

Hastings Area Public Schools - ISD 200 School Board Meeting Agenda

Wednesday, May 20, 2026
Regular Meeting
Middle School Media Center

- I. **Call Meeting to Order**
 - a. Attendance
- II. **Pledge of Allegiance**
- III. **Motion to Approve the Agenda/Table File**
- IV. **Recognition of Visitors**
- V. **Raider Spotlight**
 - Employee of the Year - Pete McGinnis
 - Hastings Rotary Students of the Month Recipients
 - February: Charlie Reamer
 - March: Ellie Magnus
 - April: Kimberly King
 - May: Delaney Smith
 - Bilingual Seal Awards 2026
 - Gold Seal: Daniel Shashkov, Alexa Garcia Jasso
 - World Language Proficiency Certificate: Danna Castrejon Hernandez, Wyatt Clear, Isabella McClellan
- VI. **Public Comment Session**
- VII. **Reports and Discussions**
 - a. Student School Board Representative Updates
 - b. Superintendent Report
 - c. Elementary Curriculum Updates in Practice Presentation
 - d. Curriculum Proposal
 - Functional Morphology for Grades 3 & 4
 - e. Building Construction Fund Project Update
 - f. Legal: Data Request Update
 - g. School Board Representatives/Committees
 - i. ISD 917 School Board Representative Update
 - ii. AMSD Update
 - iii. Community Collaboration Committee Update
 - iv. Facilities Committee Update
 - No meeting held since last update.
 - v. Finance Committee Update
 - vi. NAPAC Committee Update
 - vii. Student School Board Committee Update
 - viii. Policy Committee Update
 - No meeting held since last update.
 - h. Policies
 - i. First Readings
 - 511 Student Fundraising
 - ii. Second Readings
 - 203 Operating of the School Board - Governing Rules
 - 302 Superintendent Contract, Duties, and Evaluation
 - 410 Family and Medical Leave

VIII. Action Items

- a. Consent Agenda
 - i. Approval of the Minutes from the:
 - 4/22/26 Regular Board Meeting
 - ii. Bills Payable
 - iii. Grant Approvals
 - iv. Contract Approvals
 - v. Second Reading / Sunset
 - 304 Superintendent Contract, Duties, and Evaluation
 - vi. Field Trip Approval - Choir - March 2027
 - vii. Field Trip Approval - Band & Orchestra - March 2028
 - viii. MOU - Appendix C Addition of Raider Media Productions Advisor
 - ix. Updated Non-Contract Rates of Pay
 - x. MOU with Education Minnesota Hastings - Teachers for READ Act Professional Development - Phase 2
 - xi. Joint Maintenance Facility (JMF) Agreement with the City of Hastings
 - xii. Policy 511 Student Fundraising Appendix A & B Approval
- b. Items for Individual Action
 - i. ISD 917 LTFM
 - ii. Announcement & Approval of the Appointment of the 2026-2027 Student School Board Representatives
 - iii. Presentation and Approval of 2026-2027 Staff Development Plan
 - iv. Resolution Establishing Dates for Filing Affidavits of Candidacy
 - v. Donations Acceptance Resolution
 - vi. Personnel Report

IX. Future Meetings

X. Adjournment



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

May 20, 2026 Student Representative Reports

Avery Durfee

McAuliffe Elementary

- May 4th - 4th Grade Arbor Day Presentation by Theodore Lucas, City of Hastings Parkkeeper/Forester
- May 4th - ALL Elementary School Choir Concert at HMS
- May 8th - 4th Grade Field Trip to Science Museum of MN & Omni Theater
- May 11th - 4th Grade Puberty Presentations by Dr. Schill & Mary Ellen Fox
- May 12th - 4th, 3rd & 2nd Grade Music Demonstration Concerts
- May 14th - 1st Grade Walking Field Trip to Pleasant Hill Library
- May 18th - Native Author Storytelling - Native Students meet with authors Thomas & Elizabeth Peacock
- May 21st - ALL Grades Empower Me Presentations by Jacob Wetterling Foundation
- May 22nd - 3rd Grade Walking Field Trip to Pleasant Hill Library (Beard & Glazier)
- May 26th - 4th Grade Author Visit Juliana Brandt
- May 28th - Young Authors Field Trip for Members of Young Authors Class
- May 28th - 3rd Grade Field Trip to Children's Theater for The Wizard of Oz
- May 28th - 1st Grade Walking Field Trip to Pleasant Hill Library
- May 29th - 2nd Grade Field Trip to MN Zoo
- May 29th - 3rd Grade afternoon Walking Field Trip to Pleasant Hill Library in(Lawrence & Munson)

June:

- June 1st - School Wide Carnival Day
- June 3rd - End of Year Staff Breakfast
- June 3rd - K walking Field Trip to Pleasant Hill Library
- June 3rd - 4th Grade Picnic
- June 3rd - 3rd Grade Picnic
- June 4th - 4th Grade Walk of Fame & Last Day of School

Pinecrest Elementary

- May 1st - 4th Grade Arbor Day Presentation
- May 1st - Mrs. Matzek's Kindergarten Classroom Plays
- May 4th-8th - Teacher Appreciation Week
- May 4th - District Wide Elementary Choir Concert
- May 7th - LEAP Field trip to YMCA and Conzemius Park
- May 8th - Middle School Counselor visit 4th Grade Classrooms
- May 8th - Ms. Baldwin's Kindergarten Classroom Plays
- May 11th - 4th Grade Puberty Presentations
- May 13th - Kindergarten Field Trip to Children's Museum and Como Zoo
- May 14th - Hastings Public Library visits 4th Grade
- May 14th - All school BOGO Book Fair and Playground Party
- May 15th - Grades 2-4 Music Demonstrations for Families
- May 18th - Pleasant Hills Library visits 3rd Grade
- May 19th - Kite Day in Mrs. Pyle and Mrs. Miller's 1st Grade Classrooms
- May 20th - Kite Day in Mrs. Senske and Mrs. Voge's 1st Grade Classrooms
- May 20th - 2nd Grade Field Trip to LeDuc Mansion for Mrs. Davis's and Mrs. Larson's classrooms
- May 20th - Pleasant Hills Library visits Mrs. Braun's and Mrs. Majchrzak's 2nd Grade classrooms
- May 21st - Pleasant Hills Library visits Mrs. Miller and Mrs. Senske's 1st Grade classrooms
- May 21st - Pleasant Hills Library visits Mrs. Pyle and Mrs. Voge's 1st Grade classrooms
- May 21st - 2nd Grade Field Trip to LeDuc Mansion for Mrs. Braun and Mrs. Majchrzak's classrooms
- May 22th - K-4th Grade Empower Me Presentations
- May 27th - Pleasant Hills Library visits Kindergarten classrooms
- May 28th - Mrs. Davis, Mrs. Braun and Mrs. Larson's 2nd Grade Classroom performing plays for 1st Grade Classrooms
- May 29th - 4th Grade Field Trip to DQ and Roadside Park

June:

- June 1st - 4th Grade Field Trip to Lions Park
- June 1st - 3rd Grade Field Trip to Roadside Park
- June 2nd - Kindergarten Field Trip to Roadside Park
- June 2nd - 2nd Grade Field Trip to Westwood Park
- June 3rd - All School Carnival
- June 3rd - 4th Grade Family Picnic
- June 4th - 1st Grade Field Trip to Roadside Park
- June 4th - 4th Grade Tailgate and Outdoor Games Party
- June 4th - 4th Grade Celebratory Walk

Aidan Suarez Garcia

Hastings High School

As the year comes to an end, so does my last time in this chair. Nevertheless, Hastings High School is still busy, grinding out these last days we have. Speaking of the last days, graduation is planned for Friday, June 5th, at 7 PM. This will be at Todd Field; if the weather prevents it, we'll move to the high school gymnasium. And as a reminder, you will not need a ticket to get in; everyone is welcome!

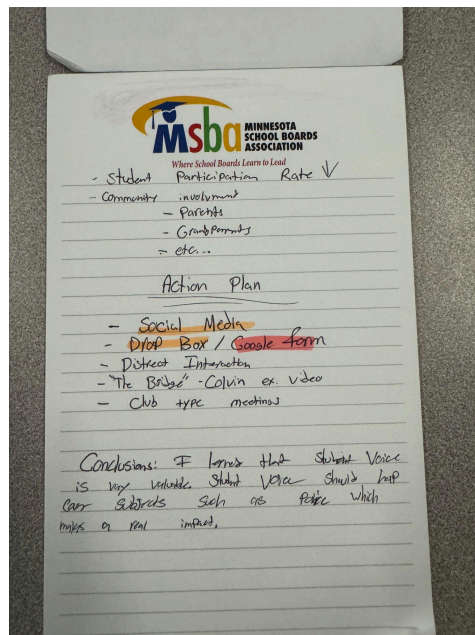
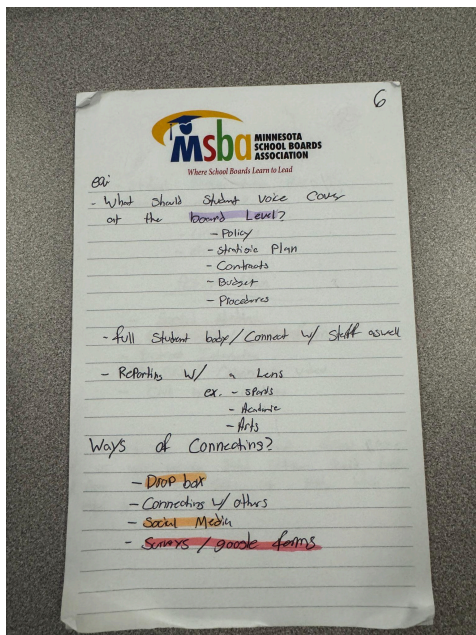
Immediately proceeding graduation, the newly graduated have their all-night grad party. With a night of fun and one of the last times the Class of 2026 will be together, all under HHS.

While still on the topic of seniors, the senior sunset has been moved to next Monday, the 27th, due to some scheduling conflicts. Also, next week is the seniors' last week of school. This means even more senior privileges. Seniors are allowed an open campus, meaning that they can go off school grounds for lunch as long as they are back on time. In addition, this week is the last Raider Connect of the year. Raiders, let's make use of it and finish strong!

Now, for all those who are not seniors, you get to go to school for another week. How exciting! This week, students are wrapping up classes with finals and other activities.

For music, this month has been filled with hard work and amazing music created by students. With some excellent concerts to prove their hard work, there is also a choir concert tonight, where most of your student representatives will be performing.

Dropbox



Student Voice Feedback Survey

The purpose of this survey is to collect perspectives from Hastings High School students and ensure that student voices reach the School Board. Your responses will help the Student Representatives better represent the interests and experiences of HHS students.

Would you like to stay anonymous?

- ☐ Yes
☐ No

If you selected no, please fill out the following:

1. Name (first and last name)
2. School email address

Answer Here (Optional):

Your voice:

Are there any issues that you think need to be addressed to District Leaders? This can include administrators, district officials, and school board members.

If you choose not to be anonymous and want direct feedback. This means meeting with one of your student representatives in person.

Answer the following:

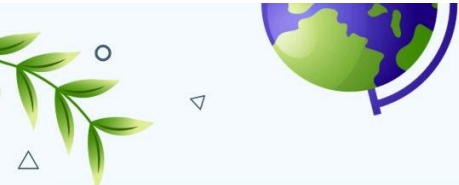
- ☐ Yes
☐ No

Reflection:

Are there any ways that this form can be improved?

Thank you for taking time out of our day to help us with our mission of making student voice heard and used to create real change.





There is a QR code option found below. Also, there is a physical dropbox down at the attendance window to write your ideas!



STUDENT VOICE

By: ISD 200 Student Representatives

The purpose of this survey is to collect perspectives from Hastings High School students and ensure that student voices reach the School Board. Your responses will help the Student Representatives better represent the interests and experiences of HHS students.



ALP

Hastings Alternative High School students have had an exciting and productive spring filled with hands-on learning, community service, and student achievement. For Earth Day, students participated in a community clean-up effort along Featherstone Road and at a local park. Students worked together to pick up trash and help keep the community clean before spending some time enjoying basketball and the playground at the park. The activity encouraged teamwork, environmental responsibility, and community pride.



Environmental Science students also had the opportunity to learn from local forestry expert Mr. TJ Lucas, who recently appeared on WCCO News for his work during Arbor Day. Mr. Lucas visited the school to share his knowledge about forestry, conservation, and environmental stewardship, giving students valuable real-world insight into environmental careers and practices.

Plant Science students continued their hands-on learning experiences with a visit to Mr. Dewall's greenhouse. During the tour, students explored the intricate balance involved in horticulture and learned more about plant care and greenhouse operations. In preparation for Mother's Day, students also created beautiful potted plants and painted decorative flower pots, showcasing both their creativity and plant science skills. Students and staff have had a great time participating in these engaging classroom activities throughout the quarter.



In addition to these classroom highlights, Hastings High School's Credit Recovery program continues to make strong progress. As of May 18th, students have completed over 200 credit recovery courses, demonstrating dedication and hard work toward academic success.

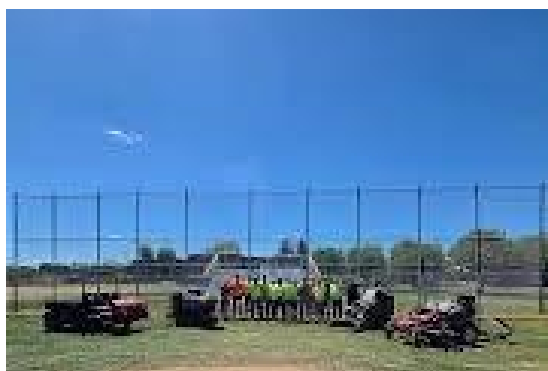
HOA

The Hastings Online Academy (HOA) is currently serving 129 students, including 52 full-time students and 77 part-time or dual-enrolled students. The program continues to provide flexible learning opportunities that support a wide variety of student needs and educational goals.



Hastings Middle School

- **Dakota County Art Competition:** A 5th-grade student at HMS, earned 1st place in a county-wide art contest sponsored by the Dakota County Art Advisory Committee. Her oil painting, created for the "Voices of Nature" theme, will be displayed at county libraries throughout the year.
- **Statewide Video Challenge:** Hastings Middle School students earned 3rd Place in the 2026 statewide Escape the Vape video challenge. Their video, titled "Animal Analogy," was chosen from over 260 entries across Minnesota to promote awareness regarding the dangers of vaping.
- **Level Up Awards:** Hastings Middle School recognized a new group of students and staff with the Level Up Award. Recipients were honored for demonstrating personal growth and consistently embodying the Raider Way.
- **Math:** Students in Ms. Fitz's 5th grade math class engaged in a data-analysis activity using Skittles. After a break from MCA testing, students estimated, sorted, and counted candy to create picture graphs and two different types of bar graphs. They analyzed their data to determine color frequency and totals before enjoying their treats!
- **Baseball Field Upgrades:** Significant improvements have been completed at two middle school baseball fields. Schaffer Field received a major renovation. The project was made possible through the support of volunteers and the HYAA!



Shyla Henson

Kennedy Elementary

- End-of-The-Year Carnival: May 29th
 - Volunteers are greatly appreciated
- Featured Artists for May: Ruby C, Franklin F, Blake N, Samnang K, Carson M, and Claire D



- Scholastic Book Fair: May 18th-May 22nd
- Kindergarten Carpenters Nature Center Visit!
 - Learned about spring pollination



- Bridges Presentations with Third Grade students
 - A Kennedy dad named Nick Haltvick, a Bridge Construction Engineer with MnDOT, taught the students about bridges



- Second Grade Minnesota Historical Center field trip



- Fourth Grade Arbor Day presentation
 - Special guest, Mr. Lucas, a Park Keeper/Forester for Hastings, gave a presentation to the students about Arbor day (an annual day that encourages people to care for and plant trees) and gave the students their very own seed to plant at home!



Tilden

- Annual Bike Day with the Hastings Police Department
 - Preschoolers learned valuable bike safety skills alongside practicing their bike riding confidence



- Early Childhood End-of-Year Family Picnic - May 14th
 - Preschoolers celebrated the exciting school year with family
 - Carpenter Nature center also made a very fun visit!
- Parent Education family meeting
 - families shared ideas and reflected on them through a “Take Away Tree”
 - Highlighted the strong connections and supportive learning community within the Early Childhood programs





**Hastings
Public Schools**

Elementary New Curriculum Updates

Presented by Andy Larson

Students are the heart



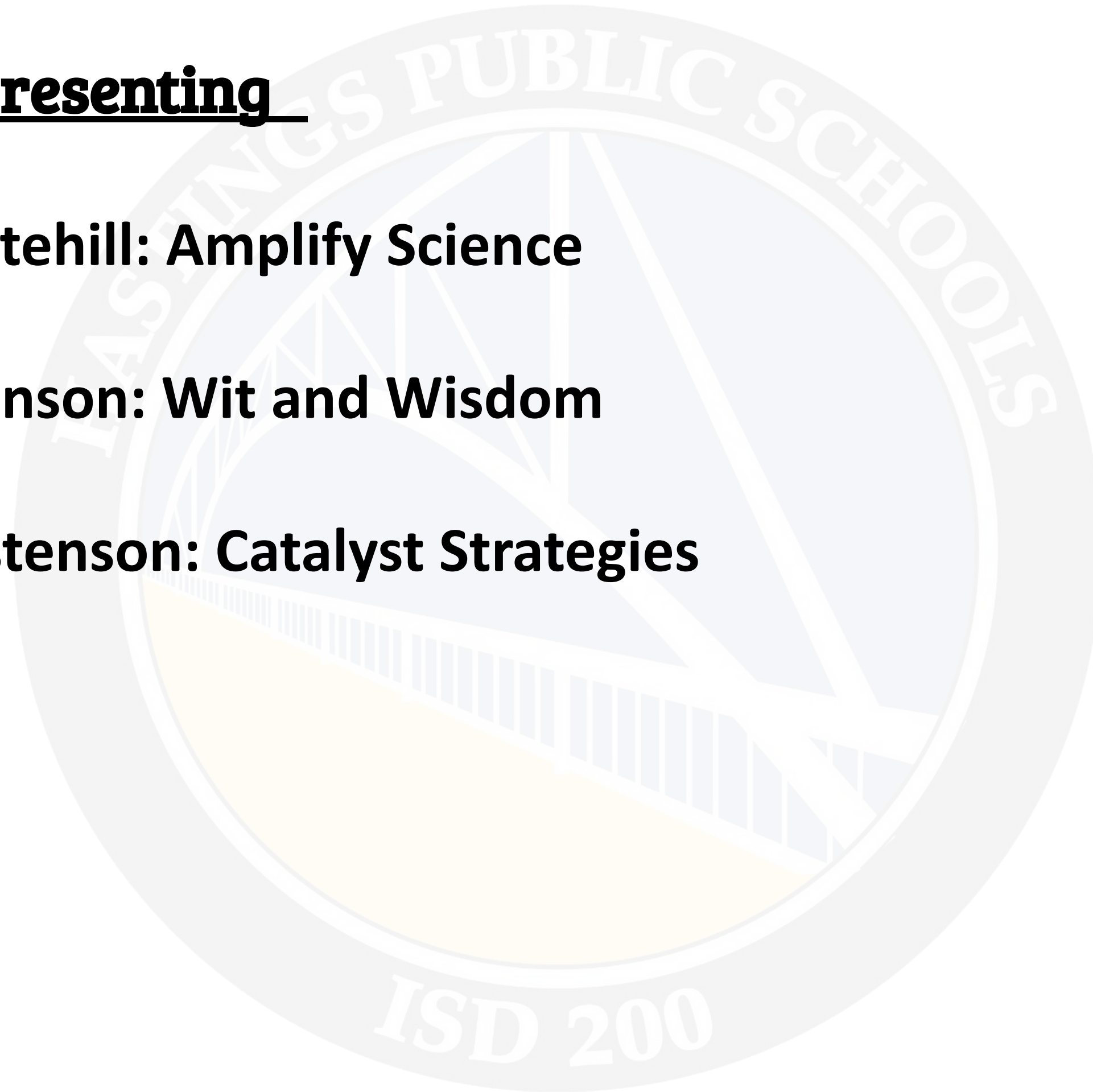
of all we do

Teachers Presenting

Bonnie Whitehill: Amplify Science

Hannah Munson: Wit and Wisdom

Hanna Thostenson: Catalyst Strategies

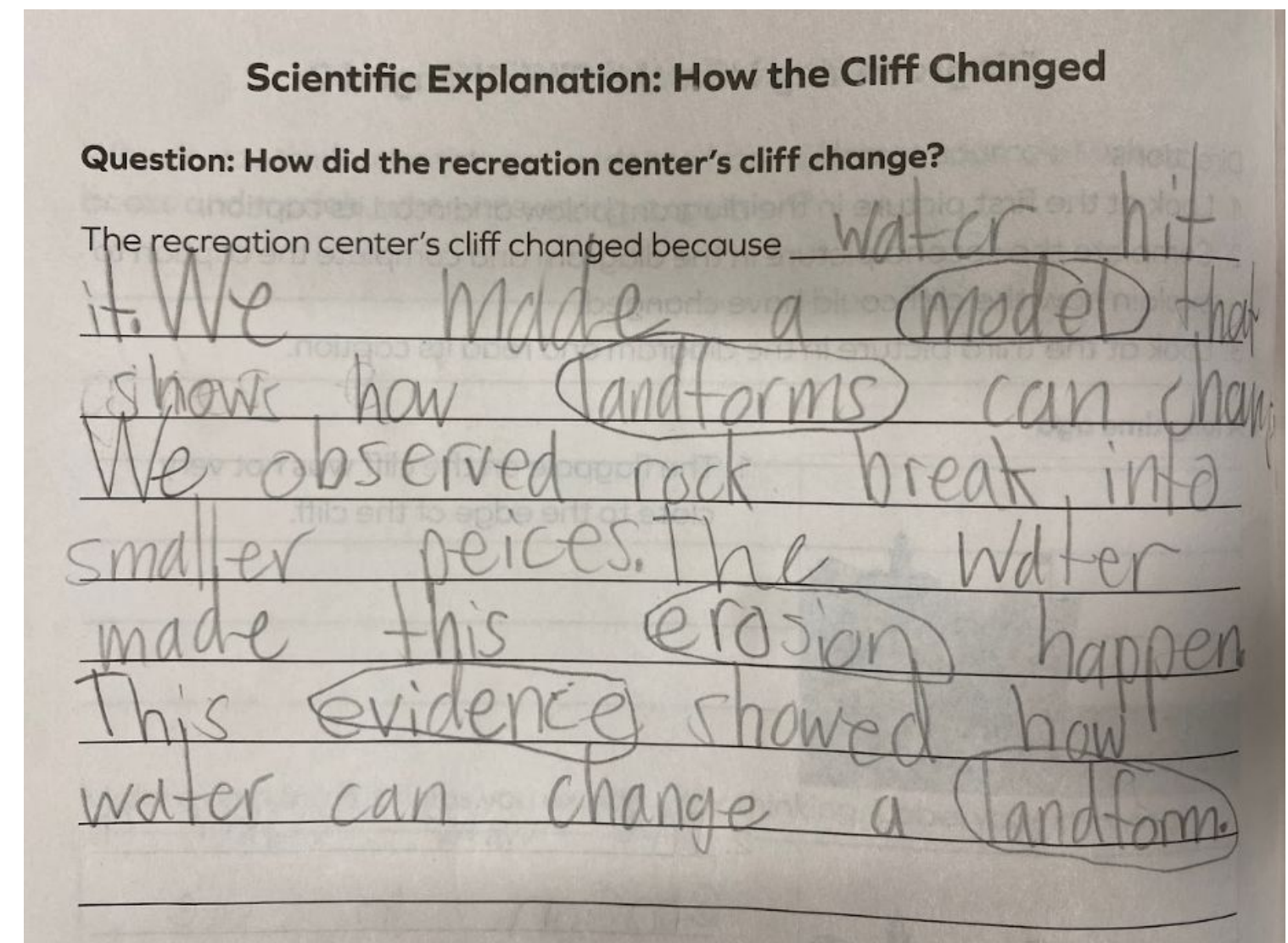
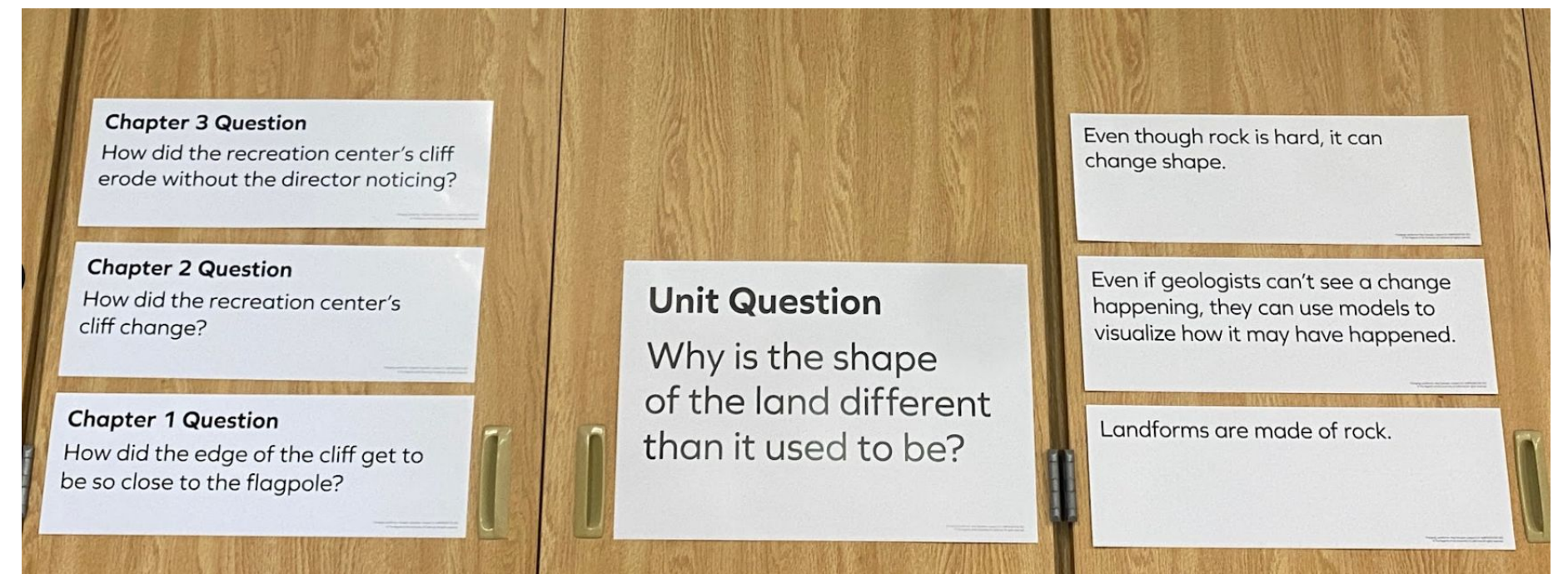
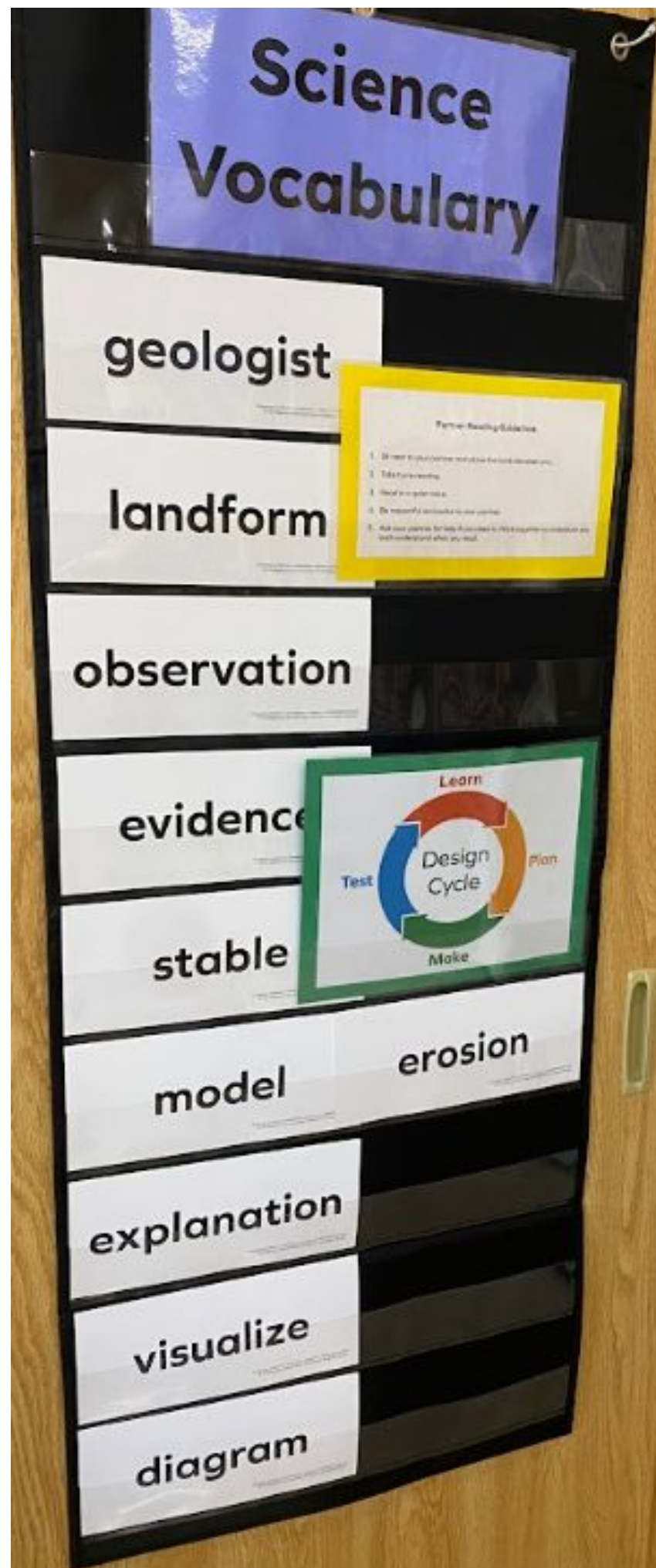


Amplify Science

This is the district's first year using Amplify Science in our K-4 classrooms.

Mrs. Whitehill is going to talk briefly about what she sees with her students while using Amplify.





Wit and Wisdom

This is the district's second year using Wit and Wisdom in our K-5 classrooms.

Mrs. Munson is going to share a video of her students doing a Socratic Seminar earlier this year.

The logo for Wit & Wisdom, featuring the words "WIT & WISDOM" in a bold, white, sans-serif font. The text is centered within a light blue square. The "&" symbol is slightly smaller and positioned between the two words. A registered trademark symbol (®) is located at the end of the word "WISDOM".

**WIT &
WISDOM®**



Catalyst Approach

Our schools have been using the Catalyst Approach strategies with students for the past two years.



Mrs. Thostenson will share a little bit about what this approach means and how she uses it with her students.



**Hastings
Public Schools**

Functional Morphology

Presented by Andy Larson

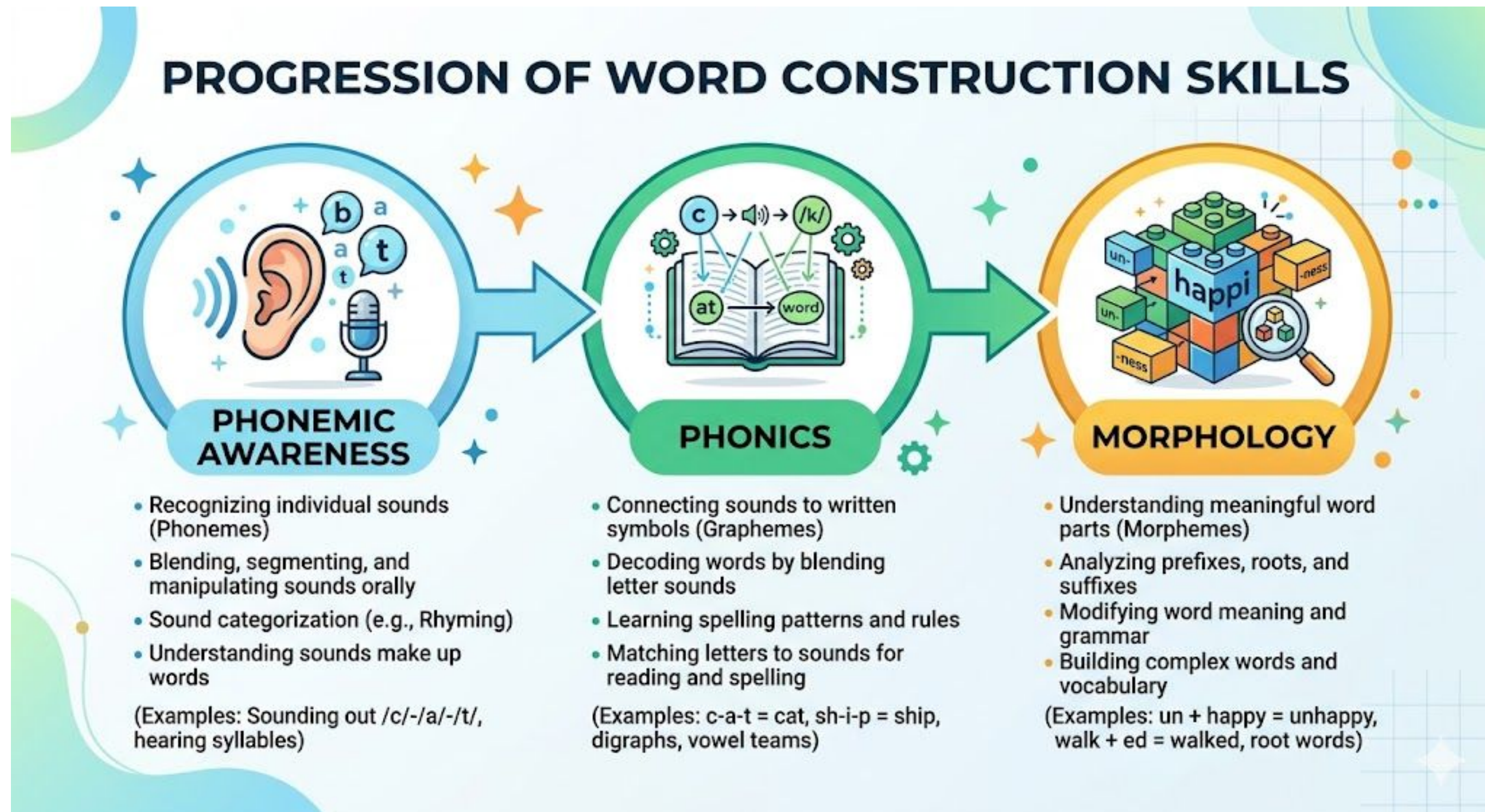
Students are the heart  *of all we do*

New Curricular Resource for Approval

Our K-2 classrooms have been using our phonics resource, UFLI, for the last several years and we have seen great success with our students' literacy skills and scores during that time.

However, our 3rd and 4th grade teachers have been seeing a need for students to continue this phonics work past second grade.

