#### SUPERINTENDENT'S REPORT AND AGENDA

Organizational Meeting of the Board of Education Independent School District No. 280, Richfield, Minnesota

Richfield Public Schools inspires and empowers each individual to learn, grow and excel

#### Monday, January 3, 2022 7:00 p.m. School Board Meeting

- I. CALL TO ORDER of the BOARD ORGANIZATIONAL MEETING
  - A. Chair Pollis to call Organizational Meeting to Order
  - B. Administer Oath of Office to Newly Elected Board Members: Rachel Banks Kupcho and Eric Carter

All three Board Members who were elected/re-elected have signed and completed their Oaths of Office. As new board members, Rachel Banks Kupcho and Eric Carter will publicly take their Oaths of Office:

"I swear/affirm that I will support the Constitution of the United States and of this state, and that I will discharge faithfully the duties of the office of school board member of Independent School District Number 280 to the best of my judgment and ability."

- C. Election of Chair
- D. Election of Vice Chair
- E. Election of Clerk
- F. Election of Treasurer
- II. REVIEW AND APPROVAL OF THE AGENDA
- III. INFORMATION AND PROPOSALS -- NON-ACTION ITEMS
  - A. Superintendent Update
    - 1. R-STEM Presentation
    - 2. Staffing Report
  - B. Commendation
- IV. CONSENT AGENDA
  - A. Routine Matters

- 1. Minutes of the regular meeting held December 20, 2021
- 2. General Disbursements as of 12/29/21 in the amount of \$1,924,607.09
- 3. Investment Holdings

#### V. OLD BUSINESS

- A. Policy 713 Post-Issuance Debt Compliance & Administrative Guideline 713.1
- B. Policy 781 School Activities & Administrative Guideline 781.1
- C. RPS Legislative Platform
- D. Policy 403 Employee COVID-19 Vaccination and Testing

#### VI. NEW BUSINESS

- A. Policy 451 Workload Limits for Certain Special Education Teachers & Administrative Guideline 451.1
- B. Review 2021 Represent A School Assignments
- C. Review 2021 Board Liaison Assignments
- D. Set Honorarium for Board Members and Board Officers
- E. Bid Award Richfield Maintenance Building 2022 Remodel
- F. Authorization for Board Member to Substitute/be Employed on a Casual/Temporary Basis
- G. Donations

#### VII. ADVANCE PLANNING

- A. Legislative Update
- B. Information and Questions from Board
- C. Future Meeting Dates

*Tuesday, 1-18-2022	7:00 p.m.	Regular Board Meeting – Public Comment
2-7-2022	6:00 p.m.	Board Study Session with Local Legislators
2-7-2022	7:00 p.m.	Regular Board Meeting

D. Suggested/Future Agenda Items

#### VIII. ADJOURN REGULAR MEETING

#### **Board of Education**

Independent School District 280 Richfield, Minnesota

#### **Organizational Meeting, January 3, 2022**

**Subject: Superintendent Update** 

Principal Amy Winter of Richfield STEM Elementary will provide a presentation. Chief HR & Admin Officer Craig Holje will present the annual staffing report.

#### Attached:

STEM Presentation Staffing Report Presentation

# Enriching and accelerating learning



# RSTEM Elementary School

Partnership between RSTEM & St.
Catherine University Education Department

Presented by:

Amy Winter

# Enriching and accelerating learning

# **Presenters:**

Amy Winter- Principal Michelle Lahren- Kindergarten Teacher Abby Balster- Previous St. Kate's Student



Enriqueciendo y acelerando el aprendizaje

## **How the Program Works**



St. Catherine University teacher candidates participate in Fall fieldwork called Integrated Methods Block (IMB/Core Practicum) for their coursework in Elementary Materials and Methods of Math, Science, and Social Studies (the semester before student teaching eligibility).

### Goals:

- Teacher candidates make a positive impact on student learning and the classroom culture in a partner school.
- Teacher candidates learn, practice and apply the skills and practices of the teaching profession.

## **Timeframe**



- 4-8 hours of fieldwork during the Richfield teacher opening week in August
- 8 hours of fieldwork during the Richfield student first week of school.
- 12 hours of fieldwork a week on Tuesdays, Wednesdays, and Thursdays (Sept. -Dec.) for a total of 120 hours.
- Week 1: Support Class in whole class and small group.
- Week 2: Lead Morning Meeting
- Plan, Teach, Reflect Cycle
  - Science
  - Math
  - Social Studies
- Assessment Course
  - Assessment Inventory
- Classroom Management
  - Reflection
  - Interview
  - Behavior Expectations Assignment

# Benefits of the Program



- Opportunity to support and develop upcoming educators.
- Provides classroom professional assistant support.
- A teacher candidate that is focused on making a positive difference in student achievement by assisting individuals and small groups.
- Host educator receives continuing education credits.
- Possible co-teaching and/or STEM training and support of school goals.
- Practicing educators are able to connect to methods teaching happening at the college level
- Relationship with prospective educator training program and individuals.

# Enriching and accelerating learning



## Thank You

Any Questions?

Enriqueciendo y acelerando el aprendizaje

#### **Board of Education**

Independent School District 280 Richfield, Minnesota

#### Organizational Meeting, January 3, 2022

Subject: Staffing Report – October 2021

Craig Holje, Chief HR & Admin Officer, will review the October 2021 Staffing Report.

#### **Background Information**

(Prepared by Craig Holje & Tye Michaels)

The staffing report lists all full time and part time employees with the exception of board members, reserve teachers, community education teachers, non-public employees and casual employees who work for short periods of time in seasonal positions.

The report indicates that there are 662 employees or 613.75 full time equivalent (FTE) positions in Richfield Public Schools in November 2021. This represents an increase of 16.49 FTE positions from October 2020.

# Enriching and accelerating learning



# **2021 Staffing Report**

January 3, 2022

Presented by: Craig Holje

Enriqueciendo y acelerando el aprendizaje

## **District Overview**



### 662 employees or 613.75 FTE's (Full-Time Equivalent) as of November 2021

Position	Employees	FTE
Teachers	354	346.08
Paraprofessionals	117	97.2
Custodial & Transportation	73	61.96
Administration and Classified Management	41	40.30
Nutrition Services	32	24.33
Mgmt. & Admin. Support Professionals	26	26.00
Outreach Workers	14	13.50
Student Engagement Specialist	5	4.38
TOTAL STAFF	662	613.75

## **Districtwide Changes**



## Increase of 18 employees or 16.49 FTE's

POSITION	INCREASE in FTE	DECREASE in FTE
Administration and Classified Management	+2.00	
Facilities & Transportation		-4.9463
Mgmt. & Admin. Support Professionals	+1.25	
Nutrition Services	+4.3737	
Outreach Worker	+ .90	
Paraprofessional	+12.4352	
Student Engagement Specialist	+0.63	
Teacher	+1.81	
Registered Nurse & Health Resource		-2.00
TOTAL FTE	+16.49	

## **Building Changes**



INCREASE	DECREASE
Multi-Bldg. +5.875	Centennial -4.694
Garage +4.242	Central -5.418
	District -7.331
	RCEP -1.250
	RDLS -1.706
	Senior High -11.316
	Middle -3.524
	RSTEM -1.708
	Sheridan6
	SEC no change

### **Student Service Ratios**



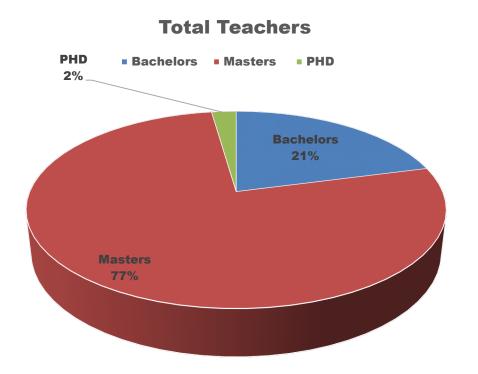
- Counselor to Student Ratio
- Middle School Counselor (2) 1:418.5
- Senior High School Counselor (4)
  1:302.75
- RCEP Counselor 1:58

- Social Worker to Student Ratio
- Centennial 1:358
- Central 1:164
- RDLS 1:522
- RSTEM 1:631
- Sheridan 1:402
- Middle School (2) 1:418.5
- RCEP 1:58
- Senior High 1:1211
- SEC 1:164

## Teacher Education Level

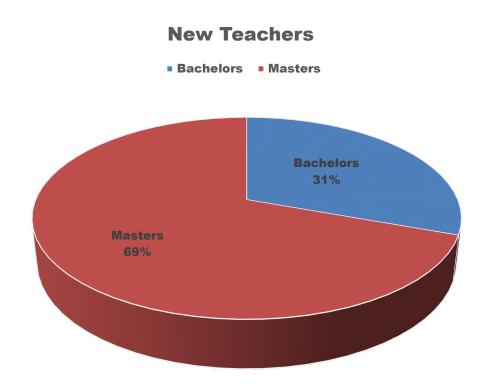
354 Current Teachers

272 teachers (77%) have a Masters degree or higher



### 36 New Teachers

25 teachers (69%) have a Masters degree or higher



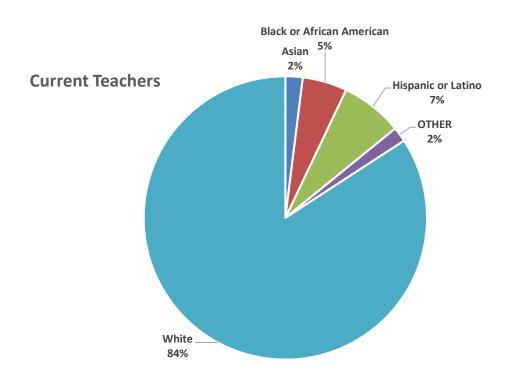
# Teacher Diversity 2021-2022

**Current Teachers** 

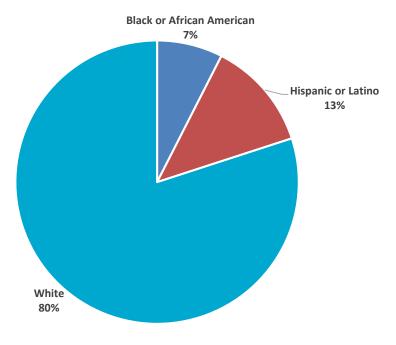
354 current teachers

**New Teachers** 

36 new teachers



**New Teachers** 

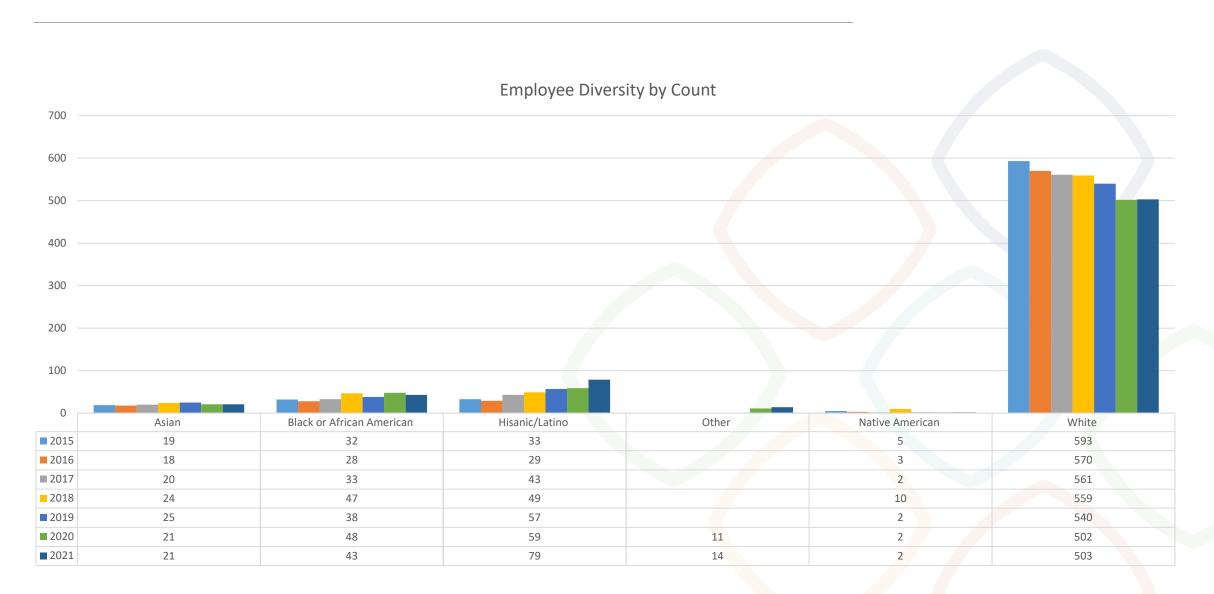


# Teacher Diversity

Year	2018-2019	2019-2020	2020-2021	2021-2022
Total Teachers	362	348	352	354
Hispanic/Latino	16	19	22	25
Asian	9	9	8	7
Black/African- American	15	11	17	18
White	322	309	295	298
Other	0	0	10	6

