



INDEPENDENT SCHOOL DISTRICT NO. 108
NORWOOD YOUNG AMERICA, MN 55368
AGENDA: Monday, November 17, 2025



6:00 PM Meeting
Central High School

A. PROCEDURAL ITEMS:

Board Chair

1. Call to order

Board Chair

call the meeting to order

2. Roll Call

Board Chair

3. Pledge of Allegiance

Board Chair

4. Approval of Agenda

Board Chair

Board members can amend the presented agenda by adding, removing or adjusting items to suit the needs of a particular meeting.

5. Consent Agenda

Board Chair

a) Approval of Minutes

October 2025 Regular Board Meeting Minutes

b) Payment of Invoices

c) Correspondence

d) Approve Field Trip(s)

e) Human Resources Items:

1. Retirement

a).

2. Lane Change

a).

3. Resignations

a).

4. Non-Renewal

a).

5. New Hires

a).

6. Leave of Absence

f) Extra Curricular Assignments

Wade Degler - GBB

Jordan Voigt - Wrestling
 Monica Turner - MS Yearbook
 Jon Wroge - MS BB and MS GBB
 Dan Schwartz - 9th Grade BBB
 g) Volunteer Coaches:

6. Acceptance of Gifts

Board Chair

The Board approves donations received.

10/24/25	NYA Lions Club	Title 1 Night	\$400.00
10/24/2025	NYA Lions Club	Literacy Night	\$400.00
11/7/2025	Central Booster Club	STEAM Lego Kits	\$2,500.00
11/7/2025	Central Booster Club	Drama - Sets, propts, costumes	\$3,000.00

B. PUBLIC FORUM

Board Chair

During the Public Forum any person may address the School Board on a topic of interest or concern. Listed below are the procedures.

1. Public Forum will follow the Procedural Items on the agenda.
2. Public Forum will be open up to 30 minutes (3 minutes per speaker, 10 minutes per topic, and no more than 3 speakers per topic as a general rule). Comments should be brief, and repetition of public comments already expressed at the same meeting should be avoided.
3. Those wishing to address the Board should fill out the Public Forum Speaker Card and submit the card to the School Board clerk or other district official at the meeting
4. Questions may be asked on any topic, including those on the agenda.
5. School District policy and data privacy laws preclude the Board from publicly discussing personnel matters or data, including information, which, if discussed in a public meeting could violate law or policy. Under School Board Policy 206, complaints or concerns regarding individual school district employees should be presented in writing to school administration and signed by the person submitting the complaint or concern.
6. An attempt will be made to answer questions addressed to the Board. In those cases where an answer is not provided, a phone call from an appropriate school district official will be made as a follow-up.
7. A handout on the purpose of School Board meetings and the meeting process is available at each School Board meeting.
8. Citizens may be asked to address the school board on a particular subject during the discussion of that item.
9. The School Board chairperson will attempt to reasonably honor requests to speak, but shall also exercise discretion with regard to time constraints and therefore may limit the number of requests to speak accordingly.

C. INFORMATIONAL ITEMS: MONTHLY REPORTS

Board Chair

1. Student Council
Board Chair
2. Student Representative

Board Chair

3. Superintendent
Board Chair

47

4. Board

Board Chair

Minnesota State High School League

Representative: Krueger; Alt: Erickson

Community Education Board

Representatives: Kelly, Kroells

Southwest Metro Educational Coop

Representative: Perlbachs Alt: Kroells

Community Development/County & City Liaison

Representative: Eischens; Alt: Erickson

Finance Committee

Representative: Perlbachs: Alt: Eischens

Policy Committee:

Representatives: Erickson, Kelly, Kroells

Facilities Committee

Representatives: Krueger, Kroells

Negotiation Committees:

MN School Employees Association:

Representatives: Erickson, Eischens, Bentz

Teachers Association:

Representatives: Krueger, Kelly, Perlbachs

Superintendent:

Representatives: Erickson, Kroells, Eischens

Principals/Administration:

Representatives Erickson, Eischens, Bentz

Non-Union Support Staff, Technology Director, Community Ed. Director:

Representatives Kelly, Kroells, Krueger

D. DISCUSSION ITEMS

Board Chair

1. FY25 Audit: Presented by Bergan DV (independent auditor) and Amy Groschen	50
2. Student Support Services Update: Becca Braun	73
3. 2026-27 School Calendar (Final) and 2027-28 School Calendar (Preliminary)	83
E. OPERATIONAL ITEMS Board Chair	
1. Consideration of the FY25 Audit	85
F. NEXT BOARD MEETING is December 15, 2025 Board Chair	
G. ADJOURNMENT Board Chair	

Regular Board Meeting
Monday, October 27, 2025 6:00 PM Central

Central High School
531 Morse Street
Norwood Young America, MN 55368

Anthony Bentz: Absent
Sara Eischens: Present
Shelby Erickson: Present
Spencer Kelly: Present
Josh Kroells: Present
Troy Krueger: Present
Emily Perlbachs: Present
Present: 6, Absent: 1.

A. PROCEDURAL ITEMS:

A.1. Call to order

pass. This motion, made by Emily Perlbachs and seconded by Sara Eischens, Carried.

Anthony Bentz: Abstain (With Conflict), Sara Eischens: Yea, Shelby Erickson: Yea, Spencer Kelly: Yea, Josh Kroells: Yea, Troy Krueger: Yea, Emily Perlbachs: Yea

Yea: 6, Nay: 0, Abstain (With Conflict): 1

A.2. Roll Call

A.3. Pledge of Allegiance

A.4. Approval of Agenda

A.5. Consent Agenda

Move to approve Consent agenda as presented. This motion, made by Sara Eischens and seconded by Josh Kroells, Carried.

Anthony Bentz: Abstain (With Conflict), Sara Eischens: Yea, Shelby Erickson: Yea, Spencer Kelly: Yea, Josh Kroells: Yea, Troy Krueger: Yea, Emily Perlbachs: Yea

Yea: 6, Nay: 0, Abstain (With Conflict): 1

A.6. Acceptance of Gifts

Move to approve gifts. This motion, made by Josh Kroells and seconded by Spencer Kelly, Carried.

Anthony Bentz: Abstain (With Conflict), Sara Eischens: Yea, Shelby Erickson: Yea, Spencer Kelly: Yea, Josh Kroells: Yea, Troy Krueger: Yea, Emily Perlbachs: Yea

Yea: 6, Nay: 0, Abstain (With Conflict): 1

B. PUBLIC FORUM

C. INFORMATIONAL ITEMS: MONTHLY REPORTS

C.1. Student Council

C.2. Student Representative

C.2.a. Recognition of Katelyn Heuer for her 2024-25 Student Rep Service

C.2.b. Introduction of Karissa Beneke as the 2025-26 Student Representative

C.3. Superintendent

C.4. Board

D. DISCUSSION ITEMS

D.1. Building and Department Goals - Erpenbach, Larson, Braun

D.2. Vision Card Results for 2024-25

D.3. Boys Soccer Cooperation: Host School

E. OPERATIONAL ITEMS

E.1. Consideration of 2025 Seniority Lists

passed. This motion, made by Sara Eischens and seconded by Troy Krueger, Carried.

Anthony Bentz: Absent, Sara Eischens: Yea, Shelby Erickson: Yea, Spencer Kelly: Yea, Josh Kroells: Yea, Troy Krueger: Yea, Emily Perlbachs: Yea
Yea: 6, Nay: 0, Absent: 1

F. NEXT BOARD MEETING November 17, 2025

G. ADJOURNMENT

pass. This motion, made by Emily Perlbachs and seconded by Shelby Erickson, Carried.

Anthony Bentz: Absent, Sara Eischens: Yea, Shelby Erickson: Yea, Spencer Kelly: Yea, Josh Kroells: Yea, Troy Krueger: Yea, Emily Perlbachs: Yea
Yea: 6, Nay: 0, Absent: 1

A. PROCEDURAL ITEMS:

A.1. Call to order

A.2. Roll Call

A.3. Pledge of Allegiance

A.4. Approval of Agenda

Move to approve the agenda as presented/amended:. This motion, made by Emily Perlbachs and seconded by Sara Eischens, Carried.

Anthony Bentz: Yea, Sara Eischens: Yea, Shelby Erickson: Yea, Spencer Kelly: Yea, Josh Kroells: Yea, Troy Krueger: Yea, Emily Perlbachs: Yea
Yea: 7, Nay: 0

A.5. Consent Agenda

Move to approve Consent agenda as presented. This motion, made by Sara Eischens and seconded by Anthony Bentz, Carried.

Anthony Bentz: Yea, Sara Eischens: Yea, Shelby Erickson: Yea, Spencer Kelly: Yea, Josh Kroells: Yea, Troy Krueger: Yea, Emily Perlbachs: Yea
Yea: 7, Nay: 0

A.6. Acceptance of Gifts

Move to approve gifts. This motion, made by Josh Kroells and seconded by Shelby Erickson, Carried.

Anthony Bentz: Yea, Sara Eischens: Yea, Shelby Erickson: Yea, Spencer Kelly: Yea, Josh Kroells: Yea, Troy Krueger: Yea, Emily Perlbachs: Yea
Yea: 7, Nay: 0

B. PUBLIC FORUM

C. INFORMATIONAL ITEMS: MONTHLY REPORTS

C.1. Student Council

C.2. Student Representative

C.3. Superintendent

C.4. Board

D. DISCUSSION ITEMS

D.1. Curriculum and Assessment Update: Andrea Kolstad

D.2. Wellness Policy Review

D.3. Policy 707: Transportation of Public School Students

E. OPERATIONAL ITEMS

E.1. Consideration of the CEA 2025-27 Contract

Approve. This motion, made by Emily Perlbachs and seconded by Troy Krueger, Carried. Shelby Erickson: Abstain (With Conflict), Josh Kroells: Abstain (With Conflict), Anthony Bentz: Yea, Sara Eischens: Yea, Spencer Kelly: Yea, Troy Krueger: Yea, Emily Perlbachs: Yea

Yea: 5, Nay: 0, Abstain (With Conflict): 2

E.2. 2nd Reading of Policies:

413 Harassment and Violence

414 Mandated Reporting of Child Neglect

416 Drug, Alcohol, and Cannabis Testing

418 Drug-Free Workplace/Drug-Free School

425 Staff Development and Mentoring

501 School Weapons Policy

503 Student Attendance

512 School-Sponsored Student Publications and Activities

514 Bullying Prohibition Policy

515 Protection and Privacy of Pupil Records

516 Student Medication and Telehealth

516.5 Overdose Medication

519 Interviews of Students by Outside Agencies

522 Title IX Sex Nondiscrimination Policy

524 Internet, Technology, and Cell Phone Acceptable Use

524.5 Personal Electronic Communication Devices

534 School Meals Policy

602 Organization of School Calendar and School Day

606 Textbooks and Instructional Materials

606.5 Library Materials

613 Graduation Requirements

614 School District Testing Plan and Procedure

615 Testing Accommodations

617 School District Insurance (recission recommended)

620 Credit for Learning

621 Literacy and the Read Act

624 Online Instruction

701 Establishment and Adoption of School District Budget

704 Development and Maintenance of an Inventory of Fixed Assets

707 Transportation of Public School Students

709 Student Transportation Safety Policy

721 Uniform Grant Guidance Policy

802 Disposition of Obsolete Equipment and Material

806 Crisis Management Policy

906 Community Notification of Predatory Offenders

Approve. This motion, made by Sara Eischens and seconded by Spencer Kelly, Carried.
Anthony Bentz: Yea, Sara Eischens: Yea, Shelby Erickson: Yea, Spencer Kelly: Yea, Josh Kroells: Yea, Troy Krueger: Yea, Emily Perlbachs: Yea
Yea: 7, Nay: 0

E.3. Capital Fund Permanent Fund Transfer

Approved. This motion, made by Sara Eischens and seconded by Emily Perlbachs, Carried.
Anthony Bentz: Yea, Sara Eischens: Yea, Shelby Erickson: Yea, Spencer Kelly: Yea, Josh Kroells: Yea, Troy Krueger: Yea, Emily Perlbachs: Yea
Yea: 7, Nay: 0

E.4. Consideration of the 2026 Levy

Approve max levy amount as presented. This motion, made by Shelby Erickson and seconded by Josh Kroells, Carried.
Anthony Bentz: Yea, Sara Eischens: Yea, Shelby Erickson: Yea, Spencer Kelly: Yea, Josh Kroells: Yea, Troy Krueger: Yea, Emily Perlbachs: Yea
Yea: 7, Nay: 0

E.5. Food Service Permanent Fund Transfer

Approved. This motion, made by Emily Perlbachs and seconded by Anthony Bentz, Carried.

Anthony Bentz: Yea, Sara Eischens: Yea, Shelby Erickson: Yea, Spencer Kelly: Yea, Josh Kroells: Yea, Troy Krueger: Yea, Emily Perlbachs: Yea

Yea: 7, Nay: 0

E.6. Capital Projects Permanent Fund Transfer

Approved. This motion, made by Emily Perlbachs and seconded by Spencer Kelly, Carried.

Anthony Bentz: Yea, Sara Eischens: Yea, Shelby Erickson: Yea, Spencer Kelly: Yea, Josh Kroells: Yea, Troy Krueger: Yea, Emily Perlbachs: Yea

Yea: 7, Nay: 0

F. NEXT BOARD MEETING is October 27, 2025

G. ADJOURNMENT

Approved. This motion, made by Sara Eischens and seconded by Emily Perlbachs, Carried.

Anthony Bentz: Yea, Sara Eischens: Yea, Shelby Erickson: Yea, Spencer Kelly: Yea, Josh Kroells: Yea, Troy Krueger: Yea, Emily Perlbachs: Yea

Yea: 7, Nay: 0

Norwood-Young America School
 Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Pay/Void			Amount	
									Print	Recon	Void		Date
GEN1	p60332	60443		Wire	1	00808	NCPERS Group Life Ins.		No	Yes	No	09/19/2025	16.16
GEN1	p60332	60444		Wire	1	04034	PERA		No	Yes	No	09/19/2025	4,662.63
GEN1	p60332	60445		Wire	1	04035	TEACHERS RETIREMENT ASSOC		No	Yes	No	09/19/2025	46,749.57
GEN1	p60332	60446		Wire	1	05255	DEPARTMENT OF THE TREASURY		No	Yes	No	09/19/2025	68,032.27
GEN1	p60332	60447		Wire	1	06027	COMMISSIONER OF REVENUE		No	Yes	No	09/19/2025	11,132.27
GEN1	p60332	60448		Wire	1	1439	DELTA DENTAL PLAN OF MN		No	Yes	No	09/19/2025	6,031.71
GEN1	p60332	60449		Wire	1	2260	AFLAC		No	Yes	No	09/19/2025	100.29
GEN1	p60332	60450		Wire	1	3785	EDUCATORS FINANCIAL SERVICES		No	Yes	No	09/19/2025	7,939.57
GEN1	p60332	60451		Wire	1	5699	MN PUBLIC EMPLOYEES INSURANCE PF		No	Yes	No	09/19/2025	83,026.02
GEN1	p60332	60452		Wire	1	6821	WEX Health Inc.		No	Yes	No	09/19/2025	13,801.98
GEN1	P60326	60498		Direct Pymt	1	1982	MN CLAY USA		Yes	Yes	No	09/26/2025	152.00
GEN1	P60326	60499		Direct Pymt	1	2694	HECKERT, LISA		Yes	Yes	No	09/26/2025	37.24
GEN1	P60326	60500		Direct Pymt	1	3620	BRAUN, REBECCA		Yes	Yes	No	09/26/2025	106.40
GEN1	P60326	60501		Direct Pymt	1	4527	HUHL		Yes	Yes	No	09/26/2025	13,000.00
GEN1	P60326	60502		Direct Pymt	1	4643	IXL LEARNING		Yes	Yes	No	09/26/2025	2,981.25
GEN1	P60326	60503		Direct Pymt	1	4694	EDMENTUM		Yes	Yes	No	09/26/2025	9,880.00
GEN1	P60326	60504		Direct Pymt	1	5098	TURNITIN, LLC		Yes	Yes	No	09/26/2025	3,833.51
GEN1	P60326	60505		Direct Pymt	1	5123	ANDERSON, STEVEN		Yes	Yes	No	09/26/2025	231.80
GEN1	P60326	60506		Direct Pymt	1	5987	RIVERSIDE INSIGHTS		Yes	Yes	No	09/26/2025	180.00
GEN1	P60326	60507		Direct Pymt	1	6722	HEARTLAND BUSINESS SYSTEMS, LLC.		Yes	Yes	No	09/26/2025	3,937.13
GEN1	P60326	60508		Direct Pymt	1	6927	KLEY, JOE		Yes	Yes	No	09/26/2025	88.20
GEN1	P60326	60509		Direct Pymt	1	7300	APPLIANCE REPAIR CENTER INC.		Yes	Yes	No	09/26/2025	925.10
GEN1	P60326	60510		Direct Pymt	1	7326	SCHERER, LAUREN		Yes	Yes	No	09/26/2025	271.35
GEN1	P60326	60511		Direct Pymt	1	7467	DISCOVERY EDUCATION		Yes	Yes	No	09/26/2025	1,003.44
GEN1	P60326	60512		Direct Pymt	1	7468	SOLBERG, JESSICA		Yes	Yes	No	09/26/2025	2,305.00
GEN1	P60326	60513		Wire	1	01606	CENTERPOINT ENERGY		No	No	No	09/26/2025	2,002.90
GEN1	P60326	60514		Wire	1	01606	CENTERPOINT ENERGY		No	No	No	09/26/2025	3,397.19
GEN1	P60326	60515		Wire	1	09609	XCEL ENERGY		No	No	No	09/26/2025	9,210.92
GEN1	P60326	60516		Wire	1	2728	BREMER BANK, NA28		No	Yes	No	09/26/2025	80.10
GEN1	P60326	60517		Wire	1	2728	BREMER BANK, NA28		No	Yes	No	09/26/2025	75.40
GEN1	P60326	60518		Wire	1	6605	ELEYO		No	Yes	No	09/26/2025	3,280.86
GEN1	P60326	60519		Wire	1	2468	R2 MASTERCARD - HARRIS BANK		No	No	No	09/29/2025	22,664.51
GEN1	P60326	60520		Wire	1	4091	MASTERCARD - HARRIS BANK		No	No	No	09/29/2025	19,396.78
GEN1	p60431	60522		Wire	1	04034	PERA		No	No	No	10/03/2025	7,519.14
GEN1	p60431	60523		Wire	1	04035	TEACHERS RETIREMENT ASSOC		No	No	No	10/03/2025	43,942.93
GEN1	p60431	60524		Wire	1	05255	DEPARTMENT OF THE TREASURY		No	No	No	10/03/2025	66,689.87
GEN1	p60431	60525		Wire	1	06027	COMMISSIONER OF REVENUE		No	No	No	10/03/2025	10,862.39
GEN1	p60431	60526		Wire	1	3785	EDUCATORS FINANCIAL SERVICES		No	No	No	10/03/2025	8,651.62
GEN1	p60431	60527		Wire	1	6821	WEX Health Inc.		No	No	No	10/03/2025	1,136.63
GEN1	P60426	60529		Wire	1	00202	CARVER COUNTY		No	No	No	10/14/2025	3,228.98
GEN1	P60426	60530		Wire	1	09609	XCEL ENERGY		No	No	No	10/14/2025	20,930.59
GEN1	P60426	60531		Wire	1	6821	WEX Health Inc.		No	No	No	10/14/2025	247.00
GEN1	P60426	60612		Direct Pymt	1	00572	MENARDS INC		Yes	No	No	10/14/2025	415.07
GEN1	P60426	60613		Direct Pymt	1	01530	MUSIC MART		Yes	No	No	10/14/2025	684.20
GEN1	P60426	60614		Direct Pymt	1	09082	ZANER-BLOSER EDUC. PUBLISHERS		Yes	No	No	10/14/2025	438.57
GEN1	P60426	60615		Direct Pymt	1	09658	J W PEPPER & SON INC		Yes	No	No	10/14/2025	17.10
GEN1	P60426	60616		Direct Pymt	1	1657	RATWIK, ROSZAK & MALONEY, P.A.		Yes	No	No	10/14/2025	2,585.00
GEN1	P60426	60617		Direct Pymt	1	1982	MN CLAY USA		Yes	No	No	10/14/2025	1,802.16
GEN1	P60426	60618		Direct Pymt	1	2325	TAHER, INC. - BIN# 135092		Yes	No	No	10/14/2025	80,279.41
GEN1	P60426	60619		Direct Pymt	1	2491	PEARSON EDUCATION		Yes	No	No	10/14/2025	568.58
GEN1	P60426	60620		Direct Pymt	1	3185	MARCO TECHNOLOGIES, LLC		Yes	No	No	10/14/2025	441.00
GEN1	P60426	60621		Direct Pymt	1	3535	FOUR POINT 0 SCHOOL SERVICES		Yes	No	No	10/14/2025	56,201.75
GEN1	P60426	60622		Direct Pymt	1	6412	AVIBEN		Yes	No	No	10/14/2025	141.72
GEN1	P60426	60623		Direct Pymt	1	6581	TEACHING STRATEGIES		Yes	No	No	10/14/2025	3,795.00
GEN1	P60426	60624		Direct Pymt	1	6620	IDEAL ENERGIES SOLAR LEASING 2021 I		Yes	No	No	10/14/2025	466.44
GEN1	P60426	60625		Direct Pymt	1	6927	KLEY, JOE		Yes	No	No	10/14/2025	61.60
GEN1	P60426	60626		Direct Pymt	1	6973	BIFFS, INC.		Yes	No	No	10/14/2025	1,080.00
GEN1	P60426	60627		Direct Pymt	1	7106	DUENOW, CATHERINE		Yes	No	No	10/14/2025	551.43
GEN1	P60426	60628		Direct Pymt	1	7300	APPLIANCE REPAIR CENTER INC.		Yes	No	No	10/14/2025	1,212.40
GEN1	P60426	60629		Direct Pymt	1	7467	DISCOVERY EDUCATION		Yes	No	No	10/14/2025	1,003.44
GEN1	P60426	60630		Direct Pymt	1	7482	DEBOAR, BENJAMIN		Yes	No	No	10/14/2025	70.00
GEN1	p60432	60631		Wire	1	00808	NCPERS Group Life Ins.		No	No	No	10/20/2025	16.16
GEN1	p60432	60632		Wire	1	04034	PERA		No	No	No	10/20/2025	14,135.59
GEN1	p60432	60633		Wire	1	04035	TEACHERS RETIREMENT ASSOC		No	No	No	10/20/2025	51,473.54
GEN1	p60432	60634		Wire	1	05255	DEPARTMENT OF THE TREASURY		No	No	No	10/20/2025	80,414.01
GEN1	p60432	60635		Wire	1	06027	COMMISSIONER OF REVENUE		No	No	No	10/20/2025	12,462.43
GEN1	p60432	60636		Wire	1	1439	DELTA DENTAL PLAN OF MN		No	No	No	10/20/2025	7,207.47
GEN1	p60432	60637		Wire	1	2260	AFLAC		No	No	No	10/20/2025	100.29
GEN1	p60432	60638		Wire	1	3785	EDUCATORS FINANCIAL SERVICES		No	No	No	10/20/2025	8,755.79
GEN1	p60432	60639		Wire	1	4070	MINNESOTA REVENUE		No	No	No	10/20/2025	40.92
GEN1	p60432	60640		Wire	1	5699	MN PUBLIC EMPLOYEES INSURANCE PF		No	No	No	10/20/2025	78,911.58

Norwood-Young America School
Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void		Amount
												Date		
GEN1	p60432	60641		Wire	1	6821	WEX Health Inc.		No	No	No	10/20/2025		1,481.59
GEN1	p60332	60453	45269	Check	1	01140	MADISON NATL LIFE INS CO INC.		Yes	Yes	No	09/19/2025		1,182.16
GEN1	p60332	60454	45270	Check	1	06032	MINNESOTA SCHOOL EMP ASSOC		Yes	Yes	No	09/19/2025		143.91
GEN1	p60332	60455	45271	Check	1	3796	NATIONAL INSURANCE SERVICES OF WI		Yes	Yes	No	09/19/2025		423.66
GEN1	P60326	60471	45272	Check	1	3626	BATTERIES PLUS BULBS		Yes	No	No	09/26/2025		59.99
GEN1	P60326	60480	45273	Check	1	6461	BEHRENS, CHUCK		Yes	No	No	09/26/2025		260.00
GEN1	P60326	60482	45274	Check	1	6852	BERGANKDV		Yes	No	No	09/26/2025		25,000.00
GEN1	P60326	60485	45275	Check	1	7060	BJU PRESS		Yes	No	No	09/26/2025		632.98
GEN1	P60326	60495	45276	Check	1	7464	BOVEE, CHAD		Yes	No	No	09/26/2025		159.00
GEN1	P60326	60476	45277	Check	1	4946	BSN SPORTS LLC		Yes	No	No	09/26/2025		29,265.93
GEN1	P60326	60479	45278	Check	1	5766	CACKA, LORI		Yes	No	No	09/26/2025		140.00
GEN1	P60326	60456	45279	Check	1	00048	CARQUEST AUTO PARTS		Yes	No	No	09/26/2025		54.16
GEN1	P60326	60467	45280	Check	1	2382	CITY OF COLOGNE		Yes	No	No	09/26/2025		62.60
GEN1	P60326	60475	45281	Check	1	4732	DAIKIN APPLIED		Yes	No	No	09/26/2025		527.95
GEN1	P60326	60469	45282	Check	1	2721	DASHIR MANAGEMENT SERVICES INC		Yes	Yes	No	09/26/2025		24,675.09
GEN1	P60326	60474	45283	Check	1	4479	DRUSCH, MERLYN (PETE)		Yes	Yes	No	09/26/2025		125.00
GEN1	P60326	60497	45284	Check	1	7466	EDINA HIGH SCHOOL		Yes	No	No	09/26/2025		225.00
GEN1	P60326	60487	45285	Check	1	7074	ELLING, KELLY		Yes	No	No	09/26/2025		170.00
GEN1	P60326	60478	45286	Check	1	5274	GRAMS, RYAN		Yes	No	No	09/26/2025		110.00
GEN1	P60326	60477	45287	Check	1	5124	HAAS, CASEY		Yes	No	No	09/26/2025		110.00
GEN1	P60326	60488	45288	Check	1	7274	HANSON, JEANNE		Yes	No	No	09/26/2025		95.00
GEN1	P60326	60493	45289	Check	1	7462	HEIMERL, CRAIG		Yes	No	No	09/26/2025		295.00
GEN1	P60326	60457	45290	Check	1	00131	HILLYARD/HUTCHINSON		Yes	No	No	09/26/2025		765.05
GEN1	P60326	60472	45291	Check	1	3965	HINGST, LEE		Yes	No	No	09/26/2025		140.00
GEN1	P60326	60486	45292	Check	1	7063	HOFFMAN, MICHAEL		Yes	Yes	No	09/26/2025		97.00
GEN1	P60326	60483	45293	Check	1	7011	HONNOLD, MARK		Yes	No	No	09/26/2025		159.00
GEN1	P60326	60458	45294	Check	1	00192	HOUGHTON MIFFLIN HARCOURT		Yes	No	No	09/26/2025		568.50
GEN1	P60326	60465	45295	Check	1	1442	IMPERIAL DADE		Yes	No	No	09/26/2025		1,178.49
GEN1	P60326	60462	45296	Check	1	01257	ISD #277-MOUND WESTONKA SCHOOL		Yes	No	No	09/26/2025		300.00
GEN1	P60326	60459	45297	Check	1	00483	ISD #466-DASSEL-COKATO SCHOOLS		Yes	No	No	09/26/2025		125.00
GEN1	P60326	60461	45298	Check	1	01027	LAKESHORE LEARNING MATERIALS		Yes	No	No	09/26/2025		83.91
GEN1	P60326	60484	45299	Check	1	7058	MERLINO, RORY		Yes	No	No	09/26/2025		97.00
GEN1	P60326	60464	45300	Check	1	09326	MN ELEM. SCHOOL PRIN. ASSOC.		Yes	No	No	09/26/2025		195.00
GEN1	P60326	60460	45301	Check	1	00684	MN LANDSCAPE ARBORETUM		Yes	Yes	No	09/26/2025		500.00
GEN1	P60326	60490	45302	Check	1	7327	NORTHBOUND M.C.		Yes	Yes	No	09/26/2025		400.00
GEN1	P60326	60496	45303	Check	1	7465	RABENHORST, BRANDON		Yes	No	No	09/26/2025		140.00
GEN1	P60326	60489	45304	Check	1	7295	RAPID RIBBONS & AWARDS		Yes	No	No	09/26/2025		744.82
GEN1	P60326	60470	45305	Check	1	2984	STRICKFADEN, KYLE		Yes	No	No	09/26/2025		125.00
GEN1	P60326	60491	45306	Check	1	7450	TEK MECHANICAL SERVICE INC.		Yes	No	No	09/26/2025		13,956.25
GEN1	P60326	60494	45307	Check	1	7463	THALMANN, EMILY		Yes	No	No	09/26/2025		256.00
GEN1	P60326	60481	45308	Check	1	6520	THALMANN, ERIC		Yes	No	No	09/26/2025		326.00
GEN1	P60326	60466	45309	Check	1	1572	THUNSTROM, LEE		Yes	No	No	09/26/2025		140.00
GEN1	P60326	60473	45310	Check	1	4266	TRAEN, TODD		Yes	No	No	09/26/2025		125.00
GEN1	P60326	60492	45311	Check	1	7461	XTREME ELECTRICAL SERVICES		Yes	Yes	No	09/26/2025		941.36
GEN1	P60326	60468	45312	Check	1	2436	YAGER, MIKE		Yes	No	No	09/26/2025		125.00
GEN1	P60326	60463	45313	Check	1	05220	ZION LUTHERAN SCHOOL		Yes	No	No	09/26/2025		2,142.80
GEN1	p60431	60521	45314	Check	1	06032	MINNESOTA SCHOOL EMP ASSOC		Yes	No	No	10/03/2025		332.25
GEN1	P60426	60528	45315	Check	1	09053	NYA WRESTLING CLUB		Yes	No	No	10/03/2025		2,000.00
GEN1	P60426	60547	45316	Check	1	1540	AIM ELECTRONICS, INC		Yes	No	No	10/14/2025		1,189.00
GEN1	P60426	60594	45317	Check	1	7449	ALL PADLOCKS		Yes	No	No	10/14/2025		573.42
GEN1	P60426	60603	45318	Check	1	7474	ANDERSON, JOHN		Yes	No	No	10/14/2025		125.00
GEN1	P60426	60589	45319	Check	1	7124	ANDERSON, RYAN		Yes	No	No	10/14/2025		110.00
GEN1	P60426	60607	45320	Check	1	7478	ANNANDALE BASKETBALL ASSOCIATION		Yes	No	No	10/14/2025		275.00
GEN1	P60426	60605	45321	Check	1	7476	ARTFUL MINDS LLC		Yes	No	No	10/14/2025		384.00
GEN1	P60426	60572	45322	Check	1	6461	BEHRENS, CHUCK		Yes	No	No	10/14/2025		105.00
GEN1	P60426	60564	45323	Check	1	4562	BELLE PLAINE BASKETBALL ASSOCIATIC		Yes	No	No	10/14/2025		750.00
GEN1	P60426	60601	45324	Check	1	7472	BOEKE, GERALD		Yes	No	No	10/14/2025		182.00
GEN1	P60426	60565	45325	Check	1	4946	BSN SPORTS LLC		Yes	No	No	10/14/2025		10,489.31
GEN1	P60426	60592	45326	Check	1	7343	BUTLER, BETHANY		Yes	No	No	10/14/2025		146.00
GEN1	P60426	60543	45327	Check	1	1118	CENTRAL BOOSTER CLUB		Yes	No	No	10/14/2025		392.00
GEN1	P60426	60555	45328	Check	1	3213	CENTURYLINK		Yes	No	No	10/14/2025		138.89
GEN1	P60426	60590	45329	Check	1	7150	CESO COMMUNICATIONS, LLC		Yes	No	No	10/14/2025		2,860.00
GEN1	P60426	60551	45330	Check	1	2721	DASHIR MANAGEMENT SERVICES INC		Yes	No	No	10/14/2025		24,675.09
GEN1	P60426	60577	45331	Check	1	6791	DIVERSIFIED PLUMBING & HEATING		Yes	No	No	10/14/2025		450.00
GEN1	P60426	60538	45332	Check	1	00666	ECOLAB PEST ELIMINATION DIVISION		Yes	No	No	10/14/2025		145.92
GEN1	P60426	60586	45333	Check	1	7074	ELLING, KELLY		Yes	No	No	10/14/2025		140.00
GEN1	P60426	60570	45334	Check	1	5964	ENVIRONMENTAL TESTING & INSPECTIO		Yes	No	No	10/14/2025		3,131.67
GEN1	P60426	60582	45335	Check	1	6910	FASCHING, JANE		Yes	No	No	10/14/2025		1,352.00
GEN1	P60426	60579	45336	Check	1	6822	FLORAL DEFINED		Yes	No	No	10/14/2025		242.00
GEN1	P60426	60563	45337	Check	1	4432	FORST, LAURA		Yes	No	No	10/14/2025		540.00
GEN1	P60426	60573	45338	Check	1	6468	GARCIA-SANCHEZ, FLORMIRA		Yes	No	No	10/14/2025		510.00

Norwood-Young America School
 Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void		Amount
												Date		
GEN1	P60426	60567	45339	Check	1	5274	GRAMS, RYAN		Yes	No	No	10/14/2025		110.00
GEN1	P60426	60591	45340	Check	1	7318	GSL COMMUNITY EDUCATION		Yes	No	No	10/14/2025		600.00
GEN1	P60426	60562	45341	Check	1	4427	HANSON, ADAM		Yes	No	No	10/14/2025		125.00
GEN1	P60426	60558	45342	Check	1	3965	HINGST, LEE		Yes	No	No	10/14/2025		140.00
GEN1	P60426	60534	45343	Check	1	00182	HOME SOLUTIONS UNLIMITED		Yes	No	No	10/14/2025		850.01
GEN1	P60426	60584	45344	Check	1	7011	HONNOLD, MARK		Yes	No	No	10/14/2025		97.00
GEN1	P60426	60535	45345	Check	1	00192	HOUGHTON MIFFLIN HARCOURT		Yes	No	No	10/14/2025		1,600.00
GEN1	P60426	60553	45346	Check	1	2804	HOWARD LAKE-WAVERLY-WINSTED YOU		Yes	No	No	10/14/2025		525.00
GEN1	P60426	60568	45347	Check	1	5490	HUTCHINSON YOUTH BASKETBALL ASSC		Yes	No	No	10/14/2025		300.00
GEN1	P60426	60549	45348	Check	1	1984	IDE, GERALD		Yes	No	No	10/14/2025		160.00
GEN1	P60426	60569	45349	Check	1	5858	IMPACT APPLICATIONS, INC.		Yes	No	No	10/14/2025		550.00
GEN1	P60426	60546	45350	Check	1	1442	IMPERIAL DADE		Yes	No	No	10/14/2025		3,987.12
GEN1	P60426	60611	45351	Check	1	7484	INFINITY ONLINE		Yes	No	No	10/14/2025		658.00
GEN1	P60426	60533	45352	Check	1	00178	INTERMEDIATE DIST 287		Yes	No	No	10/14/2025		1,518.67
GEN1	P60426	60542	45353	Check	1	01819	ISD #111- WATERTOWN-MAYER SCHO		Yes	No	No	10/14/2025		100.00
GEN1	P60426	60540	45354	Check	1	01076	ISD #2687- HOWARD LAKE/WAVERLY		Yes	No	No	10/14/2025		150.00
GEN1	P60426	60539	45355	Check	1	01040	ISD #465 - LITCHFIELD PUBLIC SCHOOL		Yes	No	No	10/14/2025		200.00
GEN1	P60426	60541	45356	Check	1	01161	ISD #717 - JORDAN SCHOOLS		Yes	No	No	10/14/2025		35.00
GEN1	P60426	60609	45357	Check	1	7480	JEFFERSON BOYS TRAVELING BASKETE		Yes	No	No	10/14/2025		495.00
GEN1	P60426	60599	45358	Check	1	7470	JESSEN, CHRIS		Yes	No	No	10/14/2025		97.00
GEN1	P60426	60537	45359	Check	1	00505	LANO EQUIPMENT		Yes	No	No	10/14/2025		2,594.43
GEN1	P60426	60588	45360	Check	1	7118	LCWM BASKETBALL ASSOCIATION		Yes	No	No	10/14/2025		350.00
GEN1	P60426	60581	45361	Check	1	6863	LITCHFIELD COMMUNITY EDUCATION		Yes	No	No	10/14/2025		95.00
GEN1	P60426	60610	45362	Check	1	7481	MANKATO BASKETBALL ASSOC.		Yes	No	No	10/14/2025		325.00
GEN1	P60426	60574	45363	Check	1	6545	MARCO TECHNOLOGIES LLC		Yes	No	No	10/14/2025		3,523.18
GEN1	P60426	60578	45364	Check	1	6817	MASSP		Yes	No	No	10/14/2025		885.00
GEN1	P60426	60561	45365	Check	1	4393	MATHESON TRI-GAS, INC.		Yes	No	No	10/14/2025		945.21
GEN1	P60426	60548	45366	Check	1	1606	MAYER LUMBER CO, INC		Yes	No	No	10/14/2025		82.58
GEN1	P60426	60560	45367	Check	1	4316	MCDOWELL AGENCY, INC.		Yes	No	No	10/14/2025		35.20
GEN1	P60426	60596	45368	Check	1	7458	MDE		Yes	No	No	10/14/2025		2,009.20
GEN1	P60426	60597	45369	Check	1	7460	MIDWEST MACHINERY		Yes	No	No	10/14/2025		10,800.00
GEN1	P60426	60585	45370	Check	1	7059	MOHN, MONICA		Yes	No	No	10/14/2025		57.00
GEN1	P60426	60606	45371	Check	1	7477	MONTICELLO GIRLS BASKETBALL BOOS		Yes	No	No	10/14/2025		350.00
GEN1	P60426	60608	45372	Check	1	7479	NEW ULM BOYS BASKETBALL ASSOC.		Yes	No	No	10/14/2025		600.00
GEN1	P60426	60600	45373	Check	1	7471	OLSON, JEREMY		Yes	No	No	10/14/2025		97.00
GEN1	P60426	60566	45374	Check	1	5193	PALO, JASON		Yes	No	No	10/14/2025		125.00
GEN1	P60426	60576	45375	Check	1	6633	POPP, RANDY		Yes	No	No	10/14/2025		280.00
GEN1	P60426	60554	45376	Check	1	3068	RAIDER TOUCHDOWN CLUB		Yes	No	No	10/14/2025		2,873.82
GEN1	P60426	60545	45377	Check	1	1267	READ NATURALLY		Yes	No	No	10/14/2025		384.00
GEN1	P60426	60532	45378	Check	1	00122	REGION V COMPUTER SERVICES		Yes	No	No	10/14/2025		5,336.00
GEN1	P60426	60550	45379	Check	1	2463	RIDGEWATER COLLEGE		Yes	No	No	10/14/2025		29,924.92
GEN1	P60426	60536	45380	Check	1	00374	SMITH OIL CO.		Yes	No	No	10/14/2025		248.62
GEN1	P60426	60593	45381	Check	1	7435	SOLBERG'S TREE SERVICE		Yes	No	No	10/14/2025		2,500.00
GEN1	P60426	60604	45382	Check	1	7475	ST. CLOUD AREA YOUTH BASKETBALL A		Yes	No	No	10/14/2025		500.00
GEN1	P60426	60595	45383	Check	1	7451	STEMFINITY LLC		Yes	No	No	10/14/2025		1,614.95
GEN1	P60426	60598	45384	Check	1	7463	THALMANN, EMILY		Yes	No	No	10/14/2025		112.00
GEN1	P60426	60556	45385	Check	1	3272	1099A THIEL, CHARLES A.		Yes	No	No	10/14/2025		1,080.00
GEN1	P60426	60557	45386	Check	1	3628	TISCHENDORF, MICHAEL		Yes	No	No	10/14/2025		350.00
GEN1	P60426	60571	45387	Check	1	6252	T-MOBILE		Yes	No	No	10/14/2025		100.00
GEN1	P60426	60559	45388	Check	1	3966	TOLEDO PHYSICAL EDUCATION SUPP		Yes	No	No	10/14/2025		287.80
GEN1	P60426	60544	45389	Check	1	1157	UHL COMPANY		Yes	No	No	10/14/2025		2,375.68
GEN1	P60426	60587	45390	Check	1	7117	VOELKER, JEREMY		Yes	No	No	10/14/2025		125.00
GEN1	P60426	60580	45391	Check	1	6826	WACONIA COMMUNITY EDUCATION		Yes	No	No	10/14/2025		95.00
GEN1	P60426	60583	45392	Check	1	7009	WACTOWN PROPERTIES		Yes	No	No	10/14/2025		1,989.39
GEN1	P60426	60602	45393	Check	1	7473	WENDLANDT, BRYCE		Yes	No	No	10/14/2025		125.00
GEN1	P60426	60575	45394	Check	1	6590	WILSON LANGUAGE TRAINING CORP		Yes	No	No	10/14/2025		197.64
GEN1	P60426	60552	45395	Check	1	2780	WMYBA		Yes	No	No	10/14/2025		450.00
GEN1	p60432	60644	45396	Check	1	07999	C.E.A.		Yes	No	No	10/20/2025		4,326.80
GEN1	p60432	60642	45397	Check	1	01140	MADISON NAT'L LIFE INS CO INC.		Yes	No	No	10/20/2025		1,474.12
GEN1	p60432	60643	45398	Check	1	06032	MINNESOTA SCHOOL EMP ASSOC		Yes	No	No	10/20/2025		455.05
GEN1	p60432	60645	45399	Check	1	3796	NATIONAL INSURANCE SERVICES OF WI		Yes	No	No	10/20/2025		364.06

Bank Total: \$1,161,885.55

Report Total: \$1,161,885.55

October 5-2025 PAYROLL

GROSS PAY	\$311,040.67
FEDERAL TAX	(22,063.45)
MN STATE TAX	(10,862.39)
OASDI	(18,083.95)
MEDICARE	(4,229.26)
PERA	(3,491.03)
TRA	(19,738.54)
ANNUITIES	(5,359.10)
FLEX	(19,364.57)
VOLUNTARIES	(373.49)
NET PAYROLL	<u><u>\$207,474.89</u></u>

October 20-2025 PAYROLL

GROSS PAY	\$382,652.85
FEDERAL TAX	(24,749.05)
MN STATE TAX	(12,462.43)
OASDI	(22,557.01)
MEDICARE	(5,275.47)
PERA	(5,145.50)
TRA	(21,508.88)
ANNUITIES	(5,459.10)
FLEX	(18,829.06)
VOLUNTARIES	(4,862.65)
NET PAYROLL	<u><u>\$261,803.70</u></u>

Norwood-Young America School
Expenditure / Revenue Guideline
Period Ending October 31, 2025

