

June 27, 2022
Monday, June 27, 2022 6:00 PM Central

High School Media Center
531 Morse Street
Norwood Young America, MN 55368

Sara Eischens: Present
Shelby Erickson: Present
Nicole Evenski: Present
Elroy Latzig: Present
Sarah Lehrke: Present
Rich Schug: Present
Kyle Strickfaden: Present
Present: 7.

A. PROCEDURAL ITEMS:

A.1. Call to order

A.2. Roll Call

A.3. Pledge of Allegiance

A.4. Approval of Agenda

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

Sara Eischens: Yea, Shelby Erickson: Yea, Nicole Evenski: Yea, Elroy Latzig: Yea, Sarah Lehrke: Yea, Rich Schug: Yea, Kyle Strickfaden: Yea
Yea: 7, Nay: 0

A.5. Consent Agenda

Move to approve Consent agenda as presented. This motion, made by Shelby Erickson and seconded by Elroy Latzig, Carried.

Sara Eischens: Yea, Shelby Erickson: Yea, Nicole Evenski: Yea, Elroy Latzig: Yea, Sarah Lehrke: Yea, Rich Schug: Yea, Kyle Strickfaden: Yea
Yea: 7, Nay: 0

A.6. Acceptance of Gifts

Move to approve gifts. This motion, made by Elroy Latzig and seconded by Rich Schug, Carried.

Sara Eischens: Yea, Shelby Erickson: Yea, Nicole Evenski: Yea, Elroy Latzig: Yea, Sarah Lehrke: Yea, Rich Schug: Yea, Kyle Strickfaden: Yea
Yea: 7, Nay: 0

B. PUBLIC FORUM

C. INFORMATIONAL ITEMS: MONTHLY REPORTS

C.1. Student Council

C.2. Student Representative

C.3. Superintendent

C.4. Board

D. DISCUSSION ITEMS

E. OPERATIONAL ITEMS

E.1. Consideration of FY23 Preliminary Budget

Move to approve FY23 Prelim budget as presented. This motion, made by Shelby Erickson and seconded by Sara Eischens, Carried.

Sara Eischens: Yea, Shelby Erickson: Yea, Nicole Evenski: Yea, Elroy Latzig:
Yea, Sarah Lehrke: Yea, Rich Schug: Yea, Kyle Strickfaden: Yea
Yea: 7, Nay: 0

E.2. Consideration of 2022-24 MSEA Contract

Move to approve MSEA Contract as presented.. This motion, made by Sara Eischens and seconded by Rich Schug, Carried.

Sara Eischens: Yea, Shelby Erickson: Yea, Nicole Evenski: Yea, Elroy Latzig:
Yea, Sarah Lehrke: Yea, Rich Schug: Yea, Kyle Strickfaden: Yea
Yea: 7, Nay: 0

Move to approve Bid Package #2. This motion, made by Sara Eischens and seconded by Sarah Lehrke, Carried.

Sara Eischens: Yea, Shelby Erickson: Yea, Nicole Evenski: Yea, Elroy Latzig:
Yea, Sarah Lehrke: Yea, Rich Schug: Yea, Kyle Strickfaden: Yea
Yea: 7, Nay: 0

E.3. Consideration of rebid of package #2 and package 4B

Move to approve Bid Package 4B. This motion, made by Rich Schug and seconded by Sarah Lehrke, Carried.

Sara Eischens: Yea, Shelby Erickson: Yea, Nicole Evenski: Yea, Elroy Latzig:
Yea, Sarah Lehrke: Yea, Rich Schug: Yea, Kyle Strickfaden: Yea
Yea: 7, Nay: 0

E.4. Consideration of IoWA Authorization

Move to approve IoWA Authorization. This motion, made by Sara Eischens and seconded by Shelby Erickson, Carried.

Sara Eischens: Yea, Shelby Erickson: Yea, Nicole Evenski: Yea, Elroy Latzig:
Yea, Sarah Lehrke: Yea, Rich Schug: Yea, Kyle Strickfaden: Yea
Yea: 7, Nay: 0

F. NEXT BOARD MEETING

G. ADJOURNMENT

Move to adjourn meeting. This motion, made by Nicole Evenski and seconded by Sarah Lehrke, Carried.

Sara Eischens: Yea, Shelby Erickson: Yea, Nicole Evenski: Yea, Elroy Latzig: Yea,
Sarah Lehrke: Yea, Rich Schug: Yea, Kyle Strickfaden: Yea
Yea: 7, Nay: 0

May 23, 2022 Regular Board Meeting
Monday, May 23, 2022 6:00 PM Central

High School Media Center
531 Morse Street
Norwood Young America, MN 55368

Sara Eischens: Present
Shelby Erickson: Present
Nicole Evenski: Present
Elroy Latzig: Present
Sarah Lehrke: Present
Rich Schug: Present
Kyle Strickfaden: Present

Present: 7.

Student seat; Josie Beneke NOT present

Tim Schochenmaier

Andie Franck

Chris Gibbs - Nexus

Richard Larson - New Secondary Principal

Mike Nelson - Dashir

chantelle Eshleman - Taher

Nathan Panning - Student Council

Hunter Smith - Student Council

A. PROCEDURAL ITEMS:

A.1. Call to order

A.2. Roll Call

A.3. Pledge of Allegiance

A.4. Approval of Agenda

Move to approve the agenda as presented/amended:. This motion, made by Sarah Lehrke and seconded by Rich Schug, Carried.

Sara Eischens: Yea, Shelby Erickson: Yea, Nicole Evenski: Yea, Elroy Latzig: Yea,

Sarah Lehrke: Yea, Rich Schug: Yea, Kyle Strickfaden: Yea

Yea: 7, Nay: 0

A.5. Consent Agenda

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

Sara Eischens: Yea, Shelby Erickson: Yea, Nicole Evenski: Yea, Elroy Latzig: Yea,

Sarah Lehrke: Yea, Rich Schug: Yea, Kyle Strickfaden: Yea

Yea: 7, Nay: 0

A.6. Acceptance of Gifts

Move to approve gifts. This motion, made by Nicole Evenski and seconded by Shelby Erickson, Carried.

Sara Eischens: Yea, Shelby Erickson: Yea, Nicole Evenski: Yea, Elroy Latzig: Yea,
Sarah Lehrke: Yea, Rich Schug: Yea, Kyle Strickfaden: Yea
Yea: 7, Nay: 0

B. PUBLIC FORUM

C. INFORMATIONAL ITEMS: MONTHLY REPORTS

C.1. Student Council

C.2. Student Representative

C.3. Superintendent

C.4. Board

D. DISCUSSION ITEMS

D.1. Nexus Building Update

D.2. FY23 Preliminary Budget

E. OPERATIONAL ITEMS

E.1. Consideration of Building Projects Budget

Move to approve Building projects budget as presented. This motion, made by Sara Eischens and seconded by Sarah Lehrke, Carried.

Sara Eischens: Yea, Shelby Erickson: Yea, Nicole Evenski: Yea, Elroy Latzig: Yea,
Sarah Lehrke: Yea, Rich Schug: Yea, Kyle Strickfaden: Yea
Yea: 7, Nay: 0

E.2. Consideration of Resolution to remove JoAn Carlson from Central Public Schools Bank signature cards and add Amy Groschen

Move to approve resolution as presented. This motion, made by Rich Schug and seconded by Shelby Erickson, Carried.

Sara Eischens: Yea, Shelby Erickson: Yea, Nicole Evenski: Yea, Elroy Latzig: Yea,
Sarah Lehrke: Yea, Rich Schug: Yea, Kyle Strickfaden: Yea
Yea: 7, Nay: 0

E.3. Consideration of Food Service Management Contract (Taher) for 2022-2023 school year

Move to approve contract as presented. This motion, made by Nicole Evenski and seconded by Sarah Lehrke, Carried.

Sara Eischens: Yea, Shelby Erickson: Yea, Nicole Evenski: Yea, Elroy Latzig: Yea,
Sarah Lehrke: Yea, Rich Schug: Yea, Kyle Strickfaden: Yea
Yea: 7, Nay: 0

E.4. Consideration of Dashir Contract

Move to approve contract as presented. This motion, made by Sarah Lehrke and seconded by Sara Eischens, Carried.

Sara Eischens: Yea, Shelby Erickson: Yea, Nicole Evenski: Yea, Elroy Latzig: Yea,
Sarah Lehrke: Yea, Rich Schug: Yea, Kyle Strickfaden: Yea
Yea: 7, Nay: 0

E.5. Consideration of MSHSL Membership Resolution

Move to approve resolution as presented Schug, Lehrke, Strickfaden, Eischens, Latzig, Evenski, Erickson. This motion, made by Shelby Erickson and seconded by Sara Eischens, Carried.

Sara Eischens: Yea, Shelby Erickson: Yea, Nicole Evenski: Yea, Elroy Latzig: Yea,
Sarah Lehrke: Yea, Rich Schug: Yea, Kyle Strickfaden: Yea
Yea: 7, Nay: 0

E.6. Consideration of Safe School Resolution

Move to approve Safe school resolution as presented Roll Call: Erickson, Evenski, Latzig, Eischens, Strickfaden. Lehrke, Schug. This motion, made by Sara Eischens and seconded by Rich Schug, Carried.

Sara Eischens: Yea, Shelby Erickson: Yea, Nicole Evenski: Yea, Elroy Latzig: Yea,
Sarah Lehrke: Yea, Rich Schug: Yea, Kyle Strickfaden: Yea
Yea: 7, Nay: 0

E.7. Consideration of LTFM Resolution

Move to approve resolution as presented Roll Call: Schug, Lehrke, Strickfaden, Eischens, Latzig, Evenski, Erickson. This motion, made by Nicole Evenski and seconded by Elroy Latzig, Carried.

Sara Eischens: Yea, Shelby Erickson: Yea, Nicole Evenski: Yea, Elroy Latzig: Yea,
Sarah Lehrke: Yea, Rich Schug: Yea, Kyle Strickfaden: Yea
Yea: 7, Nay: 0

E.8. Consideration of Resolution for Jennifer Schramm unrequested leave of absence

Move to approve resolution as amended by Evenski (*21-22 school year) Roll Call: Erickson, Evenski, Latzig, Eischens, Strickfaden, Lehrke, Schug. This motion, made by Sara Eischens and seconded by Shelby Erickson, Carried.

Sara Eischens: Yea, Shelby Erickson: Yea, Nicole Evenski: Yea, Elroy Latzig: Yea,
Sarah Lehrke: Yea, Rich Schug: Yea, Kyle Strickfaden: Yea
Yea: 7, Nay: 0

E.9. Consideration to Terminate a Teaching Position

Move to terminate teaching position Roll Call: Schug, Lehrke, Strickfaden, Eischens, Latzig, Evenski, Erickson. This motion, made by Elroy Latzig and seconded by Sara Eischens, Carried.

Sara Eischens: Yea, Shelby Erickson: Yea, Nicole Evenski: Yea, Elroy Latzig: Yea,
Sarah Lehrke: Yea, Rich Schug: Yea, Kyle Strickfaden: Yea
Yea: 7, Nay: 0

F. NEXT BOARD MEETING

G. ADJOURNMENT

Move to adjourn meeting: 7:20PM. This motion, made by Sarah Lehrke and seconded by Sara Eischens, Carried.

Sara Eischens: Yea, Shelby Erickson: Yea, Nicole Evenski: Yea, Elroy Latzig: Yea, Sarah
Lehrke: Yea, Rich Schug: Yea, Kyle Strickfaden: Yea
Yea: 7, Nay: 0

Norwood-Young America School
May 2022 Student Activity Payments

Bank	Batch	Pmt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Tax Class	Pay/Void				Amount
										Print	Recon	Void	Date	
SA	psa211	53920	14480	Check	2	5657		HOT HITZ DJ ENTERTAINMENT LLC		Yes	Yes	No	05/06/2022	711.00
SA	PSA211	53922	14483	Check	2	5671		GIBBS FARM		Yes	No	No	05/06/2022	372.00
SA	PSA211	53921	14484	Check	2	5468		KNG SPORTS		Yes	Yes	No	05/06/2022	450.00
SA	PSA211	53923	14485	Check	2	5705		MINNESOTA ZOO		Yes	Yes	No	05/06/2022	638.00
SA	PSA211	53925	14486	Check	2	5500		MN FFA		Yes	Yes	No	05/06/2022	525.00
SA	PSA211	53924	14487	Check	2	6739		NORTHSIDE GRILL		Yes	Yes	No	05/06/2022	180.00
SA	PSA211	53960	14488	Check	2	5408		General Fund		Yes	Yes	No	05/16/2022	996.50
SA	PSA211	53962	14489	Check	2	5568		NATIONAL FFA ORGANIZATION		Yes	Yes	No	05/16/2022	235.00
SA	PSA211	53961	14490	Check	2	5532		NEFF		Yes	Yes	No	05/16/2022	309.21
SA	PSA211	53964	14491	Check	2	6739		NORTHSIDE GRILL		Yes	Yes	No	05/16/2022	840.00
SA	PSA211	53963	14492	Check	2	5723		SCHOOL MATE		Yes	Yes	No	05/16/2022	187.50
SA	PSA211	53981	14493	Check	2	6626		SCOTT, RACHEL		Yes	Yes	No	05/18/2022	91.70
SA	PSA211	54047	14494	Check	2	5665		CHEF CRAIG	S Corporation	Yes	No	No	05/20/2022	2,323.20
SA	PSA211	54046	14495	Check	2	5408		General Fund		Yes	Yes	No	05/20/2022	359.40
SA	PSA211	54048	14496	Check	2	6750		THRASHER, NIKKI		Yes	Yes	No	05/20/2022	296.20
SA	PSA211	54070	14497	Check	2	5388		BSN SPORTS LLC		Yes	Yes	No	05/23/2022	1,639.53
SA	PSA211	54071	14498	Check	2	5408		General Fund		Yes	Yes	No	05/23/2022	627.39
SA	PSA211	54072	14499	Check	2	6751		Rome, Alex		Yes	Yes	No	05/23/2022	130.06
SA	PSA211	54076	14500	Check	2	5472		ACKERMANN, TINA		Yes	No	No	05/25/2022	50.86
SA	PSA211	54073	14501	Check	2	5381		CURSON, JODI		Yes	Yes	No	05/25/2022	302.59
SA	PSA211	54079	14502	Check	2	5760		DAIRY QUEEN		Yes	Yes	No	05/25/2022	364.64
SA	PSA211	54075	14503	Check	2	5408		General Fund		Yes	Yes	No	05/25/2022	2,650.15
SA	PSA211	54074	14504	Check	2	5401		Jim Mesik		Yes	Yes	No	05/25/2022	139.70
SA	PSA211	54081	14505	Check	2	6663		KAISER, LINDA		Yes	No	No	05/25/2022	184.88
SA	PSA211	54077	14506	Check	2	5704		KOSEK, GARY		Yes	No	No	05/25/2022	35.22
SA	PSA211	54080	14507	Check	2	6055		SCHOLASTIC BOOK FAIRS		Yes	No	No	05/25/2022	1,696.97
SA	PSA211	54078	14508	Check	2	5723		SCHOOL MATE		Yes	No	No	05/25/2022	200.00
SA	PSA211	54082	14509	Check	2	6752		THE SQUEAKY COW		Yes	No	No	05/25/2022	320.00
SA	PSA211	54085	14510	Check	2	5408		General Fund		Yes	No	No	05/26/2022	2,093.80
SA	PSA211	54086	14511	Check	2	5855		HILLCREST CAFE AND CATERING		Yes	No	No	05/26/2022	1,476.40
SA	PSA211	54090	14512	Check	2	5388		BSN SPORTS LLC		Yes	No	No	05/27/2022	1,759.56
SA	PSA211	54091	14513	Check	2	6583		NYA FOODSHELF		Yes	No	No	05/27/2022	130.00

