be chosen and compensated by the School Board.

- B. **Former Employee May Have Sick Leave Reinstated.** A former employee in the classified service of the School Board, who is reinstated under Article 11 to a position in the classified service, shall have his/her previously accumulated and unused balance of sick leave reinstated and placed to his/her credit.
- C. **The Appointing Authority Shall Require Certificate Of Sick Leave.** If an employee is absent from duty because of personal illness for more than three (3) consecutive days, or absent the day before and/or the day after a holiday because of personal illness, it will be necessary for him/her to file a certificate of illness from a reputable physician, osteopath, chiropractor, dental surgeon, or Christian Science practitioner. In lieu of a medical certificate, when such certificate would normally be required, the employee's signed statement explaining the nature of his/her illness may be accepted when it is unreasonable to require a medical certificate because of shortage of physicians or remoteness of locality. If an employee is believed to be abusing sick leave privileges, he/she shall be advised that because of his/her questionable sick leave record, a medical certificate may be required for each subsequent absence of sick leave, whether or not such absence exceeds three (3) days; failure to furnish such written explanation shall preclude such employee from being allowed such absence as sick leave.
- D. **Special Leave Of Absence.** Any employee holding a position in the classified service who is mentally or physically incapacitated to perform his/her duties or who desires to engage in a course of study such as will increase his/her usefulness on his/her return to the classified service, or who for any reason considered good by the appointing authority desires to secure leave from his/her regular duties, may, on written request approved by the appointing authority and the School Board, be granted special leave of absence without pay for a period not exceeding one (1) year, which leave may be extended up to one (1) additional year.
- E. **Special Leave To Be In Writing.** Any employee asking for special leave without pay shall submit, on forms prescribed by the School District, his/her request for special leave stating the reason the request should be granted, the date when he/she desires the leave to begin, and the probable date of his/her return.
- F. **Special Leave Of Absence (Parental).** Parental Leave: Up to six (6) months of unpaid parental leave shall be granted to a father or mother in conjunction with the birth or adoption of a child. However, if the employee requests, parental leave shall be granted to the end of the school year.

In order to be eligible for parental leave, the employee must request the parental leave in writing to the Human Resources Manager at least two (2) months in advance of the commencement of the leave and must commence the

parental leave no more than six (6) weeks after the birth or adoption of the child, except that in the case where the child must remain in the hospital longer than the mother, the leave may not begin more than six (6) weeks after the child leaves the hospital. Upon expiration of the parental leave and return to work, the employee shall be assigned to the employee's former position unless it has been eliminated.

If during parental leave the District experiences a layoff and the employee would have lost his/her position, pursuant to the layoff provisions of this Agreement, had the employee not been on parental leave, then the employee is not entitled to reinstatement in the employee's former position and, in such circumstances, the employee shall retain all rights under the layoff and re-employment provisions of this Agreement as if the employee had not been on parental leave. Any leave taken under this section shall reduce the length of leave for which the employee is eligible under the Family and Medical Leave Act policy for birth or placement of a child and any unpaid leave taken under the Family and Medical Leave Act policy for birth or placement of a child shall reduce the length of leave for which the employee is eligible under this section.

Employees may request that parental leave be extended beyond six (6) months. Any such extension shall be subject to the mutual agreement of the District.

- G. **Special Leave Of Absence (FMLA)**. Family and Medical Leave Act: Employees shall be eligible for leave in accordance with the District's Family and Medical Leave Act policy, which policy shall be in compliance with the Family and Medical Leave Act.
- H. **School Board To Determine Status Of Employee On Return**. For each separate case of special leave without pay, the School Board, shall at the time it approves the leave, determine whether the employee granted such leave shall be entitled to his/her former position on his/her return from such leave or whether his/her name shall be placed on the re-employment list for the class. Employees are normally reinstated to their original position where the leave is mandated by state statute.
- I. **Military Leave Of Absence**. Any employee while holding a permanent position in the classified service of the School Board, who shall become a member of the armed forces of the United States in time of war or other emergency declared by proper authority, or who shall hereafter become a member of said armed forces during said time, shall be granted a leave of absence without pay for the term of said military service and shall, upon receiving a discharge from such military service, be reinstated to said position.
1. **Reinstatement Of Employee On Military Leave Of Absence**. Reinstatement of any employee on military leave of absence shall be at the same salary which he/she would have received had he/she not taken such leave and shall be upon the following conditions:
 - a. That the position has not been abolished;
 - b. That the employee is not physically or mentally disabled from performing the duties of such position;
 - c. That the draftee or enlistee makes written application for reinstatement to the appointing authority within ninety (90) days after termination of service and the employee assigned to training duty makes application for reinstatement within forty-five (45) days;
 - d. That he/she submits to the appointing authority an honorable discharge or other form of release by proper authority indicating that his/her military or naval service was satisfactory.
 Upon reinstatement of any employee who has been on military leave of absence, said employee shall have such rights as provided in federal and state laws and regulations.
 2. **Employee On Probation May Receive Military Leave Of Absence**. Any employee who has been appointed to a permanent position in the classified service of the School Board who, subsequent to September 16, 1940, shall have become a member of the armed forces of the United States in time of war or other emergency declared by proper authority, or who shall hereafter become a member of said armed forces during said time, who has not served the required probationary period for said position at the time of becoming a member of said armed forces shall, with the approval of the appointing authority and the School Board, at the date that he/she becomes a member of the armed forces of the United States, be considered to have completed said probationary period and shall thereafter have full status as though a full probationary period had been served and shall be granted a military leave of absence in accordance with the rules set out herein and shall, upon completion of such military service, if he/she is physically and mentally able to perform the duties of the position, be reinstated to the position which he/she held at the time of becoming a member of said armed forces in accordance with the rules herein before set out.
 3. **Military Leave of Absence With Pay Up To Fifteen (15) Calendar Days Per Year As Required By Minnesota Statutes, Section 192.26 Or Any Act Amendatory Thereof**. Where possible, all military leave with pay shall be taken while the employee is not working, and no employee under this Agreement shall request of the military unit to which he/she is assigned, or the commander thereof, that he/she be assigned or authorized military duty for which he/she would be entitled to leave with pay from the School District during the time the employee is working.