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

											26ADP			% YTD	Remaining			
L	Fd	Org	Pro	Crs	Fin	O/S	Class	Sub	Description	Annual Budget	Period 202604	Year To Date	% YTD	Encumbrances	+ Enc	Balance		
01	General Fund																	
	005 District Wide																	
	640 Staff&development																	
	600 Staff Develop/Tchr Train-Levy																	
E	01	005	640	600	000	185	462	600	DW St Dev Levy Salary - Othe	20,000.00	144.64	11,242.82	56%	0.00	56%	8,757.18		
E	01	005	640	600	000	186	462	600	Other Salary Pymnts(Non-Lic/	1,000.00	0.00	0.00	0%	0.00	0%	1,000.00		
E	01	005	640	600	000	210	462	600	DW St Dev Levy FICA/Medica	2,000.00	11.07	860.11	43%	0.00	43%	1,139.89		
E	01	005	640	600	000	218	462	600	DW St Dev Levy TRA	2,000.00	14.19	1,089.43	54%	0.00	54%	910.57		
E	01	005	640	600	000	305	462	600	DW St Dev Levy Consulting F	30,000.00	0.00	6,444.00	21%	7,292.50	46%	16,263.50		
E	01	005	640	600	000	366	462	600	DW St Dev Levy Travel, Conv	10,000.00	0.00	5,602.53	56%	0.00	56%	4,397.47		
E	01	005	640	600	000	401	462	600	Staff Dev Levy - General Supp	3,000.00	0.00	219.66	7%	0.00	7%	2,780.34		
	600 Staff Develop/Tchr Train-Levy										68,000.00	169.90	25,458.55	37%	7,292.50	48%	35,248.95	
	640 Staff&development										68,000.00	169.90	25,458.55	37%	7,292.50	48%	35,248.95	
	005 District Wide										68,000.00	169.90	25,458.55	37%	7,292.50	48%	35,248.95	
	100 Elementary Services																	
	640 Staff&development																	
	600 Staff Develop/Tchr Train-Levy																	
E	01	100	640	600	000	185	462	600	SD/Teacher Trng Salary - Oth	0.00	0.00	2,209.28	0%	0.00	0%	(2,209.28)		
E	01	100	640	600	000	210	462	600	FICA/Medicare	0.00	0.00	169.00	0%	0.00	0%	(169.00)		
E	01	100	640	600	000	218	462	600	TRA	0.00	0.00	216.72	0%	0.00	0%	(216.72)		
	600 Staff Develop/Tchr Train-Levy										0.00	0.00	2,595.00	0%	0.00	0%	(2,595.00)	
	640 Staff&development										0.00	0.00	2,595.00	0%	0.00	0%	(2,595.00)	
	100 Elementary Services										0.00	0.00	2,595.00	0%	0.00	0%	(2,595.00)	
	200 Middle School																	
	640 Staff&development																	
	600 Staff Develop/Tchr Train-Levy																	
E	01	200	640	600	000	185	462	600	SD/Teacher Trng Salary - Oth	0.00	0.00	552.32	0%	0.00	0%	(552.32)		
E	01	200	640	600	000	210	462	600	FICA/Medicare	0.00	0.00	42.25	0%	0.00	0%	(42.25)		
E	01	200	640	600	000	218	462	600	TRA	0.00	0.00	54.18	0%	0.00	0%	(54.18)		
	600 Staff Develop/Tchr Train-Levy										0.00	0.00	648.75	0%	0.00	0%	(648.75)	
	640 Staff&development										0.00	0.00	648.75	0%	0.00	0%	(648.75)	
	200 Middle School										0.00	0.00	648.75	0%	0.00	0%	(648.75)	
	300 Secondary Svcs																	
	640 Staff&development																	
	600 Staff Develop/Tchr Train-Levy																	
E	01	300	640	600	000	185	462	600	SD/Teacher Trng Salary - Oth	0.00	0.00	552.32	0%	0.00	0%	(552.32)		
E	01	300	640	600	000	210	462	600	FICA/Medicare	0.00	0.00	42.26	0%	0.00	0%	(42.26)		
E	01	300	640	600	000	218	462	600	TRA	0.00	0.00	54.18	0%	0.00	0%	(54.18)		
	600 Staff Develop/Tchr Train-Levy										0.00	0.00	648.76	0%	0.00	0%	(648.76)	
	640 Staff&development										0.00	0.00	648.76	0%	0.00	0%	(648.76)	
	300 Secondary Svcs										0.00	0.00	648.76	0%	0.00	0%	(648.76)	
01	General Fund										68,000.00	169.90	29,351.06	43%	7,292.50	54%	31,356.44	
	Report Totals:										68,000.00	169.90	29,351.06	43%	7,292.50	54%	31,356.44	

Norwood-Young America School
Expenditure / Revenue Guideline
Period Ending October 31, 2025

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

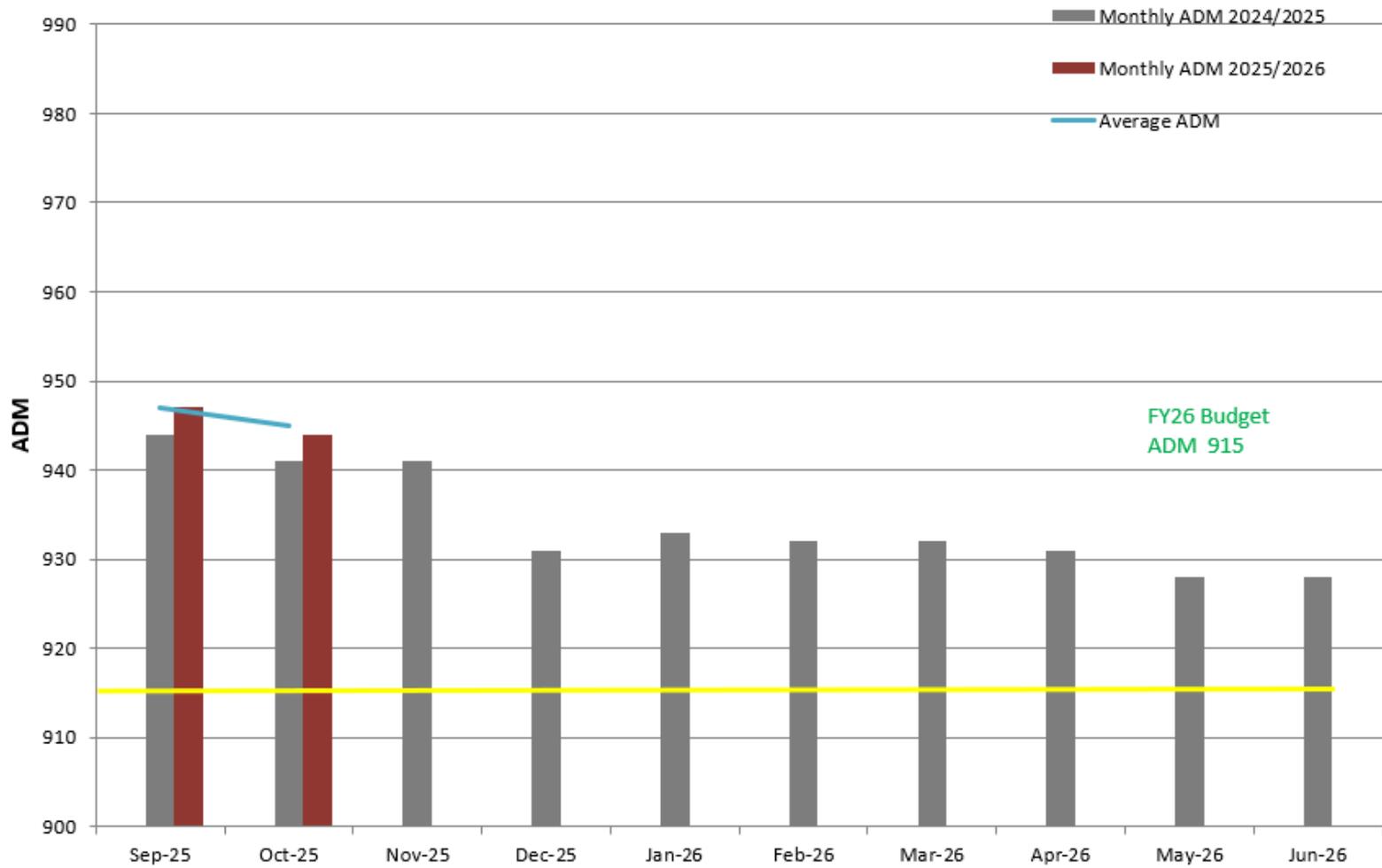
											26ADP			% YTD	Remaining			
L	Fd	Org	Pro	Crs	Fin	O/S	Class	Sub	Description	Annual Budget	Period 202604	Year To Date	% YTD	Encumbrances	+ Enc	Balance		
01	General Fund																	
	005 District Wide																	
	610 Curriculum Develop																	
	610 Curriculum- Levy Initiative																	
E	01	005	610	610	000	143	462	610	Licensed Instructional Suppor	33,000.00	2,627.40	5,726.00	17%	0.00	17%	27,274.00		
E	01	005	610	610	000	210	462	610	FICA/Medicare	2,706.00	174.80	385.29	14%	0.00	14%	2,320.71		
E	01	005	610	610	000	218	462	610	TRA	3,236.00	257.74	561.71	17%	0.00	17%	2,674.29		
E	01	005	610	610	000	220	462	610	Health Insurance	4,620.00	239.16	478.32	10%	0.00	10%	4,141.68		
E	01	005	610	610	000	230	462	610	Life Insurance	14.00	1.14	2.28	16%	0.00	16%	11.72		
E	01	005	610	610	000	235	462	610	Dental Insurance	85.00	7.07	14.13	17%	0.00	17%	70.87		
E	01	005	610	610	000	240	462	610	Long Term Disability	77.00	6.42	12.68	16%	0.00	16%	64.32		
E	01	005	610	610	000	250	462	610	Tax Sheltered Annuities	262.00	21.88	43.76	17%	0.00	17%	218.24		
E	01	005	610	610	000	406	462	610	Instr'l Software Lic.Agreement	40,000.00	0.00	32,119.92	80%	0.00	80%	7,880.08		
E	01	005	610	610	000	430	462	610	Curriculum levy Instructional	30,000.00	0.00	19,458.24	65%	498.64	67%	10,043.12		
E	01	005	610	610	000	460	462	610	Curriculum Levy Textbooks/W	42,000.00	0.00	3,171.90	8%	0.00	8%	38,828.10		
	610 Curriculum- Levy Initiative										156,000.00	3,335.61	61,974.23	40%	498.64	40%	93,527.13	
	610 Curriculum Develop										156,000.00	3,335.61	61,974.23	40%	498.64	40%	93,527.13	
	005 District Wide										156,000.00	3,335.61	61,974.23	40%	498.64	40%	93,527.13	
01	General Fund										156,000.00	3,335.61	61,974.23	40%	498.64	40%	93,527.13	
	Report Totals:										156,000.00	3,335.61	61,974.23	40%	498.64	40%	93,527.13	

Norwood-Young America School
Expenditure / Revenue Guideline
Period Ending October 31, 2025

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

										26ADP						
										Annual Budget	Period 202604	Year To Date	% YTD	Encumbrances	% YTD + Enc	Remaining Balance
L	Fd	Org	Pro	Crs	Fin	O/S	Class	Sub	Description							
01	General Fund															
	005 District Wide															
	108 Admin Technology Services															
	000 General															
E 01	005	108	000	795	305		407	00	Tech Levy - Consulting Fees/c	25,000.00	0.00	2,025.05	8%	441.00	10%	22,533.95
E 01	005	108	000	795	405		407	00	Tech Levy - IC, Website	75,000.00	0.00	46,012.54	61%	1,044.00	63%	27,943.46
E 01	005	108	000	795	406		407	00	DW Tech Levy Instr'l Software	30,000.00	0.00	25,873.51	86%	0.00	86%	4,126.49
E 01	005	108	000	795	555		407	00	Tech Levy - Cap NonInst Tech	15,961.00	0.00	0.00	0%	0.00	0%	15,961.00
	000 General									145,961.00	0.00	73,911.10	51%	1,485.00	52%	70,564.90
	108 Admin Technology Services									145,961.00	0.00	73,911.10	51%	1,485.00	52%	70,564.90
	110 Business Support Services															
	000 General															
E 01	005	110	000	795	316		407	00	Serv Purch from other MN Joi	4,000.00	0.00	1,019.00	25%	1,019.00	51%	1,962.00
	000 General									4,000.00	0.00	1,019.00	25%	1,019.00	51%	1,962.00
	110 Business Support Services									4,000.00	0.00	1,019.00	25%	1,019.00	51%	1,962.00
	630 Instruction-Related Technology															
	000 General															
E 01	005	630	000	795	110		407	00	Technology Sal-Exec Mgr Pro	76,540.00	6,242.50	24,970.00	33%	0.00	33%	51,570.00
E 01	005	630	000	795	210		407	00	Technology FICA/Medicare	5,855.00	477.56	1,910.21	33%	0.00	33%	3,944.79
E 01	005	630	000	795	214		407	00	Technology PERA	5,740.00	468.18	1,872.72	33%	0.00	33%	3,867.28
E 01	005	630	000	795	220		407	00	Technology Health Insurance	18,117.00	1,509.78	6,039.12	33%	0.00	33%	12,077.88
E 01	005	630	000	795	230		407	00	Technology Life Insurance	39.00	5.19	14.97	38%	0.00	38%	24.03
E 01	005	630	000	795	235		407	00	Technology Dental Insurance	242.00	104.14	418.61	173%	0.00	173%	(176.61)
E 01	005	630	000	795	240		407	00	Technology Long Term Disabil	180.00	14.66	57.50	32%	0.00	32%	122.50
E 01	005	630	000	795	250		407	00	Technology Tax Sheltered Anr	3,000.00	250.00	958.34	32%	0.00	32%	2,041.66
E 01	005	630	000	795	251		407	00	Emplr Spersd Health Reimburs	6,000.00	0.00	6,500.00	108%	0.00	108%	(500.00)
E 01	005	630	000	795	466		407	00	Instr'l Technology Devices	135,000.00	0.00	122,630.69	91%	0.00	91%	12,369.31
	000 General									250,713.00	9,072.01	165,372.16	66%	0.00	66%	85,340.84
	630 Instruction-Related Technology									250,713.00	9,072.01	165,372.16	66%	0.00	66%	85,340.84
	950 Transfers															
	000 General															
E 01	005	950	000	795	910		407	00	Perm Trsf Disb	156,792.00	0.00	0.00	0%	0.00	0%	156,792.00
	000 General									156,792.00	0.00	0.00	0%	0.00	0%	156,792.00
	950 Transfers									156,792.00	0.00	0.00	0%	0.00	0%	156,792.00
	005 District Wide									557,466.00	9,072.01	240,302.26	43%	2,504.00	44%	314,659.74
	300 Secondary Svcs															
	211 Secdy Ed General															
	000 General															
E 01	300	211	000	795	406		407	00	HS Tech Levy Instr'l Software	0.00	0.00	16,283.20	0%	0.00	0%	(16,283.20)
	000 General									0.00	0.00	16,283.20	0%	0.00	0%	(16,283.20)
	211 Secdy Ed General									0.00	0.00	16,283.20	0%	0.00	0%	(16,283.20)
	300 Secondary Svcs									0.00	0.00	16,283.20	0%	0.00	0%	(16,283.20)
01	General Fund									557,466.00	9,072.01	256,585.46	46%	2,504.00	46%	298,376.54
	Report Totals:									557,466.00	9,072.01	256,585.46	46%	2,504.00	46%	298,376.54

25-26 Monthly, Average, and Budgeted Daily Membership



Central Elementary School Goals

Monday, October 27, 2025

We collaborate and communicate to build a supportive community.

Ron Erpenbach



Goal:

1. The percentage of all students in grades 2-5 at Central Elementary who are in the “low risk” or “advanced” category on the FastBridge aReading standardized assessment will increase from 54.4% in the fall of 2025 to 62% in the spring of 2026.
2. The focus will be on fluency.
 - A. Automaticity
 - B. Accuracy
 - C. Phrasing

K-5 Plan

- Built on the FastBridge data from CES
- Our data suggests our accuracy is at level to promote true reading comprehension
- Research based materials and strategies essential to increased automaticity.
- Goal setting and weekly discussion in our PLCs
- Biweekly conversations and check-ins from building administrator and curriculum leader
- Weekly support for our PLCs from MDE

Central Secondary School Goals

Monday, October 27, 2025

Rich Larson



Math Goal

- **The percentage of students who measured Low Risk/Advanced in Math on the FastBridge test in the fall of 2025 will increase by 3% on the spring FastBridge test.**
 - **CMS Baseline - Fall Fastbridge aMath: 74.7%**
 - **CHS Baseline - Fall Fastbridge aMath: 68.4%**

Math Action Steps

- **PLC Standards Work.**
- **HS Math Support Model**
- **MTSS Team**
 - **Math Intervention**
 - **In class support**
 - **IXL resource**
- **Math Course alignment with new standards**
- **Math Curriculum research and selection**
- **Scope and Sequence work with Unit Pacing Guides to ensure standard connection.**
- **Building Thinking Classroom continued implementation**
- **Monday Planning Document**

Reading Goal

- **The percentage of students who measured Low Risk/Advanced in Reading on the FastBridge (aReading) test in the fall of 2025 will increase by 3% on the spring FastBridge test.**
 - **CMS Baseline - Fall Fastbridge aReading: 67.9%**
 - **CHS Baseline - Fall Fastbridge aReading: 72.2%**

Reading Action Steps

- **PLC Standards Work.**
- **LETRS training**
- **Word of the Week (LETRS modeling)**
- **Monday Planning Document**
- **Mental Models/Literacy training (Nov 14th)**
- **6th grade cross curricular project**
- **Scope and Sequence work with Unit Pacing Guides to ensure standard connection**

Culture/Climate Goal

- **CMS & CHS: Of the 465 students who completed the Culture and Climate Survey on Sept 17th, 2025, 91.3%% of students answered the question, “I feel there is at least one adult in the building who knows me well. (An adult has made an attempt to connect with me),” with “agree,” or “strongly Agree.” By May, 2026, 3% more of the students who complete this survey will answer this question with “agree” or “strongly agree.**
- **Survey results found here.**

Culture/Climate Action Steps

- **Culture/Climate results shared with grade level PLCs**
 - **Staff identify who lacks connection and commit to reaching out to students.**
- **Clear expectations delivered to students.**
- **Monthly Assemblies: Recognition, Celebration, Reminders**
- **Principal's Advisory Leadership Council**
- **SEL Character Strong**

Step 1: Take a few minutes to think about your grades and what you are learning in your classes . Using Google Classroom and Campus, complete the table below. (for an every-other-day class, just split the box in half). Check what is offered this week for WIN and make a selection.

Class Period	Class	Current Grade	Missing Assignments	Tues WIN	Wed WIN	Thurs WIN
1st				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2nd				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3rd				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4th				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5th				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6th				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7th				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Step 2: Based on the information above, sign up for WIN and show your RT teacher.

DATE	WIN selection. Include what you will complete there.
Tuesday	
Wednesday	
Thursday	

Step 3: How will you plan to use your study hall this week?

Study Hall Plans

***Email this document to your parents and prepare to show your RT teacher.

Monday

Planning Doc

Intro Video



Central Special Education Goals

Monday, October 27, 2025

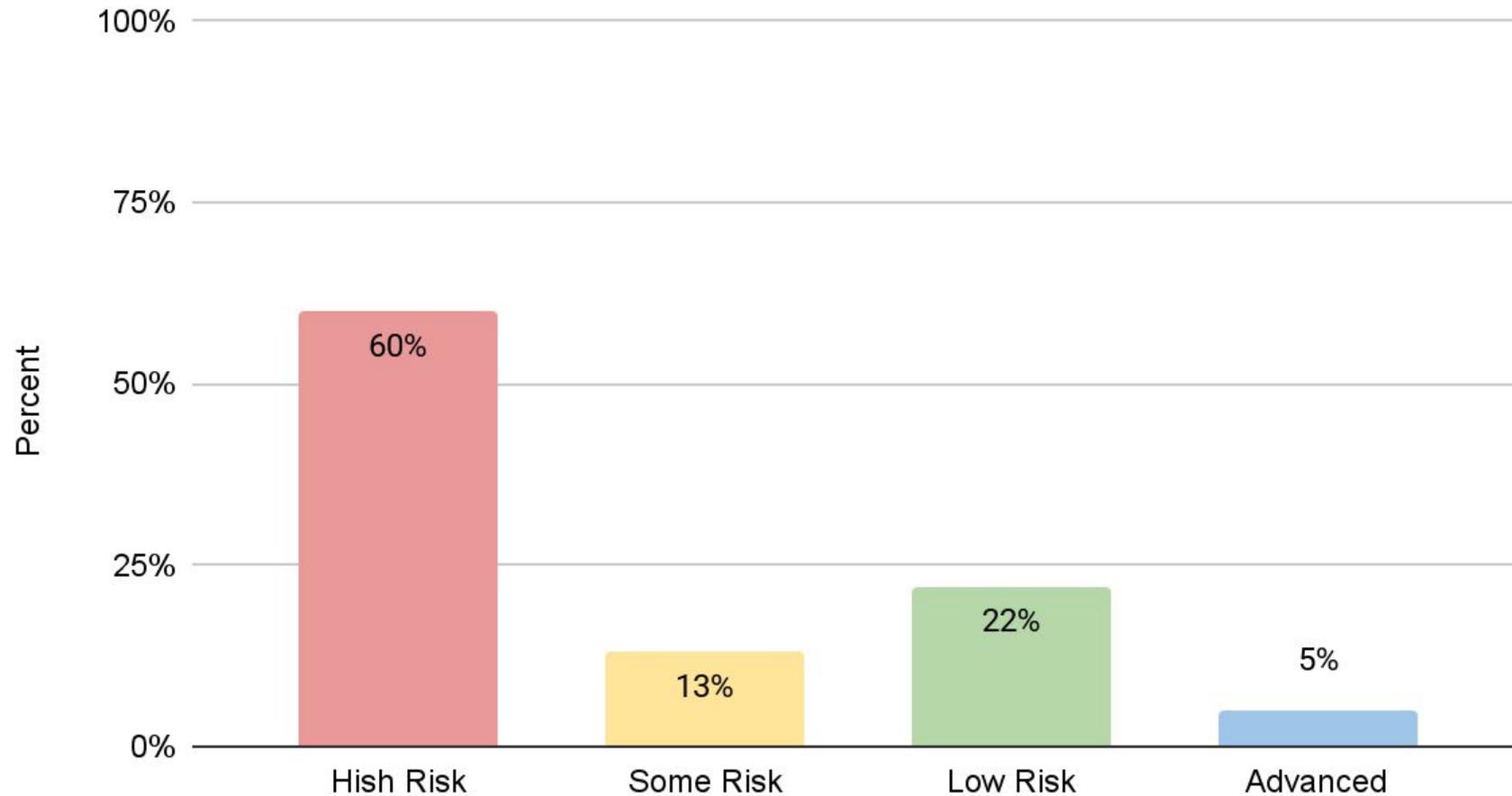
Becca Braun



Reading Goal

Grades 2-11: By spring, at least 80% of students receiving special education will improve reading comprehension skills as measured by an increase of at least **one proficiency level** or **2 points** on the aReading assessment from fall to spring.

aReading Fall Scores by Risk Level



Action Steps for Reading Goal

Elementary Level

Implementation of Evidence-Based Interventions: Elementary special education teachers are utilizing *Sunday Reading Intervention* to deliver targeted reading service minutes aligned with student needs.

Core Instructional Programs: Continued implementation of *Foundations*, *UFLI (University of Florida Literacy Institute)*, and *Heggerty* programs to strengthen phonemic awareness, phonics, and foundational literacy skills.

- *Sunday System* continues to be implemented across grades K–8, providing structured, multisensory phonics instruction.

Data-Based Decision Making: Teachers use *FastBridge* progress monitoring to collect ongoing data and evaluate instructional effectiveness. Regular data meetings with Ms. Kolstad are held to review individual student progress and determine necessary instructional adjustments.

Middle School (Grades 6–8)

Targeted Intervention During Raider Time: *Raider Time* is being used strategically to provide additional reading intervention and intensive skill practice for students requiring increased instructional support.

Ongoing Implementation of Sunday System: Continued use of the *Sunday* phonics program supports consistent instructional practices across elementary and middle school levels.

Data-Based Decision Making: Implementing regular data meetings with Ms. Kolstad to identify and analyze individual student performance data, monitor progress, and adjust instructional supports as needed.

Action Steps for Reading Goals

High School (Grades 9–12)

New Course Implementation: Two new courses have been added to strengthen reading instruction for students receiving special education services:

- Fundamentals of Reading – a pull-out class focused on developing essential reading and comprehension skills.
- Essential Reading Skills – a supplemental course designed to reinforce literacy development alongside the general education curriculum.

Curriculum and Training: Staff have been trained in *Flex Read 180* to deliver data-driven, individualized reading instruction for high school students.

Data-Based Decision Making: Implementing regular data meetings with Ms. Kolstad to identify and analyze individual student performance data, monitor progress, and adjust instructional supports as needed.

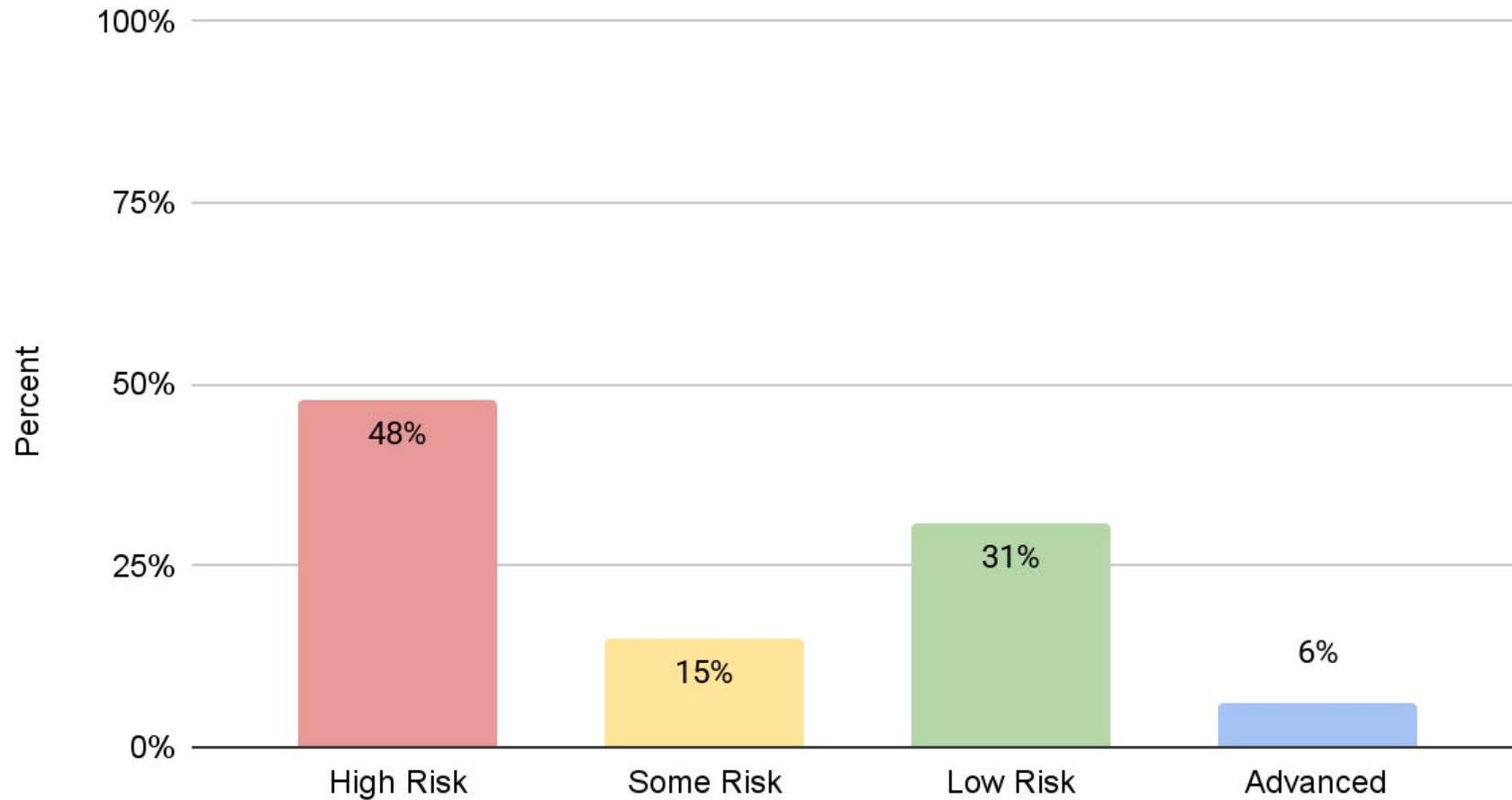
Professional Collaboration and Alignment

- *PLC Focus on Standards and Skill Progression*: Special education staff are using Professional Learning Community (PLC) time to develop standards and task-analyze prerequisite reading skills for the *Essential Reading Skills* course, ensuring alignment to grade-level expectations and instructional consistency across programs.

Math Goal

Grade 2-11: By spring, 80% of students receiving special education will improve math score as measured by an increase of at least **one proficiency level** or **2 points** on the aMath assessment from fall to spring.

aMath Fall Scores by Risk Level



Action Steps for Math Goal

Elementary Level

Implementation of Bridges Math Intervention: Elementary special education teachers are using the Bridges Math Intervention program to deliver math service minutes, ensuring instruction aligns with grade-level standards and supports foundational skill development.

Data-Based Decision Making: Regular data meetings with Ms. Kolstad are being conducted to identify and analyze individual student performance data, monitor progress, and adjust instructional supports as needed.

Middle School

Continued Use of Transitional Math Curriculum: Staff continue to implement Transitional Math during pull-out services, providing targeted instruction focused on bridging skill gaps and supporting student success in core math content.

Data-Based Decision Making: Implementing regular data meetings with Ms. Kolstad to identify and analyze individual student performance data, monitor progress, and adjust instructional supports as needed.

Professional Collaboration and Alignment

PLC Focus on Standards and Skill Progression: Special education staff are using Professional Learning Community (PLC) time to develop standards for the Essential Math Skills course, including task analysis of prerequisite skills to strategically move students closer to grade-level expectations.

Action Steps for Math Goal

High School

New Course Implementation: Two new courses have been added to expand math support for students receiving special education services:

- *Fundamentals of Math* – a pull-out class focused on foundational skill development.
- *Essential Math Skills* – a supplemental class designed to reinforce core math concepts alongside the general education curriculum.

Curriculum and Training: Staff have been trained in Flex Math 180 to provide evidence-based, individualized math instruction for high school students.

Data-Based Decision Making: Implementing regular data meetings with Ms. Kolstad to identify and analyze individual student performance data, monitor progress, and adjust instructional supports as needed.

Professional Collaboration and Alignment

PLC Focus on Standards and Skill Progression: Special education staff are using Professional Learning Community (PLC) time to develop standards for the Essential Math Skills course, including task analysis of prerequisite skills to strategically move students closer to grade-level expectations.

Ready, Set, Thrive!

**Full implementation will be achieved
through: [SPED District Action Plan](#)**

**Central Public Schools
District VISIONCARD**

	Measure	Level 01 Intervention Required	Level 02 High Concern	Level 03 Minimally Acceptable	Level 04 Progress	Level 05 Vision	Wt %	Score
1	K-Readiness Level	< 60 % of students are at or above K Readiness level	60 – 65 % of students are at or above K Readiness level	65 – 69 % of students are at or above K Readiness level	70 – 75 % of students are at or above K Readiness level	> 75 % of students are at or above K Readiness level	5%	3
2	K-3 Grade Reading Levels	<55 % of students are at or above grade level norm	55 - 59 % of students are at or above grade level norm	60 - 64 % of students are at or above grade level norm	65 - 70 % of students are at or above grade level norm	> 70 % of students are at or above grade level norm	20%	12
3	K-8 Reading Growth	<60 % of students meet or exceed grade level growth targets annually	60-69 % of students meet or exceed grade level growth targets annually	70-79 % of students meet or exceed grade level growth targets annually	80-90 % of students meet or exceed grade level growth targets annually	>90 % of students meet or exceed grade level growth targets annually	15%	9
4	Gr 9-12 Graduation Credit Attainment (per grading period)	<80 % of students are on-track to graduation per grading period	80-85 % of students are on-track to graduation per grading period	86-89 % of students are on-track to graduation per grading period	90-93 % of students are on-track to graduation per grading period	>93 % of students are on-track to graduation per grading period	20 %	20
5	Market Share of Students Living in District	<70 % of students living in district are enrolled by grade level	70-74 % of students living in district are enrolled by grade level	75-79 % of students living in district are enrolled by grade level	80-85 % of students living in district are enrolled by grade level	> 85 % of students living in district are enrolled by grade level	10 %	2
6	District Total Revenue	>80% mark of Conference Districts in locally funded revenue / student	Top 80% of Conference Districts in locally funded revenue / student	Top 70% of Conference Districts in locally funded revenue / student	Top 60% of Conference Districts in locally funded revenue / student	Top 50% of Conference Districts in locally funded revenue / student	5 %	3
7	Parent and Staff Support	<75 % of parents and staff surveyed are satisfied to highly satisfied with district overall	75-79 % of parents and staff surveyed are satisfied to highly satisfied with district overall	80-84 % of parents and staff surveyed are satisfied to highly satisfied with district overall	85-90 % of parents and staff surveyed are satisfied to highly satisfied with district overall	>90 % of parents and staff surveyed are satisfied to highly satisfied with district overall	10 %	10
8	3-11 Grade Math Levels (MCA)	<55 % of students are at or above grade level norm	55 - 59 % of students are at or above grade level norm	60 - 64 % of students are at or above grade level norm	65 - 69 % of students are at or above grade level norm	> 70 % of students are at or above grade level norm	10%	6
9	8 th Grade Science Level (8 th grade science MCA)	<55 % of students are at or above grade level norm	55 - 59 % of students are at or above grade level norm	60 - 64 % of students are at or above grade level norm	65 - 69 % of students are at or above grade level norm	> 70 % of students are at or above grade level norm	5%	1
Vision Card Score							66%	

	Name	Years of Service
	Mylei Becker	Oct-1998
	Cindy Schmidt	Sept-1999
	Vicki Sund	Sept-2002
	Crystal Hoen	Sept-2010
	Charlotte Sandeen	Aug-2016
	Karen Cross	Sept-2016
	Brooke Raether	June-2017
	Nicole Simon	Sept-2017
	Sara Johnson	Sept-2020
	Steph Rager	Sept-2020
	Andrea Goetz	Sept-2021
	Brittney Derner	Sept-2021
	Haley Meisinger	Oct-2021
	Maria Twiest	Oct-2021
	Katie Dent	Jan-2022
	Sarah Schneewind	Aug-2022
	Janet Sykes	July-2023
	Catherine Duenow	Aug-2023
	Jessica Hunt	Sept-2023
	Leah Shetler	Sept-2023
	Tara Stahn	Sept-2023
	Shelly Lindquist	Oct-2023
	Serenity Cox	June-2024
	Kari Crown	July-2024
	Judy Thomas	Sept-2024
	Nicole Bursey	Sept-2024
	Lauren Rogina	Dec-2024
	Jami Callan	Dec-2024
	Samoane Wagner	Aug-2025

K-12 Senioity List			Early Childhood Senioity List		
1	Christine Ludford	Aug-91	1	Betsy Pysick	Aug-08
2	Jeanne Ide	Aug-91	2	Jenny Hoernemann	Aug-12
3	Melissa Fuhrman	Aug-93	3	Carol Lagergren	Aug-23
4	Shawn Erickson	Aug-96	4	Jennifer Klinkner	Aug-24
5	Jon Wroge	Aug-97	5	Madison Gort	Aug-24
6	Mary Wroge	Sep-98			
7	Angela Honkomp	Aug-99			
8	David Rauch	Aug-99			
9	Kelli Sawyer	Feb-03			
10	Lisa Heckert	Sep-03			
11	Kelly Street	Aug-04			
12	Devon Ruberg	Aug-05			
13	Kyle Evenski	Aug-06			
14	Ron Erpenbach	Jul-07			
15	Darrin Fox	Aug-07			
16	Laura Hanson	Aug-07			
17	Adam Halpaus	Aug-07			
18	Andrea Hendel	Aug-07			
19	Rebecca Braun	Aug-07			
20	Alissa Friend	Aug-08			
21	Sarah Hammers	Aug-08			
22	James Mesik	Aug-09			
23	Kathleen Dvorak	Aug-10			
24	Wade Degler	Aug-11			
25	Jacob Schrupp	Aug-11			
26	Andrea Kolstad	Aug-12			
27	Lisa Stiele	Jul-13			
28	Julie Gesinger	Jul-15			
29	Monica Turner	Aug-14			
30	Tina Ackermann	Aug-14			
31	Rebecca Hoffman	Aug-14			
32	Amber Kester	Aug-14			
33	Tara Schroeder	Aug-14			
34	Nicole Kreuser	Sep-15			
35	Joe Kley	Sep-15			
36	Leah Hjelseth	Sep-15			
37	Heather Heuer	Aug-16			
38	Jennifer Daus	Aug-18			
39	Taylor Gort	Aug-19			
40	Sarah Thomason	Aug-19			
41	Kirsten Brown-Thor	Aug-20			
42	Taylor Gustafson	Aug-20			
43	Colin Halbach	Aug-20			
44	Ashley Williams	Aug-20			
45	Keegan Oak	Aug-20			
46	Lindsay Hanish	Aug-20			
47	Richard Larson	Jul-22			
48	Laura Kroells	Aug-22			
49	Paul Hallquist	Aug-21			
50	Sarah Schurmann	Aug-22			
51	Abbey Schwob	Aug-22			
52	Rachelle Jensen	Aug-23			
53	Grace Kosek	Aug-23			
54	Tony Kley	Aug-23			
55	Chris Hunt	Aug-23			
56	Allison Cruse	Aug-23			
57	Jeff Bishop	Aug-23			
58	Karina Niemczyk	Nov-23			
59	Jenna Schrupp	Aug-24			

60	Jessica Solberg	Aug- 24				
61	Sarah Beadling	Aug- 24				
62	Lauren Scherer	Aug- 24				
63	Charlie Gove	Aug- 24				
64	Jordan Mahrer	Aug- 24				
65	Benjamin (BJ) DeBoer	Aug- 24				
66	Eva Mark	Aug- 24				
67	Abigail (Ogren) Barlow	Aug-25				
68	Jaron Gross	Aug-25				
69	Tate Lilienthal	Aug-25				
70	Dane Schwirtz	Aug-25				
71	Calla Alfred	Aug-25				
72	Lily Vinkemeier	Aug-25				
73	Tori Herrboldt	Aug-25				
74	Cecily Fiedler	Aug-25				
75	Jamie Foltz	Aug-25				

