

Regular Meeting
Monday, January 12, 2026 6:00 PM

Council Chambers
City of Mendota Heights
1101 Victoria Curve
Mendota Heights, MN 55118

Agenda

1. Listening Session - 5:00 p.m.
2. Call Meeting to Order and Recite Pledge of Allegiance - 6:00 p.m.
Presenter: Sarah Larsen, Chair
3. Election of School Board Officers - Chair, Vice-Chair/Clerk, Treasurer - 6:05 p.m.
4. Approval of the Agenda
Presenter: Newly-Elected School Board Chair
5. Approval of the Consent Agenda
Presenter: Newly-Elected School Board Chair
 - 5.A. Approval of Minutes of the December 8, 2025 School Board Meeting
 - 5.B. Approval of Personnel Recommendations
 - 5.C. Approval of Friendly Hills Middle School Field Trip
 - 5.D. Approval of September 2025 Treasurer's Report
 - 5.E. Approval of September 2025 Accounts Payable Report
 - 5.F. Approval of December 2025 Wire Transfers Report
 - 5.G. Approval of Gifts to the District
 - 5.H. Administrative Review of Policy 720, Vending Machines
 - 5.I. Final Reading of Policy 905, Advertising
6. Listening Session Report - 6:05 p.m.
Presenter: Byron Schwab, Board Member
7. Recognitions - 6:10 p.m.
Presenter: Superintendent Peter Olson-Skog
8. Student Representatives' Report - 6:30 p.m.
Presenter: Evangeline Fuentes and Rhys Walsh
9. Superintendent's Report - 6:40 p.m.
Presenter: Peter Olson-Skog, Superintendent
10. Site Report: Pilot Knob STEM Magnet School - 6:50 p.m.
Presenter: Tom Benson, Principal
11. Site Report: Two Rivers High School - 7:10 p.m.
Presenter: Dr. Jessica Cabak, Principal
12. ISD 917 Annual Update - 7:30 p.m.
Presenter: Dr. Michael Favor, ISD 917 Superintendent
13. Equity Focus Area Update - 7:50 p.m.
Presenter: Peter Mau, Assistant Superintendent; Sara Blair, Director of Communications
14. Action Item: Approval of 2025-2027 Principals' Contract - 8:10 p.m.
Presenter: Tye Michaels, Director of Human Resources
15. Adjournment - 8:15 p.m.
Presenter: Newly-Elected School Board Chair

School District 197
West St. Paul-Mendota Heights-Eagan Area Schools
Regular Meeting
Monday, December 8, 2025
Mendota Heights City Hall, Council Chambers

A meeting of the School Board of Independent School District 197 was held on Monday, December 8, 2025 beginning at 6:00 p.m. pursuant to due notice.

The meeting was called to order by current Chair Larsen at 6:00 p.m. School Board members present: Sarah Larsen, Tim Aune, Byron Schwab, Morgan Steele, Marcus Hill. School Board Members absent: Jon Vaupel, Randi Walz. Superintendent Peter Olson-Skog was present. Student representatives Rhys Walsh and Evangeline Fuentes were present.

Also present for the meeting were: Peter Mau, Assistant Superintendent; Sara Lein, Director of Special Programs; Brian Schultz, Director of Finance; Sara Blair, Director of Communications; Lisa Grathen, Director of Community Education; Tye Michaels, Director of Human Resources; Mark Fortman, Director of Operations.

Agenda

It was moved by Mr. Schwab and seconded by Ms. Steele to approve the agenda as presented.

Aye: Sarah Larsen, Tim Aune, Byron Schwab, Morgan Steele, Marcus Hill

Nay: none

The motion carried (5-0)

Consent Agenda

It was moved by Ms. Steele and seconded by Mr. Hill to approve the consent agenda items as presented:

- Approval of the November 24, 2025 School Board Regular Meeting Minutes
- Approval of Personnel Recommendations
- Approval of November 2025 Wire Transfers Report
- Approval of Field Trip for Two Rivers High School Nordic Ski Team
- Second Reading of Policy 905 Advertising

Aye: Sarah Larsen, Tim Aune, Byron Schwab, Morgan Steele, Marcus Hill

Nay: none

The motion carried (5-0)

Student Representatives' Report

Student Representatives Rhys and Evangeline delivered their monthly report, sharing highlights from schools across the district. Elementary schools engaged in numerous activities, including successful fundraisers at Pilot Knob, Veterans Day assemblies at Garlough and Mendota, and cultural learning experiences at Moreland featuring Ojibwe teachings and arts residencies. Middle school updates included Friendly Hills' collection of more than 600 pounds of food for a local food shelf, Heritage's collaboration with the University of Minnesota Biology Department, and 8th-grade transition tours at Two Rivers High School. At the high school level, students and community volunteers packed more than 50,000 meals during the annual Border Battle Harvest

Pack event, and the school launched a new service club, Beads for Humanity, benefiting St. Jude Children's Hospital. Additional high school achievements included 153 students earning AP Scholar recognition, a successful fall play, and ongoing Kiwanis service activities. The report concluded with a preview of the upcoming districtwide Martin Luther King Jr. Day of Service event scheduled for January 19, 2026.

Recognitions

The Board recognized two student groups: the Garlough Student Council and fall season state-level student-athletes from Two Rivers High School. Members of the Garlough Student Council were introduced by Counselor Sarah Orman, who described the group's leadership work supporting schoolwide initiatives, kindergarten classrooms, assemblies, and student-led committees. The Board then honored Two Rivers athletes who advanced to state competition, beginning with the boys' and girls' cross-country team members, followed by girls' tennis state qualifiers Olivia Kanavati and Amelie Williams, and girls' diving qualifier Sada Gustafson, who earned a fourth-place finish at state. Students from the state champion Dakota United Hawks CI Soccer team were also recognized for their accomplishments, including All-Tournament selection Oran Hill. The recognitions concluded with an acknowledgment of Abel Alem, named Second Team All-State in boys' soccer.

Superintendent's Report

Peter Olson-Skog, Superintendent, provided a report highlighting several recent activities and celebrations across the district. Eighth-grade students participated in tours of Two Rivers High School to experience high school life and begin planning for their transition to high school next year. He also noted ongoing efforts to support student transitions at earlier levels, including musical choices opportunities for 4th graders and preparations for kindergarten registration. Fall-season achievements in sports, activities, and clubs were recognized, with appreciation expressed for students' commitment and for staff support. In addition, the district celebrated National Special Education Day, honoring special education staff for their work on behalf of students with disabilities.

Site Report: Moreland Arts & Health Sciences Magnet School

Principal Rob Sahli, joined by Moreland students, provided the annual site report highlighting the school's mission and focus on creativity, healthy living, and active learning. This year's theme, *Be You! What makes you different makes us strong!* was showcased through images that demonstrated student engagement and a sense of belonging. The presentation emphasized arts integration across all grade levels and highlighted partnerships with organizations including Puppets on Parade, Scott Stafford Dance, Opera for the Young, and the Minneapolis Institute of Art. New community connections with the Minnesota Wild and Vikings were also highlighted, along with the SPARKS program, which offers student-selected exploratory learning days. Looking ahead, Moreland will continue efforts to strengthen literacy outcomes for English Learners, partner with families through LEAP, and further increase belonging for both students and staff.

Site Report: Garlough Environmental Magnet School

Principal Libby Huettl presented the Garlough site report, highlighting the school's mission to use the natural world to enrich student learning and inspire learners to understand, connect, and care. Enrollment and staffing data on page 4 illustrate the scope of the GEMS community, including 415 students, 18 sections, specialized programs, and numerous animal-learning partners. Points of pride included a 17% increase in reading fluency and the opening of a new natural playground that supports outdoor learning and play. School-wide themes such as bird studies, an author visit, I Love to Read Month, and a whole-school field trip were also showcased. Looking ahead, the principal shared initiatives including new GEMS awards focused on effort and kindness, expanded SEL small groups using Character Strong resources, and continued opportunities for student voice through the GEMS leadership framework.

Social-Emotional Learning Focus Area Update

Sara Lein, Director of Special Services, presented an update on the district's Social Emotional Learning (SEL) implementation targets for 2025-2026. The report outlined three focus areas: explicit SEL instruction, adult SEL, and aligned community partnerships, as depicted in the framework visuals on pages 2-4. Staff highlighted ongoing SEL instruction in the Branch Out Transition Program, including units on self-awareness, self-management, and responsible decision-making, with pre- and post-assessment data demonstrating student growth. The Board also heard examples of adult SEL practices occurring across buildings, including professional development, wellness initiatives, and culturally responsive instructional practices that support staff capacity. In addition, the district has provided trauma-informed training and safe-space strategies to School Age Care staff to ensure alignment with school-based SEL systems.

Truth-in-Taxation Public Hearing

Brian Schultz, Director of Finance, presented the annual public hearing on the district's proposed property tax levy for taxes payable in 2026, as required under Minnesota law. He reviewed state constitutional and statutory requirements governing public school funding, emphasizing that the legislature sets revenue formulas, tax policy, and maximum levy authority for school districts. The presentation outlined the ongoing gap between the state's General Education Formula Allowance and inflation, noting that the FY 2025-26 per-pupil allowance of \$7,481 would need to increase by an additional 19 percent to keep pace with inflation since 2002-03. Schultz also reviewed the district's current-year budget, including total revenues of \$128.8 million and General Fund expenditures of \$104.9 million for 2025-26. The proposed 2026 levy reflects a \$315,041 decrease (0.8%) from the prior year, with explanations for category-level changes and examples of estimated tax impacts for typical residential properties. The hearing concluded with an opportunity for public comment.

Action Item: Approval of Final Property Tax Levy for Taxes Payable 2026

Brian Schultz, Director of Finance, presented the recommendation for adoption of the final 2025 payable 2026 property tax levy. As outlined in the background memo dated December 8, 2025, state law requires school districts to certify their final levy to the county auditor by December 29 and permits the final levy to be equal to or lower than the proposed levy, except for voter-approved add-ons. The administration recommended adopting a final levy totaling \$39,496,396.22. This amount represents a 0.8% decrease from the prior year, primarily due to enrollment fluctuations and a larger debt excess reduction compared to the previous year. The proposed resolution authorizes the School Board Clerk to sign the certification document for submission to the county auditor.

It was moved by Mr. Schwab and seconded by Ms. Steele to approve the Final Property Tax Levy for Taxes Payable 2026 as presented.

*Aye: Sarah Larsen, Tim Aune, Byron Schwab, Morgan Steele, Marcus Hill
Nay: none*

The motion carried (5-0)

Action Item: Approval of 2025-2027 Agreement between ISD 197 and Administrative Assistants

Tye Michaels, Director of Human Resources, presented the tentative 2025-2027 contract settlement with Teamsters Local 320, representing approximately 60 Administrative Assistants. The agreement, already ratified by the union, includes salary increases of 1.25 percent effective July 1, 2025, and 1.75% effective July 1, 2026. A new longevity payment of \$0.70 per hour for employees with five continuous years of service will begin July 1, 2025. Beginning July 1, 2026, insurance plan adjustments include revised copays, updated deductibles and out-of-pocket maximums for both single and family coverage, and increases in prescription rates, while the district's contribution levels remain unchanged at 95% for single and 80% for family coverage. The report also noted minor language updates to the contract.

It was moved by Mr. Hill and seconded by Mr. Aune to approve the 2025-2027 Agreement between ISD 197 and Administrative Assistants as presented.

Aye: Sarah Larsen, Tim Aune, Byron Schwab, Morgan Steele, Marcus Hill

Nay: none

The motion carried (5-0)

Action Item: Approval of 2026-2029 Superintendent Contract

Board Treasurer Byron Schwab presented the tentative 2026-2029 superintendent contract settlement for Dr. Peter Olson-Skog. As noted in the background memo, this agreement reflects a smaller overall package percentage increase than any other settled or tentative employee agreements and is recommended for Board approval. Key contract changes include reduced district contributions to health insurance premiums, aligning cost-sharing levels with those negotiated in the teachers' contract, as well as updated copays, deductibles, out-of-pocket maximums, and prescription rates. Salary schedule increases of 1.25% in 2026-27, 1.5% in 2027-28, and 1.5% in 2028-29 were outlined. Additional modifications include phasing out severance and replacing it with a longevity stipend, along with updated contract language recommended by MSBA and MASA.

It was moved by Ms. Steele and seconded by Mr. Schwab to approve the 2026-2029 Superintendent Contract as presented.

