

Hastings Area Public Schools - ISD 200
School Board Meeting Agenda

Wednesday, April 28, 2021
Regular Meeting
Virtual-Zoom

- I. **Call Meeting to Order**
 - a. Attendance
- II. **Motion to approve the agenda/table file**
 - a. Approval of the minutes from the March 24th, 2021 Regular Board Meeting
- III. **Recognition of visitors**
- IV. **Announcements and Recognitions**
 - a. Good News
- V. **Items for Discussion**
 - a. Communities in Schools
 - b. Policies
 - i. Second Reading
 - 1. Policy 428 Ethical Behavior - Employees
 - 2. Policy 429 Conflict of Interest
- VI. **Administrative Reports**
 - a. Superintendent
 - b. Building Construction Fund Project Update
 - c. Student Enrollment
 - d. Self Funded Insurance Update
 - e. Facility Committee Meeting
 - f. Policy Committee
- VII. **Action Items**
 - a. Consent Agenda
 - i. Change Orders
 - 1. Change Order No. 1 - Construction Results Corporation
 - ii. Bills Payable
 - iii. Personnel Report
 - iv. Copier Lease
 - v. McAuliffe Deferred Maintenance Construction Bid Award
 - vi. Kennedy Deferred Maintenance Construction Bid Award
 - vii. 2021-2022 Non Contract Pay Rates
 - b. Items for Individual Action
 - i. Donations
 - ii. 22-23 School Calendar
 - iii. *McAuliffe Wall Panel Project*
 - iv. Policy 428 Ethical Behavior - Employees
 - v. Policy 429 Conflict of Interest
- VIII. **Future Meetings**
- IX. **Adjournment**

**Board of Education
Independent School District 200
Hastings, Minnesota**

A Regular Meeting of the School Board of Independent School District No. 200, Hastings, Minnesota, was held on Wednesday, March 24th, 2021 via Zoom video conferencing.

The meeting was called to order by Chairperson Kelsey Waits at 6:01 PM.

The following Board members were present: Brian Davis, Scott Gergen, Lisa Hedin, Stephanie Malm, Dave Pemble, and Kelsey Waits. Superintendent McDowell was also present at the meeting. Becky Beissel was absent at the beginning of the meeting.

A motion to approve the agenda was made by Dave Pemble and seconded by Scott Gergen. The vote was: 6 ayes, and 0 nays, motion carried unanimously.

A motion to approve the minutes for the February 24th, 2021 Regular Board Meeting was made by Stephanie Malm and seconded by Scott Gergen. The vote was: 6 ayes, and 0 nays, motion carried unanimously.

Kelsey Waits took time to welcome and acknowledge those who were attending the Board Meeting via Zoom as well as those watching the meeting remotely.

The time was then turned over to Superintendent McDowell who introduced Cheryl Borgen, the Vocal Music Director. Cheryl introduced her guest Doug Schmitt, the fourth generation owner of Schmitt Music. He explained to the Board the work that has been done in the Hastings Public School District which is why Cheryl Borgen and the music department has been awarded the Best Communities for Music Education Award.

The first item of discussion was a first read through of the following policies: Policy 428 Ethical Behavior - Employees and Policy 429 Conflict of Interest.

The second item of discussion was the second reading of Policy 421 Gifts to Employees and School Board Members. A motion to move Policy 421 to an action item was made by Dave Pemble and seconded by Scott Gergen. The vote was: 6 ayes, and 0 nays, motion carried unanimously.

The final discussion item was regarding both the 2021-2022 and the 2022-2023 school calendars.

With no further business to discuss the Board moved on to administrative reports starting with the Superintendent's update. Superintendent McDowell provided the Board with an update regarding the District's COVID preparations and the return of secondary students to full in person learning on April 6th.

Jennifer Seubert, Director of Business, provided the Board with an update regarding the building construction fund project and student enrollment.

Kelsey Waits gave the School Board an update on the Policy Committee meeting, including the change from twice monthly meetings to once a month unless otherwise needed.

Cathy Moen, Director of Human Resources, provided the Board with a summary from the most recent Self-Funded Insurance meeting.

The first item of business was to approve the consent agenda which included change order No. 2 for Ebert Construction for an add of \$3,821.27. A motion to remove the 2022-2023 school calendar from the consent agenda to an individual action item was made by Scott Gergen and seconded by Dave Pemble. The vote was: 6 ayes, and 0 nays, motion carried unanimously. A motion to approve the consent agenda was made by Stephanie Malm and seconded by Scott Gergen. The vote was: 6 ayes, and 0 nays, motion carried unanimously.