Norwood-Young America School
 Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Pay/Void				Amount	
									Print	Recon	Void	Date		
GEN1	P60426	60647		Wire	1	2468	R2	MASTERCARD - HARRIS BANK		No	No	No	10/28/2025	6,308.13
GEN1	P60426	60648		Wire	1	4091		MASTERCARD - HARRIS BANK		No	No	No	10/28/2025	12,402.76
GEN1	P60426	60693		Direct Pymt	1	00572		MENARDS INC		Yes	Yes	No	10/29/2025	121.93
GEN1	P60426	60694		Direct Pymt	1	05234		MCGRAW-HILL SCHOOL EDUCATION HOI		Yes	Yes	No	10/29/2025	69.09
GEN1	P60426	60695		Direct Pymt	1	09658		J W PEPPER & SON INC		Yes	Yes	No	10/29/2025	3.00
GEN1	P60426	60696		Direct Pymt	1	1657		RATWIK, ROSZAK & MALONEY, P.A.		Yes	Yes	No	10/29/2025	715.00
GEN1	P60426	60697		Direct Pymt	1	2694		HECKERT, LISA		Yes	Yes	No	10/29/2025	14.48
GEN1	P60426	60698		Direct Pymt	1	3535		FOUR POINT 0 SCHOOL SERVICES		Yes	Yes	No	10/29/2025	110,075.38
GEN1	P60426	60699		Direct Pymt	1	5287		SOUTHWEST METRO INTERMEDIATE DIS		Yes	Yes	No	10/29/2025	4,755.11
GEN1	P60426	60700		Direct Pymt	1	6386	R1	THEMES & VARIATIONS		Yes	Yes	No	10/29/2025	200.00
GEN1	P60426	60701		Direct Pymt	1	6620		IDEAL ENERGIES SOLAR LEASING 2021 I		Yes	Yes	No	10/29/2025	466.44
GEN1	P60426	60702		Direct Pymt	1	6722		HEARTLAND BUSINESS SYSTEMS, LLC.		Yes	Yes	No	10/29/2025	4,074.13
GEN1	P60426	60703		Direct Pymt	1	6728		BLUUM OF MINNESOTA, LLC		Yes	Yes	No	10/29/2025	228.00
GEN1	P60426	60704		Direct Pymt	1	6768		NATIONAL INSURANCE SERVICES OF WI		Yes	Yes	No	10/29/2025	1,250.00
GEN1	P60426	60705		Direct Pymt	1	7492		PROCARE THERAPY		Yes	Yes	No	10/29/2025	2,761.57
GEN1	P60426	60706		Wire	1	00061		CITY OF NORWOOD YOUNG AMERICA		No	Yes	No	10/29/2025	2,253.44
GEN1	P60426	60707		Wire	1	01606		CENTERPOINT ENERGY		No	No	No	10/29/2025	5,228.07
GEN1	P60426	60708		Wire	1	09609		XCEL ENERGY		No	No	No	10/29/2025	21,219.96
GEN1	P60426	60709		Wire	1	2728		BREMER BANK, NA28		No	Yes	No	10/29/2025	118.00
GEN1	P60426	60710		Wire	1	2728		BREMER BANK, NA28		No	Yes	No	10/29/2025	64.00
GEN1	P60426	60711		Wire	1	6605		ELEYO		No	Yes	No	10/29/2025	3,029.60
GEN1	p60531	60712		Wire	1	04034		PERA		No	No	No	11/05/2025	8,233.43
GEN1	p60531	60713		Wire	1	04035		TEACHERS RETIREMENT ASSOC		No	No	No	11/05/2025	43,458.74
GEN1	p60531	60714		Wire	1	05255		DEPARTMENT OF THE TREASURY		No	No	No	11/05/2025	67,307.01
GEN1	p60531	60715		Wire	1	06027		COMMISSIONER OF REVENUE		No	No	No	11/05/2025	10,973.30
GEN1	p60531	60716		Wire	1	3785		EDUCATORS FINANCIAL SERVICES		No	No	No	11/05/2025	8,834.96
GEN1	p60531	60717		Wire	1	4070		MINNESOTA REVENUE		No	No	No	11/05/2025	207.53
GEN1	p60531	60718		Wire	1	6821		WEX Health Inc.		No	No	No	11/05/2025	1,111.63
GEN1	P40726	57160	42692	Check	1	5832		RAHJA, MARK		Yes	Yes	Yes	10/30/2025	(130.00)
GEN1		57302	42790	Check	1	6901		MITTELSTAEDT, MIKE		Yes	Yes	Yes	10/30/2025	(130.00)
GEN1	P41126	58026	43405	Check	1	7224		NEUBARTH, RYAN		Yes	Yes	Yes	10/30/2025	(90.00)
GEN1	P41126	58033	43428	Check	1	7231		TELLERS, MIKAYLA		Yes	Yes	Yes	10/30/2025	(90.00)
GEN1	P60426	60606	45371	Check	1	7477		MONTICELLO GIRLS BASKETBALL BOOS		Yes	Yes	Yes	10/23/2025	(350.00)
GEN1	P60426	60646	45400	Check	1	5893		CASH		Yes	Yes	No	10/27/2025	140.00
GEN1	P60426	60690	45401	Check	1	7490		ANDERSON, DON		Yes	No	No	10/29/2025	125.00
GEN1	P60426	60673	45402	Check	1	6461		BEHRENS, CHUCK		Yes	No	No	10/29/2025	160.00
GEN1	P60426	60668	45403	Check	1	5126		BLAKE, STEVE		Yes	No	No	10/29/2025	125.00
GEN1	P60426	60651	45404	Check	1	01698		CARVER COUNTY PARKS		Yes	No	No	10/29/2025	2,002.00
GEN1	P60426	60662	45405	Check	1	3213		CENTURYLINK		Yes	No	No	10/29/2025	139.43
GEN1	P60426	60658	45406	Check	1	2382		CITY OF COLOGNE		Yes	No	No	10/29/2025	62.60
GEN1	P60426	60682	45407	Check	1	7409		CRUSE, ALLISON		Yes	No	No	10/29/2025	770.96
GEN1	P60426	60660	45408	Check	1	2721		DASHIR MANAGEMENT SERVICES INC		Yes	No	No	10/29/2025	24,870.74
GEN1	P60426	60674	45409	Check	1	6515		ERICKSON, RICK		Yes	No	No	10/29/2025	185.00
GEN1	P60426	60664	45410	Check	1	3396		FORD, DAN		Yes	No	No	10/29/2025	330.00
GEN1	P60426	60654	45411	Check	1	1251		FREY SCIENTIFIC		Yes	No	No	10/29/2025	63.69
GEN1	P60426	60669	45412	Check	1	5248		GUGGISBERG, RICH		Yes	No	No	10/29/2025	185.00
GEN1	P60426	60679	45413	Check	1	7275		H&B SPECIALIZED PRODUCTS, INC.		Yes	No	No	10/29/2025	14,892.00
GEN1	P60426	60678	45414	Check	1	7274		HANSON, JEANNE		Yes	No	No	10/29/2025	140.00
GEN1	P60426	60684	45415	Check	1	7462		HEIMERL, CRAIG		Yes	No	No	10/29/2025	140.00
GEN1	P60426	60692	45416	Check	1	7493		HOUSTON PUBLIC SCHOOLS		Yes	No	No	10/29/2025	6,468.72
GEN1	P60426	60656	45417	Check	1	1984		IDE, GERALD		Yes	No	No	10/29/2025	60.00
GEN1	P60426	60655	45418	Check	1	1442		IMPERIAL DADE		Yes	No	No	10/29/2025	2,330.17
GEN1	P60426	60661	45419	Check	1	3009		KLIMA, MIKE		Yes	No	No	10/29/2025	110.00
GEN1	P60426	60677	45420	Check	1	7085		M & D SPORTS SERVICES		Yes	No	No	10/29/2025	232.00
GEN1	P60426	60688	45421	Check	1	7488		MAMA'S LITTLES		Yes	No	No	10/29/2025	135.00
GEN1	P60426	60665	45422	Check	1	4393		MATHESON TRI-GAS, INC.		Yes	No	No	10/29/2025	43.84
GEN1	P60426	60676	45423	Check	1	6950		MERRITT, GEDRIC		Yes	No	No	10/29/2025	125.00
GEN1	P60426	60683	45424	Check	1	7457		METRO SOUND & LIGHTING INC.		Yes	No	No	10/29/2025	5,452.96
GEN1	P60426	60689	45425	Check	1	7489		MINER, BERNIE		Yes	No	No	10/29/2025	125.00
GEN1	P60426	60657	45426	Check	1	1990		MONAHAN, JEFF		Yes	No	No	10/29/2025	330.00
GEN1	P60426	60670	45427	Check	1	5714		NORTHSIDE GRILL		Yes	No	No	10/29/2025	258.28
GEN1	P60426	60691	45428	Check	1	7491		PASCO, JEFF		Yes	No	No	10/29/2025	125.00
GEN1	P60426	60659	45429	Check	1	2636		PRO AUTO & TRANSM REPAIR, INC.		Yes	No	No	10/29/2025	2,727.27
GEN1	P60426	60649	45430	Check	1	00438		PRO-ED, INC.		Yes	No	No	10/29/2025	174.90
GEN1	P60426	60686	45431	Check	1	7486		REGION 1A		Yes	No	No	10/29/2025	2,700.00
GEN1	P60426	60667	45432	Check	1	4891		RIESGRAF, DAN		Yes	No	No	10/29/2025	185.00
GEN1	P60426	60680	45433	Check	1	7353		SCHOLASTIC, INC.		Yes	No	No	10/29/2025	1,556.27
GEN1	P60426	60681	45434	Check	1	7403		SOCIAL CLUB SIMPLE		Yes	No	No	10/29/2025	20.00
GEN1	P60426	60650	45435	Check	1	00673		SOUTH CENTRAL SERVICE COOP		Yes	No	No	10/29/2025	885.00
GEN1	P60426	60663	45436	Check	1	3272	1099A	THIEL, CHARLES A.		Yes	No	No	10/29/2025	192.00
GEN1	P60426	60671	45437	Check	1	6252		T-MOBILE		Yes	No	No	10/29/2025	100.00

Norwood-Young America School
 Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Pay/Void			Amount	
									Print	Recon	Void		Date
GEN1	P60426	60653	45438	Check	1	1157	UHL COMPANY		Yes	No	No	10/29/2025	1,299.75
GEN1	P60426	60685	45439	Check	1	7485	VICKERMAN COMPANY		Yes	No	No	10/29/2025	311.76
GEN1	P60426	60675	45440	Check	1	6913	WINONA STATE UNIVERSITY		Yes	No	No	10/29/2025	200.00
GEN1	P60426	60672	45441	Check	1	6332	WULF, KAREN		Yes	No	No	10/29/2025	427.46
GEN1	P60426	60687	45442	Check	1	7487	ZABEL, NIC		Yes	No	No	10/29/2025	185.00
GEN1	P60426	60666	45443	Check	1	4612	ZABEL, RUSS		Yes	No	No	10/29/2025	185.00
GEN1	P60426	60652	45444	Check	1	05220	ZION LUTHERAN SCHOOL		Yes	No	No	10/29/2025	140.94
GEN1	p60531	60719	45445	Check	1	06032	MINNESOTA SCHOOL EMP ASSOC		Yes	No	No	11/05/2025	712.96
GEN1		60721	45446	Check	1	7495	ELECTRONIC DESIGN COMPANY		Yes	No	No	11/06/2025	2,500.00
GEN1		60720	45447	Check	1	7049	GAG SHEET METAL, INC.		Yes	No	No	11/06/2025	97,040.28
Bank Total:												\$486,365.67	
Report Total:												\$486,365.67	

November 5-2025 PAYROLL

GROSS PAY	\$314,981.07
FEDERAL TAX	(22,007.07)
MN STATE TAX	(10,973.30)
OASDI	(18,356.80)
MEDICARE	(4,293.17)
PERA	(3,822.67)
TRA	(19,521.05)
ANNUITIES	(5,534.10)
FLEX	(18,804.05)
VOLUNTARIES	(5,287.25)
NET PAYROLL	<u><u>\$206,381.61</u></u>

November 20-2025 PAYROLL

GROSS PAY	\$318,213.24
FEDERAL TAX	(22,542.14)
MN STATE TAX	(11,257.14)
OASDI	(18,520.01)
MEDICARE	(4,342.87)
PERA	(3,558.80)
TRA	(20,220.11)
ANNUITIES	(5,534.10)
FLEX	(18,704.56)
VOLUNTARIES	(4,740.54)
NET PAYROLL	<u><u>\$208,792.97</u></u>

Norwood-Young America School
Expenditure / Revenue Guideline
Period Ending November 30, 2025

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

										26ADP						
										Annual Budget	Period 202605	Year To Date	% YTD	Encumbrances	% YTD + Enc	Remaining Balance
L	Fd	Org	Pro	Crs	Fin	O/S	Class	Sub	Description							
01	General Fund															
	005 District Wide															
	108 Admin Technology Services															
	000 General															
E 01	005	108	000	795	305		407	00	Tech Levy - Consulting Fees/c	25,000.00	0.00	2,466.05	10%	0.00	10%	22,533.95
E 01	005	108	000	795	405		407	00	Tech Levy - IC, Website	75,000.00	0.00	48,774.51	65%	0.00	65%	26,225.49
E 01	005	108	000	795	406		407	00	DW Tech Levy Instr'l Software	30,000.00	0.00	25,873.51	86%	0.00	86%	4,126.49
E 01	005	108	000	795	555		407	00	Tech Levy - Cap NonInst Tech	15,961.00	0.00	0.00	0%	0.00	0%	15,961.00
	000 General									145,961.00	0.00	77,114.07	53%	0.00	53%	68,846.93
	108 Admin Technology Services									145,961.00	0.00	77,114.07	53%	0.00	53%	68,846.93
	110 Business Support Services															
	000 General															
E 01	005	110	000	795	316		407	00	Serv Purch from other MN Joi	4,000.00	0.00	2,038.00	51%	0.00	51%	1,962.00
	000 General									4,000.00	0.00	2,038.00	51%	0.00	51%	1,962.00
	110 Business Support Services									4,000.00	0.00	2,038.00	51%	0.00	51%	1,962.00
	630 Instruction-Related Technology															
	000 General															
E 01	005	630	000	795	110		407	00	Technology Sal-Exec Mgr Pro	76,540.00	0.00	24,970.00	33%	3,121.25	37%	48,448.75
E 01	005	630	000	795	210		407	00	Technology FICA/Medicare	5,855.00	0.00	1,910.21	33%	238.78	37%	3,706.01
E 01	005	630	000	795	214		407	00	Technology PERA	5,740.00	0.00	1,872.72	33%	234.09	37%	3,633.19
E 01	005	630	000	795	220		407	00	Technology Health Insurance	18,117.00	0.00	6,039.12	33%	754.89	38%	11,322.99
E 01	005	630	000	795	230		407	00	Technology Life Insurance	39.00	0.00	14.97	38%	1.95	43%	22.08
E 01	005	630	000	795	235		407	00	Technology Dental Insurance	242.00	0.00	418.61	173%	52.07	194%	(228.68)
E 01	005	630	000	795	240		407	00	Technology Long Term Disabil	180.00	0.00	57.50	32%	7.33	36%	115.17
E 01	005	630	000	795	250		407	00	Technology Tax Sheltered Anr	3,000.00	0.00	958.34	32%	125.00	36%	1,916.66
E 01	005	630	000	795	251		407	00	Emplr Spsrd Health Reimburs	6,000.00	0.00	6,500.00	108%	0.00	108%	(500.00)
E 01	005	630	000	795	466		407	00	Instr'l Technology Devices	135,000.00	0.00	122,630.69	91%	0.00	91%	12,369.31
	000 General									250,713.00	0.00	165,372.16	66%	4,535.36	68%	80,805.48
	630 Instruction-Related Technology									250,713.00	0.00	165,372.16	66%	4,535.36	68%	80,805.48
	950 Transfers															
	000 General															
E 01	005	950	000	795	910		407	00	Perm Trsf Disb	156,792.00	0.00	0.00	0%	0.00	0%	156,792.00
	000 General									156,792.00	0.00	0.00	0%	0.00	0%	156,792.00
	950 Transfers									156,792.00	0.00	0.00	0%	0.00	0%	156,792.00
	005 District Wide									557,466.00	0.00	244,524.23	44%	4,535.36	45%	308,406.41
	300 Secondary Svcs															
	211 Secdy Ed General															
	000 General															
E 01	300	211	000	795	406		407	00	HS Tech Levy Instr'l Software	0.00	0.00	16,283.20	0%	0.00	0%	(16,283.20)
	000 General									0.00	0.00	16,283.20	0%	0.00	0%	(16,283.20)
	211 Secdy Ed General									0.00	0.00	16,283.20	0%	0.00	0%	(16,283.20)
	300 Secondary Svcs									0.00	0.00	16,283.20	0%	0.00	0%	(16,283.20)
01	General Fund									557,466.00	0.00	260,807.43	47%	4,535.36	48%	292,123.21
	Report Totals:									557,466.00	0.00	260,807.43	47%	4,535.36	48%	292,123.21

**Norwood-Young America School
Expenditure / Revenue Guideline
Period Ending November 30, 2025**

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

											26ADP			% YTD	Remaining			
L	Fd	Org	Pro	Crs	Fin	O/S	Class	Sub	Description	Annual Budget	Period 202605	Year To Date	% YTD	Encumbrances	+ Enc	Balance		
01	General Fund																	
	005 District Wide																	
	640 Staff&development																	
	600 Staff Develop/Tchr Train-Levy																	
E 01	005	640	600	000	185	462	600		DW St Dev Levy Salary - Othe	20,000.00	0.00	11,242.82	56%	0.00	56%	8,757.18		
E 01	005	640	600	000	186	462	600		Other Salary Pymnts(Non-Lic/	1,000.00	0.00	0.00	0%	0.00	0%	1,000.00		
E 01	005	640	600	000	210	462	600		DW St Dev Levy FICA/Medica	2,000.00	0.00	860.11	43%	0.00	43%	1,139.89		
E 01	005	640	600	000	218	462	600		DW St Dev Levy TRA	2,000.00	0.00	1,089.43	54%	0.00	54%	910.57		
E 01	005	640	600	000	305	462	600		DW St Dev Levy Consulting F	30,000.00	0.00	11,839.00	39%	1,897.50	46%	16,263.50		
E 01	005	640	600	000	366	462	600		DW St Dev Levy Travel, Conv	10,000.00	0.00	5,602.53	56%	0.00	56%	4,397.47		
E 01	005	640	600	000	401	462	600		Staff Dev Levy - General Supp	3,000.00	0.00	219.66	7%	0.00	7%	2,780.34		
	600 Staff Develop/Tchr Train-Levy										68,000.00	0.00	30,853.55	45%	1,897.50	48%	35,248.95	
	640 Staff&development										68,000.00	0.00	30,853.55	45%	1,897.50	48%	35,248.95	
	005 District Wide										68,000.00	0.00	30,853.55	45%	1,897.50	48%	35,248.95	
	100 Elementary Services																	
	640 Staff&development																	
	600 Staff Develop/Tchr Train-Levy																	
E 01	100	640	600	000	185	462	600		SD/Teacher Trng Salary - Oth	0.00	0.00	2,209.28	0%	0.00	0%	(2,209.28)		
E 01	100	640	600	000	210	462	600		FICA/Medicare	0.00	0.00	169.00	0%	0.00	0%	(169.00)		
E 01	100	640	600	000	218	462	600		TRA	0.00	0.00	216.72	0%	0.00	0%	(216.72)		
	600 Staff Develop/Tchr Train-Levy										0.00	0.00	2,595.00	0%	0.00	0%	(2,595.00)	
	640 Staff&development										0.00	0.00	2,595.00	0%	0.00	0%	(2,595.00)	
	100 Elementary Services										0.00	0.00	2,595.00	0%	0.00	0%	(2,595.00)	
	200 Middle School																	
	640 Staff&development																	
	600 Staff Develop/Tchr Train-Levy																	
E 01	200	640	600	000	185	462	600		SD/Teacher Trng Salary - Oth	0.00	0.00	552.32	0%	0.00	0%	(552.32)		
E 01	200	640	600	000	210	462	600		FICA/Medicare	0.00	0.00	42.25	0%	0.00	0%	(42.25)		
E 01	200	640	600	000	218	462	600		TRA	0.00	0.00	54.18	0%	0.00	0%	(54.18)		
	600 Staff Develop/Tchr Train-Levy										0.00	0.00	648.75	0%	0.00	0%	(648.75)	
	640 Staff&development										0.00	0.00	648.75	0%	0.00	0%	(648.75)	
	200 Middle School										0.00	0.00	648.75	0%	0.00	0%	(648.75)	
	300 Secondary Svcs																	
	640 Staff&development																	
	600 Staff Develop/Tchr Train-Levy																	
E 01	300	640	600	000	185	462	600		SD/Teacher Trng Salary - Oth	0.00	0.00	552.32	0%	0.00	0%	(552.32)		
E 01	300	640	600	000	210	462	600		FICA/Medicare	0.00	0.00	42.26	0%	0.00	0%	(42.26)		
E 01	300	640	600	000	218	462	600		TRA	0.00	0.00	54.18	0%	0.00	0%	(54.18)		
	600 Staff Develop/Tchr Train-Levy										0.00	0.00	648.76	0%	0.00	0%	(648.76)	
	640 Staff&development										0.00	0.00	648.76	0%	0.00	0%	(648.76)	
	300 Secondary Svcs										0.00	0.00	648.76	0%	0.00	0%	(648.76)	
01	General Fund										68,000.00	0.00	34,746.06	51%	1,897.50	54%	31,356.44	
	Report Totals:										68,000.00	0.00	34,746.06	51%	1,897.50	54%	31,356.44	

Norwood-Young America School
Expenditure / Revenue Guideline
Period Ending November 30, 2025

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

											26ADP			% YTD	Remaining			
L	Fd	Org	Pro	Crs	Fin	O/S	Class	Sub	Description	Annual Budget	Period 202605	Year To Date	% YTD	Encumbrances	+ Enc	Balance		
01	General Fund																	
	005 District Wide																	
	610 Curriculum Develop																	
	610 Curriculum- Levy Initiative																	
E	01	005	610	610	000	143	462	610	Licensed Instructional Suppor	33,000.00	0.00	5,726.00	17%	1,313.70	21%	25,960.30		
E	01	005	610	610	000	210	462	610	FICA/Medicare	2,706.00	0.00	385.29	14%	87.40	17%	2,233.31		
E	01	005	610	610	000	218	462	610	TRA	3,236.00	0.00	561.71	17%	128.88	21%	2,545.41		
E	01	005	610	610	000	220	462	610	Health Insurance	4,620.00	0.00	478.32	10%	119.58	13%	4,022.10		
E	01	005	610	610	000	230	462	610	Life Insurance	14.00	0.00	2.28	16%	0.57	20%	11.15		
E	01	005	610	610	000	235	462	610	Dental Insurance	85.00	0.00	14.13	17%	3.53	21%	67.34		
E	01	005	610	610	000	240	462	610	Long Term Disability	77.00	0.00	12.68	16%	3.21	21%	61.11		
E	01	005	610	610	000	250	462	610	Tax Sheltered Annuities	262.00	0.00	43.76	17%	10.94	21%	207.30		
E	01	005	610	610	000	406	462	610	Instr'l Software Lic.Agreement	40,000.00	0.00	32,119.92	80%	0.00	80%	7,880.08		
E	01	005	610	610	000	430	462	610	Curriculum levy Instructional	30,000.00	0.00	19,655.88	66%	596.83	68%	9,747.29		
E	01	005	610	610	000	460	462	610	Curriculum Levy Textbooks/W	42,000.00	0.00	3,171.90	8%	0.00	8%	38,828.10		
	610 Curriculum- Levy Initiative										156,000.00	0.00	62,171.87	40%	2,264.64	41%	91,563.49	
	610 Curriculum Develop										156,000.00	0.00	62,171.87	40%	2,264.64	41%	91,563.49	
	005 District Wide										156,000.00	0.00	62,171.87	40%	2,264.64	41%	91,563.49	
01	General Fund										156,000.00	0.00	62,171.87	40%	2,264.64	41%	91,563.49	
	Report Totals:										156,000.00	0.00	62,171.87	40%	2,264.64	41%	91,563.49	

ISD No. 108 Central Public Schools

Audit Presentation



The Audit

Independent Auditor's Report

- ◆ Independent Auditor's Report - Unmodified opinion
- ◆ Government Auditing Standards Report - Lack of Segregation of Accounting Duties
- ◆ Minnesota Legal Compliance - No findings reported
- ◆ Communications Letter - Required Communication, Financial Analysis, Legislative Update and Emerging Issues

Financial Communications

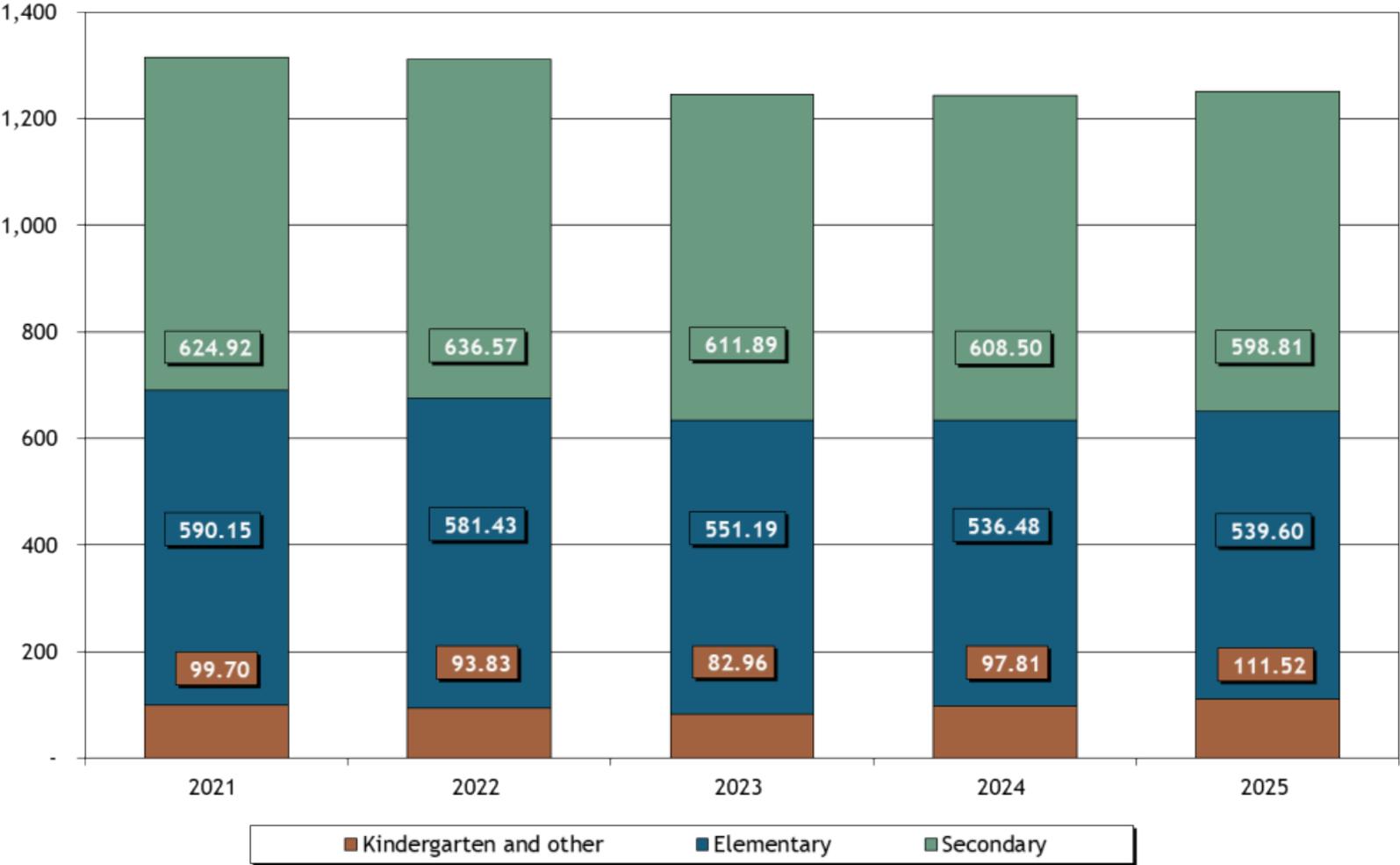
General Education Aid – Formula Allowance

Year	General Education Aid Formula Allowance	
	Amount	Percent Increase
2016	\$ 5,948	2.0%
2017	6,067	2.0%
2018	6,188	2.0%
2019	6,312	2.0%
2020	6,438	2.0%
2021	6,567	2.0%
2022	6,728	2.5%
2023	6,863	2.0%
2024	7,138	4.0%
2025	7,281	2.0%
2026	7,481	2.7%

Average Daily Membership and Pupil Units - Resident ADM

Resident ADM	2021	2022	2023	2024	2025
Kindergarten and other	99.70	93.83	82.96	97.81	111.52
Elementary	590.15	581.43	551.19	536.48	539.60
Secondary	624.92	636.57	611.89	608.50	598.81
Total Resident ADM	1,314.77	1,311.83	1,246.04	1,242.79	1,249.93

Average Daily Membership and Pupil Units - Resident Students ADM

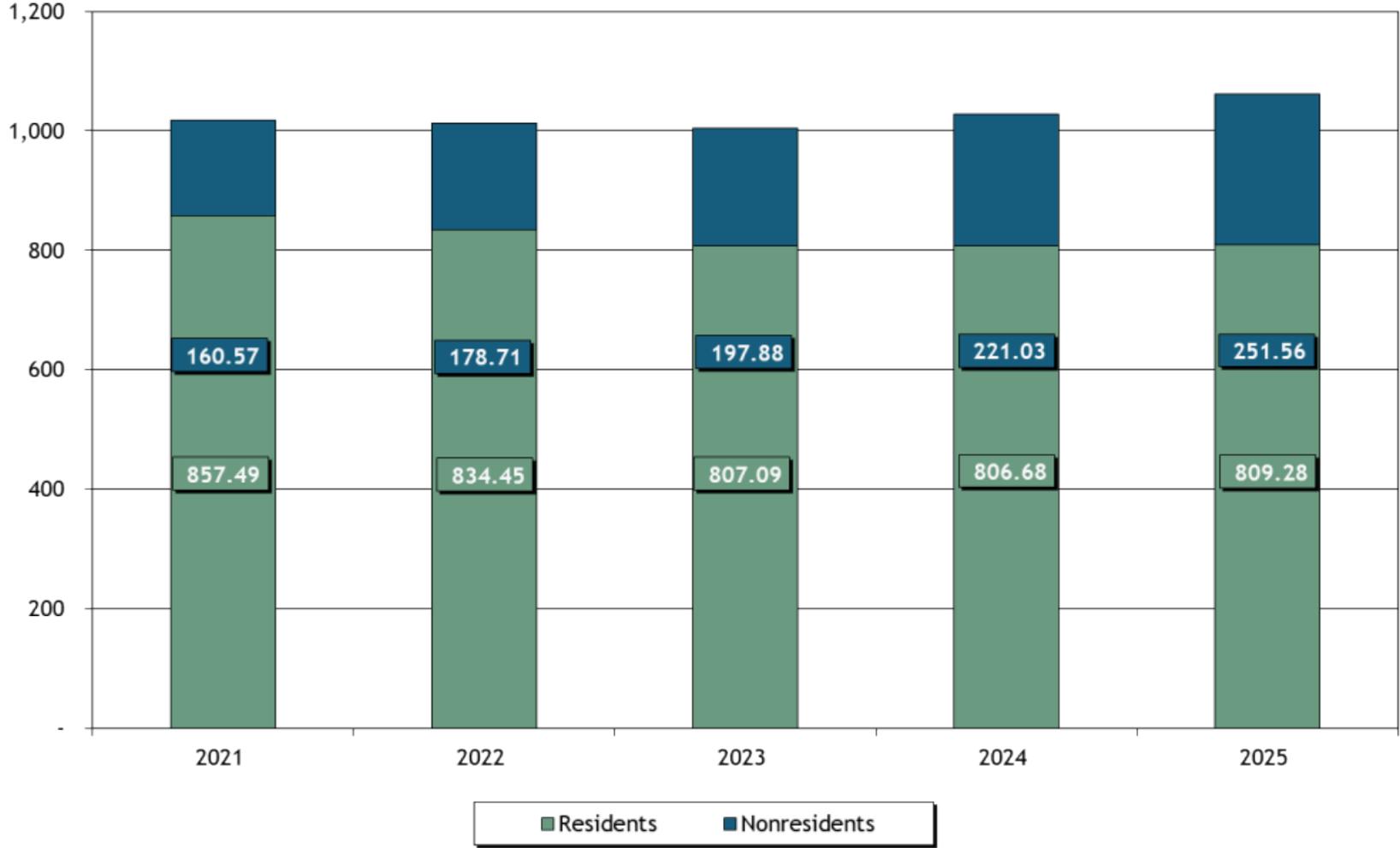


Average Daily Membership and Pupil Units - Weighting & Adjusted PUN

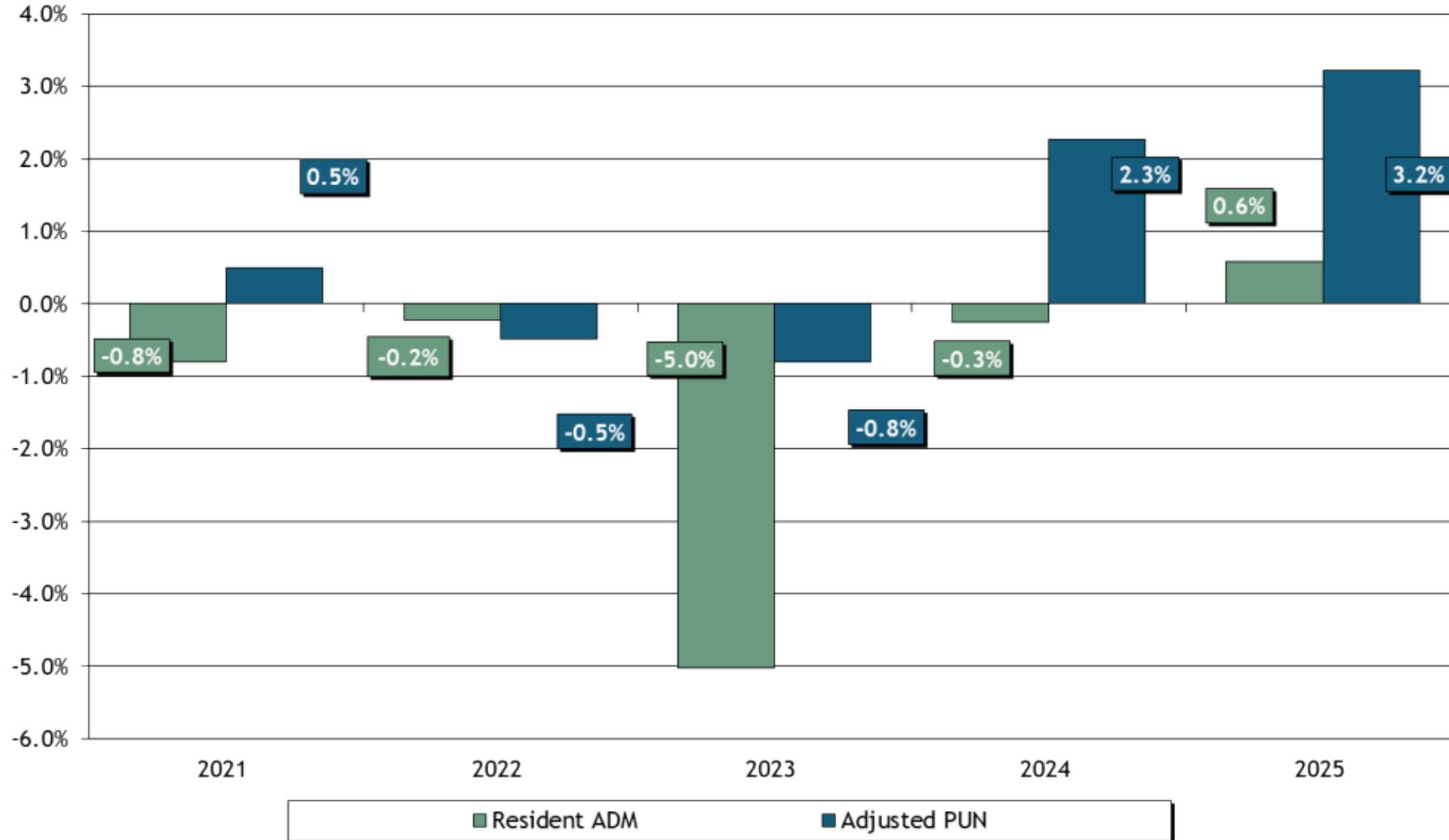
Pupil Units Weighting	Pre- Kindergarten	Handicapped Kindergarten	Kindergarten	Elementary Grades 1-3	Elementary Grades 4-6	Secondary
Fiscal Years 2021-2025	1.000	1.000	1.000	1.000	1.000	1.200

	2021	2022	2023	2024	2025
Residents	1,439.77	1,439.14	1,368.42	1,364.50	1,369.71
Residents going elsewhere	(582.28)	(604.69)	(561.33)	(557.82)	(560.43)
Nonresidents coming in	160.57	178.71	197.88	221.03	251.56
Total Adjusted PUN	1,018.06	1,013.16	1,004.97	1,027.71	1,060.84

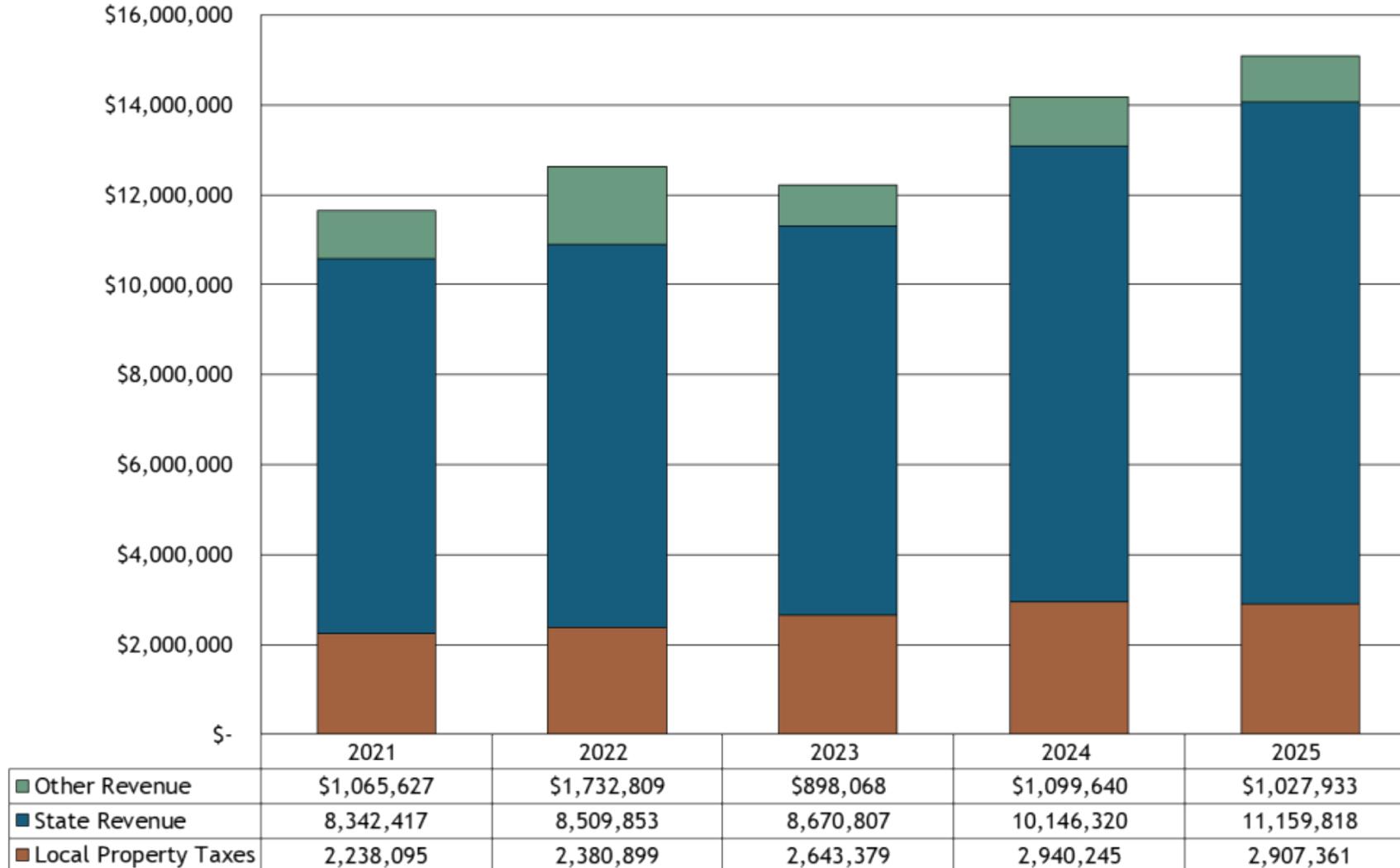
Average Daily Membership and Pupil Units - Students Served - PUN



Change in Resident ADM and Adjusted PUN



General Fund Sources of Revenue

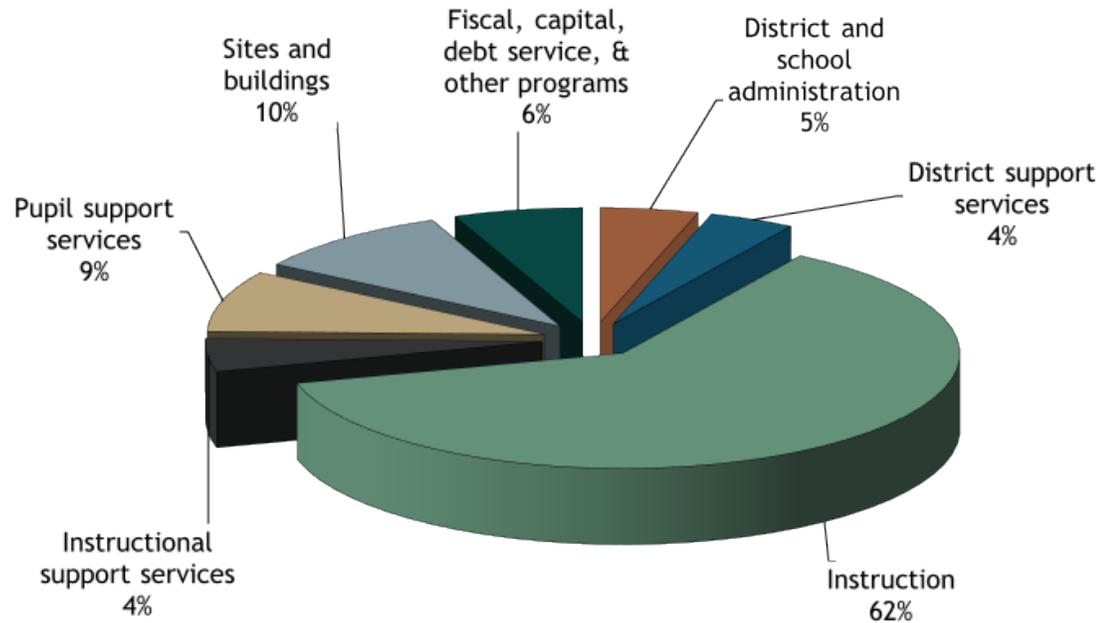


General Fund Budget and Actual

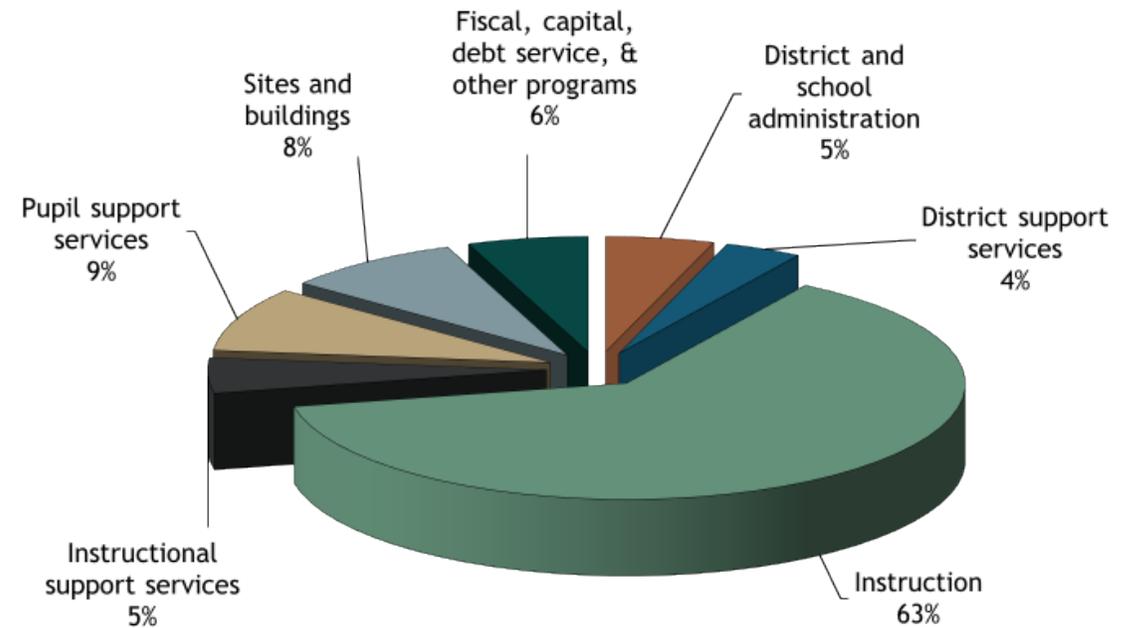
	Budgeted Amounts		Actual Amounts	Variance with Final Budget - Over (Under)
	Original	Final		
Revenues				
Local property taxes	\$ 2,887,606	\$ 2,861,580	\$ 2,907,361	\$ 45,781
Other local and county revenues	285,250	388,974	566,878	177,904
Revenue from state sources	9,937,050	10,256,921	11,159,818	902,897
Revenue from federal sources	366,000	418,344	461,055	42,711
Total revenues	<u>13,475,906</u>	<u>13,925,819</u>	<u>15,095,112</u>	<u>1,169,293</u>
Expenditures				
Administration	669,483	688,596	664,324	(24,272)
District support services	618,570	656,832	582,076	(74,756)
Regular instruction	5,554,653	5,748,163	5,829,438	81,275
Vocational education instruction	196,551	215,451	235,164	19,713
Special education instruction	2,308,575	2,422,170	2,667,226	245,056
Instructional support services	671,115	719,325	652,522	(66,803)
Pupil support services	1,331,058	1,275,624	1,219,863	(55,761)
Sites and buildings	1,443,540	1,429,437	1,372,460	(56,977)
Fiscal and other fixed cost programs	136,000	131,000	97,085	(33,915)
Capital outlay	135,000	590,000	699,875	109,875
Debt service	83,820	45,000	77,631	32,631
Total expenditures	<u>13,148,365</u>	<u>13,921,598</u>	<u>14,097,664</u>	<u>176,066</u>
Excess of revenues over (under) expenditures	<u>327,541</u>	<u>4,221</u>	<u>997,448</u>	<u>993,227</u>
Other Financing Sources (Uses)				
Lease issuance	-	-	214,939	214,939
Transfers Out	(223,689)	(223,689)	(23,201)	200,488
Net Change in Fund Balances	<u>\$ 103,852</u>	<u>\$ (219,468)</u>	<u>\$ 974,247</u>	<u>\$ 1,193,715</u>

