

# Regular School Board Meeting of ISD 857

Monday, April 14, 2025 6:00 PM

Board & Public in HS Library/Remote viewing via ZOOM, 100 County Road 25 ,  
Lewiston, MN 55952

## I. Call Meeting to Order

## II. Pledge of Allegiance.

## III. Quorum Call

David Baer  
Sara Daley  
Daniel Kreidermacher  
Bree Maki  
Luke Miller  
Amber Pasche  
Dave Pringle

## IV. Approve the April 14, 2025 Meeting Agenda

## V. L-A High School Student Report

## VI. Open Forum

Guideline: Three minutes per speaker; 15 minutes maximum. Complaints about personnel or individuals are prohibited. No Board action is taken during the Open Forum. This is the only time during the Board meeting that audience participation is allowed unless scheduled prior.

## VII. Consent Agenda

A. Board Meeting Minutes: March 10, March 24, March 31

B. Financial Reports a. Board Bills  
b. Wire Payments  
c. Student Activity Accounts  
d. Multi Year Guideline by Fund  
e. Multi Year Guideline by Object Code

Accept resignation of Kari Sauers,  
paraprofessional, effective May 29, 2025.

Thank you to the Cardinal Foundation for their funding of a HS Mobile Science Lab experience (\$325.00), HS Science Classroom Equipment (\$3,035.52), HS Gym Speakers (\$4,400.00), PLT4M HS Physical Education Curriculum (\$4,480.00).

Approve FFA Judging Contest trip to SDSU,  
Brookings, South Dakota March 27-28 (funded by  
FFA, except substitute teacher costs).

Accept donation of \$1500.00 from the Barkheim  
Family to go to the Softball Student Activity  
Account.

VIII. Policies and Forms on 1st Reading

512 School Sponsored School Publications

IX. Policies and Forms on 2nd Reading

998 Memorials for Deceased Students or Staff  
(New Policy)

X. Updates on Facility Projects

XI. Discussion on FY26 Budget

XII. PK-5 Principal's Report

XIII. L-A High School Principal's Report

XIV. Superintendent's Report and Report from Dashir

XV. Board Committee Reports

XVI. Upcoming Meeting Schedule

District Policy Review April 24, 7:00am on  
Teams  
Systems Accountability May 5th, 5:30pm  
Health and Safety Committee May 15, 7:15am  
Community Education & Early Childhood Advisory  
Committee May 19th, 4:00pm  
End of Year Staff Program/Breakfast - May 30th,  
7:30am  
HS Graduation - May 30th, 7:00pm

XVII. Closed Session for the Purpose of  
Discussing Labor Negotiations and the possible  
sale of real estate property.

XVIII. Reopen Meeting to the Public.

XIX. Approve 2024-2026 L-A Principals' Association Contract.

XX. READ Act MOU for Teacher Training

XXI. Adjourn

**MINUTES OF THE ISD #857 LEWISTON-ALTURA REGULAR SCHOOL BOARD MEETING  
March 10, 2025**

A regular meeting of the School Board of Independent School District #857 was held March 10, 2025 at 6:00pm in the High School Library. Members present were Bree Maki, Daniel Kreidermacher, David Baer, Sara Daley, Dave Pringle, Luke Miller and Amber Pasche.

Chair Maki called the meeting to order at 6:00pm. The Pledge of Allegiance was recited.

Motion by Baer and seconded by Pringle to approve the meeting agenda. MCU.

Robin Randall spoke during Public Comment with a question regarding the HS solar panel location.

Vickie Speltz provided an update on the Food Service Program. Motion by Pringle and seconded by Baer to support her pursuit of a leadership position with the MN School Nutrition Association Board of Directors. MCU.

Motion by Kreidermacher and seconded by Miller to approve the Consent Agenda. MCU.

Motion by Baer and seconded by Daley to approve Policy 998 Memorials for Deceased Students or Staff on a first reading. MCU.

Motion by Pasche and seconded by Miller to approve Policies and Forms on a second reading: 506 Student Discipline and Complaint Procedure, 513 Student Promotion, Retention and Program Design, 597 Early Admission Policy, 614 School District Testing Plan and Procedure. MCU.

Motion by Pringle and seconded by Baer to authorize the Transportation Director to order a school bus and passenger van in FY25, and to plan to budget for one additional bus and one additional passenger van purchases in FY26. MCU.

Motion by Daley and seconded by Pringle to approve the 2025-2028 Achievement and Integration Plan to be submitted to MDE. MCU.

Business Manager Schreiber presented updated 5 Year Financial Projections.

Reports were presented by Principal Riebel, Dr. Hanson, Superintendent Carman, and board members.

Motion by Baer and seconded by Pringle to go into Closed Session for the purpose of discussing the possible sale of real estate property at 7:31pm. MCU.

Motion by Baer and seconded by Pringle to reopen the meeting to the public at 8:11pm. MCU.

Motion by Pringle and seconded by Miller to adjourn the meeting at 8:15pm. MCU.

Dave Pringle, Clerk

**MINUTES OF THE LEWISTON-ALTURA SCHOOL BOARD WORKSHOP SESSION**  
**ISD #857**  
**March 24, 2025**

A workshop session of the School Board of Independent School District #857 was held on March 24, 2025 at 6:00pm in the High School Library. Members Sara Daley, Daniel Kreidermacher, Bree Maki, Amber Pasche, David Baer were present. Luke Miller was absent.

Maki called the meeting to order 6:00pm.

Business Manager Schreiber presented updated 5 Year Financial Projections. It was agreed by consensus for the superintendent to present \$200,000 in budget adjustments for FY26 at the May 2025 School Board Meeting.

Motion by Baer, seconded by Pringle to adjourn the meeting at 7:58pm. MCU.

Dave Pringle, Clerk

**MINUTES OF THE ISD #857 LEWISTON-ALTURA SCHOOL BOARD SPECIAL MEETING  
March 31, 2025**

A Special Meeting of the School Board of Independent School District #857 was held on March 31, 2025 at 6:00pm in the High School Library. Members Sara Daley, Daniel Kreidermacher, Bree Maki, Amber Pasche, Luke Miller were present. David Baer was absent.

Chair Maki called the meeting to order 6:00pm.

Daley moved support of a resolution proposing placement of Lori Anderson, a continuing contract/tenured teacher on Unrequested Leave of Absence due to financial limitations was seconded by Pringle. Roll Call Vote: Ayes: Daley, Kreidermacher, Maki, Pasche, Miller, Pringle. Nays: None. Absent: Baer. Resolution approved 6-0.

Kreidermacher moved support of a resolution proposing nonrenewal of Megan Kuhn, a probationary teacher, due to financial limitations was seconded by Pringle. Roll Call Vote: Ayes: Daley, Kreidermacher, Maki, Pasche, Miller, Pringle. Nays: None. Absent: Baer. Resolution approved 6-0.

Motion by Kreidermacher, seconded by Miller to adjourn the meeting at 6:14pm. MCU.

Dave Pringle, Clerk

# Lewiston-Altura Public Schools

## March 2025 Wire Payments

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void Date	Amount
001	P508AM	68657		Wire	1 3128	R1	Amazon Capital Services		Yes	Yes	Yes	03/29/2025	(1,414.76)
001	MN509P	68732		Wire	1 3571		MINNESOTA ENERGY RESOURCES		No	Yes	No	03/12/2025	9,530.87
001	ME509P	68733		Wire	1 5956		MIEnergy Cooperative		No	Yes	No	03/12/2025	9,758.07
001	P2517	68750		Wire	1 1053		MINNESOTA ELECTRONIC FUNDS		No	Yes	No	03/14/2025	6,887.41
001	P2517	68751		Wire	1 1054		FEDERAL TAXES		No	Yes	No	03/14/2025	42,793.00
001	P2517	68752		Wire	1 18600		MINNESOTA TEACHERS RETIREMENT .		No	Yes	No	03/14/2025	26,536.63
001	P2517	68753		Wire	1 18610		Public Employers Retirement Association		No	Yes	No	03/14/2025	6,262.62
001	P2517	68754		Wire	1 4373		ING		No	Yes	No	03/14/2025	2,026.84
001	P2517	68755		Wire	1 6283		MinnWest Bank Group		No	Yes	No	03/14/2025	226.00
001	P2517	68756		Wire	1 6496		EDUCATORS BENEFIT CONSULTANTS		No	Yes	No	03/14/2025	7,467.47
001	P509P	68775		Wire	1 5546		VISA		No	Yes	No	03/17/2025	512.79
001	P509P	68776		Wire	1 5546		VISA		No	Yes	No	03/17/2025	2,472.63
001	P509AM	68792		Wire	1 3128	R1	Amazon Capital Services		No	Yes	No	03/19/2025	884.60
001	P2518	68834		Wire	1 1053		MINNESOTA ELECTRONIC FUNDS		No	No	No	03/31/2025	7,811.48
001	P2518	68835		Wire	1 1054		FEDERAL TAXES		No	Yes	No	03/31/2025	48,200.44
001	P2518	68836		Wire	1 18600		MINNESOTA TEACHERS RETIREMENT .		No	Yes	No	03/31/2025	27,913.75
001	P2518	68837		Wire	1 18610		Public Employers Retirement Association		No	Yes	No	03/31/2025	6,244.45
001	P2518	68838		Wire	1 4373		ING		No	No	No	03/31/2025	2,026.84
001	P2518	68839		Wire	1 6283		MinnWest Bank Group		No	No	No	03/31/2025	226.00
001	P2518	68840		Wire	1 6496		EDUCATORS BENEFIT CONSULTANTS		No	No	No	03/31/2025	7,467.47
001		68846		Wire	1 3128	R1	Amazon Capital Services		Yes	Yes	Yes	03/29/2025	0.00
001	P510W	68870		Wire	1 4834		MERCHANT PROCESSING CENTER		No	Yes	No	03/31/2025	89.45
001	P510W	68871		Wire	1 6283		MinnWest Bank Group		No	Yes	No	03/31/2025	143.72
001	P510W	68872		Wire	1 7072		Tuition Express		No	Yes	No	03/31/2025	108.84

Bank Total: \$214,176.61

Report Total: \$214,176.61

Lewiston-Altura Public Schools  
Board Bills for Approval 8/10/09 - Fiscal Year 2010