Progression of Literacy



Functional Morphology



Functional Morphology

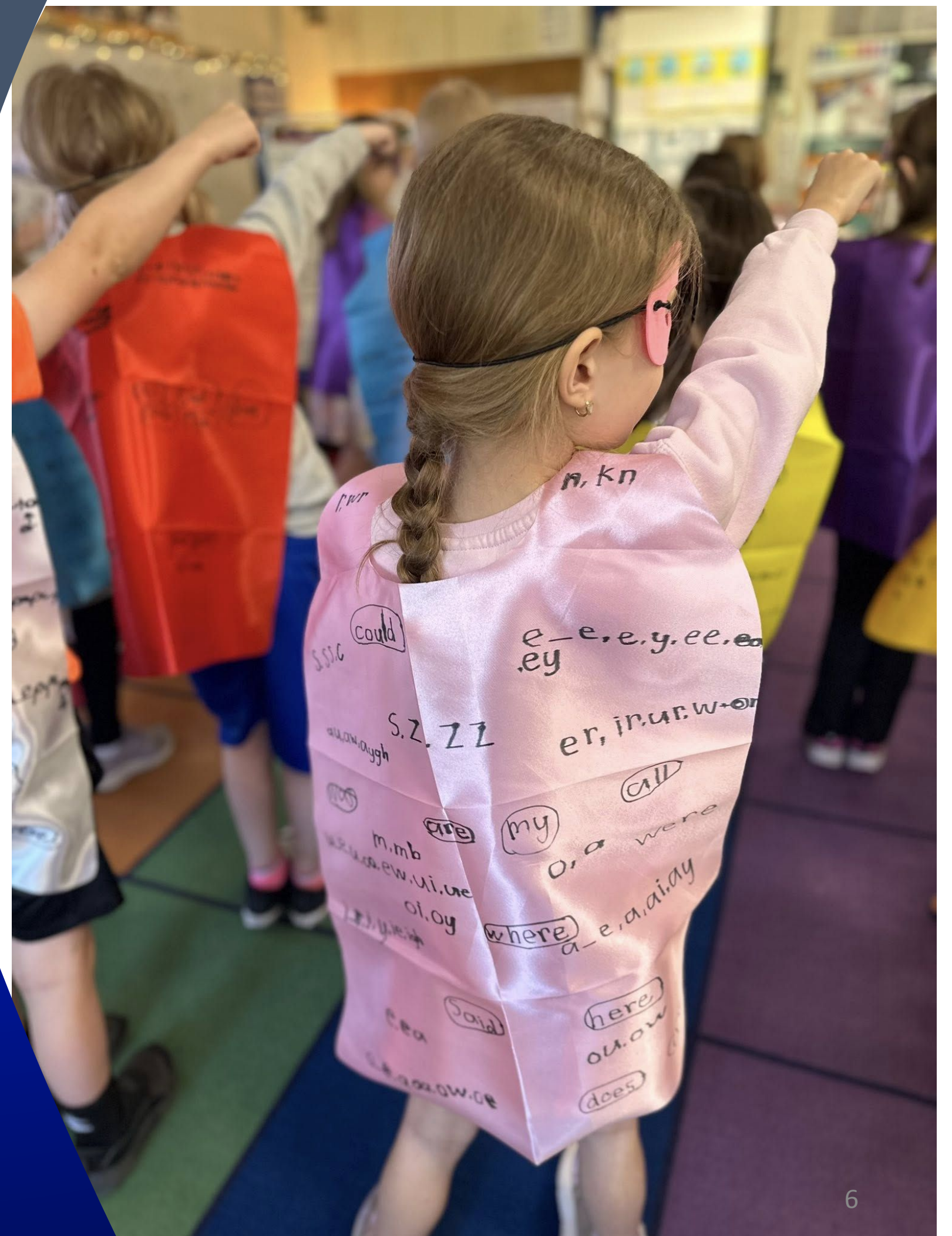
- University of Minnesota
- MDE Approved
- Piloted by teachers this spring
- 100% of teachers who provided feedback recommended continuing to use the curriculum

Recommendation

Adopt Functional Morphology for use as a Tier 1 resource in grades 3-4, and as a Tier 2 and 3 resource for students in grades 5-8.



THANK YOU



Building Construction Fund Projects as of 4/30/2026

	A	B	C	D	E	A-C-D-E	
Project	Project Budget	Vendor Bid Amount +/- Change Orders	Vendor Contract Expenses to Date	Wold/Loeffler Fees to Date	Other Expenses Less Rebates to Date	Remaining Funds	Status
High School Roof Replacement	4,645,800	2,944,318	2,944,318	294,530	11,568	1,395,384	Complete
High School & Pinecrest Chillers	1,182,000	753,551	753,551	74,842	(34,273)	387,879	Complete
Multi-Site Exterior Lighting	468,500	246,483	246,483	30,569	(26,321)	217,770	Complete
High School & McAuliffe Parking Lot	1,516,540	1,084,851	1,084,851	116,970	22,836	291,883	Complete
High School Track Resurfacing	360,000	286,864	286,864	23,219	3,323	46,593	Complete
High School BAS Replacement	1,951,100	606,642	606,642	123,429	28,570	1,192,459	Complete
Pinecrest Partial Roof Replacement	373,000	289,800	289,800	23,757	248	59,194	Complete
McNamara Stadium Improvements	3,370,000	2,688,639	2,688,639	216,215	286,531	178,615	Complete
Pinecrest Deferred Maintenance	968,000	602,279	602,279	62,183	248	303,290	Complete
Early Childhood Improvements (High School)	445,000	275,513	275,513	28,362	1,414	139,711	Complete
District Wide Camera Project	382,000	192,975	192,975	24,421	22,175	142,429	Complete
Tilden Deferred Maintenance & Roof	828,746	691,944	691,944	49,803	29,121	57,878	Complete
Board Room Renovations	93,359	-	-	-	63,193	30,166	Complete
High School Athletic Field Parking Lot	506,000	426,038	426,038	27,646	20,549	31,766	Complete
Pinecrest Exterior Emergency Lighting	10,000	-	-	-	4,780	5,220	Complete
High School Tennis Court Replacement	542,000	495,345	495,345	34,683	34,647	(22,674)	Complete
Kennedy & McAuliffe Partial Roof Replacement	533,200	405,900	405,900	33,978	3,154	90,168	Complete
High School Lecture Hall	140,000	-	-	-	139,530	470	Complete
Replace Middle School Softball & Baseball Backstops	160,000	-	-	-	84,647	75,353	Complete
Miscellaneous Deferred Maintenance Projects <\$100,000	367,100	-	-	-	135,856	231,244	Complete
High School Baseball Drainage	200,000	-	-	-	61,770	138,230	Complete
Tilden Asbestos	18,400	-	-	-	-	18,400	Complete
Miscellaneous Deferred Maintenance Projects <\$100,000	27,800	-	-	-	9,005	18,795	Complete
Middle School Improvements	23,814,024	22,189,111	22,189,111	1,385,892	251,768	(12,747)	Complete
High School Retaining Wall	50,000	-	-	339	47,500	2,161	Complete
Middle School Privacy Improvements	324,300	263,071	263,071	15,522	1,261	44,446	Complete
High School Parking Lot Improvement - Phase 3	324,760	138,208	138,208	6,340	7,100	173,112	Complete
High School Lighting (split from HS Deferred Maintenance)	119,939	128,822	128,822	2,555	(11,439)	0	Complete
District Office Renovations	278,000	164,723	164,723	19,169	98,904	(4,796)	Complete
Middle School Storage Building	452,500	418,363	418,363	15,275	19,518	(657)	Complete
ALC Renovation	1,421,640	1,169,674	1,165,674	120,806	116,940	18,220	Complete
McAuliffe Deferred Maintenance & Water Coolers	336,731	288,842	288,842	12,216	42,869	(7,197)	Complete
Middle School Track	404,750	341,273	341,273	40,196	17,334	5,947	Complete
Monument Signs	357,000	326,472	326,472	14,029	8,609	7,890	Complete
Board Room Renovations - Phase II	6,641	-	-	-	5,845	796	Complete
Water Coolers (Tilden & Middle School)	182,000	142,500	142,500	11,559	198	27,743	Complete
HHS Privacy Improvements	1,013,063	876,007	876,007	127,025	6,880	3,150	Complete
Middle School Partial Roof Replacement	717,200	747,255	747,255	45,778	10,396	(86,230)	Complete
Gymnastics	50,000	-	-	-	21,913	28,087	Complete
Tilden Preschool Classroom	90,000	60,660	60,660	5,877	678	22,785	Complete
Door & Glass Improvements Phase I	67,262	31,450	31,450		35,812	(0)	Complete
Safety & Security Improvements-Phase I	33,245	33,245	33,245			-	Complete
Middle School Media Center	160,000	-	-	-	92,157	67,843	Complete
Replace High School Carpet (Phase I&II)	537,629	376,700	376,700	43,234	117,695	0	Complete
High School Fire Alarm/Alert System Replacement	410,000	362,552	362,552	27,735	135	19,579	Complete
District Wide Fire Alarm/Alert System Replacement	205,000	161,250	161,250	23,110	1,864	18,775	Complete
Kennedy Deferred Maintenance	662,576	599,554	599,554	19,106	6,951	36,965	Complete
Nature Preserve Gravel Parking Lot & Monument Sign	9,100	-	-	-	9,100	-	Complete
High School Student Entrance Bollards	5,000	-	-	-	5,000	-	Complete
Technology Improvements	2,529,625	-	-	-	2,529,625	-	Complete
Replace High School Carpet (Phase III)	74,471				74,471	-	Complete
High School TuckPoint (split from HS Deferred Maintenance)	237,075	236,791	236,791	-	284	0	Complete
Door & Glass Improvements (Middle School split w/LTFM)	432,738	380,393	380,393	33,445		18,901	Complete
Grounds/Site Improvements (split w/Capital)	500,000	464,605	464,605	35,265	222	(92)	Complete
Safety & Security Improvements	576,468	424,152	424,152	70,553	17,193	64,571	Complete
Radio Replacement	100,000	-	-	-	100,170	(170)	Complete
Middle School Pod Redesign	235,000	57,045	57,045	-	158,455	19,499	Complete

Interior Locks Allowance-Door Hardware Upgrades	420,000	379,619	379,619	37,823	2,026	532	Complete
Contingency	2,007,858	-	-	-	-	2,007,858	Contingency
Reallocations from/to projects	(9,960,222)	-	-	-	-	(9,960,222)	Reallocation
Interest Earnings		-	-	-	-	2,656,059	Interest Earnings

Subtotal	48,273,918	42,753,479	42,749,479	3,277,456	4,700,006	203,036	
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Remaining funds from complete projects are available for excess costs on other identied projects or reallocation for new projects.

	A	B	C	D	E	A-C-D-E	
High School Deferred Maintenance (Storefront/Shower Valves)	264,386	227,515	219,484	36,172	242	8,488	In Process
High School Exhaust Ventilation	77,000					77,000	In Process
High School Concessions	16,500					16,500	In Process
District Wide Security - Exterior Door Hardware	125,000					125,000	In Process
Pinecrest Kitchen Roller Door Replacement	10,500					10,500	In Process

Subtotal	493,386	227,515	219,484	36,172	242	237,488	
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Remaining funds from in process projects are not available for excess costs on other identied projects or reallocation for new projects.

	A	B	C	D	E	A-B-D-E	
	-	-	-	-	-	-	In Design

Subtotal	-	-	-	-	-	-	
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Remaining funds from in design projects are not available for excess costs on other identied projects or reallocation for new projects.

	A	B	C	D	E	A-B-E	
Flexible Learning Furniture	600,000	-	-	-	590,716	9,284	Not Completed

Subtotal	600,000	-	-	-	590,716	9,284	
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Remaining funds from not completed projects are not available for excess costs on other identied projects or reallocation for new projects.

Total	49,367,304	42,980,994	42,968,964	3,313,628	5,290,964	449,808	
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Complete and In Process (does not include contingency)	56,064,668
Project Total	49,367,304
%	114%

Transfers from/(to) Contingency:

- \$445,000 Early Childhood Improvements (High School)
- \$ 87,000 High School Athletic Field Parking Lot
- \$ 44,300 High School Retaining Wall
- \$113,024 Middle School Bathrooms near Auditorium
- \$300,000 Technology
- \$244,500 Water Coolers (\$50,000 Tilden, \$62,500 McAuliffe, \$132,000 Middle School)
- \$746,250 High School Privacy Improvements (Athletic Locker Rooms)
- \$160,476 Kennedy Deferred Maintenance
- \$167,131 McAuliffe Deferred Maintenance
- \$290,000 Middle School Storage Building
- \$542,000 High School Tennis Court Replacement
- \$330,000 District Office Renovations
- \$100,000 Board Room Renovations
- \$85,000 Entrance Security Improvements
- \$503,750 Additional to HHS Privacy Improvements (Bathrooms)
- \$362,500 Middle School Privacy Improvements
- \$140,000 High School Lecture Hall
- \$200,000 HHS Baseball Field Drainage
- \$493,750 Middle School Track Replacement
- \$856,563 HS Team Locker Privacy Improvements
- \$1,421,640 ALC Renovation
- \$397,500 Transferred from HHS Privacy Improvements to Middle School Storage Building
- \$160,100 Additional to Middle School Improvements
- (\$38,200) from Middle School Privacy Improvements
- (\$600,000) from High School Privacy Improvements
- (\$50,000) from High School Carpet
- \$86,000 Additional to Kennedy Deferred Maintenance
- \$400,000 Technology
- \$200,000 Monument Signs
- \$500,000 Grounds/Site Improvements

- \$300,000 Additional to Safety & Security Improvements
- \$202,000 Additional to Monument Signs
- (\$52,000) from District Office Renovation
- (\$96,000) from HS Privacy
- (\$89,000) from MS Track
- (\$235,000) from Storage Building
- (\$160,000) from DW Fire Alarm/Alert System
- (\$25,000) from HS Fire Alarm/Alert System
- \$324,713 Safety & Security Improvements
- \$120,000 Interior Locks Allowance (Middle School add)
- \$629,625 Technology
- \$ 50,000 Gymnastics
- \$160,000 Middle School Media Center
- \$ 90,000 Tilden Preschool Classroom
- \$ 5,000 High School Student Entrance Bollards
- \$ 50,000 Nature Preserve Gravel Parking Lot
- \$ 17,000 High School Shower Valves
- \$235,000 Middle School Pod Redesign
- (\$85,900) from Nature Preserve Parking Lot & Monument Sign
- \$ 77,000 High School Exhaust Ventilation
- \$ 16,500 High School Concessions
- \$125,000 District Wide Security-Exterior Door Hardware
- \$ 10,500 Pinecrest Kitchen Roller Door Replacement

WORK SESSION

COMMUNICATIONS

Update from Student Services

Updates from Member Districts

STEWARDSHIP

Reviewed LTFM Plan and Resolution

Reviewed Levy Allocations for 2026 payable to 2027-2028

BOARD MEETING

COMMUNICATIONS

Approved consent items

4/7/26 Minutes

Personnel:

NEW HIRES:

Tigist Kifle, Education Support Professional, effective April 13, 2026.

Jean Lourdmey, School Nurse, effective March 30, 2026.

Toni Melville, Education Support Specialist, effective April 20, 2026.

RE-HIRES:

CHANGE IN STATUS:

LEAVES OF ABSENCE:

RESIGNATION & TERMINATIONS:

Bailey Bahnsen, Education Support Specialist, effective April 10, 2026.

Emma Buchanan, Teacher, effective June 11, 2026.

RETIREMENT:

Michelle Dodge, Interpreter, effective June 3, 2026.

Debra Merritt, Accounts Payable, effective May 22, 2026.

INTEGRITY

Approved Policy 202 School Board Officers, 408 Subpoena of a School District, 412 Expense Reimbursement, 415 Mandated Reporting, 417 Chemical Use & Abuse, 560 Student Gender Inclusion

INNOVATION

Approve DCALS MAPP Star Field Trip

STEWARDSHIP

Approve Bills, Wire Transfers, Investments, Payment Registers, and Direct Deposits

Approve Preliminary Budget for FY27

PERSONALIZATION

Approve Resolution for Licensed Staff and Interpreters



Association of Metropolitan School Districts

PERMANENT SCHOOL FUND

2026

A CALL FOR A CONSTITUTIONAL AMENDMENT

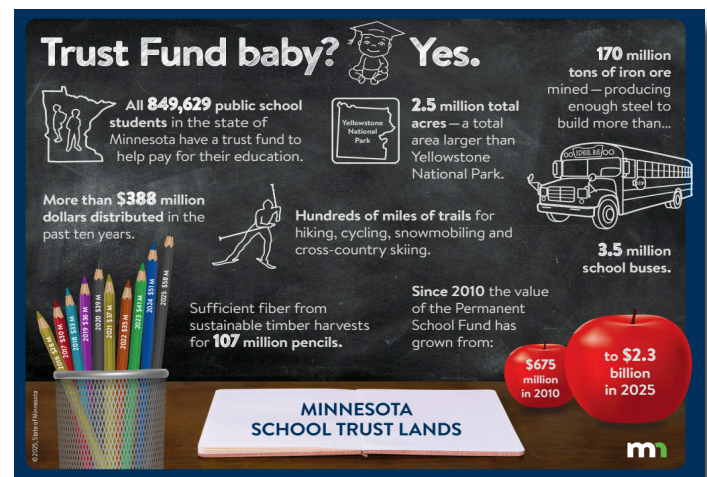
If the Legislature acts, Minnesotans could vote on a Constitutional amendment in November that would increase funding school districts receive from the state's Permanent School Fund — a top priority for AMSD.

The Minnesota Legislature is considering a ballot question to amend the State Constitution this fall that would increase the funding schools receive from the Permanent School Fund (PSF). The PSF — a constitutionally established trust dating back to Minnesota's statehood — can be traced back to as early as the 1700s when the country's founding leaders, during westward expansion, created a framework for states to share profits from mineral rights on public lands to fund public education. Revenues are invested by the State Board of Investment and distributed to school districts by the MN Department of Education.

While much of the initial land granted to the state in the 1800s has been sold over the years, Minnesota's Department of Natural Resources still manages about 2.5 million acres of school trust land, with proceeds from land management activities such as timber sales, mining, and land leases annually added to the fund. Minnesota's constitution currently allows only the interest and dividends earned on the Fund to be distributed to schools, often resulting in small and unpredictable payments.

But that could change under legislation being considered in the 2026 session. [HF3900 \(Igo\)](#) and [SF3593 \(Kunesh\)](#), would put a question to amend the State Constitution on the ballot this fall. If passed, Minnesotans could vote in November to increase the distribution of proceeds from the Fund, from the current approximately 2.5 percent each year to 4.5 percent of market value (PMOV) using the three-year average value of the Fund. The Constitutional amendment, the bills' authors say, would increase and stabilize the amount school districts annually receive.

The legislation is based on a [report from a 2024 Task Force](#), which recommended the changes. Denise Dittrich, director of government relations for the MN School Boards Association, served on the task force and led efforts to modernize the Permanent School Fund when



she served in the Legislature. She noted that the task force found the current constitutional and statutory framework restricts and limits the state's ability to disburse funds, and recommended the state adopt a market value-based distribution model, like modern endowments. Most endowments, the report notes, distribute between 4 to 5 percent of their average value — nearly double the state's current distribution rate.

The report also highlighted that strong returns over the last 10 years have helped double the Fund's value — and more than triple its value over the last 15 years — growing from \$675 million at the end of FY10 to \$2.3 billion at the end of FY25. An estimated \$58 million was distributed to schools statewide in FY25.

"In the wake of the [significant \\$223 million in budget shortfalls facing AMSD member districts next year](#) and beyond, the proposed Constitutional amendment could provide badly needed funding for our schools," said AMSD Chair Alison Sherman.



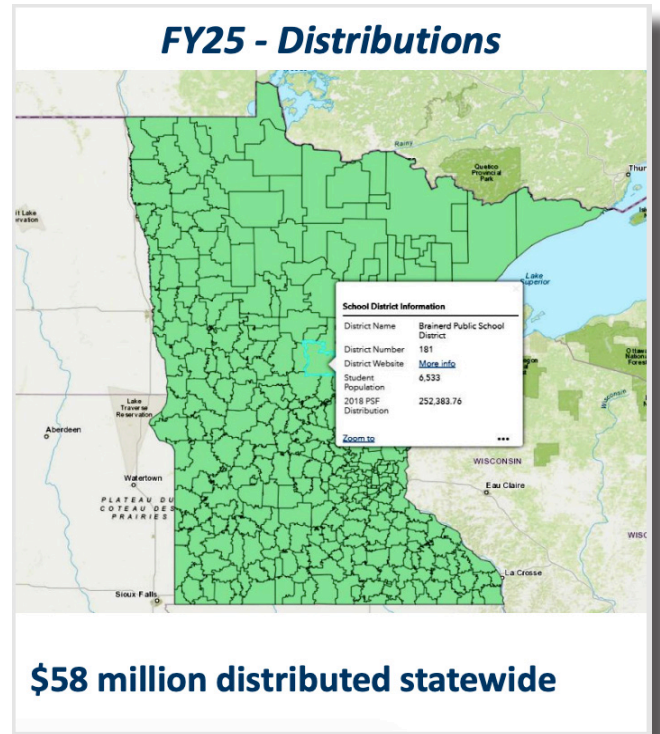


Association of Metropolitan School Districts

AMSD URGES LEGISLATURE TO APPROVE BALLOT QUESTION TO INCREASE PERMANENT SCHOOL FUND PAYMENTS

AMSD is urging legislators to pass the Constitutional amendment ballot question in the 2026 session as a stand alone bill.

- [LINK: 2026 Office of School Trust Lands Presentation](#)
- [LINK: 2026 Office of School Trust Lands Handout](#)
- [LINK: 2026 State Board of Investment Presentation](#)
- [LINK: Permanent School Fund Task Force Report](#)
- [LINK: PSF Endowment Calculation](#)



ABOUT AMSD

The Association of Metropolitan School Districts represents more than 50 K-12 school districts and intermediate / cooperative districts. AMSD member school districts enroll more than one-half of all public school students in Minnesota, with the mission to lead the transformation of public education.

CONTACT AMSD

Association of Metropolitan School Districts
Scott Croonquist, Executive Director

2 Pine Tree Drive, Suite 380
Arden Hills, Minnesota 55112

scroonquist@amsd.org
612-203-5631

AMSD MEMBER DISTRICTS

Anoka-Hennepin School District • Bloomington Public Schools • BrightWorks • Brooklyn Center Community Schools • Buffalo-Hanover-Montrose • Burnsville-Eagan-Savage School District 191 • Centennial School District • Columbia Heights Public Schools • Duluth Public Schools • Eastern Carver County Schools • Eden Prairie Schools • Edina Public Schools • Elk River School District ISD #728 • Farmington Area Public Schools • Forest Lake Area Schools • Fridley Public Schools • Hastings Public Schools • Hopkins Public Schools • Intermediate School District #287 • Intermediate School District #917 • Inver Grove Heights Schools • Lakeville Area Public Schools • Mahtomedi Public Schools • Mankato Area Public Schools • Minneapolis Public Schools • Minnetonka Public Schools • Mounds View Public Schools • North St. Paul-Maplewood-Oakdale School District • Northeast Metro Intermediate School District #916 • Northwest Suburban Integration District • Orono Schools • Osseo Area Schools • Perpich Center for Arts Education • Prior Lake-Savage Area Schools • Richfield Public Schools • Robbinsdale Area Schools • Rochester Public Schools • Rockford Area Schools • Rosemount-Apple Valley-Eagan Public Schools • Roseville Area Schools • Shakopee Public Schools • South St. Paul Public Schools • South Washington County Schools • SouthWest Metro Intermediate District • Spring Lake Park Schools • St. Anthony-New Brighton Independent School District • St. Cloud Area School District 742 • St. Louis Park Public Schools • St. Michael Albertville Schools • Saint Paul Public Schools • Stillwater Area Public Schools • Wayzata Public Schools • West St. Paul-Mendota Heights-Eagan School District • Westonka Public Schools • White Bear Lake Area Schools



Hastings Public Schools

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

Community Collaboration Committee Purpose Statement:

The Community Collaboration Committee is a link between the Hastings School District and the ISD200 community. The committee focuses on identifying avenues to continuously improve the district's communication process for increased transparency and to better articulate the district's goals with its stakeholders. The committee seeks opportunities for shared learning, knowledge, awareness, experience, and growth to create a stronger, more united community.

Date & Time: Wednesday, April 22, 2026 at 4:30–5:45 P.M.

Location: Hastings Public Schools District Offices

In Attendance: Elaine Mikel-Mulder, Matt Bruns, Philip Biermaier, Dr. Kristine Wehrkamp Herman, Kari Gorr, and Lyndee Humble

Meeting Overview

The April 22 Community Collaboration Committee meeting opened with a review of the April 1 Community Collaboration Night event. Committee members shared that the event was well received, with positive feedback from community members, teachers, and parents. The group expressed enthusiasm for maintaining the momentum built from the event and discussed observations, responses to the evening's format, and priorities for future engagement.

Reflection on the April 1 Community Collaboration Night

The committee collectively affirmed the success of the March 11 event. Key observations included:

- Broad enthusiasm from teachers, parents, and community members; attendees expressed a desire to keep the momentum going.
- The Homerun Leadership® app format was praised for generating structured input and for allowing anonymous responses.
- Community members flagged a desire for dialogue and action steps beyond data collection, asking: "What's next?"
- A teachers' union representative specifically raised the desire for back-and-forth dialogue with board members, not just input through an app.

Key Discussion Topics

1. Need for Back-and-Forth Dialogue

A recurring theme from April 1 was the desire from staff for direct, reciprocal dialogue with board members — not just anonymous input. The committee discussed what that could look like:



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- Hold a separate, staff-focused Community Collaboration event designed around structured small-group dialogue between staff and board members.
- Breakout groups (pairs or small clusters) were strongly preferred over large all-group formats to keep dialogue substantive.

2. Proposed Staff-Focused Event

The committee discussed hosting a dedicated staff and board dialogue session with the following proposed structure:

- Open with a brief welcome and overview of meeting norms, framing the intent: to build relationships while honoring the expertise and professionalism of staff, and to clarify the board's role versus administration's role.
- Use the Homerun Leadership® app to gather input on the top topics staff most want to discuss with the board; use the AI sorting feature to surface themes and remove items outside board purview.
- Break into small groups (elbow partners or pairs), with board members distributed among groups rather than placed in a single front-facing panel.
- Reconvene as a large group to share out from breakouts and discuss pros/cons of proposed action steps.
- Work toward identifying one clear action step that reflects the will of the group, which can then be brought to the full board.

3. Central Theme: Trust and Relationship Building

After extended discussion, the committee aligned on trust and relationship building as the primary focus of the event questions for the staff event:

"What does trust look like to you, and what is one actionable step we can take together to build it?"

This question was chosen because:

- Trust was the top concern raised in the April 1 event and in the district's perception survey.
- It is a topic the board has an ability to control (unlike budget or staffing decisions that belong to administration).
- Addressing trust authentically is seen as the foundation for progress on all other concerns raised (communication, diversity and inclusion, board presence, etc.).
- Board members acknowledged the trust challenge runs both directions, and that honest, structured dialogue is the appropriate place to begin addressing it.

4. Governance vs. Management Clarity

A recurring sub-theme was the need to help staff understand what the school board controls versus what falls under administrative authority. The committee discussed:

- Incorporating a brief, accessible explanation of board roles at the start of the event.
- During large-group debrief of breakout inputs, visually sorting action steps into "board can act on this" vs. "this belongs with administration" — helping staff understand why the board may not respond to certain requests, without appearing dismissive.
- Board members expressed a need to feel confident and comfortable saying: "That's a great idea, but that's managerial — here's where it should go."



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Event Planning & Proposed Dates

The committee aligned on a two-track event plan before the end of the school year:

Staff/Board Dialogue Event

- Proposed date: Tuesday, May 26, 2026, 4:00–5:30 P.M. (after staff contract day ends at 3:45)
- Venue: High school lecture hall
- Format: Homerun Leadership® app for initial question input; elbow partner discussions; small breakout groups with board members distributed among staff; large-group debrief
- Focus question: Trust and relationship building
- Goal: Surface actionable steps; not required to reach a formal decision that night — action steps to be brought to the full board at a subsequent meeting

Community Collaboration Night

- Proposed date: Monday, June 8, 2026 at 6:00 P.M.
- Venue: High school lecture hall
- Format: Similar to April 1 event; focus on running all the way through Homerun Leadership® questions 1–6, including action steps (questions 5–6)
- Audience: Broader community (not staff-focused)
- Focus: Build on April 1 themes; advance to action step identification

Future Events

- A follow-up session tentatively planned for late September or early October 2026 to review what was acted upon and generate new questions based on community input gathered over the summer.

Confidential Community Input Channel

To sustain community and staff engagement between events, the committee agreed to establish a dedicated email address for ongoing input:

- A Community Collaboration email account will be set up prior to the May 26 staff event.
- Submissions will be compiled into a shared Google Doc accessible to all committee members and to keep inputs confidential.
- The email will be promoted as confidential; input will be used to inform questions at future events.
- A third party (other than the Board) will champion the email account and manage intake.

Action Items

- Finalize and distribute flyer for May 26 staff event, including guided questions on the flyer
- Prepare written agenda for May 26 event detailing format, timing, and board member roles



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- Confirm venue and tech setup at high school for May 26 (internet, PA system, screens, iPads)
- Set up Community Collaboration email account and shared Google Doc before May 26
- Confirm June 8 community event date and reserve high school lecture hall
- Draft questions for June 8 community event; consult with Dave Webb (Homerun Leadership®) on question framing for advancing to questions 5–6, as applicable
- Brief remaining board members on the May 26 format and goals prior to the event (Done at 4/22 Board Meeting)

Next Community Collaboration Committee Meeting

To be determined based on event outcomes

The committee will reconvene following the May 26 staff event and the June 8 community event to debrief outcomes, review input received via the community email channel, and develop questions for the fall 2026 Community Collaboration Night.



FINANCE COMMITTEE

March 31, 2026

MINUTES

Purpose Statement: *The mission of the ISD 200 Finance and Facilities Committees is to provide strategic guidance on budgetary, financial, and substantial facilities investment activities. These efforts prioritize sustainability, transparency, and equity, serving the School Board and the broader community.*

The committee is committed to fostering financial sustainability, ensuring transparency in decision-making, and supporting equity in resource allocation. It aims to enhance public confidence by effectively managing, maintaining, and improving district facilities, while educating stakeholders about facility usage, condition, and future outlook.

Committee Members Present: Mark Zuzek (Chair), Melissa Millner, Carrie Tate, Dr. Kristine Wehrkamp Herman, Jen Seubert, and LynDee Humble

1. Authorities overview and operating referendum expiration
 - Discussed the topics
 - Three options were vetted and considered
 - Discussed the possible processes that can be used to renew, or revoke and replace
 - The board has the authority to renew one of the current levies with a board vote
 - The need for community tolerance and perspective can be gathered through surveying the community. It is common to hire a vendor for this activity.
 - To be reviewed at the May 6th School Board work session
2. The presentation and discussion at the May 6th board meeting will be a combination of the presentations from March 31st and April 30th Finance Committee Meetings.
 - Aaron Bushberger from Ehlers and Associates will do a presentation.
 - The board will discuss the options that exist for Levy Authorities.
 - The board will discuss the possibility of renewing one of the Levies with a school board vote in June of 2026.
 - The finance committee and administration will seek direction from the school board for three to four possibilities for renewal and a possible expansion of levy authority.
 - The need for seeking community thoughts and the prospective tolerance of levy authority amounts from citizens is critical.
3. Next Meeting
 - a. Referendum planning based on board directives
 - b. Thursday, May 28th, 2026, 1:00 p.m.



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Native American Parent Advisory Council: Summary of May 7, 2026

- I. Call to Order**
- II. Old Business**
 - A. TNEC Consultations
 - B. Apparel Order Sent Off
- III. New Business**
 - A. District Updates**
 - 1. School Board
 - a) Community Collaboration Event (Staff): May 26
 - b) Gymnastics Facilities
 - c) Minnesota Student Survey
 - d) Vision Card and Data Dashboard
 - e) Facilities & Finance
 - (1) At minimum, annual meeting of communities that makeup ISD 200
 - (2) Inclusion of Prairie Island Indian Community
 - f) Policy Updates
 - 2. Andrew Hodges: Teaching + Learning
 - a) Reviewed Fall action plans following TNEC
 - b) Rating our curricular resources and training for staff
 - (1) Building community relationships with Prairie Island
 - (a) Resources
 - (b) Field Trips
 - (2) Curriculum
 - (a) Audit of representation in curriculum across grade levels
 - (b) Generate next steps
 - (3) Native American Standards
 - (a) Including Native American Education Liaison in conversations
 - (4) Academics
 - (a) Increasing Native American student achievement
 - (b) Language and culture classes
 - (5) Data

-
- (a) Reviewing data by categories and demographics
 - (b) Automatic filter tools to improve student data analysis

(6) MTSS

- (a) Adding culturally responsive practices
- (b) Professional development for staff

3. Cyan Peacock-Hale: Native American Education Liaison

a) High schoolers on April 20 went to Belwin Conservancy

(1) Elders that work at Native American Community Center offered

(2) Sweat Teaching

(3) Teachings offered to be done in Hastings Public Schools

b) Professional Development for staff

c) Traditional lacrosse on May 13

d) Grandparents coming on May 18 to each elementary site

B. NAPAC Updates

1. Graduation Event Recap

IV. Future Events

A. June Meeting

- 1. Curriculum Center**
- 2. June 4, 2026**
- 3. 6:00 PM**



Student School Board Committee



The school board believes that the views, insights, and suggestions of student representatives on the school board can be an advantage to the school board in its decision-making role. The Student School Board Committee will focus on identifying, interviewing, and recommending students to serve on the school board.

Agenda: May 6, 2026

1. Review Interview Results

- **Applicant A:** 20.3
- **Applicant B:** 19.3
- **Applicant C:** 22.6
- **Applicant D:** 20.3
- **Applicant E:** 20.6
- **Committee discussion:**
 - Move forward with candidates that scored highest.
- **Committee recommendations:**
 - The following students will be selected to serve as a Student School Board Representative:
 1. Applicant C
 2. Applicant E

2. Contact

- Applicant C: Accepted
- Applicant E: Accepted

3. Future Work

- Review Onboarding Processes
- Review Student School Board Representative Tools
- Committee Discussion:
 - Student representatives support onboarding
 - Onboarding date(s): August 17-21



511 STUDENT FUNDRAISING

I. PURPOSE

The purpose of this policy is to address student fundraising efforts.

II. GENERAL STATEMENT OF POLICY

The school board recognizes a desire and a need by some student organizations for fundraising. The school board also recognizes a need for some constraint to prevent fundraising activities from becoming too numerous and overly demanding on employees, students and the general public.

III. RESPONSIBILITY

A. Student Fundraising Appendix A: Fundraising Request Form must be completed and approved by the building principal/director and the school board prior to the start of any fundraising activities. Participation in nonapproved fundraising activities shall be considered a violation of this policy;

1. The school board will review student fundraising requests ~~monthly~~quarterly.

B. Student Fundraising Activities

1. The district expects all students who participate and all staff members who coordinate fundraising activities to represent the school and the student organization in a responsible manner. Fundraising must not result in embarrassment on the part of individual students, staff members, or the school district;
2. Student participation must be voluntary and cannot be required. All rules pertaining to student conduct and student discipline extend to student fundraising activities; and
3. Student Fundraising-Appendix B: Fundraising Final Report must be submitted within 30 days of the fundraiser completion date.

Legal References: *Minn. Stat. § 120A.20 (Admission to Public School)*
Minn. Stat. § 123B.09, Subd. 8 (Boards of Independent School Districts)
Minn. Stat. § 123B.36 (Authorized Fees)

Cross References: *ISD 200 Policy 506 (Student Discipline)*
ISD 200 Policy 713 (Student Activity Accounting)
Student Fundraising Appendix A: Fundraising Request Form
Student Fundraising-Appendix B: Fundraising Final Report

Policy Reviewed: 10.31.2025
Policy Adopted: 01.28.2026
Policy Revised



Hastings Public Schools

511-Student Fundraising – Appendix A: Fundraising Request Form

This form needs to be completed and approved by the building Principal/Director AND the School Board PRIOR to the start of any fundraising activities. Things to consider when proposing a fundraiser:

- Fundraisers are reviewed by the School Board on a monthly basis. **Forms are due to the District Office by the 10th of the review month.**
- Does the fundraiser align with District policies and procedures?
- Student participation in fundraising efforts must be voluntary, not required.
- Are there other current fundraisers? Is this the best time for this fundraiser?
- The District expects all students who participate in approved fundraising activities to represent the school, student organization, and the community in a responsible manner.
- A school staff member must supervise the fundraising activities and fiscal oversight at all times. All funds must be deposited within a District account and turned in daily to the building office for locked storage.
- Fundraising efforts must be to support a curricular purpose not already covered by the District. Fund 10 Student Activity fundraising efforts should align with the Student Activity purpose form.
- Use of the specific name Hastings Public Schools by an unapproved fundraising activity is prohibited.
- Fundraising activities during school hours should not conflict with instructional activities, should be in alignment with the District Wellness Policy, and may not compete with the Food Service program.
- Gambling activities of any kind (such as raffles) are prohibited per IRS rules.
- No homemade food items may be sold; only prepackaged food items are acceptable. Contact Brittney Hirschauer, Director of Food Service, if you would like to purchase food through a District supplier.
- All posters or distributed flyers must be approved by the building Principal.
- Fundraising activities coordinated by any non-district group during the school day, where the funds raised go to groups outside of the District, are not allowed.
- For facility usage, please complete the Facilities Request Form on Community Education's webpage.
- Onsite food vendors require preapproval by the District Office. Vendors will be required to provide a permit with the City of Hastings as well as a Certificate of Liability Insurance and MDH/MDA license.
- If the fundraiser is being organized by a Booster Club or PTA/PTO Group this form is not required.