Aye: Sarah Larsen, Tim Aune, Byron Schwab, Morgan Steele, Marcus Hill

Nay: none

The motion carried (5-0)

End-of-Year Report on 2025 School Board Goals

Board Results Committee Chair Byron Schwab presented the end-of-year update on the 2025 School Board Goals, which span January through December 2025. The report outlined progress on four development-focused goals, including deepening the Board's understanding of Native American culture, educational equity, accessible community engagement opportunities, and the expectations and non-partisanship responsibilities of Board members. Topic 1 was completed earlier in the year, Topic 4 is underway, and scheduling for Topics 2 and 3 will continue into the next cycle. The Board also reviewed its goal to evaluate and refine the Superintendent Evaluation Rubric, determined that updates were warranted, and initiated a pilot of the Minnesota School Boards Association (MSBA) model as a potential replacement. A training session with the Superintendent and the full Board is planned to support continued implementation.

Summary of 2025 Board Self-Evaluation

Board Results Committee Chair Byron Schwab presented the annual summary of the School Board's 2025 self-evaluation. As described in the report, Board members completed the evaluation by November 6, 2025, and results were compiled across five competency areas, each rated on a scale from strongly agree to strongly disagree. The Board reported especially strong performance in competencies related to ethics, values, and moral leadership, with 100 percent of members indicating strong agreement. Additional strengths included high-functioning collaboration, strong communication with the Superintendent, and effective, mission-driven governance practices. No single area of improvement was identified by a majority of the Board, though members noted their ongoing commitment to continuous improvement and alignment with future board goals.

Adjournment

It was moved by Mr. Schwab and seconded by Mr. Hill to adjourn the meeting at 8:06 p.m.

Aye: Sarah Larsen, Tim Aune, Byron Schwab, Morgan Steele, Marcus Hill

Nay: none

The motion carried (5-0)

The next regularly scheduled School Board meeting of Independent School District 197 will be Monday, January 12, 2026 at 6:00 p.m. It will be held at the City of Mendota Heights Council Chambers, 1101 Victoria Curve, Mendota Heights, MN. *Please refer to the district website for possible changes to any meeting times/locations.*

Upon approval by the School Board, official minutes will be available at the District Office, 1897 Delaware Avenue, Mendota Heights, and on the district website. The full meeting materials are available for public inspection at the administrative offices of the school district and on the district website.

Sarah Larsen
School Board Chair

Jon Vaupel
School Board Clerk



TO: School Board Members

FROM: Tye Michaels, Director of Human Resources

DATE: January 12, 2026

SUBJECT: Personnel Recommendations

The following personnel items are recommended for approval on January 12, 2026 at the School Board Meeting.

Non-Licensed Employment

- Arnett, Angela - 5.5 hours a day Special Education Paraprofessional at the Early Learning Center at an hourly rate of \$23.21, effective January 5, 2026.
- Higgins, Nancy - 3.75 hours a day Kitchen Assistant at Mendota Elementary School at an hourly rate of \$18.48, effective January 12, 2026.
- Hobbs, Dondre - 5.5 hours a day Special Education Paraprofessional at Friendly Hills Middle School at an hourly rate of \$23.21, effective January 5, 2026.
- McDonald, Nora - 3.75 hours a day Kitchen Assistant at Heritage Middle School at an hourly rate of \$18.48, effective December 18, 2026.
- Raymond, Luann - 3.75 hours a day Kitchen Assistant at Friendly Hills Middle School at an hourly rate of \$18.48, effective January 5, 2026.
- Sun, Krystal Cae - 5.5 hours a day Special Education Paraprofessional at Garlough Elementary at an hourly rate of \$23.21, effective December 22, 2025.

Licensed Employment

- Carlson, Barbora - 1.0 FTE ESL Teacher at Garlough Elementary at a salary of \$34,751.21, effective December 1, 2025.

Non-Licensed Resignation, Retirement, Termination

- Ames, William - Special Education Paraprofessional at Two Rivers High School, termination effective December 19, 2025.
- Biddlecome, Julia - Kitchen Assistant at Friendly Hills Middle School, resignation effective November 25, 2025.
- Bodom, Jamal - Special Education Paraprofessional at Two Rivers High School, resignation effective December 22, 2025.
- Cardoso Rodriguez, Sol - Special Education Paraprofessional at Friendly Hills Middle School, resignation effective January 5, 2026.

- Jackson, Marshawn - Support Paraprofessional at Garlough Elementary School termination effective January 5, 2026.
- Nielsen, Martha - Special Education Paraprofessional at Pilot Knob Elementary School, resignation effective January 20, 2026.
- Smith, Shataura - SAC Special Education Paraprofessional at Garlough Elementary, resignation effective December 25, 2025.
- Ubeda Ubeda, Meyling - Buildings and Grounds worker at Two Rivers High School, resignation effective December 19, 2025.
- Wild, David - Special Education Paraprofessional at Friendly Hills Middle School, resignation effective December 19, 2025.

DISTRICT 197 OVERNIGHT OR EXTENDED TRIP REQUEST- FORM 2

Form 1 must have been completed and approved before submitting Form 2
 Submit to Principal/Administrator and Superintendent's Office no less than two months
 prior to domestic travel and no less than 4 months prior to international travel.

Trip Leader/Staff Member Name: Aaron Ashley

Did you complete FORM 1 for this trip and receive the required approval? Yes

TOUR CHECKLIST	RESPONSE
1. Dates of travel	After school 4/1/2026-4/4/2026
2. Trip destination	Washington D.C.
3. SUBMIT: Complete roster of travelers. Include a link to your roster in the response. <i>Link to roster template: TOUR ROSTER</i>	 Washington DC roster 2026
4. SUBMIT: Detailed Itinerary, including hotel names, addresses and phone numbers. Include a link or attach a document with these details in your response.	Mid-year review itinerary attached, includes hotel and flight information. Some information does not get locked in until 75 days out.
5. Final number of student travelers	69
6. Final number of adult travelers who are paying their own way/fare. 7. Final number of adults travelers who are traveling with a free or reduced fare. [If any, include the amount by which their fare is reduced]	0 7 staff members, 100% comp
8. Final number of district employees (also include in #6 and #7 counts)	7
9. Ratio of adults to students	1:10
10. FINAL TOTAL of Number of Travelers (Adults and Students)	76
11. Have parents received detailed information about the cancellation policies and fees?	yes
12. Is travel insurance through the tour company required OR optional for your travelers?	optional

13. Has the district completed background checks for all adults?

Yes, all our

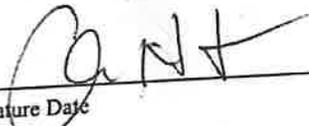
DISTRICT 197 OVERNIGHT OR EXTENDED TRIP REQUEST- FORM 2

Form 1 must have been completed and approved before submitting Form 2
Submit to Principal/Administrator and Superintendent's Office no less than two months
prior to domestic travel and no less than 4 months prior to international travel.

14. Is this a private tour, or will you be traveling with students from other schools? If so, please include the full roster of the adjoining group.	private
15. How will you communicate with travelers while on tour?	Group Me app
16. How will you communicate with families back home/not on tour?	Group Me app
17. What is your plan for those requiring medication?	Check roster with nurse before leaving and confirm any medication needs with parents at final trip meeting in March 2026.

Aaron Ashley 3/20/25
Staff Member's/Group Leader's Signature Date

Required Approvals:

 12-15-25 Principal
Signature Date

 12-15-22
Superintendent/Designee Signature Date

Board Approval Date Approved School

Once this form has been signed by your site administrator, submit it to the Superintendent for review and approval. It will then require School Board approval. Once approved, a signed copy will be returned to you for your records.

**INDEPENDENT SCHOOL DISTRICT NO. 197
WEST ST. PAUL, MINNESOTA
TREASURER'S REPORT TO SCHOOL BOARD**

Sep-25

Fund	Balance Beginning Of Month	Receipts	Disbursements	Balance End Of Month
General	(1,874,206.31)	10,604,054.20	10,812,167.86	(2,082,319.97)
Food Service	1,089,203.66	55,306.42	340,831.38	803,678.70
Comm. Service	1,649,065.32	386,982.93	573,075.30	1,462,972.95
Building Construct	9,474,572.54	432,673.49	247,012.34	9,660,233.69
Debt Service	5,680,410.64	157,431.48	63,708.52	5,774,133.60
Trust & Agency	413,475.29			413,475.29
Custodial Fund	31,095.21	3,000.00	170.00	33,925.21
Self Insurance	1,098,587.13			1,098,587.13
OPEB Trust	5,792,818.80	57,653.41		5,850,472.21
Internal Service	2,559,933.80			2,559,933.80
Total	25,914,956.08	11,697,101.93	12,036,965.40	25,575,092.61

Bank	Balance Per Bank Statement	Outstanding Checks	Other Reconciling Items	Balance Per Treasurer's Books
US Bank	5,344,402.78	1,061,885.64	(574.18)	4,281,942.96
Ehlers Bond	15,749,137.54			15,749,137.54
PMA				276,580.36
PMA Bond	2,881.63			2,881.83
PERA				5,204,109.14
CD'S				60,440.78
Total				25,575,092.61

September 2025 Check Register

NUMBER	AMOUNT	DATE	VENDOR
298335	(241.94)	09/25/2025	DUFFY, BETH
300151	(197,355.84)	09/25/2025	CM CONSTRUCTION CO INC
300221	(218,421.85)	09/25/2025	CM CONSTRUCTION CO INC
300303	15,537.00	09/04/2025	AMPLIFY EDUCATION INC
300304	386.81	09/04/2025	AVIBEN LLC
300305	55.90	09/04/2025	BATTERIES PLUS BULBS
300306	8,059.00	09/04/2025	BREDEMUS HARDWARE CO INC
300307	585.61	09/04/2025	BUSINESS ESSENTIALS
300308	12,836.14	09/04/2025	CANON FINANCIAL SERVICES INC
300309	289.60	09/04/2025	CINTAS CORPORATION #2
300310	160.00	09/04/2025	DALCO - NETWORK SERVICE CO
300311	1,453.10	09/04/2025	GRAINGER
300312	5,473.60	09/04/2025	HOUGHTON MIFFLIN HARCOURT
300313	2,490.00	09/04/2025	HOVLAND, ELIZABETH
300314	11,691.73	09/04/2025	INSTITUTE FOR ENVIR ASSESSMENT INC
300315	46.92	09/04/2025	JERRY'S ENTERPRISES
300316	35.00	09/04/2025	JRS ADVANCED RECYCLERS
300317	1,456.87	09/04/2025	KENDALL HUNT PUBLISHING CO
300318	4,364.04	09/04/2025	KOCK, DREW
300319	843.89	09/04/2025	LAUTH, MOLLY
300320	2,229.17	09/04/2025	LIND, JAMIE
300321	650.40	09/04/2025	LOFFLER COMPANIES
300322	4,104.01	09/04/2025	MAKI, CHRISTOPHER
300323	38.91	09/04/2025	MCGRAW HILL
300324	1,175.00	09/04/2025	NEP LLC
300325	144.00	09/04/2025	NESSIM & ASSOCIATES
300326	43.32	09/04/2025	NORTH CENTRAL BUS & EQUIP INC
300327	78.00	09/04/2025	OCCUPATIONAL HEALTH CENTERS OF MN PC

300328	6,559.01	09/04/2025	PAYDHEALTH LLC
300329	910.00	09/04/2025	PREMIUM TREE PROTECTION
300330	930.60	09/04/2025	PROFESSIONAL WIRELESS COMMUNICATIONS
300331	778.26	09/04/2025	SHERWIN WILLIAMS
300332	255.90	09/04/2025	SHRED N GO INC
300333	71.79	09/04/2025	SITE ONE LANDSCAPE SUPPLY LLC
300334	452.00	09/04/2025	SKATEVILLE
300335	238.46	09/04/2025	STERICYCLE INC
300336	640.00	09/04/2025	STOUT LINDA
300337	90.00	09/04/2025	TESSMAN COMPANY
300338	5,140.00	09/04/2025	TMB PROPERTIES
300339	2,210.51	09/04/2025	ULINE INC
300340	75.00	09/04/2025	UNIVERSITY LANGUAGE CENTER INC
300341	200.00	09/04/2025	US BANK
300342	266.92	09/04/2025	VESTIS GROUP INC
300343	2,400.00	09/04/2025	WIZARDS OF CHESS LLC
300344	305.00	09/04/2025	ZAHL PETROLEUM
300350	12,400.00	09/11/2025	A & C KITCHEN EXHAUST SERVICES
300351	10,000.00	09/11/2025	AMAZEWORKS
300352	3,490.96	09/11/2025	AMPLIFY EDUCATION INC
300353	12,635.00	09/11/2025	ASPEN WASTE SYSTEMS OF MN INC
300354	2,850.25	09/11/2025	AUTUMN RIDGE LANDSCAPING INC
300355	525.00	09/11/2025	BANN FORMS TECHNOLOGY
300356	2,539.50	09/11/2025	BATTERIES PLUS BULBS
300357	225.00	09/11/2025	BEJBLIK, FLORA
300358	885.00	09/11/2025	BENEFIT EXTRAS INC
300359	1,878.84	09/11/2025	BIMBO BAKERIES USA
300360	3,600.00	09/11/2025	BRAINPOP LLC
300361	3,773.50	09/11/2025	BRAUN INTERTEC CORPORATION
300362	20,190.00	09/11/2025	BRIDGEPOINT GLASS INC
300363	637.00	09/11/2025	BRUCE, SAMANTHA
300364	98,675.00	09/11/2025	BUILDING RESTORATION CORP