A motion to accept the low base bid from Jackson & Associates, Inc. from White Bear lake, MN for Kennedy and McAuliffe 2021 roof replacements projects in the amount of \$394,000.00, and accept the low base bid from McPhillips Bros. Roofing Co. from St. Paul, MN for the Hastings Middle School 2021 roof replacement project in the amount of \$525,600.00 was made by Lisa Hedin and seconded by Dave Pemble. The vote was: 6 ayes, and 0 nays, motion carried unanimously.

A motion to approve Policy 421 Gifts to employees and School Board Members was made by Dave Pemble and seconded by Stephanie Malm. The vote was: 6 ayes, and 0 nays, motion carried unanimously.

A motion to table the 2022-2023 school calendar, with the intent to have further Board discussion about MLK day in January 2023 at a work session, was made by Scott Gergen and seconded by Dave Pemble. The vote was: 6 ayes, and 0 nays, motion carried unanimously.

A motion to adjourn the open meeting to a closed session of the Board for the purpose of negotiation strategy was made by Scott Gergen and seconded by Dave Pemble. The vote was: 6 ayes, and 0 nays, motion carried unanimously. The Board moved to a closed session at 6:46 PM.

Becky Beissel was marked as present at 6:49 PM. A motion to adjourn to closed session and move to the open meeting was made by Dave Pemble and seconded by Scott Gergen. The vote was: 7 ayes, and 0 nays, motion carried unanimously.

With no further business to address, a motion to adjourn the meeting was made by Scott Gergen and seconded by Dave Pemble. The vote was: 7 ayes, and 0 nays, motion carried unanimously. The Regular Meeting of the Board was adjourned at 9:01 PM.



Hastings Public School District
ISD #200

428 Ethical Behavior

I. Purpose

The purpose of this policy is to observe state statutes regarding ethical behavior and to ensure that employees engage in school district business activities in a fashion designed to avoid any appearance of unethical behavior.

II. General Statement

Hastings Public Schools-ISD 200 requires district employees to observe high standards of business and personal ethics while performing their duties and responsibilities. All school district employees are required to comply with all applicable laws and regulatory requirements. Unethical actions, or the appearance of unethical actions, are unacceptable under any conditions. The reputation of the district depends to a very large extent on the following considerations.

III. Practice of Ethical Behavior

Each employee must apply her or his own sense of personal ethics, which should extend beyond compliance with applicable laws and regulations in business situations, to govern behavior where no existing regulation provides a guideline. Each employee is responsible for applying common sense in business decisions where specific rules do not provide all the answers.

In determining compliance with this standard in specific situations, employees should ask themselves the following questions:

- a. Is my action legal?
- b. Is my action ethical?
- c. Does my action comply with Hastings Public Schools-ISD 200's policy and procedures?
- d. Am I sure my action does not appear inappropriate?
- e. Am I sure that I would not be embarrassed or compromised if my action became known within the Hastings Public Schools-ISD 200 or publicly?
- f. Am I sure my action meets my personal code of ethics and behavior?
- g. Would I feel comfortable defending my actions on the 6 o'clock news?

Each employee should be able to answer "yes" to all of these questions before taking action.



Hastings Public School District
ISD #200

IV. Compliance with Laws, Regulations, and Hastings Public Schools-ISD 200 Policies

A. Hastings Public Schools-ISD 200 does not tolerate:

- The willful violation or circumvention of any federal, state, local, or applicable foreign law by an employee during the course of that person's employment with the district. For purposes of this Policy, "applicable foreign law" means the laws of any country where an employee is located as part of their duties as a district employee or when they are acting as a chaperone for any district students.
- The disregard or circumvention of the district's guidelines or engagement in unscrupulous dealings.

B. Employees should not attempt to accomplish by indirect means, through agents or intermediaries, that which is directly forbidden.

C. The performance of all levels of employees will be measured against implementation of the provisions of these standards.

Legal References:

Cross References: Hastings Public Schools-ISD 200 Accounting & Financial Procedures Manual.

Adopted: INDEPENDENT SCHOOL DISTRICT 200

Policy Reviewed: 03.24.2021

Policy Adopted:

Policy Revised:



429 Conflict of Interest

I. Purpose

The purpose of this policy is to observe state laws regarding conflicts of interest and to ensure that employees act in a fashion designed to avoid any conflict of interest or the appearance of impropriety.

