



Agenda
 Osseo Area Schools
 School Board

Regular Business Meeting
 Educational Service Center - Board Room
 11200 93rd Ave N
 Maple Grove, MN 55369
 Tuesday, March 17, 2026
 6:00 PM

Our mission is to inspire and prepare each and every scholar with the confidence, courage and competence to achieve their dreams; contribute to community; and engage in a lifetime of learning.

This regular meeting of the School Board of Osseo Area Schools is being conducted in the Board Room of the Educational Service Center, and is open to the public. The meeting can be monitored electronically by streaming online at district279.org/about-us/school-board (Watch Livestream). An archived recording will also be available on the district website.

Agenda Items

1. Call to Order and Roll Call
 Tanya Prince, Board Chair
2. Pledge of Allegiance
3. Additions to Agenda
4. Acceptance of Agenda
5. Recognitions
 - A. Piper Douglass, Osseo Senior High School - 3rd Place at State, Individual Wrestling-Girls
 - B. Maple Grove Adapted PI Hockey - 2nd Place at State
 - C. Maple Grove Senior High School's Dance Team-Jazz - 3rd Place at State
 - D. Park Center Senior High School's Competition Cheer - 1st Place at State and 3rd Place at Nationals
6. Audience Opportunity to Address the School Board
7. Superintendent's Report
8. School Board Reports
9. Consent Agenda
 - A. Minutes of the regular meeting of February 24, 2026 3
 - B. Minutes of the closed negotiations strategy meeting of February 24, 2026 7
 - C. Financial reports for the month of February 2026 8
 - D. Payment of items for the month of February 2026 17
 - E. Acceptance of the 2025-2026 Statewide Health Improvement Program (SHIP) - Lactation Spaces Grant in the amount of \$6,000 and authorize an expenditure and budget appropriation in the amount of \$6,000 54
 - F. Extended Educational Trips 56
 - G. Personnel 57
 - H. Contract by and between Osseo Area Schools and Trafera LLC to replace laptops at middle schools 60

I. Contract by and between Osseo Area Schools and Innovative Office Solutions for classroom furniture at Elm Creek Elementary	64
J. Contract by and between Osseo Area Schools and Tremco for roof restoration at Osseo Middle School	70
K. Contract by and between Osseo Area Schools and Innovative Office Solutions for classroom furniture at Zanewood Community School	71
L. Contract by and between Osseo Area Schools and Innovative Office Solutions for classroom furniture at Weaver Lake Elementary	78
M. Contract by and between Osseo Area Schools and Innovative Office Solutions for classroom furniture at Birch Grove Elementary	84
N. Wired and Wireless Network Infrastructure	92
O. Firewall and UTM Security Infrastructure	93
P. School Resource Officer (SRO) contracts with the City of Maple Grove and the City of Brooklyn Park	95
10. Action Items	
A. Recommendation for Approval, Agreement on the Terms and Conditions of Employment between the Independent School District 279 School Board and Teachers, July 1, 2025-June 30, 2027 Yvonne Shorts Lind, Executive Director of Human Resources	110
B. Gifts to the district totaling \$94,340.23	219
11. Closed Meeting: Superintendent's mid-year evaluation - board discussion, meeting closed pursuant to Minnesota Statute 13D.05, Subd. 3(a) Tanya Prince, Board Chair	
12. Adjournment	

To accommodate individuals with disabilities, this material will be made available in alternative formats upon request. Individuals with disabilities are invited to request reasonable accommodations to participate in or attend a district activity, call your local school or the school district at least seventy-two (72) hours in advance (two-week notice preferred). Members of the public can view and download School Board meeting notices and regular meeting agendas and materials from the district website www.district279.org, under "About Us > School Board."

Minutes of the Regular Meeting
Independent School District 279 School Board
Maple Grove, MN
Tuesday, February 24, 2026

CALL TO ORDER	A regular business meeting of the School Board of Osseo Area Schools was held on Tuesday, February 24, 2026 in the board room at the Educational Service Center. Chair Tanya Prince called the meeting to order at 6:00 PM.
ROLL CALL	The following members were present: Kelsey Dawson, Erica Foster, Thomas Brooks, Tanya Prince, Keith Tate, and Sarah Mitchell.
PLEDGE OF ALLEGIANCE	The Pledge of Allegiance was recited, led by Erica Foster.
APPROVAL OF AGENDA	Motion by Thomas Brooks, seconded by Keith Tate, to accept the printed agenda. The motion carried on a vote of 6 to 0.
STUDENT SCHOOL BOARD REPRESENTATIVES	Student school board representatives Naomi Cooper-Grear, Cristian Vargas, Aliya Jiwa and Hikma Adam shared their report on the February 10, 2026 school board work session which included discussion and input from the students regarding standards-based grading practices.
PRESENTATION: CONCURRENCE WITH AIPAC	Ethan Neerdaels, Coordinator of Indian Education introduced the American Indian Parents Advisory Committee (AIPAC) co-chairs, Jeremy and Katy King. Co-chair Jeremy King shared that on behalf of the American Indian Parent Advisory Committee, a resolution for the 2025-26 school year on the Vote of Concurrence per Minnesota Statute 124D.78 for Osseo Area Schools was approved in January 2026. He noted that the committee ensures that the district is meeting the needs of American Indian students and families, aligning with the American Indian Education Aid Program Plan submitted to the Minnesota Department of Education. Co-chair King noted that the vote of concurrence isn't an indication of full completion, and he asked that the work, resources and time be put in place to continue to identify crucial areas with regard to American Indian education that requires focused action and investment.
PRESENTATION: MAPLE GROVE MIDDLE AND OSSEO MIDDLE RENOVATIONS	John Morstad, Executive Director of Finance and Operations shared a presentation on renovations planned for Maple Grove Middle School and Osseo Middle School..
AUDIENCE OPPORTUNITY TO ADDRESS THE BOARD	The following individual addressed the board: <ul style="list-style-type: none"> • Deb Peterson (district resident) - ICE

SUPERINTENDENT'S REPORT	Dr. Kim Hiel's report included Points of Pride, celebrating students, staff and community members who are contributing to the accomplishment of the district's mission, which is to inspire and prepare each and every scholar with the confidence, courage and competence to achieve their dreams, contribute to community, and engage in a lifetime of learning.
SCHOOL BOARD REPORTS	Sarah Mitchell reported on the Enrollment and Capacity Management Advisory Committee. Tanya Prince reported on the Brooklyn Bridge Alliance for Youth.
CONSENT AGENDA	<p>Motion by Sarah Mitchell, seconded by Kelsey Dawson, to approve items in the consent agenda as follows:</p> <ul style="list-style-type: none"> A. Minutes of the regular meeting of January 20, 2026 B. Financial reports for the month of January 2026 C. Payment of items for the month of January 2026 D. Acceptance of the 2025-2026 Statewide Health Improvement Program (SHIP) – SHAPE Assessments and Movemindfully Training Grant in the amount of \$18,150 and authorize an expenditure and budget appropriation in the amount of \$18,150 E. Acceptance of the 2025-2026 New American Student Support Grant in the amount of \$100,000 and authorize an expenditure and budget appropriation in the amount of \$100,000 F. Federal grant delegation resolution G. Fundraisers H. Extended Educational Trips I. Personnel J. Annual Radon Report K. Bid Award - Maple Grove Middle School Media Center L. Bid Award - Osseo Middle School Media Center M. Bid Award – Osseo Senior High School Dish Room (over) N. Bid Award – Maple Grove Senior High School Baseball Field Restorations O. Minnesota State High School League Application for Cooperative Sponsorship of Boys LaCrosse and Girls LaCrosse P. Minnesota State High School League Application for Dissolution of Cooperative Sponsorship for Girls LaCrosse Q. Easement Grant with the City of Maple Grove – Roundabout at Maple Grove Senior High School R. Snow Removal Services – Bid Award Recommendation 2026-2028 S. Contract by and between Osseo Area Schools and McPhillips Bros Roofing for roof patching and curb installation at Park Center Senior High School

	<p>T. Contract by and between Osseo Area Schools and Trane for HVAC materials at Park Center Senior High School</p> <p>U. Contract by and between Osseo Area Schools and Trane for HVAC labor at Park Center Senior High School</p> <p>The motion carried on a vote of 6 to 0.</p>
<p>ACTION ITEM</p> <p>RESOLUTION RELATING TO GENERAL OBLIGATION SCHOOL BUILDING AND REFUNDING BONDS</p>	<p>Motion by Thomas Brooks, seconded by Erica Foster, to approve the resolution relating to \$99,145,000 general obligation school building and refunding bonds, Series 2026A, authorizing the issuance and sale thereof, providing for credit enhancement with respect thereto, and establishing compliance with reimbursement bond regulations under the Internal Revenue Code.</p> <p>The motion carried on a vote of 6 to 0.</p>
<p>ACTION ITEM</p> <p>FISCAL YEAR 26 BUDGET ADJUSTMENTS</p>	<p>Motion by Keith Tate, seconded by Sarah Mitchell, to approve the Fiscal Year 26 Budget Adjustments, as presented.</p> <p>The motion carried on a vote of 6 to 0.</p>
<p>ACTION ITEM</p> <p>FISCAL YEAR 2027 LONG-RANGE FINANCIAL PLANNING BUDGET and FISCAL YEAR 2027 PROPOSED OPERATING CAPITAL BUDGET</p>	<p>Motion by Thomas Brooks, seconded by Keith Tate, to approve the Fiscal Year 2027 Long-range Financial Planning Budget, as presented.</p> <p>The motion carried on a vote of 6 to 0.</p> <p>Motion by Keith Tate, seconded by Thomas Brooks, to approve the Fiscal Year 2027 Proposed Operating Capital Budget, as presented.</p> <p>The motion carried on a vote of 6 to 0.</p>
<p>ACTION ITEM</p> <p>ONE-YEAR STRATEGIC INVESTMENT FOR SPECIAL EDUCATION STAFFING</p>	<p>Motion by Thomas Brooks, seconded by Erica Foster, to approve the One-year Strategic Investment for Special Education Staffing, as presented.</p> <p>The motion carried on a vote of 6 to 0.</p>
<p>ACTION ITEM</p> <p>SECOND READING OF POLICIES</p>	<p>Motion by Sarah Mitchell, seconded by Thomas Brooks, to approve the Second Reading of the following policies:</p> <ul style="list-style-type: none"> • Policy 104: School District Mission Statement (proposed for repeal)

	<ul style="list-style-type: none"> • Policy 515: Protection and Privacy of Education Records and Data (proposed revisions) • Policy 516: Student Medications (no revisions) • Procedure 516: Student Medications (proposed revisions) • Policy 518: DNR/DNI Orders (proposed revisions) • Policy 533: Wellness (no revisions) • Procedure 533: Wellness (proposed revisions) • Policy 546: Academic Shared Time (no revisions) • Procedure 546: Academic Shared Time (proposed revisions) • Policy 549: Age of Entrance (proposed revisions) • Procedure 549: Age of Entrance (proposed revisions) <p>The motion carried on a vote of 6 to 0.</p>
ACTION ITEM	Motion by Erica Foster, seconded by Sarah Mitchell, to approve Gifts to the District totaling \$60,413.78.
GIFTS TO THE DISTRICT	The motion carried on a vote of 6 to 0.
CLOSED SESSION/ADJOURNMENT	<p>Motion by Thomas Brooks, seconded by Kelsey Dawson, to recess the regular business meeting at 7:25 PM, and convene in the Forum Room for a closed session. The session was closed pursuant to MN Statute 13D.03 for labor negotiations with Teachers.</p> <p>The motion carried on a vote of 6 to 0.</p> <p>The meeting adjourned at the conclusion of the closed session, at 8:28 PM.</p>
	<hr/> <p>Tanya Prince, Board Chairperson</p>

Minutes of the Special Meeting
Independent School District 279 School Board
Maple Grove, Minnesota

February 24, 2026

- MEETING A closed special meeting of the School Board was held on Tuesday, February 24, 2026 in the Forum Room of the Educational Service Center. Chairperson Tanya Prince called the meeting to order at 7:33 PM.
- ROLL CALL School Board members Thomas Brooks, Kelsey Dawson, Erica Foster, Sarah Mitchell, Tanya Prince, and Keith Tate were in attendance.
- District administrators Superintendent Dr. Kim Hiel, General Counsel Amy Moore, Lisa Bostic, John Morstad, Yvonne Shorts Lind and Marshall Thompson were in attendance.
- PURPOSE OF MEETING The meeting was held for the purpose of labor negotiations. An audio recording will be available to the public after all labor contracts are signed for the current budget period.
- ADJOURNMENT At 8:28 PM Chairperson Tanya Prince adjourned the meeting.

Tanya Prince, Chairperson

Independent School District 279

Consent Agenda Financial Items Fiscal Year 2026

Date: March 17, 2026

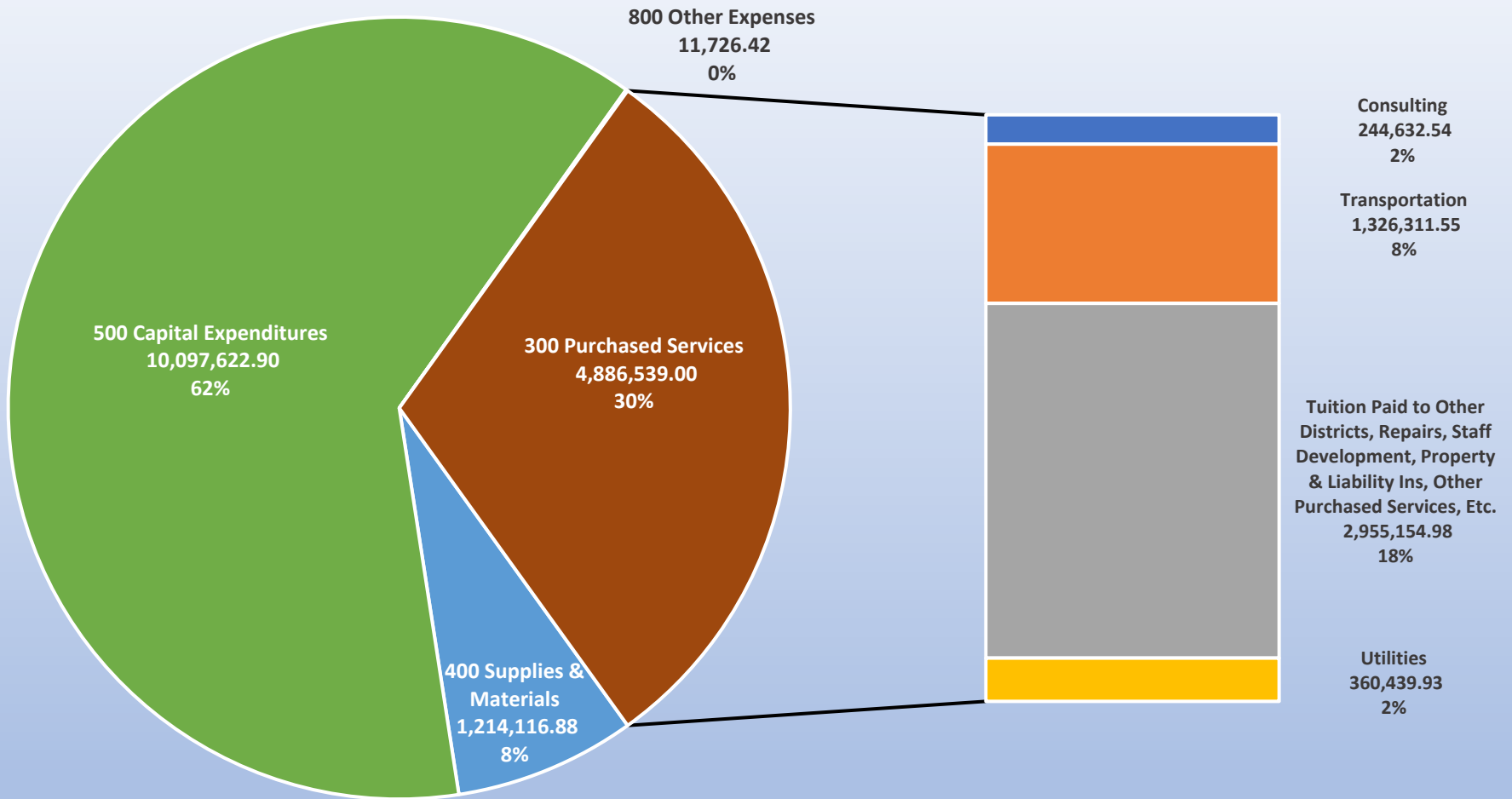
To: John Morstad, Executive Director of Finance and Operations

From: Kelly Benusa, Director of Business Services

RE: Consent Agenda Financial Items –
Approval of Financial Reports
Approval of Payments

- A. The ISD 279 School Board approval of financial reports for the month of February.
- B. The ISD 279 School Board authorizes payment of Vendor Checks, Payables, Electronic Wire Transfers, Employee Reimbursements, and Vendor ACH for the month of December totaling \$56,485,536.26.

FEBRUARY 2026 PAYMENTS FOR ALL FUNDS



Total = \$16,210,005.20

Shown in Chart
 300 Purchased Services: Consulting Fees, Transportation, Utilities, Etc.
 400 Supplies and Materials: Food, Software, General Supplies, Etc.
 500 Capital Expenditures: Equipment, Building & Site Improvements, Etc.
 800 Other Expenses: Dues, Memberships, Etc.

Not Shown in Chart
 Payroll, Benefits, Investments, Etc.....\$40,275,531.06

To: Dr. Kim Hiel, Superintendent
From: John Morstad, Executive Director of Finance and Operations
Kelly Benusa, Director of Business Services
Subject: Financial Reports for the Month Ended February 28, 2026
Date: March 17, 2026

The following is a recap of the monthly financials:

Fund Balance Report

During the year, the District maintains its financial records on the cash basis. Therefore, the cash basis fund balance may fluctuate considerably during the year due to the timing of cash receipts and disbursements. At year-end, we convert the financial records to the modified accrual basis according to Governmental Accounting Standards Board (GASB). Fund balances are shown by fund total monthly. Fund balance designations within each fund for non-spendable, restricted, or assigned/unassigned will be shown at the fiscal year-end.

Revenue Operating Budget Summary by Fund

The General Fund-Percentage Comparison of Year-To-Date with Operating Budget shows a 0.3% increase from the prior year. All prior year accruals were reversed in August and the District is still collecting prior year revenue from various sources, i.e., state aid, federal grants, other districts, etc. This process is consistent with prior years. June 30, 2025, year-end results have been incorporated into the February mid-year budget adjustments where applicable.

Expenditure Operating Budget Summary by Fund

The General Fund-Percentage Comparison of Year-To-Date with Operating Budget shows a 2.0% decrease from the prior year. June 30, 2025, year-end results have been incorporated into the February mid-year budget adjustments where applicable.

Current Investments on Hand

Interest rates decreased during February to 3.46% to 4.46% compared with January rates of 3.58% to 4.96%.

**ISD 279-Osseo Area Schools
Fund Balance Report
Fiscal Year 2026
Month Ended February 28, 2026**

Fund	Accrual Basis Fund Balance June 30, 2025	FY 2026 YTD Revenue	FY 2026 YTD Expenditure	Cash Basis * Fund Balance February 28, 2026
General	126,380,484	212,614,404	192,153,732	146,841,156
Student Activities	232,117	194,809	210,615	216,311
Capital & Land Proceeds	7,883,791	21,715,001	27,471,194	2,127,598
Food & Nutrition Service	6,447,488	9,946,387	10,519,740	5,874,135
Community Service	4,130,732	12,685,345	13,235,133	3,580,945
Building Construction	199,686,359	1,191,116	107,033,362	93,844,113
Debt Service	5,553,081	33,749,659	33,565,488	5,737,252
Retirement Incentive Pay Internal Service	834,108	-	265,275	568,833
Dental Self Insurance Internal Service	470,315	1,379,901	1,528,474	321,741
Health Self Insurance Internal Service	(124,445)	4,858,643	5,171,797	(437,599)
Post-Employment Benefits Revocable Trust Internal Service	11,794,398	(629,472)	-	11,164,926
Total	\$ 363,288,428	\$ 297,705,794	\$ 391,154,810	\$ 269,839,412

*During the year the District maintains its financial records on a cash basis. Therefore, the cash basis fund balance may fluctuate considerably during the year due to the timing of cash receipts and disbursements.

**ISD 279-Osseo Area Schools
Revenue Operating Budget Summary By Fund
Fiscal Year 2026
Month Ended February 28, 2026**

Revenue By Fund	Feb 2026 Revenue	FY 2026 YTD Revenue	% Of Budget	FY 2026 Budget	Actual YTD (Over) Under Budget	FY 2025 Actual Revenue	% Of PY Actual
General	31,522,271	210,071,007	64.2%	327,243,265	38,738,653	203,155,286	63.4%
Capital & Land Proceeds	627,644	12,200,447	52.3%	23,311,775	18,105,192	14,731,270	59.5%
Food & Nutrition Services	1,674,290	9,886,292	51.3%	19,266,973	9,380,681	9,139,712	50.9%
Community Service	903,494	10,743,364	62.4%	17,220,874	6,477,510	10,164,226	61.5%
Debt Service	147,870	33,749,659	97.0%	34,810,450	1,060,791	19,161,625	96.0%
Total Revenue Operating Budget	<u>34,875,568</u>	<u>276,650,767</u>	65.6%	<u>421,853,337</u>	<u>73,762,828</u>	<u>256,352,119</u>	64.1%
Special Funded Projects (State & Federal)	173,635	12,243,424	21.7%	56,307,288	44,063,864	23,417,690	33.4%
Gifts/Fund Raising Clearing/Resale	186,907	1,816,605	45.4%	4,000,000	2,183,395	1,413,812	52.9%
Student Activities	65,332	194,809	97.4%	200,000	5,191	19,154	11.0%
Total Revenue Budget	<u>35,301,442</u>	<u>290,905,606</u>	60.3%	<u>\$ 482,360,625</u>	<u>\$ 120,015,278</u>	<u>\$ 281,202,774</u>	59.5%

Non-Budgeted Funds		
Building Construction	3,085,246	1,191,116
Dental Self Insurance Internal Service	205,107	1,379,901
Health Self Insurance Internal Service	652,376	4,858,643
Post-Employment Benefits Revocable Trust Internal Service	84,648	(629,472)
Total Non-Budgeted Funds	<u>4,027,376</u>	<u>6,800,188</u>
Total Revenue	<u>\$ 39,328,819</u>	<u>\$ 297,705,794</u>

General Fund - % Comparison of Year to Date with Operating Budget	<u>FY 2026</u> 64.2%	<u>FY 2025</u> 63.9%
---	-------------------------	-------------------------

**ISD 279-Osseo Area Schools
Expenditure Operating Budget Summary By Fund
Fiscal Year 2026
Month Ended February 28, 2026**

Expenditure By Fund	Feb 2026 Expenditure	FY 2026 YTD Expenditure	% Of Budget	FY 2026 Budget	Actual YTD (Over) Under Budget	FY 2025 Actual Expenditure	% Of PY Actual
Salaries and Wages	\$ 17,081,883	\$ 103,761,086	49.5%	\$ 209,737,766	\$ 105,976,680	\$ 100,642,448	51.3%
Employee Benefits	6,290,230	42,186,709	53.8%	78,469,085	36,282,376	40,020,144	55.6%
Purchased Services	3,940,797	20,889,690	44.4%	47,062,889	26,173,199	20,501,474	53.4%
Supplies and Materials	305,081	3,732,899	50.6%	7,380,945	3,648,046	3,002,698	68.0%
Capital	-	346,040	90.4%	382,969	36,930	360,859	75.7%
Other	7,421	(143,488)	-14.3%	1,001,233	1,144,721	112,084	22.6%
General	<u>27,625,413</u>	<u>170,772,935</u>	49.6%	<u>344,034,887</u>	<u>173,261,952</u>	<u>164,639,708</u>	52.8%
Capital & Land Proceeds	571,417	16,696,167	71.6%	23,328,229	6,632,062	16,555,784	74.9%
Food & Nutrition Services	1,489,495	10,451,726	55.5%	18,838,947	8,387,221	10,039,100	58.1%
Community Service	1,405,464	11,466,617	60.2%	19,056,301	7,589,684	10,665,097	58.1%
Debt Service	6,625	33,565,488	99.6%	33,701,513	136,025	25,689,592	100.0%
Total Expenditure Operating Budget	<u>31,098,414</u>	<u>242,952,933</u>	55.3%	<u>438,959,877</u>	<u>196,006,944</u>	<u>227,589,281</u>	57.6%
Special Funded Projects (State & Federal)	4,056,108	32,898,259	58.4%	56,307,288	23,409,029	42,811,934	61.2%
Gifts/Fund Raising Clearing/Resale	191,312	1,094,094	27.4%	4,000,000	2,905,906	1,249,397	54.7%
Student Activities	61,800	210,615	105.3%	200,000	(10,615)	31,815	16.0%
Total Expenditure Budget	<u>35,407,634</u>	<u>277,155,901</u>	55.5%	<u>\$ 499,467,165</u>	<u>\$ 222,311,264</u>	<u>\$ 271,682,427</u>	58.1%
Non-Budgeted Funds							
Building Construction	9,553,694	107,033,362					
Retirement Incentive Pay Internal Service	-	265,275					
Dental Self Insurance Internal Service	213,854	1,528,474					
Health Self Insurance Internal Service	934,398	5,171,797					
Post-Employment Benefits Revocable Trust Internal Service	-	-					
Total Non-Budgeted Funds	<u>10,701,945</u>	<u>113,998,909</u>					
Total Expenditure	<u>\$ 46,109,580</u>	<u>\$ 391,154,810</u>					

General Fund - % Comparison of Year to Date with Operating Budget	<u>FY 2026</u> 49.6%	<u>FY 2025</u> 51.6%
---	-------------------------	-------------------------

**ISD 279 - OSSEO AREA SCHOOLS
CURRENT INVESTMENTS ON HAND
FISCAL YEAR 2026
MONTH END FEBRUARY 28, 2026**

BANK	TYPE	PURCHASED	MATURITY	YIELD	COST
OPERATING FUNDS					
MN TRUST - PMA	TERM SERIES	06-21-24	06-17-26	4.570	5,000,000
MN TRUST - PMA	GOVERNMENT	11-21-24	07-15-26	4.160	3,937,809
MN TRUST - PMA	GOVERNMENT	11-21-24	11-15-26	4.210	2,999,641
MN TRUST - PMA	TERM SERIES	12-24-24	06-26-26	4.150	6,000,000
MN TRUST - PMA	CD	03-19-25	03-19-26	4.000	240,300
MN TRUST - PMA	CD	03-19-25	03-19-26	4.070	240,000
MN TRUST - PMA	CD	03-19-25	03-19-26	4.040	240,200
MN TRUST - PMA	CD	03-19-25	03-19-26	4.040	240,100
MN TRUST - PMA	TERM SERIES	03-21-25	07-27-26	3.950	2,000,000
MN TRUST - PMA	TERM SERIES	03-21-25	01-25-27	3.930	5,000,000
MN TRUST - PMA	TERM SERIES	05-06-25	11-06-26	3.730	3,000,000
MN TRUST - PMA	TERM SERIES	05-06-25	01-25-27	3.680	3,000,000
MN TRUST - PMA	CD	08-25-25	01-27-27	3.890	236,600
MN TRUST - PMA	CD	08-25-25	01-27-27	3.790	236,900
MN TRUST - PMA	CD	08-25-25	01-27-27	4.040	236,100
MN TRUST - PMA	CD	08-25-25	01-27-27	3.900	236,600
MN TRUST - PMA	CD	08-25-25	01-27-27	3.930	236,600
MN TRUST - PMA	CD	08-25-25	01-27-27	3.880	236,600
MN TRUST - PMA	TERM SERIES	08-26-25	01-25-27	3.760	2,500,000
MN TRUST - PMA	CD	02-05-26	01-27-27	3.620	241,400
MN TRUST - PMA	CD	02-05-26	01-27-27	3.690	241,100
MN TRUST - PMA	CD	02-05-26	01-27-27	3.460	241,600
MN TRUST - PMA	CD	02-05-26	01-27-27	3.460	241,700
MN TRUST - PMA	CD	02-05-26	01-27-27	3.660	241,200
MN TRUST - PMA	CD	02-05-26	01-27-27	3.560	241,500
MN TRUST - PMA	CD	02-05-26	01-27-27	3.550	241,400
MN TRUST - PMA	CD	02-05-26	01-27-27	3.560	241,500
MN TRUST - PMA	CD	02-06-26	12-17-26	3.430	2,000,000
MN TRUST - PMA	TERM SERIES	02-06-26	01-25-27	3.450	6,000,000
MN TRUST - PMA	SDA	10-19-22	02-28-26	3.630	17,534,547
MN TRUST - PMA	LIMITED TERM DURATION	06-01-17	02-28-26	1.700	22,383,679
US BANK	MONEY MKT		02-28-26	3.600	9,585,390
MN TRUST - PMA	MONEY MKT		02-28-26	3.629	58,072,259
TOTAL OPERATING FUNDS					153,324,725
LONG-TERM FACILITIES MAINTENANCE 2024A BOND					
MN TRUST - PMA	CD	03-05-24	03-31-26	4.460	2,000,000
MN TRUST - PMA	CD	03-05-24	04-30-26	4.440	5,000,000
MN TRUST - PMA	CD	03-05-24	05-29-26	4.410	5,000,000
MN TRUST - PMA	CD	03-05-24	06-30-26	4.370	5,000,000
MN TRUST - PMA	CD	03-05-24	12-30-26	4.290	3,000,000
MN TRUST - PMA	CD	03-20-24	09-30-26	4.490	1,000,000
MN TRUST - PMA	CD	03-20-24	10-30-26	4.470	1,000,000
MN TRUST - PMA	CD	03-20-24	11-30-26	4.440	1,000,000
MN TRUST - PMA	CD	03-20-24	12-30-26	4.440	1,000,000
MN TRUST - PMA	CD	03-20-24	01-29-27	4.430	1,000,000
MN TRUST - PMA	SEC	03-21-24	10-01-26	4.500	2,037,005
MN TRUST - PMA	CD	03-27-24	03-31-26	4.510	10,000,000
MN TRUST - PMA	SDA	03-31-24	02-28-26	3.483	10,898,644
MN TRUST - PMA	MONEY MKT		02-28-26	3.629	34,977,475
TOTAL LONG-TERM FACILITIES MAINTENANCE 2024A BOND					82,913,124
SCHOOL BUILDING 2024A BOND					
MN TRUST - PMA	TERM SERIES	04-17-25	05-15-26	3.870	5,000,000
MN TRUST - PMA	MONEY MKT		02-28-26	3.629	15,249,415
TOTAL SCHOOL BUILDING 2024A BOND					20,249,415
OPEB REVOCABLE TRUST					
MN TRUST - PMA	CORP. BONDS	03-03-16	03-01-46	3.800	199,112
MN TRUST - PMA	MUNICIPAL	06-22-16	07-01-31	3.800	40,000
MN TRUST - PMA	CORP. BONDS	09-16-16	10-15-46	3.530	249,362
MN TRUST - PMA	MUNICIPAL	10-17-16	08-01-33	3.220	202,265
MN TRUST - PMA	MUNICIPAL	10-17-16	02-15-38	3.560	174,741
MN TRUST - PMA	MUNICIPAL	10-17-16	11-01-37	3.450	135,405
MN TRUST - PMA	MUNICIPAL	10-21-16	05-15-31	3.090	298,551
MN TRUST - PMA	MUNICIPAL	02-28-17	06-15-32	4.050	216,608
MN TRUST - PMA	CORP. BONDS	03-09-17	06-15-27	3.250	199,494
MN TRUST - PMA	MUNICIPAL	03-30-17	09-15-30	3.350	148,383
MN TRUST - PMA	MUNICIPAL	09-21-17	09-01-28	2.950	200,000

**ISD 279 - OSSEO AREA SCHOOLS
CURRENT INVESTMENTS ON HAND
FISCAL YEAR 2026
MONTH END FEBRUARY 28, 2026**

BANK	TYPE	PURCHASED	MATURITY	YIELD	COST
MN TRUST - PMA	MUNICIPAL	10-12-17	09-15-26	2.960	256,540
MN TRUST - PMA	CORP. BONDS	01-24-18	01-24-39	3.880	250,000
MN TRUST - PMA	CORP. BONDS	01-30-18	02-22-48	3.950	210,584
MN TRUST - PMA	CORP. BONDS	02-20-18	03-01-28	3.810	249,833
MN TRUST - PMA	CORP. BONDS	08-29-18	04-23-29	4.336	287,550
MN TRUST - PMA	MUNICIPAL	09-27-18	07-01-32	3.770	307,876
MN TRUST - PMA	CORP. BONDS	10-10-18	12-14-35	4.150	254,948
MN TRUST - PMA	CORP. BONDS	09-13-19	03-13-51	2.470	297,954
MN TRUST - PMA	MUNICIPAL	10-16-19	05-25-26	2.310	100,000
MN TRUST - PMA	MUNICIPAL	10-03-19	11-01-29	2.320	145,982
MN TRUST - PMA	MUNICIPAL	12-10-19	04-01-30	2.610	250,000
MN TRUST - PMA	CORP. BONDS	01-31-20	02-05-50	3.250	99,961
MN TRUST - PMA	MUNICIPAL	02-27-20	01-01-32	1.810	150,000
MN TRUST - PMA	MORTGAGE BACKED SEC	02-27-20	10-25-27	1.560	40,390
MN TRUST - PMA	CORP. BONDS	10-22-20	10-15-30	1.740	199,234
MN TRUST - PMA	MUNICIPAL	10-27-20	08-01-32	1.750	100,000
MN TRUST - PMA	MORTGAGE BACKED SEC	10-15-20	02-26-35	1.650	181,303
MN TRUST - PMA	MUNICIPAL	10-14-20	12-01-35	2.570	169,878
MN TRUST - PMA	MORTGAGE BACKED SEC	12-10-20	10-25-30	1.190	102,992
MN TRUST - PMA	MUNICIPAL	12-22-20	08-01-36	2.060	100,000
MN TRUST - PMA	MUNICIPAL	12-22-20	12-01-42	2.340	100,000
MN TRUST - PMA	MUNICIPAL	01-15-21	04-01-36	2.130	100,000
MN TRUST - PMA	MUNICIPAL	01-27-21	04-01-43	3.280	100,000
MN TRUST - PMA	CORP. BONDS	01-07-21	03-15-31	1.380	248,807
MN TRUST - PMA	MUNICIPAL	01-20-21	05-15-47	2.650	256,740
MN TRUST - PMA	GOVERNMENT	01-11-21	11-20-37	1.630	168,065
MN TRUST - PMA	CORP. BONDS	02-03-21	06-01-51	3.100	196,891
MN TRUST - PMA	CORP. BONDS	02-26-21	03-15-51	3.260	249,757
MN TRUST - PMA	CORP. BONDS	02-19-21	03-15-51	1.690	99,409
MN TRUST - PMA	MUNICIPAL	07-29-21	11-01-31	2.630	200,000
MN TRUST - PMA	MUNICIPAL	07-20-21	08-01-37	1.930	147,342
MN TRUST - PMA	CORP. BONDS	07-22-21	02-01-52	2.730	297,873
MN TRUST - PMA	CORP. BONDS	08-31-21	03-15-32	2.020	252,880
MN TRUST - PMA	CORP. BONDS	09-07-21	09-15-51	2.730	248,268
MN TRUST - PMA	CORP. BONDS	10-28-21	11-02-27	1.880	300,000
MN TRUST - PMA	CORP. BONDS	11-08-21	12-01-28	1.900	109,856
MN TRUST - PMA	CORP. BONDS	11-15-21	11-18-31	2.000	99,487
MN TRUST - PMA	CORP. BONDS	03-15-22	03-15-52	3.820	251,313
MN TRUST - PMA	CORP. BONDS	10-28-22	02-15-28	3.400	149,937
MN TRUST - PMA	CORP. BONDS	12-14-22	08-15-23	4.630	223,602
MN TRUST - PMA	CORP. BONDS	01-10-23	02-01-33	4.940	99,666
MN TRUST - PMA	CORP. BONDS	01-26-23	01-26-34	4.820	293,660
MN TRUST - PMA	CORP. BONDS	02-23-23	05-15-33	4.690	149,176
MN TRUST - PMA	CORP. BONDS	03-06-23	05-15-33	5.180	149,636
MN TRUST - PMA	CORP. BONDS	05-30-23	02-15-34	5.440	249,178
MN TRUST - PMA	CORP. BONDS	07-25-23	06-12-29	5.810	299,562
MN TRUST - PMA	CORP. BONDS	08-18-23	06-01-49	5.230	155,560
MN TRUST - PMA	CORP. BONDS	08-18-23	11-21-39	5.660	165,994
MN TRUST - PMA	CORP. BONDS	08-18-23	07-21-34	5.820	242,060
MN TRUST - PMA	CORP. BONDS	09-08-23	03-15-34	6.090	99,675
MN TRUST - PMA	CORP. BONDS	09-08-23	09-08-33	5.150	249,962
MN TRUST - PMA	CORP. BONDS	09-21-23	01-15-29	5.160	191,636
MN TRUST - PMA	GOVERNMENT	10-31-23	11-15-42	5.290	169,352
MN TRUST - PMA	CORP. BONDS	11-22-23	03-15-64	5.950	99,721
MN TRUST - PMA	GOVERNMENT	12-06-23	05-15-39	4.250	99,699
MN TRUST - PMA	CORP. BONDS	01-02-24	02-15-34	4.870	149,703
MN TRUST - PMA	MORTGAGE BACKED SEC	05-30-24	05-01-38	4.500	182,103
MN TRUST - PMA	GOVERNMENT	05-15-24	02-15-44	4.500	482,480
MN TRUST - PMA	GOVERNMENT	05-31-24	11-15-48	3.375	396,082
MN TRUST - PMA	GOVERNMENT	05-31-24	08-15-43	4.375	317,910
MN TRUST - PMA	GOVERNMENT	05-31-24	11-15-53	4.375	126,338
MN TRUST - PMA	GOVERNMENT	07-08-24	05-15-41	4.500	295,570
MN TRUST - PMA	GOVERNMENT	08-21-24	02-15-43	4.200	287,719
MN TRUST - PMA	CORP. BONDS	09-09-24	03-15-35	4.870	99,852
MN TRUST - PMA	GOVERNMENT	11-22-24	08-15-33	4.375	392,531
MN TRUST - PMA	CORP. BONDS	02-13-25	02-12-32	4.900	299,577
MN TRUST - PMA	CORP. BONDS	02-18-25	03-15-55	5.875	249,145
MN TRUST - PMA	CORP. BONDS	02-19-25	03-15-32	5.200	249,617
MN TRUST - PMA	CORP. BONDS	02-10-25	02-20-35	5.100	249,047
MN TRUST - PMA	GOVERNMENT	03-04-25	01-15-35	4.380	210,598
MN TRUST - PMA	CORP. BONDS	04-28-25	05-15-35	5.050	199,856
MN TRUST - PMA	GOVERNMENT	05-07-25	11-15-45	4.860	227,930

**ISD 279 - OSSEO AREA SCHOOLS
CURRENT INVESTMENTS ON HAND
FISCAL YEAR 2026
MONTH END FEBRUARY 28, 2026**

BANK	TYPE	PURCHASED	MATURITY	YIELD	COST
MN TRUST - PMA	GOVERNMENT	06-10-25	04-15-30	1.625	506,402
MN TRUST - PMA	GOVERNMENT	06-24-25	02-15-35	4.625	154,014
MN TRUST - PMA	GOVERNMENT	08-22-25	11-15-54	4.500	232,783
MN TRUST - PMA	CORP. BONDS	09-10-25	09-15-35	4.900	249,471
MN TRUST - PMA	CORP. BONDS	10-03-25	03-13-31	5.450	209,072
MN TRUST - PMA	GOVERNMENT	10-17-25	08-15-44	4.125	282,340
MN TRUST - PMA	CORP. BONDS	12-04-25	01-15-33	4.450	250,627
MN TRUST - PMA	CORP. BONDS	01-22-26	01-22-30	4.030	200,000
MN TRUST - PMA	CORP. BONDS	01-23-26	01-23-37	4.960	300,000
MN TRUST - PMA	CORP. BONDS	02-03-26	02-10-32	4.460	250,049
MN TRUST - PMA	CORP. BONDS	02-25-26	03-02-31	4.000	249,552
MN TRUST - PMA	EQUITY		02-28-26	4.000	5,791,611
MN TRUST - PMA	MONEY MKT		02-28-26	3.590	5,145
TOTAL OPEB REVOCABLE TRUST					25,430,832
TOTAL INVESTMENTS					\$ 281,918,095

CD CERTIFICATE OF DEPOSIT FDIC \$250,000
 CN CORPORATE NOTE
 CP COMMERCIAL PAPER

FHLB FEDERAL HOME LOAN BANK
 FHLMC FEDERAL HOME LOAN MORTGAGE CORP.
 FNMA FEDERAL NAT'L MORTGAGE ASS'N.

February 2026 Monthly Check Register

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/11/26	V8013906	Vendor ACH	303 FED SUB CONTRACT <\$50,000	300 Purchased Services	53996	CHANGE INC	\$6,820.00
02/25/26	742294	Vendor Check	303 FED SUB CONTRACT <\$50,000	300 Purchased Services	55444	AMPLIFIED IMPACT LL	\$2,093.60
02/25/26	742381	Vendor Check	303 FED SUB CONTRACT <\$50,000	300 Purchased Services	D2346	ST DAVID'S CENTER	\$50,000.00
02/25/26	742381	Vendor Check	304 FED SUB CONTRACT >\$50,000	300 Purchased Services	D2346	ST DAVID'S CENTER	\$38,000.00
02/04/26	741953	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	A1081	COMPAS INC	\$5,515.00
02/04/26	741954	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	55907	CONSTANGY BROOKS SM	\$1,280.03
02/04/26	741960	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	05753	EDUCATION MINNESOTA	\$175.00
02/04/26	741975	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	A1926	HENNEPIN COUNTY TRE	\$698.00
02/04/26	742014	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	A4537	STATE OF MN DEPT OF	\$25.00
02/04/26	742015	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	A4537	STATE OF MN DEPT OF	\$25.00
02/04/26	742016	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	A4537	STATE OF MN DEPT OF	\$25.00
02/04/26	742017	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	A4537	STATE OF MN DEPT OF	\$25.00
02/04/26	742018	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	A4537	STATE OF MN DEPT OF	\$25.00
02/04/26	742019	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	A4537	STATE OF MN DEPT OF	\$25.00
02/04/26	742031	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	55935	PARENTING WITH PURP	\$800.00
02/04/26	742040	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	55890	SCENARIO LEARNING L	\$1,850.00
02/04/26	V8013825	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	54914	BLUE LABEL CREATIVE	\$7,800.00
02/04/26	V8013836	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	55562	EDUCATION RESOURCE	\$10,375.00
02/04/26	V8013864	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	F3621	PHOENIX SCHOOL COUN	\$4,337.03
02/04/26	V8013872	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	F5152	SCOTT NELSON COACHI	\$900.00
02/11/26	742071	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	56135	AGUILAR, LISA	\$1,500.00
02/11/26	742088	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	56139	NGUYEN, THUBA THI	\$23.00
02/11/26	742100	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	55498	FINDING HUMAN INSTI	\$1,050.00
02/11/26	742114	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	56130	HILGERS, MICHELLE	\$250.00
02/11/26	742135	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	09944	MAPLE GROVE, CITY O	\$840.00
02/11/26	742145	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	A5418	MINNESOTA COMMUNITY	\$50.00
02/11/26	742169	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	56108	ROJAS, MONICA	\$23.00
02/11/26	742182	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	D2346	ST DAVID'S CENTER	\$4,810.92
02/11/26	V8013893	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	55924	BEST A GARDAWORLD C	\$1,467.46
02/11/26	V8013896	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	56188	BLB CONSULTING LLC	\$731.25
02/11/26	V8013900	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	55853	BROWN, ZOE	\$4,000.00
02/11/26	V8013908	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	55635	CLOCWORKS INC	\$2,500.00
02/11/26	V8013911	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	50804	DART PORTABLE STORA	\$90.00
02/11/26	V8013915	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	55562	EDUCATION RESOURCE	\$5,187.50
02/11/26	V8013923	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	F5627	GBR INTERPRETING &	\$240.00
02/11/26	V8013932	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	51338	HARRIS, RACHEL	\$10,816.54
02/11/26	V8013957	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	56087	MORROW, DUSTIN	\$3,000.00
02/11/26	V8013958	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	50900	MRI SOFTWARE LLC	\$956.00
02/11/26	V8013965	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	52158	NORTHWEST METRO HEA	\$12,078.86
02/11/26	V8013987	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	55961	WHARTON-BECK, DR. A	\$900.00
02/18/26	742207	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	00636	ASL INTERPRETING SE	\$143.00
02/18/26	742217	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	50173	CARLSON MCCAIN LLC	\$920.00
02/18/26	742249	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	F5623	MIDWEST EDUCATIONAL	\$1,500.00

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/18/26	742252	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	A4537	STATE OF MN DEPT OF	\$200.00
02/18/26	742266	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	55745	SAFIR & ASSOCIATES	\$10,000.00
02/18/26	P406888	Epayable	305 CONSULTING FEES FOR SERV	300 Purchased Services	F5617	EWALD CONSULTING	\$2,288.53
02/18/26	V8014010	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	07933	CINTAS CORPORATION	\$50.80
02/18/26	V8014023	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	26561	HIGH POINT NETWORKS	\$4,750.00
02/18/26	V8014059	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	F3548	SQUIRES WALDSPURGER	\$1,604.06
02/20/26	V1008104	Electronic Wire Transfer	305 CONSULTING FEES FOR SERV	300 Purchased Services	PC0051	US BANK CARD EQUITY	\$3,000.00
02/20/26	V1008108	Electronic Wire Transfer	305 CONSULTING FEES FOR SERV	300 Purchased Services	PC0010	US BANK CARD HRDEPT	\$285.43
02/25/26	742292	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	55433	NY EDUCATION CONSUL	\$9,000.00
02/25/26	742296	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	00636	ASL INTERPRETING SE	\$151.00
02/25/26	742319	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	D6164	EHLERS & ASSOCIATES	\$1,900.00
02/25/26	742344	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	56191	LITTLE DOG, LELAND	\$3,000.00
02/25/26	742345	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	F3293	MAKES ROOM FOR THEM	\$3,000.00
02/25/26	742365	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	56195	ORIE, HANNAH	\$3,000.00
02/25/26	742387	Vendor Check	305 CONSULTING FEES FOR SERV	300 Purchased Services	56215	SUTHERLAND, DAVID	\$3,000.00
02/25/26	V8014090	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	53755	CHOOSING HAPPINESS	\$1,100.00
02/25/26	V8014097	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	F5627	GBR INTERPRETING &	\$1,335.00
02/25/26	V8014106	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	07766	INSTITUTE FOR ENVIR	\$10,106.53
02/25/26	V8014120	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	50706	RATWIK, ROSZAK & MA	\$490.00
02/25/26	V8014138	Vendor ACH	305 CONSULTING FEES FOR SERV	300 Purchased Services	F0451	WHITE, RICKY	\$2,500.00
02/18/26	V8014051	Vendor ACH	315 REPAIRS & MAINT COMP/TECH	300 Purchased Services	18914	RICOH USA	\$3,953.54
02/18/26	V8014009	Vendor ACH	320 TELEPHONE/COMMUNICATION	300 Purchased Services	54537	CDW GOVERNMENT	-\$201.93
02/20/26	V1008069	Electronic Wire Transfer	320 TELEPHONE/COMMUNICATION	300 Purchased Services	55588	AT&T MOBILITY, LLC	\$198.35
02/20/26	V1008073	Electronic Wire Transfer	320 TELEPHONE/COMMUNICATION	300 Purchased Services	52467	CONSOLIDATED COMMUN	\$5,320.28
02/20/26	V1008075	Electronic Wire Transfer	320 TELEPHONE/COMMUNICATION	300 Purchased Services	52466	GRANITE TELECOMMUNI	\$6,100.67
02/20/26	V1008077	Electronic Wire Transfer	320 TELEPHONE/COMMUNICATION	300 Purchased Services	D6911	VERIZON WIRELESS BE	\$1,771.65
02/20/26	V5032439	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35056	ABIOLA C ADEGEYE	\$90.00
02/20/26	V5032441	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E22423	JENNIFER AJSENBERG	\$90.00
02/20/26	V5032442	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35686	NILCEIA ANDERSON	\$90.00
02/20/26	V5032443	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35124	RANDI J ANDERSON	\$90.00
02/20/26	V5032447	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30858	JEFFREY A ANSORGE	\$90.00
02/20/26	V5032448	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33275	JOHANNAH ARNDT	\$90.00
02/20/26	V5032449	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28562	JEFFREY P ARTHURS	\$90.00
02/20/26	V5032450	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35202	CASANDRA M ASPINWAL	\$90.00
02/20/26	V5032451	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29670	STEPHEN J AUDETTE	\$90.00
02/20/26	V5032452	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35015	WILLIAM T BADE	\$90.00
02/20/26	V5032453	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30210	JOSEPH A BAER	\$45.00
02/20/26	V5032454	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33529	DIANE M BAGLEY	\$90.00
02/20/26	V5032456	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E11003	DAVID J BAKKE	\$45.00
02/20/26	V5032457	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E23103	MARK A BARNES	\$45.00
02/20/26	V5032458	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33272	BRYAN BASS	\$90.00
02/20/26	V5032460	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30290	JENNIFER M BAUER	\$90.00
02/20/26	V5032461	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E23531	MICHELLE MAE BAUERM	\$45.00
02/20/26	V5032462	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E20822	BART C BECKER	\$90.00
02/20/26	V5032463	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28728	JAMES A BECKER	\$90.00

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/20/26	V5032464	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28149	DON R BELLEFEUILLE	\$90.00
02/20/26	V5032465	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E19653	DANIEL J BENGES	\$45.00
02/20/26	V5032466	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35466	LAURA M BENSON	\$90.00
02/20/26	V5032467	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E20548	KELLY A BENUSA	\$90.00
02/20/26	V5032468	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E23942	ALEX H BERG	\$90.00
02/20/26	V5032469	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27924	TERRY L BERGGREN	\$90.00
02/20/26	V5032470	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E22734	KIMBERLY A BERLING	\$90.00
02/20/26	V5032471	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27680	CARTER P BERRY	\$90.00
02/20/26	V5032472	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26114	KRISTAN M BIDWELL	\$90.00
02/20/26	V5032473	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E22103	LARRY H BILBRO	\$90.00
02/20/26	V5032474	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E22952	RYAN M BISSON	\$90.00
02/20/26	V5032475	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26912	JEANETTE M BITZER	\$90.00
02/20/26	V5032476	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E25528	DIANA BLEDSOE	\$90.00
02/20/26	V5032477	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E23142	MICHAEL ARLEN BLOOM	\$90.00
02/20/26	V5032478	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35524	ASHLEY A BOCK	\$90.00
02/20/26	V5032479	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34104	MARK D BOCOCK	\$45.00
02/20/26	V5032480	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E19023	ANDREA W BODEAU	\$90.00
02/20/26	V5032484	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26249	JAMIE LEE CARLSON B	\$90.00
02/20/26	V5032485	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32888	TANYA L BRADEHOFT	\$45.00
02/20/26	V5032486	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28287	DAVID A BRANCH	\$90.00
02/20/26	V5032488	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34141	SONNI BUERSKIN	\$90.00
02/20/26	V5032489	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34468	LUCAS J BURNS	\$90.00
02/20/26	V5032490	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28668	CARRIE A CABE	\$90.00
02/20/26	V5032491	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34447	ALDO CANTELLANO	\$90.00
02/20/26	V5032492	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33534	JASON M CARDOSI	\$90.00
02/20/26	V5032493	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E10701	DALE J CARLSTROM	\$90.00
02/20/26	V5032494	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35826	KATIE CARTER	\$90.00
02/20/26	V5032495	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29159	RANDY M CARTER	\$90.00
02/20/26	V5032496	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E31538	JAMES F CASSIDY	\$90.00
02/20/26	V5032497	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E21510	BRIAN CHANCE	\$90.00
02/20/26	V5032499	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33474	LISA BOSTIC	\$90.00
02/20/26	V5032500	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32004	IRFAN A CHAUDHRY	\$90.00
02/20/26	V5032501	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35128	REBECCA M CHRISTENS	\$90.00
02/20/26	V5032503	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29608	PATRICK CLYMER	\$90.00
02/20/26	V5032505	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35055	AMY-MAE T COOPER	\$90.00
02/20/26	V5032506	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E31257	CAYCE L COSSETTE	\$90.00
02/20/26	V5032507	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E31289	JILL A COUGHENOUR L	\$90.00
02/20/26	V5032508	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35023	RYAN L COX	\$90.00
02/20/26	V5032509	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34819	ASHTON W CROOKS	\$90.00
02/20/26	V5032510	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E36049	CHELSIE CURRY	\$90.00
02/20/26	V5032511	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28923	MARIA N DANIEL	\$90.00
02/20/26	V5032512	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27653	NATHANIEL R DAVIES	\$90.00
02/20/26	V5032513	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27952	DARRYL L DEHN	\$45.00
02/20/26	V5032514	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29064	NICHOLAS J DEVOS	\$90.00
02/20/26	V5032515	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29146	JAMES R DEZURIK	\$45.00

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/20/26	V5032516	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35732	KORTO A DIXON	\$90.00
02/20/26	V5032517	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E13191	JASON D DONAHUE	\$45.00
02/20/26	V5032518	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27152	JOHN D DONLIN	\$90.00
02/20/26	V5032520	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35952	GUTEMA F DUBE	\$90.00
02/20/26	V5032523	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30289	BARBARA J DUPONT	\$90.00
02/20/26	V5032525	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29399	JODI L DUROW	\$90.00
02/20/26	V5032526	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27323	SARAH R LANCETTE	\$90.00
02/20/26	V5032527	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29397	GERALD EDWARDS SR	\$90.00
02/20/26	V5032529	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E24977	KEVIN D ELIASON	\$45.00
02/20/26	V5032530	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28975	ANNE M ERICKSON	\$90.00
02/20/26	V5032531	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E9481	TOD W ERICKSON	\$90.00
02/20/26	V5032534	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E15029	DAWN M EWER	\$45.00
02/20/26	V5032535	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26175	GARRY FABB	\$90.00
02/20/26	V5032536	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E16478	COLLEEN J FAIRBANKS	\$90.00
02/20/26	V5032539	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E31139	JARRETTE D FELLOWS	\$90.00
02/20/26	V5032540	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33988	BRANDON D FERRIS	\$90.00
02/20/26	V5032542	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30343	STEPHEN C FLISK	\$90.00
02/20/26	V5032543	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E36131	ROBIN FRANCIS	\$360.00
02/20/26	V5032544	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E19898	KRISTA M FRECHETTE	\$90.00
02/20/26	V5032545	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35221	DAVID FREEBURG	\$90.00
02/20/26	V5032547	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34427	JULIE GANFIELD	\$90.00
02/20/26	V5032548	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28017	MELANIE M GATES	\$90.00
02/20/26	V5032549	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35054	LORI E GEORGE	\$90.00
02/20/26	V5032550	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28956	DEBRA ANN GERARDY	\$90.00
02/20/26	V5032551	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35026	RYAN O GIBBS	\$90.00
02/20/26	V5032552	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32681	VANESSA O.A. GILL	\$90.00
02/20/26	V5032553	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34170	JOEL GONZALEZ	\$90.00
02/20/26	V5032554	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34071	ADAM P GOODWALT	\$90.00
02/20/26	V5032555	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27059	JAMES GREELEY	\$90.00
02/20/26	V5032556	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30629	CARTER E GREENE	\$90.00
02/20/26	V5032557	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35906	DAN P GREENE	\$90.00
02/20/26	V5032558	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33114	MICHAEL GREENE	\$45.00
02/20/26	V5032559	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29790	RYAN D GREENINGER	\$90.00
02/20/26	V5032560	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29738	KYLE T GROVES	\$90.00
02/20/26	V5032561	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26415	COURTNEY GULYARD	\$90.00
02/20/26	V5032562	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33995	MEGHAN O GUTZWILLER	\$45.00
02/20/26	V5032564	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E31245	DONALD A HANSON	\$90.00
02/20/26	V5032565	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E19889	ANTWAN HARRIS	\$90.00
02/20/26	V5032566	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29656	KRISTEN J SWANSON	\$90.00
02/20/26	V5032567	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26166	CHRISTOPHER J HAUK	\$45.00
02/20/26	V5032568	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E21972	MEGAN J HAVELAK	\$90.00
02/20/26	V5032569	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26623	DALE A HECKENLAIBLE	\$90.00
02/20/26	V5032570	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29272	AMBER M HEGLAND	\$90.00
02/20/26	V5032571	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E19111	MELISSA L CARSTENS	\$90.00
02/20/26	V5032572	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34364	YER HER	\$90.00

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/20/26	V5032574	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29891	DANIEL HERNANDEZ	\$90.00
02/20/26	V5032575	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29380	SARAH B HEYER	\$90.00
02/20/26	V5032576	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28882	KIM R HIEL	\$90.00
02/20/26	V5032577	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E23814	JENNIFER A HINKER	\$90.00
02/20/26	V5032578	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30535	DANIEL C HOLTHUS	\$45.00
02/20/26	V5032579	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35243	ERIN L HORVATH	\$90.00
02/20/26	V5032580	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27577	YUNQI HUANG	\$90.00
02/20/26	V5032582	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E25863	MICHAEL T HUELLER	\$90.00
02/20/26	V5032584	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33556	SAMANTHA R HUMPHREY	\$90.00
02/20/26	V5032585	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E20381	JOE L HUNT	\$45.00
02/20/26	V5032586	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E31302	MARK A HUSCHKA	\$90.00
02/20/26	V5032587	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26818	BENJAMIN J IRMITER	\$90.00
02/20/26	V5032588	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33713	THERESA M JACKSON	\$90.00
02/20/26	V5032589	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32491	AMY TOLLEFSON	\$90.00
02/20/26	V5032590	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34762	ROBERT V JANSON KEL	\$45.00
02/20/26	V5032592	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26393	JENNIFER JERULLE	\$90.00
02/20/26	V5032593	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32493	KRISTI A JOESTING	\$90.00
02/20/26	V5032594	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E24690	ALICIA JEAN JOHNSON	\$45.00
02/20/26	V5032595	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E36096	KAREN M JOHNSON	\$90.00
02/20/26	V5032596	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E24051	NANCY E JOHNSON	\$90.00
02/20/26	V5032597	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28318	DANIELLE M JOHNSON	\$90.00
02/20/26	V5032598	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E22200	JOSEPHINE K JOHNSON	\$90.00
02/20/26	V5032599	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27273	KRISTY K JOHNSON	\$90.00
02/20/26	V5032600	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29485	ROBERT J JOHNSON	\$90.00
02/20/26	V5032601	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35529	ALBERT K JONES IV	\$90.00
02/20/26	V5032602	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34395	LEONARD J JONES	\$90.00
02/20/26	V5032603	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33515	LEVY J JONES	\$90.00
02/20/26	V5032604	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30339	REBECCA J JONES	\$90.00
02/20/26	V5032606	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E36034	SHAMARIA Y JORDAN	\$90.00
02/20/26	V5032607	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35589	CHRISTIE L JUNESKI	\$90.00
02/20/26	V5032609	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28349	RACHEL M WALTON	\$90.00
02/20/26	V5032610	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E31611	THOMAS W KAMMERER J	\$90.00
02/20/26	V5032612	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32900	HANNAH M KASSABIAN	\$90.00
02/20/26	V5032613	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32883	KAREN H KENNEDY	\$90.00
02/20/26	V5032614	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29704	RYAN M KENNEDY	\$90.00
02/20/26	V5032615	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32494	KATIE E.D. KERN	\$90.00
02/20/26	V5032618	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E22369	KATIE L KIMSEY	\$90.00
02/20/26	V5032619	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30976	JILL M KIND	\$90.00
02/20/26	V5032620	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35693	JARED KLEIN	\$45.00
02/20/26	V5032622	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E10991	MARK A KLIMEK	\$45.00
02/20/26	V5032627	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E24139	JILL M KNUTSON	\$90.00
02/20/26	V5032628	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29665	RACHEL E KOEHLER	\$90.00
02/20/26	V5032629	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35399	MATTHEW A KORSMO	\$90.00
02/20/26	V5032630	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28446	MICHELLE ANN ELBERT	\$90.00
02/20/26	V5032631	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27810	AARON M KRUEGER	\$90.00

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/20/26	V5032632	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33298	MEGHAN E KLINKNER	\$45.00
02/20/26	V5032633	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E25731	KENDRA KUHLMANN	\$90.00
02/20/26	V5032635	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32073	SHANA R KWATAMPORA	\$90.00
02/20/26	V5032636	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26205	PARIS D KYLES	\$90.00
02/20/26	V5032637	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28930	ELIZABETH A LANTTO	\$90.00
02/20/26	V5032638	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32964	JOHN W LARSEN	\$90.00
02/20/26	V5032639	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E23186	CARRIE L LARSON	\$90.00
02/20/26	V5032640	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E20085	JILL E LARSON	\$90.00
02/20/26	V5032641	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E24903	MICHELLE C LARSON	\$90.00
02/20/26	V5032642	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E10910	JEFF J LAWRENCE	\$90.00
02/20/26	V5032643	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32008	CANDICE L LEDMAN	\$90.00
02/20/26	V5032644	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E22829	JANELL M LEISEN	\$90.00
02/20/26	V5032645	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26878	JILL N LESNE	\$90.00
02/20/26	V5032646	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E8003	ANTHONY L LIBBY	\$90.00
02/20/26	V5032647	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27708	SHERRI L LINCOLN	\$90.00
02/20/26	V5032648	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35160	YVONNE S LIND	\$90.00
02/20/26	V5032649	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E21080	RYAN J LINNEMAN	\$90.00
02/20/26	V5032650	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26649	MICHAEL T LOBERG	\$90.00
02/20/26	V5032651	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E19001	SARA A LOOBY-MORRIS	\$90.00
02/20/26	V5032652	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35590	LAURA E LOUIS-JACQU	\$90.00
02/20/26	V5032654	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34785	ROSS V LUKEN	\$90.00
02/20/26	V5032655	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27292	MARIE K LUNDT	\$90.00
02/20/26	V5032656	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26012	THOMAS MADDEN	\$45.00
02/20/26	V5032657	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E25688	CALLEN MAGNUSON	\$90.00
02/20/26	V5032658	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34613	JEREMY D MALCHOW	\$90.00
02/20/26	V5032659	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30005	CHRISTINA M MANANCE	\$90.00
02/20/26	V5032661	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27623	ERIN L MANNING	\$90.00
02/20/26	V5032662	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26110	MICHAEL L MASTERS J	\$45.00
02/20/26	V5032663	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28955	LAUREN M R MATYSIK	\$90.00
02/20/26	V5032664	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34402	ELIJAH A MCCLURE	\$90.00
02/20/26	V5032665	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33559	ARRIEL R MCDONALD	\$90.00
02/20/26	V5032666	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32063	WYATT K MCMULLEN	\$90.00
02/20/26	V5032667	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27548	BRIDGET S MENGELKOC	\$90.00
02/20/26	V5032668	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32386	JAMES J MIDTAUNE	\$90.00
02/20/26	V5032669	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30977	WILBERT D MILLS	\$90.00
02/20/26	V5032670	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E24957	JULIE E MOBERG	\$90.00
02/20/26	V5032671	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E8170	ANN L MOCK	\$90.00
02/20/26	V5032672	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27855	BRIANA M MOLNAR	\$90.00
02/20/26	V5032673	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E11508	KIM M MONETTE	\$90.00
02/20/26	V5032674	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34245	AMY MOORE	\$90.00
02/20/26	V5032676	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29672	DAVID E MOREDOCK	\$90.00
02/20/26	V5032677	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34118	MERISSA MOREY	\$45.00
02/20/26	V5032678	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E20197	MARY C MORRIS	\$90.00
02/20/26	V5032679	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32983	JOHN H MORSTAD	\$90.00
02/20/26	V5032680	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35216	REID H MOSENG	\$45.00

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/20/26	V5032681	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E16312	TROY H MOSENG	\$45.00
02/20/26	V5032682	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34039	KEONNA R MOSES	\$90.00
02/20/26	V5032684	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E20857	TRACY R MUELLER	\$90.00
02/20/26	V5032685	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E22727	MICHELLE MUNKHOLM	\$90.00
02/20/26	V5032687	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28113	ETHAN NEERDAELS	\$90.00
02/20/26	V5032688	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34123	DANA M NELSON	\$90.00
02/20/26	V5032689	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34315	ERIN K NELSON	\$90.00
02/20/26	V5032691	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28881	ELIZABETH S NESS	\$90.00
02/20/26	V5032692	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E24238	JOANNE M NEUMANN	\$90.00
02/20/26	V5032693	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E23458	NICOLE M NEWFIELD	\$90.00
02/20/26	V5032694	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E19849	KIERSTEN NICHOLSON	\$90.00
02/20/26	V5032695	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26158	CHRISTINE OAKLAND	\$45.00
02/20/26	V5032696	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E20219	JEFFREY L OAKLAND	\$45.00
02/20/26	V5032697	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35217	CHINWE M OBIALO	\$90.00
02/20/26	V5032698	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30331	COLLIN L O'BRIEN	\$90.00
02/20/26	V5032699	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E31367	KRISTIN M OLESEN	\$360.00
02/20/26	V5032700	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26239	JASON L OLSON	\$90.00
02/20/26	V5032702	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35303	CHANEL L OMVONGKOT	\$90.00
02/20/26	V5032703	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26662	TIKKIA D OSBORNE	\$90.00
02/20/26	V5032704	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27854	COLLEEN R OSLUND	\$90.00
02/20/26	V5032706	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30702	ANTHONY M PADRNOS	\$90.00
02/20/26	V5032707	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E24652	ERIC J PARKER	\$90.00
02/20/26	V5032708	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32375	DALE R PATTERSON	\$45.00
02/20/26	V5032709	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E31091	LINDSEY J PATTERSON	\$90.00
02/20/26	V5032710	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E22375	MARYBETH PATTON	\$90.00
02/20/26	V5032711	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E20766	SARA M PEDERSON	\$90.00
02/20/26	V5032712	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E18126	NATHAN J PEEL	\$90.00
02/20/26	V5032715	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E20346	JESSE T PHENOW	\$90.00
02/20/26	V5032716	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33609	CARMEN D PICAZO	\$90.00
02/20/26	V5032717	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35588	RICHARD G PITTMAN J	\$90.00
02/20/26	V5032719	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27980	KATHRYN E POLUM	\$45.00
02/20/26	V5032720	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27931	CHRISTINA M PRINCET	\$90.00
02/20/26	V5032721	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32060	CHRISTINA A PRINDLE	\$90.00
02/20/26	V5032722	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33537	CELESTE A PRYDE	\$90.00
02/20/26	V5032723	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34435	MAXWELL R PULDA	\$90.00
02/20/26	V5032724	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32000	JAMES L QUAST	\$90.00
02/20/26	V5032726	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E31290	JOSEPH E RADER	\$90.00
02/20/26	V5032727	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32620	JOELLE M RAMEY	\$90.00
02/20/26	V5032729	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28593	XAVIER N REED	\$90.00
02/20/26	V5032730	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26431	BRADLEY R REVOLINSK	\$90.00
02/20/26	V5032731	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29160	JOHNATHAN D RICHMON	\$90.00
02/20/26	V5032733	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30407	ROBERT G RITCHIE	\$90.00
02/20/26	V5032734	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E31658	JORDAN P ROBERTSON	\$90.00
02/20/26	V5032735	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E31019	ELIZABETH A RONNING	\$90.00
02/20/26	V5032737	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30978	RONALD M SALAZAR	\$90.00

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/20/26	V5032738	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34420	CLAYTON SAWATZKE	\$90.00
02/20/26	V5032739	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34777	KARI E SAWYER	\$90.00
02/20/26	V5032741	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26655	ERIC W SCHELLER	\$45.00
02/20/26	V5032742	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E22909	KATHRIN SCHERBER	\$90.00
02/20/26	V5032743	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E25422	JAIME C SCHLOESSER	\$45.00
02/20/26	V5032744	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35917	RACHEL R SCHMIDT	\$90.00
02/20/26	V5032745	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E19775	SARAH M SCHMIDT	\$90.00
02/20/26	V5032746	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E31327	JODI A SCHNEIDER	\$90.00
02/20/26	V5032748	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27957	TROY D SCHREIFELS	\$90.00
02/20/26	V5032749	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35627	NADEAN E SCHROEDER	\$90.00
02/20/26	V5032750	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28781	TIMOTHY J SCHULTZ	\$45.00
02/20/26	V5032751	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E12428	STEVEN M SCHWARTZ	\$90.00
02/20/26	V5032752	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E23382	DONALD L SEITZ	\$45.00
02/20/26	V5032753	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32085	MELISSA D SENNES	\$90.00
02/20/26	V5032754	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E10843	JODY E SEPPALA	\$90.00
02/20/26	V5032755	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33821	DOUGLAS M SHERF	\$45.00
02/20/26	V5032756	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26696	ALBERT J SHOBER	\$45.00
02/20/26	V5032757	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35092	TYLER E SIVERSON	\$45.00
02/20/26	V5032758	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26822	BRIAN J SIVERSON-HA	\$90.00
02/20/26	V5032759	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29305	ERIK R SJOGREN	\$90.00
02/20/26	V5032760	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27262	PATRICK R SMITH	\$90.00
02/20/26	V5032761	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32009	JENNA R SOBOTA	\$90.00
02/20/26	V5032762	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28275	KEELIE H SORENSEN	\$90.00
02/20/26	V5032763	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29773	TERENCE W SOVELL	\$90.00
02/20/26	V5032764	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E31056	MARK S SPURLIN	\$90.00
02/20/26	V5032765	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E17842	KRISTIN STAINER-PER	\$90.00
02/20/26	V5032766	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28554	JESSICA M NANTI	\$90.00
02/20/26	V5032767	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29023	AUDRA L STEVENSON	\$90.00
02/20/26	V5032768	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E33023	ELLEN M STEWART	\$90.00
02/20/26	V5032770	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E11059	MICHAEL K STOCK	\$90.00
02/20/26	V5032774	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E9274	RICHARD T SUBJECT J	\$45.00
02/20/26	V5032775	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35740	CLINTON J SWANSON	\$45.00
02/20/26	V5032776	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E13467	SCOTT W TAYLOR	\$90.00
02/20/26	V5032778	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32003	ERIK R THOMPSON	\$90.00
02/20/26	V5032779	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E23130	MARSHALL S THOMPSON	\$90.00
02/20/26	V5032780	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28936	DARBY M THRONE	\$90.00
02/20/26	V5032783	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E13696	JENNIFER L TOLLEFSO	\$90.00
02/20/26	V5032784	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35820	KRISTIN M TOLLISON	\$90.00
02/20/26	V5032785	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34466	KAREN W TRUE	\$90.00
02/20/26	V5032787	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32993	ANNA C TUCKER	\$90.00
02/20/26	V5032788	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E10199	WENDY L TUOMINEN	\$90.00
02/20/26	V5032789	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30783	ERIC A TURBEVILLE	\$90.00
02/20/26	V5032791	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29674	LISA B ULRICH	\$90.00
02/20/26	V5032792	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E11233	STEVE W VAN DYKE	\$45.00
02/20/26	V5032794	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27332	ANGELA M VANHEE	\$90.00