300365	155.84	09/11/2025	BUSINESS ESSENTIALS
300366	9,981.05	09/11/2025	CESO FINANCE LLC
300367	92.25	09/11/2025	CINTAS CORPORATION #2
300368	1,723.37	09/11/2025	CITY OF EAGAN
300369	4,637.01	09/11/2025	COMMERCIAL KITCHEN SERVICES
300370	196.35	09/11/2025	CULLIGAN
300371	6,096.50	09/11/2025	CURRICULUM ASSOCIATES LLC
300372	1,211.00	09/11/2025	D & J QUALITY SOURCING LLC
300373	13,592.26	09/11/2025	DALCO - NETWORK SERVICE CO
300374	3,585.60	09/11/2025	DAVID HOY & ASSOCIATES
300375	1,133.10	09/11/2025	DE LAMBERT, ANNE
300376	13,002.08	09/11/2025	DG MN CS 2021 LLC
300377	500.00	09/11/2025	EDEN PRAIRIE HIGH SCHOOL
300378	448.20	09/11/2025	GOPHER
300379	8.14	09/11/2025	GRAINGER
300380	3,934.70	09/11/2025	GROTH MUSIC CO
300381	37.70	09/11/2025	GUTHREY, MOLLY
300382	1,390.00	09/11/2025	H & B SPECIALIZED PRODUCTS
300383	1,139.00	09/11/2025	HANSON, CAPRI
300384	5,362.10	09/11/2025	HASTINGS BUS CO
300385	1,815.00	09/11/2025	HENRY SIBLEY GIRLS BB BOOSTERS
300386	1,559.25	09/11/2025	HERTZBERG- NEW METHOD INC
300387	648.01	09/11/2025	HOBART SERVICE
300388	3,761.40	09/11/2025	HORIZON COMMERCIAL POOL SUPPLY
300389	48,517.04	09/11/2025	ICS CONSULTING LLC (DBA ICS)
300390	20,000.00	09/11/2025	INFINITE HEALTH COLLABORATIVE
300391	4,390.00	09/11/2025	INTERMEDIATE DIST 917
300392	988.93	09/11/2025	INVER GROVE FORD
300393	250.00	09/11/2025	ISD 197 ED FOUNDATION
300394	206.00	09/11/2025	JAWORSKI, JOAN
300395	108.55	09/11/2025	JERRY'S ENTERPRISES
300396	41,260.00	09/11/2025	JORGENSON CONSTRUCTION INC

300396	(41,260.00)	09/25/2025	JORGENSON CONSTRUCTION INC
300397	4,354.54	09/11/2025	KINECT ENERGY GROUP
300398	2,599.00	09/11/2025	LEARNING ALLY INC
300399	199.94	09/11/2025	LOFFLER COMPANIES
300400	1,918.30	09/11/2025	LVC COMPANIES
300401	2,040.63	09/11/2025	MADISON ENERGY INVESTMENTS III LLC
300402	73.88	09/11/2025	MADISON ENERGY INVESTMENTS II LLC
300403	410.00	09/11/2025	MASTER TEACHER
300404	1,839.58	09/11/2025	MCGRAW HILL
300405	1,840.00	09/11/2025	MILLES, RICHARD
300406	836.00	09/11/2025	MRI SOFTWARE
300407	1,111.50	09/11/2025	NAC MECHANICAL & ELECTRICAL SERVICES
300408	7,700.00	09/11/2025	NANCY LARSON PUBLISHERS INC
300409	1,842.42	09/11/2025	NASSEFF MECHANICAL CONTRACTORS
300410	306.00	09/11/2025	NESSIM & ASSOCIATES
300411	30,680.09	09/11/2025	NICOLLET PROJECT I LLC
300412	375.33	09/11/2025	NORTH CENTRAL BUS & EQUIP INC
300413	5,908.84	09/11/2025	NORTHFIELD LINES INC
300414	492.00	09/11/2025	OCCUPATIONAL HEALTH CENTERS OF MN PC
300415	21.59	09/11/2025	OXYGEN SERVICE
300416	571.10	09/11/2025	PARMAN ENERGY GROUP LLC
300417	12,660.45	09/11/2025	PAYDHEALTH LLC
300418	2,430.08	09/11/2025	PETERSON BROS ROOFING
300419	2,880.00	09/11/2025	PRO CARE THERAPY
300420	215.73	09/11/2025	REINDERS INC
300421	175.00	09/11/2025	REYES MARIO
300422	9,152.00	09/11/2025	RIVERSIDE INSIGHTS
300423	2,215.62	09/11/2025	SAVVAS LEARNING COMPANY LLC
300424	41,599.00	09/11/2025	SAYOO TRANSPORTATION LLC
300425	968.08	09/11/2025	SHERWIN WILLIAMS
300426	943.50	09/11/2025	SHIFRIN, RENNA
300427	324.50	09/11/2025	SNA

300428	2,556.90	09/11/2025	T MOBILE USA INC
300429	1,344.00	09/11/2025	TYSON PREPARED FOODS INC
300430	200.00	09/11/2025	US BANK
300431	446.12	09/11/2025	VESTIS GROUP INC
300432	4,632.50	09/11/2025	YOUSCIENCE PRECISION EXAMS
300433	251.11	09/11/2025	ZAHL PETROLEUM
300593	26,632.16	09/18/2025	150 MARIE LLC
300594	807.96	09/18/2025	AT&T MOBILITY
300595	58.30	09/18/2025	BELLOWS, LINDA
300596	888.75	09/18/2025	BENEFIT EXTRAS INC
300597	479.00	09/18/2025	BIRCHBARK BOOKS & NATIVE ARTS LLC
300598	17,806.87	09/18/2025	BIX PRODUCE CO
300599	3,026.22	09/18/2025	BSN SPORTS
300600	357.40	09/18/2025	BUSINESS ESSENTIALS
300601	28.58	09/18/2025	CINTAS CORPORATION #2
300602	9,048.00	09/18/2025	CITY OF WEST ST PAUL
300603	1,038.33	09/18/2025	COMCAST
300604	7,819.79	09/18/2025	CONSOLIDATED COMMUNICATIONS
300605	3,686.25	09/18/2025	DAKOTA COUNTY 4-H
300606	2,053.09	09/18/2025	DALCO - NETWORK SERVICE CO
300607	360.00	09/18/2025	DOWNS, SUZANNE
300608	935.00	09/18/2025	EFFERTZ, MADELINE
300609	28,364.10	09/18/2025	FAE LSE 6 LLC
300610	44.00	09/18/2025	GOPHER STAGE LIGHTING
300611	685.36	09/18/2025	GRAINGER
300612	2,081.61	09/18/2025	GROTH MUSIC CO
300613	198,066.58	09/18/2025	HEALTHPARTNERS, INC
300614	460.00	09/18/2025	ISD 270
300615	148.23	09/18/2025	JERRY'S ENTERPRISES
300616	2,000.00	09/18/2025	JUNIOR ACHIEVEMENT NORTH
300617	85.00	09/18/2025	JW PEPPER & SONS INC
300618	4,364.04	09/18/2025	KOCK, DREW

300619	843.89	09/18/2025	LAUTH, MOLLY
300620	3,200.00	09/18/2025	LEVEL8CREATIVE
300621	2,229.17	09/18/2025	LIND, JAMIE
300622	498.74	09/18/2025	LOOMIS
300623	4,250.00	09/18/2025	MAIALEARNING INC
300624	4,104.01	09/18/2025	MAKI, CHRISTOPHER
300625	2,475.00	09/18/2025	MANEUVERING THE MIDDLE LLC
300626	525.80	09/18/2025	MARK'S TOWING
300627	1,510.20	09/18/2025	MARTIN, JAMES
300628	480.00	09/18/2025	MARZINSKE, NAOMI
300629	2,475.00	09/18/2025	MATRIX COMMUNICATIONS INC
300630	420.00	09/18/2025	MAY, THERESA
300631	3,375.40	09/18/2025	MCGRAW HILL
300632	240.00	09/18/2025	MN SECRETARY OF STATE - NOTARY
300633	325.00	09/18/2025	MPLS SOUTH HIGH SCHOOL
300634	9,101.60	09/18/2025	MSC RICE01
300635	48.00	09/18/2025	NCPERS GROUP LIFE INS
300636	1,175.00	09/18/2025	NEP LLC
300637	90.72	09/18/2025	NORTH CENTRAL BUS & EQUIP INC
300638	66,167.19	09/18/2025	PHOENIX SCHOOL COUNSELING
300639	3,113.54	09/18/2025	POMP'S TIRE SERVICE INC
300640	97.23	09/18/2025	PREMIUM WATERS INC
300641	2,880.00	09/18/2025	PRO CARE THERAPY
300642	2,924.63	09/18/2025	QUINN VIOLINS
300643	258.50	09/18/2025	REPOWERED
300644	500.00	09/18/2025	ROSEMOUNT HIGH SCHOOL
300645	20,945.00	09/18/2025	SAFEWAY DRIVING SCHOOL
300646	302.28	09/18/2025	SCHOLASTIC INC
300647	169.20	09/18/2025	SHIFFLER
300648	100.00	09/18/2025	SNDM
300649	3,232.10	09/18/2025	SOLIANT HEALTH LLC
300650	3,547.26	09/18/2025	SOUTHWEST MINN STATE UNIV

300651	5,139.45	09/18/2025	SUMMIT COMPANIES
300652	3,609.30	09/18/2025	SUNBELT STAFFING LLC
300653	4,950.00	09/18/2025	TMB PROPERTIES
300654	9,556.74	09/18/2025	TRIO SUPPLY COMPANY
300655	20,262.13	09/18/2025	UNIV OF MINNESOTA
300656	15,056.54	09/18/2025	UNIV OF MN DULUTH
300657	123,973.41	09/18/2025	UPPER LAKES FOODS
300658	1,796.15	09/18/2025	VESTIS GROUP INC
300659	69.61	09/18/2025	WARFORD, MICHELLE
300660	1,553.80	09/18/2025	WATSON, PATRICK
300661	2,821.10	09/18/2025	WELLS FARGO EQUIPMENT FINANCE INC
300662	1,856.77	09/18/2025	WEST MUSIC COMPANY INC
300663	10,720.30	09/18/2025	YMCA OF THE NORTH
300664	628.08	09/12/2025	MN FED/TEACHERS
300665	100.00	09/12/2025	RANGE CREDIT BUREAU INC
300666	24.96	09/12/2025	SEIU LOCAL #284
300667	246.71	09/12/2025	WI SCTF
300668	1,944.80	09/25/2025	ACADEMY OF THE HOLY ANGELS
300669	214.40	09/25/2025	BAITUL HIKMAH ACADEMY
300670	134.40	09/25/2025	BENILDE ST MARGARETS SCHOOL
300671	242.40	09/25/2025	BRECK SCHOOL
300672	236.00	09/25/2025	CAPITAL CITY
300673	13,725.03	09/25/2025	CENGAGE LEARNING INC
300674	368.00	09/25/2025	CHESTERTON ACADEMY
300675	378.40	09/25/2025	CHESTERTON ACADEMY OF ST CROIX VALLEY
300676	137.60	09/25/2025	CONCORDIA ACADEMY
300677	1,166.40	09/25/2025	CRETIN-DERHAM HALL
300678	920.00	09/25/2025	DE LASALLE HIGH SCHOOL
300679	241.94	09/25/2025	DUFFY, BETH
300680	4,100.80	09/25/2025	FAITHFUL SHEPHERD SCHOOL
300681	82.40	09/25/2025	FRANKLIN ACADEMY
300682	512.00	09/25/2025	GROVES ACADEMY