II. General Statement

Situations may arise in which a Hastings Public Schools-ISD 200 employee has a conflict of interest; or acts in a manner which may create an appearance of a conflict of interest.

All district employees have an obligation to:

- a. Avoid conflicts of interest, or the appearance of conflicts of interest, between personal interests and those of the district in dealing with outside entities or individuals.
- b. Disclose real and apparent conflicts of interest to the Superintendent.
- c. Refrain from participation in any decisions on matters that involve a real conflict of interest or the appearance of a conflict of interest.

III. What Constitutes a Conflict of Interest

All district employees owe a duty of loyalty to the district. This duty necessitates that in serving the district they act solely in the interests of the district, including district students and staff, and not in their personal interests or in the interests of others.

The persons covered under this policy shall hereinafter be referred to as “interested persons”. Interested persons include all district employees, as well as persons with the following relationships to district employees:

- a. Spouses or domestic partners
- b. Brothers and sisters
- c. Parents, children, grandchildren, and great-grandchildren
- d. Spouses of individuals listed in A and B
- e. Corporations, partnerships, limited liability companies (LLCs), and other forms of businesses in which an employer, either individually or in combination with individuals listed in A, B, C, or D, collectively possess a 35% or more ownership or beneficial interest.
- f. Other relationships such as close friendships may also cause a conflict of



interest. Each situation must be evaluated for actual or potential conflict of interest.

Conflicts of interest arise when the interests of an interested party may be seen as competing with those of the district. Conflicts of interest may be:

- a. Financial - where an interested party benefits financially directly or indirectly from its relationship with the district.
- b. Non-Financial - seeking preferential treatment from the district or using confidential information received from the district.

A conflict of interest arises when a district employee involved in making a decision on behalf of the district or their immediate family, is in the position to benefit, directly or indirectly, from the employee's decision. Immediate family is the following who owns/receives more than 1% of the benefiting business/profits (spouse, parent, child, brother, sister and spouse of parent, child, brother or sister).

IV. Examples of Conflicts of Interest

- a. Negotiates or approves a contract, purchase, sale, or lease on behalf of the district and has a direct or indirect interest in, or receives personal benefit from, the entity or individual providing the goods or service to the district.
- b. Employs, approves the employment of, or supervises a person who is an immediate family member of the employee.
- c. Sells products or services in competition with the district.
- d. Uses the district's facilities, supplies, assets, employees, or other resources for personal gain.
- e. Receives a gift valued at more than \$5 from a vendor, if the employee is responsible for initiating or approving purchases from that vendor.
- f. If a Board Member is a member of a financial institution that does business with the school district.

V. Honoraria Acceptance

A Hastings Public Schools-ISD 200 employee shall not accept an honorarium for an activity conducted where district-reimbursed travel, work time, or resources are used, or where the activity can be construed as having a relationship to the employee's position with the district. Such activity would be considered official duty on behalf of the district. A relationship exists between the activity and the employee's position with the district if the employee would not participate in the activity in the same manner or capacity if he or she did not hold his or her position with the district. The employee should make every attempt to avoid the appearance of impropriety.

An employee may receive an honorarium for activities performed during regular



non-working Hours or while on leave if the following conditions are met:

- a. All expenses are the total responsibility of the employee or the sponsor of the activity in which the employee is participating.
- b. The activity has no relationship to the employee's district duties.

Nothing in this document shall be interpreted as preventing the payment to the district by an outside source for actual expenses incurred by an employee in an activity, or the payment of a fee to the district (in lieu of an honorarium to the individual) for the services of the employee. Any such payments made to the district should be deposited to the district's account.

VI. Disclosure Requirements

A district employee who believes that he or she has a conflict of interest or may be perceived as having a conflict of interest in a discussion or decision must disclose that conflict to the group making the decision. Most concerns about conflicts of interest may be resolved and appropriately addressed through prompt and complete disclosure.

Therefore, Hastings Public Schools-ISD 200 requires the following:

- a. The Superintendent or designee shall review all potential conflicts reported by employees, and the School Board shall review all potential conflicts reported by the Superintendent and determine appropriate resolution in accordance with the next section.
- b. If required by Federal awarding agencies, Hastings Public Schools-ISD 200 will notify those agencies in writing of any *potential* conflict of interest. (2CFR Part 200.112)

VII. Resolution of Conflicts of Interest

Every district employee shall disclose any real, apparent, or potential conflicts of interest to the Superintendent or designee of Hastings Public Schools-ISD 200.