- J. **Union Leave.** Upon the written request of the Union, leave shall be granted to employees who are elected or appointed by the Union to serve on a Union negotiating team. Local Union Stewards, Local Union Officers, Union Officers or other employees who may be elected or appointed by the Union or Local Union to perform duties for the exclusive representative shall be granted time off, provided that the granting of such time off does not adversely affect the operations of the employee's department or agency. Upon the written request of the Union, leave shall be granted to employees who are appointed fulltime representatives of the Union. Annually, the Appointing Authority may request the Union to confirm the employee's continuation on Union leave. Leave time for service on a Union Master Negotiating Team/Assembly, supplemental negotiations, Agency meet and confers and attendance at meet and confers established by this Agreement shall be considered as paid leave for purposes of vacation leave and sick leave accrual. Leave time for service on a Union Master Negotiating Team and attendance at meet and confers established by the Agreement shall also be considered as paid leave for purposes of eligibility for holiday pay.
- K. **Jury Duty.**
1. When an employee is selected for jury duty, upon prompt notification to his/her supervisor, he/she shall be released from his/her regular assignment for such duty on those days the employee is directed by the court to report for duty.
 2. The employee will receive his/her regular contractual salary while on jury duty; however, his/her jury per diem pay excluding mileage and expense money received by the employee is to be surrendered to the School District.
- L. Any other reason for which the granting of a leave of absence is required by law.
- M. Any employee on leave of absence may, if he/she so elects remain in the School District's hospitalization group up to a maximum of one (1) year, provided he/she pays all the premiums quarterly in advance to the School District.

ARTICLE 14

Service Ratings

- A. **Service Ratings.** The Human Resources Manager in cooperation with the School District shall recommend plans for obtaining from appointing authority and for checking, analyzing and verifying service ratings showing estimates of the performance and ability of employees working under their supervision, and the School Board may from time to time by order, give effect to such recommendations.
- B. **Factors On Which Employees Are To Be Rated.** Any such recommendations shall include the factors on which employees are to be rated. Such factors may include the quantity and quality of the work performed, the manner in which the work has been performed, observance by the employee during the period of rating of regulations and procedure, and any other factors the Human Resources Manager may deem significant.
- C. **Two Supervisors To Make Ratings.** Whenever service ratings are secured based upon the judgments of rating supervisors, the independent judgments of two (2) or more supervisory officers, at least one (1) of whom shall be the immediate superior of the employee whose services are rated, shall, if possible, be secured.
- D. **Human Resources Office To Maintain Records Of Service Ratings.** From service ratings and from investigations made from time to time as it may consider necessary, the Board shall establish and maintain records showing the service ratings of employees in the classified service for use in deciding seniority ties for determining the order of layoff, in discovering whether an employee is increasing or decreasing in usefulness, in discovering employees who because of low efficiency ought to be separated from the service, in aiding supervisors to discover and correct the deficiencies of employees, and in such other manner as may be found desirable.
- E. **Employee May Ascertain Service Ratings.** Any employee may, upon application at the Human Resources Office at any time during the business hours, ascertain his/her own service ratings as recorded and may also, with the consent of the Human Resources Manager, inspect any reports regarding him/her by supervisory officers.

ARTICLE 15

Probation

- A. **Probationary Period.** Any person appointed to a position in the classified service after certification from an eligible list shall be on probation for a period of six (6) months, unless a different period is specified in the job specifications of such tests; provided, that if any employee has been laid off or demoted without fault on his/her part, and has completed his/her probationary period and is appointed to a position in the same class or another class in which he/she has previously served a probationary period, he/she shall not be required to serve a second probationary period; provided further, that if an employee is laid off or demoted without fault on his/her part during the probationary period, and is appointed to a position in the same class from which he/she is laid off or demoted, the probationary period already served shall be carried over to the new appointment.

- B. **Rejection On Probation.** The appointing authority may at any time before the expiration of the probationary period fixed according to these rules reject for cause any person appointed to a position as the result of certification; provided, that the appointing authority shall forthwith report to the Human Resources Manager in writing each rejection on probation, stating the date the rejection becomes effective and the reasons for the rejection. During the probationary period the District shall have the unqualified right to suspend without pay, terminate or otherwise discipline such employee. Additionally, during the probationary period the employee shall have no recourse to the grievance procedure insofar as suspension, termination or other discipline is concerned. If the appointing authority is not satisfied that a probationer's work or attitude is sufficiently satisfactory to warrant his/her recommending that the employee be granted permanent status, he/she may recommend extension of the employee's probationary period for a specified period of time not to exceed six (6) months; provided, the recommendation shall be submitted to the Board in writing at least fifteen (15) days before the date the employee's probationary status expires. A copy of such recommendation for extension of probationary period shall be furnished to the employee.
- C. **Name Of Rejected Probationer May Be Placed On Re-Employment List.** Any probationer rejected as provided in the preceding section shall be considered permanently separated from the position he/she has held; provided, that an employee promoted and then rejected during the probationary period shall have the right to assume the position from which he/she was promoted if it is not occupied by a permanent employee, and that in case he/she is not restored to his/her former position, the Human Resources Manager shall place his/her name on the re-employment list for the class from which he/she was promoted and upon the re-employment list of all lower classes in the same series.
- D. **Appointing Authority To Notify Human Resources Manager Of Probationer's Work.** Within ten (10) workdays preceding the end of the probationary period, the appointing authority shall report to the Human Resources Manager in writing whether in his/her opinion the employee's work has been such as to indicate that he/she is able and willing to perform his/her duties in a satisfactory manner.

ARTICLE 16

Re-Employment Rights

- A. **Re-Employment List.** The name of any person holding a permanent position in the classified service who has performed his/her duties satisfactorily and has been laid off without fault on his/her part, or of any person on probation who has performed his/her duties satisfactorily and has been laid off without fault on his/her part shall be placed on the re-employment list for the appropriate class; or whenever any person has taken leave of absence and is ready to return to duty when a position in the class is open, or has resigned in good standing and, with the consent of the appointing authority and of the School Board has withdrawn his/her resignation, and who has not been restored to his/her position.
- B. **Arrangement Of Names On Re-employment List.** The names shall be arranged on the re-employment list for each class in the order of their seniority in that and higher classes in the same series, provided, that after a period of two (2) years any name shall be removed from the re-employment list for the class and the person notified of such action unless the period is further extended by the School Board; provided further, that the appointing authority may remove from any re-employment list the name of any person who, without giving a satisfactory reason, refuses to accept an appointment offered him/her.
- C. Persons who are on the re-employment list shall be re-employed ahead of employees from outside the bargaining unit, provided they satisfy the requirements of A and B of this Article.