300683	520.00	09/25/2025	HAND IN HAND CHRISTIAN MONTESSORI
300684	9,192.80	09/25/2025	HIGHLAND CATHOLIC SCHOOL
300685	382.40	09/25/2025	HILL MURRAY HIGH SCHOOL
300686	536.80	09/25/2025	HOLY FAMILY ACADEMY
300687	1,488.80	09/25/2025	HOLY SPIRIT SCHOOL
300688	389.60	09/25/2025	HOLY TRINITY SCHOOL
300689	127.20	09/25/2025	HOPE ACADEMY
300690	74,038.68	09/25/2025	INTERMEDIATE DIST 917
300691	358.05	09/25/2025	MCDONOUGH'S
300692	2,898.40	09/25/2025	MINNEHAHA ACADEMY
300693	112.00	09/25/2025	MINNESOTA WALDORF SCHOOL
300694	636.00	09/25/2025	MOUNDS PARK ACADEMY
300695	488.80	09/25/2025	NEW LIFE ACADEMY
300696	130.40	09/25/2025	PRIOR LAKE CHRISTIAN ACADEMY
300697	12,048.00	09/25/2025	ST AGNES SCHOOL
300698	248.00	09/25/2025	ST RAPHAEL CATHOLIC
300699	1,144.00	09/25/2025	SUNNY HOLLOW MONTESSORI
300700	5,696.00	09/25/2025	TRINITY SCHOOL AT RIVER RIDGE
300701	367.20	09/25/2025	UNITED CHRISTIAN ACADEMY
300702	1,427.20	09/25/2025	UNITY HIGH SCHOOL
300703	9,000.00	09/25/2025	UW COLLEGE OF EDUCATION
300704	64,054.25	09/25/2025	360 COMMUNITIES
300705	2,600.00	09/25/2025	AB STAFFING SOLUTIONS LLC
300706	577.54	09/25/2025	AINSWORTH, CHARLIE
300707	22,611.44	09/25/2025	AMPION PBC
300708	283.41	09/25/2025	AVIBEN LLC
300709	1,137.00	09/25/2025	BIFFS INC
300710	796.07	09/25/2025	BILL RASCHER MECHANICAL INC
300711	50.00	09/25/2025	BLUUM OF MINNESOTA LLC
300712	682.00	09/25/2025	BOWMAN, MARY
300713	3,153.07	09/25/2025	BSN SPORTS
300714	9,390.76	09/25/2025	BUSINESS ESSENTIALS

300715	297.50	09/25/2025	C2 COMMUNICATION & CREATIVE
300716	744.00	09/25/2025	CALHOON, GRACE
300717	666.50	09/25/2025	CARTER JODI
300718	15,230.32	09/25/2025	CENGAGE LEARNING INC
300719	161.04	09/25/2025	CENTURYLINK
300720	15,054.00	09/25/2025	CESO FINANCE LLC
300721	840.00	09/25/2025	CHANCE FOR LIFE CPR INC
300722	1,580.20	09/25/2025	CINTAS CORPORATION #2
300723	682.00	09/25/2025	CUMMINGS, KRISTIE
300724	4,785.00	09/25/2025	CURRICULUM ASSOCIATES LLC
300725	694.30	09/25/2025	D & J QUALITY SOURCING LLC
300726	207.33	09/25/2025	DAKOTA COUNTY ENVIRO RESOURCES DEPT
300727	4,816.06	09/25/2025	DALCO - NETWORK SERVICE CO
300728	450.00	09/25/2025	DE JESUS, ARACELI
300729	48,698.82	09/25/2025	DISCOVERY EDUCATION INC
300730	950.00	09/25/2025	DUFRESNE, AMIE
300731	180.00	09/25/2025	ECKROTH MUSIC
300732	303.00	09/25/2025	ELECTRONIC DESIGN COMPANY
300733	503.75	09/25/2025	EUL, ELIZABETH
300734	5,138.61	09/25/2025	FIDELITY SECURITY LIFE INS CO
300735	629.05	09/25/2025	FLEETPRIDE
300736	1,544.99	09/25/2025	FOLLETT CONTENT SOLUTIONS
300737	490.82	09/25/2025	GRAINGER
300738	95.60	09/25/2025	GROTH MUSIC CO
300739	406.00	09/25/2025	HUMERATECH
300740	2,800.00	09/25/2025	ICS CONSULTING LLC (DBA ICS)
300741	1,000.00	09/25/2025	JAYTECH
300742	100.76	09/25/2025	JERRY'S ENTERPRISES
300743	20,630.00	09/25/2025	JORGENSON CONSTRUCTION INC
300744	651.00	09/25/2025	KANTOLA, SARAH
300745	4,941.73	09/25/2025	KELLY SERVICES INC
300746	3,259.44	09/25/2025	KINECT ENERGY GROUP

300747	1,325.89	09/25/2025	LAUGHLIN'S PEST CONTROL
300748	100.00	09/25/2025	LIBERTY MUTUAL INSURANCE
300749	1,560.00	09/25/2025	LINDSEY, SARAH
300750	3,357.88	09/25/2025	LOFFLER COMPANIES
300751	356.53	09/25/2025	LOFFLER COMPANIES INC
300752	56,140.36	09/25/2025	LUNIESKI & ASSOCIATES
300753	4,874.92	09/25/2025	LVC COMPANIES
300754	31,655.86	09/25/2025	MACMILLAN HOLDINGS LLC
300755	18,710.53	09/25/2025	MADISON NATIONAL LIFE INSURANCE
300756	316.15	09/25/2025	MCDONOUGH'S
300757	66.39	09/25/2025	MEDTOX LABORATORIES INC
300758	613.27	09/25/2025	MENARDS
300759	8,853.81	09/25/2025	METRO STATE UNIV
300760	2,120.00	09/25/2025	METRO VOLLEYBALL OFFICIALS ASSN LLC
300761	105.20	09/25/2025	MN LOCKS
300762	1,575.00	09/25/2025	MN MOBILE TELEPHONE CO INC
300763	870.00	09/25/2025	NAC MECHANICAL & ELECTRICAL SERVICES
300764	6,498.96	09/25/2025	NEO ELECTRICAL SOLUTIONS
300765	144.00	09/25/2025	NESSIM & ASSOCIATES
300766	2,765.94	09/25/2025	NETWORK DESIGN INC
300767	328.31	09/25/2025	NORTH CENTRAL BUS & EQUIP INC
300768	7,198.63	09/25/2025	NORTHFIELD LINES INC
300769	455.76	09/25/2025	O'LEARY, DILLON
300770	78.00	09/25/2025	OCCUPATIONAL HEALTH CENTERS OF MN PC
300771	16,042.00	09/25/2025	PEARSON
300772	319.30	09/25/2025	PINEDA DE MUNOZ, MARIA
300773	388.34	09/25/2025	POMP'S TIRE SERVICE INC
300774	29,190.34	09/25/2025	POWERSCHOOL GROUP LLC
300775	100.00	09/25/2025	PREMIUM WATERS INC
300776	3,600.00	09/25/2025	PRO CARE THERAPY
300777	59.95	09/25/2025	REPOWERED
300778	5,476.00	09/25/2025	RICHFIELD BUS CO

300779	101,511.00	09/25/2025	SAYOO TRANSPORTATION LLC
300780	2,398.29	09/25/2025	SCHOLASTIC INC
300781	1,300.77	09/25/2025	SCHUMACHER ELEVATOR COMPANY
300782	10,988.00	09/25/2025	SEESAW LEARNING INC
300783	539.00	09/25/2025	SG TECHNOLOGIES LLC
300784	1,302.10	09/25/2025	SHRED N GO INC
300785	5,194.07	09/25/2025	SOLIANT HEALTH LLC
300786	25.00	09/25/2025	SPARKPATH INC
300787	14,905.89	09/25/2025	SPRWS
300788	91.85	09/25/2025	ST PAUL PIONEER PRESS
300789	948.19	09/25/2025	STATE SUPPLY COMPANY
300790	2,030.00	09/25/2025	STRAUSS SKATES & BICYCLES
300791	5,801.55	09/25/2025	SUMMIT COMPANIES
300792	4,879.49	09/25/2025	SUNBELT STAFFING LLC
300793	666.50	09/25/2025	TIBBETTS, JOANNE
300794	111.43	09/25/2025	TURFWERKS
300795	98,600.00	09/25/2025	UNITY TRANSPORTATION LLC
300796	155.00	09/25/2025	UNZEN, KORTNIE
300797	198.84	09/25/2025	VESTIS GROUP INC
300798	12,768.73	09/25/2025	VISTA HIGHER LEARNING
300799	510.00	09/25/2025	WOHLWEND, KAYE
300800	10,382.48	09/25/2025	ZEN EDUCATE INC
300801	100.00	09/26/2025	RANGE CREDIT BUREAU INC
300802	5,593.54	09/26/2025	SEIU LOCAL #284
300803	246.71	09/26/2025	WI SCTF
252600041	51.54	09/16/2025	ASHLEY, AARON
252600042	734.48	09/16/2025	BANASZEWSKI, JANICE
252600043	92.96	09/16/2025	BANASZEWSKI, KRISTAL
252600044	60.00	09/16/2025	BANASZEWSKI, MATTHEW
252600045	50.40	09/16/2025	BECKMANN, SARAH
252600046	72.94	09/16/2025	BERGLUND, NECOLE
252600047	252.00	09/16/2025	BOLSEM, ANNE

252600048	34.48	09/16/2025	BOTELLO, YANILZA
252600049	87.92	09/16/2025	DEGEER, MELINDA
252600050	29.54	09/16/2025	DEMERS, HAYLEY
252600051	45.50	09/16/2025	DUNHAM, ELIZABETH
252600052	57.40	09/16/2025	EMMONS, TEBETH
252600053	60.48	09/16/2025	ENGDAHL, ALYSSA
252600054	864.71	09/16/2025	ENGLE, MOLLY
252600055	737.86	09/16/2025	ENNIS, CYNTHIA
252600056	847.62	09/16/2025	FANGEL, JANET
252600057	39.91	09/16/2025	FANK, BRIANA
252600058	148.95	09/16/2025	FASER, JACQUELINE
252600059	8.78	09/16/2025	FILIPOVITCH, NATASHA
252600060	64.50	09/16/2025	FLORES, GABRIELA
252600061	36.34	09/16/2025	GARCIA, CARRIE
252600062	911.98	09/16/2025	GATTI, ANTHONY
252600063	319.41	09/16/2025	GRATHEN, LISA
252600064	436.25	09/16/2025	GUSCETTI, SHANNON
252600065	84.12	09/16/2025	HAVIR, BRIANNA
252600066	19.00	09/16/2025	HAYNES, TATE
252600067	250.18	09/16/2025	HULBERT-TRAN, MICHELLE
252600068	1,386.69	09/16/2025	JOHNSON, EMILY
252600069	10.43	09/16/2025	JOHNSON, EMMA
252600070	120.00	09/16/2025	JOHNSON, TIMOTHY
252600071	134.99	09/16/2025	KASAL, AMANDA
252600072	256.08	09/16/2025	KLEMAN, JOAN
252600073	377.40	09/16/2025	KUNERT, SUSAN
252600074	413.84	09/16/2025	LEIN, SARA
252600075	101.57	09/16/2025	LOZANO, RACHELLE
252600076	186.06	09/16/2025	MAHLSTEDT, AMANDA
252600077	139.95	09/16/2025	MARTINUSEN, LISA
252600078	199.58	09/16/2025	MCCALISTER, GLENDA
252600079	37.00	09/16/2025	MONSOUR, JILLIAN

252600080	5.19	09/16/2025	MONTGOMERY, JOHN
252600081	129.98	09/16/2025	MUELLER, ANNMARIE
252600082	30.03	09/16/2025	NELSON, TAMAR
252600083	40.74	09/16/2025	NORTHWAY, CARRIE
252600084	200.00	09/16/2025	OBSE, ADDY
252600085	61.60	09/16/2025	PEREZ PULIDO, VICTOR
252600086	15.68	09/16/2025	SCHEUER, SCOTT
252600087	49.80	09/16/2025	SEBASTIAN, DANIEL
252600088	26.74	09/16/2025	SHERIDAN, KEVIN
252600089	81.22	09/16/2025	ST FLEUR, JENNA
252600090	188.09	09/16/2025	VAN DEN BOOGAARD, ASHLEY
252600091	24.85	09/16/2025	VEENENDALL, JENNIFER
252600092	78.12	09/16/2025	VESEY, BENJAMIN
252600093	40.81	09/16/2025	KOHN, TERA
252600094	80.70	09/16/2025	WILSEY, HEATHER
252600095	176.96	09/16/2025	WOLFER, JEFFREY

1,694,908.14	Total
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2,744,308.44	PR 9/12/2025
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2,695,361.59	PR 9/26/2025
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7,134,578.17	Grand Total
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ISD 197 WEST ST. PAUL SCHOOLS
Wire Transfers
12/1/25 thru 12/31/25

<u>Date</u>	<u>From</u>	<u>To</u>	<u>Amount</u>	<u>Reason</u>
12/5/25	MSDLAF - General	MSDLAF - Payroll	1,628,163.71	A/P - P/R*
12/5/25	MSDLAF _ - Payroll	State of MN	94,884.48	Payroll taxes
12/5/25	MSDLAF - Payroll	IRS	557,968.32	Payroll taxes
12/5/25	MSDLAF - Payroll	PERA	98,234.88	Pension
12/5/25	MSDLAF - Payroll	TRA	325,466.08	TRA contrib.
12/5/25	MSDLAF - Payroll	EBC	118,631.21	403B
12/5/25	MSDLAF - Payroll	Health Equity	16,397.42	Flex
12/19/25	MSDLAF - General	MSDLAF - Payroll	1,546,611.47	A/P - P/R*
12/19/25	MSDLAF _ - Payroll	State of MN	87,423.64	Payroll taxes
12/19/25	MSDLAF - Payroll	IRS	519,125.46	Payroll taxes
12/19/25	MSDLAF - Payroll	PERA	96,616.60	Pension
12/19/25	MSDLAF - Payroll	TRA	303,763.86	TRA contrib.
12/19/25	MSDLAF - Payroll	EBC	116,847.20	403B
12/19/25	MSDLAF - Payroll	Health Equity	16,297.42	Flex
		Total	<u><u>5,526,431.75</u></u>	

* To cover accounts payable or payroll checks.



