WAYZATA PUBLIC SCHOOLS

Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION

Regular Meeting - September 9, 2013 - 7:00 PM
Wayzata City Hall, 600 Rice Street, Wayzata

AGENDA

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   Consent Agenda items are considered to be routine in nature and will be enacted by one motion. There will be no separate discussion of these items unless a Board member of citizen so requests, in which event the item will be removed as a Consent Agenda item and addressed. Consent Agenda Items are as follows:
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      2. Special Meeting - June 24, 2013 6
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WAYZATA PUBLIC SCHOOLS
Independent School District 284
Wayzata, Minnesota

MISSION

Our Core Purpose;

The Mission of Wayzata Public Schools is to ensure a world-class education that prepares each and every student to thrive today and excel tomorrow in an ever-changing global society.

VISION

What We Intend to Create and Experience;

The Vision of Wayzata Public Schools is to be a model of excellence where all students discover their unique talents, develop a love and tenacity for learning and demonstrate confidence and capacity for success through:

Exceptional Student Learning, Experiences and Relationships:

- High achievement by each and every student – no exceptions, no excuses;
- Content-rich, rigorous and personalized education;
- Meaningful relationships with teachers, staff, mentors and peers in a welcoming, nurturing and safe environment.

Community Trust, Confidence and Partnership:

- Comprehensive learning opportunities meeting diverse learner needs and community aspirations;
- Committed to being the first choice for students and families;
- Maintaining the highest levels of satisfaction and pride by staff, parents and community.

Operational Excellence:

- Attraction, development and retention of exemplary, creative and valued employees;
- Effective and efficient use of time and human, financial and physical resources;
- Culture of continuous improvement and responsive innovation;
- High performing district governance, management and partnerships.

Agenda Item 1

WAYZATA PUBLIC SCHOOLS
Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION

Regular Meeting – September 9, 2013

AGENDA ITEM: 1. CALL TO ORDER/ROLL CALL

COMMENTS BY: Board Chair Droegemueller

John Moroz, Board Clerk, will call the roll:

	PRESENT	ABSENT
Ms. Linda A. Cohen	_____	_____
Ms. Sue H. Droegemueller	_____	_____
Ms. Susan Gaither	_____	_____
Mr. Jay A. Hesby	_____	_____
Mr. John A. Moroz	_____	_____
Ms. Carter G. Peterson	_____	_____
Ms. Cheryl Polzin	_____	_____
Dr. Chace B. Anderson, Ex Officio	_____	_____

Agenda Item 2

WAYZATA PUBLIC SCHOOLS

Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION

Regular Meeting – September 9, 2013

AGENDA SECTION: 2. APPROVAL OF AGENDA AND CONSENT AGENDA ITEMS

ITEM: _____

COMMENTS BY: Board Chair Droegemueller

Consent Agenda items are considered to be routine in nature and will be enacted by one motion. There will be no separate discussion of these items unless a Board member or citizen so requests, in which event, the item will be removed as a Consent Agenda item and addressed. Consent Agenda Items are as follows:

A. Approval of Minutes
    1. Regular Meeting – June 10, 2013
    2. Special Meeting – June 24, 2013
    3. Regular Meeting – July 8, 2013
    4. Special Meeting – July 22, 2013
B. Approve Election Judge Salaries for the November 5, 2013 General Election
C. Finance and Business Recommendations
D. BID AWARD: Central Services Facility Addition
E. Human Resource Recommendations

RECOMMENDED ACTION: Approve the agenda as presented (amended) and the Consent Agenda items as recommended.

Motion by: _____ Yes _____ Passed _____

Second by: _____ No _____ Failed _____

Abstentions _____

Agenda Item 2-A-1
Consent

WAYZATA PUBLIC SCHOOLS
Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION

Regular Meeting – September 9, 2013

AGENDA SECTION: 2. APPROVAL OF AGENDA AND CONSENT AGENDA ITEMS

ITEM: A. Approval of Minutes

COMMENTS BY: Board Clerk Moroz

1. Regular Meeting – June 10, 2013

Enclosed for Board review and approval are the minutes of the Regular Board Meeting of June 10, 2013.

RECOMMENDED ACTION: Approve the minutes of the Regular Board Meeting of June 10, 2013 as presented.

Motion by:_____ Yes_____ Passed_____

Second by:_____ No_____ Failed_____

Abstentions_____

Agenda Item 2-A-2
Consent

WAYZATA PUBLIC SCHOOLS
Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION

Regular Meeting – September 9, 2013

AGENDA SECTION: 2. APPROVAL OF AGENDA AND CONSENT AGENDA ITEMS

ITEM: A. Approval of Minutes

COMMENTS BY: Board Clerk Moroz

2. Special Meeting – June 24, 2013

Enclosed for Board review and approval are the minutes of the Special Board Meeting of June 24, 2013.

RECOMMENDED ACTION: Approve the minutes of the Special Board Meeting of June 24, 2013 as presented.

Motion by:_____ Yes_____ Passed_____

Second by:_____ No_____ Failed_____

Abstentions_____

Agenda Item 2-A-3
Consent

WAYZATA PUBLIC SCHOOLS
Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION

Regular Meeting – September 9, 2013

AGENDA SECTION: 2. APPROVAL OF AGENDA AND CONSENT AGENDA ITEMS

ITEM: A. Approval of Minutes

COMMENTS BY: Board Clerk Moroz

3. Regular Meeting – July 8, 2013

Enclosed for Board review and approval are the minutes of the Regular Board Meeting of July 8, 2013.

RECOMMENDED ACTION: Approve the minutes of the Regular Board Meeting of July 8, 2013 as presented.

Motion by:_____ Yes_____ Passed_____

Second by:_____ No_____ Failed_____

Abstentions_____

Agenda Item 2-A-4
Consent

WAYZATA PUBLIC SCHOOLS
Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION

Regular Meeting – September 9, 2013

AGENDA SECTION: 2. APPROVAL OF AGENDA AND CONSENT AGENDA ITEMS

ITEM: A. Approval of Minutes

COMMENTS BY: Board Clerk Moroz

2. Special Meeting – July 22, 2013

Enclosed for Board review and approval are the minutes of the Special Board Meeting of July 22, 2013.

RECOMMENDED ACTION: Approve the minutes of the Special Board Meeting of July 22, 2013 as presented.

Motion by:_____ Yes_____ Passed_____

Second by:_____ No_____ Failed_____

Abstentions_____

Agenda Item 2-B
Consent

WAYZATA PUBLIC SCHOOLS

Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION

Regular Meeting – September 9, 2013

AGENDA SECTION: 2. APPROVAL OF AGENDA AND CONSENT AGENDA ITEMS

ITEM: B. Approve Election Judge Salaries for the November 5, 2013 General Election

COMMENTS BY: Board Chair Droegemueller

For election judges serving in a School District election, which is not held in conjunction with a state election, the School Board may determine the rate to be paid to election judges. The School District shall pay at least the prevailing Minnesota minimum wage for each hour spent carrying out duties at the polling place and in attending required training sessions. Further, a judge who travels to pick up election supplies or delivers returns to the clerk or county auditor shall receive not less than the prevailing Minnesota minimum wage plus mileage. The mileage amount to be paid shall be the same as the amount per mile paid to school district employees.

After a comparison of wages being paid to election judges in surrounding cities and School Districts, it is the recommendation of the School District Election Administrator that Wayzata School District reimburse the election judges appointed for the November 5, 2013 election at the following rates:

Head Election Judge	-	$10.50 per hour
Election Judge	-	$ 9.00 per hour
Election Judge Training	-	$18.00 flat fee

RECOMMENDED ACTION: Approve the Election Judge Salaries for the November 5, 2013 General Election as listed above.

Motion by:_____ Yes_____ Passed_____

Second by:_____ No_____ Failed_____

Abstentions_____

WAYZATA PUBLIC SCHOOLS
Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION

Regular Meeting – September 9, 2013

AGENDA SECTION: **2. APPROVAL OF AGENDA AND CONSENT AGENDA ITEMS**

ITEM: **C. Finance and Business Services**

COMMENTS BY: **Mr. Westrum**

Finance and Business Recommendations

These routine items are presented for Board of Education review and approval through a single consent motion.

Monthly Bills

The attached lists itemize claims for which the Board of Education is requested to authorize payment.

General Checking Account for August 2013	$ 6,270,509.84
Wire Transfer for July 2013	$ 39,555,403.00

RECOMMENDED ACTION: Authorize payment as recommended.

Acknowledgement Of Contributions

Minn. Stat. 465.03 - GIFTS TO MUNICIPALITIES.

"Any city, county, school district or town may accept a grant or devise of real or personal property and maintain such property for the benefit of its citizens in accordance with the terms prescribed by the donor. Nothing herein shall authorize such acceptance or use for religious or sectarian purposes. Every such acceptance shall be by resolution of the governing body adopted by a two-thirds majority of its members, expressing such terms in full."

THEREFORE; the Executive Director of Finance and Business Services recommends the following Resolution:

BE IT RESOLVED by the School Board of Independent School District No. 284 that the School Board accepts with appreciation the following gifts, which are in compliance with current District policy and guidelines:

Amount	Donated By	Purpose
$ 30.00	Karl Hoffmann and Wells Fargo Foundation	Wells Fargo Foundation Educational Matching Gift Campaign – Gleason Lake Elementary
92.32	Denise Dau and Wells Fargo Foundation	Wells Fargo Foundation Educational Matching Gift Campaign – Gleason Lake Elementary
203.07	Scott McCann, Joel Gjevre, Bryan Hins and Wells Fargo Foundation	Wells Fargo Foundation Educational Matching Gift Campaign – East Middle School
774.46	Douglas Owens, Douglas Schmit, Cindy & Larry Mohr, John & Joan Randall, Charisse McPherson, Mark Ryshavy and Wells Fargo Foundation	Wells Fargo Foundation Educational Matching Gift Campaign – High School
1,986.01	Gary Kirchner and Honeywell International Charity Matching	2013 Mid-Year Charity Payment – Support Greenwood Elementary

Total:
$3,085.86

RECOMMENDED ACTION: Approve the gifts listed above to be used as designated.

Motion by:_____ Yes_____ Passed_____

Second by:_____ No_____ Failed_____

Abstentions_____

WAYZATA PUBLIC SCHOOLS
MONTHLY CHECK DISBURSEMENT SUMMARY
AUGUST 2013

CHECK	VENDOR	DESCRIPTION	DATE	AMOUNT
379310	CM CONSTRUCTION CO, INC	GW-ADD'N 7/31/13 #122072	8/27/2013	1,091,336.00
379319	EBERT CONSTRUCTION	OW ADD'N 7/31/13 PROJ #6632	8/27/2013	832,233.97
379354	ROCHON CORPORATION	EMS-REMODEL NW WING 7/31/13 #122196	8/27/2013	397,500.00
379337	KUE CONTRACTORS INC	SH-7/30/13 PROJ#122073	8/27/2013	320,659.00
379343	MN ROADWAYS COMPANY	PAVEMENT REHAB 7/31/13	8/27/2013	250,405.78
379137	KIEFER SPECIALTY FLOORING INC	EMS-GYM FLOOR 7/24/13 PROJ#122208	8/13/2013	220,801.50
379215	CDW GOVERNMENT, INC	ACCESS POINTS FOR ELEMENTARY	8/20/2013	196,293.50
379342	MINGER CONTRUCTION INC	CMS-LIFT STATION #13-009	8/27/2013	166,962.50
379243	NOW MICRO	HS-CAPTURE MAC (STAFF LAPTOPS)	8/20/2013	163,950.00
379323	FIELDTURF USA INC	WHS STADIUM TURF	8/27/2013	147,069.55
379269	FIRST STUDENT, INC	TRANSPORTATION	8/22/2013	110,641.31
379107	ISD #279-OSSEO SCHOOLS	FINAL PERKINS DRAW 12-13	8/8/2013	105,015.89
379164	TARGET COMMERCIAL INTERIORS	GW-HALL LINOLEUM	8/13/2013	101,046.25
379128	AUTOMATED LOGIC CORP	HS-REPLACE BAS 7/31/13 PROJ#122191	8/13/2013	90,823.80
379336	JPMI CONTRUCTION CO	GW-RESTORE WINDOW & MASONRY #212707	8/27/2013	82,639.79
379102	DONLAR CONSTRUCTION	EMS-GYM FLOOR #122208	8/8/2013	82,284.72
379363	TARGET COMMERCIAL INTERIORS	KL-FLOORING	8/27/2013	78,345.00
379178	PUBLIC EMPLOYEES RETIREMENT ASSN	PAYROLL ACCRUAL	8/15/2013	76,579.59
379103	FIRST STUDENT, INC	SUMMER SCH ROUTES & MONITORS	8/8/2013	75,790.65
379294	XCEL ENERGY	MONTHLY ENERGY	8/22/2013	72,226.01
379403	PUBLIC EMPLOYEES RETIREMENT ASSN	PAYROLL ACCRUAL	8/30/2013	70,927.36
379340	LEGACY SERVICES CORP	GW-FLOOD CLEAN-UP	8/27/2013	63,985.54
379264	DERING PIERSON GROUP LLC	KL SECURE ENTRY PROJ#130617405 THRU 7/31/13	8/22/2013	58,769.85
379391	RIVERPORT INS CO	POL#PSP0137900 PROP COMM & EDP HARDWARE	8/29/2013	57,499.80
379106	ISD #272-EDEN PRAIRIE SCHOOLS	FINAL PERKINS DRAW 12-13	8/8/2013	53,516.30
379318	EBERT CONSTRUCTION	GL-WALL RESTORATION 7/31/13 PROJ #6640	8/27/2013	48,889.92
379041	CATES CONSTRUCTION, J. S.	CMS-SUMMER RENOV #132019 THRU 7/23/13	8/6/2013	45,992.02
379366	WOLD ARCHITECTS AND ENGINEERS	SH ADD'N-HRLY CA #122172	8/27/2013	35,220.67
379169	WOLD ARCHITECTS AND ENGINEERS	BV-REPLACE PANEL #122214	8/13/2013	35,136.25
379148	MINNETONKA PLUMBING INC	SH-REPLACE BOILER 7/25/13 PROJ#122213	8/13/2013	32,996.35
379109	ISD #283-ST LOUIS PARK SCHOOLS	FINAL PERKINS DRAW 12-13	8/8/2013	29,886.45
379105	ISD #270-HOPKINS SCHOOLS	FINAL PERKINS DRAW 12-13	8/8/2013	29,876.18
379049	DERING PIERSON GROUP LLC	WMS-PROJ#001306149 THRU 7/10/13	8/6/2013	27,775.27
379332	HILLYARD INC MINNEAPOLIS	HS-HOSE VAC	8/27/2013	27,106.11
379385	MY LEARNING PLAN INC	ANNUAL OASYS RENEWAL	8/29/2013	24,902.00
379321	ELLIOTT'S PAINTING & DECORATING INC	GL-PAINT	8/27/2013	21,653.90
379406	TRUST POINT/FBO WAYZATA SCHOOLS	PAYROLL ACCRUAL	8/30/2013	21,505.00
379315	DERAU CONSTRUCTION	EMS-ELEVATOR MOD 7/30/13	8/27/2013	20,092.50
7000371	MC GRAW HILL COMPANIES	AP ECONOMICS TEXTBOOKS	8/9/2013	19,684.00
379224	CENGAGE LEARNING	BUSINESS TEXTBOOKS	8/20/2013	19,349.20
379242	NOVELL, INC	ANNUAL LICENSE RENEWAL	8/20/2013	18,500.00
379249	SPANNING CLOUD APPS INC	GOOGLE BACK-UP	8/20/2013	18,000.00
379217	HALDEMAN-HOMME, INC	PRINTER FOR HIGH SCHOOL	8/20/2013	17,995.00
379083	RIVERPORT INS CO	DEDUCTIBLE BILLING - WORKERS' COMP	8/6/2013	17,547.87
379070	K12 TRANSPORTATION MGMNT SVCS INC	TRANSPORTATION	8/6/2013	15,333.00
379252	TURNING TECHNOLOGIES LLC	RESPONSEWARE 1 YR LICENSE	8/20/2013	15,000.00
379171	YOUTH ENRICHMENT LEAGUE	CED-PROF SERF	8/13/2013	14,990.00
379010	LIFE INSURANCE CO OF N AMERICA	INS TRACKING BILLING	8/1/2013	14,737.31

378985	AUTOMATED LOGIC CORP	SERV CONT FROM 7/1/13 QUARTERLY PAYMENT	8/1/2013	14,733.00
379408	LIFE INSURANCE CO OF N AMERICA	INS TRACKING BILLING	8/31/2013	14,597.67
379078	MN SCHOOL BOARDS ASSN	DUES & POLICY SERV 13-14	8/6/2013	13,561.00
379247	RAV TECHNOLOGIES, INC	CMS-INSTALL SMARTBRD	8/20/2013	13,444.00
379306	BRAUN INTEREC CORP	SH ADD'N-SERV THRU 8/9/13	8/27/2013	13,377.50
379324	FINLEY BROS., INC	HS-REPAIR TENNIS COURTS	8/27/2013	12,730.00
379200	FOLLETT EDUCATIONAL SERVICES	GW-MATH JOURNALS	8/15/2013	12,457.50
379301	AUTOMATED LOGIC CORP	HS-REPLACE BAS 8/31/13 PROJ#122191	8/27/2013	12,233.63
379348	PHASOR ELECTRIC CO	BV-INSTALL WIREMOLD	8/27/2013	12,230.00
379038	ACME TOOLS - PLYMOUTH	MDE#28646 MS-SAW STOPS	8/6/2013	11,132.52
379325	FOLLETT EDUCATIONAL SERVICES	KL MATH JOURNALS 1-5 GRADE	8/27/2013	10,972.50
379058	FIRST STUDENT, INC	TRANSPORTATION	8/6/2013	10,852.72
379110	ISD#286 BROOKLYN CENTER SCHOOLS	FINAL PERKINS DRAW 12-13	8/8/2013	10,753.38
379140	LOFFLER COMPANIES INC	WHS SPEC ED COPIER BLANKET	8/13/2013	10,457.36
379287	CITY OF PLYMOUTH - FINANCE DEPT	BV-WATER	8/22/2013	9,986.26
379185	KENNEDY & GRAVEN CHARTERED	PROF SERV-6/13	8/15/2013	9,873.50
379373	FOLLETT EDUCATIONAL SERVICES	SH-MATH BKS	8/29/2013	9,852.00
379198	EASTBAY TEAM SERVICES	ATH-B SOCCER UNIFORMS	8/15/2013	9,508.85
379195	BERGER'S FURNITURE REFINISHING INC	CMS-REFINISH GRAND PIANO	8/15/2013	9,400.00
378997	FOLLETT EDUCATIONAL SERVICES	OW-MATH JOURNALS	8/1/2013	8,877.00
379293	WOLD ARCHITECTS AND ENGINEERS	DIST-ENTRANCES #132055	8/22/2013	8,261.85
379104	INTERMEDIATE DIST 287	LEGAL SERVICES-6/13	8/8/2013	8,012.80
379375	HANUS ENTERPRISES,LLP	BUS GARAGE LEASE	8/29/2013	7,985.96
700384	HOCKENBERGS	TRANSPORT CART	8/15/2013	7,772.91
379379	IOCP	CED-ECFE RENT	8/29/2013	7,750.85
379392	STAPLES	CMS 2-STUDENT DESKS	8/29/2013	7,570.80
700406	INSPEC, INC.	WHS EXT WL REHAB	8/29/2013	7,386.67
379163	SUMMER MATH BY MAIL LLC	PROF SERV	8/13/2013	7,215.00
379335	INSIGHTS NORTH AMERICA INC	ON LINE UNITS	8/27/2013	7,211.00
379395	US ENERGY SERVICES, INC	ENERGY-JULY 13	8/29/2013	7,030.01
379085	SILENT KNIGHT SECURITY GROUP	HS-ELEVATOR,FIRE & ANNUAL MONITOR 13/14	8/6/2013	7,020.00
379093	STAPLES	WMS-ART SUPPLIES	8/6/2013	6,767.10
379196	CDW GOVERNMENT, INC	NETWORK ADDITIONS FOR WHS	8/15/2013	6,612.50
700383	HOCKENBERGS	FOOD BOX CART, FOOD PANS, & COVERS	8/15/2013	6,396.10
379193	WEST METRO EDUCATION PROGRAM	TRANSPORTATION	8/15/2013	6,076.33
379228	EATON CORPORATION	TECH-UPS BATTERY MAINT 8/1/13-8/1/14	8/20/2013	5,817.67
700405	INSPEC, INC.	GL WATERPROOFING & MASONERY RESTORATION	8/29/2013	5,727.96
379116	CITY OF PLYMOUTH - FINANCE DEPT	FUEL USAGE-JUNE 2013	8/8/2013	5,646.23
379034	TAMS-WITMARK MUSIC LIBRARY INC	COPYRIGHTS 11/13	8/1/2013	5,555.00
379009	LIFE INSURANCE CO OF N AMERICA	INS TRACKING BILLING	8/1/2013	5,505.44
379179	SCHOOL SERVICE EMPLOYEES	PAYROLL ACCRUAL	8/15/2013	5,450.85
379407	LIFE INSURANCE CO OF N AMERICA	INS TRACKING BILLING	8/31/2013	5,441.04
379404	SCHOOL SERVICE EMPLOYEES	PAYROLL ACCRUAL	8/30/2013	5,304.76
700408	INSPEC, INC.	WPS 2013 PAVENMENT REHAB	8/29/2013	5,300.00
379389	POSTMASTER	REPLENISH BULK MAIL ACCT	8/29/2013	5,299.41
379384	MN SCHOOL-AGE CHILD CARE ALLIANCE	CED-HB INSERVICE TRAINERS 8/13	8/29/2013	5,200.00
379144	MAYER ARTS INC	CED-PROF SERV	8/13/2013	4,980.00
379074	LIFETIME FITNESS, INC.	LOCKER ROOM RENTAL	8/6/2013	4,919.30
379153	NHA HEATING & AIR CONDITIONING INC	HS-REPLACE 2 DEAD VFD	8/13/2013	4,812.00
378991	COMPUTER EXPLORERS	CED-STAR WAR DROIDS	8/1/2013	4,728.00
379246	POLAR ELECTRO INC	HS-HEART MONITORS	8/20/2013	4,534.81
379397	XEROX FINANCIAL SERVICES	WPS PRODUCTION COPIER BLANKET	8/29/2013	4,520.00
379344	MN ROADWAYS COMPANY	PC-ASPHALT REPAIRS	8/27/2013	4,505.00
379001	GRAINGER INC., W. W.	SUPPLIES 15	8/1/2013	4,435.42
379372	CRESCENT ELECTRIC SUPPLY CO	CMS-REPLACE LIGHTING	8/29/2013	4,214.43

379274	HENN CNTY INFO TECHNOLOGY	DIST-2 WAY RADIO SERV 7/13-12/13	8/22/2013	4,197.60
379248	SCHOLASTIC	ANNAUL HOSTING-READ 180	8/20/2013	4,110.00
700376	LOFFLER COMPANIES, INC.	APRIL USAGE	8/13/2013	4,107.59
379282	MILLER 32ND AVE, LLC	RENT & TAXES	8/22/2013	4,070.51
379016	MINITEX	EBSCO-HISTORY & LITERACY REFER CTR 8/1/13-7/31/14	8/1/2013	3,995.00
379220	PEARSON EDUCATION	MS SCIENCE TEXTBOOKS	8/20/2013	3,875.70
379219	OFFICE OF ENTERPRISE TECHNOLOGY	VOICE SERV THRU 3/31/13 CUST#400D00026	8/20/2013	3,830.55
379259	ALLIED WASTE SERVICES #894	SERVICES	8/22/2013	3,772.27
700377	ALLEGRA PRINT & IMAGING	HANDBOOK	8/15/2013	3,732.80
700370	MC GRAW HILL COMPANIES	MARKETING TEXTBOOKS	8/9/2013	3,715.50
700373	TEAM SPORTING GOODS, INC	SUPPLIES	8/9/2013	3,625.70
379296	ADVISORS MARKETING GROUP	COMM-SUPPLIES	8/27/2013	3,571.91
700385	TEAM SPORTING GOODS, INC	TENNIS BALLS	8/15/2013	3,525.60
700400	INSPEC, INC.	WHS STADIUM TURF REPLACEMENT	8/29/2013	3,500.00
379230	IBM CORP	SPSS SOFTWARE LICENSE	8/20/2013	3,427.00
379131	BRAUN INTEREC CORP	CSF ADD'N-GEOTECH SERV 7/31/13 PROJ#132026	8/13/2013	3,390.00
379250	STAPLES	READING OFFICE ADJ STOOLS	8/20/2013	3,383.88
379073	LARSON CO, J. H.	HS-LAMPS	8/6/2013	3,267.00
379390	RENAISSANCE LEARNING, INC	SH-MEDIA-HOSTING FEE	8/29/2013	3,194.00
379288	POSTMASTER	REPLENISH BULK MAIL ACCT	8/22/2013	3,118.24
700394	JOHNSON CONTROLS	SERVICES JULY 2013-SEPT 2013	8/29/2013	3,107.25
379261	BLB CONSULTING LLC	RVIT DRAWINGS 7/13	8/22/2013	3,086.00
379396	XEROX CORPORATION	INVENTORY-STAPLES	8/29/2013	3,060.00
379081	PLYMOUTH DIAL-A-RIDE	DIAL-A-RIDE TICKETS	8/6/2013	3,000.00
379258	AIR PURIFICATION & ENERGY CONSERVATION	PC-FILTERS	8/22/2013	2,912.47
379225	CORPORATE HEALTH SYSTEMS INC	FLEX PROCESS-8/13	8/20/2013	2,904.38
378993	CORPORATE HEALTH SYSTEMS INC	FLEX PROCESS-7/13	8/1/2013	2,888.18
379299	APPLE INC	IMACS FOR ART AT WHS	8/27/2013	2,790.00
379044	COMMUNICATION MAILING SERVICES	TRANSPORT MAILING 13-14	8/6/2013	2,775.00
379157	PRAIRIE RIVER HOME CARE INC	NURSE	8/13/2013	2,639.00
379188	LIONSGATE ACADEMY	FINAL PERKINS 12-13	8/15/2013	2,607.00
700401	INSPEC, INC.	CSF ADDITION	8/29/2013	2,562.50
379023	NEW ENGLAND SECURITY LOCK CO	WMS-HALLWAY LOCKS	8/1/2013	2,544.00
379212	WAYZATA, CITY OF	WMS-WATER/SEWER	8/15/2013	2,513.79
379367	WYLDE HARE LLC	PROF SERV-CALENDAR	8/27/2013	2,450.00
379080	NICOL, BARBARA	PROF SERV 7/13	8/6/2013	2,400.00
700399	INSPEC, INC.	EMS 2013 STORM SEWER	8/29/2013	2,400.00
379349	PHASOR ELECTRIC CO	WMS-LIGHTING RETROFIT 7/31/13	8/27/2013	2,375.00
700407	INSPEC, INC.	GW ADDITION & SITE WORK	8/29/2013	2,340.00
379060	GRAINGER INC., W. W.	HS-CONDENSOR	8/6/2013	2,311.66
379314	CUSTOM DRYWALL, INC	HS-8/1/13-8/31/13 FINAL	8/27/2013	2,264.00
379388	POSTMASTER	POSTAGE-CENSUS	8/29/2013	2,226.43
700353	ALLEGRA PRINT & IMAGING	PRINTING	8/9/2013	2,209.60
379272	GRAINGER INC., W. W.	CSF-SUPPLIES	8/22/2013	2,142.50
379019	MN PRINT MANAGEMENT	WORDS FOR WRITING BOOKS-INV	8/1/2013	2,121.93
379002	HDMG	PROF SERV	8/1/2013	2,100.00
379232	KING OF GRACE LUTHERAN SCHOOL	NON-PUBLIC TRANSPORT	8/20/2013	2,050.27
379256	WORKS COMPUTING	TECH-PROF SERV 7/13	8/20/2013	2,040.00
379345	MN SCHOOL BOARDS ASSN	BOARDBK SUBSCRIPTION THRU 8/14	8/27/2013	2,000.00
379350	PUETZ, EMILY	PROF SERV	8/27/2013	2,000.00
379254	VEBEROD GEM GALLERY	SUPPLIES	8/20/2013	1,941.10
700354	ALLEGRA PRINT & IMAGING	PRINTING	8/9/2013	1,934.60
379113	THE LAMPO GROUP INC	BUSINESS PERSONAL FINANCE	8/8/2013	1,909.99
378994	DALCO CORP	GW-FLOOR SUPPLIES	8/1/2013	1,897.14
379051	EASTBAY TEAM SERVICES	ATH-APPAREL	8/6/2013	1,767.88