Bank Total: \$22,316.46

Report Total: \$22,316.46

June 5-2022 PAYROLL

GROSS PAY	\$520,837.10
FEDERAL TAX	(61,222.77)
MN STATE TAX	(25,449.02)
OASDI	(31,375.73)
MEDICARE	(7,337.81)
PERA	(3,426.35)
TRA	(33,973.67)
ANNUITIES	(4,893.89)
FLEX	(14,777.27)
VOLUNTARIES	(1,193.41)
NET PAYROLL	<u><u>\$337,187.18</u></u>

June 20-2022 PAYROLL

GROSS PAY	\$305,717.64
FEDERAL TAX	(29,212.78)
MN STATE TAX	(12,753.83)
OASDI	(18,051.80)
MEDICARE	(4,221.88)
PERA	(3,699.43)
TRA	(15,603.13)
ANNUITIES	(4,798.00)
FLEX	(14,560.24)
VOLUNTARIES	(1,192.80)
NET PAYROLL	<u><u>\$201,623.75</u></u>

Norwood-Young America School

May 2022 Miscellaneous Payments

Bank	Batch	Pmt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Tax Class	Pay/Void				Amount
										Print	Recon	Void	Date	
GEN1	p21125	53952		Wire	1	2468	R2	MASTERCARD - HARRIS BANK		No	Yes	No	05/11/2022	6,545.67
GEN1	p21125	53953		Wire	1	4091		MASTERCARD - HARRIS BANK		No	Yes	No	05/11/2022	4,270.32
GEN1	P21125	54049		Wire	1	01606		CENTERPOINT ENERGY		No	Yes	No	05/20/2022	14,935.41
GEN1	P21125	54050		Wire	1	09609		XCEL ENERGY		No	No	No	05/20/2022	11,316.01
GEN1	P21125	54051		Wire	1	2728		BREMER BANK, NA28		No	Yes	No	05/20/2022	87.20
GEN1	P21125	54052		Wire	1	3904		FURTHER-SELECT ACCOUNT		No	Yes	No	05/20/2022	208.80
GEN1	P21125	54053		Wire	1	5002		WASTE MANAGEMENT OF WI-MN		No	Yes	No	05/20/2022	2,323.89
GEN1	P21125	54054		Wire	1	6605		ELEYO	S Corporation	No	Yes	No	05/20/2022	2,101.49
GEN1	p21125	53932	39954	Check	1	4413		BARFKNECHT, ALAN		Yes	Yes	No	05/06/2022	88.00
GEN1	p21125	53931	39955	Check	1	3213		CENTURYLINK		Yes	Yes	No	05/06/2022	609.37
GEN1	p21125	53930	39956	Check	1	2382		CITY OF COLOGNE		Yes	Yes	No	05/06/2022	62.61
GEN1	p21125	53933	39957	Check	1	4479		DRUSCH, MERLYN (PETE)		Yes	Yes	No	05/06/2022	88.00
GEN1	p21125	53927	39958	Check	1	1577		ECKERT, LEE		Yes	Yes	No	05/06/2022	170.00
GEN1	p21125	53942	39959	Check	1	6735		ELYEA-WHEELER, KURT	Ind/Sole Proprietor	Yes	Yes	No	05/06/2022	88.00
GEN1	p21125	53943	39960	Check	1	6741		GALLEBERG, DAVID	Ind/Sole Proprietor	Yes	No	No	05/06/2022	176.00
GEN1	p21125	53941	39961	Check	1	6734		GRUNDHOFER, MARK	Ind/Sole Proprietor	Yes	Yes	No	05/06/2022	88.00
GEN1	p21125	53929	39962	Check	1	2145		KOESTER, TROY		Yes	Yes	No	05/06/2022	88.00
GEN1	p21125	53937	39963	Check	1	5800		KOPPI, BILL	Ind/Sole Proprietor	Yes	Yes	No	05/06/2022	176.00
GEN1	p21125	53944	39964	Check	1	6742		LUHMAN, SCOTT JEFFREY	Ind/Sole Proprietor	Yes	Yes	No	05/06/2022	170.00
GEN1	p21125	53926	39965	Check	1	01194		MN ASSOC OF SCHOOL ADMIN.		Yes	No	No	05/06/2022	407.00
GEN1	p21125	53940	39966	Check	1	6368		NOLL, STEVEN		Yes	Yes	No	05/06/2022	168.00
GEN1	p21125	53935	39967	Check	1	5193		PALO, JASON		Yes	Yes	No	05/06/2022	170.00
GEN1	p21125	53928	39968	Check	1	1578		PIECHOWSKI, DENNIS	Ind/Sole Proprietor	Yes	Yes	No	05/06/2022	88.00
GEN1	p21125	53945	39969	Check	1	6743		PLONSKI, ALEXANDRA	Ind/Sole Proprietor	Yes	Yes	No	05/06/2022	170.00
GEN1	p21125	53938	39970	Check	1	5873		RUNING, KELLY	Ind/Sole Proprietor	Yes	No	No	05/06/2022	170.00
GEN1	p21125	53939	39971	Check	1	6068		SPERR, MIKE		Yes	Yes	No	05/06/2022	340.00
GEN1	p21125	53934	39972	Check	1	4583		WROGE, DAVID		Yes	Yes	No	05/06/2022	88.00
GEN1	p21125	53936	39973	Check	1	5343		WUETRICH, AL		Yes	Yes	No	05/06/2022	88.00
GEN1	p21125	53946	39974	Check	1	6063		SAM'S CLUB - SYNCHRONY BANK		Yes	Yes	No	05/10/2022	142.12
GEN1	p21125	53947	39975	Check	1	00182		HOME SOLUTIONS UNLIMITED		Yes	Yes	No	05/10/2022	152.01
GEN1	p21125	53949	39976	Check	1	09658		J W PEPPER & SON INC		Yes	Yes	No	05/10/2022	51.00
GEN1	p21125	53951	39977	Check	1	6545		MARCO TECHNOLOGIES LLC	LLC - Partnership	Yes	Yes	No	05/10/2022	2,346.81
GEN1	p21125	53948	39978	Check	1	07736		MN RIVER CONFERENCE		Yes	Yes	No	05/10/2022	20.00
GEN1	p21125	53950	39979	Check	1	1576		SUBWAY		Yes	Yes	No	05/10/2022	51.59
GEN1	p21125	53958	39980	Check	1	6722		HEARTLAND BUSINESS SYSTEMS		Yes	Yes	No	05/13/2022	131,715.16
GEN1	p21125	53955	39981	Check	1	1984		IDE, GERALD	Ind/Sole Proprietor	Yes	Yes	No	05/13/2022	240.00
GEN1	p21125	53957	39982	Check	1	6704		NEXUS SOLUTIONS LLC	LLC - S Corp	Yes	Yes	No	05/13/2022	1,313,072.00
GEN1	p21125	53956	39983	Check	1	3167		PAGGEN, JOSH		Yes	Yes	No	05/13/2022	88.00
GEN1	p21125	53954	39984	Check	1	1880		ROISUM, DENNIS	Ind/Sole Proprietor	Yes	Yes	No	05/13/2022	88.00
GEN1	p21125	53959	39985	Check	1	6748		SCHRADER, JEFF	Ind/Sole Proprietor	Yes	Yes	No	05/13/2022	88.00
GEN1	P21125	54057	40057	Check	1	3406		ANDERSON, BRIAN	Ind/Sole Proprietor	Yes	Yes	No	05/20/2022	88.00
GEN1	P21125	54060	40058	Check	1	4270		BACKLUND, CHAD		Yes	Yes	No	05/20/2022	88.00
GEN1	P21125	54061	40059	Check	1	4413		BARFKNECHT, ALAN		Yes	Yes	No	05/20/2022	88.00
GEN1	P21125	54069	40060	Check	1	6735		ELYEA-WHEELER, KURT	Ind/Sole Proprietor	Yes	Yes	No	05/20/2022	88.00
GEN1	P21125	54059	40061	Check	1	4026		HAMANN, RON		Yes	No	No	05/20/2022	170.00
GEN1	P21125	54063	40062	Check	1	5342		HERD, KEITH		Yes	Yes	No	05/20/2022	88.00
GEN1	P21125	54058	40063	Check	1	3965		HINGST, LEE	Ind/Sole Proprietor	Yes	Yes	No	05/20/2022	170.00
GEN1	P21125	54066	40064	Check	1	5800		KOPPI, BILL	Ind/Sole Proprietor	Yes	Yes	No	05/20/2022	88.00
GEN1	P21125	54065	40065	Check	1	5799		LANGE, JEFF		Yes	Yes	No	05/20/2022	176.00
GEN1	P21125	54055	40066	Check	1	1578		PIECHOWSKI, DENNIS	Ind/Sole Proprietor	Yes	Yes	No	05/20/2022	88.00
GEN1	P21125	54068	40067	Check	1	6668		RIVERA, DAVID		Yes	Yes	No	05/20/2022	88.00
GEN1	P21125	54056	40068	Check	1	1880		ROISUM, DENNIS	Ind/Sole Proprietor	Yes	No	No	05/20/2022	176.00
GEN1	P21125	54067	40069	Check	1	6557		TATE, PAUL	Ind/Sole Proprietor	Yes	No	No	05/20/2022	264.00
GEN1	P21125	54064	40070	Check	1	5351		WORM, MARK A.	Ind/Sole Proprietor	Yes	No	No	05/20/2022	88.00
GEN1	P21125	54062	40071	Check	1	4583		WROGE, DAVID		Yes	Yes	No	05/20/2022	88.00
GEN1	P21125	54083	40072	Check	1	6469		WILLIAMS, ASHLEY		Yes	No	No	05/26/2022	48.85
GEN1	P21125	54084	40073	Check	1	4946		BSN SPORTS LLC		Yes	No	No	05/26/2022	299.85
GEN1	P21125	54087	40076	Check	1	4413		BARFKNECHT, ALAN		Yes	No	No	05/27/2022	176.00
GEN1	P21125	54088	40077	Check	1	4479		DRUSCH, MERLYN (PETE)		Yes	No	No	05/27/2022	176.00
GEN1	P21125	54089	40078	Check	1	5342		HERD, KEITH		Yes	No	No	05/27/2022	176.00

Bank Total: \$1,496,049.16

Report Total: \$1,496,049.16

Norwood-Young America School
June 5 & June 20 Payroll Taxes & Liabilities

Bank	Batch	Pmt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Tax Class	Pay/Void			Amount
										Print	Recon	Date	
GEN1	p21231	54093		Wire	1	04035		TEACHERS RETIREMENT ASSOC		No	No	No 06/03/2022	71,752.38
GEN1	p21231	54094		Wire	1	05255		DEPARTMENT OF THE TREASURY		No	No	No 06/03/2022	138,649.85
GEN1	p21231	54095		Wire	1	06027		COMMISSIONER OF REVENUE		No	No	No 06/03/2022	25,449.02
GEN1	p21231	54096		Wire	1	3785		EDUCATORS FINANCIAL SERVICES		No	No	No 06/03/2022	8,179.32
GEN1	p21231	54097		Wire	1	3904		FURTHER-SELECT ACCOUNT		No	No	No 06/03/2022	181.55
GEN1	p21232	54130		Wire	1	00150		BLUE CROSS & BLUE SHIELD		No	No	No 06/17/2022	26,024.50
GEN1	p21232	54131		Wire	1	01780		MN CHILD SUPPORT PAYMENT CTR		No	No	No 06/17/2022	439.00
GEN1	p21232	54132		Wire	1	04035		TEACHERS RETIREMENT ASSOC		No	No	No 06/17/2022	32,953.76
GEN1	p21232	54133		Wire	1	05255		DEPARTMENT OF THE TREASURY		No	No	No 06/17/2022	73,760.14
GEN1	p21232	54134		Wire	1	06027		COMMISSIONER OF REVENUE		No	No	No 06/17/2022	12,753.83
GEN1	p21232	54135		Wire	1	2260		AFLAC		No	No	No 06/17/2022	166.98
GEN1	p21232	54136		Wire	1	3785		EDUCATORS FINANCIAL SERVICES		No	No	No 06/17/2022	8,083.29
GEN1	p21232	54137		Wire	1	3904		FURTHER-SELECT ACCOUNT		No	No	No 06/17/2022	785.70
GEN1	p21232	54138		Wire	1	4164		MN STATE RETIREMENT SYST (Empower)		No	No	No 06/17/2022	75,770.82
GEN1	p21232	54139		Wire	1	5699		MN PUBLIC EMPLOYEES INSURANCE PF		No	No	No 06/17/2022	53,286.43
GEN1	p21232	54140		Wire	1	6398		AUL HEALTH BENEFIT TRUST-MIDAMAER		No	No	No 06/17/2022	49,509.33
GEN1	p21231	54092	40079	Check	1	04034		PERA		Yes	No	No 06/03/2022	7,379.82
GEN1	p21232	54128	40097	Check	1	1439		DELTA DENTAL PLAN OF MN		Yes	No	No 06/17/2022	4,606.85
GEN1	p21232	54125	40098	Check	1	01140		MADISON NAT'L LIFE INS CO INC.		Yes	No	No 06/17/2022	1,157.90
GEN1	p21232	54127	40099	Check	1	06032		MINNESOTA SCHOOL EMP ASSOC		Yes	No	No 06/17/2022	789.29
GEN1	p21232	54129	40100	Check	1	3796		NATIONAL INSURANCE SERVICES OF WI		Yes	No	No 06/17/2022	378.30
GEN1	p21232	54124	40101	Check	1	00808		NCBERS Group Life Ins.		Yes	No	No 06/17/2022	48.00
GEN1	p21232	54126	40102	Check	1	04034		PERA		Yes	No	No 06/17/2022	7,967.99