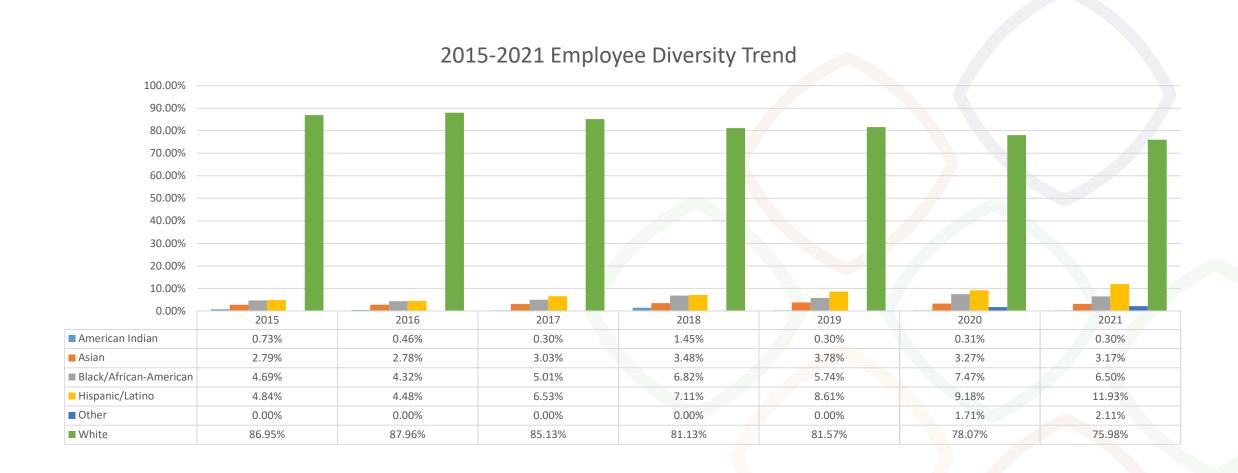
## 2015-2021 Total Staff by Race





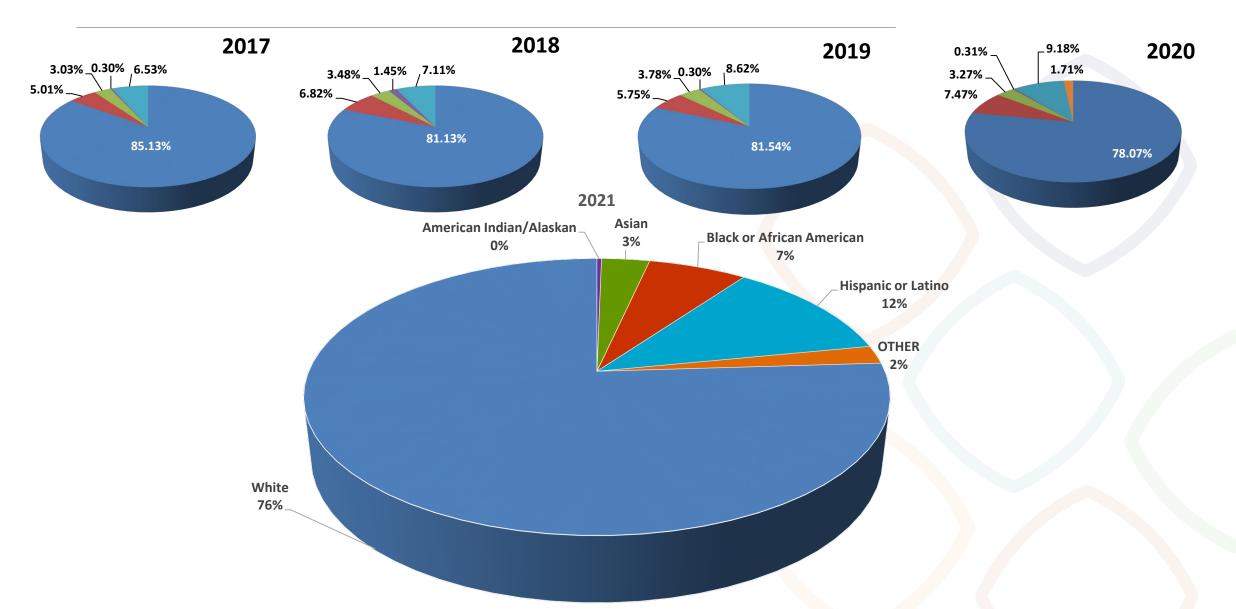
## 2015-2021 Employee Diversity Trend





## 2017-2021 Total Staff by Race

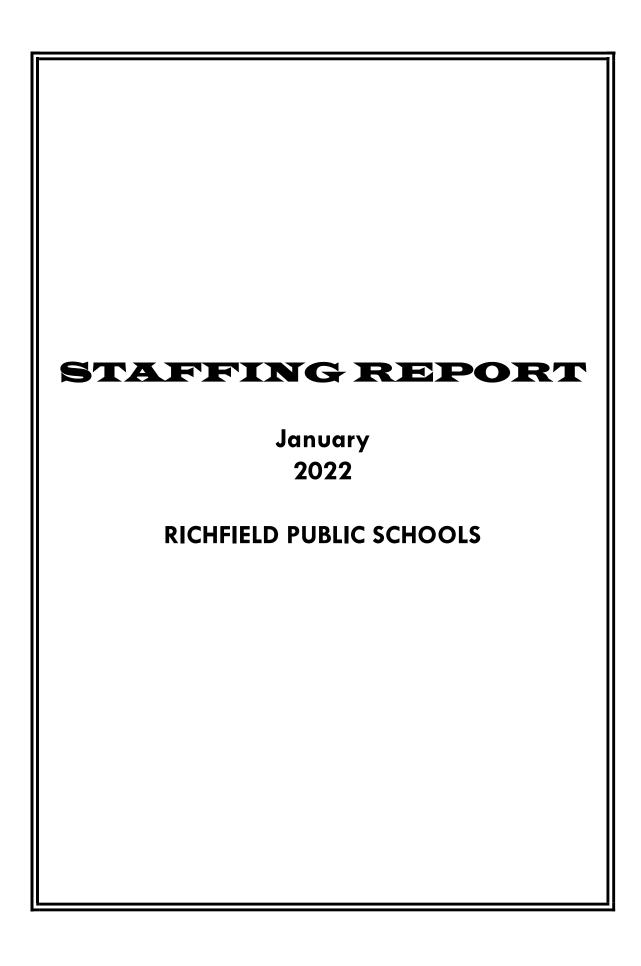




## **QUESTIONS**







Job Classification	CENTENNIAL ELEMENTAR Y	CENTRAL EDUCATION CENTER	DISTRICT WIDE	GARAGE	MULTI BUILDING	RCEP	RDLS ELEMENTAR Y	RICHFIELD HIGH SCHOOL	RICHFIELD MIDDLE SCHOOL	RSTEM ELEMENTAR Y	SHERIDAN HILLS ELEMENTAR Y	SOUTH EDUCATION CENTER	Grand Total
Administration and Classified Management	1	3	25				1	6	3	1	1		41
Facilities & Transportation	3	2	7	29	2		3	12	7	6	2		73
Food & Nutrition	4				1		4	8	6	5	4		32
Mgmt. & Admin. Support Prof.	1	2	11	1		1	1	5	2	1	1		26
Outreach Workers	2	3	3				1	1	2	1	1		14
Paraprofessionals	15	13	8		1		8	15	17	21	14	5	117
Student Engagement	1						1	1	1	1			5
Teachers	39	21	15		5	7	35	78	62	50	36	6	354
Grand Total	66	44	69	30	9	8	54	126	100	86	59	11	662

#### **FTE Summary**

Full Time Equivalent	CENTENNIAL ELEMENTARY	CENTRAL EDUCATION CENTER	DISTRICT WIDE	GARAGE	MULTI BUILDING SUBS ETC	RCEP	RDLS ELEMENTARY	RICHFIELD HIGH SCHOOL	RICHFIELD MIDDLE SCHOOL	RSTEM ELEMENTARY	SHERIDAN HILLS ELEMENTARY	SOUTH EDUCATION CENTER	Total
Administration and Classified Management	1.00	2.80	25.00				1.00	5.50	3.00	1.00	1.00		40.30
Facilities & Transportation	3.00	2.00	7.00	17.96	2.00		3.00	12.00	7.00	6.00	2.00		61.96
Food & Nutrition	2.81				0.62		3.40	5.75	4.53	3.96	3.25		24.33
Mgmt. & Admin. Support Prof.	1.00	2.00	11.00	1.00		1.00	1.00	5.00	2.00	1.00	1.00		26.00
Outreach Workers	2.00	2.50	3.00				1.00	1.00	2.00	1.00	1.00		13.50
Paraprofessionals	11.19	10.82	7.35		0.92		5.77	12.42	15.45	17.02	11.66	4.59	97.20
Student Engagement	0.94						0.94	0.62	0.94	0.94			4.38
Teachers	38.70	18.70	14.00		4.50	6.75	34.50	76.43	62.00	49.50	35.00	6.00	346.08
Total	60.64	38.82	67.35	18.96	8.05	7.75	50.61	118.73	96.92	80.42	54.91	10.59	613.75

Full T	ime Equivalent	RICHFIELD HIGH SCHOOL	DISTRICT WIDE	RICHFIELD MIDDLE SCHOOL	CENTRAL EDUCATION CENTER	CENTENNIAL ELEMENTARY	RDLS ELEMENTARY	RSTEM ELEMENTARY	SHERIDAN HILLS ELEMENTARY	GARAGE	MULTI BUILDING SUBS ETC	RCEP	SOUTH EDUCATION CENTER	Total
Administration and Classified	ADMINISTRATOR ON SPECIAL ASSGN	0.5												0.5
Management	ASSISTANT TO SUPT		1											1
	ASST SECONDARY PRINCIPAL	2		2										4
	ASST SUPERINTENDENT		1											1
	CHIEF H/R & ADMIN OFFICER		1											1
	COMM ED YOUTH COOR.				1.8									1.8

#### **FTE Summary**

Full T	ime Equivalent	RICHFIELD HIGH SCHOOL	DISTRICT WIDE	RICHFIELD MIDDLE SCHOOL	CENTRAL EDUCATION CENTER	CENTENNIAL ELEMENTARY	RDLS ELEMENTARY	RSTEM ELEMENTARY	SHERIDAN HILLS ELEMENTARY	GARAGE	MULTI BUILDING SUBS ETC	RCEP	SOUTH EDUCATION CENTER	Total	
Administration and Classified	COMMUNICATION SPECIALIST		1												1
Management	DIR OF FACILITIES & TRANSP		1												1
	DIR OF FINANCE		1												1
	DIR OF FOOD & NUTRITION SERV		1												1
	DIR OF HUMAN RESOURCES		1												1
	DIR OF MARKETING & COMM.		1												1
	DIR OF MULTI LINGUAL & RCEP		1												1
	DIR OF SECONDARY ED		1												1
	DIR OF SPECIAL ED		1												1
	DIR OF STUDENT SERVICES		1												1
	DIR OF TECHNOLOGY		1												1
	DIRECTOR OF ATHLETICS	1													1
	DIRECTOR OF COMM ED				1										1
	DIRECTOR OF ELEMENTARY EDUCATI		1												1
	DISTRICT DATA & TESTING COORD		1												1
	ELEMENTARY PRINCIPAL					1	1	1	1						4

#### **FTE Summary**

Full 1	ime Equivalent	RICHFIELD HIGH SCHOOL	DISTRICT WIDE	RICHFIELD MIDDLE SCHOOL	CENTRAL EDUCATION CENTER	CENTENNIAL ELEMENTARY	RDLS ELEMENTARY	RSTEM ELEMENTARY	SHERIDAN HILLS ELEMENTARY	GARAGE	MULTI BUILDING SUBS ETC	RCEP	SOUTH EDUCATION CENTER	Total
Administration and Classified	EXEC DIR OF SPECIAL PROGRAMS		1											1
Management	FINANCE MANAGER		1											1
	HEALTH SERVICES SUPERVISOR	1												1
	HUMAN RESOURCES COORDINATOR		1											1
	PAYROLL ACCOUNTANT		1											1
	PRINCIPAL	1		1										2
	SUPERINTENDENT		1											1
	SUPV OF HUMAN RESOURCES		1											1
	TECHNOLOGY SUPPORT SPEC		1											1
	TECHNOLOGY SYSTEMS ADMIN		2											2
	Total	5.5	25	3	2.8	1	1	1	1					40.3
Facilities &	BUS DRIVER									12.96395				12.96395
Transportation	FAC/ASST TRANS DISPATCHER									1				1
	FAC/BUILDING CLEANER	8		4	2	2	2	4	1					23
	FAC/BUS DRIVER/BUILDING CLR									1	1			2
	FAC/DISTRICT ENGINEER		1											1

#### **FTE Summary**

Full T	ime Equivalent	RICHFIELD HIGH SCHOOL	DISTRICT WIDE	RICHFIELD MIDDLE SCHOOL	CENTRAL EDUCATION CENTER	CENTENNIAL ELEMENTARY	RDLS ELEMENTARY	RSTEM ELEMENTARY	SHERIDAN HILLS ELEMENTARY	GARAGE	MULTI BUILDING SUBS ETC	RCEP	SOUTH EDUCATION CENTER	Total
Facilities &	FAC/ENGINEER	1												1
Transportation	FAC/GARAGE SUPERVISOR									1				1
	FAC/GROUNDS PERSON		1											1
	FAC/HEAD CUSTODIAN	1		1		1	1	1	1					6
	FAC/LAUNDRY WORKER/BUS DRIVER										1			1
	FAC/MAIL PERSON/BUS DRIVER		1											1
	FAC/MAINTENANCE	1	1	1				1						4
	FAC/MECHANIC									1				1
	FAC/NIGHT LEAD PERSON	1		1										2
	FAC/PAINTER		1											1
	FAC/TRANSPORTATION DISPATCHER									1				1
	FAC/TRUCK DRIVER		1											1
	FAC/WAREHOUSE		1											1
	Total	12	7	7	2	3	3	6	2	17.96395	2			61.96395
Food & Nutrition	KITCHEN ASSISTANTS	2.875		2.59375		0.875	1.4625	2.2125	2.25		0.625			12.89375
	KITCHEN MANAGER			1		1	1	1	1					5
	KITCHEN PRODUCTION COOK	1.875		0.9375		0.9375	0.9375	0.75						5.4375
	KITCHEN PRODUCTION MANAGER	1												1