379238	MN ELEM SCH PRINCIPAL'S ASSN	GW-MESPA & NAESP 13-14	8/20/2013	1,766.00
379130	BRANDED CUSTOM SPORTSWEAR INC	NAVY HOODIES	8/13/2013	1,735.20
379005	KARI BERIT PRESENTS INC	IN-SERVICE BALANCE 8/20/13	8/1/2013	1,673.75
379014	MERGES, JOHN	PROF SERV	8/1/2013	1,650.00
379145	MERGES, JOHN	PROF SERV	8/13/2013	1,650.00
378995	EASTBAY TEAM SERVICES	ATH-EQUIPMENT	8/1/2013	1,647.50
700403	INSPEC, INC.	WHS 2013 ROOF	8/29/2013	1,600.00
379322	ELSMORE AQUATICS	ATH-SUPPLIES	8/27/2013	1,501.53
379063	HAWKINS INC	EMS-POOL SUPPLIES	8/6/2013	1,429.90
379006	KIDCREATE STUDIO	CED-HORSING AROUND CAMP	8/1/2013	1,425.00
379143	LOFFLER COMPANIES, INC	SCI CTR COPIER BLANKET	8/13/2013	1,409.95
379151	MN PRINT MANAGEMENT	VISITOR BADGE LABELS	8/13/2013	1,396.79
379067	ISD #270-HOPKINS SCHOOLS	TRANSPORT-RENT 8/13	8/6/2013	1,390.09
379184	ISD #279-OSSEO SCHOOLS	FINAL PERKINS DRAW 12-13	8/15/2013	1,389.80
379008	LEXMARK INTL, INC	LOW VOLT (2)	8/1/2013	1,384.20
379233	LEXMARK INTL, INC	RENEW-1 YR NBD OSR	8/20/2013	1,384.20
700395	LOFFLER COMPANIES, INC.	JULY USAGE	8/29/2013	1,362.20
379241	NORTHERN LIGHTS	DJ-HOMECOMING	8/20/2013	1,360.00
700404	INSPEC, INC.	DAB REROOFING	8/29/2013	1,360.00
700365	ALLEGRA PRINT & IMAGING	PRINTING	8/9/2013	1,339.94
379035	UNIVERSAL ATHLETIC SERVICES INC	PE APPAREL	8/1/2013	1,321.80
379127	ART SPARK LLC	CED-ART CAMP 7/29-8/1	8/13/2013	1,308.00
379279	LARSON CO, GUSTAVE A.	GW-SUPPLIES	8/22/2013	1,294.08
378988	BOYER TRUCKS	TRUCK#15-SERV & REPAIRS 2009 VAN	8/1/2013	1,282.13
379108	ISD #281-ROBBINSDALE SCHOOLS	ADD'L FINAL PERKINS DRAW 13	8/8/2013	1,273.09
379206	OUT OF THE BLUE	PEER COACH WKSP-8/06/13	8/15/2013	1,200.00
131400131	RODEN, KATHY	REIMBURSE	8/14/2013	1,191.28
379304	BOLTON & MENK INC	CMS-PROF SERV-LIFT STATION 6/8/13-7/19/13	8/27/2013	1,141.80
378983	ART SPARK LLC	CED-ART CAMP 7/26	8/1/2013	1,125.00
379208	PUBLIC STORAGE	STORAGE 9/13	8/15/2013	1,060.00
379205	HOME DEPOT/GECF	SUPPLIES	8/15/2013	1,031.49
379387	POLAR ELECTRO INC	HS-HEART MONITORS	8/29/2013	1,015.00
379029	SCIENCE EXPLORERS	CED-PCHB 7/29-8/1	8/1/2013	1,008.00
379364	TLC EDUCATION FOUNDATION	HS-PROF SERV	8/27/2013	1,000.00
700392	ALLEGRA PRINT & IMAGING	PRINTING	8/29/2013	964.21
379210	SMITH, JAMIE	PROF SERV-CED FALL CATALOG	8/15/2013	962.00
379244	OFFICE OF ENTERPRISE TECHNOLOGY	VOICE SERV THRU 7/31/13	8/20/2013	957.69
700386	ALLEGRA PRINT & IMAGING	REPORT FORMS. LETTERHEAD, OFFICE PADS	8/22/2013	949.64
700391	QUALITY BLENDING	HS MONTHLY AGREEMENT	8/22/2013	940.00
379173	MN CHILD SUPPORT - PAYMENT CTR	PAYROLL ACCRUAL	8/15/2013	925.29
131400115	ROBERTSON, ELIZABETH	REIMBURSE	8/7/2013	912.05
379251	SUBURBAN SCHOOL SUPERINTENDENTS	CONF & DUES 13-14	8/20/2013	900.00
700402	INSPEC, INC.	WHS 2013 ROOF	8/29/2013	890.90
379223	BULLIS INSURANCE AGENCY LLC	CICC-DIR & OFF LIAB 7/13-7/16 POL#BCP-8676461	8/20/2013	886.00
379359	STATE OF MN-DEPT LABOR & INDUSTRY	31 NLICENSED ELECTRICAL WORKERS	8/27/2013	884.00
379150	MN ELEM SCH PRINCIPAL'S ASSN	KL-MESPA & NAESP 13-14	8/13/2013	883.00
700379	ALLEGRA PRINT & IMAGING	GRAB & GO STICKERS	8/15/2013	853.00
379376	HENN CNTY TREASURER -	CED-HB FOOD CLASS 8/20/13	8/29/2013	850.00
700380	ALLEGRA PRINT & IMAGING	POSTERS	8/15/2013	849.92
379004	JASPER SERVICES LLC	CED-FISH CAMP 7/23-7/25	8/1/2013	832.00
379266	ECOLAB PEST ELIMINATION DIV	CSF-PEST CONTROL	8/22/2013	830.00
379405	CORPORATE HEALTH SYSTEMS INC	PAYROLL ACCRUAL	8/30/2013	814.05
379312	COMMUNICATION MAILING SERVICES	BALANCE- TRANSPORT MAILING	8/27/2013	813.92
379101	BURNS, GREGORY	REIMBURSE	8/8/2013	802.53
379253	UNIVERSAL ATHLETIC SERVICES INC	B LXC-APPAREL	8/20/2013	793.80

379378	INTEREUM	WMS-CAFE TABLES	8/29/2013	792.51
379240	MP NEXLEVEL LLC	LOCATES-7/13	8/20/2013	780.45
379155	ON SITE SANITATION	CED-HS #3568	8/13/2013	780.00
379300	ARUX SOFTWARE	CED-MONTHLY SOFTWARE FEE 7/13	8/27/2013	775.00
378990	CITI-CARGO & STORAGE	ATH-STORAGE	8/1/2013	774.00
700387	ALLEGRA PRINT & IMAGING	LABEL SHEETS, ENVELOPES	8/22/2013	773.75
700363	ALLEGRA PRINT & IMAGING	PRINTING	8/9/2013	766.67
700378	ALLEGRA PRINT & IMAGING	MAIL LABELS	8/15/2013	763.80
700364	ALLEGRA PRINT & IMAGING	PRINTING	8/9/2013	763.07
700356	ALLEGRA PRINT & IMAGING	PRINTING	8/9/2013	750.37
379381	LITTLE BIG THINGS LLC	HR-PROF SERV 8/14/13	8/29/2013	750.00
378984	ASPEX SOLUTIONS	ONLINE APP SERV 7/27/13-10/27/13	8/1/2013	749.00
379099	US ENERGY SERVICES, INC	MGMT FEE 8/13	8/6/2013	743.00
700366	ALLEGRA PRINT & IMAGING	PRINTING	8/9/2013	716.66
700367	ALLEGRA PRINT & IMAGING	PRINTING	8/9/2013	714.40
379283	MINVALCO	EMS-RECIRC PUMP	8/22/2013	708.87
379042	CITI-CARGO & STORAGE	KL-STORAGE	8/6/2013	687.00
379166	TRUSTED EMPLOYEES	PROF SERV 7/13	8/13/2013	677.00
379013	MCMASTER-CARR	MDE#19491 DIST-PLAYGRD PARTS	8/1/2013	676.00
379071	KIDCREATE STUDIO	CED-LOVE ART CAMP	8/6/2013	665.00
379114	MACKIN EDUCATIONAL RESOURCES	CMS-MEDIA CTR BKS	8/8/2013	664.84
379399	MN CHILD SUPPORT - PAYMENT CTR	PAYROLL ACCRUAL	8/30/2013	655.79
379162	STAPLES	BV-SUPPLIES	8/13/2013	619.33
379291	WESTSIDE WHOLESALE TIRE, INC	REPAIR GROUNDS EQUIPMENT	8/22/2013	616.25
131400130	RANDALL, LIZABETH	REIMBURSE	8/14/2013	616.08
379027	RETROFIT COMPANIES INC	MDE#19494 GL-HAZ WASTE FEE	8/1/2013	610.81
379229	GOPHER STATE ONE-CALL	LOCATES-7/13	8/20/2013	605.05
379374	GARVEY COMMUNICATIONS	DIST BROCHURE	8/29/2013	600.00
700369	ALLEGRA PRINT & IMAGING	PRINTING	8/9/2013	592.07
379050	DESIGNER SIGN SYSTEMS	MDE#19488 DIST-SUPPLIES	8/6/2013	592.00
379165	TERRELL DANIELS INC	COMM-PROF SERV 7/7-8/3	8/13/2013	565.00
700358	ALLEGRA PRINT & IMAGING	PRINTING	8/9/2013	560.25
379174	MN DEPT OF REVENUE	PAYROLL ACCRUAL	8/15/2013	550.13
379400	MN DEPT OF REVENUE	PAYROLL ACCRUAL	8/30/2013	550.13
379072	KIDZ ART DBA MICHELL NORTHEY	CED-MEDIA CAMP 7/13	8/6/2013	540.00
700362	ALLEGRA PRINT & IMAGING	PRINTING	8/9/2013	534.25
379295	XEROX CORPORATION	WHS ATHLETICS COPIER BLANKET	8/22/2013	533.39
379120	SCHWARTZ, STACY	GWHB-ICE CREAM 5/28	8/8/2013	520.50
379211	WALT0N'S HOLLOW	PCHB-ZOO 8/12/13	8/15/2013	505.00
379046	CROWN LIFT TRUCK	SERVICE-FORKLIFT	8/6/2013	504.15
378987	BOUTWELL, KAMI	1/2 MASCOT COSTUME	8/1/2013	500.00
379124	WEST METRO EDUCATION PROGRAM	TRAINING-CANCEL FEE 11/12	8/8/2013	500.00
379146	MERZER M.A., L.P., SHEILA	PROF SERV	8/13/2013	500.00
379156	PEACE LUTHERAN CHURCH	GW-CLASSRMS 8/6,8/7 & 8/14	8/13/2013	500.00
379357	SMITH, JAMIE	PROF SERV-CED-YOUTH CATALOG	8/27/2013	499.50
131400141	KOPECKY, KATHLEEN	REIMBURSE	8/21/2013	489.71
379097	TIME FOR KIDS	OW-4 SUBSCRIPTIONS GR 5	8/6/2013	474.00
379015	MERZER M.A., L.P., SHEILA	PROF SERV	8/1/2013	470.00
379033	STAPLES	BV-SUPPLIES	8/1/2013	465.65
379226	DHL EXPRESS USA INC	TECH-DUTY FEES	8/20/2013	459.06
379032	SPORRE, LAURIE	ATH-SERVICE	8/1/2013	452.00
131400099	CARLSON, DAVID	REIMBURSE	8/7/2013	450.53
378998	GARVEY COMMUNICATIONS	COMM-PROOFING	8/1/2013	450.00
131400108	KIRCHNER, JULIE	REIMBURSE	8/7/2013	442.65
131400120	ANDERSON, MARY	REIMBURSE	8/14/2013	440.39

379170	XEROX FINANCIAL SERVICES	ECSE RM D116 & ASSESS OFFICE COPIER BLANKET	8/13/2013	434.51
379257	XEROX FINANCIAL SERVICES	HS MEDIA/ATHLETICS COPIER LEASE BLANKET	8/20/2013	430.47
379308	CITI-CARGO & STORAGE	WMS-STORAGE	8/27/2013	425.00
700375	TESSMAN SEED CO	ROUND UP	8/9/2013	422.73
379213	YOGASTUDIO	CED-PROF SERV 6/11-7/18	8/15/2013	419.25
379030	SERLEY MANUFACTURING CO INC	OW-BLOWER REPAIR	8/1/2013	418.00
700381	ALLEGRA PRINT & IMAGING	SAFEGUARDING BROCHURE	8/15/2013	416.86
700351	MC GRAW HILL COMPANIES	5TH GRADE MATH TEMPLATES	8/2/2013	414.33
700396	MC GRAW HILL COMPANIES	S.H. - GRADE 4	8/29/2013	414.33
379062	HAHN, R.N.,PHN, MICHELLE	CONSULT SERV 7/13	8/6/2013	412.50
379039	AMERICAN RED CROSS	FUNDRAISER	8/6/2013	400.00
379199	EBC (EDUCATORS BENEFIT CONSULTANTS)	ADMIN AND COMPLIANCE SERVICE 8/13	8/15/2013	400.00
379115	PEPPER & SON INC., J. W.	BV-MUSIC	8/8/2013	395.36
379227	DICE HOLDINGS INC	TECH-CLASSIFIED AD	8/20/2013	395.00
700360	ALLEGRA PRINT & IMAGING	PRINTING	8/9/2013	391.19
700349	ALLEGRA PRINT & IMAGING	OFFICE SUPPLIES	8/2/2013	387.68
379077	MINT ROOFING INC	CMS-ROOF REPAIR	8/6/2013	387.63
378989	BRYAN ROCK PRODUCTS	FIRE LANE LIMESTONE	8/1/2013	387.54
379012	MAXWELL MEDALS & AWARDS	ATH-MS RIBBONS	8/1/2013	379.40
379284	NAPA AUTO PARTS OF CORCORAN	CSF-SUPPLIES	8/22/2013	363.17
379278	JOHNSTONE SUPPLY	CMS-REFRIGERANT	8/22/2013	359.96
131400128	MOFFETT, LAURA	REIMBURSE	8/14/2013	352.26
379133	ELLIOTT'S PAINTING & DECORATING INC	AD-PAINT	8/13/2013	350.00
379117	RUPP, ANDERSON, SQUIRED & WALDSPURGER	PROF SERV-5/13	8/8/2013	348.50
700388	ALLEGRA PRINT & IMAGING	ENVELOPES	8/22/2013	346.27
700359	ALLEGRA PRINT & IMAGING	PRINTING	8/9/2013	344.18
379011	MARS CO, W. P. & R.S.	MDE#19488 HS-SCI PPE SUPPLIES	8/1/2013	342.85
700350	ALLEGRA PRINT & IMAGING	BV NOTE CARDS	8/2/2013	340.00
131400146	RICHARDSON, LAUREN	REIMBURSE	8/21/2013	332.00
379302	BADGER FIX LLC	iPAD REPAIRS-NO INS	8/27/2013	330.00
379355	ROOT-O-MATIC	SH-REPLACE BOILER PROJECT	8/27/2013	325.00
379207	PILATES MN	CED-PROF SERV 6/4-7/30	8/15/2013	320.40
379161	RAV TECHNOLOGIES, INC	BV-INSTALL DOME SENSOR	8/13/2013	320.00
379277	IRON MOUNTAIN	DIS-RECORD STORAGE 8/13	8/22/2013	319.64
700397	SCHOOL SPECIALTY	S.H. - GRADE 4	8/29/2013	313.28
379028	SCHOOL NUTRITION ASSOCIATION	N & ST DUES 13-14 MA #115437 & KH #544818	8/1/2013	303.75
379075	LRP PUBLICATIONS	BOARD SUBSCRIPTION RENEWAL	8/6/2013	303.50
379255	WEEKS, TIFFANY	CED-HB PROF SERV	8/20/2013	300.00
379339	LEADERSHIP IQ INC	HR-HIRING DVD	8/27/2013	300.00
379393	ST. MICHAEL-ALBERTVILLE HS	ATH-JV VB 9/21/13	8/29/2013	300.00
379087	SOCIALNICOLE LLC	PROF SERV 7/13	8/6/2013	293.75
379209	PUBLIC STORAGE 08316	STORAGE 9/13	8/15/2013	289.00
379025	PLYMOUTH ROTARY	CED-DUES & MEALS	8/1/2013	277.00
379135	GROVES ACADEMY	WMS-WKSP	8/13/2013	275.00
379098	TWIN WEST CHAMBER OF COMMERCE	LEGISLATIVE BREAKFAST 13-14	8/6/2013	270.00
700357	ALLEGRA PRINT & IMAGING	PRINTING	8/9/2013	269.72
700382	ALLEGRA PRINT & IMAGING	FACT SHEETS	8/15/2013	266.00
700390	ALLEGRA PRINT & IMAGING	ENROLLMENT FACT SHEETS	8/22/2013	266.00
379267	EROSION PRODUCTS LLC	STRAW BLANKET	8/22/2013	256.00
379147	METRO ECSU-REGION 11 IDS #920	CED-H/S LIAISON NETWORK 9/18/13	8/13/2013	255.00
700361	ALLEGRA PRINT & IMAGING	PRINTING	8/9/2013	250.37
379235	MINTZ, DIANE	CED-HB PROF SERVICE	8/20/2013	250.00
379368	ANDOVER HIGH SCHOOL	ATH-9A,9B VB 9/28/13	8/29/2013	250.00
379394	UNIVERSITY OF MN	ATH-B/G CC ROY GRIAK 9/28/13	8/29/2013	250.00
379380	LAKESHORE LEARNING MATERIALS	SH - K. Gross - Rm 23	8/29/2013	245.10

378996	EMSL ANALYTICAL, INC	MDE#19505 EMS-ASBESTOS GLUE	8/1/2013	243.00
379119	SCHMITT MUSIC CO	WMS-BAND SUPPLIES	8/8/2013	241.67
379152	MOTG (MN OFFICE TECHNOLOGY GRP)	WPS PRODUCTION MAINTENANCE BLANKET	8/13/2013	239.59
131400145	PASHINA, KEN	REIMBURSE	8/21/2013	234.13
379018	MN JUNIOR HIGH SCHOOL MATH LEAGUE	WMS- (3) 7TH-8TH GR TEAMS 13-14	8/1/2013	230.00
379361	SUN NEWSPAPERS	CSF-ADD'N BIDS	8/27/2013	225.23
379024	NHA HEATING & AIR CONDITIONING INC	CMS-AIR HANDLER REPAIR	8/1/2013	225.00
379341	MARSHALL HIGH SCHOOL	ATH-V VB 9/6 & 9/7/13	8/27/2013	225.00
700372	SCHOOL SPECIALTY	REISSUE OF CK 700352 4TH GR CARLSON	8/9/2013	224.04
131400124	HARREN, KIMBERLY	REIMBURSE	8/14/2013	220.52
379303	BLAINE HIGH SCHOOL	ATH-JV VB 9/7/13	8/27/2013	220.00
131400136	FILDES, LORI	REIMBURSE	8/21/2013	217.99
379112	K & K EXPRESS LLC DBA K2 LOGISTICS	BV K-2 & 4TH GRADE SOCIAL STUDIES	8/8/2013	215.55
379386	NEOPOST GREAT PLAINS	AD-INK CARTRIDGE	8/29/2013	215.00
379125	WHOLE LEARNING SCHOOL, THE	NON-PUBLIC TRANSPORT	8/8/2013	214.27
379234	MAHASTI GRAPHICS	CED-HB PROF SERV	8/20/2013	212.50
131400109	KOPECKY, KATHLEEN	REIMBURSE	8/7/2013	212.27
379309	CITY OF WAYZATA	HOMECOMING PARADE	8/27/2013	211.00
131400122	GRASMICK, DENNIS	REIMBURSE	8/14/2013	203.18
379045	CREATURE ENCOUNTERS, INC	GWHB-LIVE ANIMALS 8/5/13	8/6/2013	200.00
379326	GASCH, BOB	CED HB-STORY TELLING	8/27/2013	200.00
131400123	HANUS, GAIL	REIMBURSE	8/14/2013	198.81
379086	SMITH-SHARPE FIRE BRICK SUPPLY	SUPPLIES	8/6/2013	191.82
131400119	ZARAGOZA, CHRISTINE	REIMBURSE	8/7/2013	187.95
379245	PARALLEL TECHNOLOGIES INC	HS-SERVICE	8/20/2013	187.50
379040	AT&T MOBILITY	CSF-iPADS	8/6/2013	183.23
379136	IMPACT	RE-USE RESIDENT LIST	8/13/2013	182.73
379172	IRS CENTER - UNITED STATES TREASURY	PAYROLL ACCRUAL	8/15/2013	182.00
379398	IRS CENTER - UNITED STATES TREASURY	PAYROLL ACCRUAL	8/30/2013	182.00
700368	ALLEGRA PRINT & IMAGING	PRINTING	8/9/2013	180.00
700389	ALLEGRA PRINT & IMAGING	SPORTS CARDS	8/22/2013	180.00
378982	2ND WIND EXERCISE INC	WMS-PE SUPPLIES	8/1/2013	177.38
131400147	RUCHTI, JULIE	REIMBURSE	8/21/2013	175.00
379273	HAMEL BUILDING CTR	DIST-SUPPLIES	8/22/2013	174.85
379197	DEMCO, INC.	MEDIA CENTER - BOOK TAPE	8/15/2013	173.95
379064	HENN CNTY - GOVT CENTER	ELECTION MAPS	8/6/2013	173.00
379043	COMMERCIAL ASPHALT CO	PATCHING SUPPLIES	8/6/2013	172.82
379190	PERSON, JEFFREY	REFUND	8/15/2013	168.55
379094	STEP SAVER INC	HS-SALT	8/6/2013	168.10
700393	ALLEGRA PRINT & IMAGING	ENVELOPES	8/29/2013	165.02
379048	DALCO CORP	KL-FLOOR SUPPLIES	8/6/2013	163.78
379338	LAKEVILLE NORTH HIGH SCHOOL	ATH-9A VB 9/7/13	8/27/2013	160.00
379022	MTI DISTRIBUTING INC	CSF-MOWER PARTS	8/1/2013	157.26
379007	LARSON CO, GUSTAVE A.	CMS-RTU 24 SUPPLIES	8/1/2013	153.52
379176	PERFORMANT RECOVERY INC	PAYROLL ACCRUAL	8/15/2013	151.40
379280	MN ASSN OF EDUCATIONAL OFFICE PROF	CONF 10/13	8/22/2013	150.00
379313	COON RAPIDS HIGH SCHOOL	ATH-JV VB 9/7/13	8/27/2013	150.00
379346	MINNETONKA HIGH SCHOOL	ATH-V G S & D 9/7/13	8/27/2013	150.00
379370	BLOOMINGTON JEFFERSON HS	ATH-JV VB 9/28/13	8/29/2013	150.00
379327	HALLS OF MAGIC INC	BVHB-PROF SERV 8/15/13	8/27/2013	147.50
379289	PREMIUM WATERS, INC	CSF-WATER DELIVERY	8/22/2013	147.23
379065	HIRSHFIELD'S PAINT	KL-SUPPLIES	8/6/2013	145.51
379180	US DEPT OF EDUCATION	PAYROLL ACCRUAL	8/15/2013	145.11
379262	COMMERCIAL DOOR SYSTEMS, INC	SUPPLIES	8/22/2013	145.00
700374	TEAM SPORTING GOODS, INC	SCREEN GUARD	8/9/2013	144.90