ARTICLE 17

Classifications

- A. The Union and the Employer agree that there shall be established job classifications as provided in Addendum "A". In the event a new or modified job specification or new title is proposed, the pay rate for said modified position or newtitle, if any, shall be set by negotiation between the Employer and the Union.
- B. **New Classified Positions.** The Employer will classify the position, develop a job description, provide a copy of the job description to the Union and notify the Union in writing of the appropriate classification and the rationale for the decision. If, after discussing the matter, the Union does not concur, the Union may exercise the grievance process as outlined in Article 26 of the Collective Bargaining Agreement.
- C. **Reclassified Positions.**
1. The Employer will initially audit the position, provide the Union with an updated copy of the job description and notify the Union in writing of appropriate classification and the rationale for the decision. If the Union is not satisfied, the Union may exercise the grievance process as outlined in Article 26 of the Collective Bargaining

Agreement.

- 2. The Union shall have the right to initiate an audit in accordance with Section 1 above.
- D. The School District shall furnish the Union with a copy of all job descriptions.

ARTICLE 18

Extra Positions

A. **Temporary Positions To Become Permanent After (67) Working Days.** When a temporary employee has been employed for fifty (50) working days, the appointing authority shall determine if the position is to be considered a permanent one. If the position is to be considered permanent, the appointing authority shall so substantiate it as such and proceed to fill the position pursuant to the hiring and promotion procedures. The temporary employee shall be displaced as soon as arrangements can be complete for the regular employee to begin work, provided that the temporary employee shall not be permitted to work beyond sixty-seven (67) working days. The Union shall be notified whenever a temporary employee begins work in an extra position.

ARTICLE 19

Holidays

A. All Food Service employees in the bargaining unit shall receive the following as paid holidays:

- Labor Day
- Thanksgiving and the day after Thanksgiving
- Christmas
- New Years Day
- Spring Break week (five (5) days paid)
- Memorial Day, the last Monday in May

In the event that during the term of this Agreement any of such days shall be days with school in session, the employees shall work such days without holiday pay and an equivalent number of paid holidays shall be designated by mutual agreement of the Union and the School District.

- B. Any employee required to work on any of the aforementioned paid holidays, shall be compensated at time and one-half.
- C. Food Service employees in the bargaining unit working during summer school session and working the scheduled day before and the next scheduled working day after July 4 shall receive July 4 as a paid holiday, except that when such day falls on Saturday, the preceding day shall be a paid holiday instead, and when such falls on Sunday, the following day shall be a paid holiday instead.
- D. Eligibility. All employees must have worked on his/her last regularly scheduled day of work immediately preceding a holiday and worked his/her regularly scheduled day of work immediately following the holiday. Regularly scheduled days shall include vacation, jury duty, paid bereavement days, paid sick days or be on an authorized paid leave in order to be eligible for holiday pay.

ARTICLE 20

Overtime

Any Food Service employee in the bargaining unit required to work over forty (40) hours per week or on Saturday or Sunday shall be paid at time and one-half for such hours over forty (40) hours per week and such hours worked on Saturdays or Sundays.

ARTICLE 21

School Closings

Up to three (3) non-accumulative days per year shall be paid, provided lunch is scheduled to be served, when the individual school to which an employee of this bargaining unit is assigned is closed due to snow or emergency. Up to an additional three (3) non-accumulative sick days can be used per year, provided lunch is scheduled to be served when the individual school to which an employee of this bargaining unit is assigned is closed due to snow or emergency. These days will be deducted from employee's accumulated sick leave.

ARTICLE 22

Pay Periods, Direct Deposit And Rates Of Pay

- A. Employees shall be paid bi-weekly through the 2021-2022 contract year. The School District may pay such employees in the bargaining unit as it shall designate by depositing in such banks or credit unions as the employee shall designate, the net salary or wages owing to such employees. If the employee does not designate a bank or credit union, the School District will designate a bank or credit union for the employee, which allows the employee to withdraw such salary or wage payments from such bank or credit unions without charge to the employee.
- B. **Twice-monthly Pay Schedule:** Commencing July 1, 2022 or July 1 of any year thereafter, the School District will have the option of converting the pay periods for employees to a twice-monthly schedule in which there will be twenty-four (24) pay periods for payment of equal installments of salary in a fiscal year. Employees will be paid on the 15th of each month and the last day of each month. If the 15th day or last day of the month falls on a weekend or a holiday, the employee will be paid on the first business day prior to the 15th or the last day of the month. The District must provide employees at least two months' written notice prior to converting to a twice-monthly pay schedule.
- C. **Rates Of Pay.**
1. Wage rates and step procedures shall be paid all employees as per Addendum "A".
 2. In an attempt to develop an equitable method of allotting hours of work to the various Food Service locations, the Union and School District agree to implement the following:
 - a. The hours allowed during the regular school year shall be set for each location by the first Monday of May of each year.
 - b. To establish the hours of a site on which Food Service employees can bid, the specific needs of the location will be considered.
 3. The method referred to in item 2 above for determining hours of work at each location shall not apply to a location if the hours worked at the location(s) are modified by the Supervisor of Food Service due to any of the following reasons. Prior to modifying the hours worked pursuant to this sub-section, the School District shall afford the Union the opportunity to meet and confer pursuant to Minnesota Statute 179A.03, Subd. 10.
 - a. School closings or enrollment changes due to emergency
 - b. Closing of a kitchen(s), change in food preparation technology or change in location due to program alterations.
 - c. Other variables, which are undetermined at the time.
 4. Any employee taking a higher class of position on a temporary basis shall receive the higher rate of pay of the person whose position he/she is taking if such assignment involves at least one day duration, with the pay differential granted to the employee beginning the first day.
 5. This schedule is in compliance with the minimum wage requirements of the Federal Fair Labor Standards Act applicable to non-professional school employees. In no case shall any employee receive less than that required for non-professional school employees under the provisions of the Federal and State Fair Labor Standards Acts, but this shall not affect the other rates provided herein.
 6. Employees of this bargaining unit shall be allowed a free lunch on those days in which lunch is served. Food items chosen for the employee's lunch are not to exceed the adult meal price and must go through the student employee meal account system. The meal must be consumed in the school cafeteria. Additional food items above the cost of an adult meal price may be purchased with the employee's own money.
 7. All employees will work only on those days school is in session and lunch is served or as required by the Supervisor of Food Service, unless otherwise provided for in the Agreement.
 8. An employee shall not have his/her hours reduced below that established on June 1 of each year except for the reasons provided in item 3 of this Article. An employee whose hours are reduced during the school year below the hours established on June 1, for reasons provided in item 3 can be required to accept an assignment to an open position as directed by the District for the remainder of the school year. The employee shall be guaranteed the same hours and pay rate for the remainder of the school year. If the employee refuses the assignment, they shall be laid off. If no open assignment exists the employee shall be allowed to bump.
An increase of hours over the hours established on June 1 or decrease in hours to not less than those hours established on June 1 during the school year shall be assigned within the affected building, with seniority and service needs being the determining factors.
- D. **Call Back (Special Events).** When a special event or call back time is required in a school, the type of work to be done (classification) shall be determined by the Supervisor of Food Service. The Manager/Satellite Manager at the school, if qualified to perform the required tasks in the specified classification, will be asked first. He/she must accept the work at the rate of pay for the classification assigned to the job. If the Manager/Satellite Manager declines the offer, the work shall be assigned to the most senior qualified bargaining unit employee at that school site. If these school site employees decline the opportunity, the supervisor shall then assign the work based on the District wide seniority list