Check Number: 0-99999 Payment Date: 03.01.2025-03.31.2025 Period: 0-999999999

Batch	Bank	Pymt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Print	Recon	Void	Pmt/Void Date	Amount
P259CK	001	68697	77209	Check	1	11260		LEWISTON JOURNAL	Yes	Yes	No	03/04/2025	104.00
		68701	77210	Check	1	2451		Lewiston Lions Club	Yes	Yes	No	03/04/2025	898.00
		68698	77211	Check	1	12540		MISSISSIPPI WELDERS SUPPLY COM	Yes	Yes	No	03/04/2025	1,980.26
		68703	77212	Check	1	3098	R1	Pan-O-Gold Baking Company	Yes	Yes	No	03/04/2025	588.65
		68700	77213	Check	1	2411		REINHART FOOD SERVICE	Yes	Yes	No	03/04/2025	24,067.95
		68699	77214	Check	1	19210		TRI STATE BUSINESS MACHINES	Yes	Yes	No	03/04/2025	1,039.43
		68702	77215	Check	1	25014		ZIEBELL'S HIAWATHA FOODS, INC.	Yes	Yes	No	03/04/2025	6,612.37
		68719	77216	Check	1	7265		Agape Therapies and Educational Servic	Yes	Yes	No	03/06/2025	7,625.00
		68717	77217	Check	1	7096		Brown's Ice Cream Co	Yes	Yes	No	03/06/2025	583.68
		68704	77218	Check	1	1114		Century Link	Yes	Yes	No	03/06/2025	242.87
		68716	77219	Check	1	7091		Dalco Enterprises	Yes	Yes	No	03/06/2025	1,242.50
		68714	77220	Check	1	6376		Ed Midwest LLC	Yes	Yes	No	03/06/2025	5,250.00
		68715	77221	Check	1	6496		EDUCATORS BENEFIT CONSULTANT	Yes	Yes	No	03/06/2025	139.35
		68706	77222	Check	1	12630		FACTORY MOTOR PARTS	Yes	Yes	No	03/06/2025	1,253.64
		68712	77223	Check	1	3737		Hiawatha Valley Ed District	Yes	Yes	No	03/06/2025	32,834.65
		68720	77224	Check	1	7305		Home and Community Options Inc.	Yes	Yes	No	03/06/2025	125.00
		68711	77225	Check	1	3038		Lewiston Hardware, LLC	Yes	Yes	No	03/06/2025	169.88
		68713	77226	Check	1	4093		MASC	Yes	Yes	No	03/06/2025	345.00
		68705	77227	Check	1	12540		MISSISSIPPI WELDERS SUPPLY COM	Yes	Yes	No	03/06/2025	269.64
		68707	77228	Check	1	17077		REGION V COMPUTER SERVICES	Yes	Yes	No	03/06/2025	46.50
		68710	77229	Check	1	2582		Scholastic Book Fair	Yes	Yes	No	03/06/2025	3,481.32
		68708	77230	Check	1	18332		SEMCAC Transportation	Yes	Yes	No	03/06/2025	526.00
		68709	77231	Check	1	18397		SOUTHEAST SERVICE COOPERATIVI	Yes	Yes	No	03/06/2025	325.00
		68718	77232	Check	1	7261		Steak Shop Catering Inc	Yes	Yes	No	03/06/2025	1,079.73
		68731	77233	Check	1	7089		Dashir Management Services, Inc	Yes	Yes	No	03/11/2025	15,806.40
		68730	77234	Check	1	5371		KASSON-MANTORVILLE	Yes	Yes	No	03/11/2025	200.00
		68728	77235	Check	1	3560		MAVO SYSTEMS, INC	Yes	Yes	No	03/11/2025	750.00
		68726	77236	Check	1	12441	remit	MINNESOTA CLAY USA	Yes	Yes	No	03/11/2025	634.35
		68727	77237	Check	1	19140		TOM'S LOCK SERVICE	Yes	Yes	No	03/11/2025	250.00
		68729	77238	Check	1	4448		VERIZON WIRELESS	Yes	Yes	No	03/11/2025	99.04
		68736	77239	Check	1	2440		Culligan Water Services	Yes	Yes	No	03/12/2025	34.00
		68741	77240	Check	1	3174		Excel Images Inc.	Yes	Yes	No	03/12/2025	491.60
		68749	77241	Check	1	7311		GREAT PLAINS ZOO	Yes	No	No	03/12/2025	467.50
		68748	77242	Check	1	6891		Harter's Trash & Recycling Inc	Yes	Yes	No	03/12/2025	1,557.32
		68742	77243	Check	1	3210		HBC	Yes	Yes	No	03/12/2025	1,711.69
		68734	77244	Check	1	07141		HIGH PLAINS COOPERATIVE	Yes	Yes	No	03/12/2025	5,066.55
		68743	77245	Check	1	3714		LITTLE INTERNATIONAL	Yes	No	No	03/12/2025	280.00
		68740	77246	Check	1	3061		MENARDS	Yes	Yes	No	03/12/2025	981.57
		68746	77247	Check	1	6175		Messerly, Larry	Yes	Yes	No	03/12/2025	175.00

Lewiston-Altura Public Schools  
 Board Bills for Approval 8/10/09 - Fiscal Year 2010

Check Number: 0-99999 Payment Date: 03.01.2025-03.31.2025 Period: 0-999999999

Batch	Bank	Pymt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Print	Recon	Void	Pmt/Void Date	Amount
P259CK	001	68739	77248	Check	1	2910	PIONEERATHLETICS	Yes	Yes	No	03/12/2025	1,436.86
		68747	77249	Check	1	6432	Schuh Electronics	Yes	Yes	No	03/12/2025	183.75
		68735	77250	Check	1	18332	SEMCAC Transportation	Yes	Yes	No	03/12/2025	212.00
		68738	77251	Check	1	2649	St. John's Ev. Lutheran	Yes	Yes	No	03/12/2025	8,225.96
		68745	77252	Check	1	5876	Teachers on Call	Yes	Yes	No	03/12/2025	2,993.87
		68744	77253	Check	1	5687	Youth Frontiers, Inc.	Yes	Yes	No	03/12/2025	7,490.00
		68737	77254	Check	1	25014	ZIEBELL'S HIAWATHA FOODS, INC.	Yes	Yes	No	03/12/2025	36.93
		68759	77255	Check	1	3868	BRAINPOP	Yes	Yes	No	03/14/2025	3,071.25
		68761	77256	Check	1	5691	EMC Insurance Companies	Yes	Yes	No	03/14/2025	34,204.30
		68760	77257	Check	1	5055	LEGACY TOUR & TRAVEL	Yes	Yes	No	03/14/2025	4,529.00
		68758	77258	Check	1	3263	North Central Truck Equipment	Yes	Yes	No	03/14/2025	14,239.85
		68757	77259	Check	1	3025	Sim Sound & Video, Inc	Yes	Yes	No	03/14/2025	6,349.09
P2517	001	68773	77260	Check	1	7128	Affinity Plus Credit Union	Yes	Yes	No	03/14/2025	25.00
		68770	77261	Check	1	6265	ALERUS RETIREMENT BENEFITS AT	Yes	Yes	No	03/14/2025	150.00
		68769	77262	Check	1	5594	ALTRA FEDERAL CREDIT UNION	Yes	Yes	No	03/14/2025	15.00
		68771	77263	Check	1	6406	Ameritas Life Insurance Corp	Yes	Yes	No	03/14/2025	72.16
		68767	77264	Check	1	4951	Bremer Bank	Yes	Yes	No	03/14/2025	375.00
		68768	77265	Check	1	5100	DELTA DENTAL OF MINNESOTA	Yes	Yes	No	03/14/2025	1,204.90
		68762	77266	Check	1	11202	Education Minnesota - Lewiston-Altura	Yes	Yes	No	03/14/2025	2,022.44
		68772	77267	Check	1	6461	ISD 857 - Flex Plan Checking	Yes	Yes	No	03/14/2025	862.54
		68763	77268	Check	1	17090	MADISON NATIONAL LIFE	Yes	Yes	No	03/14/2025	438.73
		68765	77269	Check	1	4786	Merchants Bank	Yes	Yes	No	03/14/2025	450.00
		68766	77270	Check	1	4877	MINNESOTA Public Employees Insuranc	Yes	No	No	03/14/2025	13,849.70
		68774	77271	Check	1	7203	WCF - CARDINAL FOUNDATION	Yes	Yes	No	03/14/2025	100.00
		68764	77272	Check	1	3545	Winona National Bank	Yes	Yes	No	03/14/2025	130.00
		68777	77273	Check	1	6959	Dahl Automotive GMC	Yes	Yes	No	03/19/2025	33,723.38
		68786	77274	Check	1	6115	Associated Bank Green Bay, N.A.	Yes	No	No	03/19/2025	475.00
		68783	77275	Check	1	5631	BSN Sports, LLC	Yes	Yes	No	03/19/2025	763.52
		68781	77276	Check	1	2707	City of Lewiston	Yes	Yes	No	03/19/2025	3,048.38
		68790	77277	Check	1	7091	Dalco Enterprises	Yes	Yes	No	03/19/2025	429.99
		68789	77278	Check	1	7089	Dashir Management Services, Inc	Yes	Yes	No	03/19/2025	15,890.06
		68791	77279	Check	1	7196	GAMEONE	Yes	Yes	No	03/19/2025	1,234.60
		68788	77280	Check	1	7077	Happy Dancing Turtle	Yes	Yes	No	03/19/2025	125.00
		68782	77281	Check	1	4085	IEA, INC	Yes	Yes	No	03/19/2025	5,440.00
		68784	77282	Check	1	5863	International Owl Center	Yes	Yes	No	03/19/2025	175.00
		68778	77283	Check	1	12540	MISSISSIPPI WELDERS SUPPLY COM	Yes	Yes	No	03/19/2025	203.59
		68787	77284	Check	1	6280	Music Mart	Yes	Yes	No	03/19/2025	263.10
		68779	77285	Check	1	18332	SEMCAC Transportation	Yes	Yes	No	03/19/2025	272.00
		68785	77286	Check	1	5876	Teachers on Call	Yes	Yes	No	03/19/2025	2,726.86

Lewiston-Altura Public Schools  
 Board Bills for Approval 8/10/09 - Fiscal Year 2010

Check Number: 0-99999 Payment Date: 03.01.2025-03.31.2025 Period: 0-999999999

Batch	Bank	Pymt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Print	Recon	Void	Pmt/Void Date	Amount
P259CK	001	68780	77287	Check	1	19210	TRI STATE BUSINESS MACHINES	Yes	Yes	No	03/19/2025	378.08
		68833	77288	Check	1	7265	Agape Therapies and Educational Servict	Yes	No	No	03/27/2025	13,325.00
		68830	77289	Check	1	6871	Arellano-Sanchez, Angela	Yes	No	No	03/27/2025	80.00
		68832	77290	Check	1	7091	Dalco Enterprises	Yes	No	No	03/27/2025	2,175.79
		68827	77291	Check	1	6376	Ed Midwest LLC	Yes	No	No	03/27/2025	5,250.00
		68831	77292	Check	1	7060	Ellinghuysen, John and Jeanna	Yes	No	No	03/27/2025	500.00
		68829	77293	Check	1	6802	Healy Awards, Inc	Yes	No	No	03/27/2025	241.00
		68822	77294	Check	1	3282	Kennedy & Graven Chartered	Yes	No	No	03/27/2025	200.00
		68825	77295	Check	1	5055	LEGACY TOUR & TRAVEL	Yes	No	No	03/27/2025	1,080.00
		68821	77296	Check	1	15199	PETES MEAT	Yes	Yes	No	03/27/2025	443.00
		68824	77297	Check	1	4800	Region 1A	Yes	No	No	03/27/2025	120.00
		68828	77298	Check	1	6411	Riverside Insights	Yes	No	No	03/27/2025	180.00
		68826	77299	Check	1	5180	SWANK MOVIE LICENSING USA	Yes	No	No	03/27/2025	971.00
		68823	77300	Check	1	4448	VERIZON WIRELESS	Yes	No	No	03/27/2025	96.10
		68844	77301	Check	1	7190	Chromebookparts.com	Yes	No	No	03/28/2025	700.39
		68843	77302	Check	1	7091	Dalco Enterprises	Yes	No	No	03/28/2025	424.99
		68845	77303	Check	1	7313	Gudmundson Trucking and Excavating	Yes	No	No	03/28/2025	5,525.00
		68841	77304	Check	1	4800	Region 1A	Yes	No	No	03/28/2025	2,856.00
		68842	77305	Check	1	5876	Teachers on Call	Yes	No	No	03/28/2025	3,544.91
		68862	77306	Check	1	7128	Affinity Plus Credit Union	Yes	No	No	03/31/2025	25.00
		68859	77307	Check	1	6265	ALERUS RETIREMENT BENEFITS AT	Yes	No	No	03/31/2025	150.00
		68858	77308	Check	1	5594	ALTRA FEDERAL CREDIT UNION	Yes	No	No	03/31/2025	15.00
		68860	77309	Check	1	6406	Ameritas Life Insurance Corp	Yes	No	No	03/31/2025	72.16
		68856	77310	Check	1	4951	Bremer Bank	Yes	No	No	03/31/2025	2,240.50
		68857	77311	Check	1	5100	DELTA DENTAL OF MINNESOTA	Yes	No	No	03/31/2025	1,204.90
		68851	77312	Check	1	11202	Education Minnesota - Lewiston-Altura	Yes	Yes	No	03/31/2025	2,022.44
		68861	77313	Check	1	6461	ISD 857 - Flex Plan Checking	Yes	No	No	03/31/2025	862.54
		68852	77314	Check	1	17090	MADISON NATIONAL LIFE	Yes	No	No	03/31/2025	456.66
		68854	77315	Check	1	4786	Merchants Bank	Yes	No	No	03/31/2025	450.00
		68855	77316	Check	1	4877	MINNESOTA Public Employees Insuranc	Yes	No	No	03/31/2025	13,849.70
		68863	77317	Check	1	7203	WCF - CARDINAL FOUNDATION	Yes	No	No	03/31/2025	100.00
		68853	77318	Check	1	3545	Winona National Bank	Yes	No	No	03/31/2025	130.00
							Bank Total: 001					\$346,444.41
							Report Total:					\$346,444.41