379068	JOHN DEERE LANDSCAPES	HS-IRRIGATION SUPPLIES	8/6/2013	140.03
379132	CONTEMPORARY IMAGES	WMS-POSTCARDS	8/13/2013	140.00
379237	MN ASSN OF STUDENT COUNCILS	HS-DIV DUES 13-14	8/20/2013	140.00
131400148	WEBER, JOHN	REIMBURSE	8/21/2013	139.38
131400111	LARSON, SARA	REIMBURSE	8/7/2013	128.82
379334	HUTCHINSON HIGH SCHOOL	ATH-MS,V & JV G CC 9/12/13	8/27/2013	125.00
379222	BERRY COFFEE CO	AD-COFFEE	8/20/2013	120.50
379317	EAU CLAIRE MEMORIAL HIGH SCHOOL	ATH-G S & D 8/31/13	8/27/2013	120.00
379356	ROSEMOUNT HIGH SCHOOL	ATH-V GCC 8/30/13	8/27/2013	120.00
379026	PROFESSIONAL INTERPRETING	CONT SERV	8/1/2013	116.00
131400129	NEIL, KAREN	REIMBURSE	8/14/2013	115.26
131400133	CHVOJICEK, DAVID	REIMBURSE	8/21/2013	113.66
131400143	MAHOWALD, JOSH	REIMBURSE	8/21/2013	113.28
379129	BERRY COFFEE CO	AD-COFFEE	8/13/2013	113.00
379268	FERGUSON ENTERPRISES, INC #1657	GW-RTU SUPPLIES	8/22/2013	110.85
379311	COLUMBUS (MARSHFIELD) HIGH SCHOOL	ATH-BCC & GCC 8/31/13	8/27/2013	110.00
379021	MOTG (MN OFFICE TECHNOLOGY GRP)	ATH-STAPLES	8/1/2013	108.00
700355	ALLEGRA PRINT & IMAGING	PRINTING	8/9/2013	108.00
379347	MYBINDING .COM	SH - WAYZATA PLUS	8/27/2013	107.07
379003	HEDBERG AGGREGATES INC	CMS & CSF-GRAVEL ROCK	8/1/2013	106.38
379177	PERFORMANT RECOVERY INC	PAYROLL ACCRUAL	8/15/2013	105.39
131400110	KUENDIG, WILLIAM III	REIMBURSE	8/7/2013	103.08
379377	HOLDAHL CO	AD-SUPPLIES	8/29/2013	103.02
379175	NEW YORK LIFE	PAYROLL ACCRUAL	8/15/2013	102.25
379401	NEW YORK LIFE	PAYROLL ACCRUAL	8/30/2013	102.25
379149	MN ASSN OF SCHOOL BUSINESS OFFICIALS	AD-WKSP 9/13 JS	8/13/2013	100.00
379358	ST OLAF COLLEGE	ATH-B CC CTRY SHOWCASE 9/13	8/27/2013	100.00
379297	ALLINA HEALTH	PHYSICAL	8/27/2013	98.50
379181	BECKER, KAREN	REFUND	8/15/2013	96.65
379020	MN SCHOOL PUBLIC RELATIONS ASSN	CED-MEMBERSHIP 8/1/13-7/31/14	8/1/2013	95.00
379239	MN SCHOOL PUBLIC RELATIONS ASSN	TECH-MEMBERSHIP 8/1/13-7/31/14	8/20/2013	95.00
131400102	EMMANS, JAMES	REIMBURSE	8/7/2013	92.00
131400105	GALLAGHER, JENNIFER	REIMBURSE	8/7/2013	91.00
379036	VOLKOV, YULIYA	REFUND	8/1/2013	90.00
379126	2ND WIND EXERCISE INC	WMS-SHIPPING-PE SUPPLIES	8/13/2013	90.00
379079	MPLS GLASS	AD-GLASS TOP	8/6/2013	88.21
379121	SIPPEL, SCOTT	OFFICIAL	8/8/2013	87.36
379095	SUN NEWSPAPERS	FILING NOTICE	8/6/2013	85.80
379216	EDDY, JANCY	REFUND	8/20/2013	84.20
379123	STEEBER, LEIGH ANN	TEXT BKS-HOME SCHOOL	8/8/2013	80.33
379037	WESTSIDE WHOLESALE TIRE, INC	ROTATE & REPAIR TIRES #11	8/1/2013	80.00
131400135	DUENAS, DOMINIC	REIMBURSE	8/21/2013	79.96
378986	BERRY COFFEE CO	AD-COFFEE	8/1/2013	79.00
131400144	NELSON, SHELLY	REIMBURSE	8/21/2013	78.46
379351	ROCHESTER MAYO HIGH SCHOOL	ATH-V G T 9/7/13	8/27/2013	75.00
379352	ROCHESTER MAYO HIGH SCHOOL	ATH-V B CC 9/12/13	8/27/2013	75.00
379353	ROCHESTER MAYO HIGH SCHOOL	ATH-V G CC 9/12/13	8/27/2013	75.00
378992	CON-WAY FREIGHT INC	MDE#19491 DIST-SWING CHAIN	8/1/2013	73.68
379275	HILL CO, ROBERT B.	KL-SALT	8/22/2013	71.40
379260	AUER STEEL & HEATING SUPPLY CO	GW-RTU SUPPLIES	8/22/2013	70.69
379320	EDEN PRAIRIE HIGH SCHOOL	ATH-JV & V B CC 9/14/13	8/27/2013	70.00
131400127	KOZLOVSKI, KIM	REIMBURSE	8/14/2013	70.00
131400114	PETERSON, DONNA	REIMBURSE	8/7/2013	69.55
131400116	SHANNON-ANDERSON, KARI	REIMBURSE	8/7/2013	69.04
131400139	HERZOG, JORDAN	REIMBURSE	8/21/2013	69.00

131400126	KEFFELER, KAREN	REIMBURSE	8/14/2013	68.39
131400134	DEROCHER, DEMAE	REIMBURSE	8/21/2013	66.35
379158	PREMIUM WATERS, INC	PC-WATER COOLER RENTAL 8/13	8/13/2013	66.00
379265	DRYWALL SUPPLY INC	GW-SUPPLIES	8/22/2013	63.97
379276	HIRSHFIELD'S PAINT	CMS-SUPPLIES	8/22/2013	62.97
379382	MILACA HIGH SCHOOL	ATH-G CC 9/21/13	8/29/2013	60.00
131400106	HARREN, KIMBERLY	REIMBURSE	8/7/2013	60.00
379218	K & K EXPRESS LLC DBA K2 LOGISTICS	MS SCI BKS-SHIPPING	8/20/2013	59.08
131400142	LABOWITCH, KATHRYN	REIMBURSE	8/21/2013	57.69
379290	SPS CO	HVAC 15-SUPPLIES	8/22/2013	55.05
131400138	HANILY-DOLAN, NANCY	REIMBURSE	8/21/2013	54.70
379052	EMSL ANALYTICAL, INC	MDE#19505 GW-GLUE PUCKS	8/6/2013	54.00
131400125	JANECEK, AMY	REIMBURSE	8/14/2013	53.00
131400140	JOHNSON, JERI	REIMBURSE	8/21/2013	52.09
379061	GRAINGER INC., W. W.	AD-FAN	8/6/2013	51.42
379134	GREATER TESTING CONCEPTS	HS-MANDELBROT COMP	8/13/2013	50.00
379236	MN ASSN OF SCHOOL BUSINESS OFFICIALS	AD-CONF 9/13	8/20/2013	50.00
379369	APPLE VALLEY HIGH SCHOOL	ATH-V B CC 9/21/13	8/29/2013	50.00
131400101	DUBBS, ANGIE	REIMBURSE	8/7/2013	47.06
379066	HOLDAHL CO	GW-SUPPLIES	8/6/2013	46.48
131400118	WEBER, JOHN	REIMBURSE	8/7/2013	45.00
131400121	GJESTVANG, RONDA	REIMBURSE	8/14/2013	42.97
700398	SCHOOL SPECIALTY	S.H. - GRADE 1	8/29/2013	40.45
131400132	BUCHMAN, SANDRA	REIMBURSE	8/21/2013	40.00
131400137	FOLTZ-RINGSTROM, SHARON	REIMBURSE	8/21/2013	36.84
131400107	HAYES, SHLYNN	REIMBURSE	8/7/2013	36.07
379031	SHRED-N-GO	BV-SHRED SERV	8/1/2013	36.00
379069	JOHNSTONE SUPPLY	HVAC 15-SUPPLIES	8/6/2013	35.25
379076	MN ASSN OF EDUCATIONAL OFFICE PROF	MEMBERSHIP 13-14	8/6/2013	35.00
379281	MN ASSN OF EDUCATIONAL OFFICE PROF	MEMBERSHIP 13-14	8/22/2013	35.00
379383	MN DEPT OF HEALTH ENVIRON HEALTH DIV	GL HB-HOSPITALITY FEE	8/29/2013	35.00
379307	CARSON-DELLOSA PUBLISHING CO., INC	SH SUPPLIES	8/27/2013	32.94
379047	CUB FOODS	GROCERIES-CUST#42	8/6/2013	31.48
379017	MINVALCO	HS-WGT RM SUPPLIES	8/1/2013	29.58
131400100	DEROCHER, DEMAE	REIMBURSE	8/7/2013	27.37
379187	LILLEMO, JAN	REFUND	8/15/2013	27.15
379160	R & J LASERWORKS, LLC	AWARD PLAQUE	8/13/2013	25.00
379189	NOBLE, KENNETH	REFUND	8/15/2013	25.00
379371	BRAINERD HIGH SCHOOL	ATH-JV G T 9/28/13	8/29/2013	25.00
379100	WESTSIDE WHOLESALE TIRE, INC	REPAIR TIRE	8/6/2013	24.20
131400103	FELAND, KARLA	REIMBURSE	8/7/2013	23.90
379365	WING, JENNIFER	BALANCE CULINARY EXPRESS ACCT	8/27/2013	22.25
379182	BOLOGNINO, CHARLIE	REFUND	8/15/2013	20.20
379194	AHRENDT, HANNAH	BUY BACK BOOK	8/15/2013	20.00
379221	PERWIEN, SALLY	REFUND	8/20/2013	19.20
379183	DEWALL, JENNY	REFUND	8/15/2013	17.15
379159	R & H THEATRICALS	CUST#255856 FOOTLOOSE SHIPPING	8/13/2013	16.00
379362	SZWEDA, MICHELLE	DBLE PAY-FRESHMAN RETREAT	8/27/2013	16.00
379333	HOLDAHL CO	GL-SUPPLIES	8/27/2013	15.29
131400104	FREDERICKSON, DARRYL	REIMBURSE	8/7/2013	14.97
379214	BADE, SARA	REFUND	8/20/2013	13.63
379231	K & K EXPRESS LLC DBA K2 LOGISTICS	SHIPPING	8/20/2013	13.03
379084	SHRED-N-GO	DAB SHREDDING SERVICE BLANKET	8/6/2013	12.00
379192	VOSEN, LISA	REFUND	8/15/2013	10.20
379096	SUPERIOR FORD	OIL CAP	8/6/2013	8.02

131400113	NEAL, NANCY	REIMBURSE	8/7/2013	7.98
131400117	SOLHEID, CAROL	REIMBURSE	8/7/2013	6.17
131400112	MCQUISTON, JANICE	REIMBURSE	8/7/2013	6.00
379186	KOCHENDORFER, TRACY	REFUND	8/15/2013	5.55
379191	SPRINGER, NOBLE	REFUND	8/15/2013	5.55
379316	DOCKMAN, LORI	REFUND	8/27/2013	5.00
379122	STAR TRIBUNE	WMS-PAPER DELIVERY	8/8/2013	2.53
379360	ST. CLOUD APOLLO HIGH SCHOOL	VOID	8/27/2013	0.00
700352	SCHOOL SPECIALTY	VOID	8/2/2013	0.00
378769	TLC EDUCATION FOUNDATION	VOID	8/27/2013	(1,000.00)
378358	KING OF GRACE LUTHERAN SCHOOL	VOID	8/19/2013	(2,050.27)
				6,270,509.84
		APPROVED BY: JILL SCHWINT		
		CONTROLLER - ISD 284		
		SEPTEMBER 9, 2013		
		SUSAN GAITHER, TREASURER		
		BOARD OF EDUCATION - ISD 284		
		SEPTEMBER 9, 2013		

WAYZATA PUBLIC SCHOOLS
WIRE TRANSFER,EFT AND ACH ACTIVITY
JULY 2013

FROM	TO	DATE	AMOUNT
Wells Fargo-Checking	Wells Fargo-Payroll	Multiple	$2,202,479
Wells Fargo-Checking	Federal P/R Taxes	7/1/2013	$219,728
	Federal P/R Taxes	7/16/2013	$224,495
Wells Fargo-Checking	State P/R Taxes (MN)	7/1/2013	$32,273
	State P/R Taxes (MN)	7/16/2013	$33,930
Wells Fargo-Checking	Delta Dental - Dental Claims	Multiple	$127,130
Wells Fargo-Checking	Preferred One - Health Claims	Multiple	$1,479,675
Wells Fargo-Checking	Wells Fargo Commercial Card - Purchase Card Program	Multiple	$327,395
Wells Fargo-Checking	Corporate Health Systems - Flex Benefits	Multiple	$130,836
Wells Fargo-Checking	Preferred One - Broker/Reinsurance Fees	7/11/2013	$77,964
Wells Fargo-Checking	Payroll Vendors (TRA, EBC, MSRS, etc.) - Electronic Payments	Multiple	$1,667,247
Wells Fargo-Checking	District Employees - Expense Reimbursement	Multiple	$12,599
Wells Fargo-Checking	Commerce Bank/Control Pay - Electronic A/P	Multiple	$95,257
Wells Fargo-Checking	MN Department of Revenue - Sales & Use Tax Payment	7/18/2013	$563
Wells Fargo-Checking	Neopost - Replenish Postage Meter	Multiple	$10,050
Wells Fargo-Checking	U.S. Bank/U.S. Bank Trust - Debt Payments	7/29/2013	$877,187
Wells Fargo-Checking	Bremer Bank/ Bond Trust Services - Debt Payment	7/29/2013	$191,125
Wells Fargo-Checking	Custom Home Builders - Land Purchase	7/24/2013	$7,339,358
Hennepin County	PMA/MN Trust - Property Tax Settlement	7/5/2013	$345,397
Commerce Bank	Wells Fargo-Checking - Revenue Share Payment (Control Pay)	7/19/2013	$221
District Retirees	Wells Fargo-Checking - Health Insurance Premiums	7/26/2013	$42,268
MN Trust/PMA	Wells Fargo-Checking - Investment/Operating Funds	Multiple	$13,500,000
State of Minnesota	PMA/MN Trust - State Aid Payments	Multiple	$8,170,075
Morgan Stanley	Wells Fargo-Checking - Investment/Operating Funds	7/29/2013	$1,000,000
U.S Bank Trust	Wells Fargo-Checking - Reimbursement of C.O.P. Expenditures	7/22/2013	$1,448,151
TOTAL ACTIVITY - JULY 2013			**$39,555,403**

Agenda Item 2-D

WAYZATA PUBLIC SCHOOLS

Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION

Regular Meeting – September 9, 2013

AGENDA SECTION: 2. APPROVAL OF AGENDA AND CONSENT AGENDA ITEMS

ITEM: D. BID AWARD: Central Services Facility Addition

COMMENTS BY: Mr. Jim Westrum

The bid opening for the Central Services Facility Addition was held at the Administration Building on August 27, 2013 at 2:00 p.m.

The scope of the project includes the construction of office space for Buildings & Grounds and Culinary Express departments, modifications to the existing building at the current offices to expand the warehouse storage needs, provide additional conference space, toilet room upgrades, as well as boiler replacement and associated electrical. The site work will provide additional parking stalls and handicap accessible parking stalls.

KUE Contractors submitted the lowest base bid in the amount of $1,229,000, no cost for Alternate No. 1 and $58,000 for Alternate No. 2.

This bid will be funded using Certificates of Participation and other budgeted amounts including Alternative Facilities funding.

Please see the attached bid tabulation and recommendation from WOLD Architects and Engineers.

RECOMMENDED ACTION: Award the Central Services Facility Addition to KUE Contractors for the base bid in the amount of $1,229,000, no cost for Alternate No. 1 and $58,000 for Alternate No. 2.

Motion by:_____ Yes_____ Passed_____

Second by:_____ No_____ Failed_____

Abstentions_____

WOLD
architects
engineers
www.woldae.com

Project Name: **Wayzata Central Services**

Commission No.: 132026
Date: August 27, 2013
Time: 2:00 p.m.

BID TABULATION

Wold Architects and Engineers
305 St. Peter Street
Saint Paul, Minnesota 55102
651.227.7773 Fax: 651.223.5646

Bidders Name	Addendum Numbers -3	Bid Security	Base Bid	Alternate #1 Liguidated Damages	Alternate #2 Replacement of Existing Wood Siding	Unit Price 1: Exported Soils (/CY)	Unit Price 2: Imported Soils (/CY)	Remarks
Black-Dew 2586 7th St Ave E, Suite 301 North St. Paul, MN, 55109 651-777-4900 Fax: 651-777-4994	✓	✓	$1,362,000	Add $15,000	+ $138,000	$10.00	$14.00	
CM Construction 12215 Nicollet Ave. S. Burnsville, MN, 55372 952-895-8223 Fax: 952-895-8183	✓	✓	$1,299,800	Add $20,000	+ $90,000	$25.00	$30.00	
Dering Pierson Group LLC. 13905 272nd Ave. Zimmerman, MN, 55398 612-325-9450 Fax: 612-392-7944	✓	✓	$1,670,000	$10,000	$120,000	$20.00	$30.00	
Ebert Construction 23350 County Road 10 Corcoran, MN, 55357 763-498-7844 Fax: 763-498-9951	✓	✓	$1,278,000	No Change	+ $98,000	$20.00	$23.30	
J. S. Cates Construction 2400 Cates Ranch Drive Hamel, MN, 55340 763-478-8961 Fax: 763-478-8794	✓	✓	$1,325,000	0	+ $60,000	$30.00	$30.00	
Jorgenson Construction 9255 East River Road NW Coon Rapids, MN, 55433 763-784-3877 Fax: 763-784-1583	✓	✓	$1,249,000	0	+ $114,000	$11.00	$15.00	

Bidders Name	Addendum Numbers -3	Bid Security	Base Bid	Alternate #1 Liguidated Damages	Alternate #2 Replacement of Existing Wood Siding	Unit Price 1: Exported Soils (/CY)	Unit Price 2: Imported Soils (/CY)	Remarks
KUE Construction **130 Central Ave S P.O. Box 408** **Watkins, MN, 55389** **320-764-2525** **Fax: 320-764-2524**	✓	✓	**$1,229,000**	**No Cost**	**+ $58,000**	**$28.00**	**$29.00**	
Parkos Construction 1010 S Robert Street West St. Paul, MN, 55118 651-455-0031 Fax: 651-450-7740	✓	✓	$1,322,500	+ $10,000	+ $180,500	$28.00	$40.00	
Project One Construction 10375 County Road 8 Kimball, MN, 55353 320-398-7000 320-398-8067	✓	✓	$1,299,363	No Change	+ $81,019	$28.00	$28.00	
Rochon Corp. 3650 Anapolis Ln N, Suite 101 Plymouth, MN, 55447 763-559-9393 Fax: 763-559-8101	✓	✓	$1,268,000	No Change	+ $75,000	$23.00	$26.00	
Weber Inc. 110 Franklyn Center 2497 7th Avenue East North St. Paul, MN, 55109 651-770-5350 Fax: 651-770-2950	✓	✓	$1,243,000.00	0	$178,200	$23.00	$20.00	

WAYZATA PUBLIC SCHOOLS
Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION

Regular Meeting – September 9, 2013

AGENDA SECTION: 2. APPROVAL OF AGENDA AND CONSENT AGENDA ITEMS

ITEM: E. Human Resource Recommendations

COMMENTS BY: Ms. Annie Doughty

Employment

Jennifer Buhl Resignation – Jason Andersen	.5 Achievement Interventionist	Plymouth Creek
Kris Cargill Non-renew	.3 Art, Media, Tech Teacher	Plymouth Creek
Robyn Chrast Resignation – Dave Snuggeud	1.0 Language Arts Teacher	East Middle
Kristal Gruis New Position	2.58 Paraprofessional	Greenwood
Joyce Hayden Resignation – Shlynn Hayes	1.0 Achievement Interventionist	High School
Jennifer Jacobson Transfer – Sarah Kurr	2 Hour Paraprofessional	Kimberly Lane
Trish Johnson Resignation – Margaret Karschnik	2.58 Hour Paraprofessional	Greenwood
Kristyn Kallas Resignation – Jeff Metzler	1.0 Achievement Intervention	East Middle
Tara Krolczyk Contract Ended – Zach Smerick	2 Hour Paraprofessional	Sunset Hill
Cherlynne Krueger Resignation – Sandra Woodhull	.667 Art Teacher	East Middle
Grace Lephart Resignation – Amy Bellowe	.4 ALC Communications Teacher	High School
Brianna Meisinger New Position	Building Supervisor	Community Ed

Lauren Miller Resignation – James Ewer	5 Hour Home Base Instructor	Gleason Lake
Amy Pratt Transfer – Joy Monro	2.5 Hour Paraprofessional	Plymouth Creek
Christa Olson Transfer – Heather Zenzen	.5 3rd Grade Teacher (13-14 Only)	Birchview
Lisa Otten Transfer – Anne Grendahl	2 Hour Paraprofessional	Sunset Hill
Nyoka Peniata New Position	3 Hour Paraprofessional	Plymouth Creek
Nyoka Peniata Transfer – Karl Gronwall	3 Hour Paraprofessional	Central Middle
Dominic Rosati New Position	1.0 2nd Grade Teacher (13-14 Only)	Greenwood
Judi Rovang Resignation – Jamal Zollicoffer	6.5 Hour Paraprofessional	High School
Philip Ruble Transfer – Kathy Waaraniemi	2.58 Hour Paraprofessional	Greenwood
Robyn Sauer Transfer – Diane Quall	2 Hour Paraprofessional	Kimberly Lane
Leah Sanderson-Starr Resignation – Heather McGinnis	2.58 Hour Paraprofessional	Greenwood
Elaine Schmidt-Spiess Resignation – Tanya Rustad	4 Hour Home Base Assistant	Greenwood
Susan Segal Resignation – Rebecca Bender	2 Hour Paraprofessional	Birchview
Michael Svendsen Transfer – Dave Schultz	1.0 Physical Education Teacher	Central Middle
John Theisen Transfer – Sam Gibbs	Technology-Help Desk Technician	Central Middle
Kathryn Traeger Transfer – Julie Schneider	.4 Math Intervention & Technology	Greenood

Tyler Trimberger	.333 Social Studies LTR 1st Semester	High School
Leave of Absence		

Contract Modification

Daniel Bobek	Science, Central Middle	From .833 to 1.0
Monica Healy	Elementary Vocal Music, Physical Education 13-14 Only	From .35 to .65
Natalie Johnson	Physical Education, Art, Greenwood	From .5 to .7
Sean Padden	Physical Education/Health, Central Middle	From .5 to .583
Christina Strey	Communications, Central Middle	From .917 to 1.0

Leave of Absence

Andrew Bischoff, Gleason Lake 5th Grade Teacher, has requested a leave of absence from approximately January 17 through February 6, 2014.

Kate Brewer, West Middle 6th Grade Teacher, has requested a leave of absence from approximately December 5, 2013 through March 5, 2014.

Paulette Churness, Central Middle School Special Education Teacher, has requested a leave of absence from approximately March 26, 2014 through the end of the 2013-2014 school year.

Keely Johnson, High School Reading Teacher, has requested a leave of absence from approximately February 19, 2014 through the end of the 2013-2014 school year.

Leslie Jones, Kimberly Lane Special Education Teacher, has requested a leave of absence from approximately February 20, 2014 through the end of the 2013-2014 school year.

Chris Larson, Central Middle Vocal Music Teacher, has requested a leave of absence from approximately April 18 through May 1, 2014.

Danielle Miller, Birchview Vision 21 Teacher, has requested a leave of absence from approximately January 19, 2014 through April 18, 2014.

Casey Zylla, Central Middle Communications Teacher, has requested a leave of absence from March 17 through May 5, 2014.

Resignation

Amy Bellowe, High School Communications Teacher, has resigned her position effective September 6, 2013.

Vicky Bendickson, High School Culinary Express, has resigned her position effective August 12, 2013.

Ashley Caryl, Sunset Hill Home Base Instructor, has resigned her position effective August 26, 2013.

Hannah Colness, West Middle Paraprofessional, has resigned her position effective August 27, 2013.

Aziza Danami, Central Middle Culinary Express, has resigned her position effective August 20, 2013.

Christy Eckenrode, Sunset Hill Home Base Bright Start Instructor, has resigned her position effective August 16, 2013.

Angie Fisher, Birchview/Oakwood Home Base Instructor, has resigned her position effective August 29, 2013.

Laura Griebenow, Greenwood Paraprofessional, has resigned her position effective August 26, 2013.

Jennifer Kale, Central Middle Paraprofessional, has resigned her position effective August 19, 2013.

Michelle Stangler, Central Middle Culinary Express, has resigned her position effective August 14, 2013.

Retirement

Sharon Peterson, High School 12-Month Secretary, has submitted her retirement effective November 29, 2013. Ms. Peterson has been employed with the District since 2002.

Brenda Ferrens, Teacher currently on Extended Leave of Absence, has submitted her retirement effective February 4, 2014. Ms. Ferrens has been employed with the District since 1988.

RECOMMENDED ACTION: Approve the Human Resource Actions as recommended.

Motion by: _____ Yes _____ Passed _____

Second by: _____ No _____ Failed _____

Abstentions _____

Agenda Item 3

WAYZATA PUBLIC SCHOOLS
Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION

Regular Meeting – September 9, 2013

AGENDA SECTION: 3. STUDENT CURRICULUM PRESENTATION

ITEM:

COMMENTS BY: Dr. Jill Johnson

There is no student presentation this evening.