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/20/26	V5032795	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26402	SARA A VERNIG	\$90.00
02/20/26	V5032796	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32821	KAY M VILLELLA	\$90.00
02/20/26	V5032797	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E36140	BRIANA B VOLKERS	\$90.00
02/20/26	V5032798	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E16515	KARI M VOLLRATH	\$90.00
02/20/26	V5032799	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29025	TINA M WACKER	\$90.00
02/20/26	V5032800	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35070	MICHAEL V WALKER	\$90.00
02/20/26	V5032802	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35100	PAUL L WATSON	\$45.00
02/20/26	V5032803	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29393	EMILY K WATTS	\$90.00
02/20/26	V5032804	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26824	JASON M WEAPPA	\$90.00
02/20/26	V5032805	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28896	STEPHANIE A WEBSTER	\$90.00
02/20/26	V5032806	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32801	JAKE H WEDIN	\$45.00
02/20/26	V5032807	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E31146	JENNIFER C WEIER	\$90.00
02/20/26	V5032808	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35805	MARK A WOODWICK	\$45.00
02/20/26	V5032809	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E26183	EMILY WOOLSEY	\$90.00
02/20/26	V5032810	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E27770	KENYARI A WRIGHT	\$90.00
02/20/26	V5032811	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32679	BRADLEY J WUTSCHKE	\$45.00
02/20/26	V5032812	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E24229	JAMES D WYNN	\$90.00
02/20/26	V5032813	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E30866	KAO XIONG	\$90.00
02/20/26	V5032815	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E23219	JEFFREY J YASGER	\$45.00
02/20/26	V5032816	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E21537	JEFF ZASTROW	\$90.00
02/20/26	V5032817	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E34763	EMMA M ZAWLOCKI	\$90.00
02/20/26	V5032818	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E29673	STEPHANIE A ZIGAN	\$90.00
02/20/26	V5032819	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E28970	KRISTINE M SOLYST	\$90.00
02/20/26	V5032820	Employee Reimbursement	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E32951	JENNIFER M ZIPF	\$90.00
02/25/26	742314	Vendor Check	320 TELEPHONE/COMMUNICATION	300 Purchased Services	E35464	JEFFREY S DORR	\$90.00
02/25/26	V8014086	Vendor ACH	320 TELEPHONE/COMMUNICATION	300 Purchased Services	54875	CALLTOWER INC	\$8,957.36
02/04/26	V8013865	Vendor ACH	329 POSTAGE AND EXPRESS	300 Purchased Services	00329	PITNEY BOWES PURCHA	\$441.99
02/18/26	V8014048	Vendor ACH	329 POSTAGE AND EXPRESS	300 Purchased Services	00329	PITNEY BOWES PURCHA	\$214.99
02/20/26	V1008076	Electronic Wire Transfer	329 POSTAGE AND EXPRESS	300 Purchased Services	A0275	UNITED PARCEL SERVI	\$131.04
02/18/26	V8014026	Vendor ACH	330 UTILITIES - GENERAL	300 Purchased Services	53912	IDEAL ENERGIES SOLA	\$11,789.63
02/25/26	V8014099	Vendor ACH	330 UTILITIES - GENERAL	300 Purchased Services	51473	ANCHOR SOLAR INVEST	\$4,030.39
02/25/26	V8014104	Vendor ACH	330 UTILITIES - GENERAL	300 Purchased Services	53001	IDEAL ENERGIES SOLA	\$13,841.09
02/04/26	742065	Vendor Check	331 ELECTRICITY	300 Purchased Services	00300	XCEL ENERGY	\$117,258.67
02/11/26	742200	Vendor Check	331 ELECTRICITY	300 Purchased Services	00300	XCEL ENERGY	\$29,989.45
02/20/26	V1008079	Electronic Wire Transfer	331 ELECTRICITY	300 Purchased Services	00419	WRIGHT HENNEPIN ELE	\$25,917.66
02/25/26	742398	Vendor Check	331 ELECTRICITY	300 Purchased Services	00300	XCEL ENERGY	\$29,440.61
02/11/26	742087	Vendor Check	332 NATURAL GAS	300 Purchased Services	00270	CENTERPOINT ENERGY	\$358.13
02/11/26	V8013992	Vendor ACH	332 NATURAL GAS	300 Purchased Services	51808	SYMMETRY ENERGY SOL	\$7,319.35
02/18/26	742218	Vendor Check	332 NATURAL GAS	300 Purchased Services	00270	CENTERPOINT ENERGY	\$166,451.86
02/25/26	V8014131	Vendor ACH	332 NATURAL GAS	300 Purchased Services	51808	SYMMETRY ENERGY SOL	\$88,366.31
02/20/26	V1008071	Electronic Wire Transfer	333 WATER AND SEWER	300 Purchased Services	00074	BROOKLYN CENTER, CI	\$3,309.21
02/20/26	V1008072	Electronic Wire Transfer	333 WATER AND SEWER	300 Purchased Services	00075	BROOKLYN PARK, CITY	\$11,570.09
02/20/26	V1008078	Electronic Wire Transfer	334 REFUSE REMOVAL	300 Purchased Services	55881	WM CORPORATE SERVIC	\$40,695.50
02/20/26	V1008114	Electronic Wire Transfer	334 REFUSE REMOVAL	300 Purchased Services	PC0100	US BANK CARD JPHENO	\$220.00
02/11/26	V8013950	Vendor ACH	340 INSURANCES	300 Purchased Services	F2937	MARSH & MCLENNAN AG	\$542,982.00

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/18/26	742225	Vendor Check	340 INSURANCES	300 Purchased Services	F7373	EMC INSURANCE COMPA	\$21,863.66
02/04/26	V8013823	Vendor ACH	350 CONTR REP - SITES	300 Purchased Services	12559	ALPINE DIVERSIFIED	\$2,206.25
02/11/26	V8013889	Vendor ACH	350 CONTR REP - SITES	300 Purchased Services	50088	AID ELECTRIC CORPOR	\$4,032.14
02/11/26	V8013959	Vendor ACH	350 CONTR REP - SITES	300 Purchased Services	F3946	MUSKA ELECTRIC	\$645.60
02/11/26	V8013960	Vendor ACH	350 CONTR REP - SITES	300 Purchased Services	55193	NAC MECHANICAL AND	\$2,625.50
02/25/26	742304	Vendor Check	350 CONTR REP - SITES	300 Purchased Services	16739	BSI MECHANICAL CONT	\$8,918.33
02/25/26	742305	Vendor Check	350 CONTR REP - SITES	300 Purchased Services	54899	BUDGET BLINDS	\$1,426.25
02/25/26	V8014074	Vendor ACH	350 CONTR REP - SITES	300 Purchased Services	50088	AID ELECTRIC CORPOR	\$222.00
02/11/26	742192	Vendor Check	351 CONTR REP - BLDG	300 Purchased Services	56090	TOTAL MECHANICAL SE	\$2,387.38
02/11/26	V8013959	Vendor ACH	352 CONTR REP - EQUIP	300 Purchased Services	F3946	MUSKA ELECTRIC	\$727.14
02/11/26	V8013977	Vendor ACH	352 CONTR REP - EQUIP	300 Purchased Services	26592	SHRED-N-GO	\$115.00
02/18/26	742277	Vendor Check	352 CONTR REP - EQUIP	300 Purchased Services	16430	UNITED REFRIGERATIO	\$526.72
02/18/26	V8014032	Vendor ACH	352 CONTR REP - EQUIP	300 Purchased Services	51208	LARKIN ELECTRONICS	\$375.00
02/20/26	V1008124	Electronic Wire Transfer	352 CONTR REP - EQUIP	300 Purchased Services	PC0039	US BANK CARD MDURAN	\$319.00
02/25/26	V8014127	Vendor ACH	352 CONTR REP - EQUIP	300 Purchased Services	26592	SHRED-N-GO	\$121.00
02/11/26	742187	Vendor Check	353 CONTR REP - VEHICLES	300 Purchased Services	06847	SUPERIOR BROOKDALE	\$346.10
02/04/26	742030	Vendor Check	358 FOREIGN LANG <\$50,000	300 Purchased Services	F2709	PACIFIC INTERPRETER	\$2,810.76
02/04/26	V8013855	Vendor ACH	358 FOREIGN LANG <\$50,000	300 Purchased Services	54137	LINGUALINX LANGUAGE	\$637.46
02/11/26	V8013923	Vendor ACH	358 FOREIGN LANG <\$50,000	300 Purchased Services	F5627	GBR INTERPRETING &	\$1,960.00
02/11/26	V8013948	Vendor ACH	358 FOREIGN LANG <\$50,000	300 Purchased Services	54137	LINGUALINX LANGUAGE	\$198.88
02/18/26	742259	Vendor Check	358 FOREIGN LANG <\$50,000	300 Purchased Services	F2709	PACIFIC INTERPRETER	\$4,094.00
02/18/26	V8014033	Vendor ACH	358 FOREIGN LANG <\$50,000	300 Purchased Services	54137	LINGUALINX LANGUAGE	\$160.12
02/25/26	V8014097	Vendor ACH	358 FOREIGN LANG <\$50,000	300 Purchased Services	F5627	GBR INTERPRETING &	\$9,615.00
02/25/26	V8014112	Vendor ACH	358 FOREIGN LANG <\$50,000	300 Purchased Services	54137	LINGUALINX LANGUAGE	\$114.84
02/04/26	742054	Vendor Check	360 TRANSP - PUBLIC	300 Purchased Services	D6150	TRANSPORTATION PLUS	\$106.12
02/11/26	V8013955	Vendor ACH	360 TRANSP - PUBLIC	300 Purchased Services	D8901	METRO TRANSIT SALES	\$200.00
02/04/26	741965	Vendor Check	361 TRANSP - PRIVATE	300 Purchased Services	D6455	FIRST STUDENT INC	\$23,385.00
02/04/26	741966	Vendor Check	361 TRANSP - PRIVATE	300 Purchased Services	D6455	FIRST STUDENT INC	\$102,600.00
02/04/26	741967	Vendor Check	361 TRANSP - PRIVATE	300 Purchased Services	D6455	FIRST STUDENT INC	\$12,980.00
02/04/26	742054	Vendor Check	361 TRANSP - PRIVATE	300 Purchased Services	D6150	TRANSPORTATION PLUS	\$153,155.53
02/04/26	V8013833	Vendor ACH	361 TRANSP - PRIVATE	300 Purchased Services	F7318	CSTMN	\$60,446.01
02/04/26	V8013844	Vendor ACH	361 TRANSP - PRIVATE	300 Purchased Services	56089	HALO TRANSPORTATION	\$2,995.00
02/11/26	742101	Vendor Check	361 TRANSP - PRIVATE	300 Purchased Services	D6455	FIRST STUDENT INC	\$61,744.00
02/11/26	742102	Vendor Check	361 TRANSP - PRIVATE	300 Purchased Services	D6455	FIRST STUDENT INC	\$462.40
02/11/26	V8013964	Vendor ACH	361 TRANSP - PRIVATE	300 Purchased Services	F5151	NORTHSTAR BUS LINES	\$658,461.78
02/18/26	V8014041	Vendor ACH	361 TRANSP - PRIVATE	300 Purchased Services	F5151	NORTHSTAR BUS LINES	\$80.00
02/25/26	V8014089	Vendor ACH	361 TRANSP - PRIVATE	300 Purchased Services	54579	CESO TRANSPORTATION	\$249,695.71
02/04/26	741965	Vendor Check	362 TRANSP - DEPARTMENT	300 Purchased Services	D6455	FIRST STUDENT INC	\$5,940.00
02/04/26	742054	Vendor Check	362 TRANSP - DEPARTMENT	300 Purchased Services	D6150	TRANSPORTATION PLUS	\$455.80
02/05/26	V5032437	Employee Reimbursement	362 TRANSP - DEPARTMENT	300 Purchased Services	E32951	JENNIFER M ZIPF	\$28.00
02/11/26	742102	Vendor Check	362 TRANSP - DEPARTMENT	300 Purchased Services	D6455	FIRST STUDENT INC	\$35,812.51
02/11/26	742103	Vendor Check	362 TRANSP - DEPARTMENT	300 Purchased Services	D6455	FIRST STUDENT INC	\$386.40
02/11/26	P406881	Epayable	362 TRANSP - DEPARTMENT	300 Purchased Services	A4293	LORENZ BUS SERVICE	\$6,105.00
02/11/26	V8013964	Vendor ACH	362 TRANSP - DEPARTMENT	300 Purchased Services	F5151	NORTHSTAR BUS LINES	\$8,988.34
02/18/26	V8014041	Vendor ACH	362 TRANSP - DEPARTMENT	300 Purchased Services	F5151	NORTHSTAR BUS LINES	\$19,447.00

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/25/26	742338	Vendor Check	362 TRANSP - DEPARTMENT	300 Purchased Services	D7902	JEFFERSON LINES	\$2,133.00
02/04/26	V8013830	Vendor ACH	363 SNOW REMOVAL	300 Purchased Services	19866	CB SERVICES LLC	\$13,725.03
02/04/26	V8013874	Vendor ACH	363 SNOW REMOVAL	300 Purchased Services	50793	SNOWPROS LLC	\$33,205.21
02/06/26	V8013885	Vendor ACH	363 SNOW REMOVAL	300 Purchased Services	19866	CB SERVICES LLC	\$13,725.03
02/06/26	V8013886	Vendor ACH	363 SNOW REMOVAL	300 Purchased Services	50794	SCHUUR HANDY CONSTR	\$13,755.90
02/11/26	V8013979	Vendor ACH	363 SNOW REMOVAL	300 Purchased Services	50793	SNOWPROS LLC	\$21,209.92
02/18/26	V8014058	Vendor ACH	363 SNOW REMOVAL	300 Purchased Services	50793	SNOWPROS LLC	\$21,209.92
02/27/26	V8014139	Vendor ACH	363 SNOW REMOVAL	300 Purchased Services	19866	CB SERVICES LLC	\$13,303.74
02/27/26	V8014140	Vendor ACH	363 SNOW REMOVAL	300 Purchased Services	50794	SCHUUR HANDY CONSTR	\$6,877.95
02/27/26	V8014141	Vendor ACH	363 SNOW REMOVAL	300 Purchased Services	50793	SNOWPROS LLC	\$21,209.92
02/05/26	V5032353	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E11532	BARBARA J AUER	\$159.25
02/05/26	V5032355	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E16833	EILEEN E BAKER	\$148.33
02/05/26	V5032357	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E20822	BART C BECKER	\$515.30
02/05/26	V5032358	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E27581	JILL J BOCOCK	\$33.95
02/05/26	V5032361	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E30656	STACY L CARLSON	\$22.42
02/05/26	V5032362	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32004	IRFAN A CHAUDHRY	\$84.21
02/05/26	V5032363	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E29064	NICHOLAS J DEVOS	\$95.76
02/05/26	V5032366	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E22185	MICHELLE DRAKE	\$144.34
02/05/26	V5032367	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E27319	CHELSEA L KANE	\$25.97
02/05/26	V5032368	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E29919	CAROL A FARNIOK	\$88.48
02/05/26	V5032369	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E35979	ANDREW L FIRTA	\$52.22
02/05/26	V5032374	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E19200	REBECCA LAWLER GART	\$4.20
02/05/26	V5032375	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E30765	SARA C GIVAND	\$45.50
02/05/26	V5032376	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E27059	JAMES GREELEY	\$15.75
02/05/26	V5032377	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E33125	DANIEL D GREGORY	\$305.06
02/05/26	V5032378	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32577	ISABELLA N GRIFFIN	\$73.76
02/05/26	V5032379	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E33521	BRADLEY M HAGEN	\$470.44
02/05/26	V5032382	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E21972	MEGAN J HAVELAK	\$247.45
02/05/26	V5032383	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E16912	LISA S HELGESTAD	\$245.21
02/05/26	V5032384	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E20526	CHARLES J HOLMLUND	\$51.48
02/05/26	V5032385	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E29546	JEANINE M HUBERTY	\$10.71
02/05/26	V5032389	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E27273	KRISTY K JOHNSON	\$477.89
02/05/26	V5032390	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E30339	REBECCA J JONES	\$114.24
02/05/26	V5032392	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E34298	ADRIAN S KIESLING	\$52.15
02/05/26	V5032397	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E33984	JILL L LINDL	\$190.91
02/05/26	V5032399	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E25823	LISA M LUKE	\$23.31
02/05/26	V5032401	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E26012	THOMAS MADDEN	\$200.81
02/05/26	V5032408	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E16787	MARIAN J MUNN	\$86.17
02/05/26	V5032410	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E20039	JULIE A NOGA	\$70.07
02/05/26	V5032411	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E13852	LANA M PARK	\$37.24
02/05/26	V5032412	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E25167	ANN PESHUT	\$42.00
02/05/26	V5032413	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E28225	JOSEPH C PETERSON	\$69.17
02/05/26	V5032414	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E33609	CARMEN D PICAZO	\$34.59
02/05/26	V5032415	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E33537	CELESTE A PRYDE	\$96.18
02/05/26	V5032416	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E25690	LEIA C ROBIDEAU	\$29.19

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/05/26	V5032419	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E23536	UYEN T SANDERS	\$39.76
02/05/26	V5032422	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E31183	CORI L SMITH	\$98.63
02/05/26	V5032423	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32009	JENNA R SOBOTA	\$141.61
02/05/26	V5032425	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E31345	JILLIAN E STATELY	\$306.40
02/05/26	V5032426	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E24761	KAYLA J STREI	\$96.17
02/05/26	V5032427	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E26295	ANNE M UHDE-PLATT	\$17.71
02/05/26	V5032431	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E31268	KELLY M WOLD	\$27.16
02/05/26	V5032432	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E36079	JENSYN WORRELL	\$19.78
02/05/26	V5032433	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32678	STACEY A WYFFELS	\$110.62
02/05/26	V5032435	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E34763	EMMA M ZAWLOCKI	\$66.57
02/05/26	V5032436	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E29673	STEPHANIE A ZIGAN	\$531.37
02/05/26	V5032438	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E33473	NASHLEY ZOLLICOFFER	\$63.23
02/20/26	V1008095	Electronic Wire Transfer	366 BUSINESS TRAVEL	300 Purchased Services	PC0096	US BANK CARD BWKIDS	\$20.00
02/20/26	V1008110	Electronic Wire Transfer	366 BUSINESS TRAVEL	300 Purchased Services	PC0055	US BANK CARD INDIAN	\$4,626.63
02/20/26	V5032439	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E35056	ABIOLA C ADEGEYE	\$108.07
02/20/26	V5032440	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E19904	KARL G AHLGREN	\$68.76
02/20/26	V5032442	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E35686	NILCEIA ANDERSON	\$77.58
02/20/26	V5032444	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E14024	GINGER ELLEN LUOMA	\$229.43
02/20/26	V5032445	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E28298	JENNIFER N ANDERSON	\$63.66
02/20/26	V5032446	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E18747	PHILIP R LUOMA ANDE	\$86.33
02/20/26	V5032455	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E16833	EILEEN E BAKER	\$46.59
02/20/26	V5032458	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E33272	BRYAN BASS	\$100.25
02/20/26	V5032459	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32967	JEFF R BAUER	\$87.32
02/20/26	V5032483	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E20115	TIMKA FATIMA REMETI	\$84.48
02/20/26	V5032487	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E26546	LATIA W BROWN	\$129.33
02/20/26	V5032492	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E33534	JASON M CARDOSI	\$93.06
02/20/26	V5032494	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E35826	KATIE CARTER	\$135.11
02/20/26	V5032498	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32957	HONG J CHANG	\$37.06
02/20/26	V5032502	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32955	MERCEDES J CLARK	\$655.77
02/20/26	V5032506	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E31257	CAYCE L COSSETTE	\$8.23
02/20/26	V5032511	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E28923	MARIA N DANIEL	\$115.76
02/20/26	V5032519	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E35957	CARMINA D DRUKTAINI	\$48.96
02/20/26	V5032521	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E20854	GRETCHEN M DULLINGE	\$208.76
02/20/26	V5032524	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E28444	DOUGLAS R DURKOT	\$40.04
02/20/26	V5032525	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E29399	JODI L DUROW	\$102.48
02/20/26	V5032531	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E9481	TOD W ERICKSON	\$43.21
02/20/26	V5032537	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E29919	CAROL A FARNIOK	\$83.17
02/20/26	V5032541	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E10133	ELISABETH FINE	\$89.60
02/20/26	V5032542	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E30343	STEPHEN C FLISK	\$47.94
02/20/26	V5032546	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E28472	MARLA J FRIESEN	\$11.05
02/20/26	V5032548	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E28017	MELANIE M GATES	\$159.46
02/20/26	V5032550	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E28956	DEBRA ANN GERARDY	\$76.51
02/20/26	V5032553	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E34170	JOEL GONZALEZ	\$38.00
02/20/26	V5032556	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E30629	CARTER E GREENE	\$17.33
02/20/26	V5032563	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E19908	MELODY J HAHN-MERGE	\$99.11

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/20/26	V5032571	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E19111	MELISSA L CARSTENS	\$102.46
02/20/26	V5032572	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E34364	YER HER	\$233.85
02/20/26	V5032573	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E36179	MADISON L HERFURTH	\$91.54
02/20/26	V5032576	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E28882	KIM R HIEL	\$48.61
02/20/26	V5032581	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E34438	CYBREAN M HUBERT	\$106.35
02/20/26	V5032589	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32491	AMY TOLLEFSON	\$203.51
02/20/26	V5032593	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32493	KRISTI A JOESTING	\$188.03
02/20/26	V5032604	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E30339	REBECCA J JONES	\$114.99
02/20/26	V5032605	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E34031	JENNIFER A JORDAN	\$147.28
02/20/26	V5032607	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E35589	CHRISTIE L JUNESKI	\$56.59
02/20/26	V5032608	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E29029	BETHANY A JUNSO	\$67.66
02/20/26	V5032612	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32900	HANNAH M KASSABIAN	\$96.57
02/20/26	V5032615	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32494	KATIE E.D. KERN	\$99.50
02/20/26	V5032616	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E33100	TANZEELA A KHAN	\$65.42
02/20/26	V5032617	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E34298	ADRIAN S KIESLING	\$40.64
02/20/26	V5032632	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E33298	MEGHAN E KLINKNER	\$66.13
02/20/26	V5032634	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E33730	CAITLIN E KUNTZ	\$53.76
02/20/26	V5032653	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E28945	NICOLE M LUCAS	\$67.43
02/20/26	V5032672	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E27855	BRIANA M MOLNAR	\$259.04
02/20/26	V5032675	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32030	PAOLA C MORANTES-VI	\$40.39
02/20/26	V5032676	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E29672	DAVID E MOREDOCK	\$63.61
02/20/26	V5032683	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E31350	DORIS M MOYLAN	\$675.83
02/20/26	V5032684	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E20857	TRACY R MUELLER	\$98.49
02/20/26	V5032686	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E25336	CRISTA L MURPHY	\$338.52
02/20/26	V5032690	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32606	NATALIE N NELSON	\$109.04
02/20/26	V5032693	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E23458	NICOLE M NEWFIELD	\$175.64
02/20/26	V5032701	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E35968	ASHA A OMAR	\$77.81
02/20/26	V5032702	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E35303	CHANEL L OMVONGKOT	\$349.39
02/20/26	V5032705	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E27322	CECILIA OTTO	\$272.16
02/20/26	V5032713	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E25581	CARA L PERSZYK	\$133.71
02/20/26	V5032714	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E34843	NGUYEN T PHAM	\$347.13
02/20/26	V5032716	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E33609	CARMEN D PICAZO	\$86.74
02/20/26	V5032718	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E22568	KIMBERLY A POHL	\$49.73
02/20/26	V5032722	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E33537	CELESTE A PRYDE	\$106.42
02/20/26	V5032724	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32000	JAMES L QUAIST	\$193.71
02/20/26	V5032725	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E19521	PRISCILLA RADEMACHE	\$111.14
02/20/26	V5032728	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E25730	ASHA RAMNARINE	\$150.44
02/20/26	V5032736	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E25005	ELISE M RUEGSEGGER	\$84.43
02/20/26	V5032739	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E34777	KARI E SAWYER	\$66.95
02/20/26	V5032740	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E35855	EMMA J SCHAEZTKE	\$117.80
02/20/26	V5032746	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E31327	JODI A SCHNEIDER	\$183.19
02/20/26	V5032758	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E26822	BRIAN J SIVERSON-HA	\$18.13
02/20/26	V5032761	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32009	JENNA R SOBOTA	\$184.28
02/20/26	V5032769	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E18923	JESSICA L STEWART	\$101.25
02/20/26	V5032771	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E33744	AMY J STOKKELAND	\$139.49

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/20/26	V5032773	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E33639	RILEY A STENBERG	\$572.50
02/20/26	V5032777	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E35143	ARIANA A TELLEZ	\$52.85
02/20/26	V5032782	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E19618	KIMBERLY SHELLEY TI	\$18.77
02/20/26	V5032785	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E34466	KAREN W TRUE	\$227.57
02/20/26	V5032787	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E32993	ANNA C TUCKER	\$149.39
02/20/26	V5032788	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E10199	WENDY L TUOMINEN	\$223.86
02/20/26	V5032789	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E30783	ERIC A TURBEVILLE	\$913.92
02/20/26	V5032790	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E26295	ANNE M UHDE-PLATT	\$17.06
02/20/26	V5032791	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E29674	LISA B ULRICH	\$232.20
02/20/26	V5032793	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E35647	JULIE VANG	\$24.10
02/20/26	V5032801	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E35061	KASDEN KA WATSON	\$67.59
02/20/26	V5032807	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E31146	JENNIFER C WEIER	\$158.67
02/20/26	V5032813	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E30866	KAO XIONG	\$30.39
02/20/26	V5032814	Employee Reimbursement	366 BUSINESS TRAVEL	300 Purchased Services	E27326	ELIZABETH Y XIONG	\$113.26
02/04/26	741937	Vendor Check	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	52728	AMPLIFY EDUCATION I	\$3,200.00
02/04/26	741938	Vendor Check	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	52728	AMPLIFY EDUCATION I	\$3,200.00
02/04/26	741940	Vendor Check	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	56196	ARIZONA STATE UNIVE	\$250.00
02/04/26	741996	Vendor Check	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	55862	JUSTICE FROM LOVE L	\$7,500.00
02/04/26	742011	Vendor Check	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	A2175	MESPA	\$1,000.00
02/04/26	742022	Vendor Check	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	A0074	MNIAAA	\$670.00
02/05/26	V5032370	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E29522	ALLISON C FISCHER	\$231.00
02/05/26	V5032371	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E36131	ROBIN FRANCIS	\$291.95
02/05/26	V5032374	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E19200	REBECCA LAWLER GART	\$37.59
02/05/26	V5032376	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E27059	JAMES GREELEY	\$15.75
02/05/26	V5032386	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E12265	DEIRDRA M OODETYETA	\$295.00
02/05/26	V5032395	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E24903	MICHELLE C LARSON	\$96.32
02/05/26	V5032406	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E27954	AMY J MONTERO	\$189.94
02/05/26	V5032421	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E17375	SARA H SCHREINER	\$385.13
02/05/26	V5032424	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E28275	KEELIE H SORENSEN	\$1,536.45
02/11/26	742145	Vendor Check	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	A5418	MINNESOTA COMMUNITY	\$897.00
02/11/26	742163	Vendor Check	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	15814	REGENTS OF THE U OF	\$212.50
02/18/26	V8014011	Vendor ACH	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	F5765	CRISIS PREVENTION I	\$765.67
02/20/26	V1008093	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC001	US BANK CARD BSADMI	\$294.15
02/20/26	V1008094	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC002	US BANK CARD BSTRAV	\$3,278.69
02/20/26	V1008096	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0019	US BANK CARD CIESDE	\$200.00
02/20/26	V1008098	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0033	US BANK CARD COMMED	\$1,442.96
02/20/26	V1008099	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0021	US BANK CARD CUSTOD	\$240.00
02/20/26	V1008100	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0098	US BANK CARD DLTLOP	\$2,601.66
02/20/26	V1008109	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0059	US BANK CARD I2T2 D	\$1,575.83
02/20/26	V1008110	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0055	US BANK CARD INDIAN	\$3,525.00
02/20/26	V1008116	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0083	US BANK CARD JWYNN	\$780.00
02/20/26	V1008117	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0078	US BANK CARD KHIEL	\$2,440.95
02/20/26	V1008126	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0084	US BANK CARD MNEWEL	\$1,295.00
02/20/26	V1008128	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0091	US BANK CARD OAKKID	\$714.00
02/20/26	V1008138	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0020	US BANK CARD SSVCS	\$1,881.11

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/20/26	V1008139	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0105	US BANK CARD TECH D	\$221.00
02/20/26	V1008140	Electronic Wire Transfer	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	PC0035	US BANK CARD TSCHRE	\$1,230.48
02/20/26	V5032464	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E28149	DON R BELLEFEUILLE	\$228.05
02/20/26	V5032481	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E21508	KRISTI L BONGAARTS	\$397.00
02/20/26	V5032538	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E33643	ADAM FARRELL	\$824.37
02/20/26	V5032591	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E22896	MAREN D JENSON	\$100.00
02/20/26	V5032814	Employee Reimbursement	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	E27326	ELIZABETH Y XIONG	\$951.85
02/25/26	742357	Vendor Check	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	F5623	MIDWEST EDUCATIONAL	\$5,800.00
02/25/26	742358	Vendor Check	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	F5623	MIDWEST EDUCATIONAL	\$10,650.00
02/25/26	P406893	Epayable	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	04115	AVID CENTER	\$925.00
02/25/26	V8014070	Vendor ACH	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	54850	95 PERCENT GROUP LL	\$20,800.00
02/25/26	V8014114	Vendor ACH	367 STAFF DEVELOPMENT TRAVEL	300 Purchased Services	16958	MATH LEARNING CENTE	\$8,200.00
02/20/26	V1008094	Electronic Wire Transfer	368 OUT OF STATE TRAVEL	300 Purchased Services	PC002	US BANK CARD BSTRAV	\$25,000.00
02/20/26	V1008104	Electronic Wire Transfer	368 OUT OF STATE TRAVEL	300 Purchased Services	PC0051	US BANK CARD EQUITY	\$11,522.70
02/04/26	741946	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	F1421	BREAKDOWN SPORTS US	\$150.00
02/04/26	741952	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	A0035	CHILDRENS THEATRE C	\$791.00
02/04/26	741959	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	56194	EDINA MODEL UN	\$480.00
02/04/26	741982	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	53790	EASTVIEW HIGH SCHOO	\$275.00
02/04/26	741984	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	00451	ISD 16-SPRING LAKE	\$200.00
02/04/26	741985	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	A3627	ISD 270-HOPKINS SCH	\$325.00
02/04/26	741986	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	D1127	ISD 272-EDEN PRAIRI	\$175.00
02/04/26	741987	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	D1127	ISD 272-EDEN PRAIRI	\$200.00
02/04/26	741988	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	A5571	ISD 276-MINNETONKA	\$100.00
02/04/26	741989	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	A1738	ISD 277-WESTONKA PU	\$325.00
02/04/26	741990	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	A2801	ISD 280-RICHFIELD P	\$100.00
02/04/26	741992	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	F5077	ISD 286-BROOKLYN CE	\$300.00
02/04/26	741993	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	50440	ISD 728-ELK RIVER A	\$400.00
02/04/26	742007	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	D6997	MAHTOMEDI HIGH SCHO	\$250.00
02/04/26	742020	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	08486	MN STATE HIGH SCHOO	\$3,500.00
02/04/26	742047	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	D3701	ST AGNES SCHOOL	\$175.00
02/04/26	V8013863	Vendor ACH	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	53168	PERFORMANCE TOURS	\$4,370.00
02/05/26	V5032407	Employee Reimbursement	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	E32939	CHRISTOPHER MOUA	\$80.00
02/11/26	742077	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	54715	ARMSTRONG HIGH SCHO	\$150.00
02/11/26	742117	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	54075	WHITE BEAR LAKE ARE	\$300.00
02/11/26	742118	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	52870	TARTAN SENIOR HIGH	\$200.00
02/11/26	742119	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	13906	ISD 11-ANDOVER HIGH	\$150.00
02/11/26	742120	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	A0309	ISD 11-BLAINE HIGH	\$120.00
02/11/26	742121	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	F7413	ISD 194-LAKEVILLE A	\$375.00
02/11/26	742122	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	50440	ISD 728-ELK RIVER A	\$400.00
02/11/26	742127	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	53120	KNIGHTCRAWLER ROBOT	\$200.00
02/11/26	742144	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	D0365	MINNEAPOLIS SOUTH H	\$375.00
02/11/26	742148	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	53118	MINNESOTA TRUE TEAM	\$200.00
02/11/26	742149	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	25367	MN DECA	\$2,300.00
02/11/26	742150	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	25367	MN DECA	\$4,054.44
02/11/26	742166	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	F4487	RIVER FALLS HIGH SC	\$200.00

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/11/26	V8013982	Vendor ACH	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	25408	SUNSHINE TRAVEL	\$55,126.00
02/18/26	742231	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	56236	HARDING HIGH SCHOOL	\$150.00
02/18/26	742232	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	56236	HARDING HIGH SCHOOL	\$300.00
02/18/26	742233	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	51456	HOSA - FUTURE HEALT	\$225.00
02/18/26	742267	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	A0005	SCIENCE MUSEUM OF M	\$150.00
02/18/26	V8014024	Vendor ACH	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	50536	MN HOSA	\$1,225.00
02/20/26	V1008094	Electronic Wire Transfer	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	PC002	US BANK CARD BSTRAV	\$36,029.20
02/20/26	V1008110	Electronic Wire Transfer	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	PC0055	US BANK CARD INDIAN	\$1,180.00
02/20/26	V1008113	Electronic Wire Transfer	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	PC0054	US BANK CARD JNEUMA	\$120.00
02/20/26	V1008122	Electronic Wire Transfer	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	PC0073	US BANK CARD LJOHNS	\$1,266.90
02/20/26	V1008125	Electronic Wire Transfer	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	PC0103	US BANK CARD MLOBER	-\$24.00
02/20/26	V1008126	Electronic Wire Transfer	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	PC0084	US BANK CARD MNEWEL	\$641.00
02/20/26	V1008129	Electronic Wire Transfer	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	PC0086	US BANK CARD OECPRO	\$249.00
02/25/26	742303	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	A3013	BROOKLYN PARK RECRE	\$25.00
02/25/26	742318	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	E21424	JODI L EGGERS	\$540.00
02/25/26	742337	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	A4368	ISD 11-CHAMPLIN PAR	\$300.00
02/25/26	742360	Vendor Check	369 ENTRY FEES/STUDENT TRAVEL	300 Purchased Services	54792	MINNESOTA STATE CHE	\$380.00
02/11/26	742168	Vendor Check	370 RENTAL LAND & BLDGS	300 Purchased Services	52567	ROGERS TENNIS CLUB	\$232.50
02/11/26	742177	Vendor Check	370 RENTAL LAND & BLDGS	300 Purchased Services	D2659	SHAMROCK GOLF OPERA	\$3,450.00
02/18/26	742213	Vendor Check	370 RENTAL LAND & BLDGS	300 Purchased Services	F6031	BROOKLYN PARK, CITY	\$38,174.16
02/25/26	742347	Vendor Check	370 RENTAL LAND & BLDGS	300 Purchased Services	A0373	MAPLE GROVE PARK &	\$9,490.00
02/25/26	742348	Vendor Check	370 RENTAL LAND & BLDGS	300 Purchased Services	A0373	MAPLE GROVE PARK &	\$8,450.00
02/25/26	742349	Vendor Check	370 RENTAL LAND & BLDGS	300 Purchased Services	A0373	MAPLE GROVE PARK &	\$4,650.00
02/25/26	742350	Vendor Check	370 RENTAL LAND & BLDGS	300 Purchased Services	A0373	MAPLE GROVE PARK &	\$5,425.00
02/25/26	V8014071	Vendor ACH	372 RENTAL - EQUIPMENT	300 Purchased Services	53143	A1 RENT IT	\$900.00
02/11/26	V8013965	Vendor ACH	375 SCHL NURSE CONTR >\$50,000	300 Purchased Services	52158	NORTHWEST METRO HEA	\$6,675.26
02/11/26	V8013906	Vendor ACH	379 MENTAL HLTH SVS <\$50,000	300 Purchased Services	53996	CHANGE INC	\$1,816.00
02/11/26	V8013984	Vendor ACH	379 MENTAL HLTH SVS <\$50,000	300 Purchased Services	55358	VEEMAH INTEGRATED W	\$2,000.00
02/18/26	V8014046	Vendor ACH	379 MENTAL HLTH SVS <\$50,000	300 Purchased Services	54685	PEOPLE INCORPORATED	\$4,500.00
02/04/26	V8013835	Vendor ACH	380 ADVERTISING-PRINTING	300 Purchased Services	53846	ECM PUBLISHERS INC	\$172.12
02/18/26	742269	Vendor Check	380 ADVERTISING-PRINTING	300 Purchased Services	F2511	ST MARY'S UNIVERSIT	\$500.00
02/18/26	V8014015	Vendor ACH	380 ADVERTISING-PRINTING	300 Purchased Services	53846	ECM PUBLISHERS INC	\$446.24
02/20/26	V1008098	Electronic Wire Transfer	380 ADVERTISING-PRINTING	300 Purchased Services	PC0033	US BANK CARD COMMED	\$338.07
02/20/26	V1008102	Electronic Wire Transfer	380 ADVERTISING-PRINTING	300 Purchased Services	PC0050	US BANK CARD ECFE	\$1.27
02/20/26	V1008108	Electronic Wire Transfer	380 ADVERTISING-PRINTING	300 Purchased Services	PC0010	US BANK CARD HRDEPT	\$1,595.56
02/20/26	V1008119	Electronic Wire Transfer	380 ADVERTISING-PRINTING	300 Purchased Services	PC0079	US BANK CARD KVILLE	\$781.14
02/20/26	V1008124	Electronic Wire Transfer	380 ADVERTISING-PRINTING	300 Purchased Services	PC0039	US BANK CARD MDURAN	\$25.00
02/18/26	V8014010	Vendor ACH	382 LAUNDRY-DRY CLEANING	300 Purchased Services	07933	CINTAS CORPORATION	\$2,371.46
02/04/26	741944	Vendor Check	389 STAFF TUITION REIMB	300 Purchased Services	A3849	BETHEL UNIVERSITY	\$2,905.00
02/04/26	742046	Vendor Check	389 STAFF TUITION REIMB	300 Purchased Services	F5472	SOUTHWEST MN STATE	\$5,481.62
02/18/26	742211	Vendor Check	389 STAFF TUITION REIMB	300 Purchased Services	A3849	BETHEL UNIVERSITY	\$3,600.00
02/25/26	742321	Vendor Check	389 STAFF TUITION REIMB	300 Purchased Services	56248	FOLLETT HIGHER EDUC	\$390.99
02/25/26	742382	Vendor Check	389 STAFF TUITION REIMB	300 Purchased Services	F2511	ST MARY'S UNIVERSIT	\$5,275.00
02/04/26	741991	Vendor Check	390 PMTS TO MN SCH DISTRICTS	300 Purchased Services	09555	BROOKLYN CENTER ISD	\$4,365.89
02/18/26	742236	Vendor Check	390 PMTS TO MN SCH DISTRICTS	300 Purchased Services	09555	BROOKLYN CENTER ISD	\$4,566.40

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/04/26	741983	Vendor Check	391 REIMB TO MN SCH DIST	300 Purchased Services	A1613	INTERMEDIATE DISTRI	\$4,088.50
02/04/26	742009	Vendor Check	391 REIMB TO MN SCH DIST	300 Purchased Services	05767	MEEKER-WRIGHT SPECI	\$4,247.75
02/04/26	742013	Vendor Check	391 REIMB TO MN SCH DIST	300 Purchased Services	D1176	SPECIAL SCHOOL DIST	\$100,932.23
02/11/26	V8013956	Vendor ACH	391 REIMB TO MN SCH DIST	300 Purchased Services	02865	NORTHEAST METRO DIS	\$48,840.00
02/18/26	V8014028	Vendor ACH	391 REIMB TO MN SCH DIST	300 Purchased Services	16881	NEW DOMINION SCHOOL	\$1,485.12
02/04/26	741948	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	F6031	BROOKLYN PARK, CITY	\$15,209.00
02/04/26	742029	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	A0759	ORDWAY THEATRE GROU	\$480.00
02/04/26	742043	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	A0005	SCIENCE MUSEUM OF M	\$132.00
02/04/26	742053	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	26540	THE WORKS	\$1,096.50
02/04/26	742068	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	55614	ZEN EDUCATE INC	\$1,104.84
02/11/26	742191	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	F6202	THERAPY TRAVELERS L	\$1,833.00
02/11/26	742202	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	55614	ZEN EDUCATE INC	\$2,796.90
02/11/26	V8013890	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	55310	AMPERSAND THERAPY L	\$1,800.00
02/11/26	V8013895	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	54676	BLAZERWORKS LLC	\$2,963.84
02/11/26	V8013936	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	55213	IMPROVE YOUR TOMORR	\$5,227.27
02/11/26	V8013944	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	54768	KWIK TRIP INC	\$1,680.00
02/11/26	V8013971	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	55196	RAICES LATINAS LLC	\$5,606.00
02/18/26	742204	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	D8728	4 ACE PRODUCTIONS	\$325.00
02/18/26	742251	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	A2683	MN CHILDREN'S MUSEU	\$247.50
02/18/26	742260	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	56113	PEDIATECH NURSING	\$822.50
02/18/26	742281	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	55614	ZEN EDUCATE INC	\$4,909.14
02/18/26	V8013993	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	F1461	1000 PETALS LLC	\$550.00
02/18/26	V8014000	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	54676	BLAZERWORKS LLC	\$2,020.50
02/18/26	V8014060	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	D2624	THREE RIVERS PARK D	\$23.54
02/20/26	V1008118	Electronic Wire Transfer	394 PMTS TO OTHER AGENCY	300 Purchased Services	PC0026	US BANK CARD KIDSTO	\$2,330.00
02/20/26	V1008126	Electronic Wire Transfer	394 PMTS TO OTHER AGENCY	300 Purchased Services	PC0084	US BANK CARD MNEWEL	\$243.00
02/25/26	742361	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	A2683	MN CHILDREN'S MUSEU	\$261.00
02/25/26	742374	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	A0005	SCIENCE MUSEUM OF M	\$60.00
02/25/26	742399	Vendor Check	394 PMTS TO OTHER AGENCY	300 Purchased Services	55614	ZEN EDUCATE INC	\$7,611.75
02/25/26	P406904	Epayable	394 PMTS TO OTHER AGENCY	300 Purchased Services	01996	SCHOLASTIC BOOK FAI	\$2,075.97
02/25/26	V8014075	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	55310	AMPERSAND THERAPY L	\$31,092.00
02/25/26	V8014081	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	54676	BLAZERWORKS LLC	\$3,933.00
02/25/26	V8014118	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	D4539	NORTH HENNEPIN COMM	\$1,003,176.33
02/25/26	V8014132	Vendor ACH	394 PMTS TO OTHER AGENCY	300 Purchased Services	D2624	THREE RIVERS PARK D	\$207.60
02/18/26	V8014051	Vendor ACH	398 INTERDEPARTMENTAL CHRGBK	300 Purchased Services	18914	RICOH USA	\$22,593.70
02/04/26	741939	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54882	ANDERSON, LONNIE AL	\$97.00
02/04/26	741942	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54804	BERG, MIKAELA	\$200.00
02/04/26	741943	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56192	BERNDGEN, DAVID	\$184.00
02/04/26	741945	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F5634	BONNER, ERIC	\$97.00
02/04/26	741949	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54831	BURNHAM, MACKENZIE	\$136.00
02/04/26	741950	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54104	CARDINAL, CURTIS PA	\$136.00
02/04/26	741951	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F2573	CARDONA, IVAN	\$97.00
02/04/26	741955	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F5538	COSTELLO, KEVIN	\$97.00
02/04/26	741956	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	51280	DEISTING, RANDY	\$97.00
02/04/26	741961	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56207	EDWARDS, DAN	\$280.00

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/04/26	741969	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56205	FOSTER, DALE	\$145.00
02/04/26	741970	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	50953	FRANCZAK, JOHN	\$136.00
02/04/26	741972	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	51107	HAMPTON, NATHAN	\$136.00
02/04/26	741973	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F5024	HANSON, CARLYNNE JO	\$100.00
02/04/26	741974	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55993	HEAD, BRIAN	\$84.00
02/04/26	741975	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	A1926	HENNEPIN COUNTY TRE	\$202.00
02/04/26	741976	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F2597	HILL, WESLEY	\$97.00
02/04/26	741977	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55484	HOLLINS, DREKAL	\$272.00
02/04/26	741978	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F0317	HOLTZ, TODD	\$97.00
02/04/26	741979	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F1043	HOOKER, RAYNARD	\$97.00
02/04/26	741980	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54766	HOWERTON, CHRISTOPH	\$136.00
02/04/26	741994	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55418	JOHNSON, DEREK	\$230.00
02/04/26	741995	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56208	JOHNSON, SCOTT	\$185.00
02/04/26	741997	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56213	KANE, CHRISTOPHER	\$68.00
02/04/26	741998	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F0951	KELLERMAN, RICH	\$97.00
02/04/26	741999	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56206	KNIGHT, EMMELINE	\$100.00
02/04/26	742000	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	D1073	KUDEBEH, STEVE	\$74.00
02/04/26	742001	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	A3528	KUPHAL, BRENT	\$136.00
02/04/26	742002	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56204	LARSON, GREG	\$280.00
02/04/26	742003	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56183	LARSON, PAUL	\$68.00
02/04/26	742004	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56190	LOYD, DEE	\$136.00
02/04/26	742005	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	D0060	LUNDSTROM, WAYNE	\$74.00
02/04/26	742006	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54809	LYNK, KRISTOPHER	\$280.00
02/04/26	742023	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56189	MROZINSKI, CLINTON	\$185.00
02/04/26	742024	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	53973	MUNN, TATUM	\$115.00
02/04/26	742025	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56203	NELSON, DAN	\$180.00
02/04/26	742026	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F0990	NELSON, PAUL	\$96.00
02/04/26	742027	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	50827	NORDLING, AARON	\$97.00
02/04/26	742028	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F0187	ONDREY, JOHN	\$165.00
02/04/26	742032	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	53127	PAUL, RYAN P	\$97.00
02/04/26	742033	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F5731	POELLINGER, BRIAN	\$178.00
02/04/26	742034	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	52568	POESCHEL, RONALD E	\$68.00
02/04/26	742035	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	A1662	REGION 5AA	\$30.00
02/04/26	742036	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	52356	RETHLAKE, DAYNA	\$97.00
02/04/26	742037	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54807	RICARD, CURTIS J	\$280.00
02/04/26	742038	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	A2413	SAMUELSON, SUSAN	\$100.00
02/04/26	742039	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	D1396	SCALZO, JOEL	\$280.00
02/04/26	742041	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F5711	SCHMIDT, AMY	\$200.00
02/04/26	742042	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54765	SCHOEN, MATTHEW	\$108.00
02/04/26	742045	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	D8000	SMITH, JENNIFER	\$100.00
02/04/26	742049	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55479	STRAUSS, RON	\$84.00
02/04/26	742052	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F4872	TENGWALL, CHRIS	\$97.00
02/04/26	742057	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	51011	VEER, CARLYE	\$84.00
02/04/26	742059	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56202	VOGEL, ISRAEL	\$180.00
02/04/26	742060	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	53934	WALKER, JEREMIAH	\$97.00

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/04/26	742062	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	50275	WILLIAMS, DAN	\$136.00
02/04/26	742063	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	D7604	WOODRICH, WARD	\$100.00
02/04/26	742067	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	53814	ZECH, GINA	\$97.00
02/04/26	V8013838	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	18528	FINKEN WATER INC	\$112.63
02/04/26	V8013840	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	55450	GARCEAU, JORDAN	\$272.00
02/04/26	V8013843	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	00572	GUARDIAN PEST SOLUT	\$127.46
02/04/26	V8013846	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	F2536	HAWKINSON, NICK	\$136.00
02/04/26	V8013847	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	10649	HIESTAND, DEBORAH	\$136.00
02/04/26	V8013848	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	F5718	HOVDE, DAVID	\$68.00
02/04/26	V8013853	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	F5635	KENT, STEPHEN	\$97.00
02/04/26	V8013859	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	52985	MORCOMB, DEREK	\$272.00
02/04/26	V8013867	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	51239	RUNKE, TIMOTHY	\$116.00
02/04/26	V8013869	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	F5712	SCHERBER, DREW	\$97.00
02/04/26	V8013870	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	A4143	SCHNEIDER, MICHELLE	\$74.00
02/04/26	V8013878	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	55243	STUEDEMANN, MICHAEL	\$74.00
02/04/26	V8013879	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	53161	TREADWAY, RACHEL R	\$178.00
02/04/26	V8013882	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	56114	WASHINGTON, TYREE	\$136.00
02/05/26	V5032364	Employee Reimbursement	399 OTHER PURCH SERVICES	300 Purchased Services	E28356	ALEXANDER S DICK	\$628.98
02/11/26	742070	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56226	AAKRE, CARTER	\$97.00
02/11/26	742072	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F7503	AHLQUIST, TRAVIS	\$178.00
02/11/26	742073	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55451	ALLEN, JUSTIN JEFFR	\$151.00
02/11/26	742074	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56222	ALLEN, RYAN	\$330.00
02/11/26	742076	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F6077	ANDERSON, MATTHEW	\$331.00
02/11/26	742078	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F0361	ART SPARK LLC	\$5,100.00
02/11/26	742079	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55533	ASKWITH, ANDREW	\$84.00
02/11/26	742080	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54804	BERG, MIKAELA	\$100.00
02/11/26	742081	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F0300	BOLLANT, JOE	\$97.00
02/11/26	742083	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56170	BRONNER, KEVIN	\$136.00
02/11/26	742084	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F5632	CAMPBELL, BENTON	\$370.00
02/11/26	742085	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54104	CARDINAL, CURTIS PA	\$68.00
02/11/26	742090	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F4417	COOGAN-BURKE, MARY	\$300.00
02/11/26	742092	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F5736	DAY, ROGER ANTHONY	\$97.00
02/11/26	742093	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	51280	DEISTING, RANDY	\$97.00
02/11/26	742094	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F4439	DENNY, ROGER	\$165.00
02/11/26	742095	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	50462	DEVORE, DREW	\$97.00
02/11/26	742098	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54819	ELLISON, COLE T	\$180.00
02/11/26	742104	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56217	FLEISCHHACKER, JOHN	\$84.00
02/11/26	742106	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F7395	FRANTA, TOM	\$74.00
02/11/26	742107	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F3204	GAULT, SARAH	\$100.00
02/11/26	742108	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	A2089	GEARMAN, MIKE	\$97.00
02/11/26	742109	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	52044	GEORGAKOPOULOS, TES	\$90.00
02/11/26	742110	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56219	GRIBBLE, NATHAN	\$96.00
02/11/26	742112	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F4236	HAMMER SPORTS LLC	\$3,253.00
02/11/26	742113	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F3837	HANSON, TRAVIS	\$185.00
02/11/26	742115	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	53899	HOWARD, SAMANTHA LY	\$100.00

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/11/26	742116	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56225	HUMPHREYS, MICHAEL	\$97.00
02/11/26	742124	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54826	JOHNSON, KELBY	\$230.00
02/11/26	742126	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56025	KERN, JIM	\$260.00
02/11/26	742128	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54829	KNOPS, MEGAN ELIZAB	\$100.00
02/11/26	742129	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F5489	KVITRUD, DANIEL	\$97.00
02/11/26	742130	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	53837	LAFAVE, NICHOLAUS J	\$185.00
02/11/26	742131	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56223	LICK, DAVID	\$101.00
02/11/26	742132	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	D0060	LUNDSTROM, WAYNE	\$74.00
02/11/26	742133	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	11301	MAKOWSKE, STEVE	\$291.00
02/11/26	742134	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	09944	MAPLE GROVE, CITY O	\$420.00
02/11/26	742138	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	53044	MCGEE, JASON	\$97.00
02/11/26	742139	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F4990	MELIN, EMILY	\$115.00
02/11/26	742141	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	51203	MENDOZA, ALEJANDRO	\$151.00
02/11/26	742142	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54618	MERRY, VANESSA ANNE	\$560.00
02/11/26	742143	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	53753	MEULEMANS, JASON	\$185.00
02/11/26	742151	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F5002	MOLAN, PATRICK	\$97.00
02/11/26	742152	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	D1380	MOORE, CHARLES	\$194.00
02/11/26	742153	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F2462	MUELLER, MICHAEL	\$101.00
02/11/26	742155	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	53882	NELSON, BLAKE	\$97.00
02/11/26	742156	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	D4374	NOVAK, JANICE	\$160.00
02/11/26	742158	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56026	PAINTED PINES LLC	\$240.00
02/11/26	742159	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55503	PIERCE, WILLIAM	\$185.00
02/11/26	742160	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F2467	PRICE, MAREN	\$100.00
02/11/26	742161	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55424	PROCHEL, LONNIE	\$168.00
02/11/26	742162	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F3181	RAMACHER, RACQUEL	\$115.00
02/11/26	742164	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55525	RESSIE, KATIE	\$97.00
02/11/26	742171	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	52343	RUPP, JAY	\$1,050.00
02/11/26	742172	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54805	RUTT, JAMES GARY	\$205.00
02/11/26	742173	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56216	RYAN, SCOTT	\$97.00
02/11/26	742174	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F5050	SACKETT, TOBIAS	\$97.00
02/11/26	742175	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	D1512	SANDINO, JEFFREY	\$600.00
02/11/26	742176	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56218	SCHERBER, KAITLYN	\$115.00
02/11/26	742178	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56220	SMITH, ISAIAH	\$168.00
02/11/26	742179	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	D8000	SMITH, JENNIFER	\$100.00
02/11/26	742181	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	D9031	SPENCER, RICKY	\$194.00
02/11/26	742183	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55479	STRAUSS, RON	\$84.00
02/11/26	742184	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	50128	STRONG, PAUL	\$136.00
02/11/26	742185	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	50102	STURGES, SHANE	\$97.00
02/11/26	742186	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	51076	SUNDRE, ZACHARY	\$97.00
02/11/26	742188	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F5666	SVAC, NICK	\$286.00
02/11/26	742189	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	51173	TESSIER, NEIL	\$101.00
02/11/26	742190	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55364	THEISEN, CHAD	\$179.00
02/11/26	742193	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F5770	WALTON, AARON	\$97.00
02/11/26	742194	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F2437	WARZECHA, SAMUEL	\$152.00
02/11/26	742195	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56227	WEIGEL, RICHIE	\$136.00

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/11/26	742196	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F4905	WELLS, BRANDON	\$1,500.00
02/11/26	742198	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	50240	WILLIAMS, KATHERINE	\$100.00
02/11/26	742199	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	D7604	WOODRICH, WARD	\$100.00
02/11/26	742201	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F7488	ZALLEK, BRETT	\$179.00
02/11/26	742203	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55458	ZOELLNER, SETH	\$134.00
02/11/26	V8013902	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	F1961	BUCKENTINE, JIM	\$136.00
02/11/26	V8013912	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	A4203	DEGARDNER, RICK	\$74.00
02/11/26	V8013913	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	54475	DIEMAND, ARYN LILL	\$360.00
02/11/26	V8013916	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	F2534	EICHACKER, ERIC	\$97.00
02/11/26	V8013918	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	54629	FJETLAND, JULIE	\$770.00
02/11/26	V8013920	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	F0239	FOYT, RYAN	\$202.00
02/11/26	V8013922	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	55450	GARCEAU, JORDAN	\$136.00
02/11/26	V8013928	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	00572	GUARDIAN PEST SOLUT	\$461.16
02/11/26	V8013929	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	51180	GUETTER, LINDSEY	\$330.00
02/11/26	V8013931	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	55407	HALONEN, JOSEPH MIC	\$136.00
02/11/26	V8013933	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	F2536	HAWKINSON, NICK	\$136.00
02/11/26	V8013940	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	56214	JORGENSON, MITCHELL	\$179.00
02/11/26	V8013943	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	F2800	KIDZART	\$1,064.00
02/11/26	V8013945	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	D2772	LADUKE, ROBERT W	\$97.00
02/11/26	V8013961	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	54738	NATIONAL MARTIAL AR	\$1,565.20
02/11/26	V8013972	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	54847	ROTHENBACHER-SCHMIT	\$185.00
02/11/26	V8013978	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	54582	SMITH, PAMELA	\$1,000.00
02/11/26	V8013983	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	54898	TGA OF CENTRAL HENN	\$3,726.00
02/18/26	742208	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56231	BABBITT, TYLER	\$84.00
02/18/26	742210	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56228	BARTOL, COLIN	\$140.00
02/18/26	742212	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F0300	BOLLANT, JOE	\$97.00
02/18/26	742215	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F2551	BURAU, CHAD	\$97.00
02/18/26	742216	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	51078	CANTONE, MICHAEL	\$97.00
02/18/26	742219	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56232	CHRISTIANSON, KENT	\$180.00
02/18/26	742220	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	50238	CHURCHILL, LEE	\$136.00
02/18/26	742221	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	51290	DEBAKER, MATT	\$97.00
02/18/26	742224	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56237	EIDER, JAKE	\$185.00
02/18/26	742227	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56160	GAUGHAN, JOSHUA	\$84.00
02/18/26	742229	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56140	GOTHMANN, ADAM	\$68.00
02/18/26	742234	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F5671	HENKE, THOMAS W	\$97.00
02/18/26	742235	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56241	HINZ, CHAD	\$136.00
02/18/26	742238	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56242	JUNDT, JOHN THOMAS	\$68.00
02/18/26	742241	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	D1073	KUDEBEH, STEVE	\$74.00
02/18/26	742242	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	A3528	KUPHAL, BRENT	\$136.00
02/18/26	742243	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56183	LARSON, PAUL	\$136.00
02/18/26	742246	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56235	MCNAUGHTON, NATE	\$165.00
02/18/26	742248	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	52405	MIDDAGH, THOMAS	\$97.00
02/18/26	742250	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	51317	MITTELSTAEDT, MICHA	\$136.00
02/18/26	742254	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	D1380	MOORE, CHARLES	\$97.00
02/18/26	742258	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	D4374	NOVAK, JANICE	\$20.00

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/18/26	742261	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F2877	POGATCHNIK, DEAN	\$68.00
02/18/26	742262	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56240	RADUNZ, DESMOND	\$230.00
02/18/26	742271	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	10988	STEPHAN, THOMAS R J	\$74.00
02/18/26	742272	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56230	STOLL, JEFFREY	\$84.00
02/18/26	742276	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56229	UNG, LEANNA	\$100.00
02/18/26	742278	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55412	VAN THOMME, ZACHARY	\$68.00
02/18/26	742279	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F4905	WELLS, BRANDON	\$1,125.00
02/18/26	V8014004	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	F1961	BUCKENTINE, JIM	\$68.00
02/18/26	V8014006	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	50186	BUNCE BACKYARD PROD	\$6,000.00
02/18/26	V8014013	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	54475	DIEMAND, ARYN LILL	\$720.00
02/18/26	V8014035	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	A0751	METROPOLITAN COURIE	\$2,628.16
02/18/26	V8014052	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	51239	RUNKE, TIMOTHY	\$84.00
02/18/26	V8014057	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	54582	SMITH, PAMELA	\$500.00
02/18/26	V8014063	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	F5646	WEBER, JASON	\$97.00
02/20/26	V1008070	Electronic Wire Transfer	399 OTHER PURCH SERVICES	300 Purchased Services	53865	AUTHORIZE.NET P-CAR	\$5.00
02/20/26	V1008074	Electronic Wire Transfer	399 OTHER PURCH SERVICES	300 Purchased Services	17694	DISH	\$305.24
02/25/26	742293	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F2673	ABRAHAMSON, TOM	\$97.00
02/25/26	742299	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	D2994	BOLITHO, CHERYL	\$97.00
02/25/26	742300	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F5634	BONNER, ERIC	\$97.00
02/25/26	742306	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54831	BURNHAM, MACKENZIE	\$136.00
02/25/26	742309	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	51078	CANTONE, MICHAEL	\$97.00
02/25/26	742311	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F5736	DAY, ROGER ANTHONY	\$97.00
02/25/26	742312	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F7324	DETERMAN, ROBERT	\$136.00
02/25/26	742315	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	52393	DRENNAN, CHRIS G	\$194.00
02/25/26	742320	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	50098	EIYNCK, TERRY	\$92.00
02/25/26	742322	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	53916	FOSTER, CORTNEY	\$165.00
02/25/26	742323	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	A1806	GILLUND, TOM	\$97.00
02/25/26	742326	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F5672	GROSKREUTZ, WILLIAM	\$185.00
02/25/26	742327	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56251	HAGEN, TAYLOR	\$97.00
02/25/26	742329	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F4236	HAMMER SPORTS LLC	\$1,708.00
02/25/26	742330	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	51107	HAMPTON, NATHAN	\$136.00
02/25/26	742331	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55489	HANSON, MAX	\$136.00
02/25/26	742332	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56168	HAZELWOOD, NOLAN	\$96.00
02/25/26	742334	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F4392	HOFSTEDT, JASON	\$97.00
02/25/26	742335	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55484	HOLLINS, DREKAL	\$136.00
02/25/26	742340	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	52353	KELTON, ASSANTE	\$97.00
02/25/26	742341	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56025	KERN, JIM	\$200.00
02/25/26	742342	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56256	KINNEY, TRAVIS	\$168.00
02/25/26	742356	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	52405	MIDDAGH, THOMAS	\$97.00
02/25/26	742359	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	D9015	MILLER, NISSA	\$100.00
02/25/26	742364	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56117	OPOKU, MICHAEL	\$97.00
02/25/26	742366	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56250	PEPER, AUSTIN	\$230.00
02/25/26	742367	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F5713	PERRY, DWAIN	\$97.00
02/25/26	742369	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	D1512	SANDINO, JEFFREY	\$400.00
02/25/26	742370	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55396	SANNES, DREW	\$97.00

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/25/26	742371	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F5031	SCHARDIN, ANTHONY	\$68.00
02/25/26	742372	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	D8673	SCHILLER, TOM	\$97.00
02/25/26	742376	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56254	SHREVE, BRIAN	\$97.00
02/25/26	742377	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56246	SIDLE, DANIEL	\$101.00
02/25/26	742379	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	51796	SMITH, CLAYTON	\$370.00
02/25/26	742380	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	D6211	SOBIECH, PATRICK	\$97.00
02/25/26	742385	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56245	SUNDBERG, NOAH	\$168.00
02/25/26	742388	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	55580	TAYLOR, BRANDON	\$97.00
02/25/26	742390	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	D8936	THOMAS, ROBERT W	\$97.00
02/25/26	742391	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F5772	TITUS, JOSEPH	\$97.00
02/25/26	742395	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	56227	WEIGEL, RICHIE	\$136.00
02/25/26	742396	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	F5708	WINTER, PATRICK	\$97.00
02/25/26	742397	Vendor Check	399 OTHER PURCH SERVICES	300 Purchased Services	54776	WYFFELS, JEFFRY MAR	\$136.00
02/25/26	V8014079	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	50444	BARNES, MIKE	\$68.00
02/25/26	V8014080	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	A4163	BISSONETTE, ROBERT	\$97.00
02/25/26	V8014096	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	55450	GARCEAU, JORDAN	\$136.00
02/25/26	V8014101	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	00572	GUARDIAN PEST SOLUT	\$824.84
02/25/26	V8014103	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	10649	HIESTAND, DEBORAH	\$136.00
02/25/26	V8014111	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	51299	KICKERS FC	\$672.00
02/25/26	V8014116	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	52985	MORCOMB, DEREK	\$136.00
02/25/26	V8014130	Vendor ACH	399 OTHER PURCH SERVICES	300 Purchased Services	54740	STENSTROM, NEIL	\$97.00
02/27/26	V1008143	Electronic Wire Transfer	399 OTHER PURCH SERVICES	300 Purchased Services	A0256	DELTA DENTAL PLAN	\$11,021.01
02/27/26	V1008145	Electronic Wire Transfer	399 OTHER PURCH SERVICES	300 Purchased Services	54208	UMR, INC	\$115,412.07
300 Purchased Services Subtotal							\$4,886,539.00
02/04/26	741958	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	54571	ECOLAB USA INC	\$12,231.40
02/04/26	741964	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	00619	FERRELLGAS	\$235.65
02/04/26	741975	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	A1926	HENNEPIN COUNTY TRE	\$13,415.00
02/04/26	P406862	Epayable	401 GENERAL SUPPLIES	400 Supplies & Materials	A3975	CUB FOODS MAPLE GRO	\$44.49
02/04/26	P406863	Epayable	401 GENERAL SUPPLIES	400 Supplies & Materials	00131	DEMCO	\$592.29
02/04/26	P406867	Epayable	401 GENERAL SUPPLIES	400 Supplies & Materials	07053	HILLYARD FLOOR CARE	\$77.16
02/04/26	P406873	Epayable	401 GENERAL SUPPLIES	400 Supplies & Materials	09503	TRIO SUPPLY COMPANY	\$15,740.82
02/04/26	V8013821	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	22094	ACTION RADIO & COMM	\$158.50
02/04/26	V8013832	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	56123	CENTRAL MCGOWAN INC	\$100.77
02/04/26	V8013841	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	00188	GOPHER SPORT	\$708.44
02/04/26	V8013849	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	15872	IDENTISYS INC	\$3,336.15
02/04/26	V8013871	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	52245	SCHOOL SPECIALTY LL	\$73.66
02/04/26	V8013880	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	17619	UNITED ART & EDUCAT	\$18.42
02/05/26	V5032355	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E16833	EILEEN E BAKER	\$143.36
02/05/26	V5032365	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E28203	TRACY N DORN	\$30.52
02/05/26	V5032380	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E31426	STEPHANIE S HALVERS	\$26.16
02/05/26	V5032391	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E22170	KATE MARIE KALLEVIG	\$179.12
02/05/26	V5032393	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E18706	COURTNEY ANN KNUTSO	\$127.63
02/05/26	V5032394	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E27473	HEIDI M LANDERS	\$71.82
02/05/26	V5032398	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E28945	NICOLE M LUCAS	\$356.22
02/05/26	V5032400	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E23926	JOAN LUNCEFORD	\$119.93

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/05/26	V5032404	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E31157	ADRIENNE H METZLER	\$83.03
02/05/26	V5032405	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E19190	LISA ANN MONSON	\$53.54
02/05/26	V5032409	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E16736	STACEY LEA MILLER N	\$32.48
02/05/26	V5032426	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E24761	KAYLA J STREI	\$264.07
02/11/26	742069	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	05571	AA POLY BAG COMPANY	\$119.00
02/11/26	742097	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	54571	ECOLAB USA INC	\$2,798.10
02/11/26	742099	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	00619	FERRELLGAS	\$122.59
02/11/26	V8013887	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	17648	4IMPRINT	\$344.52
02/11/26	V8013904	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	54537	CDW GOVERNMENT	\$234.15
02/11/26	V8013905	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	56123	CENTRAL MCGOWAN INC	\$70.67
02/11/26	V8013926	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	00188	GOPHER SPORT	\$202.44
02/11/26	V8013942	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	18516	KAPCO BOOK PROTECTI	\$243.10
02/11/26	V8013946	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	06538	LAKESHORE LEARNING	\$99.70
02/11/26	V8013953	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	F5078	MCMaster-CARR SUPPL	\$121.19
02/11/26	V8013966	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	08447	NYSTROM PUBLISHING	\$72.00
02/11/26	V8013986	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	15945	WESTERN STATES ENVE	\$1,271.50
02/18/26	742222	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	55989	DORN, LAURA	\$2,500.00
02/18/26	742223	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	54571	ECOLAB USA INC	\$1,057.27
02/18/26	742244	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	E28413	SANDRA M LINDBERG	\$4.28
02/18/26	742263	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	20028	RED WING SHOE STORE	\$391.24
02/18/26	742264	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	15814	REGENTS OF THE U OF	\$2,250.00
02/18/26	P406886	Epayable	401 GENERAL SUPPLIES	400 Supplies & Materials	A3975	CUB FOODS MAPLE GRO	\$376.88
02/18/26	P406892	Epayable	401 GENERAL SUPPLIES	400 Supplies & Materials	09503	TRIO SUPPLY COMPANY	\$18,127.97
02/18/26	V8013993	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	F1461	1000 PETALS LLC	\$279.80
02/18/26	V8014009	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	54537	CDW GOVERNMENT	-\$319.11
02/18/26	V8014016	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	15834	FERGUSON ENTERPRISE	\$1,788.00
02/18/26	V8014031	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	06538	LAKESHORE LEARNING	\$20.89
02/18/26	V8014042	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	08447	NYSTROM PUBLISHING	\$14,959.80
02/18/26	V8014054	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	00355	SCHOOL HEALTH CORPO	\$3,072.30
02/20/26	V1008093	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC001	US BANK CARD BSADMI	\$275.35
02/20/26	V1008096	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0019	US BANK CARD CIESDE	\$614.92
02/20/26	V1008098	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0033	US BANK CARD COMMED	\$99.00
02/20/26	V1008100	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0098	US BANK CARD DLTLOP	\$157.71
02/20/26	V1008105	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0049	US BANK CARD EXIONG	\$988.63
02/20/26	V1008106	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0060	US BANK CARD FACE	\$81.14
02/20/26	V1008110	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0055	US BANK CARD INDIAN	\$568.46
02/20/26	V1008113	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0054	US BANK CARD JNEUMA	\$35.96
02/20/26	V1008115	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0023	US BANK CARD JSCHLO	\$125.97
02/20/26	V1008122	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0073	US BANK CARD LJOHNS	\$15.58
02/20/26	V1008123	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0022	US BANK CARD MAINTE	\$32.70
02/20/26	V1008124	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0039	US BANK CARD MDURAN	\$380.11
02/20/26	V1008127	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0101	US BANK CARD NSCHRO	\$160.14
02/20/26	V1008128	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0091	US BANK CARD OAKKID	\$6.29
02/20/26	V1008130	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0107	US BANK CARD PURCHS	\$1,229.88
02/20/26	V1008131	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0081	US BANK CARD PURCHA	\$17,785.38