#### **FTE Summary**

Full T	me Equivalent	RICHFIELD HIGH SCHOOL	DISTRICT WIDE	RICHFIELD MIDDLE SCHOOL	CENTRAL EDUCATION CENTER	CENTENNIAL ELEMENTARY	RDLS ELEMENTARY	RSTEM ELEMENTARY	SHERIDAN HILLS ELEMENTARY	GARAGE	MULTI BUILDING SUBS ETC	RCEP	SOUTH EDUCATION CENTER	Total
Food & Nutrition	Total	5.75		4.53125		2.8125	3.4	3.9625	3.25		0.625			24.33125
Mgmt. & Admin. Support Prof.	ADMIN ASSIST 2 - 11 MONTH	1		1								1		3
	ADMIN ASSIST 2 - 12 MONTH		4											4
	ADMIN ASSIST 3		2		2					1				5
	ADMIN ASSIST 3 -10 1/2 MONTH					1	1		1					3
	ADMIN ASSIST 3 -11 MONTH	3		1				1						5
	ADMIN ASSIST 4	1												1
	MANAGEMENT ASSISTANT		4											4
	TECHNOLOGY SUPPORT SPEC		1											1
	Total	5	11	2	2	1	1	1	1	1		1		26
Outreach Workers	OUTREACH(COMMUNITY/ FAMILY)		1											1
	OUTREACH-BILINGUAL	1	2	2	2.5	2	1	1	1					12.5
	Total	1	3	2	2.5	2	1	1	1					13.5
Paraprofessionals	HEALTH RESOURCE STAFF		1											1
	PARA CAMPUS SUP			3										3
	PARA CLERICAL	2.291	1	1.9375				2.23575	1		0.925			9.38925

#### **FTE Summary**

Full Time Equivalent		RICHFIELD HIGH SCHOOL	DISTRICT WIDE	RICHFIELD MIDDLE SCHOOL	CENTRAL EDUCATION CENTER	CENTENNIAL ELEMENTARY	RDLS ELEMENTARY	RSTEM ELEMENTARY	SHERIDAN HILLS ELEMENTARY	GARAGE	MULTI BUILDING SUBS ETC	RCEP	SOUTH EDUCATION CENTER	Total
Paraprofessionals	PARA HEALTH ASSISTANT		1.35		0.875	0.875	0.88	1	0.875					5.855
	PARA INST/MANG								0.71875					0.71875
	PARA INSTRUCTIONAL	2.1875		0.95	1.425	0.5	1.6875	1.75	0.84375					9.34375
	PARA INSTRUCTIONAL HQ				4.143	0.875	1.6962	1	0.875					8.5892
	PARA MANAGERIAL					0.5675	1.51	1.65675						3.73425
	PARA SECURITY MONITOR	3												3
	PARA SPEC ED	0.79125		2.71875	2.625	1.6875		0.8125					0.9375	9.5725
	PARA SPEC ED HQ	4.15445		6.842	1.75	6.6875		8.5625	7.34375				3.65625	38.99645
	PARA TECH SUPPORT		4											4
	Total	12.4242	7.35	15.44825	10.818	11.1925	5.7737	17.0175	11.65625		0.925		4.59375	97.19915
Student Engagement	STUDENT ENGAGEMENT SPECIALIST	0.625		0.9375		0.9375	0.9375	0.9375						4.375
	Total	0.625		0.9375		0.9375	0.9375	0.9375						4.375
Teachers	ADAPTIVE PHY ED		1								2			3
	ART	2.54		1		0.7	1	1	0.8					7.04
	BAND MUSIC	1		1										2
	BEHAVIOR SPECIALIST							1						1
	COMPUTER LITERACY INSTR							1						1
	COUNSELOR	4		2								1		7
	DEAN OF STUDENTS							1						1

#### **FTE Summary**

Full T	ime Equivalent	RICHFIELD HIGH SCHOOL	DISTRICT WIDE	RICHFIELD MIDDLE SCHOOL	CENTRAL EDUCATION CENTER	CENTENNIAL ELEMENTARY	RDLS ELEMENTARY	RSTEM ELEMENTARY	SHERIDAN HILLS ELEMENTARY	GARAGE	MULTI BUILDING SUBS ETC	RCEP	SOUTH EDUCATION CENTER	Total
Teachers	DIGITAL LEARNING COACH		1											1
	EARLY CHILD FAMILY EDUCATOR				1									1
	EARLY CHILD PARENT EDUCATOR				0.9									0.9
	EARLY CHILD./SPEC.ED.				10									10
	EARLY CHILDHOOD COORDINATOR				1									1
	EARLY LEARNING PARENT ELL				0.45									0.45
	ENGLISH AS A SECOND LANG	3		4		4	3	3	2		1			20
	FAMILY CONSUMER SCIENCE	2												2
	GLOBAL LANG/FRENCH	1												1
	GLOBAL LANG/GERMAN	1												1
	GLOBAL LANG/SPANISH	1.9		3										4.9
	GLOBALLANG/SPANISH/ SOCIAL STUD			1										1
	GRADE 1					3	1	5	3					12
	GRADE 1 DUAL LANGUAGE						4							4
	GRADE 2					4		4	4					12
	GRADE 2 DUAL LANGUAGE						2							2

#### **FTE Summary**

Ful	ll Time Equivalent	RICHFIELD HIGH SCHOOL	DISTRICT WIDE	RICHFIELD MIDDLE SCHOOL	CENTRAL EDUCATION CENTER	CENTENNIAL ELEMENTARY	RDLS ELEMENTARY	RSTEM ELEMENTARY	SHERIDAN HILLS ELEMENTARY	GARAGE	MULTI BUILDING SUBS ETC	RCEP	SOUTH EDUCATION CENTER	Total
Teachers	GRADE 3					3		4	2					9
	GRADE 3 DUAL LANGUAGE						1							1
	GRADE 4					2		4	3					9
	GRADE 4 DUAL LANGUAGE						3							3
	GRADE 4/5							1						1
	GRADE 5					3		3	2					8
	GRADE 5 DUAL LANGUAGE						3							3
	GRADE 6			6										6
	INDUSTRIAL TECH	1												1
	INSTRUCTIONAL COACH		1	1										2
	INSTRUCTIONAL COACH/MATH INTER		1								1			2
	KINDERGARTEN					3	1	5	3					12
	KINDERGARTEN DUAL LANG						5							5
	LANGUAGE ARTS	5.73		5								1		11.73
	LANGUAGE ARTS DUAL IMMERSION	1												1
	LITERACY INTERVENTION		1			2		1.5						4.5
	LITERACY/MATH INTERVENTION	1				1	1							3

#### **FTE Summary**

Ful	l Time Equivalent	RICHFIELD HIGH SCHOOL	DISTRICT WIDE	RICHFIELD MIDDLE SCHOOL	CENTRAL EDUCATION CENTER	CENTENNIAL ELEMENTARY	RDLS ELEMENTARY	RSTEM ELEMENTARY	SHERIDAN HILLS ELEMENTARY	GARAGE	MULTI BUILDING SUBS ETC	RCEP	SOUTH EDUCATION CENTER	Total
Teachers	LITERACYCOACH		1				1	1	1					4
	MARKETING/BUSINESS	1												1
	MATH INTERVENTIONIST	1					1	1	0.6					3.6
	MATHEMATICS	5.54		6								1		12.54
	MATHEMATICS DUAL LANG	1												1
	MEDIA	1		1		1	1		1					5
	MUSIC			1		1	1	1	1					5
	OCCUPATIONAL THERAPIST		1		0.6						0.5			2.1
	PHY ED/HEALTH	2		2										4
	PHY ED/SOCIAL STUDIES	1												1
	PHYSICAL EDUCATION	1		1		1	1	1	1					6
	PRE-KINDERGARTEN				0.75	2	1	2	1					6.75
	PRE-KINDERGARTEN/ ECFE				1									1
	PSYCHOLOGIST	1	1.5	1										3.5
	Q COMP PEER REVIEWER		4											4
	READING SPECIALIST	2	0.5	1										3.5
	SCHOOL NURSE	1		1										2
	SCHOOL SOCIAL WORKER	1	1	2	1	1	1	1	1			1	1	11
	SCIENCE	8		5								1		14
	SOCIAL STUDIES	7.72		3								1		11.72

#### **FTE Summary**

Full 1	ime Equivalent	RICHFIELD HIGH SCHOOL	DISTRICT WIDE	RICHFIELD MIDDLE SCHOOL	CENTRAL EDUCATION CENTER	CENTENNIAL ELEMENTARY	RDLS ELEMENTARY	RSTEM ELEMENTARY	SHERIDAN HILLS ELEMENTARY	GARAGE	MULTI BUILDING SUBS ETC	RCEP	SOUTH EDUCATION CENTER	Total
Teachers	SOCIAL STUDIES DUAL LANG	1		2										3
	SPEC ED/AUTISM	1		1			0.5		1				1	4.5
	SPEC ED/DCD	4		1		1			1				1	8
	SPEC ED/DCD/LD	1						1						2
	SPEC ED/EBD	3		2		2		1	1			0.75	1	10.75
	SPEC ED/LD	1		3					2					6
	SPEC ED/LD/AUTISM						1							1
	SPEC ED/MMI					1		1						2
	SPEC ED/MSMI							1	1					2
	SPEC ED/OTHER HEALTH DIS	2		2		1		1						6
	SPEC ED-EBD/LD					1		1						2
	SPECIAL ED/LITERACYCOACH												1	1
	SPECIAL EDUCATION LEAD	1												1
	SPEECH/LANG PATHOLOGIST	1		1	2	1	1	1	1					8
	STEM TEACHER			1										1
	TALENT DEVELOPMENT							1	1					2
	TOSA - STUDENT ENGAGEMENT SPEC								0.6					0.6
	TOSA-TEACHER PROGRAM COORDINAT			1										1

#### **FTE Summary**

Full Ti	ime Equivalent	RICHFIELD HIGH SCHOOL	DISTRICT WIDE	RICHFIELD MIDDLE SCHOOL	CENTRAL EDUCATION CENTER	CENTENNIAL ELEMENTARY	RDLS ELEMENTARY	RSTEM ELEMENTARY	SHERIDAN HILLS ELEMENTARY	GARAGE	MULTI BUILDING SUBS ETC	RCEP	SOUTH EDUCATION CENTER	Total
Teachers	VOCAL MUSIC/ESL	1												1
	WORK EXP. HANDICAPPED TCHR	1											1	2
	Total	76.43	14	62	18.7	38.7	34.5	49.5	35		4.5	6.75	6	346.08
Total		118.7292	67.35	96.917	38.818	60.6425	50.6112	80.4175	54.90625	18.96395	8.05	7.75	10.59375	613.74935