Agenda Item 4-A

WAYZATA PUBLIC SCHOOLS

Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION

Regular Meeting – September 9, 2013

AGENDA SECTION: 4. RECOGNITIONS

ITEM: A. Employee of the Month – September 2013

COMMENTS BY: Superintendent Anderson

When you search for models of excellence in the district, you will find none better than John P. Weber, head custodian at Sunset Hill Elementary. John sets the highest standard for himself, and works incessantly to keep the building in perfect condition. After a summer of construction at Sunset Hill, it is fitting to nominate John as the August employee of the month.

When John began working at Sunset Hill 9 years ago, there were immediate changes to the building. He set goals for his team, and responded to staff like no other. The building became "his building," and he believes staff and students deserve nothing but his best.

The pride he takes in his work is evident. Mr. Weber starts his day with a visual inspection, and then begins his list of things to do. He makes sure the building is ready to go before anyone else comes through the door. He is in constant motion throughout the day, completing his maintenance tasks and assisting wherever needed. Caring for an elementary building is not without surprises. He tries not to let the frustrations of the job get the best of him--especially on the days when the flu appears (always at an inopportune time). Anyone who knows John knows that snow does not last long on his sidewalk. John does not rest until the job is done, and more importantly, done right.

In addition to making sure the building is clean, John is truly part of the school community. John is quick with a joke, a well told story, or an email expressing his thanks to the staff for the work they do. Students enjoy seeing him at lunch, and you'll often see a high five or fist bump between Mr. Weber and those who show their Trojan Pride.

Congratulations and thank you, John Weber, for being a model of excellence at Sunset Hill Elementary.

WAYZATA PUBLIC SCHOOLS
Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION

Regular Meeting – September 9, 2013

AGENDA SECTION: 4. RECOGNITIONS

ITEM: B. Wayzata Public Schools 2013-2014 Retirees

COMMENTS BY: Superintendent Anderson

Tonight we would like to recognize the following employee who announced her retirement in 2013. We would like to thank them for their years of service to Wayzata Public Schools and wish them well in their future endeavors.

Name	Position	Years of Service
Sharon Peterson	12-Month Secretary, High School	11 years

Agenda Item 5-A

WAYZATA PUBLIC SCHOOLS
Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION

Regular Meeting – September 9, 2013

AGENDA SECTION: 5. REPORTS FROM ORGANIZATIONS

ITEM: A. Student Council

COMMENTS BY: Board Chair Droegemueller

This section of the agenda provides an opportunity for parent, teacher, and/or student associations/organizations to provide the School Board with reports/updates.

Alayna Sonnesyn, Vice-President of the Student Council, will update the board on high school activities.

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WAYZATA PUBLIC SCHOOLS

Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION

Regular Meeting – September 9, 2013

AGENDA SECTION: 6. SUPERINTENDENT'S REPORTS AND RECOMMENDATIONS

ITEM: A. Superintendent

COMMENTS BY: Superintendent Anderson

1. Phase III Facility Recommendations and Proposed Funding Mechanisms

The Wayzata Public Schools has been engaged in a comprehensive facilities review that has included years of discussion and planning. This planning has been separated into three Phases: 1) Phase I: Infrastructure, 2) Phase II: Elementary Capacity, and 3) Phase III: Secondary Capacity and Educational Adequacy. Phases II and III relate to and are in response to increasing resident student enrollment growth. Facility responses to this increasing growth are ready for recommendation to the School Board. The main purpose of this presentation is to recommend facility solutions and funding mechanisms for the Board's consideration for future action. Another purpose of this presentation is to review enrollment growth and increase community awareness about the growing number of students that will be residing in our school district during the coming decade.

The administration has been working closely with Wold Architects and Engineers on all three phases of the facilities planning. In addition, a Citizen's Task Force was assembled and met several times between March and May of 2013 to review demographic information about the District and some preliminary concepts for addressing the needs. The District's anticipated enrollment changes have been calculated through the use of a respected consultant and by doing a housing and demographic study with a respected organization. In addition, administration has been working closely with city officials from all of our District's communities, as well as with residential developers and home builders. Further, the School Board and its facilities committee have engaged in a number of discussions regarding the current status of facilities, the resident enrollment projections and some possible facility responses. Collectively, the end result is that the District can expect, and must plan for, many new students during the next decade; possibly up to 900 more high school students and a significant number of additional elementary and middle school students. Further, recent legislation that will provide state-funded all-day kindergarten starting with the 2014-2015 school year will create the need for 14-16 additional classrooms.

At the August 12, 2013 regular meeting, the School Board directed the superintendent to prepare a comprehensive facility recommendation and a proposed funding model to be presented at the September 9, 2013 School Board meeting. The School Board directed that this recommendation be designed and presented as a facility and capacity response to the growing resident student enrollment and the Board's decision to move forward with offering state-funded all-day kindergarten beginning with the 2014-2015 school year.

The recommendation is completed and the key components of the facility recommendation include the following to be funded through a bond referendum:

- Expand the Wayzata High School campus and facility, bringing the total high school capacity to 3,900 students. This addition will include approximately 24 new classrooms, additional performing arts and physical education facilities, and an expanded cafeteria and other common spaces. ($69,720,000)

- Build an 8th elementary school (north of Hwy 55) to provide additional district wide capacity at the elementary level ($26,100,000)

- Invest in District infrastructure ($13,825,000)
  - Make security enhancements at each District facility
  - Upgrade and secure technology infrastructure between buildings
  - Implement projects to leverage energy savings

Total Bond Referendum Amount = $109,645,000

It is recommended that the District also seek to renew an existing technology levy that will expire in 2016, at its current rate in a manner consistent with Minnesota statutes.

Total Technology Levy Renewal Amount = $2.6 million per year for 10 year renewal

Other facility recommendations (Alt Facilities Funds, Capital Dollars, Partnerships):

- At Central Middle School (CMS), convert some adult spaces to student space to increase capacity to 1,340 students

- Move adults from CMS to a suitable space to meet District mission

- Other needed improvements at CMS

- Upgrade selected high school fields through partnerships with youth associations

RECOMMENDED ACTION: Direct the superintendent to prepare a "Review and Comment" document and submit it to the Minnesota Department of Education. Further direct the superintendent to develop the appropriate ballot question language and present the questions for School Board action at the October 14, 2013 School Board meeting in order to conduct a February 25, 2014 special election to request funds in the amount of $109,645,000 to address the District's facilities and capacity needs and renew the current technology levy for an additional ten years at the same authority level as the current levy, which is currently $2.6 Million. These funds are necessary to address the District's anticipated resident enrollment growth and to provide adequate space to support the School Board's recent decision to move forward with offering state-funded all-day kindergarten beginning with the 2014-2015 school year.

Motion by: _____ YES _____ Passed _____

Second by: _____ VOTE _____ Failed _____

Abstentions _____

Recommended Plans for our Growing Enrollment

More Students = More Needs

September 9, 2013

School Board Presentation

WAYZATA PUBLIC SCHOOLS

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Board Charge to Administration

The administrative team, working in cooperation with Wold Architects and Engineers, will make a presentation at the September 9, 2013 school board meeting to:

- Provide a detailed plan designed to respond to the capacity and facility needs of the school district
- Include a proposed funding plan and model

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Three Phase Facility Plan

Three year process began in 2010

- Approved, funded and underway:
  - Phase I: Infrastructure
  - Phase II: Elementary Capacity
- Current discussion:
  - Phase III: Secondary Capacity and Educational Adequacy
    - Address significant enrollment growth and capacity needs
    - Consider the educational adequacy of existing facilities

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Enrollment Impact on Facilities

Resident enrollment anticipated to increase twice as fast in next ten years as in past ten years

- More births
- More housing : 1200 new homes in past four years; another 1600 new homes in next four years
- More students in the middle schools moving to the high school
- More turnover of “empty-nester” homes in southern part of district

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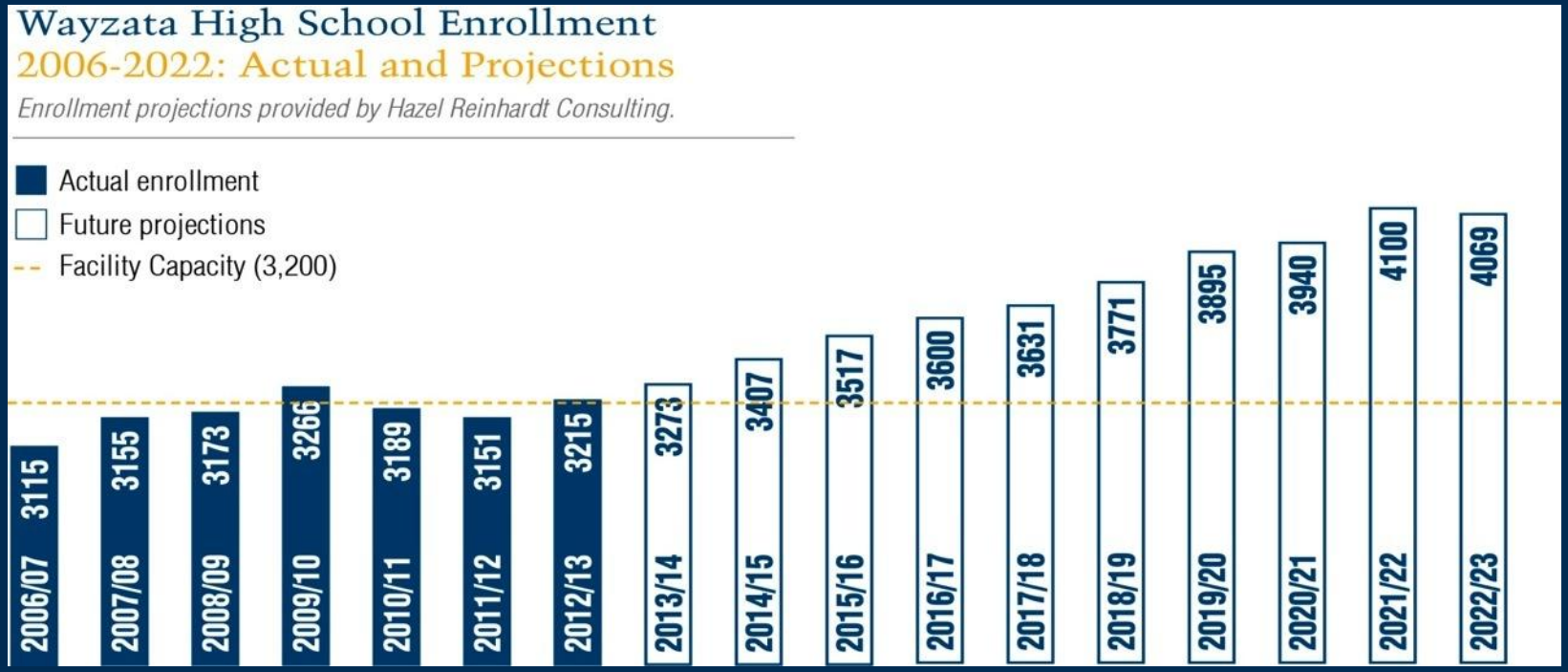
Enrollment Trends



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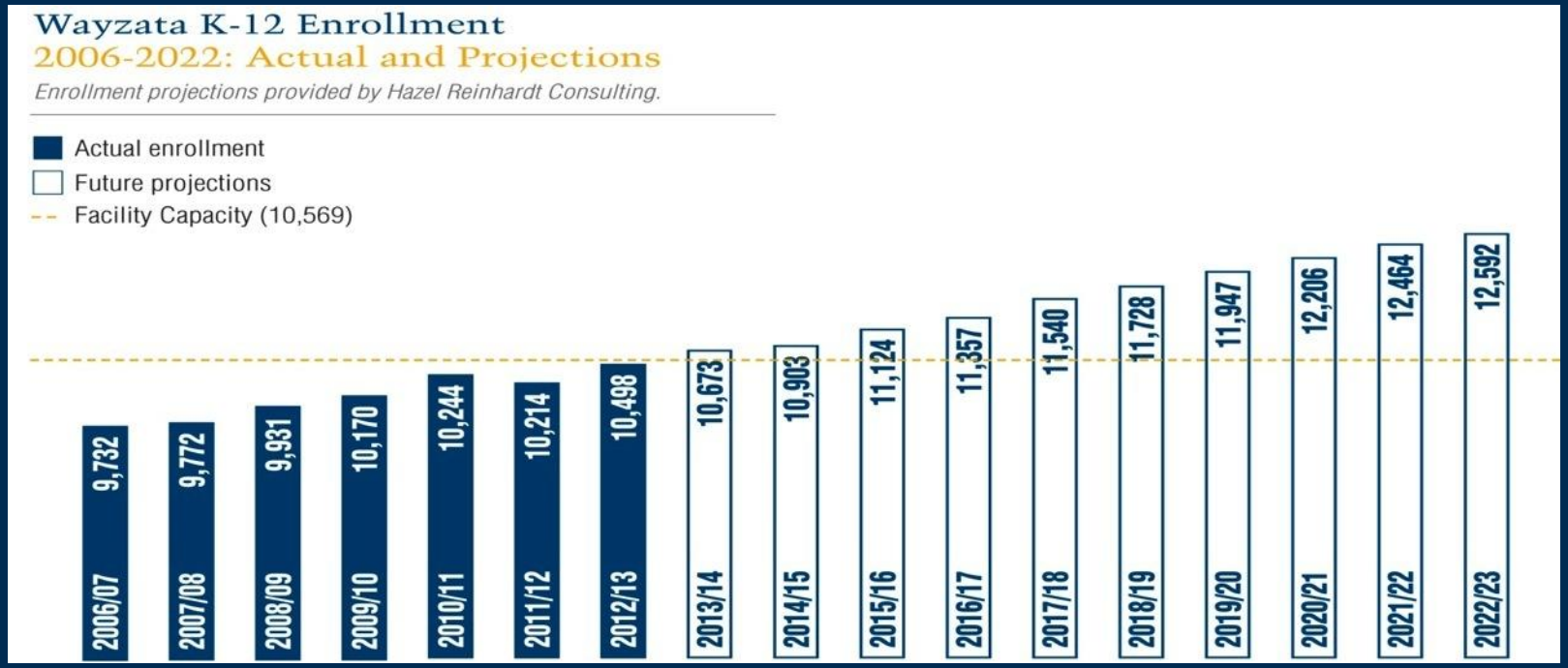
Enrollment Trends



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Housing Developments are Booming

- 1,200 new homes have been built over the past four years.
- At least another 1,600 homes are projected in the next four years.

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More Students = More Needs

Additional space for students needed at all levels

- Significantly more families moving into district
- Most District schools are currently at or near capacity
- Larger classes in middle schools moving to high school – high school could grow by as many as 900 students in next decade
- State funded all-day Kindergarten in 2014 will create need for 14-16 more classrooms

Increasing pressure on district infrastructure

- Security and technology needs

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Administrative Recommendation: Process

- 3 years of study
- Community involvement
- District, board and expert involvement
- Community Task Force on Facilities
- Administrative support team

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Administrative Recommendation:
Process: Community Task Force

Work of the Community Task Force on Facilities:

1. The facility needs were studied and confirmed
2. Solution options were presented by architects and considered by the committee
3. Studied and discussed an “addition” to the current High School vs. a second smaller high school
4. Recommended an addition to Wayzata High School

Administrative Recommendation: Priority Facility Needs

- Address additional capacity needs at Wayzata High School
- Address additional capacity needs at the Elementary level
- Invest in infrastructure needs to:
  - Enhance security and safety
  - Increase reliability of technology infrastructure

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Administrative Recommendation: Funding Sources/Tools

Recommend a three-fold approach to address facility needs:

1. Request voter-approved long-term bonds – election in early 2014
2. Renew existing technology levy – election in early 2014
3. Use existing funding sources for applicable projects – no election needed

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Administrative Recommendation: Funding Sources/Tools

Our District is in a good financial position to consider issuing long term debt through a bond request.

1. Our High School debt will be paid off in 2017
2. AAA bond rating
3. Careful financial planning has positioned the District on firm footing

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Administrative Recommendation: Prioritization

- Over $155 million in projects identified to meet needs
- Ask voters for our priority needs:
  - Capacity at the High School
  - Capacity at the elementary school level
  - Infrastructure needs
- Voter request for a $109.645 million bond package to comprehensively address capacity needs
- Voter request to renew existing technology levy

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Administrative Recommendation:
Priority Solutions (Bond Election and Tech Levy Renewal)

- Expand Wayzata High School campus and facility, bringing the total H.S. capacity to 3,900 students (Standard Classrooms, Physical Education, Performing Arts, Common Spaces)
- Build an 8th elementary school (north of Hwy 55) to provide additional District-wide capacity at the elementary level
- Invest in District infrastructure
  - Make security enhancements at each District facility
  - Upgrade and secure technology infrastructure between buildings
  - Implement projects to leverage energy savings
- Renew existing technology levy

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Administrative Recommendation:
Other Solutions (existing funding sources)

- At Central Middle School (CMS), convert some adult spaces to student space to increase capacity to 1340 students
- Move adults from CMS to suitable space to meet District mission
- Other needed improvements at CMS
- Upgrade selected High School fields through partnerships with youth associations

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Bond Funding:
Wayzata High School Expansion

- Building additions for capacity including classrooms, labs, music and performing arts, physical education and cafeteria and food service needs
- Land purchase/campus expansion
- Additional entrance to site
- 171,447 Square Feet in additions

Project cost: $62.32 million
Land cost: $7.4 million

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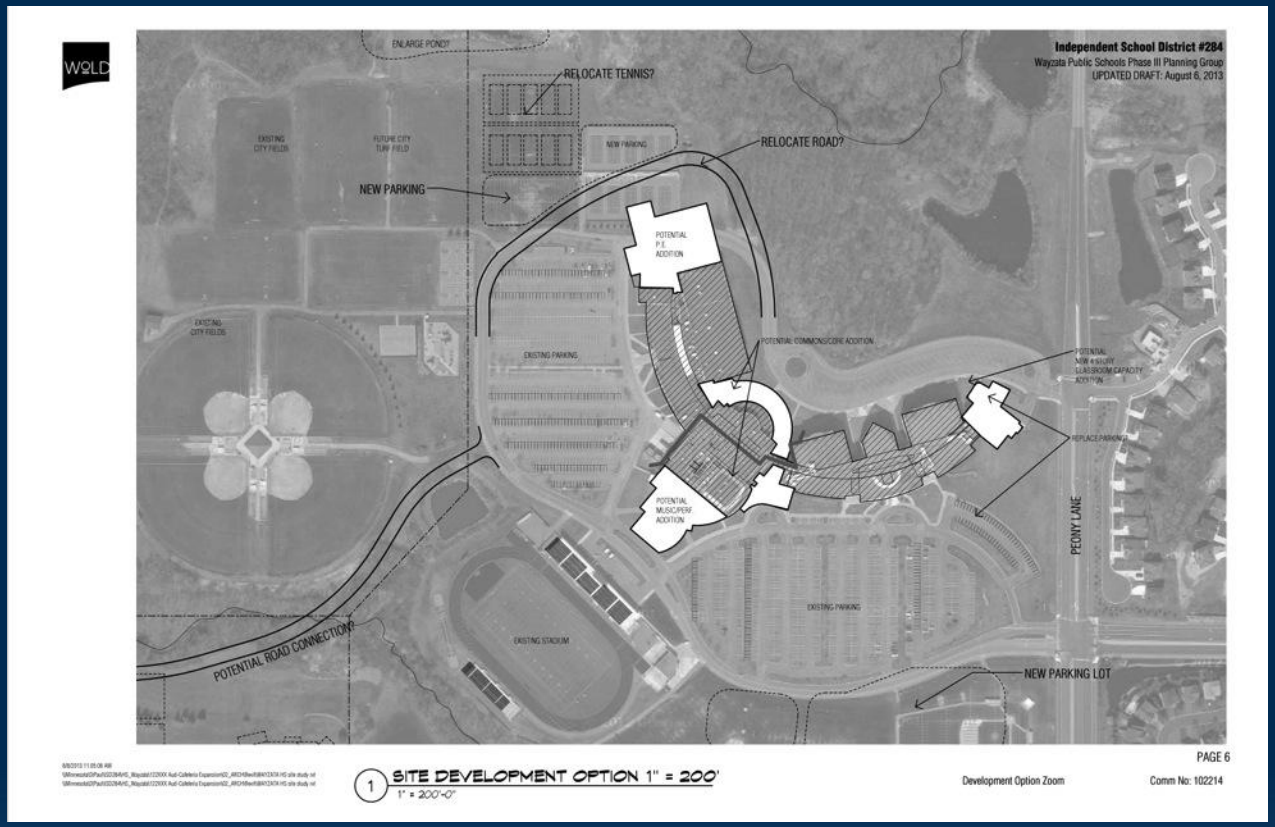
Bond Funding:
Wayzata High School Expansion



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Bond Funding:
New Elementary

- Capacity 760 students
- 83,000 Square Feet building
- Site purchase 20+ usable acres north of Hwy 55

Project cost: $26.1 million

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Bond Funding: Infrastructure Investments Districtwide

- Improved secure entrances
- Technology infrastructure and fiber-optic redundancy
- Energy savings upgrades

Project cost: $13.825 million

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New Bond Request – 2014 election

High School Capacity Expansion	$69,720,000
New Elementary School	$26,100,000
District-Wide Infrastructure Improvements	$13,825,000
Total Bond Referendum Amount	**$109,645,000**

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Renew existing tech levy – election 2014

- $2.6 million, expires in 2016
- Renew as 10 year levy
- No tax increase

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Election 2014 requests
Tax Impact

Voter request	Annual tax impact*	Monthly tax impact*
New $109.645 bond	$123	$10
Renew existing tech levy	$0	$0

* Tax impacts are based on $333,900 average home value in school district

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Administrative Recommendation:
Bond Election and Tech Levy Renewal in 2014

Bond election:

- Expand Wayzata High School
- Build an 8th elementary school
- Invest in District infrastructure (security and technology)

Tech levy renewal:

- Maintain commitment to instructional technology

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Administrative Recommendation:
Next Steps

- Board work session in September
- Board action to finalize ballot requests: October 14, 2013
- MDE Review and Comment process (80-120 days)
- Information to community about election

Proposed election date: Tuesday, February 25, 2014

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Superintendent's Recommendation for Consideration

Direct the superintendent to:

- Prepare a "Review and Comment" document for MDE;
- Develop the appropriate ballot question language and present the questions for Board action at the October 14, 2013 Board meeting for a February 25, 2014 special election to request funds in the amount of $109,645,000 to address the District's facilities and capacity needs and to renew the current technology levy for an additional ten years at the same authority level as the current levy, which is currently $2.6 Million.

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Summary

We have needs

- Additional space for students needed at all levels
- Increasing pressure on district infrastructure

We have funding tools

- Existing and new sources

We have a recommendation

- Bond package $109.645 million
- Renew existing tech levy
- Other projects = Existing sources of funding

We have next steps

- September, October board discussions and action

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Questions, Comments and Discussion

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Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION

Regular Meeting – September 9, 2013

AGENDA SECTION: 6. SUPERINTENDENT'S REPORTS AND RECOMMENDATIONS

ITEM: A. Superintendent

COMMENTS BY: Superintendent Anderson

2. Report on the Start of the 2013-2014 School Year

Superintendent Chace B. Anderson will present a brief oral report on the start of the 2013-2014 School Year.

Back to School!

September 9, 2013
School Board Regular Meeting

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Excellence.
For each and every student.