Bank Total: \$600,074.05

Report Total: \$600,074.05

Norwood-Young America School
June 27 2022 Board Bills

Bank	Batch	Pmt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Tax Class	Pay/Void				Amount
										Print	Recon	Void	Date	
GEN1	P21226	54232	40115	Check	1	6747		212 EQUIPMENT		Yes	No	No	06/22/2022	22.53
GEN1	P21226	54203	40116	Check	1	5527		ALL IN ONE - TRANSLATION AGENCY, LLC		Yes	No	No	06/22/2022	180.00
GEN1	P21226	54212	40117	Check	1	6066		ALL STAR TROPHY & AWARDS, INC.		Yes	No	No	06/22/2022	62.00
GEN1	P21226	54199	40118	Check	1	5123		ANDERSON, STEVEN		Yes	No	No	06/22/2022	94.28
GEN1	P21226	54235	40119	Check	1	6761		ANONBY, SCOTT		Yes	No	No	06/22/2022	60.00
GEN1	P21226	54206	40120	Check	1	5823		AURICH, JANINE		Yes	No	No	06/22/2022	1,052.16
GEN1	P21226	54217	40121	Check	1	6412		AVIBEN		Yes	No	No	06/22/2022	123.35
GEN1	P21226	54224	40122	Check	1	6584		BEAVER, ROLLIN		Yes	No	No	06/22/2022	60.00
GEN1	P21226	54231	40123	Check	1	6728		BLUUM OF MINNESOTA, LLC	LLC - C Corp	Yes	No	No	06/22/2022	1,386.22
GEN1	P21226	54191	40124	Check	1	3620		BRAUN, REBECCA		Yes	No	No	06/22/2022	519.12
GEN1	P21226	54197	40125	Check	1	4946		BSN SPORTS LLC		Yes	No	No	06/22/2022	1,042.07
GEN1	P21226	54239	40126	Check	1	6767		BUSKA, KELLY		Yes	No	No	06/22/2022	120.00
GEN1	P21226	54194	40127	Check	1	4346		CARLSON, RICHARD		Yes	No	No	06/22/2022	350.00
GEN1	P21226	54156	40128	Check	1	00202		CARVER COUNTY		Yes	No	No	06/22/2022	25,000.00
GEN1	P21226	54159	40129	Check	1	00548		CENTRAL PUBLIC SCHOOLS		Yes	No	No	06/22/2022	420.68
GEN1	P21226	54154	40130	Check	1	00061		CITY OF NORWOOD YOUNG AMERICA		Yes	No	No	06/22/2022	3,394.16
GEN1	P21226	54165	40131	Check	1	01171		COLLEGE BOARD		Yes	No	No	06/22/2022	5,528.00
GEN1	P21226	54187	40132	Check	1	3272		COMMUNITY CLUB TOURS		Yes	No	No	06/22/2022	707.00
GEN1	P21226	54196	40133	Check	1	4906		CORRIGAN, AMY		Yes	No	No	06/22/2022	60.00
GEN1	P21226	54175	40134	Check	1	1275		CUSTOM TEE'S		Yes	No	No	06/22/2022	1,400.00
GEN1	P21226	54195	40135	Check	1	4732		DAIKIN APPLIED		Yes	No	No	06/22/2022	763.28
GEN1	P21226	54177	40136	Check	1	1442		DALCO		Yes	No	No	06/22/2022	1,777.87
GEN1	P21226	54184	40137	Check	1	2721		DASHIR MANAGEMENT SERVICES INC		Yes	No	No	06/22/2022	38,549.12
GEN1	P21226	54161	40138	Check	1	00666		ECOLAB PEST ELIMINATION DIVISION		Yes	No	No	06/22/2022	131.10
GEN1	P21226	54155	40139	Check	1	00112		ERPENBACH, RON		Yes	No	No	06/22/2022	475.98
GEN1	P21226	54213	40140	Check	1	6157		FARNIOK, TRACY		Yes	No	No	06/22/2022	6.10
GEN1	P21226	54190	40141	Check	1	3535		FOUR POINT 0 SCHOOL SERVICES		Yes	No	No	06/22/2022	24,558.80
GEN1	P21226	54192	40142	Check	1	3639		FOX, DARRIN		Yes	No	No	06/22/2022	13.00
GEN1	P21226	54200	40143	Check	1	5265		FRANCK, ANDREA		Yes	No	No	06/22/2022	48.72
GEN1	P21226	54160	40144	Check	1	00605		FRANKLIN PRINTING		Yes	No	No	06/22/2022	483.60
GEN1	P21226	54237	40145	Check	1	6763		GUSE, GREG		Yes	No	No	06/22/2022	120.00
GEN1	P21226	54215	40146	Check	1	6394		HASKINS, AMY		Yes	No	No	06/22/2022	120.00
GEN1	P21226	54230	40147	Check	1	6722		HEARTLAND BUSINESS SYSTEMS		Yes	No	No	06/22/2022	1,567.50
GEN1	P21226	54185	40148	Check	1	2860		HYVEE		Yes	No	No	06/22/2022	419.86
GEN1	P21226	54228	40149	Check	1	6620		IDEAL ENERGIES SOLAR LEASING 2021 I LLC - Partnership		Yes	No	No	06/22/2022	406.79
GEN1	P21226	54216	40150	Check	1	6395		ISCHE, JENNIFER		Yes	No	No	06/22/2022	120.00
GEN1	P21226	54167	40151	Check	1	01819		ISD #111- WATERTOWN-MAYER SCHO		Yes	No	No	06/22/2022	749.61
GEN1	P21226	54171	40152	Check	1	05663		ISD #2859 - GLENCOE-SILVER LAKE		Yes	No	No	06/22/2022	200.00
GEN1	P21226	54208	40153	Check	1	5918		IVERSON, ERIC		Yes	No	No	06/22/2022	120.00
GEN1	P21226	54162	40154	Check	1	00838		JOSTENS INC		Yes	No	No	06/22/2022	37.65
GEN1	P21226	54202	40155	Check	1	5357		KARELS, TODD		Yes	No	No	06/22/2022	60.00
GEN1	P21226	54207	40156	Check	1	5917		KELLY, JOSEPH		Yes	No	No	06/22/2022	180.00
GEN1	P21226	54193	40157	Check	1	4202		KELZER, DEBRA SUSAN		Yes	No	No	06/22/2022	3,648.83
GEN1	P21226	54180	40158	Check	1	2124		KNJW		Yes	No	No	06/22/2022	115.00
GEN1	P21226	54238	40159	Check	1	6764		KORTHALS, LISA		Yes	No	No	06/22/2022	125.00
GEN1	P21226	54218	40160	Check	1	6439		KRIZ, TAYLOR		Yes	No	No	06/22/2022	40.95
GEN1	P21226	54198	40161	Check	1	5047		KUNKEL, PAMELA		Yes	No	No	06/22/2022	120.00
GEN1	P21226	54164	40162	Check	1	01027		LAKE SHORE LEARNING MATERIALS		Yes	No	No	06/22/2022	6,880.09
GEN1	P21226	54158	40163	Check	1	00505		LANO EQUIPMENT		Yes	No	No	06/22/2022	113.95
GEN1	P21226	54223	40164	Check	1	6564		LARAWAY ROOFING		Yes	No	No	06/22/2022	908.00
GEN1	P21226	54220	40165	Check	1	6523		LIPPERT PIANO LLC	Ind/Sole Proprietor	Yes	No	No	06/22/2022	100.00
GEN1	P21226	54221	40166	Check	1	6545		MARCO TECHNOLOGIES LLC	LLC - Partnership	Yes	No	No	06/22/2022	2,346.81
GEN1	P21226	54186	40167	Check	1	3185		MARCO TECHNOLOGIES, LLC	LLC - Partnership	Yes	No	No	06/22/2022	2,475.00
GEN1	P21226	54178	40168	Check	1	1606		MAYER LUMBER CO, INC		Yes	No	No	06/22/2022	258.30
GEN1	P21226	54168	40169	Check	1	05062		MID-COUNTY CO-OP OIL ASSN.		Yes	No	No	06/22/2022	889.90
GEN1	P21226	54163	40170	Check	1	00963		MINI BIFF, INC.		Yes	No	No	06/22/2022	13.42
GEN1	P21226	54222	40171	Check	1	6560		MN HIGHWAY SAFETY & RESEARCH CEN		Yes	No	No	06/22/2022	440.00
GEN1	P21226	54188	40172	Check	1	3274		MN WEARABLES		Yes	No	No	06/22/2022	1,300.00
GEN1	P21226	54166	40173	Check	1	01530		MUSIC MART		Yes	No	No	06/22/2022	3,542.65
GEN1	P21226	54229	40174	Check	1	6686		MUSSELL, ANNA	Ind/Sole Proprietor	Yes	No	No	06/22/2022	1,610.00
GEN1	P21226	54240	40175	Check	1	6768		NATIONAL INSURANCE SERVICES OF WI		Yes	No	No	06/22/2022	10,587.75
GEN1	P21226	54172	40176	Check	1	09053		NYA WRESTLING CLUB		Yes	No	No	06/22/2022	2,595.00
GEN1	P21226	54183	40177	Check	1	2712		OEM SERVICES		Yes	No	No	06/22/2022	1,592.43
GEN1	P21226	54181	40178	Check	1	2636		PRO AUTO & TRANSM REPAIR, INC.		Yes	No	No	06/22/2022	64.41
GEN1	P21226	54179	40179	Check	1	1657		RATWIK, ROSZAK & MALONEY, P.A.		Yes	No	No	06/22/2022	1,410.00
GEN1	P21226	54170	40180	Check	1	05638		RIDDELL ALL AMERICAN SPORTS CORP.		Yes	No	No	06/22/2022	6,678.83
GEN1	P21226	54169	40181	Check	1	05604		RIDGEVIEW MEDICAL CENTER		Yes	No	No	06/22/2022	3,645.38
GEN1	P21226	54211	40182	Check	1	5987		RIVERSIDE INSIGHTS		Yes	No	No	06/22/2022	675.00
GEN1	P21226	54210	40183	Check	1	5963		SANDEEN, CHARLOTTE		Yes	No	No	06/22/2022	120.16
GEN1	P21226	54241	40184	Check	1	6771		SANDMAN STRUCTURAL ENGINEERS		Yes	No	No	06/22/2022	3,155.50
GEN1	P21226	54204	40185	Check	1	5683		SAUTER, JEN		Yes	No	No	06/22/2022	60.00
GEN1	P21226	54225	40186	Check	1	6585		SCHMIDT, SARAH		Yes	No	No	06/22/2022	60.00

Finance Committee Report

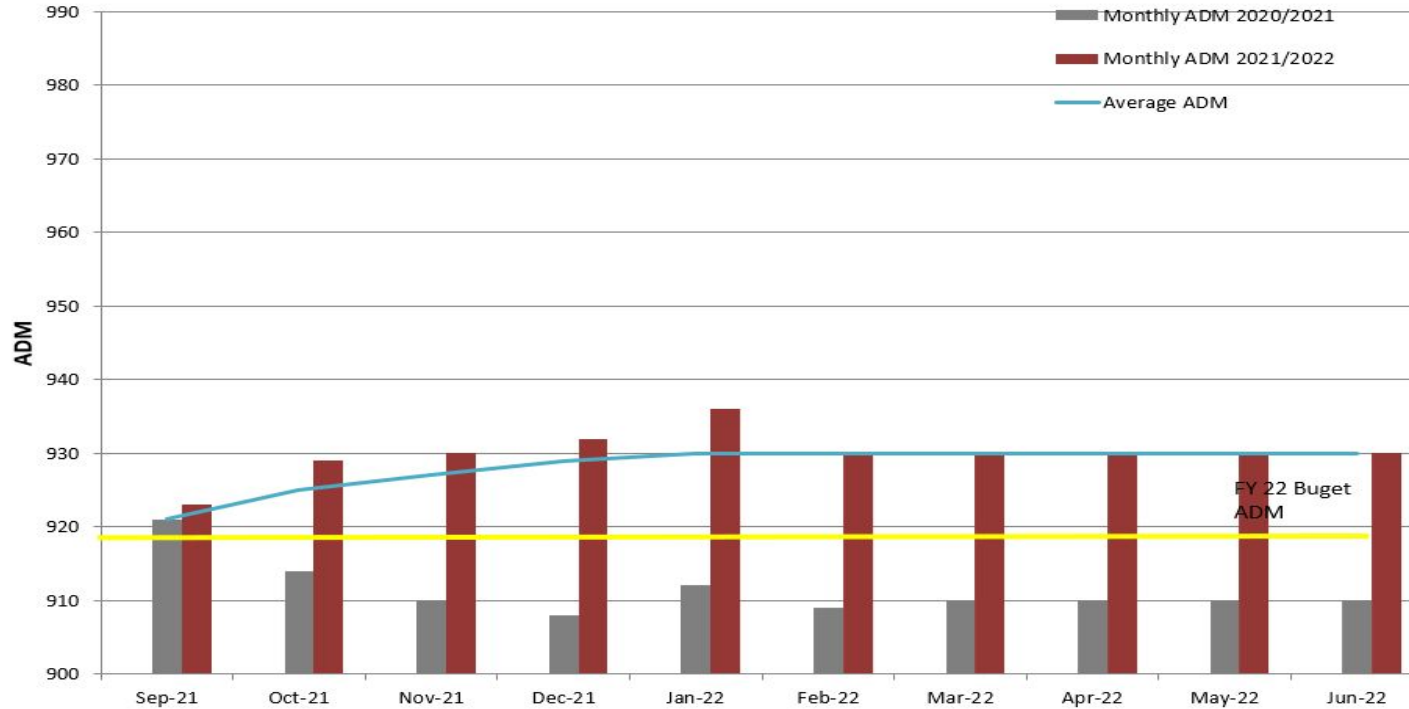


June 27, 2022

Enrollment by Month



21-22 Monthly, Average, and Budgeted Daily Membership



Revenues and Expense



May 2022 Data

Using FY22 Revised Budget

YTD Revenues						
	21-22 Revenue Budget	21-22 Revenue to Date	% of Budget	20-21 Revenue Budget	20-21 Revenue to Date	% of Budget
General Fund	\$ 12,721,423	\$ 10,009,016	78.7%	\$ 11,509,854	\$ 9,543,338	82.9%
Food Services	\$ 621,706	\$ 551,459	88.7%	\$ 377,243	\$ 329,147	87.3%
Community Services	\$ 896,778	\$ 780,447	87.0%	\$ 722,304	\$ 630,255	87.3%
Debt Services	\$ 980,801	\$ 788,249	80.4%	\$ 988,392	\$ 759,627	76.9%
Scholarships	\$ 3,000	\$ 4,553	151.8%	\$ 3,000	\$ 3,243	108.1%
Student Activities	\$ -	\$ 92,396	0.0%	\$ -	\$ 40,016	0.0%
Total Revenue	\$ 15,223,708	\$ 12,226,119	80.3%	\$ 13,600,793	\$ 11,305,626	83.1%
YTD Expenses						
	21-22 Expense Budget	21-22 Expenses to Date	% of Budget	20-21 Expense Budget	20-21 Expenses to Date	% of Budget
General Fund	\$ 12,365,337	\$ 9,602,703	77.7%	\$ 11,876,623	\$ 8,794,579	74.0%
Food Services	\$ 531,824	\$ 368,227	69.2%	\$ 376,400	\$ 310,833	82.6%
Community Services	\$ 882,606	\$ 782,352	88.6%	\$ 769,323	\$ 598,439	77.8%
Debt Services	\$ 988,979	\$ 988,254	99.9%	\$ 990,303	\$ 990,053	100.0%
Scholarships	\$ 3,000	\$ 3,350	111.7%	\$ 3,000	\$ 2,950	98.3%
Student Activities	\$ -	\$ 93,800	0.0%	\$ -	\$ 38,199	0.0%
Total Expenses	\$ 14,771,746	\$ 11,838,685	80.1%	\$ 14,015,649	\$ 10,735,052	76.6%
Favorable/(Unfavorable)	\$ 451,962	\$ 387,433	85.72%	\$ (414,856)	\$ 570,574	-137.5%

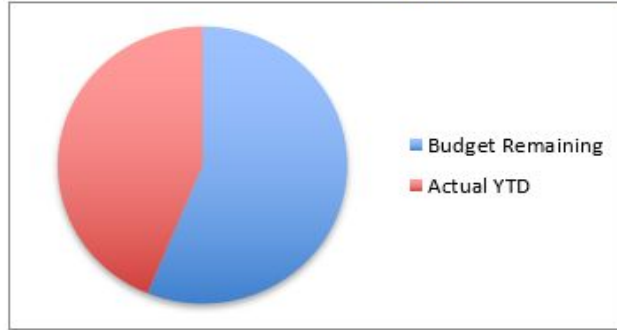
21-22 Fund Balance					
	Audited Fund Balance 7/1/21	21-22 Revenues to Date	21-22 Expenses to Date	Fund Balance 6/30/22	Favorable/(Unfavorable)
General Fund	\$ 2,371,332	\$ 10,009,016	\$ 9,602,703	\$ 2,777,645	\$ 406,313
Food Services	\$ 128,167	\$ 551,459	\$ 368,227	\$ 311,399	\$ 183,232
Community Services	\$ 332,840	\$ 780,447	\$ 782,352	\$ 330,935	\$ (1,905)
Debt Services	\$ 208,956	\$ 788,249	\$ 988,254	\$ 8,951	\$ (200,005)
Scholarships	\$ 33,584	\$ 4,553	\$ 3,350	\$ 34,787	\$ 1,203
Student Activities	\$ 109,590	\$ 92,396	\$ 93,800	\$ 108,186	\$ (1,404)
Total Fund Balance	\$ 3,184,469	\$ 12,226,119	\$ 11,838,685	\$ 3,571,902	\$ 387,433