# Lewiston-Altura Public Schools Exp Multi Year Guideline

Sequence: Fd, Org, Pro, Crs, Fin, O/S

L	Fd	Org	Pro	Crs	Fin	O/S	Description	202309		202409		202509	
								Budget 23REV	Year to Date %	Budget 2REV	Year to Date %	Budget 25REV	Year to Date %
01							General						
01							General	8,963,702.95	5,655,977.56 63%	8,874,568.00	5,819,477.98 66%	8,565,391.00	5,521,106.65 64%
02							Food Service						
02							Food Service	445,145.00	344,557.45 77%	611,178.00	356,630.24 58%	635,801.00	394,724.33 62%
04							Community Education						
04							Community Education	446,543.58	283,895.61 64%	430,824.00	286,933.58 67%	439,365.00	227,082.60 52%
06							Bldg Construction						
06							Bldg Construction	0.00	0.00 0%	0.00	0.00 0%	1,271,952.00	4,440.00 0%
07							Debt						
07							Debt	498,150.00	498,575.00 100%	507,425.00	507,425.00 100%	546,325.00	514,737.50 94%
30							Student Activity						
30							Student Activity	144,763.63	103,472.83 71%	134,750.00	113,859.34 84%	150,850.00	63,101.54 42%
<b>Report Totals:</b>								10,498,305.16	6,886,478.45 66%	10,558,745.00	7,084,326.14 67%	11,609,684.00	6,725,192.62 58%

# Lewiston-Altura Public Schools Multi Year Guide Obj Series

Sequence: Fd, O/S, Org, Pro, Crs, Fin

202309

202409

202509

Description	Budget 202309		Budget 202409		Budget 202509	
	23REV	Year to Date %	2REV	Year to Date %	25REV	Year to Date %
01 General						
100 Salaries & Wages	5,121,079.56	3,086,443.04 60%	4,694,589.00	3,064,621.94 65%	4,839,037.00	3,002,133.74 62%
200 Employee Benefits	1,383,286.32	805,995.12 58%	1,344,727.00	800,587.60 60%	1,290,288.00	805,426.78 62%
300 Purchased Services	1,529,536.00	1,107,373.25 72%	1,846,828.00	1,287,244.23 70%	1,962,826.00	1,292,781.53 66%
400 Supplies & Materials	518,595.32	403,169.24 78%	520,672.00	366,392.79 70%	307,454.00	285,588.23 93%
500 Capital Expenditures	361,981.75	204,163.04 56%	410,776.00	261,274.24 64%	123,968.00	91,391.98 74%
700 Debt Service	0.00	0.00 0%	2,500.00	2,500.00 100%	2,800.00	2,800.00 100%
800 Other Expenditures	49,224.00	48,833.87 99%	54,476.00	36,857.18 68%	39,018.00	40,984.39 105%
01 General	8,963,702.95	5,655,977.56 63%	8,874,568.00	5,819,477.98 66%	8,565,391.00	5,521,106.65 64%
02 Food Service						
100 Salaries & Wages	191,695.00	132,269.27 69%	189,368.00	115,502.75 61%	198,881.00	136,640.08 69%
200 Employee Benefits	0.00	44,513.68 0%	69,801.00	38,304.61 55%	66,351.00	48,767.93 73%
300 Purchased Services	11,150.00	6,303.80 57%	11,700.00	3,664.93 31%	9,710.00	8,563.22 88%
400 Supplies & Materials	235,000.00	154,305.55 66%	323,309.00	185,169.03 57%	323,809.00	185,306.15 57%
500 Capital Expenditures	4,300.00	4,209.15 98%	15,000.00	12,472.12 83%	35,000.00	13,296.00 38%
800 Other Expenditures	3,000.00	2,956.00 99%	2,000.00	1,516.80 76%	2,050.00	2,150.95 105%
02 Food Service	445,145.00	344,557.45 77%	611,178.00	356,630.24 58%	635,801.00	394,724.33 62%
04 Community Education						
100 Salaries & Wages	328,035.92	202,704.64 62%	313,960.00	211,572.60 67%	321,850.00	165,911.08 52%
200 Employee Benefits	67,490.37	41,146.45 61%	66,136.00	48,284.80 73%	80,492.00	36,123.01 45%
300 Purchased Services	16,210.00	9,563.89 59%	11,850.00	2,465.58 21%	9,244.00	7,849.25 85%
400 Supplies & Materials	34,807.29	30,480.63 88%	38,878.00	24,610.60 63%	27,779.00	17,199.26 62%
04 Community Education	446,543.58	283,895.61 64%	430,824.00	286,933.58 67%	439,365.00	227,082.60 52%
06 Bldg Construction						
300 Purchased Services	0.00	0.00 0%	0.00	0.00 0%	0.00	4,440.00 0%
500 Capital Expenditures	0.00	0.00 0%	0.00	0.00 0%	1,271,952.00	0.00 0%
06 Bldg Construction	0.00	0.00 0%	0.00	0.00 0%	1,271,952.00	4,440.00 0%
07 Debt						
700 Debt Service	498,150.00	498,575.00 100%	507,425.00	507,425.00 100%	546,325.00	514,737.50 94%
07 Debt	498,150.00	498,575.00 100%	507,425.00	507,425.00 100%	546,325.00	514,737.50 94%
30 Student Activity						

## Lewiston-Altura Public Schools Multi Year Guide Obj Series

Sequence: Fd, O/S, Org, Pro, Crs, Fin

Description	202309		202409		202509	
	Budget 23REV	Year to Date %	Budget 2REV	Year to Date %	Budget 25REV	Year to Date %
30 Student Activity						
300 Purchased Services	79,415.50	72,208.30 91%	72,400.00	60,293.74 83%	80,500.00	48,064.77 60%
400 Supplies & Materials	48,842.13	28,518.78 58%	61,850.00	53,194.65 86%	69,850.00	13,846.77 20%
500 Capital Expenditures	15,000.00	1,239.75 8%	0.00	0.00 0%	0.00	0.00 0%
800 Other Expenditures	1,506.00	1,506.00 100%	500.00	370.95 74%	500.00	1,190.00 238%
30 Student Activity	144,763.63	103,472.83 71%	134,750.00	113,859.34 84%	150,850.00	63,101.54 42%
<b>Report Totals:</b>	<b>10,498,305.16</b>	<b>6,886,478.45 66%</b>	<b>10,558,745.00</b>	<b>7,084,326.14 67%</b>	<b>11,609,684.00</b>	<b>6,725,192.62 58%</b>

**Lewiston Altura #0857**  
**STUDENT ACTIVITY FUND BALANCES**

MONTH March 2025

FUND	BEG BALANCE	DISBURSEMENTS	RECEIPTS	CASH BALANCE
Student Council	\$ 1,566.88	\$ 436.01	\$ 220.00	\$ 1,350.87
National Honor Society	\$ 884.64	\$ -	\$ 585.00	\$ 1,469.64
FFA	\$ 21,262.20	\$ 1,756.43	\$ 882.00	\$ 20,387.77
HOSA	\$ 782.97	\$ -	\$ -	\$ 782.97
Washington DC Trip	\$ (12,371.72)	\$ 5,609.00	\$ 20,165.31	\$ 2,184.59
Eagle Bluff	\$ (5,711.63)	\$ -	\$ -	\$ (5,711.63)
Cardinal Book	\$ 211.93	\$ -	\$ -	\$ 211.93
Trap League	\$ 1,432.29	\$ -	\$ 1,250.00	\$ 2,682.29
Music Savings	\$ 20,417.39	\$ -	\$ 4,876.00	\$ 25,293.39
Class of 2026	\$ 1,831.92	\$ -	\$ -	\$ 1,831.92
Class of 2027	\$ 2,935.76	\$ -	\$ -	\$ 2,935.76
Class of 2029	\$ 2,357.02	\$ -	\$ -	\$ 2,357.02
Class of 2025	\$ 3,947.39	\$ -	\$ -	\$ 3,947.39
Class of 2023	\$ 147.57	\$ -	\$ -	\$ 147.57
Yearbook	\$ 6,389.56	\$ -	\$ -	\$ 6,389.56
Spanish Trip	\$ 2,852.69	\$ -	\$ -	\$ 2,852.69
JH Student Council	\$ 1,694.19	\$ -	\$ -	\$ 1,694.19
Tech Club	\$ 3,905.22	\$ -	\$ -	\$ 3,905.22
Drama	\$ 15,910.70	\$ -	\$ 496.00	\$ 16,406.70
Math League	\$ 1,575.00	\$ -	\$ -	\$ 1,575.00
Volleyball	\$ 4,633.53	\$ -	\$ (1,234.60)	\$ 3,398.93
Girls Basketball	\$ 7,229.73	\$ 120.50	\$ -	\$ 7,109.23
Dance	\$ 460.90	\$ -	\$ -	\$ 460.90
Girls Track	\$ 22.12	\$ -	\$ -	\$ 22.12
Softball	\$ (570.19)	\$ 298.81	\$ 869.00	\$ -
Girls CC	\$ (161.50)	\$ -	\$ -	\$ (161.50)
Girls Golf	\$ 470.53	\$ -	\$ -	\$ 470.53
Football	\$ 14,311.78	\$ -	\$ -	\$ 14,311.78
Boys Basketball	\$ 8,102.58	\$ 612.10	\$ 805.00	\$ 8,295.48
Wrestling	\$ 48.70	\$ -	\$ -	\$ 48.70
Baseball	\$ -	\$ -	\$ 50.00	\$ 50.00
Boys Track	\$ 2.11	\$ -	\$ -	\$ 2.11
Boys CC	\$ (141.50)	\$ -	\$ -	\$ (141.50)
Boys Golf	\$ 470.54	\$ -	\$ -	\$ 470.54
General Athletics	\$ 11,975.32	\$ 1,949.09	\$ -	\$ 10,026.23
Special Athletics	\$ 916.01	\$ -	\$ -	\$ 916.01
Weight Training	\$ 37.98	\$ -	\$ -	\$ 37.98
<b>TOTALS</b>	<b>\$ 119,830.61</b>	<b>\$ 10,781.94</b>	<b>\$ 28,963.71</b>	<b>\$ 138,012.38</b>

v Balanced w/SMART Trial Balance  
v Balanced w/Bank Statement

## **512 SCHOOL-SPONSORED STUDENT PUBLICATIONS AND ACTIVITIES**

### **I. PURPOSE**

The purpose of this policy is to protect students' rights to free speech in production of school-sponsored **media**, ~~publications~~ and activities while at the same time balancing the school district's role in supervising student publications and the operation of public schools.