Please complete the information below.

Student Group _____ Fund 11 ☐ Fund 10 ☐ Fund 02 ☐ Fund 04 ☐

Responsible Teacher/Advisor _____ School _____

Description of Fundraiser _____

Start Date _____ End Date _____

Vendor or Company (if applicable) _____

How many students will be involved? _____ Will items be sold during the school day? _____

What do you intend to use fundraiser profits for? _____

What educational activity is to be supported? _____

Signature of Teacher/Advisor

Date

Approval - Signature of Principal/Director

Date

Board Approved _____

SEND TO CINDY WESTLUND IN THE DISTRICT OFFICE



Hastings Public Schools
511-Student Fundraising – Appendix B: Fundraising Final Report

Submit to Cindy Westlund in the District Office within 30 days of your fundraiser completion date

Fundraising Activity _____

Student Group _____

Responsible Teacher/Advisor _____

Dates of Sales _____

Vendor or Company (if applicable) _____

Total Money Raised (\$) _____

Total Fundraising Expenditures (\$) _____

Summary of how this fundraiser went _____

Did you meet your fundraising goals? _____

Signature of Teacher/Advisor

Date

Approval - Signature of Principal/Director

Date



203 OPERATION OF THE SCHOOL BOARD – GOVERNING RULES

I. PURPOSE

The purpose of this policy is to provide governing rules for the conduct of meetings of the school board.

II. GENERAL STATEMENT OF POLICY

An orderly school board meeting allows school board members to participate in discussion and decision of school district issues. Rules of order allow school board members the opportunity to review school-related topics, discuss school business items, and bring matters to conclusion in a timely and consistent manner.

III. REGULAR MEETINGS; GOVERNING AUTHORITY

Regular Meetings shall be governed by:

- A. ISD 200's 200 Series, School Board Policies;
- B. Procedures and norms outlined in the Board Member Handbook;
- C. Minnesota statutes where specified; and
- D. Robert's Rules of Order (latest edition), will govern the board in its deliberations of "Action Items" during regular, closed, emergency, and special board meetings.

IV. ~~RULES OF ORDER~~

~~Rules of order for school board meetings shall be as follows:~~

- ~~A. Minnesota statutes where specified;~~
- ~~B. Specific rules of order as provided by the school board consistent with Minnesota statutes, and~~

~~V. Robert's Rules of Order, Revised (latest edition) where not inconsistent with A. and B., above.~~

Legal References: Minn. Stat. Ch. 13D (Open Meeting Law)
Minn. Stat. § 123B.09, Subds. 6, 7, and 10 (Boards of Independent School Districts)
Minn. Stat. § 123B.14 (Officers of Independent School Districts)

Cross References:

Policy Reviewed: 04.16.2026~~05.31.2023~~
Policy Adopted: 06.28.2023
Policy Revised: 06.28.2023



302 SUPERINTENDENT ~~CONTRACT, DUTIES, AND EVALUATION~~

I. PURPOSE

~~The purpose of this policy is to recognize the importance of the role of the superintendent and the overall responsibility of that position within the school district~~

The purpose of this policy is to provide for the use of an employment contract with the superintendent, to recognize the role and overall responsibilities, and the use of an approved instrument to evaluate performance.

II. GENERAL STATEMENT OF POLICY

The school board shall employ a superintendent who shall serve as an ex officio, non-voting member of the school board and as chief executive officer of the school system.

III. SUPERINTENDENT CONTRACT

The superintendent's contract shall be used to formalize the employment relationship and to specifically identify and clarify all conditions of employment with the superintendent.

IV. ESSENTIAL DUTIES AND ~~GENERAL RESPONSIBILITIES~~

A. Per MN Statute 123B.143 the superintendent of the district shall perform the following:

1. Visit and supervise the schools in the district, report and make recommendations about their condition when advisable or on request by the board;
2. Recommend to the board employment and dismissal of teachers;
3. Annually evaluate each school principal assigned responsibility for supervising a school building within the district, consistent with section 123B.147, subdivision 3 paragraph (b);
4. Superintend school grading practices and examinations for promotions;
5. Make reports required by the commissioner; and
6. Perform other duties prescribed by the school board.

~~B. The superintendent is responsible for the management of the schools, the administration of all school district policies, and is directly accountable to the school board.~~ Serves as the Chief Executive Officer to the School Board;

C. Ensure implementation of the strategic plan and district policies;

~~D. The superintendent shall annually evaluate each director and head principal who reports to~~

~~them.~~ assigned responsibility for supervising a school building in the district. Oversees, manages and provides leadership and direction in addressing the daily operations of the entire school district. Directs and works with administrators in addressing issues, concerns, and decisions that need to be made in the various departments, educational programming, or administrative aspects of the district;

- E. ~~The superintendent may delegate responsibilities to other school district personnel, but shall continue to be accountable for actions taken under such delegation.~~ Manages and oversees the use of district facilities, and the application of district funds and their impact on district objectives. Provides oversight, guidance and direction in the school district budget;
- F. ~~Where responsibilities are not specifically prescribed, nor school board policy applicable, the superintendent shall use personal and professional judgment, subject to review by the school board.~~ Provides leadership in developing and maintaining the best possible educational programs and services;

~~The superintendent shall perform the following.¶¶~~

- ~~1. Visit and supervise the schools in the school district, report and make recommendations about their condition when advisable or on request by the school board;¶¶~~
- ~~2. Recommend to the school board employment and dismissal of staffteachers;¶¶~~
- ~~3. Annually evaluate each school principal assigned responsibility for supervising a school building within the district;¶¶~~
- ~~4. Superintend school grading practices and examinations for promotions;¶¶~~
- ~~5. Ensure required reports are submittedCreate and submitMake reports required reports to the state and federal governments by the commissioner; and¶¶~~

~~G. Perform other duties prescribed by the school board.~~

- H. Oversees and performs public relations activities for the district. Represents the school district before the public, with other school districts, and other audiences; and
- I. Negotiates all district contracts and labor agreements excluding Community Education.

V. PERFORMANCE EVALUATION

The school board shall use an evaluation process as defined in the board member handbook to conduct semi-annual and annual performance reviews of the superintendent. A summary of the evaluation must be shared at the next public board meeting.

Legal References: *Minn. Stat. § 123B.143 (Superintendent)*
Minn. Stat § 13D.05 (Meetings Having Data Classified as Not Public)

Cross References: ~~ISD 200 Policy 202 (School Board Officers)~~
ISD 200 Policy 208 (Development, Adoption, and Implementation of Policies)
ISD 200 Policy 301 (School District Administration)
ISD 200 Policy 303 (Superintendent Selection)
~~ISD 200 Policy 304 (Superintendent Contract, Duties, and Evaluation)~~
ISD 200 Policy 305 (Policy Implementation)
ISD 200 Policy 306 (Administrator Code of Ethics)

Policy Reviewed: 03.16.2026 ~~11.08.2023~~

Policy Adopted: 02.21.2024

Policy Revised:



410 FAMILY AND MEDICAL LEAVE POLICY

I. PURPOSE

The purpose of this policy is to provide for family and medical leave to school district employees in accordance with the Family and Medical Leave Act of 1993 (FMLA). ~~and also with parenting leave under state law.~~

II. GENERAL STATEMENT OF POLICY

The following procedures and policies regarding family and medical leave are adopted by the school ~~district board~~, pursuant to the requirements of the FMLA. ~~and consistent with the requirements of the Minnesota parenting leave laws.~~

III. DEFINITIONS

- A. "Covered active duty" means in the case of a member of a regular component of the Armed Forces, duty during the deployment of the member with the Armed Forces to a foreign country; and

In the case of a member of a reserve component of the Armed Forces, duty during the deployment of the member with the Armed Forces to a foreign country under a call or order to active duty under a provision of law referred to in 10 United States Code section 101(a)(13)(B).

- B. "Covered service member" means a member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness; or

A covered veteran who is undergoing medical treatment, recuperation, or therapy for a serious injury or illness and who was a member of the Armed Forces, including a member of the National Guard or Reserves, and was discharged or released under conditions other than dishonorable, at any time during the period of five years preceding the first date the eligible employee takes FMLA leave to care for the covered veteran.

- C. "Eligible employee" means an employee who has been employed by the school district for a total of at least 12 months and who has been employed for at least 1,250 hours of service during the 12-month period immediately preceding the commencement of the leave. An employee returning from fulfilling their Uniformed Services Employment and Reemployment Rights Act (USERRA)-covered service obligation shall be credited with the

hours of service that would have been performed but for the period of absence from work due to or necessitated by USERRA-covered service obligation shall be credited with the hours of service that would have been performed but for the period of absence from work due to or necessitated by USERRA-covered service. In determining whether the employee met the hours of service requirement, and to determine the hours that would have been worked during the period of absence from work due to or necessitated by USERRA covered service, the employee's pre-service work schedule can generally be used for calculations.

While the 12 months of employment need not be consecutive, employment periods prior to a break in service of seven years or more may not be counted unless: (1) the break is occasioned by the employee's fulfillment of their USERRA-covered service obligation; or (2) a written agreement, including a collective bargaining agreement, exists concerning the school district's intention to rehire the employee after the break in service.

- D. "Military caregiver leave" means leave taken to care for a covered servicemember with a serious injury or illness.
- E. "Next of kin of a covered servicemember" means the nearest blood relative other than the covered service member's spouse, parent, or child, in the following order of priority: blood relatives who have been granted legal custody of the covered servicemember by court decree or statutory provisions, brothers and sisters, grandparents, aunts and uncles, and first cousins, unless the covered servicemember has specifically designated in writing another blood relative as their nearest blood relative for purposes of military caregiver leave under the FMLA. When no such designation is made and there are multiple family members with the same level of relationship to the covered servicemember, all such family members shall be considered the covered servicemember's next of kin, and the employee may take FMLA leave to provide care to the covered servicemember, either consecutively or simultaneously. When such designation has been made, the designated individual shall be deemed to be the covered servicemember's only next of kin.
- F. "Outpatient status" means, with respect to a covered servicemember who is a current member of the Armed Forces, the status of a member of the Armed Forces assigned to:
 - 1. A military medical treatment facility as an outpatient; or
 - 2. A unit established for the purpose of providing command and control of members of the Armed Forces receiving care as outpatients.
- G. "Qualifying exigency" means a situation where the eligible employee seeks leave for one or more of the following reasons:
 - 1. To address any issues that arise from a short-notice deployment (seven calendar days or

less) of a covered military member;

2. To attend military events and related activities of a covered military member;
 3. To address issues related to childcare and school activities of a covered military member's child;
 4. To address financial and legal arrangements for a covered military member;
 5. To attend counseling provided by someone other than a health care provider for oneself, a covered military member, or their child;
 6. To spend up to 15 calendar days with a covered military member who is on short-term, temporary rest and recuperation leave during a period of deployment;
 7. To attend post-deployment activities related to a covered military member;
 8. To address care needs of a covered military member's parent who is incapable of self-care; and
 9. To address other events related to a covered military member that both the employee and school district agree is a qualifying exigency.
- H. "Serious health condition" means an illness, injury, impairment, or physical or mental condition that involves inpatient care in a hospital, hospice, or residential medical care facility; or continuing treatment by a health care provider.
- I. "Spouse" means a husband or wife. For purposes of this definition, husband or wife refers to the other person with whom an individual entered into marriage as defined or recognized under state law for purposes of marriage in the state in which the marriage was entered into or, in the case of a marriage entered into outside of any state, if the marriage is valid in the place where entered into and could have been entered into in at least one state. This definition includes an individual in a same-sex or common law marriage that either: (1) was entered into in a state that recognizes such marriages; or (2) if entered into outside of any state, is valid in the place where entered into and could have been entered into in at least one state.
- J. "Veteran" has the meaning **a person who served in the active military, naval, or air service, and who was discharged or released therefrom under conditions other than dishonorable given in** (38 United States Code section 101).

IV. LEAVE ENTITLEMENT

A. Twelve-week Leave under Federal Law

1. Eligible employees are entitled to a total of twelve (12) work weeks of unpaid family or medical leave during the applicable 12-month period as defined below, plus any additional leave as required by law. Leave may be taken for one (1) or more of the following reasons in accordance with applicable law:
 - a) Birth of the employee's child and to care for such child;
 - b) Placement of an adopted or foster child with the employee;
 - c) To care for the employee's spouse, child or parent with a serious health condition;
 - d) The employee's serious health condition makes the employee unable to perform the functions of the employee's job; and/or
 - e) Any qualifying exigency arising from the employee's spouse, child, or parent being on covered active duty, or notified of an impending call or order to cover active duty in the Armed Forces.
2. For the purposes of this policy, "year" is defined as a rolling 12-month period measured backward from the date an employee's leave is to commence.
3. An employee's entitlement to FMLA leave for the birth, adoption, or foster care of a child expires at the end of the 12-month period beginning on the date of the birth or placement.
4. A serious health condition typically requires either inpatient care or continuing treatment by or under the supervision of a health care provider, as defined by applicable law. Family and medical leave generally is not intended to cover short-term conditions for which treatment and recovery are very brief.
5. A "serious injury or illness," in the case of a member of the Armed Forces, including a member of the National Guard or Reserves, means:
 - a) Injury or illness that was incurred by the member in the line of duty on active duty in the Armed Forces or that existed before the beginning of the member's active duty and was aggravated by service in the line of duty on active duty in the Armed Forces and that may render the member medically unfit to perform the duties of the member's office, grade, rank, or rating; and
 - b) In the case of a covered veteran who was a member of the Armed Forces, including a member of the National Guard or Reserves, at any time, during the period of five years preceding the date on which the veteran undergoes the medical treatment, recuperation, or therapy, means a qualifying injury or illness that was incurred by the member in the line of duty on active duty in the Armed Forces or that existed

before the beginning of the member's active duty and was aggravated by service in the line of duty in the Armed Forces and that manifested itself before or after the member became a veteran, and is:

- (1) A continuation of a serious injury or illness that was incurred or aggravated when the covered veteran was a member of the Armed Forces and rendered the servicemember unable to perform the duties of the servicemember's office, grade, rank, or rating; or
 - (2) A physical or mental condition for which the covered veteran has received a U.S. Department of Veterans Affairs Service-Related Disability (VASRD) rating of 50 percent or greater and such VASRD rating is based, in whole or in part, on the condition precipitating the need for military caregiver leave; or
 - (3) A physical or mental condition that substantially impairs the covered veteran's ability to secure or follow a substantially gainful occupation by reason of a disability or disabilities related to military service, or would do so absent treatment; or
 - (4) An injury, including a psychological injury, on the basis of which the covered veteran has been enrolled in the Department of Veterans Affairs Program of Comprehensive Assistance for Family Caregivers.
6. Eligible spouses employed by the school district are limited to an aggregate of twelve (12) weeks of leave during any 12-month period for the birth and care of a newborn child or adoption of a child, the placement of a child for foster care, or to care for a parent. This limitation for spouses employed by the school district does not apply to leave taken: by one spouse to care for the other spouse who is seriously ill; to care for a child with a serious health condition; because of the employee's own serious health condition; or pursuant to ~~Section Paragraph~~ IV(A)(1)(e) ~~above~~.
7. Depending on the type of leave, intermittent or reduced schedule leave may be granted at the discretion of the school district or when medically necessary. However, part-time employees are only eligible for a pro-rata portion of leave to be used on an intermittent or reduced schedule basis, based on their average hours worked per week. Where an intermittent or reduced schedule leave is foreseeable based on planned medical treatment, the school district may transfer the employee temporarily to an available alternative position for which the employee is qualified and which better accommodates recurring periods of leave than does the employee's regular position, and which has equivalent pay and benefits.
8. If an employee requests a leave for the serious health condition of the employee or the employee's spouse, child, or parent, the employee will be required to submit sufficient

medical certification. In such a case, the employee must submit the medical certification within fifteen (15) days from the date of the request or as soon as practicable under the circumstances.

9. If the school district has reason to doubt the validity of a health care provider's certification, it may require a second opinion at the school district's expense. If the opinions of the first and second health care providers differ, the school district may require certification from a third health care provider at the school district's expense. An employee may also be required to present a certification from a health care provider indicating that the employee is able to return to work.
10. Requests for leave shall be made to the school district. When leave relates to an employee's spouse, child, parent, or covered servicemember being on covered active duty, or notified of an impending call or order to cover active duty pursuant to ~~Section~~~~Paragraph~~ IV(A)(1)(e) above, and such leave is foreseeable, the employee shall provide reasonable and practical notice to the school district of the need for leave. For all other leaves, employees must give 30 days' written notice of a leave of absence where practicable. The failure to provide the required notice may result in a delay of the requested leave. Employees are expected to make a reasonable effort to schedule leaves resulting from planned medical treatment so as not to disrupt unduly the operations of the school district, subject to and in coordination with the health care provider.
11. The school district may require that a request for leave under ~~Section~~~~Paragraph~~ IV(A)(1)(e) above be supported by a copy of the covered military member's active duty orders or other documentation issued by the military indicating active duty or a call to active duty status and the dates of active duty service. In addition, the school district may require the employee to provide sufficient certification supporting the qualifying exigency for which leave is requested.
12. During the period of a leave permitted under this policy, the school district will provide health insurance under its group health plan under the same conditions coverage would have been provided had the employee not taken the leave. The employee will be responsible for payment of the employee contribution to continue group health insurance coverage during the leave. An employee's failure to make necessary and timely contributions may result in termination of coverage. An employee who does not return to work after the leave may be required, in some situations, to reimburse the school district for the cost of the health plan premiums paid by it.
13. The school district may request or require the employee to substitute accrued paid leave for any part of the 12-week period. Employees may be allowed to substitute paid leave for unpaid leave by meeting the requirements set out in the administrative directives and guidelines established for the implementation of this policy, if any. Employees eligible

for leave must comply with the family and medical leave directives and guidelines prior to starting leave. The superintendent shall be responsible to develop directives and guidelines as necessary to implement this policy. Such directives and guidelines shall be submitted to the school board for annual review.

The school district shall comply with written notice requirements as set forth in federal regulations.

14. Employees returning from a leave permitted under this policy are eligible for reinstatement in the same or an equivalent position as provided by law. However, the employee has no greater right to reinstatement or to other benefits and conditions of employment than if the employee had been continuously employed during the leave.

~~Twelve-week Leave under State Law~~

~~An employee who does not qualify for parenting leave under Paragraphs IV(A)(1)(a) or IV(A)(1)(b) above may qualify for a 12-week unpaid leave which is available to a biological or adoptive parent in conjunction with the birth or adoption of a child, or to a female employee for prenatal care or incapacity due to pregnancy, childbirth, or related health conditions. The length of the leave shall be determined by the employee but must not exceed 12 weeks unless agreed to by the school district. This leave is separate and exclusive of the family and medical leave described in the preceding paragraphs but may be reduced by any period of paid parental, disability, personal, or medical, or sick leave, or accrued vacation provided by the school district so that the total leave does not exceed 12 weeks, unless agreed to by the school district, or leave taken for the same purpose under the FMLA. The leave taken under this section shall begin at a time requested by the employee. An employee who plans to take leave under this section must give the school district reasonable notice of the date the leave shall commence and the estimated duration of the leave. For leave taken by a biological or adoptive parent in conjunction with the birth or adoption of a child, the leave must begin within 12 months of the birth or adoption; except that, in the case where the child must remain in the hospital longer than the mother, the leave must begin within 12 months after the child leaves the hospital.~~

B. Twenty-six-week Service member Family Military Leave

1. An eligible employee who is the spouse, child, parent, or next of kin of a covered servicemember shall be entitled to a total of twenty-six (26) work weeks of leave during a 12-month period to care for the servicemember. The leave described in this ~~section~~paragraph shall be available only during a single 12-month period. For purposes of this leave, the need to care for a servicemember includes both physical and psychological care.
2. During a single 12-month period, an employee shall be entitled to a combined total of

twenty-six (26) work weeks of leave under Sections IV(A) and IV(C) above.

3. The 12-month period referred to in this section begins on the first day the eligible employee takes leave to care for a covered servicemember and ends twelve (12) months after that date.
4. Eligible spouses employed by the school district are limited to an aggregate of twenty-six (26) weeks of leave during any 12-month period if leave is taken for the birth of the employee's child or to care for the child after birth; for placement of a child with the employee for adoption or foster care or to care for the child after placement; to care for the employee's parent with a serious health condition; or to care for a covered servicemember with a serious injury or illness.
5. The school district may request or require the employee to substitute accrued paid leave for any part of the 26-week period. Employees may be allowed to substitute paid leave for unpaid leave by meeting the requirements set out in the administrative directives and guidelines established for the implementation of this policy, if any. Employees eligible for leave must comply with the family and medical leave directives and guidelines prior to starting leave.
6. An employee will be required to submit sufficient medical certification issued by the health care provider of the covered servicemember and other information in support of requested leave and eligibility for such leave under this section within fifteen (15) days from the date of the request or as soon as practicable under the circumstances.
7. The provisions of ~~Section~~~~Paragraphs~~ IV(A)(7), IV(A)(10), IV(A)(12), IV(A)(13), and IV(A)(14) above shall apply to leaves under this section.

V. SPECIAL RULES FOR INSTRUCTIONAL EMPLOYEES

- A. An instructional employee is one whose principal function is to teach and instruct students in a class, a small group, or an individual setting. This includes, but is not limited to, teachers, coaches, driver's education instructors, and special education assistants.
- B. Instructional employees who request foreseeable medically necessary intermittent or reduced work schedule leave greater than 20 percent of the workdays in the leave period may be required to:
 1. Take leave for the entire period or periods of the planned medical treatment; or
 2. Move to an available alternative position for which the employee is qualified, and which provides equivalent pay and benefits, but not necessarily equivalent duties.
- C. Instructional employees who request continuous leave near the end of a semester may be

required to extend the leave through the end of the semester. The number of weeks remaining before the end of a semester does not include scheduled school breaks, such as summer, winter, or spring break.

1. If an instructional employee begins leave for any purpose more than five weeks before the end of a semester and it is likely the leave will last at least three weeks, the school district may require that the leave be continued until the end of the semester.
2. If the instructional employee begins leave for a purpose other than the employee's own serious health condition during the last five weeks of a semester, the school district may require that the leave be continued until the end of the semester if the leave will last more than two weeks or if the employee's return from leave would occur during the last two weeks of the semester.
3. If the instructional employee begins leave for a purpose other than the employee's own serious health condition during the last three weeks of the semester and the leave will last more than five working days, the school district may require the employee to continue taking leave until the end of the semester.
4. If the school district requires an instructional employee to extend leave through the end of a semester as set forth in this ~~section~~ paragraph, only the period of leave until the employee is ready and able to return to work shall be charged against the employee's FMLA leave entitlement. Any additional leave required by the school district to the end of the school term is not counted as FMLA leave but as an unpaid or paid leave, to the extent the instructional employee has accrued paid leave available and the school district shall maintain the employee's group health insurance and restore the employee to the same or equivalent job, including other benefits, at the conclusion of the leave.

~~The entire period of leave taken under the special rules will be counted as leave. The school district will continue to fulfill the school district's leave responsibilities and obligations, including the obligation to continue the employee's health insurance and other benefits, if an instructional employee's leave entitlement ends before the involuntary leave period expires.~~

VI. OTHER

- A. The provisions of this policy are intended to comply with applicable law, including the FMLA and applicable regulations. Any terms used from the FMLA will have the same meaning as defined by the FMLA and/or applicable regulations. To the extent that this policy is ambiguous or contradicts applicable law, the language of the applicable law will prevail.
- B. The requirements stated in the collective bargaining agreement between employees in a certified collective bargaining unit and the school district regarding family and medical

leaves (if any) shall be followed.

VII. DISSEMINATION OF POLICY

A poster prepared by the U.S. Department of Labor summarizing the major provisions of the Family and Medical Leave Act and informing employees how to file a complaint - shall be conspicuously posted in each school district building in areas accessible to employees and applicants for employment.

~~This policy will be reviewed at least annually for compliance with state and federal law.~~

Legal References: ~~Minn. Stat. §§ 181.940-181.944 (Parenting Leave and Accommodations)~~
10 U.S.C. § 101 et seq. (Armed Forces General Military Law)
29 U.S.C. § 2601 et seq. (Family and Medical Leave Act)
38 U.S.C. § 101 (Definitions)
29 C.F.R. Part 825 (Family and Medical Leave Act)

Cross References: None

Policy Reviewed: 04.16.2026~~02.21.2025~~
Policy Adopted: 04.23.2025
Policy Revised: 02.19.2026~~12.13.2023~~

**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, April 22, 2026 at the Hastings Middle School Media Center.

The meeting was called to order at 6:01 PM by Chair Carrie Tate.

The following board members were present: Philip Biermaier, Matt Bruns, Jessica Dressely, Elaine Mikel-Mulder, Melissa Millner, Carrie Tate and Mark Zuzek. Roll call attendance was taken by Melissa Millner. Superintendent Wehrkamp Herman was also present at the meeting. The following Student School Board Representatives were present: Jenevieve Behnke and Shyla Henson.

A motion to approve the agenda was made by Philip Biermaier. A motion to amend the agenda was made by Jessica Dressely to add Policy 419 Tobacco Free Environment for approval. Philip Biermaier accepted the amendment. The amended agenda was seconded by Elaine Mikel-Mulder. With 7 ayes, 0 nays, the motion carried.

Chair Tate recognized the visitors in the room and those viewing remotely.

Superintendent Wehrkamp Herman presented the Raider Spotlight, which recognized the Spring 2026 Employees of the Semester: Krista Giesen, Laura Zabel, Andy Larson, LynDee Humble, Bonnie Whitehill, and Linda Berg.

The Student School Board Representatives provided their school updates.

Superintendent Wehrkamp Herman provided the Board with the Superintendent Report.

Acknowledgement of the School District receiving the 2025 Association of School Business Officials International (ASBO) Certificate of Excellence in Financial Report Award was provided by Jennifer Seubert, Director of Finance and Operations.

Response to the NAPAC Vote of Non-Concurrence was provided by Dr. Kristine Wehrkamp Herman, Superintendent.

The Building and Construction Fund Project update was provided by Jennifer Seubert, Director of Finance & Operations.

The Legal: Data Request update was provided by Cathy Moen, Director of Human Resources.

The ISD 917 update was provided by Mark Zuzek.

The AMSD update was provided by Mark Zuzek.

The Community Collaboration Committee update was provided by Elaine Mikel-Mulder.

The Finance and Facilities Committee update was provided by Mark Zuzek.

The Joint Powers Committee update was provided by Melissa Millner.

The Wellness Committee Liaison update was provided by Melissa Millner.

The BrightWorks Liaison Update was provided by Matt Bruns.

The NAPAC Committee Liaison update was provided by Matt Bruns.

The Student School Board Committee update was provided by Matt Bruns.

The Policy Committee update was provided by Jessica Dressely which included a First Reading of Policy 203, 302, 410 and First Reading to Sunset of Policy 304. There were no Second Readings this month.

A motion to approve the Consent Agenda was made by Elaine Mikel-Mulder and seconded by Melissa Millner. With a vote of 7 ayes, and 0 nays, the motion carried unanimously. The following items were approved under the consent agenda:

- Meeting Minutes from 03/25/2026 Regular Board Meeting; 03/30/2026 Closed Board Meeting
- March Bills Payable
- Personnel Report
- Policies for Approval after First Reading due to statutory requirements: 530
- Policies for Approval after Third Reading: 201, 202, 902
- Quarterly Fundraising Approvals
- Additional Bond Project: Pinecrest Kitchen Roller Door Replacement
- Extension of Agreement with Kelly Services (formerly Teachers on Call)
- 2026-2027 Food Service Vendors: Upper Lakes, Prairie Farm, Bix Produce
- 2026-2027 Adult Meal Prices
- 8th Grade Social Studies Curriculum
- History of Sport Course at Hastings High School
- MOU with HealthSource Solutions for a Worksite Wellness Grant for McAuliffe Elementary
- NAPAC Non-Concurrence Response

A motion was made by Elaine Mikel-Mulder to approve the last day of school for seniors on May 29, 2026. The motion was seconded by Matt Bruns. With a vote of 7 ayes and 0 nays, the motion carried.

A motion was made by Jessica Dressely to approve the March 2026 Donations Acceptance Resolution and waive the reading. The motion was seconded by Elaine Mikel-Mulder. Roll call vote was taken by Melissa Millner. With a vote of 7 ayes and 0 nays, the motion carried.

A motion was made by Jessica Dressely to approve Policy 419 Tobacco Free Environment. An emergency policy revision was recommended for adoption, due to the timing of the Vape Waste Awareness Event that is scheduled for May 6, 2026. The revision adds one sentence to the end of Section III(B) and reads: "The only exception to this policy is participation in the Vape Waste Collection and Awareness Event at the high school." This motion was seconded by Mark Zuzek. With a vote of 7 ayes and 0 nays, the motion carried.

Future meetings were presented and discussed by Chair Tate.

With no further business to discuss, a motion was made to adjourn the meeting by Elaine Mikel-Mulder and seconded by Melissa Millner. With a vote of 7 ayes and 0 nays, the motion carried.

The meeting was adjourned at 7:28 PM.

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

This is a summary of the Hastings Public Schools Board Meeting on Wednesday, April 22, 2026, with full text available for public inspection on the district's website at www.hastings.k12.mn.us or the district office at 1000 W 11th Street, Hastings, MN 55033.

The meeting was called to order at 6:01 PM by Chair Carrie Tate.

The following board members were present: Biermaier, Bruns, Dressely, Mikel-Mulder, Millner, Tate and Zuzek. Roll call attendance was taken by Melissa Millner. Superintendent Wehrkamp Herman was also present at the meeting. The following Student School Board Representatives were present: Behnke and Henson.

Consent agenda items approved: Meeting Minutes from 03/25/2026 Regular Board Meeting; 03/30/2026 Closed Board Meeting; March Bills Payable; Personnel Report; Policies for Approval after First Reading due to statutory provisions and amendments: 530; Policies for Approval after Third Reading: 201, 202, 902; Quarterly Fundraising Approvals; Additional Bond Project: Pinecrest Kitchen Roller Door Replacement; Extension of Agreement with Kelly Services (formerly Teachers on Call); 2026-2027 Food Service Vendors: Upper Lakes, Prairie Farm, Bix Produce; 2026-2027 Adult Meal Prices; 8th Grade Social Studies Curriculum; History of Sport Course at Hastings High School; MOU with HealthSource Solutions for a Worksite Wellness Grant for McAuliffe Elementary NAPAC Non-Concurrence Response

Individual action items approved: Agenda; March 2026 Donations Acceptance Resolution; Policy 419 Tobacco Free Environment

All motions were carried.

The meeting was adjourned at 7:28 PM.

HASTINGS ISD #200 BOARD REPORT FOR THE MONTH ENDING: April 2026

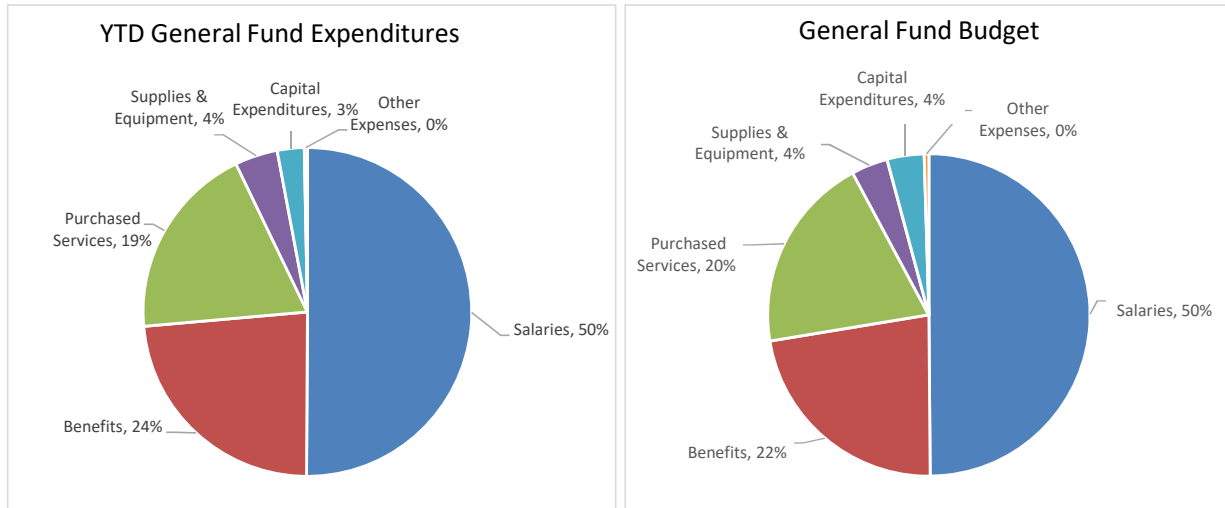
EXPENDITURE TOTALS

	<u>FY 2026 Budget (REV)</u>	<u>**Monthly Expenditures</u>	<u>Year-to-Date Expenditures</u>	<u>Remaining Balance</u>	<u>% Spent</u>
General Fund (01)					
100 Salaries	35,318,477	2,871,886	24,171,642	11,146,836	68%
200 Benefits	15,956,927	1,249,318	11,354,909	4,602,018	71%
300 Purchased Services	13,984,601	1,144,256	9,285,844	4,698,757	66%
400 Supplies & Equipment	2,592,729	76,625	2,026,234	566,495	78%
500 Capital Expenditures	2,638,174	41,120	1,272,919	1,365,255	48%
800 Other Expenses	322,822	15,269	150,436	172,385	47%
	<u>70,813,730</u>	<u>5,398,475</u>	<u>48,261,984</u>	<u>22,551,746</u>	68%
Food Service Fund (02)	3,517,837	330,573	2,793,823	724,014	79%
Community Service Fund (04)	2,847,673	211,850	2,128,549	719,124	75%
Building Construction Fund (06)	563,602	22,982	116,278	447,324	21%
Debt Service Fund (07)	4,686,350	0	4,685,200	1,150	100%
Student Activities Fund (10)	275,000	28,504	331,589	(56,589)	121%
Deferred Accounts- Donations/Misc Fund (11)	640,619	47,104	508,066	132,553	79%
Scholarships Fund (12)	140,000	3,500	153,000	(13,000)	109%
Totals	\$83,484,811	\$6,042,989	\$58,978,489	\$24,506,322	

** Monthly expenditures include payroll and finance.

** Some payments are coded to revenue codes and are not included in above monthly expenditures but are included on payment registers.

** Some July/August payment register expenses are posted to June due to timing of incurred expense and are not included in above monthly expenditures.