Base Location Building Name	Current Joh Class Title	Denostment Title	Full Name Last-First-Middle	Full Time	Cauivalant
ENTENNIAL ELEMENTARY	Current Job Class Title ADMIN SPT - 10.5 MONTH	Department Title  ADMIN ASSIST 3 -10 1/2 MONTH	STANLEY, DAINA L	1.00	Equivalent
ENTENNIAL LELIMENTARY	ADMIN OF 1 - 10.5 MONTH	ADMIN ASSIST 3 -10 1/2 MONTH - Total	OTANCET, DANA E	1.00	1.00
	ADMIN SPT - 10.5 MONTH - Total	ADMIN ACCION S -10 1/2 MONTH - Total			1.00
	BUILDING CLEANERS	FAC/BUILDING CLEANER	BARNES, SCOTT G	1.00	1.00
	BOILDING GELYWEIG	TAGABOLEBING GEEANNEIN	WINDOM, MARVIN J	1.00	
		FAC/BUILDING CLEANER - Total	WINDOW, WINCOM	1.00	2.00
	BUILDING CLEANERS - Total	I AO/BOILDING GLEARER - Total			2.00
	CUSTODIAL SPECIALISTS	FAC/HEAD CUSTODIAN	FITZPATRICK, PETER J	1.00	2.00
	000100111201201121010	FAC/HEAD CUSTODIAN - Total	THE THIRDIC, TETERO	1.00	1.00
	CUSTODIAL SPECIALISTS - Total	TACHEAD COCTOBIAN - Total			1.00
	FOOD & NUTRITION ELEM	KITCHEN ASSISTANTS	CUATE PLIEGO, ROSALBA	0.50	1.00
	1 005 a nonanen EEEm	11110112117100101711110	SANCHEZ, MARIA L	0.38	
		KITCHEN ASSISTANTS - Total	97 0101122, 100 00012	0.00	0.88
		KITCHEN MANAGER	O'MEARA, CASSI M	1.00	0.00
		KITCHEN MANAGER - Total	o me a o a o a o a o a o a o a o a o a o a	1.00	1.00
		KITCHEN PRODUCTION COOK	TOMKINSON, JOAN M	0.94	1.00
		KITCHEN PRODUCTION COOK - Total	Tomaticon, corat in	0.01	0.94
	FOOD & NUTRITION ELEM - Total	1000			2.81
	HEALTH ASSIST - ELEM	PARA HEALTH ASSISTANT	ACEVEDO, SARAH J	0.88	=10.1
		PARA HEALTH ASSISTANT - Total		1111	0.88
	HEALTH ASSIST - ELEM - Total				0.88
	INSTRUCTIONAL ELEM	OUTREACH-BILINGUAL	PUCHUELA, JENNIFER	0.50	
		OUTREACH-BILINGUAL - Total	<u> </u>	1111	0.50
		PARA INSTRUCTIONAL	PHILLIPS, KIRSTEN M	0.50	
		PARA INSTRUCTIONAL - Total	<u> </u>	111	0.50
		PARA INSTRUCTIONAL HQ	MARTINEZ LOPEZ, TERESA	0.88	
		PARA INSTRUCTIONAL HQ - Total	<u> </u>		0.88
	INSTRUCTIONAL ELEM - Total				1.88
	MANAGEMENT TEAM	ELEMENTARY PRINCIPAL	MAHONEY, COLLEEN M	1.00	
		ELEMENTARY PRINCIPAL - Total			1.00
	MANAGEMENT TEAM - Total				1.00
	MANG PARA ELEM	PARA MANAGERIAL	MIGUEL MACEDONIO, ALICIA	0.28	
			REYES, EVELIN	0.29	
		PARA MANAGERIAL - Total			0.57
	MANG PARA ELEM - Total				0.57
	OUTREACH WORKERS EL & RM	OUTREACH-BILINGUAL	HERNANDEZ XOCHIPILTECATL, ANALY	1.00	
			PUCHUELA, JENNIFER	0.50	
		OUTREACH-BILINGUAL - Total			1.50
	OUTREACH WORKERS EL & RM - To	tal			1.50
	SPED PARA ELEM	PARA SPEC ED	LOBATON TELLEZ, YURI	0.88	
			SANCHEZ HERNANDEZ, YANELI	0.81	
		PARA SPEC ED - Total			1.69
		PARA SPEC ED HQ	ALARCON, KATHRYN E	0.81	
			FUTCHI, WENDY L	0.81	
			HERNANDEZ XOCHIPILTECALT, KIMBERLY	0.81	
			JACKSON, LEONDO C	0.88	
			LUNDIN, PAUL H	0.88	
			MOHAMUD, HALIMA M	0.81	
			RUPIPER, LISA C	0.88	
			THOMAS, HEIDI L	0.81	
		PARA SPEC ED HQ - Total			6.69
	SPED PARA ELEM - Total				8.38
	STUDENT ENGAGEMENT SPECIA	STUDENT ENGAGEMENT SPECIALIST	LUKE, STANLEY M	0.94	
		STUDENT ENGAGEMENT SPECIALIST - Total	al		0.94
	STUDENT ENGAGEMENT SPECIA - To				0.94
		ART	SORENSON, ADAM J	0.70	
	TEACHERS				0.70
	TEACHERS	ART - Total			
	TEACHERS		INNERS, REBECCA BLYTHE	1.00	
	TEACHERS	ART - Total	REYES, JUAN J	1.00	
	TEACHERS	ART - Total	REYES, JUAN J WEBER, RACHEL B	1.00	
	TEACHERS	ART - Total ENGLISH AS A SECOND LANG	REYES, JUAN J	1.00	
	TEACHERS	ART - Total  ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG - Total	REYES, JUAN J WEBER, RACHEL B WENTHOLD, SARAH A	1.00 1.00 1.00	4.00
	TEACHERS	ART - Total ENGLISH AS A SECOND LANG	REYES, JUAN J WEBER, RACHEL B WENTHOLD, SARAH A BUDHRAM, DEVIKA	1.00 1.00 1.00	4.00
	TEACHERS	ART - Total  ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG - Total	REYES, JUAN J WEBER, RACHEL B WENTHOLD, SARAH A BUDHRAM, DEVIKA SCHEER, JACQUELINE J	1.00 1.00 1.00 1.00	4.00
	TEACHERS	ART - Total ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG - Total GRADE 1	REYES, JUAN J WEBER, RACHEL B WENTHOLD, SARAH A BUDHRAM, DEVIKA	1.00 1.00 1.00	
	TEACHERS	ART - Total  ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG - Total  GRADE 1  GRADE 1 - Total	REYES, JUAN J WEBER, RACHEL B WENTHOLD, SARAH A  BUDHRAM, DEVIKA SCHEER, JACQUELINE J SOBRASKE, AMY L	1.00 1.00 1.00 1.00 1.00 1.00	4.00
	TEACHERS	ART - Total ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG - Total GRADE 1	REYES, JUAN J WEBER, RACHEL B WENTHOLD, SARAH A  BUDHRAM, DEVIKA SCHEER, JACQUELINE J SOBRASKE, AMY L  HERMAN, LEE A	1.00 1.00 1.00 1.00 1.00 1.00	
	TEACHERS	ART - Total  ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG - Total  GRADE 1  GRADE 1 - Total	REYES, JUAN J WEBER, RACHEL B WENTHOLD, SARAH A  BUDHRAM, DEVIKA SCHEER, JACQUELINE J SOBRASKE, AMY L  HERMAN, LEE A JACKSON, MARGARET C	1.00 1.00 1.00 1.00 1.00 1.00 1.00	
	TEACHERS	ART - Total  ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG - Total  GRADE 1  GRADE 1 - Total	REYES, JUAN J WEBER, RACHEL B WENTHOLD, SARAH A  BUDHRAM, DEVIKA SCHEER, JACQUELINE J SOBRASKE, AMY L  HERMAN, LEE A JACKSON, MARGARET C MOALLIN, ROWDA A	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	
	TEACHERS	ART - Total ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG - Total GRADE 1  GRADE 1 - Total GRADE 2	REYES, JUAN J WEBER, RACHEL B WENTHOLD, SARAH A  BUDHRAM, DEVIKA SCHEER, JACQUELINE J SOBRASKE, AMY L  HERMAN, LEE A JACKSON, MARGARET C	1.00 1.00 1.00 1.00 1.00 1.00 1.00	3.00
	TEACHERS	ART - Total ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG - Total GRADE 1  GRADE 1 - Total GRADE 2  GRADE 2 - Total	REYES, JUAN J WEBER, RACHEL B WENTHOLD, SARAH A  BUDHRAM, DEVIKA SCHEER, JACQUELINE J SOBRASKE, AMY L  HERMAN, LEE A JACKSON, MARGARET C MOALLIN, ROWDA A	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	
	TEACHERS	ART - Total ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG - Total GRADE 1  GRADE 1 - Total GRADE 2	REYES, JUAN J WEBER, RACHEL B WENTHOLD, SARAH A  BUDHRAM, DEVIKA SCHEER, JACQUELINE J SOBRASKE, AMY L  HERMAN, LEE A JACKSON, MARGARET C MOALLIN, ROWDA A SMITH, CALLIE R  ANDERSON, MINDY M	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	3.00
	TEACHERS	ART - Total ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG - Total GRADE 1  GRADE 1 - Total GRADE 2  GRADE 2 - Total	REYES, JUAN J WEBER, RACHEL B WENTHOLD, SARAH A  BUDHRAM, DEVIKA SCHEER, JACQUELINE J SOBRASKE, AMY L  HERMAN, LEE A JACKSON, MARGARET C MOALLIN, ROWDA A SMITH, CALLIE R	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	3.00