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/20/26	V1008132	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC009	US BANK CARD PURCHB	\$1,867.20
02/20/26	V1008134	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0074	US BANK CARD PURCHG	\$9,231.69
02/20/26	V1008135	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC006	US BANK CARD PURCHO	\$11,180.99
02/20/26	V1008137	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0106	US BANK CARD SLINDB	\$112.84
02/20/26	V1008141	Electronic Wire Transfer	401 GENERAL SUPPLIES	400 Supplies & Materials	PC0095	US BANK CARD WDKIDS	\$43.48
02/20/26	V5032482	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E8150	CHRISTI A BOOTS	\$49.14
02/20/26	V5032600	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E29485	ROBERT J JOHNSON	\$99.80
02/20/26	V5032626	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E18927	DONNA L KNUTSON	\$3.80
02/20/26	V5032653	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E28945	NICOLE M LUCAS	\$312.72
02/20/26	V5032751	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E12428	STEVEN M SCHWARTZ	\$270.00
02/20/26	V5032772	Employee Reimbursement	401 GENERAL SUPPLIES	400 Supplies & Materials	E24761	KAYLA J STREI	\$106.37
02/25/26	742295	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	00130	ANCHOR PAPER COMPAN	\$1,085.94
02/25/26	742317	Vendor Check	401 GENERAL SUPPLIES	400 Supplies & Materials	54571	ECOLAB USA INC	\$1,414.90
02/25/26	P406895	Epayable	401 GENERAL SUPPLIES	400 Supplies & Materials	00142	CONTINENTAL CLAY	\$666.00
02/25/26	P406899	Epayable	401 GENERAL SUPPLIES	400 Supplies & Materials	00131	DEMCO	\$502.29
02/25/26	V8014076	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	15786	ANDERSON'S	\$441.33
02/25/26	V8014087	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	12799	CASAS	\$15.00
02/25/26	V8014088	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	54537	CDW GOVERNMENT	\$380.40
02/25/26	V8014110	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	18516	KAPCO BOOK PROTECTI	\$504.08
02/25/26	V8014123	Vendor ACH	401 GENERAL SUPPLIES	400 Supplies & Materials	18914	RICOH USA	\$1,333.92
02/04/26	742050	Vendor Check	402 APPAREL	400 Supplies & Materials	12711	TAHO SPORTSWEAR INC	\$10,043.80
02/11/26	742180	Vendor Check	402 APPAREL	400 Supplies & Materials	F3789	SOTA SHOP	\$400.00
02/11/26	V8013901	Vendor ACH	402 APPAREL	400 Supplies & Materials	03211	BSN SPORTS LLC	\$549.06
02/20/26	V1008124	Electronic Wire Transfer	402 APPAREL	400 Supplies & Materials	PC0039	US BANK CARD MDURAN	\$2,212.60
02/20/26	V1008131	Electronic Wire Transfer	402 APPAREL	400 Supplies & Materials	PC0081	US BANK CARD PURCHA	\$194.14
02/25/26	V8014128	Vendor ACH	402 APPAREL	400 Supplies & Materials	18458	SIGNATURE CONCEPTS	\$3,351.07
02/04/26	V8013850	Vendor ACH	405 NONINSTRUC SOFTWARE/LICEN	400 Supplies & Materials	26556	INTERNATIONAL BUS M	\$3,166.67
02/18/26	V8014009	Vendor ACH	405 NONINSTRUC SOFTWARE/LICEN	400 Supplies & Materials	54537	CDW GOVERNMENT	\$181.08
02/20/26	V1008069	Electronic Wire Transfer	405 NONINSTRUC SOFTWARE/LICEN	400 Supplies & Materials	55588	AT&T MOBILITY, LLC	\$1,475.29
02/25/26	742308	Vendor Check	405 NONINSTRUC SOFTWARE/LICEN	400 Supplies & Materials	55315	BYTESPEED LLC	\$231.00
02/25/26	742378	Vendor Check	405 NONINSTRUC SOFTWARE/LICEN	400 Supplies & Materials	55486	SIMPLE BOOTH	\$1,341.00
02/25/26	V8014087	Vendor ACH	405 NONINSTRUC SOFTWARE/LICEN	400 Supplies & Materials	12799	CASAS	\$3,420.00
02/25/26	V8014088	Vendor ACH	405 NONINSTRUC SOFTWARE/LICEN	400 Supplies & Materials	54537	CDW GOVERNMENT	\$2,236.98
02/25/26	V8014122	Vendor ACH	405 NONINSTRUC SOFTWARE/LICEN	400 Supplies & Materials	50779	RICHARD CARLTON CON	\$725.00
02/04/26	741981	Vendor Check	406 INSTRUCT SOFTWARE/LIC AGR	400 Supplies & Materials	54681	IBIS PUBLIC SECTOR	\$7,600.00
02/04/26	742008	Vendor Check	406 INSTRUCT SOFTWARE/LIC AGR	400 Supplies & Materials	52231	MATH MEDIC	\$1,044.00
02/04/26	742056	Vendor Check	406 INSTRUCT SOFTWARE/LIC AGR	400 Supplies & Materials	56111	UNIVERSITY OF OREGO	\$60.00
02/04/26	V8013824	Vendor ACH	406 INSTRUCT SOFTWARE/LIC AGR	400 Supplies & Materials	08040	BALLARD & TIGHE, PU	\$448.00
02/04/26	V8013856	Vendor ACH	406 INSTRUCT SOFTWARE/LIC AGR	400 Supplies & Materials	54918	LITTLE BEE SPEECH C	\$54.00
02/04/26	V8013861	Vendor ACH	406 INSTRUCT SOFTWARE/LIC AGR	400 Supplies & Materials	D4539	NORTH HENNEPIN COMM	\$3,160.44
02/11/26	V8013907	Vendor ACH	406 INSTRUCT SOFTWARE/LIC AGR	400 Supplies & Materials	52506	CLASS COMPOSER INC	\$799.00
02/18/26	742282	Vendor Check	406 INSTRUCT SOFTWARE/LIC AGR	400 Supplies & Materials	18830	ZONES OF REGULATION	\$144.00
02/18/26	V8013996	Vendor ACH	406 INSTRUCT SOFTWARE/LIC AGR	400 Supplies & Materials	08041	AMERICAN HEART ASSO	\$868.78
02/20/26	V5032504	Employee Reimbursement	406 INSTRUCT SOFTWARE/LIC AGR	400 Supplies & Materials	E24141	LAUREL COBB	\$37.36
02/25/26	742298	Vendor Check	406 INSTRUCT SOFTWARE/LIC AGR	400 Supplies & Materials	56138	AVANTIS EDUCATION I	\$753.62

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/25/26	742310	Vendor Check	406 INSTRUCT SOFTWARE/LIC AGR	400 Supplies & Materials	56162	COMPREHENSIBLE CLAS	\$100.00
02/25/26	742333	Vendor Check	406 INSTRUCT SOFTWARE/LIC AGR	400 Supplies & Materials	56126	HEIDISONGS	\$120.00
02/04/26	742048	Vendor Check	412 WATER TREATMENT	400 Supplies & Materials	55041	STEP SAVER INC	\$110.88
02/11/26	V8013891	Vendor ACH	412 WATER TREATMENT	400 Supplies & Materials	56125	APEX WATER AND PROC	\$856.13
02/18/26	742270	Vendor Check	412 WATER TREATMENT	400 Supplies & Materials	55041	STEP SAVER INC	\$147.84
02/18/26	V8013997	Vendor ACH	412 WATER TREATMENT	400 Supplies & Materials	51769	APOLLO WATER SERVIC	\$1,899.16
02/25/26	742384	Vendor Check	412 WATER TREATMENT	400 Supplies & Materials	55041	STEP SAVER INC	\$354.48
02/25/26	V8014077	Vendor ACH	412 WATER TREATMENT	400 Supplies & Materials	56125	APEX WATER AND PROC	\$1,419.16
02/04/26	742010	Vendor Check	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	07513	MENARDS BROOKLYN PA	\$758.08
02/04/26	742066	Vendor Check	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	03850	ZAHL EQUIPMENT COMP	\$207.00
02/04/26	P406860	Epayable	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	05641	BATTERIES PLUS MG B	\$21.95
02/04/26	P406866	Epayable	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	00187	GOODIN CO	\$4,251.35
02/04/26	V8013826	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	00378	BORDER STATES ELECT	\$385.60
02/04/26	V8013827	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	54215	BUILDING CONTROLS &	\$5,599.25
02/04/26	V8013837	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	15834	FERGUSON ENTERPRISE	\$1,064.53
02/04/26	V8013858	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	09571	MINNESOTA EQUIPMENT	\$417.28
02/04/26	V8013860	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	17384	NILFISK INC	\$1,053.30
02/04/26	V8013868	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	00350	SCAN AIR FILTER SYS	\$3,699.84
02/04/26	V8013877	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	00565	STATE SUPPLY CO INC	\$287.89
02/11/26	742140	Vendor Check	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	07513	MENARDS BROOKLYN PA	\$77.35
02/11/26	742146	Vendor Check	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	55254	MINNESOTA DISCOUNT	\$110.00
02/11/26	742147	Vendor Check	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	55254	MINNESOTA DISCOUNT	\$40.00
02/11/26	P406875	Epayable	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	05641	BATTERIES PLUS MG B	\$519.98
02/11/26	P406879	Epayable	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	00187	GOODIN CO	\$1,377.86
02/11/26	V8013898	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	00378	BORDER STATES ELECT	\$621.94
02/11/26	V8013910	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	06823	CUTTER SALES INC	\$98.23
02/11/26	V8013917	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	15834	FERGUSON ENTERPRISE	\$7,551.07
02/11/26	V8013925	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	04382	GOLDEN VALLEY SUPPL	\$191.92
02/11/26	V8013962	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	17384	NILFISK INC	\$238.95
02/11/26	V8013970	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	51251	QUALE COMPANIES	\$836.94
02/11/26	V8013973	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	00350	SCAN AIR FILTER SYS	\$279.32
02/11/26	V8013981	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	00565	STATE SUPPLY CO INC	\$299.87
02/18/26	742247	Vendor Check	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	07513	MENARDS BROOKLYN PA	\$178.28
02/18/26	742275	Vendor Check	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	09696	TWIN CITY HARDWARE	\$1,027.88
02/18/26	V8014002	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	00378	BORDER STATES ELECT	\$567.09
02/18/26	V8014005	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	54215	BUILDING CONTROLS &	\$106.03
02/18/26	V8014050	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	55864	R&R SPECIALTIES OF	\$111.00
02/18/26	V8014053	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	00350	SCAN AIR FILTER SYS	\$653.37
02/20/26	V1008099	Electronic Wire Transfer	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	PC0021	US BANK CARD CUSTOD	\$1,086.38
02/20/26	V1008115	Electronic Wire Transfer	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	PC0023	US BANK CARD JSCHLO	\$191.58
02/20/26	V1008123	Electronic Wire Transfer	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	PC0022	US BANK CARD MAINTA	\$1,345.31
02/20/26	V1008131	Electronic Wire Transfer	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	PC0081	US BANK CARD PURCHA	\$798.53
02/20/26	V1008134	Electronic Wire Transfer	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	PC0074	US BANK CARD PURCHG	\$2,733.25
02/25/26	742354	Vendor Check	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	07513	MENARDS BROOKLYN PA	\$45.46
02/25/26	742362	Vendor Check	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	54966	NAPA AUTO PARTS	\$21.98

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/25/26	742386	Vendor Check	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	06847	SUPERIOR BROOKDALE	\$104.13
02/25/26	P406900	Epayable	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	07053	HILLYARD FLOOR CARE	\$194.67
02/25/26	P406905	Epayable	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	00390	TOLL GAS & WELDING	\$276.30
02/25/26	V8014083	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	00378	BORDER STATES ELECT	\$257.38
02/25/26	V8014085	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	54215	BUILDING CONTROLS &	\$843.49
02/25/26	V8014092	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	06823	CUTTER SALES INC	\$200.32
02/25/26	V8014094	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	15834	FERGUSON ENTERPRISE	\$396.11
02/25/26	V8014117	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	17384	NILFISK INC	\$270.73
02/25/26	V8014124	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	00350	SCAN AIR FILTER SYS	\$186.60
02/25/26	V8014129	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	00565	STATE SUPPLY CO INC	\$708.90
02/25/26	V8014136	Vendor ACH	421 REPAIR SUPPLIES - BLDG	400 Supplies & Materials	15270	VIKING ELECTRIC	\$1,380.35
02/04/26	742012	Vendor Check	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	12809	METRO SOUND & LIGHT	\$431.00
02/04/26	V8013821	Vendor ACH	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	22094	ACTION RADIO & COMM	\$10.00
02/04/26	V8013866	Vendor ACH	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	05024	PRO-TEC DESIGN	\$335.50
02/11/26	V8013888	Vendor ACH	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	22094	ACTION RADIO & COMM	\$276.00
02/11/26	V8013967	Vendor ACH	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	26510	PARTS TOWN LLC	\$1,307.23
02/11/26	V8013969	Vendor ACH	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	05024	PRO-TEC DESIGN	\$579.50
02/18/26	V8013994	Vendor ACH	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	22094	ACTION RADIO & COMM	\$84.00
02/18/26	V8013995	Vendor ACH	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	50088	AID ELECTRIC CORPOR	\$626.00
02/18/26	V8014044	Vendor ACH	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	26510	PARTS TOWN LLC	\$482.88
02/18/26	V8014049	Vendor ACH	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	05024	PRO-TEC DESIGN	\$274.50
02/20/26	V1008134	Electronic Wire Transfer	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	PC0074	US BANK CARD PURCHG	\$446.47
02/25/26	742355	Vendor Check	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	12809	METRO SOUND & LIGHT	\$224.40
02/25/26	V8014073	Vendor ACH	422 REPAIR SUPPLIES - EQUIP	400 Supplies & Materials	22094	ACTION RADIO & COMM	\$10.00
02/04/26	741975	Vendor Check	423 PERMITS	400 Supplies & Materials	A1926	HENNEPIN COUNTY TRE	\$1,042.00
02/20/26	V1008099	Electronic Wire Transfer	423 PERMITS	400 Supplies & Materials	PC0021	US BANK CARD CUSTOD	\$1,256.00
02/20/26	V1008123	Electronic Wire Transfer	423 PERMITS	400 Supplies & Materials	PC0022	US BANK CARD MAINT	\$138.00
02/04/26	742051	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	55914	TEAM LEADER INC	\$552.60
02/04/26	P406859	Epayable	430 INSTR MATERIALS	400 Supplies & Materials	08889	BARNES & NOBLE	\$180.00
02/04/26	P406863	Epayable	430 INSTR MATERIALS	400 Supplies & Materials	00131	DEMCO	\$147.87
02/04/26	P406864	Epayable	430 INSTR MATERIALS	400 Supplies & Materials	05628	DISCOUNT SCHOOL SUP	\$103.47
02/04/26	P406865	Epayable	430 INSTR MATERIALS	400 Supplies & Materials	06952	FLINN SCIENTIFIC	\$86.76
02/04/26	P406870	Epayable	430 INSTR MATERIALS	400 Supplies & Materials	00351	SCHMITT MUSIC	\$51.58
02/04/26	V8013828	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	00091	CAROLINA BIOLOGICAL	\$131.41
02/04/26	V8013839	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	22068	FUN EXPRESS LLC	\$217.52
02/04/26	V8013841	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	00188	GOPHER SPORT	\$46.20
02/04/26	V8013842	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	00193	GROTH MUSIC COMPANY	\$967.25
02/04/26	V8013852	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	08106	JW PEPPER	\$635.24
02/04/26	V8013854	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	06538	LAKESHORE LEARNING	\$61.73
02/05/26	V5032359	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E31065	SAMANTHA L MEYERS	\$100.00
02/05/26	V5032360	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E29578	MEGHAN E BOOKE	\$62.78
02/05/26	V5032372	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E32519	MICHELLE Y FREITAG	\$41.93
02/05/26	V5032373	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E24259	JENNIFER A GAAB	\$32.40
02/05/26	V5032381	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E20884	JODI HARTWIG	\$149.17
02/05/26	V5032387	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E26160	STACI HUCK	\$76.95

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/05/26	V5032402	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E23525	JACOB L MANDERS	\$26.04
02/05/26	V5032403	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E33011	ELAINE C MATAMA	\$38.12
02/05/26	V5032407	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E32939	CHRISTOPHER MOUA	\$61.59
02/05/26	V5032420	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E28276	CHELSEA R ZIMMERMAN	\$216.11
02/05/26	V5032430	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E26238	LAURA K WILLIAMS TU	\$34.73
02/05/26	V5032434	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E26418	BOUA XIONG	\$73.56
02/11/26	742075	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	52728	AMPLIFY EDUCATION I	\$39,571.14
02/11/26	742088	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	56139	NGUYEN, THUBA THI	\$351.84
02/11/26	742089	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	16169	COLORADO TIME SYSTE	\$315.00
02/11/26	742096	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	55017	DOWNING, ERIN SODER	\$398.00
02/11/26	742125	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	E21009	TRACY A JUDGE	\$99.40
02/11/26	742154	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	56209	SCHOOL SPECIALTY DB	\$400.64
02/11/26	742197	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	56091	WESTCOAST PRODUCTS	\$991.92
02/11/26	P406884	Epayable	430 INSTR MATERIALS	400 Supplies & Materials	00351	SCHMITT MUSIC	\$173.23
02/11/26	V8013894	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	18814	BIO-RAD	\$642.10
02/11/26	V8013897	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	09479	BLICK ART MATERIALS	\$35.82
02/11/26	V8013909	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	53619	CLP GRAPHICS	\$117.69
02/11/26	V8013914	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	54645	ECM PUBLISHERS INC	\$122.50
02/11/26	V8013921	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	22068	FUN EXPRESS LLC	\$93.61
02/11/26	V8013926	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	00188	GOPHER SPORT	\$250.26
02/11/26	V8013927	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	00193	GROTH MUSIC COMPANY	\$41.60
02/11/26	V8013941	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	08106	JW PEPPER	\$207.29
02/11/26	V8013968	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	04031	PIONEER MIDWEST INC	\$318.16
02/11/26	V8013975	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	52245	SCHOOL SPECIALTY LL	\$135.30
02/18/26	742205	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	26573	ADA SPORTS & RACKET	\$351.00
02/18/26	742206	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	06966	ALL STAR SPORTS INC	\$1,404.88
02/18/26	742226	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	D3884	FRANKLIN COVEY	\$199.45
02/18/26	742255	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	A0430	MUSIC THEATRE INTER	\$1,900.00
02/18/26	742256	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	56209	SCHOOL SPECIALTY DB	\$727.60
02/18/26	P406886	Epayable	430 INSTR MATERIALS	400 Supplies & Materials	A3975	CUB FOODS MAPLE GRO	\$205.35
02/18/26	P406890	Epayable	430 INSTR MATERIALS	400 Supplies & Materials	00351	SCHMITT MUSIC	\$50.76
02/18/26	V8014001	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	09479	BLICK ART MATERIALS	\$507.00
02/18/26	V8014008	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	00091	CAROLINA BIOLOGICAL	\$1,427.57
02/18/26	V8014018	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	22068	FUN EXPRESS LLC	\$142.32
02/18/26	V8014020	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	00188	GOPHER SPORT	\$2,123.10
02/18/26	V8014030	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	08106	JW PEPPER	\$271.99
02/18/26	V8014031	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	06538	LAKESHORE LEARNING	-\$34.49
02/18/26	V8014036	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	00273	MINNESOTA CLAY	\$1,684.79
02/18/26	V8014037	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	F3946	MUSKA ELECTRIC	\$278.91
02/18/26	V8014038	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	00297	NORCOSTCO INC	\$89.80
02/18/26	V8014047	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	04031	PIONEER MIDWEST INC	\$80.68
02/18/26	V8014060	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	D2624	THREE RIVERS PARK D	\$1,070.25
02/18/26	V8014061	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	12760	VARITRONICS	\$249.36
02/20/26	V1008095	Electronic Wire Transfer	430 INSTR MATERIALS	400 Supplies & Materials	PC0096	US BANK CARD BWKIDS	\$29.91
02/20/26	V1008096	Electronic Wire Transfer	430 INSTR MATERIALS	400 Supplies & Materials	PC0019	US BANK CARD CIESDE	\$142.14

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/20/26	V1008097	Electronic Wire Transfer	430 INSTR MATERIALS	400 Supplies & Materials	PC0090	US BANK CARD CIKIDS	\$29.44
02/20/26	V1008101	Electronic Wire Transfer	430 INSTR MATERIALS	400 Supplies & Materials	PC0094	US BANK CARD EBKIDS	\$12.96
02/20/26	V1008110	Electronic Wire Transfer	430 INSTR MATERIALS	400 Supplies & Materials	PC0055	US BANK CARD INDIAN	\$1,394.86
02/20/26	V1008121	Electronic Wire Transfer	430 INSTR MATERIALS	400 Supplies & Materials	PC0038	US BANK CARD LIAVAN	\$588.51
02/20/26	V1008124	Electronic Wire Transfer	430 INSTR MATERIALS	400 Supplies & Materials	PC0039	US BANK CARD MDURAN	\$949.05
02/20/26	V1008126	Electronic Wire Transfer	430 INSTR MATERIALS	400 Supplies & Materials	PC0084	US BANK CARD MNEWEL	\$562.38
02/20/26	V1008127	Electronic Wire Transfer	430 INSTR MATERIALS	400 Supplies & Materials	PC0101	US BANK CARD NSCHRO	\$343.16
02/20/26	V1008128	Electronic Wire Transfer	430 INSTR MATERIALS	400 Supplies & Materials	PC0091	US BANK CARD OAKKID	\$75.33
02/20/26	V1008130	Electronic Wire Transfer	430 INSTR MATERIALS	400 Supplies & Materials	PC0107	US BANK CARD PURCHS	\$393.97
02/20/26	V1008131	Electronic Wire Transfer	430 INSTR MATERIALS	400 Supplies & Materials	PC0081	US BANK CARD PURCHA	\$15,933.78
02/20/26	V1008133	Electronic Wire Transfer	430 INSTR MATERIALS	400 Supplies & Materials	PC0017	US BANK CARD PURCHD	\$0.41
02/20/26	V1008134	Electronic Wire Transfer	430 INSTR MATERIALS	400 Supplies & Materials	PC0074	US BANK CARD PURCHG	\$1,058.97
02/20/26	V1008135	Electronic Wire Transfer	430 INSTR MATERIALS	400 Supplies & Materials	PC006	US BANK CARD PURCHO	\$7,139.98
02/20/26	V1008136	Electronic Wire Transfer	430 INSTR MATERIALS	400 Supplies & Materials	PC0104	US BANK CARD RWALTO	\$725.82
02/20/26	V1008142	Electronic Wire Transfer	430 INSTR MATERIALS	400 Supplies & Materials	PC0093	US BANK CARD WVRKID	\$176.92
02/20/26	V5032522	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E25957	JESSICA A DUNHAM	\$38.84
02/20/26	V5032528	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E20893	ELIZABETH A EERNISS	\$46.80
02/20/26	V5032532	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E17542	THERESA K ERTEL	\$20.43
02/20/26	V5032611	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E12315	KRISTINE L KAMPA	\$26.16
02/20/26	V5032621	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E22117	DONNA M KLOCHE	\$85.29
02/20/26	V5032624	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E23491	JENNIFER A KNUTSEN	\$27.65
02/20/26	V5032625	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E18706	COURTNEY ANN KNUTSO	\$24.00
02/20/26	V5032660	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E23525	JACOB L MANDERS	\$168.73
02/20/26	V5032747	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E29053	MELISSA A SCHOOLEY	\$41.96
02/20/26	V5032781	Employee Reimbursement	430 INSTR MATERIALS	400 Supplies & Materials	E19902	BRENDA J TIBER	\$62.38
02/25/26	742307	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	F5039	BUTLER, DORI HILLES	\$200.00
02/25/26	742316	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	53998	ECKROTH MUSIC CO	\$14.99
02/25/26	742343	Vendor Check	430 INSTR MATERIALS	400 Supplies & Materials	D3842	LAKES COUNTRY SERVI	\$670.00
02/25/26	P406894	Epayable	430 INSTR MATERIALS	400 Supplies & Materials	08889	BARNES & NOBLE	\$127.80
02/25/26	P406896	Epayable	430 INSTR MATERIALS	400 Supplies & Materials	F5616	CUB FOODS BROOKLYN	\$36.51
02/25/26	P406897	Epayable	430 INSTR MATERIALS	400 Supplies & Materials	A3975	CUB FOODS MAPLE GRO	\$138.00
02/25/26	P406898	Epayable	430 INSTR MATERIALS	400 Supplies & Materials	18410	CUSTOM INK	\$637.50
02/25/26	P406903	Epayable	430 INSTR MATERIALS	400 Supplies & Materials	00351	SCHMITT MUSIC	\$165.27
02/25/26	P406905	Epayable	430 INSTR MATERIALS	400 Supplies & Materials	00390	TOLL GAS & WELDING	\$13.64
02/25/26	V8014082	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	09479	BLICK ART MATERIALS	\$122.94
02/25/26	V8014084	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	03211	BSN SPORTS LLC	\$1,113.00
02/25/26	V8014098	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	00188	GOPHER SPORT	\$1,010.59
02/25/26	V8014100	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	00193	GROTH MUSIC COMPANY	\$345.80
02/25/26	V8014109	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	08106	JW PEPPER	\$178.98
02/25/26	V8014115	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	00273	MINNESOTA CLAY	\$288.74
02/25/26	V8014119	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	04864	PIONEER DRAMA SERVI	\$232.50
02/25/26	V8014121	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	02381	REALLY GOOD STUFF	\$186.16
02/25/26	V8014133	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	00392	TRANS-MISSISSIPPI B	\$233.90
02/25/26	V8014134	Vendor ACH	430 INSTR MATERIALS	400 Supplies & Materials	00533	US AWARDS	\$45.50
02/04/26	742010	Vendor Check	433 INDIV INSTR MATERIAL	400 Supplies & Materials	07513	MENARDS BROOKLYN PA	\$42.45

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/04/26	V8013883	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	01359	WILSON LANGUAGE TRA	\$138.24
02/05/26	V5032356	Employee Reimbursement	433 INDIV INSTR MATERIAL	400 Supplies & Materials	E20770	JOANNE M BAUERLY	\$27.77
02/11/26	V8013946	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	06538	LAKESHORE LEARNING	\$41.00
02/11/26	V8013975	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	52245	SCHOOL SPECIALTY LL	\$99.75
02/11/26	V8013988	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	01359	WILSON LANGUAGE TRA	\$332.64
02/18/26	742257	Vendor Check	433 INDIV INSTR MATERIAL	400 Supplies & Materials	00475	NCS PEARSON INC	\$1,058.75
02/18/26	P406886	Epayable	433 INDIV INSTR MATERIAL	400 Supplies & Materials	A3975	CUB FOODS MAPLE GRO	\$20.08
02/18/26	V8014031	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	06538	LAKESHORE LEARNING	\$1,423.07
02/20/26	V1008113	Electronic Wire Transfer	433 INDIV INSTR MATERIAL	400 Supplies & Materials	PC0054	US BANK CARD JNEUMA	\$2,208.89
02/20/26	V1008121	Electronic Wire Transfer	433 INDIV INSTR MATERIAL	400 Supplies & Materials	PC0038	US BANK CARD LIAVAN	\$255.46
02/20/26	V1008124	Electronic Wire Transfer	433 INDIV INSTR MATERIAL	400 Supplies & Materials	PC0039	US BANK CARD MDURAN	\$538.01
02/20/26	V1008126	Electronic Wire Transfer	433 INDIV INSTR MATERIAL	400 Supplies & Materials	PC0084	US BANK CARD MNEWEL	\$1,561.44
02/20/26	V1008129	Electronic Wire Transfer	433 INDIV INSTR MATERIAL	400 Supplies & Materials	PC0086	US BANK CARD OECPRO	\$461.68
02/20/26	V1008131	Electronic Wire Transfer	433 INDIV INSTR MATERIAL	400 Supplies & Materials	PC0081	US BANK CARD PURCHA	\$4,599.22
02/20/26	V1008132	Electronic Wire Transfer	433 INDIV INSTR MATERIAL	400 Supplies & Materials	PC009	US BANK CARD PURCHB	\$59.99
02/20/26	V1008134	Electronic Wire Transfer	433 INDIV INSTR MATERIAL	400 Supplies & Materials	PC0074	US BANK CARD PURCHG	\$108.92
02/20/26	V1008135	Electronic Wire Transfer	433 INDIV INSTR MATERIAL	400 Supplies & Materials	PC006	US BANK CARD PURCHO	\$419.32
02/20/26	V1008138	Electronic Wire Transfer	433 INDIV INSTR MATERIAL	400 Supplies & Materials	PC0020	US BANK CARD SSVCS	\$50.00
02/20/26	V5032653	Employee Reimbursement	433 INDIV INSTR MATERIAL	400 Supplies & Materials	E28945	NICOLE M LUCAS	\$90.00
02/20/26	V5032786	Employee Reimbursement	433 INDIV INSTR MATERIAL	400 Supplies & Materials	E18211	LISA ANN TRUNK	\$33.54
02/25/26	742354	Vendor Check	433 INDIV INSTR MATERIAL	400 Supplies & Materials	07513	MENARDS BROOKLYN PA	\$138.46
02/25/26	742375	Vendor Check	433 INDIV INSTR MATERIAL	400 Supplies & Materials	54877	SHINE EARLY LEARNIN	\$472.64
02/25/26	V8014098	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	00188	GOPHER SPORT	\$222.13
02/25/26	V8014135	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	53784	VENTRIS LEARNING LL	\$90.00
02/25/26	V8014137	Vendor ACH	433 INDIV INSTR MATERIAL	400 Supplies & Materials	09731	WESTERN PSYCHOLOGIC	\$801.80
02/04/26	742061	Vendor Check	440 FUEL	400 Supplies & Materials	53992	WEX BANK	\$2,966.25
02/04/26	742064	Vendor Check	440 FUEL	400 Supplies & Materials	F6322	WORLD FUEL SERVICES	\$19,724.12
02/18/26	742280	Vendor Check	440 FUEL	400 Supplies & Materials	F6322	WORLD FUEL SERVICES	\$21,100.22
02/20/26	V1008123	Electronic Wire Transfer	440 FUEL	400 Supplies & Materials	PC0022	US BANK CARD MAINT	\$468.76
02/20/26	V1008115	Electronic Wire Transfer	444 REPAIR SUPPLY - VEHICLES	400 Supplies & Materials	PC0023	US BANK CARD JSCHLO	\$229.38
02/04/26	V8013845	Vendor ACH	450 MATERIALS - RESALE	400 Supplies & Materials	54585	HARDWOODS SPECIALTY	\$169.20
02/04/26	V8013831	Vendor ACH	455 NON-INSTRUCT TECH SUPPLY	400 Supplies & Materials	54537	CDW GOVERNMENT	\$653.20
02/11/26	V8013904	Vendor ACH	455 NON-INSTRUCT TECH SUPPLY	400 Supplies & Materials	54537	CDW GOVERNMENT	\$116.70
02/18/26	V8013998	Vendor ACH	455 NON-INSTRUCT TECH SUPPLY	400 Supplies & Materials	15800	B & H PHOTOVIDEO	\$221.05
02/18/26	V8014009	Vendor ACH	455 NON-INSTRUCT TECH SUPPLY	400 Supplies & Materials	54537	CDW GOVERNMENT	\$1,436.23
02/20/26	V1008109	Electronic Wire Transfer	455 NON-INSTRUCT TECH SUPPLY	400 Supplies & Materials	PC0059	US BANK CARD I2T2 D	\$39.00
02/20/26	V1008131	Electronic Wire Transfer	455 NON-INSTRUCT TECH SUPPLY	400 Supplies & Materials	PC0081	US BANK CARD PURCHA	\$360.24
02/20/26	V1008139	Electronic Wire Transfer	455 NON-INSTRUCT TECH SUPPLY	400 Supplies & Materials	PC0105	US BANK CARD TECH D	\$90.88
02/11/26	P406874	Epayable	460 TEXTBOOKS & WORKBOOKS	400 Supplies & Materials	08889	BARNES & NOBLE	\$183.96
02/11/26	V8013951	Vendor ACH	460 TEXTBOOKS & WORKBOOKS	400 Supplies & Materials	16958	MATH LEARNING CENTE	\$153.36
02/18/26	742239	Vendor Check	460 TEXTBOOKS & WORKBOOKS	400 Supplies & Materials	56233	KASSAM, TAYYABA	\$209.42
02/20/26	V1008131	Electronic Wire Transfer	460 TEXTBOOKS & WORKBOOKS	400 Supplies & Materials	PC0081	US BANK CARD PURCHA	\$413.47
02/25/26	742363	Vendor Check	460 TEXTBOOKS & WORKBOOKS	400 Supplies & Materials	53969	O'NEAL, AMANDA	\$265.96
02/25/26	P406894	Epayable	460 TEXTBOOKS & WORKBOOKS	400 Supplies & Materials	08889	BARNES & NOBLE	\$11,317.40
02/25/26	V8014121	Vendor ACH	460 TEXTBOOKS & WORKBOOKS	400 Supplies & Materials	02381	REALLY GOOD STUFF	\$225.63

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/11/26	V8013934	Vendor ACH	465 NON-INSTRUCT TECH DEVICES	400 Supplies & Materials	50776	HM CRAGG	\$564.50
02/20/26	V1008107	Electronic Wire Transfer	465 NON-INSTRUCT TECH DEVICES	400 Supplies & Materials	PC0037	US BANK CARD FOODNU	\$161.43
02/20/26	V1008131	Electronic Wire Transfer	465 NON-INSTRUCT TECH DEVICES	400 Supplies & Materials	PC0081	US BANK CARD PURCHA	\$199.99
02/04/26	V8013831	Vendor ACH	466 INSTRUCTIONAL TECH DEVICE	400 Supplies & Materials	54537	CDW GOVERNMENT	\$1,192.96
02/11/26	V8013904	Vendor ACH	466 INSTRUCTIONAL TECH DEVICE	400 Supplies & Materials	54537	CDW GOVERNMENT	\$1,347.00
02/18/26	V8014009	Vendor ACH	466 INSTRUCTIONAL TECH DEVICE	400 Supplies & Materials	54537	CDW GOVERNMENT	\$1,044.00
02/18/26	V8014021	Vendor ACH	466 INSTRUCTIONAL TECH DEVICE	400 Supplies & Materials	52897	GOPHERMODS LLC	\$249.00
02/20/26	V1008121	Electronic Wire Transfer	466 INSTRUCTIONAL TECH DEVICE	400 Supplies & Materials	PC0038	US BANK CARD LIAVAN	\$1,102.10
02/25/26	V8014072	Vendor ACH	466 INSTRUCTIONAL TECH DEVICE	400 Supplies & Materials	50125	ACER SERVICE CORP	\$23.30
02/25/26	V8014091	Vendor ACH	466 INSTRUCTIONAL TECH DEVICE	400 Supplies & Materials	54641	CHROMEBOOKPARTS.COM	\$1,185.00
02/04/26	741968	Vendor Check	470 MEDIA RESOURCES	400 Supplies & Materials	55485	FLUTTERBEE EDUCATIO	\$477.54
02/04/26	P406859	Epayable	470 MEDIA RESOURCES	400 Supplies & Materials	08889	BARNES & NOBLE	\$10.50
02/04/26	V8013857	Vendor ACH	470 MEDIA RESOURCES	400 Supplies & Materials	08509	MACKIN EDUCATIONAL	\$23.90
02/11/26	742105	Vendor Check	470 MEDIA RESOURCES	400 Supplies & Materials	55485	FLUTTERBEE EDUCATIO	\$1,530.52
02/11/26	P406874	Epayable	470 MEDIA RESOURCES	400 Supplies & Materials	08889	BARNES & NOBLE	\$1,497.56
02/11/26	V8013919	Vendor ACH	470 MEDIA RESOURCES	400 Supplies & Materials	53033	FOLLETT CONTENT SOL	\$558.44
02/11/26	V8013949	Vendor ACH	470 MEDIA RESOURCES	400 Supplies & Materials	08509	MACKIN EDUCATIONAL	\$2,092.01
02/18/26	V8014017	Vendor ACH	470 MEDIA RESOURCES	400 Supplies & Materials	53033	FOLLETT CONTENT SOL	\$3,129.64
02/18/26	V8014034	Vendor ACH	470 MEDIA RESOURCES	400 Supplies & Materials	08509	MACKIN EDUCATIONAL	\$3,511.59
02/20/26	V1008131	Electronic Wire Transfer	470 MEDIA RESOURCES	400 Supplies & Materials	PC0081	US BANK CARD PURCHA	\$174.85
02/25/26	V8014095	Vendor ACH	470 MEDIA RESOURCES	400 Supplies & Materials	53033	FOLLETT CONTENT SOL	\$567.19
02/25/26	V8014113	Vendor ACH	470 MEDIA RESOURCES	400 Supplies & Materials	08509	MACKIN EDUCATIONAL	\$4,804.11
02/04/26	741941	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	55984	BAKED LLC	\$1,098.75
02/04/26	741957	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	A0142	COLLEGE TOWN PIZZA	\$34.72
02/04/26	741963	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	56201	ELOUAZE TAKEOUT & C	\$500.00
02/04/26	741971	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	A0232	GODFATHER'S PIZZA	\$1,257.13
02/04/26	741975	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	A1926	HENNEPIN COUNTY TRE	\$100.00
02/04/26	P406862	Epayable	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	A3975	CUB FOODS MAPLE GRO	\$96.33
02/04/26	V8013862	Vendor ACH	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	50455	PANERA BREAD COMPAN	\$1,084.28
02/05/26	V5032354	Employee Reimbursement	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	E33529	DIANE M BAGLEY	\$259.74
02/05/26	V5032365	Employee Reimbursement	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	E28203	TRACY N DORN	\$11.96
02/05/26	V5032388	Employee Reimbursement	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	E17364	ANNE TEMPEL JOHNSON	\$165.00
02/05/26	V5032396	Employee Reimbursement	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	E33528	KELLY C LECY	\$19.47
02/05/26	V5032417	Employee Reimbursement	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	E30914	KARLA K RUHR	\$43.39
02/05/26	V5032428	Employee Reimbursement	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	E35988	KELSEY L VAIL	\$58.75
02/05/26	V5032429	Employee Reimbursement	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	E30358	DENISE M WARNER	\$98.00
02/11/26	742165	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	55549	REYES BAR RESTAURAN	\$680.00
02/11/26	P406876	Epayable	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	F5616	CUB FOODS BROOKLYN	\$120.68
02/11/26	P406877	Epayable	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	A3975	CUB FOODS MAPLE GRO	\$1,029.02
02/18/26	742209	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	56178	BARTLETT, KRISTINE	\$206.99
02/18/26	742228	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	A0232	GODFATHER'S PIZZA	\$250.21
02/18/26	742244	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	E28413	SANDRA M LINDBERG	\$22.57
02/18/26	742273	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	51745	SUNDANCE ENTERTAINM	\$1,657.00
02/18/26	P406885	Epayable	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	F5616	CUB FOODS BROOKLYN	\$584.32
02/18/26	P406886	Epayable	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	A3975	CUB FOODS MAPLE GRO	\$1,075.82

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/18/26	V8014019	Vendor ACH	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	53813	GOLD MEDAL MINNEAPO	\$336.50
02/18/26	V8014043	Vendor ACH	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	50455	PANERA BREAD COMPAN	\$892.96
02/20/26	V1008100	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0098	US BANK CARD DLTLOP	\$8,881.49
02/20/26	V1008103	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0080	US BANK CARD ELPROG	\$378.79
02/20/26	V1008104	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0051	US BANK CARD EQUITY	\$1,341.85
02/20/26	V1008105	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0049	US BANK CARD EXIONG	\$927.95
02/20/26	V1008106	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0060	US BANK CARD FACE	\$1,743.82
02/20/26	V1008108	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0010	US BANK CARD HRDEPT	\$423.88
02/20/26	V1008109	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0059	US BANK CARD I2T2 D	\$192.93
02/20/26	V1008110	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0055	US BANK CARD INDIAN	\$2,102.27
02/20/26	V1008111	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0076	US BANK CARD JMACCA	\$496.37
02/20/26	V1008112	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0061	US BANK CARD JMORST	\$55.52
02/20/26	V1008113	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0054	US BANK CARD JNEUMA	\$2,603.42
02/20/26	V1008116	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0083	US BANK CARD JWYNN	\$165.00
02/20/26	V1008117	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0078	US BANK CARD KHIEL	\$1,572.08
02/20/26	V1008118	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0026	US BANK CARD KIDSTO	\$620.40
02/20/26	V1008120	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0012	US BANK CARD LFOSTE	\$2,185.57
02/20/26	V1008121	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0038	US BANK CARD LIAVAN	\$243.84
02/20/26	V1008122	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0073	US BANK CARD LJOHNS	\$1,089.92
02/20/26	V1008125	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0103	US BANK CARD MLOBER	\$241.92
02/20/26	V1008126	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0084	US BANK CARD MNEWEL	\$147.80
02/20/26	V1008129	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0086	US BANK CARD OECPRO	\$150.92
02/20/26	V1008131	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0081	US BANK CARD PURCHA	\$1,374.60
02/20/26	V1008132	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC009	US BANK CARD PURCHB	\$1,080.72
02/20/26	V1008133	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0017	US BANK CARD PURCHD	\$518.05
02/20/26	V1008137	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0106	US BANK CARD SLINDB	\$211.50
02/20/26	V1008138	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0020	US BANK CARD SSVCS	\$349.10
02/20/26	V1008140	Electronic Wire Transfer	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	PC0035	US BANK CARD TSCHRE	\$199.48
02/20/26	V5032533	Employee Reimbursement	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	E23359	JONATHAN EVERSOLL	\$157.94
02/20/26	V5032572	Employee Reimbursement	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	E34364	YER HER	\$155.17
02/20/26	V5032583	Employee Reimbursement	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	E20055	DEBORAH L HUGHES	\$237.92
02/20/26	V5032623	Employee Reimbursement	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	E33587	THARON J KNOWLTON	\$44.97
02/20/26	V5032732	Employee Reimbursement	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	E18207	ALLISON M RICHTER	\$112.09
02/25/26	742313	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	A0142	COLLEGE TOWN PIZZA	\$381.12
02/25/26	742324	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	A0232	GODFATHER'S PIZZA	\$105.92
02/25/26	742325	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	A0232	GODFATHER'S PIZZA	\$350.35
02/25/26	742383	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	15454	ST VINCENT DE PAUL	\$1,672.20
02/25/26	742392	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	50315	TWINS CATERING/RUN	\$3,268.30
02/25/26	742393	Vendor Check	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	50315	TWINS CATERING/RUN	\$895.00
02/25/26	P406896	Epayable	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	F5616	CUB FOODS BROOKLYN	\$186.67
02/25/26	P406897	Epayable	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	A3975	CUB FOODS MAPLE GRO	\$107.12
02/25/26	V8014093	Vendor ACH	490 FOOD/FOOD FROM WAREHOUSE	400 Supplies & Materials	F3528	DAILY DOSE CAFE ESP	\$1,394.85
02/11/26	V8013980	Vendor ACH	495 MILK	400 Supplies & Materials	50992	ST PAUL BEVERAGE SO	\$49,820.60
02/04/26	P406868	Epayable	497 FOOD - NON-WAREHOUSE	400 Supplies & Materials	00228	KARLSBURGER FOODS I	\$644.11
02/11/26	P406880	Epayable	497 FOOD - NON-WAREHOUSE	400 Supplies & Materials	00228	KARLSBURGER FOODS I	\$1,478.31

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/11/26	P406882	Epayable	497 FOOD - NON-WAREHOUSE	400 Supplies & Materials	05778	PAN O GOLD BAKING C	\$13,328.46
02/11/26	V8013892	Vendor ACH	497 FOOD - NON-WAREHOUSE	400 Supplies & Materials	03011	BAYFIELD FRUIT COMP	\$13,746.00
02/11/26	V8013937	Vendor ACH	497 FOOD - NON-WAREHOUSE	400 Supplies & Materials	F6278	INDIANHEAD FOODSERV	\$634,937.82
02/18/26	P406886	Epayable	497 FOOD - NON-WAREHOUSE	400 Supplies & Materials	A3975	CUB FOODS MAPLE GRO	\$104.55
02/18/26	P406889	Epayable	497 FOOD - NON-WAREHOUSE	400 Supplies & Materials	00228	KARLSBURGER FOODS I	\$465.57
02/25/26	P406901	Epayable	497 FOOD - NON-WAREHOUSE	400 Supplies & Materials	00228	KARLSBURGER FOODS I	\$189.11
400 Supplies & Materials Subtotal							\$1,214,116.88
02/18/26	742206	Vendor Check	502 APPAREL	500 Capital Expenditures	06966	ALL STAR SPORTS INC	\$1,314.00
02/18/26	742265	Vendor Check	502 APPAREL	500 Capital Expenditures	53839	RUDIS	\$2,006.25
02/18/26	V8014003	Vendor ACH	502 APPAREL	500 Capital Expenditures	03211	BSN SPORTS LLC	\$8,460.00
02/25/26	V8014125	Vendor ACH	502 APPAREL	500 Capital Expenditures	53442	SCHUTT SPORTS LLC	\$3,921.58
02/11/26	V8013947	Vendor ACH	511 SITE IMPROVEMENTS	500 Capital Expenditures	17808	LARSON ENGINEERING	\$2,604.00
02/04/26	742044	Vendor Check	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	56172	SHERMAN LUMBER INC	\$23,000.00
02/04/26	742058	Vendor Check	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	56120	VEHICLE SERVICE GRO	\$70,587.60
02/04/26	P406871	Epayable	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	02314	TRANE	\$3,548.34
02/04/26	V8013822	Vendor ACH	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	50088	AID ELECTRIC CORPOR	\$2,137.00
02/04/26	V8013834	Vendor ACH	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	16375	EBERT CONSTRUCTION	\$26,002.27
02/11/26	742167	Vendor Check	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	F5353	ROCHON CORPORATION	\$133,646.40
02/11/26	V8013899	Vendor ACH	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	15278	BRAUN INTERTEC CORP	\$4,354.00
02/11/26	V8013935	Vendor ACH	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	53089	ICS CONSULTING LLC	\$17,465.77
02/11/26	V8013969	Vendor ACH	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	05024	PRO-TEC DESIGN	\$5,108.17
02/11/26	V8013975	Vendor ACH	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	52245	SCHOOL SPECIALTY LL	\$3,199.12
02/11/26	V8013990	Vendor ACH	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	F5448	WOLD ARCHITECTS AND	\$157,812.88
02/18/26	742240	Vendor Check	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	56102	KNB CONTRACTING	\$119,691.01
02/18/26	V8014012	Vendor ACH	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	50804	DART PORTABLE STORA	\$130.00
02/18/26	V8014014	Vendor ACH	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	16375	EBERT CONSTRUCTION	\$4,000,101.51
02/18/26	V8014022	Vendor ACH	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	16037	H & B SPECIALIZED P	\$249,379.00
02/18/26	V8014025	Vendor ACH	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	53089	ICS CONSULTING LLC	\$18,961.05
02/18/26	V8014062	Vendor ACH	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	55702	W GOHMAN CONSTRUCTI	\$1,697,580.00
02/20/26	V1008132	Electronic Wire Transfer	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	PC009	US BANK CARD PURCHB	\$2,430.26
02/25/26	742302	Vendor Check	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	56255	BRENNAN CONSTRUCTIO	\$63,410.87
02/25/26	742328	Vendor Check	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	F4750	HALLBERG ENGINEERIN	\$1,350.00
02/25/26	V8014106	Vendor ACH	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	07766	INSTITUTE FOR ENVIR	\$9,131.89
02/25/26	V8014108	Vendor ACH	520 BLDG ACQUISTION OR CONST	500 Capital Expenditures	54008	JORGENSEN CONSTRUCT	\$22,795.16
02/04/26	742055	Vendor Check	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	55937	TWELL ENVIRONMENTAL	\$13,047.15
02/04/26	P406871	Epayable	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	02314	TRANE	\$1,007.69
02/04/26	V8013822	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	50088	AID ELECTRIC CORPOR	\$296.00
02/04/26	V8013834	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	16375	EBERT CONSTRUCTION	\$4,358.41
02/04/26	V8013851	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	52611	JOHNSON CONTROLS FI	\$11,335.38
02/04/26	V8013873	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	18493	SHERWIN-WILLIAMS CO	\$238.05
02/04/26	V8013881	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	18053	VCI ENVIRONMENTAL I	\$77,419.25
02/11/26	742086	Vendor Check	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	56095	CARLETON COMPANIES,	\$36,578.80
02/11/26	742091	Vendor Check	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	55173	CUMMINS SALES AND S	\$1,481.20
02/11/26	742123	Vendor Check	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	55531	JOHN A DAL SIN & SON	\$602,336.76
02/11/26	742136	Vendor Check	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	09944	MAPLE GROVE, CITY O	\$10,960.31

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/11/26	742167	Vendor Check	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	F5353	ROCHON CORPORATION	\$157,065.50
02/11/26	V8013935	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	53089	ICS CONSULTING LLC	\$215,040.98
02/11/26	V8013939	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	52611	JOHNSON CONTROLS FI	\$131.25
02/11/26	V8013952	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	53723	MCDOWALL COMPANY	\$457,375.47
02/11/26	V8013954	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	18100	MEI TOTAL ELEVATOR	\$3,164.00
02/11/26	V8013976	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	18493	SHERWIN-WILLIAMS CO	\$1,158.03
02/11/26	V8013989	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	08835	WL HALL COMPANY	\$872.50
02/11/26	V8013990	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	F5448	WOLD ARCHITECTS AND	\$242,332.51
02/18/26	742214	Vendor Check	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	54899	BUDGET BLINDS	\$24,194.98
02/18/26	742237	Vendor Check	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	55531	JOHN A DALSIN & SON	\$415,956.00
02/18/26	742240	Vendor Check	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	56102	KNB CONTRACTING	\$119,691.00
02/18/26	V8013995	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	50088	AID ELECTRIC CORPOR	\$792.00
02/18/26	V8014025	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	53089	ICS CONSULTING LLC	\$217,905.86
02/18/26	V8014029	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	52611	JOHNSON CONTROLS FI	\$8,457.64
02/18/26	V8014056	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	18493	SHERWIN-WILLIAMS CO	\$92.54
02/18/26	V8014062	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	55702	W GOHMAN CONSTRUCTI	\$337,966.00
02/25/26	742297	Vendor Check	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	08178	ATS&R	\$6,439.35
02/25/26	742301	Vendor Check	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	56255	BRENNAN CONSTRUCTIO	\$6,336.23
02/25/26	742305	Vendor Check	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	54899	BUDGET BLINDS	\$4,920.00
02/25/26	742328	Vendor Check	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	F4750	HALLBERG ENGINEERIN	\$5,412.50
02/25/26	742339	Vendor Check	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	55531	JOHN A DALSIN & SON	\$67,276.94
02/25/26	742351	Vendor Check	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	09944	MAPLE GROVE, CITY O	\$5,878.20
02/25/26	742368	Vendor Check	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	F5353	ROCHON CORPORATION	\$7,928.93
02/25/26	742373	Vendor Check	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	09122	SCHWAB-VOLLHABER-LU	\$198,977.00
02/25/26	P406906	Epayable	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	02314	TRANE	\$365.70
02/25/26	P406907	Epayable	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	18228	TREMCO/WEATHERPROOF	\$11,679.90
02/25/26	V8014106	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	07766	INSTITUTE FOR ENVIR	\$19,940.71
02/25/26	V8014107	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	52611	JOHNSON CONTROLS FI	\$4,432.57
02/25/26	V8014108	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	54008	JORGENSON CONSTRUCT	\$3,717.87
02/25/26	V8014126	Vendor ACH	522 BUILDING IMPROVEMENTS	500 Capital Expenditures	18493	SHERWIN-WILLIAMS CO	\$634.34
02/04/26	741947	Vendor Check	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	00069	BRIN GLASS COMPANY	\$211.44
02/04/26	742010	Vendor Check	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	07513	MENARDS BROOKLYN PA	\$193.57
02/04/26	P406861	Epayable	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	03579	COMMERCIAL DOOR SYS	\$2,845.00
02/04/26	V8013822	Vendor ACH	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	50088	AID ELECTRIC CORPOR	\$2,582.48
02/04/26	V8013829	Vendor ACH	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	54018	CAROLINA COVERTECH	\$6,334.69
02/04/26	V8013875	Vendor ACH	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	08598	SOUTHPAW ENTERPRISE	\$14.40
02/04/26	V8013884	Vendor ACH	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	08835	WL HALL COMPANY	\$2,887.50
02/11/26	742082	Vendor Check	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	00069	BRIN GLASS COMPANY	\$265.96
02/11/26	P406878	Epayable	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	01841	ELECTRIC MOTOR REPA	\$147.00
02/11/26	V8013904	Vendor ACH	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	54537	CDW GOVERNMENT	\$640.84
02/11/26	V8013930	Vendor ACH	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	16037	H & B SPECIALIZED P	\$3,771.00
02/11/26	V8013989	Vendor ACH	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	08835	WL HALL COMPANY	\$9,170.05
02/11/26	V8013991	Vendor ACH	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	51331	ZARNOTH BRUSH WORKS	\$5,147.30
02/18/26	P406887	Epayable	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	01841	ELECTRIC MOTOR REPA	\$3,045.89
02/18/26	V8014009	Vendor ACH	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	54537	CDW GOVERNMENT	\$1,602.10

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/18/26	V8014022	Vendor ACH	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	16037	H & B SPECIALIZED P	\$1,950.00
02/25/26	742354	Vendor Check	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	07513	MENARDS BROOKLYN PA	\$74.38
02/25/26	V8014094	Vendor ACH	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	15834	FERGUSON ENTERPRISE	\$2,520.56
02/25/26	V8014102	Vendor ACH	530 REPLACEMENT EQUIPMENT	500 Capital Expenditures	16037	H & B SPECIALIZED P	\$1,200.00
02/11/26	V8013903	Vendor ACH	534 FURNITURE	500 Capital Expenditures	08838	BUSINESS ESSENTIALS	\$3,312.13
02/11/26	V8013938	Vendor ACH	534 FURNITURE	500 Capital Expenditures	17401	INNOVATIVE OFFICE S	\$12,441.58
02/18/26	V8014007	Vendor ACH	534 FURNITURE	500 Capital Expenditures	08838	BUSINESS ESSENTIALS	\$9,856.66
02/18/26	V8014027	Vendor ACH	534 FURNITURE	500 Capital Expenditures	17401	INNOVATIVE OFFICE S	\$15,054.46
02/04/26	P406870	Epayable	540 EQUIPMENT	500 Capital Expenditures	00351	SCHMITT MUSIC	\$2,524.00
02/11/26	P406884	Epayable	540 EQUIPMENT	500 Capital Expenditures	00351	SCHMITT MUSIC	\$2,360.00
02/11/26	V8013926	Vendor ACH	540 EQUIPMENT	500 Capital Expenditures	00188	GOPHER SPORT	\$978.11
02/11/26	V8013930	Vendor ACH	540 EQUIPMENT	500 Capital Expenditures	16037	H & B SPECIALIZED P	\$537.50
02/11/26	V8013985	Vendor ACH	540 EQUIPMENT	500 Capital Expenditures	07819	WEST MUSIC	\$67.00
02/20/26	V1008121	Electronic Wire Transfer	540 EQUIPMENT	500 Capital Expenditures	PC0038	US BANK CARD LIAVAN	\$1,619.00
02/20/26	V1008124	Electronic Wire Transfer	540 EQUIPMENT	500 Capital Expenditures	PC0039	US BANK CARD MDURAN	\$748.00
02/20/26	V1008130	Electronic Wire Transfer	540 EQUIPMENT	500 Capital Expenditures	PC0107	US BANK CARD PURCHS	\$5,730.00
02/20/26	V1008131	Electronic Wire Transfer	540 EQUIPMENT	500 Capital Expenditures	PC0081	US BANK CARD PURCHA	\$255.75
02/25/26	742352	Vendor Check	540 EQUIPMENT	500 Capital Expenditures	56252	MASCOTTE+ LLC	\$10,000.00
02/25/26	742389	Vendor Check	540 EQUIPMENT	500 Capital Expenditures	56253	THINK DIGITAL SIGNS	\$16,425.00
02/25/26	P406903	Epayable	540 EQUIPMENT	500 Capital Expenditures	00351	SCHMITT MUSIC	\$1,769.00
02/25/26	V8014078	Vendor ACH	540 EQUIPMENT	500 Capital Expenditures	15800	B & H PHOTOVIDEO	\$188.43
02/18/26	742230	Vendor Check	555 NONINSTRUCT TECH HARDWARE	500 Capital Expenditures	08395	GRAYBAR ELECTRIC CO	\$6,515.84
02/25/26	V8014105	Vendor ACH	555 NONINSTRUCT TECH HARDWARE	500 Capital Expenditures	15872	IDENTISYS INC	\$7,312.65
500 Capital Expenditures Subtotal							\$10,097,622.90
02/04/26	742021	Vendor Check	820 DUES, MEMBERSHIPS, FEES	800 Other Expenses	08486	MN STATE HIGH SCHOO	\$3,500.00
02/20/26	V1008093	Electronic Wire Transfer	820 DUES, MEMBERSHIPS, FEES	800 Other Expenses	PC001	US BANK CARD BSADMI	\$390.00
02/20/26	V1008107	Electronic Wire Transfer	820 DUES, MEMBERSHIPS, FEES	800 Other Expenses	PC0037	US BANK CARD FOODNU	\$473.00
02/20/26	V1008108	Electronic Wire Transfer	820 DUES, MEMBERSHIPS, FEES	800 Other Expenses	PC0010	US BANK CARD HRDEPT	\$2,150.33
02/20/26	V1008117	Electronic Wire Transfer	820 DUES, MEMBERSHIPS, FEES	800 Other Expenses	PC0078	US BANK CARD KHIEL	\$1,125.00
02/20/26	V1008121	Electronic Wire Transfer	820 DUES, MEMBERSHIPS, FEES	800 Other Expenses	PC0038	US BANK CARD LIAVAN	\$203.00
02/20/26	V1008138	Electronic Wire Transfer	820 DUES, MEMBERSHIPS, FEES	800 Other Expenses	PC0020	US BANK CARD SSVCS	\$644.00
02/20/26	V5032548	Employee Reimbursement	820 DUES, MEMBERSHIPS, FEES	800 Other Expenses	E28017	MELANIE M GATES	\$50.63
02/18/26	V8014041	Vendor ACH	894 CLEARING	800 Other Expenses	F5151	NORTHSTAR BUS LINES	\$160.00
02/27/26	V1008147	Electronic Wire Transfer	896 TAXES	800 Other Expenses	A0040	MN DEPT OF REVENUE	\$256.00
02/11/26	742137	Vendor Check	899 MISCELLANEOUS EXPENSE	800 Other Expenses	56224	MCCARTHY, LORI	\$1,328.55
02/11/26	742170	Vendor Check	899 MISCELLANEOUS EXPENSE	800 Other Expenses	E36002	ANNE M ROSS	\$1,445.91
800 Other Expenses Subtotal							\$11,726.42
02/18/26	742274	Vendor Check	218 TRA	Payroll, Benefits, Investments, Etc.	A0559	TEACHER RETIREMENT	\$5,561.04
02/20/26	V1008066	Electronic Wire Transfer	218 TRA	Payroll, Benefits, Investments, Etc.	A0559	TEACHER RETIREMENT	-\$343.36
02/05/26	V5032418	Employee Reimbursement	220 EMPLOYEE INSURANCE	Payroll, Benefits, Investments, Etc.	E16608	JANE S RUOHONIEMI	\$2,820.62
02/11/26	V8013958	Vendor ACH	220 EMPLOYEE INSURANCE	Payroll, Benefits, Investments, Etc.	50900	MRI SOFTWARE LLC	\$2.00
02/18/26	742253	Vendor Check	220 EMPLOYEE INSURANCE	Payroll, Benefits, Investments, Etc.	C0183	MN PEIP	\$109,432.90
02/18/26	V8013999	Vendor ACH	220 EMPLOYEE INSURANCE	Payroll, Benefits, Investments, Etc.	52811	BENEFIT EXTRAS INC	\$1,878.00
02/18/26	V8014045	Vendor ACH	220 EMPLOYEE INSURANCE	Payroll, Benefits, Investments, Etc.	54536	PAYDHEALTH	\$4,237.45
02/27/26	V1008144	Electronic Wire Transfer	220 EMPLOYEE INSURANCE	Payroll, Benefits, Investments, Etc.	54584	MEDIMPACT HEALTHCAR	\$167,911.75

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/27/26	V1008145	Electronic Wire Transfer	220 EMPLOYEE INSURANCE	Payroll, Benefits, Investments, Etc.	54208	UMR, INC	\$711,485.71
02/27/26	V1008143	Electronic Wire Transfer	235 DENTAL	Payroll, Benefits, Investments, Etc.	A0256	DELTA DENTAL PLAN	\$202,794.33
02/27/26	V1008146	Electronic Wire Transfer	251 EMPLOYER HLTH SAVINGS ACT	Payroll, Benefits, Investments, Etc.	C0220	HEALTHQUITY INC	\$2,359.00
02/18/26	742268	Vendor Check	270 WORKERS COMPENSATION	Payroll, Benefits, Investments, Etc.	F3525	SFM	\$102,984.00
02/04/26	741962	Vendor Check	790 OTHER DEBT SERVICE	Payroll, Benefits, Investments, Etc.	D6164	EHLERS & ASSOCIATES	\$6,625.00
02/05/26	V1008054	Electronic Wire Transfer	A101.01 CASH PAYROLL	Payroll, Benefits, Investments, Etc.	C0215	US BANK PR	\$6,466,695.96
02/20/26	V1008068	Electronic Wire Transfer	A101.01 CASH PAYROLL	Payroll, Benefits, Investments, Etc.	C0215	US BANK PR	\$6,790,091.60
02/27/26	V1008148	Electronic Wire Transfer	A104.00 INVESTMENTS	Payroll, Benefits, Investments, Etc.	00588	MSDLAF	\$499,601.50
02/27/26	V1008149	Electronic Wire Transfer	A104.00 INVESTMENTS	Payroll, Benefits, Investments, Etc.	00588	MSDLAF	\$9,931,400.00
02/11/26	V8013924	Vendor ACH	A130.00 INVENTORY - SUPPLIES	Payroll, Benefits, Investments, Etc.	53813	GOLD MEDAL MINNEAPO	\$911.00
02/11/26	V8013974	Vendor ACH	A130.00 INVENTORY - SUPPLIES	Payroll, Benefits, Investments, Etc.	00355	SCHOOL HEALTH CORPO	\$1,632.20
02/18/26	V8014054	Vendor ACH	A130.00 INVENTORY - SUPPLIES	Payroll, Benefits, Investments, Etc.	00355	SCHOOL HEALTH CORPO	\$672.40
02/20/26	V1008135	Electronic Wire Transfer	A130.00 INVENTORY - SUPPLIES	Payroll, Benefits, Investments, Etc.	PC006	US BANK CARD PURCHO	\$11,419.60
02/25/26	P406902	Epayable	A130.00 INVENTORY - SUPPLIES	Payroll, Benefits, Investments, Etc.	51303	LINDENMEYR MUNROE	\$28,350.00
02/18/26	V8014027	Vendor ACH	A130.05 INVENTORY - CAPITAL	Payroll, Benefits, Investments, Etc.	17401	INNOVATIVE OFFICE S	\$2,542.44
02/18/26	V8014055	Vendor ACH	A130.05 INVENTORY - CAPITAL	Payroll, Benefits, Investments, Etc.	52245	SCHOOL SPECIALTY LL	\$1,497.08
02/04/26	V8013876	Vendor ACH	A130.81 INVENTORY - CUSTODIAL	Payroll, Benefits, Investments, Etc.	22117	SPECIALTY SOLUTIONS	\$9,613.80
02/20/26	V1008132	Electronic Wire Transfer	A130.81 INVENTORY - CUSTODIAL	Payroll, Benefits, Investments, Etc.	PC009	US BANK CARD PURCHB	\$25,622.64
02/25/26	742353	Vendor Check	A130.81 INVENTORY - CUSTODIAL	Payroll, Benefits, Investments, Etc.	15866	MCKESSON MED-SURGIC	\$2,615.60
02/05/26	V1008035	Electronic Wire Transfer	L215.01 FED TAX	Payroll, Benefits, Investments, Etc.	17644	INTERNAL REVENUE SE	\$783,991.05
02/20/26	V1008057	Electronic Wire Transfer	L215.01 FED TAX	Payroll, Benefits, Investments, Etc.	17644	INTERNAL REVENUE SE	\$828,733.01
02/05/26	V1008040	Electronic Wire Transfer	L215.02 MN ST TAX	Payroll, Benefits, Investments, Etc.	A0040	MN DEPT OF REVENUE	\$388,520.96
02/20/26	V1008062	Electronic Wire Transfer	L215.02 MN ST TAX	Payroll, Benefits, Investments, Etc.	A0040	MN DEPT OF REVENUE	\$410,277.59
02/05/26	V1008035	Electronic Wire Transfer	L215.03 FICA	Payroll, Benefits, Investments, Etc.	17644	INTERNAL REVENUE SE	\$1,493,367.30
02/20/26	V1008057	Electronic Wire Transfer	L215.03 FICA	Payroll, Benefits, Investments, Etc.	17644	INTERNAL REVENUE SE	\$1,561,862.96
02/05/26	V1008044	Electronic Wire Transfer	L215.04 TRA	Payroll, Benefits, Investments, Etc.	A0559	TEACHER RETIREMENT	\$1,275,418.70
02/20/26	V1008066	Electronic Wire Transfer	L215.04 TRA	Payroll, Benefits, Investments, Etc.	A0559	TEACHER RETIREMENT	\$1,307,995.29
02/05/26	V1008043	Electronic Wire Transfer	L215.05 PERA	Payroll, Benefits, Investments, Etc.	A2972	PUBLIC EMPLOYEES RE	\$435,030.18
02/20/26	V1008065	Electronic Wire Transfer	L215.05 PERA	Payroll, Benefits, Investments, Etc.	A2972	PUBLIC EMPLOYEES RE	\$456,178.16
02/18/26	742253	Vendor Check	L215.06 HEALTH INS EMO	Payroll, Benefits, Investments, Etc.	C0183	MN PEIP	\$3,114,791.96
02/05/26	V1008038	Electronic Wire Transfer	L215.07 TSA	Payroll, Benefits, Investments, Etc.	17645	MET LIFE C/O FASCOR	\$450,919.68
02/05/26	V1008042	Electronic Wire Transfer	L215.07 TSA	Payroll, Benefits, Investments, Etc.	C0060	MNDP	\$78,263.47
02/20/26	V1008060	Electronic Wire Transfer	L215.07 TSA	Payroll, Benefits, Investments, Etc.	17645	MET LIFE C/O FASCOR	\$453,394.70
02/20/26	V1008064	Electronic Wire Transfer	L215.07 TSA	Payroll, Benefits, Investments, Etc.	C0060	MNDP	\$77,510.47
02/05/26	V1008037	Electronic Wire Transfer	L215.08 HEALTH INSURANCE	Payroll, Benefits, Investments, Etc.	C0201	ISD 279 - SELF INS	\$313,530.56
02/20/26	V1008059	Electronic Wire Transfer	L215.08 HEALTH INSURANCE	Payroll, Benefits, Investments, Etc.	C0201	ISD 279 - SELF INS	\$320,886.66
02/05/26	741928	Vendor Check	L215.09 UNION DUES	Payroll, Benefits, Investments, Etc.	C0029	EDUCATION MINNESOTA	\$161.00
02/05/26	741932	Vendor Check	L215.09 UNION DUES	Payroll, Benefits, Investments, Etc.	C0038	MN TEAMSTERS - LOCA	\$8,558.00
02/05/26	741933	Vendor Check	L215.09 UNION DUES	Payroll, Benefits, Investments, Etc.	C0218	NATIONAL DRIVE	\$29.00
02/05/26	V8013816	Vendor ACH	L215.09 UNION DUES	Payroll, Benefits, Investments, Etc.	C0040	EDUCATION MINNESOTA	\$100,639.06
02/05/26	V8013817	Vendor ACH	L215.09 UNION DUES	Payroll, Benefits, Investments, Etc.	C0144	EMO/AESP 31	\$2,146.81
02/05/26	V8013818	Vendor ACH	L215.09 UNION DUES	Payroll, Benefits, Investments, Etc.	C0124	EMO-PARA DUES	\$10,715.31
02/05/26	V8013819	Vendor ACH	L215.09 UNION DUES	Payroll, Benefits, Investments, Etc.	C0192	OSSEO PRINCIPALS AS	\$315.00
02/20/26	742283	Vendor Check	L215.09 UNION DUES	Payroll, Benefits, Investments, Etc.	C0029	EDUCATION MINNESOTA	\$161.00
02/20/26	V8014064	Vendor ACH	L215.09 UNION DUES	Payroll, Benefits, Investments, Etc.	C0040	EDUCATION MINNESOTA	\$100,610.13

CHECK DATE	CHECK NUMBER	PAYMENT TYPE	ACCOUNT DESCRIPTION	SUB ACCOUNT	VENDOR/PAYER NUMBER	NAME	AMOUNT
02/20/26	V8014065	Vendor ACH	L215.09 UNION DUES	Payroll, Benefits, Investments, Etc.	C0144	EMO/AESP 31	\$2,213.91
02/20/26	V8014066	Vendor ACH	L215.09 UNION DUES	Payroll, Benefits, Investments, Etc.	C0124	EMO-PARA DUES	\$10,748.40
02/20/26	V8014067	Vendor ACH	L215.09 UNION DUES	Payroll, Benefits, Investments, Etc.	C0192	OSSEO PRINCIPALS AS	\$315.00
02/20/26	V8014068	Vendor ACH	L215.09 UNION DUES	Payroll, Benefits, Investments, Etc.	C0096	OSSEO SCHOOL NUTRIT	\$115.00
02/05/26	V1008036	Electronic Wire Transfer	L215.16 DENTAL INS	Payroll, Benefits, Investments, Etc.	C0202	ISD 279 - SELF INS	\$87,158.80
02/20/26	V1008058	Electronic Wire Transfer	L215.16 DENTAL INS	Payroll, Benefits, Investments, Etc.	C0202	ISD 279 - SELF INS	\$86,386.56
02/05/26	741936	Vendor Check	L215.19 MISC	Payroll, Benefits, Investments, Etc.	C0037	UNITED WAY OF MPLS	\$560.50
02/05/26	V8013820	Vendor ACH	L215.19 MISC	Payroll, Benefits, Investments, Etc.	C0055	TWO SEVENTY NINE FO	\$1,544.50
02/20/26	742291	Vendor Check	L215.19 MISC	Payroll, Benefits, Investments, Etc.	C0037	UNITED WAY OF MPLS	\$560.50
02/20/26	V8014069	Vendor ACH	L215.19 MISC	Payroll, Benefits, Investments, Etc.	C0055	TWO SEVENTY NINE FO	\$1,538.50
02/05/26	V1008034	Electronic Wire Transfer	L215.20 H.S.A. CONTRIBUTIONS	Payroll, Benefits, Investments, Etc.	C0220	HEALTH EQUITY INC	\$482,870.43
02/20/26	V1008056	Electronic Wire Transfer	L215.20 H.S.A. CONTRIBUTIONS	Payroll, Benefits, Investments, Etc.	C0220	HEALTH EQUITY INC	\$480,868.70
02/05/26	741929	Vendor Check	L215.21 GARNISHMENTS	Payroll, Benefits, Investments, Etc.	C0127	GURSTEL LAW FIRM PA	\$312.32
02/05/26	741930	Vendor Check	L215.21 GARNISHMENTS	Payroll, Benefits, Investments, Etc.	C0127	GURSTEL LAW FIRM PA	\$514.68
02/05/26	741931	Vendor Check	L215.21 GARNISHMENTS	Payroll, Benefits, Investments, Etc.	C0131	HENNEPIN COUNTY SHE	\$330.04
02/05/26	741934	Vendor Check	L215.21 GARNISHMENTS	Payroll, Benefits, Investments, Etc.	C0213	RIVERVIEW LAW OFFIC	\$311.35
02/05/26	741935	Vendor Check	L215.21 GARNISHMENTS	Payroll, Benefits, Investments, Etc.	C0179	RODENBURG LAW FIRM	\$534.01
02/05/26	V1008041	Electronic Wire Transfer	L215.21 GARNISHMENTS	Payroll, Benefits, Investments, Etc.	C0059	MN DEPT OF REVENUE	\$2,427.97
02/20/26	742284	Vendor Check	L215.21 GARNISHMENTS	Payroll, Benefits, Investments, Etc.	C0127	GURSTEL LAW FIRM PA	\$306.84
02/20/26	742285	Vendor Check	L215.21 GARNISHMENTS	Payroll, Benefits, Investments, Etc.	C0131	HENNEPIN COUNTY SHE	\$80.05
02/20/26	742286	Vendor Check	L215.21 GARNISHMENTS	Payroll, Benefits, Investments, Etc.	C0072	MESSERLI & KRAMER P	\$356.89
02/20/26	742287	Vendor Check	L215.21 GARNISHMENTS	Payroll, Benefits, Investments, Etc.	C0213	RIVERVIEW LAW OFFIC	\$338.77
02/20/26	742288	Vendor Check	L215.21 GARNISHMENTS	Payroll, Benefits, Investments, Etc.	C0179	RODENBURG LAW FIRM	\$327.91
02/20/26	742289	Vendor Check	L215.21 GARNISHMENTS	Payroll, Benefits, Investments, Etc.	C0179	RODENBURG LAW FIRM	\$534.01
02/20/26	742290	Vendor Check	L215.21 GARNISHMENTS	Payroll, Benefits, Investments, Etc.	54625	STENGER & STENGER P	\$518.98
02/20/26	V1008063	Electronic Wire Transfer	L215.21 GARNISHMENTS	Payroll, Benefits, Investments, Etc.	C0059	MN DEPT OF REVENUE	\$6,118.73
02/05/26	V1008033	Electronic Wire Transfer	L215.22 CHILD SUPPORT	Payroll, Benefits, Investments, Etc.	C0217	FLORIDA STATE DISBU	\$208.50
02/05/26	V1008039	Electronic Wire Transfer	L215.22 CHILD SUPPORT	Payroll, Benefits, Investments, Etc.	C0043	MN CHILD SUPPORT	\$4,603.21
02/05/26	V1008045	Electronic Wire Transfer	L215.22 CHILD SUPPORT	Payroll, Benefits, Investments, Etc.	C0212	WI SCTF	\$150.00
02/20/26	V1008055	Electronic Wire Transfer	L215.22 CHILD SUPPORT	Payroll, Benefits, Investments, Etc.	C0217	FLORIDA STATE DISBU	\$208.50
02/20/26	V1008061	Electronic Wire Transfer	L215.22 CHILD SUPPORT	Payroll, Benefits, Investments, Etc.	C0043	MN CHILD SUPPORT	\$4,227.90
02/20/26	V1008067	Electronic Wire Transfer	L215.22 CHILD SUPPORT	Payroll, Benefits, Investments, Etc.	C0212	WI SCTF	\$150.00
02/27/26	V1008146	Electronic Wire Transfer	L215.23 FLEXIBLE SPENDING	Payroll, Benefits, Investments, Etc.	C0220	HEALTH EQUITY INC	\$33,485.70
02/11/26	742111	Vendor Check	L230.00 DEFERRED REVENUE	Payroll, Benefits, Investments, Etc.	55826	GRISMER, CHAD	\$16.00
02/11/26	742157	Vendor Check	L230.00 DEFERRED REVENUE	Payroll, Benefits, Investments, Etc.	56221	OLSON, RACHEL	\$39.50
02/25/26	742346	Vendor Check	L230.00 DEFERRED REVENUE	Payroll, Benefits, Investments, Etc.	55997	MALONE, DEVIN	\$100.00
02/25/26	742336	Vendor Check	R040 TUITION	Payroll, Benefits, Investments, Etc.	56258	IBRAHIM, FARHIYA	\$2.59
02/25/26	742394	Vendor Check	R040 TUITION	Payroll, Benefits, Investments, Etc.	56257	WALTON, CLARENCE	\$11.66
02/18/26	742245	Vendor Check	R098 REFUND	Payroll, Benefits, Investments, Etc.	56244	MAGANA, RONA	\$11.88
				Payroll, Benefits, Investments, Etc. Subtotal			\$40,275,531.06
				Overall Total			\$56,485,536.26

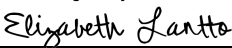

GRANT AUTHORIZATION FORM

THIS FORM IS COMPLETED BY THE BUSINESS OFFICE AND SUBMITTED TO THE BOARD FOR AUTHORIZATION OF GRANT REVENUE AND EXPENDITURE BUDGETS

Grant Information			
Fiscal Year:	25-26	Finance Code:	399
Grant Title:	Statewide Health Improvement Program (SHIP) - Lactation Spaces	Grant Manager:	Laura Benson
Type of Submission and Amount			
<input checked="" type="checkbox"/> New	Award Amount: \$	6,000.00	
<input type="checkbox"/> Amended	Existing Amount:		Amended Amount:

Expenditure Budget Summary				
Expense Category	Existing Amount	Less: In Kind Costs	New/Amended Amount	Total Expenditure
100 - Salaries and wages	-	-	-	-
200 - Employee Benefits	-	-	-	-
300 - Purchased Services	-	-	-	-
400 - Supplies and Materials	-	-	3,000	3,000.00
500 - Capital Expenditures	-	-	3,000	3,000.00
Other Expenses	-	-	-	-
Totals	\$ -	\$ -	\$ 6,000	\$ 6,000.00

Revenue Budget					
Source	Description of Source	Revenue Code	Existing Amount	New/Amended Amount	Total Revenue
Local/Other	Hennepin County Award	01-005-160-399-099-399	-	6,000	6,000.00
State			-	-	-
Federal			-	-	-
Totals			\$ -	\$ 6,000	\$ 6,000.00

APPROVALS	
DocuSigned by:  Elizabeth Lantto - District Controller	2/21/2026 Date
Signed by:  Yvonne Sharts Lind - Executive Director of Human Resources	2/21/2026 Date
Board Approved:	

Expenditure Budget Detail				
The following are expenditures to be incurred under this grant.				
Account Code	Description	Existing Amount	New/Amended Amount	Total Expenditure
01-005-160-399-401-399	Supplies & Material - NonInstructional	-	500.00	500.00
01-005-160-399-404-399	Furniture < \$500	-	2,500	2,500.00
01-005-160-399-534-399	Furniture	-	3,000	3,000.00
Total		\$ -	\$6,000	\$ 6,000.00

Procedures to be followed:

- A) All district employee payments must be paid through payroll. Hourly rate payments are to be requested on a BA 8 Time Report Form.
- B) The grant manager must approve all transactions relating to this project.
- C) Existing requisitioning and purchasing procedures will be followed. A Payment Request Form is to be used only for items not practical to procure on a purchase order basis (i.e. consultant fees). It is important that all requests are identified as belonging to this project. The originator of the request should indicate the proper account code on the form.
- D) **Reporting - The grant manager is responsible for all reporting requirements.**
- E) Cut-off Dates: Orders against the 2025-2026 school year are to be issued after July 1, 2025. Expenditures eligible for reimbursement for the 2025-2026 fiscal year are those dated July 1, 2025 or after, for which the goods/services and invoice have been received and processed by June 30, 2026.