### **II. GENERAL STATEMENT OF POLICY**

**[NOTE: A school district generally will wish to reserve a forum it sponsors for its intended purpose in light of the special characteristics of the school environment. By doing so, the school district will have more authority/editorial control over student expression in such a forum. Sponsorship alone may not be enough, however. If the exercise of control is challenged, courts will examine factors such as whether the school district's purpose in creating the forum was educational, whether school officials supervised the publication or activity and exercised editorial control over the contents, whether the materials were produced as part of the curriculum, and whether students received grades and academic credit for the publication or activity. If a forum is reserved, regulation of student expression as in Section IV.B. of this policy will be permissible. If a forum is not reserved, but rather is opened for public communication by tradition or designation, then only the limited regulation of speech as described in Section IV.A. of this policy will be permissible.]**

- A. The school district may exercise editorial control over the style and content of student expression in school-sponsored publications and activities.
- B. Expressions and representations made by students in school-sponsored publications and activities are not expressions of official school district policy. Faculty advisors shall supervise student writers to ensure compliance with the law and school district policies.
- C. Students who believe their right to free expression has been unreasonably restricted in a school-sponsored media or activity may seek review of the decision by the building principal. The principal shall issue a decision no later than three (3) school days after review is requested.
  - 1. Students producing school-sponsored media and activities shall be under the supervision of a faculty advisor and the school principal. School-sponsored media and activities shall be subject to the guidelines set forth below.
  - 2. School-sponsored media may be distributed at reasonable times and locations.

### **III. DEFINITIONS**

- A. "Distribution" means circulation or dissemination of material by means of handing out free copies, selling or offering copies for sale, accepting donations for copies, posting, or displaying material, or placing materials in internal staff or student mailboxes.
- B. "Material and substantial disruption" of a normal school activity means:

1. Where the normal school activity is an educational program of the school district for which student attendance is compulsory, "material and substantial disruption" is defined as any disruption which interferes with or impedes the implementation of that program.
2. Where the normal school activity is voluntary in nature (including, without limitation, school athletic events, school plays and concerts, and lunch periods) "material and substantial disruption" is defined as student rioting, unlawful seizures of property, conduct inappropriate to the event, participation in a school boycott, demonstration, sit-in, stand-in, walk-out, or other related forms of activity.

In order for expression to be considered disruptive, there must exist specific facts upon which the likelihood of disruption can be forecast, including past experience in the school, current events influencing student activities and behavior, and instances of actual or threatened disruption relating to the written material in question.

- C. "Minor" means any person under the age of eighteen (18).
- D. "Obscene to minors" means:
1. The average person, applying contemporary community standards, would find that the material, taken as a whole, appeals to the prurient interest of minors of the age to whom distribution is requested;
  2. The material depicts or describes, in a manner that is patently offensive to prevailing standards in the adult community concerning how such conduct should be presented to minors of the age to whom distribution is requested, sexual conduct such as intimate sexual acts (normal or perverted), masturbation, excretory functions, or lewd exhibition of the genitals; and
  3. The material, taken as a whole, ~~lacks serious literary, artistic, political, or scientific~~ value for minors.
- E. "School activities" means any activity of students sponsored by the school including, but not limited to, classroom work, library activities, physical education classes, official assemblies and other similar gatherings, school athletic contests, band concerts, school plays and other theatrical productions, and in-school lunch periods.
- F. "School-sponsored media" means material that is:
1. prepared, wholly or substantially written, published, broadcast, or otherwise disseminated by a student journalist enrolled in the school district;
  2. distributed or generally made available to students in the school; and
  3. prepared by a student journalist under the supervision of a student media adviser.
- School-sponsored media does not include material prepared solely for distribution or transmission in the classroom in which the material is produced, or a yearbook.
- G. "Student journalist" means a school district student in grades 6 through 12 who gathers, compiles, writes, edits, photographs, records, or otherwise prepares information for dissemination in school-sponsored media.

- H. "Student media adviser" means a qualified teacher, as defined in Minnesota Statutes, section 122A.16, that the school district employs, appoints, or designates to supervise student journalists or provide instruction relating to school-sponsored media.

**[NOTE: The 2024 Minnesota legislature enacted the new definitions above and the new language in Article IV. below.]**

#### **IV. GUIDELINES**

- A. Except as provided in paragraph B below, a student journalist has the right to exercise freedom of speech and freedom of the press in school-sponsored media regardless of whether the school-sponsored media receives financial support from the school or district, uses school equipment or facilities in its production, or is produced as part of a class or course in which the student journalist is enrolled. Freedom of speech includes freedom to express political viewpoints. Consistent with paragraph B below, a student journalist has the right to determine the news, opinion, feature, and advertising content of school-sponsored media. The school district must not discipline a student journalist for exercising rights or freedoms under this paragraph or the First Amendment of the United States Constitution.
- B. Student expression in school-sponsored media, a yearbook, or school-sponsored activity is prohibited when the material:
1. is obscene to minors;
  2. is defamatory;
  3. is profane, harassing, threatening, or intimidating;
  4. constitutes an unwarranted invasion of privacy;
  5. violates federal or state law;
  6. causes a material and substantial disruption of school activities;
  7. is directed to inciting or producing imminent lawless action on school premises or the violation of lawful school policies or rules, including a policy adopted in accordance with Minnesota Statutes, section 121A.03 or 121A.031;
  8. advertises or promotes any product or service not permitted for minors by law;
  9. expresses or advocates sexual, racial, or religious harassment or violence or prejudice; or
  10. is distributed or displayed in violation of time, place, and manner regulations.
- C. The school district must not retaliate or take adverse employment action against a student media adviser for supporting a student journalist exercising rights or freedoms under paragraph A above or the First Amendment of the United States Constitution.
- D. Notwithstanding the rights or freedoms of this Article or the First Amendment of the United States Constitution, nothing in this Article inhibits a student media adviser from teaching professional standards of English and journalism to student journalists.

These professional standards may include, but are not limited to, the following:

1. assuring that participants learn whatever lessons the activity is designed to teach;
2. assuring that readers or listeners are not exposed to material that may be inappropriate for their level of maturity;
3. assuring that the views of the individual speaker are not erroneously attributed to the school;
4. assuring that the school is not associated with any position other than neutrality on matters of political controversy;
5. assuring that the sponsored student speech cannot reasonably be perceived to advocate conduct otherwise inconsistent with the shared values of a civilized social order;
6. assuring that the school is not associated with expression that is, for example, ungrammatical, poorly written, inadequately researched, biased or prejudiced, vulgar or profane, or unsuitable for immature audiences.

E. Time, Place, and Manner of Distribution

Students shall be permitted to distribute written materials at school as follows:

1. Time

Distribution shall be limited to the hours before the school day begins, during lunch hour and after school is dismissed.

2. Place

Written materials may be distributed in locations so as not to interfere with the normal flow of traffic within the school hallways, walkways, entry ways, and parking lots. Distribution shall not impede entrance to or exit from school premises in any way.

3. Manner

No one shall induce or coerce a student or staff member to accept a student publication.

**V. POSTING**

The school district must adopt a student journalist policy consistent with Minnesota Statutes, section 121A.80 and post it on the district website.

**[NOTE: This model policy is crafted to fulfill the obligation stated above.]**

**Legal References:** U. S. Const., amend. I  
*Morse v. Frederick*, 551 U.S. 393 (2007)  
*Hazelwood School District v. Kuhlmeier*, 484 U.S. 260 (1988)  
*Bystrom v. Fridley High School, I.S.D. No. 14*, 822 F. 2d 747 (8<sup>th</sup> Cir. 1987)  
Minn. Stat. § 121A.03 (Model Policy)  
Minn. Stat. § 121A.031 (School Student Bullying Policy)

Minn. Stat. § 121A.80 (Student Journalism; Student Expression)

**Cross References:** MSBA/MASA Model Policy 505 (Distribution of Nonschool-Sponsored Materials on School Premises by Students and Employees)  
MSBA/MASA Model Policy 506 (Student Discipline)  
MSBA/MASA Model Policy 904 (Distribution of Materials on School District Property by Nonschool Persons)

Adopted: \_\_\_\_\_

Policy 998

Orig. 2025

Revised: \_\_\_\_\_

## **998 MEMORIALS FOR DECEASED STAFF OR STUDENTS**

### **I. PURPOSE**

It is recognized that the loss of a member of the school community is deeply felt by students, staff and families. The purpose of this policy is to ensure that ISD 857 will support staff, students, and families impacted by death by assisting them with connections to appropriate school and community resources. Because it is recognized that memorial decisions made immediately in the aftermath of a crisis or death may be made without full consideration of the potential implications for students, staff and families, and the community, ISD 857 will provide a process for decision making.

### **II. DEFINITIONS**

- A. Memorials:** Objects, activities, or donations to remember an event or deceased person(s).
- B. Building Crisis Team:** A designated group of staff members within each school building who plan and implement support specific to the crisis event.
- C. Crisis:** Any natural disaster or event that is perceived as extremely negative, generates feelings of helplessness, sadness, shock and/or entrapment, and may or may not occur suddenly, unexpectedly, and without warning.
- D. Impact:** The magnitude of the potential loss or seriousness of the crisis.
- E. District Support Team:** A designated group of staff members who develop and execute district-wide procedures specific to the crisis event.

### **III. GENERAL STATEMENT OF POLICY**

- A.** Memorial activities expressed at school need to be coordinated and approved through the Building Crisis Team. The Building Crisis Team will assist families and students in selecting memorial activities that are appropriate and assist students in healthy bereavement.
- B.** In recognition that schools are primarily to support learning, school sites should not serve as the main venue for memorializing of students or staff. Schools should focus on maintaining the regular schedule, structure and routine. School counselors may offer support for students in need of grieving support that may impact individual students' school schedules.
- C.** Whenever possible, schools should communicate with the student's family and friends to coordinate memorialization with the family in the interest of identifying a meaningful, safe approach to acknowledging the loss. Make sure to be sensitive to the cultural needs of the deceased and family.

- D. School district facilities may be used for memorial services of funerals when an alternative community location is not practical and when it does not disrupt the normal operations of a school day or a school sponsored event. The superintendent, in consultation with the District Support Team, has the discretion to consider school-wide memorial activities when a crisis event has a significant impact on a majority of students, staff and community.
- E. Temporary school memorials where they do not disrupt normal operations of the school day, will be allowed by school administration, who will consult with the Director of Building and Grounds. The memorials may be displayed for up to one week or until the day after the funeral, whichever is sooner and will then be offered to the family. Selling of memorabilia on school grounds is prohibited. Allowable temporary memorials such as remembrance messages, banners and pictures should be displayed in an area accessible to all students but not in an area where all students will have to view the memorial. Viewing of the memorial needs to be optional. For example, a memorial area might be established in a corner in the library, vs on a student's locker in the hallway. Memorials that may spontaneously arise on lockers or desks may be transferred to a designated area. Memorial symbols displayed by individual students or staff on school grounds will be limited to one week after the death, or to the day after the funeral, whichever is sooner and will then be offered to the family.
- F. Schools should strive to treat all deaths in the same way. Having a different approach for death by suicide reinforces prejudice associated with suicide and may be deeply painful to the deceased's family and friends. However, memorials following suicide are particularly important to monitor. Schools can play an important role in channeling the energy and passion of the students (and greater community) in a positive direction, balancing the community's need to grieve with the impact that the proposed activity will likely have on students, particularly on those who might be vulnerable to suicide contagion.
- G. Permanent memorials for deceased students and staff will be limited to endowments, scholarships and books or items of educational significance. Scholarship and endowment memorials may be established one time, or in the name of a perpetual award, with a description of the purpose of of the endowment or scholarship. Existing memorials established prior to the implementation of this policy will not be affected.
- H. Other possible memorial activities include:
1. **Yearbooks:** A student or staff member who has died may be acknowledged the year the death occurred and may be acknowledged the year of the deceased student's graduation. Information shall be limited to the student's name, photo, dates of birth and death, and school activities in which the student participated in (or classes/activities the staff member taught or was involved with).
  2. **Commemorative Events:** A commemorative event may be established and held in the name of the deceased student or staff member. Activities cannot be held during the school day and should be sponsored by a class, club or activity in which the deceased student or staff member participated.
  3. **Graduation Recognition:** One symbol representing all deceased members of a graduating class, such as a plant or bouquet of flowers may be present on stage. A member of the student administration can also direct the audience in a moment of silence to collectively recognized deceased members of the graduating class.