Conflicts shall be resolved as follows:

- a. The chair of the Board shall be responsible for making all decisions concerning resolutions of the conflict involving the Superintendent.
- b. The Superintendent or designee shall be responsible for making all decisions concerning resolutions of conflicts involving district employees.
- c. The Board or Superintendent shall resolve or remedy conflicts in accordance with Minnesota law and in the district's best interests. Said resolution may include, but is not limited to, having the employee/personnel abstain from any decision making involving the underlying decision which led to the conflict of interest or potential conflict of interest.



Hastings Public School District
ISD #200

VIII. Violations of Conflict of Interest

Failure to comply with the standards contained in this manual could lead to disciplinary action.

Legal References:

Cross References: Hastings Public Schools-ISD 200 Accounting & Financial Procedures Manual.

Adopted: INDEPENDENT SCHOOL DISTRICT 200

Policy Reviewed: 03.24.2021

Policy Adopted:

Policy Revised:

April 2021 Enrollment Snapshot

April 2020 4229

April 2021 **4093**

20-21 First Day Enrollment 4165

19-20 First Day Enrollment 4322

19-20 Last Day Enrollment 4218

Health Insurance

Our current reserve balance is approximately 5.9 million.

The Total Costs to Funding Ratio for health after March claims was 90%, and our approximate goal at the end of the year is 80%. Member enrollment is up 1% and claims on a per member basis are down 8% from this time last year.

Dental Insurance

Our current estimated reserve balance is approximately \$901k.

The Total Costs to Funding Ratio for dental after March claims was 88%, and our approximate goal at the end of the year is 95%. Costs per subscriber are up 10% compared to this time last plan year.

Wellness Credits

Open Enrollment is happening now through May 2nd.

- If you are planning to participate in either the medical or daycare flexible spending accounts you must complete an enrollment form during the open enrollment period.
- If you do not wish to make changes to your dental or health enrollment then no action is required!

Have you tried [Wellbeats](#) or [Omada](#)? Both are a **FREE** benefit if you are enrolled in the district's health insurance. Click on the links to learn more.

If you are enrolled in Omada and stopped participating you can re-start!! Message your Omada health coach and let them know you want to "re-start"!



BRIDGE TO SUCCESS

Hastings Public Schools

INDEPENDENT SCHOOL DISTRICT 200
1000 11TH STREET WEST
HASTINGS, MN 55033-2597
Phone (651) 480-7000
Fax (651) 480-7004

Facilities Committee Summary

The mission of the Facilities Committee is to provide strategic oversight of substantial facilities investment activities on behalf of ISD 200. The Committee will support sustainability, transparency, and equity throughout the School Board and the community at large. This will in turn enhance public confidence in the district's ability to effectively manage, maintain and improve District facilities through communication of the results of its work to the School Board, and by educating the public regarding the facility usage, condition and outlook for the District.

April 23, 2021

Attendees – Bob McDowell, Jen Seubert, Cam Peterson, Scott McQueen, Sal Bagley, Kyle Edelstad, Lisa Hedin, Dave Pemble, and Kelsey Waits.

Project Updates

- **Bidding Updates (Kennedy and McAuliffe ES's Deferred Maintenance)** – Both projects bids were notably above the bond planning amount and a third party independent estimate. Both bids had a competitive number of bidders and the low-bidders were close to each other. The accuracy of scope of the work and market pressures were analyzed leading Wold to determine both bids were acceptable and to recommend accepting the low bid. The Facility Committee Board members agreed to recommend bid acceptance. Additionally, the committee recommends watching market price trends that may require a re-evaluation of additional projects and their timing.

Planning Updates

- **Flexible Furniture** - Two additional projects have been identified (HS and DO). Approximately 1/3 of the \$600,000 bonded for this item has been expended or committed.
- **District Office Updates** – Carpet is scheduled for replacement as part of LTFM. This creates an opportunity to consider the current central cubical area layout and some trim (doorframe painting) work which cannot be funded under LTFM. Alternatives will be evaluated and scoped, and a project recommendation will be brought to the next Facility Committee meeting to consider the non-LTFM work as an added project using additional bond funds.
- **Media Center/Board Room** – Upon evaluation, the majority of the modifications required in the MS Media Center to allow use as a Board Room are audio-visual related (permanently mounted cameras and a plug in for HCTV). The existing tables can be used with the addition of locking casters, and chairs can be brought down from the DO twice a month as needed. The next step will be to coordinate with HCTV to determine their requirements.
- **Middle School Track** – Soil boring indicate a poor subsurface soil that will not protect a new track from frost damage. As the fix is a substantial cost, Cam is setting up a meeting with the MS and HS athletic directors to have a conversation balancing use of the MS track vs repair costs. This will be presented at the next Facility Committee meeting.
- **HS Tennis Courts** – Moving ahead.