		GRADE 3 - Total			3.00
		GRADE 4	CLINGAN, SAMUEL K	1.00	
			HERMAN, LINDSAY M	1.00	
		GRADE 4 - Total			2.00
		GRADE 5	ALTENBACH, MELISSA J	1.00	2.30
		CIVIDE 0		1.00	
			JENKINS, SCOTT A KLOSINSKI, KIRSTEN O		
			KLOSINSKI, KIRSTEN O	1.00	
		GRADE 5 - Total			3.00
		KINDERGARTEN	KUSCHE, ANNA K	1.00	
			OLMSTED, MICHELLE K	1.00	
			POKE, JAMIE D	1.00	
		KINDERGARTEN - Total			3.00
		LITERACY INTERVENTION	FENELON, PATRICIA M	1.00	
			GIEFER, BETH ANN	1.00	
		LITERACY INTERVENTION - Total	OILI EIX, BETTTAIN	1.00	2.00
			DETEROON DEPRAIS	1.00	2.00
		LITERACY/MATH INTERVENTION	PETERSON, DEBRA L	1.00	
		LITERACY/MATH INTERVENTION - Total			1.00
		MEDIA	NELSON, KARI L	1.00	
		MEDIA - Total			1.00
		MUSIC	HANSON, NAOMI D	1.00	
		MUSIC - Total			1.00
		PHYSICAL EDUCATION	CHRIST, JOHN F	1.00	
		PHYSICAL EDUCATION - Total			1.00
		PRE-KINDERGARTEN	HOLZ, LAURA M	1.00	1.00
		THE MINDERCONTIEN			
		DDE KINDEDO (DES)	SSEMUJJU , JENNA L	1.00	
		PRE-KINDERGARTEN - Total			2.00
		SCHOOL SOCIAL WORKER	VAUGHN, CHANTELLE E	1.00	
		SCHOOL SOCIAL WORKER - Total			1.00
		SPEC ED-EBD/LD	REGER, THOMAS J	1.00	
		SPEC ED-EBD/LD - Total			1.00
		SPEC ED/DCD	KEELEY, CHRISTINE	1.00	
		SPEC ED/DCD - Total			1.00
		SPEC ED/EBD	CHRISTIANSON, SHARON K	1.00	1.00
		SPEC ED/EBD			
			STECKER, TIFFANY J	1.00	
		SPEC ED/EBD - Total			2.00
		SPEC ED/MMI	DONAHUE , JODI A	1.00	
		SPEC ED/MMI - Total			1.00
		SPEC ED/OTHER HEALTH DIS	SUTTNER, MATTHEW S	1.00	
		SPEC ED/OTHER HEALTH DIS - Total			1.00
		SPEECH/LANG PATHOLOGIST	REHM, ALLISON P	1.00	
		SPEECH/LANG PATHOLOGIST - Total	TET IVI, TEELOOTT	1.00	1.00
	TEACHEDO T-4-1	SPEECH/LANG PATHOLOGIST - Total			
	TEACHERS - Total				38.70
CENTENNIAL ELEMENTARY - Total					60.64
CENTRAL EDUCATION CENTER	ADMIN SPT - 12 MONTH	ADMIN ASSIST 3	LAUER-SCHUMACHER, JESSICA R	1.00	
			WOLLENBURG, CHARLOTTE NICHOLE	1.00	
		ADMIN ASSIST 3 - Total			2.00
	ADMIN SPT - 12 MONTH - Total				2.00
	BUILDING CLEANERS	FAC/BUILDING CLEANER	STORMOEN, STEVEN R	1.00	
			TOLEDO, VLADIMIR S		
				1.00	
		FAC/RUILDING CLEANER Total	TOLEBO, VENDIMINO	1.00	2.00
	DUIL DING OF EANERS	FAC/BUILDING CLEANER - Total	TOLEBO, VENDIMINO	1.00	2.00
	BUILDING CLEANERS - Total				2.00 2.00
	BUILDING CLEANERS - Total CLASSIFIED MANGMNT TEAM	FAC/BUILDING CLEANER - Total  COMM ED YOUTH COOR.	DUBE, ABBY	1.00	
		COMM ED YOUTH COOR.			2.00
			DUBE, ABBY	1.00	
		COMM ED YOUTH COOR.	DUBE, ABBY	1.00	2.00
	CLASSIFIED MANGMNT TEAM	COMM ED YOUTH COOR.	DUBE, ABBY	1.00	1.80
	CLASSIFIED MANGMNT TEAM - Total	COMM ED YOUTH COOR.  COMM ED YOUTH COOR Total	DUBE, ABBY SAINATI, LYNN A	1.00	1.80
	CLASSIFIED MANGMNT TEAM  CLASSIFIED MANGMNT TEAM - Total HEALTH ASSIST - ELEM	COMM ED YOUTH COOR.  COMM ED YOUTH COOR Total  PARA HEALTH ASSISTANT	DUBE, ABBY SAINATI, LYNN A	1.00	1.80 1.80 0.88
	CLASSIFIED MANGMNT TEAM - Total HEALTH ASSIST - ELEM - Total	COMM ED YOUTH COOR.  COMM ED YOUTH COOR Total  PARA HEALTH ASSISTANT PARA HEALTH ASSISTANT - Total	DUBE, ABBY SAINATI, LYNN A  COLEMAN, SONYA	1.00	1.80 1.80
	CLASSIFIED MANGMNT TEAM  CLASSIFIED MANGMNT TEAM - Total HEALTH ASSIST - ELEM	COMM ED YOUTH COOR.  COMM ED YOUTH COOR Total  PARA HEALTH ASSISTANT	DUBE, ABBY SAINATI, LYNN A  COLEMAN, SONYA  LUND, SARAH	1.00 0.80 0.88	1.80 1.80 0.88
	CLASSIFIED MANGMNT TEAM - Total HEALTH ASSIST - ELEM - Total	COMM ED YOUTH COOR.  COMM ED YOUTH COOR Total  PARA HEALTH ASSISTANT PARA HEALTH ASSISTANT - Total  PARA INSTRUCTIONAL	DUBE, ABBY SAINATI, LYNN A  COLEMAN, SONYA	1.00	1.80 1.80 0.88 0.88
	CLASSIFIED MANGMNT TEAM - Total HEALTH ASSIST - ELEM - Total	COMM ED YOUTH COOR.  COMM ED YOUTH COOR Total  PARA HEALTH ASSISTANT PARA HEALTH ASSISTANT - Total  PARA INSTRUCTIONAL  PARA INSTRUCTIONAL - Total	DUBE, ABBY SAINATI, LYNN A  COLEMAN, SONYA  LUND, SARAH MOHAMUD, AMAL M	1.00 0.80 0.88 0.88	1.80 1.80 0.88
	CLASSIFIED MANGMNT TEAM - Total HEALTH ASSIST - ELEM - Total	COMM ED YOUTH COOR.  COMM ED YOUTH COOR Total  PARA HEALTH ASSISTANT PARA HEALTH ASSISTANT - Total  PARA INSTRUCTIONAL	DUBE, ABBY SAINATI, LYNN A  COLEMAN, SONYA  LUND, SARAH MOHAMUD, AMAL M	1.00 0.80 0.88 0.88 0.55	1.80 1.80 0.88 0.88
	CLASSIFIED MANGMNT TEAM - Total HEALTH ASSIST - ELEM - Total	COMM ED YOUTH COOR.  COMM ED YOUTH COOR Total  PARA HEALTH ASSISTANT PARA HEALTH ASSISTANT - Total  PARA INSTRUCTIONAL  PARA INSTRUCTIONAL - Total	DUBE, ABBY SAINATI, LYNN A  COLEMAN, SONYA  LUND, SARAH MOHAMUD, AMAL M  AAMOT, MARIA C BESSER, SUE D	1.00 0.80 0.88 0.88 0.55	1.80 1.80 0.88 0.88
	CLASSIFIED MANGMNT TEAM - Total HEALTH ASSIST - ELEM - Total	COMM ED YOUTH COOR.  COMM ED YOUTH COOR Total  PARA HEALTH ASSISTANT PARA HEALTH ASSISTANT - Total  PARA INSTRUCTIONAL  PARA INSTRUCTIONAL - Total	DUBE, ABBY SAINATI, LYNN A  COLEMAN, SONYA  LUND, SARAH MOHAMUD, AMAL M	1.00 0.80 0.88 0.88 0.55	1.80 1.80 0.88 0.88
	CLASSIFIED MANGMNT TEAM - Total HEALTH ASSIST - ELEM - Total	COMM ED YOUTH COOR.  COMM ED YOUTH COOR Total  PARA HEALTH ASSISTANT PARA HEALTH ASSISTANT - Total  PARA INSTRUCTIONAL  PARA INSTRUCTIONAL - Total	DUBE, ABBY SAINATI, LYNN A  COLEMAN, SONYA  LUND, SARAH MOHAMUD, AMAL M  AAMOT, MARIA C BESSER, SUE D	1.00 0.80 0.88 0.88 0.55	1.80 1.80 0.88 0.88
	CLASSIFIED MANGMNT TEAM - Total HEALTH ASSIST - ELEM - Total	COMM ED YOUTH COOR.  COMM ED YOUTH COOR Total  PARA HEALTH ASSISTANT PARA HEALTH ASSISTANT - Total  PARA INSTRUCTIONAL  PARA INSTRUCTIONAL - Total	DUBE, ABBY SAINATI, LYNN A  COLEMAN, SONYA  LUND, SARAH MOHAMUD, AMAL M  AAMOT, MARIA C BESSER, SUE D CHRISTIAN, CARMEN L	0.88 0.88 0.55 0.32 0.88 0.53	1.80 1.80 0.88 0.88
	CLASSIFIED MANGMNT TEAM - Total HEALTH ASSIST - ELEM - Total	COMM ED YOUTH COOR.  COMM ED YOUTH COOR Total  PARA HEALTH ASSISTANT PARA HEALTH ASSISTANT - Total  PARA INSTRUCTIONAL  PARA INSTRUCTIONAL - Total	DUBE, ABBY SAINATI, LYNN A  COLEMAN, SONYA  LUND, SARAH MOHAMUD, AMAL M  AAMOT, MARIA C BESSER, SUE D CHRISTIAN, CARMEN L GARCIA, SARA-ROSE K HARTMAN, STEPHANIE JKB	0.88 0.88 0.88 0.55 0.32 0.88 0.53 0.88 0.68	1.80 1.80 0.88 0.88
	CLASSIFIED MANGMNT TEAM - Total HEALTH ASSIST - ELEM - Total	COMM ED YOUTH COOR.  COMM ED YOUTH COOR.  PARA HEALTH ASSISTANT PARA HEALTH ASSISTANT PARA INSTRUCTIONAL PARA INSTRUCTIONAL PARA INSTRUCTIONAL TOtal	DUBE, ABBY SAINATI, LYNN A  COLEMAN, SONYA  LUND, SARAH MOHAMUD, AMAL M  AAMOT, MARIA C BESSER, SUE D CHRISTIAN, CARMEN L GARCIA, SARA-ROSE K	0.88 0.88 0.55 0.32 0.88 0.53 0.88	2.00 1.80 1.80 0.88 0.88
	CLASSIFIED MANGMNT TEAM - Total HEALTH ASSIST - ELEM HEALTH ASSIST - ELEM - Total INSTRUCTIONAL ELEM	COMM ED YOUTH COOR.  COMM ED YOUTH COOR Total  PARA HEALTH ASSISTANT PARA HEALTH ASSISTANT - Total  PARA INSTRUCTIONAL  PARA INSTRUCTIONAL - Total	DUBE, ABBY SAINATI, LYNN A  COLEMAN, SONYA  LUND, SARAH MOHAMUD, AMAL M  AAMOT, MARIA C BESSER, SUE D CHRISTIAN, CARMEN L GARCIA, SARA-ROSE K HARTMAN, STEPHANIE JKB	0.88 0.88 0.88 0.55 0.32 0.88 0.53 0.88 0.68	2.00 1.80 1.80 0.88 0.88
	CLASSIFIED MANGMNT TEAM - Total HEALTH ASSIST - ELEM - Total INSTRUCTIONAL ELEM - Total	COMM ED YOUTH COOR.  COMM ED YOUTH COOR.  PARA HEALTH ASSISTANT PARA HEALTH ASSISTANT PARA INSTRUCTIONAL PARA INSTRUCTIONAL PARA INSTRUCTIONAL TOtal PARA INSTRUCTIONAL HQ  PARA INSTRUCTIONAL HQ	DUBE, ABBY SAINATI, LYNN A  COLEMAN, SONYA  LUND, SARAH MOHAMUD, AMAL M  AAMOT, MARIA C BESSER, SUE D CHRISTIAN, CARMEN L GARCIA, SARA-ROSE K HARTMAN, STEPHANIE JKB LITWINCZUK, JOLIENE S	1.00 0.80 0.88 0.88 0.55 0.32 0.88 0.53 0.88 0.68 0.88	2.00 1.80 1.80 0.88 0.88
	CLASSIFIED MANGMNT TEAM - Total HEALTH ASSIST - ELEM HEALTH ASSIST - ELEM - Total INSTRUCTIONAL ELEM	COMM ED YOUTH COOR.  COMM ED YOUTH COOR.  PARA HEALTH ASSISTANT PARA HEALTH ASSISTANT PARA INSTRUCTIONAL PARA INSTRUCTIONAL PARA INSTRUCTIONAL - Total PARA INSTRUCTIONAL HQ  PARA INSTRUCTIONAL HQ  DIRECTOR OF COMM ED	DUBE, ABBY SAINATI, LYNN A  COLEMAN, SONYA  LUND, SARAH MOHAMUD, AMAL M  AAMOT, MARIA C BESSER, SUE D CHRISTIAN, CARMEN L GARCIA, SARA-ROSE K HARTMAN, STEPHANIE JKB	0.88 0.88 0.88 0.55 0.32 0.88 0.53 0.88 0.68	2.00 1.80 0.88 0.88 1.43 4.14 5.57
	CLASSIFIED MANGMNT TEAM - Total HEALTH ASSIST - ELEM - Total INSTRUCTIONAL ELEM - Total INSTRUCTIONAL ELEM - Total MANAGEMENT TEAM	COMM ED YOUTH COOR.  COMM ED YOUTH COOR.  PARA HEALTH ASSISTANT PARA HEALTH ASSISTANT PARA INSTRUCTIONAL PARA INSTRUCTIONAL PARA INSTRUCTIONAL TOtal PARA INSTRUCTIONAL HQ  PARA INSTRUCTIONAL HQ	DUBE, ABBY SAINATI, LYNN A  COLEMAN, SONYA  LUND, SARAH MOHAMUD, AMAL M  AAMOT, MARIA C BESSER, SUE D CHRISTIAN, CARMEN L GARCIA, SARA-ROSE K HARTMAN, STEPHANIE JKB LITWINCZUK, JOLIENE S	1.00 0.80 0.88 0.88 0.55 0.32 0.88 0.53 0.88 0.68 0.88	2.00 1.80 0.88 0.88 1.43 4.14 5.57
	CLASSIFIED MANGMNT TEAM - Total HEALTH ASSIST - ELEM - Total INSTRUCTIONAL ELEM - Total	COMM ED YOUTH COOR.  COMM ED YOUTH COOR.  PARA HEALTH ASSISTANT PARA HEALTH ASSISTANT PARA INSTRUCTIONAL PARA INSTRUCTIONAL PARA INSTRUCTIONAL - Total PARA INSTRUCTIONAL HQ  PARA INSTRUCTIONAL HQ  DIRECTOR OF COMM ED	DUBE, ABBY SAINATI, LYNN A  COLEMAN, SONYA  LUND, SARAH MOHAMUD, AMAL M  AAMOT, MARIA C BESSER, SUE D CHRISTIAN, CARMEN L GARCIA, SARA-ROSE K HARTMAN, STEPHANIE JKB LITWINCZUK, JOLIENE S	1.00 0.80 0.88 0.88 0.55 0.32 0.88 0.53 0.88 0.68	1.80 1.80 0.88 0.88 1.43
	CLASSIFIED MANGMNT TEAM - Total HEALTH ASSIST - ELEM - Total INSTRUCTIONAL ELEM - Total INSTRUCTIONAL ELEM - Total MANAGEMENT TEAM	COMM ED YOUTH COOR.  COMM ED YOUTH COOR.  PARA HEALTH ASSISTANT PARA HEALTH ASSISTANT PARA INSTRUCTIONAL PARA INSTRUCTIONAL PARA INSTRUCTIONAL - Total PARA INSTRUCTIONAL HQ  PARA INSTRUCTIONAL HQ  DIRECTOR OF COMM ED	DUBE, ABBY SAINATI, LYNN A  COLEMAN, SONYA  LUND, SARAH MOHAMUD, AMAL M  AAMOT, MARIA C BESSER, SUE D CHRISTIAN, CARMEN L GARCIA, SARA-ROSE K HARTMAN, STEPHANIE JKB LITWINCZUK, JOLIENE S	1.00 0.80 0.88 0.88 0.55 0.32 0.88 0.53 0.88 0.68 0.88	1.80 1.80 0.88 0.88 1.43 4.14 5.57
	CLASSIFIED MANGMNT TEAM - Total HEALTH ASSIST - ELEM - Total INSTRUCTIONAL ELEM - Total MANAGEMENT TEAM  - Total MANAGEMENT TEAM - Total	COMM ED YOUTH COOR.  COMM ED YOUTH COOR.  PARA HEALTH ASSISTANT PARA HEALTH ASSISTANT PARA INSTRUCTIONAL  PARA INSTRUCTIONAL PARA INSTRUCTIONAL - Total  PARA INSTRUCTIONAL HQ  DIRECTOR OF COMM ED DIRECTOR OF COMM ED DIRECTOR OF COMM ED  - Total	DUBE, ABBY SAINATI, LYNN A  COLEMAN, SONYA  LUND, SARAH MOHAMUD, AMAL M  AAMOT, MARIA C BESSER, SUE D CHRISTIAN, CARMEN L GARCIA, SARA-ROSE K HARTMAN, STEPHANIE JKB LITWINCZUK, JOLIENE S	1.00 0.80 0.88 0.88 0.55 0.32 0.88 0.53 0.88 0.68	1.80 1.80 0.88 0.88 1.43 4.14 5.57
	CLASSIFIED MANGMNT TEAM - Total HEALTH ASSIST - ELEM - Total INSTRUCTIONAL ELEM - Total MANAGEMENT TEAM  - Total MANAGEMENT TEAM - Total	COMM ED YOUTH COOR.  COMM ED YOUTH COOR.  PARA HEALTH ASSISTANT PARA HEALTH ASSISTANT PARA INSTRUCTIONAL  PARA INSTRUCTIONAL PARA INSTRUCTIONAL - Total  PARA INSTRUCTIONAL HQ  DIRECTOR OF COMM ED DIRECTOR OF COMM ED DIRECTOR OF COMM ED  - Total	DUBE, ABBY SAINATI, LYNN A  COLEMAN, SONYA  LUND, SARAH MOHAMUD, AMAL M  AAMOT, MARIA C BESSER, SUE D CHRISTIAN, CARMEN L GARCIA, SARA-ROSE K HARTMAN, STEPHANIE JKB LITWINCZUK, JOLIENE S  MCNAUGHTON-COMMERS, CAROLE R	1.00 0.80 0.88 0.88 0.55 0.32 0.88 0.53 0.88 0.68 0.88	1.80 1.80 0.88 0.88 1.43 4.14 5.57