4. **Moment of Silence Recognition:** A ‘moment of silence’ may be used following the death of a student or staff member to honor their memory. School-wide moments of silence should occur within 2 school days following notification of the death. Moments of silence are also approved for use at ISD #857 Board of Education meetings, co-curricular events in which the decease participated, and community-based events.

Cross References

Policy 706 Acceptance of Gifts

Policy 801 Equal Access to School Facilities

Policy 806 Crisis Management

Policy Adopted: \_\_\_\_\_

Lewiston – Altura School Board, ISD #857

# Report to the School Board

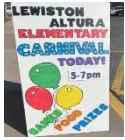
April 14, 2025

By Elementary School Principal Dave Riebel

## Strategic Priority 1: Student Success

- Kindergarten Registration Night:

It was great to welcome the class of 2038! On March 10, the annual Kindergarten Registration night brought in our future kindergarteners and their families to get excited for next year! Happy to have them join the Cardinal family!



- Elementary Carnival

The carnival sign said Games, Food, Prizes and that was delivered! Fun for kids of all sizes and their parents! A huge thanks to the P.L.A.Y. group and all volunteers for the planning and help with the event.



- Reading Night



Book Bingo was the fun theme for reading night at the Elementary. All student attendees chose one new book on entry and played Bingo for the opportunity to win more! All that fun in addition to a pizza supper for the family! A thank you to the PLAY group for their generous donations and volunteers for the evening. Thanks also to the many staff volunteers that helped make the night flow. The big shout out to Ms. Ostrander for the planning and preparation of the Book Bingo evening!

- March LA-CARES assembly

Our March assembly highlighted a month of focus on E for empathy. Adding to that highlight was special guests and a presentation from Abby of River Valley Raptors. Abby presented three raptors for us to learn about and from. Abby had some great connections to how we can use our LA CARES in the great outdoors.



## Strategic Priority 2: Effective Staffing

- Read Act Phase One training wrap up

All members of the elementary staff who teach reading, as well as the district intervention and special education staff participated in nine modules of training over the 24-25 school year. Staff worked to finish those modules and present their learning portfolios during the March 31 professional day.

## Strategic Priority 3: Finance

- Thank you for the support!

Our Elementary School students, staff and parents extend a thank you to the Cardinal Foundation for the support of our annual field trips. The foundation will assist in the coverage of the registration fees and transportation costs for K-5 field trips. We thank you for supporting these memory making, learning opportunities!



- Elementary program informational files:

Attached with the report of two files to provide enrollment and assessment information for our elementary school.

## Strategic Priority 4: Facilities

- User group feedback

Elementary office staff, kindergarten staff and classroom teachers rotated into user group meetings with the team from InGensa and ISG Engineering to preview and plan for building renovations.

## Strategic Priority 5: Community Engagement



- Fools Five Assembly

Our Elementary School traditional Fools Five assembly added excitement to our Friday morning. Again this year, our student council put out the challenge to our elementary students and families to raise \$3000 within the Fools Five cancer research drive. If they beat that mark, Mr. Schmaltz wears a costume for the weekend. This years chosen costume was The Lorax! A special addition to the motivation behind this years fundraising was a pledge by Gracie and Natalie Mehling. Mrs Mehling and daughter Gracie will donate "Locks for Love" for all donations above \$3,000. For every \$1,000 above our goal, 1 inch of hair will be donated for cancer patients in need of wigs during their treatments. After that build up, when the donations were counted, another unbelievable accomplishment is revealed today. The total turned in by K-6 students totaled \$13,980!!



**Reading assessments K-5**

Grade # per grade	Fastbridge Early Reading composite				Fastbridge reading fluency CBM-R				NM
	Winter 2024-2025				Fall 2024-2025				
	high risk	some risk	low risk	exceeds	high risk	some risk	low risk	exceeds	Lo
<b>Kdgn</b> <b>38</b>					NA	NA	NA	NA	NA
<b>Grade 1</b> <b>26</b>	28%	8%	60%	4%	12%	12%	68%	8%	NA
<b>Grade 2</b> <b>36</b>					19%	14%	59%	8%	19%
<b>Grade 3</b> <b>38</b>					16%	5%	58%	21%	14%
<b>Grade 4</b> <b>25</b>					32%	12%	56%	0%	4%
<b>Grade 5</b> <b>39</b>					20%	20%	46%	15%	16%

VEA MAP reading comprehension			
Fall 2024-2025			
Lo Ave	Average	High Average	High
NA	NA	NA	NA
NA	NA	NA	NA
19%	16%	24%	22%
3%	32%	27%	34%
11%	19%	33%	33%
11%	13%	37%	24%

MCA  
Spring 2023-2024

Does not meet	Partially meets	Meets	Exceeds
NA	NA	NA	NA
NA	NA	NA	NA
NA	NA	NA	NA

First MCA Spring 2025

15%	23%	38%	23%
11%	31%	40%	17%

Fastbridge Early Math composite				
Fall 2024-2025				
	high risk	some risk	low risk	exceeds
<b>NA=not assessed</b>				
<b>Kdgn</b>	3%	8%	89%	0%

**38**

**Grade 1**  
**26**

**Grade 2**  
**36**

**Grade 3**  
**38**

**Grade 4**  
**25**

**Grade 5**  
**38**

Math assessments K-5					
AIMSWeb Math computation		NWEA MAP math comprehensio			
Winter 2024-2025		Fall 2024-2025			
Below Target	Above Target	Lo	Lo Ave	Average	High Average
NA	NA	NA	NA	NA	NA
35%	65%	NA	NA	NA	NA
28%	72%	16%	14%	38%	22%
16%	84%	19%	5%	19%	30%
0%	100%	4%	7%	26%	33%
15%	85%	11%	16%	16%	26%



SAEBRS = Social, Academic, and Emotional Behavior Risk Screener

N% = percentage of students in the grade exhibiting

	2022-2023 Spring SAEBRS assessment			2023-2024 Spring SAEBRS assessment			2024-2025 Fall SAEBRS assessment		
	Low Risk	Some Risk	High Risk	Low Risk	Some Risk	High Risk	Low Risk	Some Risk	High Risk
Kdgn									
Fastbridge SAEBRS	92%	0%	8%	65%	9%	26%	89%	5%	5%
Grade 1									
Fastbridge SAEBRS	54%	8%	38%	74%	10%	16%	74%	11%	15%
Grade 2									
Fastbridge SAEBRS	47%	7%	47%	57%	11%	32%	69%	16%	16%
Grade 3									
Fastbridge SAEBRS	75%	13%	13%	70%	13%	17%	67%	33%	0%
Grade 4									
Fastbridge SAEBRS	63%	3%	33%	74%	6%	21%	69%	15%	15%
Grade 5									
Fastbridge SAEBRS	53%	28%	19%	44%	6%	50%	37%	23%	40%

The SAEBRS was designed to be a brief and contextually relevant screener of student risk for emotional and behavioral problems. The screener is comprised of 19 items, each of which relates to a broad factor (General Behavior) and three narrow factors: Social Behavior (6 items), Academic Behavior (6 items), and Emotional Behavior (7 items). In accordance with the principles of prevention science, each factor corresponds to various risk and protective factors suggested by developmental psychological research to predict the development of emotional/behavioral disorders. A teacher completes the SAEBRS for an individual student with whom the teacher has a history of interactions. (homeroom teachers) The teacher uses ratings that correspond to the frequency of various behaviors (Never, Sometimes, Often, Almost Always). L-A Elementary teachers complete Fall and Spring SAEBRS benchmark assessments.

Scale	High Risk	Some Risk	Low Risk
Total 0-57	0-23	24-36	37+

# K - 6 Enrollment History and Projections

K - 6 Enrollment History and Projections																				Distance Learning		K-6	K-5	update			
School year	01-02	02-03	03-04	04-05	05-06	06-07	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20-21	actuals	21-22	22-23	23-24	March	projected	projected
<b>Kdgn</b>	60	47	62	47	46	53	57	53	67	48	56	48	54	54	43	44	35	40	38	28	36	39	32	38	25	25	
<b>class size</b>	19,20,21	15,16,16	19,21,22	15,16,16	15,15,16	17,18,18	19,19,19	18,18,17	16,16,17,18	16,17,15	18,19,19	15,16,17	18,18,18	18,18,18	14,14,15	14,15,15	17,18	19,21	19,19	14,14	19-17	20-19	17-18	19-19			
<b>Grade 1</b>	41	64	48	61	48	48	55	53	47	62	46	57	46	57	51	43	42	34	41	41	31	33	38	26	38	25	
<b>class size</b>	12,14,15	16,16,16,16	24,24	20,20,21	16,16,16	16,16,16	19,19,17	18,18,17	15,16,16,16	15,16,16,16	14,16,16	19,20,18	16,15,15	19,19,19	17,17,17	22,21	21,21	18,16	21,20	20,21	16-15	17-16	20-19	13-13			
<b>Grade 2</b>	52	42	64	48	63	47	44	57	53	47	63	47	60	44	54	54	43	41	34	41	41	30	36	36	26	38	
<b>class size</b>	17,18,18	21,21	21,21,22	24,24	21,21,21	23,24	22,22	19,19,19	17,18,18	23,24	21,21,21	23,24	19,21,20	22,22	17,18,18	17,17,18	22,21	21,20	17,17	21,20	21-20	16-14	19-17	17-19			
<b>Grade 3</b>	54	53	52	66	47	61	50	44	56	52	47	67	44	58	44	58	54	46	44	35	35	37	26	38	36	26	
<b>class size</b>	16,19,19	18,18,17	26,26	21,22,23	24,23	20,20,21	25,25	22,22	28,28	18,16,18	24,23	22,22,23	23,21	20,19,19	22,22	19,19,20	18,18,18	22,24	22,22	17,17	18-17	20-17	14-12	19-19			
<b>Grade 4</b>	52	49	56	57	68	48	62	48	45	56	54	46	66	44	58	48	58	51	49	42	35	33	35	25	38	36	
<b>class size</b>	26,26	24,25	28,28	28,29	22,23,23	24,24	21,21,20	24,24	21,24	19,17,20	27,27	23,23	23,21,22	21,23	20,20,18	24,24	19,19,20	17,17,17	25,24	14,15,13	18-17	17-16	20-17	25			
<b>Elem. Total Students</b>	14	15	12	13	14	13	13	13	14	15	13	13	14	13	14	13	12	11	10	11	10	10	10	9			
<b>Grade 5</b>	64	53	55	55	58	66	49	60	45	50	55	53	41	68	44	57	50	58	52	49	39	38	36	39	25	38	
<b>class size</b>	21,22,21	27,26	27,28	28,27	28,29	21,22,23	24,25	21,20,19	22,23	25,25	27,28	25,28	20,21	22,23,23	22,22	19,19,19	25,25	19,19,20	25,27	17,17,15	19-20	19-19	17-16	20-19			
<b>Grade 6</b>	47	59	52	58	54	57	69	46	60	45	54	59	54	41	68	49	59	49	61	51	48	38					
<b>class size</b>	23,24	19,20,20	26,26	29,29	28,27	28,29	23,23,23	23,23	20,20,20	22,23	27,27	29,30	27,27	20,21	22,23,23	25,24	29,30	24,25	20,20,21	18,17,16	24-24	19-19					
<b>Int. Total Students</b>	111	112	107	113	112	123	118	106	105	95	109	112	95	109	112	106	109	107	113	100	87	76					
<b>K-(6)5 Total Enrollment</b>	5	5	4	4	4	5	5	5	5	4	4	4	4	5	5	5	4	5	5	6	4	4	2	2			
<b>Classroom Tchrs</b>	370	367	389	392	384	380	386	361	373	360	375	377	365	366	362	353	341	319	319	287	265	248	203	202	188	188	
	19	20	16	17	18	18	18	18	19	19	17	17	18	18	19	18	16	16	15	17*	14	14	12	11			

project ed
27-28
33
25
25
38
26
36
183

averages calculations

1	fall 2001	K	20	1st	14	2nd	18
1	2002		16		16		21
1	2003		21		24		22
1	2004		16		21		24
1	2005		16		16		21
1	2006		18		16		24
1	2007		19		19		22
1	2008		18		18		19
1	2009		17		16		18
1	2010		16		16		24
1	2011		19		16		21
1	2012		16		19		24
1	2013		18		16		21
1	2014		18		19		22
1	2015		15		17		18
1	2016		15		22		18
1	2017		18		21		22
1	2018		20		17		21
1	2019		19		21		17
1	2020		14		21		21
1	2021		18		16		21
1	2022		20		17		15
1	2023		18		20		18
1	2024		19		13		18
<b>24</b>			424		431		490
		<b>Average</b>	17.67		17.96		20.42