PAYROLL DISBURSEMENTS

Checks & Direct Deposits	4/1/2026	4/30/2026	1,972,195	Pay dates 4/3 and 4/20
Liability Checks & Wires	4/1/2026	4/30/2026	1,596,549	Bd. Share \$427,868
Total			\$3,568,743	

FINANCE DISBURSEMENTS

Checks & Wires	4/1/2026	4/30/2026	1,591,383
Total			\$1,591,383

SELF-FUNDED INSURANCE

	<u>Revenue YTD</u>	<u>Expenses YTD</u>	<u>YTD Balance</u>
Dental	633,263	502,007	\$131,255
Health	8,500,204	8,121,027	\$379,177

5/12/2026

HASTINGS FY 2025-26 - Budget to Actual Comparison Month Ended April 30, 2026	REVENUE & EXPENDITURES SUMMARY BY SOURCE, OBJECT SERIES & PROGRAM SERIES	April 30, 2026
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GENERAL FUND DETAILED (Fund 01,10,11,12)

REVENUE							April 30, 2026 % of Budget Received	April 30, 2025 % of Actuals Received	April 30, 2024 % of Actuals Received
REVENUE CATEGORIES	June 30, 2024	June 30, 2025	Adopted Budget FY26	Revised Budget FY26	Received YTD	Budget Remaining			
Property Tax	\$ 14,283,473	\$ 16,231,220	\$ 16,232,034	\$ 16,231,521	\$ 7,175,399	\$ 9,056,122	44.21%	43.40%	44.44%
Local Revenue (Fees, Interest, Etc.)	\$ 3,558,465	\$ 3,761,739	\$ 2,491,158	\$ 2,951,458	\$ 3,525,601	(574,143)	119.45%	85.74%	90.70%
State Revenue	\$ 46,353,239	\$ 50,104,638	\$ 48,428,882	\$ 49,705,882	\$ 35,406,531	14,299,351	71.23%	71.47%	75.18%
Federal Revenue	\$ 3,200,553	\$ 1,718,352	\$ 1,453,531	\$ 1,605,332	\$ 411,087	1,194,245	25.61%	38.10%	60.54%
Other Revenue	\$ 445,045	\$ 521,567	\$ 226,500	\$ 226,500	\$ 68,755	157,745	30.36%	16.23%	23.02%
TOTAL REVENUE	\$ 67,840,775	\$ 72,337,516	\$ 68,832,105	\$ 70,720,693	\$ 46,587,373	\$ 24,133,320	65.88%	64.72%	68.49%

EXPENDITURES							April 30, 2026 % of Budget Expended	April 30, 2025 % of Actuals Expended	April 30, 2024 % of Actuals Expended
OBJECT SERIES	June 30, 2024	June 30, 2025	Adopted Budget FY26	Revised Budget FY26	Expended YTD	Budget Remaining			
Salary & Wages	\$ 32,409,949	\$ 33,831,675	\$ 35,152,322	\$ 35,430,376	\$ 24,262,690	\$ 11,167,686	68.48%	70.59%	71.01%
Employee Benefits	\$ 14,515,095	\$ 14,637,250	\$ 16,267,128	\$ 15,978,395	\$ 11,366,554	4,611,841	71.14%	72.28%	71.58%
Purchased Services	\$ 11,360,622	\$ 12,590,669	\$ 12,963,388	\$ 14,258,798	\$ 9,706,761	4,552,037	68.08%	70.79%	74.16%
Supplies & Materials	\$ 1,999,355	\$ 3,264,620	\$ 3,121,534	\$ 2,977,474	\$ 2,216,229	761,245	74.43%	80.57%	83.87%
Capital Expenditures	\$ 3,433,364	\$ 3,309,617	\$ 2,720,675	\$ 2,754,673	\$ 1,382,823	1,371,850	50.20%	71.22%	90.43%
Debt Service	\$ -	\$ -	\$ -	\$ -	\$ -	0	0.00%	0.00%	0.00%
Other Expenditures	\$ 527,439	\$ 517,111	\$ 456,918	\$ 469,632	\$ 319,582	150,050	68.05%	62.56%	65.65%
Other Financing Uses	\$ 301,752	\$ 415,282	\$ -	\$ -	\$ -	0	0.00%	0.00%	0.00%
TOTAL OBJECT SERIES	\$ 64,547,575	\$ 68,566,224	\$ 70,681,965	\$ 71,869,348	\$ 49,254,639	\$ 22,614,709	68.53%	71.01%	72.75%

PROGRAM SERIES							April 30, 2026 % of Budget Expended	April 30, 2025 % of Actuals Expended	April 30, 2024 % of Actuals Expended
PROGRAM SERIES	June 30, 2024	June 30, 2025	Adopted Budget FY26	Revised Budget FY26	Expended YTD	Budget Remaining			
Administration	\$ 2,125,692	\$ 2,200,195	\$ 2,343,023	\$ 2,375,540	\$ 1,872,854	\$ 502,686	78.84%	80.01%	81.65%
District Support Services	2,529,185	3,162,391	3,472,149	3,498,810	2,733,609	765,201	78.13%	82.05%	85.25%
Ele & Sec Regular Instruction	27,536,015	29,122,591	30,005,309	30,631,685	20,682,448	9,949,237	67.52%	68.98%	68.97%
Career & Tech Instruction	893,888	925,084	961,153	977,743	644,769	332,974	65.94%	68.31%	66.51%
Special Education Instruction	11,746,765	12,425,179	13,411,487	13,774,473	8,764,837	5,009,636	63.63%	66.25%	68.25%
Instructional Support Services	2,899,636	3,469,068	3,121,292	3,199,037	2,065,914	1,133,123	64.58%	65.59%	68.05%
Pupiii Support Services	8,401,946	8,785,611	9,005,980	9,197,531	6,601,552	2,595,979	71.78%	71.86%	72.94%
Site, Building & Equipment	7,891,013	7,909,716	7,768,187	7,621,687	5,282,731	2,338,956	69.31%	78.92%	86.64%
Fiscal & Other Fixed Costs	523,435	566,389	593,384	592,842	605,926	(13,084)	102.21%	96.60%	99.89%
TOTAL PROGRAM SERIES	\$ 64,547,575	\$ 68,566,224	\$ 70,681,965	\$ 71,869,348	\$ 49,254,639	\$ 22,614,709	68.53%	71.01%	72.75%

HASTINGS FY 2025-26 - Budget to Actual Comparison Month Ended April 30, 2026	HASTINGS	April 30, 2026
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FOOD SERVICE DETAILED (Fund 02)
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							April 30, 2026 % of Budget Received	April 30, 2025 % Of Actual Received	April 30, 2024 % Of Actual Received
REVENUE	June 30, 2024	June 30, 2025	Adopted Budget FY26	Revised Budget FY26	Received YTD	Budget Remaining			
Local Revenue	\$ 43,854	\$ 27,806	\$ 20,000	\$ 24,000	\$ 8,884	\$ 15,116	37.02%	0.00%	0.00%
State Revenue	1,526,870	1,649,423	1,649,753	1,738,276	1,282,749	455,527	73.79%	72.38%	72.26%
Federal Revenue	1,312,276	1,216,963	1,211,713	1,166,391	733,215	433,176	62.86%	60.19%	61.55%
Sales	343,222	322,140	348,200	348,200	301,458	46,742	86.58%	101.34%	101.61%
Other Revenue	0	0	0	0	0	0	0.00%	0.00%	0.00%
TOTAL REVENUE	\$ 3,226,223	\$ 3,216,331	\$ 3,229,666	\$ 3,276,867	\$ 2,326,306	\$ 950,561	70.99%	70.04%	70.04%

							April 30, 2026 % of Budget Expended	April 30, 2025 % Of Actual Expended	April 30, 2024 % Of Actual Expended
EXPENDITURES BY OBJECT	June 30, 2024	June 30, 2025	Adopted Budget FY26	Revised Budget FY26	Expended YTD	Budget Remaining			
Salary & Wages	\$ 997,975	\$ 1,129,135	\$ 1,177,729	\$ 1,175,673	\$ 931,813	\$ 243,860	79.26%	74.97%	74.35%
Employee Benefits	283,846	283,604	308,312	311,270	\$ 257,764	53,506	82.81%	76.92%	76.46%
Purchased Services	272,869	236,103	267,850	267,850	\$ 155,916	111,934	58.21%	69.22%	70.67%
Supplies & Materials	1,598,212	1,629,175	1,611,229	1,641,044	\$ 1,324,068	316,976	80.68%	79.77%	77.23%
Capital Expenditures	135,497	195,862	90,000	120,000	\$ 122,753	(2,753)	102.29%	106.13%	100.00%
Debt Service	0	0	0	0	\$ -	0	0.00%	0.00%	0.00%
Other Expenditures	14,846	14,063	2,000	2,000	\$ 1,510	490	75.49%	88.07%	89.10%
Other Financing Uses	0	0	0	0	0	0	0.00%	0.00%	0.00%
TOTAL EXPENDITURES	\$ 3,303,245	\$ 3,487,942	\$ 3,457,120	\$ 3,517,837	\$ 2,793,823	\$ 724,014	79.42%	78.78%	76.74%

HASTINGS FY 2025-26 - Budget to Actual Comparison Month Ended April 30, 2026	HASTINGS	April 30, 2026
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COMMUNITY EDUCATION DETAILED (Fund 04)									
REVENUE	June 30, 2024	June 30, 2025	Adopted Budget FY26	Revised Budget FY26	Received YTD	Budget Remaining	April 30, 2026 % of Budget Received	April 30, 2025 % Of Actual Received	April 30, 2024 % Of Actual Received
Property Tax	\$ 464,013	\$ 444,853	\$ 441,822	\$ 441,822	\$ 281,365	\$ 160,457	63.68%	62.79%	61.10%
Local Revenue	1,899,808	1,889,634	1,899,663	1,899,663	1,617,778	281,885	85.16%	87.62%	85.78%
General State Revenue	3,125	2,881	3,132	3,132	251	2,881	8.01%	5.82%	1.57%
State Support Program	427,161	481,515	509,198	506,793	448,178	58,615	88.43%	90.45%	91.02%
Federal Revenue	9,258	0	0	0	0	0	0.00%	0.00%	0.00%
Other Revenue	6,773	13,608	0	0	4,823	(4,823)	0.00%	25.85%	85.70%
TOTAL REVENUE	\$ 2,810,138	\$ 2,832,491	\$ 2,853,816	\$ 2,851,410	\$ 2,352,395	\$ 499,015	82.50%	83.82%	82.13%

EXPENDITURES BY OBJECT	June 30, 2024	June 30, 2025	Adopted Budget FY26	Revised Budget FY26	Expended YTD	Budget Remaining	April 30, 2026 % of Budget Expended	April 30, 2025 % Of Actual Expended	April 30, 2024 % Of Actual Expended
Salary & Wages	\$ 1,775,081	\$ 1,773,618	\$ 1,722,548	\$ 1,713,179	\$ 1,313,890	\$ 399,289	76.69%	79.74%	77.72%
Employee Benefits	599,054	632,360	665,876	632,675	\$ 457,708	174,967	72.34%	87.89%	78.14%
Purchased Services	325,274	370,076	341,919	374,401	\$ 267,007	107,394	71.32%	95.82%	76.42%
Supplies & Materials	98,283	97,351	97,620	101,392	\$ 77,101	24,291	76.04%	66.49%	67.27%
Capital Expenditures	1,917	4,103	3,506	4,506	\$ 1,495	3,011	33.18%	138.35%	96.67%
Debt Service	0	0	0	0	\$ -	0	0.00%	0.00%	0.00%
Other Expenditures	66,768	67,063	21,202	21,521	\$ 11,349	10,172	52.73%	69.55%	70.24%
Other Financing Uses	0	0	0	0	0	0	0.00%	0.00%	0.00%
TOTAL EXPENDITURES	\$ 2,866,378	\$ 2,944,570	\$ 2,852,671	\$ 2,847,674	\$ 2,128,549	\$ 719,125	74.75%	82.62%	77.14%

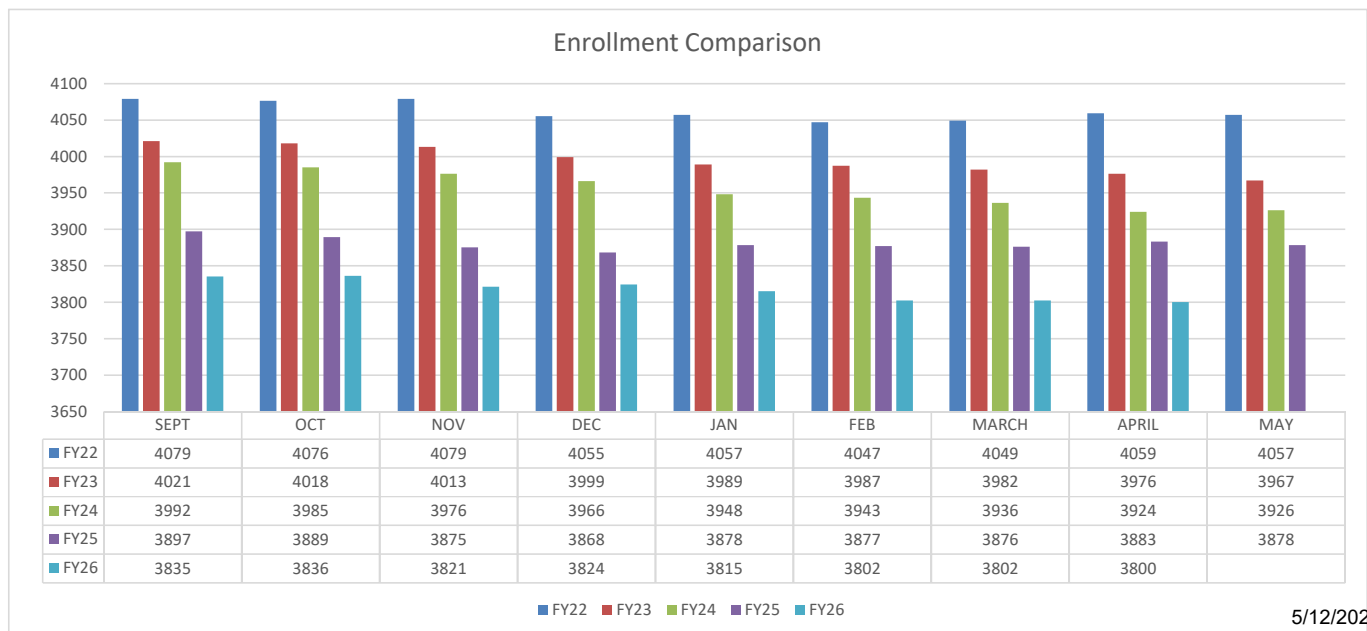
ELECTRONIC FUND TRANSFERS

<u>Date</u>	<u>From</u>	<u>To</u>	<u>Amount</u>	<u>Description</u>
4/1/2026	MSDLAF General	MSDLAF Dental Self Funded	59,929.06	Dental Insurance
4/1/2026	MSDLAF General	MSDLAF Health Self Funded	29,267.83	Health Insurance
4/2/2026	MSDLAF General	MSDLAF Payroll	1,719,029.71	Payroll
4/2/2026	MSDLAF General	MSDLAF AP	30,158.70	Accounts Payable
4/2/2026	MSDLAF General	MSDLAF Health Self Funded	814,406.65	Health Insurance
4/2/2026	MSDLAF General	MSDLAF Flex	18,243.51	Payroll
4/2/2026	MSDLAF Scholarship	MSDLAF ScholarshipMAX	30,000.00	Exchange
4/7/2026	Merchants Bank	MSDLAF General	50,000.00	Local Receipts
4/10/2026	MSDLAF General	MSDLAF AP	78,925.69	Accounts Payable
4/13/2026	MSDLAF General	Vermillion Bank	4,633.71	Local Receipts
4/13/2026	Merchants Bank	MSDLAF General	50,000.00	Local Receipts
4/15/2026	MSDLAF General	MSDLAF AP	11,341.41	Accounts Payable
4/15/2026	MSDLAF General	MSDLAF AP	386,626.14	Accounts Payable
4/16/2026	MSDLAF General	MSDLAF Health Self Funded	29,717.71	Health Insurance
4/17/2026	MSDLAF GeneralMAX	MSDLAF General	2,000,000.00	Exchange
4/20/2026	MSDLAF General	MSDLAF Payroll	1,781,026.77	Payroll
4/20/2026	MSDLAF General	MSDLAF AP	3,446.00	Accounts Payable
4/20/2026	MSDLAF General	MSDLAF Flex	18,065.81	Payroll
4/21/2026	Merchants Bank	MSDLAF General	25,000.00	Local Receipts
4/23/2026	MSDLAF GeneralMAX	MSDLAF General	2,000,000.00	Exchange
4/27/2026	MSDLAF General	MSDLAF AP	95,705.10	Accounts Payable
4/28/2026	MSDLAF GeneralMAX	MSDLAF General	5,000,000.00	Exchange
4/29/2026	MSDLAF General	MSDLAF Payroll	5,569.03	Payroll
4/29/2026	MSDLAF General	MSDLAF Dental Self Funded	63,618.63	Dental Insurance
4/30/2026	MSDLAF General	MSDLAF GeneralMAX	2,000,000.00	Exchange
4/30/2026	MSDLAF Payroll	MSDLAF AP	89,719.30	Accounts Payable
4/30/2026	MSDLAF General	MSDLAF Scholarship	4,332.00	Local Receipts
4/30/2026	MSDLAF General	MSDLAF AP	27,620.04	Accounts Payable

\$16,426,382.80

ENROLLMENT

<u>GRADE</u>	<u>COUNT</u>	<u>SCHOOL</u>	<u>COUNT</u>
K	262	ALP	47
1	258	High School	1258
2	253	Middle School	1163
3	273	Kennedy Elementary	452
4	286	Pinecrest Elementary	408
5	287	McAuliffe Elementary	472
6	278		3800
7	294		
8	304		
9	325		
10	296	Elementary	1332
11	328	Middle School	1163
12	356	High School/ALP	1305
	3800	Total District	3800



INDEPENDENT SCHOOL DISTRICT NO. 200
Hastings High School and Middle School
Extra Curricular Student Activity Accounts
Statement of Receipts and Disbursements
Year ended June 30, 2026
Current Statement as of 4/30/2026

Crs Code	Activity Account	Balance 7/1/2025	Receipts	Disbursements	Subtotal (Less Interest)	Interest Earned	Balance 4/30/2026
601	Art Club	342.61	4,649.00	8.37	4,983.24	38.7727	5,022.01
608	AVID	2,309.08	0.00	1,426.01	883.07	44.5175	927.59
602	Band	1,852.94	5,432.25	4,644.84	2,640.35	78.9018	2,719.25
605	Basketball - Boys	5,276.27	0.00	1,074.87	4,201.40	128.2723	4,329.67
609	Choir Tour	1,769.44	-1,500.00	0.00	269.44	32.7105	302.15
610	Cross Country Running	549.60	910.00	1,206.00	253.60	14.4256	268.03
613	Fellowship Christian Athletes (FCA)	3,481.12	4,705.00	4,194.72	3,991.40	111.1525	4,102.55
615	Gymnastics	4,213.33	833.47	0.00	5,046.80	128.4398	5,175.24
616	French Honor Society (FHS)	1,548.07	5,007.75	1,423.28	5,132.54	79.1663	5,211.71
622	Marching Band	47,025.43	39,724.86	70,967.52	15,782.77	709.9462	16,492.72
675	INTEREST EARNED	0.00	4,081.96	0.00	4,081.96	-	0.00
623	National Honor Society (NHS)	2,842.95	7,468.75	180.01	10,131.69	132.1448	10,263.83
625	Nordic Skiing	360.57	2,928.50	1,455.55	1,833.52	30.1208	1,863.64
626	Orchestra	213.16	0.00	0.00	213.16	5.8469	219.01
618	Peer Helpers	103.33	193.00	21.04	275.29	4.9225	280.21
632	Show Choir	44,492.93	147,897.85	189,236.14	3,154.64	742.8647	3,897.50
647	Spanish Club	5,489.94	10,133.70	13,211.77	2,411.87	125.6717	2,537.54
650	Student Council	43,929.25	38,552.00	34,769.87	47,711.38	1,109.6626	48,821.04
652	Tennis - Boys	3,213.88	20.00	228.10	3,005.78	82.6866	3,088.47
653	Tennis - Girls	1,321.76	886.00	2,202.93	4.83	12.9692	17.80
655	Thespians	141.67	166.00	0.00	307.67	5.6373	313.31
656	Track	10,643.97	6,700.20	5,224.65	12,119.52	275.5415	12,395.06
654	Ultimate Frisbee	646.90	210.00	0.00	856.90	19.0736	875.97
665	Middle School Yearbook	14.47	0.00	0.00	14.47	0.3969	14.87
666	Middle School Student Council	6,172.55	0.00	113.41	6,059.14	168.1155	6,227.26
		187,955.22	279,000.29	331,589.08	135,366.43	4,081.9600	135,366.43

INDEPENDENT SCHOOL DISTRICT NO. 200
HASTINGS, MINNESOTA
TREASURER'S REPORT TO SCHOOL BOARD

April 2026 Investment Reconciliation - %-104-%

FUNDS	BALANCE BEGINNING OF MONTH	RECEIPTS	DISBURSEMENTS	BALANCE END OF MONTH
GENERAL FUND - 01	17,000,000.00	10,000,000.00	0.00	27,000,000.00
SCHOLARSHIP FUND - 12	10,000.00	0.00	0.00	10,000.00
DENTAL SELF FUNDED - 20	490,000.00	0.00	0.00	490,000.00
HEALTH SELF FUNDED - 21	2,000,000.00	0.00	0.00	2,000,000.00
TOTALS	19,500,000.00	10,000,000.00	0.00	<u>29,500,000.00</u>

RECONCILEMENT OF TREASURER'S BALANCE WITH BANK

DESCRIPTION	BALANCE PER BANK STATEMENT	OTHER RECONCILING ITEMS	BALANCE PER TREASURER'S BOOKS
Certificates of Deposit - MSDLAF - General	0.00	0.00	0.00
Term - MSDLAF - General	27,000,000.00	0.00	27,000,000.00
Scholarship CD	10,000.00	0.00	10,000.00
Certificates of Deposit - MSDLAF - Dental	490,000.00	0.00	490,000.00
Term - MSDLAF - Health	2,000,000.00	0.00	2,000,000.00
TREASURER'S BALANCE	29,500,000.00	0.00	<u>29,500,000.00</u>

INDEPENDENT SCHOOL DISTRICT NO. 200
HASTINGS, MINNESOTA
TREASURER'S REPORT TO SCHOOL BOARD

April 2026 Bank Reconciliation

FUNDS	BALANCE BEGINNING OF MONTH	RECEIPTS	DISBURSEMENTS	JOURNAL ENTRIES	BALANCE END OF MONTH
GENERAL FUND- 01	20,534,200.07	6,749,599.01	(2,937,045.77)	(12,613,953.59)	11,732,799.72
FOOD SERVICE FUND - 02	214,993.71	312,784.86	(197,307.83)	(133,455.11)	197,015.63
COMMUNITY ED - 04	666,157.83	181,699.82	(31,802.78)	(176,009.51)	640,045.36
BUILDING CONSTRUCTION - 06	471,426.27	1,363.61	(22,982.23)	0.00	449,807.65
DEBT REDEMPTION - 07	2,734,644.76	0.00	0.00	4,092.99	2,738,737.75
STUDENT ACTIVITY FUND -10	119,869.32	42,466.92	(26,368.29)	(601.52)	135,366.43
DEFERRED ACCOUNTS - 11	502,862.55	33,424.95	(44,428.05)	5,426.63	497,286.08
SCHOLARSHIP - 12	260,653.67	10,115.80	(3,500.00)	0.00	267,269.47
DENTAL SELF FUNDED - 20	1,043,955.71	3,003.85	(40,227.08)	63,618.63	1,070,351.11
HEALTH SELF FUNDED -21	3,621,034.12	8,905.91	(1,279,332.73)	881,017.38	3,231,624.68
OPEB PERA/CE TRUST - 45	7,389,079.85	0.00	0.00	20,497.70	7,409,577.55
TOTALS	37,558,877.86	7,343,364.73	(4,582,994.76)	(11,949,366.40)	28,369,881.43

RECONCILEMENT OF TREASURER'S BALANCE WITH BANK

DESCRIPTION	BALANCE PER BANK STATEMENT	OUTSTANDING CHECKS	OUTSTANDING DEPOSITS	OTHER RECONCILING ITEMS	BALANCE PER TREASURER'S BOOKS
Merchants Bank	114,644.74	0.00	0.00	34.57	114,679.31
MSDLAF AP	220,079.52	(984,404.88)	0.00	0.00	(764,325.36)
MSDLAF Payroll	141,993.28	(103,242.71)	0.00	0.00	38,750.57
MSDLAF Scholarship	269,769.47	(2,500.00)	0.00	0.00	267,269.47
MSDLAF General	17,101,458.25	0.00	22,595.10	0.00	17,124,053.35
MSDLAF Flex	127,754.31	(556.00)	0.00	0.00	127,198.31
MSDLAF Dental Self Funded	1,076,953.40	(6,602.29)	0.00	0.00	1,070,351.11
MSDLAF Health Self Funded	2,409,592.84	0.00	0.00	0.00	2,409,592.84
MSDLAF Bond Proceeds	454,529.88	(4,722.23)	0.00	0.00	449,807.65
Vermillion Bank	122,656.20	(6,721.97)	0.00	0.00	115,934.23
OPEB PERA/CE Trust Account	7,416,569.95	0.00	0.00	0.00	7,416,569.95
TREASURER'S BALANCE	29,456,001.84	(1,108,750.08)	22,595.10	34.57	28,369,881.43

HASTINGS PUBLIC SCHOOLS

Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Pay/Void				Amount
									Print	Recon	Void	Date	
MB	p610mb	114374		Wire	1	10229	MERCHANTS BANK FEES		No	Yes	No	04/08/2026	30.77
Bank Total:													\$30.77
USAP	P61001	114358		Wire	1	11575	ARBITERSPORTS LLC - WIRE		No	Yes	No	04/02/2026	20,000.00
USAP	P609A	114401		Wire	1	11387	AMAZON CAPITAL SERVICES, INC		No	Yes	No	04/10/2026	11,028.43
USAP	P61015	114491		Wire	1	10920	AFFINETY - MERCH BANK FEES (WIRE)		No	Yes	No	04/15/2026	3,652.74
USAP	P61015	114492		Wire	1	2976	SALES TAX (MN DEPT REVENUE)		No	Yes	No	04/15/2026	316.00
USAP	P61015	114493		Wire	1	9012	PITNEY BOWES POSTAGE BY PHONE		No	Yes	No	04/15/2026	3,000.00
USAP	P609B	114551		Wire	1	9557	BMO HARRIS BANK NA		No	Yes	No	04/28/2026	24,573.61
USAP	P61030	114654		Wire	1	3167	MSDLAF BANK FEES		No	Yes	No	04/30/2026	187.51
USAP	P61030	114655		Wire	1	3917	MINNESOTA UI FUND		No	No	No	04/30/2026	2,334.02
USAP	P61030	114656		Wire	1	9935	ELEYO FEES		No	Yes	No	04/30/2026	969.39
USAP	P60930	114309	840486	Check	1	1665	INTERMEDIATE SCHOOL DIST 917		Yes	Yes	Yes	04/02/2026	(393.30)
USAP	P61001	114351	840531	Check	1	10630	ALL STRINGS ATTACHED		Yes	Yes	No	04/02/2026	134.99
USAP	P61001	114352	840532	Check	1	10641	BAYCOM INC		Yes	Yes	No	04/02/2026	1,079.00
USAP	P61001	114356	840533	Check	1	8741	CLARK, JAMIE		Yes	Yes	No	04/02/2026	36.54
USAP	P61001	114357	840534	Check	1	9582	ERICKSON, ANGILEE		Yes	Yes	No	04/02/2026	52.20
USAP	P61001	114353	840535	Check	1	1664	INTERMEDIATE DIST 287		Yes	Yes	No	04/02/2026	393.30
USAP	P61001	114350	840536	Check	1	10500	R4 MRI SOFTWARE LLC		Yes	Yes	No	04/02/2026	258.90
USAP	P61001	114355	840537	Check	1	2819	REPUBLIC SERVICES #923		Yes	Yes	No	04/02/2026	8,320.02
USAP	P61001	114354	840538	Check	1	2548	R1 T-MOBILE		Yes	Yes	No	04/02/2026	277.05
USAP	P61002	114382	840539	Check	1	10143	R1 AVID CENTER		Yes	Yes	No	04/10/2026	4,364.00
USAP	P61002	114386	840540	Check	1	11558	BATAGLIA, KATHERINE		Yes	Yes	No	04/10/2026	41.33
USAP	P61002	114397	840541	Check	1	6063	BUTLER, TEMIRA		Yes	Yes	No	04/10/2026	472.64
USAP	P61002	114398	840542	Check	1	6687	CLARK, DAVID		Yes	Yes	No	04/10/2026	30.52
USAP	P61002	114396	840543	Check	1	5504	COON RAPIDS HIGH SCHOOL		Yes	No	No	04/10/2026	300.00
USAP	P61002	114385	840544	Check	1	10938	DERAU CONSTRUCTION LLC		Yes	Yes	No	04/10/2026	5,015.00
USAP	P61002	114400	840545	Check	1	8758	GREEN, MICHAEL		Yes	Yes	No	04/10/2026	90.00
USAP	P61002	114395	840546	Check	1	4980	HANSON, TRENT		Yes	No	No	04/10/2026	646.05
USAP	P61002	114388	840547	Check	1	11750	HERMANSON, SAMANTHA		Yes	Yes	No	04/10/2026	27.12
USAP	P61002	114384	840548	Check	1	10645	HOFMEISTER, KRISTEN		Yes	Yes	No	04/10/2026	54.23
USAP	P61002	114391	840549	Check	1	12223	HOVLAND, RACHEAL		Yes	Yes	No	04/10/2026	19.94
USAP	P61002	114387	840550	Check	1	11726	JOHNSON, STEFANIE		Yes	Yes	No	04/10/2026	30.16
USAP	P61002	114399	840551	Check	1	7676	KASEL, JEANNE		Yes	Yes	No	04/10/2026	303.75
USAP	P61002	114389	840552	Check	1	12120	KELLY SERVICES		Yes	Yes	No	04/10/2026	66,796.64
USAP	P61002	114383	840553	Check	1	10476	MILLER, DANA		Yes	Yes	No	04/10/2026	167.36
USAP	P61002	114390	840554	Check	1	12203	PEDIATRIC HOME RESPIRATORY SERV		Yes	Yes	No	04/10/2026	375.00
USAP	P61002	114393	840555	Check	1	3029	SCHMITT MUSIC		Yes	Yes	No	04/10/2026	62.54

HASTINGS PUBLIC SCHOOLS

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Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Pay/Void		Amount
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USAP	P61002	114392	840556	Check	1	12230	SEIBERT, JACK		Yes	Yes	No	04/10/2026	9.93
USAP	P61002	114394	840557	Check	1	4759	WESTLUND, CINDY		Yes	No	No	04/10/2026	119.48
USAP	P61015	114469	840558	Check	1	5510	ACCELERATED TECHNOLOGIES		Yes	Yes	No	04/15/2026	280.00
USAP	P61015	114402	840559	Check	1	1015	ACT		Yes	Yes	No	04/15/2026	8,147.25
USAP	P61015	114422	840560	Check	1	12168	AMPERSAND THERAPY LLC		Yes	Yes	No	04/15/2026	24,320.00
USAP	P61015	114408	840561	Check	1	10919	ARVIG	R1	Yes	Yes	No	04/15/2026	1,255.95
USAP	P61015	114471	840562	Check	1	6190	AVIBEN LLC	R3	Yes	Yes	No	04/15/2026	583.87
USAP	P61015	114467	840563	Check	1	5112	BIO CORPORATION		Yes	No	No	04/15/2026	2,370.67
USAP	P61015	114414	840564	Check	1	1156	BIX PRODUCE COMPANY LLC		Yes	Yes	No	04/15/2026	3,196.57
USAP	P61015	114468	840565	Check	1	5226	BJORKLUND COMPENSATION CONSUL		Yes	No	No	04/15/2026	150.00
USAP	P61015	114479	840566	Check	1	7725	BOOK CITY		Yes	Yes	No	04/15/2026	333.00
USAP	P61015	114447	840567	Check	1	1949	BRIGHTWORKS		Yes	Yes	No	04/15/2026	50.00
USAP	P61015	114426	840568	Check	1	12222	BROOKAIRE COMPANY LLC	R1	Yes	Yes	No	04/15/2026	5,553.31
USAP	P61015	114476	840569	Check	1	7120	BSN SPORTS LLC	R2	Yes	Yes	No	04/15/2026	1,002.79
USAP	P61015	114421	840570	Check	1	12097	CADY BUSINESS TECHNOLOGIES, INC		Yes	Yes	No	04/15/2026	97.50
USAP	P61015	114485	840571	Check	1	8681	CANVAS HEALTH		Yes	Yes	No	04/15/2026	5,421.67
USAP	P61015	114465	840572	Check	1	3748	CENTERPOINT ENERGY		Yes	Yes	No	04/15/2026	25,590.21
USAP	P61015	114481	840573	Check	1	7911	CENTURYLINK		Yes	Yes	No	04/15/2026	80.52
USAP	P61015	114425	840574	Check	1	12202	CESO FINANCE LLC		Yes	Yes	No	04/15/2026	225.00
USAP	P61015	114419	840575	Check	1	11978	CHARPENTIER ENTERPRISES LLC		Yes	Yes	No	04/15/2026	397.80
USAP	P61015	114413	840576	Check	1	11236	CHORDS AND BOARDS LLC		Yes	Yes	No	04/15/2026	150.00
USAP	P61015	114432	840577	Check	1	1240	CLIMB THEATRE INC.		Yes	Yes	No	04/15/2026	3,000.00
USAP	P61015	114427	840578	Check	1	12227	CLOCWORKS INC		Yes	Yes	No	04/15/2026	1,079.95
USAP	P61015	114420	840579	Check	1	12002	COLUMN SOFTWARE PBC		Yes	Yes	No	04/15/2026	116.09
USAP	P61015	114433	840580	Check	1	1251	COMMERCIAL KITCHEN SERVICES		Yes	Yes	No	04/15/2026	1,645.22
USAP	P61015	114406	840581	Check	1	10730	COMMUNITIES IN SCHOOLS OF THE TV		Yes	Yes	No	04/15/2026	16,250.00
USAP	P61015	114434	840582	Check	1	1257	COMPUTER INTEGRATION TECHNOLO		Yes	Yes	No	04/15/2026	4,002.40
USAP	P61015	114473	840583	Check	1	6689	CREATIVE SEWING CENTERS INC		Yes	Yes	No	04/15/2026	1,406.13
USAP	P61015	114403	840584	Check	1	10245	CSTMN LLC		Yes	Yes	No	04/15/2026	11,586.24
USAP	P61015	114435	840585	Check	1	1286	CUB FOODS		Yes	Yes	No	04/15/2026	40.19
USAP	P61015	114474	840586	Check	1	6745	CULLIGAN OF STILLWATER		Yes	Yes	No	04/15/2026	725.00
USAP	P61015	114486	840587	Check	1	8840	DEFINITIVE TECHNOLOGY SOLUTIONS		Yes	Yes	No	04/15/2026	1,009.11
USAP	P61015	114487	840588	Check	1	8840	DEFINITIVE TECHNOLOGY SOLUTIONS	R2	Yes	Yes	No	04/15/2026	227.96
USAP	P61015	114407	840589	Check	1	10787	DOWNTOWN TIRE AND AUTO INC		Yes	Yes	No	04/15/2026	175.10
USAP	P61015	114490	840590	Check	1	9863	GENUINE PARTS COMPANY	R2	Yes	Yes	No	04/15/2026	197.51
USAP	P61015	114436	840591	Check	1	1456	GEYER INSTRUCTIONAL PRODUCTS		Yes	Yes	No	04/15/2026	435.00
USAP	P61015	114466	840592	Check	1	4842	GOODIN CO	R2	Yes	Yes	No	04/15/2026	6,617.60
USAP	P61015	114438	840593	Check	1	1482	GRAINGER, W.W..		Yes	Yes	No	04/15/2026	1,349.64