ISD 108 Promise to Voters



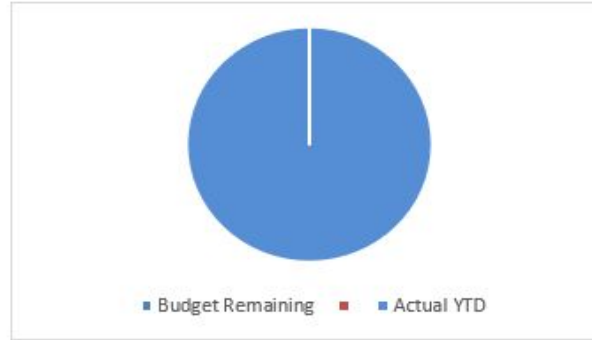
Q1 Curriculum

Budget Remaining 95,000
Actual YTD 74,000



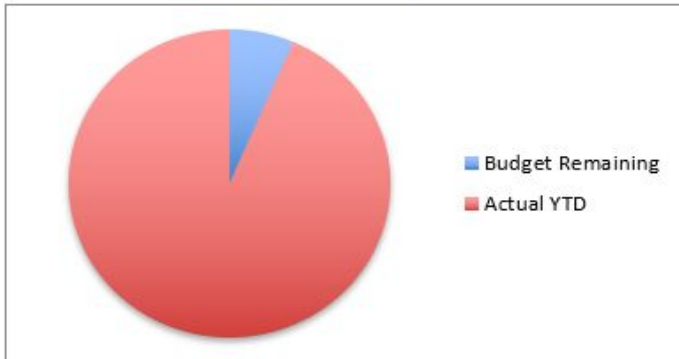
Q1 Staff Development

Budget Remaining 0
Actual YTD 68,000



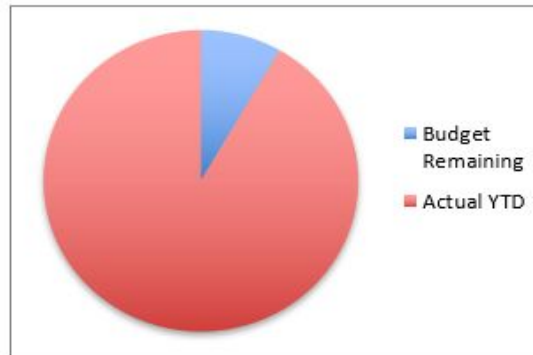
Q2 Tech Levy

Budget Remaining -24,432
Actual YTD 351,686



Q1 Maintain Class Size

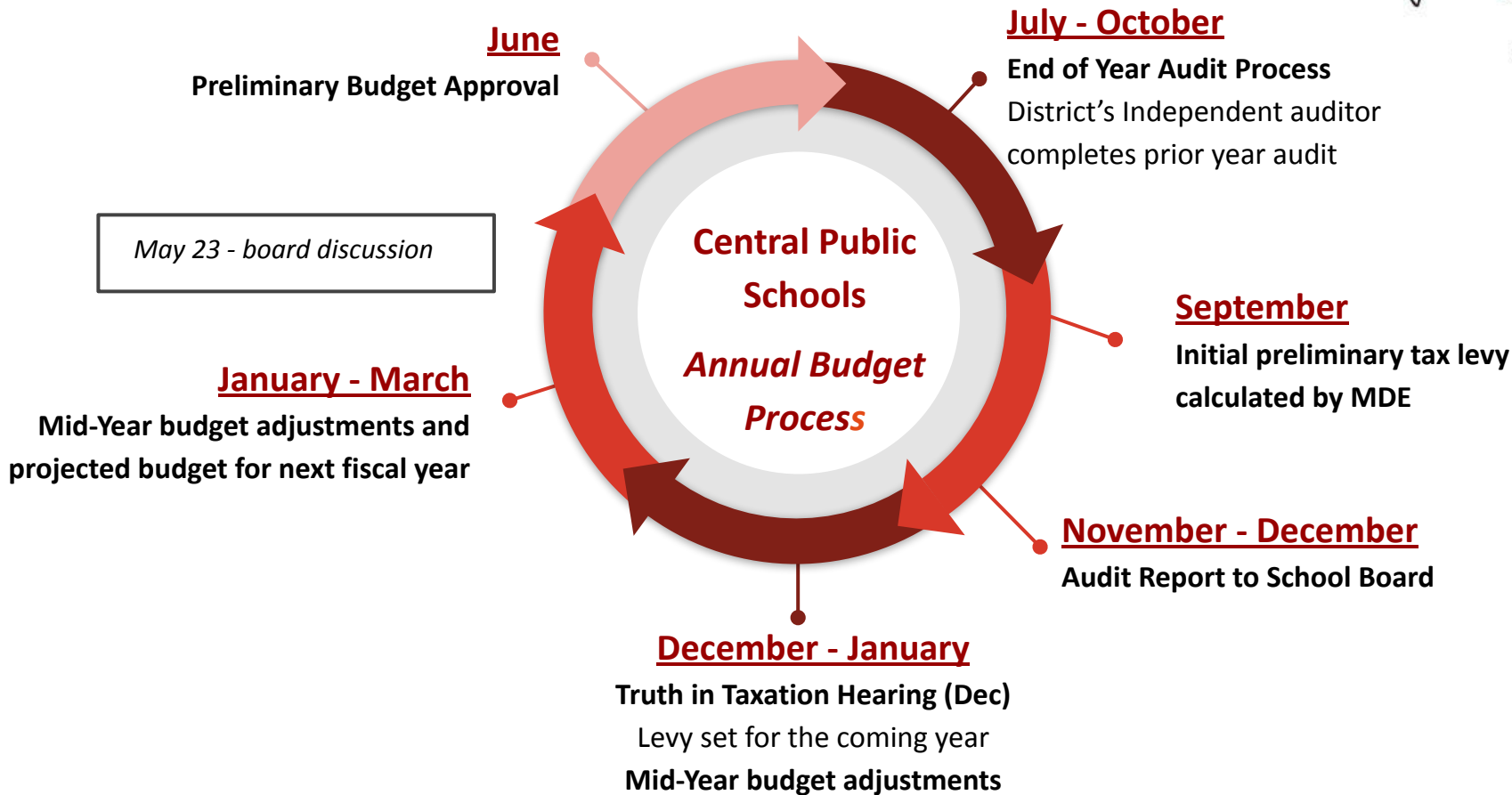
Budget Remaining 28,981
Actual YTD 318,791



FY23 Preliminary Budget



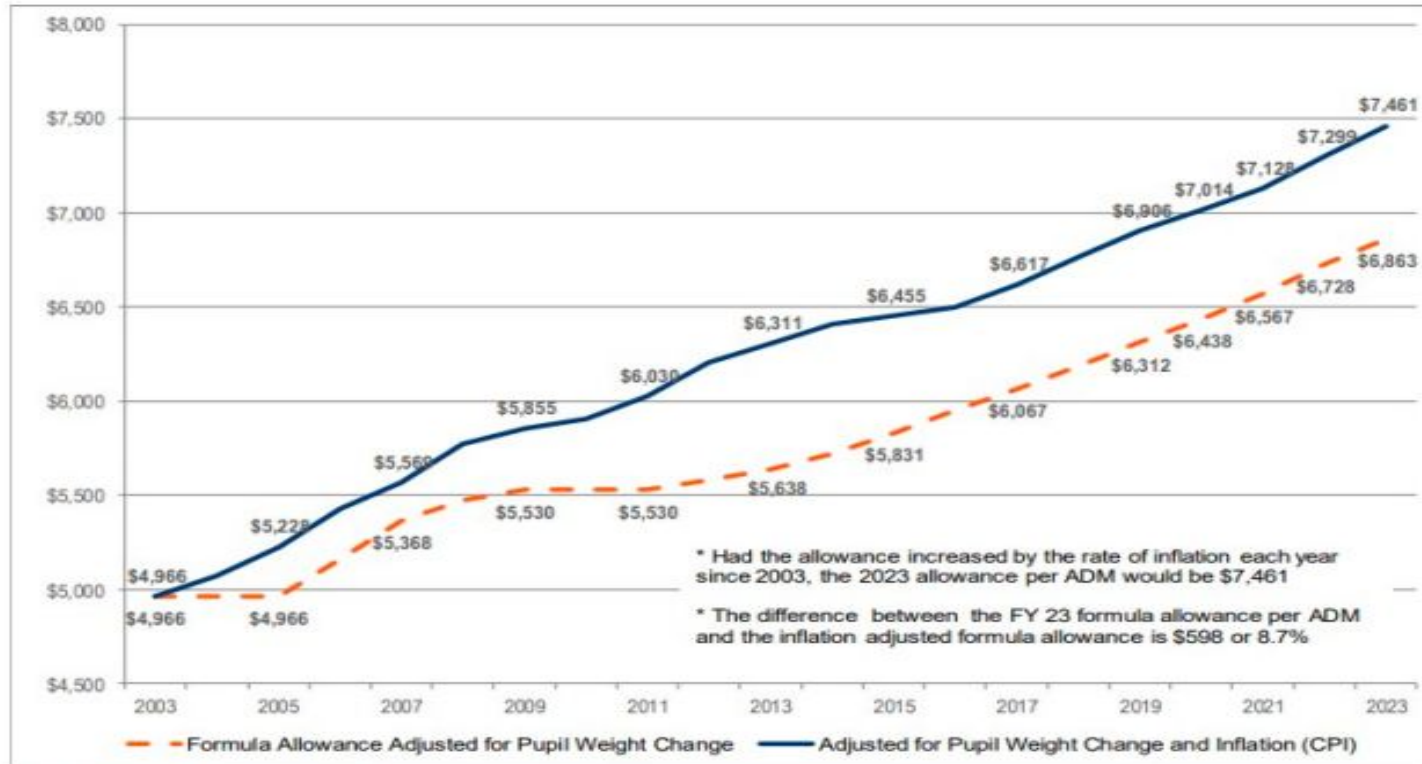
June 27, 2022





General Education Formula Allowance, 2003-2023

Adjusted for Pupil Weight Change and Inflation (CPI)

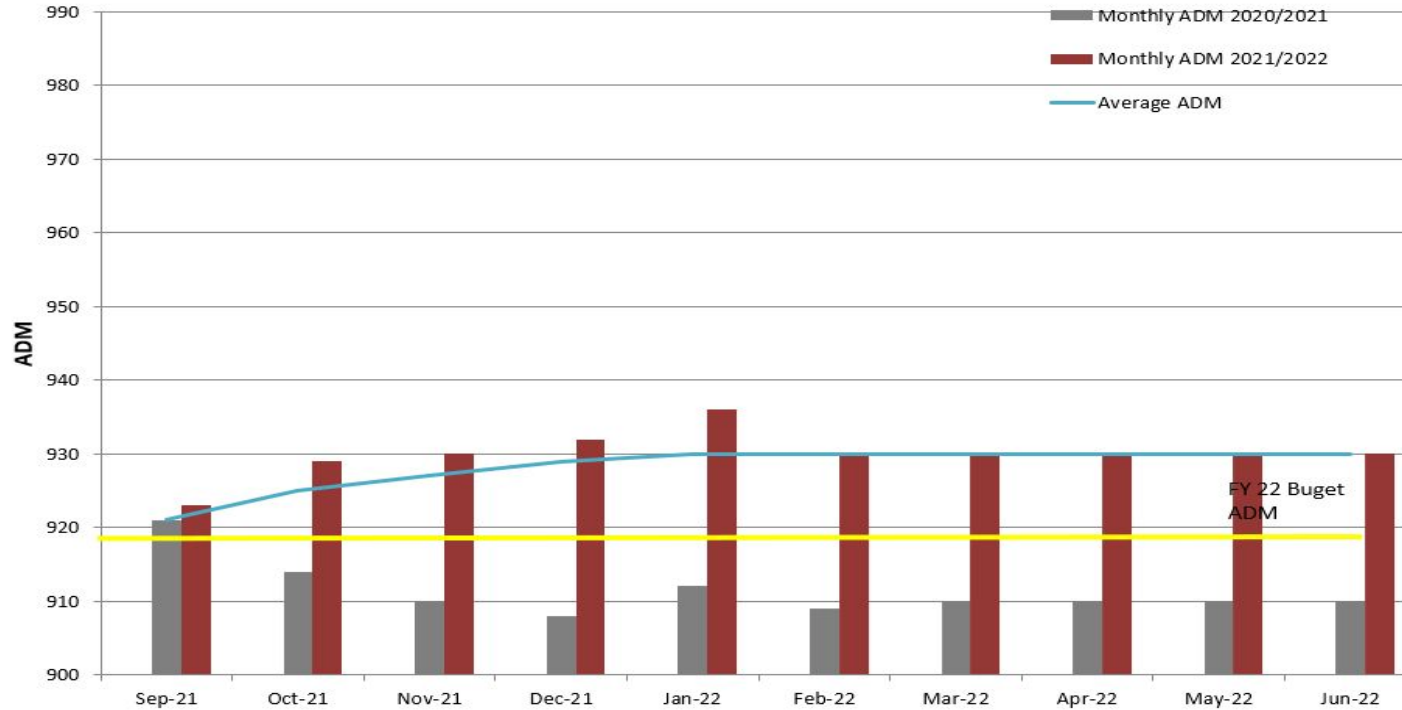


Source: MDE April 2021 Inflation Estimates

Enrollment by Month



21-22 Monthly, Average, and Budgeted Daily Membership



FY23 Preliminary Budget Overview



Central Public Schools, ISD #108

FISCAL YEAR 2022-23

PRELIMINARY BUDGET - June 27, 2022

REVENUES						
	GENERAL FUND	FOOD SERVICE FUND	COMM. ED. FUND	DEBT FUND	TRUST FUND	TOTALS
Levy	\$2,614,845	\$0	\$95,132	\$1,750,133	\$0	\$4,460,110
Misc. Local Rev.	189,300	16,675	725,971	3,000	4,000	938,946
State Aid	8,617,069	13,130	162,331	500,000	0	9,292,530
Federal Aid	475,399	598,565	8,400	0	0	1,082,364
Totals	\$11,896,613	\$628,370	\$991,834	\$2,253,133	\$4,000	\$15,773,950

EXPENSES						
	GENERAL FUND	FOOD SERVICE FUND	COMM. ED. FUND	DEBT FUND	TRUST FUND	TOTALS
Salary & Wages	\$6,321,392	\$10,000	\$595,509	\$0	\$0	\$6,926,901
Employee Benefits	1,927,521	2,470	116,155	0	0	2,046,146
Purchased Services	2,307,736	318,516	163,615	0	0	2,789,867
Supplies and Materials	855,994	224,642	61,905	0	0	1,142,541
Capital Expenditure	262,098	0	0	0	0	262,098
Debt Service	0	0	0	2,158,536	0	2,158,536
Other Expense	32,690	0	1,950	0	4,000	38,640
						0
						0
Totals	\$11,707,431	\$555,628	\$939,134	\$2,158,536	\$4,000	\$15,364,729

BUDGET BALANCE	\$189,182	\$72,742	\$52,700	\$94,597	\$0	\$409,221
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FY23 Preliminary Budget Overview