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Making a Difference… Starting Off Right

- New teacher breakfast – August 20 for about 60 new teachers
- All-staff breakfast – August 27 where we recognized staff for nearly 1,000 years of service
- Human resources orientation meetings for all staff
- Many training opportunities for teachers and other staff
- Many school building orientation events/activities

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Making a Difference … Welcoming our Students

Total Enrollment – September 5, 2013

	2013	Avg.	2012	Avg.
Elementary	4,729	788	4,684	781
Middle school	2,581	860	2,599	866
High school	3,306	827	3,265	816
Total	10,617	816	10,548	811

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Making a Difference … Welcoming our Students

Elementary Enrollment

Kindergarten	640
1st grade	805
2nd grade	743
3rd grade	845
4th grade	882
5th grade	814
Total	4,729

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Making a Difference … Welcoming our Students

Middle School Enrollment

6th grade	818
7th grade	878
8th grade	885
Total	2,581

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Making a Difference … Welcoming our Students

High School Enrollment

9th grade	866
10th grade	829
11th grade	809
12th grade	802
Total	3,306

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Making a Difference… Business and Finance

- Maintenance
- Food Service
- Transportation

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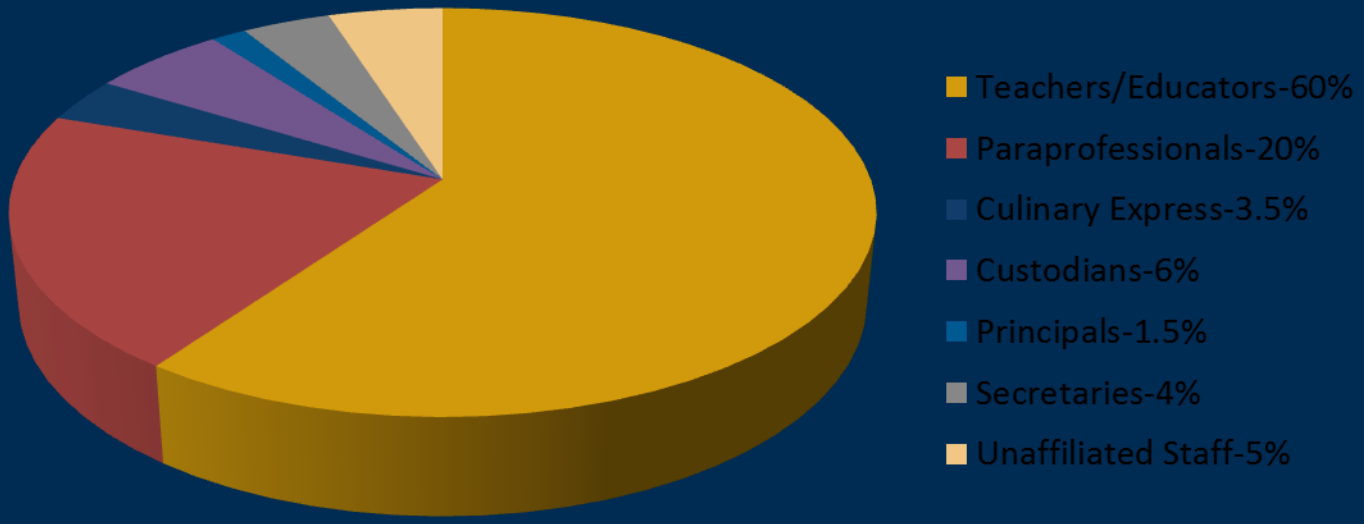
Making a Difference…
1,496 Talented Staff



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Making a Difference …

Welcoming 85 New Staff Members

Teachers	61
Paraprofessionals	15
Principals	4
Culinary Express	0
Unaffiliated	1
Custodians	2
Secretaries	1
Community Education Programs	1

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Making a Difference …

760 Talented Educators

Experience

Year 1	Year 2-7	Year 8-20	Year 20+
9.47%	32.43%	46.95%	11.15%

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Making a Difference …

760 Talented Educators

Education

BA	Masters	Doctorate
23.86%	75.49%	0.65%

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School Opening Highlights

Early Childhood and Family Education

- Peppermint Fence preschool students met with teachers in conferences during the first week
- Home Base Bright Start preschool program successfully started at all 7 elementary schools last week
- Preschool students officially begin classes the week of September 9
- ECFE parent/child classes will begin for the year on September 23

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School Opening Highlights

Elementary Schools

- Started the day with the principal and teachers greeting students as the buses arrived
- Many community building activities including learning names, routines and expectations
- School-wide assemblies to build school spirit

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School Opening Highlights

Middle Schools

- Welcome back to school activities including get to know your teachers and classmates
- Learning about routines and expectations
- School-wide assemblies to build school spirit

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School Opening Highlights

High School

- First goal is to get everyone over the bridge and into school on time – goal accomplished!
- Many getting to know you activities
- Reviewed student handbook so students are aware of procedures and expectations
- Advisory groups talked about how to succeed at the high school, being respectful, supporting one another

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Making a Difference…

Co-Curricular Activities

- Fall sports and activities are off to a great start
- Over 1,000 participants are registered and participating in high school sports at WHS
- Rehearsals and preparations are already underway for fall theater and music performances
- The marching band was part of a wonderful “Welcome Back” for district teachers

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Thank You Team!

- Principals and teachers for ensuring that the classrooms were ready for students.
- Jon Deutsch and the entire maintenance crew for ensuring the buildings were clean, safe and ready to open.
- Mary Anderson and her team for getting all of the food service details in place. Feeding 10,000 people every day is no easy task!
- Rich Enga and the district and First Student teams for tending to student transportation needs.
- Clerical and paraprofessional staff for their efforts to welcome parents and students to the school district.
- The Strategy Leadership Team and the Leadership Council for tending to the details in their departments.
- Thank you parents and guardians for sending your kids to us!
- It was a great team effort.

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WAYZATA PUBLIC SCHOOLS
Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION

Regular Meeting – September 9, 2013

AGENDA SECTION: 6. SUPERINTENDENT'S REPORTS AND RECOMMENDATIONS

ITEM: B. Teaching and Learning

COMMENTS BY: Dr. Jill Johnson

There are no items for this section.

WAYZATA PUBLIC SCHOOLS

Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION

Regular Meeting – September 9, 2013

AGENDA SECTION: 6. SUPERINTENDENT'S REPORTS AND RECOMMENDATIONS

ITEM: C. Finance and Business Services

COMMENTS BY: Mr. Westrum

1. Monthly Financial Reports

Enclosed for School Board review and information is the following financial report:

- Student Activity Fund Report of July 31, 2013.

The Monthly Financial Report details fund and budget status data as of June 30, 2013 will be reported once the June 30, 2013 audit is complete.

No School Board action is required.

Wayzata Public Schools

Student Activity Fund Summary

July 2013

PROGRAM/LOCATION : MISCELLANEOUS

Fund	Type	Org	Prg	Crs	Fin	Obj/Src	Account Name	Balance as Of 06/30/13	FY'2012/13 Revenue	FY'2012/13 Expend	Balance as Of 07/31/13
21	E/R	018	000	000	000	899/099	AD BUILDING	2,875.25	0.00	95.31	2,779.94
21	R	018	000	000	000	092	INTEREST/BANK CHARGES	852.29	0.00	0.00	852.29
	TOTAL MISCELLANEOUS							**3,727.54**	**-**	**95.31**	**3,632.23**

PROGRAM/LOCATION : WAZATA HIGH SCHOOL

Fund	Type	Org	Prg	Crs	Fin	Obj/Src	Account Name	Balance as Of 06/30/13	FY'2012/13 Revenue	FY'2012/13 Expend	Balance as Of 07/31/13
21	E/R	251	280	001	000	899/099	**WAYZATA PLAYERS**	21,699.58	2,602.00	2,181.60	22,119.98
21	E/R	251	280	003	000	899/099	**YEARBOOK** (WAYAKO)	1,799.03	17.95	0.00	1,816.98
21	E/R	251	280	005	000	899/099	CERAMICS	823.84	80.00	0.00	903.84
21	E/R	251	280	007	000	899/099	CHEERLEADERS	2,417.89	2,077.00	630.00	3,864.89
21	E/R	251	280	008	000	899/099	CHOIR	4,544.52	145.00	(925.00)	5,614.52
21	E/R	251	280	009	000	899/099	**DANCE TEAM**	9,457.86	4,365.00	3,915.50	9,907.36
21	E/R	251	280	016	000	899/099	ACTIVITY SUPPORT	43,965.42	2,054.86	(125.16)	46,145.44
21	E/R	251	280	017	000	899/099	DECA	7,088.27	0.00	0.00	7,088.27
21	E/R	251	280	020	000	899/099	GERMAN	3,287.53	1,340.00	(2,996.44)	7,623.97
21	E/R	251	280	021	000	899/099	LETTERMAN	55,887.00	2,157.18	4,016.05	54,028.13
21	E/R	251	280	022	000	899/099	FINE ARTS	1,275.84	0.00	0.00	1,275.84
21	E/R	251	280	024	000	899/099	BAND	7,623.87	(96.84)	(1,081.90)	8,608.93
21	E/R	251	280	026	000	899/099	NATIONAL HONOR	5,219.33	0.00	71.75	5,147.58
21	E/R	251	280	027	000	899/099	STUDENT SERVICES	157.41	0.00	0.00	157.41
21	E/R	251	280	028	000	899/099	ORCHESTRA	4,459.96	(2.85)	0.00	4,457.11
21	E/R	251	280	030	000	899/099	STUDENT COUNCIL	13,227.08	0.00	2,644.28	10,582.80
21	E/R	251	280	031	000	899/099	SPANISH **(KEEP OPEN!)**	996.26	0.00	0.00	996.26
21	E/R	251	280	038	000	899/099	SCHOLARSHIPS	1,537.00	0.00	0.00	1,537.00
21	E/R	251	280	039	000	899/099	THEATRE ARTS	1,286.82	0.00	0.00	1,286.82
21	E/R	251	280	040	000	899/099	BUSINESS PROFESS(BPA)	-	0.00	0.00	-
21	E/R	251	280	042	000	899/099	SKILLS USA	-	0.00	0.00	-
21	E/R	251	280	043	000	899/099	ART CLUB	462.74	0.00	0.00	462.74
21	E/R	251	280	044	000	899/099	**LINK**	6,021.94	60.00	0.00	6,081.94
21	E/R	251	280	047	000	899/099	**SUPER MILEAGE TEAM**	311.49	0.00	0.00	311.49
21	E/R	251	280	048	000	899/099	Y.E.S.	41.38	0.00	0.00	41.38
21	E/R	251	280	049	000	899/099	CREATIVE WRITING	2,337.57	0.00	0.00	2,337.57
21	E/R	251	280	050	000	899/099	**TROJAN LOCK ROOM** (DECA - S	22,268.10	(1.10)	3,480.78	18,786.22
21	E/R	251	280	051	000	899/099	V21 - ACTIVITY SUPPORT	2,097.40	0.00	0.00	2,097.40
21	E/R	251	280	052	000	899/099	ROBOTICS TEAM	5,710.48	0.00	0.00	5,710.48
21	E/R	251	280	053	000	899/099	SHOW STOPPERS	1,998.77	0.00	0.00	1,998.77
21	E/R	251	280	055	000	899/099	CHINESE CLUB	922.02	0.00	0.00	922.02
21	E/R	251	280	056	000	899/099	LAKER'S BKST NOOK	2,686.94	0.00	400.00	2,286.94
21	E/R	251	280	057	000	899/099	**WHS INTERNATIONAL FESTIVAL**	919.13	0.00	0.00	919.13
21	E/R	251	280	058	000	899/099	**FRESHMAN RETREAT**	-	1,738.00	0.00	1,738.00
21	E/R	251	280	059	000	899/099	**TRAP & SKEET (NEW)**	-	0.00	0.00	-
21	E/R	251	280	060	000	899/099	**JR STATESMAN (NEW)**	550.00	0.00	0.00	550.00
21	E/R	251	280	061	000	899/099	**QUIZ BOWL (NEW)**	-	0.00	0.00	-
	TOTAL WAZATA HIGH SCHOOL							**233,082.47**	**16,536.20**	**12,211.46**	**237,407.21**

Wayzata Public Schools

Student Activity Fund Summary

July 2013

PROGRAM/LOCATION : WAZATA HIGH SCHOOL ATHLETICS

Fund	Type	Org	Prg	Crs	Fin	Obj/Src	Account Name	Balance as Of 06/30/13	FY'2012/13 Revenue	FY'2012/13 Expend	Balance as Of 07/31/13
21	E/R	251	280	070	000	899/099	BASEBALL	(1,399.26)	7,723.00	414.70	5,909.04
21	E/R	251	280	071	000	899/099	BASKETBALL - BOYS	(2,585.77)	3,510.50	0.00	924.73
21	E/R	251	280	072	000	899/099	BASKETBALL - GIRLS	2,783.78	6,328.00	0.00	9,111.78
21	E/R	251	280	073	000	899/099	CROSS COUNTRY - BOYS	619.14	1,933.00	341.40	2,210.74
21	E/R	251	280	074	000	899/099	CROSS COUNTRY - GIRLS	3,865.81	918.00	0.00	4,783.81
21	E/R	251	280	075	000	899/099	FOOTBALL	25,294.27	7,049.00	1,602.50	30,740.77
21	E/R	251	280	076	000	899/099	GYMNASTICS	2,553.49	1,710.00	0.00	4,263.49
21	E/R	251	280	077	000	899/099	GOLF - BOYS	(1,745.86)	1,973.00	375.25	(148.11)
21	E/R	251	280	078	000	899/099	GOLF - GIRLS	377.99	1,558.00	345.00	1,590.99
21	E/R	251	280	079	000	899/099	HOCKEY - BOYS	2,493.57	10,791.86	853.56	12,431.87
21	E/R	251	280	080	000	899/099	HOCKEY - GIRLS	729.33	6,884.71	0.00	7,614.04
21	E/R	251	280	081	000	899/099	SKIING - ALPINE	6,563.97	1,732.00	0.00	8,295.97
21	E/R	251	280	082	000	899/099	SKIING - NORDIC	3,982.63	3,287.00	0.00	7,269.63
21	E/R	251	280	083	000	899/099	SOFTBALL	221.98	4,531.00	2,064.11	2,688.87
21	E/R	251	280	084	000	899/099	SWIMMING/DIVING - BOYS	3,606.49	1,137.00	0.00	4,743.49
21	E/R	251	280	085	000	899/099	SWIMMING/DIVING - GIRLS	10,308.47	927.00	0.00	11,235.47
21	E/R	251	280	086	000	899/099	SOCCER - BOYS	7,013.91	1,921.00	45.00	8,889.91
21	E/R	251	280	087	000	899/099	SOCCER - GIRLS	7,687.62	1,849.00	0.00	9,536.62
21	E/R	251	280	088	000	899/099	SYNCHRONIZED SWIMMING	5,829.44	398.00	0.00	6,227.44
21	E/R	251	280	089	000	899/099	TENNIS - BOYS	9,363.38	9,415.00	57.25	18,721.13
21	E/R	251	280	090	000	899/099	TENNIS - GIRLS	353.97	818.00	600.00	571.97
21	E/R	251	280	091	000	899/099	TRACK/FIELD - BOYS	2,354.30	1,721.00	0.00	4,075.30
21	E/R	251	280	092	000	899/099	TRACK/FIELD - GIRLS	(1,698.00)	1,698.00	0.00	-
21	E/R	251	280	093	000	899/099	VOLLEYBALL	1,448.47	2,345.00	0.00	3,793.47
21	E/R	251	280	094	000	899/099	WRESTLING	2,788.04	1,231.00	0.00	4,019.04
21	E/R	251	280	095	000	899/099	ADAPTIVE ATHLETICS	3,338.12	187.00	0.00	3,525.12
21	E/R	251	280	096	000	899/099	BOYS LACROSSE	12,781.37	8,192.00	3,542.45	17,430.92
21	E/R	251	280	097	000	899/099	GIRLS LACROSSE	1,838.00	3,936.00	0.00	5,774.00
	TOTAL HIGH SCHOOL ATHLETICS							**110,768.65**	**95,704.07**	**10,241.22**	**196,231.50**

Wayzata Public Schools

Student Activity Fund Summary

July 2013

PROGRAM/LOCATION : CENTRAL MIDDLE SCHOOL

Fund	Type	Org	Prg	Crs	Fin	Obj/Src	Account Name	Balance as Of 06/30/13	FY'2012/13 Revenue	FY'2012/13 Expend	Balance as Of 07/31/13
21	E/R	253	280	152	000	899/099	MUSICAL	6,583.46	0.00	0.00	6,583.46
21	E/R	253	280	155	000	899/099	VALLEYFAIR	-	0.00	0.00	-
21	E/R	253	280	156	000	899/099	STUDENT COUNCIL	2,297.75	0.00	0.00	2,297.75
21	E/R	253	280	157	000	899/099	BAND	363.66	0.00	0.00	363.66
21	E/R	253	280	161	000	899/099	YEARBOOKS	5,643.18	0.00	0.00	5,643.18
21	E/R	253	280	165	000	899/099	STUDENT SERVICES	9,489.85	347.82	9.11	9,828.56
	TOTAL CENTRAL MIDDLE SCHOOL							**24,377.90**	**347.82**	**9.11**	**24,716.61**

PROGRAM/LOCATION : WEST MIDDLE SCHOOL

Fund	Type	Org	Prg	Crs	Fin	Obj/Src	Account Name	Balance as Of 06/30/13	FY'2012/13 Revenue	FY'2012/13 Expend	Balance as Of 07/31/13
21	E/R	351	280	202	000	899/099	CHOIR - **KEEP!**	8.85	0.00	0.00	8.85
21	E/R	351	280	203	000	899/099	STUDENT SERVICES	3,585.51	134.61	108.78	3,611.34
21	E/R	351	280	209	000	899/099	STUDENT COUNCIL	983.98	0.00	0.00	983.98
21	E/R	351	280	212	000	899/099	YEARBOOK	1,278.84	0.00	(350.50)	1,629.34
21	E/R	351	280	213	000	899/099	THEATER	9,139.76	0.00	0.00	9,139.76
21	E/R	351	280	215	000	899/099	DAY ONE	136.00	0.00	0.00	136.00
	TOTAL WEST MIDDLE SCHOOL							**15,132.94**	**134.61**	**(241.72)**	**15,509.27**

PROGRAM/LOCATION : EAST MIDDLE SCHOOL

Fund	Type	Org	Prg	Crs	Fin	Obj/Src	Account Name	Balance as Of 06/30/13	FY'2012/13 Revenue	FY'2012/13 Expend	Balance as Of 07/31/13
21	E/R	352	280	100	000	899/099	STUDENT SERVICES	11,777.37	0.00	0.00	11,777.37
21	E/R	352	280	104	000	899/099	BAND	1,652.60	0.00	0.00	1,652.60
21	E/R	352	280	105	000	899/099	STUDENT COUNCIL	9,167.41	0.00	1,226.39	7,941.02
21	E/R	352	280	107	000	899/099	VARIETY FUND	10,466.06	0.00	0.00	10,466.06
	TOTAL EAST MIDDLE SCHOOL							**33,063.44**	**-**	**1,226.39**	**31,837.05**

Wayzata Public Schools

Student Activity Fund Summary

July 2013

PROGRAM/LOCATION : BIRCHVIEW

Fund	Type	Org	Prg	Crs	Fin	Obj/Src	Account Name	Balance as Of 06/30/13	FY'2012/13 Revenue	FY'2012/13 Expend	Balance as Of 07/31/13
21	E/R	404	280	251	000	899/099	STUDENT SERV - K	681.13	0.00	0.00	681.13
21	E/R	404	280	253	000	899/099	STUDENT SERV - GR 1	26.95	0.00	0.00	26.95
21	E/R	404	280	254	000	899/099	STUDENT SERV - GR 2	548.55	0.00	0.00	548.55
21	E/R	404	280	255	000	899/099	STUDENT SERV - GR 3	100.05	0.00	0.00	100.05
21	E/R	404	280	256	000	899/099	STUDENT SERV - GR 4	(264.88)	0.00	0.00	(264.88)
21	E/R	404	280	257	000	899/099	STUDENT SERV - GR 5	(464.28)	0.00	0.00	(464.28)
21	E/R	404	280	259	000	899/099	STUDENT COUNCIL	2,010.56	0.00	0.00	2,010.56
21	E/R	404	280	260	000	899/099	STUDENT SERV - GENERAL	2,180.58	0.00	0.00	2,180.58
21	E/R	404	280	261	000	899/099	MEDIA	1,496.52	0.00	0.00	1,496.52
	TOTAL BIRCHVIEW							**6,315.18**	**-**	**-**	**6,315.18**

PROGRAM/LOCATION : GREENWOOD

Fund	Type	Org	Prg	Crs	Fin	Obj/Src	Account Name	Balance as Of 06/30/13	FY'2012/13 Revenue	FY'2012/13 Expend	Balance as Of 07/31/13
21	E/R	406	280	307	000	899/099	KINDERGARTEN	1,348.94	0.00	0.00	1,348.94
21	E/R	406	280	311	000	899/099	MEDIA	265.93	132.42	0.00	398.35
21	E/R	406	280	312	000	899/099	STUDENT SERVICES	4,257.71	0.00	0.00	4,257.71
	TOTAL GREENWOOD							**5,872.58**	**132.42**	**-**	**6,005.00**

PROGRAM/LOCATION : OAKWOOD

Fund	Type	Org	Prg	Crs	Fin	Obj/Src	Account Name	Balance as Of 06/30/13	FY'2012/13 Revenue	FY'2012/13 Expend	Balance as Of 07/31/13
21	E/R	407	280	469	000	899/099	STUDENT COUNCIL	211.63	0.00	0.00	211.63
21	E/R	407	280	474	000	899/099	STUDENT SERV - GENERAL	7,338.47	0.00	0.00	7,338.47
21	E/R	407	280	476	000	899/099	CHESS CLUB	587.72	0.00	0.00	587.72
	Total Oakwood Elementary							**8,137.82**	**-**	**-**	**8,137.82**

Wayzata Public Schools

Student Activity Fund Summary

July 2013

PROGRAM/LOCATION : SUNSET HILL

Fund	Type	Org	Prg	Crs	Fin	Obj/Src	Account Name	Balance as Of 06/30/13	FY'2012/13 Revenue	FY'2012/13 Expend	Balance as Of 07/31/13
21	E/R	408	280	572	000	899/099	STUDENT SERVICES	9,969.17	908.78	351.81	10,526.14
21	E/R	408	280	574	000	899/099	PENCIL MACHINE/STORE	1,639.14	0.00	0.00	1,639.14
	TOTAL SUNSET HILL							**11,608.31**	**908.78**	**351.81**	**12,165.28**

PROGRAM/LOCATION : PLYMOUTH CREEK

Fund	Type	Org	Prg	Crs	Fin	Obj/Src	Account Name	Balance as Of 06/30/13	FY'2012/13 Revenue	FY'2012/13 Expend	Balance as Of 07/31/13
21	E/R	410	280	533	000	899/099	STUDENT SERVICES	6,972.40	0.00	0.00	6,972.40
	TOTAL PLYMOUTH CREEK							**6,972.40**	**-**	**-**	**6,972.40**

PROGRAM/LOCATION : GLEASON LAKE

Fund	Type	Org	Prg	Crs	Fin	Obj/Src	Account Name	Balance as Of 06/30/13	FY'2012/13 Revenue	FY'2012/13 Expend	Balance as Of 07/31/13
21	E/R	411	280	352	000	899/099	STUDENT SERVICES	13,848.59	0.00	0.00	13,848.59
	TOTAL GLEASON LAKE							**13,848.59**	**-**	**-**	**13,848.59**

PROGRAM/LOCATION : KIMBERLY LANE

Fund	Type	Org	Prg	Crs	Fin	Obj/Src	Account Name	Balance as Of 06/30/13	FY'2012/13 Revenue	FY'2012/13 Expend	Balance as Of 07/31/13
21	E/R	412	280	401	000	899/099	STUDENT COUNCIL	852.64	0.00	0.00	852.64
21	E/R	412	280	403	000	899/099	GJESTVANG	560.01	0.00	51.67	508.34
21	E/R	412	280	404	000	899/099	CARLSON	971.27	0.00	51.67	919.60
21	E/R	412	280	405	000	899/099	SPRAQUE	944.64	0.00	51.66	892.98
21	E/R	412	280	430	000	899/099	MEDIA	631.56	0.00	0.00	631.56
21	E/R	412	280	431	000	899/099	STUDENT SERVICES	27,001.73	550.00	0.00	27,551.73
	TOTAL KIMBERLY LANE							**30,961.85**	**550.00**	**155.00**	**31,356.85**
		GRAND TOTAL						**503,869.67**	**114,313.90**	**24,048.58**	**594,134.99**

WAYZATA PUBLIC SCHOOLS
Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION

Regular Meeting – September 9, 2013

AGENDA SECTION: 6. SUPERINTENDENT'S REPORTS AND RECOMMENDATIONS

ITEM: D. Human Resource Services

COMMENTS BY: Ms. Doughty

1. **Approval of the Contract with the Wayzata Education Association for Fiscal Years 2013-2015**

The School Board's Bargaining Team and the Wayzata Education Association representatives reached a tentative contract agreement on July 5, 2013. Subsequently, the WEA teachers voted on Tuesday, September 3, 2013 and ratified the contract with a 86% majority vote.

Attached is the summary of the proposed two-year contract and the costing model. Both the Union and the Board place a high value on student achievement and a collaborative work environment. This agreement is aligned with the District's strategic directions.

The negotiations team members were: Marianne Brinda, Chip Brofford, Brian Etling, Kevin Johnson, Cory Knudtson, Wayzata Education Association; Linda Cohen and Jay Hesby, School Board; Jim Westrum, Executive Director of Finance & Business Services; Gloria Olsen, Legal Counsel; and Annie Doughty, Executive Director of Human Resource Services.

I would like to express my appreciation for the collaborative efforts put forth by the negotiation team members throughout the process. The team's collective ability to resolve issues in a positive and respectful manner benefits all.

RECOMMENDED ACTION: Approve the contract with the Wayzata Education Association for the period of July 1, 2013 through June 30, 2015; as tentatively agreed upon by the bargaining teams and ratified by the Wayzata Education Association.

Motion by: _____ Yes _____ Passed _____

Second by: _____ No _____ Failed _____

Abstentions _____

	Wayzata School District 284				Assumptions:		**13-14**	**14-15**	**Tot Pkg**	
	BASE 13-15				Salary increase		2.00%	2.00%	**7.54%**	
					Extracurricular Increase		2.00%	2.00%		
					Health Premium Increase		3.00%	4.00%		
					Health Contribution Increase		3.00%	4.00%		
	FTE =	**737.13**			Dental Premium Increase		0.00%	2.00%		
					Dental Contribution Increase		0.00%	2.00%		
				Amount	**Percent**		**Amount**	**Pct.**	**2 Yr. Amt.**	**2 Yr. %**
		2012-13	**2013-14**	**Change**	**Change**	**2014-15**	**Change**	**Chge.**	**Change**	**Change**
Salaries:										
Base Salaries		$ 46,272,356	$ 48,184,943	$ 1,912,587	4.13%	$ 50,174,514	$1,989,571	4.13%	$3,902,158	8.43%
Extra Curr Contracts		$1,421,355	$1,449,783	$ 28,427	2.00%	$1,478,778	$ 28,996	2.00%	$57,423	4.04%
Stipends		$6,500	$6,500	$ -	0.00%	$6,500	$ -	0.00%	$0	0.00%
Total Salaries		$ 47,700,211	$ 49,641,226	$ 1,941,015	4.07%	$ 51,659,792	$2,018,567	4.07%	$3,959,581	8.30%
Average salary										
Per FTE (excl excurr)		$ 62,774	$ 65,368	$ 2,595	4.13%	$ 68,067	$ 2,699	4.13%	$ 5,294	**8.43%**
Benefits:										
Health Insurance		$ 7,802,417	$ 8,036,490	$ 234,073	3.00%	$ 8,357,949	$ 321,460	4.00%	$ 555,532	7.12%
Dental insurance		$ 362,815	$ 362,815	$ -	0.00%	$ 370,071	$ 7,256	2.00%	$ 7,256	2.00%
Life Insurance		$ 44,788	$ 46,620	$ 1,832	4.09%	$ 48,542	$ 1,923	4.12%	$ 3,755	8.38%
LTD insurance		$ 138,817	$ 144,555	$ 5,738	4.13%	$ 150,524	$ 5,969	4.13%	$ 11,706	8.43%
TSA Match		$ 1,214,866	$ 1,298,688	$ 83,822	6.90%	$ 1,400,357	$ 101,669	7.83%	$ 185,491	15.27%
TRA, FICA		$ 6,749,580	$ 7,272,440	$ 522,860	7.75%	$ 7,826,459	$ 554,019	7.62%	$ 1,076,879	15.95%
Total Benefits		$ 16,313,283	$ 17,161,607	$ 848,324	5.20%	$ 18,153,902	$ 992,295	5.78%	$ 1,840,619	11.28%
Lanes(Incl TRA,FICA)		$ -	$ 353,190	$ 353,190	-	$ 707,919.58	$ 354,730	100.44%	$ 707,920	-
Total Salaries										
and Benefits		$64,013,494	$ 67,156,022	$3,142,528	4.909%	$ 70,521,614	$3,365,592	5.01%	$6,508,119	10.17%
Average w/o lanes		$ 86,841	$ 90,625	$ 3,784	4.357%	$ 94,710	$ 4,085	4.51%	$ 7,869	9.06%
Average with lanes		$ 86,841	$ 91,105	$ 4,263	4.909%	$ 95,670	$ 4,566	5.01%	$ 8,829	**10.17%**

Increased Cost of the Contract:	2 Yr. Base	2Yr New	Difference	Percent
Salaries:	$92,544,712	$98,359,457	$5,814,746	6.28%
Total Salaries/Benefits:	$128,026,988	$137,677,636	$9,650,647	7.54%

Wayzata Education Association
And
Independent School District 284

Tentative Agreement – July 15, 2013
2013-2015

New Language underlined

~~Deleted Language strike through~~

Section 5.5 Lane Advancement

Effective July 1, 201~~1~~3 and until June 30, 201~~3~~ 5, the compensation specified in individual teacher contracts for teachers previously placed on the basic salary schedule will reflect lane advancements as set forth below, subject to the right of the Employer to withhold salary increases for just cause.