3rd	4th	5th	6th	Distance Le
18	26	22	24	
18	25	27	20	
26	28	28	26	
22	29	28	29	
24	23	29	27	
21	24	22	29	
25	21	25	23	
22	24	20	23	
28	23	23	20	
18	19	25	22	
24	27	28	27	
23	23	27	30	
22	22	21	27	
20	22	23	21	
22	20	22	23	
20	24	19	24	
18	20	25	30	
23	17	20	25	
22	25	26	20	
17	*	14	*	17
18		18		24
19		17		19
13		18		
19		25		
502	534	554	487	
20.92	22.25	23.08	20.29	

earning required



**Independent School Dist. No. 857**  
**100 County Road 25**  
**Lewiston, MN 55952**  
**(507) 523-2191**

*Gwen Carman, Superintendent*  
*Dave Riebel, PreK-5 Elementary Principal*  
*Cory Hanson, 6-12 High School Principal*

#### **Priority 1: Student Success**

- Congratulations to our Cardinals of the Month for April - Zebedee Alford, Isaac Lubinski, Carter Gilow.
- As 4<sup>th</sup> quarter begins, all spring sports have begun; we are looking forward to baseball, golf, track and field, trap, and softball seasons to be fully under way.
- Zane Nelson was selected for an played for the MN All State basketball team and game. Zane was also named the Winona Daily News boy's basketball player of the year.
- We had a great three day showing of the LAHS drama department's performance of the 'Last Day of School' March 14/15/16. We ended up with over 350 people in attendance over the three performances. Thank you to the directors, cast, crew, ticket takers, custodial and concessions support.
- We have had students participate in large group and small group state high school league contests over the last month
  - **Large Group**
    - Band and choir received Excellent Ratings at Large Group Contest in March.
  - **Small Group**
    - Emily Bacilio & Aly Pringle - Vocal Duet - Excellent Rating
    - Tyler Steele - Tenor Vocal Solo - Excellent Rating
    - Zane Nelson - Baritone Vocal Solo – Superior Rating
    - Natalie Buege - Soprano Vocal Solo – Superior Rating
    - Kamea Nelson - Marimba Solo – Superior Rating
    - Aly Pringle - Soprano Vocal Solo – Superior Rating
    - Claire Daley - Soprano Vocal Solo – Superior Rating\
    - Alaina Barkeim, Erin Boos, Claire Daley & Austin Kreidermacher - Saxophone Ensemble – Superior Rating

#### **Priority 2: Effective Staffing**

- March 11 we held our 3<sup>rd</sup> conference night of the school year. Our last night comes up in May and coincides with an orientation opportunity for new/incoming students.
- Teachers previewed a parent presentation we are developing for standards-based grading on March 31. Additionally, they worked on continued implementation and had their teacher grading time.
- Thank you to the para staff that have been instrumental in supporting needs for after school events like the dance, concerts, and are staffing after school activities positions. Your contributions are greatly appreciated and allow for additional participation in our activities.

#### **Priority 3: Finance**

- We received a mini-grant from the bluff country collaborative as part of their youth skills training program for purchase of EMR online access rights for the course run with the Lewiston Ambulance. We are working on a mini-grant to fund some costs of our welding program as well.
- Thank you to Hawkeye Hardwoods for a donation of lumber to the industrial technology program.

**Priority 4: Facilities**

- **Groups (Science, Art, CTE, PE/Activities, and Office) met with Ingensa and ISG to discuss building construction plans to identified spaces with a goal to meet again in May.**

**Priority 5: Community Engagement**

- **We had a great 5-8 dance on March 28. We had about 130 kids representing the elementary, St. John's, Rollingstone and high school students. We only had five students leave before the dance was over. A huge thank you to Kim Moe and Kayleen Scheck for organizing, Brian Hamilton for DJing and to Emily Brennan, Meagan Caron, and Kylie Puetz for supporting the event. Robin, Shelly, and Erica ran concessions for us. It was an extremely positive event.**

**Upcoming Events:**

**April 17 - QPR / Crisis Response Training / CPR training**

**April 25 - Middle School Play Student Performance**

**April 26 - Middle School Play Public Performance**

**May 8 - 5<sup>th</sup> Grade and New Student Orientation Night / Conferences**

**May 9 - Rockstar Games**

Lewiston-Altura Drama presents

# A NIGHT OF COMEDY

featuring

**KITCHEN**



**CATASTROPHES!**

and



**GOLDBLOCKS**

**on Trial**

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**April 25th at 1:30 pm**

at Lewiston-Altura High School

In-School Performance

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Lewiston – Altura Public School District  
100 County Road 25  
Lewiston, MN 55952  
(507) 523-2191

Gwen Carman, Superintendent  
Dave Reichel, Frykberg – 5 Principal  
Cory Hanson, 6-12 Principal

*Educating A Caring, Adaptable, Respectful, Determined, Successful Community of Learners*

The **Lewiston-Altura High School**  
would like to invite you to

## 6th Grade Orientation Night

for Parents/Guardians & future 6th Grade Students

*Thursday, May 8th*

*5:00-6:00pm*

Meet in the High School Cafeteria



### WHAT TO EXPECT:

**Brief Presentation**

**Q & A Session**

**Explore the High School**

No need to bring anything, but yourself, a pen for notes, and any questions you have!

\*FYI - There will be high school conferences taking place simultaneously, so you'll be able to connect with some of the teachers who will be on your schedule next year!

COME JOIN US FOR OUR

# 4th - 6th GRADE TRACK & FIELD DAY

at the High School Track

FRIDAY, MAY 16TH  
@ 11:45AM - 3:00PM

If time allows awards  
will be announced at  
the end of the event.

# Dashir Management Services, Inc.

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[www.dashirmanagement.com](http://www.dashirmanagement.com)

## Lewiston Altura School District

Custodial / Maintenance Report

April 2025

### **Personnel Information**

We are currently fully staffed.

### **Training Conducted**

Staff completed OSHA required safety training on Electrical Safety.

### **Inspections**

- IEA completed radon testing in both schools February 24 to February 28. All areas tested within limits.
- H&B completed gym inspections at the high school. Parts were ordered for a couple of baskets. They will return to complete those repairs and inspect the elementary gym.

### **Progress on Projects**

- Worked with MMC for repair of a boiler pump at the high school.
- Boiler #2 at the elementary was going into an alarm. Winona Controls inspected the boiler and recommended replacing a \$4700 part if the problem persists. So far, the boiler has been operating normally.
- Working with MMC to get the urinal drains in the B-wing, A-wing and C-wing boy's bathrooms working properly. They removed some problem urinals to assess the next steps. They found a lot of hard deposits in the wall pipes. Recommended getting Jetter Clean Out to clean the pipes.
- Worked with Southern Lock and Glass to order a replacement fire door for the C-wing storeroom.

### **Comments**

Spring is here, we are preparing for ground maintenance and spring sports. Water has been turned on at the concession stand and baseball field. Waiting for the nighttime temperatures to go above freezing before turning the water on to the softball fields.

Respectfully Submitted,  
Dan Buege  
Facility Manager



**Independent School Dist. No. 857**  
**100 County Road 25**  
**Lewiston, MN 55952**  
**(507) 523-2191**

*Gwen Carman, Superintendent*  
*Cory Hanson, High School Principal • Dave Riebel, PK - Elementary Principal*

*Building A Caring, Adaptable, Respectful, Determined, Successful Community of Learners*

**Belief Statements (internal operations- beliefs to drive decisions):**

- **LIFELONG LEARNERS:** We believe in the value of education for all ages.
- **ACCOUNTABILITY:** We believe we are accountable for our actions and outcomes.
- **COMMUNITY CENTERED:** We believe our schools are the central hub of our community and essential for building strong communities.
- **ADAPTABLE:** We believe in being responsive to an ever-changing world.
- **RESPECTFUL:** We believe in everyone’s right to safety, respect, and dignity in our schools.
- **DIVERSE:** We believe in fostering the value of each other’s individual differences, perspectives, and life experiences.
- **STUDENT FOCUSED:** We believe that we are all responsible for the success of students.

**Goals**

1. **STUDENT SUCCESS:** Provide all students with the education they need for success: academically, emotionally, and socially.
2. **EFFECTIVE STAFFING:** Hire, maintain, train and support staff to be as effective as possible.
3. **FINANCE:** Be financially healthy and sustainable.
4. **FACILITIES:** Have facilities that are safe, modern and conducive to 21st century education.
5. **COMMUNITY ENGAGEMENT:** Engage with parents, community members and business owners.

**Superintendent’s Report to the School Board**

*Respectfully Submitted by Gwen Carman*

*April 14, 2025*

**Meeting Agenda Items Notes**

**Facility Renovations Planning Updates** Staff user groups met with InGensa and ISG Architect team members on March 31<sup>st</sup> and April 3. These were opportunities for the staff members working in the spaces planned for significant renovations to provide input. The spaces focused on were the HS gyms/lockers rooms, HS science classrooms, HS art classrooms, CTE classrooms, elementary and HS offices, kindergarten classrooms, grades 1-3, 5 classrooms, elementary music classroom, elementary media center. The architectural team will present initial detailed designs in 4-6 weeks for feedback. The goal is to have the design phase completed before June.

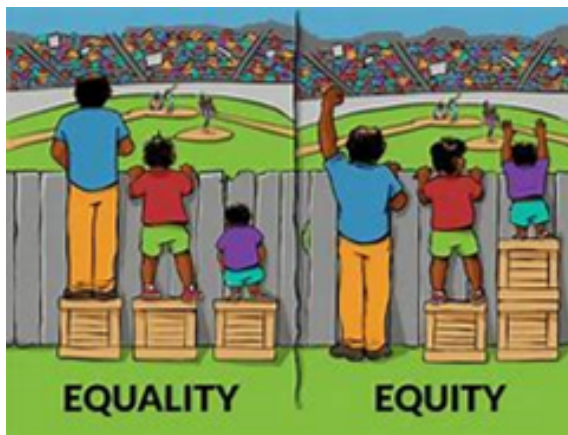
**OTHER ITEMS**

**Budget** The Board is scheduled to meet with Dr. Ryan Leegar on Monday, April 21<sup>st</sup> at 6:00pm. He will explain a process he utilizes to compare similar sized districts budget data and provide perspective on specific areas that may warrant change. At the meeting, there is an agenda item for discussion on the goal of making \$200,000 in adjustments for next year.

**College/Career Readiness – Local Business Partnering** On March 20<sup>th</sup>, Dr. Hanson, MaryAnne Bedtke (Bluff Country Collaborative/Youth Workforce Navigator and I met with representatives from six Lewiston and Altura businesses. It was

a great opportunity to discuss possibilities for increasing their exposure to our students (K-12) with an ultimate goal of our graduates becoming successful employees for them. We are in the process of scheduling April/May for each to visit high school students at least once. We will meet again May 15<sup>th</sup> to reflect on their experiences and plan more opportunities next school year. We are also working towards developing consistent messaging throughout the district to promote and teach the important ‘soft skills’ that are essential for students and employees.