and qualifications to all other bargaining unit employees starting at the top of the District wide seniority list and working down. Employees will be paid for the call back time at the regular rate of pay for that classification.

ARTICLE 23

Summer Employment And Practices

Summer workers will be chosen as follows:

- A. **Summer Bid Sheets.** All employees shall receive a single bid sheet (as soon as needs are known) that contains all summer positions available. Each District site is to employ at least one (1) certified employee to the extent required by law. Upon receipt of the bidding notice, employees shall complete the forms and return them to the contract administrator. All employees shall list in numerical order their preferences for assignment for the summer food program. For those employees who will not accept a certain position, there shall be provided an appropriate blank to the left of the position to initial to verify the employee's intent. The Union shall have access to copies of all bids and shall be notified in writing of any employee who is faced with the option procedure.
- B. **Summer Assignments.** Summer bid positions will be assigned according to District seniority. Employees submitting bid requests will be arranged in descending order according to District seniority and shall be assigned their highest choice possible based on seniority and the remaining positions at the time of their assignment.
- C. **Summer Employment In Higher Classifications.** Contract language governing promotions and vacant positions is unambiguous and is still in force. Employees have no seniority rights to positions above their classification level. However, they may be assigned these positions at management's discretion.
- D. **Summer Pay.** Employees working the summer food program shall be paid the rate as identified in the appropriate classification, taking into account the years of seniority.

ARTICLE 24

Insurance And Hospitalization Coverage

- A. **Health Insurance.** The School District will make available to each Food Service employee within the bargaining unit the same group hospitalization coverage for employees and dependents as is or are available to the Teachers' Bargaining Unit.
In the event an alternative health insurance program is offered to employees of this bargaining unit, the District's financial contributions to such an alternative program shall not exceed that which is already provided herein or differ in terms of eligibility requirements from that already agreed to herein.
- B. **Insurance Eligibility.** An employee must work four (4) consecutive weeks or twenty (20) consecutive working days (except in the month of September of each year, three (3) consecutive weeks or fifteen (15) consecutive working days) in a position requiring twenty four (24) or more hours per week, and notify the Human Resources Department of their desire to obtain benefits, in order to become eligible for benefits under this Article. Employees electing to assume a position requiring less than twenty four (24) hours per week shall lose benefits under this Article at the conclusion of the month in which the reduction in hours takes place.
- C. **Retiree Benefits.** Employees meeting the eligibility requirements of Minnesota Statute 471.61, Subd. 2b shall be allowed to continue the group hospital, medical and dental coverage by paying the full regular premiums in advance to the School District. The employee may continue such coverage indefinitely, subject to the conditions and requirements of Minnesota Statute 471.61, Subd. 2b.
 1. **Eligibility.** Eligible employees shall receive a contribution of unused sick leave benefits as defined below to a Health Care Savings Plan (HCSP). To be eligible to receive the Health Care Savings Plan benefits, an employee must be immediately eligible for a Minnesota pension plan at separation of service.
 2. **Maximum Days.** The number of unused and accumulated sick leave days up to a maximum of one-hundred fifty (150) times the scheduled number of hours worked per day, times the hourly rate in effect at the time of retirement.
 3. **Discount Calculation.** The amount of unused sick leave multiplied by the employee's daily rate of pay (DRP) excluding over time, will be discounted by 3.5%. The discounted calculation of the value of the days will be contributed to the HCSP for the employee by the District.
 4. **Participation in the District Health Plan.** Retired employees will be allowed to participate in the District's group health and dental plans at their own expense pursuant to applicable State and Federal laws. Monthly premiums will be paid one month in advance to the School District.

It shall be the responsibility of the retired members to notify the Duluth School District in writing if they wish to cancel

coverage.

A HCSP is an individual tax-free account to be used for reimbursement of post-employment medical expenses incurred by an employee, employee's spouse, legal tax dependents and children up to their 25th birthday. The HCSP is administered by the Minnesota State Retirement System (MSRS) and the utilization of the HCSP is governed by MSRS Plan policy.

- D. **Long-Term Disability Insurance.** The School District shall provide a long-term disability (LTD) income protection plan. This plan shall be continued in effect for employees with coverage to include provisions for payments of a benefit in the event of disability of two-thirds (2/3) of salary without any maximum salary limitation and shall provide for a ninety (90) day waiting period for commencement of benefits. In all other respects and level of benefits the LTD coverage will remain at the same or improved level as the plan in effect of the date of this Agreement. Each employee may at his/her option elect to have the payments added to his/her taxable salary provided he/she authorizes a payroll deduction to pay the LTD premium. After the initial enrollment period, such election may be made annually during open enrollment to be effective for the next calendar year.
- E. **Life Insurance.** Group term life insurance in the face amount \$50,000 will be provided for each employee off the unit at no cost to the employee. Optional supplemental group life and AD&D benefits in the amount of \$100,000 can be purchased in \$10,000 increments and dependent life insurance will be made available at the employee's cost. (An employee can apply for the supplemental life insurance at Open Enrollment.)
- F. **Dental Insurance.** The School District shall provide for each employee, single dental insurance coverage as provided for in the Teachers' Bargaining Unit.
- G. **Insurance Coverage Over The Summer.** Group Health, Life, Dental, and Long-Term Disability coverage shall be maintained for eligible employees of this bargaining unit during periods when school is not in session.
- H. The School District will continue to provide the employees the ability to contribute to a 403(b) Plan.