FY23 Preliminary Budget
Comparison to FY22 Revised Budget
5-23-2022

	FY22 Revised Budget	FY23 Preliminary Budget	Difference
	GENERAL FUND	GENERAL FUND	GENERAL FUND
Levy	\$ 2,306,280	\$ 2,614,845	\$308,565
Misc. Local Rev.	\$ 320,557	\$ 189,300	-\$131,257
State Aid	\$ 8,749,630	\$ 8,617,069	-\$132,561
Federal Aid	\$ 1,344,956	\$ 475,399	-\$869,557
Totals	\$12,721,423	\$ 11,896,613	-\$824,810

EXPENSES			
	GENERAL FUND	GENERAL FUND	GENERAL FUND
Salary & Wages	\$ 6,187,541	\$ 6,321,392	\$133,851
Employee Benefits	\$ 1,841,207	\$ 1,927,521	\$86,314
Purchased Services	\$ 2,883,387	\$ 2,307,736	-\$575,651
Supplies and Materials	\$ 1,000,549	\$ 855,994	-\$144,555
Capital Expenditure	\$ 419,821	\$ 262,098	-\$157,723
Debt Service	\$ -	\$ -	\$0
Other Expense	\$ 32,832	\$ 32,690	-\$142
Totals	\$ 12,365,337	\$ 11,707,431	-\$657,906

Difference

\$356,086

\$189,182

FY23 Preliminary Budget Overview



FY23 Com. Ed Fund Preliminary Budget
Comparison to Prior Year Revised
5-23-2022

	FY22 Revised Budget	FY23 Preliminary Budget	Difference
	COMM. ED. FUND	COMM. ED. FUND	COMM. ED. FUND
Levy	\$ 98,441	\$ 95,132	-\$3,309
Misc. Local Rev.	\$ 607,012	\$ 725,971	\$118,959
State Aid	\$ 182,925	\$ 162,331	-\$20,594
Federal Aid	\$ 8,400	\$ 8,400	\$0
Totals	\$896,778	\$ 991,834	\$95,056

EXPENSES			
	COMM. ED. FUND	COMM. ED. FUND	COMM. ED. FUND
Salary & Wages	\$ 549,055	\$ 595,509	\$46,454
Employee Benefits	\$ 109,477	\$ 116,155	\$6,678
Purchased Services	\$ 161,769	\$ 163,615	\$1,846
Supplies and Materials	\$ 60,805	\$ 61,905	\$1,100
Capital Expenditure	\$ -	\$ -	\$0
Debt Service	\$ -	\$ -	\$0
Other Expense	\$ 1,500	\$ 1,950	\$450
Totals	\$ 882,606	\$ 939,134	\$56,528

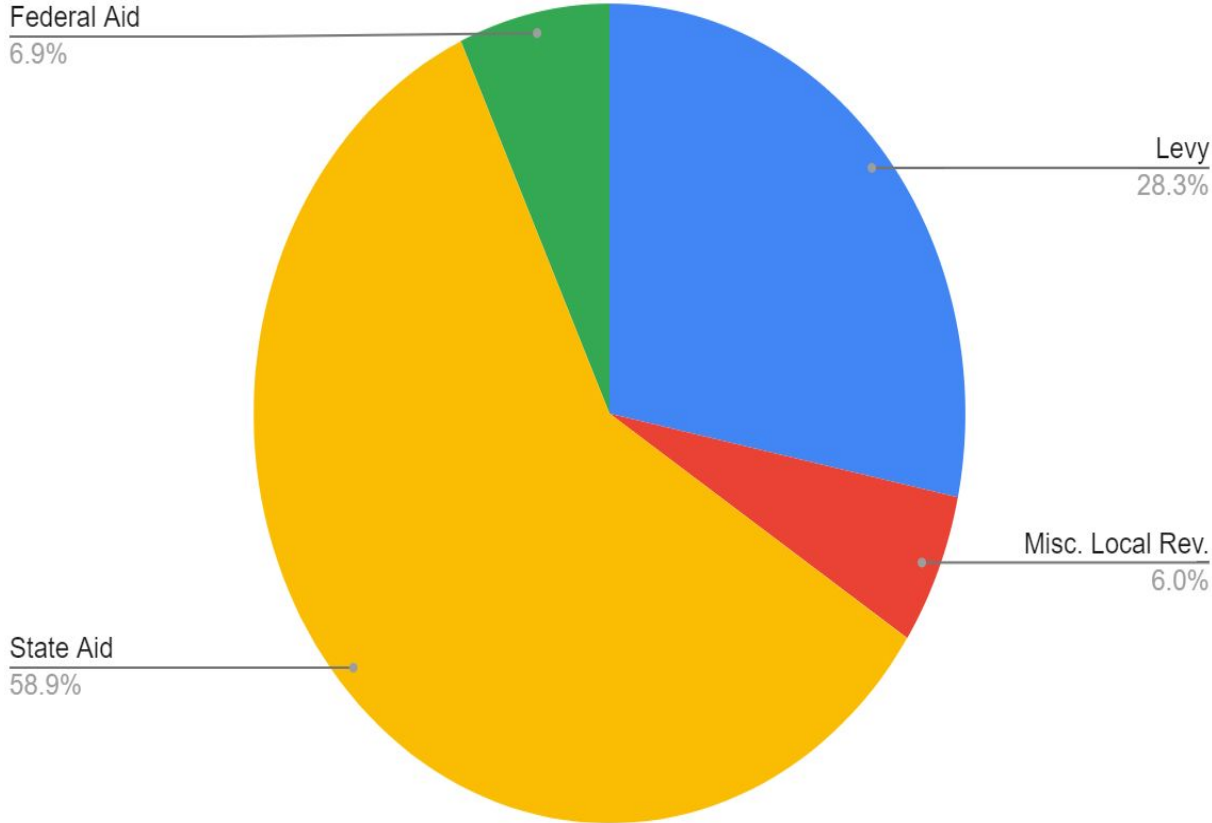
Difference

\$14,172

\$52,700

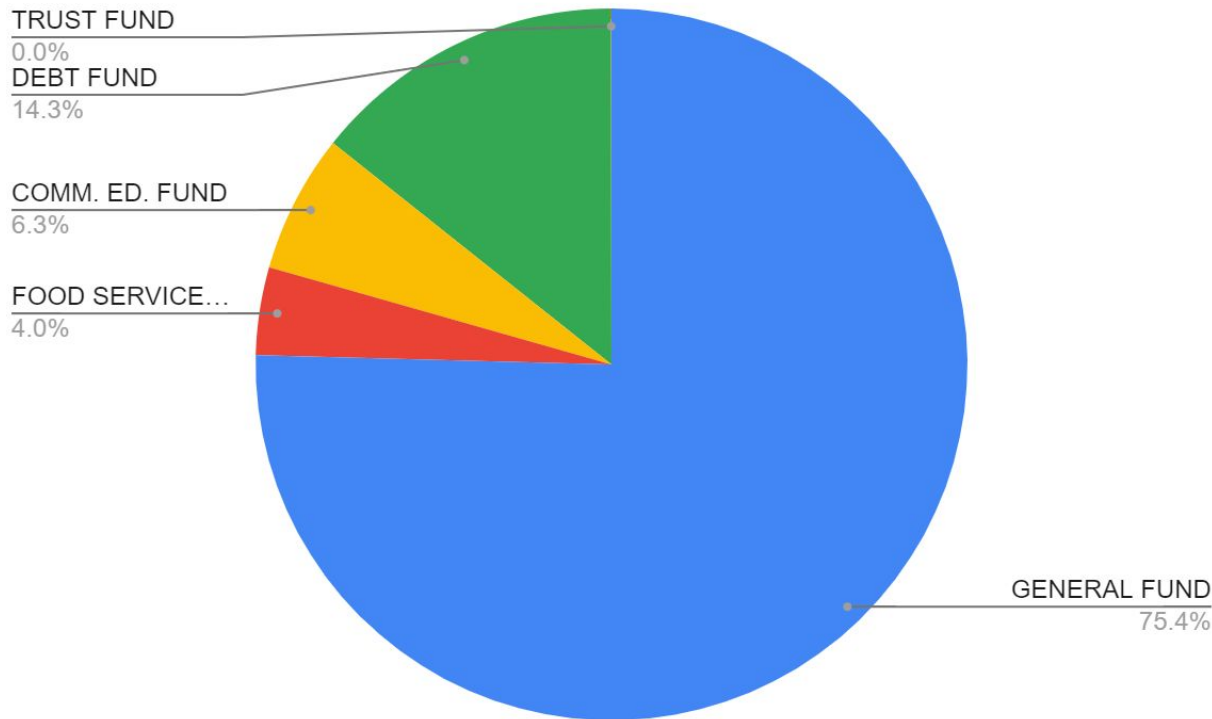
Bonds Sold in Previous FY	\$39,450,000
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FY23 Preliminary Budget Revenue Source



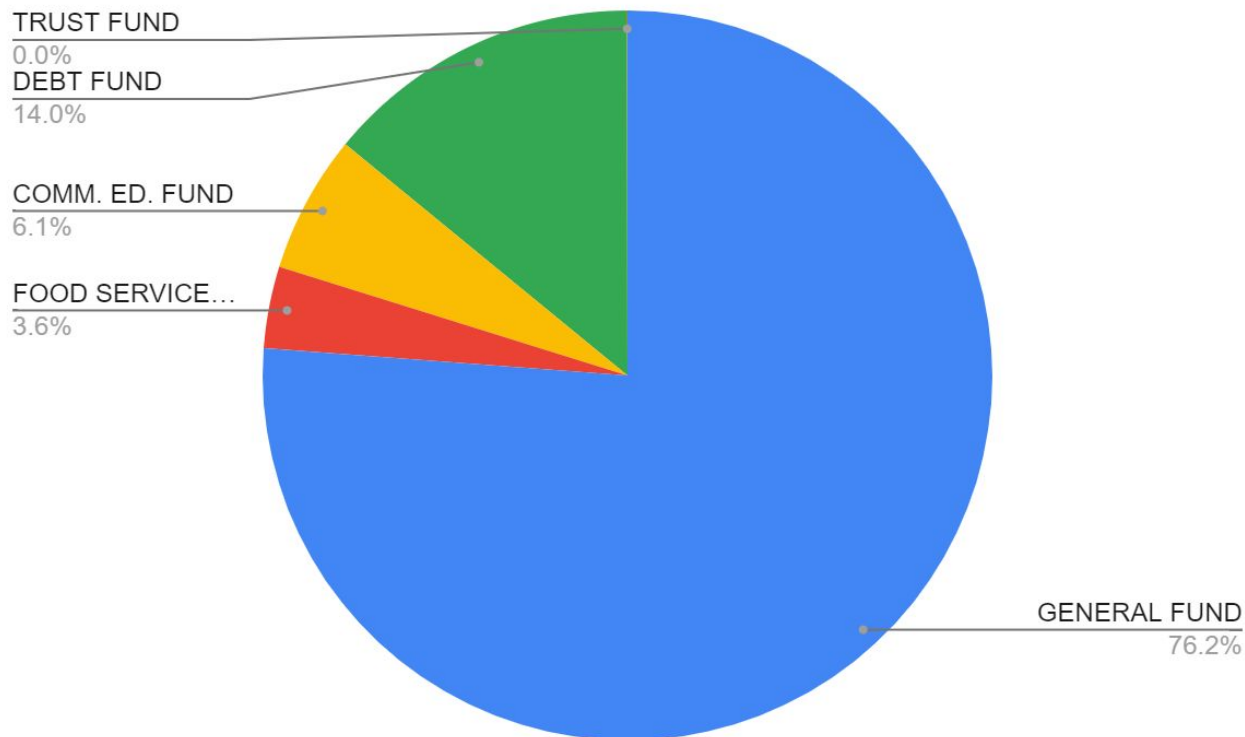
FY 22		
Levy	\$2,306,280	18%
Misc. Local Rev.	320,557	2%
State Aid	8,749,630	69%
Federal Aid	1,344,956	11%
FY 23		
Levy	\$4,460,110	28%
Misc. Local Rev.	938,946	6%
State Aid	9,292,530	59%
Federal Aid	1,082,364	7%

FY23 Preliminary Budget Revenue by Fund



GENERAL FUND	11,896,613
FOOD SERVICE FUND	628,370
COMM. ED. FUND	991,834
DEBT FUND	2,253,133
TRUST FUND	4000

FY23 Preliminary Budget Expense by Fund



GENERAL FUND	\$11,707,431
FOOD SERVICE FUND	\$555,628
COMM. ED. FUND	\$939,134
DEBT FUND	\$2,158,536
TRUST FUND	\$4,000

Levy Promises



What is the plan?

Q1: \$640 per pupil increase

51% Maintain class size

23% Update curriculum

16% Rebuild fund balance

10% Teacher training

Q1, Operating Levy



MAINTAIN CLASS SIZE	\$347,093
UPDATE CURRICULUM	\$156,532
REBUILD FUND BALANCE	\$108,892
TEACHER TRAINING	\$68,057

Q2: \$431,000 for Technology

73% Maintain current offerings

27% Address lack of technology in
the middle and elementary
schools

Q2, Capital Levy



MAINTAIN CURRENT OFFERINGS	\$314,630
ADDRESS TEACH NEEDS	\$116,370

FY23 Expense Highlights



- \$56,000 for replacement of K-3 interactive boards.
- Lease 200 chromebooks 6th and 9th grade students.
- Assign \$156,000 for updating curriculum (levy promise)
- Assign \$68,000 for staff training (levy promise)
- Keeping class sizes the lowest in the metro.
- One classroom teacher reduction (2nd grade) due to enrollment
- Paraprofessional to provide student support at the ½ split classroom.
- Allocation for increased health insurance and upcoming negotiations.
- Movement of the bus garage from our site to east of town.
- Addition of a dean of students for student support and shifting duties from elementary counselor to dean. Increase in mental health supports for elementary and middle school.
- Maintaining all other programs.
- LETRS training for 24 elementary staff

AGREEMENT

BETWEEN

INDEPENDENT SCHOOL DISTRICT NO. 108

**THE CENTRAL PUBLIC SCHOOLS
NORWOOD YOUNG AMERICA, MINNESOTA**

AND

MINNESOTA SCHOOL EMPLOYEES ASSOCIATION

JULY 1, 2022, THROUGH JUNE 30, 2024

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AGREEMENT

This agreement is made and entered into by and between Independent School District No. 108, Norwood Young America, Minnesota, hereinafter referred to as the School Board, and the Minnesota School Employees Association, hereinafter referred to as the union or exclusive representative.

ARTICLE I PURPOSE

The purpose of this agreement is to encourage and increase orderly, constructive and harmonious relationships between the employer and its employees; to establish procedures for the resolution of differences over terms and conditions of employment; to preserve the paramount rights of the citizens of this community to the operation of their schools without disruption; and to establish an environment in which the children of this community may receive education of the highest quality. Accordingly, the parties have set forth all terms and conditions of employment which have been agreed upon by the School Board and the union pursuant to and in compliance with the Public Employment Labor Relations Act of 1971, as amended, hereinafter referred to as the P.E.L.R.A.

ARTICLE II RECOGNITION AND DUES CHECK OFF

Section 1. Recognition:

The School Board hereby recognizes the association as the exclusive representative for the purpose of negotiating terms and conditions of employment for all non-certified employees of Independent School District No. 108, Norwood Young America, Minnesota, except for confidential, custodians, and bus drivers, who are public employees within the meaning of Minnesota Statutes 179A.03, Subd. 14.

Subd. 1. Payroll Deductions. Pursuant to Minn. Stat. §179A.06, the Employer will deduct from the regular payroll: Association dues for those employees in the bargaining unit who are members of the Association and who have requested in writing to have their regular Association dues paid by payroll deduction; and, for employees in the bargaining unit who have not requested to have Association dues deducted, the fair share fee in the amount certified in writing to the Employer by the Association.