-
- **HS Baseball Field** – Further evaluation will happen when Wold’s civil engineer can be on-site during, or shortly after a significant rainfall event.
 - **ALC** – A team similar to the one use to assess the pre-k space requirements will be formed to evaluate future ALC space requirements and potential investment requirements. It is a base assumption that housing the ALC in space owned by the District is preferable to continuing to use leased space. This could require modification of Pod C at the HS.

Construction Updates

- **Middle School Improvements** – Continuing to work through punch list items, the most significant of which is temperature controls.
- **Todd Field** – Fencing and bleacher covers around and over the damaged bleacher section are anticipated to be in place in the next two weeks
- **Project Closeout** – There are currently 6 projects that are very close to moving to completed with only paperwork submissions required.

Other

- Secured entrances at all sites are under consideration. Scopes will be developed for consideration as additional bond projects.
- HS gender neutral bathroom C Pod – Additional modifications will be required. Currently while the stalls are completely (floor to ceiling) private there is no opportunity for visual supervision of the common space which is leading to students either not feeling comfortable using this restroom or using it inappropriately.
- MS Storage Building – No update.

Next Meetings – Topics will include: HS baseball field assessment, District Office update, secured entrances report, ALC space team report, MS track use & needs report, HS gender neutral bathroom modification scope, and bid trends update.

May 14, 2021 9:00 am

June 25, 2021 9:00 am



BRIDGE TO SUCCESS

Hastings Public Schools

INDEPENDENT SCHOOL DISTRICT 200
1000 11TH STREET WEST
HASTINGS, MN 55033-2597
Phone (651) 480-7000
Fax (651) 480-7004

Policy Committee Mission

This ad-hoc board committee serves to review current policies and make recommendations for revision or adoption of new policies. The current goal of the committee is to add critical new policies, insure the mandatory annual review of specific policies per statute, and complete a cycle of policy review to ensure that the district policy manual is complete and in a standardized format within a two-year period (January, 2022).

Policy Committee Meetings

Time: April 26, 2021 5:00 PM Central Time

04.26.2021 Meeting

- Policy 403: Disproportionate enrollment – MSBA does not have a disproportionate enrollment policy and their Policy 403 is for “Discipline, Suspension, and Dismissal of School District Employees.” The committee discussed whether we would continue to have this policy (and change its number) or whether we would recommend the policy be removed. This policy identifies procedure, tools, and staff responsible to regularly evaluate whether District, counselor, or teacher-developed promotional materials create or perpetuate stereotypes or limitations based on race, color, national origin, sex or disability. The Policy Committee believes this policy is in line with the equity policy that has drafted and we believe that they can be collapsed together.
- Policy 430: Staff Recognition – Cathy Moen created a new draft of this policy. This new draft no longer declares specific dollar amounts for each recognition, instead giving the district flexibility on a year-by-year basis to determine what the recognition will be. Given the less specific nature of this policy, Cathy will be checking-in with Keven Rupp to confirm that a dollar amount does not have to be specified. The committee will look at this policy again at our next meeting.
- Policy 100: Equity – The policy committee made another pass at this policy, incorporating feedback that board members supplied during our last work session. Overall, we made a number of changes in order to clarify and compress the policy. We will be bringing the policy forward for another reading at the May meeting.

Reviewed for first reading in May

- Policy 406: Public and Private Personnel Data – This policy has gone to Kevin Rupp for review and adjustments have been made in order to designate Cathy as the responsible authority, as required by statute. The Policy Committee recommends that this policy be brought forward for a first reading.
-

HR PERSONNEL REPORT

Board Meeting Date:

4/28/21

RETIREMENT/RESIGNATION/TERMINATION

NAME	STATUS	ASSIGNMENT	EMPLOYEE GROUP	EFFECTIVE DATE
April Bailey	Resignation	SAC Program Lead, 7.5 hrs/day Tilden	Comm Ed Paras	March 13, 2021
Mary Stoffel	Resignation	SAC Program Assistant, 6.25 hrs/day Tilden	Comm Ed Paras	April 5, 2021
Paul Vaith	Retirement	1.0 FTE Assistant Principal High School	Principal	September 7, 2021
Pam Pontzer	Retirement	Instructional Assistant-Spec. Ed, 6.25 hrs/day High Schol	Ed MN ESP	May 5, 2021
Melissa Senko	Resignation	Cook, 5.75 hrs/day High School	Food Service Employees	March 26, 2021
Jenn Reichel	Resignation	Director of Teaching & Learning District-wide	Administrator	June 30, 2021
Lucas Werner	Resignation	Computer Tech II District-Wide Elementary	Technology Staff	April 9, 2021
Claudia Balk	Retirement	Educ. Support Professional-Spec. Ed, 5.75 hrs/day High school	Ed MN ESP	June 4, 2021
Hannah Smith	Resignation	Girls Soccer Coach Asst High School	N/A	April 14, 2021
Jaclyn Hansey	Resignation	.51 FTE ECSE Teacher Tilden	Ed MN Teacher	June 4, 2021
Stephanie Becken	Resignation	Enrichment & Youth Devel. Coord. - Comm. Ed. Tilden	CE Coordinator	April 20, 2021
Scott Ehnstrom	Retirement	Day Custodian, 8 hrs/day Kennedy	Custodian	May 31, 2021

HIRES

NAME	ASSIGNMENT	SALARY PLACEMENT/HOURLY RATE	EMPLOYEE GROUP	EFFECTIVE DATE
Julie Clark	Cook, 5.75 hrs/day Hastings High School	\$14.34 / Hour	Food Service Employees	April 6, 2021
Linnzi Trembath	SAC Prog. Asst-LTS, 3 hrs/day Tilden	\$14.34 / Hour	N/A	April 6, 2021 - June 4, 2021
Mary Hughes	Cook Assistant, 3 hrs/day Hastings High School	\$13.23 / Hour	Food Service Employees	April 6, 2021
Judith Brown	Cook Assistant, 3 hrs/day Hastings High School	\$13.23 / Hour	Food Service Employees	April 6, 2021
Mariah Vedders	1.0 FTE 1st Grade HOA Extended Sub Teacher Kennedy	\$230.86 / Day	Ed MN Teachers	March 18, 2021 - June 4, 2021

Peter Schultz	1.0 FTE Floating Teacher Sub Middle School	230.86 / Day	Ed MN Teachers	April 21, 2021 - June 4, 2021
Jacquelyn Green	Sub Custodian District Wide	\$17.04 / Hour	N/A	April 26, 2021
Staci Botz	Kids Campus Asst. Sub Tilden	\$14.34 / Hour	N/A	April 19, 2021
Sarah McTague	Kids Campus Lead Sub Tilden	\$14.34 / Hour	N/A	April 7, 2021
Mary Stoffel	Early Childhood Asst Sub Tilden	\$17.04 / Hour	N/A	April 8, 2021
Mary Stoffel	Recess/Lunch Aide, 3 hrs/day & Instruc. Asst -Spec. Ed Float, 3 hrs/day Kennedy	\$14.34 / Hour -- Lunch/Recess Aide \$17.04 / Hour Instr. Asst - Spec. Ed Float	Ed MN ESP	April 21, 2021
Susan Rogers	After School Instructioanl Asst - Spec. Ed Middle School	\$17.04 / Hour	N/A	April 9, 2021

LEAVE APPROVAL

NAME	STATUS	ASSIGNMENT	EMPLOYEE GROUP	EFFECTIVE DATE(S)
Ann Marvell	Approve	Early Childhood Spec. Ed Teacher, 1.0 FTE Tilden	Ed MN Teachers	April 23, 2021-August 30, 2021
Aleaha Zuzek	Approve	Grade 2 Teacher 1.0 FTE McAuliffe	Ed MN Teachers	April 21, 2021-August 30, 2021
Ashlee Nicolai	Approve	Sped. Teacher 1.0 FTE Middle School	Ed MN Teachers	May 11, 2021 - August 30, 2021
Kelly Hackbarth	Approve	SAC Program Assistant, 5.75 hrs/day Tilden	CE Paraprofessional	March 16, 2021-September 6, 2021