**Cardinal Foundation** I attended their April 7<sup>th</sup> meeting. I continue to be so appreciative of their work and support of our students, teachers and district. They are having a fish fry fund raiser at the Legion Friday April 18<sup>th</sup>, and a golf tournament fund raiser August 16<sup>th</sup>.



*Equity is important in all our decision making.*

# ADMINISTRATIVE CONTRACT

## LEWISTON ALTURA PRINCIPALS' ASSOCIATION

LEWISTON-ALTURA ISD #857

JULY 1, ~~2023~~2024 THROUGH JUNE 30, ~~2024~~2026

## PREFACE

This administrative contract is entered into on this **date of April 14, 2025**, by the School Board of Independent School District 857 of Lewiston, Minnesota and the Lewiston Altura Principal's Association of Independent School District #857.

## STATEMENT OF POLICY

The School Board and the Principal have mutual goals: To provide an educational program of excellence to the children of Independent School District 857 and to maintain a school operation that is efficient and equitable to the clientele and patrons of the School District.

## PROFESSIONAL RESPONSIBILITIES OF A PRINCIPAL

It shall be the responsibility of a Principal to discharge responsibilities to the School Board and the faculty and students of the school system according to the job specifications for the Principal's position, and in a manner, which exemplifies the fullest professional concern for the clientele and educational program of the School District. It shall be the responsibility of the Principal to be informed on School District affairs so that the School Board shall have the benefit of professional recommendations concerning the decisions that must be made. It shall be the responsibility of the Principal to be visible at the events of their respective school buildings and events as directed by the Superintendent.

## PROFESSIONAL PRINCIPAL ASSOCIATIONS

The School Board shall expect a Principal to be up-to-date on the knowledge and technology of the profession. To facilitate this, the School Board will:

Provide memberships in the state and principal associations.

Provide yearly license fee to the Board of School Administrators.

Provide time and School District funds to attend local, district, and state professional meetings. Attendance at those meetings is subject to approval by the Superintendent. Attendance at national conventions by a principal is subject to approval by the School Board.

## PRINCIPALS' TRAVEL POLICY

It shall be necessary for a Principal to travel on occasion either to attend the meetings described above or conduct School District business. Reimbursement will be made by the School District for such travel as follows:

Automobile travel at current district rates. Meals, hotel, and registration at actual costs. Commercial transportation, when used, at actual cost.

## STRIKES OR WORK STOPPAGES

Principals covered by this agreement, in the event of a strike or work stoppage by other district employees will consider themselves to be on duty for the purpose of carrying out School Board policy and insuring the safety and welfare of personnel and property. In no event will the compensation for principals be halted or suspended due to strikes or work stoppage of other district employees.

## LEAVES OF ABSENCE

**Sick Leave** Definition: Sick Leave shall be defined by the Minnesota Department of Labor and Industry definition for Earned Sick and Safe Time (ESST). The website outlines what the state statute outlines the reasons that sick and safe time can be utilized.

<https://www.dli.mn.gov/sick-leave>

1. Number of Days  
The first year of employment only, the principals will be granted 24 days of sick leave. After the first year, all principals shall earn twelve (12) days of sick leave for each year of employment with the school district. A day will be interpreted to mean the principals' work day.
2. Accumulation  
Accumulation of unused sick leave days shall be unlimited. Each principal shall receive a written notice of the total number of accumulated sick leave days in each school year.
3. Sick Leave Pay  
Sick leave with pay shall be allowed by the school district whenever a principal's absence is found to have been due to illness or debilitating condition which prevented his/her attendance at school and performance of duties on that day or days.
4. Accrued Sick Leave  
Sick leave allowed shall be deducted from the accrued sick leave days earned by the principal.
5. Workmen's Compensation  
All absences caused by injury covered by the Workmen's Compensation Act are a part of the sick leave policy of the district. If the payment to the principal under the Workmen's Compensation Act is not equal to the principal's salary, the School District will pay the difference between the regular daily salary of the principal and the amount paid by Workmen's Compensation. The fractional time a principal is absent from school and not paid by Workmen's Compensation will be charged against his/her accumulated sick leave. The fractional amount paid by the school district will be charged to the principal's accumulated sick leave.
6. Family Leave  
Family Defined:  
A principal who is absent due to illness of a member of the immediate family will be allowed five days in any one school year without salary deduction.  
Family members shall be defined by the Minnesota Department of Labor and Industry definition for Earned Sick and Safe Time (ESST). The website outlines what the state statute outlines as family members.  
<https://www.dli.mn.gov/sick-leave>
7. Unused Sick Leave  
In the event of a serious illness, additional days may be granted by the Superintendent. This shall be deducted from accumulated paid sick leave.  
Upon retirement from the School District, a principal's unused sick leave days shall be reimbursed to the principal at the rate of \$30.00 per day. Payment of this amount shall be in one payment on June 30<sup>th</sup> following the principal's retirement.
8. Termination of Benefits  
Benefits under this provision shall cease upon death of the principal except when both husband and wife have been employed by the School District until retirement (and both have been eligible to receive insurance coverage) in which case the survivor will have continued coverage under these provisions.
9. Payments  
If a principal dies with a portion of their unused sick leave unpaid, the balance due shall be paid to the principal's beneficiary, if any, otherwise to the principal's estate.

#### Bereavement Leave

Bereavement leave shall be granted to all principals without salary deduction. The absence, however, shall be deducted from the employee's accrued sick leave. The exact number of days allowed will be determined by the Superintendent.

### Personal Leave

Personal leave will be identified as leave needed for personal reasons on student contact days. A principal will be able to use up to five personal days during a contract year which will not count against their accrued sick leave. Principals will add additional non-student days to their yearly work calendar to remain at 220 days. Personal leave days will be paid at the same rate as all other contract days. Notice will be provided to the superintendent in the event that a principal needs to be out of the building on a student contact day.

### Unpaid Leave

A leave of absence without pay of up to one (1) year may be granted to any principal who has been employed by the District for three (3) or more consecutive years, upon application for the purpose of: (1) engaging in study at an accredited college or university, reasonably related to the principal's professional responsibilities; (2) foreign or military teaching programs; (3) the Peace Corps as a full-time participant in such a program; (4) a cultural or work program related to the principal's professional responsibilities; (5) seeking other employment opportunities; (6) foreign travel or travel experiences in the U.S.; (7) participation in community and educational projects; (8) or such other reasons that are approved by the Board.

A principal who has been granted a leave of absence shall maintain all fringe benefits accrued prior to the principal's leave, but they may be required to pay their own insurance premiums for the duration of the leave.

### Unrequested Leave of Absence

1. **Seniority Date:** The seniority dates for new principals shall be the first day of service in the district in a licensed administrative position. An administrator may maintain a seniority date on both the Education Minnesota Lewiston-Altura and Lewiston-Altura Principals Association lists concurrently.

2. **Unit Service:** Principals shall be allowed to count only service as a unit member for purposes of placement on unrequested leave of absence from a principal's unit position. Service in other non-units within the district cannot be counted for purposes of bumping another administrative unit member.

Principals retain all other rights under Minnesota Statutes 122A.40.

3. **Ties:** The following criteria shall be used to break seniority ties in the placement of principals:

- 1) Initial date of service in the District as a licensed teacher or other licensed professional.
- 2) Earliest/lowest Professional Educator Licensing and Standards Board (PELSB) file folder number.

### 2. Placement on Unrequested Leave of Absence

Subd. 1. **General.** The District may place principals and/or assistant principals on unrequested leave of absence, without pay or fringe benefits upon completion of the contract year; however, the district must notify a principal no later than April 1 of that contract year of its intent to place a principal on an unrequested leave. The District agrees to consult with the Principal's Association regarding proposed alternatives to unrequested leave of absence situations, provided such consultation does not result in delay.

Subd. 2. **Method.** The District will place the least senior principal on unrequested leave of absence.

### 3. Reinstatement

Subd. 1. **Recall.** Principals will be recalled from an unrequested leave of absence to available positions for which they are licensed. The principal with the highest seniority date will be reinstated first.

Subd. 2. No appointment of a new principal will be made while there is available, on unrequested leave, a principal who is properly licensed to fill such vacancy.

Subd. 3. Notification will be by certified mail to the principal's last known address and to the principal's email address. In the event a principal declines a principal position or fails to notify the District in writing of the principals' intentions within fifteen (15) days of the date of notification, the principal is removed from the recall list. A principal on unrequested leave of absence will provide the district with appropriate contact information annually for purposes of notification in this section.

Subd. 4 The unrequested leave of absence of a principal who is not reinstated shall continue for a period of five years from the date the principal 's unrequested leave of absence began or until the principal fails to respond within fifteen (15) days of the date of yearly notification or until the principal submits in writing a request to be removed from the recall list, whichever occurs first. The five year reinstatement period ends on the first day teachers return to duty for the commencement of the fifth school year following the principal 's placement on unrequested leave.

Subd.5 A Principal placed on unrequested leave of absence has the ability to assert statutory rights into a licensed teaching position.

Subd. 6 A principal that accepts a principal position with another district voluntarily gives up their rights for reinstatement to the district. Within 10 days of acceptance of another principal position, the principal on leave will notify the business office of acceptance of the new position.

## PAY PERIODS

Principals will be paid twice monthly per the pay schedule established by the District Business Office.

## CONTRACT LENGTH

The elementary principal's contract period will be for a total of 220 days. The secondary principal's contract period will be for a total of 220 days.

## HEALTH AND HOSPITALIZATION

Section 1. Selection of Carrier: The selection of the insurance carrier and policy shall be made by the School District as provided by law.

Section 2. Health and Hospitalization Insurance-Single Coverage: The School District shall contribute-100% of the premium payment for individual coverage for each full-time principal employed by the School District and is enrolled in single coverage in the School District's group health and hospitalization insurance plan.

Section 3. Health and Hospitalization Insurance-Family Coverage: The School District shall contribute a sum not to exceed ~~\$1,850.00~~ **\$1,966** per month toward the premium for family coverage for each full-time principal employed by the School District who qualifies for and is enrolled in family coverage in the School District's group health and hospitalization insurance plan. Any additional cost of the premium shall be borne by the principal and paid by payroll deduction.

Section 4. If a High Deductible Health Plan option is available through the School District's group health and hospitalization insurance plan, the School District will establish a Health Savings Account (HSA) for each full-time principal employed by the School District who qualifies for and is enrolled in single or family coverage in the High Deductible Health Plan option.

If multiple health insurance plan options are available through the District, and a principal qualifies for and is enrolled in single or family coverage through the High Deductible Health Plan option, the District will contribute ~~\$4,200.00~~ \$4,680 for the ~~2023-2024~~ 2024-2025 contract year and the 2025-2026 contract year into the Health Savings Account of the principal. The principal can add up to the Secretary of Treasury HSA maximum contribution through payroll deduction into their HSA. District contributions to a principal's Health Savings Account shall not exceed federal limits for single or family coverage. The district will make a ~~\$175.00~~ \$195 contribution per pay period.

Section 5. Claims Against the School District: The School District's only obligation is to purchase an insurance policy and pay such amounts as agreed to in this Agreement, and no claim shall be made against the School District as a result of a denial of insurance benefits by an insurance carrier.

Section 6. Duration of Insurance Contributions: A principal is eligible for School District contributions as provided in this article as long as the principal is employed by the School District, on paid status, and enrolled in the School District's group health and hospitalization insurance plan. Upon termination of employment, all School District contributions shall cease.

Section 7. Eligibility: Full benefits provided in this article are designed for full-time principals who are employed an average of at least thirty-seven and one-half hours per week. Part-time principals who are employed an average of at least thirty hours per week shall be eligible for partial benefits proportional to the extent of their employment. Part-time principals employed less than an average of thirty hours per week shall not be eligible for any benefits pursuant to this article. Eligibility is subject to any limitations contained in the contract between the insurance carrier and the School District.