Subd. 2. Remission of Withheld Funds. The aggregate of funds deducted and withheld from all employees in the bargaining unit shall be remitted by the Employer together with an itemized statement to the Minnesota School Employees Association following the end of each month.

Subd. 3. MSEA Lists. The Employer shall report to the Association the information on all employees including additions, deletions, and status changes within the bargaining unit. The report shall be made on a 30-day period basis and shall be transmitted at the end of each month.

- The exclusive representative recognizes the right and obligation of the School Board to efficiently manage and conduct the operation of the School Board within its legal limitations and with its primary obligation to provide educational opportunity for the students of the School District.
 - Nothing contained in this agreement shall be construed to limit, impair or affect the right of any employee or their representative to the expression or communication of a view, grievance, complaint or opinion on any matter related to the conditions or compensation of public employment or their betterment, so long as the same is not designed to and does not interfere with the full, faithful and proper performance of the duties of employment or circumvent the rights of the exclusive representative.
 - **Section 3. Employee Rights:**
- agreement for those employees who are currently enrolled in and participating in this School District's health and life insurance plans.
- Three months of health and life insurance contributions as provided in this agreement for any accrued and unused vacation and in addition, a one-half year's vacation accrual at the employee's accrual rate at the date of resignation;
 - 50% payout for unused sick leave, regardless of age or years of service in lieu of any claim for severance pay as provided in Article IX, Section 6 hereof;

Option Two. An employee may elect to resign from the School District and in such case shall be eligible for the following:

Option One: An employee may elect to accept layoff and recall rights subject to the provisions of this agreement; or

Section 5. Subcontracting: The exclusive representative recognizes the right of the School District to subcontract any of the services performed by employees covered by this agreement. In the event the School District determines to subcontract any services performed by employees covered by this agreement, which results in the involuntary separation of an employee from the School District, the School District shall provide such an employee and the union not less than twenty (20) calendar days' notice prior to the effective date of the subcontracting. An employee affected by subcontracting must elect one of the following two options:

Section 4. Request for Dues Check Off: Employees shall have the right to request and be allowed dues check off for the employee organization of their selection pursuant to PELRA. Upon receipt of a properly executed authorization card of the employee involved, the School Board will deduct from the employee's paycheck the dues that the employee has agreed to pay the employee organization.

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

ARTICLE III HOURS OF SERVICE

Section 1. Basic Day:

The basic work day for employees shall vary based upon the needs of the School District as determined by the School District.

Subd. 1. If operational needs require an employee to work hours which are not consecutive, the employee shall receive an additional \$10.00 for each day. This excludes employees in the area of community education support staff.

Subd. 2. One 15-minute break will be allowed each four hours as part of the eight (8) hour day. All employees who work six (6) hours or more in a work shift shall be entitled to an unpaid thirty (30) minute duty free break.

Section 2. Overtime:

All work over forty (40) hours per week shall be paid at the overtime rate of time and one-half (1 1/2).

Section 3. Work Year:

The basic work year for employees shall consist of all student contact days, two days during workshop week and one day of professional development during the school year.

Section 4. Shifts, Starting Time and Notice of Assignment:

Subd. 1. Shifts and Starting Time. All employees will be assigned starting times and shifts as determined by the School District. The School District reserves the right to modify starting times and shifts as determined by the School District. The School District shall provide two weeks' notice, except in case of emergency.

Subd. 2. Notice of Assignment. Employees will be notified of their assignment, position, hours and shift assignment and pay level by August 15, or as soon thereafter as practicable, each school year.

Section 5. Eligibility for Benefits:

Employees assigned to work in more than one classification shall be allowed to count all hours worked when computing eligibility for benefits.

Section 6. Emergency School Closing:

In the event of a school closing because of inclement weather or other emergency, employees on duty at the time of the closing shall be compensated for a minimum of two hours. Employees required to work during the emergency shall be compensated for all hours worked. Other employees may, to the extent such time is accrued, use personal leave pursuant to Article VII, Section 5, without any other notice or limitations.

In the event there are more than 6 snow/cold weather days, additional days will be made up as student contact days, staff development days or staff workdays at the District's discretion. If the days are staff development or workdays, the district will strive to provide staff with as much time with the teacher directing their work as possible.

The district will make every attempt possible to assign those days in conjunction with already scheduled staff days. For example, adding them onto the end of the year or adding them to the beginning of the following year.

ARTICLE IV RATES OF PAY

Section 1. Salary Adjustment – 2022-2024

Effective July 1, 2022, each member of the bargaining unit, who was employed for not less than six months on July 1, 2022, by the School District, shall receive a 2.2% increase to their 2021-2022 base salary. Effective July 1, 2023, each member of the bargaining unit, who was employed for not less than six months on July 1, 2023, by the School District, shall receive a minimum of 2% increase to their 2023-2024 base salary. If the increase from the state of Minnesota to the basic formula is greater than 2% for 2023-24, the unit will receive a wage increase of the greater number. Individual employee wage rates for 2022-2023 are listed in Appendix A. Individual employee wage rates for 2023-2024 are listed in Appendix B.

Section 2. Base Wage Increase: Unit members whose base salary in 2021-22 is \$15.00 will have the following wage increases for the duration of the agreement:

July 1, 2022: \$15.25
January 1, 2023: \$15.35
July 1, 2023: \$15.45
January 1, 2024: \$16.00

Section 3. Application:

The School District may withhold a salary increase in individual cases where a demonstrable deficiency in performance of the employee occurs, provided the employee affected shall receive notice of such action to withhold a salary increase ninety (90) days prior to the otherwise effective date of increase.

Section 4. New Employees

A new employee shall be placed in the salary range as agreed between the School District and the employee and shall be eligible for pay increases as provided in this agreement on the following July 1 if employed prior to January 1. An employee hired after January 1 shall not be eligible for any increases on July 1, but shall be eligible for increases on the following July 1. Thereafter, such a new employee shall be subject to all provisions of this Article. The per hour salary range for new employees are:
Level I (Paradeaducators)
Level II (Office Staff)
\$17.37 for 2022-23
\$17.72 for 2023-24

Section 5. Longevity Pay:

After ten (10) years of employment .35 longevity
After fifteen (15) years of employment .60 longevity
After twenty (20) years of employment .70 longevity

After twenty-five (25) years of employment	.85 longevity
After thirty (30) years of employment	.95 longevity
After thirty-five (35) years of employment	1.05 longevity
After forty (40) years of employment	1.15 longevity

Section 6. Work out of Class Pay

An employee serving as a substitute for a worker for fifteen (15) days or more out of a 20-day work period shall receive that worker's rate of pay, retroactive to the first day of work, if the worker's rate of pay is higher than that of the substitute.

ARTICLE V GROUP INSURANCE

Section 1. Health and Hospitalization Insurance:

Subd. 1. Eligibility. Health and hospitalization insurance benefits shall be provided for all employees whose assignments require that they work at least an average of thirty (30) hours or more per week and at least nine months or more per year.

Subd. 2. Individual Coverage. Effective July 1, 2022, the School District shall contribute a sum not to exceed \$510 per month toward the premium for individual coverage for each eligible employee employed by the School District who qualifies for and is enrolled in the School District group health and hospitalization plan. Any additional cost for the premium shall be borne by the employee and paid by payroll deduction. Effective July 1, 2023, the School District shall contribute a sum not to exceed \$510 per month toward the premium for individual coverage for each eligible employee employed by the School District who qualifies for and is enrolled in the School District group health and hospitalization plan. Any additional cost for the premium shall be borne by the employee and paid by payroll deduction.

Subd. 3. Family Coverage. Effective July 1, 2022, the School District shall contribute a sum not to exceed \$1100 per month toward the premium for family coverage for each eligible employee employed by the School District who qualifies for and is enrolled in the School District group health and hospitalization plan. Any additional cost for the premium shall be borne by the employee and paid by payroll deduction. Effective July 1, 2023, the School District shall contribute a sum not to exceed \$1100 per month toward the premium for family coverage for each eligible employee employed by the School District who qualifies for and is enrolled in the School District group health and hospitalization plan. Any additional cost for the premium shall be borne by the employee and paid by payroll deduction.

Subd. 4. All eligible employees retiring from the School District, who are at least 55 years of age and have at least ten years of continuous service in the School District, shall have the option of remaining in the District's health and hospitalization insurance plan until the age of Medicare or the expiration of five years, whichever date occurs earlier, provided the employee pays the full premium.

Section 2. Long Term Disability:
The School Board shall contribute the premium for long term disability insurance for all employees whose permanent assignment requires that they work at least an average of thirty (30) hours or more per week and at least nine months or more per year. Long term disability will be made available to all other employees at the employee's expense through payroll deduction providing that they work a minimum of 20 hours per week.

Section 3. Group Term Life Insurance:
The School Board shall contribute the full premium cost for a \$50,000 group term life insurance policy for all employees whose work assignment requires that they work at least an average of thirty (30) hours or more per week and at least nine months or more per year.

Section 4. Dental Insurance:
Employees will be allowed to participate in the District's Delta Dental Insurance plan at the employee's own expense.

ARTICLE VI VACATION AND HOLIDAYS

Section 1. Eligibility:
All employees who are regularly employed on a twelve (12) month basis and working a forty (40) hour week are eligible for vacation as outlined in Section 2. All employees hired before July 1, 1998, and who were regularly employed on an eleven (11) month basis and working at least an average thirty (30) hours per week are eligible for vacation as outlined in Section 2. (Effective July 1, 1999). Employees hired after July 1, 1998 and who are regularly employed on an eleven (11) month basis and working at least an average thirty (30) hours per week are eligible for vacation as outlined in Section 2 after two (2) years of service.

Section 2. Earned Vacations:

Subd. 1. Eligible employees under these provisions shall accrue vacation as follows:
a) During the first year of service
After completing seven (7) years three (3) weeks per annum
Maximum accrual of 220 hours
of service
c) After completing seventeen (17) years four (4) weeks per annum
Maximum accrual of 280 hours
years of service
d) After completing twenty-five (25) years five (5) weeks per annum
Maximum accrual of 340 hours
years of service

Subd. 2. Non-probationary employees who have not completed a complete year of service prior to the beginning of the fiscal year shall be eligible for prorated vacation benefits.

Subd. 3. All vacation requests must be submitted to the Superintendent one week prior to the vacation date.

Section 3. Holidays:

Subd. 1. There shall be eleven (11) paid holidays for all eligible employees on an 11- or 12-month basis and a forty (40) hour week.

Independence Day	Christmas Day
Labor Day	New Year's Eve Day
Thanksgiving Day	New Year's Day
Day after Thanksgiving Day	President's Day
Christmas Eve Day	Good Friday
Memorial Day	

Subd. 2. There shall be five (5) paid Holidays for all eligible employees on a 9-month basis and a thirty (30) hour week for the 2022-23 school year. (Christmas Eve, Christmas Day, Thanksgiving Day, New Year's Eve and New Year's Day.)

There shall be six (6) paid Holidays for all eligible employees on a 9-month basis and a thirty (30) hour week for the 2023-24 school year. (Christmas Eve, Christmas Day, Thanksgiving Day, the day after Thanksgiving, New Year's Eve and New Year's Day.)

Subd. 3. If a holiday falls on a Saturday, Sunday or school day, another day, (normally Monday or Friday) in conjunction with the holiday will be selected by the district. Overtime pay shall be paid employees who are called upon to work on a holiday for a number of hours worked plus holiday pay.

Subd. 4. Less than full time employees, but more than nine (9) months basis and a thirty (30) hour work week shall receive (7) seven paid Holidays. (Christmas Eve Day, Christmas Day, New Year's Eve, New Year's Day, Memorial Day, Thanksgiving Day & the day after Thanksgiving.)

ARTICLE VII LEAVES OF ABSENCE

Section 1. Sick Leave and Wellness:

Subd. 1. Sick Leave: All employees shall earn sick leave at the rate of 1.25 days per month of service. For purposes of this section, an employee is credited with working a full month if he/she is scheduled for the majority of normal working days for her/his position.

Subd. 2: Unused sick leave days may accumulate to a maximum of one-hundred and twenty (120) days of sick leave per employee.

Subd. 3: Wellness Incentive: An employee who does not use sick leave during an academic semester (excluding bereavement and business leave) shall receive a \$150.00 cash award for each semester, payable in June of each year (up to \$300 total).

Section 2. Family Illness Leave:

Subd. 1. Sick leave may be used for family illness. A maximum of five (5) days annually will be allowed for this leave. Employees may take sick leave to care for sick family members in accordance with Minnesota State Statute 181.9413.

Subd. 2. Leaves granted under this section shall be deducted from the annual sick leave.

Subd. 3. Up to 12 weeks of unpaid leave may be granted to qualifying employees for the care of sick or injured family members consistent with the Federal Family and Medical Leave Act.

Section 3. Bereavement Leave:

Subd. 1. Up to three days of leave, per occurrence, shall be allowed for a death in an employee's immediate family. "Immediate family" is defined as the employee's spouse, parent, child, sibling, grandparent or grandchild.

Subd. 2. Up to three days annually may be used in the case of death in the employee's close family. "Close family" is defined as the employee's parent-in-law, sibling-in-law, son or daughter-in-law, niece, nephew, and aunt or uncle. One of the three days may be used for the death of a close friend.

Subd. 3. Leaves granted under this section shall be deducted from sick leave.

Section 4. Business Leave:

Subd. 1. One day business leave may be granted during any one school year for the purpose of conducting personal business which cannot be completed outside school duty hours. An employee planning to use a business day shall notify the Superintendent at least three (3) days in advance except in cases of emergency. At no time shall more than one (1) employee, per building, be granted business leave. A business leave is defined as attorney meeting, estate issues, home closing, graduate program advisor meeting, court appearance, State or Federal IRS audits and other days approved by the Superintendent that may qualify as defined at the discretion of the administration.

Subd. 2. Leaves granted under this section shall be deducted from sick leave.

Subd. 3. Employees must request all leaves from their immediate supervisor and fill out the appropriate forms which will then be sent to the Superintendent.

Section 5. Personal Leave:

Subd. 1. Each employee shall be granted two (2) personal leave days per contract year with pay.

Subd. 2. One day of personal leave may be accumulated; the maximum personal leave days an employee may take in a school year is three. .

Subd. 3. No more than two (2) elementary and two (2) high school employees may take a personal leave day on the same day except for an emergency.

Subd. 4. Request for a personal day must be made in writing to the Superintendent at least three days in advance of taking the day, unless there is an emergency.

Subd. 5. Any employee who does not use or accumulate their personal days shall be paid for an unused accumulated day at the employees' rate of pay effective June. 30. This payment will be made in July of the succeeding school year.

Section 6. Worker's Compensation:

Subd. 1. Payment. Upon the request of an employee who is absent from work as a result of a compensable injury under the provisions of the Workers Compensation Act, the School Board will pay the difference between the compensation received pursuant to the Worker's Compensation Act by the employee and the employee's regular rate of pay to the extent of the employee's accumulated sick leave and/or vacation pay.

Subd. 2. Accumulated Leave. A deduction shall be made from the employee's accumulated sick leave and/or vacation time according to the pro-rata portion of days of sick leave or vacation time which is used to supplement worker's compensation.

Subd. 3. Disability. Such payment shall be paid by the School Board to the employee only during the period of disability.

Subd. 4. Normal Compensation. In no event shall the additional compensation paid to the employee by virtue of sick leave or vacation pay result in the payment of a total daily, weekly, or monthly compensation that exceed the normal compensation of the employee.

Subd. 5. Sick Leave or Vacation Pay. An employee who is absent from work as a result of an injury compensable under the Worker's Compensation Act who elects to receive sick leave or vacation pay pursuant to this policy shall submit their worker's compensation check to the School District for photocopying prior to receiving allowable payment from the School District for his/her absence.