ARTICLE 25

Grievance Procedure

The purpose of this procedure is to provide a method whereby employees who are members of the appropriate bargaining unit may present their grievances concerning the interpretation or application of the terms of this Agreement. Grievances concerning the interpretation or application of Civil Service Rules shall first be brought to the attention of the Supervisor of Food Service of the School District and then directed to the Civil Service Board for consideration. The School District and Union agree that the proceedings under this grievance procedure shall be kept as informal and confidential as may be appropriate at any level of the procedure.

A. **Definitions.**

1. A "grievance" is an action instituted under this article by an aggrieved employee or the Union in the belief that there has been a violation, misapplication or misinterpretation of the terms of this Agreement by the School District, School Board, its employees, agents, or contractors.
2. The aggrieved employee is an employee within the appropriate bargaining unit as defined by the terms of this Agreement who has been directly affected by an alleged violation, misapplication, or misinterpretation of the terms of this Agreement.
3. The term "days" when used in this grievance procedure shall refer to calendar days, except that when the last day for doing any act under this grievance procedure falls on a Saturday, Sunday, or legal holiday, the next calendar day which is not a Saturday, Sunday, or legal holiday shall be the last day for doing that which is required or is to be done under the terms of this procedure.

B. **Representation Rights.**

1. The School District shall be a party to all grievances at all steps and may be represented by its designated representative.
2. The aggrieved employee reserves the right to be represented by a representative of his/her choice, including a Union representative, at all steps of this grievance procedure, but the employee must be present at all meetings or hearings and accept that the Union shall be his/her designated representative in binding arbitration. The Union shall be notified and a representative of the Union may be present and express his/her views at all steps of this grievance procedure.

Step 1 - The aggrieved employee shall present his/her grievance within twenty (20) days of the time the employee knew or should have known of the act, event, or default of the School District, School Board, its employees, agents or contractors, which is alleged to be a violation, misapplication, or misinterpretation of the terms of this Agreement. The aggrieved employee shall file his/her grievance in writing with the Supervisor of Food Service of the

School District, and which writing shall state the nature and date of the violation to the best of the aggrieved employee's knowledge, the Article or Articles of this Agreement alleged to have been violated, misapplied, or misinterpreted, and the relief or action sought by the aggrieved employee. The Supervisor of Food Service or his/her designee shall immediately set a hearing date within five (5) days of filing and notify the Union and aggrieved employee. A decision in writing by the Supervisor of Food Service or his/her designee shall be rendered within five (5) days of the hearing and communicated to the aggrieved employee, the Union, and the Superintendent of Schools. Appeal from this decision shall be taken by the aggrieved employee within five (5) days of the communication of the decision to him/her.

Step II - In the event the aggrieved employee is not satisfied with the decision at Step I, or at the option of the Superintendent of Schools, the Superintendent of Schools shall set a hearing within five (5) days of the filing of an appeal with him/her by the aggrieved employee, or within five (5) days of communication to him/her (the Superintendent of Schools) of the decision at Step I, and shall so notify the aggrieved employee and the Union. The Superintendent or his/her designee shall then proceed to such hearing and notify the aggrieved employee and the Union of his/her decision in writing within ten (10) days of the hearing.

- C. **Arbitration.** The Union, through its appropriate officers, may appeal within thirty (30) days of the communication of the written decision at Step II. Such appeal shall be in writing and filed with the Superintendent of Schools. The Superintendent of Schools shall immediately make written request to the Director of the State Mediation Bureau for a list of five (5) arbitrators appointed pursuant to Minnesota Statutes, Section 179A.21, Subd. 2. Upon receipt of such list, and within five (5) days thereafter, the Union and the School District shall alternately strike four (4) names from such list, the first strike to be determined by the flip of a coin, unless School District and Union can agree on the use of one of the arbitrators from the list. The remaining arbitrator shall be immediately notified of such selection and shall proceed to hearing of the grievance and decision within thirty (30) days of his/her selection. His/her written decision shall state the facts and Articles of the Agreement on which his/her decision relies, shall include his/her conclusions and the relief to be given, if any, and shall be final and binding on the Union and School District.

The arbitrator shall first proceed to the question of the arbitrability of the grievance if such issue is raised by the School District, and shall then proceed to hearing of the evidence and testimony on the grievance. The arbitrator shall not have authority to amend, alter or in any way change the terms of this Agreement or to make any decision which required the commission of an act prohibited by law or which is violative of the terms of this Agreement, nor shall he have authority to determine whether any of the provisions of this Agreement are unlawful. The Union and School District may present any evidence or testimony or raise any issues before the arbitrator whether or not presented or raised at any prior step of this procedure. Either the School District or the Union may request that a verbatim report of the hearing before the arbitrator be taken. The School District and Union shall share equally in the expenses and cost of the arbitration, including the taking of a verbatim report, but each of them (the School District and Union) shall pay the cost of their own witnesses, the presentation of their own evidence before the arbitrator, and of any copies of a written transcript of the proceeding it shall request from the arbitrator. The arbitrator shall permit oral arguments if requested by one of the parties and shall determine whether written briefs may be filed and the time therefore.

D. **Miscellaneous Provisions.**

1. The Union may file a group grievance on behalf of several employees of the bargaining unit at Step I of this procedure if the act, event, or default of the School District, School Board, its employees, agents or contractors is alleged to have violated, misapplied, or misinterpreted this Agreement so as to directly affect at least five (5) employees in the bargaining unit on the same or similar issues under an Article or Articles of this Agreement. The grievance shall be filed in like manner and within the time limits provided under Step I of this procedure. Likewise, the School District or appropriate hearing officer may join for hearing separate grievances by employees involving the same or similar issues under an Article or Articles of this Agreement at any step of the grievance procedure and shall so notify the Union.
2. The time limits specified herein may be waived or extended by mutual agreement of the parties and notice to the Union if not a party, but such waiver or extension shall be in writing and signed by the parties following the time of decision at Step I. Failure of the appropriate hearing officer to render a decision within the time permitted herein shall be considered a denial of the grievance and permit the aggrieved employee or the Union as the procedure may provide to appeal to the next step within the time limits set, but this shall not apply to the decision of the arbitrator.
3. Access shall be given at the expense of the party requesting to all non-confidential information which is exclusively in the possession or available to either of the parties and necessary to the determination and processing of a grievance, but the determination of the confidentiality of the information by the party who has been requested to furnish the same shall be final except at the arbitration level where the decision of the arbitrator shall be final. This shall not apply to information or documents forbidden by law to be disclosed by either party.
4. Failure at any step of this grievance procedure to initiate or appeal a grievance within the time limits provided herein shall constitute waiver of the grievance, but such waiver shall not bind the Union where the Union is not a party and does not have a right of appeal under the terms of this procedure. In the case of an event, act, or

default which is of a continuing nature, the employee and Union shall waive their rights to any relief for any period during which the grievance has not been filed within the time limits specified within this grievance procedure.