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USAP	P61015	114439	840594	Check	1	1483	GRAPHIC DESIGN INC		Yes	Yes	No	04/15/2026	741.00
USAP	P61015	114440	840595	Check	1	1494	GREY HOUSE PUBLISHING		Yes	Yes	No	04/15/2026	153.14
USAP	P61015	114460	840596	Check	1	3030	GROTH MUSIC		Yes	Yes	No	04/15/2026	269.54
USAP	P61015	114404	840597	Check	1	10420	HOPE ENGLISH-SPANISH INTERPRETE		Yes	No	No	04/15/2026	1,555.00
USAP	P61015	114443	840598	Check	1	1845	HORIZON COMMERCIAL POOL SUPPLY		Yes	Yes	No	04/15/2026	244.02
USAP	P61015	114418	840599	Check	1	11943	R1 IMPERIAL DADE		Yes	Yes	No	04/15/2026	2,490.03
USAP	P61015	114464	840600	Check	1	3584	INFOPRO LEGAL RESOURCES INC		Yes	Yes	No	04/15/2026	1,995.00
USAP	P61015	114478	840601	Check	1	7721	R3 INNOVATIVE OFFICE SOLUTIONS		Yes	Yes	No	04/15/2026	5,957.74
USAP	P61015	114441	840602	Check	1	1657	INSECT LORE		Yes	Yes	No	04/15/2026	60.94
USAP	P61015	114429	840603	Check	1	12324	ISD #2909 - ROCK RIDGE HS		Yes	No	No	04/15/2026	360.00
USAP	P61015	114442	840604	Check	1	1679	R1 J.W. PEPPER & SON INC		Yes	Yes	No	04/15/2026	497.58
USAP	P61015	114470	840605	Check	1	5828	JIM CARLSON LEASING CO.		Yes	Yes	No	04/15/2026	730.00
USAP	P61015	114431	840606	Check	1	12330	KATIE WIERTZEMA		Yes	Yes	No	04/15/2026	476.44
USAP	P61015	114461	840607	Check	1	3071	KENNEDY PETTY CASH ACCOUNT		Yes	Yes	No	04/15/2026	478.33
USAP	P61015	114475	840608	Check	1	6786	KOEHLER & DRAMM		Yes	Yes	No	04/15/2026	115.36
USAP	P61015	114489	840609	Check	1	9776	R1 LOFFLER COMPANIES		Yes	Yes	No	04/15/2026	587.00
USAP	P61015	114484	840610	Check	1	8342	M JUDGE ELECTRIC LLC		Yes	Yes	No	04/15/2026	415.00
USAP	P61015	114444	840611	Check	1	1894	MASSP		Yes	Yes	No	04/15/2026	885.00
USAP	P61015	114445	840612	Check	1	1914	MCEA EXECUTIVE OFFICE		Yes	Yes	No	04/15/2026	50.00
USAP	P61015	114416	840613	Check	1	11760	MCSAS PRODUCTIONS LLC		Yes	Yes	No	04/15/2026	500.00
USAP	P61015	114446	840614	Check	1	1942	MENARDS		Yes	Yes	No	04/15/2026	106.89
USAP	P61015	114448	840615	Check	1	1977	MINNESOTA COACHES LLC		Yes	Yes	No	04/15/2026	97,871.34
USAP	P61015	114430	840616	Check	1	12325	MORAVIA EDUCATION INC		Yes	Yes	No	04/15/2026	485.89
USAP	P61015	114480	840617	Check	1	7883	R1 NAC MECHANICAL & ELECRICAL SERV		Yes	Yes	No	04/15/2026	892.56
USAP	P61015	114472	840618	Check	1	6651	NASP INC		Yes	No	No	04/15/2026	865.00
USAP	P61015	114417	840619	Check	1	11771	NOVA EDUCATION CONSULTANTS		Yes	Yes	No	04/15/2026	5,520.00
USAP	P61015	114488	840620	Check	1	9771	OPG-3 INC.		Yes	Yes	No	04/15/2026	7,671.57
USAP	P61015	114449	840621	Check	1	2163	R1 PAN-O-GOLD BAKING CO		Yes	Yes	No	04/15/2026	1,399.88
USAP	P61015	114410	840622	Check	1	11186	R2 PERFORMANCE FOOD SERVICE		Yes	Yes	No	04/15/2026	3,093.01
USAP	P61015	114415	840623	Check	1	11740	PRAIRIE FARMS - WOODBOURY, MN		Yes	Yes	No	04/15/2026	11,329.19
USAP	P61015	114424	840624	Check	1	12193	PYE-BARKER FIRE & SAFETY LLC		Yes	Yes	No	04/15/2026	423.20
USAP	P61015	114477	840625	Check	1	7314	REGENTS OF UNIVERSITY OF MN		Yes	Yes	No	04/15/2026	322.00
USAP	P61015	114450	840626	Check	1	2267	REGION V COMPUTER SERVICES		Yes	Yes	No	04/15/2026	13,527.00
USAP	P61015	114482	840627	Check	1	7918	RIESTER REFRIGERATION		Yes	Yes	No	04/15/2026	1,735.00
USAP	P61015	114405	840628	Check	1	10576	R1 RIVERSIDE INSIGHTS		Yes	Yes	No	04/15/2026	180.00
USAP	P61015	114437	840629	Check	1	1480	RYAN & GORDYS GLASS INC		Yes	Yes	No	04/15/2026	785.23
USAP	P61015	114463	840630	Check	1	3343	SALEM PRESS		Yes	Yes	No	04/15/2026	291.46
USAP	P61015	114451	840631	Check	1	2347	R1 SCHOLASTIC BOOK FAIRS		Yes	Yes	No	04/15/2026	1,027.23

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USAP	P61015	114412	840632	Check	1	11196	R1 SHRED IT USA - C/O STERICYCLE INC.		Yes	Yes	No	04/15/2026	111.52
USAP	P61015	114452	840633	Check	1	2445	ST. JOHN THE BAPTIST SCHOOL		Yes	No	No	04/15/2026	9,840.52
USAP	P61015	114483	840634	Check	1	8109	STRATEGIC STAFFING SOLUTIONS		Yes	Yes	No	04/15/2026	11,064.00
USAP	P61015	114428	840635	Check	1	12317	TEACHERGEEK, INC		Yes	Yes	No	04/15/2026	956.00
USAP	P61015	114453	840636	Check	1	2519	TEAM SPORTING GOODS		Yes	Yes	No	04/15/2026	3,239.03
USAP	P61015	114409	840637	Check	1	10990	TEAMWORKS INTERNATIONAL INC.		Yes	Yes	No	04/15/2026	4,061.25
USAP	P61015	114454	840638	Check	1	2522	TERRY'S HARDWARE		Yes	Yes	No	04/15/2026	818.96
USAP	P61015	114455	840639	Check	1	2548	R1 T-MOBILE		Yes	Yes	No	04/15/2026	260.00
USAP	P61015	114456	840640	Check	1	2559	TRIO SUPPLY		Yes	Yes	No	04/15/2026	2,790.74
USAP	P61015	114462	840641	Check	1	3277	UPPER LAKES FOODS, INC		Yes	Yes	No	04/15/2026	49,690.91
USAP	P61015	114423	840642	Check	1	12191	URDAHL, TROY		Yes	Yes	No	04/15/2026	239.00
USAP	P61015	114457	840643	Check	1	2597	VERTICAL ENDEAVORS INC		Yes	Yes	No	04/15/2026	1,000.00
USAP	P61015	114411	840644	Check	1	11187	R1 VISTAR		Yes	Yes	No	04/15/2026	3,056.22
USAP	P61015	114458	840645	Check	1	2641	WESTERN PSYCHOLOGICAL SERVICE:		Yes	Yes	No	04/15/2026	375.00
USAP	P61015	114459	840646	Check	1	2654	R1 WILD MOUNTAIN		Yes	Yes	No	04/15/2026	1,800.00
USAP	P61003	114499	840647	Check	1	7883	R1 NAC MECHANICAL & ELECRICAL SERV		Yes	Yes	No	04/17/2026	536.50
USAP	P61003	114498	840648	Check	1	1882	OFFICE OF MN IT SERVICES		Yes	No	No	04/17/2026	73.50
USAP	P61003	114496	840649	Check	1	10122	SOUTHERN HILLS GOLF COURSE		Yes	Yes	No	04/17/2026	2,356.00
USAP	P61003	114497	840650	Check	1	12187	YOUNG REMBRANDTS		Yes	Yes	No	04/17/2026	480.00
USAP	P61004	114545	840651	Check	1	6768	BUMP, MICHELLE		Yes	Yes	No	04/24/2026	23.14
USAP	P61004	114544	840652	Check	1	6063	BUTLER, TEMIRA		Yes	Yes	No	04/24/2026	162.45
USAP	P61004	114539	840653	Check	1	2884	CHILDREN'S THEATRE		Yes	No	No	04/24/2026	880.00
USAP	P61004	114528	840654	Check	1	11370	CONWAY, JONAH		Yes	Yes	No	04/24/2026	132.18
USAP	P61004	114543	840655	Check	1	5907	DULUTH DENFIELD HS		Yes	No	No	04/24/2026	200.00
USAP	P61004	114538	840656	Check	1	2365	EAST RIDGE HIGH SCHOOL		Yes	No	No	04/24/2026	350.00
USAP	P61004	114530	840657	Check	1	11913	FARBER, MICHAEL		Yes	No	No	04/24/2026	25.01
USAP	P61004	114540	840658	Check	1	3800	FOX, MARY ELLEN		Yes	Yes	No	04/24/2026	22.84
USAP	P61004	114547	840659	Check	1	9641	HANSEY, JACLYN		Yes	No	No	04/24/2026	70.52
USAP	P61004	114534	840660	Check	1	12284	IDEAL ENERGIES SOLAR LEASING 2021		Yes	No	No	04/24/2026	886.51
USAP	P61004	114532	840661	Check	1	12120	KELLY SERVICES		Yes	Yes	No	04/24/2026	85,884.20
USAP	P61004	114533	840662	Check	1	12165	R21 KRISTIN HORNING		Yes	Yes	No	04/24/2026	100.00
USAP	P61004	114541	840663	Check	1	4233	LAKEVILLE NORTH HIGH SCHOOL		Yes	No	No	04/24/2026	225.00
USAP	P61004	114542	840664	Check	1	5218	LEE, ERIN		Yes	Yes	No	04/24/2026	9.99
USAP	P61004	114546	840665	Check	1	7883	R1 NAC MECHANICAL & ELECRICAL SERV		Yes	No	No	04/24/2026	4,743.22
USAP	P61004	114535	840666	Check	1	2104	NORTHFIELD HIGH SCHOOL		Yes	No	No	04/24/2026	250.00
USAP	P61004	114536	840667	Check	1	2146	ORKIN PEST CONTROL INC.		Yes	Yes	No	04/24/2026	387.25
USAP	P61004	114537	840668	Check	1	2306	ROSEMOUNT HIGH SCHOOL		Yes	No	No	04/24/2026	620.00
USAP	P61004	114531	840669	Check	1	12071	STENGER, SARA		Yes	Yes	No	04/24/2026	82.79

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USAP	P61004	114529	840670	Check	1	11525	TWO RIVERS HIGH SCHOOL		Yes	No	No	04/24/2026	650.00
USAP	P61030	114581	840671	Check	1	12165	R22 ALEAHA ZUZEK		Yes	No	No	04/30/2026	49.71
USAP	P61030	114560	840672	Check	1	10630	ALL STRINGS ATTACHED		Yes	No	No	04/30/2026	224.91
USAP	P61030	114582	840673	Check	1	12168	AMPERSAND THERAPY LLC		Yes	No	No	04/30/2026	12,120.00
USAP	P61030	114577	840674	Check	1	11772	AMY BROWN COUNSELING SERVICES		Yes	No	No	04/30/2026	7,500.00
USAP	P61030	114580	840675	Check	1	12124	BAKKUM, DOUGLAS		Yes	No	No	04/30/2026	320.00
USAP	P61030	114570	840676	Check	1	1156	BIX PRODUCE COMPANY LLC		Yes	No	No	04/30/2026	4,237.22
USAP	P61030	114624	840677	Check	1	5078	BREDEMUS HARDWARE CO INC		Yes	No	No	04/30/2026	185.00
USAP	P61030	114639	840678	Check	1	7937	BROTHERS FIRE & SECURITY		Yes	No	No	04/30/2026	316.00
USAP	P61030	114629	840679	Check	1	7120	R2 BSN SPORTS LLC		Yes	No	No	04/30/2026	326.34
USAP	P61030	114632	840680	Check	1	7295	CENTURYLINK		Yes	No	No	04/30/2026	170.98
USAP	P61030	114633	840681	Check	1	7332	CENTURYLINK		Yes	No	No	04/30/2026	3,835.75
USAP	P61030	114590	840682	Check	1	1240	CLIMB THEATRE INC.		Yes	No	No	04/30/2026	1,000.00
USAP	P61030	114612	840683	Check	1	2762	CONSTRUCTIVE PLAYTHINGS		Yes	No	No	04/30/2026	96.58
USAP	P61030	114591	840684	Check	1	1286	CUB FOODS		Yes	No	No	04/30/2026	38.93
USAP	P61030	114569	840685	Check	1	11555	CUSTOM COMMUNICATIONS INC		Yes	No	No	04/30/2026	802.00
USAP	P61030	114557	840686	Check	1	10278	R1 DECKER		Yes	No	No	04/30/2026	3,955.00
USAP	P61030	114642	840687	Check	1	8840	DEFINITIVE TECHNOLOGY SOLUTIONS		Yes	No	No	04/30/2026	656.20
USAP	P61030	114592	840688	Check	1	1319	DEMCO		Yes	No	No	04/30/2026	579.42
USAP	P61030	114563	840689	Check	1	10860	DEPARTMENT OF TRANSPORTATION		Yes	No	No	04/30/2026	743.25
USAP	P61030	114561	840690	Check	1	10787	DOWNTOWN TIRE AND AUTO INC		Yes	No	No	04/30/2026	494.09
USAP	P61030	114627	840691	Check	1	6808	ECKROTH MUSIC		Yes	No	No	04/30/2026	198.16
USAP	P61030	114630	840692	Check	1	7125	ELECTRONIC DESIGN COMPANY		Yes	No	No	04/30/2026	4,108.87
USAP	P61030	114646	840693	Check	1	9411	ELLSON, NICOLE		Yes	No	No	04/30/2026	129.03
USAP	P61030	114593	840694	Check	1	1409	FISHER SCIENTIFIC		Yes	No	No	04/30/2026	532.42
USAP	P61030	114653	840695	Check	1	9863	R2 GENUINE PARTS COMPANY		Yes	No	No	04/30/2026	917.55
USAP	P61030	114643	840696	Check	1	9123	GOODHUE COUNTY ED DISTRICT 6051		Yes	No	No	04/30/2026	9,222.84
USAP	P61030	114594	840697	Check	1	1478	GOPHER SPORT		Yes	No	No	04/30/2026	329.93
USAP	P61030	114595	840698	Check	1	1482	GRAINGER, W.W..		Yes	No	No	04/30/2026	1,273.43
USAP	P61030	114637	840699	Check	1	7862	GREEN COMPANIES LLC		Yes	No	No	04/30/2026	2,386.00
USAP	P61030	114562	840700	Check	1	10804	GREENE, JOHN		Yes	No	No	04/30/2026	220.00
USAP	P61030	114586	840701	Check	1	12212	HAMMER SPORTS LLC		Yes	No	No	04/30/2026	840.00
USAP	P61030	114573	840702	Check	1	11701	HARRIS, BRIGGAN		Yes	No	No	04/30/2026	23.20
USAP	P61030	114615	840703	Check	1	2879	R1 HASTINGS AREA ROTARY CLUB		Yes	No	No	04/30/2026	170.00
USAP	P61030	114596	840704	Check	1	1582	R2 HILLYARD INC-MINNEAPOLIS		Yes	No	No	04/30/2026	10,452.58
USAP	P61030	114567	840705	Check	1	11193	HIRSCHAUER, BRITTNEY		Yes	No	No	04/30/2026	39.88
USAP	P61030	114584	840706	Check	1	12200	HOMERUN LEADERSHIP LLC		Yes	No	No	04/30/2026	2,316.00
USAP	P61030	114645	840707	Check	1	9329	HOMETOWN ACE HARDWARE		Yes	No	No	04/30/2026	606.53

HASTINGS PUBLIC SCHOOLS

Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Pay/Void		Amount
											Void	Date	
USAP	P61030	114587	840708	Check	1	12284	IDEAL ENERGIES SOLAR LEASING 2021		Yes	No	No	04/30/2026	886.51
USAP	P61030	114578	840709	Check	1	11943	R1 IMPERIAL DADE		Yes	No	No	04/30/2026	5,418.45
USAP	P61030	114616	840710	Check	1	2905	IND. SCHOOL DIST 197		Yes	No	No	04/30/2026	486.00
USAP	P61030	114636	840711	Check	1	7721	R3 INNOVATIVE OFFICE SOLUTIONS		Yes	No	No	04/30/2026	7,705.90
USAP	P61030	114597	840712	Check	1	1660	INSTITUTE FOR ENVIRONMENTAL ASS		Yes	No	No	04/30/2026	7,547.18
USAP	P61030	114598	840713	Check	1	1665	INTERMEDIATE SCHOOL DIST 917		Yes	No	No	04/30/2026	168,888.80
USAP	P61030	114556	840714	Check	1	10210	JACKSON & ASSOCIATES LLC		Yes	No	No	04/30/2026	845.00
USAP	P61030	114589	840715	Check	1	12335	JENSEN, SARAH		Yes	No	No	04/30/2026	138.60
USAP	P61030	114620	840716	Check	1	3071	KENNEDY PETTY CASH ACCOUNT		Yes	No	No	04/30/2026	475.94
USAP	P61030	114647	840717	Check	1	9459	R1 KONICA MINOLTA/LOFFLER		Yes	No	No	04/30/2026	2,054.00
USAP	P61030	114568	840718	Check	1	11261	R2 LAFORCE LLC		Yes	No	No	04/30/2026	492.00
USAP	P61030	114599	840719	Check	1	1799	R1 LAKESHORE LEARNING MATERIALS		Yes	No	No	04/30/2026	137.97
USAP	P61030	114554	840720	Check	1	10012	R1 LANGUAGE TESTING INTERNATIONAL,		Yes	No	No	04/30/2026	129.00
USAP	P61030	114652	840721	Check	1	9776	R1 LOFFLER COMPANIES		Yes	No	No	04/30/2026	2,311.25
USAP	P61030	114602	840722	Check	1	1894	MASSP		Yes	No	No	04/30/2026	295.00
USAP	P61030	114575	840723	Check	1	11760	MCSAS PRODUCTIONS LLC		Yes	No	No	04/30/2026	250.00
USAP	P61030	114603	840724	Check	1	1942	MENARDS		Yes	No	No	04/30/2026	250.90
USAP	P61030	114604	840725	Check	1	1977	MINNESOTA COACHES LLC		Yes	No	No	04/30/2026	516,223.57
USAP	P61030	114619	840726	Check	1	3057	MSNA		Yes	No	No	04/30/2026	1,488.00
USAP	P61030	114638	840727	Check	1	7883	R1 NAC MECHANICAL & ELECRICAL SERV		Yes	No	No	04/30/2026	6,414.00
USAP	P61030	114555	840728	Check	1	10019	R1 NCS PEARSON INC		Yes	No	No	04/30/2026	349.38
USAP	P61030	114576	840729	Check	1	11771	NOVA EDUCATION CONSULTANTS		Yes	No	No	04/30/2026	4,140.00
USAP	P61030	114600	840730	Check	1	1882	OFFICE OF MN IT SERVICES		Yes	No	No	04/30/2026	84.00
USAP	P61030	114605	840731	Check	1	2146	ORKIN PEST CONTROL INC.		Yes	No	No	04/30/2026	387.25
USAP	P61030	114606	840732	Check	1	2163	R1 PAN-O-GOLD BAKING CO		Yes	No	No	04/30/2026	1,625.55
USAP	P61030	114585	840733	Check	1	12203	PEDIATRIC HOME RESPIRATORY SERV		Yes	No	No	04/30/2026	168.75
USAP	P61030	114565	840734	Check	1	11186	R2 PERFORMANCE FOOD SERVICE		Yes	No	No	04/30/2026	6,086.89
USAP	P61030	114640	840735	Check	1	8796	PIONEER ATHLETICS		Yes	No	No	04/30/2026	1,164.63
USAP	P61030	114574	840736	Check	1	11740	PRAIRIE FARMS - WOODBOURY, MN		Yes	No	No	04/30/2026	14,903.86
USAP	P61030	114583	840737	Check	1	12193	PYE-BARKER FIRE & SAFETY LLC		Yes	No	No	04/30/2026	3,227.00
USAP	P61030	114650	840738	Check	1	9532	RATHER BEE CRAFTING		Yes	No	No	04/30/2026	795.00
USAP	P61030	114607	840739	Check	1	2251	RATWIK, ROSZAK, & MALONEY P.A.		Yes	No	No	04/30/2026	60.00
USAP	P61030	114626	840740	Check	1	5866	REGENFUSS, KATIE		Yes	No	No	04/30/2026	102.79
USAP	P61030	114649	840741	Check	1	9525	REHABMART		Yes	No	No	04/30/2026	3,312.05
USAP	P61030	114608	840742	Check	1	2275	RENT & SAVE		Yes	No	No	04/30/2026	480.10
USAP	P61030	114613	840743	Check	1	2819	REPUBLIC SERVICES #923		Yes	No	No	04/30/2026	8,423.39
USAP	P61030	114559	840744	Check	1	10576	R1 RIVERSIDE INSIGHTS		Yes	No	No	04/30/2026	9,103.18
USAP	P61030	114617	840745	Check	1	3023	R1 SAFETY-KLEEN SYSTEMS		Yes	No	No	04/30/2026	1,401.86

HASTINGS PUBLIC SCHOOLS

Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Pay/Void				Amount	
									Print	Recon	Void	Date		
USAP	P61030	114648	840746	Check	1	9479	R1	SAF-GARD SAFETY SHOE CO		Yes	No	No	04/30/2026	169.99
USAP	P61030	114622	840747	Check	1	3343		SALEM PRESS		Yes	No	No	04/30/2026	103.74
USAP	P61030	114579	840748	Check	1	12041		SANVILLE, BRYCE		Yes	No	No	04/30/2026	70.18
USAP	P61030	114618	840749	Check	1	3029		SCHMITT MUSIC		Yes	No	No	04/30/2026	9.00
USAP	P61030	114614	840750	Check	1	2850	R1	SCHOOL SPECIALTY		Yes	No	No	04/30/2026	1,664.83
USAP	P61030	114628	840751	Check	1	7093		SNYDER, PHILIP		Yes	No	No	04/30/2026	280.00
USAP	P61030	114572	840752	Check	1	11651		SPLITTSTOESSER, JESSICA		Yes	No	No	04/30/2026	102.86
USAP	P61030	114631	840753	Check	1	7140		STILLWATER AREA HIGH SCHOOL		Yes	No	No	04/30/2026	100.00
USAP	P61030	114571	840754	Check	1	11563		SVL INC.		Yes	No	No	04/30/2026	791.50
USAP	P61030	114601	840755	Check	1	1893		SWCS COMMUNITY EDUCATION		Yes	No	No	04/30/2026	2,124.28
USAP	P61030	114564	840756	Check	1	10898	R1	SYMMETRY ENERGY SOLUTIONS		Yes	No	No	04/30/2026	9,582.42
USAP	P61030	114651	840757	Check	1	9766	R1	T&S PROPERTIES, LLC		Yes	No	No	04/30/2026	564.00
USAP	P61030	114609	840758	Check	1	2519		TEAM SPORTING GOODS		Yes	No	No	04/30/2026	1,469.83
USAP	P61030	114588	840759	Check	1	12331		THOMAS IRVINE DODGE NATURE CEN		Yes	No	No	04/30/2026	225.00
USAP	P61030	114623	840760	Check	1	4530	R1	TJ3 LLC		Yes	No	No	04/30/2026	245.26
USAP	P61030	114610	840761	Check	1	2548	R1	T-MOBILE		Yes	No	No	04/30/2026	178.66
USAP	P61030	114634	840762	Check	1	7351		TOAY, GRETCHEN		Yes	No	No	04/30/2026	110.00
USAP	P61030	114611	840763	Check	1	2559		TRIO SUPPLY		Yes	No	No	04/30/2026	1,439.84
USAP	P61030	114641	840764	Check	1	8826		TROST, ERICA		Yes	No	No	04/30/2026	265.96
USAP	P61030	114625	840765	Check	1	5557	R1	ULINE SHIPPING SUPPLIES		Yes	No	No	04/30/2026	188.04
USAP	P61030	114644	840766	Check	1	9280		UNITED PROMOTIONS		Yes	No	No	04/30/2026	456.45
USAP	P61030	114635	840767	Check	1	7490		UNIVERSITY LANGUAGE CTR INC		Yes	No	No	04/30/2026	203.30
USAP	P61030	114621	840768	Check	1	3277		UPPER LAKES FOODS, INC		Yes	No	No	04/30/2026	77,341.71
USAP	P61030	114566	840769	Check	1	11187	R1	VISTAR		Yes	No	No	04/30/2026	3,252.85
USAP	P61030	114558	840770	Check	1	10452		WAYNE PETERSON ENTERPRISES		Yes	No	No	04/30/2026	1,983.40

Bank Total: \$1,591,351.81

Report Total: \$1,591,382.58

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Pay/Void		Amount
											Void	Date	
USPR	p610p1	114359		Wire	1	10929	AVIBEN LLC		No	Yes	No	04/06/2026	75,425.02
USPR	p610p1	114360		Wire	1	1984	MINNESOTA DEPT. OF REVENUE		No	Yes	No	04/06/2026	56,377.84
USPR	p610p1	114361		Wire	1	2016	MN TRA		No	Yes	No	04/06/2026	206,093.72
USPR	p610p1	114362		Wire	1	2705	EFTPS - TAX PAYMENT		No	Yes	No	04/06/2026	330,385.76
USPR	p610p1	114363		Wire	1	3880	MII LIFE		No	Yes	No	04/06/2026	0.00
USPR	p610p1	114364		Wire	1	7771	MINNESOTA PERA (WIRE TRANSFER)		No	Yes	No	04/06/2026	49,177.27
USPR	p610p1	114373		Wire	1	12267	OLD NATIONAL BANK FEES		No	Yes	No	04/07/2026	274.20
USPR	p610p2	114504		Wire	1	10929	AVIBEN LLC		No	Yes	No	04/21/2026	75,232.35
USPR	p610p2	114505		Wire	1	12267	OLD NATIONAL BANK FEES		No	Yes	No	04/21/2026	197.50
USPR	p610p2	114506		Wire	1	1984	MINNESOTA DEPT. OF REVENUE		No	Yes	No	04/21/2026	57,855.08
USPR	p610p2	114507		Wire	1	2016	MN TRA		No	Yes	No	04/21/2026	203,525.51
USPR	p610p2	114508		Wire	1	2705	EFTPS - TAX PAYMENT		No	Yes	No	04/21/2026	338,401.34
USPR	p610p2	114509		Wire	1	3880	MII LIFE		No	Yes	No	04/21/2026	0.00
USPR	p610p2	114510		Wire	1	7771	MINNESOTA PERA (WIRE TRANSFER)		No	Yes	No	04/21/2026	59,224.62
USPR	p610p3	114548		Wire	1	12267	OLD NATIONAL BANK FEES		No	Yes	No	04/27/2026	219.00
USPR	p610p3	114553		Wire	1	12287	MINNESOTA UI FUND		No	No	No	04/30/2026	89,719.30
USPR	p610p1	114365	106062	Check	1	12077	GURSTEL LAW FIRM PC		Yes	Yes	No	04/06/2026	648.20
USPR	p610p1	114366	106063	Check	1	1529	HASTINGS EDUCATION ASS'N. MN.		Yes	Yes	No	04/06/2026	16,994.63
USPR	p610p1	114367	106064	Check	1	1974	MINNESOTA CHILD SUPPORT PYMT C		Yes	Yes	No	04/06/2026	11.00
USPR	p610p2	114520	106065	Check	1	5234	EDUCATION MINNESOTA		Yes	No	No	04/21/2026	16.00
USPR	p610p2	114511	106066	Check	1	10975	EDUCATION MN HASTINGS ESP'S		Yes	Yes	No	04/21/2026	2,153.96
USPR	p610p2	114513	106067	Check	1	12077	GURSTEL LAW FIRM PC		Yes	Yes	No	04/21/2026	629.34
USPR	p610p2	114515	106068	Check	1	1529	HASTINGS EDUCATION ASS'N. MN.		Yes	Yes	No	04/21/2026	16,773.26
USPR	p610p2	114522	106069	Check	1	7384	HIGH SCHOOL FACULTY SCHOLARSHII		Yes	Yes	No	04/21/2026	82.00
USPR	p610p2	114516	106070	Check	1	1974	MINNESOTA CHILD SUPPORT PYMT C		Yes	Yes	No	04/21/2026	11.00
USPR	p610p2	114517	106071	Check	1	2002	MINNESOTA TEAMSTERS LOCAL 320		Yes	Yes	No	04/21/2026	2,432.00
USPR	p610p2	114514	106072	Check	1	12079	NATIONAL D.R.I.V.E.		Yes	Yes	No	04/21/2026	10.00
USPR	p610p2	114518	106073	Check	1	2010	NCPERS GROUP LIFE INS -157410		Yes	Yes	No	04/21/2026	32.00
USPR	p610p2	114521	106074	Check	1	6780	SEIU LOCAL 284		Yes	Yes	No	04/21/2026	1,593.09
USPR	p610p2	114512	106075	Check	1	11741	ST. CROIX VALLEY FOUNDATION		Yes	Yes	No	04/21/2026	80.00
USPR	p610p2	114519	106076	Check	1	2576	UNITED WAY		Yes	Yes	No	04/21/2026	145.00
USPR	p610p3	114549	106077	Check	1	11734	THE HARTFORD		Yes	No	No	04/27/2026	12,060.22
USPR	p610p3	114550	106078	Check	1	12152	VISION SERVICE PLAN		Yes	No	No	04/27/2026	768.32

Bank Total: \$1,596,548.53Report Total: \$1,596,548.53

HASTINGS PUBLIC SCHOOLS
Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Pay/Void				Amount
									Print	Recon	Void	Date	
USBP	P610B1	114375	1371	Check	1	10938	DERAU CONSTRUCTION LLC		Yes	Yes	No	04/09/2026	18,260.00
USBP	P610B2	114524	1372	Check	1	10278	R1 DECKER		Yes	No	No	04/21/2026	4,722.23
Bank Total:													\$22,982.23
Report Total:													\$22,982.23

HASTINGS PUBLIC SCHOOLS

Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Pay/Void				Amount
									Print	Recon	Void	Date	
ACTV	P09ASA	114376		Wire	1	11387	AMAZON CAPITAL SERVICES, INC		No	Yes	No	04/10/2026	312.98
ACTV	P09ASB	114494		Wire	1	9557	BMO HARRIS BANK NA		No	Yes	No	04/16/2026	3,046.43
ACTV	P07AS3	113487	38431	Check	1	9931	KOERNER, MEGAN		Yes	Yes	Yes	04/15/2026	(21.98)
ACTV	P10AS2	114377	38450	Check	1	12036	BAUER, ANNA		Yes	Yes	No	04/10/2026	971.89
ACTV	P10AS2	114380	38451	Check	1	1977	MINNESOTA COACHES LLC		Yes	Yes	No	04/10/2026	5,206.59
ACTV	P10AS2	114378	38452	Check	1	12095	STANDING O MARCHING		Yes	Yes	No	04/10/2026	2,750.00
ACTV	P10AS2	114381	38453	Check	1	2519	TEAM SPORTING GOODS		Yes	Yes	No	04/10/2026	3,717.65
ACTV	P10AS2	114379	38454	Check	1	12329	THE CONFLUENCE HOTEL		Yes	Yes	No	04/10/2026	4,960.78
ACTV	P10AS3	114495	38455	Check	1	9931	KOERNER, MEGAN		Yes	Yes	No	04/16/2026	21.98
ACTV	P10AS4	114526	38456	Check	1	6771	ANDERSONS		Yes	No	No	04/24/2026	4,151.97
ACTV	P10AS4	114527	38457	Check	1	9783	LOCK AND DAM EATERY		Yes	Yes	No	04/24/2026	1,100.00
ACTV	P10AS4	114525	38458	Check	1	12095	STANDING O MARCHING		Yes	No	No	04/24/2026	150.00

Bank Total: \$26,368.29

Report Total: \$26,368.29

HASTINGS PUBLIC SCHOOLS
Payment Reg by Bank and Check

										Pay/Void			
Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Date	Amount
SCH	p6101p	114372	304662	Check	1	1670	INVER HILLS COMMUNITY COLLEGE		Yes	Yes	No	04/07/2026	2,000.00
SCH	P6102P	114552	304663	Check	1	6973	HAMLIN UNIVERSITY		Yes	No	No	04/30/2026	1,500.00
Bank Total:													\$3,500.00
Report Total:													\$3,500.00

HASTINGS PUBLIC SCHOOLS

Dental Self-Funded Summary

Period Ending April 30, 2026

Sequence: Crs, Org, Fd

										26REV			% YTD			Remaining
										Annual Budget	Period 202610	Year To Date	% YTD	Encumbrances	+ Enc	Balance
Description																
R	20	000	000	000	087	000	422	000	EE Unpaid Premiums	0.00	0.00	0.00	0%	0.00	0%	0.00
R	20	000	000	000	092	000	422	000	Interest-Dental	(45,000.00)	(3,003.85)	(41,849.12)	93%	0.00	93%	(3,150.88)
R	20	000	000	000	095	000	422	000	Employer Share/Premiums	(495,971.00)	(41,528.87)	(404,196.36)	81%	0.00	81%	(91,774.64)
R	20	000	000	000	097	000	422	000	Employee Share/Premiums	(87,525.00)	(9,291.26)	(82,816.26)	95%	0.00	95%	(4,708.74)
R	20	000	000	000	098	000	422	000	Retiree-Cobra Share/Premium	(125,174.00)	(12,798.50)	(104,400.78)	83%	0.00	83%	(20,773.22)
E	20	005	105	000	236	000	422	000	Dental Insurance Claims	665,000.00	37,169.08	470,962.75	71%	0.00	71%	194,037.25
E	20	005	105	000	301	000	422	000	Fees-Carrier & Consultant	32,126.00	3,058.00	31,044.45	97%	0.00	97%	1,081.55
000 Districtwide										(56,544.00)	(26,395.40)	(131,255.32)	232%	0.00	232%	74,711.32
Report Totals:										(56,544.00)	(26,395.40)	(131,255.32)	232%	0.00	232%	74,711.32

HASTINGS PUBLIC SCHOOLS

Health Self-Funded Summary

Period Ending April 30, 2026

Sequence: Crs, Org, Fd

										26REV			% YTD			Remaining
										Annual Budget	Period 202610	Year To Date	% YTD	Encumbrances	+ Enc	Balance
R	21	000	000	000	087	000	422	000	EE Unpaid Premiums	0.00	0.00	0.00	0%	0.00	0%	0.00
R	21	000	000	000	092	000	422	000	Interest -Health	(165,000.00)	(8,905.91)	(146,756.12)	89%	0.00	89%	(18,243.88)
R	21	000	000	000	095	000	422	000	Employer Share/Premiums	(7,073,265.00)	(644,291.05)	(6,192,698.82)	88%	0.00	88%	(880,566.18)
R	21	000	000	000	097	000	422	000	Employee Share/Premiums	(1,880,235.00)	(136,728.70)	(1,245,499.58)	66%	0.00	66%	(634,735.42)
R	21	000	000	000	098	000	422	000	Retiree-Cobra Share/Premium	(465,611.00)	(38,681.29)	(388,077.58)	83%	0.00	83%	(77,533.42)
R	21	000	000	000	099	000	422	000	ER/Trust Share for Retirees	(57,547.00)	(2,330.80)	(32,810.40)	57%	0.00	57%	(24,736.60)
E	21	005	105	000	223	000	422	000	Medical Insurance Claims	8,272,821.00	843,436.85	5,255,954.84	64%	0.00	64%	3,016,866.16
E	21	005	105	000	224	000	422	000	Pharmacy Claims	1,459,910.00	313,482.49	2,234,422.03	153%	0.00	153%	(774,512.03)
E	21	005	105	000	300	000	422	000	Pharmacy Rebates/Admin Fee	(500,000.00)	(62,220.50)	(547,691.13)	110%	0.00	110%	47,691.13
E	21	005	105	000	301	000	422	000	Veba/Flex/Health	220,000.00	40,274.36	210,662.78	96%	0.00	96%	9,337.22
E	21	005	105	000	308	000	422	000	StopLoss	539,600.00	84,176.99	426,844.47	79%	0.00	79%	112,755.53
E	21	005	105	000	312	000	422	000	Consultant-OneDigital \$40,000	41,200.00	0.00	41,200.00	100%	0.00	100%	0.00
E	21	005	105	000	314	000	422	000	Springbuk Fee \$1/pm/pm	4,968.00	1,197.00	4,773.00	96%	0.00	96%	195.00
E	21	005	105	000	317	000	422	000	Network Fees	2,000.00	0.00	500.00	25%	0.00	25%	1,500.00
000 Districtwide										398,841.00	389,409.44	(379,176.51)	(95%)	0.00	(95%)	778,017.51
R	21	000	000	000	089	326	422	000	Employer-PCORI-ACA	(3,912.00)	0.00	(3,912.30)	100%	0.00	100%	0.30
R	21	000	000	000	094	326	422	000	Employer-VEBA Trust Rev	(571,200.00)	(58,985.54)	(490,448.84)	86%	0.00	86%	(80,751.16)
E	21	005	105	000	301	326	422	000	Employer-VEBA Trust Pmt.	571,200.00	58,985.54	490,448.84	86%	0.00	86%	80,751.16
E	21	005	105	000	313	326	422	000	Employer-PCORI- ACA	3,912.00	0.00	3,912.30	100%	0.00	100%	(0.30)
326 District Additional R/E										0.00	0.00	0.00	0%	0.00	0%	0.00
Report Totals:										398,841.00	389,409.44	(379,176.51)	(95%)	0.00	(95%)	778,017.51



GRANT APPROVAL MAY 20, 2026

<u>School/Department</u>	<u>Purpose</u>	<u>Period</u>	<u>Amount</u>
Food Service	MN Grown Food	3/2026-2/2029	\$30,000

Hastings Public Schools has been awarded a \$30,000 Farm to School grant through the Minnesota Department of Agriculture to support the purchase of Minnesota-grown food products for student meal programs. The grant runs from March 2026 through February 2029 and requires a 1:1 district match; however, the district already routinely purchases qualifying Minnesota-grown products. The grant will further support local sourcing while enhancing student meal offerings.