Section 7. Jury Duty Pay

All employees shall be granted pay by the School Board the difference between their regular pay and jury duty pay if required to serve on jury duty.

Section 8. Child Care Leave:

Subd. 1. The District shall grant a child care leave without pay or fringe benefits, except as provided by law, to any employee, regardless of marital status, who requests such a leave for the purpose of providing parental care to his or her natural born or adopted child or children.

Subd. 2. In the event of pregnancy, an employee may commence either a pregnancy leave without pay prior to the onset of disability occasioned by childbirth, or the employee may continue working until the onset of disability and thereafter commence a disability leave with pay.

A. Pregnancy leave: If a pregnant employee chooses to commence a pregnancy leave, she shall first submit a written application to the employer at least six (6) weeks prior to beginning the leave. The application shall provide notice of the employee's expected delivery date determined by her attending physician. The pregnancy leave shall remain in effect from the date of commencement through the period of childbirth and recovery.

B. Disability leave: If a pregnant employee chooses to continue working until the onset of disability occasioned by pregnancy and childbirth, she shall notify the District in writing at least six (6) weeks prior to the expected delivery date as determined by her attending physician. The employee may utilize her accumulated disability/sick leave through the period of pregnancy related disabilities, childbirth, and recovery.

Subd. 3. An employee may take a child care leave of up to twelve (12) months by notifying the employer in writing at least six (6) weeks prior to commencing the leave of the beginning date and length of the leave. The date of return from the leave shall be determined by mutual agreement between the employee and the employer. If the employee initiates a pregnancy leave or a disability leave, pursuant to Subd. 2 above, she may elect to notify the employer of her intent to take a child care leave at the time of notice of pregnancy leave or disability or anytime thereafter, but in no event later than four (4) weeks prior to the commencement of child care leave.

Subd. 4. Child care leave may be extended by mutual agreement between the employee and the District.

Subd. 5. Upon return from child care leave the employee shall be reinstated to his or her original position or to a position of similar status and conditions. The contract shall remain in effect, and the employee shall retain all seniority, salary, and benefit status, and other advantages, accrued prior to taking the leave. These provisions shall also apply to an employee returning from pregnancy leave or disability leave.

Subd. 6. An employee returning from child care leave shall be re-employed in a similar position which he or she is qualified unless previously discharged or placed on unrequested leave.

ARTICLE VIII MATCHING ANNUITY PROGRAM

Section 1. Eligibility:

The Matching Annuity Program will be implemented with the 2002-2003 school year subject to M.S. 356.24 and the Internal Revenue Code 26USC 403(b). Classified employees who are employed by the School District on a regular (not substitute) agreement are eligible to participate in the Matching Annuity Program.

Section 2. Match Deductions:

The School District will match eligible annual contributions based on the completion of the following service credit with the District:

Effective July 1, 2022 – June 30, 2024:

0-1 years	No Match
2-8 Years	\$600.00 Match
9-14 years	\$650.00 per year
15-21 years	\$700.00 per year
22+ years	\$750.00 per year

The School District shall contribute annually an amount equal to the amount contributed by the employee. The amount contributed by the District shall not exceed the maximum amount outlined in this subdivision.

Section 3. Service Credit Determination

The School District will use the service credit the employee has reached by Oct. 1st of each school year to determine the years of experience reached in the District.

Section 4. Deadline.

By July 1 of each year, eligible employees shall declare their intent to participate in the Matching Annuity Program by submitting a signed Intent to Participate form to the School District Payroll Office. Responsibility for filing an Intent to participate form each year is solely the responsibility of the employee.

Failure to file an Intent to Participate form by July 1st shall exclude the employee from participation in the Matching Annuity Program during that school year. Employees newly eligible for the Matching Annuity Program shall receive a notice of eligibility from the School District prior to July 1st of the year of initial eligibility (employees not receiving the eligibility notice shall be permitted to submit their Intent to Participate form after July 1st). An Intent to Participate form must be signed and submitted only if the employee changes service credit levels or if the employee desires to change the amount of their contribution/match for some reason. Once received by the School District, the Intent to Participate forms are irrevocable for that school year and will continue for each subsequent school year unless modified by the employee by filing a new Intent to Participate Form by July 1st for the following year and also notifying their annuity carrier.

Section 5. Separation of Services

Employees who, for whatever reason, leave the service of the School District prior to retirement shall retain ownership of School District contributions and personal contributions made on their behalf to the date of discontinuance of service. The School District shall retain no current or future liabilities for said investment programs as a result of the severing of service.

Section 6. Excess Employee Contributions

Employees who participate in the Matching Annuity Program may contribute any dollar amount in excess of the maximum yearly School District contribution. IRS rules control the total maximum amount any employee may contribute to an Annuity Program.

ARTICLE X SENIORITY/LAYOFF-RECALL/VACANCIES

Section 2. Reimbursements
Employees who attend such offerings or who attend events on their time (with prior approval or at the request of their supervisor) shall be reimbursed for the mileage and other reasonable costs as determined in advance by the supervisor and the Superintendent.

Section 1. Opportunities for Continuing Education
Paraprofessionals will be notified of opportunities for continuing education through workshops, seminars and course offerings. Attendance at such opportunities may be granted without loss of pay provided that the attendance is requested and approved in advance in writing by the Principal and Superintendent.

ARTICLE IX CONTINUING EDUCATION

Section 9. Flexible Benefits Plan
A flexible benefit plan, as authorized by Section 125, shall be available for voluntary participation.

Employees are not to construe the Plan or the School District contributions to the Plan or the opportunity of the employee to match such contributions as legal, tax, or investment issues relating to contributions in the Plan. The School District has neither reviewed nor approved any investment programs which the employee may obtain by way of contributions under the Matching Annuity Program. Upon participation in the Plan, the employee agrees to indemnify and hold harmless Independent School District No. 108 from any adverse investment experience arising from or connected with contributions to the Matching Annuity Program.

Section 8. Investment Responsibilities
Management of both the portfolio or individual investments and the School District contributions shall be solely the responsibility of the employee in whose name these investments have been made. The School District assumes no current or future liability for contributions made to these plans or for investment earnings (losses) which may accrue to these portfolios as a result of investment decisions which are made by the employee.

Section 7. Approved Vendors
The School District and the employee will direct their contributions to the same state-approved Matching Annuity company selected by the employee pursuant to M.S. 356.24 and the match matrix. The School District will match an employee's contribution dollar-for-dollar, up to the maximum yearly School District contribution provided for in the match matrix. One service provider must be selected as approved by the employee group.

Section 1. Seniority

The School Board will recognize seniority rights as to order of layoff and recall.

Subd. 1. Prior to layoff or reduction in hours of any permanent bargaining unit employee, the District shall first release all temporary employees who are performing bargaining unit duties.

Subd. 2. Layoff. An employee whose position is being eliminated or reduced may displace the employee with the least continuous service within the same classification and comparable hours, or any less senior employee in a lower classification if the displaced employee has prior experience in that position. The School District will determine whether the employee has the necessary skills and abilities to meet the conditions of employment for that new position based on the position description and an interview of the displaced employee.

Subd. 3. Temporary Employees. The District shall not employ temporary employees for more than 60 calendar days if there is a qualified employee subject to recall as described in the following subdivision.

Subd. 4. Recall. Employees on layoff shall retain their recall for a period of one year. If any openings occur in the job classification of the laid off employee, they will be given the first opportunity for recall. If within ten calendar days of being recalled to a position of at least equivalent hours to that occupied prior to the layoff, the former employee does not elect to return to work, the employee shall lose their seniority rights and be taken off the recall list.

A. The District shall grant a six (6) month extension to the period of recall upon written request of an employee who has been laid off and not recalled during the initial twelve (12) month period. The written request must be received prior to the expiration of the twelve (12) month period.

Section 2. Vacancies:

Subd. 1. New positions or vacancies of more than 60 calendar days will be posted in the District buildings for a period of 5 days in the regular locations. Postings of vacancies occurring during the summer shall be posted in the District Office.

Subd. 2. An employee wishing to receive postings during the summer shall have the right to provide the District with self-addressed envelopes to be used in mailing the postings to the employee.

Subd. 3. District employees will be given first consideration for posted positions or vacancies or new positions, including summer positions. Consideration for hiring District employees for these vacancies or new positions will be based upon the bidding employee's qualifications and the principle of seniority. Provisions of this subdivision are not subject to the grievance process.

Subd. 4. The final decision as to the employment of District employees for new positions or vacancies will remain with the School District.

Subd. 5. There will be no postings of new supervisory positions or vacancies in such positions; however, head jobs, lead jobs, and maintenance positions will be posted.

Subd. 6. The association chief steward will be furnished with a copy of all job postings and also notified as to who the successful applicant was.

ARTICLE XI PROBATION, DISMISSAL/RETIREMENT, RESIGNATION

Section 1. Probationary Period

An employee under the provisions of this Agreement shall serve a probationary period of nine (9) calendar months of service in the school district during which time the school district shall have the unqualified right to suspend without pay, discharge or otherwise discipline such employee; during this probationary period, the employee shall have no recourse to the grievance procedure, insofar as suspension, discharge or other discipline is concerned. However, a probationary employee shall have the right to bring a grievance on any other provisions of the contract alleged to have been violated.

Section 2. Probationary Period; Change of Classification

In addition to the initial probationary period, an employee transferred or promoted to a different classification shall serve a new probationary period of three (3) calendar months in any such new classification. During this three (3) month probationary period, if it is determined by the school district that the employee's performance in the new classification is unsatisfactory, the school district shall have the right to reassign the employee to his/her former classification.

Section 3. Completion of Probationary Period

An employee who has completed the probationary period may be suspended without pay or discharged only for cause. An employee who has completed the probationary period and is suspended without pay or discharged shall have access to the grievance procedure.

Section 4. Seniority Date

Employees shall acquire seniority upon completion of the probationary period as defined in this Agreement and, upon acquiring seniority, the seniority date shall revert back to the first date of continuous service in a position governed by this agreement. If more than one employee commences work on the same date, seniority ranking for such employees shall be determined by their employee number assigned by the district.

Section 5. Seniority List

An updated seniority list will be posted in each building every year during the month of October. Employees shall have thirty (30) calendar days after the seniority list is posted to notify the District that the employee disagrees with his/her seniority date, and requests adjustment of his/her placement.

Section 6. Retirement-Resignation

Subd. 1. To be eligible for the provisions of this section, an employee must be at least 50 years of age and have more than 15 years of service in the School District.

Subd. 2. To be eligible for the provisions of this section, at least two (2) weeks' notice shall be required of an employee who resigns from the School District.

Subd. 3. An employee eligible for the provisions of this section shall receive:

A. 50% of the employee's annual salary as severance pay if the employee has 20 years of service in the School District.

B. 36% of the employee's annual salary as severance pay if the employee has 15 years of service in the School District.

Severance payments to an employee under the provisions of this Section shall be reduced by any amounts which have been contributed on behalf of the employee pursuant to Article VIII hereof. If the total contribution pursuant to Article VIII hereof exceeds the amount of severance pay, the employee will not receive any severance pay nor have any liability to the School District.

Subd. 4. If the employee dies after separation from the School District, but prior to the payment of any severance pay due hereunder, any remaining payments shall be paid to the employee's named beneficiary, if any, or otherwise to the employee's estate.

Subd. 5. Any employee hired after July 1, 1998, will not qualify for the benefits of this section. Such employee will have the opportunity to participate in the 403b plan as defined in Article VIII of this agreement.

ARTICLE XII GRIEVANCE PROCEDURE

Section 1. Grievance Definition

A "grievance" shall mean an allegation by an employee resulting in a dispute or disagreement between the employee and the school district as to the interpretation of application of terms and conditions contained in the Agreement.

Section 2. Representative

The employee, administrator, or School Board may be represented during any step of the procedure by any person or agent designated by such party to act in their behalf.

Section 3. Definitions and Interpretation

Subd. 1. Extension. Time limits specified in this Agreement may be extended by mutual agreement.

Subd. 2. Days. Reference to days regarding time periods in this procedure shall refer to working days. A working day is defined as all week days not designated as holidays by state law.

Subd. 3. Computation of Time. In computing any period of time prescribed or allowed by procedures herein, the date of the act, event, or default for which the designated period of time begins to run shall not be included. The last day of the period so computed shall be counted, unless it is a Saturday, a Sunday, or a legal holiday, in which event the period runs until the end of the next day which is not a Saturday, a Sunday, or a legal holiday.

Subd. 4. Filing and Postmark. The filing or service of any notice or document herein shall be timely if it is personally served or if it bears a certified postmark of the United States Postal Service within the time period.

Section 4. Time Limitation and Waiver

Grievances shall not be valid for consideration unless the grievance is submitted in writing to the school district's designee, setting forth the facts and the specific provision of the Agreement allegedly violated and the particular relief sought within twenty days after the date of the first event giving rise to the grievance occurred. Failure to file any grievance within such period shall be deemed a waiver thereof. Failure to appeal a grievance from one level to another within the time periods hereafter provided shall constitute a waiver of the grievance. An effort shall first be made to adjust an alleged grievance informally between the employee and the school district's designee.

Section 5. Adjustments of Grievance

The school district and the employee shall attempt to adjust all grievances which may arise during the course of employment of any employee within the school district in the following manner:

Subd. 1. Level I. If the grievance is not resolved through informal discussions, the school district designee shall give a written decision on the grievance to the parties involved within ten days after receipt of the written grievance.

Subd. 2. Level II. In the event the grievance is not resolved in Level I, the decision rendered may be appealed to the Superintendent of Schools, provided such appeal is made in writing within five days after receipt of the decision in Level I. If a grievance is properly appealed to the superintendent, the superintendent or his designee shall set a time to meet regarding grievance within fifteen days after receipt of the appeal. Within ten days after the meeting, the superintendent or his designee shall issue a decision in writing to the parties involved.

Subd. 3. Level III. In the event the grievance is not resolved in Level II. The decision rendered may be appealed to the School Board, provided such appeal is made in writing within five days after receipt of the decision in Level II. If a grievance is properly appealed to the School Board, the School Board shall set a time to hear the grievance within twenty days after receipt of the appeal. Within twenty days after the meeting, the School Board shall issue its decision in writing to the parties involved. At the option of the School Board, a committee or a representative(s) of the board may be designated by the board to hear the appeal at this level, and report its findings and recommendations to the School Board. The School Board shall then render its decision within 10 days.

Section 6. School Board Review

The School Board reserves the right to review any decision issued under Level I or Level II of this procedure provided the School Board or its representative notify the parties of its intention to review within ten days after the decision has been rendered. In the event the School Board reviews a grievance under this section, the School Board reserves the right to reverse or modify such a decision.

Section 7. Denial of a Grievance

Failure by the School Board or its representative to issue a decision within the time periods provided herein shall constitute a denial of the grievance and the employee may appeal to the next level.

Section 8. Arbitration Procedures

In the event that the employee and the School Board are unable to resolve any grievance the grievance may be submitted to arbitration as defined herein:

Subd. 1 Request. A request to submit a grievance to arbitration must be in writing, signed by the aggrieved party, and such request must be filed in the office of the superintendent within ten days following the decision in Level III of the grievance procedure.

Subd. 2. Prior Procedure Required. No grievance shall be considered by the arbitrator which has not been first duly processed in accordance with the grievance procedure and appeal provisions unless mutually agreed by both parties.