#### DENTAL INSURANCE

Dental coverage will be available at district rates.

#### DISABILITY INSURANCE

The Board agrees to pay the premium for the long-term disability insurance policy held by the school district.

#### TERM LIFE INSURANCE

The district agrees to provide \$100,000 in term life insurance to the principals.

#### TAX SHELTERED ANNUITY

Principals will be eligible to participate in the district's tax-sheltered annuity plan based upon the following provisions:

1. Participation                      The School District will contribute an amount, not to exceed ~~\$3,000~~ \$3,500 each year, towards a tax sheltered annuity if this is matched or exceeded by a contribution from the individual employee.
2. Participating Companies        The principal may select any qualified company pre-approved by the District.
3. Salary Deduction                The salary deduction program will be administered on an evenly distributed formula for each pay period.
4. Administration of Plan         The provisions of this section shall be administered in accordance with the District policy for tax sheltered annuities.

#### HEALTH CARE SAVINGS PLAN (HCSP)

In addition, the School District will make a contribution of \$100 per month into the Minnesota State Retirement System Health Care Savings Plan for the benefit of principals.

#### GRIEVANCES

A grievance is defined as a complaint arising from all alleged misinterpretations of alleged improper application of the terms of this agreement. An administrator who feels a cause to grieve shall first discuss the situation involved with his immediate superior, within ten (10) days of presumed cause for grievance, in an attempt to reach an informal satisfactory agreement.

Should this fail, the administrator within ten (10) days of said informal meeting, shall file with his immediate superior a statement of his grievance and cite the section of the agreement allegedly violated.

The immediate superior shall give a decision in writing within seven (7) days of receipt of the written statement of grievance.

In the event the grievance is not resolved at this level, the administrator originating the grievance may appeal the decision of the superintendent to the Board, providing that such appeal is made within fifteen (15) days after receipt of the superintendent's decision. The Board shall hear the grievance within fifteen (15) days after receipt of the appeal or at the next regularly scheduled board meeting. The administrator originating the grievance may be represented by the Association and/or counsel at this hearing. The Board shall render its decision in writing fifteen (15) days after the hearing. In event no decision is forthcoming within the time limits stated herein, the grievance shall be considered denied.

If the principals bargaining organization is not satisfied with the decision of the Board, the employee may submit the grievance for binding and final arbitration under the P.E.L.R.A. of 1971 as amended. If a demand for arbitration is not made within 30 days, the grievance will be deemed withdrawn.

Definitions for the purpose of the grievance procedure:

Days - Means calendar days excluding Saturday, Sunday and legal holidays as defined by Minnesota Statutes.

Service- Means personal service or by certified mail.

Reduce to Writing- Means a concise statement outlining the nature of the grievance, the provisions of the contract in dispute, and the relief requested.

Answer- Means a concise response outlining the employer's position on the grievance.

Days Pay- For the purpose of severance pay, shall mean the base salary at the time of early retirement divided by 220 for the High School Principal and by 220 by the Elementary Principal.

Full Time- Shall mean thirty seven and a half (37.5) hours per week as a principal, assistant principal and shall include time spent in the classroom should the principal teach part-time or have other duties negotiated or assigned.

#### PERSONAL PROPERTY DAMAGE COMPENSATION

The school district shall provide compensation to the principal for loss of or damage to personal property as a result of vandalism, not to exceed \$500.00, per year.

DOCTORATE COMPENSATION: After earning a doctorate and then serving at least one year of service as a principal with this school district, the district will pay a one-time stipend of \$2,000. A copy of the transcript will be required, and payment will be deposited on June 30th.

COMPENSATION:

The LAPA and any new principal will negotiate the years of service level a new principal will be brought in on with the district, prior to settling on a contract.

Salary Formula

2023-2024

89,000 + (years of service x \$1550)

2024-2025

Base of \$90,500 + (years of service x \$1,550)

2025-2026

Base of \$90,500 + (years of service x \$1,600)

ADD NEW SPREADSHEET with calculations

For continuing contract purposes, the last year contract base and multiplier will be used until new formula numbers are agreed upon.

SALARY SCHEDULE ADVANCEMENT BASED ON PERFORMANCE

A principal will be eligible for Step Advancement in any year following a year that they are found to be meeting or exceeding expectations per their annual evaluation and that no disciplinary action beyond an oral warning is taken by the District against the principal.

A principal will be ineligible for Step Advancement in any year following a year that disciplinary action beyond an oral warning is taken by the District against the principal per District Policy 403 Discipline, Suspension, and Dismissal of School District Employees for any violation of school laws and rules; substandard performance per their annual evaluation; and/or any form of employee misconduct.

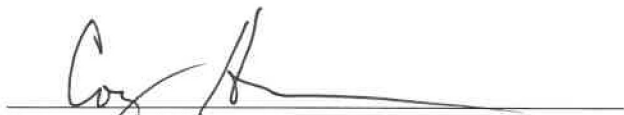
AUTHORIZATION

In witness whereof, I have subscribed my signature this 12<sup>th</sup> day of February, 2024, update with the official date that the Board approves the contract.

  
Board of Education, Chairperson

  
Board of Education, Clerk

  
President, LAPA

  
Secretary, LAPA



**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

**Independent School District #857 (hereinafter referred to as “District”)**

**AND**

**Education Minnesota – Lewiston-Altura (hereinafter referred to as “Union”)**

WHEREAS the District and Union are parties to a collective bargaining agreement (CBA) for the period from July 1, 2023, through June 30, 2025; and,

WHEREAS the District and Union desire to address the time commitment, compensation, schedule, location of training, and deadlines for teachers required to complete the state of Minnesota mandated READ Act training; and,

WHEREAS, the District is receiving \$21,311 specifically for the purpose of *Teacher Compensation for READ Act training*; and

WHEREAS the District and Union have agreed that Phase One teachers will participate in Online Language & Literacy Academy (OL & LA); and,

WHEREAS the total anticipated number of hours of training required for OL & LA is 45 - 57 hours; and

WHEREAS Phase One Teachers will take OL & LA training for up to 7.25 hours during nine professional development days scheduled throughout the 2024-2025 school year; and

WHEREAS Phase Two Teachers will take one of the MDE approved trainings during the summer of 2026 (non-contract days) and not on professional development days during the 2026-2027 school year; and

WHEREAS there may be additional teachers not yet hired who will need to complete the READ Act training.

NOW THEREFORE, be it resolved that the parties agree to the following:

1. Eligibility

The Union and District will establish a list of eligible teachers, who must:

- a. Hold a license issued by the Professional Educator Licensing and Standards Board; and,
- b. Be employed by the District between August 21, 2024 and September 1, 2026 and,
- c. Be required by the District to complete approved training described under Minn. Stat. § 120B.123, subdivision 5.

Phase 1 Teachers (2024-2025 Training): 25 Total

Courtney	Fricke
Tina	Sand
Marcia	O'Duggan
Suzanne	Pilger
Ginny	Reszka
Jane	Weaver
Kate	Falkowski
Deb	Heftman
Scott	Schmaltz
Maddie	Gasca-Hernandez
Mike	Buringa
Liza	Kennedy
Kiley	Puetz
Kayli	Zezulka
Natalie	Mehling
Lori	Ostrander
Stacy	Walth
Valerie	Hettenbach
Dylan	Weninger
Renee	VanderPlas
Theresa	Starks
Kinsey	Hornberg
Zachary	Vix
Shannon	Czaplewski
Megan	Kuhn

Phase Two Teachers (Training: Summer 2026): 6 Total

Sarah Berndt  
 Jessie Clegg  
 Megan Caron  
 Sheila McDermott  
 Kayleen Scheck  
 Mari Jo Starks

2. Compensation earned for READ Act training

Teachers will earn compensation as follows:

PHASE ONE: Phase One Teachers will take OL & LA training for up to **7.25** hours during 9 professional development days scheduled throughout the 2024-2025 school year, which will encompass up to 54 hours of the training. Each will receive an additional stipend of **\$500.00 (gross pay)** paid out in one (1) payment after successful completion of the full training. It is noted that the district's costs per person with additional district paid payroll taxes is  $\$500.00 \times 25 \times 1.16\% = \$14,500$ .

This leaves a balance of \$6811.00 of the READ Act Teacher Compensation funding. This funding will be used to pay for additional Phase One CORE Training if needed, and Phase Two Trainings as outlined below.

READ Act Training Costs in excess of \$6811.00 will be paid from Staff Development funds. It is understood that the Staff Development annual budget is determined by the Staff Development Committee, and these costs may reduce allocations for other staff development spending in 2026-2027.

ADDITIONAL PHASE ONE TEACHER(S): If an additional teacher(s) is required to complete the Phase One CORE Training, the teacher will complete the training in the summer of 2025 or the summer of 2026, at the hourly rate for Summer Curriculum Development as outlined in the EdMN/L-A Master Agreement. (The 2023-2025 rate is \$30.91/hour.) This is estimated to require 45-57 hours.

PHASE TWO: Phase Two Teachers will take READ Act training during the summer of 2026 (non-contract days) and not on professional development days during the 2026-2027 school year. Each will be compensated after completion of the training at the hourly rate for Summer Curriculum Development as outlined in the EdMN/L-A Master Agreement. (The 2023-2025 rate is \$30.91/hour.) The number of hours paid will be in alignment with the estimated number of hours needed as identified for the specific training program as determined from MDE's approved options. . These options are currently planned to be announced in October 2025.

3. District staff development funds will pay any additional costs if there are insufficient READ Act funds to cover these costs. Any remaining funds not used by June 30, 2027 will be equally paid to the Phase One and Phase Two teachers who have completed the required READ Act training.
4. Any additional funding received by the State for the specific purpose of teacher compensation for READ Act Training, will require a new or amended MOU to be negotiated between EdMN/L-A and the ISD #857 School Board.

3. CEU Hours

In addition to the stipends/wages listed above, teachers will be awarded sixty (60) CEUs upon completion of the assigned READ Act training. The awarded CEUs is fifty (50) for completion of the READ Act training, and ten (10) for program implementation.

4. Proof of completion and payment timeline

In all cases, teachers shall submit proof of training completion to the superintendent prior to compensation.

5. Failure to comply with the READ Act

Compliance with the Minnesota READ Act (Minn. Stat. § 120B.123) is mandatory for both the District and eligible teachers. Failure by the District to comply with these requirements may result in action taken by the Minnesota Department of Education. Failure by an eligible teacher to comply with the training requirements may result in a teacher being out of compliance with READ Act requirements related to reading instruction in accordance with state statute and could result in discipline pursuant to Article IV of the CBA.

6. Effective Date and Duration

This MOU shall continue in effect until June 30, 2027.

NOW THEREFORE, be it further resolved that the parties agree to the following:

**Impact on Precedent.** Nothing in this MOU may be deemed to establish a precedent or practice or to alter any established precedent or practice arising out of or relating to the CBA between the District and the Union. Neither the District nor the Union may refer to this MOU or submit it in any proceeding or case as evidence of a precedent or practice.

**Entire Agreement.** This MOU constitutes the entire agreement between the parties related to compensation for teachers for completing READ Act training. Neither party has relied on any statements, promises, or representations that are not stated in this MOU. The terms of this MOU constitute the entire agreement between the parties and supersede any prior written or oral, or other agreement, statement, or practice between the parties relating to the subject matter of this MOU. No changes to this MOU will be valid unless they are in writing and signed by both parties. A copy of this MOU will have the same legal effect as the original.

IN WITNESS WHEREOF, the parties have voluntarily entered into this MOU on the dates shown by their signatures. This MOU will not become effective unless and until it is approved by the District's School Board and is signed by both parties.

For the District:

For the Union:

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Dated:

Dated:

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