GRADE 3

- Total

3.00

		OUTREACH-BILINGUAL - Total			2.
	OUTREACH WORKERS 12 - Tota				2.
	SPED PARA ELEM	PARA SPEC ED	CARR, KRISTI J	0.88	
			HUGHES, JULIE M	0.88	
			SCHUETTE, ANNE C	0.88	
		PARA SPEC ED - Total			2.
		PARA SPEC ED HQ	HUGHES, ELIZABETH A	0.88	
		TAIN OF ECEDING			
			NELSON, DANA A	0.88	
		PARA SPEC ED HQ - Total			1.
	SPED PARA ELEM - Total				4.
	TEACHERS	EARLY CHILD FAMILY EDUCATOR	CORNES, RACHEL U	1.00	
		EARLY CHILD FAMILY EDUCATOR - Total	<u> </u>		1.
		EARLY CHILD PARENT EDUCATOR	MOETH ED CTACEN A	0.40	
		EARLY CHILD PARENT EDUCATOR	KOEHLER, STACEY A	0.40	
			WEBSTER, DEBRA A	0.50	
		EARLY CHILD PARENT EDUCATOR - Total			0.
		EARLY CHILD./SPEC.ED.	FRANZ, MICHELLE D	1.00	
			LAMPRON, AMBER L	1.00	
			MORGAN, KATRINA L	1.00	
			NEILON , ERIN H	1.00	
			NORWICK , EMILY A	1.00	
			OLSON, TANYA R	1.00	
			REED-KARSTENS, RENEE C	1.00	
			RUHLAND, MAUREEN E	1.00	
			SKAJEWSKI, JOLA	1.00	
			WALD, REBECCA S	1.00	
		EARLY CHILD./SPEC.ED Total			10
		EARLY CHILDHOOD COORDINATOR	BULLEN, JENELLE	1.00	
		EARLY CHILDHOOD COORDINATOR - Total	·		1
		EARLY LEARNING PARENT ELL	WING, JOAN L	0.45	
			WING, JOAN L	0.45	
		EARLY LEARNING PARENT ELL - Total			(
		OCCUPATIONAL THERAPIST	CASTRO SANJUAN, MIRIAM A	0.60	
		OCCUPATIONAL THERAPIST - Total			C
		PRE-KINDERGARTEN	HILL, SHANYN	0.75	
		PRE-KINDERGARTEN - Total	THEE, OTHER	0.70	
					(
		PRE-KINDERGARTEN/ECFE	THORSON, KIRSTEN	1.00	
		PRE-KINDERGARTEN/ECFE - Total			1
		SCHOOL SOCIAL WORKER	SCHRAMM, MELISSA A	1.00	
			SCHRAMM, MELISSA A	1.00	1
		SCHOOL SOCIAL WORKER - Total			1
			FISH, ANGELA M	1.00	1
		SCHOOL SOCIAL WORKER - Total SPEECH/LANG PATHOLOGIST			
		SCHOOL SOCIAL WORKER - Total	FISH, ANGELA M	1.00	1
	TEACHERS - Total	SCHOOL SOCIAL WORKER - Total SPEECH/LANG PATHOLOGIST	FISH, ANGELA M	1.00	
RAL EDUCATION CENTER -		SCHOOL SOCIAL WORKER - Total SPEECH/LANG PATHOLOGIST	FISH, ANGELA M	1.00	18
RAL EDUCATION CENTER -	Total	SCHOOL SOCIAL WORKER - Total SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total	FISH, ANGELA M HOFFMAN, JESSICA M	1.00	2
RAL EDUCATION CENTER -		SCHOOL SOCIAL WORKER - Total SPEECH/LANG PATHOLOGIST	FISH, ANGELA M HOFFMAN, JESSICA M BAIRD, LISA M	1.00	:
	Total	SCHOOL SOCIAL WORKER - Total SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J	1.00 1.00 1.00	:
	Total	SCHOOL SOCIAL WORKER - Total SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total	FISH, ANGELA M HOFFMAN, JESSICA M BAIRD, LISA M	1.00	:
	Total	SCHOOL SOCIAL WORKER - Total SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J	1.00 1.00 1.00	1
	Total	SCHOOL SOCIAL WORKER - Total SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W	1.00 1.00 1.00 1.00 1.00	1 3
	Total	SCHOOL SOCIAL WORKER - Total SPEECH/LANG PATHOLOGIST SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH  ADMIN ASSIST 2 - 12 MONTH - Total	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W WEIRICH, MARTA E	1.00 1.00 1.00 1.00 1.00 1.00	1
	Total	SCHOOL SOCIAL WORKER - Total SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W WEIRICH, MARTA E  BRUNNER, PATTI L	1.00 1.00 1.00 1.00 1.00 1.00	1 3
	Total	SCHOOL SOCIAL WORKER - Total SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH  ADMIN ASSIST 2 - 12 MONTH - Total  ADMIN ASSIST 3	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W WEIRICH, MARTA E	1.00 1.00 1.00 1.00 1.00 1.00	1 3
	Total	SCHOOL SOCIAL WORKER - Total SPEECH/LANG PATHOLOGIST SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH  ADMIN ASSIST 2 - 12 MONTH - Total	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W WEIRICH, MARTA E  BRUNNER, PATTI L	1.00 1.00 1.00 1.00 1.00 1.00	1 3
	Total	SCHOOL SOCIAL WORKER - Total SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH  ADMIN ASSIST 2 - 12 MONTH - Total  ADMIN ASSIST 3	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W WEIRICH, MARTA E  BRUNNER, PATTI L	1.00 1.00 1.00 1.00 1.00 1.00	1 3
	Total	SCHOOL SOCIAL WORKER - Total SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH  ADMIN ASSIST 2 - 12 MONTH - Total  ADMIN ASSIST 3  ADMIN ASSIST 3  - Total	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W WEIRICH, MARTA E  BRUNNER, PATTI L HERRERA, BECKY A  DINGMAN, KRISTI A	1.00 1.00 1.00 1.00 1.00 1.00 1.00	1 3
	Total	SCHOOL SOCIAL WORKER - Total SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH  ADMIN ASSIST 2 - 12 MONTH - Total  ADMIN ASSIST 3  ADMIN ASSIST 3  - Total	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W WEIRICH, MARTA E  BRUNNER, PATTI L HERRERA, BECKY A  DINGMAN, KRISTI A HALE, TRACY	1.00 1.00 1.00 1.00 1.00 1.00 1.00	1 3
	Total	SCHOOL SOCIAL WORKER - Total SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH  ADMIN ASSIST 2 - 12 MONTH - Total  ADMIN ASSIST 3  ADMIN ASSIST 3  - Total  MANAGEMENT ASSISTANT	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W WEIRICH, MARTA E  BRUNNER, PATTI L HERRERA, BECKY A  DINGMAN, KRISTI A	1.00 1.00 1.00 1.00 1.00 1.00 1.00	1 3
	Total  ADMIN SPT - 12 MONTH	SCHOOL SOCIAL WORKER - Total SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH  ADMIN ASSIST 2 - 12 MONTH - Total  ADMIN ASSIST 3  ADMIN ASSIST 3  - Total	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W WEIRICH, MARTA E  BRUNNER, PATTI L HERRERA, BECKY A  DINGMAN, KRISTI A HALE, TRACY	1.00 1.00 1.00 1.00 1.00 1.00 1.00	1 3 3
	Total	SCHOOL SOCIAL WORKER - Total SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH  ADMIN ASSIST 2 - 12 MONTH - Total  ADMIN ASSIST 3  ADMIN ASSIST 3  - Total  MANAGEMENT ASSISTANT	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W WEIRICH, MARTA E  BRUNNER, PATTI L HERRERA, BECKY A  DINGMAN, KRISTI A HALE, TRACY	1.00 1.00 1.00 1.00 1.00 1.00 1.00	1 3 3
	Total  ADMIN SPT - 12 MONTH	SCHOOL SOCIAL WORKER - Total SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH  ADMIN ASSIST 2 - 12 MONTH - Total  ADMIN ASSIST 3  ADMIN ASSIST 3  - Total  MANAGEMENT ASSISTANT	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W WEIRICH, MARTA E  BRUNNER, PATTI L HERRERA, BECKY A  DINGMAN, KRISTI A HALE, TRACY	1.00 1.00 1.00 1.00 1.00 1.00 1.00	1 3
	ADMIN SPT - 12 MONTH  ADMIN SPT - 12 MONTH - Total	SCHOOL SOCIAL WORKER - Total  SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH  ADMIN ASSIST 2 - 12 MONTH - Total  ADMIN ASSIST 3 - Total  MANAGEMENT ASSISTANT  MANAGEMENT ASSISTANT - Total  ASSISTANT TO SUPT	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W WEIRICH, MARTA E  BRUNNER, PATTI L HERRERA, BECKY A  DINGMAN, KRISTI A HALE, TRACY LUNDY, MICHELLE	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	1 3
	ADMIN SPT - 12 MONTH  ADMIN SPT - 12 MONTH - Total	SCHOOL SOCIAL WORKER - Total SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH  ADMIN ASSIST 2 - 12 MONTH - Total  ADMIN ASSIST 3 - Total  MANAGEMENT ASSISTANT  MANAGEMENT ASSISTANT - Total  ASSISTANT TO SUPT  ASSISTANT TO SUPT - Total	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W WEIRICH, MARTA E  BRUNNER, PATTI L HERRERA, BECKY A  DINGMAN, KRISTI A HALE, TRACY LUNDY, MICHELLE	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	1 3
	ADMIN SPT - 12 MONTH  ADMIN SPT - 12 MONTH - Total	SCHOOL SOCIAL WORKER - Total  SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH  ADMIN ASSIST 2 - 12 MONTH - Total  ADMIN ASSIST 3 - Total  MANAGEMENT ASSISTANT  MANAGEMENT ASSISTANT - Total  ASSISTANT TO SUPT  ASSISTANT TO SUPT  COMMUNICATION SPECIALIST	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W WEIRICH, MARTA E  BRUNNER, PATTI L HERRERA, BECKY A  DINGMAN, KRISTI A HALE, TRACY LUNDY, MICHELLE	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	1 1 3 3
	ADMIN SPT - 12 MONTH  ADMIN SPT - 12 MONTH - Total	SCHOOL SOCIAL WORKER - Total  SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH  ADMIN ASSIST 3 - Total  ADMIN ASSIST 3 - Total  MANAGEMENT ASSISTANT  ASSISTANT TO SUPT ASSISTANT TO SUPT ASSISTANT TO SUPT COMMUNICATION SPECIALIST COMMUNICATION SPECIALIST COMMUNICATION SPECIALIST - Total	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W WEIRICH, MARTA E  BRUNNER, PATTI L HERRERA, BECKY A  DINGMAN, KRISTI A HALE, TRACY LUNDY, MICHELLE  QUAM, CASSANDRA  OTTERNESS, LAURA B	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	1 2 2
	ADMIN SPT - 12 MONTH  ADMIN SPT - 12 MONTH - Total	SCHOOL SOCIAL WORKER - Total  SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH  ADMIN ASSIST 3 - Total  ADMIN ASSIST 3 - Total  MANAGEMENT ASSISTANT  MANAGEMENT ASSISTANT - Total  ASSISTANT TO SUPT - Total  COMMUNICATION SPECIALIST  COMMUNICATION SPECIALIST - Total  DISTRICT DATA & TESTING COORD	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W WEIRICH, MARTA E  BRUNNER, PATTI L HERRERA, BECKY A  DINGMAN, KRISTI A HALE, TRACY LUNDY, MICHELLE	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	1 2 2
	ADMIN SPT - 12 MONTH  ADMIN SPT - 12 MONTH - Total	SCHOOL SOCIAL WORKER - Total  SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH  ADMIN ASSIST 3 - Total  ADMIN ASSIST 3 - Total  MANAGEMENT ASSISTANT  ASSISTANT TO SUPT ASSISTANT TO SUPT ASSISTANT TO SUPT COMMUNICATION SPECIALIST COMMUNICATION SPECIALIST - Total	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W WEIRICH, MARTA E  BRUNNER, PATTI L HERRERA, BECKY A  DINGMAN, KRISTI A HALE, TRACY LUNDY, MICHELLE  QUAM, CASSANDRA  OTTERNESS, LAURA B	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	1 2 2
	ADMIN SPT - 12 MONTH  ADMIN SPT - 12 MONTH - Total	SCHOOL SOCIAL WORKER - Total  SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH  ADMIN ASSIST 3 - Total  ADMIN ASSIST 3 - Total  MANAGEMENT ASSISTANT  MANAGEMENT ASSISTANT - Total  ASSISTANT TO SUPT - Total  COMMUNICATION SPECIALIST  COMMUNICATION SPECIALIST - Total  DISTRICT DATA & TESTING COORD	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W WEIRICH, MARTA E  BRUNNER, PATTI L HERRERA, BECKY A  DINGMAN, KRISTI A HALE, TRACY LUNDY, MICHELLE  QUAM, CASSANDRA  OTTERNESS, LAURA B	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	1 2 2
	ADMIN SPT - 12 MONTH  ADMIN SPT - 12 MONTH - Total	SCHOOL SOCIAL WORKER - Total  SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH - Total  ADMIN ASSIST 3 - Total  MANAGEMENT ASSISTANT - Total  ASSISTANT TO SUPT  ASSISTANT TO SUPT  ASSISTANT TO SUPT - Total  COMMUNICATION SPECIALIST  COMMUNICATION SPECIALIST - Total  DISTRICT DATA & TESTING COORD  DISTRICT DATA & TESTING COORD  FINANCE MANAGER	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W WEIRICH, MARTA E  BRUNNER, PATTI L HERRERA, BECKY A  DINGMAN, KRISTI A HALE, TRACY LUNDY, MICHELLE  QUAM, CASSANDRA  OTTERNESS, LAURA B  MORRISSEY, MELISSA L	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	1 1 2
	ADMIN SPT - 12 MONTH  ADMIN SPT - 12 MONTH - Total	SCHOOL SOCIAL WORKER - Total  SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH  ADMIN ASSIST 2 - 12 MONTH - Total  ADMIN ASSIST 3 - Total  MANAGEMENT ASSISTANT  MANAGEMENT ASSISTANT - Total  ASSISTANT TO SUPT  ASSISTANT TO SUPT - Total  COMMUNICATION SPECIALIST  COMMUNICATION SPECIALIST - Total  DISTRICT DATA & TESTING COORD  DISTRICT DATA & TESTING COORD  DISTRICT DATA & TESTING COORD  FINANCE MANAGER  FINANCE MANAGER  FINANCE MANAGER  FINANCE MANAGER  - Total	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W WEIRICH, MARTA E  BRUNNER, PATTI L HERRERA, BECKY A  DINGMAN, KRISTI A HALE, TRACY LUNDY, MICHELLE  QUAM, CASSANDRA  OTTERNESS, LAURA B  MORRISSEY, MELISSA L  LORENZINI, JOHN M	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	1 1 2
	ADMIN SPT - 12 MONTH  ADMIN SPT - 12 MONTH - Total	SCHOOL SOCIAL WORKER - Total  SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH  ADMIN ASSIST 2 - 12 MONTH - Total  ADMIN ASSIST 3 - Total  MANAGEMENT ASSISTANT  MANAGEMENT ASSISTANT - Total  ASSISTANT TO SUPT - Total  COMMUNICATION SPECIALIST	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W WEIRICH, MARTA E  BRUNNER, PATTI L HERRERA, BECKY A  DINGMAN, KRISTI A HALE, TRACY LUNDY, MICHELLE  QUAM, CASSANDRA  OTTERNESS, LAURA B  MORRISSEY, MELISSA L	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	1 1 3 3
	ADMIN SPT - 12 MONTH  ADMIN SPT - 12 MONTH - Total	SCHOOL SOCIAL WORKER - Total  SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH  ADMIN ASSIST 2 - 12 MONTH - Total  ADMIN ASSIST 3 - Total  MANAGEMENT ASSISTANT  MANAGEMENT ASSISTANT - Total  ASSISTANT TO SUPT  ASSISTANT TO SUPT - Total  COMMUNICATION SPECIALIST  COMMUNICATION SPECIALIST - Total  DISTRICT DATA & TESTING COORD  DISTRICT DATA & TESTING COORD  DISTRICT DATA & TESTING COORD  FINANCE MANAGER  FINANCE MANAGER  FINANCE MANAGER  FINANCE MANAGER  - Total	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W WEIRICH, MARTA E  BRUNNER, PATTI L HERRERA, BECKY A  DINGMAN, KRISTI A HALE, TRACY LUNDY, MICHELLE  QUAM, CASSANDRA  OTTERNESS, LAURA B  MORRISSEY, MELISSA L  LORENZINI, JOHN M	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	1 1 3 3
	ADMIN SPT - 12 MONTH  ADMIN SPT - 12 MONTH - Total	SCHOOL SOCIAL WORKER - Total  SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH  ADMIN ASSIST 2 - 12 MONTH - Total  ADMIN ASSIST 3 - Total  MANAGEMENT ASSISTANT  MANAGEMENT ASSISTANT - Total  ASSISTANT TO SUPT - Total  COMMUNICATION SPECIALIST	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W WEIRICH, MARTA E  BRUNNER, PATTI L HERRERA, BECKY A  DINGMAN, KRISTI A HALE, TRACY LUNDY, MICHELLE  QUAM, CASSANDRA  OTTERNESS, LAURA B  MORRISSEY, MELISSA L  LORENZINI, JOHN M	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	11 \$
	ADMIN SPT - 12 MONTH  ADMIN SPT - 12 MONTH - Total	SCHOOL SOCIAL WORKER - Total  SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH  ADMIN ASSIST 2 - 12 MONTH - Total  ADMIN ASSIST 3 - Total  MANAGEMENT ASSISTANT  MANAGEMENT ASSISTANT - Total  COMMUNICATION SPECIALIST  COMMUNICATION SPECIALIST COMMUNICATION SPECIALIST COMMUNICATION SPECIALIST DISTRICT DATA & TESTING COORD  DISTRICT DATA & TESTING COORD  DISTRICT DATA & TESTING COORD  HUMAN RESOURCES COORDINATOR - Total MANAGEMENT ASSISTANT	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W WEIRICH, MARTA E  BRUNNER, PATTI L HERRERA, BECKY A  DINGMAN, KRISTI A HALE, TRACY LUNDY, MICHELLE  QUAM, CASSANDRA  OTTERNESS, LAURA B  MORRISSEY, MELISSA L  LORENZINI, JOHN M  QUINTANILLA, IDOLINA	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	1 1 2
	ADMIN SPT - 12 MONTH  ADMIN SPT - 12 MONTH - Total	SCHOOL SOCIAL WORKER - Total  SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH - Total  ADMIN ASSIST 3 - Total  MANAGEMENT ASSISTANT - Total  MANAGEMENT ASSISTANT - Total  ASSISTANT TO SUPT - Total  COMMUNICATION SPECIALIST - Total  DISTRICT DATA & TESTING COORD  DISTRICT DATA & TESTING COORD  DISTRICT DATA & TESTING COORD  FINANCE MANAGER  FINANCE MANAGER  HUMAN RESOURCES COORDINATOR  HUMAN RESOURCES COORDINATOR  HUMAN RESOURCES COORDINATOR - Total  MANAGEMENT ASSISTANT - Total	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W WEIRICH, MARTA E  BRUNNER, PATTI L HERRERA, BECKY A  DINGMAN, KRISTI A HALE, TRACY LUNDY, MICHELLE  QUAM, CASSANDRA  OTTERNESS, LAURA B  MORRISSEY, MELISSA L  LORENZINI, JOHN M  QUINTANILLA, IDOLINA  RUMPPE, KATHLEEN A	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	1 1 2
	ADMIN SPT - 12 MONTH  ADMIN SPT - 12 MONTH - Total	SCHOOL SOCIAL WORKER - Total  SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH - Total  ADMIN ASSIST 3 - Total  MANAGEMENT ASSISTANT - Total  ASSISTANT TO SUPT - Total  COMMUNICATION SPECIALIST - Total  DISTRICT DATA & TESTING COORD  DISTRICT DATA & TESTING COORD  DISTRICT DATA & TESTING COORD  FINANCE MANAGER  FINANCE MANAGER  FINANCE MANAGER  HUMAN RESOURCES COORDINATOR - Total  MANAGEMENT ASSISTANT - Total  MANAGEMENT ASSISTANT - Total  MANAGEMENT ASSISTANT - Total  MANAGEMENT ASSISTANT - Total  PAYROLL ACCOUNTANT	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W WEIRICH, MARTA E  BRUNNER, PATTI L HERRERA, BECKY A  DINGMAN, KRISTI A HALE, TRACY LUNDY, MICHELLE  QUAM, CASSANDRA  OTTERNESS, LAURA B  MORRISSEY, MELISSA L  LORENZINI, JOHN M  QUINTANILLA, IDOLINA	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	1133
	ADMIN SPT - 12 MONTH  ADMIN SPT - 12 MONTH - Total	SCHOOL SOCIAL WORKER - Total  SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH - Total  ADMIN ASSIST 3 - Total  MANAGEMENT ASSISTANT - Total  MANAGEMENT ASSISTANT - Total  ASSISTANT TO SUPT - Total  COMMUNICATION SPECIALIST - Total  DISTRICT DATA & TESTING COORD  DISTRICT DATA & TESTING COORD  DISTRICT DATA & TESTING COORD  FINANCE MANAGER  FINANCE MANAGER  HUMAN RESOURCES COORDINATOR  HUMAN RESOURCES COORDINATOR  HUMAN RESOURCES COORDINATOR - Total  MANAGEMENT ASSISTANT - Total	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W WEIRICH, MARTA E  BRUNNER, PATTI L HERRERA, BECKY A  DINGMAN, KRISTI A HALE, TRACY LUNDY, MICHELLE  QUAM, CASSANDRA  OTTERNESS, LAURA B  MORRISSEY, MELISSA L  LORENZINI, JOHN M  QUINTANILLA, IDOLINA  RUMPPE, KATHLEEN A	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	1133
	ADMIN SPT - 12 MONTH  ADMIN SPT - 12 MONTH - Total	SCHOOL SOCIAL WORKER - Total  SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH - Total  ADMIN ASSIST 3 - Total  MANAGEMENT ASSISTANT - Total  ASSISTANT TO SUPT - Total  COMMUNICATION SPECIALIST - Total  DISTRICT DATA & TESTING COORD  DISTRICT DATA & TESTING COORD  DISTRICT DATA & TESTING COORD  FINANCE MANAGER  FINANCE MANAGER  FINANCE MANAGER  HUMAN RESOURCES COORDINATOR - Total  MANAGEMENT ASSISTANT - Total  MANAGEMENT ASSISTANT - Total  MANAGEMENT ASSISTANT - Total  MANAGEMENT ASSISTANT - Total  PAYROLL ACCOUNTANT	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W WEIRICH, MARTA E  BRUNNER, PATTI L HERRERA, BECKY A  DINGMAN, KRISTI A HALE, TRACY LUNDY, MICHELLE  QUAM, CASSANDRA  OTTERNESS, LAURA B  MORRISSEY, MELISSA L  LORENZINI, JOHN M  QUINTANILLA, IDOLINA  RUMPPE, KATHLEEN A	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	1 3 3
	ADMIN SPT - 12 MONTH  ADMIN SPT - 12 MONTH - Total	SCHOOL SOCIAL WORKER - Total  SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH - Total  ADMIN ASSIST 3 - Total  MANAGEMENT ASSISTANT - Total  ASSISTANT TO SUPT  ASSISTANT TO SUPT - Total  COMMUNICATION SPECIALIST - Total  DISTRICT DATA & TESTING COORD  DISTRICT DATA & TESTING COORD  DISTRICT DATA & TESTING COORD  FINANCE MANAGER  FINANCE MANAGER  FINANCE MANAGER  FINANCE MANAGER  HUMAN RESOURCES COORDINATOR  HUMAN RESOURCES COORDINATOR - Total  MANAGEMENT ASSISTANT - Total  PAYROLL ACCOUNTANT  PAYROLL ACCO	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W WEIRICH, MARTA E  BRUNNER, PATTI L HERRERA, BECKY A  DINGMAN , KRISTI A HALE, TRACY LUNDY , MICHELLE  QUAM , CASSANDRA  OTTERNESS , LAURA B  MORRISSEY, MELISSA L  LORENZINI, JOHN M  QUINTANILLA , IDOLINA  RUMPPE, KATHLEEN A	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	1 1 3 3
	ADMIN SPT - 12 MONTH  ADMIN SPT - 12 MONTH - Total	SCHOOL SOCIAL WORKER - Total  SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH - Total  ADMIN ASSIST 3 - Total  MANAGEMENT ASSISTANT - Total  ASSISTANT TO SUPT  ASSISTANT TO SUPT  ASSISTANT TO SUPT  COMMUNICATION SPECIALIST  TOTAL  PINANCE MANAGER  FINANCE MANAGER  FINANCE MANAGER  FINANCE MANAGER  FINANCE MANAGER  FUNANCE	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W WEIRICH, MARTA E  BRUNNER, PATTI L HERRERA, BECKY A  DINGMAN, KRISTI A HALE, TRACY LUNDY, MICHELLE  QUAM, CASSANDRA  OTTERNESS, LAURA B  MORRISSEY, MELISSA L  LORENZINI, JOHN M  QUINTANILLA, IDOLINA  RUMPPE, KATHLEEN A  LA FAVE, EMILY J  OLSON, PAMELA D	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	1133
	ADMIN SPT - 12 MONTH  ADMIN SPT - 12 MONTH - Total	SCHOOL SOCIAL WORKER - Total  SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH - Total  ADMIN ASSIST 3 - Total  MANAGEMENT ASSISTANT - Total  ASSISTANT TO SUPT  ASSISTANT TO SUPT - Total  COMMUNICATION SPECIALIST - Total  DISTRICT DATA & TESTING COORD  DISTRICT DATA & TESTING COORD  DISTRICT DATA & TESTING COORD  FINANCE MANAGER  FINANCE MANAGER  FINANCE MANAGER  FINANCE MANAGER  HUMAN RESOURCES COORDINATOR  HUMAN RESOURCES COORDINATOR - Total  MANAGEMENT ASSISTANT - Total  PAYROLL ACCOUNTANT  PAYROLL ACCO	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W WEIRICH, MARTA E  BRUNNER, PATTI L HERRERA, BECKY A  DINGMAN, KRISTI A HALE, TRACY LUNDY, MICHELLE  QUAM, CASSANDRA  OTTERNESS, LAURA B  MORRISSEY, MELISSA L  LORENZINI, JOHN M  QUINTANILLA, IDOLINA  RUMPPE, KATHLEEN A  LA FAVE, EMILY J  OLSON, PAMELA D  FRANKENBERG, MICHAEL L	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	1 1 2
	ADMIN SPT - 12 MONTH  ADMIN SPT - 12 MONTH - Total	SCHOOL SOCIAL WORKER - Total  SPEECH/LANG PATHOLOGIST  SPEECH/LANG PATHOLOGIST - Total  ADMIN ASSIST 2 - 12 MONTH - Total  ADMIN ASSIST 3 - Total  MANAGEMENT ASSISTANT - Total  ASSISTANT TO SUPT  ASSISTANT TO SUPT  ASSISTANT TO SUPT  COMMUNICATION SPECIALIST  TOTAL  PINANCE MANAGER  FINANCE MANAGER  FINANCE MANAGER  FINANCE MANAGER  FINANCE MANAGER  FUNANCE	FISH, ANGELA M HOFFMAN, JESSICA M  BAIRD, LISA M BERRES, NANCY J LADUKE, COURTNEY W WEIRICH, MARTA E  BRUNNER, PATTI L HERRERA, BECKY A  DINGMAN, KRISTI A HALE, TRACY LUNDY, MICHELLE  QUAM, CASSANDRA  OTTERNESS, LAURA B  MORRISSEY, MELISSA L  LORENZINI, JOHN M  QUINTANILLA, IDOLINA  RUMPPE, KATHLEEN A  LA FAVE, EMILY J  OLSON, PAMELA D	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	1 1 2