Subd. 7. Expenses. Each party shall bear its own expenses in connection with arbitration including expenses relating to the party's representatives, witnesses, and any other expenses which the party incurs in connection with presenting its case in arbitration. A transcript or recording shall be made of the hearing at the expense of the party requesting same. The parties shall share equally fees and expenses of the

Subd. 6. Decision. The decision by the arbitrator shall be rendered within thirty days after the close of the hearing. Decisions by the arbitrator in cases properly before him shall be final and binding upon the parties, subject, however, to the limitations of arbitration decisions as provided by the P.E.L.R.A. The arbitrator shall issue a written decision and order including findings of fact which shall be based upon substantial and competent evidence presented at the hearing. All witnesses shall be sworn upon oath by the arbitrator.

Subd. 5. Hearing. The grievance shall be heard by a single arbitrator and both parties may be represented by such person or persons as they may choose and designate, and the parties shall have the right to a hearing at which time both parties will have the opportunity to submit evidence, offer testimony, and make oral or written arguments relating to the issues before the arbitrator. The proceeding before the arbitrator shall be a hearing de novo.

B. The School District shall make a similar submission of information relating to the grievance at the same time as provided in (a) above to the Union and the arbitrator.

- procedure.
1. The issues involved.
 2. Statement of the facts.
 3. Position of the grievant.
 4. The written documents relating to Article XII, Section 5 of the grievance

A. Upon appointment of the arbitrator, the appealing party shall within five days after notice of appointment forward to the arbitrator, with a copy to the School Board, the submission of the grievance which shall include the following:

Subd. 4. Submission of Grievance Information.

grievance.

from the BMS within the time periods provided herein shall constitute a waiver of the said request. The failure agrees upon an arbitrator or the failure to request an arbitrator lot. The request shall ask that the panel be submitted within ten days after the receipt of shall be the arbitrator to hear the grievance. The order of striking will be determined by receipt of the panel, the parties shall alternately strike names and the remaining name a request is made within twenty days after request for arbitration. Within ten days after to submit a panel of seven arbitrators to the parties, pursuant to PELRA, provided such arbitrator is reached, either party may request the BMS (Bureau of Mediation Services) arbitrate, attempt to agree upon the selection of an arbitrator. If no agreement on an the terms of this procedure, the parties shall, within ten days after the request to

Subd. 3. Selection of Arbitrator. Upon the proper submission of a grievance under

arbitrator, and any other expenses which the parties mutually agree are necessary for the conduct of the arbitration.

Subd. 8. Jurisdiction. The arbitrator shall have the jurisdiction over dispute or disagreements relating to grievances properly before the arbitrator pursuant to the terms of this procedure. The jurisdiction of the arbitrator shall not extend to proposed changes in terms and conditions of employment as defined herein and contained in this written agreement; nor shall an arbitrator have jurisdiction over any grievance which has not been submitted to arbitration in compliance with the terms of the grievance and arbitration procedure as outlined herein; nor shall the jurisdiction of the arbitrator extend to matters of inherent managerial policy, which shall include but are not limited to such areas of discretion or policy as the functions and programs of the employer, its overall budget, utilization of technology, the organizational structure, and selection and direction and number of personnel. In considering any issue in dispute, in its order the arbitrator shall give due consideration to the statutory rights and obligations of the public-school boards to efficiently manage and conduct its operation within the legal limitations surrounding the financing of such operations.

Subd. 9. Election of Remedies and Waiver. A party instituting any action, proceeding or complaint in a federal or state court of law, or before an administrative tribunal, federal agency, state agency, or seeking relief through any statutory process for which relief may be granted, the subject matter of which may constitute a grievance under this Agreement, shall immediately thereupon waive any and all rights to pursue a grievance under this Article. Upon instituting a proceeding in another forum as outlined herein, the employee shall waive his/her right to initiate a grievance pursuant to this Article or, if the grievance is pending in the grievance procedure, the right to pursue it further shall be immediately waived. This section shall not apply to actions to compel arbitration as provided in the Agreement or to enforce the award of an arbitrator.

ARTICLE XIII MISCELLANEOUS

Section 1. Physical Examinations

Physicals, x-rays, Mantoux tests or any other examination required will be given at the expense of the School District.

Section 2. Travel

Subd. 1. Between School Travel. Employees required to travel between Central Elementary School and Central High School shall be reimbursed at the rate of 25 cents per one-way trip.

Employees eligible to receive this reimbursement must make an application to the Superintendent for approval.

Subd. 2. Other Travel. Employees required to travel for school approved activities will be reimbursed for mileage at the current IRS maximum nontaxable reimbursement amount. Employees eligible to receive this reimbursement must have prior approval from the Superintendent or his/her designee.

Section 3. Retroactivity
It is agreed by the parties that only those members of the bargaining unit who were in the employ of the School District as of March 1, 2008, shall be eligible for retroactive pay. Any member of the bargaining unit who terminated employment with the School District prior to March 1, 2008, shall not be eligible for any retroactive pay.

ARTICLE XIV DURATION

Section 1. Term and reopening Negotiations
This Agreement shall remain in full force and effect for a period commencing on July 1, 2022, through June 30, 2024, and thereafter pursuant to the P.E.L.R.A. If either party desires to modify or amend this agreement commencing at its expiration, it shall give written notice of such intent pursuant to the P.E.L.R.A. Unless otherwise mutually agreed, the parties shall not commence negotiations more than ninety (90) days prior to the expiration of this agreement.

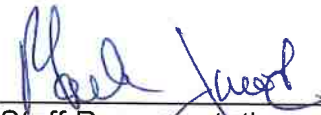
Section 2. Effect
This agreement constitutes the full and complete agreement between the School Board and the exclusive representative representing the employees. The provisions herein relating to terms and conditions of employment supersede any and all prior agreements, resolutions, practices, School District policies, rules or regulations concerning terms and conditions of employment inconsistent with these provisions.

Section 3. Finality
Any matters relating to the terms and conditions of employment, whether or not referred to in this agreement, shall not be open for negotiation during the term of this agreement except by mutual consent.

Section 4. Severability
The provisions of this agreement shall be severable and if any provision thereof or the application of any provision under any circumstances is held invalid it shall not affect any other provision of this agreement or the application of any provision thereof.

IN WITNESS WHEREOF: The parties have signed this agreement:

FOR MINNESOTA SCHOOL
EMPLOYEES ASSOCIATION



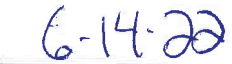
Staff Representative



Association Representative



Association Representative



Date

FOR INDEPENDENT SCHOOL
DISTRICT NO. 108

Chair

Clerk

Date

APPENDIX A

2022-2023

(Table below will show the ending wage for unit members at the base)

Name	Level	2022-23 Base Rate	2022-23 Longevity Rate	2022-23 Total Rate
S Alsleben	1	\$15.35		\$15.35
K Beadles-Dent	1	\$15.35		\$15.35
M Becker	1	\$19.00	\$0.70	\$19.70
K Cross	1	\$15.35		\$15.35
B Fliss	1	\$15.35		\$15.35
K Heckmann	2	\$23.08	\$0.85	\$23.93
S Johnson	1	\$15.35		\$15.35
H Weisinger	1	\$15.35		\$15.35
R Messner	1	\$20.34	\$0.95	\$21.29
A Nelson	2	\$17.37		\$17.37
M Nelson	1	\$15.35		\$15.35
M Ness	1	\$15.35		\$15.35
L Paumen	2	\$23.20	\$0.95	\$24.15
K Perlich	2	\$23.20	\$1.05	\$24.25
S Rager	1	\$15.35		\$15.35
C Schmidt	1	\$18.39	\$0.70	\$19.09
A Schulz	1	\$15.35		\$15.35
D Stacken	1	\$19.75	\$0.85	\$20.60
V Sund	1	\$16.97	\$0.70	\$17.67
L Willems	2	\$17.37		\$17.37

Community Education Paraprofessional Staff

Name	Level	2022-23 Base Rate	2022-23 Longevity Rate	2022-23 Total Rate
A Goetze	1	\$15.35		\$15.35
C Hoen	1	\$16.35	\$0.35	\$16.70
E Kling	1	\$15.35		\$15.35
C Sandeen	1	\$16.10		\$16.10
N Simon	1	\$15.35		\$15.35
M Stieve	1	\$15.35		\$15.35
M Twiest	1	\$15.35		\$15.35

APPENDIX B

2023-24

(Table below will show the ending wage for unit members at the base)

<u>Name</u>	<u>Level</u>	<u>2023-24 Base Rate</u>	<u>2023-24 Longevity Rate</u>	<u>2023-24 Total Rate</u>
S Alsleben	1	\$16.00		\$16.00
K Beadles-Dent	1	\$16.00		\$16.00
M Becker	1	\$19.38	\$0.85	\$20.23
K Cross	1	\$16.00		\$16.00
B Fliss	1	\$16.00		\$16.00
K Heckmann	2	\$23.54	\$0.85	\$24.39
S Johnson	1	\$16.00		\$16.00
H Meisinger	1	\$16.00		\$16.00
R Messner	1	\$20.74	\$0.95	\$21.69
A Nelson	2	\$17.72		\$17.72
M Nelson	1	\$16.00		\$16.00
M Ness	1	\$16.00		\$16.00
L Paumen	2	\$23.66	\$0.95	\$24.61
K Perlich	2	\$23.66	\$1.05	\$24.71
S Rager	1	\$16.00		\$16.00
C Schmidt	1	\$18.75	\$0.70	\$19.45
A Schulz	1	\$16.00		\$16.00
D Stacken	1	\$20.14	\$0.85	\$20.99
V Sund	1	\$17.30	\$0.70	\$18.00
L Willems	2	\$17.72		\$17.72

Community Education Paraprofessional Staff

<u>Name</u>	<u>Level</u>	<u>2023-24 Base Rate</u>	<u>2023-24 Longevity Rate</u>	<u>2023-24 Total Rate</u>
A Goetze	1	\$16.00		\$16.00
C Hoen	1	\$16.68	\$0.35	\$17.03
E Kling	1	\$16.00		\$16.00
C Sandeen	1	\$16.42		\$16.42
N Simon	1	\$16.00		\$16.00
M Stieve	1	\$16.00		\$16.00
M Twiest	1	\$16.00		\$16.00

MEMORANDUM OF UNDERSTANDING

BETWEEN

CENTRAL PUBLIC SCHOOLS

AND

MINNESOTA SCHOOL EMPLOYEES ASSOCIATION

WHEREAS Central Public Schools (District) and Minnesota School Employees Association (MSEA or Association) agree that the current collective bargaining agreement between the parties governs terms and conditions of employment; and

NOW THEREFORE, be it resolved, that for the 2022-24 contract the following language supplements the language in the collective bargaining agreement between the parties:

1. Bereavement leave will not be taken out of sick leave for the duration of this agreement.
2. Both parties agree this MOU does not constitute past practice and expires fully at the end of this contract.

Board Chair _____
Date _____

MSEA Representative/Date

Michael Wood
6/14/2022

MEMORANDUM OF UNDERSTANDING

BETWEEN

CENTRAL PUBLIC SCHOOLS

AND

MINNESOTA SCHOOL EMPLOYEES ASSOCIATION

WHEREAS Central Public Schools (District) and Minnesota School Employees Association (MSEA or Association) agree that the current collective bargaining agreement between the parties governs terms and conditions of employment; and

NOW THEREFORE, be it resolved; that for the 2022-24 contract the following language supplements the language in the collective bargaining agreement between the parties:

1. All MSEA members will be allowed to convert one (1) sick leave day to a personal day in each of the contract years for a total of two (2) days converted over the duration of this agreement.
2. MSEA members who have more than fifty (50) accrued days of sick leave and have more than 20 years of service with the District can convert three (3) days of sick leave to personal leave for a total of six (6) days converted over the duration of this agreement.
3. Both parties agree this MOU does not constitute past practice and expires fully at the end of this contract.

Board Chair Date

 6/14/2022

MSEA Representative/Date

**CENTRAL PUBLIC SCHOOL ISD NO. 108**

ATHLETIC FIELD & SITE IMPROVEMENTS - PAVING PACKAGE - WS06 - ATHLETIC FIELD

TUESDAY, MAY 24, 2022 AT 11:00AM

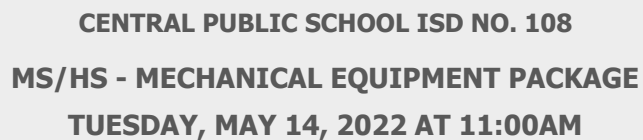
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**CENTRAL PUBLIC SCHOOL ISD NO. 108**

ATHLETIC FIELD & SITE IMPROVEMENTS - PAVING PACKAGE - WS07 - STUDENT LOT

TUESDAY, MAY 24, 2022 AT 11:00AM

[illegible]



NEXUS
SOLUTIONS

[illegible]

Date: June 27, 2022

To: Central ISD 108

From: Ike McWaters
Nexus Solutions

Subject: Central Schools – Bid Package No. 2 – Athletic Field & Site Improvements and Bid Package No. 4B – Mechanical Equipment Recommendation to Award Contracts

Dear Board Members,

Re-Bids for the Central Schools Bid Package No.2 – Central Schools Athletic Field & Site Improvements Project, Work Scope 6 and 7 were received and publicly opened at 11:00 AM on Tuesday, May 24, 2022.

Nexus Solutions recommends to ISD #108 that the motion be approved for the following Contracts to be awarded:

Work Scope 06: Paving – Athletic Field

- Bituminous Roadways in the amount of \$614,400.00

Work Scope 07: Paving – Student Lot

- Bituminous Roadways in the amount of \$185,405.00

Total of **award** recommended for Re-Bid of Bid Package No. 2 WS 6 and 7: \$799,805

Bids for the Bid Package 4B Mechanical Equipment Package were received and publicly opened at 11:00 AM on Tuesday, June 14, 2022, at the District Office.

Nexus Solutions recommends to ISD #108 that the motion be approved for the following contracts to be awarded:

- **Air Terminal Units :**
 - TMS Johnson in the amount of \$9,989.00
- **Boilers & Accessories :**
 - Midwest Mechanical Supply in the amount of \$144,580.00
- **Air Cooled Scroll Air Water Chillers:**
 - Schwab-Vollhaber-Lubratt, Inc. in the amount of \$118,770.00
- **Modular Air Handling Unit:**
 - Schwab-Vollhaber-Lubratt, Inc. in the amount of \$167,210.00
 -

- **Packaged Rooftop Units**
Midwest Mechanical Supply in the amount of **\$35,150.00**

Total of **award** recommended for Bid Package No. 4B: **\$475,699.00**

Please contact me at either IMcWaters@NexusSolutions.com or **507.273.3578** with any questions.

Thank you,

Ike McWaters, Project Manager
Nexus Solutions



Attachments:

1. BP02 Athletic Field & Site Improvements Bid Tabulation
2. BP04.B Mechanical Equipment Bid Tabulation

CC: Central ISD 108
Nexus Solutions



Member _____ introduced the following resolution and moved it adoption:

RESOLUTION APPROVING IOWA AUTHORIZATION:

Identified Official with Authority for the External User Access Recertification System
Designation of Identified Official with Authority for the MDE External
User Access Recertification System.

The Minnesota Department of Education (MDE) requires that school districts annually designate an Identified Official with Authority to comply with the MNIT Enterprise Identity and Access Management Standard which states that all user access rights to Minnesota state systems must be reviewed and recertified at least annually. The Identified Official with Authority will assign job duties and authorize external user's access to MDE secure systems for their local education agency (LEA). The Board recommends to authorize Timothy Schochenmaier to act as the Identified Official with Authority (IOWA) Andrea Franck to act as the IOWA add remove names only for Central Public-School District 0108-01.

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

and the following voted again the same:

Whereupon said resolution was declared duly passed and adopted.

Rich Schug / Clerk
Date: June 27, 2022