IMPORTANT Purchase orders must be cancelled if delivery, invoicing and payment can not be completed by June 30, 2026. Purchase orders should contain notations to that effect. All requisitions must be submitted by the district's due date.

TO: Kristen Swanson, Karen Venturella

CC: Sherri Lincoln

FROM: Kari Carlson, Administrative Assistant DLTl

DATE: 2.23.26

**SUBJECT: APPROVAL OF PROPOSED EDUCATIONAL TRIP –
CONTINENTAL U.S.**

The Division of Leadership, Teaching, and Learning has approved the following Extended Educational Trip. Please understand that this proposed educational trip is not officially authorized until it is approved by the School Board.

School:	OALC
Sponsoring Organization:	MAAP Stars Spring Conference
Adult Advisors:	Ruth Hein, Rachel Wilkerson, Ben Karls
Destination:	Mankato, MN
Departure Date:	5.7.26
Return Date:	5.8.26
DLTL Approved	2.23.26
Board Approval Date	Will be added to the 3.17.26 School Board Agenda for approval

Consent Agenda – Personnel Items

School Board approval of personnel recommendations authorizes the appropriate Board officer(s) or School District administration or staff to sign all documents necessary to effectuate these agreements.

LICENSED PERSONNEL

Retirements

Name	Current or Most Recent Site, Position	Employment Date	Last Date Employed
Clifford Goltz	Arbor View, Teacher Speech	9/17/1991	2/25/2026

Resignations

Name	Current or Most Recent Site, Position	Last Date Employed
Danielle Hoffman	Elm Creek, Teacher VPK	6/8/2026
Kelly Mulvahill	North View Middle, Teacher DLT	3/2/2026
Cassandra Ruppert	Rice Lake, Teacher Grade 4	6/8/2026
Paige Vanderbosch	Park Center Senior, Teacher FACS	3/2/2026

Leaves of Absence

Name	Current or Most Recent Site, Position	Leave Begins
Emily Aanerud-Degroy	Weaver Lake, Teacher Grade 1	2/27/2026
Nicole Brown	Edinbrook, Teacher Grade 4	3/9/2026
Leanne Moseley	Garden City, Teacher Title 1	3/4/2026
Megan Schill-Fellers	Edinbrook, Teacher Grade 4	3/9/2026
Angela Schroetke	Osseo Middle, Teacher SEBC	3/4/2026
ADD Roberta Broughton	Osseo Senior, Teacher Math	3/13/2026
ADD Danielle Schmidt	Palmer Lake, Teacher Grade 3	3/16/2026

Returning from Leave

Name	Current or Most Recent Site, Position	Effective Date of Return
Jennifer Perusse	Fair Oaks, Teacher Grade 2	3/4/2026
Brenda Torres	Birch Grove, Teacher Grade 5	3/2/2026
ADD Kassandra Alvarado	Rush Creek, Teacher Grade 3	3/9/2026
ADD Suzanne Jurek	Basswood, Teacher Special Education Resource	3/9/2026
ADD Deandra Knighten	North View Middle, Teacher SEBC	3/6/2026
ADD Laura Peluso	Osseo Senior, Teacher Special Education Resource	3/6/2026
ADD Anne Uhde-Platt	ECSE, Teacher Special Education	3/9/2026

Employment

Name	Current or Most Recent Site, Position	Employment Date
Adam Cartwright	Maple Grove Middle, Teacher Science	3/16/2026
Alexander Flucas	North View Middle, Teacher Physical Education	3/4/2026
YoungRan Yu	Osseo Senior, Teacher EL/ML	3/9/2026
ADD Kaija Howard	Maple Grove Senior, Teacher Science	3/19/2026

Change of Status

Name	Site, Position	Effective Date
Christina Ehlers	Woodland, LT Teacher Special Education	3/2/2026
Anthony Shepherd	Weaver Lake, Teacher Special Education OEC	2/24/2026
Lori Thomsen	Woodland, Teacher Special Ed. Resource	3/12/2026
Shanon Whiteside	OALC, Teacher Science	3/9/2026

Consent Agenda – Personnel Items

School Board approval of personnel recommendations authorizes the appropriate Board officer(s) or School District administration or staff to sign all documents necessary to effectuate these agreements.

Positions Ending

Name	Site, Position	Effective Date
Gary Bowman	Basswood, Teacher Grade 3	3/9/2026
Evelyn Saavedra Caballero	Rush Creek, Teacher Grade 1	3/2/2026

Terminations

Name	Site, Position	Effective Date
None		

NON-LICENSED PERSONNEL**Retirements**

Name	Current or Most Recent Site, Position	Employment Date	Last Date Employed
Sherri Lincoln	ESC, Admin Asst to Superintendent & School Board	4/8/2013	6/30/2026
Michael Stock	Maple Grove Senior, Supervisor Building Ops	9/26/1990	3/20/2026
ADD Debra Eichten	Cedar Island, ESP Instructional	5/7/2013	6/5/2026

Resignations

Name	Current or Most Recent Site, Position	Last Date Employed
Jarynn Coker	Woodland, ESP Special Education	2/27/2026
Joseph Dinh	ESC, Specialist HR	3/6/2026
Gutu Maya	Elm Creek, ESP Technology	3/8/2026
Lorissa Ribeiro	Weaver Lake, ESP Kidstop	3/16/2026
Hayley Swanson	Oak View, ESP Kidstop	3/12/2026
ADD Jared Klein	ESC, Custodial Outside/Ice	3/20/2026
ADD Matthew Kuno	Weaver Lake, ESP Kidstop	3/20/2026
ADD Felicia O'Bannon	Brooklyn Middle, ESP Clerical	3/9/2026
ADD Brady Vietanen	ESC, Custodial Floater	3/10/2026

Leaves of Absence

Name	Current or Most Recent Site, Position	Leave Begins
Mariam Abbas	Willow Lane, Admin Assistant ECSE	3/9/2026
Lakita Craig	Oak View, ESP Instructional	3/2/2026
Jennie Doyle	ESC, Custodial Floater	2/26/2026
Gutema Dube	ESC, Analyst Information Systems	3/3/2026
La'Shyrah Flowers	Edinbrook, ESP Kidstop	2/26/2026
Mirna Mariche Juarez	Park Center Senior, ESP Clerical	3/2/2026
Penny Patterson	Maple Grove Senior, ESP Media	2/4/2026
Alejandra Rojas-Escalera	Oak View, ESP Special Education	2/19/2026
Mary Romportl	Palmer Lake, ESP Special Education	3/30/2026
Robin Sweeny	ESC, Admin Assistant L&A	3/10/2026
Danyale Turpin	Maple Grove Senior, ESP Special Education	2/26/2026
ADD Yasmin Osman	Woodland, ESP Special Education	3/6/2026
ADD Lenora Walz-Laidlaw	Willow Lane, ESP Due Process	3/6/2026
ADD Spencer Wilson	Fernbrook, ESP Kidstop	3/16/2026
ADD Brenna Ziebol	OEC, Admin Assistant Enrollment Center	3/20/2026

Consent Agenda – Personnel Items

School Board approval of personnel recommendations authorizes the appropriate Board officer(s) or School District administration or staff to sign all documents necessary to effectuate these agreements.

Returning from Leave

Name	Current or Most Recent Site, Position	Effective Date of Return
Thomas Hus	ESC, ESP Bus Transportation	2/24/2026
Thomas Kammerer	ESC, Technology Support Specialist II	3/2/2026
Olga Lopez Morales De Morales	Park Center Senior, Assistant Nutrition Services	3/2/2026
Katelyn Rosbacka	279Online, Admin Assistant High School Office	3/2/2026
Jennifer Thach	Woodland, ESP EL	3/9/2026
ADD Ranya Aliabari	Park Center Senior, Asst Manager Nutrition Serv	3/11/2026
ADD Brandon Hernandez	Park Center Senior, ESP EL	3/9/2026
ADD Taylor Knutson	Maple Grove Middle, RN	3/9/2026

Employment

Name	Current or Most Recent Site, Position	Employment Date
Gretchen Barnhart	Palmer Lake, ESP Special Education	3/5/2026
Stephanie Fritz	Arbor View, ESP Special Education	3/11/2026
Keith Granzin	Basswood, ESP Special Education	3/9/2026
Joseph Lauer	ESC, Custodial Grounds/Ice Arena	3/13/2026
Tiffany Lutchminarine	Rush Creek, ESP Instructional	3/2/2026
Michael Williams	Cedar Island, ESP Special Education	3/9/2026
Nou Yang	Enrollment Center, Admin Professional	3/2/2026
ADD Nijah Jenkins	Osseo Senior, ESP Special Education	3/12/2026
ADD Enrico Shelby	Osseo Senior, ESP Instructional	3/16/2026

Change of Status

Name	Site, Position	Effective Date
Nancy Bratton	Elm Creek, Admin Assistant LCTS	3/16/2026
Reece Chadwick	Cedar Island, ESP Kidstop	3/2/2026
Kristine Guerra	Maple Grove Middle, Asst Nutrition Services	3/4/2026
Michele Johnson	Woodland, ESP Special Education	1/20/2026
Adam Larson	Osseo Senior, ESP Special Education	3/9/2026
Olivia Seward	Palmer Lake, ESP Instructional	3/9/2026
Tyson Strand	Rush Creek, ESP Kidstop	2/17/2026
Christina Villella	Palmer Lake, ESP Special Education	3/9/2026
Brady Weber	Osseo Senior, ESP Special Education	3/9/2026
Lily Yang	Fernbrook, ESP Kidstop	3/9/2026
ADD Shakya Arrington-Bates	Fernbrook, ESP Kidstop	3/2/2026
ADD Deshawn Pickford	Rice Lake, ESP Kidstop	3/9/2026
ADD Jordan Sims	Woodland, ESP Kidstop	3/10/2026
ADD Barbara Wutschke	Woodland, ESP Clerical	3/27/2026

Positions Ending

Name	Site, Position	Effective Date
None		

Terminations

Name	Site, Position	Effective Date
None		



**Osseo Area
Schools**

Educational Service Center

Osseo Area Schools
11200 93rd Avenue N
Maple Grove, MN 55369
763-391-7027

PURCHASE ORDER NO. P263072

**NOTE: The PO number must appear on Invoices and packing slips.
Email invoices to accountspayable@district279.org**

PAGE NO. 1

seenotes@efp.com

V
E
N
D
O
R

56265 FAX: 651-888-7916
TRAFERA LLC
1271 RED FOX ROAD
ST PAUL MN 55112
ATTN: TARA JOHNSON

S
H
I
P
T
O

ESC - TECHNOLOGY
ISD 279 WAREHOUSE
9375 ZACHARY LN N
MAPLE GROVE MN 55369
ATTN: ADAM HAMOUDE

ORDER DATE: 02/26/26		BUYER: LIA VANG		REQ. NO.: R264087	REQUIRED BY:
TERMS: NET 30 DAYS		F.O.B.: NO FREIGHT CHARGE		DESC.:	
ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
			Order comments: Pricing and additional specs per attached Estimate No: E000167099 Per Contract State of Minnesota Contract # 279648 Notebook, Desktop Contract ***IMPORTANT*** Deliver and invoice AFTER July 1, 2026. The product will be returned if delivered beforehand. *****		
01	5100.00	EA	500E G5 WFCMT8189 8G 64GSSD 11" LENOVO 500E GEN 5 2-IN-1 CONVERTIBLE CHROMEBOOK - 11.6" WXGA (1366 X 768) TOUCH - MEDIATEK KOMPANIO 540 (MT8189) -	333.0000	1,698,300.00
02	5100.00		8GB DDR5 SDRAM - 64GB UFS - WI-FI 6E GOOGLE CHROMEMANAGEMENTPERPETUAL EDU GOOGLE CHROME MANAGEMENT PERPETUAL EDU LICENSE	31.0000	158,100.00
03	5100.00		TRAFERA CHROME WHITE GLOVE - PRE-ENROLL CHROME DEVICE IN GOOGLE APPS DOMAIN - APPLY CUSTOM THEMES AND SETTINGS - COMPLETE HARDWARE FUNCTIONALITY CHECK -	6.5000	33,150.00

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE	PAGE TOTAL \$	1,889,550.00
	05005630795000 466	2,005,728.00	26 TD-14	TOTAL \$	

Acceptance of this PO contract, including T&Cs, is demonstrated by an email confirmation, commencement of service, production of product(s), or product delivery. T&Cs can be found here: www.district279.org/departments/business-services/procurement-and-contracts


Coordinator, Purchasing & Warehouse
APPROVED BY

60



Osseo Area Schools

Educational Service Center

Osseo Area Schools
 11200 93rd Avenue N
 Maple Grove, MN 55369
 763-391-7027

PURCHASE ORDER NO. P263072

**NOTE: The PO number must appear on Invoices and packing slips.
 Email invoices to accountspayable@district279.org**

PAGE NO. 2

seenotes@efp.com

V
E
N
D
O
R

56265 FAX: 651-888-7916
 TRAFERA LLC
 1271 RED FOX ROAD
 ST PAUL MN 55112
 ATTN: TARA JOHNSON

S
H
I
P
T
O

ESC - TECHNOLOGY
 ISD 279 WAREHOUSE
 9375 ZACHARY LN N
 MAPLE GROVE MN 55369
 ATTN: ADAM HAMOUDE

ORDER DATE: 02/26/26		BUYER: LIA VANG		REQ. NO.: R264087	REQUIRED BY:
TERMS: NET 30 DAYS		F.O.B.: NO FREIGHT CHARGE		DESC.:	
ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
04	5100.00		GOOGLE CONSOLE OU MANAGEMENT	.0000	.00
05	5100.00		OU MOVEMENT IN CONSOLE	.0000	.00
06	5100.00		ASSET TAGGING - 1 ASSET TAG APPLIED PER PRODUCT - ASSET TAG PROVIDED BY CUSTOMER OR PRINTED BY TRAFERA - TRAFERA PRINTED ASSET TAG: CUSTOMIZABLE, BLACK AND WHITE, WITH OR WITHOUT BARCODE	.0000	.00
07	5100.00		ASSET TAG ADDED TO CONSOLE	.0000	.00
08	5100.00		UPDATE CHROME OS - CHECK FOR AND DOWNLOAD CHROME OS UPDATES PRIOR TO ORDER SHIPMENT	.0000	.00
09	5100.00		TRAFERA MAC ADDRESSES - MAC ADDRESSES - CAPTURE MAC ADDRESS OF DEVICE- SPREADSHEET OF MAC ADDRESS(ES) PROVIDED AT TIME OF ORDER SHIPMENT	.0000	.00
10	5100.00		TRAFERA PRECONFIGURE CUSTOMER WIFI PRE-CONFIGURE DEVICE TO AUTOMATICALLY CONNECT TO A MANAGED NETWORK	.0000	.00
			CASE RUGGED 500E G5 11/12"	20.2900	103,479.00

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE	PAGE TOTAL \$	103,479.00
				TOTAL \$	

Acceptance of this PO contract, including T&Cs, is demonstrated by an email confirmation, commencement of service, production of product(s), or product delivery. T&Cs can be found here: www.district279.org/departments/business-services/procurement-and-contracts

Jennifer Jenille 61
 Coordinator, Purchasing & Warehouse
APPROVED BY



**Osseo Area
Schools**

Educational Service Center

Osseo Area Schools
11200 93rd Avenue N
Maple Grove, MN 55369
763-391-7027

PURCHASE ORDER NO. P263072

**NOTE: The PO number must appear on Invoices and packing slips.
Email invoices to accountspayable@district279.org**

PAGE NO. 3

seenotes@efp.com

VENDOR
56265 FAX: 651-888-7916
TRAFERA LLC
1271 RED FOX ROAD
ST PAUL MN 55112
ATTN: TARA JOHNSON

SHIP TO
ESC - TECHNOLOGY
ISD 279 WAREHOUSE
9375 ZACHARY LN N
MAPLE GROVE MN 55369
ATTN: ADAM HAMOUDE

ORDER DATE: 02/26/26		BUYER: LIA VANG		REQ. NO.: R264087	REQUIRED BY:
TERMS: NET 30 DAYS		F.O.B.: NO FREIGHT CHARGE		DESC.:	
ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
11	5100.00		INFOCASE RUGGED PRO CASE LENOVO 500E G5 11 AND 12 INCH CASE INSTALLATION - INSTALL CASE OR SLEEVE ON CHROMEBOOK, LAPTOP, OR TABLET - CASE/SLEEVE NOT INCLUDED	2.4900	12,699.00
12	5100.00		TRAFERA GREEN PACKING - GO GREEN AND REDUCE THE AMOUNT OF CARDBOARD TO RECYCLE- UP TO 144 DEVICES BULK-PACKED IN SLOTTED GAYLORDSTYLE BOX- SLOTTED FOAM OR CARDBOARD DIVIDERS- DELIVERED ON	.0000	.00
13	1.00		TRAILS AI LESSON STUDIO - 1 YR SUB	.0000	.00
14	1.00		LIFT GATE ON TRUCK - LIFTGATE SERVICE PROVIDED AT TIME OF DELIVERY - REQUIRED FOR HEAVY OR BULKY ITEMS IF LOADING DOCK	.0000	.00
15	1.00		IS NOT PRESENT AT DELIVERY LOCATION INSIDE DELIVERY - DELIVER SHIPMENT INSIDE DOOR OF BUILDING	.0000	.00
16	1.00		- SHIPMENT MUST FIT THROUGH ENTRYWAY FINAL DESTINATION SIGNAGE	.0000	.00

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE	PAGE TOTAL \$	12,699.00
				TOTAL \$	

Acceptance of this PO contract, including T&Cs, is demonstrated by an email confirmation, commencement of service, production of product(s), or product delivery. T&Cs can be found here: www.district279.org/departments/business-services/procurement-and-contracts



Educational Service Center
 Osseo Area Schools
 11200 93rd Avenue N
 Maple Grove, MN 55369
 763-391-7027

PURCHASE ORDER NO. P263072
 NOTE: The PO number must appear on Invoices and packing slips.
 Email invoices to accountspayable@district279.org

PAGE NO. 4

seenotes@efp.com

VENDOR
 56265 FAX: 651-888-7916
 TRAFERA LLC
 1271 RED FOX ROAD
 ST PAUL MN 55112
 ATTN: TARA JOHNSON

SHIP TO
 ESC - TECHNOLOGY
 ISD 279 WAREHOUSE
 9375 ZACHARY LN N
 MAPLE GROVE MN 55369
 ATTN: ADAM HAMOUDE

ORDER DATE: 02/26/26		BUYER: LIA VANG		REQ. NO.: R264087	REQUIRED BY:
TERMS: NET 30 DAYS		F.O.B.: NO FREIGHT CHARGE		DESC.:	
ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
17	1.00		- PACKAGE ITEMS TOGETHER AND APPLY LABEL ON OUTSIDE OF PACKAGE WITH FINAL DELIVERY DESTINATION INFORMATION DEVICE STORAGE AT TRAFERA LOCATION	.0000	.00

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE	PAGE TOTAL \$.00
				TOTAL \$ 2,005,728.00
				Acceptance of this PO contract, including T&Cs, is demonstrated by an email confirmation, commencement of service, production of product(s), or product delivery. T&Cs can be found here: www.district279.org/departments/business-services/procurement-and-contracts


 Coordinator, Purchasing & Warehouse
APPROVED BY



**Osseo Area
Schools**

Educational Service Center

Osseo Area Schools
11200 93rd Avenue N
Maple Grove, MN 55369
763-391-7027

PURCHASE ORDER NO. P263109-1

**NOTE: The PO number must appear on Invoices and packing slips.
Email invoices to accountspayable@district279.org**

PAGE NO. 1

kkragenbring@innovativeos.com

V
E
N
D
O
R

17401 FAX: 952-894-7153
INNOVATIVE OFFICE SOLUTIONS
151 EAST CLIFF ROAD
BURNSVILLE MN 55337
ATTN: KENDALL KRAGENBRING

S
H
I
P
T
O

ELM CREEK ELEMENTARY
9830 REVERE LN N
ATTN: RECEIVING
MAPLE GROVE MN 55369
ATTN: COLLIN O'BRIEN

ORDER DATE: 03/03/26		BUYER: LIA VANG		REQ. NO.: R264140	REQUIRED BY: 03/06/26
TERMS: NET 30 DAYS		F.O.B.: SEE BELOW		DESC.: CO-EXT	
ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
			Order comments: Pricing per attached Order # 241443 Per CMERDC Contract Pricing: Customer Contract Number: ERDCHONN.JP.MN.053129 Customer Contract Number: ERDCSMIT.JP.MN.031328 Customer Contract Number: ERDCFOMC.JP.MN.022826 Change cost for line # 22, 24, and 37 - LV 3/3/2026 ***** 01 33.00 EA H ITLM--.YO-.N-.H-. I M-\$(1)-.CU-10-.N L-.SB-. T IGNITION 2 TASK LOW-BACK IGNITION TASK CHAIR 02 480.00 EA 01670#--TOP-SSTMOLD-EDGE-FRAME SILHOUETTE SINGLE DESK 24X27X22-34 TOP:PEWTER MESH EDGE:CHAMPAGNE FRAME:PLATINUM 03 480.00 EA 30933 TOTE TRAY W/HOUSING - CLEAR 04 480.00 EA 17576 STUDENT DESK WHEELS 3" PACK OF 4		

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE	PAGE TOTAL \$	129,391.08
	16005870000000 534	386,771.87	2526-77	TOTAL \$	

Acceptance of this PO contract, including T&Cs, is demonstrated by an email confirmation, commencement of service, production of product(s), or product delivery. T&Cs can be found here: www.district279.org/departments/business-services/procurement-and-contracts

Coordinator, Purchasing & Warehouse
APPROVED BY



**Osseo Area
Schools**

Educational Service Center

Osseo Area Schools
11200 93rd Avenue N
Maple Grove, MN 55369
763-391-7027

PURCHASE ORDER NO. P263109-1

**NOTE: The PO number must appear on Invoices and packing slips.
Email invoices to accountspayable@district279.org**

PAGE NO. 2

kkragenbring@innovativeos.com

V
E
N
D
O
R
[17401 FAX: 952-894-7153]
[INNOVATIVE OFFICE SOLUTIONS]
[151 EAST CLIFF ROAD]
[BURNSVILLE MN 55337]
[ATTN: KENDALL KRAGENBRING]

S
H
I
P
T
O
[ELM CREEK ELEMENTARY]
[9830 REVERE LN N]
[ATTN: RECEIVING]
[MAPLE GROVE MN 55369]
[ATTN: COLLIN O'BRIEN]

ORDER DATE: 03/03/26		BUYER: LIA VANG		REQ. NO.: R264140	REQUIRED BY: 03/06/26
TERMS: NET 30 DAYS		F.O.B.: SEE BELOW		DESC.: CO-EXT	
ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
05	4.00	EA	01670#--TOP-SSTMOLD-EDGE-FRAME SILHOUETTE SINGLE DESK 24X27X22 TOP:PEWTER MESH EDGE:CHAMPAGNE FRAME:PLATINUM	173.5100	694.04
06	4.00	EA	17576 STUDENT WHEEL PACK OF 4	30.0000	120.00
07	60.00	EA	03002#--TOP-SSTMOLD-EDGE-FRAME INTERCHANGE 3-2-1 DESK TOP:PEWTER MESH EDGE:CHAMPAGNE FRAME:PLATINUM	220.5100	13,230.60
08	60.00	EA	17576 WHEEL PACK OF 4	30.0000	1,800.00
09	48.00	EA	77159 LOW RANGE GLIDES ADJUST FROM 18.25 TO 22.25	39.0000	1,872.00
10	33.00	EA	7772--TOP-SSTMOLD-EDGE-FRAME MOD INTERCHANGE ACTIVITY TABLE 30DX54W TOP:PEWTER MESH EDGE:CHAMPAGNE FRAME:PLATINUM	376.0000	12,408.00
11	33.00	EA	717 4--487860-CH P MODESTY PANEL FOR 54"W TABLE	95.0000	3,135.00

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE	PAGE TOTAL \$	33,259.64
				TOTAL \$	

Acceptance of this PO contract, including T&Cs, is demonstrated by an email confirmation, commencement of service, production of product(s), or product delivery. T&Cs can be found here: www.district279.org/departments/business-services/procurement-and-contracts

65
Jennifer Jenelle
Coordinator, Purchasing & Warehouse
APPROVED BY



**Osseo Area
Schools**

Educational Service Center

Osseo Area Schools
11200 93rd Avenue N
Maple Grove, MN 55369
763-391-7027

PURCHASE ORDER NO. P263109-1

**NOTE: The PO number must appear on Invoices and packing slips.
Email invoices to accountspayable@district279.org**

PAGE NO. 3

kkragenbring@innovativeos.com

VEN
DOR
R
17401 FAX: 952-894-7153
INNOVATIVE OFFICE SOLUTIONS
151 EAST CLIFF ROAD
BURNSVILLE MN 55337
ATTN: KENDALL KRAGENBRING

SHIP
TO
ELM CREEK ELEMENTARY
9830 REVERE LN N
ATTN: RECEIVING
MAPLE GROVE MN 55369
ATTN: COLLIN O'BRIEN

ORDER DATE: 03/03/26		BUYER: LIA VANG		REQ. NO.: R264140	REQUIRED BY: 03/06/26
TERMS: NET 30 DAYS		F.O.B.: SEE BELOW		DESC.: CO-EXT	
ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
12	33.00	EA	PEWTER MESH LAMINATE CHP:CHAMPAGNE T-MOLD 17576	30.0000	990.00
13	30.00	EA	WHEEL PACK OF 4 01632V#--TOP-SSTMOLD-EDGE-FRAME 20X27 SILHOUETTE SIT-STAND STUDENT DESK, LARGE RECTANGLE TOP:PEWTER MESH / EDGE:CHAMPAGNE / FRAME:PLATINUM	354.5100	10,635.30
14	4.00	EA	01635V#--TOP-SSTMOLD-EDGE-FRAME 24X36 SILHOUETTE XLSIT-STAND DESK, LARGE RECTANGLE TOP:PEWTER MESH / EDGE:CHAMPAGNE / FRAME:PLATINUM	436.0000	1,744.00
15	4.00	EA	F165-22X28X29-G--FAB/VG1-VG1SI-STX-8801- VG1SI-STX-8801 ROCK'N ROLLER 22"W X 28"0 X 29"H, 16"H SEAT HT	560.2500	2,241.00
16	4.00	EA	F166-18X16--FAB/VG1-VG1SI-STX-8804-VG1SI -STX-8804-ROK ROK DROP OTTOMAN, 16"H	267.7500	1,071.00
17	32.00	EA	F005-18X14-G--FAB-FAB/VG1-VG1SI-STX-8801 -VG1SI-SSTX-8801ROUND- 18XL4H WITH GLIDES 18" FABRIC TOP ROUND TOP WITH GLIDES	229.5000	7,344.00

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE	PAGE TOTAL \$	24,025.30
				TOTAL \$	

Acceptance of this PO contract, including T&Cs, is demonstrated by an email confirmation, commencement of service, production of product(s), or product delivery. T&Cs can be found here: www.district279.org/departments/business-services/procurement-and-contracts



**Osseo Area
Schools**

Educational Service Center

Osseo Area Schools
11200 93rd Avenue N
Maple Grove, MN 55369
763-391-7027

PURCHASE ORDER NO. P263109-1

**NOTE: The PO number must appear on Invoices and packing slips.
Email invoices to accountspayable@district279.org**

PAGE NO. 4

kkragenbring@innovativeos.com

V
E
N
D
O
R
[17401 FAX: 952-894-7153]
[INNOVATIVE OFFICE SOLUTIONS]
[151 EAST CLIFF ROAD]
[BURNSVILLE MN 55337]
[ATTN: KENDALL KRAGENBRING]

S
H
I
P
T
O
[ELM CREEK ELEMENTARY]
[9830 REVERE LN N]
[ATTN: RECEIVING]
[MAPLE GROVE MN 55369]
[ATTN: COLLIN O'BRIEN]

ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
18	32.00	EA	F005-18X16-G--FAB-FAB/VG1-VG1SI-STX-8801 -VG1SI-SSTX-8801 ROUND- 18X16H WITH GLIDES 18" FABRIC TOP ROUND TOP 16" WITH GLIDES	236.2500	7,560.00
19	48.00	EA	F005-18X18-G--FAB-FAB/VG1-VG1SI-STX-8801 -VG1SI-SSTX-8801 ROUND- 18X18H WITH GLIDES 18" FABRIC TOP ROUND TOP 18' WITH GLIDES	236.2500	11,340.00
20	32.00	EA	310015000--ENDPANEL-PL T-TOTE CASCADE MEGA CASE WITH 15-3" TOTES AND CASTERS PLATINUM PAINT	811.5100	25,968.32
21	8.00	EA	911WOOOOOP--ENDPANEL-PL T CASCADE MEGA-TOWER-DOORS, SHELVES, CASTERS, WHITEBOARD BACK ENDPANEL PLATINUM PAINT	968.0000	7,744.00
22	4.00	EA	941WOOOOOP#--ENDPANEL-PL T CASCADE MEGA-TOWER, DOOR, SHELVES, WHITEBOARD BACK WITH GLIDES PLATINUM PAINT	1174.0000	4,696.00
23	20.00	EA	HS72ABC--\$(PL)-.S BRIGADE BOOKCASE - CHARCOAL	345.4800	6,909.60
24	6.00	EA	640012060P#--ENDPANEL-PL T-TOTES CASCADE MEGA-CABINET (SW) TOTES, DOOR(S)	1202.5000	7,215.00

ORDER DATE: 03/03/26	BUYER: LIA VANG	REQ. NO.: R264140	REQUIRED BY: 03/06/26
TERMS: NET 30 DAYS	F.O.B.: SEE BELOW	DESC.: CO-EXT	
ITEM#	ACCOUNT	AMOUNT	PROJECT CODE
PAGE TOTAL \$			71,432.92
TOTAL \$			

Acceptance of this PO contract, including T&Cs, is demonstrated by an email confirmation, commencement of service, production of product(s), or product delivery. T&Cs can be found here: www.district279.org/departments/business-services/procurement-and-contracts


Coordinator, Purchasing & Warehouse
APPROVED BY



Osseo Area Schools

Educational Service Center
Osseo Area Schools
11200 93rd Avenue N
Maple Grove, MN 55369
763-391-7027

PURCHASE ORDER NO. P263109-1
NOTE: The PO number must appear on Invoices and packing slips.
Email invoices to accountspayable@district279.org

PAGE NO. 5

kkragenbring@innovativeos.com

V
E
N
D
O
R
[17401 FAX: 952-894-7153]
[INNOVATIVE OFFICE SOLUTIONS]
[151 EAST CLIFF ROAD]
[BURNSVILLE MN 55337]
[ATTN: KENDALL KRAGENBRING]

S
H
I
P
T
O
[ELM CREEK ELEMENTARY]
[9830 REVERE LN N]
[ATTN: RECEIVING]
[MAPLE GROVE MN 55369]
[ATTN: COLLIN O'BRIEN]

ORDER DATE: 03/03/26		BUYER: LIA VANG		REQ. NO.: R264140	REQUIRED BY: 03/06/26
TERMS: NET 30 DAYS		F.O.B.: SEE BELOW		DESC.: CO-EXT	
ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
25	33.00	EA	WITH GLIDES, PLATINUM BACK PANEL, 12X3" 6X6" TOTES. SOLID END PANELS - LATINUM PAINT / TOTES: CLEAR H33723R--.L-\$(PL)-.P8T BRIGADE PED MOBILE TITANIUM	345.7500	11,409.75
26	22.00	EA	01676#--TOP-SSTMOLD-EDGE-FRAME SILHOUETTETWO-STUDENT DESK, LAMINATE TOP, ADJUSTABLE HEIGHT, 24DX54 WX22-34H - TOP: PEWTER MESH / EDGE: CHAMPAGNE / FRAME: PLATINUM	270.0000	5,940.00
27	40.00	EA	04107#--TOP-SSTMOLD-EDGE-FRAME INTERCHANGE RECTANGLE ACTIVITY TABLE HEIGHT, 30DX60WX22-34H TOP: PEWTER MESH / EDGE: CHAMPAGNE / FRAME: PLATINUM	376.0000	15,040.00
28	40.00	EA	17576 3" WHEEL PACK	30.0000	1,200.00
29	32.00	EA	77159 LOW RANGE INSERT ON GLIDES ADJUST FROM 18.25 TO 22.25	39.0000	1,248.00
30	8.00	EA	04130#--TOP-SSTMOLD-EDGE-FRAME INTERCHANGE ACTIVITY TABLE, KIDNEY, 48X72W TOP: PEWTER MESH / EDGE: CHAMPAGNE /	602.0000	4,816.00

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE	PAGE TOTAL \$	39,653.75
				TOTAL \$	

Acceptance of this PO contract, including T&Cs, is demonstrated by an email confirmation, commencement of service, production of product(s), or product delivery. T&Cs can be found here: www.district279.org/departments/business-services/procurement-and-contracts

Coordinator, Purchasing & Warehouse
APPROVED BY



**Osseo Area
Schools**

Educational Service Center

Osseo Area Schools
11200 93rd Avenue N
Maple Grove, MN 55369
763-391-7027

PURCHASE ORDER NO. P263109-1

**NOTE: The PO number must appear on Invoices and packing slips.
Email invoices to accountspayable@district279.org**

PAGE NO. 6

kkragenbring@innovativeos.com

V
E
N
D
O
R
[17401 FAX: 952-894-7153]
[INNOVATIVE OFFICE SOLUTIONS]
[151 EAST CLIFF ROAD]
[BURNSVILLE MN 55337]
[ATTN: KENDALL KRAGENBRING]

S
H
I
P
T
O
[ELM CREEK ELEMENTARY]
[9830 REVERE LN N]
[ATTN: RECEIVING]
[MAPLE GROVE MN 55369]
[ATTN: COLLIN O'BRIEN]

ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
31	8.00	EA	FRAME: PLATINUM 17576 3" DUAL WHEEL PACK, DUAL-WHEEL, SET OF 4 LOCKING	30.0000	240.00
32	8.00	EA	77159 LOW RANGE INSERT ON GLIDES ADJUST FROM 18.25 TO 22.25	39.0000	312.00
33	6.00	EA	04130#--TOP-SSTMOLD-EDGE-FRAME INTERCHANGE ACTIVITY TABLE, KIDNEY, 48X72W / TOP:PEWTER MESH EDGE:CHAMPAGNE	602.0000	3,612.00
34	18.00	EA	FRAME: PLATINUM 04128#--TOP-SSTMOLD-EDGE-FRAME INTERCHANGE ACTIVITY TABLE, HALF MOON, 36DX72W TOP:PEWTER MESH / EDGE:CHAMPAGNE	442.5100	7,965.18
35	18.00	EA	FRAME: PLATINUM 17576 3" DUAL WHEEL PACK, DUAL-WHEEL, SET OF 4 LOCKING	30.0000	540.00
36	1.00	EA	SURCHARGE	760.0000	760.00
37	1.00	EA	SHIPPING	12780.0000	12,780.00
38	1.00	EA	DESIGN / SERVICES	4935.0000	4,935.00
39	1.00	EA	INSTALL	57865.0000	57,865.00

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE	PAGE TOTAL \$	89,009.18
				TOTAL \$	386,771.87

Acceptance of this PO contract, including T&Cs, is demonstrated by an email confirmation, commencement of service, production of product(s), or product delivery. T&Cs can be found here: www.district279.org/departments/business-services/procurement-and-contracts



**Osseo Area
Schools**

Educational Service Center

Osseo Area Schools
11200 93rd Avenue N
Maple Grove, MN 55369
763-391-7027

PURCHASE ORDER NO. P263160

**NOTE: The PO number must appear on Invoices and packing slips.
Email invoices to accountspayable@district279.org**

PAGE NO. 1

rpalmer@tremcoinc.com

VENDOR
18228 FAX: 216-292-5167
TREMCO/WEATHERPROOFING TECH INC
3735 GREEN ROAD
BEACHWOOD OH 44122
ATTN: RYAN PALMER

SHIP TO
ESC - FACILITIES & OPERATIONS
ISD279 WAREHOUSE
9375 ZACHARY LN N
MAPLE GROVE MN 55369
ATTN: JEFF ARTHURS

ORDER DATE: 03/06/26		BUYER: MELANIE DURAND		REQ. NO.: R264204	REQUIRED BY:
TERMS: NET 30 DAYS		F.O.B.: NO FREIGHT CHARGE		DESC.:	
ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
			Order Comments: Per attached AEPA contract #IFB-025-D ***** 01 1.00 ROOF RESTORATION AT OSSEO MIDDLE SCHOOL 1572782.9500 1,572,782.95 02 1.00 PERFORMANCE AND PAYMENT BOND 13227.0500 13,227.05		

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE	PAGE TOTAL \$ 1,586,010.00
	06005867383000 522	1,586,010.00	2627-07	TOTAL \$ 1,586,010.00
				Acceptance of this PO contract, including T&Cs, is demonstrated by an email confirmation, commencement of service, production of product(s), or product delivery. T&Cs can be found here: www.district279.org/departments/business-services/procurement-and-contracts



Educational Service Center
 Osseo Area Schools
 11200 93rd Avenue N
 Maple Grove, MN 55369
 763-391-7027

PURCHASE ORDER NO. P263191
NOTE: The PO number must appear on Invoices and packing slips.
Email invoices to accountspayable@district279.org

PAGE NO. 1

kkragenbring@innovativeos.com

VENDOR
 17401 FAX: 952-894-7153
 INNOVATIVE OFFICE SOLUTIONS
 151 EAST CLIFF ROAD
 BURNSVILLE MN 55337
 ATTN: KENDALL KRAGENBRING

SHIP TO
 ZANEWOOD COMMUNITY SCHOOL
 7000 ZANE AVE N
 ATTN: RECEIVING ROOM
 BROOKLYN PARK MN 55429
 ATTN: COLLIN O'BRIEN

ORDER DATE: 03/10/26		BUYER: LIA VANG		REQ. NO.: R264244	REQUIRED BY: 03/13/26
TERMS: NET 30 DAYS		F.O.B.: SEE BELOW		DESC.:	
ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
			Order comments: Pricing and additional specs per attached Order # 241440 Per CMERDC Contract Pricing: Customer Contract Number: ERDCHONN.JP.MN.053129 Customer Contract Number: ERDCSMIT.JP.MN.031328 Customer Contract Number: ERDCFOMC.JP.MN.022826 ***** H ITLM--.YO-.N-.H-.I M-\$(1)-.CU-10-.N L-.SB-. T IGNITION 2 TASK LOW-BACK IGNITION 2 CHAIR		
01	28.00	EA		211.5600	5,923.68
02	296.00	EA	01670#--TOP-SSTMOLD-EDGE-FRAME SILHOUETTE SINGLE STUDENT DESK, LAMINATE TOP, ADJ HEIGHT 24DX27WX22-34"H TOP:PEWTER MESH	173.5100	51,358.96
03	296.00	EA	30933 SW (STANDARD WIDTH) TOTE TRAY W/HOUSING - CLEAR	51.5100	15,246.96
04	296.00	EA	17576 3" DUAL WHEEL PACK, DUAL-WHEEL, SET OF 4 LOCKING	30.0000	8,880.00

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE	PAGE TOTAL \$	81,409.60
				TOTAL \$	

	16005870000000 534	295,871.99	2526-71
--	--------------------	------------	---------

Acceptance of this PO contract, including T&Cs, is demonstrated by an email confirmation, commencement of service, production of product(s), or product delivery. T&Cs can be found here: www.district279.org/departments/business-services/procurement-and-contracts



Osseo Area Schools

Educational Service Center

Osseo Area Schools
11200 93rd Avenue N
Maple Grove, MN 55369
763-391-7027

PURCHASE ORDER NO. P263191

**NOTE: The PO number must appear on Invoices and packing slips.
Email invoices to accountspayable@district279.org**

PAGE NO. 2

kkragenbring@innovativeos.com

VENDOR
17401 FAX: 952-894-7153
INNOVATIVE OFFICE SOLUTIONS
151 EAST CLIFF ROAD
BURNSVILLE MN 55337
ATTN: KENDALL KRAGENBRING

SHIP TO
ZANEWOOD COMMUNITY SCHOOL
7000 ZANE AVE N
ATTN: RECEIVING ROOM
BROOKLYN PARK MN 55429
ATTN: COLLIN O'BRIEN

ORDER DATE: 03/10/26		BUYER: LIA VANG		REQ. NO.: R264244	REQUIRED BY: 03/13/26
TERMS: NET 30 DAYS			F.O.B.: SEE BELOW		DESC.:
ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
05	6.00	EA	01670#--TOP-SSTMOLD-EDGE-FRAME SILHOUETTE SINGLE STUDENT DESK, LAMINATE TOP, ADJ HEIGHT 24DX27WX22-34"H TOP:PEWTER MESH	173.5100	1,041.06
06	6.00	EA	17576 3" DUAL WHEEL PACK, DUAL-WHEEL, SET OF 4 LOCKING	30.0000	180.00
07	54.00	EA	03002#--TOP-SSTMOLD-EDGE-FRAME INTERCHANGE 3-2-1 DESK TOP:PEWTER MESH	220.5100	11,907.54
08	54.00	EA	17576 3" DUAL WHEEL PACK, DUAL-WHEEL, SET OF 4 LOCKING	30.0000	1,620.00
09	36.00	EA	77159 LOW RANGE INSERT ON GLIDES ADJUST FROM 18.25 TO 22.25	39.0000	1,404.00
10	28.00	EA	7772--TOP-SSTMOLD-EDGE-FRAME MOD INTERCHANGE ACTIVITY TABLE 30DX54W, ADJ HEIGHT 22-34"H TOP:PEWTER MESH	376.0000	10,528.00
11	28.00	EA	717 4--487860-CH P MOD MODESTY PANEL FOR 54"W TABLE PEWTER MESH LAMINATE	95.0000	2,660.00
12	28.00	EA	17576	30.0000	840.00

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE	PAGE TOTAL \$ 30,180.60
				TOTAL \$

Acceptance of this PO contract, including T&Cs, is demonstrated by an email confirmation, commencement of service, production of product(s), or product delivery. T&Cs can be found here: www.district279.org/departments/business-services/procurement-and-contracts

BBF - Collin O'Brien
for Zanewood

 72
Coordinator, Purchasing & Warehouse
APPROVED BY



**Osseo Area
Schools**

Educational Service Center

Osseo Area Schools
11200 93rd Avenue N
Maple Grove, MN 55369
763-391-7027

PURCHASE ORDER NO. P263191

**NOTE: The PO number must appear on Invoices and packing slips.
Email invoices to accountspayable@district279.org**

PAGE NO. 3

kkragenbring@innovativeos.com

V
E
N
D
O
R

17401 FAX: 952-894-7153
INNOVATIVE OFFICE SOLUTIONS
151 EAST CLIFF ROAD
BURNSVILLE MN 55337
ATTN: KENDALL KRAGENBRING

S
H
I
P
T
O

ZANEWOOD COMMUNITY SCHOOL
7000 ZANE AVE N
ATTN: RECEIVING ROOM
BROOKLYN PARK MN 55429
ATTN: COLLIN O'BRIEN

ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
13	24.00	EA	3" DUAL WHEEL PACK, DUAL-WHEEL, SET OF 4 LOCKING 01632V#--TO P-SSTMOLD-EDG E-FRAM E 20X27 SILHOUETTE SIT-STAND STUDENT DESK, LARGE RECTANGLE TOP:PEWTER MESH	354.5100	8,508.24
14	4.00	EA	01635V#--TOP-SSTMOLD-EDGE-FRAME 24X36 SILHOUETTE XLSIT-STAND DESK, LARGE RECTANGLE TOP:PEWTER MESH	436.0000	1,744.00
15	4.00	EA	F165-22X28X29-G--FAB/VG1-VG1SI-STX-8801- VG1SI-STX-8801 ROCK'N ROLLER 22"W X 28"0 X 29"H, 16"H SEAT HT	560.2500	2,241.00
16	6.00	EA	F166-18X16--FAB/VG1-VG1SI-STX-8804-VG1SI -STX-8804-ROK ROK DROP OTTOMAN, 16"H	267.7500	1,606.50
17	24.00	EA	F005-18X14-G--FAB-FAB/VG1-VG1SI-STX-8801 -VG1SI-SSTX-8801 ROUND- 18XL4H WITH GLIDES 18" FABRIC TOP	229.5000	5,508.00
18	24.00	EA	F005-18X16-G--FAB-FAB/VG1-VG1SI-STX-8801 -VG1SI-SSTX-8801 ROUND- 18X16H WITH GLIDES 18" FABRIC TOP	236.2500	5,670.00
19	36.00	EA	F005-18X18-G--FAB-FAB/VG1-VG1SI-STX-8801 -VG1SI-SSTX-8801 ROUND- 18X18H WITH	236.2500	8,505.00

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE	PAGE TOTAL \$	33,782.74
				TOTAL \$	

Acceptance of this PO contract, including T&Cs, is demonstrated by an email confirmation, commencement of service, production of product(s), or product delivery. T&Cs can be found here: www.district279.org/departments/business-services/procurement-and-contracts

BBF - Collin O'Brien
for Zanewood

 73
Coordinator, Purchasing & Warehouse
APPROVED BY



**Osseo Area
Schools**

Educational Service Center

Osseo Area Schools
11200 93rd Avenue N
Maple Grove, MN 55369
763-391-7027

PURCHASE ORDER NO. P263191

**NOTE: The PO number must appear on Invoices and packing slips.
Email invoices to accountspayable@district279.org**

PAGE NO. 4

kkragenbring@innovativeos.com

V
E
N
D
O
R
[17401 FAX: 952-894-7153]
[INNOVATIVE OFFICE SOLUTIONS]
[151 EAST CLIFF ROAD]
[BURNSVILLE MN 55337]
[ATTN: KENDALL KRAGENBRING]

S
H
I
P
T
O
[ZANEWOOD COMMUNITY SCHOOL]
[7000 ZANE AVE N]
[ATTN: RECEIVING ROOM]
[BROOKLYN PARK MN 55429]
[ATTN: COLLIN O'BRIEN]

ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
20	20.00	EA	GLIDES 18" FABRIC TOP 310015000--ENDPANEL-PL T-TOTE CASCADE MEGA-CASE-OPEN, 15-3" SW TOTES, CASTERS PLATINUM PAINT	811.5100	16,230.20
21	10.00	EA	911W00000P--ENDPANEL-PL T CASCADE MEGA-TOWER-DOORS, SHELVES, CASTERS, WHITEBOARD BACK ENDPANEL PLATINUM PAINT	968.0000	9,680.00
22	6.00	EA	921W00000P#--ENDPANEL-PL T CASCADE MEGA-TOWER, DOOR(S) WITH CASTERS, WHITEBOARD BACK PANEL.SHELVES, SOLID END PANELS PLATINUM PAINT	1174.0000	7,044.00
23	14.00	EA	HS72ABC--\$(PL)-.S BRIGADE BOOKCASE 5-SHELF 12-5/8D X 34-1/2W X 71H CHARCOAL	345.4800	4,836.72
24	7.00	EA	620012060P#--ENDPANEL-PL T-TOTES CASCADE MEGA-CABINET (SW) TOTES, DOOR(S) WITH CASTERS, PLATINUM BACK PANEL, 12X3" 6X6" TOTES.SOLID END PANELS PLATINUM PAINT	1202.5000	8,417.50
25	28.00	EA	H33723R--.L-\$(PL)-.PST	345.7500	9,681.00

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE	PAGE TOTAL \$	55,889.42
				TOTAL \$	

Acceptance of this PO contract, including T&Cs, is demonstrated by an email confirmation, commencement of service, production of product(s), or product delivery. T&Cs can be found here: www.district279.org/departments/business-services/procurement-and-contracts



**Osseo Area
Schools**

Educational Service Center

Osseo Area Schools
11200 93rd Avenue N
Maple Grove, MN 55369
763-391-7027

PURCHASE ORDER NO. P263191

**NOTE: The PO number must appear on Invoices and packing slips.
Email invoices to accountspayable@district279.org**

PAGE NO. 5

kkragenbring@innovativeos.com

V
E
N
D
O
R
[17401 FAX: 952-894-7153]
[INNOVATIVE OFFICE SOLUTIONS]
[151 EAST CLIFF ROAD]
[BURNSVILLE MN 55337]
[ATTN: KENDALL KRAGENBRING]

S
H
I
P
T
O
[ZANEWOOD COMMUNITY SCHOOL]
[7000 ZANE AVE N]
[ATTN: RECEIVING ROOM]
[BROOKLYN PARK MN 55429]
[ATTN: COLLIN O'BRIEN]

ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
26	27.00	EA	BRIGADE PED "R" PULL MOBILE B/B/F 23"0 X 28"H 01676#--TOP-SSTMOLD-EDGE-FRAME SILHOUETTE TWO-STUDENT DESK, LAMINATE TOP, ADJUSTABLE HEIGHT, 24DX54WX22-34H TOP:PEWTER MESH	270.0000	7,290.00
27	36.00	EA	04107#--TOP-SSTMOLD-EDGE-FRAME INTERCHANGE RECTANGLE ACTIVITY TABLE HEIGHT, 30DX60WX22-34H TOP:PEWTER MESH	376.0000	13,536.00
28	36.00	EA	17576 3" DUAL WHEEL PACK, DUAL-WHEEL, SET OF 4 LOCKING	30.0000	1,080.00
29	24.00	EA	77159 LOW RANGE INSERT ON GLIDES ADJUST FROM 18.25 TO 22.25	39.0000	936.00
30	6.00	EA	04130#--TOP-SSTMOLD-EDGE-FRAME INTERCHANGE ACTIVITY TABLE, KIDNEY, 48X72W TOP:PEWTER MESH	602.0000	3,612.00
31	6.00	EA	17576 3" DUAL WHEEL PACK, DUAL-WHEEL, SET OF 4 LOCKING	30.0000	180.00
32	6.00	EA	77159	39.0000	234.00

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE	PAGE TOTAL \$	26,868.00
				TOTAL \$	

Acceptance of this PO contract, including T&Cs, is demonstrated by an email confirmation, commencement of service, production of product(s), or product delivery. T&Cs can be found here: www.district279.org/departments/business-services/procurement-and-contracts

BBF - Collin O'Brien
for Zanewood

 75
Coordinator, Purchasing & Warehouse
APPROVED BY



**Osseo Area
Schools**

Educational Service Center

Osseo Area Schools
11200 93rd Avenue N
Maple Grove, MN 55369
763-391-7027

PURCHASE ORDER NO. P263191

**NOTE: The PO number must appear on Invoices and packing slips.
Email invoices to accountspayable@district279.org**

PAGE NO. 6

kkragenbring@innovativeos.com

V
E
N
D
O
R
[17401 FAX: 952-894-7153]
[INNOVATIVE OFFICE SOLUTIONS]
[151 EAST CLIFF ROAD]
[BURNSVILLE MN 55337]
[ATTN: KENDALL KRAGENBRING]

S
H
I
P
T
O
[ZANEWOOD COMMUNITY SCHOOL]
[7000 ZANE AVE N]
[ATTN: RECEIVING ROOM]
[BROOKLYN PARK MN 55429]
[ATTN: COLLIN O'BRIEN]

ORDER DATE: 03/10/26		BUYER: LIA VANG		REQ. NO.: R264244	REQUIRED BY: 03/13/26
TERMS: NET 30 DAYS			F.O.B.: SEE BELOW		DESC.:
ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
33	7.00	EA	LOW RANGE INSERT ON GLIDES ADJUST FROM 18.25 TO 22.25 04130#--TOP-SSTMOLD-EDGE-FRAME INTERCHANGE ACTIVITY TABLE, KIDNEY, 48X72W TOP:PEWTER MESH	602.0000	4,214.00
34	13.00	EA	04128#--TOP-SSTMOLD-EDGE-FRAME INTERCHANGE ACTIVITY TABLE, HALF MOON, 36DX72W TOP:PEWTER MESH	442.5100	5,752.63
35	13.00	EA	17576 3" DUAL WHEEL PACK, DUAL-WHEEL. SET OF 4 LOCKING	30.0000	390.00
36	1.00	EA	SURCHARGE MANUFACTURER'S SURCHARGE	615.0000	615.00
37	1.00		FURNFREIGHT FREIGHT IS ESTIMATED ONLY DUE TO FREIGHT VOLATILITY. FREIGHT ESTIMATES ARE SUBJECT TO CHANGE	9725.0000	9,725.00
38	1.00	EA	FURNDESIGN FURNITURE DESIGN SERVICES	2270.0000	2,270.00
39	1.00		FURNPS FURNITURE PROFESSIONAL SERVICES, PROJECT MANAGEMENT	1540.0000	1,540.00

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE	PAGE TOTAL \$	24,506.63
				TOTAL \$	

Acceptance of this PO contract, including T&Cs, is demonstrated by an email confirmation, commencement of service, production of product(s), or product delivery. T&Cs can be found here: www.district279.org/departments/business-services/procurement-and-contracts

BBF - Collin O'Brien
for Zanewood

 76
Coordinator, Purchasing & Warehouse
APPROVED BY



**Osseo Area
Schools**

Educational Service Center

Osseo Area Schools
11200 93rd Avenue N
Maple Grove, MN 55369
763-391-7027

PURCHASE ORDER NO. P263191

**NOTE: The PO number must appear on Invoices and packing slips.
Email invoices to accountspayable@district279.org**

PAGE NO. 7

kkragenbring@innovativeos.com

V
E
N
D
O
R
[17401 FAX: 952-894-7153]
[INNOVATIVE OFFICE SOLUTIONS]
[151 EAST CLIFF ROAD]
[BURNSVILLE MN 55337]
[ATTN: KENDALL KRAGENBRING]

S
H
I
P
T
O
[ZANEWOOD COMMUNITY SCHOOL]
[7000 ZANE AVE N]
[ATTN: RECEIVING ROOM]
[BROOKLYN PARK MN 55429]
[ATTN: COLLIN O'BRIEN]

ORDER DATE: 03/10/26		BUYER: LIA VANG		REQ. NO.: R264244	REQUIRED BY: 03/13/26
TERMS: NET 30 DAYS			F.O.B.: SEE BELOW		DESC.:
ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
40	1.00		FURN INST ALL FURNITURE INSTALLATION	43235.0000	43,235.00

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE	PAGE TOTAL \$ 43,235.00
				TOTAL \$ 295,871.99

Acceptance of this PO contract, including T&Cs, is demonstrated by an email confirmation, commencement of service, production of product(s), or product delivery. T&Cs can be found here: www.district279.org/departments/business-services/procurement-and-contracts

BBF - Collin O'Brien
for Zanewood

 77
Coordinator, Purchasing & Warehouse
APPROVED BY



Educational Service Center
 Osseo Area Schools
 11200 93rd Avenue N
 Maple Grove, MN 55369
 763-391-7027

PURCHASE ORDER NO. P263192
NOTE: The PO number must appear on Invoices and packing slips.
Email invoices to accountspayable@district279.org

PAGE NO. 1

kkragenbring@innovativeos.com

VENDOR
 17401 FAX: 952-894-7153
 INNOVATIVE OFFICE SOLUTIONS
 151 EAST CLIFF ROAD
 BURNSVILLE MN 55337
 ATTN: KENDALL KRAGENBRING

SHIP TO
 WEAVER LAKE ELEMENTARY
 15900 WEAVER LAKE RD
 ATTN: RECEIVING ROOM
 MAPLE GROVE MN 55311
 ATTN: COLLIN O'BRIEN

ORDER DATE: 03/10/26		BUYER: LIA VANG		REQ. NO.: R264245	REQUIRED BY: 03/13/26
TERMS: NET 30 DAYS		F.O.B.: SEE BELOW		DESC.:	
ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
			Order comments: Pricing and additional specs per attached Order # 241444 Per CMERDC Contract Pricing: Customer Contract Number: ERDCHONN.JP.MN.053129 Customer Contract Number: ERDCSMIT.JP.MN.031328 Customer Contract Number: ERDCFOMC.JP.MN.022826 *****		
01	31.00	EA	HITLM--.YO-.N-.H-.I M-(1)-.CU-10-.N L-.SB-. T	211.5600	6,558.36
02	480.00	EA	IGNITION 2 TASK LOW-BACK 01670#--TOP-SSTMOLD-EDGE-FRAME SILHOUETTE SINGLE STUDENT DESK, LAMINATE TOP, ADJ HEIGHT 24DX27WX22-34"H TOP:PEWTER MESH	173.5100	83,284.80
03	480.00	EA	30933 SW (STANDARD WIDTH) TOTE TRAY W/HOUSING - CLEAR	51.5100	24,724.80
04	480.00	EA	17576 3" DUAL WHEEL PACK, DUAL-WHEEL, SET OF 4 LOCKING	30.0000	14,400.00

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE	PAGE TOTAL \$	128,967.96
				TOTAL \$	

	16005870000000 534	371,755.23	2526-69
--	--------------------	------------	---------

Acceptance of this PO contract, including T&Cs, is demonstrated by an email confirmation, commencement of service, production of product(s), or product delivery. T&Cs can be found here: www.district279.org/departments/business-services/procurement-and-contracts

BBF - Collin O'Brien
 for Weaver Lake

Collin O'Brien 78
 Coordinator, Purchasing & Warehouse
APPROVED BY



**Osseo Area
Schools**

Educational Service Center

Osseo Area Schools
11200 93rd Avenue N
Maple Grove, MN 55369
763-391-7027

PURCHASE ORDER NO. P263192

**NOTE: The PO number must appear on Invoices and packing slips.
Email invoices to accountspayable@district279.org**

PAGE NO. 2

kkragenbring@innovativeos.com

V
E
N
D
O
R
[17401 FAX: 952-894-7153]
[INNOVATIVE OFFICE SOLUTIONS]
[151 EAST CLIFF ROAD]
[BURNSVILLE MN 55337]
[ATTN: KENDALL KRAGENBRING]

S
H
I
P
T
O
[WEAVER LAKE ELEMENTARY]
[15900 WEAVER LAKE RD]
[ATTN: RECEIVING ROOM]
[MAPLE GROVE MN 55311]
[ATTN: COLLIN O'BRIEN]

ORDER DATE: 03/10/26		BUYER: LIA VANG		REQ. NO.: R264245	REQUIRED BY: 03/13/26
TERMS: NET 30 DAYS			F.O.B.: SEE BELOW		DESC.:
ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
05	4.00	EA	01670#--TOP-SSTMOLD-EDGE-FRAME SILHOUETTE SINGLE STUDENT DESK, LAMINATE TOP, ADJ HEIGHT 24DX27WX22-34"H TOP:PEWTER MESH	173.5100	694.04
06	4.00	EA	17576 3" DUAL WHEEL PACK, DUAL-WHEEL, SET OF 4 LOCKING	30.0000	120.00
07	60.00	EA	03002#--TOP-SSTMOLD-EDGE-FRAME INTERCHANGE 3-2-1 DESK TOP:PEWTER MESH	220.5100	13,230.60
08	60.00	EA	17576 3" DUAL WHEEL PACK, DUAL-WHEEL, SET OF 4 LOCKING	30.0000	1,800.00
09	48.00	EA	77159 LOW RANGE INSERT ON GLIDES ADJUST FROM 18.25 TO 22.25	39.0000	1,872.00
10	31.00	EA	7772--TOP-SSTMOLD-EDGE-FRAME MOD INTERCHANGE ACTIVITY TABLE 30DX54W, ADJ HEIGHT 22-34"H TOP:PEWTER MESH	376.0000	11,656.00
11	31.00	EA	11. MODESTY PANEL717 4--487860-CH P MOD MODESTY PANEL FOR 54"W TABLE PEWTER MESH LAMINATE	95.0000	2,945.00
12	31.00	EA	17576 3" DUAL WHEEL PACK, DUAL-WHEEL, SET OF 4	30.0000	930.00

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE	PAGE TOTAL \$ 33,247.64
				TOTAL \$

Acceptance of this PO contract, including T&Cs, is demonstrated by an email confirmation, commencement of service, production of product(s), or product delivery. T&Cs can be found here: www.district279.org/departments/business-services/procurement-and-contracts

BBF - Collin O'Brien
for Weaver Lake


Coordinator, Purchasing & Warehouse
APPROVED BY 79



Educational Service Center
 Osseo Area Schools
 11200 93rd Avenue N
 Maple Grove, MN 55369
 763-391-7027

PURCHASE ORDER NO. P263192
 NOTE: The PO number must appear on Invoices and packing slips.
 Email invoices to accountspayable@district279.org

PAGE NO. 3

kkragenbring@innovativeos.com

VENDOR
 17401 FAX: 952-894-7153
 INNOVATIVE OFFICE SOLUTIONS
 151 EAST CLIFF ROAD
 BURNSVILLE MN 55337
 ATTN: KENDALL KRAGENBRING

SHIP TO
 WEAVER LAKE ELEMENTARY
 15900 WEAVER LAKE RD
 ATTN: RECEIVING ROOM
 MAPLE GROVE MN 55311
 ATTN: COLLIN O'BRIEN

ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
13	28.00	EA	LOCKING 01632V#--TO P-SSTMOLD-EDG E-FRAM E 20X27 SILHOUETTE SIT-STAND STUDENT DESK, LARGE RECTANGLE TOP:PEWTER MESH	354.5100	9,926.28
14	4.00	EA	01635V#--TOP-SSTMOLD-EDGE-FRAME 24X36 SILHOUETTE XLSIT-STAND DESK, LARGE RECTANGLE TOP:PEWTER MESH	436.0000	1,744.00
15	4.00	EA	F165-22X28X29-G--FAB/VG1-VG1SI-STX-8801- VG1SI-STX-8801 ROCK'N ROLLER 22"W X 28" X 29"H, 16"H SEAT HT	560.2500	2,241.00
16	32.00	EA	F005-18X14-G--FAB-FAB/VG1-VG1SI-STX-8801 -VG1SI-SSTX-8801 ROUND- 18XL4H WITH GLIDES 18" FABRIC TOP ROUND 14"	229.5000	7,344.00
17	32.00	EA	F005-18X16-G--FAB-FAB/VG1-VG1SI-STX-8801 -VG1SI-SSTX-8801 ROUND- 18X16H WITH GLIDES 18" FABRIC TOP OTTOMON 16"	236.2500	7,560.00
18	48.00	EA	F005-18X18-G--FAB-FAB/VG1-VG1SI-STX-8801 -VG1SI-SSTX-8801 ROUND- 18X18H WITH GLIDES 18" FABRIC TOP OTTOMON 18"	236.2500	11,340.00

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE	PAGE TOTAL \$	40,155.28
				TOTAL \$	

Acceptance of this PO contract, including T&Cs, is demonstrated by an email confirmation, commencement of service, production of product(s), or product delivery. T&Cs can be found here: www.district279.org/departments/business-services/procurement-and-contracts

BBF - Collin O'Brien
 for Weaver Lake

Collin O'Brien 80
 Coordinator, Purchasing & Warehouse
APPROVED BY



Educational Service Center
 Osseo Area Schools
 11200 93rd Avenue N
 Maple Grove, MN 55369
 763-391-7027

PURCHASE ORDER NO. P263192
 NOTE: The PO number must appear on Invoices and packing slips.
 Email invoices to accountspayable@district279.org

PAGE NO. 4

kkragenbring@innovativeos.com

VENDOR
 17401 FAX: 952-894-7153
 INNOVATIVE OFFICE SOLUTIONS
 151 EAST CLIFF ROAD
 BURNSVILLE MN 55337
 ATTN: KENDALL KRAGENBRING