TO: School Board Members
FROM: Britini Osmonson
DATE: January 12, 2026
SUBJECT: Gifts to the District

BACKGROUND

Minnesota Statute §123B.02, Subd. 6, permits School Boards to “... receive, for the benefit of the district, bequests, donations, or gifts for any proper purpose and apply the same to the purpose designated. In that behalf, the board may act as trustee of any trust created for the benefit of the district, or for the benefit of pupils thereof, including trusts created to provide pupils of the district with advanced education after completion of high school, in the advancement of education.”

RECOMMENDED RESOLUTION

BE IT RESOLVED by the School Board of Independent School District No. 197 that the School Board accept with appreciation the following contributions and permit their use as designated by the donor:

<u>Value</u>	<u>Donor</u>	<u>Item/Purpose</u>
\$500	South Robert Street Business Association	Donation to TRHS Robotics
\$500	South Robert Street Business Association	Donation to TRHS Bowling Club



TO: School Board Members

FROM: Brian Schultz, Director of Finance

DATE: January 12, 2026

SUBJECT: Administrative Review of Policy 720, Vending Machines

BACKGROUND

An administrative review of Policy 720, Vending Machines, has been performed. The policy adheres to the district's processes and procedures currently in place. The district's current policy was reviewed against MSBA's model policy and continues to match that language. Based on this review, no changes are recommended at this time. This policy was last reviewed in January of 2023.

School District 197 reviews its policies on a 3-year cycle unless otherwise required by law. Typically, recommended policy changes are brought to the school board for three readings, with approval at the third reading. However, when the administration is recommending minor or no changes to the policy, it is labeled as an "administrative review." Consistent changes the board has asked to be applied to policies are considered minor. One example is using more inclusive language such as using "parent/guardian" instead of just "parent." When labeled an "administrative review" the policy is placed on the consent agenda for a single reading with a recommendation to approve the policy as presented. As a reminder, board members always have the opportunity to remove a policy from the consent agenda to discuss it as part of the main agenda.

This policy was also reviewed using the district's Four-Way Equity Test. This policy does not provide specific opportunities for the underserved, underrepresented or disadvantaged, but rather provides compliance procedures describing the process and requirements through which vending machines are handled in the district.

RECOMMENDED RESOLUTION

BE IT RESOLVED by the School Board of School District 197 to approve Policy 720, Vending Machines, as presented.



OPERATIONAL EXPECTATIONS

ISD 197 School Board

Non-Instructional Operations and Business Services

Contact: Director of Finance

720 VENDING MACHINES

I. PURPOSE

The purpose of this policy is to establish procedures to govern vending machines installed in school facilities in the school district.

II. GENERAL STATEMENT OF POLICY

It is the policy of the school district to contract for, supervise, maintain, and account for the proceeds from vending machines located in school facilities in a manner that is fair, that maximizes the revenues from those machines, that allows those revenues to be included in the budget of the facility in which they are generated, and that establishes controls to avoid fraud, theft, or the appearance of impropriety.

III. AUTHORIZATION

Automatic vending machines for the dispensing of food, beverages, or other approved items are authorized in any school facility in the school district provided that all contracts for such vending machines must be approved by the school board as provided in this policy.

IV. SUPERVISION; APPROVAL; LOCATION

- A. All vending machines shall be under the supervision of the school principal or other person in charge of the facility in which the machine is located. That administrator shall be responsible to supervise the machine in compliance with this policy and any applicable laws.
- B. The items to be dispensed from a vending machine located in a school facility shall be approved by the principal or other person in charge of that facility. All

food, beverages, or other items approved shall be appropriate to the school setting. Machines dispensing cigarettes or tobacco products are not authorized under any circumstances. In the event a written complaint is filed with the superintendent regarding the approval or disapproval of any item, the school board, after proper review, shall make the final determination.

- C. Vending machines may be approved that will dispense items only during certain hours, through the use of timers or otherwise. Vending machines should not be operated in competition with the school cafeteria or food service. The principal or other person in charge of the school facility may regulate the hours of operation of any machine.
- D. Vending machines shall be located to meet any applicable building, fire, or life/safety codes and to provide convenience of operation, accessibility, and ease of maintenance. The principal or other person in charge of the facility shall review the location of each machine with appropriate maintenance and food service staff.

V. CONTRACT APPROVAL

- A. All contracts for the purchase or rental of vending machines shall be considered by the school board on a facility-by-facility basis.
- B. If it is estimated that the aggregate receipts from all vending machines located in a school facility will be \$10,000 or more in a fiscal year, the contract for any vending machine in that facility must be awarded after the receipt of sealed bids and compliance with Minn. Stat. § 123B.52.
- C. If it is estimated that the aggregate receipts from all vending machines located in a school facility will be less than \$10,000 in a fiscal year, the contract for any vending machine in that facility may be awarded after the receipt of two or more quotations after taking into consideration conformity with the specifications, terms of delivery, other conditions imposed in the call for quotations, and compliance with Minn. Stat. § 123B.52.
- D. The contracting process shall be conducted in compliance with Minn. Stat. § 123B.52. A copy of this policy shall be included in any specifications or request for proposals or quotations. A record shall be kept of all bids or quotations received with the names, amounts, and successful bidder indicated. All bids and

quotations shall be kept on file as a public record for a period of at least one year after their receipt.

- E. Any bid or quotation must specify all commissions to be paid from the machine and any other noncommission amounts to be paid as a result of the award of the contract. The noncommission amounts include, but are not limited to, cash payments, in-kind payments, equipment donations, scholarship contributions, bonus payments, or other payments or contributions of any kind or nature. The noncommission amounts shall be reduced to a cash equivalency and shall be specified on the bid or quotation as an additional amount to be paid for the award of the contract.
- F. If a contract contains a provision allowing exclusivity, such as all machines in the building carrying only a certain manufacturer's brand of pop, that provision must be reviewed by the administration prior to requesting bids or quotations to ensure that it does not conflict with other contracts of the school district.
- G. All contracts for vending machines must be approved by the school board. Any contract not made in compliance with this policy shall be void. Any district employee signing an unauthorized contract may be subject to personal liability thereon and may be disciplined for said action.
- H. All vending machines are to be installed at the expense of the facility in which located. All financial responsibility for the maintenance and repair of machines shall remain with the individual facility in which located to the extent not addressed in the contract.
- I. No teacher, administrator, school district employee, or school board member shall be interested, directly or indirectly, in a vending machine contract with the school district or personally benefit financially therefrom.

VI. ACCOUNTING

- A. Proceeds from vending machine sales and contracts shall be under the control of the school board, shall be accounted for in one of the regular school district funds, and must be accounted for and reported in compliance with UFARS.
- B. An amount equal to the amount of the proceeds from the machines in each facility shall be included in the budget of the facility in which the proceeds are generated. That amount may be expended in accordance with established expenditure procedures.

- C. Pursuant to the vending machine contract or otherwise, proper auditing and inventory control procedures shall be established to ensure that commissions are being correctly calculated and paid. These controls must include daily, weekly, or other periodic inventories and written reconciliations of variances between inventory and cash. Each time cash is removed from, or inventory is added to a machine, a written reconciliation between cash and inventory must be performed by the person taking the cash from the machine and must be signed by the principal or other person in charge of the facility. The original written reconciliation reports shall be filed with the business office monthly and a copy shall be retained by the principal's office.

Legal References: Minn. Stat. § 123B.20 (Dealing in Supplies)
Minn. Stat. § 123B.52 (Contracts) Minn. Stat. § 471.345
(Contracts)
Minn. Stat. § 471.87 (Conflict of Interest)

Cross References: School District Policy 210 (Conflict of Interest – School Board
Members)
School District Policy 702 (Accounting)

POLICY ADOPTED: December 14, 2009
POLICY REVIEWED/REVISED: September 19, 2016; September 23, 2019;
January 23, 2023
Monitoring Method: Administrative Review
Monitoring Frequency: Every three years



TO: School Board Members

FROM: Sara Blair, Director of Communications

DATE: January 12, 2026

SUBJECT: Final Reading of Policy 905, Advertising

BACKGROUND

A review of Policy 905, Advertising, has been conducted, and the current policy adheres to the district's processes and procedures. This policy was last approved in November of 2022 and brought to the board for a first reading on November 24, 2025. The district's current policy was reviewed against MSBA's model policy and continues to match that language. Based on this review, no changes are recommended.

While the administration is not proposing any changes to the policy itself, the policy is being presented through three readings due to the addition of an addendum. The addendum lists the advertising locations already approved by the board at the July 17, 2023 board meeting.

This policy was reviewed using the district's Four-Way Equity Test. The policy requires that, prior to acceptance of paid advertising, advertisements be reviewed to ensure they are consistent with the district's educational objectives and appropriate for inclusion in a publication. Further, they will be screened to ensure they comply with the school district policy prohibiting sexual, racial, and religious harassment.

RECOMMENDED RESOLUTION

BE IT RESOLVED by the School Board of Independent School District 197 to approve Policy 905, Advertising, as presented.



OPERATIONAL EXPECTATIONS

ISD 197 School Board

School District-Community Relations

Contact: Director of Communications

905 ADVERTISING

I. PURPOSE

The purpose of this policy is to provide guidelines for the advertising or promoting of products or services to students and parents/guardians in the schools.

II. GENERAL STATEMENT OF POLICY

It is the school district's policy that the name, facilities, staff, students, or any part of the school district shall not be used for advertising or promoting the interests of a commercial or nonprofit agency or organization except as set forth below.

III. ADVERTISING GUIDELINES

- A. School publications, including publications such as programs and calendars, may accept and publish paid advertising provided they receive advance approval from the appropriate administrator. In no instance shall publications accept advertising or advertising images for alcohol, tobacco, drugs, drug paraphernalia, weapons, or obscene, pornographic or illegal materials. Advertisements may be rejected by the school district if determined to be inconsistent with the educational objectives of the school district or inappropriate for inclusion in the publication. For example, advertisements may be rejected if determined to be false, misleading, or deceptive, or if they relate to an illegal activity or antisocial behavior. The faculty advisor is responsible for screening all such advertising for appropriateness, including compliance with the school district policy prohibiting sexual, racial, and religious harassment.
- B. The school board may approve advertising in school district facilities or on school district property. Any approval will state precisely where such advertising

may be placed. The restrictions listed in Section A. above will apply. Advertising will not be allowed outside the specific area approved by the school board. Specific advertising must be approved by the superintendent or designee. In no instance will an advertising device be erected or maintained on school district property or within 100 feet of a school that is visible to and primarily intended to advertise and inform or to attract or which does attract the attention of operators and occupants of motor vehicles.

- C. Donations which include or carry advertisements must be approved by the school board.
- D. The school district or a school may acknowledge a donation it has received from an organization by displaying a “donated by,” “sponsored in part by,” or a similar by-line with the organization’s name and/or symbol on the item. Examples include activity programs or yearbooks.
- E. Nonprofit entities and organizations may be allowed to use the school district name, students, or facilities for purposes of advertising or promotion if the purpose is determined to be educationally related and prior approval is obtained from the school board. Advertising will be limited to the specific event or purpose approved by the school board.
- F. Contracts for computers or related equipment or services that require advertising to be disseminated to students will not be entered into or permitted unless done pursuant to and in accordance with state law.
- G. The inclusion of advertisements in school district publications, in school district facilities, or on school district property does not constitute approval and/or endorsement of any product, service, organization, or activity. Approved advertisements will not imply or declare such approval or endorsement.

IV. ACCOUNTING

Advertising revenues must be accounted for and reported in compliance with UFARS. A periodic report shall be made to the school board by the superintendent regarding the scope and amount of such revenues.