ASSIGNMENT CHANGES

NAME	FROM	TO	EMPLOYEE GROUP	EFFECTIVE DATE(S)
Kristina Cook	Instructional Assistant - Spec. Ed., 5.75 hrs/day Middle School	Admin. Support Assistant- Athletics, 7.25 hrs/day Middle School	HESA	April 12, 2021
Kris Husaby	Assistant Principal - 10 months High School	Assistant Principal - 12 months High School	Principals	July 1, 2021
Janice Boudreau	School Age Care Asst, 31.25 hrs/week Tilden	School Age Care Asst, 21.25 hrs/week Tilden	CE Paraprofessional	April 6, 2021
Sarah McTague	SAC Program Assistant, 6.75 hrs/day Tilden	Instructional Asst - Gen. Ed, 5.75 hrs/day McAuliffe	Ed MN ESP	April 5, 2021
Emily Kendall	Instructional Assistant - Gen Ed, 5.75 hrs/day McAuliffe	Instructional Asst - Spec. Ed, 5.75 hrs/day McAuliffe	Ed MN ESP	April 6, 2021
Cameron Gorr	School Age Care Asst, 8 hrs/day Tilden	School Age Care Asst, 3.75 hrs/day Tilden	CE Paraprofessional	April 6, 2021

Deb Anderson	School Age Care Asst, 37.5 hrs/wk Tilden	School Age Care Asst - 12.75 hrs/wk Tilden	CE Paraprofessional	April 6, 2021
Rachel NaSal	Lunch/Recess Aide, 3 hrs/day Kennedy	Instructional Asst - Spec. Ed, 5.75 hrs/day High School	Ed MN ESP	April 21, 2021

ADDITIONAL ASSIGNMENTS

NAME	FROM	TO	EMPLOYEE GROUP	EFFECTIVE DATE(S)
Mikayla Domonkos	School Age Care Asst - Long Term Sub District-wide	School Age Care Asst - Long Term Sub District-wide (contract eligible)	CE Paraprofessional	May 10, 2021

**Approval of District 200 Donations
January-March 2021**

<u>Date</u>	<u>Building</u>	<u>Description</u>	<u>Amount</u>
1/5/21	High School	S. Robert Street Business Scholarship	\$1,000.00
1/5/21	High School	High School Faculty Scholarship	\$126.00
1/5/21	High School	Friends of the LeDuc Scholarship	\$1,000.00
1/7/21	Community Ed	Disabilities Program - 4th Qtr. 2020	\$375.00
	Community Ed	Youth STEAM - 4th Qtr. 2020	\$375.00
			<hr/> \$750.00
1/7/21	High School	Fellowship of Christian Athletes - Camp scholarships or other resources needed.	\$200.00
1/7/21	District Wide	SHIP School Wellness	\$239.95
1/8/21	Community Ed	Little Learners	\$250.00
1/13/21	High School	Lin & Kathy Warren Music Scholarship	\$1,000.00
1/13/21	Pinecrest	Classroom Party	\$20.00
1/20/21	High School	M. Lucas Memorial Scholarship	\$3,000.00
1/20/21	High School	InFaith Community Foundation Scholarship	\$10,000.00
1/20/21	High School	Loyalty Donation	\$6.20
1/22/21	High School	Mpls Foundation Apple Autos Scholarship	\$2,500.00
1/22/21	High School	AET Mini Grant	\$126.75
1/25/21	High School	High School Faculty Scholarship	\$126.00
1/25/21	High School	Hertogs Family Foundation Scholarship	\$7,500.00
1/25/21	Pinecrest	Classroom Party	\$40.00
1/25/21	Middle School	Euphonium	\$511.00
1/27/21	District Wide	Angel Fund	\$60.00
1/27/21	District Wide	Angel Fund	\$131.60

1/27/21	High School	Wrestling	\$60.00
1/28/21	McAuliffe	Classroom Party	\$30.00
1/28/21	Community Ed	Hastings READS	\$150.00
1/28/21	Community Ed	Senior Center	\$500.00
2/2/21	Kennedy	Classroom Party	\$20.00
2/2/21	High School	Miller-Oys Memorial Scholarship	\$1,500.00
	High School	Richard J. Larson Scholarship	\$1,500.00
	High School	Leone M. Keene Scholarship	\$1,500.00
	High School	Mike Kranz Memorial Scholarship	\$450.00
	High School	Ken Linde Memorial Scholarship	\$2,500.00
			<hr/>
			\$7,450.00
2/3/21	High School	Allina Health Nininger Specialty Clinic Schp	\$500.00
2/3/21	High School	Special Services	\$21.00
2/4/21	Community Ed	Hastings Reads	\$500.00
2/8/21	High School	Swim/Dive Mic Pack	\$510.00
2/10/21	High School	Allina Health Nininger Specialty Clinic Schp	\$500.00
2/16/21	High School	Community Support Campaign	\$140.00
2/16/21	Pinecrest	Classroom Party	\$10.00
2/22/21	High School	Dakota Electric Assn Scholarship	\$10,000.00
2/25/21	High School	High School Faculty Scholarship	\$126.00
2/25/21	High School	Fellowship of Christian Athletes - Camp scholarships and huddle resources	\$200.00
3/1/21	Middle School	Dollars for Doers	\$300.00
3/8/21	Kennedy	Classroom Party	\$20.00
3/8/21	High School	Girls Hockey - Jersey/Sock Kits	\$2,177.88
3/9/21	High School	Joel Seleskie Family Scholarship	\$7,277.25