SHIP TO
 WEAVER LAKE ELEMENTARY
 15900 WEAVER LAKE RD
 ATTN: RECEIVING ROOM
 MAPLE GROVE MN 55311
 ATTN: COLLIN O'BRIEN

ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
19	32.00	EA	310015000--ENDPANEL-PL T-TOTE CASCADE MEGA-CASE-OPEN, 15-3" SW TOTES, CASTERS PLATINUM PAINT	811.5100	25,968.32
20	8.00	EA	911W00000P--ENDPANEL-PL T CASCADE MEGA-TOWER-DOORS, SHELVES, CASTERS, WHITEBOARD BACK PLATINUM PAINT	968.0000	7,744.00
21	20.00	EA	HS72ABC--\$(PL)-.S BRIGADE BOOKCASE 5-SHELF 12-5/8D X 34-1/2W X 71H CHARCOAL	345.4800	6,909.60
22	4.00	EA	620012060P#--ENDPANEL-PL T-TOTES CASCADE MEGA-CABINET (SW) TOTES, DOOR(S) WITH CASTERS, PLATINUM BACK PANEL, 12X3" 6X6" TOTES.SOLID END PANELS PLATINUM PAINT	1202.5000	4,810.00
23	31.00	EA	H33723R--.L-\$(PL)-.P8T BRIGADE PED "R" PULL MOBILE B/B/F 23"D X 28"H	345.7500	10,718.25
24	12.00	EA	01676#--TOP-SSTMOLD-EDGE-FRAME SILHOUETTETWO-STUDENT DESK, LAMINATE TOP, ADJUSTABLE HEIGHT, 24DX54 WX22-34H TOP:PEWTER MESH	270.0000	3,240.00

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE	PAGE TOTAL \$	59,390.17
				TOTAL \$	

Acceptance of this PO contract, including T&Cs, is demonstrated by an email confirmation, commencement of service, production of product(s), or product delivery. T&Cs can be found here: www.district279.org/departments/business-services/procurement-and-contracts

BBF - Collin O'Brien
 for Weaver Lake

Collin O'Brien 81
 Coordinator, Purchasing & Warehouse
APPROVED BY



**Osseo Area
Schools**

Educational Service Center

Osseo Area Schools
11200 93rd Avenue N
Maple Grove, MN 55369
763-391-7027

PURCHASE ORDER NO. P263192

**NOTE: The PO number must appear on Invoices and packing slips.
Email invoices to accountspayable@district279.org**

PAGE NO. 5

kkragenbring@innovativeos.com

V
E
N
D
O
R
[17401 FAX: 952-894-7153]
[INNOVATIVE OFFICE SOLUTIONS]
[151 EAST CLIFF ROAD]
[BURNSVILLE MN 55337]
[ATTN: KENDALL KRAGENBRING]

S
H
I
P
T
O
[WEAVER LAKE ELEMENTARY]
[15900 WEAVER LAKE RD]
[ATTN: RECEIVING ROOM]
[MAPLE GROVE MN 55311]
[ATTN: COLLIN O'BRIEN]

ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
25	40.00	EA	04107#--TOP-SSTMOLD-EDGE-FRAME INTERCHANGE RECTANGLE ACTIVITY TABLEHEIGHT,30DX60WX22-34H TOP:PEWTER MESH	376.0000	15,040.00
26	40.00	EA	17576 3" DUAL WHEEL PACK, DUAL-WHEEL, SET OF 4 LOCKING	30.0000	1,200.00
27	32.00	EA	77159 LOW RANGE INSERT ON GLIDES ADJUST FROM 18.25 TO 22.25	39.0000	1,248.00
28	8.00	EA	04130#--TOP-SSTMOLD-EDGE-FRAME INTERCHANGE ACTIVITY TABLE, KIDNEY, 48X72W TOP:PEWTER MESH	602.0000	4,816.00
29	8.00	EA	17576 3" DUAL WHEEL PACK, DUAL-WHEEL, SET OF 4 LOCKING	30.0000	240.00
30	8.00	EA	77159 LOW RANGE INSERT ON GLIDES ADJUST FROM 18.25 TO 22.25	39.0000	312.00
31	4.00	EA	04130#--TOP-SSTMOLD-EDGE-FRAME INTERCHANGE ACTIVITY TABLE, KIDNEY, 48X72W TOP:PEWTER MESH	602.0000	2,408.00

ORDER DATE: 03/10/26	BUYER: LIA VANG	REQ. NO.: R264245	REQUIRED BY: 03/13/26
TERMS: NET 30 DAYS	F.O.B.: SEE BELOW	DESC.:	
ITEM#	ACCOUNT	AMOUNT	PROJECT CODE
PAGE TOTAL \$			25,264.00
TOTAL \$			

Acceptance of this PO contract, including T&Cs, is demonstrated by an email confirmation, commencement of service, production of product(s), or product delivery. T&Cs can be found here: www.district279.org/departments/business-services/procurement-and-contracts

Collin O'Brien 82
Coordinator, Purchasing & Warehouse
APPROVED BY



Educational Service Center
 Osseo Area Schools
 11200 93rd Avenue N
 Maple Grove, MN 55369
 763-391-7027

PURCHASE ORDER NO. P263192
 NOTE: The PO number must appear on Invoices and packing slips.
 Email invoices to accountspayable@district279.org

PAGE NO. 6

kkragenbring@innovativeos.com

V
E
N
D
O
R
[17401 FAX: 952-894-7153]
 INNOVATIVE OFFICE SOLUTIONS
 151 EAST CLIFF ROAD
 BURNSVILLE MN 55337
]
 ATTN: KENDALL KRAGENBRING

S
H
I
P
T
O
[WEAVER LAKE ELEMENTARY]
 15900 WEAVER LAKE RD
 ATTN: RECEIVING ROOM
 MAPLE GROVE MN 55311
]
 ATTN: COLLIN O'BRIEN

ORDER DATE: 03/10/26		BUYER: LIA VANG		REQ. NO.: R264245	REQUIRED BY: 03/13/26
TERMS: NET 30 DAYS		F.O.B.: SEE BELOW		DESC.:	
ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
32	18.00	EA	04128#--TOP-SSTMOLD-EDGE-FRAME INTERCHANGE ACTIVITY TABLE, HALF MOON, 36DX72W TOP:PEWTER MESH	442.5100	7,965.18
33	18.00	EA	17576 3" DUAL WHEEL PACK, DUAL-WHEEL, SET OF 4 LOCKING	30.0000	540.00
34	1.00	EA	SURCHARGE MANUFACTURER'S SURCHARGE	725.0000	725.00
35	1.00	EA	FURN FREIGHT FREIGHT IS ESTIMATED ONLY DUE TO FREIGHT VOLATILITY. FREIGHT ESTIMATES ARE SUBJECT TO CHANGE	12145.0000	12,145.00
36	1.00	EA	FURNDESIGN FURNITURE DESIGN SERVICES	2960.0000	2,960.00
37	1.00	EA	FURNPS FURNITURE PROFESSIONAL SERVICES, PROJECT MANAGEMENT	1975.0000	1,975.00
38	1.00		FURN INST ALL FURNITURE INSTALLATION	58420.0000	58,420.00

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE	PAGE TOTAL \$ 84,730.18
				TOTAL \$ 371,755.23

Acceptance of this PO contract, including T&Cs, is demonstrated by an email confirmation, commencement of service, production of product(s), or product delivery. T&Cs can be found here: www.district279.org/departments/business-services/procurement-and-contracts

BBF - Collin O'Brien
 for Weaver Lake

Janice Jenelle 83
 Coordinator, Purchasing & Warehouse
APPROVED BY



Educational Service Center
 Osseo Area Schools
 11200 93rd Avenue N
 Maple Grove, MN 55369
 763-391-7027

PURCHASE ORDER NO. P263193
 NOTE: The PO number must appear on Invoices and packing slips.
 Email invoices to accountspayable@district279.org

PAGE NO. 1

kkragenbring@innovativeos.com

VENDOR
 17401 FAX: 952-894-7153
 INNOVATIVE OFFICE SOLUTIONS
 151 EAST CLIFF ROAD
 BURNSVILLE MN 55337
 ATTN: KENDALL KRAGENBRING

SHIP TO
 BIRCH GROVE ELEMENTARY
 4690 BROOKDALE DR
 ATTN: RECEIVING ROOM
 BROOKLYN PARK MN 55443
 ATTN: COLLIN O'BRIEN

ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
ORDER DATE: 03/10/26 BUYER: LIA VANG REQ. NO.: R264247 REQUIRED BY: 03/13/26					
TERMS: NET 30 DAYS F.O.B.: SEE BELOW DESC.:					
Order comments: Pricing and additional specs per attached Order # 241442 Per CMERDC Contract Pricing: Customer Contract Number: ERDCHONN.JP.MN.053129 Customer Contract Number: ERDCSMIT.JP.MN.031328 Customer Contract Number: ERDCFOMC.JP.MN.022826 *****					
01	30.00	EA	H ITLM--.YO-.N-.H-.I M-\$(1)-.CU-10-.N L-.SB-. T IGNITION 2 TASK LOW-BACK IGNITION CHAIR	211.5600	6,346.80
02	360.00	EA	01670#--TOP-SSTMOLD-EDGE-FRAME SILHOUETTE SINGLE STUDENT DESK, LAMINATE TOP, ADJ HEIGHT 24DX27WX22-34"H TOP:PEWTER MESH SINGLE STUDENT DESK	173.5100	62,463.60
03	360.00	EA	30933 SW (STANDARD WIDTH) TOTE TRAY W/HOUSING - CLEAR TOTE TRAY AND TOTE	51.5100	18,543.60

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE	PAGE TOTAL \$	87,354.00
				TOTAL \$	

16005870000000	534	328,797.89	2526-70
----------------	-----	------------	---------

Acceptance of this PO contract, including T&Cs, is demonstrated by an email confirmation, commencement of service, production of product(s), or product delivery. T&Cs can be found here: www.district279.org/departments/business-services/procurement-and-contracts

BBF - Collin O'Brien
 for Birch Grove

Collin O'Brien 84
 Coordinator, Purchasing & Warehouse
APPROVED BY



Osseo Area Schools

Educational Service Center

Osseo Area Schools
11200 93rd Avenue N
Maple Grove, MN 55369
763-391-7027

PURCHASE ORDER NO. P263193

**NOTE: The PO number must appear on Invoices and packing slips.
Email invoices to accountspayable@district279.org**

PAGE NO. 2

kkragenbring@innovativeos.com

V
E
N
D
O
R
[17401 FAX: 952-894-7153]
[INNOVATIVE OFFICE SOLUTIONS]
[151 EAST CLIFF ROAD]
[BURNSVILLE MN 55337]
[ATTN: KENDALL KRAGENBRING]

S
H
I
P
T
O
[BIRCH GROVE ELEMENTARY]
[4690 BROOKDALE DR]
[ATTN: RECEIVING ROOM]
[BROOKLYN PARK MN 55443]
[ATTN: COLLIN O'BRIEN]

ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
04	360.00	EA	17576 3" DUAL WHEEL PACK, DUAL-WHEEL, SET OF 4 LOCKING WHEEL PACK	30.0000	10,800.00
05	6.00	EA	01670#--TOP-SSTMOLD-EDGE-FRAME SILHOUETTE SINGLE STUDENT DESK, LAMINATE TOP, ADJ HEIGHT 24DX27WX22-34"H TOP:PEWTER MESH SINGLE DESK	173.5100	1,041.06
06	6.00	EA	17576 3" DUAL WHEEL PACK, DUAL-WHEEL, SET OF 4 LOCKING	30.0000	180.00
07	54.00	EA	03002#--TOP-SSTMOLD-EDGE-FRAME INTERCHANGE 3-2-1 DESK TOP:PEWTER MESH 3-2-1 DESK	220.5100	11,907.54
08	54.00	EA	17576 3" DUAL WHEEL PACK, DUAL-WHEEL, SET OF 4 LOCKING WHEEL PACK	30.0000	1,620.00
09	36.00	EA	77159 LOW RANGE INSERT ON GLIDES ADJUST FROM 18.25 TO 22.25 LOW RANGE INSERT	39.0000	1,404.00
10	30.00	EA	7772--TOP-SSTMOLD-EDGE-FRAME	376.0000	11,280.00

ORDER DATE: 03/10/26	BUYER: LIA VANG	REQ. NO.: R264247	REQUIRED BY: 03/13/26
TERMS: NET 30 DAYS	F.O.B.: SEE BELOW	DESC.:	
ITEM#	ACCOUNT	AMOUNT	PROJECT CODE
PAGE TOTAL \$			38,232.60
TOTAL \$			

Acceptance of this PO contract, including T&Cs, is demonstrated by an email confirmation, commencement of service, production of product(s), or product delivery. T&Cs can be found here: www.district279.org/departments/business-services/procurement-and-contracts

BBF - Collin O'Brien
for Birch Grove

Coordinator, Purchasing & Warehouse
APPROVED BY



**Osseo Area
Schools**

Educational Service Center

Osseo Area Schools
11200 93rd Avenue N
Maple Grove, MN 55369
763-391-7027

PURCHASE ORDER NO. P263193

**NOTE: The PO number must appear on Invoices and packing slips.
Email invoices to accounts payable@district279.org**

PAGE NO. 3

kkragenbring@innovativeos.com

V
E
N
D
O
R
[17401 FAX: 952-894-7153]
[INNOVATIVE OFFICE SOLUTIONS]
[151 EAST CLIFF ROAD]
[BURNSVILLE MN 55337]
[ATTN: KENDALL KRAGENBRING]

S
H
I
P
T
O
[BIRCH GROVE ELEMENTARY]
[4690 BROOKDALE DR]
[ATTN: RECEIVING ROOM]
[BROOKLYN PARK MN 55443]
[ATTN: COLLIN O'BRIEN]

ORDER DATE: 03/10/26		BUYER: LIA VANG		REQ. NO.: R264247	REQUIRED BY: 03/13/26
TERMS: NET 30 DAYS			F.O.B.: SEE BELOW		DESC.:
ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
11	30.00	EA	MOD INTERCHANGE ACTIVITY TABLE 30DX54W, ADJ HEIGHT 22-34"H TOP:PEWTER MESH ACTIVITY TABLE 717 4--487860-CH P	95.0000	2,850.00
12	30.00	EA	MOD MODESTY PANEL FOR 54"W TABLE MODEST PANEL 17576	30.0000	900.00
13	26.00	EA	3" DUAL WHEEL PACK, DUAL-WHEEL, SET OF 4 LOCKING WHEEL PACK 01632V#--TO P-SSTMOLD-EDG E-FRAM E	354.5100	9,217.26
14	4.00	EA	20X27 SILHOUETTE SIT-STAND STUDENT DESK, LARGE RECTANGLE TOP:PEWTER MESH SIT-STAND 01635V#--TOP-SSTMOLD-EDGE-FRAME	436.0000	1,744.00
15	4.00	EA	24X36 SILHOUETTE XLSIT-STAND DESK, LARGE RECTANGLE TOP:PEWTER MESH XL SIT-STAND F165-22X28X29-G--FAB/VG1-VG1SI-STX-8801-	560.2500	2,241.00
			VG1SI-STX-8801 ROCK'N ROLLER 22"W X 28" X 29"H, 16"H SEAT HT ROCK N ROLLER		

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE	PAGE TOTAL \$	16,952.26
				TOTAL \$	

Acceptance of this PO contract, including T&Cs, is demonstrated by an email confirmation, commencement of service, production of product(s), or product delivery. T&Cs can be found here: www.district279.org/departments/business-services/procurement-and-contracts

BBF - Collin O'Brien
for Birch Grove


Coordinator, Purchasing & Warehouse
APPROVED BY



**Osseo Area
Schools**

Educational Service Center

Osseo Area Schools
11200 93rd Avenue N
Maple Grove, MN 55369
763-391-7027

PURCHASE ORDER NO. P263193

**NOTE: The PO number must appear on Invoices and packing slips.
Email invoices to accountspayable@district279.org**

PAGE NO. 4

kkragenbring@innovativeos.com

V
E
N
D
O
R
[17401 FAX: 952-894-7153]
[INNOVATIVE OFFICE SOLUTIONS]
[151 EAST CLIFF ROAD]
[BURNSVILLE MN 55337]
[ATTN: KENDALL KRAGENBRING]

S
H
I
P
T
O
[BIRCH GROVE ELEMENTARY]
[4690 BROOKDALE DR]
[ATTN: RECEIVING ROOM]
[BROOKLYN PARK MN 55443]
[ATTN: COLLIN O'BRIEN]

ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
16	6.00	EA	F166-18X16--FAB/VG1-VG1SI-STX-8804-VG1SI -STX-8804-ROK ROK DROP OTTOMAN, 16"H ROK DROP	267.7500	1,606.50
17	24.00	EA	F005-18X14-G--FAB-FAB/VG1-VG1SI-STX-8801 -VG1SI-SSTX-8801 ROUND- 18XL4H WITH GLIDES 18" FABRIC TOP 14" OTT	229.5000	5,508.00
18	24.00	EA	F005-18X16-G--FAB-FAB/VG1-VG1SI-STX-8801 -VG1SI-SSTX-8801 ROUND- 18X16H WITH GLIDES 18" FABRIC TOP 16" OTT	236.2500	5,670.00
19	44.00	EA	F005-18X18-G--FAB-FAB/VG1-VG1SI-STX-8801 -VG1SI-SSTX-8801 ROUND- 18X18H WITH GLIDES 18" FABRIC TOP 18" OTT	236.2500	10,395.00
20	24.00	EA	310015000--ENDPANEL-PL T-TOTE CASCADE MEGA-CASE-OPEN, 15-3" SW TOTES, CASTERS CASCADE MEGA CASE	811.5100	19,476.24
21	10.00	EA	911W00000P--ENDPANEL-PL T CASCADE MEGA-TOWER-DOORS, SHELVES, CASTERS, WHITEBOARD BACK MEGA TOWER	968.0000	9,680.00
22	6.00	EA	921W00000P#--ENDPANEL-PL T	1174.0000	7,044.00

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE	PAGE TOTAL \$	59,379.74
				TOTAL \$	

Acceptance of this PO contract, including T&Cs, is demonstrated by an email confirmation, commencement of service, production of product(s), or product delivery. T&Cs can be found here: www.district279.org/departments/business-services/procurement-and-contracts

BBF - Collin O'Brien
for Birch Grove

 87
Coordinator, Purchasing & Warehouse
APPROVED BY



Osseo Area Schools

Educational Service Center

Osseo Area Schools
11200 93rd Avenue N
Maple Grove, MN 55369
763-391-7027

PURCHASE ORDER NO. P263193

**NOTE: The PO number must appear on Invoices and packing slips.
Email invoices to accountspayable@district279.org**

PAGE NO. 5

kkragenbring@innovativeos.com

V
E
N
D
O
R
[17401 FAX: 952-894-7153]
[INNOVATIVE OFFICE SOLUTIONS]
[151 EAST CLIFF ROAD]
[BURNSVILLE MN 55337]
[ATTN: KENDALL KRAGENBRING]

S
H
I
P
T
O
[BIRCH GROVE ELEMENTARY]
[4690 BROOKDALE DR]
[ATTN: RECEIVING ROOM]
[BROOKLYN PARK MN 55443]
[ATTN: COLLIN O'BRIEN]

ORDER DATE: 03/10/26		BUYER: LIA VANG		REQ. NO.: R264247	REQUIRED BY: 03/13/26
TERMS: NET 30 DAYS			F.O.B.: SEE BELOW		DESC.:
ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
23	18.00	EA	CASCADE MEGA-TOWER, DOOR(S) WITH CASTERS. WHITEBOARD BACK MEGA TOWER 2 HS72ABC--\$(PL)-.S BRIGADE BOOKCASE 5-SHELF 12-5/8D X 34-1/2W X 71H BRIGADE BOOKCASE CHARCOAL	345.4800	6,218.64
24	7.00	EA	620012060P#--ENDPANEL-PL T-TOTES CASCADE MEGA-CABINET (SW) TOTES, DOOR(S) WITH CASTERS, PLATINUM BACK PANEL, 12X3" 6X6" OX12" TOTES. SOLID END PANELS MEGA CABINET - PLATINUM PAINT	1202.5000	8,417.50
25	30.00	EA	H33723R--.L-\$(PL)-.PST BRIGADE PED "R" PULL MOBILE B/B/F 23"0 X 28"H .L:LOCK BRIGADE PED	345.7500	10,372.50
26	27.00	EA	01676#--TOP-SSTMOLD-EDGE-FRAME SILHOUETTETWO-STUDENT DESK, LAMINATE TOP, ADJ HT, 24DX54WX22-34H - TOP:PEWTER MESH TWO STUDENT DESK	270.0000	7,290.00
27	36.00	EA	04107#--TOP-SSTMOLD-EDGE-FRAME	376.0000	13,536.00

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE	PAGE TOTAL \$	45,834.64
				TOTAL \$	

Acceptance of this PO contract, including T&Cs, is demonstrated by an email confirmation, commencement of service, production of product(s), or product delivery. T&Cs can be found here: www.district279.org/departments/business-services/procurement-and-contracts

BBF - Collin O'Brien
for Birch Grove

Coordinator, Purchasing & Warehouse
APPROVED BY 88



Osseo Area Schools

Educational Service Center
 Osseo Area Schools
 11200 93rd Avenue N
 Maple Grove, MN 55369
 763-391-7027

PURCHASE ORDER NO. P263193
 NOTE: The PO number must appear on Invoices and packing slips.
 Email invoices to accountspayable@district279.org

PAGE NO. 6

kkragenbring@innovativeos.com

VENDOR
 17401 FAX: 952-894-7153
 INNOVATIVE OFFICE SOLUTIONS
 151 EAST CLIFF ROAD
 BURNSVILLE MN 55337
 ATTN: KENDALL KRAGENBRING

SHIP TO
 BIRCH GROVE ELEMENTARY
 4690 BROOKDALE DR
 ATTN: RECEIVING ROOM
 BROOKLYN PARK MN 55443
 ATTN: COLLIN O'BRIEN

ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
28	36.00	EA	INTERCHANGE RECTANGLE ACTIVITY TABLEHEIGHT, 30DX60WX22-34H TOP:PEWTER MESH ACTIVITY TABLE 17576 3" DUAL WHEEL PACK, DUAL-WHEEL, SET OF 4 LOCKING WHEEL PACK	30.0000	1,080.00
29	24.00	EA	77159 LOW RANGE INSERT ON GLIDES ADJUST FROM 18.25 TO 22.25 LOW RANGE INSERT	39.0000	936.00
30	6.00	EA	04130#--TOP-SSTMOLD-EDGE-FRAME INTERCHANGE ACTIVITY TABLE, KIDNEY, 48X72W TOP:PEWTER MESH KIDNEY TABLE	602.0000	3,612.00
31	6.00	EA	17576 3" DUAL WHEEL PACK, DUAL-WHEEL, SET OF 4 LOCKING WHEEL PACK	30.0000	180.00
32	6.00	EA	77159 LOW RANGE INSERT ON GLIDES ADJUST FROM 18.25 TO 22.25	39.0000	234.00

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE	PAGE TOTAL \$	6,042.00
				TOTAL \$	

Acceptance of this PO contract, including T&Cs, is demonstrated by an email confirmation, commencement of service, production of product(s), or product delivery. T&Cs can be found here: www.district279.org/departments/business-services/procurement-and-contracts

BBF - Collin O'Brien
 for Birch Grove


 Coordinator, Purchasing & Warehouse
APPROVED BY



**Osseo Area
Schools**

Educational Service Center

Osseo Area Schools
11200 93rd Avenue N
Maple Grove, MN 55369
763-391-7027

PURCHASE ORDER NO. P263193

**NOTE: The PO number must appear on Invoices and packing slips.
Email invoices to accountspayable@district279.org**

PAGE NO. 7

kkragenbring@innovativeos.com

V
E
N
D
O
R

17401 FAX: 952-894-7153
INNOVATIVE OFFICE SOLUTIONS
151 EAST CLIFF ROAD
BURNSVILLE MN 55337
ATTN: KENDALL KRAGENBRING

S
H
I
P
T
O

BIRCH GROVE ELEMENTARY
4690 BROOKDALE DR
ATTN: RECEIVING ROOM
BROOKLYN PARK MN 55443
ATTN: COLLIN O'BRIEN

ORDER DATE: 03/10/26		BUYER: LIA VANG		REQ. NO.: R264247	REQUIRED BY: 03/13/26
TERMS: NET 30 DAYS			F.O.B.: SEE BELOW		DESC.:
ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
33	7.00	EA	LOW RANGE GLIDES 04130#--TOP-SSTMOLD-EDGE-FRAME INTERCHANGE ACTIVITY TABLE, KIDNEY, 48X72W TOP:PEWTER MESH KIDNEY TABLE	602.0000	4,214.00
34	15.00	EA	04128#--TOP-SSTMOLD-EDGE-FRAME INTERCHANGE ACTIVITY TABLE, HALF MOON, 36DX72W TOP:PEWTER MESH HALFMOON	442.5100	6,637.65
35	15.00	EA	17576 3" DUAL WHEEL PACK, DUAL-WHEEL. SET OF 4 LOCKING WHEEL PACK	30.0000	450.00
36	1.00	EA	SURCHARGE MANUFACTURER'S SURCHARGE	685.0000	685.00
37	1.00	EA	FURNFREIGHT FREIGHT IS ESTIMATED ONLY DUE TO FREIGHT VOLATILITY. FREIGHT ESTIMATES ARE SUBJECT TO CHANGE	11000.0000	11,000.00
38	1.00	EA	FURNDESIGN FURNITURE DESIGN SERVICES	2466.0000	2,466.00
39	1.00	EA	FURNPS	1665.0000	1,665.00

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE	PAGE TOTAL \$	27,117.65
				TOTAL \$	

Acceptance of this PO contract, including T&Cs, is demonstrated by an email confirmation, commencement of service, production of product(s), or product delivery. T&Cs can be found here: www.district279.org/departments/business-services/procurement-and-contracts



**Osseo Area
Schools**

Educational Service Center

Osseo Area Schools
11200 93rd Avenue N
Maple Grove, MN 55369
763-391-7027

PURCHASE ORDER NO. P263193

**NOTE: The PO number must appear on Invoices and packing slips.
Email invoices to accountspayable@district279.org**

PAGE NO. 8

kkragenbring@innovativeos.com

V
E
N
D
O
R

17401 FAX: 952-894-7153
INNOVATIVE OFFICE SOLUTIONS
151 EAST CLIFF ROAD
BURNSVILLE MN 55337
ATTN: KENDALL KRAGENBRING

S
H
I
P
T
O

BIRCH GROVE ELEMENTARY
4690 BROOKDALE DR
ATTN: RECEIVING ROOM
BROOKLYN PARK MN 55443
ATTN: COLLIN O'BRIEN

ORDER DATE: 03/10/26		BUYER: LIA VANG		REQ. NO.: R264247	REQUIRED BY: 03/13/26
TERMS: NET 30 DAYS			F.O.B.: SEE BELOW		DESC.:
ITEM#	QUANTITY	UOM	DESCRIPTION	UNIT PRICE	EXTENSION
40	1.00		FURNITURE PROFESSIONAL SERVICES, PROJECT MANAGEMENT FURN INST ALL FURNITURE INSTALLATION	47885.0000	47,885.00

ITEM#	ACCOUNT	AMOUNT	PROJECT CODE	PAGE TOTAL \$	47,885.00
				TOTAL \$	328,797.89
				Acceptance of this PO contract, including T&Cs, is demonstrated by an email confirmation, commencement of service, production of product(s), or product delivery. T&Cs can be found here: www.district279.org/departments/business-services/procurement-and-contracts	

BBF - Collin O'Brien
for Birch Grove


Coordinator, Purchasing & Warehouse
APPROVED BY

To: Dr. Kim Hiel, Superintendent
From: Anthony Padrnos, Executive Director of Technology
Gerald Edwards Sr., Director of Information Systems & Security
Date: March 17, 2027
Re: Wired and Wireless Network Infrastructure

Recommendation

It is our recommendation that the board approve the Wired and Wireless Network Infrastructure bid proposal for the purchase of switches, wireless access points, and uninterrupted power supplies from High Point Networks.

Background

Osseo Area Schools has an annual replacement cycle for our network infrastructure to ensure equipment remains functional, up-to-date, and secure. This year, we are planning for the new Crestview elementary school network infrastructure and additional site refresh replacements as part of our routine replacement cycle.

To ensure compliance and qualify for Erate funds, a request for proposal process was conducted through USAC (Universal Service Administrative Company) that manages the schools and libraries Erate program established by the federal government in alignment with State and District requirements.

We recommend accepting the bid from High Point Networks for the purchase of Aruba switches, access points, and uninterrupted power supplies. High Point Networks was the only qualified bidder, and the total cost of the equipment is \$459,162.73. This purchase aligns with our budget and has been approved through the Building a Better Future Bond and the PEAR process for FY27.

To: Dr. Kim Hiel, Superintendent
From: Anthony Padrnos, Executive Director of Technology
Gerald Edwards Sr., Director of Information Systems & Security
Date: March 17, 2027
Re: Firewall and UTM Security Infrastructure

Recommendation

We recommend that the school board approve the Firewall refresh for bid with CDW Government, LLC (CDW-G).

Background

A firewall is a critical part of the school district's cybersecurity infrastructure and acts like a digital security gate that protects student and staff information, school systems, and daily operations from cyber threats while supporting safe and appropriate internet use. ISD 279 uses two firewalls in separate locations so that if one system experiences an issue, the other can continue operating without disrupting learning or school operations. These systems help manage internet access, block harmful or inappropriate content, secure connections between district locations, and monitor network activity for potential issues. As part of the district's routine technology replacement plan, firewalls are periodically updated to ensure they remain reliable, effective, and capable of protecting the district's technology environment. This planned replacement is supported by the voter-approved technology levy and helps ensure a safe, secure, and dependable digital learning environment for the community.

To ensure compliance and qualify for Erate funds, a request for proposal process was conducted through USAC (Universal Service Administrative Company) that manages the schools and libraries Erate program established by the federal government in alignment with State and District requirements.

We recommend accepting the bid from CDW-G for the purchase of Fortinet Firewalls. CDW-G was the lowest qualified bidder, and the total cost of the equipment is \$211,373.44. This purchase aligns with our budget and has been approved through the PEAR process for FY27.

Qualified Bid Responses

Vendor	Total Cost
CDW-G	\$211,373.44
Procellis Technology	\$303,345.95
High Point Networks	\$484,130.18

To: Dr. Kim Hiel, Superintendent
From: Troy Schreifels, Director of Transportation, Security & Emergency Management
CC: John Morstad, Executive Director, Finance & Operations
Date: March 13, 2026
Re: School Resource Officer Contracts – 2026–2029 (Maple Grove & Brooklyn Park)

Dr. Kim Hiel,

Recommendation

I recommend the School Board approve the renewal of the School Resource Officer (SRO) service agreements with the City of Maple Grove and the City of Brooklyn Park for the period of July 1, 2026, through June 30, 2029. The two agreements provide a combined total of nine (9) SROs serving seven (7) District schools, consistent with the scope and structure of the prior contract period.

Background

The District has maintained SRO agreements with the Cities of Maple Grove and Brooklyn Park for several years. The most recent contract period ran from July 1, 2023 through June 30, 2026. The SRO program has consistently demonstrated strong performance, high satisfaction among building administration, and broad student support. In the most recent 2025 Minnesota Department of Education (MDE) Student Survey, approximately 97% of district students surveyed, indicated they believe an SRO presence in their school is beneficial.

Contract Summary

Both agreements are structured identical in terms of roles, responsibilities, training requirements, and performance expectations, in full compliance with Minn. Stat. 626.8482 (Minnesota SRO statute).

The annual cost per officer is \$84,500 in year one (2026–27), increasing to \$87,880 in year two (2027–28) and \$90,516 in year three (2028–29).

The agreements include provisions for joint selection of SROs, monthly reporting to Security and Emergency Management, annual program review, and prorated cost adjustments for extended absences without replacement coverage.

The Maple Grove agreement covers five (5) total SROs. There is one SRO at Maple Grove Middle School, Maple Grove Senior High, Osseo Middle School, and two SROs at Osseo Senior High. There is an option in the contract to add a second SRO at Maple Grove Senior High in the 2027–28 or 2028–29 school year due to increased enrollment.

The Brooklyn Park agreement covers four (4) total SROs. There is one SRO at Brooklyn Middle School, North View Middle School, and two SROs at Park Center Senior High.

Both agreements are supported by the District's Safe Schools Levy and are consistent with the Board's ongoing commitment to a safe, supportive learning environment. I am available to provide additional detail or answer questions in advance of or at the Board meeting.

**AGREEMENT FOR SCHOOL RESOURCE OFFICER SERVICES
BY AND BETWEEN
OSSEO AREA SCHOOLS, ISD 279
AND
CITY OF MAPLE GROVE**

This Agreement by and between the City of Maple Grove (“City”) and Osseo Area Schools-Independent School District Number 279 (“District”) is entered into under Minnesota law.

PURPOSE:

The purpose of this Agreement is to establish a School Resource Officer (“SRO”) program between the City and the District. This Agreement defines the roles, responsibilities, duties, training requirements, reporting expectations, and limitations of SROs in accordance with Minnesota Statute 626.8482. It also formalizes communication and coordination to support a safe, positive school environment and promote positive interactions between law enforcement officers, students, families, and staff.

1. ROLE OF SCHOOL RESOURCE OFFICER (“SRO”).

The SRO program is designed to fulfill three primary functions:

- A. Provide law enforcement, promote crime prevention, and ensure safety within District schools and property;
- B. Foster a positive school environment through relationship building; and
- C. Provide instruction and guidance to students in law enforcement and justice topics.

1.1 LAW ENFORCEMENT AND SAFETY

- A. SROs are responsible for law enforcement activities occurring on school grounds.
- B. When reasonable, administrators and SROs will consult to determine whether an incident rises to the level of a law-enforcement action.
- C. SROs retain full peace-officer discretion consistent with state law.
- D. SROs may participate in threat assessments, investigate criminal activity, provide crime-prevention support, and serve on Building Crisis Response Teams.

1.2 POSITIVE SCHOOL CLIMATE

- A. SROs will engage students, families, and staff to build rapport and trust.
- B. SROs may participate in school activities, when appropriate, to support relationship-building.
- C. SROs help identify students needing additional resources or support.

1.3 INSTRUCTION AND EDUCATIONAL SUPPORT

- A. SROs provide classroom instruction or presentations on law enforcement, safety and conflict resolution, or related topics.
- B. SROs may collaborate with staff to identify appropriate instructional opportunities.

2.0 EMPLOYMENT STATUS

- A. Each SRO is an employee of the City and remains under the City's sole supervision and control for matters involving law-enforcement activities, performance evaluations, discipline, and command authority.
- B. No employment relationship is created between the District and any SRO.
- C. The City is responsible for all wages, benefits, payroll taxes, workers' compensation coverage, and related obligations.
- D. The District shall compensate the City according to Section 4.

3.0 TERM OF AGREEMENT

The term of this Agreement shall be from July 1, 2026, to June 30, 2029, unless terminated by either party in accordance with Paragraph 17 of this Agreement.

4.0 FUNDING

For and in consideration of the provision of a School Resource Officer(s) service in accordance with the terms of this Agreement, the District agrees to pay the following amount per SRO to the City of each year of this Agreement. A 4% inflationary increase is included in year two of the Agreement and a 3% increase in year three of the Agreement.

- 2026-2027 school year rate per officer: \$84,500.00
- 2027-2028 school year rate per officer: \$87,880.00
- 2028-2029 school year rate per officer: \$90,516.00

4.1 INVOICING

- A. The City will invoice the district half of the yearly cost of the Agreement by August 15, each year of the Agreement, and the second half of the yearly cost of the Agreement by January 15.
- B. Invoices shall identify each school served and reflect the annual cost per SRO.
- C. At the conclusion of the school year, the District may seek reimbursement for SRO absences over 10 days where a replacement was not provided (See Section 10) scheduling.

5.0 ADMINISTRATION RESPONSIBILITIES

- A. Law enforcement services are under the City's exclusive authority.
- B. The District may provide performance feedback to the City when requested.

6.0 REPORTING REQUIREMENTS

The City shall provide monthly reports during the school year to District Security and Emergency Management:

- School-based arrests
- Referrals to law enforcement

- Diversions
- Any additional data mutually agreed upon by both parties

Criteria for reporting shall be jointly determined annually before the start of each school year.

7.0 PROGRAM ASSESSMENT

The SRO program shall be formally reviewed annually. By June 30 each year, the City shall provide a report including:

- Overview of the SRO program
- Training attended and conducted
- Meetings attended
- Arrest and referral data
- Significant activities, highlights, and accomplishments

The District and City will meet annually to assess officer assignment, effectiveness, and any needed adjustments.

8.0 SELECTION OF SROs

- A. When an SRO position becomes vacant, a District representative from the school with the vacancy and a member of Security and Emergency Management shall participate in the City's selection process.
- B. The City retains final authority over assignment decisions.
- C. The City may temporarily assign an officer for up to 30 school days when necessary.

8.1 REMOVAL BY MUTUAL AGREEMENT

An SRO may be removed from a school assignment at any time upon the mutual written agreement of both parties.

9.0 TRAINING REQUIREMENTS

9.1 REQUIRED STATUTORY TRAINING

All SROs shall complete the training required by Minn. Stat. 626.8482, subdivision 4, including but not limited to:

- Adolescent brain development
- Cultural responsiveness
- Disability and special needs awareness
- De-escalation strategies
- Conflict resolution
- Alternatives to arrest
- Relationship-based policing
- Understanding school discipline systems
- Trauma-informed practices
- Limits on physical intervention and required safety measures

The City shall maintain records of completed training.

9.2 DEPARTMENTAL AND DISTRICT TRAINING

- A. SROs shall complete all City-required training and POST board training.
- B. The District shall provide training on District systems used by SROs.

10.0 SCHEDULING

- A. Annual SRO schedules shall be established collaboratively by August 15 of each school year to include the times the SRO is expected to be on the school campus.
- B. SRO school year services will begin on Monday, the week before the school year begins.
- C. In the event the SRO is absent from work, the SRO or SROs supervisor will notify the school principal and the Assistant Director of Security and Emergency Management as well as enter this information on a shared calendar that can be accessed and viewed by the District, site administration, the SRO, and their supervisor.
- D. If an SRO is absent five or more consecutive days, the City and District shall determine whether to assign a replacement.
- E. If no replacement is provided within ten days, the District may deduct prorated costs.

11.0 DUTIES OF THE SRO

Basic duties include:

- 1. Enforce criminal law and protect the school community.
- 2. Foster positive relationships with students, families, and staff.
- 3. Provide information on law enforcement topics.
- 4. Provide classroom instruction when requested.
- 5. Handle initial reports of violent crimes committed on school property.
- 6. Take law-enforcement action when appropriate.
- 7. Coordinate investigations with school administrators.
- 8. Participate in emergency drills and planning.
- 9. Attend District SRO meetings and advisory committees.
- 10. Collect and report required data.

12.0 SCHOOL POLICY VIOLATION

- A. School administrators and staff are responsible for enforcing school rules.
- B. SROs shall not enforce school rules or address disciplinary infractions that are not violations of law.
- C. SROs shall only intervene in non-criminal situations where there is an immediate and significant threat to health or safety.

13.0 NO AGENCY RELATIONSHIP

SROs act as agents of the City when performing law-enforcement duties. The District shall not control or direct the officer's law-enforcement judgment or actions.

14.0 PRIVACY OF STUDENT RECORDS

The SRO is considered a “school official” for purposes of FERPA and the Minnesota Government Data Practices Act. All data handled by SROs shall comply with federal and state privacy laws.

In accordance with the District’s Protection and Privacy of Pupil Records Policy, No. 515, and consistent with the requirements of the Family Educational Rights and Privacy Act (20 U.S.C. 1232g; 34 C.F.R. Part 99) and the Minnesota Government Data Practices Act (Minn. Stat. Ch. 13 and MN Rules Part 1205, the Confidentiality of Information Section of the Individuals with Disabilities Education Act (34 C.F.R Parts 300.610-.627) the Health Insurance Portability and Accountability Act (HIPPA) (45 C.F.R Parts 160, 162 and 164) and the Records Retention Act (M.S. 138.17), a police officer shall be deemed to be a school official when performing the duties and responsibilities of the SRO. As such, the SRO and the City certify and agree that all data created, collected, received, stored, used, maintained, or disseminated by the SRO must comply with the Family Education Rights and Privacy Act, the Minnesota Government Data Practices Act, the Health Insurance Portability Act and the Records Retention Act.

Each year, SROs must complete a District digital access agreement.

15.0 CLOTHING, EQUIPMENT, AND SUPPLIES

The City shall provide all uniforms, equipment, and vehicles necessary for SRO duties in accordance with the SRO Policy in Appendix A.

16.0 DISTRICT FACILITIES AND EQUIPMENT

The District shall provide an office, secure storage, computer access, and communication tools necessary to perform SRO duties.

17.0 AGREEMENT TERMINATION

Either party may terminate this Agreement with 30 days’ written notice. Payments will be prorated accordingly.

18.0 STAFFING AND SERVICE LOCATIONS

The City will provide a total of five (5) SROs under the terms of this Agreement. During the term of this Agreement, the Parties may, by mutual written agreement, add one or more SROs under this Agreement. Any such addition shall be documented in a written amendment or addendum executed by both Parties and shall be subject to the same terms and conditions of this Agreement unless otherwise expressly stated.

The following schools shall receive SRO services in accordance with the terms of this Agreement:

Maple Grove Middle School One SRO	7000 Hemlock LN Maple Grove, MN 55369	763.315.7600
Maple Grove Senior High School One SRO *Option to add Second SRO for the 2027/28 school year and/or 2028/20219	9800 Fernbrook Lane N Maple Grove, MN 55369	763.391.8700
Osseo Middle School One SRO	10223 93 rd Ave N Osseo, MN 55369	763.391.8800
Osseo Senior High Two SROs	317 2 nd Ave NW Osseo, MN 55369	763.391.8500

19.0 RECORD KEEPING AND AUDIT

The City shall maintain all records related to this Agreement, including financial and performance records, for a minimum of six (6) years and shall make such records available to the District, the Commissioner of Administration, and the Legislative Auditor upon request in accordance with Minn. Stat. 16C.05, subd. 5.

20.0 COMPLIANCE WITH THE LAW

Both parties shall comply with all applicable federal, state, and local laws, including Minn. Stat. 626.8482 and Minn. Stat. 16C.05, subd. 5.

21.0 INCORPORATION OF SRO POLICY

The City shall maintain an SRO Policy identical or substantially similar to the Model Policy adopted under Minn. Stat. 626.8482, subdivision 5.

Appendix A is hereby incorporated by reference and made part of this Agreement.

22.0 ENTIRE AGREEMENT

This Agreement constitutes the full understanding between the parties and supersedes all prior oral or written agreements relating to SRO services.

23.0 COUNTERPARTS

This agreement may be executed in multiple counterparts; each deemed an original.

The parties agree to the terms of this School Resource Officers Agreement as evidenced by their signatures below.

CITY OF MAPLE GROVE

OSSEO AREA SCHOOLS, ISD 279

Mark Steffenson, Mayor

John Morstad,
Executive Director, Finance & Operations

Date

Date

Heidi Nelson, City Administrator

Date

**AGREEMENT FOR SCHOOL RESOURCE OFFICER SERVICES
BY AND BETWEEN
OSSEO AREA SCHOOLS, ISD 279
AND
CITY OF BROOKLYN PARK**

This Agreement by and between the City of Brooklyn Park (“City”) and Osseo Area Schools-Independent School District Number 279 (“District”) is entered into under Minnesota law.

PURPOSE:

The purpose of this Agreement is to establish a School Resource Officer (“SRO”) program between the City and the District. This Agreement defines the roles, responsibilities, duties, training requirements, reporting expectations, and limitations of SROs in accordance with Minnesota Statute 626.8482. It also formalizes communication and coordination to support a safe, positive school environment and promote positive interactions between law enforcement officers, students, families, and staff.

1. ROLE OF SCHOOL RESOURCE OFFICER (“SRO”).

The SRO program is designed to fulfill three primary functions:

- A. Provide law enforcement, promote crime prevention, and ensure safety within District schools and property;
- B. Foster a positive school environment through relationship building; and
- C. Provide instruction and guidance to students in law enforcement and justice topics.

1.1 LAW ENFORCEMENT AND SAFETY

- A. SROs are responsible for law enforcement activities occurring on school grounds.
- B. When reasonable, administrators and SROs will consult to determine whether an incident rises to the level of a law-enforcement action.
- C. SROs retain full peace-officer discretion consistent with state law.
- D. SROs may participate in threat assessments, investigate criminal activity, provide crime-prevention support, and serve on Building Crisis Response Teams.

1.2 POSITIVE SCHOOL CLIMATE

- A. SROs will engage students, families, and staff to build rapport and trust.
- B. SROs may participate in school activities, when appropriate, to support relationship-building.
- C. SROs help identify students needing additional resources or support.

1.3 INSTRUCTION AND EDUCATIONAL SUPPORT

- A. SROs provide classroom instruction or presentations on law enforcement, safety and conflict resolution, or related topics.
- B. SROs may collaborate with staff to identify appropriate instructional opportunities.

2.0 EMPLOYMENT STATUS

- A. Each SRO is an employee of the City and remains under the City's sole supervision and control for matters involving law-enforcement activities, performance evaluations, discipline, and command authority.
- B. No employment relationship is created between the District and any SRO.
- C. The City is responsible for all wages, benefits, payroll taxes, workers' compensation coverage, and related obligations.
- D. The District shall compensate the City according to Section 4.

3.0 TERM OF AGREEMENT

The term of this agreement shall be from July 1, 2026, to June 30, 2029, unless terminated by either party in accordance with Paragraph 17 of this Agreement.

4.0 FUNDING

For and in consideration of the provision of a School Resource Officer(s) service in accordance with the terms of this Agreement, the District agrees to pay the following amount per SRO to the City of each year of this Agreement. A 4% inflationary increase is included in year two of the Agreement and a 3% increase in year three of the agreement.

- 2026-2027 school year rate per officer: \$84,500.00
- 2027-2028 school year rate per officer: \$87,880.00
- 2028-2029 school year rate per officer: \$90,516.00

4.1 INVOICING

- A. The City will invoice the district by June 30, each year of the agreement.
- B. Invoices shall identify each school served and reflect the annual cost per SRO.
- C. At the conclusion of the school year, the District may seek reimbursement for SRO absences over 10 days where a replacement was not provided (See Section 10) scheduling.

5.0 ADMINISTRATION RESPONSIBILITIES

- A. Law enforcement services are under the City's exclusive authority.
- B. The District may provide performance feedback to the City when requested.

6.0 REPORTING REQUIREMENTS

The City shall provide monthly reports during the school year to District Security and Emergency Management:

- School-based arrests
- Referrals to law enforcement
- Diversions
- Any additional data mutually agreed upon by both parties

Criteria for reporting shall be jointly determined annually before the start of each school year.

7.0 PROGRAM ASSESSMENT

The SRO program shall be formally reviewed annually. By June 30 each year, the City shall provide a report including:

- Overview of the SRO program
- Training attended and conducted
- Meetings attended
- Arrest and referral data
- Significant activities, highlights, and accomplishments

The District and City will meet annually to assess officer assignment, effectiveness, and any needed adjustments.

8.0 SELECTION OF SROs

- A. When an SRO position becomes vacant, a District representative from the school with the vacancy and a member of Security and Emergency Management shall participate in the City's selection process.
- B. The City retains final authority over assignment decisions.
- C. The City may temporarily assign an officer for up to 30 school days when necessary.

8.1 REMOVAL BY MUTUAL AGREEMENT

An SRO may be removed from a school assignment at any time upon the mutual written agreement of both parties.

9.0 TRAINING REQUIREMENTS

9.1 REQUIRED STATUTORY TRAINING

All SROs shall complete SRO specific training required by Minn. Stat. 626.8482, subdivision 4, including but not limited to:

- Adolescent brain development
- Cultural responsiveness
- Disability and special needs awareness
- De-escalation strategies
- Conflict resolution
- Alternatives to arrest
- Relationship-based policing
- Understanding school discipline systems
- Trauma-informed practices
- Limits on physical intervention and required safety measures

The City shall maintain records of completed training.

9.2 DEPARTMENTAL AND DISTRICT TRAINING

- A. SROs shall complete all City-required training and POST board training.

B. The District shall provide training on District systems used by SROs.

10.0 SCHEDULING

- A. Annual SRO schedules shall be established collaboratively by August 15 of each school year to include the times the SRO is expected to be on the school campus.
- B. SRO school year services will begin on Monday, the week before the school year begins.
- C. In the event the SRO is absent from work, the SRO or SROs supervisor will notify the school principal and the Assistant Director of Security and Emergency Management as well as enter this information on a shared calendar that can be accessed and viewed by the District, site administration, the SRO, and their supervisor.
- D. If an SRO is absent five or more consecutive days, the City and District shall determine whether to assign a replacement.
- E. If no replacement is provided within ten days, the District may deduct prorated costs.

11.0 DUTIES OF THE SRO

Basic duties include:

- 1. Enforce criminal law and protect the school community.
- 2. Foster positive relationships with students, families, and staff.
- 3. Provide information on law enforcement topics.
- 4. Provide classroom instruction when requested.
- 5. Handle initial reports of violent crimes committed on school property.
- 6. Take law-enforcement action when appropriate.
- 7. Coordinate investigations with school administrators.
- 8. Participate in emergency drills and planning.
- 9. Attend District SRO meetings and advisory committees.
- 10. Collect and report required data.

12.0 SCHOOL POLICY VIOLATION

- A. School administrators and staff are responsible for enforcing school rules.
- B. SROs shall not enforce school rules or address disciplinary infractions that are not violations of law.
- C. SROs shall only intervene in non-criminal situations where there is an immediate and significant threat to health or safety.

13.0 NO AGENCY RELATIONSHIP

SROs act as agents of the City when performing law-enforcement duties. The District shall not control or direct the officer's law-enforcement judgment or actions.

14.0 PRIVACY OF STUDENT RECORDS

The SRO is considered a "school official" for purposes of FERPA and the Minnesota Government Data Practices Act. All data handled by SROs shall comply with federal and state privacy laws.

In accordance with the District’s Protection and Privacy of Pupil Records Policy, No. 515, and consistent with the requirements of the Family Educational Rights and Privacy Act (20 U.S.C. 1232g; 34 C.F.R. Part 99) and the Minnesota Government Data Practices Act (Minn. Stat. Ch. 13 and MN Rules Part 1205, the Confidentiality of Information Section of the Individuals with Disabilities Education Act (34 C.F.R Parts 300.610-.627) the Health Insurance Portability and Accountability Act (HIPPA) (45 C.F.R Parts 160, 162 and 164) and the Records Retention Act (M.S. 138.17), a police officer shall be deemed to be a school official when performing the duties and responsibilities of the SRO. As such, the SRO and the City certify and agree that all data created, collected, received, stored, used, maintained, or disseminated by the SRO must comply with the Family Education Rights and Privacy Act, the Minnesota Government Data Practices Act, the Health Insurance Portability Act and the Records Retention Act.

Each year, SROs must complete a District digital access agreement.

15.0 CLOTHING, EQUIPMENT, AND SUPPLIES

The City shall provide all uniforms, equipment, and vehicles necessary for SRO duties in accordance with the SRO Policy in Appendix A.

16.0 DISTRICT FACILITIES AND EQUIPMENT

The District shall provide an office, secure storage, computer access, and communication tools necessary to perform SRO duties.

17.0 AGREEMENT TERMINATION

Either party may terminate this Agreement with 30 days’ written notice. Payments will be prorated accordingly.

18.0 STAFFING AND SERVICE LOCATIONS

The City will provide a total of four (4) SROs under the terms of this Agreement. The following schools shall receive SRO services in accordance with the terms of this Agreement:

Brooklyn Middle School One SRO	7377 Noble Avenue N Brooklyn Park, MN 55443	763.569.7700
North View Middle One SRO	5869 69th Avenue N Brooklyn Park, MN 55429	763.585.7200
Park Center Senior High International Baccalaureate World School Two SROs	7300 Brooklyn Boulevard Brooklyn Park, MN 55443	763.569.7600

19.0 RECORD KEEPING AND AUDIT

The City shall maintain all records related to this Agreement, including financial and performance records, for a minimum of six (6) years and shall make such records available to the District, the Commissioner of Administration, and the Legislative Auditor upon request in accordance with Minn. Stat. 16C.05, subd. 5.

20.0 COMPLIANCE WITH THE LAW

Both parties shall comply with all applicable federal, state, and local laws, including Minn. Stat. 626.8482 and Minn. Stat. 16C.05, subd. 5.

21.0 INCORPORATION OF SRO POLICY

The City shall maintain an SRO Policy identical or substantially similar to the Model Policy adopted under Minn. Stat. 626.8482, subdivision 5.

Appendix A is hereby incorporated by reference and made part of this Agreement.

22.0 ENTIRE AGREEMENT

This Agreement constitutes the full understanding between the parties and supersedes all prior oral or written agreements relating to SRO services.

23.0 COUNTERPARTS

This agreement may be executed in multiple counterparts; each deemed an original.

The parties agree to the terms of this School Resource Officers Agreement as evidenced by their signatures below.

CITY OF BROOKLYN PARK

OSSEO AREA SCHOOLS, ISD 279

Hollies Winston, Mayor

John Morstad,
Executive Director of Finance and Operations

Date

Date

Jay Stroebel, City Manager

Date

Memo

To: School Board Members

From: Lisa Bostic, Director of Human Resources
Yvonne Shorts Lind, Executive Director, Human Resources

Date: March 17, 2026

Re: Recommendation for Approval, Agreement on the Terms and Conditions of Employment between the Independent School District 279 School Board and Teachers, July 1, 2025 – June 30, 2027

Recommendation:

It is our recommendation that you approve the Agreement on the Terms and Conditions of Employment between the Independent School District 279 School Board and Teachers, effective July 1, 2025, through June 30, 2027.

Background:

The Teachers group consists of licensed educators working to provide educational services and support to our students.

The agreement contains some language changes to reflect current District practices. In addition, changes have been made to a number of sections of the collective bargaining agreement, which are outlined below.

In the Salary Schedules and Rates of Pay sections of the collective bargaining agreement, in year one, teachers will receive a 2.50% increase to base salary. In year two, teachers will receive a 3.00% increase to base salary with final step and lane on the salary schedule of \$115,267. Schedule C assignments were also increased 2.50% in the first year and 3.00% in the second year. The hourly rate in Schedule D will increase to \$36 per hour the first year and \$37 per hour the second year.

In the Group Benefits/Insurance section of the collective bargaining agreement, employees will receive increases to District contributions to health insurance by the following percentages:

High Plan

- Y1: 0%
- Y2: 0%

HSA Plan

- Y1: 10%
- Y2: up to 8%

In the Deferred Compensation section of the collective bargaining agreement, language was added to allow student loan payments as qualifying dollars to receive the 403(b) matching contribution.

In the Extra Compensation section of the collective bargaining agreement, language was clarified around teachers as daily substitutes as well as adding language for teachers who take on additional responsibilities for teachers who are on leaves of absences.

In the Memos of Understanding (MOU) section of the collective bargaining agreement:

- Teacher collaboration time MOU was edited to allow for flexibility with early childhood and adult education programs.
- An MOU was written to develop a Labor Management Committee to discuss class sizes and ratios.
- An MOU was written to develop a Labor Management Committee to discuss the number of meetings, extra-curricular, co-curricular, and supervisory activities required of teachers.

The salary investment outlined above is consistent with the financial parameters established by the School Board for the 2025-2027 contract negotiation. The two-year agreement results in a 8.87% total package increase. The total financial investment is \$20,345,324 over the term of the agreement.

Timeline/Next Steps:

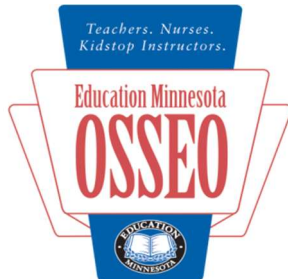
With the ratification of the contract, Human Resources and Payroll will begin the implementation process.

**INDEPENDENT SCHOOL DISTRICT 279
OSSEO AREA SCHOOLS**



**AGREEMENT ON
TERMS AND CONDITIONS OF EMPLOYMENT**

JULY 1, ~~2023~~2025 - JUNE 30, ~~2025~~2027



**EDUCATION MINNESOTA - OSSEO
LOCAL 1212
EDUCATION MINNESOTA
AMERICAN FEDERATION OF TEACHERS
NATIONAL EDUCATION ASSOCIATION
AFL-CIO**

TABLE OF CONTENTS

ARTICLE 1 – PURPOSE OF AGREEMENT

Section 1	Parties	1
-----------	---------------	---

ARTICLE 2 – RECOGNITION OF EXCLUSIVE REPRESENTATIVE

Section 1	Recognition	1
Section 2	Appropriate Unit	1

ARTICLE 3 - DEFINITIONS

Section 1	Terms and Conditions of Employment	1
Section 2	Teacher	1
Section 3	School Board	1
Section 4	Other Terms	1

ARTICLE 4 - SCHOOL DISTRICT RIGHTS

Section 1	Inherent Managerial Rights	2
Section 2	Management Responsibilities	2
Section 3	Effect of Laws, Rules, and Regulations	2
Section 4	Reservation of Managerial Rights	2

ARTICLE 5 - TEACHER RIGHTS

Section 1	Right to Views	2
Section 2	Right to Join	2
Section 3	Dues Check-Off	3
Section 4	Claims Against the School Board	3
Section 5	Compensation Distribution	3
Section 6	Political Action Committee (PAC) Deduction	4
Section 7	Personnel Files	4
Section 8	Seniority	4
Section 9	Building Access for Education Minnesota – OSSEO Meetings	5
Section 10	Teacher Transfer	6
Section 11	Meet and Confer	6

ARTICLE 6 – SALARY SCHEDULES AND RATES OF PAY

Section 1	Salary: Schedule A	6
Section 2	Pro Rata Hourly Rate: Schedule B	6
Section 3	Status of Salary Schedules	6
Section 4	Placement on Salary Schedule	6

ARTICLE 7 – EXTRA COMPENSATION

Section 1	Extra Assignments – Compensation	9
Section 2	Other Assignments – Hourly Compensation	9
Section 3	Extended Time	9
Section 4	Salaries for Team Leaders	9
Section 5	Teachers as Substitutes	9
Section 6	National Certifications	10
Section 7	Retirement Incentive Pay for Teachers Whose Service Began Prior to July 1, 1990	11
Section 8	School District Contribution for Health Insurance for Retirees	13
Section 9	Post-Employment Health Care Accounts	14

Section 10	Deferred Compensation Programs	14
Section 11	Elementary Parent-Teacher Conferences Compensation.....	15
Section 12	Packing Classroom.....	16

ARTICLE 8 – GROUP BENEFITS/INSURANCE

Section 1	Eligibility	16
Section 2	Enrollment.....	16
Section 3	Selection.....	16
Section 4	Coverage Waiver.....	18
Section 5	Claims Against the School District.....	18
Section 6	Duration of Insurance Contribution	18
Section 7	Insurance Program Eligibility in the Event of Retirement.....	18
Section 8	Section 125 Plan (Flexible Spending Plan).....	18
Section 9	Property Damage Reimbursement Plan	19

ARTICLE 9 – LEAVES OF ABSENCE

Section 1	Sick Leave	20
Section 2	Family Illness Leave	22
Section 3	Bereavement Leave.....	22
Section 4	Jury Service Leave	23
Section 5	Court Appearance Leave.....	23
Section 6	Personal Leave	23
Section 7	Sabbatical Leave	24
Section 8	Child Care/Adoption Leave	25
Section 9	Union Leave	27
Section 10	Negotiation Leave	28
Section 11	Long-Term Leave.....	28
Section 12	Short-Term Leave	29
Section 13	Federal Program Leave	30
Section 14	Religious Leave.....	30
Section 15	Extended Leave of Absence.....	31
Section 16	Community Connection Leave	32
Section 17	Unrequested Leave of Absence.....	32
Section 18	Eligibility for Leave of Absence Benefits.....	35
Section 19	Naturalization Leave	35

ARTICLE 10 – PART-TIME AND HOURLY RATE TEACHERS

Section 1	Health Insurance.....	35
Section 2	Group Term Life Insurance.....	37
Section 3	Supplemental Group Term Life Insurance.....	37
Section 4	Long-term Disability Income Protection	38
Section 5	Leaves of Absence	38
Section 6	Salary and Rates of Pay.....	38
Section 7	Attendance at Workshops and Staff Development	38

ARTICLE 11 – HOURS OF SERVICE

Section 1	Definitions.....	38
Section 2	Pupil Supervision	39
Section 3	Professional Responsibilities	39

Section 4	Duty Free Lunch Period	39
Section 5	Preparation Time	39
Section 6	Collaborative Time.....	39
Section 7	Parent-Teacher Conferences	39
Section 8	Due Process Time	41

ARTICLE 12 – LENGTH OF THE SCHOOL YEAR

Section 1	Teacher Duty Days.....	41
Section 2	Modifications in Calendar, Length of School Day	41
Section 3	Meet and Confer.....	42

ARTICLE 13 – OSSEO AREA LEARNING CENTER (OALC)

Section 1	Osseo Area Learning Center	42
Section 2	Application of Terms and Conditions	42
Section 3	Calendar Year.....	42
Section 4	Extended Year Program Assignments and Independent Study Program Assignments	42
Section 5	Extended Year Program Duty Pay	43
Section 6	Independent Study Program Pay for Contracted Teachers	43
Section 7	Independent Study Program Hourly Pay for Non-Contracted Teachers.....	43
Section 8	Extra Compensation	43
Section 9	Utilization of Accrued Sick Leave	43

**ARTICLE 14 – EARLY CHILDHOOD FAMILY EDUCATION, SCHOOL READINESS,
PARENT EDUCATORS, OTHER EARLY CHILDHOOD, AND ADULT
BASIC EDUCATION TEACHERS**

Section 1	Recognition	43
Section 2	Application of Agreement.....	44
Section 3	Probationary Period.....	44
Section 4	Seniority	44
Section 5	Rights of ECFE, School Readiness, Parent Educators, Other Early Childhood, and ABE Teachers	44
Section 6	Compensation.....	46

ARTICLE 15– GRIEVANCE PROCEDURE

Section 1	Grievance Definition.....	46
Section 2	Representative	46
Section 3	Definitions and Interpretations.....	46
Section 4	Time Limitation and Waiver	47
Section 5	Adjustment of Grievances.....	47
Section 6	School Board Review.....	48
Section 7	Arbitration Procedures	48
Section 8	General	49

ARTICLE 16 - DURATION

Section 1	Terms and Reopening Negotiations	49
Section 2	Effect	49
Section 3	Finality	50
Section 4	Severability	50
Section 5	Savings Clause	50

SCHEDULES AND RATES OF PAY

Placement	Initial Placement Schedule.....	51
Schedule A	Salary Schedule.....	52
Schedule B	Hourly Pro Rata Schedule.....	53
Schedule C	Senior High Activities.....	54
	Middle School Activities	55
	Elementary Activities.....	55
	Professionals Extra Assignments	55
	Team Leaders	55
Schedule D	Other Assignments – Hourly Compensation	57

MEMORANDUMS OF UNDERSTANDING

•	Memorandums of Understanding Signature Page	A
•	Team Leader Selection Process	B
•	Topics Subject to the Meet and Confer Process	C
•	Extended Illness Sick Leave Pool Procedures	D
•	Extended Illness Sick Leave Pool Procedures Addendum – Intermittent Leave.....	F
•	Library Media Specialist and Technology Integration Specialist Exchange Days for Set Up and/or Summer Inservice	G
•	LSN Exchange Days	H
•	Selected Personnel Practices.....	I
•	Counselor Exchange Days for Summer Duty Days.....	J
•	Professional Learning/Data Teams	K
•	Mark Reporting Days.....	M
•	Teacher Transfer Process.....	N
•	TRA Extended Leave of Absence (up to 5 Years) Opportunity	O
•	Professional Development and Training for District-defined High Needs Schools.....	Q
•	Limits to Long-Term Disability Insurance Coverage.....	R
•	Special Education Due Process Time Task Force	S
•	Teacher Collaboration Time	T
•	Career and Technical Education (CTE) Licensure	U
•	Personal Leave Conversion to Health Reimbursement Account.....	V
•	Continuous Substitute Teacher Position	W
•	High School Music Directors.....	X
•	Schedule C	Y

ADDENDUM

•	Addendum Cover Page	Z
•	Addendum A – Teacher Transfer Procedures.....	AA

**ARTICLE 1
PURPOSE OF AGREEMENT**

Section 1. Parties: This Agreement is entered into between the School Board of Independent School District 279, Maple Grove, Minnesota, hereinafter referred to as the School Board, and Education Minnesota – OSSEO, Local 1212, Education Minnesota, American Federation of Teachers, National Education Association, AFL-CIO, hereinafter referred to as Education Minnesota – OSSEO, pursuant to and in compliance with the Public Employment Labor Relations Act of 1971, as amended, hereinafter referred to as the PELRA, to provide the terms and conditions of employment for members of the Teacher Bargaining Unit, hereinafter referred to as teachers, during the term of this Agreement.

**ARTICLE 2
RECOGNITION OF EXCLUSIVE REPRESENTATIVE**

Section 1. Recognition: In accordance with the PELRA, the School Board recognizes Education Minnesota – OSSEO as the exclusive representative of teachers employed by the School Board. Education Minnesota – OSSEO will have those rights and duties as prescribed by the PELRA and as described in this Agreement.

Section 2. Appropriate Unit: Education Minnesota – OSSEO will represent all teachers in the School District as defined in this Agreement and in the PELRA.

**ARTICLE 3
DEFINITIONS**

Section 1. Terms and Conditions of Employment: The term "terms and conditions of employment" means the hours of employment, the compensation therefore, including fringe benefits, except retirement contributions or benefits, and the School Board's personnel policies affecting working conditions of the teachers. In the case of teachers, the term does not mean educational policies of the School Board. The term in both cases is subject to the provisions of the PELRA.

Section 2. Teacher: "Teacher" means any public employee other than a superintendent or assistant superintendent, principal, assistant principal, or a supervisory or confidential employee, employed by a school district:

- 1) in a position for which the person must be licensed by the Professional Educator Licensing and Standards Board or the commissioner of education; or
- 2) in a position as a physical therapist, occupational therapist, art therapist, music therapist, or audiologist.
- 3) in any other position as defined by statute.

Section 3. School Board: For purposes of administering this Agreement, the term "School Board" will mean the School Board or its designated representative.

Section 4. Other Terms: Terms not defined in this Agreement will have those meanings as defined by the PELRA.

Subd. 1. Within this Agreement the word "will" means mandatory.

ARTICLE 4 SCHOOL DISTRICT RIGHTS

Section 1. Inherent Managerial Rights: The School Board is not required to meet and negotiate on matters of inherent managerial policy, which include, but are not limited to, such areas of discretion or policy as the functions and programs of the employer, its overall budget, utilization of technology, the organizational structure, and selection and direction and number of personnel.

Section 2. Management Responsibilities: The School Board has the right and obligation to manage efficiently and conduct the operation of the School District within its legal limitations and with its primary obligation to provide educational opportunity for the students of the School District.

Section 3. Effect of Laws, Rules and Regulations: Education Minnesota – OSSEO recognizes that all teachers covered by this Agreement will perform the teaching and non-teaching services prescribed by the School Board and will be governed by the laws of the State of Minnesota, and by School Board rules, regulations, directives and orders, issued by properly designated officials of the School Board. Education Minnesota – OSSEO also recognizes the right, obligation and duty of the School Board and its duly designated officials to promulgate rules, regulations, directives and orders from time to time as deemed necessary by the School Board insofar as such rules, regulations, directives and orders are not inconsistent with the terms of this Agreement. Education Minnesota – OSSEO also recognizes that the School Board, all teachers covered by this Agreement, and all provisions of this Agreement are subject to the laws of the State of Minnesota, federal laws, rules and regulations of the Minnesota Department of Education and valid rules, regulations and orders of state and federal governmental agencies. Any provision of this Agreement found to be in violation of any such laws, rules, regulations, directives, or orders will be null and void and without force and effect.

Section 4. Reservation of Managerial Rights: The foregoing enumeration of rights and duties will not be deemed to exclude other inherent management rights and management functions not expressly reserved herein, and all management rights and management functions not expressly delegated in this Agreement are reserved to the School Board.

ARTICLE 5 TEACHER RIGHTS

Section 1. Right to Views: Pursuant to the PELRA, nothing contained in this Agreement will be construed to limit, impair or affect the right of any teacher or their representative to the expression or communication of a view, grievance, complaint or opinion on any matter related to the conditions or compensation of public employment or their betterment, so long as the same is not designated to and does not interfere with the full, faithful, and proper performance of the duties of employment or circumvent the rights of the exclusive representative; nor will it be construed to require any teacher to perform labor or services against their will.

Section 2. Right to Join: In accordance with the PELRA, teachers will have the right to form and join labor or employee organizations and will have the right not to form and join such organizations. Teachers in an appropriate unit will have the right by secret ballot to designate an exclusive representative for the

purpose of negotiating grievance procedures and the terms and conditions of employment for such teachers.

Section 3. Dues Check-Off: Teachers will have the right to request dues check-off for Education Minnesota - OSSEO.

Subd. 1. Authorization: Upon receipt of a properly executed membership application, the School Board will deduct from the teacher's paycheck the dues which the teacher has agreed to pay to Education Minnesota – OSSEO during the period provided in the authorization. The membership application may be filed at any time with the payroll department and deductions will begin no later than the second pay period following the date the membership application is filed.

Subd. 2. Term of Authorization: The membership application for dues deduction as agreed upon between Education Minnesota – OSSEO and the School Board will be filed with the payroll department by Education Minnesota – OSSEO.

Subd. 3. Notification: At least sixty (60) days prior to the beginning of the school year, Education Minnesota – OSSEO will give written notification to the payroll department of the School District of the amount of its dues which are to be deducted from the salary of each teacher who completes an authorization card. The amount of deduction for such dues will not be subject to change during the school year.

Subd. 4. Schedule of Deductions: Such deductions will be made in equal installments. The number of equal installments will be fifteen (15), beginning on October 20th and ending on May 20th. For continuing authorizations, the number of equal installments will be fifteen (15), subject to Subd. 2. of this Section. The School Board will forward each pay period, such dues deducted the previous pay period along with a list of the names of teachers from whom deductions were made, to the treasurer of Education Minnesota – OSSEO.

Section 4. Claims Against the School Board: Education Minnesota – OSSEO hereby warrants and covenants that it will defend, indemnify and save the School Board harmless from any and all actions, suits, claims, damages, judgments and executions or other forms of liability, liquidated or not liquidated, which any person may have or claim to have, now or in the future, arising out of or by reason of negligence of Education Minnesota – OSSEO in the deduction of the fair share fee specified by Education Minnesota – OSSEO as provided herein.

Section 5. Compensation Distribution:

Subd. 1. Pay Dates: All teachers will be paid their annual salary in 24 equal installments (pay periods). Payments will be made on the 5th and the 20th of each month except on occasions when the 5th or the 20th falls on a weekend or holiday. In the event a pay date falls on a weekend or holiday, the pay date will be moved to the last regular business day before the weekend/holiday or another date, if necessary. A payroll calendar of pay dates will be provided to all employees at the beginning of the school year.

Subd. 2. Final Payoff: All teachers will receive their final regular assignment paycheck on June 20th. Payment will be issued on Friday if June 20th falls on a Saturday or Sunday.