	TECHNOLOGY SYSTEMS ADMIN	MCMEEKIN, DOUG R	1.00
		MEYER, KENT D	1.00
	TECHNOLOGY SYSTEMS ADMIN - Total		2
CLASSIFIED MANGMNT TEAM - Total	al		12
CUSTODIAL SPECIALISTS	FAC/DISTRICT ENGINEER	OLSON, ROBERT G	1.00
	FAC/DISTRICT ENGINEER - Total		1
	FAC/GROUNDS PERSON	HILL, JAMES L	1.00
	FAC/GROUNDS PERSON - Total	Loopers to the	1
	FAC/MAIL PERSON/BUS DRIVER	GORSKI, JOHN A	1.00
	FAC/MAIL PERSON/BUS DRIVER - Total		1
	FAC/MAINTENANCE	RIEF , KEITH D	1.00
	FAC/MAINTENANCE - Total	hanne mees	1
	FAC/PAINTER	KUMAR, ANOOP	1.00
	FAC/PAINTER - Total	DEDEBOEN MARK O	1
	FAC/TRUCK DRIVER	PEDERSEN, MARK S	1.00
	FAC/MAREHOUSE - Total	OHILLOKOON KEVINT	1 00
	FAC/WAREHOUSE	GULLICKSON, KEVIN T	1.00
SUSTODIAL SPECIALISTS - Total	FAC/WAREHOUSE - Total		7
HEALTH ASSIST - ELEM	DADA UEALTU ASSISTANT	LABELLE, MARNA M	0.35
IEALTH ASSIST - ELEW	PARA HEALTH ASSISTANT	MAHOWALD, STACIE L	1.00
	PARA HEALTH ASSISTANT - Total	IMALIOWALD, STACIE L	1.00
IEALTH ASSIST - ELEM - Total	FARA REALTH ASSISTANT - TOTAL		1
HEALTH RESOURCES	HEALTH RESOURCE STAFF	LENMARK, RACHAEL G	1.00
E ETT NEODUNOLO	HEALTH RESOURCE STAFF - Total	EE-MAN WAY, IN TO MALE O	1.00
IEALTH RESOURCES - Total	TENETITI LEGOCIOL STAFF - TOTAL		1
NST HS & DW	PARA CLERICAL	MEACHAM , GINA M	1.00
NOT THE & DW	PARA CLERICAL - Total	INLACTIANT, ORVA IN	1.00
NST HS & DW - Total	PARA CELITICAE - Total		1
MANAGEMENT TEAM	ASST SUPERINTENDENT	DANIELS , LATANYA R	1.00
VANAGEMENT TEAM	ASST SUPERINTENDENT - Total	DANIELO, LATANTA IX	1.00
	CHIEF H/R & ADMIN OFFICER	HOLJE, CRAIG D	1.00
	CHIEF H/R & ADMIN OFFICER - Total	HOLDE, OF VIOLD	1.00
	DIR OF FACILITIES & TRANSP	KRETSINGER, DANIEL E	1.00
	DIR OF FACILITIES & TRANSP - Total	THE TOTAL OF THE E	1
	DIR OF FINANCE	GILLIGAN , JAMES A	1.00
	DIR OF FINANCE - Total	olector at , or ance 7:	1
	DIR OF FOOD & NUTRITION SERV	MANNING , MICHAEL A	1.00
	DIR OF FOOD & NUTRITION SERV - Total	III WINITO , INIOIN LE A	1
	DIR OF HUMAN RESOURCES	SANCHEZ-MICHAELS , TIMECKA MARIE	1.00
	DIR OF HUMAN RESOURCES - Total		1
	DIR OF MARKETING & COMM.	VALLEY, JENNIFER K	1.00
	DIR OF MARKETING & COMM Total		1
	DIR OF MULTI LINGUAL & RCEP	WILLHITE, KASYA L	1.00
	DIR OF MULTI LINGUAL & RCEP - Total		1
	DIR OF SECONDARY ED	STECHER, MEGAN M	1.00
	DIR OF SECONDARY ED - Total		1
	DIR OF SPECIAL ED	MOBLEY, ALECIA M	1.00
	DIR OF SPECIAL ED - Total		1
	DIR OF STUDENT SERVICES	GONZALEZ, CHRISTINA M	1.00
	DIR OF STUDENT SERVICES - Total		1
	DIR OF TECHNOLOGY	KLINGE, CORY J	1.00
	DIR OF TECHNOLOGY - Total		1.00
	DIRECTOR OF ELEMENTARY EDUCATI	GENS, RACHEL	1.00
	DIRECTOR OF ELEMENTARY EDUCATI - Total	<u>'                                    </u>	1.00
	EXEC DIR OF SPECIAL PROGRAMS	CLARKSON, MARY L	1.00
	EXEC DIR OF SPECIAL PROGRAMS - Total	<u> </u>	1.00
MANAGEMENT TEAM - Total			14
DUTREACH RHS	OUTREACH-BILINGUAL	AIDED, FALIS IB	1.00
	OUTREACH-BILINGUAL - Total	· · ·	1
OUTREACH RHS - Total			1
DUTREACH WORKERS 12	OUTREACH(COMMUNITY/FAMILY)	JESPERSON, SARAH J	1.00
	OUTREACH(COMMUNITY/FAMILY) - Total		1
OUTREACH WORKERS 12 - Total			1
UPERINTENDENT	SUPERINTENDENT	UNOWSKY, STEVEN P	1.00
	SUPERINTENDENT - Total	•	1
UPERINTENDENT - Total			1
OPERINIENDENI - IOIAI	ADAPTIVE PHY ED	ANDERSON, ERIC	1.00
		•	1
	ADAPTIVE PHY ED - Total		
		FRIEL, KENNETH C	1.00
	ADAPTIVE PHY ED - Total	FRIEL, KENNETH C	
	ADAPTIVE PHY ED - Total DIGITAL LEARNING COACH	FRIEL, KENNETH C	1.00
	ADAPTIVE PHY ED - Total DIGITAL LEARNING COACH DIGITAL LEARNING COACH - Total		1.00
SUPERINTENDENT - Total FEACHERS	ADAPTIVE PHY ED - Total  DIGITAL LEARNING COACH  DIGITAL LEARNING COACH - Total  INSTRUCTIONAL COACH		1.00 1.00