5. All documents, communications and records dealing with a grievance shall be filed separately from the personnel files of the aggrieved employee.
6. All hearings through Step II shall be held during non-working hours of the aggrieved employee or employees, if possible; but in the event it is desired by the School District or hearing officer to hold the hearing during work hours of the aggrieved employee or employees, such employee or employees and the Union representative shall be given time off without loss of pay to attend such hearing. The Supervisor of Food Service shall first authorize any hearings at Step I during work hours.
7. Any decision which is mailed shall be presumed to be communicated within three (3) days of mailing, and the filing or service of any appeal shall be considered timely if mailed and bearing a dated postmark of the United States within the time period specified in this procedure.

ARTICLE 26

Renewal

- A. This Agreement shall continue and remain in full force and effect until June 30, 2023, and from year to year thereafter unless either party hereto shall give written notice to the other on or before ninety (90) days prior to July 1, 2023, of such party's desire to inaugurate collective bargaining discussions over changes of any one or more Articles of this Agreement. In the event any of the employees in this bargaining unit are performing work for the School District after June 30, 2023, and prior to the beginning of the school year 2022-2023, this Agreement shall apply to such period of employment including the wage and other provisions hereof.
- B. It is agreed that notice and substance of changes and the language desired shall be mailed to the concerned parties ninety (90) days prior to renewal date.
- C. It is agreed that in carrying out the terms and conditions of this Agreement, neither party will discriminate for or against any person because of race, color, creed, national origin, sex, religion, age, or physical impairment to the extent prohibited by law.
- D. With respect to matters not covered by this Agreement which are a proper subject for negotiation, it shall be presumed that such matters were intentionally omitted from the Agreement and are not subject to future negotiation until the termination of the Agreement as provided herein.

ARTICLE 27

In-Service Training

All Managers Head Cooks and Cooks shall be offered a total of eight (8) hours paid in-service training and all other employees in the bargaining unit shall be offered a total of four (4) hours paid in-service training during each fiscal year. The training shall be scheduled during student conference or teacher in-service days.

ARTICLE 28

Labor Management Committee

A Labor Management Committee shall be established. The Committee will meet at least three times each year.

ARTICLE 29

Access to Premises

Union representatives shall have access to the premises to meet and confer with the employee, but agree herein not to interfere with the employee during their scheduled working hours. Union representatives must sign in at the office of the building, which they are in. No employee shall be required to meet with the union representative.

ARTICLE 30

Savings Clause

This Agreement is subject to the laws of the State of Minnesota and at any time any provision is in conflict and held to be contrary to law by a court of competent jurisdiction from which final judgment of decree no appeal has been taken within the time provided; such provision shall be void and inoperative. All other provisions shall continue in force and effect.

Term of Agreement

This Agreement shall be effective upon acceptance by the employees covered under this Agreement and adoption by the School Board of Independent School District No. 709, St. Louis County, Minnesota and remain in effect until June 30, 2023.

Dated at Duluth, Minnesota this 15th Day of March, 2022.

AFSCME Council 5

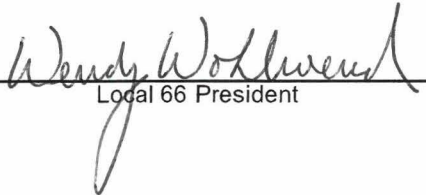
Independent School District No. 709

By:  _____
Field Representative

By:  _____
Chairperson, School Board

By:  _____
Field Director

By:  _____
Clerk, School Board

By:  _____
Local 66 President

ADDENDUM A-1

<u>2021-2022</u>						
Classification	Start	6 Months	3 Years	6 Years	9 Years	12 Years
Secondary Production Manager	17.40	17.92	18.50	18.68	18.85	18.94
Head Cook	16.50	16.99	17.51	17.68	17.83	17.90
Elementary/Residential Satellite Manager	16.50	16.99	17.51	17.68	17.83	17.90
Cook	15.37	15.83	15.96	16.11	16.28	16.35
Nutrition Services Assistant	12.96	13.48	14.62	15.95	16.10	16.18
<u>2022-2023</u>						
Classification	Start	6 Months	3 Years	6 Years	9 Years	12 Years
Secondary Production Manager	17.75	18.28	18.87	19.05	19.23	19.32
Head Cook	16.83	17.33	17.86	18.03	18.19	18.26
Elementary/Residential Satellite Manager	16.83	17.33	17.86	18.03	18.19	18.26
Cook	15.68	16.15	16.28	16.43	16.61	16.67
Nutrition Services Assistant	13.22	13.61	14.91	16.27	16.43	16.50

An employee who has at least fifteen (15) years of continuous service with the District shall be eligible to receive a longevity award of \$30.00 per month.

Longevity payment will commence at the beginning of the next biweekly pay period after the employee's anniversary date.

Continuous service is defined as having no break in service over thirty (30) days except by an authorized leave of absence. Employees working less than twelve (12) months a year, but working the full school year, shall be considered to have completed a full year of continuous service toward eligibility for the longevity award.