Subd. 3. Electronic Direct Deposit: The School District will provide for direct deposit of paychecks to financial institutions approved by the Federal Reserve Bank of Minneapolis.

Section 6. Political Action Committee (PAC) Deduction: Teachers may request a payroll deduction to contribute to the PAC fund of Education Minnesota – OSSEO.

Subd. 1. Authorization: Upon receipt of an authorization card, the School District will make the designated deduction per paycheck.

Subd. 2. Terms of Authorization: Authorization cards will be filed with the payroll department by the teacher and will continue in effect until revoked on a form provided by the School District’s payroll department. Application for an Education Minnesota – OSSEO PAC deduction will be accepted at any time with change in payment reflected as soon as is practicable, but within forty-five (45) days.

Subd. 3. Schedule of Deductions: PAC deductions will be made in fifteen (15), equal installments beginning on October 20th and ending on May 20th.

Section 7. Personnel Files:

Subd. 1. Access: All individual teacher evaluations and individual teacher files generated within the School District will be available to the teacher during regular School District hours upon the teacher's request in accordance with MS 122A.40, Subd. 19.

Subd. 2. Review: Such request will be made to the Human Resources Department. Human Resources will schedule an appointment for the teacher to review the teacher's file and will notify the teacher of such appointment.

Subd. 3. Documentation of Contents: The teacher, a representative of Education Minnesota – OSSEO at the teacher's request, and a Human Resources representative, will document the file content before the teacher is given the file for review. All such reviews will take place in Human Resources. The teacher, a representative of Education Minnesota – OSSEO at the teacher's request, and a Human Resources representative, will document the contents of the file at the termination of the review.

Subd. 4. Right to Copy: The teacher will have the right to a copy of any of the contents of their file.

Subd. 5. Right to Response: The teacher may submit for inclusion in their file a written response to any material contained in such file.

Subd. 6. Destruction/ Expunge: The School District may destroy or expunge such files as provided by law.

Section 8. Seniority:

Subd. 1. Preparation: Each school year, the School District shall create and post a seniority and licensure list. The list will include the name of every teacher, their seniority date, and licensure area. The list will be available electronically to all teachers when originally posted and upon any revisions to the list.

- a. Seniority in the District will be computed on the basis of a teacher's continuous employment from the first day of actual work with the District.
- b. Teachers will continue to accrue seniority while on Board approved leaves.
- c. Effective for the 2005-06 school year and thereafter the original seniority date will be retained by any teacher whose employment has been terminated by resignation or termination pursuant to MS 122A.40 and whose employment was subsequently reinstated by the School District prior to October 1st of the following school year.

Subd. 2. Request for Change: Any teacher with a correction or omission regarding the seniority and licensure list is required to supply a written request for correction or omission to the list to the Director of Human Resources.

Subd. 3. Seniority List: The School District will evaluate all written requests and will make the necessary corrections, if any, and will prepare a revised seniority list that will be used for the purposes of determining implementation of involuntary transfer and the order of placement on an Unrequested Leave of Absence.

Subd. 4. Seniority Tie Breaker: The following steps will be used as a basis for choice between continuing contract teachers of equal seniority for purposes of determining the order of placement on Unrequested Leave of Absence and implementation of involuntary transfer.

- a. Length of continuous teaching experience in the School District, including approved leaves of absence.
- b. Total years of public-school teaching experience.
- c. The lower file folder number as recorded on the teacher's Minnesota teaching license.

Subd. 5. Beginning with the 2014-15 school year, employees working in other School District employment groups who secure a teaching contract within this bargaining unit will have their seniority date back-dated to their original hire date, to a maximum of five years (two years of service in a previous bargaining unit and three years of probation as a teacher), upon completion of probation (in accordance with Minnesota Statute 122A.40) provided there has been no separation of employment between the prior position and the teaching assignment. This provision does not apply to day-to-day substitute or intermittent service.

Section 9. Building Access for Education Minnesota - OSSEO Meetings:

Subd. 1. Education Minnesota – OSSEO shall have reasonable access to worksites and school facilities, with prior notification whenever possible, to investigate employee complaints, communicate with members, hold meetings, and conduct other business, at no charge to the Union. For meetings involving 5 or more people, the Union will collaborate with building administration. These activities will not interfere and/or disrupt normal work responsibilities. Union leadership must reserve facilities and equipment through the process established by the Community Education Department. Equipment

may be reserved only for the meeting at the site where it is inventoried and maintained; equipment may not be removed from the premises.

Subd. 2. A representative of the Union shall be permitted to meet with newly hired bargaining unit members during new teacher orientation and/or workshop week.

Subd. 3. Bargaining unit members hired after new teacher orientation shall be permitted to meet with a representative of the Union per state statute. The Union may elect to have such meetings at the employee's designated worksite. Upon arrival at a worksite, Union representatives shall make their presence known to the worksite supervisor or designee. Such visits shall not interrupt normal work responsibilities.

Section 10. Teacher Transfer: Transfer of teachers will be made according to the “Teacher Transfer Procedures” as outlined in Addendum A and in any additional staffing procedures outlined by the District in collaboration with the Union.

Section 11. Meet and Confer: The District has the obligation to meet and confer with Education Minnesota – OSSEO to discuss policies and those matters relating to their employment not explicitly referenced in the master agreement. The District shall provide the facilities and set the time for such meetings to take place regularly. The agenda will be prepared and distributed with items submitted by both parties.

ARTICLE 6 SALARY SCHEDULES AND RATES OF PAY

Section 1. Salary: Schedule A: This schedule reflects the wages and salaries for the period July 1, ~~2023~~2025, through June 30, ~~2025~~2027.

Section 2. Pro Rata Hourly Rate: Schedule B: This schedule reflects the pro rata hourly rates for the period July 1, ~~2023~~2025, through June 30, ~~2025~~2027.

Section 3. Status of Salary Schedules: The salary schedules will not be construed as part of a teacher's continuing contract. In the event a successor Agreement is not entered into prior to the expiration date of this Agreement, a teacher will be compensated according to the last individual contract executed between the teacher and the School District until such time that a successor Agreement is executed. A teacher's advancement is subject to the right of the School Board to withhold performance increments, lane changes, or other salary increases for good and sufficient grounds. A teacher's advancement will not be withheld unless the teacher failed to correct the deficiency after being given written notice of the specific items of complaint and reasonable time within which to remedy them.

Section 4. Placement on Salary Schedule:

Subd. 1. Change on Salary Schedule: The following rules will be applicable in determining placement of teachers on the appropriate salary schedule.

- a. Definition: A lane change is horizontal movement on the teacher salary schedule due to credits earned in approved professional training.

- b. Credits that qualify: ~~Credits beyond a bachelor's degree must be Graduate~~ graduate level credits earned by a letter grade or 'pass' grade and/or board credits that are related to the field or fields relevant to the teacher's licensure area(s). Effective January 1, 2008 all eligible coursework for Lanes II, III, IV, V, VI, VII, and VIII must earn a minimum of a 'C' grade, 'Pass', or 'Satisfactory'.
- Graduate credits must be earned from a graduate institution that has an accredited program and grants a Master of Education (M.Ed.), Master of Arts (M.A.), Master of Science (M.S.), Master of Social Work (M.S.W.), Master of Fine Arts (M.F.A.), Master of Music (M.M.) or Master in Business Administration (M.B.A.).
 - Board credits are earned in School District sponsored board credit offerings, fifteen (15) hours on a teacher advisory team, or an activity approved by the Director, Human Resources. A School District board credit is fifteen (15) hours or the equivalent of one (1) semester credit.
 - If a teacher attends a workshop during the workday, an approved leave (i.e. sabbatical, personal, short-term or long-term) must be used to earn credits that qualify. In addition, no School District funds can be expended for registration and/or reimbursable expenses.
 - If a teacher enrolls in a dual Masters Degree/Doctorate post masters program, the teacher will need to provide certification of that program to Human Resources to receive credits beyond the MA lane.
- c. Credits that do not qualify: Board ~~or and~~ graduate credits earned ~~prior to the granting before the awarding~~ of a master's degree do not ~~qualify for count toward~~ lane changes beyond the master's ~~degree lane~~. Additionally, any Credits-credits will not qualify iffor which the School District ~~funds have been expended forhas paid~~ registration or reimbursable expenses are not eligible.
- d. Master's Degree Prior Approval: A master's degree is the completion of graduate work with the granting of a degree, such as M.Ed., M.A., M.S., M.S.W., M.F.A., M.M. or M.B.A., or a degree of equal value.
- Prior approval must be obtained from the Director, Human Resources for a master's degree program. Approval must be obtained prior to the completion of ten (10) semester credits via submission of a Master's Program approval application along with a copy of the proposed program plan to Human Resources.
 - The master's degree must be in the field or field(s) relevant to the teacher's licensure area(s).
- e. Number of Credits Required: Ten (10) semester credits are required per lane change. A minimum of five (5) graduate semester credits is required. A maximum of five (5) semester board credits may be used. One (1) semester credit equals one and one half (1-½) quarter credits.

- f. Deadlines: A request for lane change must be submitted to Human Resources by October 15th for coursework that was completed by September 15th for a salary increase to be effective the beginning of the school year. A request for lane change must be submitted to Human Resources by March 15th for coursework that was completed by February 15th for a salary increase to be effective for the second half of the contract year.
- If Terms and Conditions of Employment have not been ratified, no lane movement occurs until the contract is ratified. However, deadlines for submitting paperwork remain the same.
- g. Application Process: A teacher must complete a Lane Change Request form to advance on the salary schedule. Submit a “Lane Change Request” application along with an official transcript to Human Resources.

Subd. 2. Salary Schedule: All credits applied toward lane placement must be in the teacher’s professional/licensure field(s) or a related area as defined in Subd. 1b and 1e of this Section.

- a. Lane I - Completion of a four (4) year course with the granting of a degree such as Bachelor of Arts, Bachelor of Science, Bachelor of Education, or a degree of equal value.
- b. Lane II – Completion of a bachelor's degree plus ten (10) semester credits.
- c. Lane III – Completion of a bachelor's degree plus twenty (20) semester credits.
- d. Lane IV – Completion of a bachelor’s degree plus thirty (30) semester credits, or completion of a master’s degree with a major not in teacher’s professional/licensure field(s).
- e. Lane V - Completion of graduate work with the granting of a degree, such as M.Ed., M.S., M.A., M.S.W., M.F.A., M.M. or M.B.A., or a degree of equal value. The master's degree must be in a field relevant to the teacher’s license area(s) or focus in the fields of pre-K to 12 education, educational administration, or a related educational field.
- f. Lane VI – Completion of a master's degree in the professional/licensure field(s) plus ten (10) semester credits.
- g. Lane VII – Completion of a master's degree in the professional/licensure field(s) plus twenty (20) semester credits.
- h. Lane VIII – Completion of a master's degree in the professional/licensure field(s) plus thirty (30) semester credits.

Subd. 3. Performance Increment Advancement: The School District will grant advancement on the salary schedule for teaching experience effective at the beginning of the work year, subject to the conditions as stated in Article 16, Duration. A teacher must complete at least 120 days of teaching service each year during the school year to qualify for a year of service experience. A maximum of 30 days devoted to parent-teacher conferences, teacher workshops, and other staff development opportunities and days on which a teacher is absent from school will count as days of teaching service under this paragraph.

Subd. 4. Initial Salary Schedule Placement: The School District will determine initial Salary Schedule placement based on teaching experience and education. ~~College and charter school teaching experience without a PELSB license will receive 1 year of credit for every 2 years of teaching experience.~~ College, charter, private or any other non-public school teaching experience will receive one year of credit for every two years of teaching experience. Human Resources reserves the right to place individuals at a higher step based on recruitment strategic priorities.

ARTICLE 7 EXTRA COMPENSATION

Section 1. Extra Assignments - Compensation: The wages and salaries reflected in Schedule C, attached hereto, will be a part of this Agreement for the period July 1, ~~2023-2025~~ through June 30, ~~2025~~2027.

Subd. 1. Assignment to Extra/Co-Curricular Activities: As defined in the PELRA, teachers may apply for and/or be assigned by the administration as advisors, sponsors, or coaches of the activities listed in Schedule C. All openings for extracurricular and co-curricular activities will be posted via an electronic job system for five (5) days. When an opening exists, qualified volunteers within the building will be given consideration before an assignment is made.

Section 2. Other Assignments – Hourly Compensation: The wages and salaries reflected in Schedule D, will be a part of this Agreement.

Subd. 1. Assignment to Extra Time Duties: As defined in the PELRA, teachers may apply for and/or be assigned by the administration to the extra time duties listed in Schedule D which requires work beyond the regular school year or the regularly assigned week. Payments, as reflected in Schedule D, will appear as separate line items on the pay statement.

Section 3. Extended Time: Teachers, including but not limited to counselors, special education building coordinators, and library media specialists, who are assigned extended time beyond the school year to complete their regular school year duties will be paid on a pro-rata basis from the applicable salary schedule.

Section 4. Salaries for Team Leaders: The wages and salaries reflected in Schedule C, will be a part of this Agreement.

Subd. 1. Pay Rate: As defined in the PELRA, teachers may apply for and/or be assigned by the administration as team leaders. Payments, as reflected in Schedule C, will appear as separate line items on the pay statement.

Section 5. Teachers as ~~Daily~~ Substitutes:

Subd. 1. ~~Paid Volunteer Assignment~~ Substitute Teaching by Choice: A teacher may offer ~~to be assigned~~ to teach during their preparation time or cover an additional classroom section of students for a partial or entire day, in the event of emergency or when a regular substitute teacher is not available.

Subd. 2. Paid Emergency Assignment: A teacher may be assigned by the principal to teach during their preparation time or cover an additional classroom section of students for a partial or entire day. Teachers may be assigned up to four (4) times per year. Any emergency substitute placement of up to four (4) hours counts as one assignment. When an elementary classroom is split for the day, this assignment counts as (2) of the four (4) assigned by the principal, unless the teacher is substitute teaching by choice. These assignments will only be made in an emergency or when a regular substitute teacher is not available.

Subd. 3. Compensation: ~~If A-a teacher substitutes during their prep time they will be compensated at their Schedule B (pro-rata hourly rate). may be assigned to cover an additional classroom section of students for a partial or entire day.~~ If a teacher is assigned or chooses to cover an additional classroom section, the teacher, ~~at their option,~~ will be paid their pro-rata hourly rate, or portion thereof. If a classroom section is split, the teachers assigned will divide the hours of the assignment and will be paid their pro-rata hourly rate or portion thereof using the calculation below. Elementary specialists that teach split classrooms that do not receive an extra prep time will be paid their pro-rata hourly rate using the calculation below.

$$\left(\frac{\text{\# of students assigned}}{\text{\# of students assigned to the class}} \right) * \text{\# of hours subbed} * \text{Schedule B rate} = \text{emergency sub pay}$$

Subd. 4. Assignment Process: A fair and equitable process of assigning teachers to substitute will be developed jointly by teachers and ~~the principal administration~~ at each building. Teachers may not substitute if it interferes with their ability to provide service to their students or for coaches to complete teacher observations. Human Resources will review substitute hours on a regular basis to ensure regular job duties are being completed.

Section 6. Additional Responsibilities for Coverage During Leaves:

Subd. 1. Definition of Additional Responsibilities: Additional responsibilities may include, but are not limited to, teaching, grading, lesson planning, parent/guardian communication, special education due process requirements and service provision, and supervision ordinarily performed by the absent teacher.

Subd. 2. Partial Coverage

- a. When a teacher provides partial coverage for a colleague, such duties shall be voluntary whenever practical.
- b. Teachers who accept such assignments will receive compensation at their teacher's hourly pro-rata rate, in addition to their regular salary.
- c. Assignments will be completed outside of contract hours, and the teacher will submit a timecard to the business or resource manager.

Subd. 3. Full Coverage

- a. When a teacher assumes the full responsibilities of a colleague, the assignment will be considered an overage.
- b. Consideration of any overage will take into account District standards, statutory requirements, and the scope of the work duties and responsibilities, among other relevant factors.

c. Teacher in such roles shall be relieved of other duties, to the extent possible, in order to ensure a balanced workload.

Subd. 4. Voluntary Acceptance: Teachers will not be required to take on additional duties beyond their regular assignments, except in emergency situations where no other coverage is available, at the supervisor's discretion.

Subd. 5. Equity in Assignment: Coverage opportunities shall be distributed as equitably as possible among qualified and available staff.

Subd. 6. Duration of Coverage Agreement: Coverage agreements will be agreed upon by the teacher and administration and shall be made in writing prior to the commencement of duties, specifying the scope of responsibilities and projected duration.

Subd. 7. Unique circumstances will be addressed directly between the teacher and their supervisor.

Section 6. National Certifications:

Subd. 1. National Board of Professional Teaching Standards (NBPTS): Teachers may participate in the National Board of Professional Teaching Standards Program. Activities for this certification may qualify for board credit. The School District Professional Growth Committee with the Director, Human Resources will apply the committee standards and guidelines to the professional work submitted to determine the number of board credits earned through the process.

Subd. 2. Certificate of Clinical Competence (CCC): Speech/Language clinicians may participate in the American Speech-Language-Hearing Association (ASHA) certification process. Activities for this Certificate of Clinical Competence (CCC) may qualify for board credit through the School District Professional Growth Committee. The School District Professional Growth Committee with the Director, Human Resources will apply the committee's standards and guidelines to the professional work submitted to determine the number of board credits earned through the process.

Subd. 3. National Certification for Occupational Therapists: Occupational Therapists may participate in the National Board for Certification in Occupational Therapy certification process. Activities for this certificate may qualify for board credit through the School District Professional Growth Committee. The School District Professional Growth Committee with the Director, Human Resources will apply the committee's standards and guidelines to professional work submitted to determine the number of board credits earned through the process.

Subd. 4. LICSW - Licensure for Social Workers: Social Workers may participate in the Minnesota State Board of Social Worker licensure process for Licensed Independent Clinical Social Worker (LICSW). Activities for this license may qualify for board credit through the School District Professional Growth Committee. The School District Professional Growth Committee with the Director, Human Resources will apply the committee's standards and guidelines to professional work submitted to determine the number of board credits earned through the process.

Subd. 5. School Psychologists (NCSP): School Psychologists may participate in the National Certified School Psychologists (NCSP) program. Activities for this certification may qualify for board credit through the School District Professional Growth Committee. The School District Professional

Growth Committee with the Director, Human Resources will apply the committee standards and guidelines to the professional work submitted to determine the number of board credits earned through the process.

Subd. 6. Physical Therapists Certification: Physical therapists are required to participate in additional professional development activities, hours, and exams to be certified to work in a school setting. Clock hours must be approved by the Minnesota Board of Physical Therapy. Activities for this certification may qualify for board credit through the School District Professional Growth Committee. The School District Professional Growth Committee with the Director, Human Resources will apply the committee standards and guidelines to the professional work submitted to determine the number of board credits earned through the process.

Subd. 7. Licensed Professional Clinical Counselor: Licensed Professional Clinical Counselors are required to participate in additional professional development activities, hours, and exams to be a licensed professional in a clinical setting.

Subd. 8. Licensed Alcohol and Drug Counselor: Licensed Alcohol and Drug Counselors are required to participate in additional professional development activities, hours, and exams to be a licensed professional in a clinical setting.

Subd. 89. Other National Certifications: The Director, Human Resources, may recognize other national certifications in this section after they are approved for continuing education clock hour exemptions by the Minnesota Board of Teaching.

Subd. 910. Eligibility: A teacher must be certified by December 31st in order to be eligible for the stipend for that school year.

Subd. 1011. Application: Eligible teachers must apply annually by December 31st in order to receive the stipend for that school year. Teachers must notify the District if any change in eligibility for the stipend occurs (expiration of certification, failure to pay fees, reduction in certification or other reasons).

Subd. 1112. Pay Rate: Upon certification as recognized in this section, the teacher will be paid an additional amount each year the certification or licensure is maintained. Payment will be made February 5th. Teachers who successfully complete the National Board of Professional Teaching Standards (NBPTS) Certification will be paid an additional \$2,000 each year the certification is maintained. Speech/Language clinicians who successfully complete the Certificate of Clinical Competence (CCC) will be paid an additional \$1,000 each year the certification is maintained. Occupational Therapists who successfully complete the National Board for Certification in Occupational Therapy (NBCOT) will be paid an additional \$1,000 each year the certification is maintained. Social Workers who successfully complete the Licensed Independent Clinical Social Worker License (LICSW) process will be paid an additional \$1,000 each year the license is maintained. School Psychologists who successfully complete the National Certified School Psychologist (NCSPP) process will be paid an additional \$1,000 each year the license is maintained. Physical Therapists will be paid an additional \$1,000 each year when progress toward the professional development requirements are documented and sent to Human Resources. Licensed Professional Clinical Counselors will be paid an additional ~~\$250-1,000~~ each year when they successfully renew their license. Licensed Alcohol and Drug Counselors will be paid an additional \$1,000 each year when

they successfully renew their license. The additional payment will be pro-rata based on FTE and work year.

Subd. ~~1213~~. Reimbursement of NBPTS Application Costs: The School District will reimburse teachers who successfully complete the National Board of Professional Teaching Standards (NBPTS) Certification up to \$2000 of the actual out-of-pocket cost borne by the teacher for the application and assessment fees upon receiving the NBPTS Certification.

Section 7. Retirement Incentive Pay for Teachers Whose Service Began Prior to July 1, 1990:

Subd. 1. Eligibility: Teachers who have completed at least fifteen (15) years of full-time continuous service in any position that is covered under the terms of this agreement with the School District and who are at least fifty (50) years of age, and whose service began prior to July 1, 1990, will be eligible for retirement incentive pay pursuant to the provisions of this section upon submission of written resignation accepted by the School Board, provided that such notification is given prior to ~~March~~ February 1st. Teachers who submit a written resignation after ~~March-February~~ 1st may be authorized to receive this incentive pay; however, the payout schedule will be determined by Human Resources. Full-time continuous service shall be defined as any continuous sequence of fifteen (15) or more years of service whereby each year the teacher was either working full-time or on approved leave.

Subd. 2. Exclusion: This section will apply only to teachers whose service has been full-time (0.80 FTE or equivalent contract) as defined by this Agreement and whose service began prior to July 1, 1990. For teachers whose employment or re-employment after separation of service began after this date, the provisions of this section will not be applicable. For purposes of this section, a separation in service will include any event that would serve to modify the seniority date of the employee to reflect a date later than June 30, 1990.

Subd. 3. Calculation of Benefit: A teacher will be eligible to receive as retirement incentive pay, upon their retirement, the amount obtained by multiplying eighty-two percent (82%) of their unused number of sick leave days, but in any event not to exceed one hundred twenty-three (123) days times their daily rate of pay.

Subd. 4. Determination of Daily Rate: In applying these provisions, a teacher's daily rate of pay will be the basic daily rate at the time of retirement, as provided in the basic salary schedule for the basic school year, and will not include any additional compensation for extracurricular activities, extended employment or other extra compensation.

Subd. 5. Payment Schedule 50-54: A teacher who retires at age 50-54 will receive their retirement incentive pay on July 20th if their birth date is between January 1st and June 30th in the year, they reach age 55. If their birth date is between July 1st and December 31st, they will receive their incentive pay on January 20th of the following year.

Subd. 6. Payment Schedule 55 & Over: Retirement incentive pay for teachers age 55 or older will be paid by the School District according to the following schedule. Teachers who retire between January 1st and June 30th will receive their retirement incentive pay on July 20th of that year. Teachers who retire between July 1st and December 31st will receive their retirement incentive pay on January 20th of the following year.

Subd. 7. Distribution of Incentive: The total incentive received must be directed into the following plans: fifty percent (50%) into the Special Pay Deferral Plan and fifty percent (50%) into the Post-Retirement Health Reimbursement Account. Effective upon ratification of the 2019-2021 collective bargaining agreement, one hundred percent (100%) of the incentive received must be directed into the Post-Retirement Health Reimbursement Account.

- a. Deferral Plan: The School District will contribute fifty percent (50%) of the teacher's incentive pay into an account within a Special Pay Deferral Plan administered by a company selected by Education Minnesota - OSSEO and the School District.
- b. Post-Retirement Health Reimbursement Account: The Post-Retirement Health Reimbursement Account is an employer-sponsored program that allows teachers to pay medical expenses and/or health insurance premiums after termination of public service. The Post-Retirement Health Reimbursement Account allows teachers to set aside money earned as an active teacher to cover costs of health or dental insurance, and other medical or dental expenses after termination of public service. Under the Post-Retirement Health Reimbursement Account, amounts contributed are tax-free and no taxes are paid on amounts paid since they must be used to pay health and dental insurance premiums or used to cover out-of-pocket medical or dental expenses. Teachers who are exempted from participating in the Post-Retirement Health Reimbursement Account, per IRS guidelines, must direct one hundred percent (100%) of the monies into the Special Pay Deferral Plan.
- c. If the teacher has proof of Lifetime coverage through their spouse or Tricare Coverage through the military, 100% of the incentive will be distributed into the Special Pay Deferral Plan.

Subd. 8. Exceptions: Retirement incentive pay will not be granted to any teacher who is discharged by the School District.

Section 8. School District Contribution for Health Insurance for Retirees: Teachers will be eligible under the following conditions:

Subd. 1. Eligibility at 55: This Section will apply to teachers who have completed at least fifteen (15) years of full time continuous service in any position covered under the terms of this agreement with the School District and who are at least fifty-five (55) years of age.

Note: Effective 2012-2013, teachers hired on or after July 1, 2007, shall not qualify for benefits under this section. Those teachers shall qualify for benefits under Section 9, Post-Employment Health Care Accounts.

Subd. 2. Eligibility 50-54: Teachers retiring between the ages of fifty (50) and fifty-four (54) must maintain School District health and hospitalization plans at their own expense until age fifty-five (55) to be eligible for School District contribution at age fifty-five (55).

Subd. 3. Calculation of Benefit: For all eligible teachers, the cumulative total amount will not exceed an amount determined by multiplying the teacher's daily rate of pay at the time of retirement times the number of the teacher's accumulated sick leave days in excess of one hundred and twenty-three (123) days as of the date of retirement. However, the total amount will not exceed \$37,800. The monthly district contribution toward the premium will be determined using the cumulative total amount earned by the teacher divided by the number of months until the teacher qualifies for Medicare.

The benefit amount will not exceed 100% of the premium of the insurance plan selected by the teacher. Starting July 1, 2020 with teachers who retire in the 2020-2021 school year, the benefit amount may be used for health insurance contribution, remaining funds may be then used for dental insurance contribution, and then life insurance premiums if Medicare eligible and will not exceed 100% of the premium of the insurance plan selected by the teacher. If the teacher's FTE status is not full time at the time of retirement the benefit will be pro-rated according to the teacher's current FTE.

Subd. 4. Retiree Responsibility: The portion of the premium not contributed by the School District will be borne by the teacher. If a retiree fails to provide the School District with the required contribution within thirty (30) days of the due date, coverage will be canceled.

Subd. 5. Determination of Daily Rate: The teacher's daily rate of pay will be the daily rate at the time of retirement, as provided in the salary schedule for the school year and will not include any additional compensation for extracurricular activities, extended employment, or other extra compensation.

Subd. 6. Termination of Benefit: This insurance contribution will in no event continue beyond the retired teacher's qualification for Medicare or upon the teacher's death, whichever occurs first.

Subd. 7. Exception:

- a. In the event that a retiree, who has accumulated one hundred and fifty (150) or more days of unused sick leave within five years of the planned retirement date and who has experienced a serious illness/disability requiring use of the School District Long-Term Disability Insurance, the School District will provide a base contribution toward the retirees' selected School District health insurance plan in the amount of \$225 per month for up to eighty-four (84) months, not to exceed a total contribution of \$18,900 with the contribution ending when the retiree qualifies for Medicare or upon the death of the teacher, whichever occurs first. An employee who qualifies for this exception must notify Human Resources with the submission of their retirement paperwork.
- b. If the teacher has proof of coverage until Medicare eligibility through their spouse or Tricare Coverage through the military, 100% of the incentive will be distributed into the Special Pay Deferral Plan.

Section 9. Post-Employment Health Care Accounts: Employees hired on or after July 1, 2007, and any other employee who opts into this benefit according to this Section, shall no longer receive a district contribution for retiree health insurance. Instead, these employees shall receive an annual contribution to a Post-Employment Health Care Account, subject to the following conditions:

- a. An annual District contribution of \$500.00 shall be made for each enrolled teacher into a Post-Employment Health Care Account, to be used at any time the teacher separates from service with the District. This amount shall be pro-rated based on the teacher's FTE status or equivalent.
- b. Teachers shall become vested in the benefit after achieving continuing contract status or equivalent with the District.
- c. District contributions into the accounts shall be made as soon as practicable after the end of the school year, and each subsequent school year thereafter.

- d. Teachers hired before July 1, 2007 shall have a one-time opportunity to opt into the benefit outlined in this Section. The deadline for opting in was March 1, 2012. Those teachers who opt into the benefits under this Section shall be subject to the same employee leave benefits as those teachers who were hired on or after July 1, 2007, found in Article 9.
- e. If the teacher has proof of coverage until Medicare eligibility through their spouse or Tricare Coverage through the military, 100% of the incentive will be distributed into the Special Pay Deferral Plan.

Section 10. Deferred Compensation Programs: In accordance with Section 403(b) of the Internal Revenue Code and MS 356.24, the School Board will match an amount equal to the minimum match, the maximum match, or any amount in between the contribution of an eligible teacher according to the following schedules towards an approved 403(b) tax sheltered annuity plan. Teachers who have been contributing to a 457 plan prior to the ratification of the 2013-2015 contract will be grandfathered in considered pre-existing participants, with the district contributing matching funds to the 457 plans. Teachers hired on or after July 1, 2014 or new enrollees to the deferred compensation program will have all matching funds contributed to a 403(b) plan.

The plan must meet the School District’s guidelines for approval. The contribution and match are forwarded each pay period to the plan account.

Subd. 1. Service Prior to July 1, 1990 – District Match:

Teachers whose service began prior to July 1, 1990	District Annual Match Effective July 1, 2018
	\$925.00 (\$38.55 per paycheck for 24 pay periods)

Subd. 2. Service After July 1, 1990 – District Match:

Teachers whose service began after July 1, 1990	Minimum District Annual Match	Maximum District Annual Match
	\$0.00	\$1,800.00 (\$75.00 per paycheck for 24 pay periods) *

*Teachers may defer more than the maximum District annual match. Federal law determines the maximum amount an individual can contribute annually.

Subd. 23. Eligibility: All teachers are eligible upon first day of service. Participation in the plan will be voluntary and will be governed by the policies and guidelines as defined in the Minnesota State Deferred Compensation Program (Section 457) or Section 403(b) of the Internal Revenue Code.

Subd. 4. Effective July 1, 2026, the school district will allow student loan payments as qualifying dollars to receive the employer 403(b) matching contributions and will follow the district process for receiving the match.

Section 11. Elementary Parent-Teacher Conferences Compensation: Elementary teachers (PreK-5) will be compensated for each parent-teacher conference scheduled in excess of the established criteria that are part of the two required conference periods (fall and winter/spring). Staffing ratios related to the

established criteria in this section will be distributed to Education Minnesota-OSSEO by September 30th each year.

Subd. 1. Rate of Compensation: Elementary classroom teachers (PreK-5), Elementary Speech Pathologists (PreK-5), Elementary English Learner Teachers (PreK-5), and Elementary Occupational Therapists (PreK-5) will be compensated at the rate of \$20.00 per parent-teacher conference scheduled in excess of the established criteria.

Subd. 2. Elementary Classroom Teachers: In excess of thirty-two (32) or the current PreK-12 staffing ratio, whichever is greater.

Subd. 3. Elementary Speech Pathologists: In excess of the current Speech Pathologist staffing ratio.

Subd. 4. English Learner (EL) Teachers: In excess of the current EL staffing ratio.

Subd. 5. Occupational Therapists (OT): In excess of the current OT staffing ratio.

Subd. 6. Qualified Conference: The parent-teacher conferences eligible for this extra compensation are those that are part of the two required conference periods (fall and winter/spring).

Subd. 7. Reporting: Eligible elementary (PreK-5) teachers will submit a timecard indicating the number of conferences scheduled in excess of the established criteria.

Section 12. Packing Classroom: Teachers who are required to spend extra time packing and unpacking their classroom, outside the normal workday, due to district direction for the purposes of classroom and/or site construction, will be compensated as follows:

Subd. 1. Building/Classroom Construction: A teacher will be compensated when building or classroom district level construction projects require a teacher to pack all classroom materials and remove them from the classroom.

Subd. 2. Compensation: The teacher will be compensated two hundred fifty dollars (\$250) per move, which includes both packing and unpacking.

ARTICLE 8 GROUP BENEFITS/INSURANCE

Section 1. Eligibility: Full-time teachers who are paid under Schedule A or B are eligible for group insurance. Teachers who work thirty-two (32) or more hours per week (0.8 FTE contract) will be considered full-time for purposes of eligibility for group insurance. Effective July 1, 2020, teachers who submit a leave request to voluntarily reduce their FTE from a 1.0 FTE to between .8-.99 FTE and are approved for such leave will be less than full-time and will receive group benefits/insurance outlined in Article 10 Part-Time and Hourly Rate Teachers, Section 1. Health Insurance. Qualifications will include those established by the School Board and the carrier of the coverage (Employee must be in an assignment that has an expected duration of 60 duty days or more).

Section 2. Enrollment: All teachers qualifying will enroll for such coverage in accordance with the procedures established by the School Board.

Section 3. Selection: The School Board will make the selection of insurance carriers and policies. Education Minnesota - OSSEO will have representation on the School District Insurance Advisory Committee.

Subd. 1. District Contributions for Basic Group Health and Hospitalization Plans: The District will contribute up to the following amounts towards the District’s Group Health Insurance premiums for full time employees. Any portion of the premium that exceeds the District contribution will be paid by the employee and paid by payroll deduction.

Effective July 1, 2023—December 31, 2023

	<u>Single</u>	<u>Employee +1</u>	<u>Family</u>
<u>High*</u>	<u>\$598.41</u>	<u>\$924.01</u>	<u>\$1,480.46</u>
<u>Value</u>	<u>\$701.67</u>	<u>\$951.73</u>	<u>\$1,524.87</u>
<u>HSA Plan</u>	<u>\$545.79</u>	<u>\$1,027.62</u>	<u>\$1,642.77</u>

Effective January 1, 2024—December 31, 2024

	<u>Single</u>	<u>Employee +1</u>	<u>Family</u>
<u>High*</u>	<u>\$598.41</u>	<u>\$924.01</u>	<u>\$1,480.46</u>
<u>Value</u>	<u>\$736.75</u>	<u>\$999.32</u>	<u>\$1,601.11</u>
<u>HSA Plan</u>	<u>\$573.08</u>	<u>\$1,079.00</u>	<u>\$1,724.91</u>

Effective January-July 1, 2025 – June 30December 31, 2025

	<u>Single</u>	<u>Employee +1</u>	<u>Family</u>
<u>High*</u>	<u>\$598.41</u>	<u>\$924.01</u>	<u>\$1,480.46</u>
<u>Value</u>	<u>\$780.96</u>	<u>\$1,059.28</u>	<u>\$1,697.18</u>
<u>HSA Plan</u>	<u>\$613.20</u>	<u>\$1,154.53</u>	<u>\$1,845.65</u>

Effective January 1, 2026 – December 31, 2026

	<u>Single</u>	<u>Employee +1</u>	<u>Family</u>
<u>High*</u>	<u>\$598.41</u>	<u>\$924.01</u>	<u>\$1,480.46</u>
<u>HSA Plan</u>	<u>\$674.52</u>	<u>\$1,269.98</u>	<u>\$2,030.22</u>

The district contribution to the High Plan will remain the same for January 1, 2027 – June 30, 2027. For the HSA Plan, the district will match up to 8% of the PEIP renewal for January 1, 2027 – June 30, 2027. If the renewal is less than 8%, the district will match the percent of the renewal.

*The High Plan is no longer available for new enrollment. All existing members of the High Plan will continue to receive the district contribution to the High Plan health insurance as indicated in the table above.

District contributions to the HSA trust account will be made each month. Contributions for July will be made at the same time as the August contribution. In the event of hardship, the parties agree to meet and confer to discuss alternatives to the contribution timelines.

- Single HSA Coverage: \$200 per month
- Employee +1 Coverage: \$400 per month
- Family Coverage: \$400 per month

The school district will pay all administrative fees associated with the plan.

- e. Married Couples in District with Family Coverage: When a teacher and their spouse are both employed by the School District and are eligible for the School District's group health and hospitalization plan, and both employees enroll in the same hospitalization plan, the full premium will be paid by the School District.
- f. Disability Coverage: Teachers who have been approved for benefits under the School District's long term disability insurance plan or the Workers' Compensation Act and who previously enrolled in the School District's health and hospitalization, dental and life insurance benefits will have these benefits maintained for a period of one (1) year from the date of qualification for the disability benefit. Thereafter, these benefits will be available to the teacher at their expense subject to the provisions of the insurance carrier plan description.

Subd. 2. Group Term Life Insurance: The School District will pay the full premium for each \$1,000 of coverage for group term life insurance for all full-time teachers who qualify for and enroll in the existing group term life insurance plan of the School District. Full-time teachers who qualify and enroll will be insured with \$50,000 of group term life insurance.

Subd. 3. Supplemental Group Term Life Insurance: Full-time teachers will have the option, subject to the conditions established by the School District's carrier for group term life insurance as provided in Subd. 2. of this Section, to purchase supplemental group term life insurance in the amounts of \$50,000, \$75,000, \$100,000, \$125,000 or \$150,000 not to exceed 3x annual salary. The cost of the supplemental coverage will be borne by the teacher and paid by payroll deductions.

Subd. 4. Long-Term Disability Income Protection: The School District will pay the full premium for coverage in the existing long-term disability income protection plan for all full-time teachers who qualify for and enroll in such coverage. This coverage will apply to the base annual salary. See MOU Long-Term Disability Coverage for Mental Health & Chemical Dependency.

Subd. 5. Dental Insurance:

- a. Single Coverage: The School District will pay up to \$28.00 per month for individual coverage for each full-time teacher who qualifies for and enrolls in the School District's group dental insurance plan.
- b. Family Coverage: The premium cost of the family/dependent coverage for each full-time teacher who qualifies for and enrolls in the School District's group dental insurance plan and who qualifies for family/dependent coverage will be paid in total by the teacher and paid by payroll deduction minus the School District's contribution for single coverage. Whether the School District offers family/dependent coverage is subject to the conditions as established by the carrier(s).

Section 4. Coverage Waiver: Employees will be allowed to waive health coverage in the District’s health plan upon sufficient proof that the employee has obtained group health coverage through another source (e.g. spouse). The Human Resources department shall determine the basis for sufficient documentation of group coverage from another source. The District retains the right to re-examine waiver of health coverage on a year-to-year basis.

Section 5. Claims Against the School District: It is understood that the School District's obligation is to purchase an insurance policy and pay such amount as agreed to herein and no claim will be made against the School District as a result of a denial of insurance benefits by an insurance carrier.

Section 6. Duration of Insurance Contribution: A teacher is eligible for School District contributions as provided in this Article. Upon termination of employment, all School District participation and contributions will cease effective on the last day of the month in which employment terminates. However, terminated probationary teachers whose employment ends in June, and who have exercised their COBRA rights, and are rehired prior to September 15th of the same year will have their July and August health and hospitalization insurance premium contributions reimbursed at the same rate as the District would have provided for single coverage had the separation of service not occurred. Teachers who resign from employment in August of the current school year will reimburse the School District for insurance premium contributions paid by the School District on the employee’s behalf for July and August of the current school year.

Section 7. Insurance Program Eligibility in the Event of Retirement: A teacher who retires is eligible to participate in the health and hospitalization and dental plans of the School District but must pay the entire premium for the plans selected subject to Section 8 of Article 7. The right to continue participation in a group plan is mandated by Minnesota Statute. Such plans will be in accordance with conditions of the carrier and/or until they qualify for coverage under another program.

Section 8. Section 125 Plan (Flexible Spending Plan): The School District will provide a Section 125 Plan under the Internal Revenue code for eligible teachers.

Subd. 1. Description: The Section 125 Plan (Flexible Spending Plan) offered by the School District is a plan established to provide a way to save money on costs for medical and dependent care expenses. The three accounts allow payment for health insurance premiums, certain out-of-pocket health care expenses, and dependent care expenses with pre-tax dollars. It is a salary reduction plan permitting participant to choose among more than one benefit. It is classified as a “Cafeteria Plan” for federal income tax purposes.

- a. The plan year is July 1st through June 30th of each year. There are three (3) components to the plan:
 1. District provided health insurance premium deduction with pre-tax dollars.
 2. Dependent care reimbursement account.
 3. Medical expense reimbursement account.
- b. Benefits eligible teachers with assignments greater than or equal to .5 FTE may participate in all components of this Subdivision.

Section 9. Property Damage Reimbursement Plan:

Subd. 1. Purpose: To offer shared-cost loss prevention plan for damages to personal property (including motor vehicles) that occur while the teacher is performing their contracted duty. The plan is available for reimbursement for loss, damage, or destruction of personal property, including motor vehicles on school property or while the teacher is in the performance of school business. In the case of motor vehicles, reimbursement will not include personal property that is stolen or damaged unless the theft accompanies a personal assault upon the teacher.

Subd. 2. Cost: The School District and Education Minnesota – OSSEO will share the cost of funding the pool. Each will contribute \$2,500 annually until the fund has \$15,000 in assets. At that time contributions will be suspended until the fund drops below \$10,000 in assets at which time the contributions will be reinstated. The School District will fund their portion on June 1st of each year.

Subd. 3. Administration: Education Minnesota – OSSEO will administer the plan and will provide the School District with an annual report.

Subd. 4. Guidelines:

- a. Teachers must contact Education Minnesota – OSSEO to report the incident.
- b. A claim form will be required for reimbursement and all claims must be submitted within forty-five (45) days of the incident.
- c. All claims must include a copy of:
 - A police report
 - Repair estimate
 - Insurance claim (if a claim is filed)
 - Proof of deductible

Subd. 5. Maximum Reimbursement: Maximum reimbursement per loss will be limited to \$750 annually. Payments are limited to the resources in the pool. If claims exceed the amount in the pool, payments will be made on a pro-rata basis. Any monies not claimed will be carried into the next fiscal year.

Subd. 6. Non-reimbursable incidents:

- a. An accident that occurs while the vehicle is moving in a reimbursable activity is not covered.
- b. No reimbursement will be given for damages that occur in conjunction with a moving violation charged to the requesting party.

Subd. 7. Limits: Reimbursement for damages to a teacher’s personal property is limited to those items that are on the premises for the purpose of enhancing the curriculum or the teaching process, or personal property damaged or destroyed as a result of a student assault while the teacher is engaging in the performance of their duties.

ARTICLE 9 LEAVES OF ABSENCE

Changes to Leaves of Absence are made in accordance with applicable state and federal laws or district policy. In the event that ESST, Minnesota Paid Family Leave, or other state and federal laws are eliminated or significantly modified, the contract language shall be reviewed in Meet and Confer.

Unexcused absences may result in disciplinary action, up to and including termination, once all sick time, personal time, and unpaid leave options have been exhausted.

Section 1. Sick Leave Time:

~~Individuals who report absence for sick/family illness who do not have paid leave time available will be required to supply Human Resources with medical verification for the absence. Continued patterns of absence without medical verification on defined* high use days or without available paid sick leave time is subject to discipline, up to termination. Absences covered under the Family Medical Leave Act (FMLA) or the Americans with Disabilities Act (ADA) and any applicable federal and/or state statute will be exempt from such discipline.~~

~~*High use days will be defined by Human Resources in collaboration with the Union.~~

Teachers are entitled to use accrued sick time in accordance with Minnesota State law and the district's Earned Sick and Safe Time (ESST) policy. See the definition of "family member" and usage under the policy. The ESST policy is subject to change in accordance with state law.

Subd. 1. Earn: All teachers will be credited at the beginning of the school year with twelve (12) days of sick ~~leave time~~ per year. Teachers working less than a full year will have their sick ~~leave~~ days pro-rated. Effective beginning 2012-2013, teachers hired on or after July 1, 2007, and teachers opting into the Post Employment Health Care Account as referenced in Article 7 Section 9 shall be credited with ten (10) days of sick ~~leave time~~ at the beginning of the school year.

Subd. 2. Accumulation: Unused sick ~~leave~~ days may accumulate to an unlimited number of days per teacher.

Subd. 3. Use: ~~Sick time will be used in accordance with the School District's Earned Sick and Safe Time (ESST) policy, Paid Family Leave (PFL) policy, and applicable state and federal laws. Sick time may be used concurrently and to supplement eligible continuous and reduced schedule approved leaves of absences (e.g., the Family Medical Leave Act (FMLA), Paid Family Leave (PFL), or the Americans with Disabilities Act (ADA)).~~

Absences for illness when sick time is exhausted and the employee is not on an approved leave of absence from Human Resources (e.g. absences covered under the Family Medical Leave Act (FMLA), Paid Family Leave (PFL), or the Americans with Disabilities Act (ADA)) will be considered unexcused and may require medical verification.

Continued patterns of absence on district defined high use days or without available time off with pay, is subject to discipline, up to and including termination. High use days will be defined each year by Human Resources in collaboration with the Union.

- ~~a. Sick leave with pay will be allowed by the School District whenever a teacher's absence is found to have been due to illness which prevented their attendance at school and performance of duties on that day or days during the regular school year, provided that the teacher has unused sick leave at the time of such absence.~~
- ~~b. Sick leave may also be used for the illness of a child including an adult child, spouse, parent, guardian, stepparent, sibling, grandparent, or any other relative or non-relative who stands in the same relationship with the teacher as determined by Human Resources provided the teacher has unused sick leave at the time of such absence.~~

Subd. 4. Summer School: Deduction of accrued sick leave-time during summer school teaching is one (1) day for two sessions and one-half (1/2) day for one session.

~~**Subd. 5. Use - Pregnancy:** A teacher may utilize available sick leave, subject to the provisions of this Section and Section 8 of this Article, for periods of disability relating to pregnancy, miscarriage, abortion or childbirth. A teacher will notify the Director, Human Resources in writing no later than the end of the sixth month of pregnancy indicating their intention to utilize sick leave, and also at such time will provide a physician's statement indicating the estimated date of delivery of the child and estimated time of confinement. A licensed physician will determine the definition of disability.~~

- ~~a. A teacher (other than the mother) may utilize up to thirty (30) days of sick leave in connection with the birth of their child, without access to the Extended Illness Sick Leave Pool. The thirty (30) days of sick leave must be used within six (6) weeks surrounding the birth of the child.~~
- ~~b. A teacher may utilize up to thirty (30) days of sick leave for the adoption of a child, without access to the Extended Illness Sick Leave Pool, subject to the provisions of this Section and Section 8 of this Article.~~

~~**Subd. 65. Medical Verification:** If the duration of an absence extends past five (5) days, and there is a question as to the eligibility for sick leave, the Director, Human Resources reserves the right to verify the illness. In the event that medical verification is required, the Director, Human Resources will notify the teacher. Education Minnesota – OSSEO will receive a copy of any request for verification. In special circumstances, Human Resources reserves the right to obtain medical verification for an absence of fewer than six (6) days. If there is a question as to the eligibility of an employee for sick time, the School District reserves the right to verify the illness in accordance with Minnesota ESST law.~~

Subd. 7. Deduction: Sick leave-time allowed will be deducted from the teacher's accrued sick leave days.

Subd. 8. Excess Use: Any days used in excess of the number of days of accrued sick leave-time will be deducted from the teacher's salary.

Subd. 9. Use - Absences Covered by Workers' Compensation and/or Long-term Disability (LTD): This subdivision is subject to the provisions of the carrier plan descriptions.

- a. Upon the request of a teacher who is absent from work as a result of a compensable injury incurred in the service of the School District under the provisions of the Workers'

Compensation Act and/or an absence covered by the School District's long-term disability insurance, the School District will pay the difference between the compensation received pursuant to the Workers' Compensation Act and/or LTD by the teacher and the teacher's base rate of pay to the extent of the teacher's earned accrual of sick leave-time.

- b. A deduction will be made from the teacher's accrued sick leave-time according to the pro-rata portion of days of sick leave-time which is used to supplement workers' compensation and/or LTD payments.
- c. Such payment will be paid by the School District to the teacher only during the period of disability. In no event will the additional compensation paid to the teacher by virtue of sick leave-time pay result in the payment of a total daily, weekly, or monthly compensation that exceeds the base compensation of the teacher.
- d. A teacher who is absent from work as a result of an injury compensable under the Workers' Compensation Act and/or an absence qualifying the teacher for LTD payments who elects to receive sick leave-time pursuant to this Agreement, will submit their workers' compensation check and/or LTD payment, endorsed to the School District prior to receiving payment from the School District for this absence.
- e. A teacher who is unable to perform teaching duties and responsibilities due to a physical assault resulting in an injury which occurs while on duty as a result of a work-related incident will be entitled to compensation without use of sick leave-time for up to fifteen (15) days of absence per incident. Any additional days needed by the employee without the use of sick leave-time will be mutually agreed to in collaboration between the district and union. The district may require employee to be seen by a district selected medical provider and provide documentation that outlines return to work conditions. Thereafter, the compensation will be paid per a. through e. of this Subdivision.
- f. If a teacher incurs an injury as described in e. of this Subdivision, and such injury causes the teacher to work less than their contracted FTE, the School District will continue to contribute its share of the cost of the health and hospitalization insurance plan in which the teacher is enrolled.

Subd. 10. Extended Illness Sick Leave Pool: The School District will maintain an extended illness sick leave pool. The pool will have an open enrollment period within thirty (30) days of each contract ratification (Refer to the Memo of Understanding titled "Extended Illness Sick Leave Pool Procedures").

- Membership in the Extended Illness Sick Leave Pool is mandatory for all teachers hired after June 30, 2004.

Section 2. Medical Leave:

Subd. 1. Purpose: An employee, upon request, may be granted a medical leave of absence according to the procedures outlined in this section. This leave will be granted in the event an employee needs to care for their own medical needs, or the needs of a qualifying family member as defined by state and federal provisions.

Subd. 2. Request: Requests for medical leave should be made as soon as an employee is aware of the need for a leave of absence. A leave of absence request should be completed as well as supporting medical documentation of the need.

Subd. 3. Duration: Leave may be granted for a period of time up to one year and runs concurrently with other applicable leaves which may include but is not limited to: a contractual long-term leave and Family Medical Leave Act (FMLA) leave. If additional leave is needed beyond one year, staff will need to contact Human Resources to place a request; however, additional leave is not guaranteed. Medical Leave may be taken intermittently.

Subd. 4. Approval of Leave: If the employee complies with all the provisions of this section and a medical leave is granted by the School District, the School District will notify the employee in writing of its action.

Subd. 5. Reinstatement: An employee returning from medical leave will be re-employed in the position occupied prior to the leave, or a comparable position, subject to state or federal job protections.

An employee returning from medical leave without state or federal job protections may be re-employed in the position occupied prior to the leave, or a comparable position, based on position availability and ability to perform job duties.

Subd. 6. Failure to Return: Failure of the employee to return pursuant to the date determined in this section may constitute grounds for termination in the School District.

Subd. 7. Salary: An employee is able to use available personal time through the duration of their medical leave. Sick time will be used in accordance with the district's ESST policy. If no sick or personal time is available, the parties further agree that any medical leave of absence granted under this section will be a leave without pay. If the teacher does not have sufficient accrued sick and/or personal time, the cost of a substitute rate of pay may be deducted from the teacher's salary for up to three (3) days upon the teacher's request.

Section 23. ~~Family Illness Leave~~ Paid Family Medical Leave (PFML):

~~Subd. 1. Use: Teachers may be granted up to a maximum of ten (10) days absence per year for illness in the teacher's or spouse's immediate family that may or may not otherwise be covered under the Family and Medical Leave Act (FMLA) and/or state statute. The immediate family will include parent, sister, brother, spouse, son, daughter, son-in-law, daughter-in-law, grandparent, grandchildren, guardian and any other relative or non-relative who stands in the same relationship with the teacher. Such absences will be deducted from accrued sick leave. If the teacher does not have sufficient accrued sick leave, the cost of a substitute rate of pay will be deducted from the teacher's salary.~~

Subd. 1: Statutory authority: Employees are eligible to participate in Paid Family Medical Leave (PFML) pursuant to MN Statutes 268B et seq., *Family and Medical Benefits*.

Subd. 2: Costs of PFML: The employer must pay the minimum percent of the total premium for Paid Family Medical Leave required by Minnesota Statute 268B and set by the Minnesota Department of Employment and Economic Development (DEED).

Subd. 3: Notification to the Employer: Pursuant to Minnesota Statute Section 268B.085, employees taking Paid Family Medical Leave shall provide the employer with at least thirty (30) days' notice, or as required by contract, prior to the start of leave when possible. If thirty (30) days' notice is not practicable because of a lack of knowledge of approximately when leave will be required to begin, a change in circumstances or a medical emergency, notice must be given as soon as practicable.

Subd. 4: Coordination of PFML and ESST/Sick Leave: The District will follow District policy and process adhering to all applicable state and federal laws. Any changes to policy and process will be discussed in Meet and Confer.

Section 34. Bereavement Leave:

~~Subd. 1. Use – Immediate Family: Teachers will be granted up to five (5) days for absence due to death of each member of the teacher's or spouse's immediate family. The immediate family will include parent, sister, brother, spouse, son, daughter, son-in-law, daughter-in-law, grandparent, grandchildren, guardian and any other relative or non-relative who stands in the same relationship with the teacher. Such absences will be deducted from accrued sick leave.~~

~~If the teacher does not have sufficient accrued sick leave, the cost of the substitute rate of pay will be deducted from the teacher's salary. Additional absence, but not to exceed five (5) additional days may be granted with the cost of the substitute rate of pay to be deducted from the teacher's salary. Exceptions to the immediate family designations may be granted with pre-approval of Human Resources in extenuating circumstances.~~

~~Subd. 2. Use – Not Immediate Family: Absence due to the death of a person not listed in Subd. 1. of this Section will be limited to one (1) day per occurrence. Such absence will be deducted from accrued sick leave. If the teacher does not have sufficient accrued sick leave, the cost of a substitute rate of pay will be deducted from the teacher's salary for each occurrence. Exceptions may be granted with approval of Human Resources in extenuating circumstances.~~

Subd. 1. Use: In accordance with the ESST policy, sick time and personal time may be used for an employee's need to make arrangements for, or attend, funeral services or a memorial, or address financial or legal matters that arise after the death of a family member. If all accrued time (ESST, sick time, and personal time) is exhausted and additional unpaid time is needed for bereavement, employees may request a short-term leave from Human Resources. If additional time is granted, the cost of the substitute rate of pay may be deducted from the teacher's salary for up to five (5) days. Special circumstances will be considered through the meet and confer process.

Section 45. Jury Service Leave:

An employee summoned to jury duty will be granted time off with pay.

Subd. 1. Notice to School District: Employees who receive a summons are to call and/or email the Human Resources Attendance Specialist and their supervisor immediately to notify them of the proposed dates of service.

Subd. 2. Remittance of Stipend: Employees who receive a stipend for jury duty are to reimburse the School District for the amount received, minus the mileage allowance if they were on jury duty during school time.

Subd. 3. Commencement of Leave: Employees on-call for jury duty will need to report to work until they are summoned to appear for jury duty. Failure to do so will result in a deduction of pay for the days of work missed.

Subd. 4. Pay: Employees will have no loss of pay as a result of jury duty if the provisions of Subd 1 through 3 are met.

Section 56. Court Appearance Leave:

Subd. 1. Request of School District: When the School District is a party in a litigation and a teacher of the School District appears at the request of the School District or as codefendant in a case against the School District, the teacher will be entitled to their pay and no deduction of any leave provision will be charged to the teacher.

Subd. 2. Other Requests: If a teacher receives a notice to supply information or testify in a civil or criminal court proceeding as a result of their employment, they must notify their principal/supervisor and the Director, Human Resources. If the teacher must appear at the proceeding, the teacher will be entitled to their pay and no deductions of any leave provisions will be charged to the teacher. If the matter is a result of actions for which the teacher has been found to have acted improperly and thus disciplined by the Director, Human Resources, the day(s) absent will be deducted from personal ~~leave time~~ or short-term leave referenced in this Article.

Subd. 3. Action Against School Board/District: If the matter is a result of actions by the teacher against the School Board/District, the day(s) absent will be deducted from personal ~~leave time~~ or short-term leave referenced in this Article. Additional short-term leave will be granted if necessary.

Section 67. Personal Leave Time:

Subd. 1. Purpose: A teacher will be credited one (1) personal ~~leave~~ day each year, accumulative to five (5) days. Effective beginning 2012-2013, teachers hired on or after July 1, 2007, and teachers opting into the Post Employment Health Care Account as referenced in Article 7 Section 9 shall be credited with two (2) personal ~~leave~~ days each year. ~~Personal leave may be used for activities requiring the teacher's personal attention not covered under other provisions of this Agreement.~~

Subd. 2. Request: Requests for personal ~~leave time~~ must be made to Human Resources at least three (3) days in advance of the leave, except in the event of emergencies.

Subd. 3. Limit 4%: At no time will more than four percent (4%) of the teachers be granted leave under this section.

Subd. 4. Additional Days: Additional days May-may be granted after the exhaustion of personal leave days under the following provisions and cannot be accumulated:

- a. Sick Leave-Time Deduction: Two (2) additional days under the provisions of this section may be granted after the teacher has attained Continuing Contract status. These days will be deducted from the teacher's accrual of sick leavetime. Effective beginning 2012-2013, this provision shall not apply to teachers hired on or after July 1, 2007, and teachers opting into the Post Employment Health Care Account as referenced in Article 7 Section 9.
- b. Salary Deduction: Two (2) additional days under the provisions of this section may be granted, with the deduction of a substitute rate of pay from the teacher's salary.

Subd. 5. Exclusion: A personal leave-day may be granted on the first or last day of the student school year. However, the leave will only be granted in rare and special circumstances with written explanation by the teacher and approval of the Director, Human Resources.

Section 78. Sabbatical Leave:

Subd. 1. Purpose: A maximum of one (1) year may be granted to full-time teachers for the purpose of professional improvement through study, subject to the conditions established by the School Board. The minimum length of time that may be granted for a sabbatical leave is one (1) trimester. A sabbatical leave will not be granted for more than an accumulative total of one (1) year to any teacher in the School District during the duration of their service.

Subd. 2. Eligibility: To be eligible for sabbatical leave, a teacher must have completed seven (7) years of employment as a teacher in the School District.

Subd. 3. Prior Approval: Sabbatical leave for study will be limited to teachers centering their study in their areas of major concentration and will not be used for retraining in a new area except at the request of the administration. The Director, Human Resources, must approve the proposed program of study in advance.

Subd. 4. Request Deadline: Applications for full-year sabbatical leaves will be submitted in writing to the Director, Human Resources at the earliest possible date, but in no case later than March 1st, prior to the school year in which the leave is to be taken. Applications for sabbatical leaves of less than a full year must be submitted in writing to the Director of Human Resources at least three (3) months prior to the beginning date of the sabbatical leave being sought.

Subd. 5. Application: The application for a sabbatical leave will contain a detailed description of the intended activity and expected benefit to the School District including, but not limited to, the institution where study will take place, courses, and number of credits to be carried, and all other details surrounding the program.

Subd. 6. Limit 1-½ %: The number of teachers on sabbatical leaves at any one time will be limited to one and one-half percent (1-½ %) of the full-time teachers at the School District.

Subd. 7. Selection: If the number of requests for sabbatical leave exceeds the limitation, priority will be given on the basis of length of service, contribution to the school system, and the equitable

distribution of leaves among the various departments of the School District. The granting of sabbatical leave, however, is purely within the discretion of the School Board and the School Board reserves the right to refuse to grant any and all sabbatical leaves if, in the judgment of the School Board, such leaves should not be granted.

Subd. 8. Calculation of Pay: The allowance granted to a teacher on sabbatical leave will be based on one-half (1/2) the base contract salary of the individual for the school term during which the leave takes place. However, upon request from the teacher on sabbatical leave, the School District will pay seventy-five percent (75%) of the base contract salary during the school term in which the leave takes place. In the school term following the sabbatical leave, twenty-five percent (25%) of the previous school term's base contract salary will be deducted from the teacher's new base contract salary.

Subd. 9. Return to Service: A teacher who is granted a sabbatical leave of one (1) school year must pledge themselves' to teach in the School District for two (2) full years following the termination of the leave. A teacher granted a sabbatical leave of less than one (1) year must pledge themselves' to teach in the School District for one (1) full year following the termination of the leave. If the teacher's service is discontinued for any reason other than the individual's incapacity to teach before the expiration of the time period as stated above, they will pay back to the School District the pro-rata part of the sabbatical allowance.

- Teachers granted sabbatical leave will enter into a written agreement with the School District for the repayment of monies and benefits paid by the School District for the teacher's noncompliance with this Subdivision.

Subd. 10. Return to Position: Upon expiration of the sabbatical leave, the teacher will have the right of returning to the position held prior to the leave unless such position has been discontinued pursuant to MS 122A.40.

Subd. 11. Experience Credit: A teacher who returns from sabbatical leave within the provisions of this section will retain all previous experience credit for pay purposes and any unused leave time accumulated under the provisions of this Agreement at the commencement of the leave. The teacher will not accrue additional experience credit for pay purposes or leave time during the period of absence for sabbatical leave.

Section 89. Child Care/Adoption/Foster Care Leave:

Subd. 1. Purpose: A teacher, upon request, may be granted a leave for the purpose of childcare of a newborn child, ~~or~~ for the adoption of a child, ~~or foster care of a child.~~ The teacher will be required to concurrently take applicable leaves in concurrence with state and federal laws, including, but not limited to, pursuant to the Family/ Medical Leave Act (FMLA), Minnesota Parental Leave, Paid Family Leave (PFL), and contractual Long-Term Leave. ~~This leave will be granted to parents of a newborn or adopted child provided the parents are caring for the child.~~ Teachers may be granted partial or intermittent leaves of absence appropriate to the job assignment if agreed to by Human Resources. The District agrees to adhere to all applicable state and federal laws. Elementary classroom teachers (PreK-5) will be granted a .5 FTE or 1.0 FTE leave of absence only.

Subd. 2. Request: A teacher making application for childcare leave will inform ~~the Director,~~ Human Resources in writing of the intention to take the leave at least three (3) calendar months before

commencement of the intended leave. For an adoption or foster care leave, the teacher will inform ~~the Director~~, Human Resources in writing, at the earliest opportunity, of the intention to take the leave. The District agrees to adhere to all applicable state and federal laws.

~~Subd. 3. Use of Sick Leave for Pregnancy: If the reason for the leave is occasioned by pregnancy, a teacher may utilize sick leave pursuant to the sick leave provisions of this Article during a period of physical disability. A pregnant teacher will also provide at the time of the leave application, a statement from their licensed physician indicating the expected date of delivery (See Section 1 Subd. 5a of this Article for use of sick leave by a teacher (other than the mother) in connection with the birth of their child).~~

~~Subd. 4. Use of Sick Leave for Adoption: A teacher may request to use up to thirty (30) days of accumulated sick leave for adoption, without access to the Extended Illness Sick Leave Pool to assist in preparation and legal reasons of the adoption, as well as necessary travel and initial adjustment of the child. These days need not be taken consecutively.~~

Subd. 53. Date of Leave: The effective beginning date of a childcare/adoption/foster care leave, and its duration will be determined by mutual consent between the teacher and ~~the Director~~, Human Resources. In determining the date of the commencement and duration of the leave, ~~the Director~~, Human Resources will review each case on its individual merits taking into consideration the following:

a. Applicable state and federal law

~~a.b.~~ As applicable, ~~T~~the continuity of the instructional program for students. The commencement of the leave should normally coincide with some natural break in the school year, e.g., winter vacation, spring vacation, end of a grading period, the end of the school year or the like.

~~b.c.~~ The request of the teacher.

~~e.d.~~ The specific employment duties of the teacher involved.

~~d.e.~~ The health and welfare of the teacher, unborn, ~~child or~~ child or foster child.

~~e.f.~~ The recommendation of the teacher's licensed physician.

Subd. 6. Duration: In making a determination concerning the commencement and duration of a childcare/adoption/foster care leave, the School District may, but will not in any event be required to:

a. Grant any leave of more than twelve (12) months in duration.

b. Permit the teacher to return to their employment prior to the date designated in the request for the childcare/adoption/foster care leave, unless by mutual agreement of the teacher and the ~~Director, Human Resources~~ School District.

Subd. 7. Approval of Leave: If the teacher complies with all provisions of this section and a childcare/adoption/foster care leave is granted by the School District, the teacher will be notified in writing.

Subd. 8. Termination of Leave: Interruption of pregnancy will terminate the childcare leave. Human Resources may require in such cases at least forty-five (45) 14 days' notice to return.

Subd. 9. Reinstatement: A teacher returning from childcare/adoption/foster care leave on the agreed upon date will be re-employed in the position occupied prior to the leave, subject to the following conditions:

- a. The position has not been abolished pursuant to MS 122A.40.
- ~~b. b.~~—The teacher is not physically or mentally disabled from performing the duties of such position.
- c. Subject to state and federal job protections.

Subd. 10. Failure to Return: Failure of the teacher to return pursuant to the date determined in this section will constitute grounds for termination by the School District pursuant to MS 122A.40 unless the School District and the teacher mutually agree to an extension of the leave.

Subd. 11. Probationary Period: The parties agree that the applicable periods of probation for teachers as set forth in Minnesota Statutes are intended to be periods of actual service enabling the School District to have an opportunity to evaluate a teacher's performance. The parties agree, therefore, that periods of time for which the teacher is on childcare/adoption/foster care leave will not be counted in determining the completion of the probationary period.

Subd. 12. Experience Credit: A teacher who returns from childcare/adoption/foster care leave within the provisions of this Section will retain all previous experience credit for pay purposes and any unused leave time accumulated under the provisions of this Article-Agreement at the commencement of the beginning of the leave. The teacher will not accrue additional experience credit for pay purposes or leave time during the period of absence.

Subd. 13. Salary: ~~Sick time will be used in accordance with the district's ESST policy. A teacher may be able to use available personal or sick time through the duration of their leave in accordance with the district's Paid Family Leave (PFL) policy. If an employee receives payment from Paid Family Leave (PFL), the employee may have the option to use available sick or personal time to supplement their pay in accordance with the district's Paid Family Leave policy. If no sick or personal time is available, the parties further agree that any leave of absence granted under this section will be a leave without pay. Any childcare/adoption leave of absence granted under this Section will be a leave without pay except as provided in Section 1 of this Article.~~

Subd. 14. Insurance: A teacher on childcare/adoption/foster care leave of absence is eligible to participate in group insurance programs if permitted under the insurance policy provisions but will pay the entire premium for such programs as the teacher wishes to retain, following FMLA.

Subd. 15. Notification to Return: A teacher on childcare/adoption/foster care leave of absence will be sent a contract from Human Resources according to the following schedule:

- a. When the return date of the leave is intended to coincide with the opening of school, notification will be given by April 1st.
- b. At least sixty (60) days prior to the specified return of the leave when such date falls at any other time during the school year.

Subd. 16. Failure to Return Contract: The teacher will lose all re-employment rights if the teacher refuses or fails to return the contract within ten (10) workdays.

Section 910. Union Leave:

Subd. 1. Use: Education Minnesota - OSSEO may be granted leave days each year to conduct the business of the union. If used, the union president will designate these days and in no instance will any one individual be granted more than ten (10) days. The cost of these days will be billed to Education Minnesota - OSSEO in the amount equal to the substitute rate of pay. Request for such leave will be made to ~~the Director,~~ Human Resources at least three (3) days in advance and will state the reason for the proposed leave. The president of Education Minnesota – OSSEO and ~~the Director,~~ Human Resources will meet and confer to discuss such leave when the total amount of leave days exceeds thirty-five (35) days in a year.

Subd. 2. Union President: To provide an efficient means of leadership and participation in appropriate School District governance as outlined by this Agreement, state statutes and rules, and Board of Education policies and procedures, Education Minnesota – OSSEO (EM-O) and the District agree to assign the elected President of EM-O to a full-time, non-teaching assignment to accomplish the tasks outlined above.

- a. EM-O shall purchase and pay for the cost of a teacher to replace the EM-O President. Beginning the 2014-2015 school year, the cost for the replacement teacher shall be \$58,000. Payment shall be made on a quarterly basis as billed by the District.
- b. The EM-O President shall retain all rights as a teacher according to the terms of this Agreement, state statutes and rules, and Board of Education policies and procedures.

Section 1011. Negotiation Leave:

Subd. 1. Use: Up to six (6) members of the Education Minnesota - OSSEO's Negotiations Committee may be granted an appropriate number of days for purposes of collective bargaining with the School Board representative(s). Such days will be scheduled with the mutual consent of the School Board representative(s). There will be no leave deduction for these granted days.

Section 1112. Long-Term Leave:

Subd. 1. Eligibility: Teachers with a minimum of three (3) years of experience in the School District may be granted an unpaid leave of absence once every five (5) years. Requests for additional long-term leave may be made at the discretion of Human Resources based on extenuating circumstances.

Subd. 2. Purpose: Consideration for granting long-term leaves will be given for health reasons (self or family), family reasons, educational purposes, election to political office, approved travel or retraining (career change).

Subd. 3. Requests: Requests for leave must be made at least thirty (30) days in advance, except in emergencies, and submitted to Human Resources for approval.

Subd. 4. Limit: The number of teachers on a long-term leave at any given time will not exceed two percent (2%) of the total teaching staff.

Subd. 25. Duration: A leave may be granted for a period of time up to one (1) year. Leaves for holding political office may be granted up to two years. Additional leaves may be granted at the discretion of the ~~Director~~, Human Resources, but are not guaranteed.

Subd. 36. Partial Leaves: Teachers will be granted partial leaves of absence appropriate to the job assignment; however, elementary classroom teachers (PreK-5) will only be granted a .5 FTE or 1.0 FTE leave of absence. Additional leaves may be granted at the discretion of ~~the Director~~, Human Resources.

Subd. 47. Insurance: A teacher on a long-term leave is eligible to participate in group insurance programs if permitted under the insurance policy provisions but will pay the entire premium for such programs the teacher wishes to retain, commencing with the beginning of the leave.

Subd. 58. Benefit Accrual: A teacher on long-term leave will retain their accrued benefits of the beginning date of the leave. No benefits will accrue during the period the teacher is on leave.

~~Subd. 6. Purpose: Consideration for granting long-term leaves will be given for:~~

~~Education — Approved Travel~~

~~Health ————— Re-Training or Career Change~~

~~Election to Political Office — Family Reasons (Issues)~~

~~Subd. 7. Requests: Requests for leaves must be made at least thirty (30) days in advance, except in emergencies, and submitted to the Director, Human Resources for approval.~~

~~— Subd. 8. Limit 2%: The number of teachers on a long-term leave at any given time will not exceed two percent (2%) of the total teaching staff.~~

Subd. 9. Notification to Return: A teacher on a long-term leave will be sent a contract from Human Resources according to the following schedule:

- a. When the return date of the leave is intended to coincide with the opening of school, notification will be given by ~~March-February~~ 1st of the preceding school year.
- b. At least sixty (60) days prior to the specified return of the leave when such date falls at any other time during the school year.