Legal References: Minn. Stat. § 123B.93 (Advertising on School Buses)
Minn. Stat. § 125B.022 (Contracts for Computers or Related Equipment or Service)
Minn. Stat. § 173.08 (Excluded Road Advertising Devices)

Cross References: School District Policy 421 (Gifts to Employees)
School District Policy 702 (Accounting)

POLICY ADOPTED: April 4, 2011
POLICY REVIEWED/REVISED: May 6, 2019; November 28, 2022
Monitoring Method: Administrative Review
Monitoring Frequency: Every three years



905 ADVERTISING - ADDENDUM

I. ADVERTISING CATEGORIES AND APPROVED LOCATIONS

A. Digital Content

Advertising and sponsor recognition are permitted on the following district-controlled digital platforms. All digital content must comply with Policy 905 content restrictions. Ads shall not imply district endorsement and may be removed if inconsistent with district standards.

1. Warrior Field Video Board
2. Two Rivers High School (TRHS) Gymnasium Score Table
3. TRHS Touch Pro Screens (digital hallway monitors)
4. TRWarriors.com website
5. TRHS Social Media Channels (official accounts)
6. TRHS Monitors (interior digital displays)

B. Written Content

Advertising is permitted in the following printed materials:

1. TRHS Programs (e.g., athletic, fine arts, or activity programs)
2. TRHS Calendars

C. Signage

1. Advertising signage may be displayed in the following approved facilities and athletic locations:

a. Main Scoreboards:

- i. Warrior Field
- ii. Varsity Baseball Field
- iii. Varsity Softball Field
- iv. TRHS Gymnasiums
- v. TRHS Aquatics Facility

b. Fence or Wall Banners:

- i. Warrior Field
- ii. Varsity Baseball and Softball Fields
- iii. Tennis Courts
- iv. Matson Field
- v. TRHS Gymnasiums
- vi. TRHS Fitness Center
- vii. TRHS Aquatics Facility

2. Size Parameters (Approximate):

Outdoor banners: up to 3' x 5'

Indoor banners: up to 2' x 4'

Scoreboard displays: up to 3' x 3' (outdoor) or 1.5' x 1.5' (indoor)

a. Conditions:

- i. Placement must face inward toward spectators and not toward public roadways (Minn. Stat. §173.08).
- ii. Signage shall remain in good condition and may not obstruct safety signage or instructional space.
- iii. All final designs and placements require superintendent or designee approval.

D. Audio Advertising

Advertising acknowledgments are permitted through:

1. Public Address Announcements at athletic games, contests, or events
2. Broadcasts of TRHS events or competitions (e.g., livestreams, local media)

All audio content must be preapproved, appropriate in tone, and limited in frequency to avoid disruption of events.

E. Apparel and Equipment

Limited sponsor recognition is permitted on:

1. Team or camp apparel (e.g., t-shirts, sweatshirts, hats)

2. Issued team warm-ups or equipment, where consistent with Minnesota State High School League (MSHSL) rules

Logos or text must be modest, secondary to school branding, and free of prohibited content. All apparel designs require advance approval from the Activities Director or Superintendent's designee.

II. PROHIBITED ADVERTISING LOCATIONS

In alignment with Policy 905, advertising is not permitted in or on the following areas:

1. Classrooms, hallways, restrooms, or instructional materials
2. Exterior walls, rooftops, or outdoor areas visible from public roads
3. Playgrounds or outdoor learning environments
4. District vehicles, including school buses (except as allowed by law)
5. Student technology devices or instructional software
6. Any area that conveys or implies district endorsement of a commercial product or service

III. APPROVAL AND OVERSIGHT

Building-Level Approval:

Principals or Activities Directors may approve advertising within these designated areas.

District-Level Oversight:

The Superintendent or designee must approve all advertising contracts and verify compliance with Policy 905.

Board Review:

Any new advertising location not listed in this addendum requires School Board approval prior to implementation.

IV. REVIEW AND REPORTING

The Superintendent shall include advertising activity as part of the periodic Policy 905 review and report to the Board on:

1. Active advertising locations;
2. Total revenues generated; and

3. Compliance with established standards.

V. EFFECTIVE UPON BOARD APPROVAL

This addendum becomes part of Policy 905 and shall be reviewed during each regular three-year policy review cycle.



SITE REPORT: PILOT KNOB

**Presented by: Tom Benson, Principal
January 12, 2026 School Board Meeting**



WHO WE ARE



Pilot Knob STEM Magnet School is a school with high expectations, excellent teachers and staff, and super students where we do great work and READ, READ, READ!



OUR MISSION

Pilot Knob STEM Magnet School is a diverse and inclusive community dedicated to creating lifelong learners with the 21st-century skills they will need to succeed in a global society — technological literacy, scientific and mathematical ability, problem solving skills, and experience working collaboratively.







POINTS OF PRIDE



INCLUSIVE PLAYGROUND

- As enrollment continues to grow for individuals with special needs we need safe spaces for all students to play.
- Our PTA, in partnership with a small group of parents and community members, raised \$10,000 to start the process. Phase 1 is complete, they are now in Phase 2!



FOCUS ON STUDENT GROWTH

- We prioritize individual student growth through intentional instruction based on data and observations
- We use progress monitoring and develop targeted support for at-risk students
- Teachers collaborate to meet learners where they are and celebrate progress at every level.
- Solutions process ensures the progress of each student is being discussed on a rotating basis
- Family PIE Nights



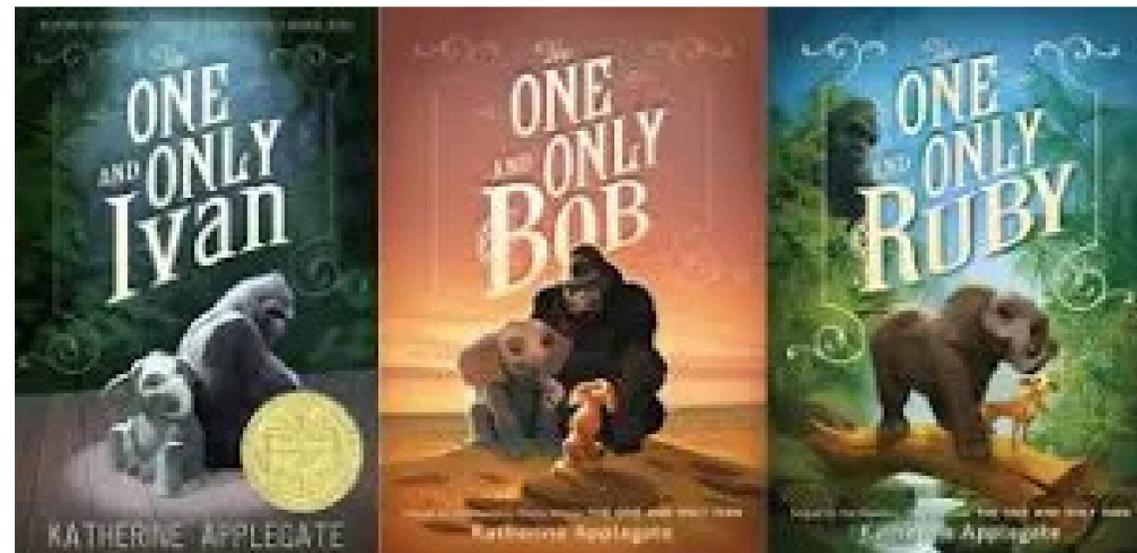
ROBOTICS

- Kindergarten: Lego Coding
- 1-2: Block-based Coding on Scratch Jr. and with Sphero indi
- 3-4: Block-based Coding on Scratch and with Sphero Bolt +
- Girls Who Code
- After School Coding Clubs
- 4th Grade Lego League Team



BOOK CLUBS

- Held virtually on Morning Announcements and in the evenings with families
- Support student comprehension with Kahoots!
- Culminating family events when a book is completed





LOOKING AHEAD



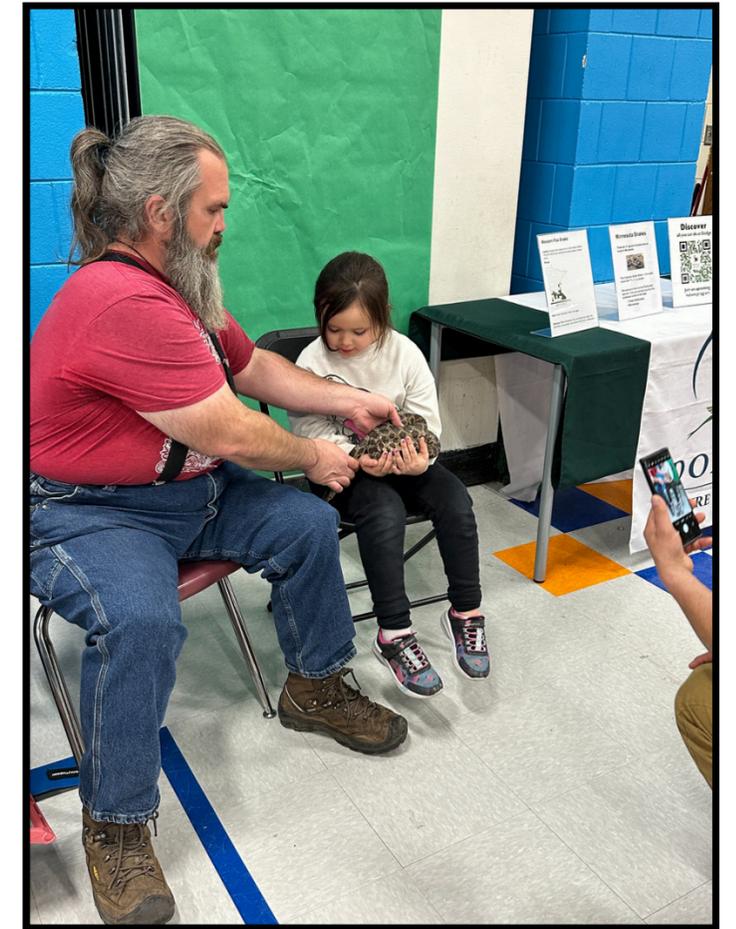
WE ARE GROWING!

- Officially a Title 1 School
 - Allowed for the addition of 1.5 Interventionist positions and a Family Engagement Coordinator
- All-Day Preschool 9:30am-2:15pm
- Specialized Programs Additions
 - 2 Thrive Classrooms
 - 1 Shine Classroom
 - 1 Inspire Classroom



PARTNERSHIPS

- EcoLab Dollars for Doers
- DARTS
- Girls Who Code
- High Tech Kids
- Lower Minnesota Watershed District
- Minnesota Vikings Foundation
- Minnesota Zoo
- Science Museum of Minnesota
- The Works Engineering Museum
- Reading Corps



NATIONAL STEM HONOR SOCIETY

We are kicking off our membership in 2026!

We believe membership will offer our students the following benefits:

- Develop 21st Century Skills
- Provide Recognition & Resources
- Build Community & Connections
- Future Readiness:
- Elevate School Academics:
- Leadership





THANK YOU!