[Grant Application/Award](#)

<u>School/Department</u>	<u>Purpose</u>	<u>Period</u>	<u>Amount</u>
High School - STAARS	MNProv Sessions	4/2026-3/2027	\$ 3,500

Hastings Public Schools STAARS Transition Program has been awarded a \$3,500 grant from the United Way of Hastings to help provide contracted services from the non-profit MNProv. MNprov provides the opportunity for students to practice improvisation skills through laughter and teamwork. Students gain confidence, resilience, and connection while practicing the social-emotional skills they need in school and beyond. With this grant, the STAARS program would be able to receive 15 1-hour applied improvisation workshops sessions throughout the 2026-2027 school year targeting students' mental wellness and social-emotional learning needs.

[Grant Application/Award](#)

<u>School/Department</u>	<u>Purpose</u>	<u>Period</u>	<u>Amount</u>
Districtwide	Native Language Revitalization	7/2026-6/2027	\$249,489.76

Hastings Public Schools has been awarded a \$249,489.76 grant from MDE for Native Language Revitalization. This grant will fund 2.0 FTE to bring Native Language and Culture instruction to grades K-12 to initiate Native language instruction in all K-12 Hastings Public Schools. Instruction in this area is a requirement of legislation, however this grant allows us to expand instruction beyond statutory requirements and provide experiences throughout our educational system.

[Grant Application/Award](#)

<u>School/Department</u>	<u>Purpose</u>	<u>Period</u>	<u>Amount</u>
Community Education	SPARK 2.0	6/1/2026-5/31/2027	\$ 3,000
High School	Raider Media Productions		\$27,500
High School	Hastings Reads		\$ 5,000
Elementary Buildings	Elementary STEM Equipment		\$ 3,735
High School	Healthcare Professional Certification		\$ 6,000
Elementary Buildings	Project Read: Interest Driven Decodable Texts		\$ 3,000
High School	LEAP Raider Refuel Coffee Cart		\$ 1,000
High School	Cameras for Photography Class		\$15,000
High School	Iron Worker Machine		\$11,457
Middle School	Youth Frontiers Courage Retreat		\$ 7,000

High School

Scholarships

\$39,000

A total of \$121,692 in grants from the Ruth and George Doffing Charitable Fund have been awarded based on the submitted grant applications. An additional \$12,000 for Adopt a Classroom will be funded directly through Adopt a Classroom for Hastings teachers.

RECOMMENDATION

Administration is recommending approving the acceptance of the grant(s).



CONTRACT APPROVAL

MAY 20, 2026

School/Department

Community Education

Vendor

Arux Software, Inc.

Purpose

Cloud-based software platform for managing registrations, payments, attendance, and communications for community education and childcare programming.

Term

Initial term of 36 months with automatic annual renewals

Cost

\$799 per month plus 2.99% per transaction processing fee and \$0.39 transaction fee
(Eleyo's cost comparison is \$799 per month, plus 3.69% per transaction processing fee and a \$0.39 transaction fee)

[Contract](#) LINK

School/Department

High School Athletics Department & Social Studies Department

Vendor

Hudl

Purpose

(1) Cloud-based software platform and additional hardware (video cameras) that will more than double our capacity to live-stream athletic events (2) Staff and student access to Production Truck software, and the student certification, to be taught via the Bridge: Raider Media Productions course.

Term

Three-year/36 month term.

Cost

\$44,500 per year. (\$17,000/year is already paid by HHS athletic department and booster donations.)

Contract LINK [One](#) (HHS).

Contract LINK [Two](#) (HMS).

RECOMMENDATION

Administration is recommending approving the contract(s).



304 SUPERINTENDENT CONTRACT, DUTIES, AND EVALUATION

I. PURPOSE

The purpose of this policy is to provide for the use of an employment contract with the superintendent, a position description, and the use of an approved instrument to evaluate performance.

II. GENERAL STATEMENT OF POLICY

- A. The superintendent's contract shall be used to formalize the employment relationship and to specifically identify and clarify all conditions of employment with the superintendent.
- B. The specific duties for which the superintendent is accountable shall be set forth in a position description for the superintendent and shall be measured by a performance appraisal instrument approved by the school board in consultation with the superintendent. The school board shall use this instrument to periodically evaluate the performance of the superintendent.
- C. The school board may use the model contract approved by the boards of the Minnesota School Boards Association and the Minnesota Association of School Administrators as a model instrument.

Legal References: *Minn. Stat. § 123B.143 (Superintendent)*

Cross References: *None*

Policy Reviewed: 01.19.2024

Policy Adopted: 02.21.2024

Policy Revised:

Policy Sunset: **05.20.2026**

Department/Staff Coordinating	Choir Department/Lula Warren					
Fund 10 & Account Name Fund 11 & Account Name	Choir Trip - Fund 10					
Purpose	NYC Choir Trip					
Destination	New York City					
Type(s) of Transportation	Airplane + Subway					
Dates	Depart:	Date	Time	Return:	Date	Time
		3/20/24	5:00 am		3/24/24	9:00 pm
Cost per student	\$ 2,336		Attach copy of payment schedule for inclusion in Online Payment System			
? Student drops out after paying	Department decision due to cost already incurred					
? Payment was fundraised \$'s	Required to stay in activity account because was earned as tax-exempt					
# Students participating	60					
# Chaperones needed	8 8					
All chaperone fees are the responsibility of the chaperone (not including activity affiliated staff members)						
How are you ensuring equitable access for students of need?	There will be fundraiser opportunities + this is a totally optional trip for students					
Are there any additional pre-trips or other unique arrangements?	No					
It is the advisor's responsibility to communicate how funding for pre-trips is incorporated into trip fees						
P-Card-Other Expenses	\$	Purpose				
All receipts must be obtained and returned at the end of the trip						
Principal Approved	Signature 				Date 4/20/26	
Superintendent Reviewed	Signature 				Date 5/6/26	
Board Reviewed	Signature				Date	



Hastings High School Choir
Luke Warren, Director
Performance Tour of New York City
March 20 – 24, 2027

Inclusions

April 13, 2027

Transportation

- Round-trip airfare between Minneapolis and New York City
- Deluxe motorcoach transportation for designated transfers (see itinerary)
- OMNY Card 7-Day Unlimited Ride – subway, local bus or select bus service rides and free transfers (\$34.80 value)
- Motorcoach drivers' gratuities

Accommodations & Meals

- Accommodations at the Hotel Edison or similar – 4 nights
- Portage of luggage at hotel
- Breakfasts – 4
- Dinners – 4
 - Rowlands or similar
 - Puglia's in Little Italy or similar
 - Dallas Barbeque or similar
 - Dinner Cruise with DJ dance

Performances

- Broadway Imagine Vocal Experience

Sightseeing & Activities

- Shops at Hudson Yards
- The High Line
- Chelsea Market
- Little Island
- 9/11 Memorial
- 9/11 Museum
- Brookfield Place
- One World Observatory
- Brooklyn Bridge
- Broadway show (based on a \$150.00 ticket value)
- Times Square
- Central Park
- American Museum of Natural History
- Rockefeller Plaza
- Radio City Music Hall tour
- Dinner Cruise with DJ dance
- Statue of Liberty/Ellis Island
- Free time for shopping



Additional Inclusions

- Services of a Gateway Tour Manager throughout your tour upon arrival in New York City
- One free trip including airfare, based on single occupancy rate
- Two free trips including airfare, based on double occupancy rate
- All taxes and gratuities on inclusive services with the exception of your Gateway Tour Manager
- Professional Liability Insurance carried by Gateway Music Festivals & Tours, Inc.
- Luggage tag for each checked bag
- "My Gateway" online passenger registration program
- "My Gateway" individual payment processing (optional)
- Airport send-off assistance

Non-Inclusions

- Individual Travel Insurance **
- Transportation to and from your local airport
- Porterage of luggage at airline skycaps
- Airline baggage fees (checked luggage, instruments, or overages)
- Storage facilities at your hotel
- Instrument or equipment rental
- Gratuities to the Gateway Tour Manager
- Increases in air taxes and/or fuel surcharges



Price

September 15, 2025

Price based on 55 passengers traveling

(52 paying, 1 free based on single occupancy and 2 free based on double occupancy)

Price per person

	Four per room	Three per room	Two per room	One per room
Land Price	\$1,700.00	\$1,835.00	\$2,105.00	\$2,916.00
Airfare	\$610.00	\$610.00	\$610.00	\$610.00
Total Tour Price	\$2,310.00	\$2,445.00	\$2,715.00	\$3,526.00

Price based on 67 passengers traveling

(64 paying, 1 free based on single occupancy and 2 free based on double occupancy)

Price per person

	Four per room	Three per room	Two per room	One per room
Land Price	\$1,757.00	\$1,892.00	\$2,162.00	\$2,972.00
Airfare	\$610.00	\$610.00	\$610.00	\$610.00
Total Tour Price	\$2,367.00	\$2,502.00	\$2,772.00	\$3,582.00

Price

April 9, 2026

Price based on 55 passengers traveling

(52 paying, 1 free based on single occupancy and 2 free based on double occupancy)

Price per person

	Four per room	Three per room	Two per room	One per room
Land Price	\$1,641.00	\$1,773.00	\$2,036.00	\$2,827.00
Airfare	\$695.00	\$695.00	\$695.00	\$695.00
Total Tour Price	\$2,336.00	\$2,468.00	\$2,731.00	\$3,522.00

Price based on 67 passengers traveling

(64 paying, 1 free based on single occupancy and 2 free based on double occupancy)

Price per person

	Four per room	Three per room	Two per room	One per room
Land Price	\$1,657.00	\$1,789.00	\$2,053.00	\$2,843.00
Airfare	\$695.00	\$695.00	\$695.00	\$695.00
Total Tour Price	\$2,352.00	\$2,484.00	\$2,748.00	\$3,538.00



The price is subject to the guidelines in the "Terms and Conditions." The land prices are based on vendor rates available on 4/13/26 and are subject to increases imposed by vendors. The prices and events in this proposal can only be confirmed upon receipt of a tour application and booking of activities. The price is subject to change according to the number of passengers.

Air rates will not be available until 11 months prior to your departure. This estimated airfare is based on a rate available on 4/13/26 and includes estimated air taxes and fuel surcharges. Air taxes and fuel surcharges are subject to change until tickets are issued, approximately 60 days prior to departure.

Please Note: Your initial invoices will show an estimated distribution of passengers at the quad, triple, double and single room rates, resulting in an estimated total balance. When we receive your final rooming list, we will adjust your invoice to reflect your actual distribution and actual final balance. Your final balance must be paid in full 45 days prior to departure.

*** Passengers who wish to insure their individual tour package may purchase through Gateway or a vendor of their choice. Gateway must receive the passenger's premium payment at or before the insurance payment due date, and prior to making their final payment. Gateway strongly recommends a plan with the Cancel for Any Reason benefit. For questions regarding coverage call Trip Mate at 1-800-888-7292 and refer to Plan F455F or F465F (Plan with Cancel for Any Reason). You may also visit their website at www.tripmate.com/npF455F or www.tripmate.com/npF465F.*



Hastings High School Choir Performance Tour of New York City March 20 – 24, 2027

Proposed Itinerary

Day One – Saturday, March 20, 2027

Depart	Meet at Hastings High School to travel to the Minneapolis Airport. (Transportation to and from airport is not included.) It is recommended that groups arrive at least three hours prior to departure. <i>Beginning May 7, 2025, every air traveler 18 years of age or older will need a REAL ID, enhanced driver's license or ID, passport, or another acceptable form of ID to fly within the United States or enter federal facilities. Visit https://www.dhs.gov/real-id to learn more.</i>
Arrival	Welcome to New York City! Upon arrival, head to the baggage claim where your Gateway Tour Manager and motorcoaches will meet you.
** Motorcoach transportation is included today upon arrival and ending at the hotel.	
Chelsea Market	Shop and eat like the locals do! Chelsea Market is a neighborhood market with a global perspective. This lively marketplace is an enclosed urban food court and shopping mall, a block long and a block wide and just a short walk from the Hudson River.
Little Island	Float above the Hudson River at New York's newest urban oasis, Little Island. Built atop 132 tulip-shaped platforms, the man-made island offers rolling green hills, tree-lined paths, and one-of-a-kind views of the Manhattan skyline.
The High Line	The High Line is a public park built on a historic freight rail line elevated above the streets on Manhattan's West Side. Walk along The High Line, ending at the Hudson Yards.
Shops at Hudson Yards	Enjoy free time exploring the Shops at Hudson Yards, with more than 100 diverse shops and culinary experiences.
Hotel	Your Gateway Tour Manager will assist with hotel check-in.
Dinner	Rowlands or similar



Day Two – Sunday, March 21, 2027

Breakfast Included

**** Travel as the locals do! A Pay-Per-Ride OMNY Card is included today. Wear comfortable shoes today, as there will be a lot of walking.**

- 9/11 Memorial** Visit the site of the September 11, 2001 terrorist attacks on the United States. The names of the nearly 3,000 victims of the September 11, 2001 and February 26, 1993 terrorist attacks are inscribed on bronze panels lining the two pools. Waterfalls cascade down all four sides of each pool, creating a special place for remembrance and reflection. The surrounding plaza is filled with oak trees and a Callery pear known as the Survivor Tree, which was nursed back to health after surviving the 9/11 attacks.
- 9/11 Museum** The Memorial Museum, located at the World Trade Center site, bears solemn witness to the terrorist attacks of September 11, 2001 and February 26, 1993. The museum honors the victims of these attacks and all who risked their lives to save others.
- Brookfield Place** NYC's best destination for shopping, dining, cultural events and art exhibits in downtown Manhattan. It is located in the Battery Park City neighborhood and overlooks the Hudson River.
- One World Observatory** Board one of five dedicated elevators and ascend to the 102nd floor of the observatory in under 60 seconds, with 360-degree views in all directions, taking in the iconic sights, surrounding waters and panoramic views of the city and beyond. The Main Observatory also features the Sky Portal, where you will step onto a 14-foot-wide circular disc with an unforgettable view, using real-time, high-definition footage of the streets below.
- Brooklyn Bridge** Walk on the Brooklyn Bridge. The bridge is one of the oldest suspension bridges in the United States. Completed in 1883, it connects the boroughs of Manhattan and Brooklyn by spanning the East River.
- Shopping or Exploring** Enjoy free time to shop around Chinatown and Little Italy.
- Dinner** Puglia's in Little Italy or similar
- Broadway Show** Attend a Broadway show. From musicals and comedies to dramas and mysteries, Broadway has a show for everyone and no tour to New York City would be complete without it (based on a \$150.00 ticket value).



Day Three – Monday, March 22, 2027

Breakfast Included

**** Travel as the locals do! A Pay-Per-Ride OMNY Card is included today. Wear comfortable shoes today, as there will be a lot of walking.**

♪ Broadway Imagine

Vocal Experience

Elevate your choral group's experience with this 90-minute workshop, where students refine their sight-reading skills under the expertise of a qualified music director while exploring the captivating vocals and harmonies of Broadway. *(Staff and students only – chaperones may enjoy free time during the 90-minute session.)*

Times Square

Experience the vibrant energy of New York City in its most electrifying form, right in the heart of Times Square! Picture this: towering billboards flashing with colors, larger than life advertisements capturing your gaze, and an endless array of shops tempting you with treasures. And if that's not enough, just around the corner lies the renowned Broadway theater district, where the magic of live performance awaits to transport you to another world.

Central Park

Take a walk to Central Park and see many of the popular sights on your own, such as Strawberry Fields, the statue of the famous sled dog Balto, the many bridges, and scenic ponds, or take a horse carriage tour through the park (carriage fee not included).

Dinner

Dallas Barbeque or similar



Day Four – Tuesday, March 23, 2027

Breakfast Included

**** Travel as the locals do! A Pay-Per-Ride OMNY Card is included today. Wear comfortable shoes today, as there will be a lot of walking.**

**American Museum
of Natural History**

At this New York City museum – explore the natural world and the known universe. See the real exhibits behind the characters featured in the *Night at the Museum* movie like the T. rex and Capuchin Monkey! Don't miss the iconic blue whale model or the iron meteorite weighing in at 15.5 tons as you explore the museum.

Rockefeller Plaza

Enjoy free time this afternoon around Rockefeller Plaza. Take a leisurely stroll through the iconic Rockefeller Center, where the magic of famous shows like The Tonight Show with the hilarious Jimmy Fallon and the exciting Today Show comes to life! Dive into some shopping. Whether it's fashion or souvenirs the Plaza has it all!

**Radio City
Music Hall**

During this one-hour guided tour guests will have a chance to see the Great Stage, one of the largest indoor performance stages in the world; the stage's hydraulic system, still in operation since the '30s and the renowned private suite, with 12-feet high gold leaf ceilings and onetime home to Samuel "Roxy" Rothafel. And as an exciting climax to the Stage Door Tour, guests will meet one of the world-famous Radio City Rockettes!

**** Motorcoach transportation is included to and from the hotel and cruise port.**

Dinner Cruise

Board Spirit Cruises for a dinner cruise along the Hudson River with spectacular views of the New York City skyline complete with a DJ and dancing.

Day Five – Wednesday, March 24, 2027

Breakfast Included

Check Out Your Gateway Tour Manager will assist with check out logistics.

**** Travel as the locals do! A Pay-Per-Ride OMNY Card is included today. Wear comfortable shoes today, as there will be a lot of walking.**

**Statue of Liberty/
Ellis Island**

Board the ferry to Liberty Island and Ellis Island. The Statue of Liberty was a gift from France, dedicated on October 28, 1886, was designated as a National Monument in 1924 and restored for her centennial on July 4, 1986. The self-guided audio tour is included for both Liberty Island and Ellis Island. *(Pedestal passes to the statue are not included.)*

**** Motorcoach transportation is included from the hotel to the airport.**

Depart Travel to the airport for return flight.

This is a sample itinerary and is subject to change. Performance venues may be subject to availability and/or acceptance.

School Sanctioned Trips Approval Form

Hastings ISD 200

Department/Staff Coordinating	Jim Jacobsen/Emily Chandler(Band) & Bryce Sanville (Orchestra)					
Fund 10 & Account Name Fund 11 & Account Name	Fund 10 - Band and Orchestra Tour					
Purpose	Spring Break Band & Orchestra Performance Tour					
Destination	Italy					
Type(s) of Transportation	Airplane & Bus					
Dates	Depart	Date 3/9/28	Time - TBD	Return	Date 3/17/28	Time - TBD
Cost per student	\$ (approx.) \$4595		Attach copy of payment schedule for inclusion in Online Payment System			
? Student drops out after paying	Department decision due to cost already incurred					
? Payment was fundraised \$'s	Required to stay in activity account because was earned as tax-exempt					
# Students participating	Estimated 75 students (Our Greece trip was 85 students)					
# Chaperones needed	approx. 6 (will be determined by # of students who register for the trip)					
All chaperone fees are the responsibility of the chaperone						
How are you ensuring equitable access for students of need?	We announce the trip as early as possible, so that families have time to save and/or fundraise. We offer numerous fundraisers through our boosters and we have had student pay for their entire trip using fundraised funds.					
Are there any additional pre-trips or other unique arrangements to be aware of?	Yes - These pre trips have been extremely valuable in providing students with a smooth and efficient trip, and maximizing the trip for the students. Seeing the actual hotel properties, cities and performance venues provides incredibly valuable information and helps aide in trip planning (especially with the amount of instruments we need/use).					
P-Card-Other Expenses	\$ unknown (tbd)		Purpose			
All receipts must be obtained and returned at the end of the trip						
Principal Approved	Signature 			Date 5/12/26		

Superintendent Reviewed	Signature <i>Dr. [Signature]</i>	Date <i>5/14/26</i>
Board Reviewed	Signature	Date



RECOMMENDATION TO APPROVE NEW APPENDIX C POSITION May 15, 2026

The District has developed a new position titled Raider Media Productions Advisor. This position, in collaboration with Hastings Community Television, will lead a student-driven live sports broadcasting program, overseeing production of athletic events through video, audio, and digital streaming platforms. Additional responsibilities will include recruiting, training and supervising students in pre-production and broadcasting roles (camera, audio, announcing, production), coordinating event coverage schedules, managing equipment and technology systems, and ensuring high-quality, professional broadcasts.

Administration is requesting approval of the MOU that would add this position to Appendix C of the Ed Minnesota Hastings - Teachers' Master Agreement.

Submitted by: Cathy Moen, Director of Human Resources

**MEMORANDUM OF UNDERSTANDING
RAIDER MEDIA PRODUCTIONS ADVISOR**

This Memorandum of Understanding is entered into between Independent School District No. 200, Hastings, Minnesota (hereinafter referred to as the "District") and Education Minnesota Hastings - Teachers (hereinafter referred to as the "Union").

Whereas, the District and the Union have ratified the Ed MN Hastings - Teachers' Master Agreement for the period of July 1, 2025 through June 30, 2027; and

Whereas, the District has created a new position titled Raider Media Productions Advisor which is intended to be included as a part of Appendix C - Co-Curricular Salaries of the Ed MN Hastings - Teachers' Master Agreement.

Be it therefore resolved that the parties mutually agree to the following:

1. Effective upon approval of the School Board, the new Raider Media Productions Advisor will be included as a part of Appendix C - Co-Curricular Salaries in the the 2025 - 2027 Ed MN - Teacher Master Agreement; and
2. The rate of pay per season for this position shall be \$3,000; and
3. The terms of this MOU shall not establish a precedent, nor shall this MOU be used to seek or justify similar terms in any subsequent situation; and
4. This MOU shall be effective until such time as the 2027-2029 Master Agreement is ratified. At that time, if the District intends to continue the position, it will be incorporated into Appendix C of the 2027 - 2029 Master Agreement.

HASTINGS PUBLIC SCHOOLS - ISD 200

EDUCATION MINNESOTA - HASTINGS

DATE: _____

DATE: _____

BY: _____
FOR THE SCHOOL DISTRICT

BY: _____
ITS PRESIDENT



RECOMMENDATION TO APPROVE UPDATED NON-CONTRACT RATES OF PAY

May 20, 2026

Administration is recommending approval of the following update to the 2025-2026 Non-Contracted Rates of Pay, effective June 8, 2026:

- Increase in rates of pay for Sub Nurses as follows:
 - LPN - Increase from \$25.98 to \$27.03
 - RN - Increase from \$31.42 to \$32.47

Submitted by: Cathy Moen, Director of Human Resources



HASTINGS PUBLIC SCHOOLS
NON-CONTRACTED RATES OF PAY
Updated May 15, 2026

POSITION	HOURLY RATE
Accompanist	\$35.00
Activities/Athletics	
Athletic Trainer/Lifeguard	\$25.00
High School Officials	Per the Metro Officials Fee Structure
Middle School Officials	See MS Official Pay Schedule
Raiders Express Coach	\$20.00
Raiders Express Lead	\$25.00
School Activities/Athletic Event Workers/Ticket Takers	\$18.00
Section/Region/State/MSHSL Events	Per Respective Event Guidelines
Site Managers	\$22.00
Table Workers	\$20.00
AVID Tutors (non-student)	\$12.50
Community Ed Instructors	As Negotiated
Counselor (Non-Public)	\$34.74
Crossing Guards (Pd through City of Hastings)* (Note: rate per session)	\$16.25
Drivers Ed Instructors (Classroom and Behind the Wheel)	\$34.00
Early Childhood Program Assistant (Less than 10.5 hours)	\$18.00
Educational Support Professional	
Instructional Assistant (School year only)***	\$19.40
Instructional Assistant (Summer School and Targeted Svcs.)	\$22.00
Student Assistant (Supervision)	\$16.37
Food Service	
Cook Assistant	\$17.50
Interpreters**	\$30.00
Light/Sound Technician (Facilities)	\$26.00
Light/Sound Assistant	\$11.25
Nurses	
Non-Public Nurse (RN)	\$33.68
Summer/Substitute LPN***	\$27.03
Summer/Substitute RN***	\$32.47
School Age Care (SAC)	
SAC Program Assistant (Less than 10.5 hrs/wk)	\$15.30
Summer SAC Assistant***	\$15.30
Summer SAC Program Lead***	\$21.50
Summer Site Instructor	\$18.00
SAC Instructional Assistant	***
Site/Facilities/Open Gym Supervisor	\$15.00
Snow Plow (Temporary)	\$21.50
Student Workers/Assistants (effective 1.1.26)	\$11.50
Substitute Teacher	\$200/day
Summer Grounds/Custodial	\$16.00
Summer Grounds - Large Mower	\$16.50
Temporary Clerical / Tech Support / Other Support Staff***	\$17.84
Test Proctors***	\$20.00
Title I Teacher (Non-Public)	\$32.46

* Rate subject to contract with City

** Rate rounded to nearest quarter hour

*** Current employees will be paid at their regular hourly/contract rate of pay



RECOMMENDATION FOR APPROVAL
MOU with Education Minnesota Hastings - Teachers
READ Act Professional Development - Phase 2

May 20, 2026

As a part of implementation of the requirements of the READ Act, the District is required to select a state-approved professional development for Phase 2. The District and Ed Minnesota Hastings - Teachers have mutually agreed to an MOU related to this required professional development.

Administration recommends approval of the MOU.

Submitted by: Cathy Moen, Director of Human Resources

**MEMORANDUM OF UNDERSTANDING
PROFESSIONAL DEVELOPMENT RELATED TO
IMPLEMENTATION OF CURRICULUM IN COMPLIANCE
WITH READ ACT**

This Memorandum of Understanding is entered into between Independent School District No. 200, Hastings, Minnesota (hereinafter referred to as the "District") and Education Minnesota Hastings (hereinafter referred to as the "Union").

WHEREAS, recent legislative changes require that the District comply with the READ Act; and

WHEREAS, the READ Act requires that the District select a state-approved professional development for Phase 2 staff, and complete the training associated with such professional development with 80% proficiency (required for a passing score) by July 1, 2027; and

WHEREAS, in collaboration with teaching staff who are responsible for literacy instruction, the District has selected the STRIVE option; and

WHEREAS, STRIVE allows for self-paced online learning, which includes nine modules, and three synchronous sessions, expected to take 30-35 hours in total; and

WHEREAS, the District and the Union mutually agree that providing a flexible schedule, including summer hours for part of the training, is in the best interest of all parties to ensure all staff complete the required training.

NOW THEREFORE, it is mutually agreed by and between the parties as follows:

1. All teachers identified under Phase 2 of the Read Act (approximately 20 teachers) will be required to complete the following professional development related to the implementation of the STRIVE curriculum:
 - a. Three forty-five minute virtual training sessions; and
 - b. Nine training modules varying in length
2. Teachers required to complete such professional development will be identified by June 1, 2026; and
3. Identified teachers will complete the modules at their pace. No time during District Staff Development days will be allotted for completion of these modules; and
4. Teachers will receive their STRIVE registration information prior to the end of the 2025-26 school year. Additionally, newly hired and identified staff will receive information once the hiring process is complete; and

5. Compensation for this training shall be \$37 per hour for up to 35 hours, in alignment with rates established in Appendix B; and
6. Teachers completing the training shall be compensated via completion and submission of a payroll voucher(s) indicating specific dates and times worked; and
7. Individual teachers who do not demonstrate the required proficiency of 80% through the compensated hours provided by the District shall be required to complete any additional work to meet the required proficiency on their own time without additional compensation; and
8. The terms of this Memorandum of Agreement shall not establish a precedent, nor shall it be used to seek or justify similar terms in any subsequent situation.

HASTINGS PUBLIC SCHOOLS - ISD 200

EDUCATION MINNESOTA - HASTINGS

DATE: _____

DATE: _____

BY: _____
FOR THE SCHOOL DISTRICT

BY: _____
ITS PRESIDENT

OPERATION AND MAINTENANCE AGREEMENT FOR THE JOINT MAINTENANCE FACILITY

This Operation and Maintenance Agreement for the Joint Maintenance Facility (this “Agreement”) is dated the _____ day of _____, 2026, by and between the City of Hastings, a Minnesota municipal corporation (the “City”) and Independent School District No. 200, a Minnesota body corporate and politic (the “District”).

RECITALS

WHEREAS, the City is the owner of property located at 920 10th Street W. in the City of Hastings, legally described on the attached Exhibit A (the “Property”); and

WHEREAS, a building and various improvements including fencing, gates, storage buildings, and pavement that are collectively referred to in this Agreement as the “Joint Maintenance Facility” were constructed by the City on the Property in 2001 to be utilized by the City as its park maintenance facility (the “Facility”); and

WHEREAS, in 2001, the City and the District entered into a Lease Agreement for the Facility whereby the District was allowed to use the Facility in exchange for payment of 45 percent of the annual bond payments for the bonds issued by the City for the construction of the Facility (the “2001 Lease”); and

WHEREAS, the 2001 Lease provided that after the bonds issued by the City for the Facility are paid in full, the District could elect to become the owner of an undivided 45 percent interest in the Facility, excluding the land; and

WHEREAS, the bonds have been paid in full by the City and the District has elected to become the owner of an undivided 45 percent interest in the Facility, excluding the land; and

WHEREAS, the parties wish to put in writing their agreement regarding their obligations concerning the daily operation and maintenance of the Facility and the sharing of costs.

NOW, THEREFORE, the parties agree as follows:

AGREEMENT

- 1. Access to the Facility.** The Facility is located on the Property which is owned in fee by the City. The Facility building is owned 55 percent by the City and 45 percent by the District. Both parties shall have 24 hour per day/365 day a year access to the Facility so that they may use the Facility for their maintenance purposes.
- 2. Equipment and Supplies.** Both parties may store vehicles, equipment, and other personal property at the Facility. All outdoor storage must be in compliance with City ordinances. Each party will provide their own office supplies. The parties shall also share the multi-function copier/printer located at the Facility (the "Copier/Printer"). Due to District staff not being able to print from the Copier/Printer and only using it for copy functions, the District's use of the Copier/Printer is fairly limited. Therefore, the District and the City shall share the usage, maintenance, and repair for the Copier/Printer at a 15 percent (District)/85 percent (City) basis.
- 3. Cleaning Services.** The City shall be responsible for cleaning the Facility at its cost. Facility cleaning does not include the shop and associated areas outside the main office side of the building.
- 4. Term of Agreement; Termination.** This Agreement shall commence on the date written in the initial paragraph of this Agreement and remain in effect for a term of 10 years, unless terminated pursuant to this section. This Agreement may be terminated by either party upon at least 12 months written notice delivered to the other party to the addresses listed in section 25 of this Agreement. This Agreement may be terminated by either party upon written notice in the event of substantial failure by the other party to perform in accordance with the terms of this Agreement. The non-performing party shall have fifteen (15) calendar days from the date of the termination notice to cure or to submit a plan for cure that is acceptable to the other party.
- 5. Utilities.** The cost for all utilities, including, but not limited to, sewer, water, gas, electric, Internet, garbage removal, and phone for the Facility will be shared equally by the parties. The utility bills will be sent to the City. The City will pay the bills and will then invoice the District for its share of the bill. The District agrees to reimburse the City within 30 days after receiving the invoice from the City. The City shall provide a breakdown of the utility costs to the District upon request.
- 6. Insurance.** The City shall insure the Facility at the replacement cost value which is determined by the League of Minnesota Cities Insurance Trust. The cost to insure the Facility shall be paid 50 percent by the City and 50 percent by the District. The City will pay the insurance premiums and will then invoice the District for its share of the premium. The District agrees to reimburse the City within 30 days after receiving the invoice from the City.
- 7. Insurance on Personal Property within the Facility.** Each party shall be responsible for obtaining and paying for insurance on their respective personal property that is stored within the Facility and on the Property. The parties shall share equally the cost to insure any personal property which is jointly owned by the parties under the same terms and conditions established under section 6 of this Agreement.
- 8. Snow Removal and Grass Trimming.** The parties shall share equally the costs and duties of removing snow from the parking lot, driveway, and storage areas of the Facility as well as maintaining grass and other vegetation on the Property. It is anticipated that the parties may use

their own forces to remove the snow and maintain the grounds of the Facility. If the parties decide to utilize an outside service to remove snow and maintain the grounds of the Facility, the parties shall mutually agree on the individual or company appointed to perform these services.

9. Effect of Termination. At the end of the term of this Agreement or should this Agreement be terminated, the parties shall agree on the value, as determined by professional appraisal, of the Facility as of the effective date of expiration/termination. No land value will be included in this value. The City shall pay the District 45 percent of the value of the Facility plus 50 percent of the value of any tools or equipment that were purchased jointly according to the schedule herein.

- a. If this Agreement is terminated by the District, the City shall pay the District for its share of the Facility within two years of the date of termination.
- b. If this Agreement expires or is terminated by the City, the City shall pay the District for its share of the Facility within six months of the date of expiration or termination.

10. Capital Improvements and Repairs. During the term of this Agreement, if any capital improvements, major maintenance, or structural repairs are needed to preserve or protect the Facility, the costs thereof shall be paid 55 percent by the City and 45 percent by the District. Notification from the City should be sent to the Superintendent and the Business Manager in writing. No capital improvements, major maintenance, or structural repairs shall occur unless both parties mutually agree. Any unforeseen or emergency repairs or maintenance necessary for building occupancy or life and safety issues can be made by the City and cost-shared by the parties without any delayed approval process. City will notify the District of unforeseen or emergency repairs or maintenance in a timely manner. Both parties agree that they will not unreasonably withhold their consent to any reasonable request for capital improvements, major maintenance, or structural repairs. The District's fiscal year ends June 30th and a new year begins July 1st. Projects proposed by the City will need to be submitted to and approved by the District before March 1st of the preceding year to allow sufficient time for budgeting. Major maintenance shall be defined as non-recurring, high cost and substantial repairs of key components of the Facility, which shall include, but is not limited to, the roof, HVAC system, or structural elements that are intended to restore, preserve, or extend the Facility's intended useful life.

11. Contamination. Each party shall be responsible for the clean-up costs of any contamination of the Facility or the Property that is caused by that particular party. In the event that contamination of the Facility or the Property is discovered and it cannot be determined which party is responsible for the contamination, the cost of clean-up shall be shared equally by the parties.

12. Safety and Regulatory Compliance.

- a. **Compliance with Laws.** The parties shall comply with all applicable Occupational Safety and Health Administration ("OSHA") regulations and any relevant state and local safety standards.
- b. **Responsibility for Employees.** Each party shall be solely responsible for the safety, training, supervision, and conduct of its own employees, and for ensuring its compliance with all applicable safety laws and regulations within the Facility.

- c. **General Duty.** The parties agree to maintain a safe and healthful work environment in accordance with the OSHA General Duty Clause, Section 5(a)(1), which requires each employer to furnish a place of employment free from recognized hazards that are likely to cause death or serious physical harm.

13. Authority. Each of the parties has authority to enter into this Agreement pursuant to Minnesota Statutes, Section 471.59 and has duly authorized its execution and delivery; and, upon due authorization, execution, and delivery by the other party hereto, represents and warrants that this Agreement will be a valid and binding obligation of such party.