Subd. 10. Reinstatement – Education, Retraining, Career Change, or Family Reasons: An employee returning from long-term leave for education, retraining, career change, or family reasons will be placed on involuntary transfer, subject to ability to perform duties. The teacher may return to the original position by mutual agreement between the teacher and the principal if an opening exists in the building prior to being placed on involuntary transfer.

Subd. 11. Reinstatement – Election to Political Office or Health: An employee returning from long-term leave from election to political office or for health reasons will be re-employed in the position occupied prior to the leave, subject to the following conditions:

- a. That the position has not been abolished pursuant to MS 122A.40.
- b. That the teacher is not physically or mentally disabled from performing the duties of such position.

- c. That the teacher has not been on leave for longer than the equivalent of one (1) FTE year.
- d. That a teacher with more seniority would not be displaced.
- e. If the teacher is on leave for more than the equivalent of one (1) FTE year, the teacher may return to the original building by mutual agreement between the teacher and the principal if an opening exists in the building. If there is not mutual agreement or if a position does not exist at the original building, the teacher will be transferred in accordance with – Teacher Transfer as outlined in Addendum A.

Subd. 12. Failure to Return Contract: The teacher will lose all re-employment rights if the teacher refuses or fails to return the contract by certified mail within ten (10) workdays.

Section ~~12~~13. Short-Term Leave:

Subd. 1. Salary: Short-term leave will be without pay.

Subd. 2. Duration: Short-term leave may be granted for not more than ten (10) working days during the terms of this Agreement. Short-term leave will only be granted after personal ~~leave-time~~ is exhausted.

Subd. 3. Requests: Requests for a short-term leave will be made in writing a minimum of five (5) days in advance, except in the case of emergencies.

Subd. 4. Approval: Short-term leave may be granted only in special circumstances and must be approved by ~~the Director,~~ Human Resources.

Subd. 5. Eligibility: Short-term leave will normally be available no more than once every year.

Section ~~13~~14. Federal Program Leave:

Subd. 1. Eligibility: A teacher who enlists in AmeriCorps VISTA, the Peace Corps or other federal programs may be granted a leave of absence for up to two (2) years. The teacher will not accrue additional experience credit for pay purposes or leave time during the period of absence.

Subd. 2. Insurance: A teacher on a federal program leave is eligible to participate in group insurance programs if permitted under the insurance policy provisions but will pay the entire premium for such programs the teacher retains, commencing with the beginning of the approved leave.

Subd. 3. Benefit Accrual: A teacher on a federal program leave will retain their accrued benefits as of the beginning date of the leave. No benefits will accrue during the period the teacher is on leave.

Subd. 4. Requests: Request for a Federal Program leave must be made at least thirty (30) days in advance, except in emergencies, and submitted to ~~the Director,~~ Human Resources for recommendation.

Subd. 5. Notification to Return: A teacher on a federal program leave will be sent a contract from Human Resources by certified mail according to the following schedule:

- a. When the return date of the leave is intended to coincide with the opening of school, notification must be given by ~~March-February~~ 1st.
- b. At least sixty (60) days prior to the specified return of the leave when such date falls at any other time during the school year.

Subd. 6. Reinstatement: A teacher returning from a federal program leave will be re-employed in the position occupied prior to the leave, subject to the following conditions:

- a. The position has not been abolished pursuant to MS 122A.40.
- b. The teacher is not physically or mentally disabled from performing the duties of such position.

Subd. 7. Failure to Return Contract: The teacher will lose all re-employment rights if the teacher refuses or fails to return the contract by certified mail within ten (10) workdays following receipt of the letter.

Section 1415. Religious Leave:

Subd. 1. Use: Teachers may be granted up to three (3) days of religious leave. Teachers must make application, including a brief statement of the request, to Human Resources at least three (3) days prior to the date(s) the religious leave is requested. A teacher may utilize provisions outlined in Section ~~67~~, Personal ~~LeaveTime~~, or Section 1, Sick ~~LeaveTime~~, if so desired, or the teacher may submit a plan to their principal/supervisor to make up the religious days taken at some other pre-arranged time. If an agreement is not reached between the teacher and their supervisor, the plan may be appealed to Human Resources by a representative of Education Minnesota- OSSEO for approval or rejection. If the teacher chooses none of the options as outlined herein, the leave will be granted with full loss of pay.

Section 1516. Extended Leave of Absence:

Subd. 1. Authority: Pursuant to MS 122A.46 and MS 354.094, the School Board may grant an extended leave of absence of at least three (3) years but no more than five (5) years. However, the granting of extended leaves of absence is purely within the discretion of the School Board and the School Board reserves the right to refuse to grant any and all extended leaves, if, in the judgment of the School Board, such leaves should not be granted.

Subd. 2. Conditions: The School Board will consider the granting of extended leaves only under the conditions as they are described in MS 122A.46 and MS 354.094, as of the date of this Agreement.

Subd. 3. Eligibility: Teachers must have a minimum of seven (7) consecutive years of full-time teaching service in the School District and at least ten (10) years of allowable service as defined in MS 354.05, Subd. 13. to be eligible for extended leave of absence.

Subd. 4. Requests: Requests for extended leaves of absence must be submitted to ~~the Director~~, Human Resources by ~~March-February~~ 1st of the year preceding the school year for which the extended leave of absence would commence. Requests to begin an extended leave of absence at a time other than the beginning of the school year may be considered by the School District. If approved, the teacher will be granted a long-term leave for the remaining duty days of the current school year and the extended leave of absence will then commence on the first duty day of the following school year.

Subd. 5. Reinstatement: A teacher returning from an extended leave of absence will be reinstated according to the following guidelines and subject to the following conditions:

- a. That the position has not been abolished pursuant to MS 122A.40.
- b. That the teacher is not physically or mentally disabled from performing the duties of such position.
- c. That the teacher has not been on an extended leave of absence for longer than the equivalent of one (1) FTE year (effective with leaves granted beginning with the 2004-2005 school year).
- d. That a teacher with more seniority would not be displaced.
- e. If the teacher is on an extended leave of absence for more than the equivalent of one (1) FTE year, the teacher may return to the original building, by mutual agreement between the teacher and the principal, if an opening exists in the building. If there is not mutual agreement or if a position does not exist at the original building, the teacher will be transferred in accordance with – Teacher Transfer as outlined in Addendum A (effective with leaves granted beginning with the 2004-2005 school year).

Subd. 6. Notification of Return: The District is not obligated to reinstate any teacher who is on an extended leave of absence pursuant to MS 122A.46 unless the teacher advises the School District in writing of the intention to return before February 1st in the school year preceding the school year in which the teacher wishes to return or by February 1st in the calendar year in which the leave is scheduled to terminate.

Subd. 7. Failure to Return Contract: The teacher will lose all re-employment rights if the teacher refuses or fails to return the contract within ten (10) workdays of receiving the contract.

Section 1617. Community Connection Leave:

Subd. 1. Use: This paid leave is intended to permit teachers to participate in an opportunity to connect with parents and the community in order to help build community trust and support for Osseo Area Schools.

Subd. 2. Application: A written application will be submitted to Human Resources at least ten (10) days prior to the date of the requested leave. ~~The Director,~~ Human Resources and the President of Education Minnesota - OSSEO will review the application and inform the individual teacher if the leave is approved within three (3) days of receipt of the application.

Subd. 3. Responsibility of Teacher: Each teacher granted a community connection leave will submit a written report to Education Minnesota – OSSEO and Human Resources within two (2) weeks of such leave.

Subd. 4. Limit: A maximum of twenty-five (25) days over the terms of this Agreement for this unit will be reserved for this leave.

Section 1718. Unrequested Leave of Absence:

Subd. 1. Purpose and Conditions: The purpose of this Article is to implement the provisions of M.S. 122A.40, Subd. 10. The School Board may place on unrequested leave of absence such teachers as may be necessary because of discontinuance of position(s), lack of pupils, financial limitations, or

merger of classes. Such leave of absence will continue for a period of five (5) years, after which the right to reinstatement will terminate. The teacher's right to reinstatement will also terminate if the teacher fails to file with the School Board by March 1st of any year, a written statement requesting reinstatement. Such leave will be effective no later than the close of the school year or at such earlier time as mutually agreed between the teacher, Education Minnesota - OSSEO and the School District.

Subd. 2. Seniority: Seniority only applies to Tier 3 and Tier 4 teachers and commences with the first day of continuous teaching service in the School District. A teacher who has acquired continuing contract rights must not be placed on unrequested leave of absence while Tier 1 or Tier 2 teachers are retained in positions for which the teacher who has acquired continuing contract rights is licensed, in the absence of a voluntary movement as outlined in Subd. 11. Continuing contract teachers shall be placed on unrequested leave of absence in the inverse order according to the seniority list as defined in Subd. 4 of this section.

Subd. 3. Exceptions: No teacher, including probationary, shall be placed on ULA if any other teacher employed in the same field, license area, and/or subject matter has been suspended in the last two (2) years.

Subd. 4. Seniority List: Each school year, the School District shall create and share with the union a seniority and licensure list. The list will include the name of every teacher, their seniority date, license tier, and licensure area. The list will be available electronically to all teachers when originally posted and upon any revisions to the list. Any teacher with a correction or omission regarding the seniority and licensure list is required to supply a written request for correction or omission to the list to the Director, Human Resources.

Subd. 5. Seniority Accrual Teachers will continue to accrue seniority while on Board approved leaves.

Subd. 6. Seniority Date Effective for the 2005-06 school year and thereafter the original seniority date will be retained by any teacher whose employment has been terminated by resignation or termination pursuant to MINN. STAT. 122A.40 and whose employment was subsequently reinstated by the School District prior to October 1st of the following school year.

Subd. 8. Seniority Tie Breaker: The following steps will be used, in order listed, as a basis for choice between continuing contract teachers of equal seniority for purposes of determining the order of placement on Unrequested Leave of Absence and implementation of involuntary transfer.

- a. Length of continuous teaching experience in the School District, including approved leaves of absence.
- b. Total years of public-school teaching experience.
- c. The lower file folder number as recorded on the teacher's Minnesota teaching license.

Subd. 9. Notification: Teachers placed on such leave will receive notice by June 1st of the school year prior to the commencement of such leave with reasons, therefore.

Subd. 10. Authority: Unrequested leave of absence and recall will be in accordance with MINN. STAT. 122A.40 Subd. 7 and Subd. 11.

Subd. 11. Voluntary Movement: Prior to the start of unrequested leave of absence procedure, teachers may volunteer to move to an assignment for which they are licensed.

- a. After all voluntary movement has concluded teachers will be placed on unrequested leave of absence, in any field in which licensure is required by the state department.
- b. Absent voluntary agreement, a more senior teacher may not be stranded by a less senior teacher. Consequently, when placing one or more teachers on unrequested leave of absence or when recalling one or more teachers from unrequested leave of absence, the District will not reassign a more senior teacher to a different position in order to accommodate the seniority claim of a less senior teacher, unless the more senior teacher has voluntarily agreed to the reassignment pursuant this Article.

Subd. 12. Dropping of License Currently Teaching Under: A teacher shall not be permitted to exercise seniority to displace another teacher in a different licensure area by dropping the license in the subject matter in which the teacher is currently assigned by the School District in order to acquire a different assignment through the ULA process. If a teacher drops the license which qualified the teacher for the teacher's current assignment, the School District may place the teacher on ULA, and the teacher shall have no bumping rights nor realignment rights in another licensure area.

Subd. 13. Years of Service: Any teacher placed on such leave may engage in teaching or any other occupation during such period, may be eligible for unemployment insurance if otherwise eligible for such compensation under the law, and such leave will not result in a loss of credit for years of service in the School District earned prior to the commencement of such leave.

Subd. 14. Reinstatement:

- a. Process: No new teacher at any tier level shall be employed by the School District while any qualified continuing contract teacher is on ULA in the same field, subject matter and same FTE entitlement. Teachers placed on ULA shall be reinstated to the position(s) from which they have been given leave or any other available positions in the School District in the fields in which they are qualified as such positions become available. The order of the reinstatement shall be in inverse order in which the teachers were placed on ULA.
- b. Notices: When placed on ULA, a teacher must file their name and address, to which any notice of reinstatement or availability of position shall be mailed with the School District Human Resources office. Proof of service by the person in the School District depositing such notice to the teacher at the last known address shall be enough, and the teacher on ULA shall be responsible to provide for forwarding of mail or for address changes. Failure of a notice to reach a teacher shall not be the responsibility of the School District if any notice has been mailed as provided in the article.
- c. Acceptance of Reemployment: If a position that is of the same FTE the teacher was at prior to the leave becomes available for a qualified teacher on ULA, the School District shall mail the notice to such teacher who shall have ten (10) business days from the mailing date to accept reemployment. If a teacher on unrequested leave of absence is offered a position of lesser FTE or outside the field of the position they are on leave from, the teacher may remain on unrequested leave of absence until an equal position is offered or the timeline of 5 years expires. Failure to accept, in writing, within such ten (10) day period shall constitute a waiver

on the part of the teacher to any further rights of employment or reinstatement, and that teacher shall forfeit any future reinstatement or employment rights.

- d. **Reinstatement Rights:** Reinstatement rights shall automatically cease five (5) years from the date ULA was commenced, and no further rights to reinstatement shall exist unless extended by written mutual consent of the School Board, the licensed teacher, and the union.

Subd. 15. Filing of Licenses: In any year in which a reduction of teaching positions is occurring and the School Board is placing teachers on ULA, only those applying for additional licenses, must be submitted to PELSB for filing as of February 20th of such year in order to be considered for purposes of determining ULA for the following school year. A license filed after February 20th shall be considered for purposes of recall but not for the current reduction.

Subd. 16. Effect: This section shall be effective at the beginning date of this Master Agreement and shall be governed by its duration clause. This section shall govern all teachers as defined in Article 3, Section 2, of the Master Agreement and shall not be construed to limit the rights of any other licensed employee not covered by the Master Agreement or other Master Agreement affecting such licensed employee.

Subd. 17. Procedure: Any challenge by a teacher who is proposed for placement on ULA or recall therefrom shall be subject to the hearing and review procedures as provided in M.S. 122A.40. Following school board action on discontinued positions and school board action proposing placement of teachers on unrequested leave of absence, each individual teacher proposed for placement on unrequested leave of absence shall receive notice of the proposed placement that:

- a. states the applicable grounds for the proposed placement;
- b. provides notice to the teacher of their right to request a hearing on the proposed placement within 14 days from the receipt of the notice; and
- c. provides notice to the teacher that failure to request a hearing will be deemed an acceptance of the school board's proposed placement action.

Section 1819. Eligibility for Leave of Absence Benefits: Teachers who are paid under Salary Schedules A or B are eligible for leave of absence benefits. Unless specifically provided for in this Article, leave of absence benefits are not applicable to summer assignments.

Section 1920. Naturalization Leave: Up to three (3) days of sick ~~leave-time~~ may be used for employees completing the naturalization process. Documentation must be submitted to Human Resources prior to taking the leave.

ARTICLE 10 PART-TIME AND HOURLY RATE TEACHERS

Section 1. Health Insurance: Teachers working a minimum of 0.5 FTE contract (or equivalent twenty [20] hours per week) and less than 0.8 FTE contract (or equivalent thirty-two [32] hours per week). In addition, beginning July 1, 2020, teachers who have self-elected through a partial leave or permanent reduction to voluntary reduce to .8 - .99 FTE, according to Article 8, Section 1, are eligible for group insurance in a plan offered by the School District. Enrollment will be voluntary.

Subd. 1. Health and Hospitalization Insurance: Effective January 1, 2020, the School District will pay a pro-rata portion of the premium for single coverage in the plan selected by the teacher:

Maximum District Contribution per Month:

Effective July 1, ~~2023-2025~~ – December 31, ~~2023-2025~~

High Plan*	Single	Single + 1	Family
.9-.99 FTE	\$538.57	\$831.61	\$1,332.42
.8-.89 FTE	\$478.73	\$739.21	\$1,184.37
.7-.79 FTE	\$431.45	\$465.79	\$465.79
.6-.69 FTE	\$369.81	\$465.79	\$465.79
.5-.59 FTE	\$308.19	\$465.79	\$465.79

Value Plan	Single	Single + 1	Family
.9-.99 FTE	\$631.50	\$856.56	\$1,372.39
.8-.89 FTE	\$561.33	\$761.39	\$1,219.90
.7-.79 FTE	\$470.80	\$465.79	\$465.79
.6-.69 FTE	\$399.75	\$465.79	\$465.79
.5-.59 FTE	\$330.00	\$465.79	\$465.79

HSA	Single	Single + 1	Family
.9-.99 FTE	\$491.21 <u>\$551.87</u>	\$924.86 <u>\$1,039.08</u>	\$1,478.49 <u>\$1,661.08</u>
.8-.89 FTE	\$436.63 <u>\$490.55</u>	\$822.10 <u>\$923.63</u>	\$1,314.21 <u>\$1,476.51</u>
.7-.79 FTE	\$361.68 <u>\$406.35</u>	\$513.29 <u>\$576.68</u>	\$513.29 <u>\$576.68</u>
.6-.69 FTE	\$307.13 <u>\$345.06</u>	\$513.29 <u>\$576.68</u>	\$513.29 <u>\$576.68</u>
.5-.59 FTE	\$253.52 <u>\$284.83</u>	\$513.29 <u>\$576.68</u>	\$513.29 <u>\$576.68</u>

Effective January 1, ~~2024-2026~~ – December 31, ~~2024-2026~~

High Plan*	Single	Single + 1	Family
.9-.99 FTE	\$538.57	\$831.61	\$1,332.42
.8-.89 FTE	\$478.73	\$739.21	\$1,184.37
.7-.79 FTE	\$431.45	\$465.79	\$465.79
.6-.69 FTE	\$369.81	\$465.79	\$465.79
.5-.59 FTE	\$308.19	\$465.79	\$465.79

Value Plan	Single	Single + 1	Family
.9-.99 FTE	\$663.08	\$899.39	\$1,441.01
.8-.89 FTE	\$589.40	\$799.46	\$1,280.90
.7-.79 FTE	\$494.34	\$489.08	\$489.08
.6-.69 FTE	\$419.74	\$489.08	\$489.08

.5-.59 FTE	\$346.50	\$489.08	\$489.08
-----------------------	---------------------	---------------------	---------------------

HSA	Single	Single + 1	Family
.9-.99 FTE	\$515.77 \$607.06	\$971.10 \$1,142.99	\$1,552.41 \$1,827.19
.8-.89 FTE	\$458.46 \$539.61	\$863.21 \$1,015.99	\$1,379.92 \$1,624.16
.7-.79 FTE	\$379.76 \$446.99	\$538.95 \$634.35	\$538.95 \$634.35
.6-.69 FTE	\$322.49 \$379.57	\$538.95 \$634.35	\$538.95 \$634.35
.5-.59 FTE	\$266.20 \$313.31	\$538.95 \$634.35	\$538.95 \$634.35

~~Effective January 1, 2025 – June 30, 2025~~

High Plan*	Single	Single + 1	Family
.9-.99 FTE	\$538.57	\$831.61	\$1,332.42
.8-.89 FTE	\$478.73	\$739.21	\$1,184.37
.7-.79 FTE	\$431.45	\$465.79	\$465.79
.6-.69 FTE	\$369.81	\$465.79	\$465.79
.5-.59 FTE	\$308.19	\$465.79	\$465.79

Value Plan	Single	Single + 1	Family
.9-.99 FTE	\$702.86	\$953.35	\$1,527.47
.8-.89 FTE	\$624.76	\$847.43	\$1,357.75
.7-.79 FTE	\$524.00	\$518.42	\$518.42
.6-.69 FTE	\$444.92	\$518.42	\$518.42
.5-.59 FTE	\$367.29	\$518.42	\$518.42

HSA	Single	Single + 1	Family
.9-.99 FTE	\$551.87	\$1,039.08	\$1,661.08
.8-.89 FTE	\$490.55	\$923.63	\$1,476.51
.7-.79 FTE	\$406.35	\$576.68	\$576.68
.6-.69 FTE	\$345.06	\$576.68	\$576.68
.5-.59 FTE	\$284.83	\$576.68	\$576.68

The district contribution to the High Plan will remain the same for January 1, 2027 – June 30, 2027. For the HSA Plan, the district will match up to 8% of the PEIP renewal for January 1, 2027 – June 30, 2027. If the renewal is less than 8%, the district will match the percent of the renewal.

*The High Plan is no longer available for new enrollment. All existing members of the High Plan will continue to receive the district contribution to the High Plan health insurance as indicated in the table above.

- a. The teacher will pay the difference between the School District's contribution and the premium for the selected plan.

High Deductible Health Plan / HSA:

1. For those part-time employees who elect to participate in the High Deductible health plan, the District will make a contribution of \$200.00 monthly to a Health Savings Account (HSA) and \$400 monthly for those who enroll in an employee +1 or family plan. The provisions for July and August contributions and the payment of administrative fees provided to full-time employees shall apply to part-time employees as well.
2. Payment shall be made into the trust account recommended by the School District Insurance Advisory Committee.
3. Teachers working fewer than twenty (20) hours per week or less than a .5 FTE contract will be eligible to purchase a School District group health and hospitalization plan designated specifically for teachers working less than 20 hours per week or less than a .5 FTE contract and subject to conditions established by the carrier. The full cost of the plan will be borne by the teacher and paid by payroll deduction. Teachers working fewer than twenty (20) hours per week or less than a .5 FTE contract who select the deductible plan are not eligible for the HSA contribution.

Section 2. Dental Insurance:

- a. Single Coverage: The School District will pay up to \$28.00 per month for individual coverage for each teacher (.75-.79 FTE) who qualifies for and enrolls in the School District's group dental insurance plan.
- b. Family Coverage: The premium cost of the family/dependent coverage for each teacher (.75-.79 FTE) who qualifies for and enrolls in the School District's group dental insurance plan and who qualifies for family/dependent coverage will be paid in total by the teacher and paid by payroll deduction minus the School District's contribution for single coverage. Whether the School District offers family/dependent coverage is subject to the conditions as established by the carrier(s).

Section 23. Group Term Life Insurance: The School District will pay the full premium for each \$1,000 of coverage for group term life insurance. The amount of life insurance provided will be \$20,000, subject to the conditions of the carrier.

Section 34. Supplemental Group Term Life Insurance: Teachers working fewer than thirty-two (32) hours per week (.8 FTE contract) will have the option, subject to the conditions established by the School District's carrier for group term life insurance as provided in Section 2, to purchase supplemental group term life insurance in the amounts of \$50,000, \$75,000, \$100,000, \$125,000 or \$150,000, not to exceed 3x annual salary. The cost of the supplemental coverage will be borne by the teacher and paid by payroll deduction.

Section 45. Long-term Disability Income Protection: The School District will pay the full premium for teacher coverage in the existing long-term disability income protection plan of the School District for

teachers who qualify for and enroll in such coverage. This coverage will apply to the base annual salary. See MOU Long-Term Disability Coverage for Mental Health & Chemical Dependency.

Section 56. Leaves of Absence: Teachers working fewer than thirty-two (32) hours per week (.8 FTE contract) will be eligible for leave of absence benefits. Sick leave and personal leave will accrue at the same rate as outlined in Article 9, Sections 1 and 6. The definition of "a day" will be equal to the amount of time for which the teacher is employed. If there is a change of status (full-time to part-time or part-time to full-time), the accrued days will follow the teacher and be equal in value to the teacher's new status.

Section 67. Salary and Rates of Pay: Contracted teachers working fewer than forty (40) hours per week (1.0 FTE contract) will be paid on a pro-rata basis according to the current school year's salary schedule A and B.

Section 78. Attendance at Workshops and Staff Development: Part-time teachers will attend all School District and building level staff development activities on workshop days. Part-time teachers will be paid on a pro rata basis in excess of their regular contracted hours for their attendance at District and building level staff development sessions on workshop days. During sustaining operations, part-time teachers work their regular contract hours.

Subd. 1. Payment for additional hours worked on workshop days: Pro-rata compensation at the full-time rate will be added to the teacher's annual salary and paid in equal increments throughout the year for the additional time teachers are required to be in attendance on workshop days.

Subd. 2. Part time teachers on modified work week schedules: Part time teachers who do not work every day of the school calendar are required to create and submit a work calendar to their principal/director/coordinator. The calendar must include the FTE equivalent of 181 days along with 5 full time staff development days.

- a. When a District workshop falls on the teacher's scheduled workday, the teacher will be required to attend all district and building level staff development sessions.
- b. When a District workshop falls on a teacher's non-scheduled workday, the teacher will be required to attend all district and building level staff development sessions and will exchange days/hours to equal their FTE status.

ARTICLE 11 HOURS OF SERVICE

Section 1. Definitions: The normal work week is forty (40) hours. Teachers will report for duty not less than twenty (20) minutes before the opening of school and will remain twenty (20) minutes after school is dismissed. Teachers will be available for normal duties beyond these times if assigned by the principal.

Section 2. Pupil Supervision: The normal duties include a reasonable share of extracurricular, co-curricular and supervisory activities, as determined by the principal, superintendent, or School Board. In addition to the basic school day or week, teachers may be required by the School Board to participate in school activities.

Section 3. Professional Responsibilities: Normal duties include meetings called by principals, department chairpersons/team leaders and School District administrators, which may necessitate a longer teacher's day or week. Moreover, an important function of a teacher is to work with student(s) and, to accomplish this, a longer teacher's day or week may be necessary.

Section 4. Principal Designee: Prior to the first day of school, when practical, site leaders will identify a teacher or teachers to serve as Principal Designee on a voluntary basis. The site leader will make the final decision on the selection. Principal Designee time will be documented and teachers will be time carded and paid the Schedule D hourly rate for each hour served as Principal Designee in addition to their regular salary. Principal Designee shall not discipline other bargaining unit members or be involved in their evaluations.

Section 45. Duty Free Lunch Period: Each teacher will have a daily duty-free lunch period of thirty (30) minutes.

Section 56. Preparation Time: Teacher preparation time will be as follows:

Subd. 1. Elementary Schools: Sixty (60) minutes per day in two (2) blocks of time no less than 15 minutes per block. Buildings and sites where an alternative scheduling model has been approved by Education Minnesota – OSSEO and the District will be considered to be in compliance with this subdivision.

Subd. 2. Secondary Schools: Fifty (50) to fifty-five (55) minutes per day. Buildings and sites where an alternative scheduling model has been approved by Education Minnesota – OSSEO and the District will be considered to be in compliance with this subdivision.

Subd. 3. Flexibility: For teachers assigned to a position that requires travel between schools, the School District, Education Minnesota - OSSEO and the affected teacher will meet to assure appropriate preparation time and a duty-free lunch time is provided daily. This may result in having the preparation time outside the student contact day.

Section 67. Collaborative Time: A minimum of 42 minutes during the contract day will be for teacher collaborative time each week for all teachers starting 2016-2017. Whenever possible, the time will be scheduled as one block of time. The team will determine how the time will be used. This section is also referred to in MOU Collaborative Time. The District and Union will Meet & Confer to plan and determine days and times for collaborative work.

Section 78. Parent-Teacher Conferences: Within the yearly school calendar, thirty (30) hours or four (4) days will be designated for Parent-Teacher Conferences. However, to best utilize these hours to increase student achievement, the parties acknowledge the opportunity to utilize a portion of these thirty (30) hours to meet the evolving interests of the School Board and Education Minnesota-OSSEO.

This section is not intended to add more responsibilities or greater commitments beyond what is already stated in this agreement. The parties agree that the use of these thirty (30) hours should be used to maximize the time and commitments already being exerted by members of Education Minnesota-OSSEO and the School District.

In exchange for completing 30 hours of conference time outside of the minimum teacher contract day, teachers receive four (4) conference release days. Only time completed outside of the minimum teacher duty day may be counted in the required 30 hours of conference time.

Below is a summary of allowable teacher conference time for the school year:

- 1) Up to 6 hours of conference time per year may be dedicated to alternative conferences determined by the site supervisor with input from the site. Alternative conferences may include Curriculum Conferences (Nights), Learning Conferences, Interdisciplinary Team Conferences, Kindergarten Conferences, Advisory Conferences, etc. and will count as a part of the 30 hours of required conference time. This time will be determined and monitored by the site supervisor.

The following guidelines are required for the use of alternative conference time:

- a. Learning Conferences and Curriculum Conference time is limited to a maximum of 3 hours per year.
 - b. Learning Conferences and Curriculum Conference time must include some communication about curriculum, student success, or goals for the class.
 - c. All additional alternative conference time must include face-to-face (may include virtual meetings) contact with families where individual student progress is shared.
- 2) Up to 6 hours of flexible conference time may be used at all school sites to communicate about student progress in a timely manner. The appropriate use of the flexible time includes but is not limited to:
 - Phone calls
 - Virtual meetings
 - Email
 - Individual meetings
 - Other technology tools
 - Home visits (approved by the site supervisor)

The 6 hours of flexible time for communication related to a student's progress in class must be documented by each teacher and made available at any time for the site supervisor. This time must be outside of the teacher's minimum workday.

- 3) The remainder of the 30 hours of conference time (minimum of 18 hours) will be traditional, face-to-face, individual conferences with families.

Such use of these thirty (30) hours other than for Parent-Teacher Conferences will be determined only by mutual agreement between Education Minnesota-OSSEO and the School Board through a Labor-Management Committee.

Subd. 1. Part-time Teachers: Part-time teachers' parent-teacher conference hours/days will be prorated according to their FTE contract.

Subd. 2. Conference Dates: The actual conference dates and times will be determined at the building level using an agreed upon decision making process.

Subd. 3. Early Childhood and Elementary: Early Childhood and elementary schools will have two (2) conference periods: Fall and Winter/Spring.

Subd. 4. Secondary: Secondary schools will usually divide their conference times between the three (3) trimesters.

Subd. 5. Special Education Teachers: Licensed Special Education ~~Teachers-staff~~ who ~~conduct~~ attend IEP meetings outside their normal duty day, may exchange up to 6-10 hours of that meeting time for parent-teacher conference time. The 6 hours of flexible time must be documented by each teacher and made available at any time for the site supervisor.

Section 89. Due Process Time:

Subd. 1. Substitute Required and Related Services Due Process Time: Special education teachers and related services staff may request one (1) day per trimester, or two (2) half-days per trimester for due process time. Additional days may be requested and granted in collaboration with the building principal and the Student Services Coordinator. If days are denied, staff can appeal to the Director of Student Services. All staff must submit their request at least three (3) days in advance of their due process day via email to the Director of Student Services or Student Services Coordinator and copy their immediate supervisor. The district will cover the cost of the substitute for staff who require a substitute to cover their caseload while taking their due process day. Staff who do not require a substitute for their absence will work with their direct supervisor to designate a regularly scheduled day or two (2) half days per trimester where they will focus their work for the day on due process rather than their regular duties.

Subd. 2. Due Process Option – No Substitute Available: Staff who require a substitute and were unable to secure one, or a teacher’s schedule does not allow for their due process time during the duty day may request up to five (5) hours per trimester outside their regular duty day to complete their due process work. Additional days may be requested and granted in collaboration with the building principal and the Student Services Coordinator. If days are denied, staff can appeal to the Director of Student Services. Staff will be paid at the teacher hourly rate of pay in Schedule D of the collective bargaining agreement for this additional time.

Subd. 3. Recall for Building/Student Support: Staff who have requested and been approved for a due process day may be required to work their regular assignment and duties on the scheduled due process day based on building and/or student need as determined by the building administrator. In such cases, the staff member will attempt to reschedule the due process day. If the supervisor determines that rescheduling the due process day is not possible, the staff member may request an exception from the Director of Student Services or Student Services Coordinator. If the exception is granted, the staff member will receive up to five (5) hours of due process time outside the regular duty day paid at the teacher hourly rate of pay in Schedule D of the collective bargaining agreement.

Section 10. Modified Instruction:

Subd. 1. Home/Community: At the beginning of each school year, site leaders shall establish a list of teachers pre-approved for home/community instruction. If related service providers are needed for a student, volunteers shall be recruited first to provide services. If there are no volunteers, then administration will select someone to provide the services. If a teacher feels

unsafe providing services in the home/community, administration will work collaboratively with the teacher and family to address the concern. Teachers can provide virtual instruction in lieu of meeting in a student's home/community when appropriate for the individual student. Teachers who provide home/community services outside their duty day and shall be paid the pro-rata hourly rate. Teachers who provide home/community services during their prep shall be paid the pro-rata hourly rate.

Subd. 2. Hybrid Instruction: Hybrid Instruction is defined as providing synchronous virtual instruction simultaneously while other students are in-person. Teachers can provide hybrid instruction on a temporary basis. The student(s) receiving hybrid instruction must have an IEP, 504, attend a district special program or attend the Osseo Area Learning Center (OALC). An ESP must be assigned to assist the teacher with student engagement. If there is already a shared ESP in the classroom, the ESP will assist the teacher with student engagement. If there is not a shared ESP, administration will attempt to assign an ESP. If an ESP is not available, the teacher will be paid the pro-rata hourly rate for each hour of hybrid instruction without ESP support.

ARTICLE 12 LENGTH OF THE SCHOOL YEAR

Section 1. Teacher Duty Days: The number of teacher duty days will be 186. At least one year prior to the school year, the School Board will establish the school year calendar with the 186 teacher duty days. Teachers will perform services on those days as determined by the School Board including those legal holidays on which the School Board is authorized to conduct school, and pursuant to such authority, has determined to conduct school.

Section 2. Modifications in Calendar, Length of School Day:

Subd. 1. Calendar Modifications: In the event of energy shortage, severe weather, or other emergency, the School Board reserves the right to modify the school calendar, and, if school is closed on a normal duty day(s), the teacher will perform duties on such other day(s) in lieu thereof as the School Board will determine, if any.

Subd. 2. Other Modifications: In the event of energy shortage, severe weather, or other emergency, the School Board may modify the duty day or duty week, with the understanding that the total number of hours will not be increased, i.e., a four (4) day week with increased hours per day, but the total weekly hours not more than the regular five (5) day week.

Subd. 3. Compensation Deductions: In the event that teacher duty days are not scheduled for the regular duty year, due to a work stoppage, the teacher's compensation will be reduced pro rata of the teacher's base salary.

Section 3. Meet and Confer: Prior to adjusting the calendar, duty day, or duty week in Section 2 hereof, the School Board will afford Education Minnesota – OSSEO the opportunity to meet and confer on such matters.

ARTICLE 13 OSSEO AREA LEARNING CENTER (OALC)

Section 1. Osseo Area Learning Center: The Osseo Area Learning Center (OALC) is a unique teaching and learning environment for students who meet entrance eligibility as provided by law and School District procedures.

Subd. 1. The OALC does not mirror existing schools in the School District, as it requires a higher level of flexibility in its programs and operations. It is market driven and focused on the individuality of each student. To meet the needs of individual students, the parties recognize that the OALC is unique because of its mission, facilities and students it serves and accordingly requires particular consideration in this Agreement.

Section 2. Application of Terms and Conditions: Except as provided in this Article, all the provisions of this Agreement will apply to teachers at the OALC.

Section 3. Calendar Year: The calendar year for the OALC will include the regular school year and an Extended Year Program.

Section 4. Extended Year Program Assignments and Independent Study Program Assignments: Extended Year/Extended Day program assignments and Independent Study Program assignments will be initially posted by the OALC Administration or designee at the program site. Administration will first consider interested teachers at the program site who hold an appropriate license and apply.

Open positions will be posted according to established School District procedures for any Extended Year Program and Independent Study Program position not filled by current site staff. Teaching during the Extended Year Program and the Independent Study Program at the OALC or site will be voluntary. All positions will be posted and hired annually.

Section 5. Extended Year Program Duty Pay: Staff teaching in the Extended Year program will be paid their daily rate of pay on a pro-rata basis from Salary Schedule B of the prior school year.

Section 6. Independent Study Program Pay for Contracted Teachers: Effective at the start of the 2002 extended learning year program, all Independent Study classes and any other classes taught under the auspices of the OALC (regardless of the specific site of delivery) taught by contracted teachers will be paid on a pro-rata basis.

Subd. 1. Summer Independent Study: The salary used for Independent Study classes taught in the summer will be from Salary Schedule B for the prior school year.

Subd. 2. Regular School Year Independent Study: The salary used for Independent Study classes taught during the regular school year, will be pro-rata pay, based on the current salary schedule. Pro-rata pay of a contracted teacher is determined from Salary Schedule B of this Agreement.

Subd. 3. Daily Pro-Rata Pay: Dividing the individual teacher's annual salary from Salary Schedule B of this Agreement by 186 determines the daily pro-rata pay.

Subd. 4. Hourly Pro-Rata Pay: Hourly pro-rata pay is determined by dividing the amount determined in Subd. 3 of this Section by eight (8).

Section 7. Independent Study Program Hourly Pay for Non-Contracted Teachers: All Independent Study classes and any other classes taught under the auspices of the OALC (regardless of the specific site of delivery) taught by non-contracted teachers will be paid according to Schedule D.

Section 8. Extra Compensation: OALC teachers performing extra duties will be compensated as defined in this Section.

Subd. 1. Co-Curricular Activities: As defined in the PELRA, teachers may apply for and/or be assigned by the administration as advisors or sponsors of activities listed in Schedule C. All openings for extra and co-curricular activities will be posted via an electronic job system for five (5) days. When an opening exists, qualified volunteers within the OALC will be given consideration before an assignment is made. Payments, as reflected in Schedule C, will appear as separate line items on the pay statement.

Section 9. Utilization of Accrued Sick Leave: Utilization of accrued sick leave during the OALC Extended Year Program is one (1) day for two sessions (4 hours) and one-half (1/2) day for one session (2 hours) or full pay deduct.

ARTICLE 14
EARLY CHILDHOOD FAMILY EDUCATION, SCHOOL READINESS, PARENT
EDUCATORS, OTHER EARLY CHILDHOOD, AND ADULT BASIC EDUCATION
TEACHERS

Section 1. Recognition: For the purpose of this Agreement, Early Childhood Family Education (ECFE), School Readiness, Parent Educators, other early childhood, and Adult Basic Education (ABE) teachers are teachers who are in positions which require a Minnesota teaching license and who meet the representation definition of this Agreement in Article 3, Section 2.

Section 2. Application of Agreement: All provisions of this Agreement will apply to ECFE, School Readiness, Parent Educators, other early childhood, and ABE teachers. The parties recognize that ECFE, School Readiness, other early childhood, and ABE programs are unique, and market driven and, accordingly, require particular consideration in this Agreement.

Subd. 1. Calendar Year: The calendar year for ECFE, School Readiness, Parent Educators, other early childhood, and ABE teachers may be conducted over the period of the fiscal year on a calendar that may differ from that of the Pre-K-12 programs. The calendar year for ABE teachers typically runs from Workshop Week in August into June of the following calendar year. The program calendar year may vary from school year to school year and written notification from the District/Building-site will be provided to employees indicating tentative assignment, and hours according to the schedule, on or before August 15th prior to the start of the succeeding school year. Additional class offerings will be internally posted and filled.

Subd. 2. Duty Year: The normal ECFE calendar year will consist of 170 duty days. Recognizing the unique nature of the ABE program, the duty year will be assigned by the School District in collaboration with Education Minnesota – OSSEO and may be modified based on the needs of the program.

Section 3. Probationary Period: The probationary period of ECFE, School Readiness, Parent Educators, other early childhood, and ABE teachers will be three (3) years of continuous service. Following the probationary period, teachers may be discharged for just cause. Teachers who hold continuing contract status are subject to provisions as set forth in MS 122A.40.

Section 4. Seniority: Seniority is defined as the teacher's original continuous employment in a licensed position. ECFE, School Readiness, Parent Educators, other early childhood, and ABE teacher seniority lists will be separate and apart from the seniority list for all other teachers covered under this Agreement with no bumping or recall rights between the groups. ECFE, School Readiness, and other early childhood teachers will have seniority only as an early childhood teacher. ABE teachers will have seniority only as an ABE teacher. ECFE, School Readiness, Parent Educators, other early childhood, and ABE teachers will not have rights to any other teaching position in the School District. In the event of job elimination requiring lay-off, the ULA language from Article 9, Section 17 regarding order of lay off and recall for this group of teachers will apply.

Section 5. Rights of ECFE, School Readiness, Parent Educators, Other Early Childhood, and ABE Teachers: ECFE, School Readiness, Parent Educators, other early childhood, and ABE teacher assignments and working conditions will include but not be limited by Subd. 1.- 10. Of this Section.

Subd. 1. Additional Hours: When additional teaching hours are available, the hours will be offered to teachers based on licensure and seniority with consideration given to class/program schedule, teaching-experience and skills.

Subd. 2. Reduction of Hours: Reduction of hours will take place by reverse seniority. Exception: teachers may have their hours of service reduced for one class per week without regard to seniority. Positions will be eliminated in reverse seniority order. The number of hours assigned to a teacher at the beginning of the school year will be an average of the teacher's fall and spring hours of the previous year.

Subd. 3. ABE Offsite Instructional Hours: Due to the special nature of the offsite workplace environment, the School District will determine which teacher(s) is/are qualified for the position(s) with consideration given to experience and skills. In the event two or more teachers are qualified for the position, the assignment will be offered in order of seniority.

Subd. 4. Contracted Positions:

- a. Whenever a contract position is vacant, the contract will be offered to the most senior hourly teacher in the program who holds the appropriate licensure and has experience in the applicable content area. The position will be offered in order by seniority until accepted. If not accepted, then the position will be posted as a contract position. Only full time, 0.9 FTE or 0.8 FTE contracts will be offered, and the District will not be required to offer contracts less than 0.8 FTE. When an hourly position is converted over to a contracted position or new contract positions are created in a program (ECFE, School Readiness, other early childhood, or ABE), it will be offered to the current staff in that program based on their seniority.
- b. When an hourly teacher takes a contracted position, that teacher will keep their sick leave balance, pro-rated based on their assignment as an hourly teacher. Thereafter, the teacher will continue to accrue sick leave as a contract teacher.

- c. If an hourly teacher maintains a fiscal year FTE status of 0.80 or greater for two consecutive years, that teacher must be offered a temporary contracted position, subject to funding and enrollment, for the following year. The temporary contract may continue for up to a maximum of three (3) years or until the contracted position referenced in Subd. 4.a is vacant, whichever occurs sooner.
- d. The total number of duty days in any full year 1.0 contracted position must reflect a minimum of 170 duty days and can be changed on an annual basis to reflect additional days, depending on the needs of the program, and as determined by supervisor.

Subd. 5. Planning and Prep Time: Each ECFE, School Readiness, Parent Educator, and other early childhood teacher will have five (5) minutes of prep/planning time for each twenty-five (25) minutes of direct contact with program participants. Each ABE teacher will have fifteen (15) minutes of prep/planning time for each sixty (60) minutes of direct contact with program participants.

Subd. 6. Set Up, Take Down, Reorganization Time for Non-Identical Classes at Different Sites: Each ECFE teacher assigned to teach a class offering will have thirty (30) minutes set up time prior to each class and thirty (30) minutes of take down or reorganization time after each class.

Subd. 7. Set Up, Take Down, Reorganization Time for Identical Classes and/or Non-Identical Classes Offered at Same Site: Each ECFE teacher assigned to teach identical classes and/or non-identical classes in a series will have thirty (30) minutes set up time prior to the first class and thirty (30) minutes reorganization time between classes and thirty (30) minutes of take down/reorganization time following the last class in the series.

Subd. 8. Evening and Saturday Assignments: ECFE teachers will not be required to work more than one evening per week and one Saturday per semester. In the event of illness for an ECFE teacher required to work on a Saturday, that teacher shall be allowed to use sick leave regardless of whether a substitute is obtained.

Subd. 9. Classes: The work week for a full-time ECFE teacher will be a maximum of one thousand three hundred eighty (1,380) minutes of student contact time per week.

Subd. 10. Travel or Outreach Assignments: An ECFE teacher assigned to non-District 279 sites and/or assigned outreach teaching will have their schedules modified to meet these programmatic needs.

Section 6. Compensation: ECFE, School Readiness, Parent Educators, other early childhood, Title 1, and ABE teachers are paid according to Schedule A and Schedule B (Schedule B is the hourly rate equivalent to Schedule A).

Subd. 1. Initial Salary Schedule Placement: The School District will determine initial placement on the Salary Schedule based on teaching experience and education. This applies to all teachers in the bargaining unit. College and charter school teaching experience without a PELSB license will receive 1 year of credit for every 2 years of teaching experience. Human Resources reserves the right to place individuals at a higher step based on recruitment strategic priorities.

Subd. 2. Performance Increment Advancement: The School District will grant advancement on the above salary schedule for teaching experience effective at the beginning of the work year, subject to

the conditions as stated in Article 16, Duration. A minimum of 85 duty days teaching in this School District in any year of teaching will be required to qualify for a year's experience. Exceptions to performance increment advancement will comply with Minnesota Statutes.

Subd. 3. Substitute Rate of Pay: Substitutes in ECFE, School Readiness, Parent Educators, other early childhood, and ABE programs will be paid hourly according to Schedule D.

ARTICLE 15 GRIEVANCE PROCEDURE

Section 1. Grievance Definition: A grievance will mean an allegation by a teacher resulting in a dispute or disagreement between the teacher and the School Board as to the interpretation or application of the terms and conditions of employment insofar as such matters are contained in this Agreement.

Section 2. Representative:

- a. The teacher, administrator, or School Board may be represented during any step of the procedure by any person or agent designated by such party to act on their behalf.
- b. Education Minnesota – OSSEO may be represented at any level of the grievance procedure.

Section 3. Definitions and Interpretations:

Subd. 1. Extension: Time limits specified in this Agreement may be extended by mutual agreement.

Subd. 2. Days: Reference to days regarding time periods in this procedure will refer to working days. A working day is defined as any weekday not designated as a holiday by the School District. During the summer break period, a working day is defined as any weekday not designated as a holiday by the School District.

Subd. 3. Computation of Time: In computing any period of time prescribed or allowed by procedures herein, the date of the act, event or default for which the designated period of time begins to run will not be included. The last day of the period so computed will be counted, unless it is a Saturday, a Sunday, or a legal holiday, in which event the period runs until the end of the next day which is not a Saturday, a Sunday, or a legal holiday.

Subd. 4. Filing and Postmark: The filing or service of any notice or document herein will be timely if it bears a postmark of the United States Postal Service within the time period.

Subd. 5. Decisions: All decisions rendered, with the exception of decisions rendered at Level I of this grievance procedure, will be in writing setting forth the decisions and will be transmitted to all parties of interest and to Education Minnesota – OSSEO.

Section 4. Time Limitation and Waiver: Grievances will not be valid for consideration unless the grievance is submitted in writing to the School Board's designee, setting forth the facts and the specific provision of this Agreement allegedly violated, and the particular relief sought within twenty (20) days after the date the event giving rise to the grievance occurred. Such grievances must be filed in writing first with the principal or supervisor and Human Resources. Human Resources will forward a copy of the

written grievance to Education Minnesota – OSSEO. Failure to file any grievance within such period will be deemed a waiver thereof. Failure to appeal a grievance from one level to another within the time periods hereafter provided will constitute a waiver of the grievance. An effort will first be made to adjust an alleged grievance informally between the teacher and the school board's designee.

Section 5. Adjustment of Grievances: Any written grievance submitted will be with the consent of Education Minnesota – OSSEO. A teacher filing a written grievance without the consent of Education Minnesota – OSSEO will bear all costs of the grievance. Any decision on any grievance at any level without the presence of Education Minnesota – OSSEO will have no bearing on this Agreement, nor will it set any precedent on this Agreement, or on any future grievance so filed with the consent of Education Minnesota – OSSEO. The School Board, the teacher, and Education Minnesota – OSSEO representative will attempt to adjust grievances that may arise during the course of employment of any teacher within the School District in the following manner.

Subd. 1. Informal Discussions: Before a written grievance is submitted, informal discussions will take place between the aggrieved party, the principal or supervisor and Education Minnesota – OSSEO representative. Through these discussions the parties will attempt to resolve the problem.

Subd. 2. Level I: If the grievance is not resolved through informal discussions, the aggrieved party may submit the grievance in writing to the principal or supervisor. A copy of such written grievance must simultaneously be filed with Human Resources. The Director, Human Resources will set a meeting date within five (5) days of receipt of the written grievance. The Director, Human Resources will give a written decision on the grievance to the parties involved within ten (10) days after the meeting.

Subd. 3. Level II: In the event the grievance is not resolved in Level I, the decision rendered may be appealed to the superintendent of schools, provided such appeal is made in writing within five (5) days after receipt of the decision in Level I. If a grievance is properly appealed to the superintendent, the superintendent or designee will set a time to meet regarding the grievance within fifteen (15) days after receipt of the appeal. Within ten (10) days after the meeting, the superintendent or designee will issue a decision in writing to the parties involved.

Subd. 4. Level III: In the event the grievance is not resolved in Level II, the decision rendered may be appealed to the School Board, provided such appeal is made in writing within five (5) days after receipt of the decision in Level II. If a grievance is properly appealed to the School Board, the School Board will set a time to hear the grievance within twenty (20) days after the receipt of the appeal. Within twenty (20) days after the meeting, the School Board will issue its decision in writing to the parties involved. At the option of the School Board, a committee or representative(s) of the School Board may be designated by the School Board to hear the appeal at this level and report its findings and recommendations to the School Board. The School Board will then render its decision.

Section 6. School Board Review: The School Board reserves the right to review any decision issued under Level I or Level II of this procedure provided the School Board or its representative notifies the parties of its intention to review within ten (10) days after the decision has been rendered. In the event the School Board reviews a grievance under this section, the School Board reserves the right to reverse or modify such decision.

Section 7. Arbitration Procedures: In the event that the teacher and the School Board are unable to resolve any grievance, the grievance may be submitted to arbitration as defined herein:

Subd. 1. Request: A request to submit a grievance to arbitration must be in writing signed by the aggrieved party, and such request must be filed in the office of the superintendent within ten (10) days following the decision in Level III of the grievance procedure.

Subd. 2. Selection of Arbitrator: Upon the proper submission of a grievance under the terms of this procedure, the parties will within ten (10) days after the request to arbitrate, attempt to agree upon the selection of an arbitrator. If no agreement on an arbitrator is reached, either party may request the Bureau of Mediation Services to appoint an arbitrator, pursuant to the PELRA, providing such request is made within twenty (20) days after the request for arbitration. The request will ask that the appointment be made within thirty (30) days after receipt of the request. Failure to agree upon the arbitrator or the failure to request an arbitrator from the Bureau of Mediation Services within the time periods provided herein will constitute a waiver of the grievance.

Subd. 3. Hearing: The grievance will be heard by a single arbitrator and both parties may be represented by such person or persons as they may choose and designate, and the parties will have the right to a hearing at which time both parties will have the opportunity to submit evidence, offer testimony, and make oral or written arguments relating to the issues before the arbitrator. The proceeding before the arbitrator will be a hearing de novo.

Subd. 4. Decision: The decision by the arbitrator will be rendered within a time schedule mutually agreed to. Decisions and awards by the arbitrator in cases properly before them will be final and binding upon the parties, subject however, to the limitations of the arbitration decisions as provided in the PELRA of 1971, as amended.

Subd. 5. Expenses: Each party will bear its own expenses in connection with arbitration, including expenses relating to the party's representative, witnesses, and any other expenses which the party incurs in connection with presenting its case in arbitration. A transcript or recording will be made of the hearing at the request of either party. The parties will share, equally, fees and expenses of the arbitrator and any other expenses that the parties mutually agree are necessary for the conduct of the arbitration. The cost of a transcript or recording will be borne by the party requesting it.

Subd. 6. Jurisdiction: The arbitrator will have jurisdiction over disputes or disagreements relating to grievances properly before the arbitrator pursuant to the terms of this procedure. The jurisdiction of the arbitrator will not extend to proposed changes in terms and conditions of employment as defined herein and contained in this Agreement; nor will an arbitrator have jurisdiction over any grievance which has not been submitted to arbitration in compliance with the terms of the grievance and arbitration procedure as outlined herein; nor will the jurisdiction of the arbitrator extend to matters of inherent managerial policy, which will include but are not limited to such areas of discretion or policy as the functions and programs of the employer, its overall budget, utilization of technology, the organizational structure, and selection and direction and number of personnel. In considering any issue in dispute, in its order, the arbitrator will give due consideration to the statutory rights and obligations of the School Board to manage efficiently and conduct its operation within the legal limitations surrounding the financing of such operations.

Section 8. General:

Subd. 1. Reprisals: No reprisals of any kind will be taken by the School Board or by any member of the administration against any aggrieved person, any representative of an aggrieved person, or any other participants in the grievance procedure by reason of such participation.

Subd. 2. Teacher Rights: Nothing herein will be construed to limit, impair, or affect the right of any teacher, or group of teachers, as provided in state statutes.

ARTICLE 16 DURATION

Section 1. Terms and Reopening Negotiations: This Agreement will remain in full force and effect for a period commencing upon the date of its execution through June 30, 2025, and thereafter until modifications are made pursuant to the PELRA. In the event a successor Agreement is not entered into prior to the commencement of school in 2025, a teacher will be compensated according to the last individual contract executed between the teacher and the School Board until such time that a successor Agreement is executed. If the exclusive representative desires to modify or amend this Agreement commencing on July 1, 2025, it will give written notice of such intent no later than April 1, 2025.

- If such notice is not served, the School Board will not be required to negotiate any terms of employment for the following school year. Unless otherwise mutually agreed, the parties will not commence negotiations more than one hundred twenty (120) days prior to the expiration of this Agreement.

Section 2. Effect: This Agreement constitutes the full and complete agreement between the School Board and Education Minnesota – OSSEO representing the teachers of Independent School District 279. The provisions herein relating to the terms and conditions of employment, supersede any and all prior agreements, resolutions, practices, School District policies, rules or regulations concerning terms and conditions of employment inconsistent with these provisions. All matters not covered by this Agreement are hereby reserved to the School Board.

Section 3. Finality: Any matters relating to the current contract term, whether or not referred to in this Agreement, will not be open for negotiations during the term of this Agreement except as provided in Article 16, Section 5.

Section 4. Severability: The provisions of this Agreement will be severable, and if any provision thereof or any such provision under any circumstances is held invalid, it will not affect any other provisions of this Agreement or the application of any provision thereof.

Section 5. Savings Clause: Any provision of this Agreement found to be in violation of any applicable laws, rules, regulations, directives, or orders will be subject to renegotiation insofar as any provision is in violation of such applicable laws, rules, regulations, directives, or orders.

SCHEDULES AND RATES OF PAY

Initial Placement Schedule

*Teachers who are beginning their 1st, 2nd, or 3rd year teaching will be placed on Step A. The numbers in the first column of this table represent the year in which you are currently teaching.

Lane	<u>I1</u> BA	<u>H2</u> Q BA+15 S BA+10	<u>H3</u> Q BA+30 S BA+20	<u>IV¹4¹</u> Q BA+45 S BA+30	<u>V5</u> MA	<u>VI6</u> Q MA+15 S MA+10	<u>VH7</u> Q MA+30 S MA+20	<u>VH8</u> Q MA+45 S MA+30
A (1, 2,3)	<u>\$53,073</u> <u>\$50,271</u>	<u>\$54,725</u> <u>\$51,835</u>	<u>\$56,167</u> <u>\$53,201</u>	<u>\$58,161</u> <u>\$55,089</u>	<u>\$64,423</u> <u>\$61,021</u>	<u>\$66,454</u> <u>\$62,945</u>	<u>\$68,656</u> <u>\$65,030</u>	<u>\$70,892</u> <u>\$67,149</u>
B (4)	<u>\$54,725</u> <u>\$51,835</u>	<u>\$55,841</u> <u>\$52,892</u>	<u>\$57,935</u> <u>\$54,876</u>	<u>\$59,992</u> <u>\$56,824</u>	<u>\$66,454</u> <u>\$62,945</u>	<u>\$68,553</u> <u>\$64,933</u>	<u>\$70,823</u> <u>\$67,083</u>	<u>\$73,135</u> <u>\$69,273</u>
C (5)	<u>\$55,841</u> <u>\$52,892</u>	<u>\$57,599</u> <u>\$54,557</u>	<u>\$59,761</u> <u>\$56,605</u>	<u>\$61,884</u> <u>\$58,617</u>	<u>\$68,553</u> <u>\$64,933</u>	<u>\$70,721</u> <u>\$66,987</u>	<u>\$73,063</u> <u>\$69,205</u>	<u>\$75,445</u> <u>\$71,461</u>
D (6)	<u>\$57,376</u> <u>\$54,346</u>	<u>\$59,184</u> <u>\$56,058</u>	<u>\$61,407</u> <u>\$58,164</u>	<u>\$63,837</u> <u>\$60,466</u>	<u>\$70,721</u> <u>\$66,987</u>	<u>\$72,958</u> <u>\$69,106</u>	<u>\$75,372</u> <u>\$71,392</u>	<u>\$77,833</u> <u>\$73,723</u>
E (7)	<u>\$59,184</u> <u>\$56,058</u>	<u>\$61,050</u> <u>\$57,826</u>	<u>\$63,343</u> <u>\$59,998</u>	<u>\$65,852</u> <u>\$62,375</u>	<u>\$72,958</u> <u>\$69,106</u>	<u>\$75,263</u> <u>\$71,288</u>	<u>\$77,760</u> <u>\$73,653</u>	<u>\$80,294</u> <u>\$76,054</u>
F (8)	<u>\$61,050</u> <u>\$57,826</u>	<u>\$62,974</u> <u>\$59,648</u>	<u>\$65,343</u> <u>\$61,892</u>	<u>\$67,931</u> <u>\$64,344</u>	<u>\$75,263</u> <u>\$71,288</u>	<u>\$77,645</u> <u>\$73,545</u>	<u>\$80,215</u> <u>\$75,980</u>	<u>\$82,833</u> <u>\$78,459</u>
G (9)	<u>\$62,974</u> <u>\$59,648</u>	<u>\$64,962</u> <u>\$61,532</u>	<u>\$67,407</u> <u>\$63,848</u>	<u>\$70,076</u> <u>\$66,376</u>	<u>\$77,645</u> <u>\$73,545</u>	<u>\$80,100</u> <u>\$75,870</u>	<u>\$82,752</u> <u>\$78,383</u>	<u>\$85,457</u> <u>\$80,945</u>
H (10)	<u>\$64,193</u> <u>\$60,803</u>	<u>\$67,015</u> <u>\$63,476</u>	<u>\$69,534</u> <u>\$65,862</u>	<u>\$72,690</u> <u>\$68,851</u>	<u>\$80,100</u> <u>\$75,870</u>	<u>\$82,632</u> <u>\$78,269</u>	<u>\$85,372</u> <u>\$80,864</u>	<u>\$88,161</u> <u>\$83,506</u>
I (11)	<u>\$67,097</u> <u>\$63,553</u>	<u>\$70,200</u> <u>\$66,493</u>	<u>\$74,008</u> <u>\$70,100</u>	<u>\$77,482</u> <u>\$73,390</u>	<u>\$85,795</u> <u>\$81,264</u>	<u>\$88,203</u> <u>\$83,546</u>	<u>\$90,750</u> <u>\$85,959</u>	<u>\$93,330</u> <u>\$88,402</u>
J (12)	<u>\$67,978</u> <u>\$64,389</u>	<u>\$71,082</u> <u>\$67,328</u>	<u>\$74,890</u> <u>\$70,935</u>	<u>\$78,363</u> <u>\$74,225</u>	<u>\$86,676</u> <u>\$82,099</u>	<u>\$89,086</u> <u>\$84,381</u>	<u>\$91,633</u> <u>\$86,794</u>	<u>\$94,212</u> <u>\$89,237</u>
K (13, 14, 15)	<u>\$68,967</u> <u>\$65,326</u>	<u>\$72,071</u> <u>\$68,265</u>	<u>\$75,504</u> <u>\$71,516</u>	<u>\$80,566</u> <u>\$76,312</u>	<u>\$89,039</u> <u>\$84,337</u>	<u>\$91,608</u> <u>\$86,771</u>	<u>\$94,315</u> <u>\$89,335</u>	<u>\$97,130</u> <u>\$92,001</u>
L (16, 17, 18)	<u>\$70,840</u> <u>\$67,099</u>	<u>\$73,944</u> <u>\$70,038</u>	<u>\$77,385</u> <u>\$73,299</u>	<u>\$82,464</u> <u>\$78,109</u>	<u>\$91,097</u> <u>\$86,286</u>	<u>\$93,822</u> <u>\$88,868</u>	<u>\$96,688</u> <u>\$91,583</u>	<u>\$100,543</u> <u>\$95,234</u>
M (19, 20, 21)	<u>\$72,711</u> <u>\$68,871</u>	<u>\$75,815</u> <u>\$71,812</u>	<u>\$79,270</u> <u>\$75,084</u>	<u>\$84,355</u> <u>\$79,901</u>	<u>\$93,153</u> <u>\$88,234</u>	<u>\$96,035</u> <u>\$90,964</u>	<u>\$99,068</u> <u>\$93,837</u>	<u>\$104,190</u> <u>\$98,688</u>
N (22)	<u>\$75,176</u> <u>\$71,206</u>	<u>\$78,344</u> <u>\$74,206</u>	<u>\$81,875</u> <u>\$77,552</u>	<u>\$88,378</u> <u>\$83,710</u>	<u>\$97,503</u> <u>\$92,355</u>	<u>\$100,609</u> <u>\$95,296</u>	<u>\$103,841</u> <u>\$98,357</u>	<u>\$111,910</u> <u>\$106,000</u>

¹ MA Out of Field.

SCHEDULE A: Salary Schedule

~~2023-2024~~2025-2026

Q = Quarter Hours S = Semester Hours

Lane	<u>I1</u> BA	<u>H2</u> Q BA+15 S BA+10	<u>HH3</u> Q BA+30 S BA+20	<u>IV¹4¹</u> Q BA+45 S BA+30	<u>V5</u> MA	<u>VI6</u> Q MA+15 S MA+10	<u>VH7</u> Q MA+30 S MA+20	<u>VH8</u> Q MA +45 S MA+30
A	<u>\$53,073</u> <u>\$50,271</u>	<u>\$54,725</u> <u>\$51,835</u>	<u>\$56,167</u> <u>\$53,201</u>	<u>\$58,161</u> <u>\$55,089</u>	<u>\$64,423</u> <u>\$61,021</u>	<u>\$66,454</u> <u>\$62,945</u>	<u>\$68,656</u> <u>\$65,030</u>	<u>\$70,892</u> <u>\$67,149</u>
B	<u>\$54,725</u> <u>\$51,835</u>	<u>\$55,841</u> <u>\$52,892</u>	<u>\$57,935</u> <u>\$54,876</u>	<u>\$59,992</u> <u>\$56,824</u>	<u>\$66,454</u> <u>\$62,945</u>	<u>\$68,553</u> <u>\$64,933</u>	<u>\$70,823</u> <u>\$67,083</u>	<u>\$73,135</u> <u>\$69,273</u>
C	<u>\$55,841</u> <u>\$52,892</u>	<u>\$57,599</u> <u>\$54,557</u>	<u>\$59,761</u> <u>\$56,605</u>	<u>\$61,884</u> <u>\$58,617</u>	<u>\$68,553</u> <u>\$64,933</u>	<u>\$70,721</u> <u>\$66,987</u>	<u>\$73,063</u> <u>\$69,205</u>	<u>\$75,445</u> <u>\$71,461</u>
D	<u>\$57,376</u> <u>\$54,346</u>	<u>\$59,184</u> <u>\$56,058</u>	<u>\$61,407</u> <u>\$58,164</u>	<u>\$63,837</u> <u>\$60,466</u>	<u>\$70,721</u> <u>\$66,987</u>	<u>\$72,958</u> <u>\$69,106</u>	<u>\$75,372</u> <u>\$71,392</u>	<u>\$77,833</u> <u>\$73,723</u>
E	<u>\$59,184</u> <u>\$56,058</u>	<u>\$61,050</u> <u>\$57,826</u>	<u>\$63,343</u> <u>\$59,998</u>	<u>\$65,852</u> <u>\$62,375</u>	<u>\$72,958</u> <u>\$69,106</u>	<u>\$75,263</u> <u>\$71,288</u>	<u>\$77,760</u> <u>\$73,653</u>	<u>\$80,294</u> <u>\$76,054</u>
F	<u>\$61,050</u> <u>\$57,826</u>	<u>\$62,974</u> <u>\$59,648</u>	<u>\$65,343</u> <u>\$61,892</u>	<u>\$67,931</u> <u>\$64,344</u>	<u>\$75,263</u> <u>\$71,288</u>	<u>\$77,645</u> <u>\$73,545</u>	<u>\$80,215</u> <u>\$75,980</u>	<u>\$82,833</u> <u>\$78,459</u>
G	<u>\$62,974</u> <u>\$59,648</u>	<u>\$64,962</u> <u>\$61,532</u>	<u>\$67,407</u> <u>\$63,848</u>	<u>\$70,076</u> <u>\$66,376</u>	<u>\$77,645</u> <u>\$73,545</u>	<u>\$80,100</u> <u>\$75,870</u>	<u>\$82,752</u> <u>\$78,383</u>	<u>\$85,457</u> <u>\$80,945</u>
H	<u>\$64,193</u> <u>\$60,803</u>	<u>\$67,015</u> <u>\$63,476</u>	<u>\$69,534</u> <u>\$65,862</u>	<u>\$72,690</u> <u>\$68,851</u>	<u>\$80,100</u> <u>\$75,870</u>	<u>\$82,632</u> <u>\$78,269</u>	<u>\$85,372</u> <u>\$80,864</u>	<u>\$88,161</u> <u>\$83,506</u>
I	<u>\$67,097</u> <u>\$63,553</u>	<u>\$70,200</u> <u>\$66,493</u>	<u>\$74,008</u> <u>\$70,100</u>	<u>\$77,482</u> <u>\$73,390</u>	<u>\$85,795</u> <u>\$81,264</u>	<u>\$88,203</u> <u>\$83,546</u>	<u>\$90,750</u> <u>\$85,959</u>	<u>\$93,330</u> <u>\$88,402</u>
J	<u>\$67,978</u> <u>\$64,389</u>	<u>\$71,082</u> <u>\$67,328</u>	<u>\$74,890</u> <u>\$70,935</u>	<u>\$78,363</u> <u>\$74,225</u>	<u>\$86,676</u> <u>\$82,099</u>	<u>\$89,086</u> <u>\$84,381</u>	<u>\$91,633</u> <u>\$86,794</u>	<u>\$94,212</u> <u>\$89,237</u>
K	<u>\$68,967</u> <u>\$65,326</u>	<u>\$72,071</u> <u>\$68,265</u>	<u>\$75,504</u> <u>\$71,516</u>	<u>\$80,566</u> <u>\$76,312</u>	<u>\$89,039</u> <u>\$84,337</u>	<u>\$91,608</u> <u>\$86,771</u>	<u>\$94,315</u> <u>\$89,335</u>	<u>\$97,130</u> <u>\$92,001</u>
L	<u>\$70,840</u> <u>\$67,099</u>	<u>\$73,944</u> <u>\$70,038</u>	<u>\$77,385</u> <u>\$73,299</u>	<u>\$82,464</u> <u>\$78,109</u>	<u>\$91,097</u> <u>\$86,286</u>	<u>\$93,822</u> <u>\$88,868</u>	<u>\$96,688</u> <u>\$91,583</u>	<u>\$100,543</u> <u>\$95,234</u>
M	<u>\$72,711</u> <u>\$68,871</u>	<u>\$75,815</u> <u>\$71,812</u>	<u>\$79,270</u> <u>\$75,084</u>	<u>\$84,355</u> <u>\$79,901</u>	<u>\$93,153</u> <u>\$88,234</u>	<u>\$96,035</u> <u>\$90,964</u>	<u>\$99,068</u> <u>\$93,837</u>	<u>\$104,190</u> <u>\$98,688</u>
N	<u>\$75,176</u> <u>\$71,206</u>	<u>\$78,344</u> <u>\$74,206</u>	<u>\$81,875</u> <u>\$77,552</u>	<u>\$88,378</u> <u>\$83,710</u>	<u>\$97,503</u> <u>\$92,355</u>	<u>\$100,609</u> <u>\$95,296</u>	<u>\$103,841</u> <u>\$98,357</u>	<u>\$111,910</u> <u>\$106,000</u>

¹ MA Out of Field.