SITE REPORT: **TWO RIVERS**

Presented by: Dr. Jessica Cabak, Principal
January 12, 2026 School Board Meeting



WHO WE ARE

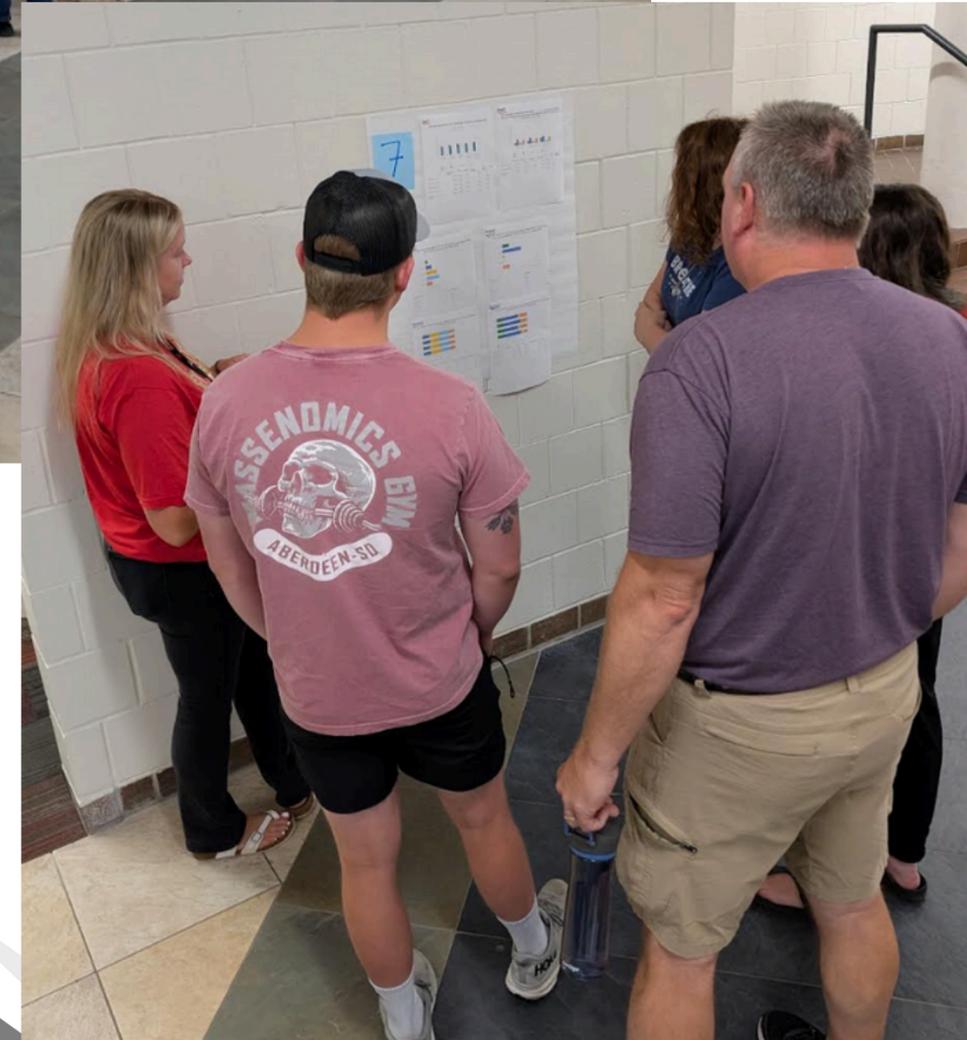




POINTS OF PRIDE



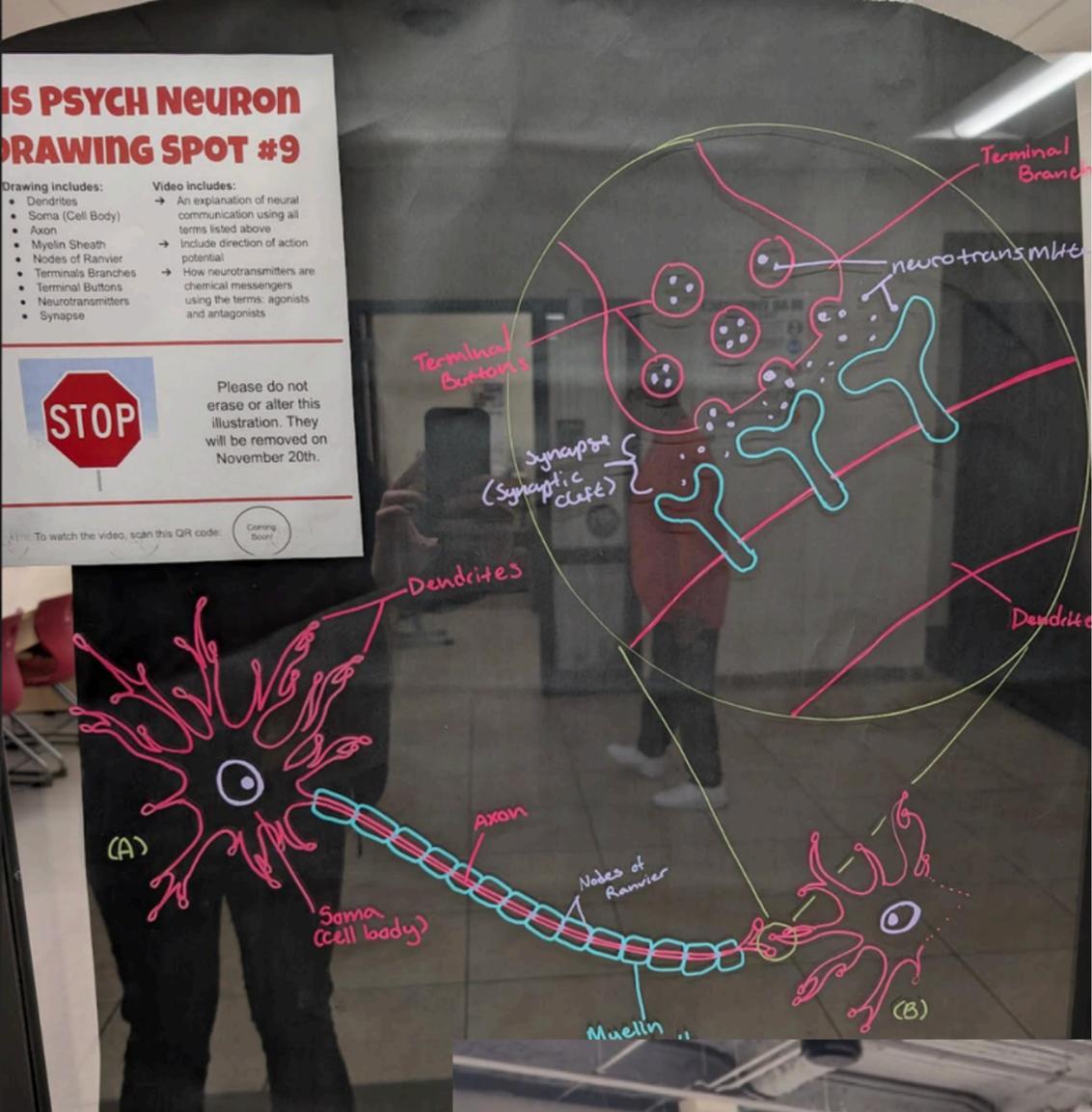
#WARRIORSTRONG



WORK-BASED LEARNING

- (video of WBL students talking about their experience in the program)





STRIVING TOWARDS EXCELLENCE





LOOKING AHEAD



ONGOING AND FUTURE WORK

- Monitoring and refining systems through data and feedback
- Increasing opportunities for students (work-based learning, concurrent enrollment)
- Upcoming Professional Learning





THANK YOU!

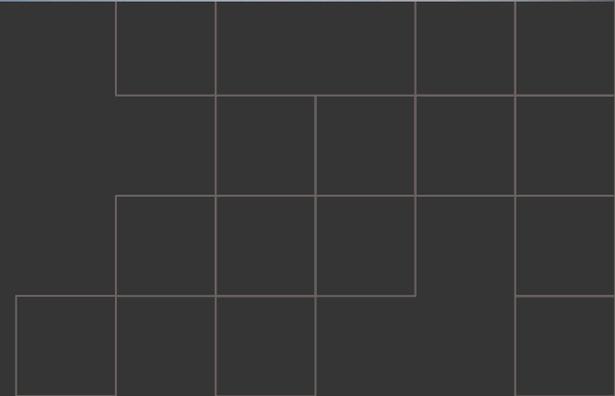


District Presentation
January 2026

Purposeful.
Personalized.
Partners

Intermediate School District 917

Presented by Superintendent Dr. Michael Favor



WE BELONG TO EACH OTHER



EVERYONE. EVERY DAY.

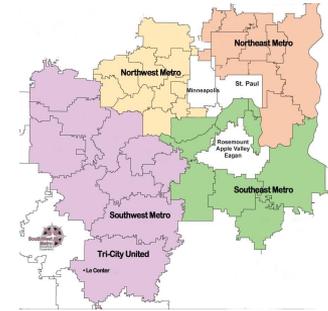
INTERMEDIATE SCHOOL DISTRICT 917

INTERMEDIATE SCHOOL DISTRICT 917

**Our programs are developed and
implemented with the following
Core Values guiding us:**

Integrity, Equity, Communication,
Collaboration, Diversity,
Personalization, Stewardship, Innovation, and
Empathy

MN Legislation for Intermediate School Districts



The MN Legislature established Intermediate School Districts in 1969 as:

“cooperative program[s]...that offer integrated services for secondary, postsecondary, and adult students in the areas of vocational education, special education, and other authorized services.”

Though we serve students from birth to age 22, Intermediate School District legislation is chapter 136D in Postsecondary Education legislation

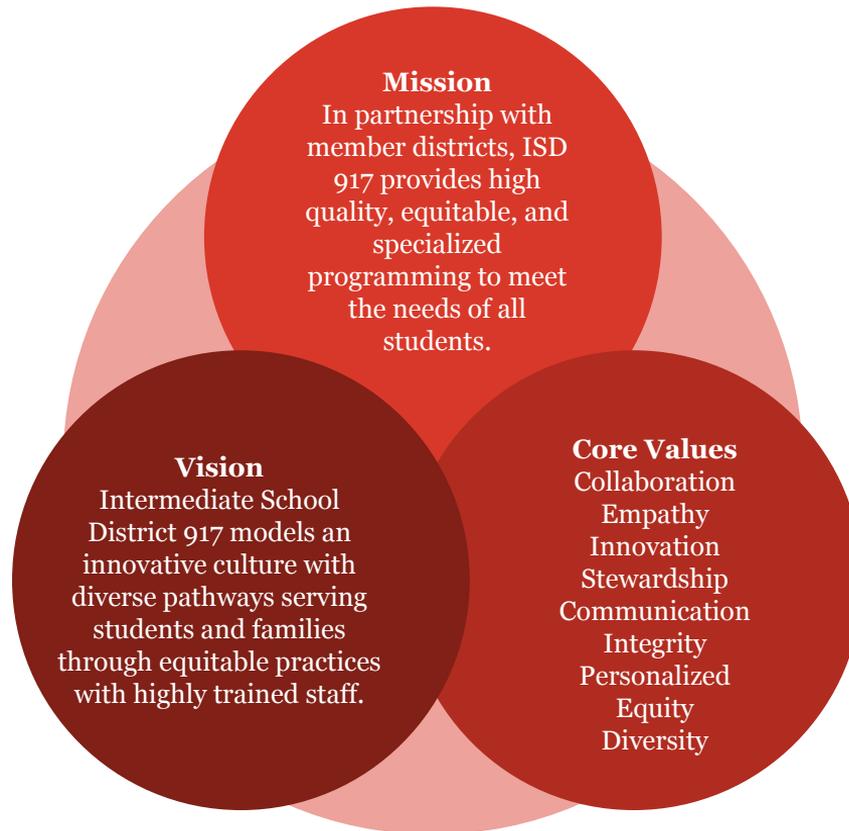
ISD 917 Member Districts & School Board

MN Statute 136DD.22 establishes “a joint school board representing the parties to the agreement” that will “adopt bylaws specifying the duties and power of its officers” and board meeting dates

District	Board Member Name	Board Role
Intermediate District 917	Dr. Michael Favor	Ex Officio/ Superintendent
Farmington Area Public School (ISD 192)	Open Space	Director
West St. Paul-Mendota Heights-Eagan Area Schools (ISD 197)	Byron Schwab	Director
Bloomington Public Schools (ISD 271)	Open Space	Chair
Inver Grove Heights Community Schools (ISD 199)	Cindy Nordstrom	Vice Chair
South St. Paul Schools (SSD 6)	Monica Weber	Director
Burnsville-Eagan-Savage School District (ISD 191)	Lesley Chester	Director
Lakeville Area Public Schools (ISD 194)	Kim Baker	Director
Randolph Public Schools (ISD 195)	Lisa Ehleringer	Clerk
Hastings Public Schools (ISD 200)	Mark Zuzek	Director

ISD 917

Mission, Vision, & Core Values



ISD 917 Student Programs

**Dakota County
Alternative Learning
School (DCALS) and
Career and Technical
Education (CTE)**

Special Education (SPED)

TWO CAMPUSES (10th to 12th)

DCALS Main ALC

DCALS North ALC

- Computer Technology
- Construction Trades
- Graphic Design
- Mechatronics
- Medical Careers
- Transportation

CASE: Customized Alternative Solutions for Education (ages 5 to 22)

- DASH: Dakota Alternative for Severely Handicapped (ages 5 to 22)
- IDEA: Intra-Dakota Educational Alternative (ages 5 to 22)
- SUN: Students with Unique Needs (ages 5 to 22)
- TEA: Therapeutic Education Alternative (ages 5 to 18)

TEA-ECSE: Therapeutic Education Alternative-Early Childhood Special Education (ages 4 and 5)

- TESA: Transitional Education Service Alternative (ages 18 to 22)
- DHH: Deaf/Hard of Hearing Resource (ages 3 to 22)
- Care & Treatment Educational Services (ages 10 to 18)
- Itinerant Services (birth to 22)

Strategic Partners



Minnesota
Humanities
Center



DAKOTA COUNTY
TECHNICAL COLLEGE

Intermediate District 287
RESPONSIVE. INNOVATIVE. SOLUTIONS.