3/9/21	High School	Discovery Scholarship	\$5,000.00
3/16/21	High School	Volleyball Coach	\$2,311.40
3/19/21	Pinecrest	Pinecrest Donation	\$20.00
3/22/21	High School	M Award Scholarship	\$1,000.00
3/23/21	High School	High School Faculty Scholarship	\$126.00
3/26/21	High School	Wresting Assistant Coaches	\$5,382.50
Total Third Quarter Donations			<u><u>\$72,919.53</u></u>

In-Kind Donations - Values are approximate per information available

12/11/20	Middle School	STEM Kits-Mission to Mars	\$2,866.50
12/28/21	High School	Small engines, complete mowers, snow blowers, chain saws and carburetors.	\$3,610.00
1/7/21	High School	Flatworm, roundworm, sponge and cnidarian preserved slides for biology class.	\$866.00

July 2022 (T0/S0)

M	T	W	Th	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

August 2022 (T3/S0)

M	T	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

**2022 - 2023
District
Calendar**



September 2022 (T20/S18)

M	T	W	Th	F
			1	2
5	6*	7**	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

First Day = *Gr 1-5 & 9 / **Gr K, 6-8 & 10-12

October 2022 (T19/S18)

M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

Key

- No School / Teacher Workshop
- No School / New Teacher Workshop
- No School / Staff Development
- No School / Conferences
- No School / Students & Teachers
- Bold** = Evening Conferences

November 2022 (T20/S19)

M	T	W	Th	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

December 2022 (T16/S16)

M	T	W	Th	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

Dates at a Glance

Date	Description
Aug. 25 & 26	New Teacher Workshop
Aug. 29 - 31	Teacher Workshop
Sept. 1	Staff Development
Sept. 2	No School
Sept. 5	Labor Day
Sept. 6	First Day Grades 1-5 & 9
Sept. 7	First Day Grades Kindergarten, 6-8, & 10-12
Sept. 26	Staff Development
Oct. 17	Evening Conferences - Elementary Only
Oct. 18	Evening Conferences - All Grades
Oct. 19	Conferences - All Grades
Oct. 20 & 21	Teacher Association Days
Nov. 24 & 25	Thanksgiving Break
Nov. 28	Staff Development
Dec. 26 - Jan. 2	Winter Break
Jan. 16	Martin Luther King Day
Jan. 23	Teacher Workshop
Feb. 20	Presidents' Day
Feb. 21	Staff Development
Mar. 1	Evening Conferences - Elementary Only
Mar. 2	Evening Conferences - All Grades
Mar. 3	Conferences - All Grades
Mar. 13 - 17	Spring Break
April 7 - 10	Spring Holiday
May 29	Memorial Day
June 8	Last Day of School
June 9	Teacher Workshop
June 9	HHS Graduation

January 2023 (T20/S19)

M	T	W	Th	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

* End of Semester 1

February 2023 (T19/S18)

M	T	W	Th	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28			

March 2023 (T18/S17)

M	T	W	Th	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

April 2023 (T18/S18)

M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

May 2023 (T22/S22)

M	T	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

June 2023 (T7/S6)

M	T	W	Th	F
			1	2
5	6	7	8*	9**
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

* Last Day / End of Semester 2

** HHS Graduation

Note: No public meetings until after 8 p.m. on Nov. 8, 2022 and March 14, 2023

Future Meetings

Date	Time	Description	Location
05/04/2021	6:00 PM	Policy Committee	Zoom
05/06/2021	12:00 PM	Finance Committee	Zoom
05/06/2021	6:00 PM	Community Engagement Committee	Zoom
05/12/2021	6:00 PM	Board Work Session	Zoom
05/14/2021	9:00 AM	Facility Committee Meeting	Zoom
05/26/2021	6:00 PM	Regular Board Meeting	Zoom