Secondary Production Manager Schools

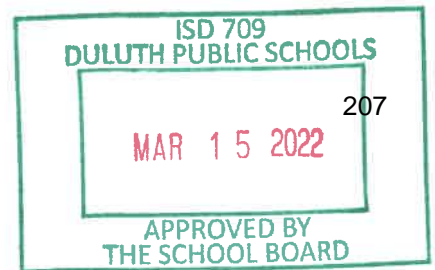
Denfeld
East
Lincoln Park
Ordean East

Satellite Manager Schools

ALC
Congdon Park
Homecroft
Lakewood
Laura MacArthur
Lester Park
Lowell
Myers-Wilkins
Piedmont
Rockridge
Stowe

MEET AND CONFER**(Not Subject To Arbitration)**

The School District and members of the Food Service Bargaining Unit (representatives to be identified by the Union) shall meet and confer pursuant to the provisions of PELRA prior to the May bid of each year for the purpose of establishing hours to be worked by position in the unit for the next or forthcoming school year. The Supervisor of Food Service/designee shall meet with seven (7) employees selected by the unit. The purpose of such employee consultation shall be strictly advisory.



RESOLUTION

Food Service Employees

RESOLVED, By the School Board of Independent School District #709, St. Louis County, Minnesota, that the Collective Bargaining Agreement between Independent School District #709 and the Food Service Employees, a summary of which has been provided electronically to all School Board members, be approved and adopted for the periods of July 1, 2021 to June 30, 2023, inclusive, and that the Chairperson and Clerk of the School Board be hereby authorized to execute said Agreement on behalf of the School District.

**Resolution #HR-3-22-3873
March 15, 2022**

RESOLUTION

Acceptance of Donations to Duluth Public Schools

ISD 709
DULUTH PUBLIC SCHOOLS 208

WHEREAS, Minnesota Statute 465.03 requires a school district to accept donations by resolution expressed in the terms prescribed by the donor in full; and,

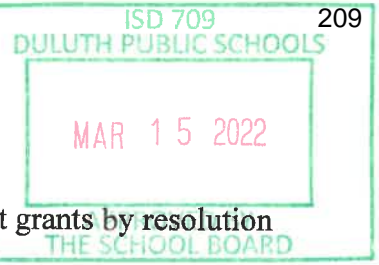
WHEREAS, acceptance of the donations in accordance with the donor's terms is in the best interest of the Duluth Public Schools:

NOW, THEREFORE, BE IT RESOLVED that the Duluth Public Schools does accept the below-described donations from said organizations in accordance with the terms set forth herein.

BE IT FURTHER RESOLVED that the Duluth Public Schools wishes to extend its grateful appreciation to these various individuals and organizations.

MAR 15 2022
APPROVED BY
THE SCHOOL BOARD

SCHOOL	DONOR	AMOUNT	RESTRICTION	COMMENTS
Denfeld	V.J. Stauber-Pufall	\$50.00	Family involvement	
Head Start	Janet Killough	\$50.00	None	
Lester Park	Pete & Heidi 'Esperance	In Kind	For Lester Park School	2000 kids sized masks and 2500 regular masks
Lincoln Park	Nicole Hopps and her team of Public Defenders for Southern St. Louis, Lake and Cook County	\$800.00	Student needs	
Lowell	Karen Hasler	In Kind	None	Winter clothing for the Kids Closet
Piedmont	Country Financial - CC Services, Inc.	\$1,500.00	PBIS	



RESOLUTION

Acceptance of Grant Awards to Duluth Public Schools

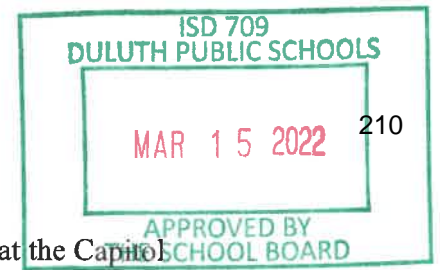
WHEREAS, Minnesota Statute 465.03 requires a school district to accept grants by resolution expressed in the terms prescribed by the donor in full; and,

WHEREAS, acceptance of the grant in accordance with the donor’s terms is in the best interest of the Duluth Public Schools:

NOW, THEREFORE, BE IT RESOLVED that the Duluth Public Schools does accept the below-described grant from said organization in accordance with the terms set forth herein.

BE IT FURTHER RESOLVED that the Duluth Public Schools wishes to extend its grateful appreciation to this organization.

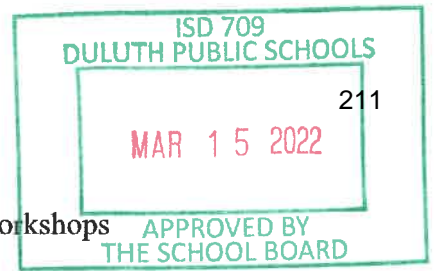
Organization	Authors or Contacts	School	Award Amount	Terms
Project Joy	Rachel Thapa	LPMS	\$1,000.00	Funds will be used to provide food for hungry children and families.
Project Joy	Tracy Litwin	OEMS	\$1,000.00	Provide food for children



RESOLUTION

Board Member Attendance at Duluth and St. Louis County Days at the Capitol

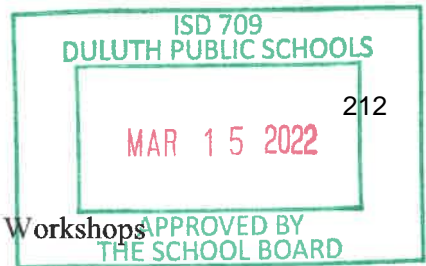
RESOLVED, that Independent School District 709, St. Louis County, Minnesota, pay costs incurred, as per District policy, for school board members to attend the Duluth and St. Louis County Days at the Capitol event held in 2022.



RESOLUTION

Board Member Attendance at MSBA Phase III and Phase IV Workshops

RESOLVED, that Independent School District 709, St. Louis County, Minnesota, pay costs incurred, as per District policy, for school board members to attend the MSBA Phase III and Phase IV Workshops.



RESOLUTION

Board Member Attendance at Inclusive School Board Leadership Workshops

RESOLVED, that Independent School District 709, St. Louis County, Minnesota, pay costs incurred, as per District policy, for school board members to attend the Inclusive School Board Leadership Workshops.

DISTRICT 709 FIELD TRIP REQUESTS

In accordance with School District Policy District 6160, District 709 recognizes properly planned, well conducted, and carefully supervised field trips may be a vital part of the curriculum. School field trips are encouraged within available resources and requirements outlined below.

DIRECTIONS: All staff are required to submit a Field Trip Request **prior** to the field trip being finalized with the involved students and to:

- > Receive administrative and/or extra-curricular coordinator approval for all instructional and supplementary field trips
- > Receive administrative reviewal and school board approval for all extended trips (Exceptions may be granted by the school board chair to accommodate emergencies.)