General Fund Expenditures

2025 General Fund Expenditure Allocation



2024 General Fund Expenditure Allocation

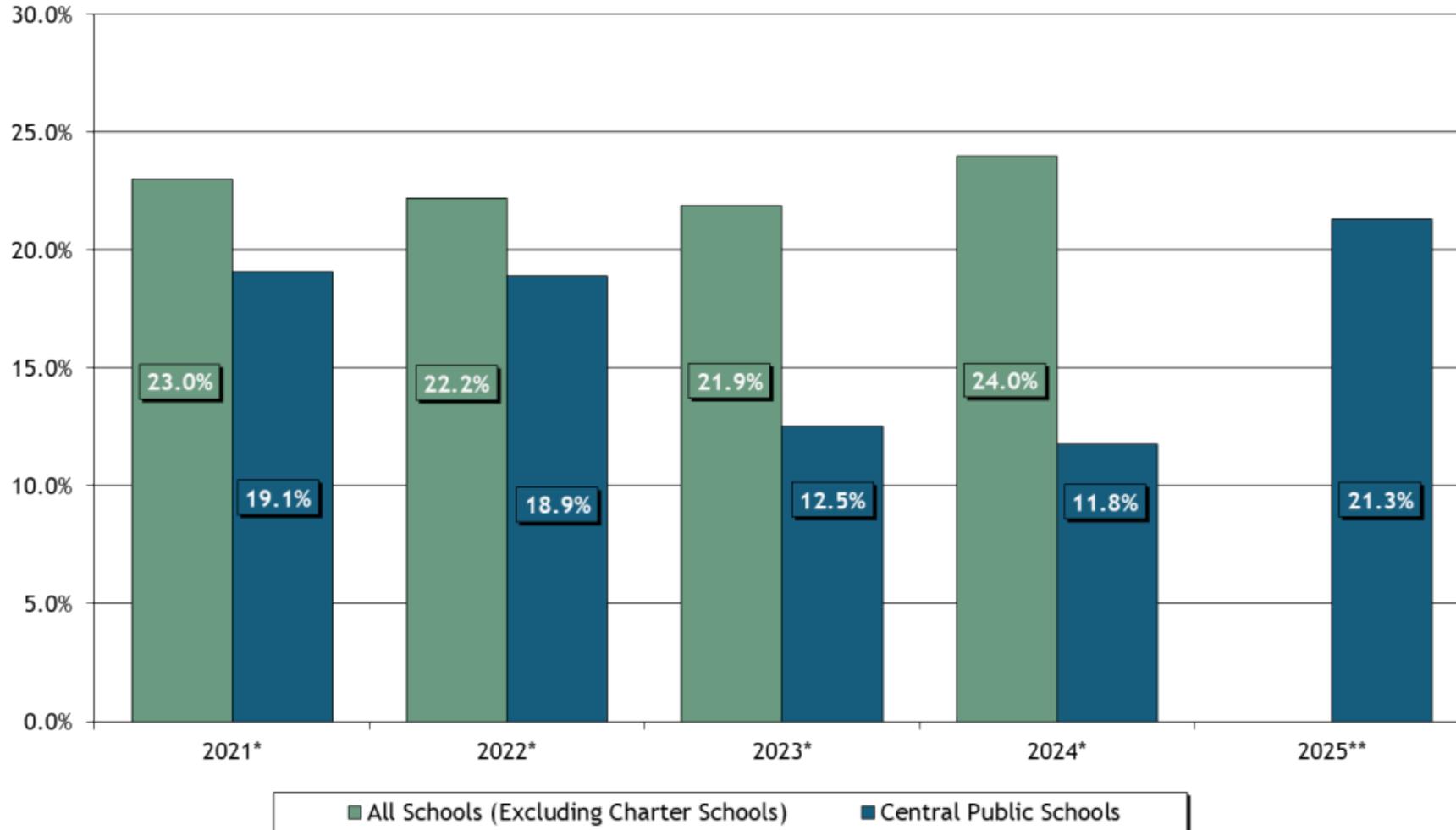


General Fund Operations

Year Ended June 30,	2021	2022	2023	2024	2025
Revenues	\$ 11,646,139	\$ 12,623,561	\$ 12,212,254	\$ 14,186,205	\$ 15,095,112
Expenditures	11,270,964	12,366,777	12,745,071	13,770,501	14,097,664
Excess of revenues over (under) expenditures	375,175	256,784	(532,817)	415,704	997,448
Add lease issuance	-	-	-	-	214,939
Less transfers out	-	-	-	(76,858)	(238,140)
Fund balance, July 1	2,139,331	2,514,506	2,771,290	2,238,473	2,577,319
Fund Balance, June 30	\$ 2,514,506	\$ 2,771,290	\$ 2,238,473	\$ 2,577,319	\$ 3,551,566
Nonspendable for					
Prepays	\$ 65,776	\$ 55,979	\$ 14,007	\$ 43,766	\$ 25,419
Restricted/reserved for					
Student Activities	109,590	103,059	81,865	65,973	70,788
Scholarships	33,584	31,777	31,492	31,211	29,491
Capital Projects Levy	77,282	95,954	221,264	168,786	102,381
Basic Skills	-	-	-	216,903	284,459
Operating Capital	113,666	61,353	2,027	116,172	141,996
Basic Skills Extended Time	-	43,341	77,220	-	-
Safe schools	-	-	-	2,334	10,177
Teacher Compound Read Act	-	-	-	-	16,559
Literacy Aid	-	-	-	-	37,663
Long Term Facilities Maintenance	220,739	295,600	301,495	492,371	209,910
Medical Assistance	63,891	109,326	135,225	65,822	142,356
Assigned	607,182	624,624	417,589	387,077	998,161
Unassigned	1,222,796	1,350,277	956,289	986,904	1,482,206
Fund Balance, June 30	\$ 2,514,506	\$ 2,771,290	\$ 2,238,473	\$ 2,577,319	\$ 3,551,566

General Fund Financial Health

Unrestricted Fund Balance as a Percentage of Unrestricted Expenditures



Revenues Per Student

Independent School District No. 108*	2021	2022	2023	2024	2025
General Fund	\$ 12,565	\$ 13,609	\$ 13,194	\$ 14,917	\$ 15,157
Food Service Fund	466	712	619	751	754
Community Service Fund	837	951	1,075	977	1,131
Building Construction Fund	-	(390)	1,109	1,578	208
Debt Service Fund	1,071	1,053	1,900	3,056	3,171
Total Revenues Per Student	\$ 14,939	\$ 15,935	\$ 17,897	\$ 21,279	\$ 20,421

State Average*	2021	2022	2023	2024	2025
General Fund	\$ 14,612	\$ 15,166	\$ 15,727	\$ 17,187	N/A
Food Service Fund	569	791	667	836	N/A
Community Service Fund	571	685	745	781	N/A
Building Construction Fund	82	35	104	173	N/A
Debt Service Fund	1,466	1,447	1,456	1,591	N/A
Total Revenues Per Student	\$ 17,300	\$ 18,124	\$ 18,699	\$ 20,568	N/A

Districts with 500 to 999 ADM Served*	2021	2022	2023	2024	2025
General Fund	\$ 14,113	\$ 14,598	\$ 16,398	\$ 16,180	N/A
Food Service Fund	623	856	680	910	N/A
Community Service Fund	364	428	521	463	N/A
Building Construction Fund	106	106	103	297	N/A
Debt Service Fund	1,189	1,204	1,070	1,566	N/A
Total Revenues Per Student	\$ 16,395	\$ 17,192	\$ 18,772	\$ 19,416	N/A

Expenditures Per Student

Independent School District No. 108*	2021	2022	2023	2024	2025
General Fund	\$ 12,159	\$ 13,331	\$ 13,772	\$ 14,479	\$ 14,155
Food Service Fund	441	583	718	755	746
Community Service Fund	813	1,028	1,172	1,153	994
Building Construction Fund	-	3,987	19,497	28,727	3,197
Debt Service Funds	1,073	1,068	2,335	2,674	3,457
Total Expenditures Per Student	\$ 14,486	\$ 19,997	\$ 37,494	\$ 47,788	\$ 22,550

State Average*	2021	2022	2023	2024	2025
General Fund	\$ 14,167	\$ 15,010	\$ 15,730	\$ 16,649	N/A
Food Service Fund	529	666	702	801	N/A
Community Service Fund	571	646	715	765	N/A
Building Construction Fund	2,008	1,773	1,513	1,657	N/A
Debt Service Funds	1,522	1,531	1,499	1,652	N/A
Total Expenditures Per Student	\$ 18,797	\$ 19,626	\$ 20,159	\$ 21,524	N/A

Districts with 500 to 999 ADM Served*	2021	2022	2023	2024	2025
General Fund	\$ 13,295	\$ 14,015	\$ 14,577	\$ 15,318	N/A
Food Service Fund	615	769	810	900	N/A
Community Service Fund	477	539	599	616	N/A
Building Construction Fund	3,602	2,787	2,437	3,256	N/A
Debt Service Funds	1,737	2,097	1,725	2,200	N/A
Total Expenditures Per Student	\$ 19,726	\$ 20,207	\$ 20,148	\$ 22,290	N/A

Food Service Fund

Year Ended June 30,	2021	2022	2023	2024	2025
Revenues	\$ 429,806	\$ 658,692	\$ 570,845	\$ 712,041	\$ 751,015
Expenditures	407,380	538,953	662,448	715,733	742,526
Excess of revenues over (under) expenditures	22,426	119,739	(91,603)	(3,692)	8,489
Other financing sources	-	-	-	-	16,540
Fund balance, July 1	105,741	128,167	247,906	156,303	152,611
Fund Balance, June 30	\$ 128,167	\$ 247,906	\$ 156,303	\$ 152,611	\$ 177,640

Community Service Fund

Year Ended June 30,	2021	2022	2023	2024	2025
Revenues	\$ 772,202	\$ 879,859	\$ 992,485	\$ 926,831	\$ 1,126,587
Expenditures	750,670	950,826	1,081,440	1,093,892	990,054
Excess of revenues over (under) expenditures	21,532	(70,967)	(88,955)	(167,061)	136,533
Fund balance, July 1	311,308	332,840	261,873	172,918	5,857
Fund Balance, June 30	\$ 332,840	\$ 261,873	\$ 172,918	\$ 5,857	\$ 142,390

Auditor



Andrew Grice

AUDIT SHAREHOLDER

952-563-6862

ANDY.GRICE@CREATIVEPLANNING.COM

Thank You



This commentary is provided for general information purposes only, should not be construed as investment, tax or legal advice, and does not constitute an attorney/client relationship. Past performance of any market results is no assurance of future performance. The information contained herein has been obtained from sources deemed reliable but is not guaranteed.

Student Support Services Update November 2025



Back to School Supply Drive

Supported By

- [Love INC](#)
- St. John's organized the event
- Approximately 60 students received school supplies for the 25-26 school year



Weekend Backpack Program

Supported by:

- The NYA Food Shelf
- \$500 Grant (MN Valley Electric Trust/Operation Round Up) which helps supplement food as needed

- Ms. Beadling packs the bags and distributes on Friday
- 2023-2024
 - 4 families= 7 students
- 2024-2025
 - 8 Families= 15 students
- 2025-206
 - 6 families= 13 students



Season of Thanks 2025

- We have 21 families (45 students) this year for our Season of Thanks.
- Donations comes from area organizations to help purchase the meals
- Mackenthun's provides the meal with a 15% discount
 - Families will enjoy turkey, mashed potatoes, stuffing, gravy, sweet potatoes, green beans and a fresh baked pie
- Admin team and counselors deliver the meals to families.



Season of Giving 2025

- This year we are helping 23 families.
- Shopping/Donations thanks to the following:
 - Teachers/Staff
 - Raider Time classrooms
 - School Groups (including FFA and NHS)
 - Multiple community members
- With this generosity, we are able to fulfill 162 tags for 54 kids.



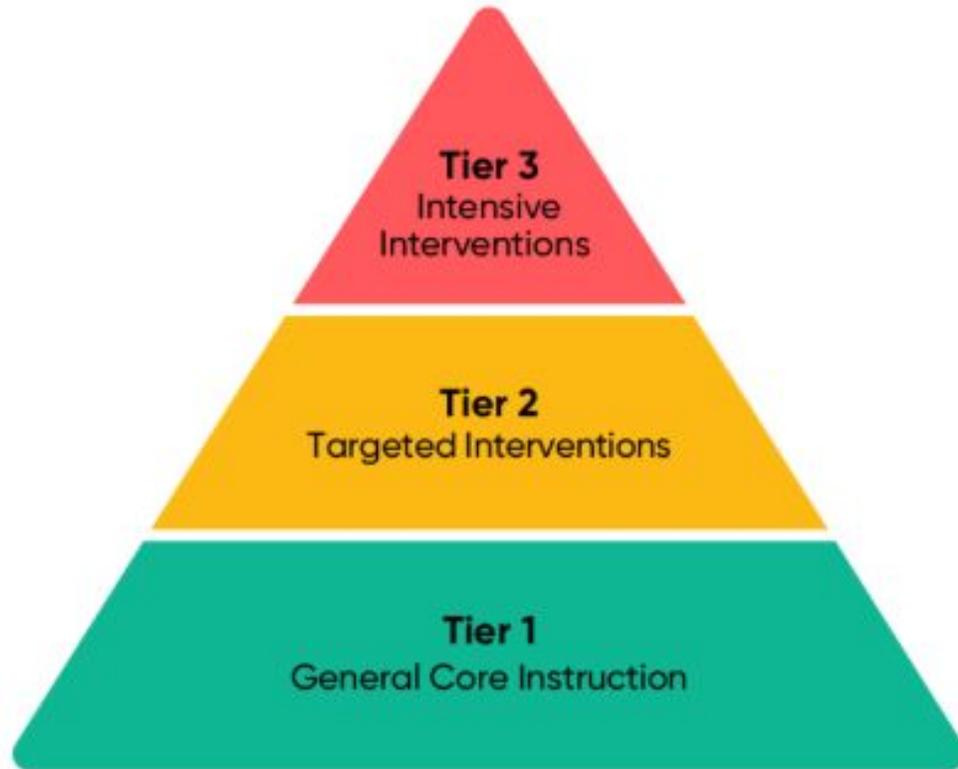
Structured Literacy Training

- All Paraeducators (***general education and special education***) receiving the training
 - *Starting in the 2026-27 school year, a paraprofessional or other unlicensed person, including a volunteer, must complete evidence-based training developed under the READ Act and offered at no cost through the regional literacy networks as required by Minnesota Statutes 2024, section 120B.124, subdivision 4.*
- Leah Hjelseth, school psychologist, instructing the training
 - Provided on early release days (4 days) lasting 2 hours per training
- Session Framework
 - Session 1: Structured Literacy Theoretical Frameworks
 - Session 2: Phonemic Awareness
 - Session 3: Phonics
 - Session 4: Vocabulary and Comprehension

Multi-Tiered Systems of Support Steps

- *Step 1:* The MTSS team discusses and reviews student data of those that indicate needing a higher level of support.
- *Step 2:* Interventions are developed, and then discussed with interventionist or teachers to implement.
- *Step 3:* Intervention is implemented for 6 weeks with a follow-up meeting to review the intervention data and develop the next steps.

Multi-Tiered Systems of Support Data



Elementary:

Title I: 45

Reading Corps: 40

Social/Emotional: 85

Secondary:

MS Reading: 48

HS Reading: 24

MS Math: 42

HS Math: 11 (math elective)

MS Social/Emotional: 6

Executive Function: 20

ASHA Convention 2025: Gestures in Children

Introduction

Gestures are integral to the development of communication in childhood.

Typically developing children begin to use referential gestures (those that are **semantically** related to spoken language), from the age of 9 months (Rohlfing et al., 2017).

- Deictic gestures between 9 and 12 months
- Iconic gestures after 12

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Aims, Research Questions, and Hypotheses

The current study aimed to understand the use of non-referential gestures in Canadian-English speaking typically developing children, who were divided into two groups of younger (5.0-6.11 yrs) and older (7.0-8.11 yrs) children.

- Referential gestures were documented in order to compare the patterns of use between the gesture

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Method

Spoken language analysis

Audio recordings were transcribed using PRAAT (Boersma & Weenink, 2022) software.

The spoken output was transcribed as:

- Utterances and words, using speech waveforms, auditory cues and spectrographic information.
- Words were labeled as either **content** (nouns, verbs, adjectives) or **function** words (fillers or connectors such as "and" or "the").

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Conclusions & Future Directions

Typically developing Canadian-English speaking children between the ages of 5 and 9 engaged in a story re-telling task demonstrated the following patterns:

- Most children produced beats with well-defined stroke phases.
- Older children demonstrated a larger preference to use beats.

OPEN

Select References

Mathew, M., Yuen, I., & Demuth, K. (2018). Talking to the beat: Six-year-olds' use of strokedefined non-referential gestures. *First Language*, 38(2), 111–128. <https://doi.org/10.1177/0142723717734949>

McNeill, D. (1992). *Hand and mind: What gestures reveal about thought*. University of Chicago Press.

McNeill, D. (2005). *Gesture and Thought*. Chicago: University of

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Results and Discussion

1. Gesture use in Canadian-English speaking children.

- Among the 18 children, 14 produced beats (69.26%) with well-defined stroke phases. All produced referential (30.74%) gestures.

- Pattern differs from previous studies (e.g. Mathew et al., 2018).
- Older children (7.0-8.11 yrs) produced more beats than younger children (5.0-6.11 yrs). See Figure 1.
- However, when controlled for measure of spoken output, the rate of occurrence (per utterance) of non-referential gestures was higher in the younger age group (see Figure 2.).

■ Referential Gestures ■ Non-Referential Gestures

■ Referential Gestures ■ Non-Referential Gestures

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Acknowledgements

We would like to thank the following people for their roles in this study:

- Children and parents from the Brandon School Division, who participated in the study.
- Brandon School Division Board of Trustees, who approved the study and helped with data collection.
- Undergraduate, graduate,

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NARRATION

TRANSCRIPT

AUTHOR INFORMATION & DISCLOSURES

ABOUT

REFERENCES

CONTACT AUTHOR

GET IPOSTER

Questions



2026-27 CALENDAR

JULY 2026						
S	M	T	W	TH	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

AUGUST 2026						
S	M	T	W	TH	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

SEPTEMBER 2026						
S	M	T	W	TH	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

OCTOBER 2026						
S	M	T	W	TH	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

NOVEMBER 2026						
S	M	T	W	TH	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

DECEMBER 2026						
S	M	T	W	TH	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

JANUARY 2027						
S	M	T	W	TH	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

FEBRUARY 2027						
S	M	T	W	TH	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

MARCH 2027						
S	M	T	W	TH	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

APRIL 2027						
S	M	T	W	TH	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

MAY 2027						
S	M	T	W	TH	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

JUNE 2027						
S	M	T	W	TH	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

AUG. 27
New Teacher Workshop

AUG. 31-SEPT. 3
Teacher Workshop

SEPT. 2
Open House 6-12

SEPT. 2-3
Transition Day E-5 (Conferences and open house individualized by appointment)

SEPT. 7
No School (Labor Day)

SEPT. 8
Transition Day for Grades 6 & 9; Bus provided

SEPT. 9
K-12 First Day of School

SEPT. 14
Pre-K First Day of School

OCT. 15-16
No School (Fall Recess)

NOV. 6
End of 1st Qtr.; Early Release

NOV. 9
No School; Staff Dev.

NOV. 9 & 12
Secondary Conferences

NOV. 25-27
No School (Thanksgiving Break); Teacher Comp.

DEC. 24-JAN. 3
No School (Winter Break)

JAN. 4
School Resumes

JAN. 18
No School; Staff Dev.

JAN. 22
End of 2nd Qtr.; Early Release

FEB. 15
No School

MARCH 10 & 12
Elementary Conferences

MARCH 19
End of 3rd Qtr.; Early Release

MARCH 22-26
No School (Spring Break)

MARCH 29
No School; Staff Dev.

APRIL 23
No School

MAY 28
Last Day of School; Half Day (students released after lunch); Graduation

SNOW DAY PROCEDURE

On the first snow/cold weather day, class will be cancelled and the following 5 snow/cold weather days will be "e-learning days"



- No School
- Early Release
- Conferences
- No School; Staff Dev.
- Staff Work Day

	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	TOTAL
STUDENTS	42	43	40	42	167
TEACHERS	46	45	41	44	176

2027-28 CALENDAR

JULY 2027						
S	M	T	W	TH	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

AUGUST 2027						
S	M	T	W	TH	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

SEPTEMBER 2027						
S	M	T	W	TH	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

OCTOBER 2027						
S	M	T	W	TH	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

NOVEMBER 2027						
S	M	T	W	TH	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

DECEMBER 2027						
S	M	T	W	TH	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

JANUARY 2028						
S	M	T	W	TH	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

FEBRUARY 2028						
S	M	T	W	TH	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29				

MARCH 2028						
S	M	T	W	TH	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

APRIL 2028						
S	M	T	W	TH	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

MAY 2028						
S	M	T	W	TH	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JUNE 2028						
S	M	T	W	TH	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

AUG. 27
New Teacher Workshop

AUG. 31-SEPT. 3
Teacher Workshop

SEPT. 1-2
Transition Day E-5 (Conferences and open house individualized by appointment)

SEPT. 2
Open House 6-12

SEPT. 6
No School (Labor Day)

SEPT. 7
Transition Day for Grades 6 & 9; Bus provided

SEPT. 8
K-12 First Day of School

SEPT. 13
Pre-K First Day of School

OCT. 21-22
No School (Fall Recess)

NOV. 5
End of 1st Qtr.; Early Release

NOV. 8
No School; Staff Dev.

NOV. 24-26
No School (Thanksgiving Break); Teacher Comp.

DEC. 23-JAN. 2
No School (Winter Break)

JAN. 3
School Resumes

JAN. 14
End of 2nd Qtr.; Early Release

JAN. 17
No School; Staff Dev.

FEB. 21
No School

MARCH 17
End of 3rd Qtr.; Early Release

MARCH 20-24
No School (Spring Break)

MARCH 27
No School; Staff Dev.

APRIL 14
No School

MAY 26
Last Day of School; Half Day (students released after lunch); Graduation

SNOW DAY PROCEDURE

On the first snow/cold weather day, class will be cancelled and the following 5 snow/cold weather days will be "e-learning days"



- No School
- Early Release
- No School; Staff Dev.
- Staff Work Day

	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	TOTAL
STUDENTS	42	39	43	43	167
TEACHERS	46	41	44	45	176



**Independent School District No. 108
Norwood Young America, Minnesota**

Communications Letter

June 30, 2025

**Independent School District No. 108
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Material Weakness	3
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Report on Matters Identified as a Result of the Audit of the Basic Financial Statements

To the School Board and Management
Independent School District No. 108
Norwood Young America, Minnesota

In planning and performing our audit of the basic financial statements of the governmental activities, each major fund, and the aggregate remaining fund information of Independent School District No. 108, Norwood Young America, Minnesota as of and for the year ended June 30, 2025, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States, we considered the District's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the basic financial statements, but not for the purpose of expressing an opinion on the effectiveness of the District's internal control. Accordingly, we do not express an opinion on the effectiveness of the District's internal control over financial reporting.

Our consideration of internal control was for the limited purpose described in the preceding paragraph and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies and, therefore, material weaknesses or significant deficiencies may exist that have not been identified. In addition, because of inherent limitations in internal control, including the possibility of management override of controls, misstatements due to error, or fraud may occur and not be detected by such controls. However, as discussed below, we identified a certain deficiency in internal control that we consider to be a material weakness.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A material weakness is a deficiency, or a combination of deficiencies, in internal control over financial reporting, such that there is a reasonable possibility that a material misstatement of the District's basic financial statements will not be prevented, or detected and corrected, on a timely basis. A reasonable possibility exists when the likelihood of an event occurring is either reasonably possible or probable as defined as follows:

- *Reasonably possible*. The chance of the future event or events occurring is more than remote but less than likely.
- *Probable*. The future event or events are likely to occur.

The material weakness identified is stated within this letter.

The accompanying memorandum also includes financial analysis provided as a basis for discussion. The matters discussed herein were considered by us during our audit and they do not modify the opinion expressed in our Independent Auditor's Report dated November 5, 2025, on such statements.

The purpose of this communication, which is an integral part of our audit, is to describe for the School Board and management and others within the District and state oversight agencies the scope of our testing of internal control and the results of that testing. Accordingly, this communication is not intended to be and should not be used for any other purpose.

BerganKDV, Ltd.

Minneapolis, Minnesota
November 5, 2025

Independent School District No. 108 Material Weakness

Lack of Segregation of Accounting Duties

The District has a lack of segregation of accounting duties due to a limited number of office employees. The lack of adequate segregation of accounting duties could adversely affect the District's ability to initiate, record, process, and report financial data consistent with the assertions of management in the financial statements. As a result of this condition, material audit adjustments were required for contracts payable and construction in progress.

Management and the School Board are aware of this condition and have taken certain steps to compensate for the lack of segregation but due to the number of staff needed to properly segregate all of the accounting duties, the costs of obtaining desirable segregation of accounting duties can often exceed benefits which could be derived. However, management and the School Board must remain aware of this situation and should continually monitor the accounting system, including changes that occur.

Segregation of accounting duties relates to four key areas: initiation/authorization, processing/recording, reconciling/reporting of financial data, and custody of assets. This lack of segregation can be demonstrated in the following areas, which is not intended to be an all-inclusive list:

- The Finance Coordinator has access to various areas of the accounting system and can initiate, record, process, and report financial information. The Finance Coordinator also has access to District bank accounts.
- The Payroll Coordinator enters payroll information and processes payroll.
- The Finance Coordinator records and maintains all capital asset records.
- Cash payments can be received at various locations and there are instances where the individual collecting payment can also record and process receipts in the accounting system.

We recommend segregation or independent review be implemented whenever practical and cost effective.

**Independent School District No. 108
Required Communication**

We have audited the basic financial statements of the governmental activities, each major fund, and the aggregate remaining fund information of the District for the year ended June 30, 2025. Professional standards require that we advise you of the following matters related to our audit.

Our Responsibility in Relation to the Basic Financial Statement Audit

As communicated in our engagement letter, our responsibility, as described by professional standards, is to form and express opinions about whether the basic financial statements prepared by management with your oversight are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America. Our audit of the basic financial statements does not relieve you or management of its respective responsibilities.

Our responsibility, as prescribed by professional standards, is to plan and perform our audit to obtain reasonable, rather than absolute, assurance about whether the basic financial statements are free of material misstatement. An audit of the basic financial statements includes consideration of internal control over financial reporting as a basis for designing audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the District's internal control over financial reporting. Accordingly, as part of our audit, we considered the internal control of the District solely for the purpose of determining our audit procedures and not to provide any assurance concerning such internal control.

We are also responsible for communicating significant matters related to the audit that are, in our professional judgement, relevant to your responsibilities in overseeing the financial reporting process. However, we are not required to design procedures for the purpose of identifying other matters to communicate to you.

Generally accepted accounting principles provide for certain Required Supplementary Information (RSI) to supplement the basic financial statements. Our responsibility with respect to the RSI, which supplements the basic audit financial statements, is to apply certain limited procedures in accordance with generally accepted auditing standards. However, the RSI was not audited and, because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance, we do not express an opinion or provide any assurance on the RSI.

Our responsibility for the supplementary information accompanying the basic financial statements, as described by professional standards, is to evaluate the presentation of the supplementary information in relation to the basic financial statements as a whole and to report on whether the supplementary information is fairly stated, in all material respects, in relation to the basic financial statements taken as a whole.

Our Responsibility in Relation to *Government Auditing Standards*

As communicated in our engagement letter, part of obtaining reasonable assurance about whether the basic financial statements are free of material misstatement, we performed tests of the District's compliance with certain provisions of laws, regulations, contracts and grant agreements, noncompliance with which could have a direct and material effect on the determination of basic financial statement amounts. However, the objective of our tests was not to provide an opinion on compliance with such provisions.

**Independent School District No. 108
Required Communication**

Planned Scope and Timing of the Audit

We conducted our audit consistent with the planned scope and timing we previously communicated to you.

Compliance with All Ethics Requirements Regarding Independence

The engagement team, others in our firm, as appropriate, our firm, and our network firms have complied with all relevant ethical requirements regarding independence.

Significant Risks

We addressed the following significant risks of material misstatement identified in our planning procedures:

- **Management Override of Controls** - Management override of internal control is considered a risk in substantially all engagements as management may be incentivized to produce better results.
- **Misappropriation of Assets** - If duties cannot be appropriately segregated, there is a risk of unauthorized transactions being made by the District. In addition, generally this results in less review taking place as transactions are recorded in the financial statements.
- **Improper Revenue Recognition** - Revenue recognition is considered a fraud risk on substantially all engagements as it generally has a significant impact on the results of the governments operations. In addition, complexities exist surrounding the calculation and recording of various revenue sources.
- **State Aid Valuation** - Revenue and receivable amounts related to General Education Aid and Special Education Aid are generally material to the financial statements and involve significant estimates.
- **Pension Valuation** - Net pension liability, deferred outflows of resources related to pensions, and deferred inflows of resources related to pensions are generally material to the financial statements and involve significant estimates.
- **Other Post Employment Benefits (OPEB) Valuation** - Total OPEB liability, deferred outflows of resources related to OPEB, and deferred inflows of resources related to OPEB are generally material to the financial statements and involve significant estimates.

**Independent School District No. 108
Required Communication**

Qualitative Aspects of the District's Significant Accounting Practices

Significant Accounting Policies

Management has the responsibility to select and use appropriate accounting policies. A summary of the significant accounting policies adopted by the District is included in the notes to the basic financial statements. There have been no initial selection of accounting policies and no changes to significant accounting policies or their application during 2025. No matters have come to our attention that would require us, under professional standards, to inform you about (1) the methods used to account for significant unusual transactions and (2) the effect of significant accounting policies in controversial or emerging areas for which there is a lack of authoritative guidance or consensus.

Significant Accounting Estimates and Related Disclosures

Accounting estimates and related disclosures are an integral part of the basic financial statements prepared by management and are based on management's current judgements. Those judgements are normally based on knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the basic financial statements and because of the possibility that future events affecting them may differ markedly from management's current judgements. The most sensitive estimates affecting the basic financial statements relate to:

General Education and Special Education Aid - General Education Aid is an estimate until average daily membership (ADM) values are final. Since this is normally not done until after the reporting deadline, this Aid is an estimate. Special Education Aid is dependent on the availability of monies and complex formulas that are finalized after reporting deadlines.

Total Other Post Employment Benefits (OPEB) Liability, Deferred Outflows of Resources Related to OPEB and Deferred Inflows of Resources Related to OPEB - These balances are based on an actuarial study using the estimates of future obligations of the District for post-employment benefits.

Net Pension Liability, Deferred Outflows of Resources Related to Pensions and Deferred Inflows of Resources Related to Pensions - These balances are based on an allocation by the pension plans using estimates based on contributions.

We evaluated the key factors and assumptions used to develop the accounting estimates and determined that they are reasonable in relation to the basic financial statements taken as a whole.

Financial Statement Disclosures

Certain basic financial statement disclosures involve significant judgment and are particularly sensitive because of their significance to financial statement users. The basic financial statement disclosures are neutral, consistent, and clear.

Significant Difficulties Encountered during the Audit

We encountered no significant difficulties in dealing with management relating to the performance of the audit.

**Independent School District No. 108
Required Communication**

Uncorrected and Corrected Misstatements

For the purposes of this communication, professional standards require us to accumulate all known and likely misstatements identified during the audit, other than those that we believe are trivial, and communicate them to the appropriate level of management. Further, professional standards require us to also communicate the effects of uncorrected misstatements related to prior periods on the relevant classes of transactions, account balances or disclosures, and the basic financial statements taken as a whole and each applicable opinion unit. Management did not identify, and we did not notify them of any uncorrected financial statement misstatements.

Disagreements with Management

For purposes of this letter, professional standards define a disagreement with management as a matter, whether or not resolved to our satisfaction, concerning a financial accounting, reporting, or auditing matter, which could be significant to the District's basic financial statements or the auditor's report. No such disagreements arose during the course of our audit.

Representations Requested from Management

We have requested certain written representations from management, which are included in the management representation letter.

Management's Consultations with Other Accountants

In some cases, management may decide to consult with other accountants about auditing and accounting matters. Management has informed us that, and to our knowledge, there were no consultations with other accountants regarding auditing and accounting matters.

Other Significant Matters, Findings, or Issues

In the normal course of our professional association with the District, we generally discuss a variety of matters, including the application of accounting principles and auditing standards, significant events or transactions that occurred during the year, operating, and regulatory conditions affecting the District, and operational plans and strategies that may affect the risks of material misstatement. None of the matters discussed resulted in a condition to our retention as the District's auditor.

In the normal course of our professional association with the District, we generally discuss a variety of matters, including the application of accounting principles and auditing standards, significant events or transactions that occurred during the year, operating, and regulatory conditions affecting the District, and operational plans and strategies that may affect the risks of material misstatement. None of the matters discussed resulted in a condition to our retention as the District's auditor.

With respect to the supplementary information accompanying the financial statements, we made certain inquiries of management and evaluated the form, content and methods of preparing the information to determine that the information complies with accounting principles generally accepted in the United States of America, the method of preparing it has not changed from the prior period, and the information is appropriate and complete in relation to our audit of the financial statements. We compared and reconciled the supplementary information to the underlying accounting records used to prepare the basic financial statements or to the basic financial statements themselves.

Our responsibility also includes communicating to you any information which we believe is a material misstatement of fact. Nothing came to our attention that caused us to believe that such information, or its manner of presentation, is materially inconsistent with the information, or manner of its presentation, appearing in the basic financial statements.

**Independent School District No. 108
Financial Analysis**

The following pages provide graphic representation of select data pertaining to the financial position and operations of the District for the past five years. Our analysis of each graph is presented to provide a basis for discussion of past performance and how implementing certain changes may enhance future performance.

Average Daily Membership and Pupil Units

The largest single funding source for Minnesota school districts is basic General Education Aid. Each year, the State Legislature sets a basic formula allowance. Total basic general education revenue is calculated by multiplying the formula allowance by the number of pupil units for which a district is entitled to aid. Pupil units are calculated using a legislatively determined weighting system applied to ADM. Over the years, various modifications have been made to this calculation, including changes in weighting and special consideration for declining enrollment districts.

Due to its complexity, it would be impossible to fully explain the funding of public education in Minnesota within this letter. The last section of this report, which contains a summary of legislative changes affecting school districts, gives an indication of how complicated the funding system is. The following section provides some state-wide funding and financial trend information.

Year	General Education Aid Formula Allowance	
	Amount	Percent Increase
2016	\$ 5,948	2.0%
2017	6,067	2.0%
2018	6,188	2.0%
2019	6,312	2.0%
2020	6,438	2.0%
2021	6,567	2.0%
2022	6,728	2.5%
2023	6,863	2.0%
2024	7,138	4.0%
2025	7,281	2.0%
2026	7,481	2.7%

Independent School District No. 108 Financial Analysis

Average Daily Membership and Pupil Units (Continued)

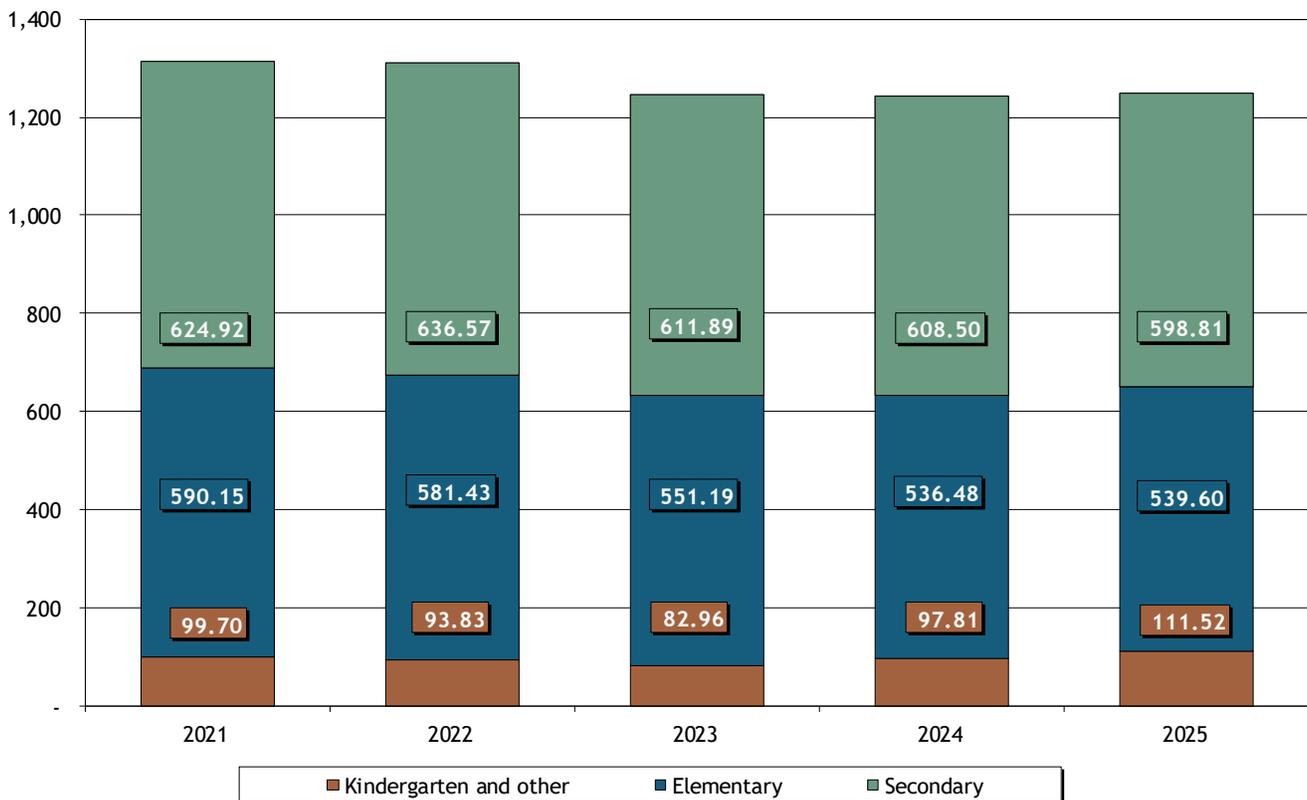
The following chart and graph summarizes resident ADM of the District over the past five years.

Resident ADM	2021	2022	2023	2024	2025
Kindergarten and other	99.70	93.83	82.96	97.81	111.52
Elementary	590.15	581.43	551.19	536.48	539.60
Secondary	624.92	636.57	611.89	608.50	598.81
Total Resident ADM	1,314.77	1,311.83	1,246.04	1,242.79	1,249.93

* Estimate as of October 13, 2025

The chart and graph above provides resident ADM over the past five years. Total resident ADM has decreased in three of the last four years. Resident ADM ended 2025 with a total of 1,249.93, an increase of 7.14 ADM compared to 2024.

Resident Students - ADM



Independent School District No. 108 Financial Analysis

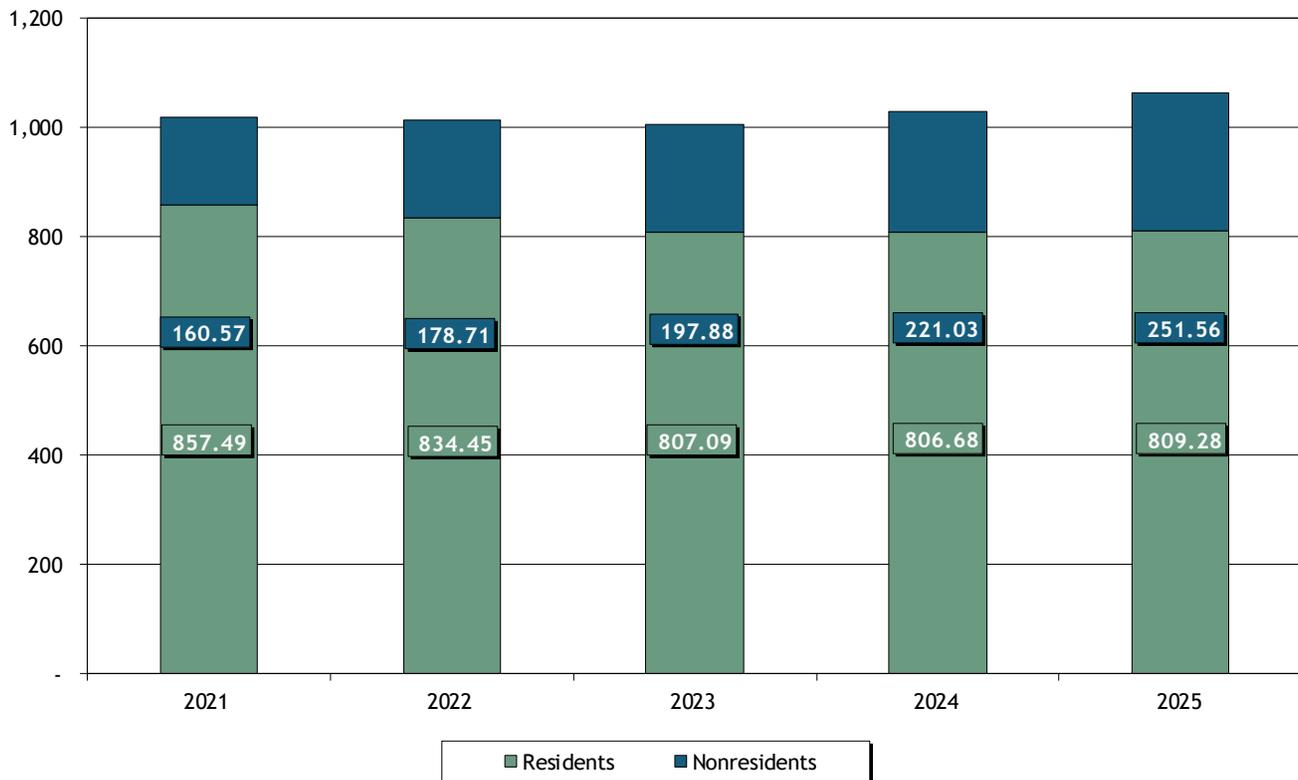
Average Daily Membership and Pupil Units (Continued)

Pupil Units Weighting	Pre-Kindergarten	Handicapped Kindergarten	Kindergarten	Elementary Grades 1-3	Elementary Grades 4-6	Secondary
Fiscal Years 2021-2025	1.000	1.000	1.000	1.000	1.000	1.200

Pupil units are computed by weighting ADM (PUN) using the factors on the table above. The PUN served table, and graph below converts resident ADM into weighted or adjusted pupil unit data for the past five years taking into consideration the above weighting factors and open enrollment.