Teachers who have completed at least one year of service for the Employer may advance to higher salary lanes by obtaining additional training, degrees, and/or credits for in service work required by the Employer. Teachers must submit programs for such lane advancement to the building principal for review and approval by the designated central office administrator prior to commencement of the coursework. Programs submitted for approval must cover a block of at least 15 quarter hours of credit, and shall include a general description of the coursework to be taken under the program and the relevance of such coursework to the teacher's assignment.

Transcripts of credits or other necessary verification must be submitted prior to September 1 for lane change effective at the start of the school year and prior to February 1 for lane change effective at midyear, except that transcripts of credits earned in the immediately preceding summer session may be used to qualify for lane advancement retroactive to September 1 if submitted on or before October 15. Forms for lane advancement application are available from the building principals.

All official transcripts filed by a teacher will be maintained in the teacher's personnel file. Upon request a receipt will be issued for any transcripts or other documentation submitted.

Advanced-degree programs must be taken from accredited institutions. Approved advanced degree programs will relate directly to the teaching assignment.

A lower division college course may be approved for lane advancement only where it would offer clear and significant breadth to the teacher's instructional background.

a. The second salary lane (B.A.+15) may be attained by:

   1. Submitting an approved program and satisfactorily completing 15 quarter hours of upper division or graduate course credits after completion of the bachelor's degree. At least ~~60~~ 75% of the course credits in such an Employer approved program must be in the area of the teacher's assigned basic duties, subject to

approval of a specific exception for good cause by the building principal and the designated central office administrator.

b. The third salary lane (B.A.+30) may be attained by:

1. Submitting an approved program and satisfactorily completing 30 quarter hours of upper division or graduate course credits after completion of the bachelor's degree. At least ~~60~~ 75% of the course credits in such an Employer approved program must be in the area of the teacher's assigned basic duties, subject to approval of a specific exception for good cause by the building principal and the designated central office administrator.

2. Course completion of a bachelor's degree in education after completion of a bachelor's degree in the subject field taught (a planned sequence).

c. The fourth salary lane (B.A.+45) may be obtained by:

1. Submitting an approved program for obtaining a master's degree or submitting an approved program and satisfactorily completing 45 quarter hours in upper division or graduate course credits after completion of the bachelor's degree. At least 75% of the course credits in such an Employer approved program must be in the area of the teacher's assigned basic duties, subject to approval of a specific exception for good cause by the building principal and the designated central office administrator.

d. The fifth salary lane (B.A.+60) may be obtained by:

1. Submitting an approved program for obtaining a master's degree or submitting an approved program and satisfactorily completing 60 quarter hours in upper division or graduate course credits after completion of the bachelor's degree. At least 75% of the course credits in such an Employer approved program must be in the area of the teacher's assigned basic duties, subject to approval of a specific exception for good cause by the building principal and the designated central office administrator. ~~A "B" average must be maintained for courses qualifying for advancement from B.A.+45 to B.A.+60 only.~~

e. The sixth salary lane (M.A. In Field) may be obtained by:

1. Submitting for advance approval and satisfactorily completing a master's degree directly in the subject field(s) taught.

2. Completion of a master's degree in education in which at least 75% of the courses apply to subjects taught.

3. Completion of an M.A.T. from an approved graduate school, based upon a B.A. in the subject area taught.

Effective as of the beginning of the 1987-88 school year, no teacher may advance to the M.A. In Field lane without a master's degree, unless such teacher had a course or courses approved on or before August 26, 1977 for credit toward advancement from the B.A.+45 lane to the B.A.+60 lane. Teachers who attained the B.A.+60 prior to the 1987-88 school year will remain on the M.A. In Field lane.

f. The seventh salary lane (M.A.+15) may be attained by:

1. Submitting an approved program and satisfactorily completing 15 hours in related upper division and graduate courses all of which must be taken following completion of the M.A. In Field.

g. The eighth salary lane (M.A.+30) may be attained by:

1. Submitting an approved program and satisfactorily completing 30 hours in related upper division and graduate courses, all of which must be taken following completion of the M.A. in Field.

h. The ninth salary lane (M.A.+45) may be attained by:

1. Submitting an approved program and satisfactorily completing 45 hours in related upper division and graduate courses, all of which must be taken following completion of the M.A. in field.

i. The tenth salary lane (M.A.+60/Specialist) may be attained by:

1. Submitting an approved program and satisfactorily completing 60 hours in related upper division and graduate credits, all of which must be taken following completion of the M.A. in field.

2. Submitting an approved program and attaining the specialist degree from an approved institution in the field of assignment.

j. The eleventh salary lane (The Doctoral Degree) may be reached by:

1. Submitting an approved program and attaining the doctoral degree from an approved institution in the field of assignment.

k. Special Institutes or Workshops. Graduate credits received for attendance at special institutes or workshops while enrolled in a master's degree program which do not count toward fulfillment of the requirements of the master's degree may in some cases be applied toward satisfaction of the requirements for lane advancement beyond the M.A. In Field lane. Such use of the credits from a special institute or workshop must be approved in advance of the workshop or institute. Up to 6 quarter hours of graduate course credits so earned and approved may be applied toward advancement to the M.A.+15 lane, and up to a total of 9 quarter hours of graduate course credits so earned and approved may be applied toward advancement to lanes beyond M.A.+15.

l. Courses Required by Employer. A teacher who is required by the Employer to complete upper division, graduate or inservice credits which would not otherwise qualify to be applied toward lane advancement will be reimbursed by the Employer for tuition expenses. Such teacher will also be paid for scheduled classroom hours outside the school day at the applicable rate for curriculum writing.

m. Special Master's Degree Programs. The Employer may grant advance approval to treat the completion of a special master's degree program directly related to a teacher's current teaching assignment as the equivalent of completing the requirements for a salary lane beyond the M.A. In Field, such as the M.A.+15 or M.A.+30 salary lane. Approval for such an equivalency will require at least a showing that the special master's degree program includes substantial additional course credits beyond the requirements generally applicable to the M.A. In Field. (E.g. a Master's Degree in Social Work requiring a B.A. degree plus 81 course credits compared to 45 credits generally required for an M.A. In Field may be approved as the equivalent of an M.A.+30.) Further advancement to higher salary lanes will be based only on courses taken after the completion of the special master's degree program. (In the example above, advancement to the M.A.+45 lane would require 15 credit hours completed after the Master's Degree in Social Work.)

Section 5.6 Alternative Compensation Program

Part 2 Peer Coaching

A primary component of the Alternative Compensation Plan is peer coaching. A Peer Coach is an exemplary teacher and instructional leader who coaches colleagues by modeling best practice strategies, conferencing, observing, evaluating, and providing substantive feedback.

The process for selecting Peer Coaches will begin with an internal job posting. Candidates for the Peer Coaching positions will have consistently demonstrated effective instructional practices. Criteria for selection of the Peer Coaches include:

a. Repeated participation in building and/or District initiatives,

b. Commitment to professional development and growth,
c. Demonstrated knowledge of a broad base of instructional strategies and practices that promote student learning,
d. Effective communication skills,
e. A minimum of seven (7) years of teaching experience.

Postings for the positions may specify the requirement of elementary or secondary experience. It is the District's intent to hire internal candidates, but if enough qualified candidates do not apply the job will be posted externally. Teachers who currently are employed as a Peer Coach or currently employed as a TOSA (per section 7.6 Part 2) may not apply for a subsequent Peer Coach position until Round 2.

Selection of Peer Coaches will be made by an interview team consisting of two (2) current Peer Coaches appointed by the WEA executive board and two (2) teachers appointed by the WEA executive board, the Alternative Compensation Program Supervisor, and three (3) administrators appointed by the superintendent. Recommendations for employment must be reached by a consensus of the interview team.

The Peer Coaches will be paid at the same rate as their current position as identified on the Master Agreement. If additional days are required for the purpose of training, the Peer Coaches will be reimbursed in the form of comp days.

Peer Coaches will be evaluated by the Alternative Compensation Program Supervisor using direct observation and feedback from a 360-degree evaluative tool. Peer Coaches will be eligible for the Performance Increment, Individual Performance Bonus and Site Goal Bonus. Teachers hired to be Peer Coaches will be guaranteed the opportunity to return to their previous assignment at the end of their peer coaching term. In the 2006-07 school year Peer Coaches will be hired for a two (2), three (3) or four (4) year term. Subsequent hires will have a three (3) year term.

If a Peer Coach chooses not to complete their term, the Peer Coach may request a transfer to an open position for the following school year. If the Peer Coach is re-assigned by the Alternative Compensation supervisor, the Peer Coach will be guaranteed the opportunity to return to their previous assignment.

For the selection of the Alternative Compensation Program Supervisor an interview team consisting of four (4) administrators appointed by the superintendent, and four (4) representatives appointed by the WEA will interview, select, and recommend for employment. Recommendations for employment must be reached by a consensus of the interview team.

Part 5 Annual Performance Bonuses

a) Individual Performance Bonus:

Upon the completion of two (2) satisfactory evaluations, or completion of the appeal process outlined in Article V Section 5.6 Part 8 with a satisfactory evaluation, a full-time (1.0 FTE) teacher will be granted an Individual Performance Bonus of $1600 to be paid on the first regular pay period in June. A full-time teacher performing basic duties for the employer on one hundred twenty (120) or more work days during the basic school year will be eligible for the Individual Performance Bonus. A part-time teacher whose contract begins prior to October 15 and extends through the remainder of the school year will be eligible for an Individual Performance Bonus prorated to equal his/her FTE.

A teacher retiring at the end of the first semester will be eligible for an Individual Performance Bonus ~~of $800~~ prorated to equal his/her annualized FTE upon the completion of two (2) satisfactory evaluations. To facilitate the scheduling of evaluations, it is the responsibility of the educator to notify his/her Peer Coach in writing by September 15 of his/her intent to retire at the semester break.

b) Site Goal Bonus:

A $400 Site Goal Bonus will be paid to each teacher based on the attainment of the annual Alternative Compensation site goal by his/her assigned site(s). Each site's goal will be developed with teacher input. A full-time (1.0 FTE) teacher performing their duties for the employer on one hundred twenty (120) or more work days during the basic school year will be eligible for the Site Goal Bonus. A part-time teacher whose contract begins prior to October 15 and extends through the remainder of the school year will be eligible for a pro-rata Site Goal Bonus based on their FTE. An itinerant teacher assigned to more than one (1) site will be assigned to a location and receive the bonus based on that site. The site will be determined by the location requiring the largest portion of the total FTE. An itinerant teacher assigned equal time in two locations will receive the bonus based on the assignment to each qualifying site. An itinerant teacher assigned to three or more sites or a teacher with district-wide assignments will receive the bonus based on the following formula: number of sites district-wide reaching their goal divided by total number of site goals district-wide. If a site does not reach their goal, the allocated dollars for their site goal will be credited to the building's Professional Development fund and will be used ~~for building professional development~~ by each teacher at the site for either twelve (12) hours of curriculum development paid in a lump sum of $400 or up to $400 may be used by any individual teacher to pay for the costs (including substitute costs) of attending a relevant conference or workshop. Use of these funds is at the discretion of each teacher. Funds not used by July 1 of the following year will no longer be reserved for any individual teacher and may be distributed by the building staff development committee.

If an itinerant teacher with three or more assignments or a teacher with district-wide assignments does not receive his/her bonus, the allocated dollars for his/her site goal will be credited to the district professional development fund and will be used ~~for district professional development~~ by each itinerant teacher for either twelve (12) hours of curriculum development paid in a lump sum of $400 or up to $400 may be used by any individual itinerant teacher to pay for the costs (including substitute costs) of attending a relevant conference or workshop. Use of these funds is at the discretion of each teacher. Funds not used by July 1 of the following year will no longer be reserved for any individual teacher and may be distributed by the district staff development committee.

The site goal bonus will be paid within thirty (30) days of all the schools' data becoming available.

Section 6.1 Group Insurance Policies

During the term of this Contract, the Employer will purchase the group insurance policies described in this Article. It is understood and agreed that the provisions of this Article are merely descriptive of the coverage provided, and that the eligibility of a teacher for benefits shall be governed by the terms of the master insurance contracts in force between the Employer and the insurers providing such coverage. It is further agreed that the Employer's only obligation under the policies described in this Article is to make the premium payments as provided in this Contract, and no claim shall be made against the Employer in the event of a denial of insurance benefits by an insurance carrier.

Any teacher whose combined individual contract and hourly assignment requires performance of services of at least twenty (20) hours (.5 FTE) but less than ~~thirty-two (32~~) thirty (30) hours (.75 FTE) per week may also enroll in the District's insurance program and the Employer will contribute one-half (1/2) the amount of the regular employer premium contribution for eligible teachers. Coverage shall become effective only upon enrollment and agreement by such teacher to contribute through payroll deduction any premium in excess of the amount paid by the Employer.

Section 6.3 Hospitalization and Medical Insurance

The maximum Employer contribution for the ~~2011-12~~ 2013-14 contract will be ~~$1,019.90~~ $1082.02 per month for family, ~~$846.30~~ $897.85 for one plus one coverage and ~~$543.15~~ $576.23 per month for individual coverage. Effective July 1, 2014, the maximum Employer contribution will be ~~$1,050.50~~ $1125.30 per month for family, ~~$ 871.70~~ $933.76 for one plus one coverage and ~~$559.45~~ $599.28 for individual coverage.

Where two or more eligible district employees are enrolled in family coverage as part of the same family unit, the maximum Employer contribution toward the premium for such family coverage will be the combined maximum Employer contributions for such employees.

The hospitalization insurance advisory committee, composed of five representatives designated by the Association, one each designated by the Principals Association, Custodians Unit, Clerical Unit, Food Service Unit, Retired Employee, one Unaffiliated Employee, and one School Board Member, shall work with the administrator responsible for employee insurance coverage to develop a recommendation to the Employer for the specifications of the hospitalization and medical insurance plan.

Participation in the insurance program selected will be voluntary. Coverage shall be available from the first day of employment but shall be effective only upon enrollment of the individual teacher and his or her family. Each teacher enrolled under the plan shall contribute, through payroll deduction, any excess of the monthly premium under the plan over the maximum Employer contribution toward the type of coverage for which such teacher is enrolled.

Section 6.5 Tax Sheltered Program - 403(b) Plan

A 403(b) Plan shall be available to all teachers. Salary Reduction Agreements (SRA) may be submitted for approval at any time during the year. Approved SRA's will be implemented not later than twenty-one (21) days following submission of an accurate application.

The Employer will contribute to the 403(b) Plan for eligible full-time teachers as follows:

1. For the first ~~three~~ six years a teacher is placed on Step 10 of the salary schedule, the Employer will match the contributions of such teacher to a 403(b) Plan, subject to a maximum contribution by the Employer of ~~one percent (1%)~~ 2.7% of such teacher's actual salary.

~~2. After a teacher has completed three (3) years on Step 10 of the salary schedule, the Employer will match the contributions of such teacher to a 403(b) Plan, subject to a maximum contribution by the Employer of two percent (2%) of such teacher's actual salary.~~

2. After a teacher has completed six (6) years on Step 10 and beyond of the salary schedule, the Employer will match the contribution of such teacher to a 403(b) Plan, subject to a maximum contribution by the Employer of three percent (3%) of such teacher's actual salary and further subject to any other limitations imposed by law.

Section 6.7 Health Care Saving Plan (HCSP) - MN State Retirement System

The District shall participate in the Health Care Savings Plan (HCSP) established by the Minnesota State Retirement System. For ~~2011-12~~, 2013-14 the District will contribute ~~$95.94~~ $101.78 per month to an HCSP account for each ~~full-time~~ employee at ~~(.8~~ .75 FTE or above (thirty (30) hours or more per week) who elects single health insurance coverage.

For ~~2012-13~~, 2014-15, the District will contribute the amount of difference between ~~$559.45~~ $599.28 and the single health insurance premium to the HCSP account for each ~~full-time~~ employee at ~~(. .8~~ .75 FTE or above (thirty (30) hours or more per week) who elects single health insurance. Participation will only be allowed in one District Health Care Savings Plan.

Section 7.1 Sick Leave

In conjunction with the long term disability insurance provided above, the Employer has established the following provisions for paid sick leave in order to minimize a teacher's loss of income because of unavoidable absence due to illness or injury during the basic school year. Sick leave may be used to care for an ill or injured dependent child. A "child" means an individual less than eighteen years of age or an individual under age twenty who is still attending secondary school. Accrued sick leave may also be used due to the illness or injury of an adult child, spouse, sibling, parent, step-parent, grandparent or step-grandparent if required by applicable Minnesota statutes as informed by the Human Resources Department.

Paid sick leave is provided for full time teachers (0.8 -1.0 FTE) for ten (10) days during each basic school year. Part-time teachers (including hourly teachers) will be granted sick leave in proportion to the amount of their employment (e.g., a teacher employed one-half time will be granted ten (10) half days of sick leave). Beginning July 1, 2003, sick leave may accumulate up to a total of one-hundred ninety (190) days. A teacher who is absent at either the beginning or end of the regular school day for less than one-half (1/2) of such teacher's regular work day (less than four (4) hours for a full-time teacher) shall be charged for one-half (1/2) day of sick leave. All other absences will be charged as a full day of sick leave.

The Employer reserves the right to require substantiation of illness where there is evidence that sick leave is being abused.

Additional loaned sick leave benefits will be granted to any teacher who has exhausted accumulated sick leave benefits if such teacher has been continuously disabled and unable to teach for a period of twenty-five (25) or more consecutive work days, as certified by a medical doctor. Additional loaned sick leave benefits will also be granted for a subsequent absence during the same school year due to the same medical condition. Such additional loaned sick leave benefits will commence as of the work day immediately following the last day of regular sick leave payment. Additional loaned sick leave benefits will continue only for the period during which the teacher remains continuously disabled and unable to teach, and shall cease in any event after sixty (60) calendar days of disability. Following a medical disability leave, as certified by a medical doctor, an employee who returns to work will be granted five (5) sick leave days.

The loaned days will be re-paid utilizing the following requirements:

a. At the beginning of each school year, four (4) days per year will be deducted from an employee's accumulated sick and/or personal leave until the total loaned days are paid back.

b. These four (4) days can be a combination of sick and personal days; however, at least one personal day must be used. The employee must notify the Human Resource Department when they return from their leave, their choice of re-payment (e.g. sick or personal days). For teachers whose leaves begin on or after July 1, 2007, the loaned days must be repaid within five (5) years of the leave. If after five (5) years, the teacher does not have adequate accumulated sick leave to re-pay the remaining portion, the District will subtract the balance from the teacher's salary.

c. At the end of the school year, the employee may apply additional accumulated sick and/or personal days to the balance of the loaned days.

d. If the loaned days are not re-paid and the teacher resigns or is terminated, the remaining days will be deducted from their final paycheck. If the teacher is unable to return due to a disability, this provision will not apply.

A teacher may use one (1) day of accumulated sick leave per summer school session to cover up to two (2) days of summer school absence due to illness or injury.

Section 7.2 Family Emergency Leave

A teacher may apply up to ten (10) days of accumulated sick leave benefits to absence during the basic school year and extended work days due to the critical illness, which may include recovery time, ~~in the~~ for a teacher's ~~immediate family~~ family member or close personal friend. Advance notice and approval by the building principal is normally required; however, in emergency situations in which advance notice to the principal is not possible, the teacher shall notify the substitute scheduler according to district procedures. ~~A teacher's "immediate family" is defined as parents, adult children, grandparents, grandchildren, brothers, sisters, spouse or partner (normally living in the same household), spouse's/partner's parents,. This definition also includes a relative or close friend normally living in the teacher's household.~~

Section 7.3 Bereavement Leave

A teacher shall be granted up to three (3) days paid leave without a deduction from accumulated sick leave, per incident during the basic school year and extended work days, including summer school, due to death of a ~~immediate~~ family member or close personal friend. ~~A teacher's immediate family is defined as parents, children, grandparents, grandchildren, siblings, sibling's spouse/partner, spouse or partner (normally living in the same household), spouse's/partner's parents, and spouse's/partner's siblings. This definition also includes a relative or close friend normally living in the teacher's household. A teacher may apply up to three (3) days of accumulated sick leave benefits toward absence during the basic school year and extended work days due to the death of other relatives or close friends~~. Advance notice and approval by the building principal is normally required; however, in emergency situations in which advance notice to the principal is not possible, the teacher shall notify the substitute scheduler according to district procedures.

A teacher may use one (1) day of accumulated sick leave per summer school session to cover up to two (2) days of summer school absence due to death of a relative or close friend. A teacher may apply accumulated sick leave benefits toward absence during the basic school year and extended work days due to death of other relatives or close friends.

Section 7.4 Personal Leave

Each teacher employed at a 0.8 FTE or greater contract is eligible for two (2) days of leave during each basic school year ~~for necessary absence required for the transaction of personal business which cannot be completed outside the normal school day~~. A part-time teacher (between 0.5 FTE but less than 0.8 FTE) will be granted two (2) days of personal leave in proportion to the amount of their employment (e.g. a teacher employed one-half time will be granted two (2) half days of personal leave.) This leave may accumulate to a maximum of three (3) days, (3 half-days for 0.5 FTE) and will not be deducted from sick leave credits. Beginning with the 2014-15 school year, employees who have completed twenty (20) years under the WEA master agreement, may accumulate to a maximum of four (4) days. Employees who have completed twenty-five (25) years under the WEA master agreement, may accumulate to a maximum of five (5) days. ~~At the end of each school year, any unused personal leave will be converted as follows: one (1) day will be carried over to personal leave and~~ Any additional unused personal leave will be converted to sick leave.

Requests for such leave must be submitted to the building principal/supervisor in writing at least three (3) duty days in advance, except for emergency situations, and must be approved. In emergency situations, approval must be obtained upon return. On the days preceding and following a holiday break, no more than two (2) teachers per elementary building and four percent (4%) of the teachers per secondary building will be granted personal leave on the same day. In special circumstances, building principal/supervisor may elect to exceed the limitations on the number of teachers on personal leave on any given day.

Section 7.6 Sabbatical Leave

Part 2 Teacher on Special Assignment (Resource Teachers)

The Administration may submit proposals to the Professional Leave Committee for positions of teachers on special assignment, including job descriptions, up to the equivalent of three (3) full-time teachers per year. These positions may be full-time, part-time, and up to forty weeks per year. These positions may be for the purposes of curriculum development, staff development, and special task force assignment, but shall not be for principalship functions. The committee will review and may approve up to the equivalent of three (3) positions of teachers on special assignment in lieu of the sabbatical quota set forth above. This process will precede the individual sabbatical process outlined in Section 7.6 Part 1.

The positions shall be posted within the District and all continuing contract teachers shall be eligible to apply. Teachers who currently are employed as Teachers on Special Assignment (including Peer Coaches) may not apply for new TOSA (per Section 7.6 Part 2) positions until Round 2. Postings will include the position term, which will not exceed three years. The District will notify the WEA President prior to posting the positions. The WEA President will notify staff of upcoming TOSA position postings. The appropriate supervisor and a selection team shall choose teachers on special assignment. Teachers on the selection team shall be appointed by the WEA and shall make up a majority of the committee. Part-time leaves may be granted within the one and one-half percent (1 1/2%) limitation, and the salary for the part-time leave shall be prorated for the period of the leave. It is the intent of the District to normally grant all leaves where there are qualified requests.

Teachers on special assignments will be expected to return for the equivalent of two (2) full-time years following the leave.