14. Employees/Independent Contractor. Each party shall be responsible for its own employees working in the Facility or on the Property. By entering into this Agreement, the parties and their officials, employees, consultants, agents, and contractors shall not be deemed to be an agent or employee of the other party for any purpose. All claims that arise out of the Workers' Compensation Act on behalf of the employees of a party engaged in doing work under this Agreement and all claims made by any third parties as a consequence of any act or omission on the part of an employee of a party shall in no way be the obligation or responsibility of the other party.

15. Liability. Each party to this Agreement shall be liable for its own acts and the results thereof to the extent authorized by law and shall not be responsible for the acts of other parties, their officers, employees, or other agents. Liability of the City or the District shall be governed by the provisions of the Municipal Tort Claims Act, Minnesota Statutes, Chapter 466 and other applicable laws.

16. Damage to the Facility. In the event there is damage to the Facility, with such damage being covered by insurance, insurance proceeds shall be used to repair or replace the damage sustained by the Facility. If the insurance proceeds are insufficient to fully cover the cost of repair or replacement, and the parties both agree to repair or replace the damage to the Facility, the parties shall make up the difference in the percentages of 55 percent attributable to the City and 45 percent attributable to the District. If the Facility is totally destroyed and the parties mutually agree not to rebuild the Facility, insurance proceeds shall be divided 55 percent to the City and 45 percent to the District.

17. Books and Records. The City shall keep full, accurate, and complete books and records relating to the Facility and its associated operation and maintenance in accordance with generally accepted accounting principles. Such books and records and all related documents and accounting procedures are subject to review and examination by the District.

18. Conflicts of Interest. No member of the City or District's governing body or other official of any party shall have any financial interest, direct or indirect, in this Agreement or any contract, agreement, or other transaction contemplated to occur or be undertaken hereunder, nor shall any such member of the City or District's governing body or other official participate in any decision relating to this Agreement which affects their personal interests or the interests of any corporation, partnership, or association in which they are directly or indirectly interested.

19. Assignment. The Facility may not be sublet by the City or the District to any third party without the prior written consent of the other party. The City or the District will not have any obligation to consent to any such request from the City or the District.

20. Dispute Resolution. In the event that there is any dispute about the interpretation or application of this Agreement, the parties agree that the City Administrator and the District's Superintendent shall meet in good faith to try and resolve the differences. If an agreement cannot be made, the dispute shall be brought to the Joint Powers Committee. Nothing herein shall limit the City or District from asserting any other right or remedy allowed by law, equity or by statute.

21. Governing Law. This Agreement shall be governed and construed in accordance with the laws of the State of Minnesota and any action must be venued in Dakota County District Court.

22. Benefit of this Agreement. This Agreement and the provisions hereof shall inure to the benefit only of the City and the District and shall not be construed to confer any rights or benefits upon any other persons as third party beneficiaries or otherwise.

23. Severability; Interpretation. If any provision of this Agreement shall be held to be unenforceable as contrary to law by any court of competent jurisdiction, or shall be mutually determined to be unenforceable by the parties upon the advice of their legal counsel, the remaining provisions hereof shall remain in full force and effect. This Agreement shall be construed to give the fullest effect to the intentions of the parties as expressed herein.

24. Titles of Sections. Any titles of the several sections of this Agreement are inserted for convenience or reference only and shall be disregarded in construing or interpreting any of its provisions.

25. Notices and Demands. Except as otherwise provided in this Agreement, a notice, demand, or other communication under this Agreement by any party to the other shall be sufficiently given or delivered if and when it is dispatched by certified mail, postage prepaid, return receipt requested, or delivered personally, and:

a. In the case of the City, is addressed to or delivered personally to the following individuals:

City of Hastings
101 East 4th Street
Hastings, MN 55033
Attn: Director of Parks and Recreation

With a copy to:
Cynthia Kirchoff, City Attorney
1305 Corporate Center Drive, Suite 300
Eagan, MN 55121

b. In the case of the District, is addressed or delivered personally to the following at:

Independent School District No. 200
1000 West 11th Street
Hastings, MN 55033
Attn: Superintendent

26. Entire Agreement; Amendments. This Agreement supersedes any prior written memorandum or oral understanding among the parties relating to the Facility or Property, including the Lease Agreement and the Operation and Maintenance Agreement – Joint Park Maintenance Facility between the parties dated January 23, 2002. Any amendments to this Agreement must be done in writing and approved by both parties.

27. Recording. This Agreement shall run with the land and be recorded against the title to the Property.

28. Waiver. A waiver by either City or District of any breach of this Agreement shall be in writing. Such a waiver shall not affect the waiving party's rights with respect to any other or further breach.

29. Data Practices Compliance. All data collected by the City pursuant to this Agreement shall be subject to the Minnesota Government Data Practices Act, Minnesota Statutes, Chapter 13.

[The remainder of this page is intentionally left blank]

Dated this ____ day of _____, 2026.

CITY OF HASTINGS

By: _____

Mary Fasbender

Its: Mayor

By: _____

Kelly Murtaugh

Its: City Clerk

STATE OF MINNESOTA }

} ss.

COUNTY OF DAKOTA }

The foregoing instrument was acknowledged before me this ____ day of _____, 2026, by Mary Fasbender and Kelly Murtaugh, the Mayor and the City Clerk, respectively, of the City of Hastings, a Minnesota municipal corporation on behalf of the City.

NOTARY PUBLIC

**INDEPENDENT SCHOOL
DISTRICT NO. 200**

By: _____

Carrie Tate

Its: Board Chair

By: _____

Melissa Millner

Its: Board Clerk

STATE OF MINNESOTA }
 } ss.
COUNTY OF DAKOTA }

The foregoing instrument was acknowledged before me this ____ day of _____, 2026, by Carrie Tate and Melissa Millner, the Board Chair and Board Clerk, respectively, of Independent School District No. 200, a Minnesota body corporate and politic on behalf of the District.

Notary Public

This Agreement was drafted by:
Kennedy & Graven, Chartered (SJS)
Fifth Street Towers, Suite 700
150 South Fifth Street
Minneapolis, MN 55402
(612) 337-9300

EXHIBIT A

Legal Description of the Property

That part of the Northeast quarter of the Southwest quarter of Section 28, Township 115, Range 17, commencing at the Northwest corner of Lot 4, Block 15, William Allison's Addition to the Town of Hastings; thence North 225 feet to the Northwest corner of Lot 1, Block 15 of said William Allison's Addition to the Town of Hastings; thence West 207.82 feet; thence South 225 feet to a point 207.82 feet West of the Northwest corner of said Lot 4, Block 15, William Allison's Addition to the Town of Hastings; thence East 207.82 feet to the point of beginning in Dakota County, Minnesota.

OPERATION AND MAINTENANCE AGREEMENT FOR THE JOINT MAINTENANCE FACILITY

This Operation and Maintenance Agreement for the Joint Maintenance Facility (this “Agreement”) is dated the _____ day of _____, 2026, by and between the City of Hastings, a Minnesota municipal corporation (the “City”) and Independent School District No. 200, a Minnesota body corporate and politic (the “District”).

RECITALS

WHEREAS, the City is the owner of property located at 920 10th Street W. in the City of Hastings, legally described on the attached Exhibit A (the “Property”); and

WHEREAS, a building and various improvements including fencing, gates, storage buildings, and pavement that are collectively referred to in this Agreement as ~~called~~ the “Joint ~~Park~~-Maintenance Facility” ~~were~~as constructed by the City on the Property in 2001 to be utilized by the City as its park maintenance facility (the “Facility”); and

WHEREAS, in 2001, the City and the District entered into a Lease Agreement for the Facility whereby the District was allowed to use the Facility in exchange for payment of 45 percent of the annual bond payments for the bonds issued by the City for the construction of the Facility (the “2001 Lease”); and

WHEREAS, the 2001 Lease provided that after the bonds issued by the City for the Facility are paid in full, the District could elect to become the owner of an undivided 45 percent interest in the Facility ~~-building~~, excluding the land; and

WHEREAS, the bonds have been paid in full by the City and the District has elected to become the owner of an undivided 45 percent interest in the Facility ~~-building~~, excluding the land; and

WHEREAS, the parties wish to put in writing their agreement regarding their obligations concerning the daily operation and maintenance of the Facility and the sharing of costs ~~;~~ and

NOW, THEREFORE, the parties agree as follows:

AGREEMENT

1. **Access to the Facility.** The Facility is located on the Property which is owned in fee by the City. The Facility building is owned 55 percent by the City and 45 percent by the District. Both parties shall have 24 hour per day/365 day a year access to the Facility so that they may use the Facility for their maintenance purposes. ~~Both parties may store vehicles, equipment, and other personal property at the Facility. All outdoor storage must be in compliance with City ordinances.~~

2. **Equipment and Supplies.** Both parties may store vehicles, equipment, and other personal property at the Facility. All outdoor storage must be in compliance with City ordinances. Each party will provide their own office supplies. The parties shall also share the multi-function copier/printer located at the Facility (the "Copier/Printer"). Due to District staff not being able to print from the Copier/Printer and only using it for copy functions, the District's use of the Copier/Printer is fairly limited. Therefore, the District and the City shall share the usage, maintenance, and repair for the Copier/Printer at a 15 percent (District)/85 percent (City) basis.

3. **Cleaning Services.** The City shall be responsible for cleaning the Facility at its cost. ~~This section may be amended by agreement between both parties.~~ Facility cleaning does not include the shop and associated areas outside the main office side of the building. **Y**

4. **Term of Agreement; Termination.** This Agreement shall commence on the date written in the initial paragraph of this Agreement and remain in effect for a term of 10 years, unless terminated ~~pursuant to this section by either of the parties.~~ This Agreement may be terminated by either party upon at least 12 months written notice delivered to the other party to the addresses listed in section 25 of this Agreement. This Agreement may be terminated by either party upon written notice in the event of substantial failure by the other party to perform in accordance with the terms of this Agreement. The non-performing party shall have fifteen (15) calendar days from the date of the termination notice to cure or to submit a plan for cure that is acceptable to the other party.

5. **Utilities.** The cost for all utilities, including, but not limited to, sewer, water, gas, electric, Internet, garbage removal, and phone for the Facility will be shared equally by the parties. The utility bills will be sent to the City. The City will pay the bills and will then invoice the District for its share of the bill. The District agrees to reimburse the City within 30 days after receiving the invoice from the City. ~~If the City shall provide District would like a breakdown of the utility costs to the District upon, it may request, it from the City and the City will provide this information to the District.~~

6. **Insurance.** The City shall insure the Facility ~~and the Property Building will be insured at the~~ replacement cost value which is determined by the League of Minnesota Cities Insurance Trust. The cost to insure the Facility shall be paid 50 percent by the City and 50 percent by the District. The City will pay the insurance premiums and will then invoice the District for its share of the premium. The District agrees to reimburse the City within 30 days after receiving the invoice from the City.

7. **Insurance on Personal Property within the Facility.** Each party shall be responsible for obtaining and paying for insurance on their respective personal property that is stored within

the Facility and on the Property. The parties shall share equally the cost to insure any personal property which is jointly owned by the parties under the same terms and conditions established under section 6 of this Agreement.

8. Snow Removal and Grass Trimming. The parties shall share equally the costs and duties of removing snow from the parking lot, driveway, and storage areas of the Facility as well as maintaining grass and other vegetation on the Property. It is anticipated that the parties may use their own forces to remove the snow and maintain the grounds of the Facility. If the parties decide to utilize an outside service to remove snow and maintain the grounds of the Facility, the parties shall mutually agree on the individual or company appointed to perform these services.

9. Effect of Termination. At the end of the term of this Agreement or should this Agreement be terminated, the parties shall agree on the value, as determined by professional appraisal, of the Facility as of the effective date of expiration/termination. No land value will be included in this value. The City shall pay the District 45 percent of the value of the Facility plus 50 percent of the value of any tools or equipment that were purchased jointly according to the schedule herein.

- a. If this Agreement is terminated by the District, the City shall pay the District for its share of the Facility within two years of the date of termination.
- b. If this Agreement expires or is terminated by the City, the City shall pay the District for its share of the Facility within six months of the date of expiration or termination.

10. Capital Improvements and Repairs. During the term of this Agreement, if any capital improvements, major maintenance, or structural repairs are needed to preserve or protect the Facility, the costs thereof shall be paid 55 percent by the City and 45 percent by the District. Notification from the City should be sent to the Superintendent and the Business Manager in writing. No capital improvements, major maintenance, or structural repairs shall occur unless both parties mutually agree to them. Any unforeseen or emergency repairs or maintenance necessary for building occupancy or life and safety issues can be made by the City and cost-shared by the parties without any delayed approval process. City will notify the District of unforeseen or emergency repairs or maintenance in a timely manner. Both parties agree that they will not unreasonably withhold their consent to any reasonable request for capital improvements, major maintenance, or structural repairs. The District's fiscal year ends June 30th and a new year begins July 1st. Projects proposed by the City will need to be submitted to and approved by the District before March 1st of the preceding year to allow sufficient time for budgeting. Major maintenance shall be defined as non-recurring, high cost and substantial repairs of key components of the building Facility, which shall include, but is not limited to, such as the roof, HVAC system, or structural elements that are intended to restore, preserve, or extend the building Facility's intended useful life.

11. Contamination. Each party shall be responsible for the clean-up costs of any contamination of the Facility or the Property that is caused by that particular party. In the event that contamination ~~is discovered~~ of the Facility or the Property is discovered and it cannot be determined which party is responsible for the contamination, the cost of clean-up shall be shared equally by the parties.

12. Safety and Regulatory Compliance.

- a. **Compliance with Laws.** ~~All~~The Pparties shall comply with all applicable Occupational Safety and Health Administration ("OSHA") regulations and any relevant state and local safety standards.
- b. **Responsibility for Employees.** Each ~~P~~party shall be solely responsible for the safety, training, supervision, and conduct of its own employees, and for ensuring its compliance with all applicable safety laws and regulations within the ~~shared workplace~~ Facility.
- c. **General Duty.** ~~All~~The Pparties agree to maintain a safe and healthful work environment in accordance with the OSHA General Duty Clause, Section 5(a)(1), which requires each employer to furnish a place of employment free from recognized hazards that are likely to cause death or serious physical harm.

13. Authority. Each of the parties has authority to enter into this Agreement pursuant to Minnesota Statutes, Section 471.59 and has duly authorized its execution and delivery; and, upon due authorization, execution, and delivery by the other party hereto, represents and warrants that this Agreement will be a valid and binding obligation of such party.

14. Employees/Independent Contractor. Each party shall be responsible for its own employees working in the Facility or on the Property. ~~In~~By entering into this Agreement, the parties ~~are acting on their own behalves, and they~~ and their officials, employees, consultants, agents, and contractors shall not be deemed to be an agent or employee of the other party for any purpose. All claims that arise out of the Workers' Compensation Act on behalf of the employees of a party engaged in doing work under this Agreement and all claims made by any third parties as a consequence of any act or omission on the part of an employee of a party shall in no way be the obligation or responsibility of the other party.

15. Liability. Each party to this Agreement shall be liable for its own acts and the results thereof to the extent authorized by law and shall not be responsible for the acts of other parties, their officers, employees, or other agents. Liability of the City or the District shall be governed by the provisions of the Municipal Tort Claims Act, Minnesota Statutes, Chapter 466 and other applicable laws.

16. Damage to the Facility. In the event there is damage to the Facility ~~or Property,~~ with~~hich~~ such damage ~~being is~~ covered by insurance, insurance proceeds shall be used to repair or replace the damaged ~~sustained by the Facility or pProperty.~~ If the insurance proceeds are insufficient to fully cover the cost of repair or replacement, and the parties both agree to repair or replace the ~~building damage to the Facility or Property,~~ the parties shall make up the difference in the percentages of 55 percent attributable to the City and 45 percent attributable to the District. If the Facility is totally destroyed and the parties mutually agree not to rebuild the Facility, insurance proceeds shall be divided 55 percent to the City and 45 percent to the District.

17. Books and Records. The City shall keep full, accurate, and complete books and records relating to the Facility and its associated operation and maintenance in accordance with generally accepted accounting principles. Such books and records and all related documents and accounting procedures are subject to review and examination by the District.

18. Conflicts of Interest. No member of the City or District's governing body or other official of any party shall have any financial interest, direct or indirect, in this Agreement or any contract, agreement, or other transaction contemplated to occur or be undertaken hereunder, nor shall any such member of the City or District's governing body or other official participate in any decision relating to this Agreement which affects their personal interests or the interests of any corporation, partnership, or association in which they are directly or indirectly interested.

19. Assignment. The Facility may not be sublet by the City or the District to any third party without the prior written consent of the other party. The City or the District will not have any obligation to consent to any such request from the City orf the District.

20. Dispute Resolution. In the event that there is any dispute about the interpretation or application of this Agreement, the parties agree that the City Administrator and the District's Superintendent shall meet in good faith and to try ~~to~~and resolve the differences. If an agreement cannot be made, the dispute shall be brought to the Joint Powers Committee. Nothing herein shall limit the City or District from asserting any other right or remedy allowed by law, equity or by statute.

21. Governing Law. This Agreement shall be governed and construed in accordance with the laws of the State of Minnesota and any action must be venued in Dakota County District Court.

22. Benefit of this Agreement. This Agreement and the provisions hereof shall inure to the benefit only of the City and the District and shall not be construed to confer any rights or benefits upon any other persons as third party beneficiaries or otherwise.

23. Severability; Interpretation. If any provision of this Agreement shall be held to be unenforceable ~~to-as~~ contrary to law by any court of competent jurisdiction, or shall be mutually determined to be unenforceable by the parties upon the advice of their legal counsel, the remaining provisions hereof shall remain in full force and effect. This Agreement shall be construed to give the fullest effect to the intentions of the parties as expressed herein.

24. Titles of Sections. Any titles of the several sections of this Agreement are inserted for convenience or reference only and shall be disregarded in construing or interpreting any of its provisions.

25. Notices and Demands. Except as otherwise provided in this Agreement, a notice, demand, or other communication under this Agreement by any party to the other shall be sufficiently given or delivered if and when it is dispatched by certified mail, postage prepaid, return receipt requested, or delivered personally, and:

a. In the case of the City, is addressed to or delivered personally to the following individuals:

City of Hastings
101 East 4th Street
Hastings, MN 55033
Attn: Director of Parks and Recreation

With a copy to:

Cynthia Kirchoff, City Attorney
1305 Corporate Center Drive, Suite 300
Eagan, MN 55121

- b. In the case of the District, is addressed or delivered personally to the following at:

Independent School District No. 200
1000 West 11th Street
Hastings, MN 55033
Attn: Superintendent

265. Entire Agreement; Amendments. This Agreement supersedes any prior written memorandum or oral understanding among the parties relating to the Facility or Property, including the Lease Agreement and the Operation and Maintenance Agreement – Joint Park Maintenance Facility between the parties dated January 23, 2002. Any amendments to this Agreement must be done in writing and approved by both parties.

276. Recording. This Agreement shall run with the land and be recorded against the title to the Property.

28. Waiver. A waiver by either City or District of any breach of this Agreement shall be in writing. Such a waiver shall not affect the waiving party's rights with respect to any other or further breach.

29. Severability. If any term of this Agreement is found to be void or invalid, such invalidity shall not affect the remaining terms of this Agreement, which shall continue in full force and effect.

2930. Data Practices Compliance. All data collected by the City pursuant to this Agreement shall be subject to the Minnesota Government Data Practices Act, Minnesota Statutes, Chapter 13.

[The remainder of this page is intentionally left blank]

Dated this _____ day of _____, 2026.

CITY OF HASTINGS

By: _____

Mary Fasbender

Its: Mayor

By: _____

Kelly Murtaugh

Its: City ~~Clerk~~ **Administrator**

STATE OF MINNESOTA }

} ss.

COUNTY OF DAKOTA }

The foregoing instrument was acknowledged before me this _____ day of _____, 2026, by Mary Fasbender and Kelly Murtaugh, the Mayor and the City Clerk, respectively, of the City of Hastings, a Minnesota municipal corporation on behalf of the City.

NOTARY PUBLIC

**INDEPENDENT SCHOOL
DISTRICT NO. 200**

By: _____

Carrie Tate

Its: Board Chair

By: _____

Melissa Millner

Its: Board Clerk

STATE OF MINNESOTA }
 } ss.
COUNTY OF DAKOTA }

The foregoing instrument was acknowledged before me this ____ day of _____, 2026, by Carrie Tate and Melissa Millner, the Board Chair and Board Clerk, respectively, of Independent School District No. 200, a Minnesota body corporate and politic on behalf of the District.

Notary Public

This Agreement was drafted by:
Kennedy & Graven, Chartered (SJS)
Fifth Street Towers, Suite 700
150 South Fifth Street
Minneapolis, MN 55402
(612) 337-9300

EXHIBIT A

Legal Description of the Property

That part of the Northeast quarter of the Southwest quarter of Section 28, Township 115, Range 17, commencing at the Northwest corner of Lot 4, Block 15, William Allison's Addition to the Town of Hastings; thence North 225 feet to the Northwest corner of Lot 1, Block 15 of said William Allison's Addition to the Town of Hastings; thence West 207.82 feet; thence South 225 feet to a point 207.82 feet West of the Northwest corner of said Lot 4, Block 15, William Allison's Addition to the Town of Hastings; thence East 207.82 feet to the point of beginning in Dakota County, Minnesota.



Hastings Public Schools

511-Student Fundraising – Appendix A: Fundraising Request Form

This form needs to be completed and approved by the building Principal/Director AND the School Board PRIOR to the start of any fundraising activities. Things to consider when proposing a fundraiser:

- Fundraisers are reviewed by the School Board on a monthly basis. **Forms are due to the District Office by the 10th of the review month.**
- Does the fundraiser align with District policies and procedures?
- Student participation in fundraising efforts must be voluntary, not required.
- Are there other current fundraisers? Is this the best time for this fundraiser?
- The District expects all students who participate in approved fundraising activities to represent the school, student organization, and the community in a responsible manner.
- A school staff member must supervise the fundraising activities and fiscal oversight at all times. All funds must be deposited within a District account and turned in daily to the building office for locked storage.
- Fundraising efforts must be to support a curricular purpose not already covered by the District. Fund 10 Student Activity fundraising efforts should align with the Student Activity purpose form.
- Use of the specific name Hastings Public Schools by an unapproved fundraising activity is prohibited.
- Fundraising activities during school hours should not conflict with instructional activities, should be in alignment with the District Wellness Policy, and may not compete with the Food Service program.
- Gambling activities of any kind (such as raffles) are prohibited per IRS rules.
- No homemade food items may be sold; only prepackaged food items are acceptable. Contact Brittney Hirschauer, Director of Food Service, if you would like to purchase food through a District supplier.
- All posters or distributed flyers must be approved by the building Principal.
- Fundraising activities coordinated by any non-district group during the school day, where the funds raised go to groups outside of the District, are not allowed.
- For facility usage, please complete the Facilities Request Form on Community Education's webpage.
- Onsite food vendors require preapproval by the District Office. Vendors will be required to provide a permit with the City of Hastings as well as a Certificate of Liability Insurance and MDH/MDA license.
- If the fundraiser is being organized by a Booster Club or PTA/PTO Group this form is not required.

Please complete the information below.

Student Group _____ Fund 11 ☐ Fund 10 ☐ Fund 02 ☐ Fund 04 ☐

Responsible Teacher/Advisor _____ School _____

Description of Fundraiser _____

Start Date _____ End Date _____

Vendor or Company (if applicable) _____

How many students will be involved? _____ Will items be sold during the school day? _____

What do you intend to use fundraiser profits for? _____

What educational activity is to be supported? _____

Signature of Teacher/Advisor

Date

Approval - Signature of Principal/Director

Date

Board Approved _____

SEND TO CINDY WESTLUND IN THE DISTRICT OFFICE



Hastings Public Schools
511-Student Fundraising – Appendix B: Fundraising Final Report

Submit to Cindy Westlund in the District Office within 30 days of your fundraiser completion date

Fundraising Activity _____

Student Group _____

Responsible Teacher/Advisor _____

Dates of Sales _____

Vendor or Company (if applicable) _____

Total Money Raised (\$) _____

Total Fundraising Expenditures (\$) _____

Summary of how this fundraiser went _____

Did you meet your fundraising goals? _____

Signature of Teacher/Advisor

Date

Approval - Signature of Principal/Director

Date

EXTRACT OF MINUTES OF MEETING
OF SCHOOL BOARD OF
INDEPENDENT SCHOOL DISTRICT #200
(Hastings)
STATE OF MINNESOTA

Pursuant to due call and notice thereof, a School Board meeting of Independent School District #200, State of Minnesota, was held on May 20, 2026 at 6:00 pm, for the purpose, in part, of approving the Intermediate School District No. 917's Long-Term Facility Maintenance budget and authorizing the inclusion of a proportionate share of Intermediate School District's long-term facility maintenance projects in the district's application for long-term facility maintenance.

Member _____ introduced the following resolution and moved its adoption:

**RESOLUTION APPROVING INTERMEDIATE SCHOOL DISTRICT
NO. 917'S LONG-TERM FACILITY MAINTENANCE PROGRAM
BUDGET AND AUTHORIZING THE INCLUSION OF A
PROPORTIONATE SHARE OF THOSE PROJECTS IN THE
DISTRICT'S APPLICATION FOR LONG-TERM FACILITY
MAINTENANCE REVENUE**

BE IT RESOLVED by the School Board of Independent School District #200, State of Minnesota, as follows:

1. The School Board of Intermediate School District 917 has approved a long-term facility maintenance program budget for its facilities for the 2027-2028 school year in the amount of \$689,973.00 of which our District #200's proportionate share is \$52,259.51. The various components of this program budget are attached as Exhibit A here to and are incorporated herein by reference. Said budget is hereby approved. (Exhibit A.)
2. Minnesota Statutes, Section 123B.57, Subdivision 1, as amended, provides that if an intermediate school district's long-term facility maintenance budget is approved by the school boards of each of the intermediate school district's member school districts, each member district may include its proportionate share of the costs of the intermediate school district program in its long-term facility maintenance revenue application.
3. The proportionate share of the costs of the intermediate school district's long-term facility maintenance program for each member school district to be included in its application shall be determined by multiplying the total cost of the intermediate school district long-term facility maintenance program times a formula that weights two components equally between

the member districts; total net tax capacity and Adjusted Marginal Cost pupil units. The long-term facility maintenance costs shall be funded through annual levy instead of issuing bonds. The inclusion of this proportionate share in the district's long-term facility maintenance revenue application for fiscal year 2028 is hereby approved, subject to approval by the Commissioner of Education.

4. Upon receipt of the proportionate share of long-term facility maintenance revenue attributable to the intermediate school district program, the district shall promptly pay to the intermediate school district the applicable aid or levy proceeds.

The motion for the adoption of the foregoing resolution was duly seconded by Member _____ and, upon vote being taken thereon, the following voted in favor thereof:

And the following voted against the same:

Whereupon said resolution was declared duly passed and adopted.

STATE OF MINNESOTA

COUNTY OF DAKOTA

I, the undersigned, being the duly qualified and acting Clerk of Independent School District #200, State of Minnesota, hereby certify that I have carefully compared the attached and foregoing extract of minutes of a meeting of Independent School District #200, held on the date therein indicated, with the original of said minutes on file in my office, and the same is a full, true and complete transcript insofar as the same relates to the approval of Intermediate School District No. 917's long-term facility maintenance program budget and authorizing the inclusion of a proportionate share of the Intermediate School District's long-term facility maintenance projects in the district's application for long-term facility maintenance revenue.

WITNESS MY HAND officially as such Clerk this _____ day of _____, 2026.

Clerk
Independent School District #200

	Division of School Finance 400 NE Stinson Blvd Minneapolis, MN 55413	ED - 02478-09 old form correct years
Instructions: Enter estimated, allowable LTFM expenditures (Fund 01 and/or Fund 06 only) under		
District Info.	Enter Information	
District Name:	Intermediate School District 917	
District Number:	907-06	
District Contact Name:	Mark Johns	
Contact Phone #	651-423-8227	
Expenditure Categories		2035
Health and Safety - this section excludes project costs in Category 2 of \$100,000 or more for which additional revenue is requested for Finance Codes 358, 363 and 366.		
Finance Code	Category (1)	
347	Physical Hazards	\$0
349	Other Hazardous Materials	\$0
352	Environmental Health and Safety Management	\$0
358	Asbestos Removal and Encapsulation	\$0
363	Fire Safety	\$0
366	Indoor Air Quality	\$0
Total Health and Safety Capital Projects		\$0
Health and Safety - Projects Costing \$100,000 or more per Project/Site/Year		
Finance Code	Category (2)	
358	Asbestos Removal and Encapsulation	\$0
363	Fire Safety	\$0
366	Indoor Air Quality	\$0
Total Health and Safety Capital Projects \$100,000 or More		\$0
Remodeling for Approved Voluntary Pre-K under Minnesota Statutes, section 124D.151		
Finance Code	Category 3 (a)	
355	Remodeling for prekindergarten (Pre-K) instruction approved by the commissioner.	\$0
Total Remodeling for Approved Voluntary Pre-K Projects		\$0
Remodeling for Gender-Neutral Single-User Restrooms		
Finance Code	Category 3 (b) LTFM REVENUE EFFECTIVE FY 2025	
UFARS Coding Pending	Remodeling for gender-neutral single user restroom per site.	\$0
Total Remodeling for Gender-Neutral Single User Projects		\$0
Accessibility		
Finance Code	Category (4)	
367	Accessibility	\$0
Total Accessibility Projects		\$0
Deferred Capital Expenditures and Maintenance Projects		
Finance Code	Category (5)	
368	Building Envelope	\$0
369	Building Hardware and Equipment	\$70,000
370	Electrical	\$0
379	Interior Surfaces	\$40,500
380	Mechanical Systems	\$0
381	Plumbing	\$0
382	Professional Services and Salary	\$0
383	Roof Systems	\$0
384	Site Projects	\$15,000
Total Deferred Capital Expense and Maintenance		\$125,500
Total Annual 10-Year Plan Expenditures		\$125,500
Fund Balance Section		
Fund 01		
	Beginning Fund Balance 01-467-XX	\$0
	LTFM Fiscal Year Revenue - Levy	\$0
	LTFM Fiscal Year Revenue - AID if Applicable	\$0
	LTFM Fiscal Year Revenue Other	\$0
	LTFM Transfer IN from Fund 06 if applicable (see transfer guidance tab)	\$0
	LTFM Transfer OUT from Fund 01 if applicable (see transfer guidance tab)	\$0
	LTFM Transfer OUT if applicable - Special Legislation	\$0
	LTFM Estimated Fiscal Year Expenditures	\$0
Ending Fiscal Year Fund Balance 01-467-XX		\$0
Fund 06		
	Beginning Fund Balance 06-467-XX	\$0
	LTFM Fiscal Year Bonded Revenue	\$0
	LTFM Fiscal Year Revenue Other	\$0
	LTFM Transfer IN from Fund 01 if applicable (see transfer guidance tab)	\$0
	LTFM Transfer OUT from Fund 06 if applicable (see transfer guidance tab)	\$0
	Other Transfers	\$0
	LTFM Estimated Fiscal Year Expenditures	\$0
Ending Fiscal Year Fund Balance 06-467-XX		\$0

Project #	Object Code	Description	FY28	FY27 Expenditures	FY26 Current Estimate	FY26 Revised Expenditures
Environmental Health & Safety - Finance Code 352						
Numerous expenditures covered in this area please see attachment # 3 page 12-14 for details on allowable expenditures						
305		Fees For Services (Hepatitis A & B, Metro ECSU, MSDS on-line \$3,500, Safe Schools training \$3,500	\$8,000	\$7,500	\$7,500	\$7,500
366		CPR training and mileage reimbursements - Full training in Jun 2026 (Supplies (personal protective equipment, disposable gloves, clothes, pads, masks, pest control, chemical storage). 80% Special Ed, 20 %	\$2,500	\$0		\$0
401		Secondary	\$12,500	\$11,533	\$13,433	\$11,533
170		IAQ Coordinator Stipend	\$2,500	\$4,400	\$2,500	\$4,400
200		IAQ Coordinator Benefits	\$700	\$667	\$667	\$667
820		Mgmt asst. prog. (Virnig Consulting for H&S) and Metro ECSU H&S M	\$3,500	\$4,000	\$4,000	\$4,000
		Total Health & Safety	\$29,700	\$28,100	\$28,100	\$28,100
Physical Hazard Control - Finance Code 347						
401		PPE for staff (harness, boots, safety glasses, eye wash stations, etc) and safety equipment for special education programs (Ukeru blocking pads \$15k)	\$17,500	\$17,500	\$2,400	\$2,400
Roofing Systems - Finance Code 383						
520		Build reserve for 2028-2030 roof replacement	-\$175,000	\$250,000	\$0	\$0
		Roof A, B, C	\$372,273			
		Total Roofing Systems	\$197,273	\$250,000	\$0	\$0
Site Projects - Finance Code 384						
520		Parking Lot B asphalt/bituminous-crack fill and fog seal		\$15,000		
		Parking Lot A & Service Drive asphalt/bituminous-fog seal & stripe	\$25,000		\$10,625	\$13,500
		Replace outdoor picnic tables				
		Parking Lot A & Service Drive - Mill & Overlay (crack fill and move out 4-5 years)	\$0			
		Total Site Projects	\$25,000	\$15,000	\$10,625	\$13,500
Fire Safety - Finance Code 363						
		Fire Riser - Floor Plan Area A	\$5,075			
		Block facade in front efflorescence	\$10,875			
		Garage Doors (replace 3 doors)	\$8,700			
		Total Building Envelope	\$19,575			
Building Hardware & Equip - Finance Code 369						
		Replace video monitoring camera system (added 2 new cameras)			\$47,458	\$40,000
		CASE Doors (2 sets of double doors)			\$14,000	
		Replace PA System		\$70,000		
		Reach in refrigerators/freezer	\$18,125			
		Warmer	\$14,500			
		Servers - Moved to DCTC October 2024 (not needed)	\$29,000			
		Fob system	\$14,500			
		Total Building Hardware & Equip	\$76,125	\$70,000	\$61,458	\$40,000
Electrical - Finance Code 370						
		Gym			\$15,177	
		Gym Light hangers			\$2,506	
		Main building T8 Fluorescent light replacment			\$87,054	
520		Total Electrical		\$0	\$104,737	\$141,200
Interior Surfaces - Finance Code 379						
520		Interior floor replacement		\$34,000	\$23,430	\$14,000
		Interior maintenance	\$6,525	\$6,500		\$6,100
		Total Interior Surfaces	\$6,525	\$40,500	\$23,430	\$20,100
Mechanical Systems - Finance Code 380						
520		HVAC Unit replacements- RTU #5,17,18,20		\$0	\$11,175	\$10,125
		HVAC Unit replacements- RTU #6, 13, 14, 15	\$313,200			
		Total Mechanical Systems	\$313,200	\$0	\$11,175	\$10,125
		Total LTFM	\$689,973	\$421,100	\$241,925	\$255,425
		Total LTFM - Alliance Education Center	\$642,773	\$375,500	\$211,425	\$224,925



Hastings
Public Schools

Hastings Public Schools

Staff Development Plan

26-27

Prepared by Teaching & Learning

Students are the heart  *of all we do*

Staff Development Funding and Use

Hastings
Public Schools

Encompasses

- Hastings Staff Development Committee work
- Staff Development Days
- Teacher Mentoring
- Ongoing support through PLCs, curriculum review, and MTSS
- External PD

Statute

- Minnesota Statute 122A.60
- School Board Policies 425, 601, 603, 621
- Hastings Strategic Plan

Budget

- Minimum 2% of basic revenue allocated to staff development
- Supports
 - Staff salaries on PD days
 - Staff Development Committee & presenter vouchers
 - Off-day workshop participation
 - Sub costs
 - External PD (travel, lodging, materials)

Staff Development Mission & Vision

Hastings
Public Schools

Mission

Build educator capacity through collaborative, data-informed, and equity-focused professional learning that improves student outcomes, enhances retention, and supports inclusive, safe environments.

Vision

A professional learning culture where educators are empowered, valued, and supported to help all students succeed academically, equitably, and socially-emotionally.