	2021	2022	2023	2024	2025
Residents	1,439.77	1,439.14	1,368.42	1,364.50	1,369.71
Residents going elsewhere	(582.28)	(604.69)	(561.33)	(557.82)	(560.43)
Nonresidents coming in	160.57	178.71	197.88	221.03	251.56
Total Adjusted PUN	1,018.06	1,013.16	1,004.97	1,027.71	1,060.84

Students Served - PUN



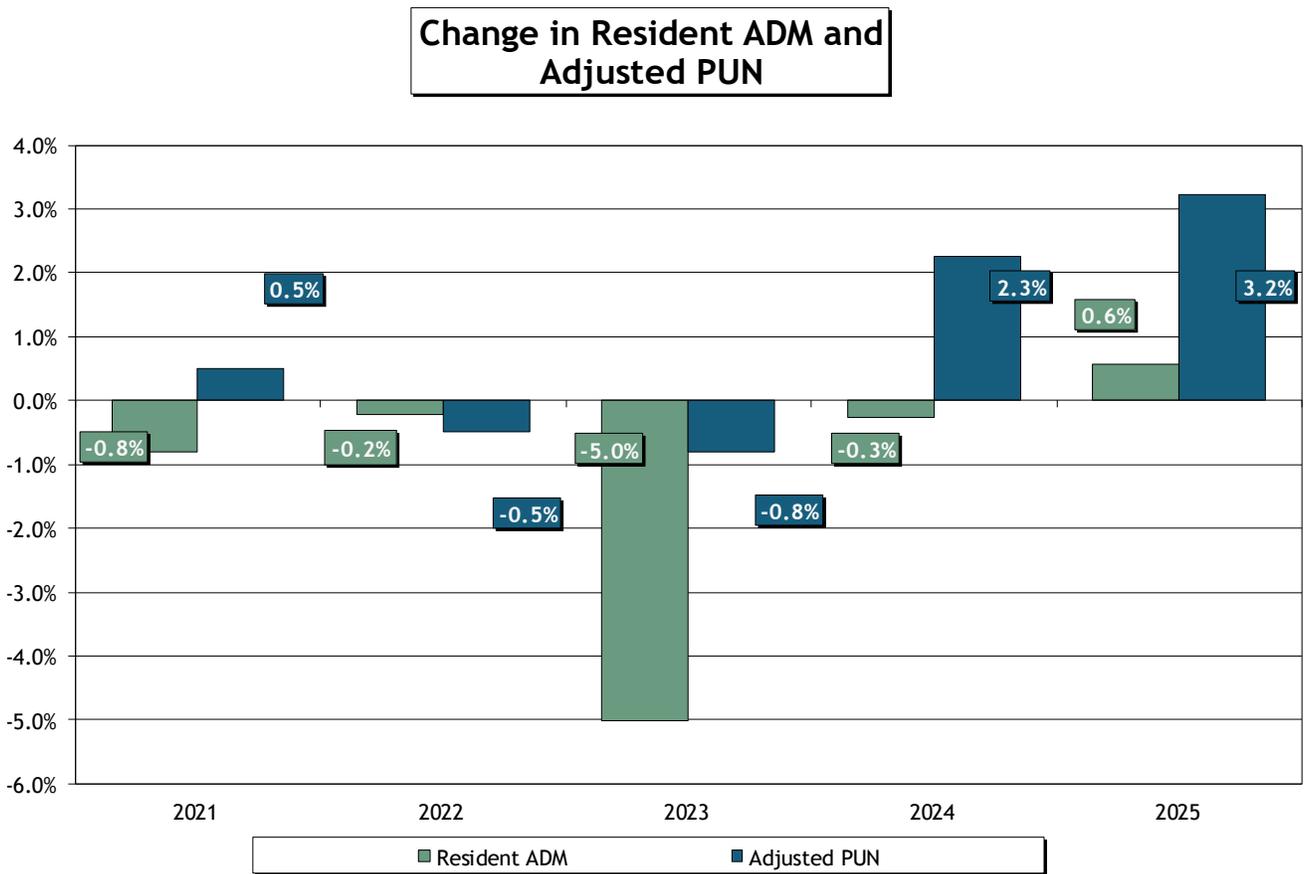
* Estimate as of October 13, 2025

Independent School District No. 108 Financial Analysis

Average Daily Membership and Pupil Units (Continued)

Adjusted PUN increased from 2024 to 2025 was 3.2%. Open enrollment is a factor in the District's student count fluctuation. For the past five years, the District has experienced a net loss due to open enrollment. In 2021, the net loss was 421.71 and in 2025 the net loss dropped to 308.87. These losses are due to resident students leaving the District through open enrollment and the growing number of students attending charter schools. The number of residents going elsewhere increased by 2.61 adjusted PUN. The number of nonresidents coming into the District increased by 30.53.

The following graph illustrates the percentage change from year-to-year in resident ADM and PUN served.



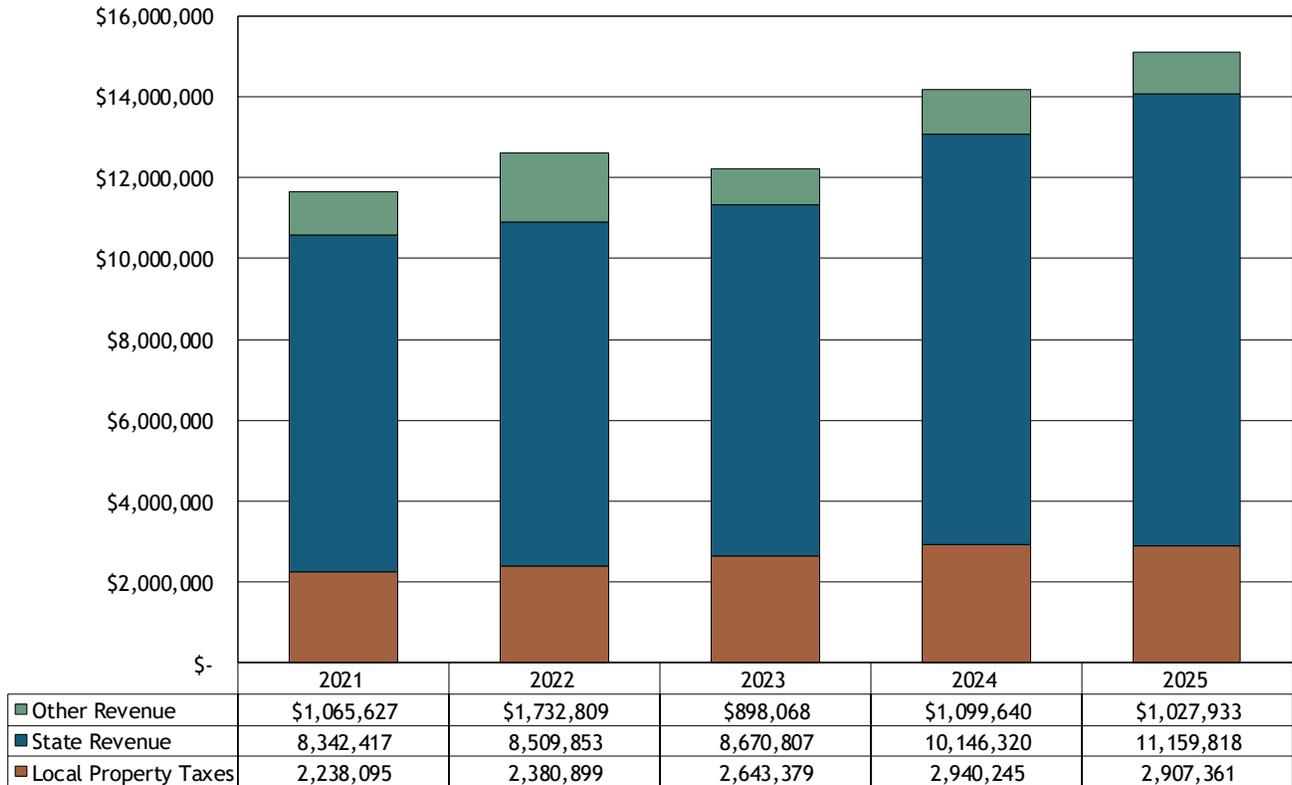
* Estimate as of October 13, 2025

**Independent School District No. 108
Financial Analysis**

General Fund Sources of Revenue

The following table displays the sources of revenue for the General Fund.

General Fund Sources of Revenue



Total General Fund revenues of \$15,095,112 was an increase of \$908,907, or 6.41%, from 2024 to 2025 and increased \$3,448,973, or 29.61% over the course of the five years presented.

State revenue, which makes up the largest percentage of the District's revenue at 73.93%, increased by \$1,013,498 in 2025 due to an increase in general education aid and special education funding. Local property tax revenue decreased \$32,884 due limited change in the tax levy for the General Fund. Other revenue sources decreased \$71,707 compared to 2024 primarily due to an decrease in interest earnings.

**Independent School District No. 108
Financial Analysis**

General Fund Budget and Actual

The chart below highlights 2025 General Fund budget and actual results. Originally, in June 2024, the District budgeted for a surplus of \$103,852 for 2025. Budget revisions resulted in a projected deficit of \$219,468. The District ended 2025 with an actual surplus of \$974,247 for the General Fund.

Overall, General Fund revenues were over budget by \$1,169,293, or 8.4%. Revenues from state sources were over budget by \$902,897 due to more students than anticipated resulting in more General Education Aid than budgeted and more special education funding than anticipated. Other local and county revenues were \$177,904 over budget with better investment performance and greater medical assistance revenue than anticipated.

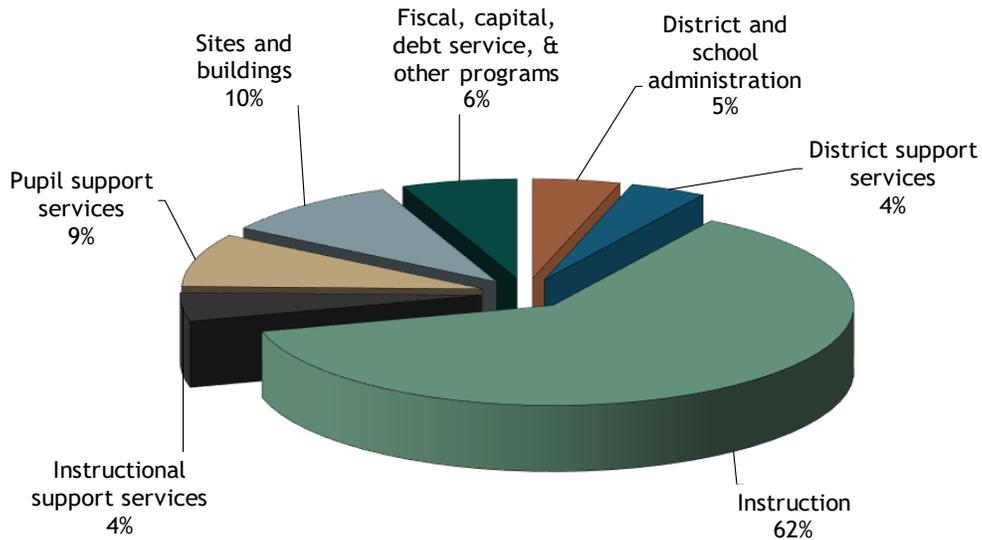
General Fund expenditures were over budget by \$176,066 in total. Special education expenditures came in over budgeted amounts by \$245,056 due to more special education needs than anticipated.

	Budgeted Amounts		Actual Amounts	Variance with Final Budget - Over (Under)
	Original	Final		
Revenues				
Local property taxes	\$ 2,887,606	\$ 2,861,580	\$ 2,907,361	\$ 45,781
Other local and county revenues	285,250	388,974	566,878	177,904
Revenue from state sources	9,937,050	10,256,921	11,159,818	902,897
Revenue from federal sources	366,000	418,344	461,055	42,711
Total revenues	13,475,906	13,925,819	15,095,112	1,169,293
Expenditures				
Administration	669,483	688,596	664,324	(24,272)
District support services	618,570	656,832	582,076	(74,756)
Regular instruction	5,554,653	5,748,163	5,829,438	81,275
Vocational education instruction	196,551	215,451	235,164	19,713
Special education instruction	2,308,575	2,422,170	2,667,226	245,056
Instructional support services	671,115	719,325	652,522	(66,803)
Pupil support services	1,331,058	1,275,624	1,219,863	(55,761)
Sites and buildings	1,443,540	1,429,437	1,372,460	(56,977)
Fiscal and other fixed cost programs	136,000	131,000	97,085	(33,915)
Capital outlay	135,000	590,000	699,875	109,875
Debt service	83,820	45,000	77,631	32,631
Total expenditures	13,148,365	13,921,598	14,097,664	176,066
Excess of revenues over (under) expenditures	327,541	4,221	997,448	993,227
Other Financing Sources (Uses)				
Lease issuance	-	-	214,939	214,939
Transfers Out	(223,689)	(223,689)	(23,201)	200,488
Net Change in Fund Balances	\$ 103,852	\$ (219,468)	\$ 974,247	\$ 1,193,715

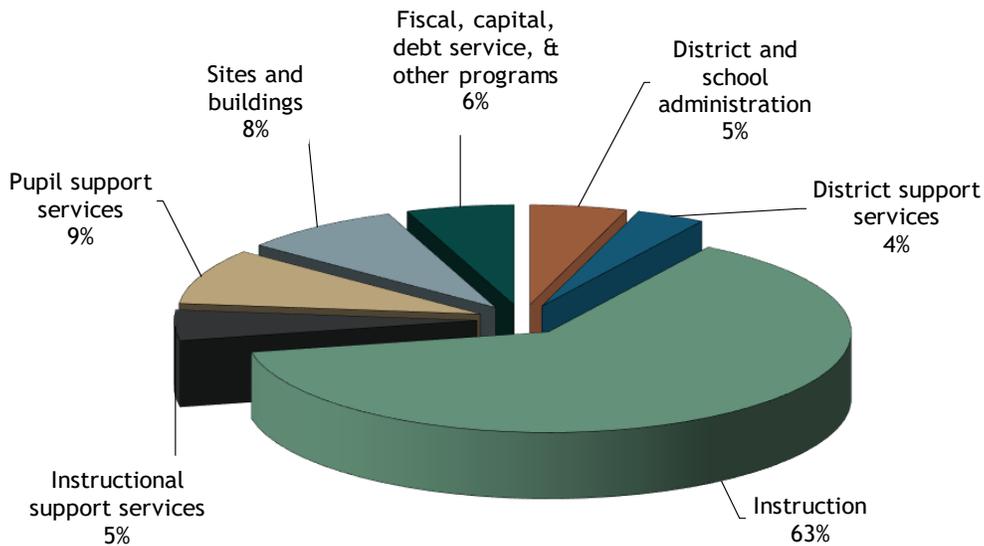
Independent School District No. 108 Financial Analysis

General Fund Expenditure Allocation

2025 General Fund Expenditure Allocation



2024 General Fund Expenditure Allocation



Total instruction expenditures (regular, special education and vocational) represents approximately 62% of total General Fund expenditures for 2025 and approximately 63% for 2024. Expenditures related to instruction programs increased \$71,370 sites and buildings increased \$196,472, and district support services costs increased \$74,001 during 2025.

Independent School District No. 108
Financial Analysis

General Fund Operations

The chart below illustrates the General Fund revenue, expenditures, and fund balances for the past five years.

Year Ended June 30,	2021	2022	2023	2024	2025
Revenues	\$ 11,646,139	\$ 12,623,561	\$ 12,212,254	\$ 14,186,205	\$ 15,095,112
Expenditures	11,270,964	12,366,777	12,745,071	13,770,501	14,097,664
Excess of revenues over (under) expenditures	375,175	256,784	(532,817)	415,704	997,448
Add lease issuance	-	-	-	-	214,939
Less transfers out	-	-	-	(76,858)	(238,140)
Fund balance, July 1	2,139,331	2,514,506	2,771,290	2,238,473	2,577,319
Fund Balance, June 30	\$ 2,514,506	\$ 2,771,290	\$ 2,238,473	\$ 2,577,319	\$ 3,551,566
Nonspendable for					
Prepays	\$ 65,776	\$ 55,979	\$ 14,007	\$ 43,766	\$ 25,419
Restricted/reserved for					
Student Activities	109,590	103,059	81,865	65,973	70,788
Scholarships	33,584	31,777	31,492	31,211	29,491
Capital Projects Levy	77,282	95,954	221,264	168,786	102,381
Basic Skills	-	-	-	216,903	284,459
Operating Capital	113,666	61,353	2,027	116,172	141,996
Basic Skills Extended Time		43,341	77,220		-
Safe schools	-	-	-	2,334	10,177
Teacher Compound Read Act	-	-	-	-	16,559
Literacy Aid	-	-	-	-	37,663
Long Term Facilities Maintenance	220,739	295,600	301,495	492,371	209,910
Medical Assistance	63,891	109,326	135,225	65,822	142,356
Assigned	607,182	624,624	417,589	387,077	998,161
Unassigned	1,222,796	1,350,277	956,289	986,904	1,482,206
Fund Balance, June 30	\$ 2,514,506	\$ 2,771,290	\$ 2,238,473	\$ 2,577,319	\$ 3,551,566

**Independent School District No. 108
Financial Analysis**

General Fund Operations (Continued)

At June 30, 2025, the District has 10.5% of actual expenditures (based on 2025 levels) in the unassigned fund balance. The District has a fund balance policy to maintain an unassigned fund balance of no less than 7% of budgeted general fund expenditures.

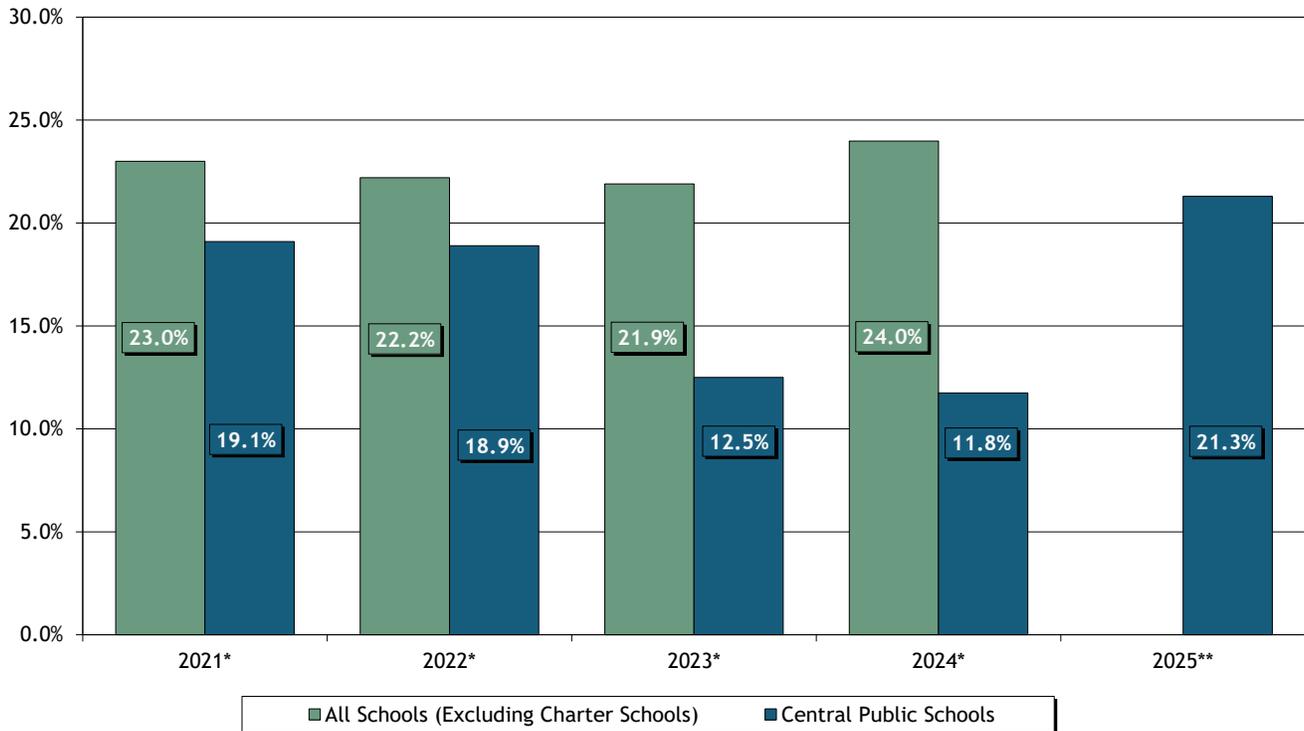
From 2024 to 2025, revenues increased 6.4% and expenditures increased 2.4%. Included in the illustration above are all the general activities of the District, including all categorical or reserved programs. All of these activities comprise the General Fund, per the Uniform Financial Accounting and Reporting Standards (UFARS) definition. Overall, the General Fund balance increased \$974,247 while the unassigned portion increased by \$495,302.

Independent School District No. 108 Financial Analysis

General Fund Financial Health

One of the most common comparable statistics used to evaluate school district financial health is the operating fund balance as a percentage of operating expenditures.

Unrestricted Fund Balance as a Percentage of Unrestricted Expenditures



* Information was obtained from the Minnesota Department of Education (MDE) web site report *General Fund Unreserved Balance for Fiscal Years 2021-2024*. Fiscal year 2025 information is not available.

** MDE 2025 UFARS Turnaround Compliance Report

**Independent School District No. 108
Financial Analysis**

Revenues Per Student

Revenues per student (ADM served) are summarized as follows:

Independent School District No. 108*	2021	2022	2023	2024	2025
General Fund	\$ 12,565	\$ 13,609	\$ 13,194	\$ 14,917	\$ 15,157
Food Service Fund	466	712	619	751	754
Community Service Fund	837	951	1,075	977	1,131
Building Construction Fund	-	(390)	1,109	1,578	208
Debt Service Fund	1,071	1,053	1,900	3,056	3,171
Total Revenues Per Student	\$ 14,939	\$ 15,935	\$ 17,897	\$ 21,279	\$ 20,421

State Average*	2021	2022	2023	2024	2025
General Fund	\$ 14,612	\$ 15,166	\$ 15,727	\$ 17,187	N/A
Food Service Fund	569	791	667	836	N/A
Community Service Fund	571	685	745	781	N/A
Building Construction Fund	82	35	104	173	N/A
Debt Service Fund	1,466	1,447	1,456	1,591	N/A
Total Revenues Per Student	\$ 17,300	\$ 18,124	\$ 18,699	\$ 20,568	N/A

Districts with 500 to 999 ADM Served*	2021	2022	2023	2024	2025
General Fund	\$ 14,113	\$ 14,598	\$ 16,398	\$ 16,180	N/A
Food Service Fund	623	856	680	910	N/A
Community Service Fund	364	428	521	463	N/A
Building Construction Fund	106	106	103	297	N/A
Debt Service Fund	1,189	1,204	1,070	1,566	N/A
Total Revenues Per Student	\$ 16,395	\$ 17,192	\$ 18,772	\$ 19,416	N/A

* Source: *School District Profiles*; year 2025 is not yet available.

** Estimate as of October 13, 2025

**Independent School District No. 108
Financial Analysis**

Expenditures Per Student

Expenditures per student (ADM served) are summarized as follows:

Independent School District No. 108*	2021	2022	2023	2024	2025
General Fund	\$ 12,159	\$ 13,331	\$ 13,772	\$ 14,479	\$ 14,155
Food Service Fund	441	583	718	755	746
Community Service Fund	813	1,028	1,172	1,153	994
Building Construction Fund	-	3,987	19,497	28,727	3,197
Debt Service Funds	1,073	1,068	2,335	2,674	3,457
Total Expenditures Per Student	\$ 14,486	\$ 19,997	\$ 37,494	\$ 47,788	\$ 22,550

State Average*	2021	2022	2023	2024	2025
General Fund	\$ 14,167	\$ 15,010	\$ 15,730	\$ 16,649	N/A
Food Service Fund	529	666	702	801	N/A
Community Service Fund	571	646	715	765	N/A
Building Construction Fund	2,008	1,773	1,513	1,657	N/A
Debt Service Funds	1,522	1,531	1,499	1,652	N/A
Total Expenditures Per Student	\$ 18,797	\$ 19,626	\$ 20,159	\$ 21,524	N/A

Districts with 500 to 999 ADM Served*	2021	2022	2023	2024	2025
General Fund	\$ 13,295	\$ 14,015	\$ 14,577	\$ 15,318	N/A
Food Service Fund	615	769	810	900	N/A
Community Service Fund	477	539	599	616	N/A
Building Construction Fund	3,602	2,787	2,437	3,256	N/A
Debt Service Funds	1,737	2,097	1,725	2,200	N/A
Total Expenditures Per Student	\$ 19,726	\$ 20,207	\$ 20,148	\$ 22,290	N/A

* Source: *School District Profiles*; year 2025 is not yet available.

** Estimate as of October 13, 2025

**Independent School District No. 108
Financial Analysis**

Food Service Fund

The following table presents five years of comparative operating results for the Food Service Fund.

Year Ended June 30,	2021	2022	2023	2024	2025
Revenues	\$ 429,806	\$ 658,692	\$ 570,845	\$ 712,041	\$ 751,015
Expenditures	407,380	538,953	662,448	715,733	742,526
Excess of revenues over (under) expenditures	22,426	119,739	(91,603)	(3,692)	8,489
Other financing sources	-	-	-	-	16,540
Fund balance, July 1	105,741	128,167	247,906	156,303	152,611
Fund Balance, June 30	\$ 128,167	\$ 247,906	\$ 156,303	\$ 152,611	\$ 177,640

Overall, food service revenues increased \$38,974 from 2024 to 2025, and expenditures increased \$26,793. The increase in revenue was the result of more state funding related to meal reimbursements. The increase in expenditures primarily was related to the increase in costs and number of meals served, as well as an increase in the cost of contracted services. The fund finished the year with a 24% fund balance based on 2025 spending levels.

Community Service Fund

The following table presents five years of comparative operating results for the Community Service Fund.

Year Ended June 30,	2021	2022	2023	2024	2025
Revenues	\$ 772,202	\$ 879,859	\$ 992,485	\$ 926,831	\$ 1,126,587
Expenditures	750,670	950,826	1,081,440	1,093,892	990,054
Excess of revenues over (under) expenditures	21,532	(70,967)	(88,955)	(167,061)	136,533
Fund balance, July 1	311,308	332,840	261,873	172,918	5,857
Fund Balance, June 30	\$ 332,840	\$ 261,873	\$ 172,918	\$ 5,857	\$ 142,390

As the table indicates, Community Service Fund revenues exceeded revenues in 2025 by \$136,533 raising fund balance to \$142,390 at the end of the year. Revenues increased by 21.55% while expenditures decreased by 9.49% based on community service programming fees and costs.

Due to MDE regulations, the total Community Service Fund is segregated, or restricted, as follows: restricted for early childhood and family education \$50,386, and restricted for school readiness \$9,300, and restricted for community education \$80,921. The remaining balance of \$1,783 is restricted for community service fund purposes.

Independent School District No. 108 Legislative Summary

The following is a brief summary of current legislative changes and issues affecting the funding of Minnesota school districts. More detailed and extensive summaries are available from the Minnesota Department of Education (MDE).

Achievement and Integration Revenue

The administrative amount of each district's initial achievement and integration revenue that MDE may retain for administration of the program increased from 0.3% to 1.3% for the second prior fiscal year beginning in 2026 and later.

Basic Alternative Teacher Compensation Aid (Q-Comp)

The total cap for basic alternative teacher compensation aid increased to \$89,486,000 for 2026 and beyond. Unspent "Q Comp" funds must be reserved in a restricted fund balance and used only for their intended purpose.

Basic General Education Aid

The formula allowance for 2025 was set at \$7,281 and for 2026, the formula allowance increases to \$7,481, which is a 2.7% increase over 2025.

Compensatory Education Revenue

For fiscal year 2026 only, the compensation revenue pupil units for each building in a district are set equal to the greater of the building's actual compensation revenue pupil units for revenue in FY 2026, or the building's actual compensation revenue pupil units computed for revenue in FY 2024. The transition to the new compensatory formula enacted in Minnesota Laws 2023, chapter 55 has been delayed until fiscal year 2027.

English Learner Aid and Cross Subsidy

For 2026, the aid is \$1,228 times the greater of 20 or total English learner ADM. For 2027, this increases to \$1,775 times the greater of 20 or total English learner ADM. The English learner concentration formula amount increases from \$436 in 2026 to \$630 in 2027. For 2027 and later, a district's Cross Subsidy Aid equals 25% of the district's cross subsidy, which is the greater of zero or the difference between the district's expenditures for qualifying services for the second prior year and the district's English learner revenue for the second previous year.

Food Service Net Cash Resource Limitation

The temporary 6-month net cash resource limit of operating expenditures in the Food Service Fund has been extended through fiscal year 2026 for authorities who provide justification for higher balances.

Long-Term Facilities Maintenance (LTFM) Revenue

Districts may include roof repair and replacement costs totaling \$100,000 or more per site in the annual LTFM revenue authority effective for fiscal year 2027 and later. The LTFM equalizing factor increased to offset the projected increase in statewide LTFM levies with additional equalization aid.

Pension Bill and Pension Adjustment Revenue

Minnesota Laws 2025, chapter 37, article 13, section 1 increases the pension adjustment rate for all other districts (besides ISD No. 625, St. Paul) in fiscal year 2026 and later from 2.0% to 2.31%. Article 13, section 2 increases the employer contribution to the Teachers Retirement Association in the special revenue fund in fiscal year 2026 and later from 9.5% to 9.81% of the salary of each coordinated member and from 13.5% to 13.81% of the salary of each basic member.

**Independent School District No. 108
Legislative Summary**

School Library Aid

Beginning in fiscal year 2026, the school library aid per pupil allowance is reduced from \$16.11 to \$10.27 for 2026 and 2027, and \$9.12 for 2028 and later. The minimum amount for a school district is reduced from \$40,000 to \$20,000, while the minimum amount for a charter school is reduced from \$20,000 to \$10,000 beginning in 2026.

Special Education Aid

The Special Education Cross Subsidy Reduction Aid paid to districts increased from 6.43% to 44% beginning in 2024. A further increase to 50% begins in 2027.

Student Support Personnel Aid

Beginning in fiscal year 2026, the per pupil allowance is reduced from \$48.73 to \$30.05 in 2026 and 2027, and \$34.32 in 2028 and later. The cooperative student support allowance is reduced from \$2.44 to \$1.60 in 2026 and later.

Independent School District No. 108
Emerging Issues

Executive Summary

The following is an executive summary of financial related updates to assist you in staying current on emerging issues in accounting and finance. This summary will give you a preview of the new standards that have been recently issued and what is on the horizon for the near future. The most recent and significant updates includes:

- **Accounting Standard Update - GASB Statement No. 103 - *Financial Reporting Model Improvements***

GASB has issued GASB Statement No. 103 relating to changes in financial reporting requirements. The changes provide clarity, enhance the relevance of information, provide more useful information for decision-making, and provide for greater comparability amongst government entities.

- **Accounting Standard Update - GASB Statement No. 104 - *Disclosure of Certain Capital Assets***

GASB has issued GASB Statement No. 104 relating to capital asset disclosures. The disclosures required by this Statement provide users of the financial statements with essential information about certain types of capital assets.

The following are extensive summaries of the current updates. As your continued business partner, we are committed to keeping you informed of new and emerging issues. We are happy to discuss these issues with you further and their applicability to your District.

**Independent School District No. 108
Emerging Issues**

Accounting Standard Update - GASB Statement No. 103 - *Financial Reporting Model Improvements*

The objective of this Statement is to improve key components of the financial reporting model to enhance its effectiveness in providing information that is essential for decision making and assessing a government's accountability. This Statement also addresses certain application issues.

This Statement addresses 5 areas of the financial statements (1) Management's Discussion and Analysis (MD&A), (2) Unusual or Infrequent Items, (3) Presentation of the Proprietary Fund Statement of Revenues, Expenses, and Changes in Fund Net Position, (4) Major Component Unit Information, and (5) Budgetary Comparison Information.

This Statement continues the requirement that the MD&A precede the basic financial statements as part of the Required Supplementary Information (RSI). This Statement requires that the information presented in MD&A be limited to the related topics discussed in five sections: (1) Overview of the Financial Statements, (2) Financial Summary, (3) Detailed Analyses, (4) Significant Capital Asset and Long-Term Financing Activity, and (5) Currently Known Facts, Decisions, or Conditions. The Statement stresses that detailed analyses should explain why balances and results of operations changed, rather than stating amounts and "boilerplate" discussions.

This Statement describes unusual or infrequent items as transactions and other events that are either unusual in nature or infrequent in occurrence. Furthermore, governments are required to display the inflows and outflows related to each unusual or infrequent item separately as the last presented flow(s) of resources prior to the net change in resource flows in the government-wide, governmental fund, and proprietary fund statements of resource flows.

This Statement requires that the proprietary fund statement of revenues, expenses, and changes in fund net position continue to distinguish between operating and nonoperating revenues and expenses. The Statement provides clarification regarding operating and nonoperating revenues and expenses. Also, this Statement requires that a subtotal for operating income (loss) and noncapital subsidies be presented before reporting other nonoperating revenues and expenses.

This Statement requires governments to present each major component unit separately in the reporting entity's statement of net position and statement of activities if it does not reduce the readability of the statements. If the readability of those statements would be reduced, combining statements of major component units should be presented after the fund financial statements.

This Statement requires governments to present budgetary comparison information using a single method of communication - RSI. Governments also are required to present (1) variances between original and final budget amounts and (2) variances between final budget and actual amounts. An explanation of significant variances is required to be presented in notes to RSI.

GASB Statement No. 103 is effective for fiscal years beginning after June 15, 2025. Earlier application is encouraged.

Information provided above was obtained from www.gasb.org.

Independent School District No. 108
Emerging Issues

Accounting Standard Update - GASB Statement No. 104 - *Disclosure of Certain Capital Assets*

The objective of this Statement is to provide users of government financial statements with essential information about certain types of capital assets.

This Statement requires certain types of capital assets continue to be disclosed separately in the capital assets note disclosures including presentation of capital assets by major class and separate disclosure of lease assets, subscription assets, and intangible right-to-use assets.

This Statement requires additional disclosures for capital assets held for sale. A capital asset is held for sale if (a) the government has decided to pursue the sale of the capital asset and (b) it is probable that the sale will be finalized within one year of the financial statement date.

Governments should disclose (1) the ending balance of capital assets held for sale, with separate disclosure for historical cost and accumulated depreciation by major class of asset, and (2) the carrying amount of debt for which the capital assets held for sale are pledged as collateral for each major class of asset.

GASB Statement No. 104 is effective for fiscal years beginning after June 15, 2025. Earlier application is encouraged.

Information provided above was obtained from www.gasb.org.

**Independent School District No. 108
Norwood Young America, Minnesota**

Basic Financial Statements

June 30, 2025

**Independent School District No. 108
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**Independent School District No. 108
Board of Education and Administration
June 30, 2025**

<u>Board of Education</u>	<u>Position</u>
Sara Eischens	Chair
Shelby Erickson	Vice Chair
Josh Kroells	Clerk
Emily Perlbachs	Treasurer
Spencer Kelly	Director
Troy Krueger	Director
Anthony Bentz	Director
<u>Administration</u>	<u></u>
Timothy Schochenmaier	Superintendent
Amy Groschen	Finance Coodinator

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Independent Auditor's Report

To the School Board
Independent School District No. 108
Norwood Young America, Minnesota

Report on the Audit of the Financial Statements

We have audited the financial statements of the governmental activities, each major fund, and the aggregate remaining fund information of Independent School District No. 108, Norwood Young America, Minnesota, as of and for the year ended June 30, 2025, and the related notes to the basic financial statements, which collectively comprise the District's basic financial statements as listed in the Table of Contents.

In our opinion, the accompanying financial statements present fairly, in all material respects, the respective financial position of the governmental activities, each major fund, and the aggregate remaining fund information of Independent School District No. 108, as of June 30, 2025, and the respective changes in financial position and, where applicable, cash flows thereof, and the budgetary comparison for the General Fund for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Independent School District No. 108 and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Responsibilities of Management for the Financial Statements

The management of Independent School District No. 108 is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the District's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the District's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, which raise substantial doubt about the District's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the Management's Discussion and Analysis, which follows this report letter, and Required Supplementary information as listed in the Table of Contents be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board (GASB), who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the Required Supplementary Information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Supplementary Information

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the District's basic financial statements. The accompanying supplementary information identified in the Table of Contents is presented for purposes of additional analysis and is not a required part of the basic financial statements.

Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the accompanying supplementary information is fairly stated, in all material respects, in relation to the basic financial statements as a whole.

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated November 5, 2025, on our consideration of the District's internal control over financial reporting, and on our tests of its compliance with certain provisions of laws, regulations, contracts and grant agreements, and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the District's internal control over financial reporting and compliance.

BerganKDV, Ltd.

Minneapolis, Minnesota
November 5, 2025

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Independent School District No. 108 Management Discussion and Analysis

This section of Independent School District No. 108's annual financial report presents our discussion and analysis of the District's financial performance during the fiscal year that ended on June 30, 2025. Please read it in conjunction with the District's financial statements, which immediately follows this section.

FINANCIAL HIGHLIGHTS

Key financial highlights for fiscal year 2024-2025 include the following:

- Total General Fund revenues were \$15,095,112 and total General Fund expenditures were \$14,097,664 for the fiscal year ended June 30, 2025. Total revenues and expenditures for all governmental funds combined were \$20,337,687 and \$22,457,758 respectively.
- The total fund balance in the General Fund increased by \$974,247 to \$3,551,566. The Unassigned fund balance in the General Fund increased by \$495,302 to \$1,482,206. Total General Fund revenues were 8.4% higher than the final budget, and total General Fund expenditures were 1.3% higher than the final budget.
- The total fund balance in the Food Services fund increased by \$25,029 to \$177,640, with revenue of \$751,015 and expenditures of \$742,526.
- The total fund balance in the Community Service fund increased by \$136,533 to \$142,390 with revenue of \$1,126,587 and expenditures of \$990,054.
- The long-term liability for compensated absences amounts to \$171,529 at June 30, 2025. This is an increase of \$135,157. The total long-term liability for other postemployment benefits is \$1,196,220 at June 30, 2025. This total liability decreased by \$13,687 in 2024-2025.
- The District has general obligation bonded debt principal outstanding in the amount of \$49,689,917 as of June 30, 2024. This is a decrease of \$1,575,000 from the previous fiscal year end due to principal payments made in 2024-2025.
- Net position of governmental activities increased by \$483,224 for the fiscal year. The total expense of governmental activities was \$20,012,643. Program revenues totaled \$5,263,200 and general revenues totaled \$15,232,667

OVERVIEW OF THE FINANCIAL STATEMENTS

The financial section of the annual report consists of four parts - Independent Auditors' Report, required supplementary information which includes the management's discussion and analysis (this section), the basic financial statements, and single audit and other required reports. The basic financial statements include two kinds of statements that present different views of the District:

- The first two statements are district-wide financial statements that provide both short-term and long-term information about the District's overall financial status.

Independent School District No. 108 Management Discussion and Analysis

OVERVIEW OF THE FINANCIAL STATEMENTS (CONTINUED)

- The remaining statements are fund financial statements that focus on individual parts of the District, reporting the District's operations in more detail than the district-wide statements.
- The governmental funds statements tell how basic services such as regular and special education were financed in the short term as well as what remains for future spending.

The financial statements also include notes that explain some of the information in the statements and provide more detailed data.

DISTRICT-WIDE STATEMENTS

The District-wide statements report information about the District as a whole using accounting methods similar to those used by private-sector companies. The statement of net position includes all of the District's assets, deferred outflows of resources, liabilities, and deferred inflows of resources. All of the current year's revenues and expenses are accounted for in the statement of activities regardless of when cash is received or paid.

The two district-wide statements report the District's net position and how they have changed. Net position, the difference between the District's assets and deferred outflows of resources and liabilities and deferred inflows of resources, is one way to measure the District's financial health or position.

- Over time, increases or decreases in the District's net position is an indicator of whether its financial position is improving or deteriorating, respectively.
- To assess the overall health of the District, you need to consider additional non-financial factors such as changes in the District's property tax base and the condition of school buildings and other facilities.

In the district-wide financial statements the District's activities are shown as Governmental activities:

- Governmental activities - Most of the District's basic services are included here, such as regular and special education, transportation, administration, food services and community education. Property taxes and state aids finance most of these activities.

FUND FINANCIAL STATEMENTS

The fund financial statements provide more detailed information about the District's funds - focusing on its most significant or "major" funds - not the District as a whole. Funds are accounting devices the District uses to keep track of specific sources of funding and spending on particular programs:

- Some funds are required by State law and by bond covenants.
- The District establishes other funds to control and manage money for particular purposes.

**Independent School District No. 108
Management Discussion and Analysis**

FUND FINANCIAL STATEMENTS (CONTINUED)

Governmental Funds - The District's basic services are included in governmental funds, which generally focus on (1) how cash and other financial assets that can readily be converted to cash flow in and out and (2) the balances left at year-end that are available for spending. Consequently, the governmental funds statements provide a detailed short-term view that helps to determine whether there are more or fewer financial resources that can be spent in the near future to finance the District's programs. Because this information does not encompass the additional long-term focus of the district-wide statements, we provide additional information at the bottom of the governmental funds statements that explain the relationship (or differences) between them.

FINANCIAL ANALYSIS OF THE DISTRICT AS A WHOLE

Net position

The District's combined net position from Governmental activities was \$5,015,555 on June 30, 2025. (See Table A-1) This represents an increase of \$483,224 in net position. Total assets decreased by approximately \$3.8 million or -4.49% based on current year capital projects. Total liabilities decreased by approximately \$5.7 million or -8.28% with long-term liabilities decreasing by \$3.3 million primarily due to bond payments.

**Independent School District No. 108
Management Discussion and Analysis**

FINANCIAL ANALYSIS OF THE DISTRICT AS A WHOLE (CONTINUED)

**Table A-1
Net Position - Governmental Activities**

	Year Ended 2025	Year Ended 2024	Percentage Change
Assets			
Current and other assets	\$ 12,767,050	\$ 16,882,831	-24.38%
Capital assets	61,173,226	60,542,222	1.04%
Total assets	<u>73,940,276</u>	<u>77,425,053</u>	<u>-4.50%</u>
Deferred Outflows of Resources	<u>2,248,362</u>	<u>2,594,050</u>	<u>-13.33%</u>
Total assets and deferred outflows of resources	<u>\$ 76,188,638</u>	<u>\$ 80,019,103</u>	<u>-4.79%</u>
Liabilities			
Other liabilities	\$ 2,673,590	\$ 5,015,794	-46.70%
Long-term liabilities	60,305,079	63,650,896	-5.26%
Total liabilities	<u>\$ 62,978,669</u>	<u>\$ 68,666,690</u>	<u>-8.28%</u>
Deferred Inflows of Resources	<u>\$ 8,194,414</u>	<u>\$ 6,820,082</u>	<u>20.15%</u>
Net Position			
Net investment in capital assets	\$ 8,608,680	\$ 7,789,118	10.52%
Restricted	1,506,966	3,298,000	-54.31%
Unrestricted	<u>(5,100,091)</u>	<u>(6,554,787)</u>	<u>22.19%</u>
Total net position	<u>\$ 5,015,555</u>	<u>\$ 4,532,331</u>	<u>-10.66%</u>

Changes in Net Position

The District's total revenues were \$20,495,867 for the year ended June 30, 2025. Property taxes and state formula aid accounted for 70% of total revenue for the year (See Figure A-1). 30% of total revenue came from program revenues and investment earnings.

The total cost of all programs and services was \$20,012,643. The District's expenses are predominantly related to educating and caring for students, approximately 51% (See Figure A-2). The purely administrative activities of the District accounted for just 4% of total costs.

**Independent School District No. 108
Management Discussion and Analysis**

FINANCIAL ANALYSIS OF THE DISTRICT AS A WHOLE (CONTINUED)

Changes in Net Position (Continued)

Total revenues exceeded expenditures, increasing net position by \$483,224.