Section 7.8 Child Care Leave

A child care leave is defined as a) the period of time once a teacher (mother) has been released from the disability period of childbirth or b) the period of time a teacher (mother or father) wishes to take to provide for the care of a newborn or newly adopted child/ren.

a) A teacher may be granted a leave of absence without pay for a period of up to twelve (12) months for the purpose of providing full-time care for a newborn or newly adopted child or children. Written application for such leave shall be submitted to the Human Resource Department at least four (4) months prior to the effective date of such leave, and shall indicate the proposed starting and ending dates for the leave.

b) A child care leave shall begin on the date approved by the Employer and shall end on the last day preceding the school quarter/trimester unless otherwise mutually agreed between the Employer and the teacher. In the case of a premature delivery or availability of an adopted child upon short notice, the Employer may adjust the starting date for the leave, provided a satisfactory substitute is available.

c) A teacher may utilize accumulated sick leave up to a maximum of ~~six~~ two weeks for child care leave. If the teacher is declared disabled from teaching by a physician, Section 7.1 of this contract shall apply. Applications that were submitted by August 30, 2013 and Board approved will be granted.

d) Teachers may utilize accumulated sick leave up to a maximum of six weeks for the care of a newly adopted child/ren.

e) The Employer may send a teacher a written request that the teacher confirm his or her intention to return to work, and the teacher shall respond in writing within ten (10) days after receipt of such request. Failure of the teacher to respond to such a request within ten (10) days will result in termination of employment, as will the failure to return to work upon expiration of a child care leave (except for illness or injury). The Employer shall have no obligation to reemploy a teacher at any time other than at the end of a child care leave.

Section 8.6 Insurance Benefits

Any eligible teacher who has completed fifteen (15) or more years of continuous full-time service and who has attained the age of fifty-five (55) as of the effective date of retirement; or has completed twenty (20) years of full-time service to the District and who has attained the age of fifty-five (55) as of the effective date of retirement shall be eligible for the same employer contribution toward the premium actually charged by such retired teacher's insurance carrier for hospital/medical insurance as is provided to eligible teachers actively at work. Benefits available under the insurance plan shall be coordinated with any government-provided benefits (such as Medicare) to provide the same total benefits available to teachers actively at work, not to exceed $660 per month for retirees electing single coverage, ~~$1158~~ $1230 per month for retirees electing E+1 coverage and ~~$1395~~ $1480 per month for retirees electing family coverage. Such employer insurance premium contribution shall terminate once the teacher has been eligible for Medicare for five years. For eligible teachers who retire after June 30, 2008, such employer insurance premium contribution shall terminate at Medicare eligibility. By paying their own premiums, all retired teachers may continue to receive hospital/medical insurance coverage for as long as they wish even if the retiree is not eligible for District contribution.

Section 9.2 Teachers Eligible - Based on Step Placement

This plan is to begin with fiscal year 1998. All individuals hired in fiscal years 1998 (1997-98 school year) through fiscal year 2003, and all individuals who are were on step four (4) and below in fiscal year 1998 will fall under the provisions of the Section 9.2 replacement plan and will no longer be eligible for the old Early Retirement Incentive Plan/Severance Pay Article VIII, with the exception of Section ~~8.7~~ 8.6 Insurance Benefits.

Beginning with Step Four, each full-time teacher (.8 to 1.0 FTE) will contribute the following amounts for a period of six years, for which the District will match the participant's contribution; however, teachers may opt out of this Deferred Compensation Plan by providing notice to the Human Resources Director in writing. [Teachers at .5 to less than .8 FTE will be eligible for a prorata district contribution].

Step	Employee	Employer
Step 4	$ 600	$ 600
Step 5	$ 600	$ 600
Step 6	$1,100	$1,100
Step 7	$1,100	$1,100
Step 8	$1,600	$1,600
Step 9	$1,600	$1,600
Total Contributions	$6,600	$6,600

Participants will not be allowed to play catch-up if they choose not to participate in a given allocated year. No participant nor District match contributions will be allowed beyond Step 9.

Section 9.3 Teachers Eligible - Based on Continuing Contract Status

This plan is to begin with the fiscal year 2004, and all individuals who are hired on or after July 1, 2003 will fall under the provisions of the Section 9.3 replacement plan and will not be eligible for the old Early Retirement Incentive Plan/Severance Pay Article VIII, with the exception of Section ~~8.7~~ 8.6 Insurance Benefits.

Beginning with the first year of continuing contract status, each full-time teacher (.8 to 1.0 FTE) will contribute the following amounts for a period of six years, for which the District will match the participant's contribution; however, teachers may opt out of this Deferred Compensation Plan by providing notice to the Human Resources Director in writing. [Teachers at .5 to less than .8 FTE will be eligible for a prorata district contribution.]

Employees who were hired between August 25, 1998 and August 27, 2001 and were not originally eligible for Section 9.2, are eligible for the deferred compensation as outlined in Section 9.3. The 2005-2006 school-year will be designated as Year 1 for these employees.

Years as a Continuing Contract Teacher	Employee	Employer
Year 1	$ 600	$ 600
Year 2	$ 600	$ 600
Year 3	$1,100	$1,100
Year 4	$1,100	$1,100
Year 5	$1,600	$1,600
Year 6	$1,600	$1,600
Total Contributions	$6,600	$6,600

Participants will not be allowed to play catch-up if they choose not to participate in a given allocated year. No participant nor District match contributions will be allowed beyond year 6 of continuing contract status.

Section 11.13 Amount

A teacher who qualifies under 11.12 and whose letter of retirement is approved by the School Board will be paid the amount determined by multiplying 1% of the total hours worked as a Wayzata Public School ECFE teacher by their current hourly rate of pay. The maximum amount paid to an eligible teacher will be ~~$8,600~~ 9,600.

Appendix A

Salary Schedule / July 1, 2013 to June 30, 2014

P.I	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60	PH.D
1	$37,202	$37,915	$38,988	$40,239	$41,846	$43,455	$44,884	$46,493	$48,100	$49,708	$52,030
2	$37,202	$37,915	$38,988	$40,239	$41,846	$43,455	$44,884	$46,493	$48,100	$49,708	$52,030
3	$38,631	$39,344	$40,418	$42,024	$43,813	$45,598	$47,028	$48,637	$50,245	$51,854	$54,175
4	$40,239	$40,951	$42,024	$44,172	$45,954	$47,743	$49,172	$50,777	$52,388	$53,997	$56,318
5	$42,024	$42,741	$43,813	$45,954	$48,100	$50,065	$51,497	$53,104	$54,710	$56,318	$58,643
6	$43,447	$44,528	$45,598	$47,743	$50,424	$52,388	$53,817	$55,425	$57,032	$58,643	$60,962
7	$44,673	$47,386	$48,458	$50,604	$52,745	$54,889	$56,318	$57,926	$59,535	$61,142	$63,465
8	$44,673	$48,989	$50,604	$52,745	$55,068	$57,391	$58,819	$60,429	$62,036	$63,644	$65,965

9	$44,673	$50,373	$53,104	$55,604	$58,103	$60,606	$62,036	$63,644	$65,251	$66,858	$69,180
10	$45,337	$51,122	$55,719	$58,342	$62,054	$64,956	$66,403	$68,037	$69,668	$71,302	$73,658
11	$45,337	$51,122	$57,293	$59,992	$64,157	$67,155	$68,654	$70,342	$72,029	$73,719	$76,156
12	$45,337	$51,122	$57,293	$59,992	$65,967	$69,056	$70,595	$72,330	$74,068	$75,806	$78,311
13	$45,337	$51,122	$57,293	$59,992	$65,967	$69,056	$70,595	$72,330	$74,068	$75,806	$78,311
14	$45,337	$51,122	$57,293	$59,992	$65,967	$69,056	$70,595	$72,330	$74,068	$75,806	$78,311
15-19	$47,105	$53,048	$59,373	$62,230	$68,366	$71,608	$73,308	$75,200	$77,094	$78,989	$81,652
20-24	$50,195	$56,162	$62,504	$65,112	$71,454	$74,438	$76,302	$78,169	$79,660	$81,897	$84,508
25+	$52,805	$58,773	$65,112	$67,725	$74,064	$77,049	$78,912	$80,776	$82,644	$84,508	$87,116

Appendix B

Salary Schedule / July 1, 2014 to June 30, 2015

P.I.	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60	PH.D
1	$37,947	$38,674	$39,768	$41,044	$42,682	$44,324	$45,782	$47,422	$49,062	$50,702	$53,071
2	$37,947	$38,674	$39,768	$41,044	$42,682	$44,324	$45,782	$47,422	$49,062	$50,702	$53,071
3	$39,404	$40,131	$41,226	$42,864	$44,689	$46,510	$47,969	$49,609	$51,250	$52,891	$55,259
4	$41,044	$41,770	$42,864	$45,056	$46,873	$48,698	$50,156	$51,792	$53,436	$55,077	$57,445
5	$42,864	$43,596	$44,689	$46,873	$49,062	$51,066	$52,527	$54,166	$55,804	$57,445	$59,816
6	$44,316	$45,419	$46,510	$48,698	$51,432	$53,436	$54,894	$56,533	$58,173	$59,816	$62,182
7	$45,566	$48,334	$49,427	$51,616	$53,800	$55,987	$57,445	$59,084	$60,726	$62,365	$64,735

8	$45,466	$49,968	$51,616	$53,800	$56,169	$58,539	$59,996	$61,637	$63,277	$64,917	$67,285
9	$45,566	$51,380	$54,166	$56,716	$59,265	$61,818	$63,277	$64,917	$66,556	$68,195	$70,564
10	$46,244	$52,145	$56,833	$59,509	$63,295	$66,255	$67,731	$69,398	$71,061	$72,728	$75,131
11	46,244	$52,145	$58,439	$61,192	$65,440	$68,498	$70,027	$71,749	$73,470	$75,194	$77,679
12	$46,244	$52,145	$58,439	$61,192	$67,287	$70,437	$72,007	$73,777	$75,550	$77,323	$79,877
13	$46,244	$52,145	$58,439	$61,192	$67,287	$70,437	$72,007	$73,777	$75,550	$77,323	$79,877
14	$46,244	$52,145	$58,439	$61,192	$67,287	$70,437	$72,007	$73,777	$75,550	$77,323	$79,877
15-19	$48,047	$54,109	$60,561	$63,475	$69,733	$73,040	$74,775	$76,703	$78,636	$80,569	$83,285
20-24	$51,199	$57,285	$63,754	$66,414	$72,883	$75,926	$77,828	$79,732	$81,253	$83,535	$86,198
25+	$53,862	$59,949	$66,414	$69,079	$75,546	$78,590	$80,491	$82,391	$84,297	$86,198	$88,858

Appendix C
ECFE Wage Schedule

2013 - 2014

STEP	BA	BA+30	MA
A	$25.36	$26.62	$27.91
B	$25.90	$27.18	$28.50
C	$26.41	$27.72	$29.04
D	$26.89	$28.24	$29.59
E	$27.47	$28.84	$30.22
F	$27.99	$29.40	$30.79
G	$28.49	$29.89	$31.33
H	$29.03	$30.48	$31.92
*	$31.34	$32.92	$34.49
**	$32.91	$34.55	$36.18
***	$34.55	$36.26	$38.00

2014 - 2015

STEP	BA	BA+30	MA

A	$25.87	$27.15	$28.47
B	$26.42	$27.72	$29.07
C	$26.94	$28.27	$29.62
D	$27.43	$28.80	$30.18
E	$28.02	$29.42	$30.82
F	$28.55	$29.99	$31.41
G	$29.06	$30.49	$31.96
H	$29.61	$31.09	$32.56
*	$31.97	$33.58	$35.18
**	$33.57	$35.24	$36.90
***	$35.24	$36.99	$38.76

* Eligible for this rate on the first July 1 following completion of 400 hours at Step H.
** Eligible for this rate after five years at level *.
*** Eligible for this rate after five years at level **.

Appendix D

Extra Assignment Schedule

An Extracurricular Committee will be co-chaired by an administration representative and a union representative and will include two elementary, two middle school, and two high school teachers selected by the WEA. Committee selection should take into account the diversity of the activities Wayzata supports. The focus of the committee will be to:

- recommend placement on the pay scale for new advisor or coach positions, and
- review and possibly recommend changes in placement based on changed expectations for a job.

I. Extra Curricular Assignments

A. High School

All Extra Curricular Assignments shall be calculated from a 1.000 factor of $**6,834 in 2013-14** and **$6,971 in 2014-53**. Positions included in Section I and identified with ❖ are not eligible for the Extra Curricular Career Increments.

Assignment	Factor	13-14	14-15
MSHSL Activities			
Interscholastic			
Baseball Coach	0.850	$ 5,809	$ 5,925
Basketball Coach	1.000	$ 6,834	$ 6,971
Cross Country Coach	0.715	$ 4,886	$ 4,984
Dance Team Coach (Winter)	0.870	$ 5,946	$ 6,065
Football Coach	1.000	$ 6,834	$ 6,971
Golf Coach	0.660	$ 4,510	$ 4,601
Gymnastics Coach	0.870	$ 5,946	$ 6,065
Hockey Coach	1.000	$ 6,834	$ 6,971
Lacrosse Coach	~~0.640~~0.70	$ 4,784	$ 4,880

Soccer Coach	0.850	$ 5,809	$ 5,925
Softball Coach	0.850	$ 5,809	$ 5,925
Swimming Coach	0.850	$ 5,809	$ 5,925
Tennis Coach	0.640	$ 4,374	$ 4,461
Track Coach	0.850	$ 5,809	$ 5,925
Volleyball Coach	0.870	$ 5,946	$ 6,065
Wrestling Coach	0.920	$ 6,287	$ 6,413
Debate Coach	1.000	$ 6,834	$ 6,971
Assistant Debate Coach	0.750	$ 5,126	$ 5,228
Speech	0.638	$ 4,360	$ 4,447
Assistant Speech Coach	0.478	$ 3,267	$ 3,332
One Act Play Contest Director	0.200	$ 1,367	$ 1,394
Coed Interscholastic			
Adapted Soccer	0.390	$ 2,665	$ 2,719
Adapted Floor Hockey	0.495	$ 3,383	$ 3,451
Adapted Softball	0.410	$ 2,802	$ 2,858
Adapted Bowling	0.266	$ 1,818	$ 1,854
Nordic Skiing Coach*	0.715	$ 4,886	$ 4,984
Alpine Skiing Coach*	0.715	$ 4,886	$ 4,984

* These factors are for assignments as head coach of both boys' and girls' teams. If separate coaches are assigned for these activities, the factor shall be .646.

Other Related Activities			
Adapted Athletic Coordinator (per season)	0.210	$ 1,435	$ 1,464
Athletic Equipment Supervisor	~~1.500~~1.75	$ 11,960	$ 12,199
Weight Room Trainer (per semester)	0.750	$ 5,126	$ 5,228
Assistant Weight Room Trainer (per semester)	0.50	$ 3,417	$ 3,486
Dance Team Coach (Fall)	0.300	$ 2,050	$ 2,091
Cheerleading Advisor (Fall)	0.375	$ 2,563	$ 2,614
Cheerleading Advisor (Winter)	0.375	$ 2,563	$ 2,614
Intramural Staff	per hour	$ 24.63	$ 25.12

Grade 10-12 assistant coaches at the varsity level shall be paid .750 times the head coach's salary.

Grade 9 assistant coaches at the varsity level shall be paid .680 times the head coaches salary. If a Grade 9 assistant coach was hired before 7/1/03, their salary shall be .75 times the head coach's salary.

Post-Season Athletics

Post-season is defined as the first day following the first section competition.

Varsity and assistant coaches will be paid 80% of their pro-rata salary for post-season competition (based on a 6-day work week).

When individual student(s) competes beyond the regular season, coaches are paid as follows:

Head Coach - $200; Assistant Coach - $150.

The Activities Director will determine the number of coaches necessary for each post-season competition.

Post-Season Activities: Effective September 1, 2011

Eligibility for post-season compensation will be determined by the advisor's job description. Advisors will receive 50% pro-rata salary for post-season competition (based on the work-week as indicated in their job description). The Activities Director will determine the advisors' job descriptions. The Activities Director will determine the number of coaches necessary for each post-season competition.

Theatre Arts			
Drama Coordinator	0.200	$ 1,367	$ 1,394
Musical 1 Artistic Director	0.850	$ 5,809	$ 5,925
Musical 1 Vocal Director	0.550	$ 3,759	$ 3,834
Musical 1 Choreographer	0.425	$ 2,904	$ 2,963
Musical 1 Technical Director	0.425	$ 2,904	$ 2,963
Musical 1 Orchestra Director	0.425	$ 2,904	$ 2,963
Musical 1 Publicity	0.200	$ 1,367	$ 1,394
Musical 1 Lighting/Sound	0.425	$ 2,904	$ 2,963
Musical 1 Costumes	0.425	$ 2,904	$ 2,963
Musical 2 Artistic Director	0.630	$ 4,305	$ 4,392
Musical 2 Choreographer	0.255	$ 1,743	$ 1,778
Musical 2 Costumes	0.200	$ 1,367	$ 1,394
Musical 2 Orchestra Director/Pianist	0.255	$ 1,743	$ 1,778
Musical 2 Technical Director	0.255	$ 1,743	$ 1,778
Musical 2 Vocal Director	0.425	$ 2,904	$ 2,963
❖Musical Pianist	0.255	$ 1,743	$ 1,778
Play 1 Artistic Director	0.800	$ 5,467	$ 5,577
Play 1 Costumes	0.255	$ 1,743	$ 1778
Play 1 Publicity	0.125	$ 854	$ 871
Play 1 Technical Director	0.400	$ 2,734	$ 2,788
Play 2 Artistic Director	0.850	$ 5,809	$ 5,925
Play 2 Technical Director	0.255	$ 1,743	$ 1,778
One Act Play Student Directed Advisor	0.200	$ 1,367	$ 1,394
Assistant One Act Play Contest Director	0.200	$ 1,367	$ 1,394
Publications			
Wayako Advisor	0.650	$ 4,442	$ 4,531
Assistant Wayako Advisor	0.200	$ 1,367	$ 1,394
School Newspaper Advisor (10 issues min.)	0.600	$ 4,100	$ 4,183
Music Direction			
Instrumental Music Director	1.000	$ 6,834	$ 6,971
Vocal Music Director	1.000	$ 6,834	$ 6,971
Orchestra Director	~~0.700~~0.850	$ 5,809	$ 5,925
Summer Drum Line	0.500	$ 3,417	$ 3,486
Percussion Ensemble Director	0.350	$ 2,392	$ 2,440
Spirit Band	0.375	$ 2,563	$ 2,614
Miscellaneous Activities			
AFS Supervisor - International Club	0.190	$ 1,298	$ 1,324
Amnesty International	0.135	$ 923	$ 941
Art Club	0.135	$ 923	$ 941
Auditorium Coordinator	0.650	$ 4,442	$ 4,531
Business Professionals of America	0.500	$ 3,417	$ 3,486
~~Chess Team~~ Game Club	0.135	$ 923	$ 941
Creative Writing Club	0.135	$ 923	$ 941
Dance Club Head Coach, Fall	0.300	$ 2,050	$ 2,091
Dance Club Asst. Coach, Fall	0.225	$ 1,538	$ 1,568
DECA Advisor	0.750	$ 5,126	$ 5,228
DECA Assistant	0.500	$ 3,417	$ 3,486
Drama Club	0.135	$ 923	$ 941
First Robotics	0.475	$ 3,246	$ 3,311
Future Problem Solving	0.135	$ 923	$ 941

Junior Statesman	0.210	$ 1,435	$ 1,464
Link Advisor	0.500	$ 3,417	$ 3,486
Literary Magazine Advisor	0.250	$ 1,709	$ 1,743
Math Team Coach	0.250	$ 1,709	$ 1,743
Math Team Asst. Coach	0.1875	$ 1,281	$ 1,307
Mock Trial Coach	0.375	$ 2,563	$ 2,614
		$ ~~22.15~~	$ ~~22.59~~
❖Music Accompanist	per hour	25.00	$25.00
National Honor Society	0.650	$ 4,442	$ 4,531
Newsbreak Director	0.200	$ 1,367	$ 1,394
Newsbreak Coordinator	0.200	$ 1,367	$ 1,394
Photography Club	0.135	$ 923	$ 941
Political Issues Group	0.135	$ 923	$ 941
❖Pottery Materials Prep	0.370	$ 2,529	$ 2,579
Project SCORE Coordinator	0.500	$ 3,417	$ 3,486
Quiz Bowl Coach	0.250	$ 1,709	$ 1,743
Quiz Bowl Asst. Coach	0.1875	$ 1,281	$ 1,307
Raising Awareness for Respect & Equality	0.190	$ 1,298	$ 1,324
School Store -DECA	0.155	$ 1,059	$ 1,081
Science Bowl	0.140	$ 957	$ 976
Science Olympiad	0.250	$ 1,709	$ 1,743
Skills USA - VICA	0.500	$ 3,417	$ 3,486
Student Council Advisor	0.650	$ 4,442	$ 4,531
Supermileage	0.250	$ 1,709	$ 1,743
Trap ~~and Skeet~~ Club	0.300	$ 2,050	$ 2,091
❖Website Editor – High School	0.318	$ 2,173	$ 2,217
World Language Club	0.135	$ 923	$ 941
World Language Exchange Coordinator	0.180	$ 1,230	$ 1,255

B. Middle Schools

Assignment	Factor	13-14	14-15
Athletics			
Basketball Coach 7th or 8th Grade	0.445	$ 3,041	$ 3,102
Tennis Coach	0.445	$ 3,041	$ 3,102
Track Coach	0.445	$ 3,041	$ 3,102
Volleyball Coach 7th or 8th Grade	0.445	$ 3,041	$ 3,102
Wrestling Coach	0.445	$ 3,041	$ 3,102
Other Activities			
Athletic Coordinator	0.734	$ 5,016	$ 5,117
Theatre Arts			
Assistant Musical/Play Director	0.115	$ 786	$ 802
Play Director	0.300	$ 2,050	$ 2,091
Play Technical Director	0.225	$ 1,538	$ 1,568
Musical Artistic Director	0.550	$ 3,759	$ 3,834
Musical Vocal Director	0.225	$ 1,538	$ 1,568
Musical Choreographer	0.225	$ 1,538	$ 1,568
Musical Technical Director	0.225	$ 1,538	$ 1,568
Musical Orchestra Director	0.225	$ 1,538	$ 1,568
Publications			
Yearbook	0.365	$ 2,494	$ 2,544

Music Activities			
Band, Orchestra and Vocal	per concert	$ 267	$ 272
Approved Out of School Music	per hour	$ 29.87	$ 30.47
❖Accompanist	per concert	$ 246	$ 251
Miscellaneous			
Art Club	0.070	$ 478	$ 488
Audiovisual	0.258	$ 1,763	$ 1,799
Bus Supervision		$ 1,422	$ 1,450
Computer Club	0.140	$ 957	$ 976
Continental Math League	0.045	$ 308	$ 314
Environmental Trip Coordinator	0.258	$ 1,763	$ 1,799
❖Environmental Learning Center Overnights	per night	$ 100	$ 102
Future Problem Solving	0.197	$ 1,346	$ 1,373
Geography Bee	0.030	$ 205	$ 209
History Day Coordinator	0.045	$ 308	$ 314
History Day Coach	0.030	$ 205	$ 209
Lego League	0.258	$ 1,763	$ 1,799
Math Counts	0.140	$ 957	$ 976
Math League	0.197	$ 1,346	$ 1,373
Math Masters	0.140	$ 957	$ 976
Production Club	0.258	$ 1,763	$ 1,799
Science Club	0.140	$ 957	$ 976
Spelling Bee	0.030	$ 205	$ 209
Student Council Advisor	0.492	$ 3,362	$ 3,430
❖Website Editor – Middle School	0.159	$ 1,087	$ 1,108

Post-Season Activities: Effective September 1, 2011

Eligibility for post-season compensation will be determined by the advisor's job description. Advisors will receive 50% pro-rata salary for post-season competition (based on the work-week as indicated in their job description). The Building Principal will determine the advisors' job descriptions. The Building Principal will determine the number of coaches necessary for each post-season competition.

C. Elementary Schools

Assignment	Factor	13-14	14-15
Elementary Schools			
❖Accompanist	per concert	$ 246	$ 251
Vocal Music Conductors (approved extra assignments)	per hour	$ 29.89	$ 30.49
Continental Math League	0.045	$ 308	$ 314
❖Destination Imagination	0.140	$ 957	$ 976
Geography Bee	0.030	$ 205	$ 209
Elementary School Patrol		$ 585	$ 597
Bus Supervision		$ 1,422	$ 1,450
LEGO League	0.258	$ 1,763	$ 1,799

D. Other

Assignment	Factor	13-14	14-15
Elementary Schools			
❖Website Editor -Elementary	0.159	$ 1,087	$ 1,108
Video Events	per event	$ 108	$ 110
Video News	0.159	$ 1,087	$ 1,108
❖IEP Specialist	0.404	$ 2,761	$ 2,816
Clubs	0.053/hour		

E. Extra-Curricular Career Increments

Positions included in Section I and identified with ❖ are not eligible for the Extra Curricular Career Increments. A teacher who has supervised (coached or directed) the same activity in the Wayzata School District as a member of the bargaining unit covered by this Master Contract for a minimum of three (3) school years will be eligible for an extra-curricular career increment as follows:

After 3 years of supervising the activity	After 7 years of supervising the activity	After 14 years of supervising the activity
10% of the base rate of the activity	15% of the base rate of the activity	20% of the base rate of the activity

For purposes of this section, coaching the same sport for boys or girls or both will be treated as a single activity.

Example: A senior high girls' soccer coach with 5 years experience coaching only boys' soccer, 3 years coaching both boys' and girls' soccer, and 5 years coaching only girls' soccer will be credited with 13 years of supervising the same activity. The teacher would be eligible for an extra-curricular career increment of 15% of the 2013-2014 soccer rate of pay: .15 x $6,834 = $1,025.10 career increment.

II. Extended Professional Assignments

A. Summer School and Targeted Services Assignments

The Employer will pay teachers under summer school and targeted services contracts at the following rates per class hour taught:

Lane	Beginning 9/01/13	Beginning 9/01/14
All BA Lanes	$30.37	$30.98
All MA Lanes	$33.51	$34.18

B. Driver Education Assignments

	13-14	14-15
Classroom Instruction	$32.88	$33.54
Behind the Wheel Instruction	$32.88	$33.54

C. Curriculum Writing

Curriculum writing on an hourly basis will be paid at the rate of $27.99 per hour for 2013-2014 and $28.55 per hour for 2014-2015.