ISD 197 Participation in Special Education Programs

Since the 2021/2022 school year

- 152 students served in in the past 5 years, in center based services, excluding Itinerant Services
- 657 students served in the past 5 years, in center based services + Itinerant services

2025-2026 school year (Oct. 1 enrollment):

- **42** students in center-based programs
 - 1 in CASE
 - 3 in DASH
 - 3 in DHH
 - 7 in IDEA
 - 14 in SUN
 - 4 in TEA
 - 8 in TESA
 - 0 in New Chance (Day Treatment-Gen Ed & Spec Ed)
 - 2 Riverside (Residential Corrections-Gen Ed/Spec Ed)
- **112** students receiving Itinerant services

ISD 197 Participation in DCALS Programs

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
DCALS Main	1	1	0	7	0
DCALS North	37	42	34	28	42
TOTAL DCALS	38	43	34	35	42

ISD 197 Participation in DCALS CTE Programming

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Computer Gaming	2	1	0	0	0
Computer Networking	0	0	0	0	0
Computer Repair	0	0	0	0	0
Construction Trades	1	0	1	0	1
Fundamental Chef	2	2	3	0	0
Graphics	6	3	1	4	4
Heavy Duty Trucking	0	1	1	0	0
Mechatronics	0	0	0	0	0
Medical Careers	2	0	2	0	0
Total Auto Care	0	1	1	0	0
Work Experience Seminar	0	0	0	0	0
TOTAL CTE	13	8	9	4	5

DCALS & CTE Programming

Innovation:

Our goal is to be a partner to your district – to add value to your district, and enhance what you offer to your students and community

- We will be a Center of Excellence for you
- Compliment your current programming
- Personal Connections – We are connecting with your team, including your Guidance Counselors and Teachers
- We can help students find a space to grow and succeed; sometimes a change of setting helps
- Helping students recover credits, offer online programs, finding out-of-the-box solutions

DCALS & CTE Programming

Why You Should Partner with DCALS

We add value to your district when you partner with 917 by:

- *Accelerate learning* – providing credit completion through online, project-based and experiential learning opportunities.
- *Fresh start* – When there is a student struggling in your district, we can offer individualized attention and focus focus on their social-emotional learning.
- *EL services* – We'll offer support to your students to help you achieve compliance and reporting requirements.
- *Graduation Plan* – While working to overcome academic challenges, we will facilitate partnerships that complement what your district and ours can do to help the student succeed.

Thank you
for your
partnership!
Got questions?

To learn more about
Intermediate Districts:

Contact Information:
www.isd917.org
michael.favor@isd917.org





Strategic Framework

Equity

Implementation Target Update

January 12, 2026
School Board Meeting

Presented By:

Peter Mau, Assistant Superintendent

Focus Areas

**FOCUS
AREAS**

1

Establish a district-wide system of social-emotional learning and support

2

Build equitable systems and support throughout the district

3

Increase E-12 opportunities for career exploration and preparation

Equity Advisory

- Members provide input and feedback at monthly meetings
- Representative - student, staff, families, sites and district, racially, gender identity, and more

We Are All Responsible for Equity

- School Board
- Superintendent
- Educational Equity Coordinator
- Equity Advisory
- District Leaders
- Site Leaders
- Teachers and Staff
- Students and families

Focus Area: Equity



- Diverse classrooms & schools
- Staff quality & diversity
- Resource allocation
- Curriculum, Instruction, & Assessment
- Schools & classrooms
- Student leadership & voice
- Family & community partnerships

Diverse Classrooms and Schools

School District 197 commits to promoting equity in educational programs and extracurricular activities. Representation in our classrooms and programs should reflect the diversity of our schools.

Objectives:

- Increase Unified programming/opportunities for middle school students.
- Increase the number of historically marginalized students (students of color, students who are English Learners, students with IEPs) who are engaged in opportunities for career exploration and preparation.

Diverse Classrooms and Schools

Objective:

Increase Unified programming/opportunities for middle school students.

Teacher and Leader Quality and Diversity

Recruiting, hiring, and retaining a diverse workforce that reflects the demographics of our student population. This includes ongoing professional development focused on equity, racial consciousness and cultural responsiveness.

Objectives:

- Create a required virtual staff training for licensed staff on our Equity Policy.
- Provide training on supporting Native American students to new teachers.
- Update and deliver the Supporting 2SLGBTQ+ People training to licensed staff.
- Provide 40+ school board members, district leaders, site administrators, teachers, and AIPAC members the opportunity to attend an immersive learning experience called Learning from Place: Bdote.
- Offer sites the opportunity to develop specific staff experiences to learn a new language
- Implement the updated School District 197 Teacher Evaluation Rubric (including cultural competence) and train administrators to observe and provide actionable feedback on indicators. (also in SEL)

2

Build equitable systems and support throughout the district

Teacher and Leader Quality and Diversity

Objective: Provide 40+ school board members, district leaders, site administrators, teachers, and AIPAC members the opportunity to attend an immersive learning experience called Learning from Place: B'dote.



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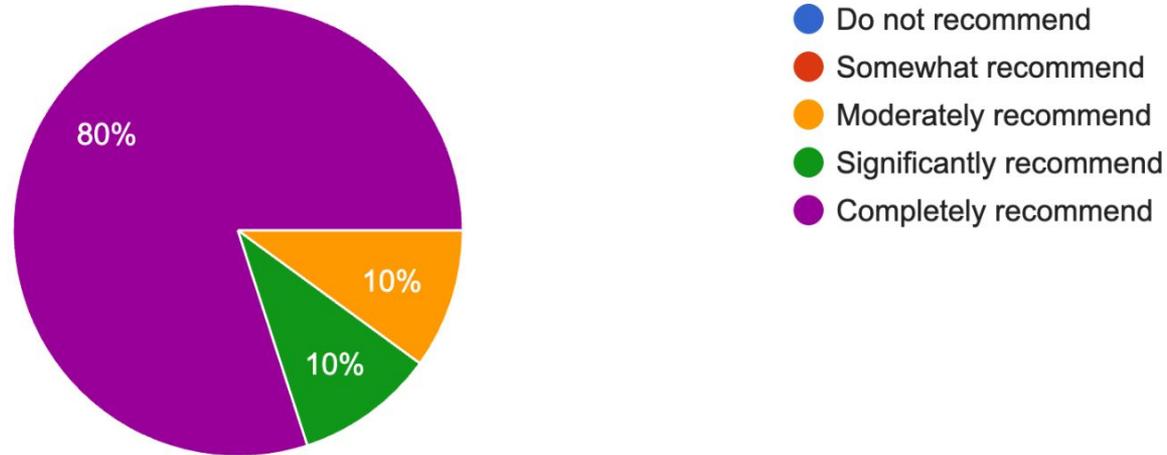
We had over 30 participants join the Learning from Place: B'dote trip hosted by the MN Humanities Center.

- Fort Snelling State Park – The site of the Bdote
- Wicahapi (formerly Indian Mounds Regional Park)
- O'jéyawahe/Pilot Knob Preservation Site

Teacher and Leader Quality and Diversity

To what extent would you recommend other School District 197 staff attend the B'dote tour?

10 responses



Teacher and Leader Quality and Diversity

Perspectives and Impact:

- “It has made me far more thoughtful in how I present the content specific to the literature and units we have created.” - Sarah Walburg, Middle School Reading Teacher
- “I am currently teaching a unit on Honoring Native Voices through picture books. I think the tour has indirectly impacted my work because it increased my awareness and understanding of certain topics and empowered me to share my knowledge even though I am not an expert.” - Participant

Teacher and Leader Quality and Diversity

Perspectives and Impact:

- “I try to make sure curriculum and program services include voices from our Native American community.” - Laurie Hume, Assistant Director of Early Learning
- “I view the community I live in differently knowing its history. It deepened my passion for educational equity for marginalized communities.” - Katie Quinlan, Elementary Curriculum Coordinator

Equitable Resource Allocation

Prioritizing the allocation of resources, including but not limited to, curriculum, facilities, staffing, support services, technology, transportation, and activities, in a manner that ensures all students, especially historically marginalized students, have the access and opportunity necessary to succeed.

Objectives:

- Implement a sliding scale fee for student parking passes at the high school.

Equitable Curriculum, Instruction & Assessment

Prioritizing culturally relevant curriculum, equitable rubrics for decision-making, inclusive instructional practices, and fair assessment and grading to reflect student learning accurately.

Objectives:

- Implement an Ojibwe course offering at the high school.
- Engage secondary teachers in ongoing professional development on the Ready for Rigor Framework for Culturally Responsive Teaching. (also in SEL)
- Implement District 197's Amazeworks supplemental curriculum in Special Services center-based programs. (also in SEL)
- Complete a comprehensive review of K-8 Special Education instructional practices in literacy.
- Implement evidence-based curriculum/resources aligned to the Science of Reading in special education services for students with disabilities in grades K-8.
- Explore equitable grading practices with secondary school leaders.

Equitable Curriculum, Instruction & Assessment

Objective: Plan for the development of a Native Language course offering at the high school.

Estimates claim that there are as few as 1,000 Native speakers of Ojibwe in the United States; a language that once predominated the Midwest is disappearing.



Equitable School and Classroom Environments

Committing to culturally affirming, inclusive, and responsive community building and behavior management, fostering diverse physical spaces, rituals, and routines, while nurturing strong, supportive student relationships and holding them to high expectations. Additionally, we're prioritizing behavior support and discipline practices that reduce disparities in suspensions and focus on restoring relationships when harm occurs.

Objectives:

- Disseminate updated Gender Inclusion procedures through licensed staff training, the staff hub, and meetings with school administrators and counselors.
- Provide professional development to general education staff on accommodations and modifications for students with Individualized Education Plans (IEPs) and 504 plans.
- Develop a 2SLGBTQ+ Inclusive School self-reflection tool for sites to use.
- Develop a document outlining equity considerations for staff to use when planning for the start of the school year with students and families.

Equitable School & Classroom Environments

Objective:

Disseminate updated Gender Inclusion procedures through licensed staff training, the staff hub, and meetings with school administrators and counselors.



Staff expectations:

1. Immediately intervene if bullying, put-downs, or any discriminatory comments or actions are taking place.
2. Promote and model inclusion and acceptance in their classrooms, programs, and other spaces.
3. Participate in professional development intended to improve the knowledge, skill, and capacity to prevent, identify, and respond to bullying, harassment, discrimination, violence, or another marginalizing action.

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Build equitable systems and support throughout the district

Equitable Student Leadership & Voice

2

Build equitable systems and support throughout the district

Seeking to gather and understand student perspectives (especially those from historically marginalized groups) in decision-making processes, creating spaces for student affinity groups, and providing leadership opportunities.

Objectives:

- Increase the number of student ambassadors to the Beyond Our Walls Summit to at least seven.
- Create a student advisory group to meet with Nutrition Services to provide input and feedback on menu offerings.

Equitable Family and Community Partnerships

Building linguistic and cultural bridges between the school district and our diverse communities, and seeking representation reflective of student demographics on district advisory committees while offering affinity spaces, cultural liaisons, family education, and interpretation and translation resources. These tools will enable us to better understand the perspectives, goals, and priorities of our communities and actively seek ongoing input and feedback.

Objectives:

- Train and certify bilingual staff to be reserve interpreters to ensure effective communication with multilingual families during high-demand events.
- Provide non-English speaking families with opportunities to give feedback on our language access services.
- Develop a Language Access Plan to document and promote our district's commitment and strategies to ensure equitable access to families who are non-English speaking.

Equitable Family & Community Partnerships

Objective: Develop a Language Access Plan to document and promote our district's commitment and strategies to ensure equitable access to families who are non-English speaking.

Objective: Train and certify bilingual staff to be reserve interpreters to ensure effective communication with multilingual families during high-demand events.

Questions?



TO: School Board Members

FROM: Tye Michaels, Director of Human Resources

DATE: January 12, 2026

SUBJECT: 2025-2027 Principals' Contract Settlement

BACKGROUND

The administration recommends approval of a tentative agreement with the School District 197 Principals' Unit, which consists of approximately 13 employees, for the 2025-2027 contract years. The union has ratified this tentative agreement. This agreement includes an increase in salary for both years of the contract according to the increase in steps as outlined below:

- Salary Schedule
 - Year 1: 1.5 %
 - Year 2: 1.75%
- Longevity
 - Increase of \$750.00 per year
- Health Care Savings Plan
 - Increase of \$250.00
- Insurance:
 - Effective July 1, 2026, key changes for all covered employees include
 - Copays
 - \$40.00 (office visit)
 - \$100 (emergency room)
 - Single Coverage
 - \$1000 deductible
 - \$2500 maximum out-of-pocket
 - Single +1/Family
 - \$2000 deductible
 - \$7000 maximum out-of-pocket
 - Actuarial value: 82.5%
 - There were also increases in prescription rates
 - District contribution remains at 95% Single and 80% Single plus one and Family

Other minor language changes were made.

RECOMMENDED RESOLUTION

BE IT RESOLVED that the School Board of Independent School District 197 approve the presented tentative agreement with the School District Principals' Unit for the 2025-2027 contract years.