DEFINITIONS:

Instructional Trips - Trips that take place during the school day, relate directly to a course of study, and require student participation. Fees may not be assessed against students.

Supplementary Trips - Trips in which students voluntarily participate in and which often take place outside the regular school day, but do not include overnight stays. Financial contributions may be requested of students.

Extended Trips Within Minnesota and Continental United States - Trips that involve one or more overnight stops within Minnesota or the Continental United States and may be instructional or supplementary and are voluntary in nature. Extended field trips require school board approval prior to the trip.

INSTRUCTIONAL TRIP ACTION

Principal: Approved Not Approved Name: _____
Date: _____

SUPPLEMENTAL TRIP ACTION

Principal: Approved Not Approved Name: _____
Date: _____

Instructional/Supplemental Trips need not be sent to District office.

EXTENDED TRIP ACTION

Principal: Recommended Not Recommended Name: Dave Sheldon
Date: 2/18/22

Assistant Superintendent: Recommended Not Recommended Name: Anthony Bonito
Date: 3/7/22

School Board: Approved Not Approved Name: _____
Date: _____

All extended trip proposals must be sent to the Assistant Superintendent's Office to be placed on the Education Committee meeting agenda for approval.

upon things opening up. Wolf Ridge is open.

FIELD TRIP REQUEST FORM

Date of Submission:

Type of Trip: Instructional Supplementary Extended

1. Organization/Grade/Course Planning Trip: 5th Grade Lakewood
2. Contact Person (Responsible for Checklist Completion): Heather Kemp
3. Field Trip Date(s): 4/11-13, 2022 Destination: Wolf Ridge ELC
4. Field Trip Overview (Include events, establishments and locations): Science curriculum
5. Field Trip Departure from School (Date and Time): 4/11, 2022 @ 9:30 am
Field Trip Return to School (Date and Time): 4/13, 2022 @ 1:45 pm
6. Objectives of Field Trip: Science curriculum
7. Relationship to Curriculum or Student Learning: the class we take are tied to the MN science standards
8. Planned Follow-up Field Trip Activities: we do a writing assignment and refer back to
9. Field Trip Budget Request Specific learning in science

Estimated Expenses	
Total Admission/Fees	\$ 5460
Total Meals	\$ 156 / per student
Total Lodging	\$
Total Transportation	\$ 1100
<input checked="" type="checkbox"/> School District Vehicle(s) <input type="checkbox"/> Commercial Transportation Carrier ~ Name: _____ <input type="checkbox"/> Private Vehicle (requires certificate of insurance) - Name: _____	
Total Additional Stipends:	\$
Other: <u>snack, journals from print shop</u>	\$ 200
Total	\$ 6760

Revenues	
District Budget	\$
Booster Group	\$
Donations	\$
Student Fees	\$
Total Additional Stipends:	\$
Total	\$

11. Reviewed/Completed Request Checklist: Yes No

RETURN COMPLETED REQUEST TO BUILDING PRINCIPAL

FIELD TRIP REQUEST CHECKLIST - All Field Trips

DIRECTIONS: Please complete checklist. No attachments are necessary.

- Develop and Communicate Student Discipline Expectations
- Forward Field Trip Explanation and Fee Structure Letter Sent to Parents/Guardians
- Collect Parent/Guardian Permission for Student Participation in Field Trip (Include request for special information - i.e. allergies, medications, special needs.)
- Gain Access to Cell Phone for Field Trip
- Plan Arrangements for Early Pick-Up or Late Drop-Off Students (if necessary).
Guide: May choose to leave message on school voice mail to help with late drop off.
- Plan Meal Arrangements (if necessary)
Reminder: Notify food service of non-participation.
- Plan Administration of Student Medication and First Aid Needs (if necessary)
Guide: Contact School Nurse.
- Develop and Communicate Action Plan if Student Gets Lost on Trip
- Arrange Adult Chaperones for Field Trip (if necessary)
Guide: One (1) adult for every twenty (20) students depending on field trip. Parent volunteers are encouraged when possible or appropriate.
- Develop and Communicate Teacher and Adult Chaperone Expectations
Example: Supervision duties, no smoking, no alcohol
- Planned Itinerary

TIME

LOCATION

- Maintain Student Roster and Check-in/Check-out Procedure
- Arrangement for Safety Needs (i.e. crossing guards)

Signature of Contact Person: Heathu Kemp

FIELD TRIP REQUEST CHECKLIST – Extended Trip Only

DIRECTIONS: Please complete checklist and attach all appropriate materials.

- Develop and Complete Field Trip Itinerary and Emergency Telephone Contacts Letter to Parents/Guardians
Note: Attach tentative planned itinerary.
- Arrange Funding of Expenses During Trip
- Arrange Meal Plans
- Arrange Lodging Plans and Room Assignments
- Collect Family Emergency Information for Students
Example: Home phone numbers, emergency contacts, medical information
- Additional Information
Note: Provide any additional information.

Signature of Contact Person: Heathu Kemp

February 18, 2022

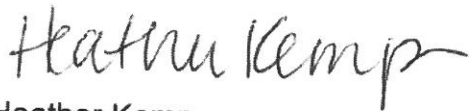
Dear Anthony Bonds,

I am sending in this extended field trip form knowing that it still may not be a possibility for our 5th graders to attend Wolf Ridge. Since you came from outside of the Duluth area, you may not know the importance of the Wolf Ridge trip to students. Wolf Ridge is a magical place where awesome science learning takes place, students create special bonds with each other since they are in a new environment, and high school seniors say it is one of their all time favorite K-12 memories. I still have parents tell me at conferences that they remember going to Wolf Ridge when they were in elementary school and the fond memories they have of it and wish for their child.

We are scheduled to attend Wolf Ridge pending district approval April 11-13, 2022. There is a lot of planning and paperwork that goes into attending the program. Wolf Ridge says we have until March 7th to either cancel our trip or say "yes" to attending. Parents would like their students to attend. I just heard that other area schools such as Stella Maris are sending overnight groups up to Wolf Ridge. I have also heard that DPS sports teams have been doing overnights for a while now.

I am asking that you allow our school to attend and give the parents the power to decide whether or not they would like their child to attend. We only have 35 fifth graders and we, as a smaller school, can make this happen, if given the opportunity.

Thanks for your time and consideration,



Heather Kemp
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