~~2024-2025~~2026-2027

Lane	<u>I1</u> BA	<u>H2</u> Q BA+15 S BA+10	<u>HH3</u> Q BA+30 S BA+20	<u>IV¹4¹</u> Q BA+45 S BA+30	<u>V5</u> MA	<u>VI6</u> Q MA+15 S MA+10	<u>VH7</u> Q MA+30 S MA+20	<u>VH8</u> Q MA +45 S MA+30
A	<u>\$54,666</u> <u>\$51,779</u>	<u>\$56,366</u> <u>\$53,390</u>	<u>\$57,852</u> <u>\$54,797</u>	<u>\$59,905</u> <u>\$56,742</u>	<u>\$66,356</u> <u>\$62,852</u>	<u>\$68,447</u> <u>\$64,833</u>	<u>\$70,715</u> <u>\$66,981</u>	<u>\$73,019</u> <u>\$69,163</u>
B	<u>\$56,366</u> <u>\$53,390</u>	<u>\$57,516</u> <u>\$54,479</u>	<u>\$59,673</u> <u>\$56,522</u>	<u>\$61,792</u> <u>\$58,529</u>	<u>\$68,447</u> <u>\$64,833</u>	<u>\$70,610</u> <u>\$66,881</u>	<u>\$72,948</u> <u>\$69,096</u>	<u>\$75,329</u> <u>\$71,351</u>
C	<u>\$57,516</u> <u>\$54,479</u>	<u>\$59,327</u> <u>\$56,194</u>	<u>\$61,553</u> <u>\$58,303</u>	<u>\$63,741</u> <u>\$60,375</u>	<u>\$70,610</u> <u>\$66,881</u>	<u>\$72,843</u> <u>\$68,996</u>	<u>\$75,255</u> <u>\$71,281</u>	<u>\$77,708</u> <u>\$73,605</u>

D	<u>\$59,098</u> <u>\$55,977</u>	<u>\$60,959</u> <u>\$57,740</u>	<u>\$63,249</u> <u>\$59,909</u>	<u>\$65,752</u> <u>\$62,280</u>	<u>\$72,843</u> <u>\$68,996</u>	<u>\$75,147</u> <u>\$71,179</u>	<u>\$77,634</u> <u>\$73,534</u>	<u>\$80,168</u> <u>\$75,935</u>
E	<u>\$60,959</u> <u>\$57,740</u>	<u>\$62,882</u> <u>\$59,561</u>	<u>\$65,243</u> <u>\$61,798</u>	<u>\$67,828</u> <u>\$64,246</u>	<u>\$75,147</u> <u>\$71,179</u>	<u>\$77,521</u> <u>\$73,427</u>	<u>\$80,092</u> <u>\$75,863</u>	<u>\$82,703</u> <u>\$78,336</u>
F	<u>\$62,882</u> <u>\$59,561</u>	<u>\$64,863</u> <u>\$61,438</u>	<u>\$67,303</u> <u>\$63,749</u>	<u>\$69,969</u> <u>\$66,274</u>	<u>\$77,521</u> <u>\$73,427</u>	<u>\$79,974</u> <u>\$75,751</u>	<u>\$82,622</u> <u>\$78,259</u>	<u>\$85,318</u> <u>\$80,813</u>
G	<u>\$64,863</u> <u>\$61,438</u>	<u>\$66,911</u> <u>\$63,378</u>	<u>\$69,429</u> <u>\$65,763</u>	<u>\$72,178</u> <u>\$68,367</u>	<u>\$79,974</u> <u>\$75,751</u>	<u>\$82,503</u> <u>\$78,146</u>	<u>\$85,235</u> <u>\$80,734</u>	<u>\$88,021</u> <u>\$83,373</u>
H	<u>\$66,118</u> <u>\$62,627</u>	<u>\$69,025</u> <u>\$65,380</u>	<u>\$71,620</u> <u>\$67,838</u>	<u>\$74,871</u> <u>\$70,917</u>	<u>\$82,503</u> <u>\$78,146</u>	<u>\$85,111</u> <u>\$80,617</u>	<u>\$87,933</u> <u>\$83,290</u>	<u>\$90,806</u> <u>\$86,011</u>
I	<u>\$69,109</u> <u>\$65,460</u>	<u>\$72,306</u> <u>\$68,488</u>	<u>\$76,228</u> <u>\$72,203</u>	<u>\$79,806</u> <u>\$75,592</u>	<u>\$88,368</u> <u>\$83,702</u>	<u>\$90,849</u> <u>\$86,052</u>	<u>\$93,473</u> <u>\$88,537</u>	<u>\$96,130</u> <u>\$91,054</u>
J	<u>\$70,017</u> <u>\$66,320</u>	<u>\$73,214</u> <u>\$69,348</u>	<u>\$77,136</u> <u>\$73,063</u>	<u>\$80,714</u> <u>\$76,452</u>	<u>\$89,276</u> <u>\$84,562</u>	<u>\$91,758</u> <u>\$86,913</u>	<u>\$94,382</u> <u>\$89,398</u>	<u>\$97,038</u> <u>\$91,914</u>
K	<u>\$71,036</u> <u>\$67,285</u>	<u>\$74,233</u> <u>\$70,313</u>	<u>\$77,769</u> <u>\$73,662</u>	<u>\$82,983</u> <u>\$78,601</u>	<u>\$91,710</u> <u>\$86,867</u>	<u>\$94,357</u> <u>\$89,374</u>	<u>\$97,145</u> <u>\$92,015</u>	<u>\$100,044</u> <u>\$94,761</u>
L	<u>\$72,965</u> <u>\$69,112</u>	<u>\$76,162</u> <u>\$72,140</u>	<u>\$79,707</u> <u>\$75,498</u>	<u>\$84,938</u> <u>\$80,453</u>	<u>\$93,830</u> <u>\$88,875</u>	<u>\$96,637</u> <u>\$91,534</u>	<u>\$99,589</u> <u>\$94,330</u>	<u>\$103,560</u> <u>\$98,091</u>
M	<u>\$74,893</u> <u>\$70,938</u>	<u>\$78,090</u> <u>\$73,966</u>	<u>\$81,649</u> <u>\$77,337</u>	<u>\$86,886</u> <u>\$82,298</u>	<u>\$95,948</u> <u>\$90,881</u>	<u>\$98,916</u> <u>\$93,693</u>	<u>\$102,040</u> <u>\$96,652</u>	<u>\$107,316</u> <u>\$101,649</u>
N	<u>\$77,431</u> <u>\$73,342</u>	<u>\$80,694</u> <u>\$76,433</u>	<u>\$84,331</u> <u>\$79,878</u>	<u>\$91,029</u> <u>\$86,222</u>	<u>\$100,428</u> <u>\$95,125</u>	<u>\$103,627</u> <u>\$98,155</u>	<u>\$106,956</u> <u>\$101,308</u>	<u>\$115,267</u> <u>\$109,180</u>

¹ MA Out of Field.

SCHEDULE B: Hourly Pro Rata Schedule 2023-20242025-2026

STEP	BA	BA+10	BA+20	BA+30 ¹	MA	MA+10	MA+20	MA+30
A	<u>\$35.67</u> - <u>33.78</u>	<u>\$36.78</u> - <u>34.84</u>	<u>\$37.75</u> - <u>35.75</u>	<u>\$39.08</u> - <u>37.02</u>	<u>\$43.30</u> - <u>41.01</u>	<u>\$44.66</u> - <u>42.30</u>	<u>\$46.14</u> - <u>43.70</u>	<u>\$47.64</u> - <u>45.13</u>
B	<u>\$36.78</u> - <u>34.84</u>	<u>\$37.53</u> - <u>35.55</u>	<u>\$38.94</u> - <u>36.88</u>	<u>\$40.31</u> - <u>38.19</u>	<u>\$44.66</u> - <u>42.30</u>	<u>\$46.07</u> - <u>43.64</u>	<u>\$47.60</u> - <u>45.08</u>	<u>\$49.15</u> - <u>46.55</u>
C	<u>\$37.53</u> - <u>35.55</u>	<u>\$38.70</u> - <u>36.66</u>	<u>\$40.16</u> - <u>38.04</u>	<u>\$41.58</u> - <u>39.39</u>	<u>\$46.07</u> - <u>43.64</u>	<u>\$47.53</u> - <u>45.02</u>	<u>\$49.10</u> - <u>46.51</u>	<u>\$50.71</u> - <u>48.02</u>
D	<u>\$38.56</u> - <u>36.52</u>	<u>\$39.77</u> - <u>37.67</u>	<u>\$41.27</u> - <u>39.09</u>	<u>\$42.90</u> - <u>40.64</u>	<u>\$47.53</u> - <u>45.02</u>	<u>\$49.04</u> - <u>46.44</u>	<u>\$50.66</u> - <u>47.98</u>	<u>\$52.31</u> - <u>49.55</u>
E	<u>\$39.77</u> - <u>37.67</u>	<u>\$41.03</u> - <u>38.86</u>	<u>\$42.57</u> - <u>40.32</u>	<u>\$44.26</u> - <u>41.92</u>	<u>\$49.04</u> - <u>46.44</u>	<u>\$50.58</u> - <u>47.91</u>	<u>\$52.25</u> - <u>49.50</u>	<u>\$53.96</u> - <u>51.11</u>
F	<u>\$41.03</u> - <u>38.86</u>	<u>\$42.32</u> - <u>40.09</u>	<u>\$43.91</u> - <u>41.59</u>	<u>\$45.65</u> - <u>43.24</u>	<u>\$50.58</u> - <u>47.91</u>	<u>\$52.18</u> - <u>49.43</u>	<u>\$53.90</u> - <u>51.06</u>	<u>\$55.67</u> - <u>52.73</u>
G	<u>\$42.32</u> - <u>40.09</u>	<u>\$43.65</u> - <u>41.35</u>	<u>\$45.31</u> - <u>42.91</u>	<u>\$47.10</u> - <u>44.61</u>	<u>\$52.18</u> - <u>49.43</u>	<u>\$53.83</u> - <u>50.99</u>	<u>\$55.62</u> - <u>52.68</u>	<u>\$57.43</u> - <u>54.40</u>
H	<u>\$43.14</u> - <u>40.86</u>	<u>\$45.04</u> - <u>42.66</u>	<u>\$46.73</u> - <u>44.26</u>	<u>\$48.85</u> - <u>46.27</u>	<u>\$53.83</u> - <u>50.99</u>	<u>\$55.53</u> - <u>52.60</u>	<u>\$57.37</u> - <u>54.34</u>	<u>\$59.25</u> - <u>56.12</u>
I	<u>\$45.09</u> - <u>42.71</u>	<u>\$47.18</u> - <u>44.69</u>	<u>\$49.73</u> - <u>47.11</u>	<u>\$52.07</u> - <u>49.32</u>	<u>\$57.66</u> - <u>54.61</u>	<u>\$59.28</u> - <u>56.15</u>	<u>\$60.99</u> - <u>57.77</u>	<u>\$62.72</u> - <u>59.41</u>

J	\$45.68-\$ 43.27	\$47.77-\$ 45.25	\$50.33-\$ 47.67	\$52.66-\$ 49.88	\$58.25-\$ 55.17	\$59.87-\$ 56.71	\$61.58-\$ 58.33	\$63.31-\$ 59.97
K	\$46.35-\$ 43.90	\$48.43-\$ 45.88	\$50.74-\$ 48.06	\$54.14-\$ 51.28	\$59.84-\$ 56.68	\$61.56-\$ 58.31	\$63.39-\$ 60.04	\$65.27-\$ 61.83
L	\$47.61-\$ 45.09	\$49.69-\$ 47.07	\$52.01-\$ 49.26	\$55.42-\$ 52.49	\$61.22-\$ 57.99	\$63.06-\$ 59.72	\$64.97-\$ 61.55	\$67.57-\$ 64.00
M	\$48.86-\$ 46.28	\$50.95-\$ 48.26	\$53.27-\$ 50.46	\$56.69-\$ 53.70	\$62.61-\$ 59.30	\$64.54-\$ 61.13	\$66.57-\$ 63.06	\$70.02-\$ 66.32
N	\$50.52-\$ 47.85	\$52.65-\$ 49.87	\$55.02-\$ 52.12	\$59.39-\$ 56.26	\$65.53-\$ 62.07	\$67.61-\$ 64.04	\$69.78-\$ 66.10	\$75.20-\$ 71.24

¹ MA Out of Field.

2024-20252026-2027

STEP	BA	BA+10	BA+20	BA+30 ¹	MA	MA+10	MA+20	MA+30
A	\$36.74-\$ 34.80	\$37.88-\$ 35.88	\$38.88-\$ 36.83	\$40.26-\$ 38.13	\$44.59-\$ 42.24	\$46.00-\$ 43.57	\$47.52-\$ 45.01	\$49.07-\$ 46.48
B	\$37.88-\$ 35.88	\$38.65-\$ 36.61	\$40.11-\$ 37.99	\$41.52-\$ 39.33	\$46.00-\$ 43.57	\$47.46-\$ 44.95	\$49.03-\$ 46.44	\$50.62-\$ 47.95
C	\$38.65-\$ 36.61	\$39.87-\$ 37.76	\$41.36-\$ 39.18	\$42.83-\$ 40.57	\$47.46-\$ 44.95	\$48.96-\$ 46.37	\$50.57-\$ 47.90	\$52.23-\$ 49.47
D	\$39.72-\$ 37.62	\$40.96-\$ 38.80	\$42.50-\$ 40.26	\$44.18-\$ 41.85	\$48.96-\$ 46.37	\$50.51-\$ 47.84	\$52.18-\$ 49.42	\$53.87-\$ 51.03
E	\$40.96-\$ 38.80	\$42.26-\$ 40.03	\$43.85-\$ 41.53	\$45.59-\$ 43.18	\$50.51-\$ 47.84	\$52.10-\$ 49.35	\$53.82-\$ 50.98	\$55.57-\$ 52.64
F	\$42.26-\$ 40.03	\$43.59-\$ 41.29	\$45.23-\$ 42.84	\$47.02-\$ 44.54	\$52.10-\$ 49.35	\$53.75-\$ 50.91	\$55.52-\$ 52.59	\$57.34-\$ 54.31
G	\$43.59-\$ 41.29	\$44.96-\$ 42.59	\$46.66-\$ 44.20	\$48.51-\$ 45.95	\$53.75-\$ 50.91	\$55.45-\$ 52.52	\$57.28-\$ 54.26	\$59.15-\$ 56.03
H	\$44.44-\$ 42.09	\$46.39-\$ 43.94	\$48.13-\$ 45.59	\$50.32-\$ 47.66	\$55.45-\$ 52.52	\$57.20-\$ 54.18	\$59.09-\$ 55.97	\$61.02-\$ 57.80
I	\$46.44-\$ 43.99	\$48.60-\$ 46.03	\$51.22-\$ 48.52	\$53.63-\$ 50.80	\$59.39-\$ 56.25	\$61.05-\$ 57.83	\$62.82-\$ 59.50	\$64.60-\$ 61.19
J	\$47.05-\$ 44.57	\$49.20-\$ 46.60	\$51.84-\$ 49.10	\$54.24-\$ 51.38	\$60.00-\$ 56.83	\$61.67-\$ 58.41	\$63.43-\$ 60.08	\$65.21-\$ 61.77
K	\$47.74-\$ 45.22	\$49.88-\$ 47.25	\$52.26-\$ 49.50	\$55.76-\$ 52.82	\$61.63-\$ 58.38	\$63.41-\$ 60.06	\$65.29-\$ 61.84	\$67.23-\$ 63.68
L	\$49.04-\$ 46.45	\$51.18-\$ 48.48	\$53.57-\$ 50.74	\$57.08-\$ 54.07	\$63.06-\$ 59.73	\$64.95-\$ 61.52	\$66.92-\$ 63.39	\$69.60-\$ 65.92
M	\$50.33-\$ 47.67	\$52.48-\$ 49.71	\$54.87-\$ 51.97	\$58.39-\$ 55.31	\$64.49-\$ 61.08	\$66.48-\$ 62.97	\$68.57-\$ 64.95	\$72.12-\$ 68.31
N	\$52.04-\$ 49.29	\$54.23-\$ 51.37	\$56.67-\$ 53.68	\$61.17-\$ 57.94	\$67.49-\$ 63.93	\$69.64-\$ 65.96	\$71.88-\$ 68.08	\$77.46-\$ 73.37

¹ MA Out of Field.

* Hourly Pro Rata rates are based off a 186-day school year and calculation of 8 hours a day.

SCHEDULE C

Extra Assignments – Compensation

Section 1. Each assignment will be compensated at \$122.57 per point, plus competitive market adjustments, for the period July 1, ~~2023~~2025-June 30, ~~2025~~2027. Effective July 1, 2024 year 11 was removed. Assistant positions will receive a salary based on a 75% factor of the point/salary.

Section 2. A change in season length will affect points. The extended season compensation plan will be paid at 4% and 6% payment per level of competition.

Section 3. Co-curricular advisors and coaches will receive three scheduled payments during the assignment.

Section 4. Positions offered will be at the discretion of building administration in consultation with the Assistant Superintendents of Teaching and Learning or their designee.

I. Co-Curricular Assignments

Secondary Activities

Senior High Activities <i>(Site Coordinated and Funded)</i>	Points @ 122.57	Year 1	Year 2	Year 11*
Art Director	8.8	10791 <u>377</u>	12081 <u>418</u>	1343
Band Director	23.5	28803 <u>055</u>	<u>3146</u>	
DECA Coach	8.8	10791 <u>377</u>	12081 <u>418</u>	1343
Jazz Band as a Class	12.4	15201 <u>829</u>	16491 <u>883</u>	<u>1784</u>
Jazz Band (outside of duty day)	12.4	1829	1883	
Musical/Orchestra Director	16.8	2059	2188	2323
Musical/Vocal Director	28.7	3518	3647	3782
Newspaper (Journalism Instr.) as a Class	21.0	25742 <u>909</u>	27032 <u>996</u>	2838
Orchestra Director	23.5	28803 <u>055</u>	<u>3146</u>	
Vocal Director	23.5	28803 <u>055</u>	<u>3146</u>	
Yearbook (Yearbook Instructor) as a Class	16.7	20472 <u>369</u>	21762 <u>440</u>	2311
<i>(System Coordinated and Funded)</i>				
Chem. Hygiene Officer <i>Health & Safety</i>	17.0	20842 <u>407</u>	22132 <u>479</u>	2348

**Experience step to be granted after ten (10) years of experience in the same activity.*

Middle School Activities <i>(Site Coordinated and Funded)</i>	Points @ 122.57	Year 1	Year 2	Year 11*
Band Director	12.4	15201 829	16491 883	1784
Orchestra Director	12.4	15201 829	16591 883	1784
Jazz Band (outside of duty day)	8.8	1377	1418	
Vocal Director	12.4	15201 829	16591 883	1784
<i>(System Coordinated and Funded)</i>				
Chem. Hygiene Officer <i>Health & Safety</i>	11.6	14221 728	14511 780	1686

*Experience step to be granted after ten (10) years of experience in the same activity.

Elementary Activities

Elementary Activities <i>(Site Coordinated and Funded)</i>	Points @ 122.57	Year 1	Year 2	Year 11*
Building Choir	7.7	9441113	10731147	1086
Elementary Musical Theatre Director	7.7	9441113	10731147	1086
<i>(System Coordinated and Funded)</i>				
Elementary Band <i>Music</i>	10.4	12751577	14041625	1539
Elementary Orchestra <i>Music</i>	10.4	12751577	14041625	1539

*Experience step to be granted after ten (10) years of experience in the same activity.

II. Extra Assignments: Extra assignment positions will receive three scheduled payments during the assignment.

Professionals

Extra Assignment <i>(Site Coordinated and Funded)</i>	Points @ 122.57	Year 1	Year 2	Year 11
Staff Development Assessment Specialists	34	4,167.00 4296	4,296.00 4431	4,431.00
District Nurse	NA	4,012.00	NA	NA
New Teacher Mentor	NA	1,200.00 1230	NA	NA
New Teacher Mentor - Leader	NA	1,500.00 1538	NA	NA
ATPPS Facilitator	NA	4,167.00 4542	4,296.00 4678	4,431.00

Team Leaders

Each Team Leader will receive base points of 8.2 (equals \$1,005.07). In addition to the base pay, the leader will receive \$40 per member on their team. This compensation is not inclusive of other site/district level committees. Teachers serving in this role can voluntarily serve on other site/district level committees.

In the event alternative models are developed, the new position will be formulated on the same basis as the existing model as defined in Schedule C herein, provided that they are of equal responsibility and time commitments.

Senior High <i>(Site Coordinated)</i>	Middle School <i>(Site Coordinated)</i> 10-14 Team Leaders as determined by the site	Elementary <i>(Site Coordinated)</i>	Other Educational Centers/Programs <i>(Site Coordinated)</i> 3-6 Leaders as determined by the site
Art		Pre-Kindergarten	
Business Education		Kindergarten	
Cooperative Program		1st Grade	
English Learner		2nd Grade	
Family Consumer Sci.		3rd Grade	
Guidance & Counseling		4th Grade	
Industrial Technology		5th Grade	
Language Arts		Special Educ.	
Mathematics		Spec. Team 1(a)	
Media & Technology		Spec. Team 2(a)	
Music			
Physical Education/Health			
Science			
Social Studies			
Special Education			
World Language			

(a) Examples of Specialist Teams are Physical Education, Music, Media & Technology, Behavior Intervention Teacher, and Gifted Education.

SCHEDULE D OTHER ASSIGNMENTS – HOURLY COMPENSATION

Section 1. Rate of Pay:

Effective Upon Ratification through June 30, ~~2024~~2026:
~~\$3336.00~~

Effective July 1, ~~2024-2026~~ through June 30, ~~2025~~2027:
~~\$3537.00~~

- a. Extra Time: Teachers will be paid the established hourly rate of pay for extra assignments not specified elsewhere in this Agreement. Extra assignments include, but are not limited to, summer school/programs teachers, curriculum writers, staff development trainers, and staff development participation. Homebound and ESY teachers will be paid on a pro rata basis.
- b. Hourly Assignment: Teachers will be paid the established hourly rate of pay for a regular hourly assignment.

**MEMORANDUMS OF UNDERSTANDING
BETWEEN
EDUCATION MINNESOTA-OSSEO
&
OSSEO AREA SCHOOLS (ISD 279)**

<u>TOPIC</u>	<u>PAGE</u>
Team Leader Selection Process	B
Topics Subject to the Meet and Confer Process	C
Extended Illness Sick Leave Pool Procedures	D
Extended Illness Sick Leave Pool Procedures Addendum – Intermittent Leave.....	F
Library Media Specialists and Technology Integration Specialist Exchange Days for Set Up and/or Summer Inservice	G
LSN Exchange Days.....	H
Selected Personnel Practices.....	I
Counselor Exchange Days for Summer Duty Days.....	J
Professional Learning/Data Teams	K
Mark Reporting Days.....	M
Teacher Transfer Process.....	N
TRA Extended Leave of Absence (up to 5 Years) Opportunity.....	O
Professional Development and Training for District-defined High Needs Schools	Q
Limits to Long-Term Disability Insurance Coverage.....	R
Special Education Due Process Time Task Force	S
Teacher Collaboration Time	T
Career and Technical Education (CTE) Licensure	U
Personal Leave Conversion to Health Reimbursement Account.....	V
Continuous Substitute Teacher Position	W
High School Music Directors.....	X
Schedule C	Y

The following pages contain the full text of the Memorandums of Understanding between the School District and Education Minnesota-OSSEO.

EDUCATION MINNESOTA-OSSEO

OSSEO AREA SCHOOLS- ISD 279

President

Director, Labor Relations

Dated: _____

Dated: _____

Team Leader Selection Process

EFFECTIVE DATE: November 16, 1989

REVISION DATE: March 11, 2014; July 1, 2015

Posting¹:

The team leader positions are to be posted annually along with the current job description. The posting could include information concerning special projects, curriculum implementation and intervention activities for which leadership will be needed.

Application/Nomination:

The members of the team will meet as a group and nominate up to three candidates who they feel will provide the appropriate leadership and communication. Applicants may provide information relative to why they would be suited for the leadership position.

Interview Process:

The site leader will conduct interviews with each candidate. Interview questions will be contributed by the staff and site leader based on the expectations of the affected group and site leader for that position.

Selection of Candidate:

The site leader will make the final selection.

¹Annual posting of the leadership position does not preclude the opportunity for a person continuing in that position for a second year, particularly when excellent leadership has been provided. However, when a new building is opened, it is recommended that the team leader position remain stable for two years.

Topics Subject to the Meet and Confer Process

EFFECTIVE DATE: **January 3, 2002**

Changes that affect the Agreement on Terms and Conditions of Employment are subject to the meet and confer process. This meet and confer agreement is not intended to interfere with inherent managerial rights recognized in the Agreement on Terms and Conditions of Employment.

Extended Illness Sick Leave Pool Procedures

EFFECTIVE DATE: November 16, 1989

REVISION DATES: November 1995; January 3, 2002; October 21, 2003; August 2007;
March 2014; July 2025

Administration:

Human Resources will administer the extended illness sick leave pool. An accounting of the pool's operation will be given to Education Minnesota - OSSEO annually (July).

Membership:

Teachers as defined in this Agreement on Terms and Conditions of Employment between Independent School District 279 and Education Minnesota – OSSEO are eligible to be members of the extended sick leave pool.

All teachers hired after July 1, 2004, will be required to join the pool. The new teacher will contribute one (1) day of sick leave to the pool.

Any teacher employed prior to July 1, 2004, who did not join the pool when they were initially eligible, may join when the pool is replenished or during open enrollment which occurs within thirty (30) days of each contract ratification. A teacher joining because of the need to replenish the pool or during open enrollment after contract ratification must donate the number of days equal to the number of days they would have donated had they been a member of the pool from the time they were first eligible.

Once a teacher is a member of the extended illness sick leave pool, they may not withdraw from membership.

A minimum of eight hundred (800) days must be in the pool at the start of each school year. If the number of days is less than eight hundred (800), each member must contribute one (1) additional day of accumulated sick leave to the pool. All days donated to the pool are non-returnable. However, if a teacher has donated a day to the pool within three (3) years of their retirement the donated day may be used for their Retirement Incentive Pay (Article 7, Section 7) or their School Board Contribution for Health Insurance for Retirees (Article 7, Section 8) provided the teacher has not utilized the pool within the same three (3) years, that day will be restored to their accumulated sick leave balance.

Operation:

The purpose of the pool is to provide extra sick leave days to those teachers suffering from a long-term/extended/recurring illness. A long-term illness or extended illness is defined as an absence of twenty-four (24) or more consecutive duty days. Sick leave pool days will be used only for personal long-term illness of the teacher.

In order for teachers to be eligible to draw from the pool, they must be contributing members. A request for use of pool days must be in writing and must be accompanied by a licensed physician's verification that the applicant is/was unable to work. A member is not eligible to use pool days until five (5) consecutive duty days after the depletion of individual accumulated sick leave (five day pay deduct). Available personal leave and/or substitute leave days may be substituted for the five (5) day pay deduct.

Benefits from the sick leave pool will end upon a member's qualification for benefits from the long-term disability insurance plan, the Teachers' Retirement Association, or Social Security. The maximum benefit from the pool by any member is fifty-five (55) days as long as the absence is uninterrupted and verified by a licensed physician.

Sick leave days from the pool may be drawn only for designated teacher calendar duty days.

Teachers on long-term or extended leaves of absence or sabbaticals are not eligible for benefits from the pool. Teachers receiving workers' compensation are not eligible to draw from the pool.

The fiscal year of the pool will be the teacher contract year.

Minnesota Paid Leave (MPL)

Any teacher who is eligible to utilize the sick leave pool per this MOU, and are on an approved continuous leave of absence under the Minnesota Paid Leave program (MPL), will be allowed to "top off" their pay using eligible sick leave pool hours once the five day pay deduct eligibility requirement is met.

Sick leave pool time may only be used in full or half day increments. Topping off using the sick leave pool may not result in exceeding 100% of your normal wages and therefore may not result in full wage replacement.

Employees who use time off with pay for an absence that later qualifies for MPL will not be allowed to adjust prior absences where time off with pay was used.

Exceptions may be made at the discretion of Human Resources.

Extended Illness Sick Leave Pool Procedures Addendum – Intermittent Leave

EFFECTIVE DATE: July 1, 2024 – June 30, ~~2025~~2027

REVISION DATE: July 2025

The purpose of this addendum is to provide a one-time per fiscal year use of up to 10 intermittent (non-consecutive) sick leave days from the sick leave pool to those teachers suffering from a long-term/extended/recurring illness. A recurring health condition is defined as an illness, injury, impairment, or physical or mental condition that involves either inpatient care or continuing treatment by a health care provider. To be eligible for this benefit, teachers will:

- Provide a written medical statement from a health care provider of recurring illness and,
- Exhaust their accrued sick and personal leave and,
- Meet the five (5) day, unpaid leave (the days do not have to be consecutive) at the cost of sub rate.

In order for teachers to be eligible to draw from the pool, they must be contributing members. A request for use of pool days must be in writing and be accompanied by the health care provider's verification that the applicant is/was unable to work. Benefits from the sick leave pool will end upon a member's qualification for benefits from the long-term disability insurance plan, the Teachers' Retirement Association, or Social Security.

Sick leave pool days will be used only for the personal long-term/extended/recurring illness of the teacher. Staff who use the intermittent leave and then qualify under the original sick leave pool requirements, will have any days used under the intermittent addendum subtracted from the 55 days.

Sick leave days from the pool may be drawn only for designated teacher calendar duty days.

Teachers on leaves of absence or sabbaticals are not eligible for benefits from the pool.

Teachers receiving workers' compensation are not eligible to draw from the pool.

The fiscal year of the pool will be the teacher contract year.

Minnesota Paid Leave (MPL)

Any teacher who is eligible to utilize the sick leave pool per this MOU will not be allowed to "top off" their pay using eligible sick leave pool hours. When in need of an intermittent medical leave of absence, teachers may choose to utilize MPL partial wage replacement or the sick leave pool following the criteria outlined in this MOU. Intermittent leave time paid using sick leave pool hours may reduce the leave hours available under MPL.

Exceptions may be made at the discretion of Human Resources.

Library Media Specialists and Technology Integration Specialist Exchange Days for Set Up and/or Summer Inservice

EFFECTIVE DATE: **December 21, 2005**

REVISION DATE: **March 11, 2014**

Education Minnesota-OSSEO and the School District agree that elementary and secondary library media specialists and technology integration specialists have a unique and important role to play in providing library, media and technology services to the students, teachers, and community within District 279.

Exchange Days for Set Up: Elementary and secondary library media specialists that voluntarily, with their principals' agreement, choose to provide the individual schools that they serve with up to four (4) days of set up, distribution of equipment or other duties to prepare the media center for the start of the school year during the summer may exchange a maximum of four (4) days during the regular school year for the days worked during the summer.

Exchange Days for Summer Inservice: Elementary and secondary library media specialists and technology integration specialists may voluntarily choose to participate in staff development activities sponsored by the School District Media and Technology Department for a maximum of five (5) days during the summer that may be exchanged for a maximum of five (5) days during the regular school year.

Library media specialists may exchange the four (4) Set Up staff development days for four (4) contract workdays during the regular school year, and library media specialists and technology integration specialists may exchange the five (5) Summer Inservice days for five (5) contract work days during the regular school year. Exchange days selected from the regular school year contracted days must be scheduled by mutual agreement with the building principal(s). Conflicts with scheduling of exchange days will be mediated by the Director, Human Resources.

LSN Exchange Days

EFFECTIVE DATE: July 1, ~~2023-2025~~ – June 30, ~~2025~~2027

Education Minnesota-OSSEO and the School District agree that Licensed School Nurses (LSNs) have a unique and important role to play in helping to prepare staff and families for the school year. Therefore, in order to prepare for the upcoming school year, LSNs may work up to four (4) days before workshop week in exchange for conference release days. Time worked before workshop week must be communicated and agreed upon by the supervisor.

Selected Personnel Practices

EFFECTIVE DATE: September 27, 2000

REVISION DATES: January 3, 2002; July 1, 2004

1. Education Minnesota – OSSEO representation on District-wide committees:

When teacher representation is needed for a District-wide committee or task force, Education Minnesota – OSSEO will select the representative(s). Administration will collaborate with Education Minnesota – OSSEO when appointing teachers to District-wide committees.

2. Investigation protocol:

When a teacher is alleged to have committed misconduct that could lead to discipline, the teacher must be allowed to have an Education Minnesota – OSSEO representative with them at any meeting related to the alleged misconduct. The investigation process must be conducted in an expeditious manner once representation has been established. The administrator in charge of the investigation will make every effort to complete the investigation within 30 calendar days; however, circumstances surrounding an allegation may result in an extended investigation. The staff member must be given timely progress reports.

Teachers placed on administrative leave of absence during an investigation will receive full pay and benefits except for long-term disability, which will continue up to the limits provided in the carrier's contract.

Data resulting from an investigation will be handled according to applicable School Board policy and the Minnesota Government Data Practices Act.

3. Safe building, site, program:

The School Board shall not require licensed staff to work in unsafe, unhealthy, or hazardous conditions.

Counselor Exchange Days for Summer Duty Days

EFFECTIVE DATES: July 1, ~~2023-2025~~ – June 30, ~~2025~~2027

Senior High:

191 paid days: 186 contract days, five (5) paid pro rata, also including five (5) days as defined below.

Middle School:

186 paid days including five (5) days as defined below.

A maximum of five (5) days during the summer may be exchanged for a maximum of five (5) days during the regular school year. The five (5) days will be scheduled upon mutual agreement by the building principal and the individual counselor(s). Counselors may exchange these summer duty days for five (5) contract workdays during the regular school year. The five (5) days selected from the regular school year contracted days must be scheduled by mutual agreement with the building principal(s). Conflicts with scheduling of exchange days will be mediated by the Director, Human Resources, and a representative of Education Minnesota-OSSEO (EM-O).

Professional Learning/Data Teams

EFFECTIVE DATES: July 1, ~~2023-2025~~ – June 30, ~~2025~~2027

REVISION DATE: July 1, 2015

The following contains the full text of the Memorandum of Understanding (MOU) Osseo Area Schools, ISD 279 (“District”), and Education Minnesota – OSSEO, Local 1212, Education Minnesota, American Federation of Teachers, National Education Association, AFL-CIO (“Union”), relating to Professional Learning/data teams.

PURPOSE: Both parties jointly recognize that creating and sustaining a collaborative culture focused on student learning is a key strategy for achieving our mission. We also recognize that educational decisions are best made with the use of high-quality data. This MOU provides a framework for continued implementation of PLT’s/data teams/collaborative teams.

DEFINITION: The following are key characteristics of PLC’s/data teams/collaborative teams:

- members work interdependently to achieve building goals
- teams seek answers to the following questions:
 1. What do we want students to learn?
 2. How will we know if they’ve learned it?
 3. How will we respond if they don’t know it?
 4. How will we respond if they already know it?
- members define measures of improvement
- members develop common assessments around those measures
- members monitor student progress
- members analyze data and discuss strategies with the goal of instructional innovation

MEETING TIMES: Ideally, PLC time will be within the teacher duty day. For the purposes of this MOU, the teacher duty day is defined as twenty minutes before and twenty minutes after the student contact day. If time cannot be provided during the duty day, then it is the responsibility of the PLC to meet approximately one (1) hour per month outside of the duty day.

WAIVER: If a site determines that additional PLC times and meetings are necessary beyond what is outlined above to advance student achievement, a request for a waiver must be submitted to the PLC Review Committee.

PLC REVIEW COMMITTEE: An ad hoc PLC review committee will be comprised of members of the teachers’ bargaining unit as selected by the Education Minnesota – OSSEO president, and members of District administration to oversee and assess current implementation of PLCs. The committee will have equal representation (3-4 members each) between District administration and Education Minnesota – OSSEO. This committee’s guidelines and protocols will be implemented starting in the 2013-2014 school year. The committee will incorporate the consensus method for decision-making purposes.

ALTERNATIVE ARRANGEMENT FOR SPECIALISTS OR OTHER ISOLATED STAFF:
In the event that a teacher is the only licensed staff of a particular type or who teaches a particular subject

within their building, that teacher may opt for a system-level PLC. In this situation, that teacher must meet with other staff within their district department. Teachers in this situation would not meet during building PLC time but would instead arrange an alternative time(s) to meet with their teams. The teacher would be responsible for establishing the system-level team. These system-level PLC's teams must meet at least monthly and may be outside of the duty day. Requests to establish system-level PLC's must be submitted to the PLC Review committee.

Mark Reporting Days

EFFECTIVE DATES: July 1, ~~2023~~2025, through June 30, ~~2025~~2027

Education Minnesota-OSSEO and the School District agree that the Mark Reporting Day at the end of trimester 1 and 2 will be scheduled at the discretion of the teacher to complete the work. On these two scheduled Mark Reporting Days, teachers may choose to report to work or not report. District required work must be completed by the deadline established by each site.

On trimester 3 Mark Reporting Day, all teachers must report to their site in the morning for 3.5 hours and check out with their supervisor prior to leaving for the school year.

Teacher Transfer Process

EFFECTIVE DATES: July 1, ~~2023-2025~~ – June 30, ~~2025~~2027

Education Minnesota-OSSEO and the School District agree to modify Addendum A, Subd. 2 to the following:

The district will identify fifteen (15) openings created by retirements, resignations, terminations or new programs that will not be available during Voluntary Transfer round one. This will not cause the displacement of any continuing contract teachers at the site for which the opening is created. All other openings created by retirements, resignations, terminations or new programs known by March 1st will first be made available to continuing contract teachers who are currently within the building/site or program. If more than one continuing contract teacher applies for the same position, all continuing contract teachers requesting an internal site reassignment must be interviewed by a team of affected teachers, including the Principal/Director/Coordinator. The Principal/Director/Coordinator will make the final decision. However, the building/site or program must submit a similar or equal position to the Initial Voluntary Transfer of Continuing Contract Teachers Process.

(Exception: If the building/site or program has an overall reduction in their FTE's any FTE opening created by retirements, resignations, terminations or new programs that are filled at the building/site or program by a continuing contract teacher in this process exempts the building/site or program from having to submit a similar or equal position to the Initial Voluntary Transfer of Continuing Contract Teachers Process. Probationary teachers cannot be moved from their current level and/or assignments into a newly vacated position if a similar position cannot be delivered to the initial voluntary transfer process).

TRA Extended Leave of Absence (up to 5 Years) Opportunity

EFFECTIVE DATE: With ratification of this collective bargaining agreement to June 30, 2028

APPLICATION DEADLINE:

March 1, 2024, 4:00 PM for the 2024-2025 school year
March 3, 2025, 4:00 PM for the 2025-2026 school year
March 2, 2026, 4:00 PM for the 2026-2027 school year
~~March-February~~ 1, 2027, 4:00 PM for the 2027-2028 school year

AGREEMENT:

Purpose

The purpose of this Memorandum of Understanding is to provide an opportunity for teachers to exercise an option for an extended leave of absence (up to 5 years) with the District paying the **employer's portion** of Teachers Retirement Association (TRA) contributions. A TRA extended leave may be granted to an employee once during their employment with the district.

Conditions

The District will pay the **employer's contribution only** to the Teachers Retirement Association (TRA). The employee is responsible for paying their contribution to the Teachers retirement Association as per TRA rules. As per TRA regulations, any interruption in payments will disqualify the employee from the purchase of TRA service credits for the duration of the leave.

The TRA contribution will be based on the teacher's base salary contract amount not to exceed a 1.0 FTE assignment.

If the teacher is employed by another Minnesota public school district as a teacher (TRA-eligible position) while on this leave of absence, TRA contributions from Osseo will cease.

The teacher will maintain their seniority date while on the leave of absence.

Eligibility

Teachers must:

- a) Have a minimum of seven (7) consecutive years of full-time teaching service in the District.
- b) Have at least ten (10) years of allowable TRA service as defined in Section 354.05, Subdivision 13.
- c) Be currently teaching .8 FTE status or more in the District.

Teachers who are paid at an hourly rate of pay are not eligible for this District paid benefit.

Reinstatement

A teacher returning from an extended leave of absence will be reinstated according to the provision outlined in the collective bargaining agreement, Article 9, Section 15. Subd. 5.

Pursuant to, the School Board will not be obligated to reinstate a teacher who takes a full-time or part-time position as a teacher in another Minnesota school district while on an extended leave of absence. This does not apply to a teacher who is employed as a substitute teacher.

Notification of Return

The School Board is not obligated to reinstate any teacher who is on an extended leave of absence pursuant to Section 122A.46 unless the teacher advises the School Board in writing of the intention to return before February 1 in the school year preceding the school year in which the teacher wishes to return or by February 1 in the calendar year in which the leave is scheduled to terminate.

Failure to Return Contract

The teacher shall lose all re-employment rights if the teacher refuses or fails to return the contract within ten (10) days.

Professional Development and Training for District-defined High Needs Schools

EFFECTIVE DATES: July 1, 2021 – June 30, ~~2024~~2027

REVISION DATES: ~~October 2024 and July 2025~~

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279 (“District”), and Education Minnesota – OSSEO, Local 1212, Education Minnesota, American Federation of Teachers, National Education Association, AFL CIO (“Union”), relating to professional development and training for teachers in District-defined high needs schools.

PURPOSE: The purpose of this MOU is to provide a framework for the provision of paid duty days for professional development and training for teachers in District-defined high needs schools.

The District and the Union agree to the following:

- High needs schools are defined for the purposes of this MOU based on the following criteria: Less than 40% proficient on MCA tests and at least 20% of teachers .8 FTE or greater are probationary.
- ~~For the effective dates of this MOU, the schools that meet the criteria are:~~
 - ~~–Crest View Elementary~~
 - ~~–North View Middle School~~
 - ~~–Garden City Elementary~~
 - ~~–Zanewood Community School~~
 - ~~–Park Center IB World School~~
- A new school list will be established every October and effective the following July 1.
- Members of the teachers’ unit at the ~~above-mentioned~~ schools will be provided up to a maximum of three (3) paid duty days for preparation and/or professional development.
- Preparation and/or professional development days could be days off during student contact time or they could be converted into dollars (up to \$200.00 per day) to pay for professional development.
- Teachers will be required to complete professional development and training on a District 279 site inclusive of the Education Minnesota – Osseo office.
- A request form will be developed collaboratively between Human Resources and EM-O. The form will require supervisor approval and will be submitted to Human Resources. Human Resources will be the repository of the forms to allow for review of how time is being used, and the academic impact of the MOU.
- Teachers may attend professional development/complete preparation work preferably on Tuesday, Wednesday or Thursday. Exceptions may be allowed for attendance at professional development trainings on Monday and Friday, based on request. Requests will not be granted on district-defined high absence use days.
- The impact of this MOU will be studied after two years.

- Communication to site leaders and teachers will be prepared collaboratively between Human Resources and EM-O to solidify the process.

Limits to Long-Term Disability Insurance Coverage

EFFECTIVE DATE: **January 28, 2020**

Long-term disability coverage for chemical dependency and mental health will be limited to a combined 24 months of coverage per claim. The limitations will go into effect contingent on the agreement of with all other bargaining groups in Osseo Area School District. If no agreement is reached among the groups, this language will be void. In the interim follow Article 8, Section 3, Subd. 4.

Special Education Due Process Time Task Force

EFFECTIVE DATE: upon ratification

PURPOSE: The purpose of this MOU is to outline the agreement between the District and the Union regarding the creation and rationale for a task force to identify due process inefficiencies within our system and potential solutions that decrease due process responsibilities of teachers, thus increasing their direct contact with students on Individualized Education Plans (IEPs).

The District and the Union agree to the following:

1. Beginning in the fall of the 2024-2025 school year, the District and Union will organize a task force of representatives from both parties to review updated state and federal guidelines related to paperwork reduction and complete a comparative analysis with due process practices and procedures in Osseo Area Schools.
2. Based on the data collected, the task force will determine if Osseo is requiring more detailed or frequent paperwork than what is required by the state. If so, the team will discuss removing these requirements through updated processes and procedures.
3. The task force must include a diverse representation of staff including, but not limited to, principals and teachers from elementary, middle, and high schools. In addition, both parties must strive to have representatives on the task force who can provide perspectives representing various races, cultures, and other voices, and/or a process for including these voices.
4. The task force size will be mutually agreed upon by both parties, and numbers from each party need not be equal as long as there is mutual agreement to such.
5. The task force will survey all special education teachers in the district and ask them to rank due process tasks from most burdensome to least burdensome. Burdensome is defined as both time consuming and difficult to execute. The task force will analyze this data and determine which due process tasks need additional solutions than those provided by legislation.
6. The task force will develop at least two (2) solutions for each of the top three (3) due process tasks identified as most burdensome. Note that one solution may apply to multiple due process tasks. Example solutions include but are not limited to:
 - a. Special education evaluation teams
 - b. One willing teacher taking on a significant amount of due process paperwork in exchange for a reduced caseload
 - c. Exploring a 3-1 model similar to the one speech and language regularly utilize
 - d. Increasing professional development and supports related to due process paperwork
7. The task force will present potential solutions to the director of student services and assistant superintendent of teaching and learning for review, consideration, and a potential recommendation for implementation.

This MOU shall set no precedent between the parties. Any conflicts regarding this agreement will be handled through the grievance process in the collective bargaining agreement.

Teacher Collaboration Time

TOPIC: Teacher Collaboration Time

EFFECTIVE DATE: July 1, ~~2023-2025~~ to June 30, ~~2025-2027~~

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279 (“District”), and Education Minnesota – OSSEO.

PURPOSE:

The purpose of this MOU is to outline the agreement between the District and the Union regarding teacher collaboration time for the ~~2023-2024~~2025-2026 and ~~2024-2025~~2026-2027 school years. The following language will temporarily replace the current contract language found in Article 11, Section 6 of the collective bargaining agreement as the parties assess the success of the plan outlined below.

The District and the Union agree to the following:

1. Teacher collaboration and planning time is an essential component in a teacher’s ability to plan and prepare instruction for scholars.
2. Teachers will be provided with the following collaboration and planning time:
 - a. ~~VPK – 12 staff will have Three-three~~ (3) eight (8) hour instructional planning days
 - i. Eight (8) hours of collaboration time during workshop week
 - ii. Two (2) eight (8) hour days during the school year as designated by the School Board.
 - iii. On the two (2) asynchronous learning days, staff will be required to have asynchronous lessons in the system for students by 9am.
 - iv. On the two (2) asynchronous learning days, staff will be required to schedule and communicate to students and families two (2) hours of time on each day where the teacher will be available for student support and questions
 - iv.v. Three (3) hours of collaboration time (1 continuous hour on each of the three (3) staff development days).
 - ~~b. Three (3) hours of collaboration time (1 hour on each of the three (3) staff development days)~~
 - i.1. System time will be reduced by 30 minutes; and
 2. Building time will be reduced by 30 minutes to accommodate this time
 - b. Early Childhood (ECFE and ECSE staff will have three (3), eight (8) hour instructional planning days:
 - i. Eight (8) hours of collaboration time during workshop week
 - ii. Two (2), eight (8) hour days during the school year as designated by the School Board.
 - iii. On the two (2) asynchronous learning days, early childhood staff, in collaboration with their program manager/site leader, will send age-appropriate asynchronous lessons and/or materials, to families and schedule times on each day where the teacher will be available for family support and questions.

Career & Technical Education (CTE) Licensure

TOPIC: Career & Technical Education (CTE) Licensure

EFFECTIVE DATE: July 1, 2023 to June 30, ~~2025~~2027; Revised January 5, 2023

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279 (“District”), and Education Minnesota – OSSEO.

PURPOSE:

The purpose of this MOU is to outline the agreement between the District and the Union regarding the stipends due to the extra work required to obtain CTE licensure(s)/endorsement(s).

High school scholars earn credentials by attending and passing classes which are taught by CTE licensed teachers. The state’s post-secondary schools are not graduating significant numbers of CTE licensed teachers; therefore, it may be challenging for the district to find and recruit such teachers to the district. There is a mutual interest in recruiting and retaining CTE licensed teachers.

The District and the Union agree to the following:

1. Current Osseo teachers who complete additional work beyond their current license in order to obtain a CTE license or endorsement while employed in Osseo Area Schools will receive additional compensation in the form of one-time stipend(s) provided the teacher qualifies and submits evidence as per this MOU.
2. Beginning January 5, 2023, only current Osseo teachers who have earned, or earn, an additional CTE license/endorsement will be paid a one-time stipend of \$1,500 whether or not the additional license/endorsement is required to teach a specific course.
3. Teachers hired on or after January 5, 2023, who obtained a CTE license(s) or endorsement prior to starting at Osseo are not eligible for the one-time stipend of \$1,500 and/or the \$500 CTE stipend except as outlined in #5 below.
4. Newly hired teachers who obtained an additional CTE license or CTE endorsement and have had no previous teaching experience are eligible for the initial \$1,500 stipend, whether or not the additional endorsement/license is required to teach a specific course.
5. Current Osseo teachers who are required to obtain additional CTE licensure/endorsement(s) will be eligible for the \$500 CTE stipend for each additional CTE license/endorsement that they have obtained. A current Osseo teacher who voluntarily obtained an additional CTE licensure/endorsement while employed in Osseo, that is now required for their teaching assignment, will be eligible for the \$500 CTE stipend for each additional required CTE license/endorsement that they have obtained.
6. Current CTE licensed/endorsed teachers must submit evidence of their license/endorsement to their Human Resource Business Partner by May 1 of the fiscal year, for payment of the stipend on their June 20 check of the fiscal year. It is the teacher’s responsibility to submit this evidence in order to receive the stipend.

Personal Leave Conversion to Health Reimbursement Account

EFFECTIVE DATE: July 1, ~~2023-2025~~ to June 30, ~~2025-2027~~

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279 (“District”), and Education Minnesota – OSSEO.

PURPOSE:

The purpose of this MOU is to outline the agreement between the District and the Union regarding a teacher’s monetary conversion of accumulated personal leave to the teacher’s Health Reimbursement Account (HRA) during the time period specified by this MOU.

The District and the Union agree to the following:

1. During the 2023-2024 school year, the district will convert any accumulated personal leave days for teachers, above four (4) days for the non-PEHCA group and above three (3) days for those in the PECHA group, into the teacher’s HRA at a rate of \$225/day converted. See the table below for examples:

Teacher Type	Accumulated Days	Eligibility?	Number Converted	New Balance
Non-PEHCA	6	Yes	2	4
Non-PEHCA	5	Yes	1	4
PEHCA	7	Yes	4	3
PEHCA	6	Yes	3	3
PEHCA	5	Yes	2	3
PEHCA	4	Yes	1	3

2. For the 2024-2025 school year, the District will convert any accumulated personal leave days for teachers, above five (5) days, into the teacher’s HRA at a rate of \$225 per day.

Continuous Substitute Teacher Position

Effective Date: July 1, ~~2023-2025~~ – June 30, ~~2025~~2027

The following contains the full text of the Memorandum of Understanding (MOU) Osseo Area Schools, ISD 279 (“District”), and Education Minnesota – OSSEO, Local 1212, Education Minnesota, American Federation of Teachers, National Education Association, AFL-CIO (“Union”), relating to Professional Learning/data teams.

Purpose: During the 2013-2015 contract negotiations, an interest was identified to create a new position titled “Continuous Substitute Teacher”. Individuals serving as a continuous substitute teacher will be assigned on a daily basis based on the needs of the District. The objective of creating such a position shall be aligned with the District’s mission, core values, and strategic objective.

Conditions: The following conditions shall apply to the continuous substitute teacher position:

1. The maximum number of duty days for individuals in this position will be 177 days per year (172 student contact days + 5 staff development days). No mark reporting days or parent teacher conferences shall apply.
2. Schedule D from the current Teachers’ terms and conditions of employment shall apply as the hourly rate of pay.
3. Benefits (health insurance, dental insurance, group term life, long-term disability income protection, and leaves of absence) shall apply, as outlined in the Terms and Conditions for Hourly Teachers.
4. The Continuous Substitute is a one-year, temporary position. A continuous substitute will have an assignment for the entire school year and can only be terminated for just cause. A Continuous Substitute will not be let go from the position mid-year to create an opening for another employee. The maximum duration of the assignment will be three years.
5. A Continuous Substitute is eligible for the ATPPS stipend with the successful completion of at least three observations and a summative report as well as the completion of student learning goals.
6. Individuals serving in this position must have a current teaching license. Short call licenses are not suitable for the assignment.
7. A Continuous Substitute will be required to work the minimum contract day as defined in Article 11 – Hours of Service of the Teachers’ terms and conditions of employment.
8. These positions will not be included as available in the transfer process.

Effect: The parties agree that there shall be no requirement that an agreement be reached on any terms and conditions of employment related to any newly created position resulting from this MOU.

High School Music Directors

EFFECTIVE DATE: July 1, ~~2023-2025~~ – June 30, ~~2025~~2027

High School Music Directors Requirements:

- The co-curricular contract is for the hours spent outside of the 40-hour work week.
- Anything beyond the requirements below is at the discretion of the Music Director.

Requirements:

- 3 concerts
- Northwest Suburban Conference Festival
- Graduation
- Minimum of 3 additional events in collaboration with Administration

Schedule C Class Sizes and Ratios

EFFECTIVE DATE: upon ratification

A Labor Management Committee (LMC) will be implemented to discuss class sizes and teacher to student ratios at all levels, including Special Education.

Class Sizes and Ratios Meetings and Extra Activities

EFFECTIVE DATE: upon ratification

A Labor Management Committee (LMC) will be implemented to discuss class sizes and teacher to student ratios at all levels, including Special Education, the number of meetings, extra-curricular, co-curricular, and supervisory activities required of teachers.

Class Sizes and Ratios ABE Lane Changes

EFFECTIVE DATE: July 1, 2025

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools District No. 279 ("District"), and Education Minnesota - OSSEO, Local #1212, ("Union"), relating to Adult Basic Education (ABE) teachers hired prior to July 1, 2022.

Section 1. Purpose: The purpose of this agreement is to establish a one time lane adjustment to eligible ABE teachers.

Section 2. Conditions: The parties agree to the following:

1. This MOU impacts all ABE teachers hired prior to July 1, 2022.
2. The ABE lane placement must match the members K-12 lane placement.
3. Any course work related to education and completed beyond a Master's degree (Lane 5), that existed prior to hiring, must be accepted toward a lane adjustment.
4. Educational coursework beyond a Master's degree (Lane 5) that was completed from date of hire through July 1, 2022 must be accepted toward a lane adjustment.

This MOU shall set no precedent between the parties. Any conflicts regarding this agreement will be handled through the Meet & Confer process or grievance process in the collective bargaining agreement.

Addendum

<u>TOPIC</u>	<u>PAGE</u>
• Addendum A – Teacher Transfer Procedures.....	AA

ADDENDUM A

Teacher Transfer Procedures

Subd. 1. Distribution of FTEs within the Building/Site or Program: The specific process for distribution within the building/site or program of the Full Time Equivalents (FTEs) will be determined using the Framework for Collaborative Decision Making. Principals will be provided the names of those teachers who have a right to return to a previously held position. Teachers with return rights include:

- a. Teachers returning from approved leaves pursuant to return right guidelines disclosed in Article 9- Leaves of Absence of the Teachers' Terms and Conditions of Employment.
- b. Teachers returning from a Teacher Exchange (see Subd.10 of this Addendum).
- c. Teachers in identified positions who have indicated an intention to return to their former position (see Subd. 16 of this Addendum).

Subd. 2. Internal Site Reassignments of Continuing Contract Teachers: All openings created by retirements, resignations, terminations or new programs known by March 1st will first be made available to continuing contract teachers who are currently within the building/site or program. If more than one continuing contract teacher applies for the same position, all continuing contract teachers requesting an internal site reassignment must be interviewed by a team of affected teachers, including the Principal/Director/Coordinator. The Principal/Director/Coordinator will make the final decision. However, the building/site or program must submit a similar or equal position to the Initial Voluntary Transfer of Continuing Contract Teachers Process.

*(Exception: If the building/site or program has an overall reduction in their FTE's any FTE opening created by retirements, resignations, terminations or new programs that are filled at the building/site or program by a continuing contract teacher in this process exempts the building/site or program from having to submit a similar or equal position to the Initial Voluntary Transfer of Continuing Contract Teachers Process. Probationary teachers cannot be moved from their current level and/or assignments into a newly vacated position if a similar position cannot be delivered to the initial voluntary transfer process). (See **Teacher Transfer Process Memorandum of Understanding for additional exceptions.**)*

Subd. 3. Internal Site Reassignments of Probationary Teachers: Probationary teachers may be reassigned within the building/site or program. The reassignment of probationary teachers cannot reduce the number of FTE's that a building/site or program submits to the Initial Voluntary Transfer of Continuing Contract Teachers Process. The Principal/Director/Coordinator will make the final decision on any reassignment of probationary teachers in the Internal Site Reassignment of Probationary Staff.

Subd. 4. Initial Voluntary Transfer of Continuing Contract Teachers: Positions created by retirements, resignations, terminations or new programs that are known by March 1st will be open to all properly licensed continuing contract teachers who may seek a voluntary transfer except when a

building/site or program filled the position within the Internal Site Reassignment Processes as outlined in Subd. 2 and Subd. 3.

- a. Interviews in the Initial Voluntary Transfer for Continuing Contract Teachers Process: Continuing contract teachers who seek a voluntary transfer must notify the Human Resources Department within a five (5) day posting period for positions in this Initial Voluntary Transfer process. The five (5) most senior continuing contract teachers requesting a voluntary transfer must be interviewed by a team of affected teachers, including the Principal/Director/Coordinator. The Principal/Director/Coordinator will make the final decision. When there is more than one open position at a building/site or program and a continuing contract teacher applies for multiple positions, the building/site or program is only obligated to interview the continuing contract teacher two (2) times. Reasons, if requested, must be presented within five (5) days to the teacher not selected with appropriate feedback about the interview and why the decision to deny the transfer was made.
- b. Availability of New Opening for the Internal Reassignment Process: The position previously held by a continuing contract teacher who receives a reassignment in this Initial Voluntary Transfer Process will be made available for internal site reassignment following the procedures of Subd. 2 with a 24-hour posting or will be made available through the Involuntary Transfer Process.

Subd. 5. Probationary Teacher within Affected Building, Department or Program: The following procedures will be followed to identify the continuing contract teacher who will be an Involuntary Transfer.

- a. Probationary Teacher within Affected Grade Level, Department or Program: When an Involuntary Transfer is required at a building, department or program and there is a probationary teacher within the building, department or program, the probationary teacher will be removed from the position and may be placed in a hiring pool provided the teacher meets District standards based on the teacher performance appraisal system. Probationary teachers not placed in the hiring pool will have their contracts non-renewed at the end of the current school year. Placement in this pool does not guarantee employment. However, following the Involuntary Transfer Process, teachers in the hiring pool of displaced probationary teachers will be considered first for any remaining open positions. Probationary teachers selected for the pool but not placed by June 1st will have their teaching contract non-renewed.
- b. No Probationary Teacher within Affected Building, Department or Program: If there are no probationary teachers at the affected building, department or program, continuing contract teacher volunteers within the building, department or program will be sought to become the Involuntary Transfer (see Subd. 5c).
- c. Continuing Contract Teacher within Affected Building, Department or Program wants to be the Involuntary Transfer: Continuing Contract teachers in the affected building, department or program may volunteer in seniority order (most to least) to become the Involuntary Transfer.

- d. No Continuing Contract Teacher within Affected Building, Department or Program wants to be the Involuntary Transfer: If there are no volunteers at the affected building, department or program, other continuing contract teachers holding the same licensure as the least senior continuing contract teacher of the affected building, department or program may volunteer, again in seniority order (most to least), to become the Involuntary Transfer. The Principal or Program Director/Coordinator must approve the request to allow these building/site or program volunteers, because the least senior teacher of the affected building, department or program must transfer to the position held by the teacher who volunteers to become the Involuntary Transfer.
- e. Least Senior Continuing Contract Teacher within Affected Building, Department or Program: If there is not a qualified volunteer, the least senior continuing contract teacher in the affected building, department or program will be the Involuntary Transfer.
- f. Opportunity to Transfer to a Probationary Teacher's Position: The least senior continuing contract teacher will have the opportunity to transfer to another position at the current building/site or program if the position is open or the position is held by a probationary teacher and the continuing contract teacher is properly licensed. The continuing contract teacher who indicates a desire to transfer to a position within the building/site or program must meet with the Principal/Director/ Coordinator regarding the transfer. ~~If the requested transfer is approved, the displaced probationary teacher will then be assigned as an Involuntary Transfer because the displacement does not cause a continuing contract teacher to become the Involuntary Transfer.~~
- g. Exemption from being the Involuntary Transfer if on Building or District Level Assistance: A continuing contract teacher on a building or district level assistance program will not be eligible to become the Involuntary Transfer, except under STRAND conditions outlined in Subd. 13.
- h. Major changes in a building/site and/or unique circumstances: Education Minnesota-OSSEO and the District may enter into a Memorandum of Understanding to allow continuing contract teachers to enter the Involuntary Transfer Process where appropriate.

Subd. 6. Principal Responsibility for Notification of Openings to Human Resources Department: When the internal building/site or program staffing process is complete, the Principal or Program Director/Coordinator will list the teacher(s) who will be the Involuntary Transfer(s) and any remaining vacancies by grade level or by license area and provide the list to Human Resources. This list must be provided during the staffing process each year.

Subd. 7. Human Resources Department Responsibility for Involuntary Transfer: Human Resources will contact each teacher on the Involuntary Transfer list to ascertain the desired grade level (elementary, or secondary) to be selected in the Involuntary Transfer process. The desired positions must be within the licensure area(s) of the continuing contract teachers. There is no guarantee a

desired position will be made available to the involuntary transfer process, only that a position within the teacher's licensure area will be made available.

- a. Seniority List: Human Resources will compile a list of all teachers identified for Involuntary Transfers on the Involuntary Transfer list, their licenses, and seniority dates. Education Minnesota-OSSEO will be supplied this list as soon as it is compiled.
- b. Involuntary Transfer Notification: Teachers identified for Involuntary Transfer will be notified of the applicable vacancies and must respond in writing within three working days. The notice will contain:
 1. A complete list of applicable vacancies available to the individual teacher based on their current license(s) including the grade level, department, building/site or program.
 2. Human Resources will notify placement by the end of the third day.
- c. Vacant Position List: Human Resources will work with Directors, Principals, or Coordinators to ensure an appropriate position is available in the Involuntary Transfer Process for identified teachers.
 1. There must be an open position for which the teacher is licensed. The process of making appropriate positions available may necessitate the placement of additional probationary teachers into the hiring pool for probationary teachers. Human Resources and Education Minnesota-OSSEO will assist all teachers in the Involuntary Transfer Process to identify and/or select an appropriate position.
 2. It is understood that the requirement to ensure an appropriate position as stated in Subd. 7c-1 will only be enforced when there are open positions or there is a position(s) held by probationary teachers in the desired levels or licensure areas.
 3. The positions will only be guaranteed at the beginning of the selection process. Once the selection process begins, seniority will dictate available positions. A teacher must select a position based on the open positions at the time their name is called based on their seniority date and licensure. Teachers are encouraged to select a position within the framework of Subd. 7c-1.

Subd. 8. ~~Involuntary Transfer Meeting for Teachers~~Notification and Selection Process for Involuntary Transfer: All teachers who have been involuntarily transferred should attend the Involuntary Transfer Meeting so that they may select their position in seniority order (most to least).

- a. Selection of Assignments by Seniority: Specific assignments will be made exclusively on seniority and license. The most senior Involuntary Transfer will select first. The next most senior by license area will then have the second choice, and so on. The process will continue until all involuntarily transferred teachers have received an assignment.

- b. Official Notification of Assignment: All involuntarily transferred teachers will be notified by Human Resources of their assignment for the following year no later than three (3) days following the completion of the Involuntary Transfer Meeting process.
- c. Right of Continuing Contract Teachers to Return to Their Previous Assignment: Human Resources will notify any continuing contract teachers who are involuntarily transferred if the position they were transferred from becomes available between the Involuntary Transfer Meeting and the first teacher workshop day. If a continuing contract teacher wishes to return to their previous assignment, they must notify Human Resources within three (3) days of notification, or before their first scheduled workday, whichever occurs first. The position to which they had been involuntarily transferred will then be posted for a voluntary transfer except when the notification is given within five (5) days of the first teacher workshop day.

Subd. 9. Second Voluntary Transfer Process: All open positions not filled in the Involuntary Transfer Process will be made available to all internal and external licensed teachers. Teachers who seek a voluntary transfer must notify Human Resources within a five (5) day posting period for open positions they seek in this Second Voluntary Transfer process. All continuing contract teachers requesting a voluntary transfer must be interviewed by a team of affected teachers, including the Principal/Director/Coordinator. The Principal/Director/Coordinator will make the final decision. When there is more than one open position at a building/site or program and a continuing contract teacher applies for multiple positions, the building/site or program is only obligated to interview the continuing contract teacher two (2) times. Reasons, if requested, must be presented within five (5) days to the teacher not selected with appropriate feedback about the interview and why the decision to deny the transfer was made.

Subd. 10. Teacher Exchange: To provide different teaching options, two or more continuing contract teachers may request to exchange positions for one school year.

- a. The request to exchange positions must be made in writing to the principals involved, to the appropriate Directors, and to the Director, Human Resources. A teacher exchange may be approved without following the posting notice or the transfer policy.
- b. Requests to participate in a teacher exchange must be received in Human Resources no later than June 30th.
- c. Approval will be made by the principals involved, the appropriate Directors, and the Director, Human Resources in conjunction with the continuing contract teachers making the request.
- d. All teacher exchanges will begin on the first day of the school year.
- e. Upon expiration of the time period for the exchange, the teachers will return to their prior positions or exchange teachers may request to continue in their new assignment thereby giving up their rights to the previous assignment. A request to continue in the new assignment must be submitted to Human Resources no later than March 1st.

Subd. 11. Positions Known After the Involuntary Transfer Process: Following the Second Voluntary Transfer Process, all available positions created by new funding, changes in enrollment, additional resignations, retirements, leaves of absence, or vacancies created by other voluntary transfers will be made available for voluntary transfer. Human Resources will post or publish any remaining positions that are still open for the coming school year. The notification will specify licensure requirements, any special conditions, special needs and skills unique to the position. Positions will be posted for three (3) working days until the end of the school year and five (5) working days after school is out for the summer until August 1st. Effective August 1st the posting duration will be reduced to three (3) days until five (5) days prior to the 1st teacher workshop day. Continuing Contract, probationary teachers and outside candidates may apply for these positions. Continuing Contract Teachers must be granted an interview. The granting of interviews for probationary and outside candidates is at the discretion of the Principal/Director/Coordinator.

Subd. 12. Transfer Process within five (5) days of the first teacher workshop day: District teachers may receive a voluntary transfer within five (5) days prior to the first teacher workshop day in the following ways:

- a. By mutual agreement between Principals/Directors/Coordinators.
- b. To positions as approved by a Labor Management Committee.
- c. To a position where the licensure area has a shortage of candidates.

Subd. 13. STRAND Realignment: Definition: A Minnesota Supreme Court decision requires school boards to reassign continuing contract teachers in a reasonable manner to preserve their employment. The shifting or realignment of these teachers saves the jobs of other less senior continuing contract teachers who are facing layoffs.

Subd. 14. Early Hiring of Staff: Human Resources each year will determine the probable distribution of FTEs to buildings/sites or programs for the next year. The Director, Human Resources may, after conducting a Meet and Confer process with Education Minnesota - OSSEO, authorize the early hiring of a targeted number of unassigned new hires in selected areas. These unassigned new hires will be assigned to specific positions immediately following the Involuntary Transfer assignments.

Subd. 15. Unique Circumstances: Occasionally it may be in the best interest of a continuing contract teacher and the School District to involuntarily transfer the teacher due to situations that are unique and are not related to performance. When a teacher makes a request for an Involuntary Transfer for a unique situation, a Labor Management Committee will convene.

- a. Labor Management Committee Membership: The Labor Management Committee will include the following:
 1. The Director, Human Resources
 2. The affected licensed staff member
 3. The affected licensed staff member's current Principal/Director/Coordinator

4. The affected licensed staff member's current Directors
 5. The Education Minnesota Field Staff
 6. The Education Minnesota - OSSEO President
- b. Labor Management Committee Process: This committee will review the request and MUST mutually agree that a transfer would be in the best interest of all involved in order for the teacher to be placed in the Involuntary Transfer Process. If the request is granted, the position held by the affected teacher will not follow the building/site or program selection process but be placed as a vacancy as noted in Subd. 4.
 - c. Exclusion from Returning to the Vacated Position: Once the affected teacher is placed in the Involuntary Transfer Process, they will not be allowed to return to the position in the building/site or program they vacated.

Subd. 16. Process to return to a classroom teaching assignment for continuing contract teachers in an identified position: A continuing contract teacher in a position that has been identified jointly by Education Minnesota – OSSEO and the Director, Human Resources as a position that will not be open for Involuntary Transfer except in special circumstances will have the right to request to return to classroom teaching in a position for which they are appropriately licensed under guidelines a-f of this Subd. These positions include, but are not limited to, the following: district staff development assessment specialist, district equity teacher, behavior intervention teacher, special education building coordinator (SEBC), gifted education teacher (GE, EXCEL, SEM), alternative teacher professional pay system (ATPPS) facilitator, ATPPS instructional coach, and testing coordinator.

- a. The teacher must notify the Human Resources Department by March 1st of the year preceding the school year in which the teacher would return to a teaching position.
- b. If the teacher has held the position three (3) years or less, they will be allowed to return to the previously held teaching position.
- c. If the teacher has held the position more than three (3) years, guidelines d-f of this Subd. are followed.
- d. The teacher who is currently assigned to a building on a full-time or part-time basis may request to be assigned to a vacancy in that building in the internal transfer process (See Subd. 2 of this Addendum).
- e. The teacher may apply to any open position through the Initial Voluntary Transfer of Continuing Contract Teachers Process (See Subd. 4 of this Addendum).
- f. The teacher who is not placed through the Internal Transfer process or through the Initial Voluntary Transfer of Continuing Contract Teachers Process will be placed on the Involuntary Transfer List and will select a position through the Involuntary Transfer Process (see Subd. 8 of this Addendum).

Subd. 17. Human Resources has identified unique protocols for the transfer of continuing contract teachers in collaboration with EM-O.

**AGREEMENT ON
“TERMS AND CONDITIONS OF EMPLOYMENT”
FOR 2023-2024 AND 2024-2025
BETWEEN
THE SCHOOL BOARD
INDEPENDENT SCHOOL DISTRICT 279
MAPLE GROVE, MINNESOTA
AND
EDUCATION MINNESOTA-OSSEO
LOCAL 1212
EDUCATION MINNESOTA
AMERICAN FEDERATION OF TEACHERS
NATIONAL EDUCATION ASSOCIATION
AFL-CIO**

IN WITNESS WHEREOF, the parties have executed this Agreement as follows:

For Education Minnesota-OSSEO:

DocuSigned by:
Ternesha Burroughs

President, Education Minnesota-OSSEO

DocuSigned by:
Paul Terry

Chairperson, Teacher Negotiations

For Independent School District 279:

John Morstad

Chairperson, School Board

Laura Grady

Clerk, School Board

DocuSigned by:
Lisa Chang

Labor Relations Director

Dated this _____ day of 3/20/2024, 2024

Dated this _____ day of 3/20/2024, 2024

Team:

- Ternesha Burroughs
- Paul Terry
- Duane Anderson
- Ginger Luoma Anderson
- Janet Freeberg-Lawson
- Kristi Eckdahl
- Kelly Wilson

Team:

- Lisa Chang
- Laurel Anderson
- John Morstad
- Josie Johnson
- Steven Schwartz
- Ellen Stewart
- Sonni Buerskin
- Robin Gunsolus

Addresses of Official Notice:

EDUCATION MINNESOTA-OSSEO
Local #1212
9210 Wyoming Ave. N, Suite 200
Brooklyn Park, MN 55445

SCHOOL BOARD
Office of the Superintendent of Schools
Independent School District 279
11200 93rd Avenue North
Maple Grove, MN 55369

EXTRACT OF MINUTES OF MEETING OF SCHOOL BOARD
OF INDEPENDENT SCHOOL DISTRICT NO. 279 (OSSEO AREA SCHOOLS)
STATE OF MINNESOTA

March 17, 2026

Pursuant to due call and notice thereof, a regular meeting of the School Board of Independent School District No. 279 (Osseo Area Schools), State of Minnesota, was held in said school district on March 17, 2026, at six o'clock p.m., for the purpose, in part, of considering approval of gifts to the district.

The following members were present: XXXX;
and the following were absent: XXXX.

Member _____ introduced the following resolution and moved its adoption:

RESOLUTION ACCEPTING DONATIONS

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

WHEREAS, Minnesota Statutes 465.03 provides: “Any city, county, school district or town may accept a grant or devise of real or personal property and maintain such property for the benefit of its citizens in accordance with the terms prescribed by the donor. Nothing herein shall authorize such acceptance or use for religious or sectarian purposes. Every such acceptance shall be by resolution of the governing body adopted by a two-thirds majority of its members, expressing such terms in full.”; and

THEREFORE, BE IT RESOLVED that the School Board of Osseo Area Schools, ISD 279, gratefully accepts the following donations as identified below:

Donor	Item	Designated Purpose (if any)
Rush Creek PTO	\$320.00	Donation to be used for the general needs at Rush Creek Elementary.
Rush Creek PTO	\$1,200.00	Donation to be used for the general needs at Rush Creek Elementary.
Elm Creek PTO	\$2,900.00	VPK Skills, K-5 Camp Baldwin, and classroom needs at Elm Creek Elementary.
Melinda Anderson	Winter Gear	20 pairs of sweatpants, 20 shirts, and 1 jacket/snow pants combo.

of said school district duly called and held on the date therein indicated and that the resolution included therein is a full, true and correct copy of the original thereof.

WITNESS MY HAND officially as such clerk this 17th day of March 2026.

School Board Clerk – Keith Tate