Staff Development Days Overview

- Held: Workshop Week and 4x/yr
 - Aligned to district priorities, student needs, and staff input
 - Universal (all staff) & Targeted (role/goal-specific) sessions
- Guided by Staff Development Committee:
 - Meets 1x/mo throughout the school year
 - Made up of a majority of licensed teachers and related service providers, as well as admin representation. Next steps: add paraeducators
 - Monitors and plans PD, reviews staff feedback and input, and Staff Development Requests budget

Staff Development Days Feedback

- Every professional learning day, staff provide feedback to T&L
 - Rating of each session, positives, areas for improvement
- Over the last year, T&L and the Staff Development Committee have worked hard to implement feedback
 - Requested sessions
 - Accommodating logistics
 - Choice and breakouts
- We have seen staff satisfaction increase after the first PD Day and remain at our goal level:
 - 67% in September
 - 81% in December
 - 80% in January
 - 81% in April
- In the fall we had 115 respondents, December 138, January 160, in April we had 153
- Staff Development Input Survey. Last year we had 95 responses, this year we had 152

Focus by Level for 26-27

- Early Childhood:
 - Creative Curriculum implementation
 - Birth-3 training sessions
- Elementary (K–4):
 - Catalyst (Year 2)
 - Amplify Science (Year 2)
 - Wit and Wisdom (Year 3)
 - Functional Morphology (3-4)
 - Math Standards
 - EL supports
- Middle School (5–8):
 - Catalyst (Year 1)
 - Raider Way/PBIS
 - AVID
 - Supporting Diverse Learners
 - Curricular Reviews
- High School (9–12):
 - Pathways
 - AVID
 - Supporting Diverse Learners
 - Curricular Reviews
- All Teaching Staff
 - PLC Lead Training
- Paraprofessionals
 - Science of Reading Training (online)

New Teacher Mentoring Program

2-day onboarding workshop before school year starts

- Focus: logistics, connection, and support
- Meet mentor and learn program structure

2-year mentoring program

- Mentors matched by building, licensure, and content
- Monthly meetings with agendas & mentor checklists
- Covers systems, teaching practices, and contract guidance

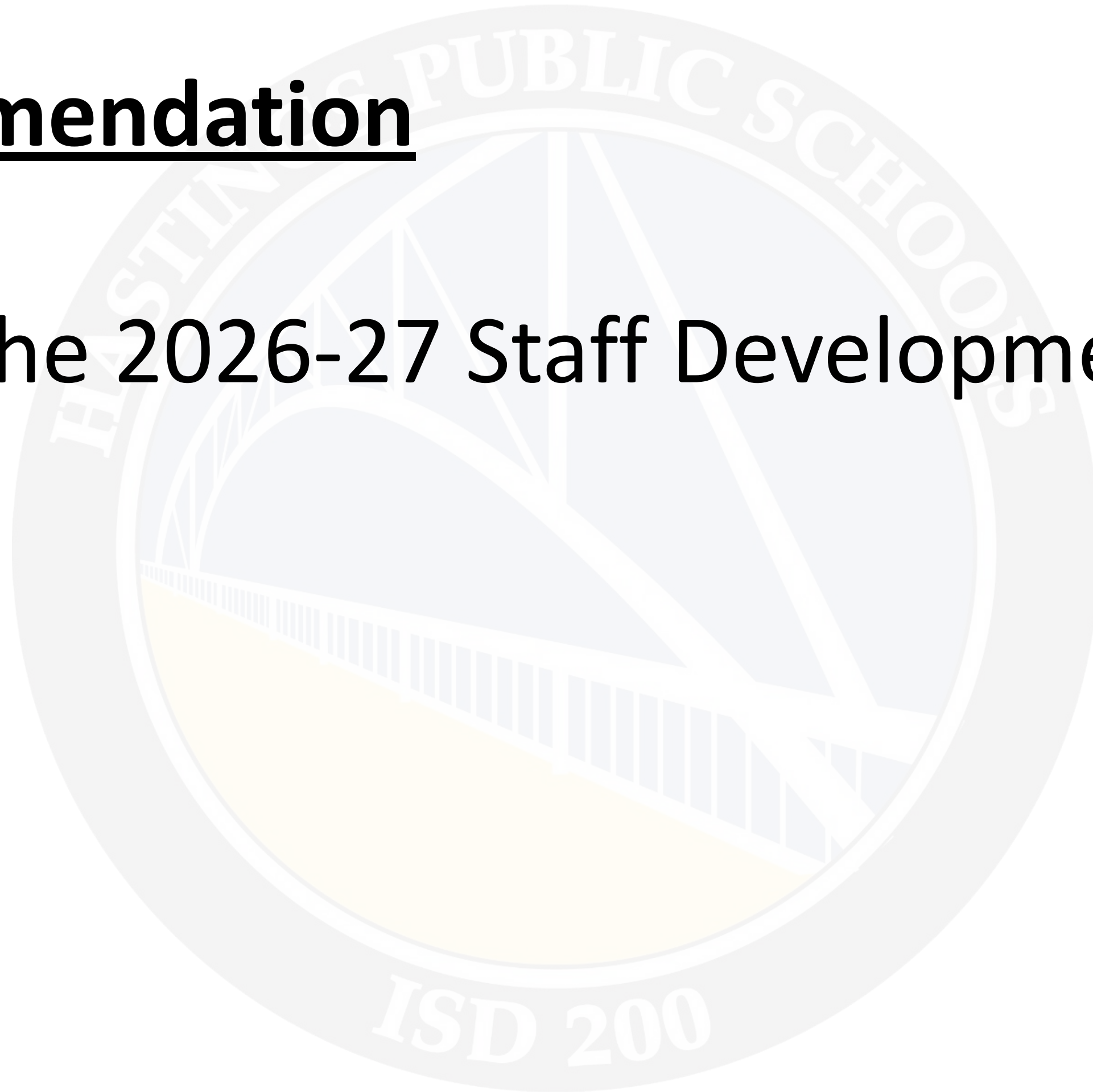
Teacher Support Network PD

- Ongoing sessions focused on onboarding and new teacher needs



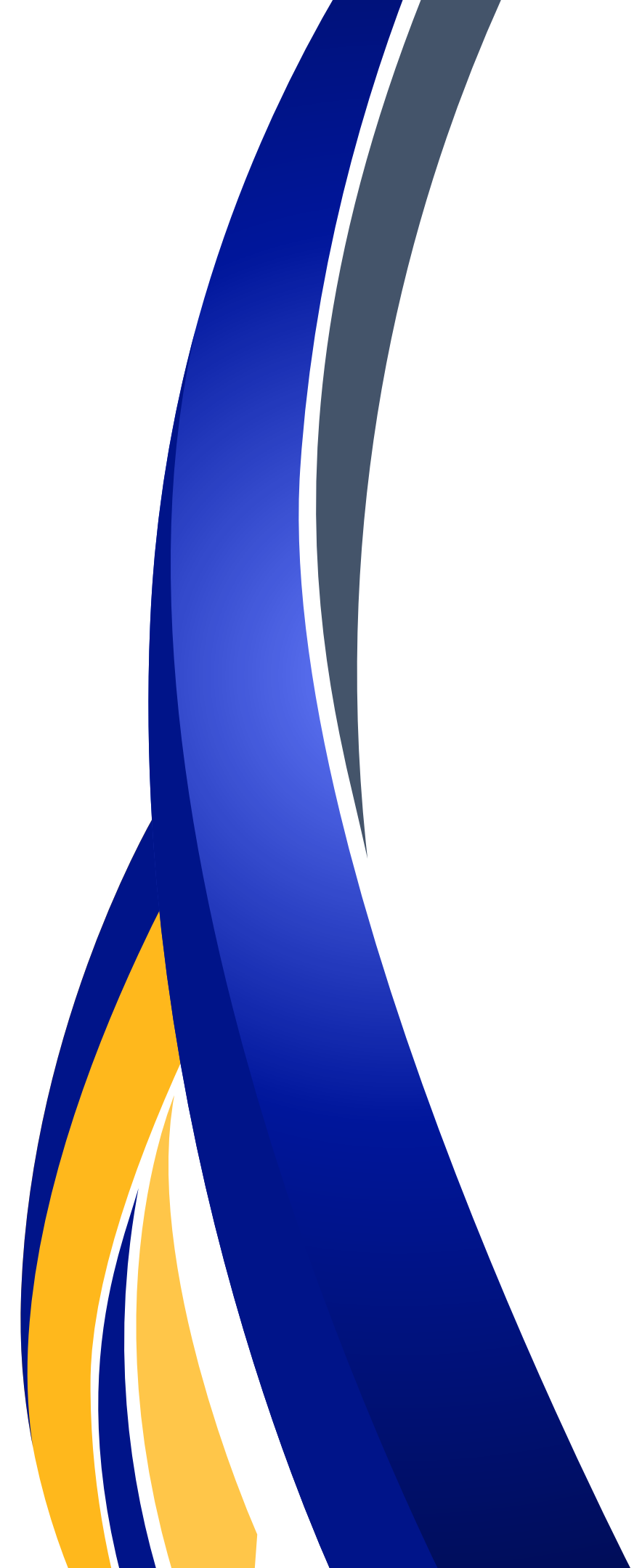
Recommendation

Adopt the 2026-27 Staff Development plan.





Questions?



A RESOLUTION ESTABLISHING DATES FOR FILING AFFIDAVITS OF CANDIDACY

WHEREAS Minnesota Statutes, section 205A.06 establishes the processes regarding affidavits of candidacy for election to a school board, including the requirement for publishing notice of the first and last dates on which affidavits of candidacy may be filed.

THEREFORE, BE IT RESOLVED by the School Board of Independent School District No. 200, State of Minnesota, as follows:

1. The period for filing affidavits of candidacy for the office of school board member of Independent School District No.200 shall begin on July 14th, 2026 and shall close on July 28th, 2026. An affidavit of candidacy must be filed in the office of the school district clerk and the \$2 filing fee paid prior to 5:00 o'clock p.m. on July 28, 2026. **Please note:** District offices are closed on Fridays during the filing period. Candidates should plan accordingly when submitting affidavits.

2. The clerk is hereby authorized and directed to cause notice of said filing dates to be published in the official newspaper of the district, at least two (2) weeks prior to the first day to file affidavits of candidacy.

3. The clerk is hereby authorized and directed to cause notice of said filing dates to be posted at the administrative offices of the school district at least ten (10) days prior to the first day to file affidavits of candidacy.

4. The notice of said filing dates shall be in substantially the following form:

NOTICE OF FILING DATES FOR ELECTION TO THE SCHOOL BOARD INDEPENDENT SCHOOL DISTRICT NO. 200 HASTINGS PUBLIC SCHOOLS STATE OF MINNESOTA

NOTICE IS HEREBY GIVEN that the period for filing affidavits of candidacy for the office of school board member of Independent School District No.200 shall begin on July 14th, 2026, and shall close at 5:00 o'clock p.m. on July 28th, 2026. **Please note:** District offices are closed on Fridays during the filing period. Candidates should plan accordingly when submitting affidavits.

The general election shall be held on Tuesday, November 3rd, 2026. At that election, three members will be elected to the School Board for terms of four (4) years each.

Affidavits of Candidacy are available from the school district clerk, Independent School District No. 200, 1000 W 11th St Hastings, MN 55033. *Note: District office is closed on Fridays during this filing period.* The filing fee for this office is \$2. A candidate for this office must be an eligible voter, must be 21 years of age or more or will be upon assuming office, will have maintained residence in the school district from which the candidate seeks election for thirty (30) days before the general election, and must have no other affidavit on file for any other office at the same primary or next ensuing general election, except as authorized by Minnesota Statutes, section 204B.06, subdivision 9.

The affidavits of candidacy must be filed in the office of the school district clerk and the filing fee paid prior to 5:00 o'clock p.m. on July 28, 2026. All affidavits have a two-day withdrawal period after the deadline. The final date of withdrawal is prior to 5:00 pm on July 30, 2026.

The motion for adoption of the Resolution was made by Member _____, duly seconded by Member _____.

The vote on adoption of the Resolution was as follows:

Aye:

Nay:

Absent:

Whereupon, said Resolution was declared duly adopted by Independent School District No. 200, State of Minnesota this 20th day of May, 2026.

By: _____
School Board Chair

By: _____
School Board Clerk

Dated: May 20, 2026

BY ORDER OF THE SCHOOL BOARD

School Board Clerk

**Approval of District 200 Donations
April 2026**

<u>Date</u>	<u>Donor</u>	<u>Building</u>	<u>Description</u>	<u>Amount</u>
4/6/26	Koch Companies	High School	Flint Hills Discovery Scholarship	\$5,000.00
4/8/26	Hastings Golf Booster Club	High School	Boys & Girls Golf Program Golf Balls	\$1,456.00
4/8/26	O'Connor Property Services LLC	High School	Empty Bowls Event	\$50.00
4/8/26	Hastings Boys Hockey Club	High School	Boys Hockey Bus	\$526.00
4/10/26	Pinecrest PTA	Pinecrest	Kindergarten Field Trip-Dakota City Heritage Village	\$600.00
4/14/26	Emily Hauck	High School	Track Team	\$165.00
4/14/26	American Heart Association	Kennedy	AHA Kids Heart Challenge	\$350.00
4/15/26	HMS Play Freewill Donations	Middle School	HMS Theater	\$314.00
4/15/26	HMS Play Freewill Donations	Middle School	HMS Theater	\$267.00
4/20/26	Tracy Kaupang	High School	Tennis Team	\$20.00
4/20/26	Hastings Band Boosters	High School	Marching Band Cub Bagging Fundraiser Proceeds	\$2,351.73
4/21/26	High School Staff	High School	High School Faculty Scholarship	\$82.00
4/23/26	Martin & Jennifer Maher	High School	Matthew Maher Memorial Scholarship	\$1,200.00
4/24/26	Barb & Tom Greenslit	Tilden	School Readiness Program	\$500.00
4/28/26	Hastings Environmental Protectors	High School	Tecla Karpen/HEP Scholarship	\$250.00
4/29/26	Hastings Alpine	High School	Alpine Ski Team Lift Tickets	\$768.00
4/30/26	Minneapolis Foundation	High School	Mpls Foundation/Apple Autos Scholarship	\$2,500.00
4/30/26	Allina Health	High School	Peer Helpers	\$12,000.00
Total Monthly Donations				<u>\$28,399.73</u>

In-Kind Donations - Values are approximate per information available

4/7/26	The Studio Downtown	High School	Event Space & Amenities for STAARS Graduation	\$525.00
4/10/26	Hastings Youth Athletic Association	Middle School	Field Renovations on Middle School Fields 1 & 3	\$52,138.81

Donation Acceptance Resolution

I, _____, introduce the following resolution and move for its adoption:

WHEREAS, School Board Policy 706 establishes guidelines for the acceptance of gifts and donations to the District;

WHEREAS, Minnesota Statutes Section 465.03 states that the School Board may accept a gift, grant, or devise of real or personal property in accordance with the terms prescribed by the donor only by the adoption of a resolution approved by two-thirds of its members; and

WHEREAS, the referenced donations in the District 200 Donations Report from April 2026.

_____ duly seconded the motion for the adoption of the foregoing resolution.

Voting in favor of the resolution:

Voting against:

THEREFORE, BE IT RESOLVED by the Hastings Public School District School Board to gratefully accept these gifts.

By: _____
Carrie Tate, Board Chair

By: _____
Melissa Millner, Board Clerk

RETIREMENT/RESIGNATION/TERMINATION

NAME	STATUS	ASSIGNMENT	EMPLOYEE GROUP	EFFECTIVE DATE
Butze, Marie	Layoff	EL Paraprofessional; 6.25 Hours / Day Hastings High School	ED MN - ESP	June 4, 2026
Cirillo, Molly	Resignation	School Social Worker; .2 FTE District Wide	ED MN - Teachers	May 12, 2026
Evermann, Mary	Layoff	Title I Paraprofessional; 3 Hours / Day Kennedy Elementary	ED MN - ESP	June 4, 2026
Foreman, Patricia	Layoff	Title I Paraprofessional; 3 Hours / Day Kennedy Elementary	ED MN - ESP	June 4, 2026
Granger, Anna	Resignation	General Ed Paraprofessional; 6.25 Hours / Day Kennedy Elementary	ED MN - ESP	May 1, 2026
Hardy, Kathleen	Layoff	Title I Paraprofessional; 3 Hours / Day McAuliffe Elementary	ED MN - ESP	June 4, 2026
Heitman, Cheryl	Resignation	Paraprofessional; 2.5 Hours / Day Kennedy Elementary	ED MN - ESP	April 21, 2026
Jenkins, Abigail	Layoff	EL Paraprofessional; 6.25 Hours / Day Kennedy Elementary	ED MN - ESP	June 4, 2026
Kolta, Manal	Layoff	EL Paraprofessional; 6.25 Hours / Day Hastings Middle School	ED MN - ESP	June 4, 2026
Lahiri, Emma	Resignation	Paraprofessional Substitute; Hours Vary District Wide	N/A	April 17, 2026
Myrick, Michele	Layoff	EL Paraprofessional; 6.25 Hours / Day Pinecrest Elementary	ED MN - ESP	June 4, 2026
Oliver, Janelle	Termination	SpEd Paraprofessional; 6.25 Hours / Day Hastings Middle School	ED MN - ESP	May 11, 2026
Reuter, Kathy	Retirement	General Ed Paraprofessional; 6.25 Hours / Day Hastings Middle School	ED MN - ESP	June 4, 2026
Rowan, Katherine	Resignation	Cook Assistant; 3 Hours / Day Hastings High School	Food Service	March 9, 2026
Schumacher, Debora	Retirement	SpEd Paraprofessional; 6.25 Hours / Day McAuliffe Elementary	ED MN - ESP	June 4, 2026
Tank, Robyn	Layoff	Title I Paraprofessional; 3 Hours / Day McAuliffe Elementary	ED MN - ESP	June 4, 2026
Wollschlager, Kaz	Termination	SpEd Paraprofessional; 6.25 Hours / Day Hastings Middle School	ED MN - ESP	May 6, 2026

NEW HIRES

NAME	ASSIGNMENT	SALARY PLACEMENT/HOURLY RATE	EMPLOYEE GROUP	EFFECTIVE DATE
Baldwin, Margaret	Summer School Teacher; 13 Days Total McAuliffe Elementary	\$1900 Annually	N/A	June 15, 2026 - July 2, 2026
Barlette, Hope	Speech Pathologist; 1.0 FTE Pinecrest Elementary & Tilden	\$51,970 Annually (Pending Official Transcripts)	ED MN - Teachers	August 20, 2026

Bjork, Grace	Camp Horizons Site Instructor; Hours Vary Kennedy Elementary	\$18.00 / Hour	N/A	June 8, 2026 - August 21, 2026
Boudreau, Shuchen	Camp Horizons Float Site Lead; Hours Vary Kennedy Elementary	\$21.50 / Hour	N/A	June 8, 2026 - August 21, 2026
Brookshaw, Victoria	Kindergarten Teacher; 1.0 FTE Pinecrest Elementary	\$88,495 Annually (Pending Official Transcripts)	ED MN - Teachers	August 20, 2026
Bump, Michelle	Summer School Teacher; 13 Days Total McAuliffe Elementary	\$1900 Annually	N/A	June 15, 2026 - July 2, 2026
Burr, Devin	Paraprofessional Sub; Hours Vary District Wide	\$19.40 / Hour	N/A	April 20, 2026
Butler, Temira	Summer School Teacher; 13 Days Total Hastings High School	\$37 / Hour	N/A	June 8, 2026 - June 26, 2026
Dankers, Amanda	Camp Horizons PSA; Hours Vary Kennedy Elementary	\$22.00 / Hour	N/A	June 8, 2026 - August 21, 2026
Dimmick-Partington, Devyn	Gen Ed Para Sub; Hour Vary District Wide	\$19.40 / Hour	N/A	April 13, 2026
Dimmick-Partington, Devyn	Support Staff Sub; Hours Vary District Wide	\$17.84 / Hour	N/A	May 7, 2026
Doty, Logan	Camp Horizons PSA; Hours Vary Kennedy Elementary	\$22.00 / Hour	N/A	June 8, 2026 - August 21, 2026
DuFour, Julie	Camp Horizons PSA; Hours Vary Kennedy Elementary	\$22.00 / Hour	N/A	June 8, 2026 - August 21, 2026
Duncan, Linda	Cook Assistant; 3 Hours / Day Hastings High School	\$19.59 / Hour	Food Service	April 20, 2026
Ellson, Nicole	Summer School Teacher; 13 Days Total McAuliffe Elementary	\$1900 Annually	N/A	June 15, 2026- July 2, 2026
Erickson, Angela	Summer School Teacher; 13 Days Total McAuliffe Elementary	\$1900 Annually	N/A	June 15, 2026- July 2, 2026
Fearing, Kyle	PE Teacher; 1.0 FTE Hastings High School	\$91,273 Annually	ED MN - Teachers	August 20, 2026
Gieske, Madilyn	Summer School Teacher; 13 Days Total McAuliffe Elementary	\$1900 Annually	N/A	June 15, 2026 - July 2, 2026
Gutzman, Caitlyn	Summer School Teacher; 13 Days Total McAuliffe Elementary	\$1900 Annually	N/A	June 15, 2026 - July 2, 2026
Hanson, Olivia	Camp Horizons Assistant; Hours Vary Kennedy Elementary	\$15.30 / Hour	N/A	June 8, 2026 - August 21, 2026
Hartman, Ann	Camp Horizons Assistant; Hours Vary Kennedy Elementary	\$15.30 / Hour	N/A	June 8, 2026 - August 21, 2026
Hauschildt, Ella	Camp Horizons Student Assistant; Hours Vary Kennedy Elementary	\$11.50 / Hour	N/A	June 8, 2026 - August 21, 2026
Henning, Anne	Summer School Teacher; 13 Days Total McAuliffe Elementary	\$1900 Annually	N/A	June 15, 2026 - July 2, 2026
Herber, Jennifer	Summer School Teacher; 11 Days Total Hastings Middle School	\$1741.67 Annually	N/A	June 15, 2026 - July 2, 2026
Hoffman, Jeff	PE Department Lead Hastings Middle School	\$2,223 Annually	ED MN - Teachers	August 24, 2026

Jensen, Ashlyn	Camp Horizons Assistant; Hours Vary Kennedy Elementary	\$15.30 / Hour	N/A	June 8, 2026 - August 21, 2026
Kaiser, Matt	Math Teacher; 1.0 FTE Hastings Middle School	\$56,505 Annually	ED MN - Teachers	August 20, 2026
Kocer, Annabelle	Summer School Teacher; 13 Days Total McAuliffe Elementary	\$1900 Annually	N/A	June 15, 2026- July 2, 2026
Klein, Matt	Athletic/Activities Director Hastings Middle School	\$7,134 Annually	ED MN - Teachers	August 24, 2026
Knutson, Myles	Assistant Principal - 10 Months Hastings Middle School	\$114,936 Annually	Principals	July 1, 2026
Lipinski, Riley	Camp Horizons Site Instructor; Hours Vary Kennedy Elementary	\$18.00 / Hour	N/A	June 8, 2026 - August 21, 2026
Mai, Tin	Summer School Teacher; 12 Days Total Hastings Middle School	\$1900 Annually	N/A	June 15, 2026 - July 2, 2026
Matzek, Katie	Summer School Teacher; 13 Days Total McAuliffe Elementary	\$1900 Annually	N/A	June 15, 2026 - July 2, 2026
Maus, Kris	Summer School Teacher; 13 Days Total Hastings High School	\$37 / Hour	N/A	June 8, 2026 - June 26, 2026
McNamara, Patricia	Summer School Teacher; 13 Days Total Hastings High School	\$37 / Hour	N/A	June 8, 2026 - June 26, 2026
McTague, Jillian	Camp Horizons Student Assistant; Hours Vary Kennedy Elementary	\$11.50 / Hour	N/A	June 8, 2026 - August 21, 2026
McVicker, Keagan	Camp Horizons Assistant; Hours Vary Kennedy Elementary	\$15.30 / Hour	N/A	June 8, 2026 - August 21, 2026
Munson, Hannah	Summer School Teacher; 13 Days Total McAuliffe Elementary	\$1900 Annually	N/A	June 15, 2026 - July 2, 2026
Neuman, Gianna	Camp Horizons Assistant; Hours Vary Kennedy Elementary	\$15.30 / Hour	N/A	June 8, 2026 - August 21, 2026
Parker, Kimberly	Summer School Teacher; 13 Days Total McAuliffe Elementary	\$1900 Annually	N/A	June 15, 2026 - July 2, 2026
Peine, Ana	Camp Horizons Site Instructor; Hours Vary Kennedy Elementary	\$18.00 / Hour	N/A	June 8, 2026 - August 21, 2026
Peine, Edward	Camp Horizons Assistant; Hours Vary Kennedy Elementary	\$15.30 / Hour	N/A	June 8, 2026 - August 21, 2026
Peterson, Jaida	Summer School Teacher; 13 Days Total McAuliffe Elementary	\$1900 Annually	N/A	June 15, 2026 - July 2, 2026
Peterson, Nicole	Summer School Teacher; 13 Days Total Hastings High School	\$37 / Hour	N/A	June 8, 2026 - June 26, 2026
Pottinger, Annie	Grade 4 Teacher; 1.0 FTE Kennedy Elementary	\$71,354 Annually (Pending Official Transcripts)	ED MN - Teachers	August 20, 2026
Pottinger, Drew	Computer Science; 1.0 FTE Hastings Middle School	\$83,421 Annually (Pending Official Transcripts)	ED MN - Teachers	August 20, 2026
Reinert, Rachel	Academic Restorative Coach; 1.0 FTE Hastings Middle School	\$90,683 Annually (Pending Official Transcripts)	ED MN - Teachers	August 20, 2026
Ryan, Rachel	Summer School Teacher; 13 Days Total Hastings High School	\$37 / Hour	N/A	June 8, 2026 - June 26, 2026

Saros, Bethany	Summer School Teacher; 13 Days Total Hastings High School	\$37 / Hour	N/A	June 8, 2026 - June 26, 2026
Saros, Bethany	English Teacher; 1.0 FTE Hastings High School - ALP	\$53,356 Annually (Pending Official Transcripts)	ED MN - Teachers	August 20, 2026
Schiller, Roberta	School Psychologist; 1.0 FTE Hastings High School	\$93,753 Annually (Pending Official Transcripts)	ED MN - Teachers	August 20, 2026
Schmidt, Danielle	Paraprofessional; 6.25 Hours / Day Hastings High School	\$22.07 / Hour	ED MN - ESP	April 27, 2026
Schultz, Peter	Summer School Teacher; 13 Days Total Hastings High School	\$37 / Hour	N/A	June 8, 2026 - June 26, 2026
Simmering, Jessica	Math Teacher; 1.0 FTE Hastings High School	\$87,856 Annually (Pending Official Transcripts)	ED MN - Teachers	August 20, 2026
Simpson, Grace	Camp Horizons Assistant; Hours Vary Kennedy Elementary	\$15.30 / Hour	N/A	June 8, 2026 - August 21, 2026
Singer, Nancy	Summer School Teacher; 12 Days Total Hastings Middle School	\$1900 Annually	N/A	June 15, 2026 - July 2, 2026
St.John, Samantha	Camp Horizons PSA; Hours Vary Kennedy Elementary	\$22.00 / Hour	N/A	June 8, 2026 - August 21, 2026
Story-Green, Cammie	Camp Horizons PSA; Hours Vary Kennedy Elementary	\$22.00 / Hour	N/A	June 8, 2026 - August 21, 2026
Swanson, Sydney	Special Education Teacher; 1.0 FTE McAuliffe Elementary	\$51,970 Annually (Pending Official Transcripts)	ED MN - Teachers	August 20, 2026
Teal, Christine	Camp Horizons PSA; Hours Vary Kennedy Elementary	\$22.00 / Hour	N/A	June 8, 2026 - August 21, 2026
Tebben, Alyssa	Summer School Teacher; 13 Days Total McAuliffe Elementary	\$1900 Annually	N/A	June 15, 2026 - July 2, 2026
Thill, Mandi	Special Education Teacher; 1.0 FTE Hastings Middle School & Pinecrest Elementary	\$60,341 Annually (Pending Official Transcripts)	ED MN - Teachers	August 20, 2026
VanGuilder, Abigail	Camp Horizons Assistant; Hours Vary Kennedy Elementary	\$18.80 / Hour	N/A	June 8, 2026 - August 21, 2026
Vedders, Mariah	Summer School Teacher; 13 Days Total McAuliffe Elementary	\$1900 Annually	N/A	June 15, 2026 - July 2, 2026
Vedders, Mariah	Reading Intervention Teacher; 1.0 FTE Hastings Middle School	\$54,759 Annually (Pending Official Transcripts)	ED MN - Teachers	August 20, 2026
Versland, Michael	Summer School Teacher; 13 Days Total Hastings High School	\$37 / Hour	N/A	June 8, 2026 - June 26, 2026
Waage, Christian	Summer School Teacher; 13 Days Total Hasting High School	\$37 / Hour	N/A	June 8, 2026 - June 26, 2026
Walcheski, Kala	Summer School Teacher; 12 Days Total Hastings Middle School	\$1900 Annually	N/A	June 15, 2026 - July 2, 2026
Willes, Jennifer	Lunch/Recess Aide Sub; Hour Vary District Wide	\$16.37 / Hour	N/A	April 20, 2026
Wilson, Lyndsey	School Social Worker; 1.0 FTE Hastings Middle School	\$62,703 Annually (Pending Official Transcripts)	ED MN - Teachers	August 20, 2026
Wolkerstorfer, Ruth	Summer School Secretary; 60 Total Hours McAuliffe Elementary	\$24.92 / Hour	N/A	May 11, 2026 - July 2, 2026

Wood, Katelyn	Camp Horizons Assistant; Hours Vary Kennedy Elementary	\$15.30 / Hour	N/A	June 8, 2026 - August 21, 2026
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ASSIGNMENT CHANGES

NAME	FROM	TO	EMPLOYEE GROUP	EFFECTIVE DATE(S)
Mikla, Katie	Speech Pathologist; .9 FTE Hastings Middle School	Speech Pathologist; .8 FTE Hastings Middle School	ED MN - Teachers	August 24, 2026
Hammer, Jacob	Custodian; 8 Hours / Day \$23.42 / Hour Hastings High School	Grounds Worker; 8 Hours / Day \$25.10 / Hour District Wide	Custodian	May 11, 2026



Hastings Public Schools

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

BRIDGE TO SUCCESS

Dr. Kristine Wehrkamp Herman
 SUPERINTENDENT

2026 Hastings School Board & Committee Future Meetings

This document is a list of all the dates for work sessions, board meetings, special meetings, and committee meetings.

Committee descriptions and members are listed below the list of meetings.

Any questions or concerns regarding meetings can be directed to LynDee Humble at 651-480-7013 or via email at lhumble@isd200.org.

Color Key	Regular Board Work Session	Regular Board Meeting (Including Closed & Special)	Policy Committee	Facilities, Finance & Joint Powers Committee	Community Collaboration Committee	Student School Board Committee
Future Meeting Dates						
Date	Time	Description	Board or Committee		Location	
05.20.2026	5:30 pm	Regular Board Meeting *NOTE - change in start time*	School Board		Hastings Middle School Media Center	
05.26.2026	4:00 pm	Staff Collaboration Event	Community Collaboration Committee		Hastings High School Lecture Hall	
05.28.2026	12:00 pm	Policy Meeting	Policy Committee		District Office Conference Room A	
05.28.2026	1:00 pm	Finance Committee Meeting	Finance Committee		District Office Conference Room A	
06.08.2026	6:00 pm	Community Collaboration Event	Community Collaboration Committee		Hastings High School Lecture Hall	
06.10.2026	6:00 pm	Work Session	School Board		Hastings Middle School Media Center	
06.10.2026	6:00 pm	Closed Board Meeting following work session (Superintendent Evaluation)	School Board		District Office Conference Room A	
06.11.2026	12:00 pm	Policy Meeting	Policy Committee		District Office Conference Room A	
06.17.2026	6:00 pm	Regular Board Meeting	School Board		Hastings Middle School Media Center	
07.15.2026	6:00 pm	Regular Board Meeting	School Board		Hastings Middle School Media Center	

08.06.2026	12:00 pm	Policy Meeting	Policy Committee	District Office Conference Room A
08.12.2026	6:00 pm	Work Session	School Board	Hastings Middle School Media Center
08.20.2026	12:00 pm	Policy Meeting	Policy Committee	District Office Conference Room A
08.26.2026	6:00 pm	Regular Board Meeting	School Board	Hastings Middle School Media Center
09.09.2026	6:00 pm	Work Session	School Board	Hastings Middle School Media Center
09.17.2026	12:00 pm	Policy Meeting	Policy Committee	District Office Conference Room A
09.23.2026	6:00 pm	Regular Board Meeting	School Board	Hastings Middle School Media Center
10.01.2026	12:00 pm	Policy Meeting	Policy Committee	District Office Conference Room A
10.07.2026	6:00 pm	Work Session	School Board	Hastings Middle School Media Center
10.21.2026	6:00 pm	Regular Board Meeting	School Board	Hastings Middle School Media Center
10.22.2026	12:00 pm	Policy Meeting	Policy Committee	District Office Conference Room A
11.04.2026	6:00 pm	Work Session	School Board	Hastings Middle School Media Center
11.18.2026	6:00 pm	Regular Board Meeting	School Board	Hastings Middle School Media Center
12.02.2026	6:00 pm	Work Session	School Board	Hastings Middle School Media Center
12.16.2026	6:00 pm	Regular Board Meeting	School Board	Hastings Middle School Media Center

Community Collaboration Committee (3)

Purpose Statement: *The Community Collaboration Committee is a link between the Hastings School District and the ISD 200 community. The committee focuses on identifying avenues to continuously improve the district's communication process for increased transparency and to better articulate the district's goals with its stakeholders. The committee seeks opportunities for shared learning, knowledge, awareness, experience, and growth to create a stronger, more united community.*

Committee Members: Elaine Mikel-Mulder (Chair) :: Matt Bruns :: Philip Biermaier :: Dr. Kristine Wehrkamp Herman

Joint Powers Committee (3)

Working collaboratively with City of Hastings elected officials and staff collaborate on opportunities with the City under Joint Powers Programs. The Committee works to maximize shared resources through partnerships with the City to achieve meaningful outcomes for students and the community.

Committee Members: Melissa Millner (Chair) :: Carrie Tate :: Philip Biermaier :: Dr. Kristine Wehrkamp Herman

Facilities & Finance Committee (3)

The mission of the ISD 200 Finance, Facilities, and Joint Powers Committee is to provide strategic guidance on budgetary, financial, and substantial facilities investment activities. These efforts prioritize sustainability, transparency, and equity, serving the School Board and the broader community.

The committee is committed to fostering financial sustainability, ensuring transparency in decision-making, and supporting equity in resource allocation. It aims to enhance public confidence by effectively managing, maintaining, and improving district facilities, while educating stakeholders about facility usage, condition, and future outlook.

Facilities & Finance Committee Members: Mark Zuzek (Chair) :: Melissa Millner :: Carrie Tate :: Jen Seubert :: Dr. Kristine Wehrkamp Herman

Policy Committee (3)

Purpose Statement: *The Hastings School Board Policy Committee serves to review and revise current policies, and propose policy changes for adoption based on statute, at the direction of the School Board or administrator, and as identified for the benefit for the students and staff of ISD 200.*

Committee Members: Jessica Dressely (Chair) :: Mark Zuzek :: Carrie Tate :: Dr. Kristine Wehrkamp Herman :: Guests as determined by policy review

Student School Board Committee (3)

Purpose Statement: *The school board believes that the views, insights, and suggestions of student representatives on the school board can be an advantage to the school board in its decision-making role. The Student School Board Committee will focus on identifying, interviewing, and recommending student representatives to serve on the school board.*

Committee Members: Matt Bruns (Chair) :: Jessica Dressely :: Melissa Millner :: Dr. Kristine Wehrkamp Herman

917 REP (1) - 3 Year Term 2024-2027
Commitment: Typically 1 meeting per month

Mark Zuzek

Relicensure Committee Liaison

Philip Biermaier
Backup - Mark Zuzek

MSHSL REP (1)

Elaine Mikel-Mulder

AMSD Liaison (1)

Mark Zuzek
Backup - Jessica Dressely

BRIGHTWORKS (1) If appointment is open

Matt Bruns

Native American Parent Advisory Committee Liaison

Matt Bruns
Backup - Philip Biermaier

Meet and Confer Liaison

Mark Zuzek
Backup - Carrie Tate

Wellness Committee Liaison

Melissa Millner
Backup - Jessica Dressely