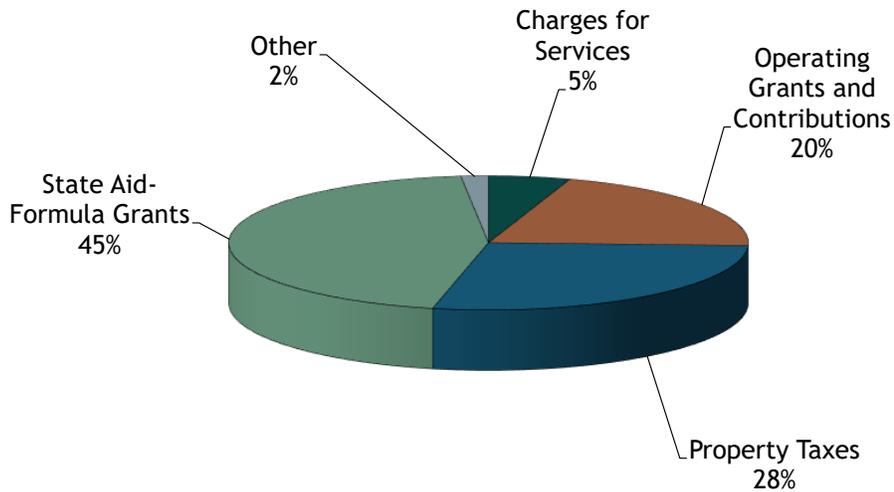
**Table A-2
Change in Net Position**

	Year Ended 2025	Year Ended 2024	Percentage Change
Revenues			
Program revenues			
Charges for services	\$ 1,043,325	\$ 883,116	18.14%
Operating grants and contributions	4,219,875	4,293,688	-1.72%
Capital grants and contributions	-	38,718	-100.00%
General revenues			
Property taxes	5,689,966	5,561,311	2.31%
General grants and aids	9,193,181	8,548,683	7.54%
Investment earnings	349,520	948,781	-63.16%
Total revenues	<u>20,495,867</u>	<u>20,274,297</u>	<u>1.09%</u>
Expenses			
Administration	\$665,579	\$677,786	-1.80%
District support services	622,407	488,553	27.40%
Elementary and secondary regular instruction	6,051,544	5,709,797	5.99%
Vocational education instruction	237,300	221,024	7.36%
Special education instruction	2,655,729	2,414,735	9.98%
Instructional support services	650,242	657,249	-1.07%
Pupil support services	1,226,141	1,244,633	-1.49%
Sites and buildings	4,484,364	2,705,418	65.75%
Fiscal and other fixed cost programs	97,085	94,390	2.86%
Food service	742,198	800,114	N/A
Community education and services	976,641	1,066,421	-8.42%
Unallocated depreciation	178,204	73,809	N/A
Interest and fiscal charges on long-term debt	1,425,209	1,449,476	N/A
Total expenses	<u>20,012,643</u>	<u>17,603,405</u>	<u>13.69%</u>
Increase (decrease) in net position	483,224	2,670,892	-81.91%
Net Position			
Net position - beginning	<u>4,532,331</u>	<u>1,861,439</u>	<u>143.49%</u>
End of year	<u>\$ 5,015,555</u>	<u>\$ 4,532,331</u>	<u>-10.66%</u>

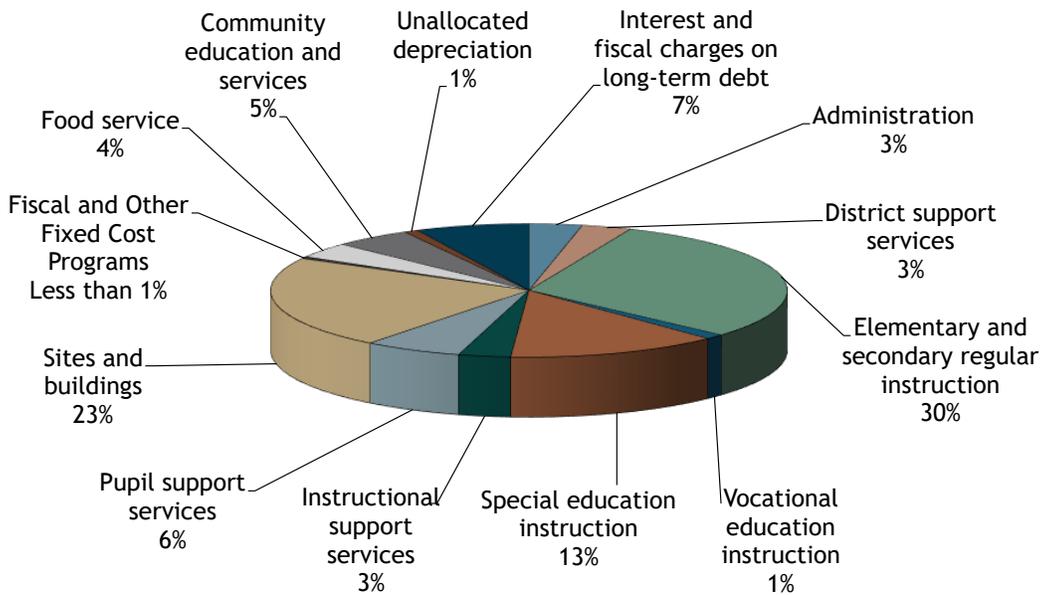
**Independent School District No. 108
Management Discussion and Analysis**

FINANCIAL ANALYSIS OF THE DISTRICT AS A WHOLE (CONTINUED)

**Figure A-1
Source of Revenues for Fiscal Year 2025**



**Figure A-2
Expenses for Fiscal Year 2025**



The cost of all governmental activities was \$20,012,643, which is an increase of 13.69% from the previous year.

- Some of the cost was paid by the users of the District's programs (\$1,043,325).

**Independent School District No. 108
Management Discussion and Analysis**

FINANCIAL ANALYSIS OF THE DISTRICT AS A WHOLE (CONTINUED)

The federal and state governments subsidized certain programs with grants and contributions (\$4,219,875).

- Most of the District's costs (\$14,883,147), however, were paid for by District taxpayers and the taxpayers of the State of Minnesota.
- The net expense of governmental activities in excess of program revenue was paid for with \$5,689,966 in property taxes and \$9,193,181 of state aid based on the statewide education aid formula. Investments earnings were \$349,520 as a result of fair value adjustments for the year ended June 30, 2025.

**Table A-3
Program Expenses and Net Cost of Services**

	Total Cost of Services		Percentage Change	Net Cost of Services		Percentage Change
	2025	2024		2025	2024	
Administrative	\$ 665,579	\$ 677,786	-1.80%	\$ 665,579	\$ 677,786	-1.80%
District support services	622,407	488,553	27.40%	610,700	476,022	28.29%
Elementary and secondary regular instruction	6,051,544	5,709,797	5.99%	5,189,509	4,952,446	4.79%
Vocational education instruction	237,300	221,024	7.36%	237,300	221,024	7.36%
Special education instruction	2,655,729	2,414,735	9.98%	82,459	263,211	-68.67%
Instructional support services	650,242	657,249	-1.07%	650,242	657,249	-1.07%
Pupil support services	1,226,141	1,244,633	-1.49%	1,205,936	1,210,985	-0.42%
Sites and buildings	4,484,364	2,705,418	65.75%	4,386,958	1,953,200	124.60%
Fiscal and other fixed cost programs	97,085	94,390	2.86%	92,585	89,040	3.98%
Food service	742,198	800,114	N/A	(1,120)	92,803	N/A
Community education and services	976,641	1,066,421	-8.42%	25,882	270,832	-90.44%
Unallocated depreciation	178,204	73,809	N/A	178,204	73,809	N/A
Interest and fiscal charges on long-term debt	1,425,209	1,449,476	N/A	1,425,209	1,449,476	N/A
Total	\$ 20,012,643	\$ 17,603,405	13.69%	\$ 14,749,443	\$ 12,387,883	19.06%

FINANCIAL ANALYSIS OF THE DISTRICT'S FUNDS

The financial performance of the District as a whole is reflected in its governmental funds as well. As the District completed the year, its governmental funds reported a combined fund balance of \$4,662,102, which is a decrease of \$1,905,132 from the prior year ending fund balance. Revenues for the District's governmental funds were \$20,337,687, total expenditures were \$22,457,758.

The Capital Projects Fund balance decreased by \$3,236,266 in the current fiscal year. The Debt Service Fund balance increased by \$195,325. The fund balance of the General Fund increased by \$974,247. The operations of the other governmental funds resulted in the fund balance of the Food Service Fund increasing by \$25,029 and the fund balance of the Community Service fund increasing \$136,533.

**Independent School District No. 108
Management Discussion and Analysis**

GENERAL FUND

The following schedule presents a summary of General Fund Revenues.

**Table A-4
General Fund Revenues**

	Year Ended		Change	
	June 30, 2025	June 30, 2024	Increase (Decrease)	Percent Change
Local property taxes	\$ 2,907,361	\$ 2,940,245	\$ (32,884)	-1.1%
Revenue from state sources	11,159,818	10,146,320	1,013,498	10.0%
Revenue from federal sources	461,055	663,775	(202,720)	-30.5%
Other	566,878	435,865	131,013	30.1%
Total	\$ 15,095,112	\$ 14,186,205	\$ 908,907	6.4%

Total General Fund revenue of \$15,095,112 increased by \$908,907 or 6.4% compared to the previous year. The biggest increase was from state sources due to enrollment and special education funding. In 2024-2025 there were also increases in local and other sources. Basic general education revenue is determined by the state per student funding formula and consists of state aid revenue. Other state-authorized revenue including excess levy referendum and operating capital involve an equalized mix of property tax and state aid revenue. The mix of property tax and state aid can change significantly from year to year without any net change of revenue.

The following schedule presents a summary of General Fund expenditures.

**Table A-5
General Fund Expenditures**

	Year Ended		Change	
	June 30, 2025	June 30, 2024	Increase (Decrease)	Percent Change
Salaries	\$ 6,993,762	\$ 6,951,914	\$ 41,848	0.6%
Employee benefits	2,059,688	2,133,718	(74,030)	-3.5%
Purchased services	3,394,898	2,935,224	459,674	15.7%
Supplies and materials	808,891	946,630	(137,739)	-14.6%
Capital expenditures	702,879	550,116	152,763	27.8%
Debt service expenditures	74,626	147,983	(73,357)	-49.6%
Other expenditures	62,920	104,916	(41,996)	-40.0%
Total	\$ 14,097,664	\$ 13,770,501	\$ 327,163	2.4%

**Independent School District No. 108
Management Discussion and Analysis**

GENERAL FUND (CONTINUED)

The total General Fund expenditures of \$14,097,664 was an increase of \$327,163 or 2.4% over the prior year. Salaries and benefits decreased by \$32,182 combined. Salaries increased 0.6% and employee benefits decreased by -3.5%. Purchased services expenditures increased \$459,674 or 15.7%, from the prior year. The remaining categories of supplies and materials, capital expenditures, debt service and other expenditures net to an overall cost decrease of \$100,329 this fiscal year.

In 2024-2025, General Fund revenues exceed expenditures by \$997,448. General Fund revenue was \$1,169,293 higher than budgeted and expenditures were \$176,066 more than budgeted. The unassigned fund balance increased from \$986,904 at June 30, 2024 to \$1,482,206 at June 30, 2025. The District ended the 2024-2025 year with a 10.5% unassigned fund balance which exceeds the board policy minimum of 7%

FOOD SERVICE FUND

The Food Service Fund accounts for the activities related to providing nutrition services to the K-12 academic program. The fund operates on the principle of revenues exceeding expenditures on day-to-day operations so that the excess can be used to systematically replace and upgrade kitchen equipment around the District. By operating in this manner, the Student Nutrition Services program is self-contained and does not pull resources away from direct K-12 instruction.

The fund balance increased by \$25,029 in 2024-2025. Food Service Fund revenue for 2024-2025 totaled \$751,015 which is an increase \$38,974 or 5.47% from 2023-2024. Food Service Fund expenditures for 2024-2025 totaled \$742,526, an increase of \$26,793 or 3.7% from 2023-2024.

COMMUNITY SERVICE FUND

The Community Service Fund accounts for the activities related to providing education services for Pre-Kindergarten and Post-Grade 12 students. The fund operates on a principle of breaking even on a year-to-year basis so that it does not pull resources away from K-12 instruction.

The fund balance increased by \$136,533 in 2024-2025. Community Service Fund revenues for 2023-2024 totaled \$1,126,587. This was an increase of \$199,756 or 21.55% from 2023-2024. Community Service Fund expenditures for 2024-2025 totaled \$990,054. This was a decrease of \$103,838 or 9.49% from 2023-2024.

The entire fund balance is restricted to be used for specific purposes based on state requirements.

CAPITAL PROJECTS FUND

The Capital Projects Fund accounts for the costs of school construction, addition, and renovation projects. Bond proceeds are deposited in the Capital Projects Fund and are then drawn down as the payments are made for work completed on the various building projects. The proceeds of bonds can only be used for the purpose for which the bonds were issued.

Independent School District No. 108 Management Discussion and Analysis

CAPITAL PROJECTS FUND (CONTINUED)

In 2024-2025 the District had local revenues totaling \$206,935 related to investment performance.

The District expended \$3,443,201 on capital projects during the year. The fund balance decreased by \$3,326,266 in 2024-2025. Some projects are in process at the end of the fiscal year. At such time that the District has completed all construction projects in process, the fund balance of this fund should end up at \$0 as long as no further construction or renovation is approved.

DEBT SERVICE FUND

The Debt Service Fund exists to service the principal and interest payments on long-term debt issued by the District to construct school facilities or acquire school equipment. Annual levies will provide revenue at a rate of 105% of pending debt service payments for a fiscal year. This rate is specified in statute to ensure that principal and interest payments can be made as scheduled even if there are late property tax payments or delinquencies that may arise.

Debt service revenue was \$3,158,038 for 2024-2025, 83% of which came from property tax revenue. Debt service expenditures were \$3,184,313. The District made principal payments in the amount of \$1,575,000 and interest and other payments of \$1,609,313. The Debt Service Fund has a fund balance of \$655,953 as of June 30, 2025, which is restricted to be used for future debt payments.

The Minnesota Department of Education monitors fund balances in the Debt Service Fund and limits the amount of funds that can be carried forward. If the fund balance gets too high, future levy authority will be reduced in order to reduce the debt service fund balance to a reasonable level. Fund balance and collection of tax levies will provide adequate cash flow for timely payment of principal and interest.

CAPITAL ASSETS AND DEBT ADMINISTRATION

Capital Assets

By the end of 2024, the District had invested \$81,078,307 in a broad range of capital assets including: school buildings, land, and other equipment for various instructional programs (see Table A-6). Accumulated depreciation/amortization as of June 30, 2025, was \$19,880,081, with current year depreciation/amortization expense for governmental activities totaling \$3,135,481. More detailed information about capital assets can be found in Note 4 to the basic financial statements.

**Independent School District No. 108
Management Discussion and Analysis**

CAPITAL ASSETS AND DEBT ADMINISTRATION (CONTINUED)

Capital Assets (Continued)

**Table A-7
Long-Term Liabilities**

	Year Ended 2025	Year Ended 2024	Percent Change
General obligation bonds	\$ 49,689,917	\$ 51,264,917	-3.1%
Net bond premium and discount	2,527,692	2,694,610	-6.2%
Lease liability	371,937	231,624	N/A
Finance purchases payable	-	-	N/A
Net pension liability	6,347,784	8,213,466	-22.7%
Total OPEB liability	1,196,220	1,209,907	-1.1%
Compensated absences payable	171,529	36,372	371.6%
	<u>\$ 60,305,079</u>	<u>\$ 63,650,896</u>	<u>-5.3%</u>
Long-term liabilities			
Due within one year	\$ 1,890,019	\$ 1,238,486	
Due in more than one year	58,415,060	62,412,410	
	<u>\$ 60,305,079</u>	<u>\$ 63,650,896</u>	

Long-Term Liabilities

For the fiscal year ended June 30, 2025, the District had \$60,305,079 in long-term liabilities outstanding, including \$49,689,917 in General Obligation Bonds. More detailed information about the long-term liabilities is presented in Note 5 of the financial statements.

CONTACTING THE DISTRICT'S FINANCIAL MANAGEMENT

This financial report is designed to provide our citizens, taxpayers, customers and investors and creditors with a general overview of the District's finances and to demonstrate the District's accountability for the money it receives. If you have questions about this report or need additional financial information, contact the District Office, ISD No. 108, 531 Morse Street, Norwood Young America, MN 55368.

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BASIC FINANCIAL STATEMENTS

Independent School District No. 108
Statement of Net Position
June 30, 2025

	Governmental Activities
Assets	
Cash and investments	\$ 7,211,709
Current property taxes receivable	3,557,160
Delinquent property taxes receivable	9,221
Due from Department of Education	1,610,340
Due from Federal Government through Department of Education	320,055
Inventory	8,146
Prepaid items	25,419
Capital assets not being depreciated	
Land	25,000
Capital assets net of accumulated depreciation/amortization	
Land improvements	9,429,949
Buildings and improvements	47,865,341
Equipment	3,534,959
Lease asset - buildings and improvements	163,861
Lease asset - equipment	179,116
Total assets	73,940,276
Deferred Outflows of Resources	
Deferred outflows related to OPEB	311,056
Deferred outflows related to pensions	1,937,306
Total deferred outflows of resources	2,248,362
Total assets and deferred outflows of resources	\$ 76,188,638
Liabilities	
Accounts and contracts payable	\$ 440,739
Salaries and benefits payable	1,202,963
Interest payable	641,204
Due to other Minnesota school districts	280,836
Due to other governmental units	12,276
Unearned revenue	95,572
Net bond principal payable	
Payable within one year	1,760,000
Payable after one year	50,457,609
Lease liability	
Payable within one year	44,254
Payable after one year	327,683
Compensated absences payable	
Payable within one year	85,765
Payable after one year	85,765
Total OPEB liability	1,196,220
Net pension liability	6,347,784
Total liabilities	62,978,669
Deferred Inflows of Resources	
Property taxes levied for subsequent year's expenditures	6,038,341
Deferred inflows related to OPEB	73,878
Deferred inflows related to pensions	2,082,195
Total deferred inflows of resources	8,194,414
Net Position	
Net investment in capital assets	
Restricted for	8,608,680
General Purposes	1,045,780
Debt service	14,749
Capital Projects	134,553
Food Service	169,494
Community Service	142,390
Unrestricted	(5,100,091)
Total net position	5,015,555
Total liabilities, deferred inflows of resources, and net position	\$ 76,188,638

See notes to basic financial statements.

Independent School District No. 108
Statement of Activities
Year Ended June 30, 2025

Functions/Programs	Expenses	Program Revenues			Net (Expense) Revenues and Changes in Net Position
		Charges for Services	Operating Grants and Contributions	Capital Grants and Contributions	Governmental Activities
Governmental activities					
Administration	\$ 665,579	\$ -	\$ -	\$ -	\$ (665,579)
District support services	622,407	-	11,707	-	(610,700)
Elementary and secondary regular instruction	6,051,544	220,901	641,134	-	(5,189,509)
Vocational education instruction	237,300	-	-	-	(237,300)
Special education instruction	2,655,729	-	2,573,270	-	(82,459)
Instructional support services	650,242	-	-	-	(650,242)
Pupil support services	1,226,141	-	20,205	-	(1,205,936)
Sites and buildings	4,484,364	-	97,406	-	(4,386,958)
Fiscal and other fixed cost programs	97,085	-	4,500	-	(92,585)
Food service	742,198	65,620	677,698	-	1,120
Community education and services	976,641	756,804	193,955	-	(25,882)
Unallocated depreciation	178,204	-	-	-	(178,204)
Interest and fiscal charges on long-term debt	1,425,209	-	-	-	(1,425,209)
 Total governmental activities	 <u>\$ 20,012,643</u>	 <u>\$ 1,043,325</u>	 <u>\$ 4,219,875</u>	 <u>\$ -</u>	 <u>(14,749,443)</u>
General revenues					
Taxes					
Property taxes, levied for general purposes					2,900,906
Property taxes, levied for debt service					2,628,588
Property taxes, levied for community service					160,472
General grants and aids					9,193,181
Investment income					349,520
Total general revenues					<u>15,232,667</u>
Change in net position					483,224
Net position - beginning					<u>4,532,331</u>
Net position - ending					<u>\$ 5,015,555</u>

See notes to basic financial statements.

Independent School District No. 108
Balance Sheet - Governmental Funds
June 30, 2025

	General	Debt Service	Capital Projects	Nonmajor Funds	Total Governmental Funds
Assets					
Cash and Investments					
Cash and investments	\$ 4,443,937	\$ 1,867,512	\$ 389,535	\$ 510,725	\$ 7,211,709
Current property taxes receivable	1,508,550	1,962,759	-	85,851	3,557,160
Delinquent property taxes receivable	4,762	4,188	-	271	9,221
Due from Department of Education	1,543,602	47,012	-	19,726	1,610,340
Due from Federal Government through Department of Education	318,527	-	-	1,528	320,055
Inventory	-	-	-	8,146	8,146
Prepaid items	25,419	-	-	-	25,419
Total assets	\$ 7,844,797	\$ 3,881,471	\$ 389,535	\$ 626,247	\$ 12,742,050
Liabilities, Deferred Inflows of Resources, and Fund Balances					
Liabilities					
Accounts payable	\$ 148,647	\$ 3,000	\$ 254,982	\$ 34,110	\$ 440,739
Salaries and benefits payable	1,141,974	-	-	60,989	1,202,963
Due to other Minnesota school districts	280,735	-	-	101	280,836
Due to other governmental units	12,213	-	-	63	12,276
Unearned revenue	41,602	-	-	53,970	95,572
Total liabilities	1,625,171	3,000	254,982	149,233	2,032,386
Deferred inflows of resources					
Property tax levied for subsequent year's expenditures	2,663,298	3,218,330	-	156,713	6,038,341
Unavailable revenue - delinquent property taxes	4,762	4,188	-	271	9,221
Total deferred inflows of resources	2,668,060	3,222,518	-	156,984	6,047,562
Fund Balances					
Nonspendable for					
Inventory	-	-	-	8,146	8,146
Prepaid items	25,419	-	-	-	25,419
Restricted for					
Student activities	70,788	-	-	-	70,788
Scholarships	29,491	-	-	-	29,491
Capital projects levy	102,381	-	-	-	102,381
Projects funded by certificates of participation	-	-	84,757	-	84,757
Operating capital	141,996	-	-	-	141,996
Basic skills	284,459	-	-	-	284,459
Teacher Compound Read Act	16,559	-	-	-	16,559
Literacy Aid	37,663	-	-	-	37,663
Safe Schools Levy	10,177	-	-	-	10,177
Long-term facilities maintenance	209,910	-	-	-	209,910
Medical assistance	142,356	-	-	-	142,356
Debt service	-	655,953	-	-	655,953
Food service	-	-	-	169,494	169,494
Community education programs	-	-	-	80,921	80,921
Early childhood family and education programs	-	-	-	50,386	50,386
School readiness	-	-	-	9,300	9,300
Community service	-	-	-	1,783	1,783
Capital projects	-	-	49,796	-	49,796
Assigned	998,161	-	-	-	998,161
Unassigned	1,482,206	-	-	-	1,482,206
Total fund balances	3,551,566	655,953	134,553	320,030	4,662,102
Total liabilities, deferred inflows of resources, and fund balances	\$ 7,844,797	\$ 3,881,471	\$ 389,535	\$ 626,247	\$ 12,742,050

Independent School District No. 108
Reconciliation of the Balance Sheet to
the Statement of Net Position - Governmental Funds
June 30, 2025

Total fund balances - governmental funds \$ 4,662,102

Amounts reported for governmental activities in the Statement of Net Position are different because:

Capital assets used in governmental activities are not current financial resources and, therefore, are not reported as assets in governmental funds.

Cost of capital assets	80,636,079
Less accumulated depreciation	(19,780,830)
Leased assets	442,228
Less accumulated amortization	(99,251)

Long-term liabilities, including bonds payable, are not due and payable in the current period and, therefore, are not reported as liabilities in the funds.

Long-term liabilities at year-end consist of:

Bond principal payable	(49,689,917)
Bond premiums	(2,527,692)
Lease liability	(371,937)
Compensated absences payable	(171,529)
Total OPEB liability	(1,196,220)
Net pension liability	(6,347,784)

Deferred outflows of resources and deferred inflows of resources are created as a result of various differences related to pensions that are not recognized in the governmental funds.

Deferred outflows related to pensions	1,937,306
Deferred inflows related to pensions	(2,082,195)

Deferred outflows of resources and deferred inflows of resources are created as a result of various differences related to OPEB that are not recognized in the governmental funds.

Deferred outflows related to OPEB	311,056
Deferred inflows related to OPEB	(73,878)

Delinquent property taxes receivable will be collected in subsequent years, but are not available soon enough to pay for the current period's expenditures and, therefore, are deferred in the funds.

9,221

Governmental funds do not report a liability for accrued interest on bonds and finance purchases until due and payable.

(641,204)

Total net position - governmental activities \$ 5,015,555

Independent School District No. 108
Statement of Revenues, Expenditures, and
Changes in Fund Balances - Governmental Funds
Year Ended June 30, 2025

	General	Debt Service	Capital Projects	Nonmajor Funds	Total Governmenta l Funds
Revenues					
Local property taxes	\$ 2,907,361	\$ 2,628,837	\$ -	\$ 165,058	\$ 5,701,256
Other local and county revenues	566,878	59,080	206,935	793,375	1,626,268
Revenue from state sources	11,159,818	470,121	-	593,342	12,223,281
Revenue from federal sources	461,055	-	-	260,207	721,262
Sales and other conversion of assets	-	-	-	65,620	65,620
Total revenues	<u>15,095,112</u>	<u>3,158,038</u>	<u>206,935</u>	<u>1,877,602</u>	<u>20,337,687</u>
Expenditures					
Current					
Administration	664,324	-	-	-	664,324
District support services	582,076	-	-	-	582,076
Elementary and secondary regular instruction	5,829,438	-	-	-	5,829,438
Vocational education instruction	235,164	-	-	-	235,164
Special education instruction	2,667,226	-	-	-	2,667,226
Instructional support services	652,522	-	-	-	652,522
Pupil support services	1,219,863	-	-	-	1,219,863
Sites and buildings	1,372,460	-	35,643	-	1,408,103
Fiscal and other fixed cost programs	97,085	-	-	-	97,085
Food service	-	-	-	740,482	740,482
Community education and services	-	-	-	984,554	984,554
Capital outlay					
District support services	30,849	-	-	-	30,849
Elementary and secondary regular instruction	6,049	-	-	-	6,049
Vocational education instruction	291	-	-	-	291
Sites and buildings	662,686	-	3,407,558	-	4,070,244
Food service	-	-	-	2,044	2,044
Community education and services	-	-	-	5,500	5,500
Debt service					
Principal	74,626	1,575,000	-	-	1,649,626
Interest and fiscal charges	3,005	1,609,313	-	-	1,612,318
Total expenditures	<u>14,097,664</u>	<u>3,184,313</u>	<u>3,443,201</u>	<u>1,732,580</u>	<u>22,457,758</u>
Excess of revenues over (under) expenditures	997,448	(26,275)	(3,236,266)	145,022	(2,120,071)
Other Financing Sources (Uses)					
Lease issuance	214,939	-	-	-	214,939
Transfers in	-	221,600	-	16,540	238,140
Transfers out	(238,140)	-	-	-	(238,140)
Total other financing sources (uses)	<u>(23,201)</u>	<u>221,600</u>	<u>-</u>	<u>16,540</u>	<u>214,939</u>
Net change in fund balances	974,247	195,325	(3,236,266)	161,562	(1,905,132)
Fund Balances					
Beginning of year	<u>2,577,319</u>	<u>460,628</u>	<u>3,370,819</u>	<u>158,468</u>	<u>6,567,234</u>
End of year	<u>\$ 3,551,566</u>	<u>\$ 655,953</u>	<u>\$ 134,553</u>	<u>\$ 320,030</u>	<u>\$ 4,662,102</u>

See notes to basic financial statements.

**Independent School District No. 108
Reconciliation of the Statement of Revenues, Expenditures,
and Changes in Fund Balances to the
Statement of Activities - Governmental Funds
Year Ended June 30, 2025**

Net change in fund balances - total governmental funds \$ (1,905,132)

Amounts reported for governmental activities in the Statement of Activities are different because:

Capital outlays are reported in governmental funds as expenditures. However, in the Statement of Activities, the cost of those assets is allocated over the useful lives as depreciation expense.

Capital outlays	3,580,756
Depreciation/amortization expense	(3,135,481)
Disposal of capital assets	(4,210)

Compensated absences and severance are recognized as paid in the governmental funds but recognized as the expense is incurred in the Statement of Activities.	(135,157)
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OPEB contributions are recognized as paid in the governmental funds but recognized as the expense is incurred in the Statement of Activities.	23,739
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Principal payments on long-term debt are recognized as expenditures in the governmental funds but have no effect on net position in the Statement of Activities.	1,649,626
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Governmental funds recognized pension contributions as expenditures at the time of payment whereas the Statement of Activities factors in items related to pensions on a full accrual perspective.	233,264
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Interest on long-term debt in the Statement of Activities differs from the amount reported in the governmental funds because interest is recognized as an expenditure in the funds when it is due and thus requires use of current financial resources. In the Statement of Activities, however, interest expense is recognized as the interest accrues, regardless of when it is due.	20,191
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Governmental funds report the effect of bond premiums and discounts when the debt is first issued, whereas these amounts are deferred and amortized in the Statement of Activities.	166,918
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Delinquent property taxes receivable will be collected in subsequent years, but are not available soon enough to pay for the current period's expenditures and, therefore, are deferred in the funds.	(11,290)
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Change in net position - governmental activities	\$ 483,224
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Independent School District No. 108
Statement of Revenues, Expenditures, and
Changes in Fund Balance -
Budget and Actual - General Fund
Year Ended June 30, 2025

	Budgeted Amounts		Actual Amounts	Variance with Final Budget - Over (Under)
	Original	Final		
Revenues				
Local property taxes	\$ 2,887,606	\$ 2,861,580	\$ 2,907,361	\$ 45,781
Other local and county revenues	285,250	388,974	566,878	177,904
Revenue from state sources	9,937,050	10,256,921	11,159,818	902,897
Revenue from federal sources	366,000	418,344	461,055	42,711
Total revenues	<u>13,475,906</u>	<u>13,925,819</u>	<u>15,095,112</u>	<u>1,169,293</u>
Expenditures				
Current				
Administration	669,483	688,596	664,324	(24,272)
District support services	618,570	656,832	582,076	(74,756)
Elementary and secondary regular instruction	5,554,653	5,748,163	5,829,438	81,275
Vocational education instruction	196,551	215,451	235,164	19,713
Special education instruction	2,308,575	2,422,170	2,667,226	245,056
Instructional support services	671,115	719,325	652,522	(66,803)
Pupil support services	1,331,058	1,275,624	1,219,863	(55,761)
Sites and buildings	1,443,540	1,429,437	1,372,460	(56,977)
Fiscal and other fixed cost programs	136,000	131,000	97,085	(33,915)
Capital outlay				
District support services	42,000	130,000	30,849	(99,151)
Elementary and secondary regular instruction	10,000	10,000	6,049	(3,951)
Vocational education instruction	3,000	1,000	291	(709)
Sites and buildings	80,000	449,000	662,686	213,686
Debt service				
Principal	83,820	45,000	74,626	29,626
Interest and fiscal charges	-	-	3,005	3,005
Total expenditures	<u>13,148,365</u>	<u>13,921,598</u>	<u>14,097,664</u>	<u>176,066</u>
Excess of revenues over (under) expenditures	327,541	4,221	997,448	993,227
Other Financing Sources (Uses)				
Lease issuance	-	-	214,939	214,939
Transfers out	(223,689)	(223,689)	(238,140)	(14,451)
Total other financing sources (uses)	<u>(223,689)</u>	<u>(223,689)</u>	<u>(23,201)</u>	<u>200,488</u>
Net change in fund balance	<u>\$ 103,852</u>	<u>\$ (219,468)</u>	974,247	<u>\$ 1,193,715</u>
Fund Balance				
Beginning of year			<u>2,577,319</u>	
End of year			<u>\$ 3,551,566</u>	

See notes to basic financial statements.

Independent School District No. 108
Notes to Basic Financial Statements

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The District operates under a school board form of government for the purpose of providing educational services to individuals within the District areas. The governing body consists of a seven member board elected by the voters of the District to serve four-year terms.

The accounting policies of the District conform to accounting principles generally accepted in the United States of America as applicable to governmental units. The following is a summary of the more significant policies.

A. Reporting Entity

The basic financial statements present the District and its component units. The District includes all funds, organizations, institutions, agencies, departments, and offices that are not legally separate from such. Component units are legally separate organizations for which the elected officials of the District are financially accountable and are included within the basic financial statements of the District because of the significance of their operational or financial relationships with the District.

The District is considered financially accountable for a component unit if it appoints a voting majority of the organization's governing body and it is able to impose its will on the organization by significantly influencing the programs, projects, activities, or level of services performed or provided by the organization, or there is a potential for the organization to provide specific financial benefits to or impose specific financial burdens on, the District.

As a result of applying the component unit definition criteria above, it has been determined the District has no component units.

The student activity accounts of the District are under board control and are reported in the General Fund.

B. Basic Financial Statement Information

The government-wide financial statements (i.e., the Statement of Net Position and the Statement of Activities) display information about the reporting government as a whole. These statements include all the financial activities of the District.

The Statement of Activities demonstrates the degree to which the direct expenses of a given function or segments are offset by program revenues. Direct expenses are those that are clearly identifiable with a specific function or segment. Program revenues include charges to customers or applicants who purchase, use, or directly benefit from goods, services, or privileges provided by a given function or segment and grants and contributions that are restricted to meeting the operational or capital requirements of a particular function or segment. Taxes and other items not properly included among program revenues are reported instead as general revenues.

Depreciation and amortization expense that can be specifically identified by function is included in the direct expenses of that function. Interest on general long-term debt is considered an indirect expense and is reported separately in the Statement of Activities. The effect of interfund activity has been removed from these statements.

Separate fund financial statements are provided for governmental funds. Major individual governmental funds are reported as separate columns in the fund financial statements.

**Independent School District No. 108
Notes to Basic Financial Statements**

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

C. Measurement Focus and Basis of Accounting

The accounting and financial reporting treatment applied is determined by its measurement focus and basis of accounting. The government-wide financial statements are reported using the economic resources measurement focus and the accrual basis of accounting. Revenues are recorded when earned and expenses are recorded when a liability is incurred, regardless of the timing of related cash flows. Governmental fund financial statements are reported using the current financial resources measurement focus and the modified accrual basis of accounting. Under this basis of accounting transactions are recorded as follows:

1. Revenue Recognition

Revenue is recognized when it becomes measurable and available. "Measurable" means the amount of the transaction can be determined and "available" means collectible within the current period or soon enough thereafter to be used to pay liabilities of the current period. Property tax revenue is generally considered as available if collected within 60 days after year-end. State revenue is recognized in the year to which it applies according to *Minnesota Statutes* and accounting principles generally accepted in the United States of America. *Minnesota Statutes* include state aid funding formulas for specific fiscal years. Federal revenue is recorded in the year in which the related expenditure is made. Food service sales, community education tuition, and other miscellaneous revenue (except investment earnings) are recorded as revenues when received because they are generally not measurable until then. Investment earnings are recorded when earned because they are measurable and available. Other revenue is considered available if collected within 60 days of the end of the current fiscal period.

2. Recording of Expenditures

Expenditures are generally recorded when a liability is incurred. The exceptions to this general rule are that interest and principal expenditures in the Debt Service Fund, compensated absences, and claims and judgments are recognized when payment is due.

In the fund financial statements, governmental funds report fund classifications that comprise a hierarchy based primarily on the extent to which the District is bound to honor the constraints on the specific purpose for which amounts in these funds can be spent. If resources from more than one fund balance classification could be spent, the school will follow the approved District plan for each of the areas. If there is no plan, the District will strive to spend resources from fund balance classifications in the following order: restricted, committed, assigned, and unassigned.

Proprietary funds distinguish operating revenues and expenses from nonoperating items. Operating revenues and expenses generally result from providing services and producing and delivering goods in connection with a proprietary fund's principal ongoing operations. The principal operating revenues of the Internal Service Fund are employee and District contributions. Operating expenses for proprietary funds include claims paid and administrative expenses.

All revenues and expenses not meeting this definition are reported as nonoperating revenues and expenses. Amounts reported as program revenues include charges to customers or applicants for goods, services or privileges provided, operating grants and contributions, and capital grants and contributions, including special assessments. Internally dedicated resources are reported as general revenues rather than as program revenues. Likewise, general revenues include all taxes.

**Independent School District No. 108
Notes to Basic Financial Statements**

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

C. Measurement Focus and Basis of Accounting (Continued)

Description of Funds:

Major Funds:

General Fund - This fund is the basic operating fund of the District and is used to account for all financial resources except those required to be accounted for in another fund.

Capital Projects - Building Construction Fund - This fund is used to account for financial resources used for the acquisition or construction of major capital facilities funded with bond issues or special levies.

Debt Service Fund - This fund is used to account for the accumulation of resources for, and payment of, general obligation bond principal, interest, and related costs.

Nonmajor Funds:

Food Service Special Revenue Fund - This fund is used to account for food service revenues and expenditures.

Community Service Special Revenue Fund - This fund is used to account for services provided to residents in the areas of community education, school readiness, early childhood and family education, or other similar services.

D. Deposits and Investments

Cash and investments include balances from all funds that are combined and invested to the extent available in various securities as authorized by state law. Earnings from the pooled investments are allocated to the individual funds based on the average cash and investment balances of each fund.

The District categorizes its fair value measurements within the fair value hierarchy established by generally accepted accounting principles. The Hierarchy is based on the valuation inputs used to measure the fair value of the asset. Level 1 inputs are quoted prices in active markets for identical assets; Level 2 inputs are significant other observable inputs; Level 3 inputs are significant unobservable inputs. Investments held by investment pools are measured at amortized cost.

Cash and investments at June 30, 2025, were comprised of demand deposits, certificates of deposit, money market funds, and U.S. Treasury Notes. Investments are reported at fair value as disclosed in Note 2.

Minnesota Statutes requires all deposits be protected by federal deposit insurance, corporate surety bonds or collateral. The market value of collateral pledged must equal 110% of the deposits not covered by Federal Deposit Insurance Corporation (FDIC) insurance or corporate surety bonds

Minnesota Statutes authorizes the District to invest in obligations of the U.S. Treasury, agencies, and instrumentalities, shares of investment companies whose only investments are in the aforementioned securities, obligations of the State of Minnesota or its municipalities, bankers' acceptances, future contracts, repurchase and reverse repurchase agreements, and commercial paper of the highest quality with a maturity of no longer than 270 days.

Independent School District No. 108
Notes to Basic Financial Statements

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

D. Deposits and Investments (Continued)

In accordance with GASB Statement No. 79, the various MNTrust securities, and money market funds are valued at amortized cost, which approximates fair value. There are no restrictions or limitations on withdrawals from the MNTrust Investment Shares. Seven days' notice of redemption is required for withdrawals of investments in the MNTrust Term Series withdrawn prior to the maturity date of that series. A penalty could be assessed as necessary to recoup the Series for any charges, losses, and other costs attributable to the early redemption. 30-day advance notice is required for withdrawals from the MNTrust Limited Term Duration Series.

E. Property Tax Receivable

Current property taxes receivable are recorded for taxes certified the previous December and collectible in the current calendar year, which have not been received by the District. Delinquent property taxes receivable represents uncollected taxes for the past six years and are deferred and included in the deferred inflows of resources section of the fund financial statements as unavailable revenue because they are not available to finance the operations of the District in the current year.

F. Property Taxes Levied for Subsequent Year's Expenditures

Property taxes levied for subsequent year's expenditures consist principally of property taxes levied in the current year which will be collected and recognized as revenue in the District's following fiscal year to properly match those revenues with the budgeted expenditures for which they were levied. This amount is equal to the amount levied by the School Board in December 1899, less various components and their related adjustments as mandated by the state. These portions of that levy were recognized as revenue in 2025. The remaining portion of the levy will be recognized when measurable and available.

G. Inventories

Inventories of commodities donated directly by the U.S. Department of Agriculture are recorded at market value. Other inventories are stated at cost as determined on a first-in, first-out (FIFO) basis. Inventories are recorded as expenditures when consumed rather than when purchased.

H. Prepaid Items

Certain payments to vendors reflect costs applicable to future accounting periods and are recorded as prepaid items in both the government-wide and fund financial statements. Prepaid items are recorded as expenditures at the time of consumption.

I. Property Taxes

The District levies its property tax during the month of December. December 28 is the last day the District can certify a tax levy to the County Auditor. Such taxes become a lien on January 1. The property tax is recorded as revenue when it becomes measurable and available. Olmsted and Wabasha Counties are the collecting agencies for the levy and remit the collections to the District three times a year. The Tax levy notice is mailed in March with the first half of the payment due on May 15 and the second half due on October 15. Delinquent collections for November and December are received the following January.

A portion of property taxes levied is paid by the State of Minnesota through various tax credits, which are included in revenue from state sources in the basic financial statements.

**Independent School District No. 108
Notes to Basic Financial Statements**

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

J. Capital Assets

Capital assets are capitalized at historical cost or estimated historical cost for assets where actual historical cost is not available. Donated assets are recorded as capital assets at their acquisition value at the date of donation. Capital assets are defined by the District as assets and grouped assets with an initial individual cost of more than \$1,000 and an estimated useful life in excess of one year. The cost of normal maintenance and repairs that do not add to the value of the asset or materially extend asset lives are not capitalized.

Capital assets are recorded in the District-wide basic financial statement but are not reported in the fund financial statements. Capital assets are depreciated using the straight-line method over their estimated useful lives. Since surplus assets are sold for an immaterial amount when declared as no longer needed for public school purpose by the District, no salvage value is taken into consideration for depreciation purposes. Useful lives vary from 25 to 50 years for improvements and buildings, and 5 to 20 years for equipment and furnishings.

Capital assets not being depreciated include land and construction in progress.

The District does not possess any material amounts of infrastructure capital assets. Items such as sidewalks and other land improvements are considered to be part of the cost of buildings or other improvable property.

K. Right-to-Use Lease Assets/Lease Liabilities

The District recorded right-to-use lease assets as a result of implementing GASB Statement No. 87, Leases. The right-to-use lease assets are initially measured at an amount equal to the initial measurement of the lease liability plus any payments made prior to the lease term, less lease incentives, and plus ancillary charges necessary to place the lease into service. The right-to-use assets are amortized on a straight-line basis over the life of the related lease.

Key estimates and judgments related to leases include (1) the discount rate, (2) lease term, and (3) lease payments.

The District uses the interest rate charged by the lessor as the discount rate. When the interest rate charged by the lessor is not provided, the District determines its estimated borrowing rate based on the applicable State and Local Government Securities rate. The lease term includes the noncancellable period of the lease. Lease payments included in the measurement of the lease liability are composed of fixed payments and purchase option the District is reasonably certain to exercise.

The District monitors changes in circumstances that would require a re-measurement of the leases and will remeasure the right-to-use lease assets and liabilities if certain changes occur that are expected to significantly affect the amount of the lease liability.