D. Department and Grade Level Chairpersons

Department and grade level chairpersons will be compensated as follows:

	13-14	14-15
Elementary and Grade Level Chairpersons	$347	$354

Elementary grade level chairpersons may take one (1) day of professional leave, with advance administrative approval, for the purpose of discharging their duties.

	13-14	14-15
Senior High/Middle School Department Chairpersons	$461	$470
per teacher (FTE) in department	+$88.52/teacher	+$90.29/teacher

District-wide Department Chairpersons may take up to four (4) days professional leave, with advance administrative approval, for the purpose of discharging their duties.

E. Miscellaneous Extended Professional Assignments

Other extended professional assignments not covered in this section will be paid at a rate agreed upon by the employer and the teacher(s) involved. The Exclusive Rep will be notified of any new positions added during the contract and these positions will be reviewed at the subsequent negotiations.

III. Extra Service Assignments

The following assignments when performed by members of the professional staff will be paid at the rates indicated for the 2011-2013 period of this Agreement. The following assignments are not eligible for the career increments outlined in Section I (F).

Assignment	13-14	14-15
Chaperone (per event)	$48.95	$49.93
Middle & Senior High Lunch Room Duty	$1,041	$1,062
Senior High ~~Athletic~~ Event Workers (per event)		
Ticket Takers/Sellers		
Volleyball, Wrestling	$37.87	$38.63
Hockey, Basketball, Lacrosse, Dance	$45.87	$46.79
Soccer, Football Ticket Seller	$64.96	$66.26
Theater, Football Ticket Taker	$75.43	$76.94
Wrestling Triangular	$56.81	$57.95
Timers		
Football	$45.87	$46.79
Adapted Athletics (Time/Announcer)	$45.87	$46.79
Volleyball, Wrestling, Lacrosse	$53.88	$54.96
Hockey, Basketball, Swim	$64.35	$65.64
Soccer Timer/Announcer	$75.43	$76.94
Scorers		
Basketball, Swimming	$64.96	$66.26
Volleyball, Wrestling, Gymnastics	$53.88	$54.96
Soccer Field Scorer	$64.96	$66.26
Volleyball Libero	$37.87	$38.63
9th Grade/Middle School Basketball, Volleyball, Wrestling, Swimming	$37.87	$38.63
Announcers		
Football, Hockey, Gymnastics, Dance	$37.87	$38.63
Lacrosse, Wrestling, Basketball, Swimming	$53.88	$54.96
Supervisors		
Fine Arts	$41.87	$42.71
Football	$75.43	$76.94
Volleyball, Wrestling, ~~Dance~~	$37.87	$38.63
Soccer, Hockey, Basketball,Dance	$64.96	$66.26
Chain Gang		
Football	$44.02	$44.90
Line Judge		
Volleyball (Junior Varsity & Varsity)	$53.88	$54.96

Scorer/Announcer/Event Worker		
Track	$44.55	$45.44
Wrestling – Triangular	$81.02	$82.64
Starter/Clerk		
Track	$62.81	$64.07
Site Manager		
Volleyball, Basketball, Wrestling, Track - MS & HS (per day)	$128	$131
Hockey (per day)	$106	$108
Lacrosse, Soccer (per day)	$95	$97
Football, Wrestling - All Day Tournament (per day)	$254	$259

Appendix F

MEMORANDUM OF UNDERSTANDING

Hiring Retired Teachers

WHEREAS, the Wayzata School District is interested in hiring retired teachers to fill vacant positions; and

WHEREAS, the Association understands that the District would be unwilling to rehire these retirees if all provisions of the contract were to apply; and

WHEREAS, the parties have reached agreement on which terms of the agreement will apply to retirees.

NOW, THEREFORE, BE IT HEREBY AGREED by Independent School District 284, Wayzata, Minnesota and the Wayzata Education Association as follows:

1. Teachers 2013-15 Master Contract. The following provisions of the Master Contract will not apply to returning retirees: Article III, Section 9, Transfer; Article V, Compensation; Article VI, 6.3 Hospitalization and Medical Insurance; Article VII, Sections 6 and 9, Sabbatical Leave and Special Leaves Without Pay; Article VIII, Severance Pay; Article IX, Deferred Compensation; and Article X, Unrequested leave.

2. Salary. A retired teacher shall be placed on the salary schedule as agreed upon by the retired teacher and the District.

3. Health Insurance. If the retired teacher was eligible for retiree health benefits under section 8.6 of the Master Contract the retired teacher may elect to continue to receive insurance benefits as a retiree under Section 8.6 or as an active employee under Section 6.3 while actively employed. If the retired teacher was not eligible for retiree health benefits under Section 8.6 of the Master Contract, the retired teacher shall receive insurance benefits as an active employee under Section 6.3 while actively employed. Teachers will not be credited with years of service while employed as a retired teacher to become eligible for retiree insurance benefits under Section 8.6.

4. Severance Pay. The parties acknowledge that returning retirees covered by this Memorandum of Understanding do not waive eligibility for Severance Pay (Article VIII) to which they were entitled at the time of their retirement. However, retired teachers will not accrue additional benefits under Article VIII while actively employed.

5. Tax-Sheltered Program – 403(b) Plan. Section 6.5 shall be available for employee contributions, but employer match provisions do not apply.

6. Individual Retired Teacher Contract. A Retired Teacher Contract will be used for retired teachers hired under this Memorandum of Understanding.

The parties agree to these terms until the end of the ~~2012-2013~~ 2014-15 school year only. This memorandum may be renewed with the agreement of both parties.

Appendix G

MEMORANDUM OF UNDERSTANDING

Elementary Team Planning

~~Beginning with the 2011-12 school year,~~ Classroom teachers, grades ~~1~~K-5, are provided an additional twenty (20) minutes/day during the student contact day for PLC and planning time. For the 2013-15 school years the School Board agrees to provide elementary classroom teachers, grades ~~1~~K-5, team planning time of two (2) days per school year. If the additional twenty (20) minutes/day during the student contact day is discontinued ~~for~~ during the 2013-15 ~~school year~~ contract, the School Board agrees to provide elementary classroom teachers, grades ~~1~~K-5, team planning time of four (4) days ~~in the 2012-13 school year.~~

For the 2013-15 school years the School Board agrees to provide ~~Kindergarten~~, elementary specialists, elementary special education and non-classroom elementary teachers planning time of four (4) days per school year. It is agreed the Elementary Team Planning days will be paid for in the following manner: 50% will be paid from District funds and 50% will be paid out of building staff development funds per a WEA vote, pursuant to Minnesota Statute.

It is understood that the Elementary Team Planning time could be discontinued during this contract, but only if the School Board also discontinues the middle school model.

This Memorandum of Understanding will expire on June 30, 2015.

Appendix H

MEMORANDUM OF UNDERSTANDING

Donation to Sick Leave

Wayzata Public Schools ISD No. 284 and the Wayzata Education Association agree to establish a donation to sick leave program. Employees may donate up to two (2) days of personal leave per year to another member of the bargaining unit who is out of accrued paid leave* and experiencing a hardship due to critical illness or injury and covered under Section 7.1. Employees who have accumulated sixty (60) or more sick leave days and who have exhausted their personal leave, may also donate up to one (1) day of sick leave to another member of the bargaining unit who is out of accrued paid leave* and experiencing a hardship due to critical illness or injury and covered under Section 7.1.

The number of days donated to an individual shall not extend the individual's paid status beyond the long-term disability qualification period or the end of the school year, whichever is reached first. Donated days may only be used for regularly scheduled duty days. A request for donated days must be submitted within two (2) weeks of the end of the qualifying illness or injury. Donation forms must be submitted to the Human Resource Services Department within two (2) weeks of the request.

ECFE teachers may donate to another member of the bargaining unit who is employed in the ECFE program. Employees may donate up to two (2) days (a day is based on the donating staff member's weight of day) of personal leave per year to another member of the bargaining unit who is out of accrued paid leave* and experiencing a hardship due to critical illness or injury and covered under Section 7.1. ECFE teachers who have accumulated sixty (60) or more sick leave days and who have exhausted their personal leave, may also donate up to one (1) day of sick leave to another member of the bargaining unit

who is out of accrued paid leave* and experiencing a hardship due to critical illness or injury and covered under Section 7.1. The number of days donated to an individual shall not extend the individual's paid status beyond the long-term disability qualification period or the end of the school year, whichever is reached first. Donated days may only be used for regularly scheduled duty days. Donation forms must be submitted to the Human Resources Services Department within two (2) weeks of the original date which sick leave would have been exhausted.

This Memorandum of Understanding will expire on June 30, ~~2013~~ 2015, unless both parties agree to an extension.

*accrued paid leave: sick and personal leave

Appendix I

MEMORANDUM OF UNDERSTANDING

Sick Leave Accumulation

Teachers who use five (5) days or less of sick leave in a school year may elect to convert sick leave days to cash at the current substitute daily pay rate (currently $120/day) and the following conditions. The district will use the sick leave balance as of the end of each school year and the new balance will reflect a reduction based on the number of sick days that have been converted to cash. This payment will be made to a tax deferred plan within 60 days after the end of the school year on the following basis:

Accumulated Sick Leave	**Amount**
30-60 days accumulated sick leave	1 day ($120)
60+ days accumulated sick leave	2 days ($240)
90+ days accumulated sick leave	3 days ($360)
184 days or more	5 days ($600)

This plan will be subject to state and federal laws, rules and regulations.

It is agreed that the purpose of this benefit is to encourage WEA members to accumulate sick time and provide continuity in the classroom. Therefore, the WEA and the District will study the cost and effect of this plan for the ~~2011-12~~ 2013-14 and ~~2012-13~~2014-15 school years and such information will be used by the parties in the negotiations of the subsequent contract.

This Memorandum of Understanding will be effective July 1, ~~2011~~ 2013 through June 30, ~~2013~~ 2015.

~~Appendix J~~

~~MEMORANDUM OF UNDERSTANDING~~

~~Department Chairs~~

~~Wayzata Public Schools ISD No. 284 and the Wayzata Education Association agree to maintain a joint committee to review the role of Wayzata High School Department Chairs. The committees work will be completed by March 1, 2012. The committee will be represented by four (4) WEA members appointed by the WEA President and up to four (4) WHS administrators appointed by the WHS Principal.~~

Appendix K

MEMORANDUM OF UNDERSTANDING

Extra-Assignments – Stipend Positions

Wayzata Public Schools ISD No. 284 and the Wayzata Education Association agree the following extra-assignments will be paid at the identified stipend for the ~~2011-13~~ 2013-15school years. These assignments are viewed as temporary positions and will be reviewed during the ~~2013-15~~ 2015-17 negotiations to establish if the positions should be added to the master agreement. If other temporary positions are established during the ~~2011-13~~ 2013-15 school years, the WEA President will be notified.

Elementary Assessment Coordinator	$750.00

~~Appendix L~~

~~MEMORANDUM OF UNDERSTANDING~~

~~Alternative Compensation Program Review Committee~~

~~Wayzata Public Schools ISD No. 284 and the Wayzata Education Association (WEA) agree to establish a joint committee regarding the District 284 Alternative Compensation Program. The committee's charge is to:~~

~~A. Research and evaluate the current program and, if necessary, make recommendations for changes.~~
~~a. Research will include possible alternatives to the current Site Goal Bonus process.~~
~~b. WEA members will be surveyed regarding current site goal process and a possible student achievement goal setting process.~~
~~2. Complete surveys, research and possible recommendations by December 2012.~~
~~3. Committee representation will include WEA President, two (2) 2011-13 WEA negotiations team members, teacher representation from elementary, middle and secondary schools appointed by the WEA President, Alternative Compensation Supervisor, Executive Director of Human Resources, one (1) School Board member, one (1) Building Principal and one (1) District Administrator.~~

~~Appendix M~~

~~MEMORANDUM OF UNDERSTANDING~~

~~Severance Payment~~

~~During the 2011-13 teacher negotiations, the parties agreed that the District would make payments to all WEA members who retired on or before June 30, 2011 with the following schedule, assuming it is within applicable IRS limits:~~

~~Payment will be made within thirty (30) days of the ratification of the 2011-13 master agreement. If the full amount of severance cannot be deposited into the 403(b) due to the IRS limits, any amount remaining shall be deposited on January 15, 2012.~~

~~This Memorandum of Understanding will expire on June 30, 2013.~~

Appendix

MEMORANDUM OF UNDERSTANDING

Teacher Evaluation Committee

Wayzata Public Schools ISD No. 284 and the Wayzata Education Association (WEA) agree to establish a joint committee regarding teacher evaluation. This committee will be chaired by the WEA President and a Building Principal.

Committee representation will include the WEA President, two (2) Building Principals, one (1) District Representative, Q-Comp Coordinator and seven (7) teachers.

All teachers will be notified of the committee and afforded an opportunity to volunteer to serve on the committee. The WEA President will appoint teacher representatives. The Executive Director of Teaching and Learning will appoint the Building Principals.

The committee's charge is to:

A Develop a teacher evaluation system that:

a. Meets Minnesota Statute 122A.40 requirements;
b. Aligns with the Q-Comp program;
c. Incorporates our schools' mission; and
d. Minimizes opportunity costs.

B Have teacher evaluation system developed not later than March 1, 2014 for September 1, 2014 implementation.

Appendix

MEMORANDUM OF UNDERSTANDING

School Procedures' Grade-Level Committees

Wayzata Public Schools ISD No. 284 and the Wayzata Education Association agree to establish joint grade-level (high school, middle school & elementary school) committees to review student disciplinary procedures. Each committee will be comprised of building principals and WEA members. WEA members will be appointed by the WEA President and Building Principals will be appointed by the Superintendent. The WEA President will provide background information for each committee to better understand concerns. The committees' work will be completed by May 1, 2014 and outcomes will be reported to the Superintendent and WEA President.

Appendix

MEMORANDUM OF UNDERSTANDING

Middle School E.L.C. Committee

Wayzata Public Schools ISD No. 284 and the Wayzata Education Association agree to establish a joint committee to review the 6th Grade Environmental Learning Center trips. The committee will be comprised of three (3) Middle School Principals and six (6) Middle School Teachers. The committee's charge is:

1. Study the effectiveness of the current Middle School E.L.C. program
2. Survey staff, parents, students (including former students)
3. Generate options for improvement of the program
4. Report their findings to the Teaching & Learning Board Committee

WEA members will be appointed by the WEA President and Building Principals will be appointed by the Executive Director of Teaching and Learning. The committee's work will be completed by February 1, 2014.

Appendix

MEMORANDUM OF UNDERSTANDING

Initiative/Professional Development Task Force

Wayzata Public Schools ISD No. 284 and the Wayzata Education Association agree to establish a joint committee to review initiatives and professional development.

The committee's charge is:

a. Seek ways to provide more time and support for teachers;
b. Clarify expectations; and
c. Minimize opportunity costs

The task force will be represented by:

a. Two (2) teachers from each level for a total of six (6). Included in this are two (2) teacher negotiators. Teachers will be appointed by the WEA President.
b. Three (3) principals. Principals will be recommended by the Executive Director of Human Resources.
c. Executive Director of Teaching and Learning
d. Director of Curriculum and Instruction
e. Board members (2). The Board Chair will appoint the Board members.

An outside facilitator will be utilized. The WEA President and Executive Director of Human Resources will meet with the facilitator to provide background data prior to the first meeting of the task force. The task force will meet outside the student contact day.

The task force will complete their work by the 2013 Winter Break and will be shared with the Superintendent of Schools and the WEA Executive Board by January 15, 2014.

Appendix

MEMORANDUM OF UNDERSTANDING

Alternative Compensation Program - ECFE Teachers

Wayzata Public Schools ISD No. 284 and the Wayzata Education Association agree that beginning with the 2013-14 school year, the ECFE Teachers will be eligible to participate in the Alternative Compensation Program - Individual Performance Bonus:

Upon the completion of two (2) satisfactory evaluations, or completion of the appeal process outlined in Article V Section 5.6 Part 8 with a satisfactory evaluation, a full-time (1.0 FTE) teacher will be granted an Individual Performance Bonus of $1600 to be paid on the first regular pay period in June. For the purposes of this MOU, a full-time teacher must be employed for a minimum of 960 hours (per Section 5.6. Part 5a.)

during the school year. A part-time teacher will be eligible for an Individual Performance Bonus prorated to equal his/her FTE.

A teacher retiring at the end of the first semester will be eligible for an Individual Performance Bonus prorated to equal his/her annualized FTE upon the completion of two (2) satisfactory evaluations. To facilitate the scheduling of evaluations, it is the responsibility of the educator to notify his/her Peer Coach in writing by September 15 of his/her intent to retire at the semester break.

This Memo of Understanding will expire on June 30, 2015.

Transfer Policy – Meet and Confer Recommendation

At the 2013-15 teacher negotiations we discussed concerns and we agreed to forward the following joint-recommendations to the Meet & Confer Process to be incorporated into the Transfer Policy/Regulations #413-R:

1. Change the language in Section A, 10 b. to read:

   Job postings, which occur during the school year, shall be displayed in a designated area accessible to staff members in each school building and on-line for a minimum of ~~ten (10)~~ five (5) working days. Job postings, which occur before July ~~10th~~ 1st during the summer break periods, shall be displayed in a like manner for ~~ten (10)~~ five (5) working days. Beginning July ~~10th~~ 1st, the District may concurrently post internally and externally for five (5) working days.

2. Add to Section A, 10 d:

   d. Positions will be posted by the building/departments as soon as feasible.

Agenda Item 7-A

WAYZATA PUBLIC SCHOOLS

Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION

Regular Meeting – September 9, 2013

AGENDA SECTION: 7. OTHER BOARD ACTION

ITEM: A. RESOLUTION RELATING TO THE APPOINTMENT OF ELECTION JUDGES FOR THE GENERAL ELECTION ON NOVEMBER 5, 2013

COMMENTS BY: Board Chair Droegemueller

The School Board is required to officially appoint qualified individuals to serve as election judges for School District elections. Attached is the appropriate **RESOLUTION RELATING TO THE APPOINTMENT OF ELECTION JUDGES FOR THE GENERAL ELECTION on November 5, 2013.**

RECOMMENDED ACTION: Adopt as presented the RESOLUTION RELATING TO THE APPOINTMENT OF ELECTION JUDGES FOR THE GENERAL ELECTION ON NOVEMBER 5, 2013.

Motion by: _____ ROLL CALL Passed _____

Second by: _____ VOTE Failed _____

EXTRACT OF MINUTES OF A MEETING
OF THE SCHOOL BOARD
OF INDEPENDENT SCHOOL DISTRICT NO. 284
(WAYZATA PUBLIC SCHOOLS)
STATE OF MINNESOTA

Pursuant to due call and notice thereof, a regular meeting of the School Board of Independent School District No. 284, State of Minnesota, was duly held in said school district on September 9, 2013, at 7 o'clock p.m. for the purpose, in part, of adopting a resolution appointing election judges.

Member _____ moved the adoption of the following Resolution:

RESOLUTION RELATING TO THE APPOINTMENT OF ELECTION JUDGES FOR THE NOVEMBER 5, 2013 SCHOOL DISTRICT GENERAL ELECTION

BE IT RESOLVED by the School Board of Independent School District No. 284, State of Minnesota, as follows:

1. The individuals specified on EXHIBIT A attached hereto, each of whom is qualified to serve as an election judge, are hereby appointed as judges of election for the school district's general election on November 5, 2013 to act as such at the combined polling places listed on said exhibit.

2. The election judges appointed by the City of Minnetonka for the municipal election in that city are also appointed as election judges of the School District's general election, to act as such at the city precincts located in whole or in part within the School District. Their names are incorporated in this resolution as though fully set forth herein.

3. The election judges shall act as clerks of election, count the ballots cast, and submit the results to the school board for canvass in the manner provided for other school district elections.

The motion for the adoption of the foregoing resolution was duly seconded by_____. On a roll call vote, the following voted in favor:

and the following voted against:

EXHIBIT A

COMBINED POLLING PLACES

POLLING PLACE #1 **HEAD JUDGE:** **Deborah Price**
Wayzata City Hall, 600 Rice Street, Wayzata

POLLING PLACE #2 **HEAD JUDGE:** **Don Nielsen**
Plymouth Fire Station No. 3, 3300 Dunkirk Lane North, Plymouth

POLLING PLACE #3 **HEAD JUDGE:** **Mike Barnes**
Christ Memorial Lutheran Church, 13501 Sunset Trail, Plymouth

POLLING PLACE #4 **HEAD JUDGE:** **Virginia Anderson**
Wayzata High School, 4955 Peony Lane, Plymouth

POLLING PLACE #5 **HEAD JUDGE:** **Fred Moore**
Plymouth Creek Center, 14800 34th Ave. N., Plymouth

ADDITIONAL ELECTION JUDGES (To be assigned)
Ken Root
Jill Johnson
Helen Chen
Phil Deeney
Deb McDonald
Darlene Mitchel
Margaret Heying
Kraig Koep
Fran Day
K'Juana Ballard
Danette Turner-Strickland
Paula Kelly Caryotakis
Alice Markham
Penny Hatcher
Connie Hoof
Darlene Woolsey
Christopher Hart
Linda Steck

STATE OF MINNESOTA)
)SS
COUNTY OF HENNEPIN)

I, the undersigned, being the duly qualified and acting Clerk of Independent School District No. 284, State of Minnesota, hereby certify that the attached and foregoing is a full, true and correct transcript of the minutes of a meeting of the school board of said school district duly called and held on the date therein indicated, so far as such minutes relate to appointing election judges for the general election of said school district, and that the resolution included therein is a full, true and correct copy of the original thereof.

WITNESS MY HAND officially as such clerk this _____ day of _____ 2013.

_____
Clerk

Agenda Item 7-B

WAYZATA PUBLIC SCHOOLS

Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION

Regular Meeting – September 9, 2013

AGENDA SECTION: 7. OTHER BOARD ACTION

ITEM: B. RESOLUTION APPOINTING ABSENTEE BALLOT BOARD ELECTION JUDGES FOR THE NOVEMBER 5, 2013 GENERAL ELECTION

COMMENTS BY: Board Chair Droegemueller

The School Board is required to officially appoint qualified individuals to serve as absentee ballot board election judges for School District elections. Attached is the appropriate **RESOLUTION APPOINTING ABSENTEE BALLOT BOARD ELECTION JUDGES FOR THE NOVEMBER 5, 2013 GENERAL ELECTION.**

RECOMMENDED ACTION: Adopt as presented the **RESOLUTION APPOINTING ABSENTEE BALLOT BOARD ELECTION JUDGES FOR THE NOVEMBER 5, 2013 GENERAL ELECTION.**

Motion by: _____ ROLL CALL Passed _____

Second by: _____ VOTE Failed _____

WAYZATA PUBLIC SCHOOLS
Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION

Regular Meeting – September 9, 2013

Pursuant to due call and notice thereof, a regular meeting of the School Board of Independent School District No. 284, State of Minnesota, was duly held in said school district on September 9, 2013, at 7 o'clock p.m. for the purpose, in part, of adopting a resolution appointing an Absentee Ballot Board.

Member _____ moved the adoption of the following Resolution:

RESOLUTION APPOINTING ABSENTEE BALLOT BOARD ELECTION JUDGES FOR THE NOVEMBER 5, 2013 GENERAL ELECTION.

WHEREAS, Minnesota Election Law 204B.21 requires that persons serving as election judges be appointed by the Board at least 25 days before the election.

BE IT RESOLVED by the Wayzata Board of Education that the individuals named on Exhibit A, and on file in the office of the School District Clerk be appointed as the Wayzata School District Absentee Ballot Board Election Judges for the November 5, 2013 General Election; and

BE IT FURTHER RESOLVED the Wayzata Board of Education also appoints other individuals and all members appointed to the Hennepin County Absentee Ballot Board as authorized under Minn. Stat. 204B.21, subd. 2 under the direction of the Election Manager to serve as members of the Wayzata School District Absentee Ballot Board, and

BE IT FURTHER RESOLVED that the School District Clerk is with this, authorized to make any substitutions or additions as deemed necessary.

The motion for the adoption of the foregoing resolution was duly seconded by_____. On a roll call vote, the following voted in favor:

and the following voted against:

Passed and adopted by the Wayzata Board of Education this 9th day of September, 2013.

This Resolution was adopted by the Wayzata School District Board of Education on this 9th day of September, 2013 by a vote of _____ayes and _____nays.

Susan Hayes Droegemueller, Board Chair

Attest:

Colleen O'Brien Erickson (SEAL)
School District Election Official

EXHIBIT A

Absentee Ballot Board Appointments

Colleen O. Erickson
Jill Schwint
Unnamed Election Judges Deemed Necessary

Agenda Item 8

WAYZATA PUBLIC SCHOOLS
Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION

Regular Meeting – September 9, 2013

AGENDA SECTION: 8. AUDIENCE OPPORTUNITY TO ADDRESS SCHOOL BOARD

ITEM:

COMMENTS BY: Board Chair Droegemueller

This section of the agenda provides an opportunity for members of the audience to address the School Board.

Agenda Item 9-A

WAYZATA PUBLIC SCHOOLS

Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION

Regular Meeting – September 9, 2013

AGENDA SECTION: 9. BOARD REPORTS

ITEM: A. Superintendent Evaluation/Compensation Committee

COMMENTS BY: Board Chair Droegemueller

This section of the agenda provides an opportunity for Board members and/or the Superintendent to report on committee activity, programs or events.

The School Board completed the evaluation of Superintendent Anderson at a Special Work Session on August 28. Jay Hesby, chair of the Superintendent Evaluation/Compensation Committee, will provide an oral report on the 2012-2013 Superintendent Performance Review.

Motion by:_____ Yes_____ Passed_____

Second by:_____ No_____ Failed_____

Abstentions_____

Agenda Item 10

WAYZATA PUBLIC SCHOOLS

Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION

Regular Meeting – September 9, 2013

AGENDA SECTION: 10. ADJOURN

ITEM:

COMMENTS BY: Board Chair Droegemueller

If there is no additional business before the School Board, the Chair will call for a motion to adjourn the meeting.

Motion by:_____ Yes_____ Passed_____

Second by:_____ No_____ Failed_____

Abstentions_____