Independent School District No. 108
Notes to Basic Financial Statements

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

L. Deferred Outflows/Inflows of Resources

In addition to assets, the Statement of Financial Position will sometimes report a separate section for deferred outflows of resources. This separate basic financial statement element represents a consumption of net assets that applies to a future period(s) and so will not be recognized as an outflow of resources (expense) until that time. The District has two items that qualify for reporting in this category. Deferred outflows of resources related to pensions and deferred outflows of resources related to OPEB are reported in the government-wide Statement of Net Position. Deferred outflows of resources related to pensions are recorded for various estimate differences that will be amortized and recognized over future years. Deferred outflows of resources related to OPEB are recorded for various estimate differences that will be amortized and recognized over future years.

In addition to liabilities, the Statement of Financial Position and fund financial statements will sometimes report a separate section for deferred inflows of resources. This separate financial statement element represents an acquisition of net assets that applies to a future period(s) and so will not be recognized as an inflow of resources (revenue) until that time. The District has four types of items which qualify for reporting in this category. The first item, unavailable revenue from property taxes, arises under a modified accrual basis of accounting and is reported only in the Governmental Funds Balance Sheet. Delinquent property taxes not collected within 60 days of year-end are deferred and recognized as an inflow of resources in the governmental funds in the period the amounts become available. The second item is property taxes levied for subsequent years, which represent property taxes received or reported as a receivable before the period for which the taxes are levied and is reported as a deferred inflow of resources in both the government-wide Statement of Net Position and the Governmental Funds Balance Sheet. Property taxes levied for subsequent years are deferred and recognized as an inflow of resources in the government-wide financial statements in the year for which they are levied and in the governmental fund financial statements during the year for which they are levied, if available.

Deferred inflows of resources related to pensions are recorded on the government-wide statements for various estimate differences that will be amortized and recognized over future years. Deferred inflows of resources related to OPEB are recorded on the government-wide statements for various estimate differences that will be amortized and recognized over future years.

M. Long-Term Obligations

In the government-wide financial statements long-term debt and other long term obligations are reported as liabilities in the applicable governmental activities Statement of Net Position. Bond premiums and discounts are deferred and amortized over the life of the bonds using the straight-line method. Bonds payable are reported net of the applicable bond premium or discount.

In the fund financial statements, governmental fund types recognize bond premiums and discounts, as well as bond issuance costs, during the current period. The face amount of debt issued is reported as other financing sources. Premiums received on debt issuances are reported as other financing sources while discounts on debt issuances are reported as other financing uses. Issuance costs, whether or not withheld or not withheld from the actual debt proceeds received, are reported as debt service expenditures.

**Independent School District No. 108
Notes to Basic Financial Statements**

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

N. Compensated Absences

The liability for compensated absences reported in the Statement of Net Position consists of leave that has not been used that is attributable to services already rendered, accumulates, and is more likely than not to be used for time off or otherwise paid in cash or settled through noncash means. The liability also includes amounts for leave that has been used for time off but has not yet been paid in cash or settled through noncash means and certain other types of leave.

O. Pensions

For purposes of measuring the net pension liability, deferred outflows/inflows of resources and pension expense, information about the fiduciary net position of the Public Employees Retirement Association (PERA) and Teachers Retirement Association (TRA) and additions to/deductions from PERA's and TRA's fiduciary net position have been determined on the same basis as they are reported by PERA and TRA. For this purpose, plan contributions are recognized as of employer payroll paid dates and benefit payments and refunds are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

TRA has a special funding situation created by direct aid contributions made by the State of Minnesota, City of Minneapolis, and Minneapolis School District. The direct aid is a result of the merger of the Minneapolis Teachers Retirement Fund Association merger into TRA in 2006. A second direct aid source is from the State of Minnesota for the merger of the Duluth Teacher's Retirement Fund Association (DTRFA) in 2015.

P. Postemployment Benefits Other than Pensions

For purposes of measuring the net OPEB liability, deferred outflows of resources and deferred inflows of resources related to OPEB, and OPEB expense, information about the fiduciary net position of the District and additions to/deductions from the District's fiduciary net position have been determined on the same basis as they are reported by the District.

For this purpose, the District recognizes benefit payments when due and payable in accordance with the benefit terms. Investments are reported at fair value, except for money market investments, which are reported at amortized cost, which approximates fair value.

Q. Fund Equity

1. Classification

In the fund financial statements, governmental funds report fund classifications that comprise a hierarchy based primarily on the extent to which the District is bound to honor constraints on the specific purpose for which amounts in those funds can be spent.

- **Nonspendable Fund Balances** - These are amounts that cannot be spent because they are either not in spendable form or they are legally or contractually required to be maintained intact and include inventory and prepaid items.
- **Restricted Fund Balances** - These are amounts that are restricted to specific purposes either by constraints placed on the use of resources by creditors, grantors, contributors, or laws or regulations of other governments, or imposed by law through enabling legislation.

**Independent School District No. 108
Notes to Basic Financial Statements**

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Q. Fund Equity (Continued)

1. Classification (Continued)

- Committed Fund Balances - These are amounts that can only be used for specific purposes pursuant to constraints imposed by the School Board (highest level of decision-making authority) by majority vote.
- Assigned Fund Balances - These are unrestricted funds constrained by the District's intent that they be used for specific purposes, but that do not meet the criteria to be classified as restricted or committed. The School Board delegates to the Superintendent, and Executive Director of Business and Operations, the authority to assign fund balances for specific purposes.
- Unassigned fund balance represents fund balance that has not been assigned to other funds and that has not been restricted, committed, or assigned to a specific purpose in the General Fund.

If resources from more than one fund balance classification could be spent, the District will strive to spend resources from fund balance classifications in the following order: restricted, committed, assigned, and unassigned.

2. Minimum Fund Balance Policy

The District will strive to maintain a minimum unassigned general fund balance of seven percent of the annual budget.

R. Net Position

Net Position represents the difference between assets and deferred outflows of resource; and liabilities and deferred inflows of resources in the government-wide financial statements. Net investment in capital assets consists of capital assets, net of accumulated depreciation, reduced by the outstanding balance of any long-term debt used to build or acquire the capital assets.

Net position is reported as restricted in the government-wide financial statement when there are limitations on their use through external restrictions imposed by creditors, grantors, or laws or regulations of other governments.

S. Use of Estimates

The preparation of basic financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the basic financial statements. Estimates also affect the reported amounts of revenue and expenditures/expense during the reporting period. Actual results could differ from those estimates.

T. Risk Management

The District is exposed to various risks of loss related to torts: theft of, damage to, and destruction of assets; errors and omissions; natural disasters; and injuries to employees for which the District carries commercial insurance. Settled claims have not exceeded this commercial coverage in any of the past three years. There were no significant reductions in the District's insurance coverage in any of the past three years.

**Independent School District No. 108
Notes to Basic Financial Statements**

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

U. Budgetary Information

The District adopts an annual budget for all funds in accordance with Minnesota State Statutes. The budget is prepared on the modified accrual basis of accounting. Before July 1, the proposed budget is presented to the School Board for review. The School Board holds public hearings, and a final budget must be prepared and adopted no later than one week after the School Board approves the audited financial statements and has published the final budget in the local newspaper. Annual budgets are adopted on a basis consistent with generally accepted accounting principles for all governmental funds. All annual appropriations lapse at fiscal yearend. The actual revenues, expenditures, and transfers for the year ended June 30, 2025, have been compared to the District's budget for the year where applicable. Variances in parentheses are unfavorable and indicate revenues are less than budget or expenditures are greater than budget. The budget is adopted through passage of a resolution. Any revisions that alter total expenditures of any fund must be approved by the School Board.

Budgetary control is maintained by fund, at the object of expenditure category level within each program, and in compliance with State requirements. Also inherent in this controlling function is the management philosophy that the existence of a particular item or appropriation in the approved budget does not automatically mean that it will be spent. Therefore, there is a constant review process and expenditures are not approved until it has been determined that (1) adequate funds were appropriated; (2) the expenditure is still necessary; and (3) funds are available. Budgeted amounts are as originally adopted or as amended by the School Board. Budgeted expenditure appropriations lapse at year end. The School Board made several supplemental budgetary appropriations throughout the year.

NOTE 2 - DEPOSITS AND INVESTMENTS

A. Deposits

In accordance with applicable *Minnesota Statutes*, the District maintains deposits at depository banks authorized by the School Board.

Checking accounts	\$ 72,780
Savings accounts	37,288
Certificates of deposit	<u>1,422,000</u>
Total deposits	<u><u>\$ 1,532,068</u></u>

Custodial Credit Risk - Deposits: Custodial credit risk is the risk that in the event of a bank failure, the District's deposits may not be returned to it. The District does not have a deposit policy for custodial credit risk. As of June 30, 2025, none of the District's bank balances were exposed to custodial credit risk.

Independent School District No. 108
Notes to Basic Financial Statements

NOTE 2 - DEPOSITS AND INVESTMENTS (CONTINUED)

B. Investments

As of June 30, 2025, the District had the following investments:

<u>Investment</u>	<u>Total</u>	<u>12 Months or Less</u>	<u>13 to 24 Months</u>
District Investments			
Brokered Certificates of Deposit	\$ 1,482,634	\$ 994,398	\$ 488,236
Money market and MNTrust	3,646,550	3,646,550	-
US Treasury Securities	549,457	-	549,457
	<u>549,457</u>	<u>-</u>	<u>549,457</u>
Total investments	<u>\$ 5,678,641</u>	<u>\$ 4,640,948</u>	<u>\$ 1,037,693</u>

Interest Rate Risk: This is the risk that market value of securities will fall due to the changes in market interest rates. The District does not have a formal investment policy that limits investment maturities as a means of managing its exposure to fair value losses arising from increasing interest rates.

Credit Risk: The District may invest funds as authorized by *Minnesota Statutes* § 118A.04. All funds in MNTrust are invested in accordance with *Minnesota Statutes* § 475.66. Each Minnesota School District owns a pro-rata share of each investment which is held in the name of the Funds. The District has no investment policy that would further limit its investment choices. The District's MNTrust accounts were rated AAA by S&P.

Concentration of Credit Risk: This is the risk of loss attributed to the magnitude of an investment in a single issuer. The District places no limit on the amount the District may invest in any one issuer.

Custodial Credit Risk - Investments: This is the risk that in the event of the failure of the counterparty, the District will not be able to recover the value of its investments or collateral securities that are in the possession of an outside party. The District does not have an investment policy for custodial credit risk.

The District has the following recurring fair value measurements as of June 30, 2025:

- Investments of \$3,646,550 are valued at amortized cost.
- Investments of \$2,032,091 are valued using a matrix pricing model (Level 2 inputs).

C. Deposits and Investments

Summary of cash, deposits, and investments as of June 30, 2025:

Deposits (Note 2.A.)	\$ 1,532,068
Investments (Note 2.B.)	5,678,641
Petty cash	<u>1,000</u>
Total deposits and investments	<u>\$ 7,211,709</u>

Independent School District No. 108
Notes to Basic Financial Statements

NOTE 2 - DEPOSITS AND INVESTMENTS (CONTINUED)

C. Deposits and Investments (Continued)

Cash, deposits, and investments are presented in the June 30, 2025, basic financial statements as follows:

Statement of Net Position

Cash and investments	<u><u>\$ 7,211,709</u></u>
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NOTE 3 - INTERFUND ACTIVITY

A. Interfund Transfers

The General Fund transferred \$16,540 to the Food Service Fund for food service audit from Minnesota Department of Education (MDE). The General Fund transferred \$221,600 to the Debt Service Fund for debt service payments on certificate of participation debt.

NOTE 4 - CAPITAL ASSETS

Capital asset activity for the year ended June 30, 2025, follows:

	Beginning Balance	Increases	Decreases	Ending Balance
Governmental activities				
Capital assets not being depreciated				
Land	\$ 25,000	\$ -	\$ -	\$ 25,000
Construction in progress	1,082,658	3,443,202	4,525,860	-
Total capital assets not being depreciated	1,107,658	3,443,202	4,525,860	25,000
Capital assets being depreciated/amortized				
Land improvements	7,856,201	2,310,075	-	10,166,276
Buildings and improvements	62,662,747	1,929,984	-	64,592,731
Equipment	5,428,717	423,355	-	5,852,072
Lease asset - buildings and improvements	227,289	-	-	227,289
Lease asset - equipment	105,262	214,939	105,262	214,939
Total capital assets being depreciated/amortized	76,280,216	4,878,353	105,262	81,053,307
Less accumulated depreciation/amortization				
Land improvements	286,057	450,270	-	736,327
Buildings and improvements	14,457,795	2,269,595	-	16,727,390
Equipment	1,978,440	338,673	-	2,317,113
Lease asset - buildings and improvements	47,571	15,857	-	63,428
Lease asset - equipment	75,789	61,086	101,052	35,823
Total accumulated depreciation/amortization	16,845,652	3,135,481	101,052	19,880,081
Total capital assets being depreciated/amortized, net	59,434,564	1,742,872	4,210	61,173,226
Governmental activities, capital assets, net	<u>\$ 60,542,222</u>	<u>\$ 5,186,074</u>	<u>\$ 4,530,070</u>	<u>\$ 61,198,226</u>

Independent School District No. 108
Notes to Basic Financial Statements

NOTE 4 - CAPITAL ASSETS (CONTINUED)

Depreciation/amortization expense for the year ended June 30, 2025, was charged to the following functions:

District Support Services	\$ 331
Regular Instruction	237,287
Vocational Instruction	2,403
Special Education Instruction	16,246
Instructional Support	76
Pupil Support	8,360
Sites, Building and Equipment	2,797,565
Unallocated	<u>73,213</u>
Total depreciation/amortization expense	<u><u>\$ 3,135,481</u></u>

Independent School District No. 108
Notes to Basic Financial Statements

NOTE 5 - LONG-TERM DEBT

A. Components of Long-Term Liabilities

	Issue Date	Interest Rates	Original Issue	Final Maturity	Principal Outstanding	Due Within One Year
Long-term liabilities						
G.O. Bonds						
2010A School Building Bonds	01/19/10	1.26%	\$ 10,200,000	01/15/26	\$ 790,000	\$ 790,000
2014A School Building Bonds	03/19/14	2.0%-3.13%	3,330,000	02/01/29	2,660,000	60,000
2021A School Building Bonds	12/30/21	2.0%-3.0%	9,375,000	02/01/37	9,375,000	-
2022A School Building Bonds	02/01/22	1.0%-5.0%	27,675,000	02/01/45	27,185,000	355,000
2023A General Obligation Bonds	06/14/23	4.0%-6.0%	9,054,917	02/01/43	8,724,917	390,000
2023B Certificates of Participation	06/14/23	6.00%	1,140,000	02/01/30	955,000	165,000
Total G.O. bonds					49,689,917	1,760,000
Bond premiums					2,527,692	-
Lease liability					371,937	44,254
Compensated absences payable					171,529	85,765
Total long-term liabilities					\$ 52,761,075	\$ 1,890,019

The long-term bond liabilities listed above were issued to finance the acquisition, construction, and refurbishing of School facilities. Bonds will be retired with assets from the Debt Service Funds while the compensated absences will be liquidated by the General Fund.

The District entered into various purchase agreements for the purchase of equipment.

B. Minimum Debt Payments

Year Ended June 30,	G.O. Bonds		
	Principal	Interest	Total
2026	\$ 1,760,000	\$ 1,559,485	\$ 3,319,485
2027	1,950,000	1,496,681	3,446,681
2028	2,110,000	1,409,481	3,519,481
2029	2,180,000	1,314,381	3,494,381
2030	12,085,000	5,119,013	17,204,013
2031-2035	14,857,591	3,078,422	17,936,013
2036-2040	13,772,326	3,182,423	16,954,749
2041-2045	975,000	21,938	996,938
Total	\$ 49,689,917	\$ 17,181,824	\$ 66,871,741

Independent School District No. 108
Notes to Basic Financial Statements

NOTE 5 - LONG-TERM DEBT (CONTINUED)

B. Minimum Debt Payments (Continued)

Year Ended June 30,	Lease Liability		
	Principal	Interest	Total
2026	\$ 44,254	\$ 16,662	\$ 60,916
2027	47,703	14,416	62,119
2028	50,710	12,031	62,741
2029	53,885	9,498	63,383
2030	57,235	6,809	64,044
2031-2035	108,785	15,219	124,004
2036	9,365	81	9,446
Total	<u>\$ 371,937</u>	<u>\$ 74,716</u>	<u>\$ 446,653</u>

C. Lease Liability

The District entered into lease agreements for buildings and equipment. The lease agreements include annual principal and interest payments that are shown above. The discount rate for the lease liabilities is 5.0%.

D. Changes in Long-Term Liabilities

	Beginning Balance	Additions	Reductions	Ending Balance
Long-term liabilities				
G.O. Bonds	\$ 51,264,917	\$ -	\$ 1,575,000	\$ 49,689,917
Bond premiums	2,694,610	-	166,918	2,527,692
Lease liability	231,624	214,939	74,626	371,937
Compensated absences payable	36,372	135,157	-	171,529
Total long-term liabilities	<u>\$ 54,227,523</u>	<u>\$ 350,096</u>	<u>\$ 1,816,544</u>	<u>\$ 52,761,075</u>

NOTE 6 - FUND BALANCES

Certain portions of fund balance are restricted based on state requirements to track special program funding, to provide for funding on certain long-term liabilities or as required by other outside parties.

A. Restricted/Reserved Fund Equity

Fund equity balances are classified as follows to reflect the limitations and restrictions of the respective funds.

Restricted/Reserved for Student Activities - This balance represents available resources to be used for the extracurricular activity funds raised by the students.

**Independent School District No. 108
Notes to Basic Financial Statements**

NOTE 6 - FUND BALANCES (CONTINUED)

A. Restricted/Reserved Fund Equity (Continued)

Restricted/Reserved for Scholarships - This balance represents available resources for the scholarship funds.

Restricted/Reserved for Capital Projects Levy - This balance represents available resources from the capital projects levy to be used for building construction and other projects under *Minnesota Statutes* 126C.10, subd. 14. All interest income attributable to the capital projects levy must be credited to this account.

Restricted/Reserved for Operating Capital - This balance represents available resources in the General Fund to be used to purchase equipment and facilities.

Restricted/Reserved for Basic Skills Programs - This balance represents resources available for the basic skills uses listed in *Minnesota Statute* § 126C.15, subd. 1.

Restricted/Reserved for Safe Schools Revenue - The unspent resources available from the Safe Schools revenue must be restricted in this account for future use.

Restricted/Reserved for Long-Term Facilities Maintenance (LTFM) - This balance represents available resources to be used for LTFM projects in accordance with the 10-year plan (*Minnesota Statutes* § 123B.595, subd. 12).

Restricted/Reserved for Medical Assistance - This balance represents available resources to be used for medical assistance expenditures (*Minnesota Statutes* § 125A.21, subd. 3).

Restricted for Debt Service - This balance represents the resources available for the payment of general obligation bond principal, interest, and related costs.

Restricted for Capital Projects - This balance represents the remaining positive fund balance of the Capital Projects Fund.

Restricted/Reserved for Building Projects Funded by Certificates of Participation/Financed Purchase Agreement with Related Lease Levy Authority - This balance represents the June 30 balance in the Building Construction Fund for projects funded by certificates of participation/financed purchase agreements with related lease levy authority under *Minnesota Statutes 2024* § 126C.40.

Restricted for Food Service - This balance represents the positive fund balance of the Food Service Fund.

Restricted/Reserved for Early Childhood and Family Education - This balance represents the resources available to provide for services for early childhood and family education programming.

Restricted/Reserved for School Readiness - This balance represents the resources available to provide for services for school readiness programs (*Minnesota Statutes* § 124D.16).

**Independent School District No. 108
Notes to Basic Financial Statements**

NOTE 6 - FUND BALANCES (CONTINUED)

A. Restricted/Reserved Fund Equity (Continued)

Restricted for Community Service - This balance represents the positive fund balance of the Community Service Fund.

Restricted/Reserved for Community Education - This balance represents the resources available to provide programming such as: nonvocational, recreational and leisure time activities, programs for adults with disabilities, noncredit summer programs, youth development and youth service programming, early childhood and family education, and extended day programs.

Restricted/Reserved for Literacy Aid - This balance represents resources available for literacy aid for evidence-based literacy supports for children in prekindergarten through grade 12 based on structured literacy.

Restricted/Reserved for Teacher Compensation for READ Act Training - This balance represents resources available for teacher compensation for Read Act training.

B. Assigned Fund Equity

Assignment of the fund balance indicates that portion of the fund balance that reflects a tentative plan for future use of the funds. The following is a summary of the assigned fund balances:

Staff development and teacher training	\$ 14,071
Curriculum	84,549
Fund balance transfers	<u>899,541</u>
 Total	 <u><u>\$ 998,161</u></u>

C. Government-Wide Restrictions

Net position restricted for "General Purposes" are comprised of the total General Fund restricted fund balances.

**Independent School District No. 108
Notes to Basic Financial Statements**

NOTE 7 - DEFINED BENEFIT PENSION PLANS - STATE-WIDE

The District participates in various pension plans. Total pension expense for the year ended June 30, 2025, was \$613,760. The components of pension expense are noted in the following plan summaries.

The General Fund typically liquidates the Liability related to the pensions.

Teachers' Retirement Association

A. Plan Description

The Teachers Retirement Association (TRA) is an administrator of a multiple employer, cost-sharing, defined benefit retirement fund. TRA administers a Basic Plan (without Social Security coverage) and a Coordinated Plan (with Social Security coverage) in accordance with *Minnesota Statutes* Chapters 354 and 356. TRA is a separate statutory entity and administered by a Board of Trustees. The Board consists of four active members, one retired member, and three statutory officials.

Educators employed in Minnesota's public elementary and secondary schools, charter schools, and certain other TRA-covered educational institutions maintained by the state are required to be TRA members (except those teachers employed by St. Paul Schools or Minnesota State Colleges and Universities). Educators first hired by Minnesota State may elect either TRA coverage or coverage through the Defined Contribution Retirement Plan (DCR) administered by Minnesota State. A teacher employed by Minnesota State and electing the DCR plan is not a member of TRA except for purposes of social security coverage.

B. Benefits Provided

TRA provides retirement benefits as well as disability benefits to members, and benefits to survivors upon death of eligible members. Benefits are established by *Minnesota Statute* and vest after three years of service credit. The defined retirement benefits are based on a member's highest average salary for any consecutive 60 months of formula service, age and years of formula service credit at termination of service. TRA members belong to either the Basic or Coordinated Plan.

Two methods are used to compute benefits for TRA's Coordinated and Basic Plan members. Members first employed before July 1, 1989, receive the greater of the Tier I or Tier II benefits as described.

Tier I Benefits

Tier I	Step Rate Formula	Percentage
Basic	First ten years of service	2.2% per year
	All years after	2.7% per year
Coordinated	First ten years if service years are up to July 1, 2006	1.2% per year
	First ten years if service years are July 1, 2006, or after	1.4% per year
	All other years of service if service years are up to July 1, 2006	1.7% per year
	All other years of service if service years are July 1, 2006, or after	1.9% per year

**Independent School District No. 108
Notes to Basic Financial Statements**

NOTE 7 - DEFINED BENEFIT PENSION PLANS - STATE-WIDE (CONTINUED)

Teachers' Retirement Association (Continued)

B. Benefits Provided (Continued)

Tier I Benefits (Continued)

With these provisions:

- Normal retirement age is 65 with less than 30 years of allowable service and age 62 with 30 or more years of allowable service.
- 3% per year early retirement reduction factor for all years under normal retirement age.
- Unreduced benefits for early retirement under a Rule of 90 (age plus allowable service equals 90 or more).

Or

For years of service prior to July 1, 2006, a level formula of 1.7% per year for coordinated members and 2.7% per year for basic members is applied. For years of service July 1, 2006, and after, a level formula of 1.9% per year for Coordinated members and 2.7% for Basic members applies. Beginning July 1, 2015, the early retirement reduction factors are based on rates established under *Minnesota Statute*. Smaller reductions, more favorable to the member, will be applied to individuals who reach age 62 and have 30 years or more of service credit.

Tier II Benefits

Members first employed after June 30, 1989, receive only the Tier II calculation with a normal retirement age that is their retirement age for full Social Security retirement benefits, but not to exceed age 66. After July 1, 2024, the age will change to not to exceed 65. An early retirement reduction is applied to members retiring before age 66 but will be age 65 after July 1, 2024. Members who reach age 62 with 30 years of service have a lower (more favorable to the member) early retirement reduction rate applied.

Six different types of annuities are available to members upon retirement. The No Refund Life Plan is a lifetime annuity that ceases upon the death of the retiree - no survivor annuity is payable. A retiring member may also choose to provide survivor benefits to a designated beneficiary(ies) by selecting one of the five plans that have survivorship features. Vested members may also leave their contributions in the TRA Fund upon termination of service in order to qualify for a deferred annuity at retirement age. Any member terminating service is eligible for a refund of their employee contributions plus interest.

The benefit provisions stated apply to active plan participants. Vested, terminated employees who are entitled to benefits but not yet receiving them are bound by the plan provisions in effect at the time they last terminated their public service.

**Independent School District No. 108
Notes to Basic Financial Statements**

NOTE 7 - DEFINED BENEFIT PENSION PLANS - STATE-WIDE (CONTINUED)

Teachers' Retirement Association (Continued)

C. Contribution Rate

Per *Minnesota Statutes* Chapter 354 sets the contribution rates for employees and employers. Rates for the fiscal year 2025 for coordinated were 7.75% for the employee and 8.75% for the employer. Basic rates were 11.25% for the employee and 12.75% for the employer. The District's contributions to TRA for the plan's fiscal year ended June 30, 2025 were \$552,072. The District's contributions were equal to the required contributions for each year as set by state statute.

**Independent School District No. 108
Notes to Basic Financial Statements**

NOTE 7 - DEFINED BENEFIT PENSION PLANS - STATE-WIDE (CONTINUED)

Teachers' Retirement Association (Continued)

D. Actuarial Assumptions

The total pension liability in the July 1, 2024, actuarial valuation was determined using the following actuarial assumptions, applied to all periods included in the measurement.

Key Methods and Assumptions Used in Valuation of Total Pension Liability

Actuarial Information	
Experience study	August 2, 2023 (demographic and economic assumptions)*
Actuarial cost method	Entry Age Normal
Actuarial assumptions	
Investment rate of return	7.00%
Price inflation	2.50%
Wage growth rate	2.85% before July 1, 2028, and 3.25% after June 30, 2028.
Projected salary increase	2.85% to 8.85% before July 1, 2028, and 3.25% to 9.25% after June 30, 2028. for January 2019 through January 2023, then 1.0% increasing by 0.1% each year up to 1.5% annually.
Cost of living adjustment	
Mortality Assumptions	
Pre-retirement	PubT-2010(A) Employee Mortality Table, male rates set forward 1 year and female rates unadjusted. Generational projection uses the MP-2021 scale.
Post-retirement	PubT-2010(A) Retiree Mortality Table, male rates set forward 1 year and female rates unadjusted. Generational projection uses the MP-2021 scale.
Beneficiaries	Pub-2010(A) Contingent Survivor Mortality Table, male rates set forward 1 year and female rates unadjusted. Generational projection uses the MP-2021 scale.
Disabled retirees	PubNS-2010 Disabled Retiree Mortality Table, male rates set forward 1 year and female rates unadjusted. Generational projection uses the MP-2021 scale.

* The assumptions prescribed are based on the experience study dated August 2, 2023. For GASB 67 purposes, the long-term rate of return assumptions is selected by TRA management in consultation with the actuary.

**Independent School District No. 108
Notes to Basic Financial Statements**

NOTE 7 - DEFINED BENEFIT PENSION PLANS - STATE-WIDE (CONTINUED)

Teachers' Retirement Association (Continued)

D. Actuarial Assumptions (Continued)

The long-term expected rate of return on pension plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense, and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. The target allocation and best estimates of geometric real rates of return for each major asset class are summarized in the following table:

<u>Asset Class</u>	<u>Target Allocation</u>	<u>Long-Term Expected Real Rate of Return</u>
Domestic equity	33.5 %	5.10 %
International stocks	16.5	5.30
Private markets	25.0	5.90
Fixed income	25.0	0.75
 Total	 <u>100.0 %</u>	

Changes in actuarial assumptions since the previous valuation:

- Mortality tables were updated for active employees, retirees, disabled retirees, and contingent beneficiaries to recently published tables derived from public plan data known as the Pub-2010 family.
- Retirement rates were increased for some of the Tier II early retirement ages and some of the unreduced retirement rates were modified for both tiers to better align with actual experience.
- Probability that new female retirees elect either the Straight Life Annuity or 100% Joint and Survivor Annuity were refined to reflect the actual experience.
- Termination rates were reduced in the first 10 years of employment and slightly increased in years 16 to 25 to better match the observed experience.
- Disability rates were decreased beyond age 45 by 15% to reflect the continued lower than expected observations.

**Independent School District No. 108
Notes to Basic Financial Statements**

NOTE 7 - DEFINED BENEFIT PENSION PLANS - STATE-WIDE (CONTINUED)

Teachers' Retirement Association (Continued)

E. Discount Rate

The discount rate used to measure the total pension liability was 7.0%. There was no change in the discount rate since the prior measurement date. The projection of cash flows used to determine the discount rate assumed that employee contributions will be made at the fiscal year 2024 contribution rate, contributions from school districts will be made at contractually required rates (actuarially determined), and contributions from the state will be made at current statutorily required rates. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

F. Net Pension Liability

On June 30, 2025, the District reported a liability of \$5,842,987 for its proportionate share of the net pension liability. The net pension liability was measured as of June 30, 2024, and the total pension liability used to calculate the net pension liability was determined by an actuarial valuation as of July 1, 2024. The District's proportion of the net pension liability was based on the District's contributions to TRA in relation to total system contributions including direct aid from the State of Minnesota, City of Minneapolis, and Minneapolis School District. District proportionate share was 0.0920% at the end of the measurement period and 0.0900% for the beginning of the year.

The pension liability amount reflected a reduction due to direct aid provided to TRA. The amount recognized by the District as its proportionate share of the net pension liability, the direct aid and total portion of the net pension liability that was associated with the District were as follows:

District's proportionate share of net pension liability	\$ 5,842,987
State's proportionate share of the net pension liability associated with the district	382,155
	382,155
Total	\$ 6,225,142

For the year ended June 30, 2025, the District recognized pension expense of \$583,650. Included in this amount, the District recognized \$161,991 as pension expense for the support provided by direct aid.

**Independent School District No. 108
Notes to Basic Financial Statements**

NOTE 7 - DEFINED BENEFIT PENSION PLANS - STATE-WIDE (CONTINUED)

Teachers' Retirement Association (Continued)

F. Net Pension Liability (Continued)

On June 30, 2025, the District had deferred resources related to pensions from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ 275,880	\$ 71,156
Net difference between projected and actual earnings on plan investments	-	717,106
Changes of assumptions	490,331	696,792
Changes in proportion	480,256	231,299
Contributions to TRA subsequent to the measurement date	552,072	-
Total	\$ 1,798,539	\$ 1,716,353

The \$552,072 reported as deferred outflows of resources related to pensions resulting from District contributions to TRA subsequent to the measurement date will be recognized as a reduction of the net pension liability in the year ended June 30, 2026.

Other amounts reported as deferred outflows of resources and (deferred inflows of resources) will be recognized in pension expense as follows:

Year Ended June 30,	Pension Expense Amount
2026	\$ (282,976)
2027	483,035
2028	(297,631)
2029	(307,619)
2030	(64,695)
Total	\$ (469,886)

G. Pension Liability Sensitivity

The following presents the District's proportionate share of the net pension liability calculated using the discount rate of 7.0% as well as what the net pension liability would be if it were calculated using a discount rate that is 1 percentage point lower (6.0%) and 1 percentage point higher (8.0%) than the current rate.

**Independent School District No. 108
Notes to Basic Financial Statements**

NOTE 7 - DEFINED BENEFIT PENSION PLANS - STATE-WIDE (CONTINUED)

Teachers' Retirement Association (Continued)

G. Pension Liability Sensitivity (Continued)

District proportionate share of NPL		
1% decrease (6.0%)	Current (7.0%)	1% increase (8.0%)
\$ 10,295,105	\$ 5,842,987	\$ 2,184,236

The District's proportion of the net pension liability was based on the employer contributions to TRA in relation to TRA's total employer contributions including direct aid contributions from the State of Minnesota, City of Minneapolis, and Minneapolis School District.

H. Pension Plan Fiduciary Net Position

Detailed information about the plan's fiduciary net position is available in a separately-issued TRA financial report. That can be obtained at www.minnesotatra.org, or by writing to TRA at 60 Empire Drive, Suite 400, St. Paul, MN, 55103-4000, or by calling (651) 296-2409 or (800) 657-3669.

Public Employees' Retirement Association

A. Plan Description

The District participates in the following cost-sharing multiple-employer defined benefit pension plan administered by PERA. PERA's defined benefit pension plan is established and administered in accordance with *Minnesota Statutes* Chapters 353, 353D, 353E, 353G, and 356. *Minnesota Statutes* Chapter 356 defines each plan's financial reporting requirements. PERA's defined benefit pension plan is a tax qualified plan under Section 401(a) of the Internal Revenue Code.

General Employees Retirement Plan

Membership in the General Plan includes employees of counties, cities, townships, schools in non-certified positions, and other governmental entities whose revenues are derived from taxation, fees, or assessments. Plan membership is required for any employee who is expected to earn more than \$425 in a month, unless the employee meets exclusion criteria.

B. Benefits Provided

PERA provides retirement, disability, and death benefits. Benefit provisions are established by state statute and can only be modified by the state Legislature. Vested, terminated employees who are entitled to benefits but are not receiving them yet are bound by the provisions in effect at the time they last terminated their public service. When a member is "vested", they have earned enough service credit to receive a lifetime monthly benefit after leaving public service and reaching an eligible retirement age. Members who retire at or over their Social Security full retirement age with at least one year of service qualify for a retirement benefit.

**Independent School District No. 108
Notes to Basic Financial Statements**

NOTE 7 - DEFINED BENEFIT PENSION PLANS - STATE-WIDE (CONTINUED)

Public Employees' Retirement Association (Continued)

B. Benefits Provided (Continued)

General Employees Plan Benefits

General Employees Plan requires three years of service to vest. Benefits are based on a member's highest average salary for any 5 successive years of allowable service, age, and years of credit at termination of service. Two methods are used to compute benefits for General Plan members. Members hired prior to July 1, 1989, receive the higher of Step or Level formulas. Only the Level formula is used for members hired after June 30, 1989. Under the Step formula, General Plan members receive 1.2% of the highest average salary for each of the first 10 years of service and 1.7% for each additional year. Under the Level formula, General Plan members receive 1.7% of the highest average salary for all years of service. For members hired prior to July 1, 1989, a full retirement benefit is available when age plus years of service equal 90 and normal retirement age is 65. Members can receive a reduced requirement benefit as early as age 55 if they have three or more years of service. Early retirement benefits are reduced by .25% for each month under age 65. Members with 30 or more years of service can retire at any age with a reduction of .25% for each month the member is younger than age 62. The Level formula allows General Plan members to receive a full retirement benefit at age 65 if they were first hired before July 1, 1989 or at age 66 if they were hired on or after July 1, 1989. Early retirement begins at age 55 with an actuarial reduction applied to the benefit.

Benefit increases are provided to benefit recipients each January. The postretirement increase is equal to 50% of the cost-of-living adjustment (COLA) announced by the SSA, with a minimum increase of at least 1.0% and a maximum of 1.5%. The 2024 annual increase was 1.5%. Recipients that have been receiving the annuity or benefit for at least a full year as of the June 30 before the effective date of the increase will receive the full increase. Recipients receiving the annuity or benefit for at least one month but less than a full year as of the June 30 before the effective date of the increase will receive a reduced prorated increase.

C. Contributions

Minnesota Statutes Chapter 353, 353E, 353G, and 356 set the rates for employer and employee contributions. Contribution rates can only be modified by the state Legislature.

General Employees Fund Contributions

General Plan members were required to contribute 7.5% of their annual covered salary in fiscal year 2025 and the District was required to contribute 8.0% for Coordinated Plan members. The District's contributions to the General Employees Fund for the year ended June 30, 2025, were \$88,378. The District's contributions were equal to the required contributions as set by state statute.

D. Pension Costs

General Employees Fund Pension Costs

At June 30, 2025, the District reported a liability of \$504,797 for its proportionate share of the General Employees Fund's net pension liability. The District's net pension liability reflected a reduction due to the State of Minnesota's contribution of \$16 million. The State of Minnesota is considered a non-employer contributing entity and the State's contribution meets the definition of a special funding situation. The State of Minnesota's proportionate share of the net pension liability associated with the District totaled \$23,226.

**Independent School District No. 108
Notes to Basic Financial Statements**

NOTE 7 - DEFINED BENEFIT PENSION PLANS - STATE-WIDE (CONTINUED)

Public Employees' Retirement Association (Continued)

D. Pension Costs (Continued)

General Employees Fund Pension Costs (Continued)

The net pension liability was measured as of June 30, 2025, and the total pension liability used to calculate the net pension liability was determined by an actuarial valuation as of that date. The District's proportionate share of the net pension liability was based on the District's contributions received by PERA during the measurement period for employer payroll paid dates from July 1, 2025, through June 30, 2024, relative to the total employer contributions received from all of PERA's participating employers. The District's proportionate share was 0.0140% at the end of the measurement period and 0.0140% for the beginning of the period.

District's proportionate share of net pension liability	\$	504,797
State's proportionate share of the net pension liability associated with the District		13,053
Total	\$	517,850

For the year ended June 30, 2025, the District recognized pension expense of \$30,110 for its proportionate share of the General Employees Plan's pension expense. Included in this amount, the District recognized \$350 as pension expense (and grant revenue) for its proportionate share of the State of Minnesota's contribution of \$16 million to the General Employees Fund.

During the plan year ended June 30, 2024, the State of Minnesota contributed \$170.1 million to the General Employees Fund. The State of Minnesota is not included as a non-employer contributing entity in the General Employees Plan pension allocation schedule for the \$170.1 million in direct state aid because this contribution was not considered to meet the definition of a special funding situation. The District recognized \$23,226 for the year ended December 31, 2024 as revenue and an offsetting reduction of net pension liability for its proportionate share of the State of Minnesota's on-behalf contributions to the General Employees Fund.

At June 30, 2025, the District reported its proportionate share of deferred outflows of resources and deferred inflows of resources, and its contributions subsequent to the measurement date, from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual economic experience	\$ 47,862	\$ -
Changes in actuarial assumptions	2,577	194,587
Difference between projected and actual investments earnings	-	151,427
Change in proportion	-	19,828
Contributions paid to PERA subsequent to the measurement date	88,378	-
Total	\$ 138,817	\$ 365,842

**Independent School District No. 108
Notes to Basic Financial Statements**

NOTE 7 - DEFINED BENEFIT PENSION PLANS - STATE-WIDE (CONTINUED)

Public Employees' Retirement Association (Continued)

D. Pension Costs (Continued)

General Employees Fund Pension Costs (Continued)

The \$88,378 reported as deferred outflows of resources related to pensions resulting from District contributions subsequent to the measurement date will be recognized as a reduction of the net pension liability in the year ended June 30, 2026. Other amounts reported as deferred outflows and inflows of resources related to pensions will be recognized in pension expense as follows:

Year Ended June 30,	Pension Expense Amount
2026	\$ (177,828)
2027	(31,837)
2028	(67,099)
2029	(38,689)
Total	\$ (315,453)

E. Long-Term Expected Return on Investment

The State Board of Investment, which manages the investments of PERA, prepares an analysis of the reasonableness on a regular basis of the long-term expected rate of return using a building-block method in which best-estimate ranges of expected future rates of return are developed for each major asset class. These ranges are combined to produce an expected long-term rate of return by weighting the expected future rates of return by the target asset allocation percentages. The target allocation and best estimates of geometric real rates of return for each major asset class are summarized in the following table:

Asset Class	Final Target Allocation	Long-Term Expected Real Rate of Return
Domestic equity	33.5 %	5.10 %
International stocks	16.5	5.30
Fixed income	25.0	0.75
Private markets	25.0	5.90
Total	100.0 %	

**Independent School District No. 108
Notes to Basic Financial Statements**

NOTE 7 - DEFINED BENEFIT PENSION PLANS - STATE-WIDE (CONTINUED)

Public Employees' Retirement Association (Continued)

F. Actuarial Methods and Assumptions

The total pension liability for each of the cost-sharing defined benefit plans was determined by an actuarial valuation as of June 30, 2024, using the entry-age normal actuarial cost method. The long-term rate of return on pension plan investments used in the determination of the total liability is 7.0%. The 7.0% assumption is based on a review of inflation and investments return assumptions from a number of national investment consulting firms. The review provided a range of return investment return rates considered reasonable by the actuary. An investment return of 7.0% is within that range.

Inflation is assumed to be 2.25% for the General Employees Plan. Benefit increases after retirement are assumed to be 1.25% for the General Employees Plan.

Salary growth assumptions in the General Employees Plan range in annual increments from 10.25% after one year of service to 3.0% after 27 years of service.

Mortality rates for the General Employees Plan are based on the Pub-2010 General Employee Mortality Table. The table is adjusted slightly to fit PERA's experience.

Actuarial assumptions for the General Employees Plan are reviewed every four years. The General Employees Plan was last reviewed in 2022. The assumption changes were adopted by the Board and became effective with the July 1, 2023, actuarial valuation.

The following changes in actuarial assumptions and plan provisions occurred in 2024:

Changes in Actuarial Assumptions

- Rates of merit and seniority were adjusted, resulting in slightly higher rates.
- Assumed rates of retirement were adjusted as follows: Increase the rate of assumed unreduced retirements, slight adjustments to Rule of 90 retirement rates, and slight adjustments to early retirement rates for Tier 1 and Tier 2 members.
- Minor increase in assumed withdrawals for males and females.
- Lower rates of disability.
- Continued use of Pub-2010 general mortality table with slight rate adjustments as recommended in the most recent experience study.
- Minor changes to form of payment assumptions for male and female retirees.
- Minor changes to assumptions made with respect to missing participant data.

Changes in Plan Provisions

- The workers' compensation offset for disability benefits was eliminated. The actuarial equivalent factors updated to reflect the changes in assumptions.

G. Discount Rate

The discount rate used to measure the total pension liability in 2024 was 7.0%. The projection of cash flows used to determine the discount rate assumed that contributions from plan members and employers will be made at rates set in *Minnesota Statutes*. Based on these assumptions, the fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

**Independent School District No. 108
Notes to Basic Financial Statements**

NOTE 7 - DEFINED BENEFIT PENSION PLANS - STATE-WIDE (CONTINUED)

Public Employees' Retirement Association (Continued)

H. Pension Liability Sensitivity

The following table presents the District's proportionate share of the net pension liability for all plans it participates in, calculated using the discount rate disclosed in the preceding paragraph, as well as what the District's proportionate share of the net pension liability would be if it were calculated using a discount rate 1 percentage point lower or 1 percentage point higher than the current discount rate:

	1% Decrease in Discount Rate (6.0%)	Current Discount Rate (7.0%)	1% Increase in Discount Rate (8.0%)
District's proportionate share of the PERA net pension liability	\$ 782,864	\$ 504,797	\$ 1,102,558

I. Pension Plan Fiduciary Net Position

Detailed information about the General Employees Fund's fiduciary net position is available in a separately-issued PERA financial report that includes the basic financial statements and required supplementary information. That report may be obtained on the internet at www.mnpera.org.

NOTE 8 - POST EMPLOYMENT HEALTH CARE PLAN

A. Plan Description

The District's defined benefit OPEB plan provides a single-employer defined benefit health care plan to eligible retirees. The plan health insurance plan after retirement. This plan covers active and retired employees who have reached age 55 with three years of service. Benefit provisions are established through negotiations between the District and the union representing District employees and are renegotiated at the end of each contract period. The implicit rate subsidy is only until Medicare eligibility. The Plan does not issue a publicly available financial report. No assets are acclimated in a trust.

B. Benefits Provided

The District provides benefits to certain employees and retirees based on different bargaining groups. The General Fund, Food Service Fund, and Community Service Fund typically liquidate the liability related to OPEB.

C. Members

As of July 1, 2023, the following were covered by the benefit terms:

Active employees	116
Retirees receiving benefits	10
Total	126

**Independent School District No. 108
Notes to Basic Financial Statements**

NOTE 8 - POST EMPLOYMENT HEALTH CARE PLAN

D. Actuarial Assumptions

The total OPEB liability was determined by an actuarial valuation as of July 1, 2023, using the following actuarial assumptions, applied to all periods included in the measurement, unless otherwise specified:

Key Methods and Assumptions Used in Valuation of Total OPEB Liability

Discount Rate	4.10%
20-Year Municipal Bond Yield	4.10%
Inflation	2.50%
Healthcare cost trend increases	6.3% decreasing to 5.00% over 5 years then to 4.00% over the next 48 years.
Mortality Assumption	Pub-2010 Public Retirement Plans Headcount-Weighted Mortality Tables (General, Teachers) with MP-2020 Generational Improvement Scale.
Salary increases	Service graded table.

The actuarial assumptions used in the July 1, 2023, valuation were based on the results of an actuarial experience study for the period July 1, 2022 through June 30, 2023.

Actuary's Assumption Changes:

- The health care trend rates were changed to better anticipate short term and long-term medical increases.
- The mortality tables were updated from the PUB-2010 Public Retirement Plans Headcount-Weighted Mortality Tables (General, Teachers) with MP-2020 Generational Improvement Scale to the Pub-2010 Public Retirement Headcount-Weighted Mortality Tables (General, Teachers) with MP-2021 Generational Improvement Scale.
- The discount rate was changed from 3.90% to 4.10%.

E. Discount Rate

The discount rate used to measure the total OPEB liability was 4.10% based on the 20-year municipal bond yield.

**Independent School District No. 108
Notes to Basic Financial Statements**

NOTE 8 - POST EMPLOYMENT HEALTH CARE PLAN

F. Changes in Total OPEB Liability

Changes in the total OPEB liability are as follows:

	<u>Total OPEB Liability</u>
Balances at July 1, 2024	\$ 1,209,907
Changes for the year	
Service cost	55,474
Interest	47,299
Differences between expected and actual economic experience	-
Changes in assumptions	(10,257)
Plan changes	-
Benefit payments	<u>(106,203)</u>
Net changes	<u>(13,687)</u>
Balances at June 30, 2025	<u><u>\$ 1,196,220</u></u>

G. OPEB Liability Sensitivity

The following presents the District's total OPEB liability calculated using the discount rate of 4.10% as well as the liability measured using 1 percentage point lower and 1 percentage point higher than the current discount rate.

	1% Decrease in Discount Rate (3.10%)	Current Discount Rate (4.10%)	1% Increase in Discount Rate (5.10%)
Total OPEB liability	\$ 1,257,226	\$ 1,196,220	\$ 1,136,842

**Independent School District No. 108
Notes to Basic Financial Statements**

NOTE 8 - POST EMPLOYMENT HEALTH CARE PLAN (CONTINUED)

G. OPEB Liability Sensitivity (Continued)

The following presents the total OPEB liability of the District, as well as what the District's total OPEB liability would be if it were calculated using healthcare cost trend rates that are 1 percentage point lower and 1 percentage point higher than the current healthcare cost trend rates.

	1% Decrease in Trend Rate (5.25% Decreasing to 4.00% then 3.00%)	Current Trend Rate (6.25% Decreasing to 5.00% then 4.00%)	1% Increase in Trend Rate (7.25% Decreasing to 6.00% then 5.00%)
Total OPEB liability	\$ 1,134,517	\$ 1,196,220	\$ 1,268,405

H. OPEB Expense and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB

For the year ended June 30, 2025, the District recognized OPEB expense of \$115,491. At June 30, 2025, the District reported deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Liability gains and losses	\$ 155,094	\$ -
Changes of assumptions	40,471	73,878
Contributions made subsequent to measurement date	115,491	-
Total	\$ 311,056	\$ 73,878

**Independent School District No. 108
Notes to Basic Financial Statements**

NOTE 8 - POST EMPLOYMENT HEALTH CARE PLAN (CONTINUED)

**H. OPEB Expense and Deferred Outflows of Resources and Deferred Inflows of Resources
Related to OPEB (Continued)**

The \$115,941 reported as deferred outflows of resources related to OPEB resulting from District contributions made subsequent to the measurement date will be recognized as a reduction of the net pension liability in the year ended June 30, 2025. Amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized in OPEB expense as follows:

Year Ended June 30,	Total
2026	\$ 20,971
2027	20,971
2028	20,971
2029	20,971
2030	20,962
Thereafter	16,841
Total	\$ 121,687

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REQUIRED SUPPLEMENTARY INFORMATION

Independent School District No. 108
Schedule of Changes in Total OPEB Liability
and Related Ratios

	<u>June 30, 2018</u>	<u>June 30, 2019</u>	<u>June 30, 2020</u>
Total OPEB Liability			
Service cost	\$ 54,658	\$ 56,298	\$ 43,046
Interest	56,000	51,383	47,415
Plan changes	-	-	(199,334)
Differences between expected and actual experience	-	-	(265,771)
Changes of assumptions	-	-	(17,350)
Benefit payments	<u>(264,959)</u>	<u>(230,934)</u>	<u>(190,995)</u>
Net change in total OPEB liability	<u>(154,301)</u>	<u>(123,253)</u>	<u>(582,989)</u>
Beginning of year	<u>1,723,757</u>	<u>1,569,456</u>	<u>1,446,203</u>
End of year	<u>\$ 1,569,456</u>	<u>\$ 1,446,203</u>	<u>\$ 863,214</u>
Covered-employee payroll	\$ 5,455,389	\$ 5,619,051	\$ 5,488,512
Total OPEB liability as a percentage of covered-employee payroll	28.77%	25.74%	15.73%

Note: Schedule is intended to show ten year trend. Additional years will be reported as they become available.

<u>June 30, 2021</u>	<u>June 30, 2022</u>	<u>June 30, 2023</u>	<u>June 30, 2024</u>	<u>June 30, 2025</u>
\$ 63,883	\$ 74,233	\$ 59,683	\$55,570	\$ 55,474
27,223	27,054	26,887	42,301	47,299
232,633	9,487	-	49,618	-
-	208,824	-	36,426	-
30,321	32,548	(92,220)	7,073	(10,257)
<u>(98,652)</u>	<u>(131,966)</u>	<u>(237,544)</u>	<u>(76,689)</u>	<u>(106,203)</u>
<u>255,408</u>	<u>220,180</u>	<u>(243,194)</u>	<u>114,299</u>	<u>(13,687)</u>
<u>863,214</u>	<u>1,118,622</u>	<u>1,338,802</u>	<u>1,095,608</u>	<u>1,209,907</u>
<u>\$ 1,118,622</u>	<u>\$ 1,338,802</u>	<u>\$ 1,095,608</u>	<u>\$ 1,209,907</u>	<u>\$ 1,196,220</u>
\$ 5,653,167	\$ 5,606,627	\$ 5,774,826	\$6,483,042	\$ 6,677,533
19.79%	23.88%	18.97%	18.66%	17.91%

Independent School District No. 108
Schedule of District's and Non-Employer Proportionate Share
(if Applicable) of Net Pension Liability
Last Ten Years General Employees Retirement Fund

For Plan's Fiscal Year Ended June 30,	District's Proportion of the Net Pension Liability (Asset)	District's Proportionate Share of the Net Pension Liability (Asset)	District's Proportionate Share of State of Minnesota's Proportionate Share of the Net Pension Liability	District's Proportionate Share of the State of Minnesota's Share of the Net Pension Liability	District's Covered Payroll	District's Proportionate Share of the Net Pension Liability (Asset) as a Percentage of its Covered Payroll	Plan Fiduciary Net Position as a Percentage of the Total Pension Liability
2014	0.0197%	\$ 925,407	\$ -	\$ 925,407	\$ 1,036,762	89.3%	78.7%
2015	0.0176%	912,123	-	912,123	1,015,987	89.8%	78.2%
2016	0.0166%	1,347,838	17,586	1,365,424	958,440	142.5%	68.9%
2017	0.0155%	989,510	12,419	1,001,929	954,333	105.0%	75.9%
2018	0.0151%	837,686	27,486	865,172	951,120	91.0%	79.5%
2019	0.0141%	779,557	24,166	803,723	919,853	87.4%	80.2%
2020	0.0149%	893,323	27,620	920,943	998,480	92.2%	79.1%
2021	0.0145%	619,215	18,855	638,070	1,045,240	61.0%	87.0%
2022	0.0140%	1,108,805	32,483	1,141,288	1,110,800	102.7%	76.7%
2023	0.0140%	782,864	21,602	804,466	1,155,653	69.6%	83.1%
2024	0.0137%	504,797	13,053	517,850	1,178,373	43.9%	89.1%

Schedule of District's and Non-Employer Proportionate Share
(if Applicable) of Net Pension Liability
Last Ten Years TRA Retirement Fund

For Plan's Fiscal Year Ended June 30,	District's Proportion of the Net Pension Liability (Asset)	District's Proportionate Share of the Net Pension Liability (Asset)	District's Proportionate Share of State of Minnesota's Proportionate Share of the Net Pension Liability	District's Proportionate Share of the State of Minnesota's Share of the Net Pension Liability	District's Covered Payroll	District's Proportionate Share of the Net Pension Liability (Asset) as a Percentage of its Covered Payroll	Plan Fiduciary Net Position as a Percentage of the Total Pension Liability
2014	0.0994%	\$ 4,580,280	\$ 322,239	\$ 4,902,519	\$ 4,625,216	99.0%	81.5%
2015	0.0915%	5,660,180	694,117	6,354,297	4,646,493	121.8%	76.8%
2016	0.0905%	21,586,409	2,167,064	23,753,473	4,707,533	458.6%	44.9%
2017	0.0877%	17,506,511	1,692,691	19,199,202	4,719,227	371.0%	51.6%
2018	0.0892%	5,601,813	526,486	6,128,299	4,925,947	113.7%	78.1%
2019	0.0872%	5,558,146	491,791	6,049,937	4,949,883	112.3%	78.2%
2020	0.0849%	6,272,526	525,571	6,798,097	4,935,038	127.1%	75.5%
2021	0.0765%	3,347,869	282,519	3,630,388	5,469,185	61.2%	86.6%
2022	0.0885%	7,086,612	525,413	7,612,025	5,722,304	123.8%	76.2%
2023	0.0900%	7,430,602	520,480	7,951,082	6,092,011	122.0%	76.4%
2024	0.0920%	5,842,987	382,155	6,225,142	6,309,394	92.6%	82.1%

See notes to required supplementary information.

**Independent School District No. 108
Schedule of District Contributions
General Employees Retirement Fund
Last Ten Years**

Fiscal Year Ending June 30,	Statutorily Required Contribution	Contributions in Relation to the Statutorily Required Contributions	Contribution Deficiency (Excess)	District's Covered Payroll	Contributions as a Percentage of Covered Payroll
2016	\$ 71,883	\$ 71,883	\$ -	\$ 958,440	7.50%
2017	71,575	71,575	-	954,333	7.50%
2018	71,334	71,334	-	951,120	7.50%
2019	68,989	68,989	-	919,853	7.50%
2020	74,886	74,886	-	998,480	7.50%
2021	78,091	78,091	-	1,041,213	7.50%
2022	78,393	78,393	-	1,045,240	7.50%
2023	83,310	83,310	-	1,110,800	7.50%
2024	86,674	86,674	-	1,155,653	7.50%
2025	88,378	88,378	-	1,178,373	7.50%

**Schedule Of District Contributions
TRA Retirement Fund
Last Ten Years**

Fiscal Year Ending June 30,	Statutorily Required Contribution	Contributions in Relation to the Statutorily Required Contributions	Contribution Deficiency (Excess)	District's Covered Payroll	Contributions as a Percentage of Covered Payroll
2016	\$ 353,065	\$ 353,065	\$ -	\$ 4,707,533	7.50%
2017	353,942	353,942	-	4,719,227	7.50%
2018	369,446	369,446	-	4,925,947	7.50%
2019	381,636	381,636	-	4,949,883	7.71%
2020	390,855	390,855	-	4,935,038	7.92%
2021	428,964	428,964	-	5,276,310	8.13%
2022	456,130	456,130	-	5,469,185	8.34%
2023	489,257	489,257	-	5,722,304	8.55%
2024	533,051	533,051	-	6,092,011	8.75%
2025	552,072	552,072	-	6,309,394	8.75%

Independent School District No. 108
Notes to the Required Supplementary Information

TRA Retirement Fund

2024 Changes

Changes in Actuarial Assumptions

- Mortality tables were updated for active employees, retirees, disabled retirees, and contingent beneficiaries to recently published tables derived from public plan data known as the Pub-2010 family.
- Retirement rates were increased for some of the Tier II early retirement ages and some of the unreduced retirement rates were modified for both tiers to better align with actual experience.
- Probability that new female retirees elect either the Straight Life Annuity or 100% Joint and Survivor Annuity were refined to reflect the actual experience.
- Termination rates were reduced in the first 10 years of employment and slightly increased in years 16 to 25 to better match the observed experience.
- Disability rates were decreased beyond age 45 by 15% to reflect the continued lower than expected observations.

Changes of Benefit Terms

- The Normal Retirement Age (NRA) for active and eligible deferred Tier II members will be 65 effective July 1, 2024.

2023 Changes

Changes in Actuarial Assumptions

- None

2022 Changes

Changes in Actuarial Assumptions

- None

2021 Changes

Changes in Actuarial Assumptions

- The investment return assumption was changed from 7.5% to 7.0%.

2020 Changes

Changes in Actuarial Assumptions

- Assumed termination rates were changed to more closely reflect actual experience.
- The pre-retirement mortality assumption was changed to the RP 2014 white collar employee table, male rates set back five years and female rates set back seven years. Generational projection uses the MP 2015 scale.
- Assumed form of annuity election proportions were changed to more closely reflect actual experience for female retirees.

2019 Changes

Changes in Actuarial Assumptions

- None

2018 Changes

Changes in Actuarial Assumptions

- The discount rate was increased to 7.5% from 5.12%.

Independent School District No. 108
Notes to the Required Supplementary Information

TRA Retirement Fund (Continued)

2018 Changes (Continued)

Changes in Actuarial Assumptions (Continued)

- The cost-of-living adjustment (COLA) was reduced from 2.0% each January 1 to 1.0%, effective January 1, 2019. Beginning January 1, 2024, the COLA will increase 0.1% each year until reaching the ultimate rate of 1.5% on January 1, 2028.
- Beginning July 1, 2024, eligibility for the first COLA changes to normal retirement age (age 65 to 66, depending on date of birth). However, members who retire under Rule of 90 and members who are at least age 62 with 30 years of service credit are exempt.
- The COLA trigger provision, which would have increased the COLA to 2.5% if the funded ratio was at least 90% for two consecutive years, was eliminated.
- Augmentation in the early retirement reduction factors is phased out over a five-year period beginning July 1, 2019, and ending July 1, 2024 (this reduces early retirement benefits). Members who retire and are at least age 62 with 30 years of service are exempt.
- Augmentation on deferred benefits will be reduced to 0% beginning July 1, 2019. Interest payable on refunds to members was reduced from 4.0% to 3.0%, effective July 1, 2018. Interest due on payments and purchases from members, employers was reduced from 8.5% to 7.5%, effective July 1, 2018.
- The employer contribution rate is increased each July 1 over the next six years (7.71% in 2018, 7.92% in 2019, 8.13% in 2020, 8.34% in 2021, 8.55% in 2022, and 8.75% in 2023). In addition, the employee contribution rate will increase from 7.50% to 7.75% on July 1, 2023. The state provides funding for the higher employer contribution rate through an adjustment in the school aid formula.

2017 Changes

Changes in Actuarial Assumptions

- The discount rate was increased to 5.12% from 4.66%.
- The cost-of-living adjustment (COLA) was assumed to increase from 2.0% annually to 2.5% annually on July 1, 2045.
- The COLA was not assumed to increase to 2.5% but remain at 2.0% for all future years.
- Adjustments were made to the combined service annuity loads. The active load was reduced from 1.4% to 0.0%, the vested inactive load increased from 4.0% to 7.0% and the non-vested inactive load increased from 4.0% to 9.0%.
- The investment return assumption was changed from 8.0% to 7.5%.
- The price inflation assumption was lowered from 2.75% to 2.5%.
- The payroll growth assumption was lowered from 2.5% to 3.0%.
- The general wage growth assumption was lowered from 3.5% to 2.85% for ten years followed by 3.25% thereafter.
- The salary increase assumption was adjusted to reflect the changes in the general wage growth assumption.

2016 Changes

Changes in Actuarial Assumptions

- The discount rate was decreased to 4.66% from 8.0%.
- The COLA was not assumed to increase for funding or the GASB calculation. It remained at 2% for all future years.

Independent School District No. 108
Notes to the Required Supplementary Information

TRA Retirement Fund (Continued)

2016 Changes (Continued)

Changes in Actuarial Assumptions (Continued)

- The price inflation assumption was lowered from 3% to 2.75%.
- The general wage growth and payroll growth assumptions were lowered from 3.75% to 3.5%.
- Minor changes as some durations for the merit scale of the salary increase assumption.
- The pre-retirement mortality assumption was changed to the RP 2014 white collar employee table, male rates set back six years and female rates set back five years. Generational projection uses the MP 2015 scale.
- The post-retirement mortality assumption was changed to the RP 2014 white collar annuitant table, male rates set back three years and female rates set back three years, with further adjustments of the rates. Generational projection uses the MP 2015 scale.
- The post-disability mortality assumption was changed to the RP 2014 disabled retiree mortality table, without adjustment.
- Separate retirement assumptions for members hired before or after July 1, 1989, were created to better reflect each group's behavior in light of different requirements for retirement eligibility.
- Assumed termination rates were changed to be based solely on years of service in order to better fit the observed experience.
- A minor adjustment and simplification of the assumption regarding the election of optional form of annuity payment at retirement were made.

2015 Changes

Changes of Benefit Terms

- The DTRFA was merged into TRA on June 30, 2015.

Changes in Actuarial Assumptions

- The annual COLA for the June 30, 2015, valuation assumed 2%. The prior year valuation used 2% with an increase to 2.5% commencing in 2034. The discount rate used to measure the total pension liability was 8.0%. This is a decrease from the discount rate at the prior measurement date of 8.25%.

Independent School District No. 108
Notes to the Required Supplementary Information

General Employees Fund

2024 Changes

Changes in Actuarial Assumptions

- Rates of merit and seniority were adjusted, resulting in slightly higher rates.
- Assumed rates of retirement were adjusted as follows: increase the rate of assumed unreduced retirements, slight adjustments to Rule of 90 retirement rates, and slight adjustments to early retirement rates for Tier 1 and Tier 2 members.
- Minor increase in assumed withdrawals for males and females.
- Lower rates of disability.
- Continued use of Pub-2010 general mortality table with slight rate adjustments as recommended in the most recent experience study.
- Minor changes to form of payment assumptions for male and female retirees.
- Minor changes to assumptions made with respect to missing participant data.

Changes in Plan Provisions

- The workers' compensation offset for disability benefits was eliminated. The actuarial equivalent factors updated to reflect the changes in assumptions.

2023 Changes

Changes in Actuarial Assumptions

- The investment return assumption and single discount rate were changed from 6.5% to 7.0%.

Changes in Plan Provisions

- An additional one-time direct state aid contribution of \$170.1 million will be contributed to the Plan on October 1, 2023.
- The vesting period of those hired after June 30, 2010, was changed from five years of allowable service to three years of allowable service.
- The benefit increase delay for early retirements on or after January 1, 2024, was eliminated.
- A one-time, non-compounding benefit increase of 2.5 percent minus the actual 2024 adjustment will be payable in a lump sum for calendar year 2024 by March 31, 2024.

2022 Changes

Changes in Actuarial Assumptions

- The mortality improvement scale was changed from scale MP-2020 to scale MP-2021.

Changes in Plan Provisions

- There were no changes in plan provisions since the previous valuation.

2021 Changes

Changes in Actuarial Assumptions

- The investment return and single discount rates were changed from 7.5% to 6.5% for financial reporting purposes.
- The mortality improvement scale was changed from scale MP-2019 to scale MP-2020.

Changes in Plan Provisions

- There have been no changes since the prior valuation.

2020 Changes

Changes in Actuarial Assumptions

- The price inflation assumption was decreased from 2.5% to 2.25%.

Independent School District No. 108
Notes to the Required Supplementary Information

General Employees Fund (Continued)

2020 Changes (Continued)

Changes in Actuarial Assumptions (Continued)

- The payroll growth assumption was decreased from 3.25% to 3.0%.
- Assumed salary increase rates were changed as recommended in the June 30, 2019, experience study. The net effect is assumed rates that average 0.25% less than previous rates.
- Assumed rates of retirement were changed as recommended in the June 30, 2019, experience study. The changes result in more unreduced (normal) retirements and slightly fewer Rule of 90 and early retirements.
- Assumed rates of termination were changed as recommended in the June 30, 2019, experience study. The new rates are based on service and are generally lower than the previous rates for years 2-5 and slightly higher thereafter.
- Assumed rates of disability were changed as recommended in the June 30, 2019, experience study. The change results in fewer predicted disability retirements for males and females.
- The base mortality table for healthy annuitants and employees was changed from the RP-2014 table to the Pub-2010 General Mortality table, with adjustments. The base mortality table for disabled annuitants was changed from the RP-2014 disabled annuitant mortality table to the Pub-2010 General/Teacher disabled annuitant mortality table, with adjustments.
- The mortality improvement scale was changed from Scale MP-2018 to Scale MP-2019.
- The assumed spouse age difference was changed from two years older for females to one year older.
- The assumed number of married male new retirees electing the 100% Joint and Survivor option changed from 35% to 45%. The assumed number of married female new retirees electing the 100% Joint and Survivor option changed from 15% to 30%. The corresponding number of married new retirees electing the Life annuity option was adjusted accordingly.

Changes in Plan Provisions

- Augmentation for current privatized members was reduced to 2.0% for the period July 1, 2020 through December 31, 2023, and 0.0% thereafter. Augmentation was eliminated for privatizations occurring after June 30, 2020.

2019 Changes

Changes in Actuarial Assumptions

- The mortality projection scale was changed from MP-2017 to MP-2018.

Changes in Plan Provisions

- The employer supplemental contribution was changed prospectively, decreasing from \$31 million to \$21 million per year. The State's special funding contribution was changed prospectively, requiring \$16 million due per year through 2031.

2018 Changes

Changes in Actuarial Assumptions

- The mortality projection scale was changed from MP-2015 to MP-2017.
- The assumed benefit increase was changed from 1.0% per year through 2044 and 2.5% per year thereafter to 1.25% per year.

Changes in Plan Provisions

- The augmentation adjustment in early retirement factors is eliminated over a five-year period starting July 1, 2019, resulting in actuarial equivalence after June 30, 2024.

Independent School District No. 108
Notes to the Required Supplementary Information

General Employees Fund (Continued)

2018 Changes (Continued)

Changes in Plan Provisions (Continued)

- Interest credited on member contributions decreased from 4.0% to 3.0%, beginning July 1, 2018.
- Deferred augmentation was changed to 0.0%, effective January 1, 2019. Augmentation that has already accrued for deferred members will still apply.
- Contribution stabilizer provisions were repealed.
- Post-retirement benefit increases were changed from 1.0% per year with a provision to increase to 2.5% upon attainment of 90% funding ratio to 50% of the Social Security Cost of Living Adjustment, not less than 1.0% and not more than 1.5%, beginning January 1, 2019.
- For retirements on or after January 1, 2024, the first benefit increase is delayed until the retiree reaches Normal Retirement Age. Does not apply to Rule of 90 retirees, disability benefit recipients, or survivors.
- Actuarial equivalent factors were updated to reflect revised mortality and interest assumptions.

2017 Changes

Changes in Actuarial Assumptions

- The CSA loads were changed from 0.8% for active members and 60% for vested and non-vested deferred members. The revised CSA loads are now 0.0% for active member liability, 15% for vested deferred member liability and 3% for non-vested deferred member liability.
- The assumed post-retirement benefit increase rate was changed from 1.0% per year for all years to 1.0% per year through 2044 and 2.5% per year thereafter.
- The State's contribution for the Minneapolis Employees Retirement Fund equals \$16,000,000 in 2017 and 2018, and \$6,000,000 thereafter.
- The Employer Supplemental Contribution for the Minneapolis Employees Retirement Fund changed from \$21,000,000 to \$31,000,000 in calendar years 2019 to 2031. The State's contribution changed from \$16,000,000 to \$6,000,000 in calendar years 2019 to 2031.

2016 Changes

Changes in Actuarial Assumptions

- The assumed post-retirement benefit increase rate was changed from 1.0% per year through 2035 and 2.5% per year thereafter to 1.0% per year for all future years.
- The assumed investment return was changed from 7.9% to 7.5%. The single discount rate was changed from 7.9% to 7.5%.
- Other assumptions were changed pursuant to the experience study dated June 30, 2015. The assumed future salary increases, payroll growth, the inflation was decreased by 0.25% to 3.25% for payroll growth and 2.50% for inflation.

Changes in Plan Provisions

- There have been no changes since the prior valuation.

2015 Changes

Changes in Actuarial Assumptions

- The assumed post-retirement benefit increase rate was changed from 1.0% per year through 2030 and 2.5% per year thereafter to 1.0% per year through 2035 and 2.5% per year thereafter.

Independent School District No. 108
Notes to the Required Supplementary Information

General Employees Fund (Continued)

2015 Changes (Continued)

Changes in Plan Provisions

- On January 1, 2015, the Minneapolis Employees Retirement Fund was merged into the General Employees Fund, which increased the total pension liability by \$1.1 billion and increased the fiduciary plan net position by \$892 million. Upon consolidation, state and employer contributions were revised; the State's contribution of \$6.0 million, which meets the special funding situation definition, was due September 2015.

Independent School District No. 108
Notes to the Required Supplementary Information

Post Employment Health Care Plan

2024 Changes

Actuary's assumption changes:

- The health care trend rates were changed to better anticipate short term and long term medical increases.
- The mortality tables were updated from the PUB-2010 Public Retirement Plans Headcount-Weighted Mortality Tables (General, Teachers) with MP-2020 Generational Improvement Scale to the Pub-2010 Public Retirement Headcount-Weighted Mortality Tables (General, Teachers) with MP-2021 Generational Improvement Scale.
- The discount rate was changed from 3.80% to 3.90%.

2023 Changes

Changes in Actuarial Assumptions

- The inflation rate was changed from 2.00% to 2.50%.
- The discount rate was changed from 2.10% to 3.80%.

2022 Changes

Changes in Actuarial Assumptions

- The health care trend rates were changed to better anticipate short term and long term medical increases.
- The mortality tables were updated from the Pub-2010 Public Retirement Plans Headcount-Weighted Mortality Tables (General, Teachers) with MP-2018 Generational Improvement Scale to the Pub-2010 Public Retirement Plans Headcount-Weighted Mortality Tables (General, Teachers) with MP-2020 Generational Improvement Scale.
- The salary increase rates for non-teachers were updated to reflect the latest experience study.
- The withdrawal rates were updated to reflect the latest experience study.
- The inflation rate was changed from 2.50% to 2.00%.
- The discount rate was changed from 2.40% to 2.10%.

Changes in Plan Provisions

- The percentages of annual salary used to determine the GASB 75 subsidized benefits for District Office employees were updated.
- Per an early retirement agreement, one Teacher received an additional lump sum payment of \$6,500 payable to a Health Care Savings Plan during the fiscal year ending June 30, 2021.
- Effective July 1, 2020, the Teacher's ERI benefit that was previously paid monthly over two years (included in GASB 73) is now paid in one single lump sum to an HRA (included in GASB 75).

2021 Changes

Changes in Actuarial Assumptions

- The discount rate was changed from 3.10% to 2.40%.

Changes in Plan Provisions

- The teacher's ERI benefit that was previously paid monthly over 2 years (included in GASB 73) is now paid in one single lump sum to an HRA (included in GASB 75).

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SUPPLEMENTARY INFORMATION

Independent School District No. 108
Combining Balance Sheet -
Nonmajor Governmental Funds
June 30, 2025

	Special Revenue Funds		Total Nonmajor Funds
	Food Service	Community Service	
Assets			
Cash and investments	\$ 199,363	\$ 311,362	\$ 510,725
Current property taxes receivable	-	85,851	85,851
Delinquent property taxes receivable	-	271	271
Due from Department of Education	3,130	16,596	19,726
Due from Federal Government through Department of Education	1,528	-	1,528
Inventory	8,146	-	8,146
	<u>\$ 212,167</u>	<u>\$ 414,080</u>	<u>\$ 626,247</u>
Liabilities			
Accounts payable	\$ 21,767	\$ 12,343	\$ 34,110
Salaries and benefits payable	-	60,989	60,989
Due to other Minnesota school districts	-	101	101
Due to other governmental units	-	63	63
Unearned revenue	12,760	41,210	53,970
Total liabilities	<u>34,527</u>	<u>114,706</u>	<u>149,233</u>
Deferred Inflows of Resources			
Property taxes levied for subsequent year's expenditures	-	156,713	156,713
Unavailable revenue - delinquent property taxes	-	271	271
Total deferred inflows of resources	<u>-</u>	<u>156,984</u>	<u>156,984</u>
Fund Balances			
Nonspendable			
Inventory	8,146	-	8,146
Restricted			
Community education programs	-	80,921	80,921
Early childhood family and education programs	-	50,386	50,386
School readiness	-	9,300	9,300
Fund purpose	169,494	1,783	171,277
Total fund balances	<u>177,640</u>	<u>142,390</u>	<u>320,030</u>
Total liabilities, deferred inflows of resources, and fund balances	<u>\$ 212,167</u>	<u>\$ 414,080</u>	<u>\$ 626,247</u>

Independent School District No. 108
Combining Statement of Revenues, Expenditures,
and Changes in Fund Balances - Nonmajor Governmental Funds
Year Ended June 30, 2025

	Special Revenue Funds		Total Nonmajor Funds
	Food Service	Community Service	
Revenues			
Local property taxes	\$ -	\$ 165,058	\$ 165,058
Other local and county revenues	21,101	772,274	793,375
Revenue from state sources	404,087	189,255	593,342
Revenue from federal sources	260,207	-	260,207
Sales and other conversion of assets	65,620	-	65,620
Total revenues	751,015	1,126,587	1,877,602
Expenditures			
Current			
Food service	740,482	-	740,482
Community education and services	-	984,554	984,554
Capital outlay			
Food service	2,044	-	2,044
Community education and services	-	5,500	5,500
Total expenditures	742,526	990,054	1,732,580
Excess of revenues over (under) expenditures	8,489	136,533	145,022
Other Financing Source			
Transfers in	16,540	-	16,540
Net change in fund balances	25,029	136,533	161,562
Fund Balances			
Beginning of year	152,611	5,857	158,468
End of year	\$ 177,640	\$ 142,390	\$ 320,030

Independent School District No. 108
Uniform Financial Accounting and Reporting Standards
Compliance Table
Year Ended June 30, 2025

	Audit	UFARS	Audit-UFARS		Audit	UFARS	Audit-UFARS
01 General Fund				06 Building Construction Fund			
Total revenue	\$ 15,095,112	\$ 15,095,115	\$ (3)	Total revenue	\$ 206,935	\$ 206,935	\$ -
Total expenditures	14,097,664	14,097,667	(3)	Total expenditures	3,443,201	3,443,201	-
<i>Nonspendable:</i>				<i>Nonspendable:</i>			
4.60 Nonspendable fund balance	25,419	25,419	-	4.60 Nonspendable fund balance	-	-	-
<i>Restricted/reserved:</i>				<i>Restricted/reserved:</i>			
4.01 Student Activities	70,788	70,785	3	4.07 Capital Projects Levy	-	-	-
4.02 Scholarships	29,491	29,491	-	4.09 Alternative Facility Program	-	-	-
4.03 Staff Development	-	-	-	4.13 Building Projects Funded by COP/LP	84,757	84,757	-
4.07 Capital Projects Levy	102,381	102,381	-	4.67 Long-term Facilities Maintenance	-	-	-
4.08 Cooperative Programs	-	-	-	<i>Restricted:</i>			
4.09 Alternative Facility Program	-	-	-	4.64 Restricted fund balance	49,796	49,796	-
4.12 Literacy Incentive Aid	-	-	-	<i>Unassigned:</i>			
4.13 Building Projects Funded by COP/LP	-	-	-	4.63 Unassigned fund balance	-	-	-
4.14 Operating Debt	-	-	-				
4.16 Levy Reduction	-	-	-	07 Debt Service Fund			
4.17 Taconite Building Maintenance	-	-	-	Total revenue	\$ 3,158,038	\$ 3,158,040	\$ (2)
4.20 American Indian Education Aid	-	-	-	Total expenditures	3,184,313	3,184,313	-
4.24 Operating Capital	141,996	141,996	-	<i>Nonspendable:</i>			
4.26 \$25 Taconite	-	-	-	4.60 Nonspendable fund balance	-	-	-
4.27 Disabled Accessibility	-	-	-	<i>Restricted/reserved:</i>			
4.28 Learning and Development	-	-	-	4.25 Bond refunding	-	-	-
4.34 Area Learning Center	-	-	-	4.33 Maximum effort loan aid	-	-	-
4.35 Contracted Alternative Programs	-	-	-	4.51 QZAB payments	-	-	-
4.36 State Approved Alternative Learning Program	-	-	-	4.67 LTFM	-	-	-
4.37 Quality Compensation - Alternative Teacher Professional Pay System	-	-	-	<i>Restricted:</i>			
4.38 Gifted and Talented	-	-	-	4.64 Restricted fund balance	655,953	655,953	-
4.39 English Learner	-	-	-	<i>Unassigned:</i>			
4.40 Teacher Development and Evaluation	-	-	-	4.63 Unassigned fund balance	-	-	-
4.41 Basic Skills Programs	284,459	284,459	-				
4.43 School Library Aid	-	-	-	08 Trust Fund			
4.45 Career Technical Programs	-	-	-	Total revenue	\$ -	\$ -	\$ -
4.48 Achievement and Integration Revenue	-	-	-	Total expenditures	-	-	-
4.49 Safe Schools Revenue	10,177	10,177	-	<i>Unassigned:</i>			
4.51 QZAB Payments	-	-	-	4.01 Student Activities	-	-	-
4.52 OPEB Liabilities not Held in Trust	-	-	-	4.02 Scholarships	-	-	-
4.53 Unfunded Severance and	-	-	-	4.22 Net position	-	-	-
4.56 Literacy Aid	37,663	37,663	-				
4.57 Teacher Compensation for Read Act Training	16,559	16,559	-	18 Custodial Fund			
4.67 Long-term Facilities Maintenance	209,910	209,910	-	Total expenditures	-	-	-
4.72 Medical Assistance	142,356	142,356	-	<i>Unassigned:</i>			
4.71 Student Support Personnel Aid	-	-	-	4.01 Student Activities	-	-	-
4.75 Title VII - Impact Aid	-	-	-	4.02 Scholarships	-	-	-
4.76 Payments in Lieu of Taxes	-	-	-	4.48 Achievement and Integration	-	-	-
<i>Restricted:</i>				4.64 Restricted	-	-	-
4.64 Restricted fund balance	-	-	-				
4.75 Title VII - Impact Aid	-	-	-	20 Internal Service Fund			
4.76 Payments in Lieu of Taxes	-	-	-	Total revenue	\$ -	\$ -	\$ -
<i>Committed:</i>				Total expenditures	-	-	-
4.18 Committed for separation	-	-	-	<i>Unassigned:</i>			
4.61 Committed fund balance	-	-	-	4.22 Net position	-	-	-
<i>Assigned:</i>							
4.62 Assigned fund balance	998,161	998,161	-	25 OPEB Revocable Trust			
<i>Unassigned:</i>				Total revenue	\$ -	\$ -	\$ -
4.22 Unassigned fund balance	1,482,206	1,482,211	(5)	Total expenditures	-	-	-
				<i>Unassigned:</i>			
				4.22 Net position	-	-	-
02 Food Services Fund							
Total revenue	\$ 751,015	\$ 751,015	\$ -	45 OPEB Irrevocable Trust			
Total expenditures	742,526	742,525	1	Total revenue	\$ -	\$ -	\$ -
<i>Nonspendable:</i>				Total expenditures	-	-	-
4.60 Nonspendable fund balance	8,146	8,145	1	<i>Unassigned:</i>			
<i>Restricted/reserved:</i>				4.22 Net position	-	-	-
4.52 OPEB liabilities not held in trust	-	-	-				
<i>Restricted:</i>				47 OPEB Debt Service			
4.64 Restricted fund balance	169,494	169,494	-	Total revenue	\$ -	\$ -	\$ -
<i>Unassigned:</i>				Total expenditures	-	-	-
4.63 Unassigned fund balance	-	-	-	<i>Nonspendable:</i>			
				4.60 Nonspendable fund balance	-	-	-
04 Community Service Fund				<i>Restricted:</i>			
Total revenue	\$ 1,126,587	\$ 1,126,587	\$ -	4.25 Bond refundings	-	-	-
Total expenditures	990,054	990,056	(2)	4.64 Restricted fund balance	-	-	-
<i>Nonspendable:</i>				<i>Unassigned:</i>			
4.60 Nonspendable fund balance	-	-	-	4.63 Unassigned fund balance	-	-	-
<i>Restricted/reserved:</i>							
4.26 \$25 Taconite	-	-	-				
4.31 Community Education	80,921	80,921	-				
4.32 ECFE	50,386	50,386	-				
4.40 Teacher Development and Evaluation	-	-	-				
4.44 School Readiness	9,300	9,300	-				
4.47 Adult Basic Education	-	-	-				
4.52 OPEB Liabilities not Held in Trust	-	-	-				
<i>Restricted:</i>							
4.64 Restricted fund balance	1,783	1,781	2				
<i>Unassigned:</i>							
4.63 Unassigned fund balance	-	-	-				



**Report on Internal Control over Financial Reporting
and on Compliance and Other Matters Based on an Audit
of Basic Financial Statements Performed in Accordance
with *Government Auditing Standards***

Independent Auditor's Report

To the School Board
Independent School District No. 108
Norwood Young America, Minnesota

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States (*Government Auditing Standards*), the basic financial statements of the governmental activities, each major fund, and the aggregate remaining fund information of Independent School District No. 108, Norwood Young America, Minnesota, as of and for the year ending June 30, 2025, and the related notes to basic financial statements, which collectively comprise the District's basic financial statements and have issued our report thereon dated November 5, 2025.

Report on Internal Control over Financial Reporting

In planning and performing our audit of the financial statements, we considered the District's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the District's internal control. Accordingly, we do not express an opinion on the effectiveness of the District's internal control.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A material weakness is a deficiency, or a combination of deficiencies, in internal control such that there is a reasonable possibility that a material misstatement of the District's financial statements will not be prevented, or detected and corrected, on a timely basis. A significant deficiency is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies and therefore, material weaknesses or significant deficiencies may exist that were not identified. We did identify a certain deficiency in internal control, described in the accompanying Schedule of Findings and Responses on Internal Control as item 2025-001 that we consider to be a material weakness.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether the District's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit and, accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

District's Response to the Finding

Government Auditing Standards requires the auditor to perform limited procedures on the District's response to the finding identified in our audit and described in the accompanying Schedule of Findings and Questioned Costs in Accordance with the Uniform Guidance. The District's response was not subjected to the auditing procedures applied in the audit of the financial statements and, accordingly, we express no opinion on the response.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the District's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the District's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

BerganKDV, Ltd.

Minneapolis, Minnesota
November 5, 2025

**Independent School District No. 108
Schedule of Findings and Responses
on Internal Control**

SECTION I - FINANCIAL STATEMENT FINDINGS

Audit Finding 2025-001

Criteria:

Internal control that supports the District's ability to initiate, record, process and report financial data consistent with the assertions of management in the financial statements requires adequate segregation of accounting duties.

Condition:

The District does not have adequate segregation of accounting duties.

Context:

This finding impacts the internal control for all significant accounting functions.

Cause:

There are a limited number of office employees.

Effect or Potential Effect:

The lack of adequate segregation of accounting duties could adversely affect the District's ability to record, process, summarize, and report financial data consistent with the assertions of management in the financial statements. As a result of this condition, material audit adjustments were required for contracts payable and construction in progress.

Recommendation:

Continue to review the accounting system and year-end closing process, including changes that may occur. Implement segregation whenever practical.

**Independent School District No. 108
Schedule of Findings and Questioned Costs
in Accordance with the Uniform Guidance**

SECTION I - FINANCIAL STATEMENT FINDINGS (CONTINUED)

Audit Finding 2025-001 (Continued)

Views of the Responsible Officials and Planned Corrective Actions:

CORRECTIVE ACTION PLAN (CAP):

1. Explanation of Disagreement with Audit Finding
There is no disagreement with the audit finding.
2. Actions Planned in Response to Finding
Administration will review current segregation of accounting duties to determine if further segregation is possible.
3. Official Responsible for Ensuring CAP
Tim Schochenmaier, Superintendent, is the official responsible for ensuring corrective action of the deficiency.
4. Planned Completion Date for CAP
The planned completion date for the CAP is June 30, 2026.
5. Plan to Monitor Completion of CAP
The School Board will be monitoring this CAP.



Minnesota Legal Compliance

Independent Auditor's Report

To the School Board
Independent School District No. 108
Norwood Young America, Minnesota

We have audited, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States, the basic financial statements of the governmental activities, each major fund, and the aggregate remaining fund information of Independent School District No. 108, Norwood Young America, Minnesota, as of and for the year ended June 30, 2025, and the related notes to basic financial statements, and have issued our report thereon dated November 5, 2025.

In connection with our audit, nothing came to our attention that caused us to believe that the District failed to comply with the provisions of the contracting - bid laws, depositories of public funds and public investments, conflicts of interest, public indebtedness, claims and disbursements, miscellaneous provisions, and uniform financial accounting and reporting standards for school districts sections of the *Minnesota Legal Compliance Audit Guide for School Districts*, promulgated by the State Auditor pursuant to *Minnesota Statutes* § 6.65, insofar as they relate to accounting matters. However, our audit as not directed primarily toward obtaining knowledge of such noncompliance. Accordingly, had we performed additional procedures, other matters may have come to our attention regarding the District's noncompliance with the above referenced provisions, insofar as they relate to accounting matters.

The purpose of this report is to describe the scope of our testing of compliance and the results of that testing, and not to provide an opinion on compliance. Accordingly, this communication is not suitable for any other purpose.

BerganKDV, Ltd.

Minneapolis, Minnesota
November 5, 2025