	1		luma among	l. aa	
		LITERACY INTERVENTION	MATAS, BETSEY	1.00	4.00
		LITERACY INTERVENTION - Total	CODOENEDIE DENIEE	4.00	1.00
		LITERACYCOACH - Total	SORGENFRIE, RENEE	1.00	4.00
			CODECKI KDICTENINI	4.00	1.00
1		OCCUPATIONAL THERAPIST  OCCUPATIONAL THERAPIST - Total	GORECKI, KRISTEN N	1.00	1.00
			DALIMOADDNIED, IOANINI	0.50	1.00
		PSYCHOLOGIST	BAUMGARDNER, JOANN	0.50	
		DOVOUGLO COLOT	SWEENEY, KAYE R	1.00	4 50
		PSYCHOLOGIST - Total	DUDT FMILVE	1.00	1.50
		Q COMP PEER REVIEWER	BURT, EMILY T	1.00	
			HEYER, JONATHAN W	1.00	
			PONCE, AMY M	1.00	
			YUNKER, AUBREE M	1.00	
		Q COMP PEER REVIEWER - Total			4.00
		READING SPECIALIST	TSCHIDA, MARY	0.50	
		READING SPECIALIST - Total			0.50
		SCHOOL SOCIAL WORKER	ZIMMERMAN, MARISA E	1.00	
		SCHOOL SOCIAL WORKER - Total			1.00
	TEACHERS - Total				14.00
	TECHNOLOGY PARA	PARA TECH SUPPORT	ACEVEDO, ASHLEY	1.00	
1			DENNIS, GEORGE A	1.00	
1			ENE, GEORGE D	1.00	
1			PETERSON, DENNIS E	1.00	
1		PARA TECH SUPPORT - Total			4.00
	TECHNOLOGY PARA - Total				4.00
	TRANSLATION/ENGAGE COORD	OUTREACH-BILINGUAL	RUBIO-ESCODA, ROSA	1.00	
1		OUTREACH-BILINGUAL - Total			1.00
	TRANSLATION/ENGAGE COORD - Tot				1.00
DISTRICT WIDE - Total					67.35
GARAGE	ADMIN SPT - 12 MONTH	ADMIN ASSIST 3	GOGUE, MICHELLE D	1.00	
3.1.0.132	7.5	ADMIN ASSIST 3 - Total	00002,	1.00	1.00
	ADMIN SPT - 12 MONTH - Total	ADMIN ACCIOTO			1.00
	BUILDING CLEANERS	FAC/BUS DRIVER/BUILDING CLR	CARROLL, LEANN C	0.50	1.00
	BUILDING CLEANERS		CARROLL, LEANN C	0.50	0.50
		FAC/BUS DRIVER/BUILDING CLR - Total			0.50
	BUILDING CLEANERS - Total				0.50
	BUS DRIVERS	BUS DRIVER	ANDERSON, HOWARD P	0.75	
			ASHMEAD, JOHN	0.25	
			CARROLL, STEVEN J	0.37	
			CHILDS, PATRICK J	0.25	
			COUGHLIN, TIMOTHY J	0.76	
			DAUGHERTY, WESLEY G	0.34	
			GORSKI, ROBERT J	0.94	
			HANKS, DAVID N	0.50	
			HERALD, GORDON R	0.31	
			IVERSON, ALFRED L	0.70	
			JAEGER, MICHAEL E	0.25	
			JONES, ERIC D	0.65	
1			LARSON, BRANDT J	0.71	
			LINDBERG, JEFFREY A	0.93	
1			MIDDLETON, JOHN C	0.28	
l			NIELSEN, JOHN	0.25	
			OLSON, STEVEN R	0.65	
			PAULSON, ERIC C	0.65	
			SUNDERLIN, ROBERT L	0.70	
			TROEDSON, WESLEY M	0.91	
1			VETSCH, DANIEL J	0.25	
			WASSATHER, KATHIE A	0.65	
1			WILSON, STEVEN C	0.68	
l .			WISE, LEE ANN	0.25	
			,		12.96
		BUS DRIVER - Total			
		BUS DRIVER - Total FAC/BUS DRIVER/BUIL DING CLR	CARROLL, LEANN C	0.50	12.30
		FAC/BUS DRIVER/BUILDING CLR	CARROLL, LEANN C	0.50	
	BUS NOWEDS Total		CARROLL, LEANN C	0.50	0.50
	BUS DRIVERS - Total	FAC/BUS DRIVER/BUILDING CLR FAC/BUS DRIVER/BUILDING CLR - Total			0.50
	BUS DRIVERS - Total CUSTODIAL SPECIALISTS	FAC/BUS DRIVER/BUILDING CLR FAC/BUS DRIVER/BUILDING CLR - Total FAC/ASST TRANS DISPATCHER	CARROLL, LEANN C	0.50	0.50 13.46
		FAC/BUS DRIVER/BUILDING CLR FAC/BUS DRIVER/BUILDING CLR - Total  FAC/ASST TRANS DISPATCHER FAC/ASST TRANS DISPATCHER - Total	OLSON, JON J	1.00	0.50 13.46
		FAC/BUS DRIVER/BUILDING CLR FAC/BUS DRIVER/BUILDING CLR - Total  FAC/ASST TRANS DISPATCHER FAC/ASST TRANS DISPATCHER - Total FAC/GARAGE SUPERVISOR			0.50 13.46 1.00
		FAC/BUS DRIVER/BUILDING CLR FAC/BUS DRIVER/BUILDING CLR - Total  FAC/ASST TRANS DISPATCHER FAC/ASST TRANS DISPATCHER - Total FAC/GARAGE SUPERVISOR FAC/GARAGE SUPERVISOR - Total	OLSON, JON J MCGINN, DANIEL P	1.00	0.50 13.46 1.00
		FAC/BUS DRIVER/BUILDING CLR FAC/BUS DRIVER/BUILDING CLR - Total  FAC/ASST TRANS DISPATCHER FAC/ASST TRANS DISPATCHER - Total FAC/GARAGE SUPERVISOR FAC/GARAGE SUPERVISOR - Total FAC/MECHANIC	OLSON, JON J	1.00	0.50 13.46 1.00
		FAC/BUS DRIVER/BUILDING CLR FAC/BUS DRIVER/BUILDING CLR - Total  FAC/ASST TRANS DISPATCHER FAC/ASST TRANS DISPATCHER - Total FAC/GARAGE SUPERVISOR FAC/GARAGE SUPERVISOR - Total	OLSON, JON J MCGINN, DANIEL P	1.00	0.50 13.46 1.00
		FAC/BUS DRIVER/BUILDING CLR FAC/BUS DRIVER/BUILDING CLR - Total  FAC/ASST TRANS DISPATCHER FAC/ASST TRANS DISPATCHER - Total FAC/GARAGE SUPERVISOR FAC/GARAGE SUPERVISOR - Total FAC/MECHANIC	OLSON, JON J MCGINN, DANIEL P	1.00	0.50 13.46 1.00
		FAC/BUS DRIVER/BUILDING CLR FAC/BUS DRIVER/BUILDING CLR - Total  FAC/ASST TRANS DISPATCHER FAC/ASST TRANS DISPATCHER - Total FAC/GARAGE SUPERVISOR FAC/GARAGE SUPERVISOR - Total FAC/MECHANIC FAC/MECHANIC - Total	OLSON, JON J  MCGINN, DANIEL P  MITCHELL, PHILIP T	1.00	0.50 13.46 1.00 1.00
		FAC/BUS DRIVER/BUILDING CLR FAC/BUS DRIVER/BUILDING CLR - Total  FAC/ASST TRANS DISPATCHER FAC/ASST TRANS DISPATCHER - Total FAC/GARAGE SUPERVISOR FAC/GARAGE SUPERVISOR - Total FAC/MECHANIC FAC/MECHANIC - Total FAC/TRANSPORTATION DISPATCHER	OLSON, JON J  MCGINN, DANIEL P  MITCHELL, PHILIP T	1.00	0.50 13.46 1.00 1.00 1.00
GARAGE - Total	CUSTODIAL SPECIALISTS	FAC/BUS DRIVER/BUILDING CLR FAC/BUS DRIVER/BUILDING CLR - Total  FAC/ASST TRANS DISPATCHER FAC/ASST TRANS DISPATCHER - Total FAC/GARAGE SUPERVISOR FAC/GARAGE SUPERVISOR - Total FAC/MECHANIC FAC/MECHANIC - Total FAC/TRANSPORTATION DISPATCHER	OLSON, JON J  MCGINN, DANIEL P  MITCHELL, PHILIP T	1.00	0.50 13.46 1.00 1.00 1.00
GARAGE - Total MULTI BUILDING SUBS ETC	CUSTODIAL SPECIALISTS	FAC/BUS DRIVER/BUILDING CLR FAC/BUS DRIVER/BUILDING CLR - Total  FAC/ASST TRANS DISPATCHER FAC/ASST TRANS DISPATCHER - Total FAC/GARAGE SUPERVISOR FAC/GARAGE SUPERVISOR - Total FAC/MECHANIC FAC/MECHANIC - Total FAC/TRANSPORTATION DISPATCHER	OLSON, JON J  MCGINN, DANIEL P  MITCHELL, PHILIP T	1.00	

	BUILDING CLEANERS - Total				0.25
	BUS DRIVERS	FAC/BUS DRIVER/BUILDING CLR	REPP, JONATHAN R	0.75	0.23
	See State	FAC/BUS DRIVER/BUILDING CLR - Total	(CETT, OCTOVITION OF THE PROPERTY OF THE PROPE	0.70	0.75
		FAC/LAUNDRY WORKER/BUS DRIVER	GILMORE, JAMIE A	0.50	00
		FAC/LAUNDRY WORKER/BUS DRIVER - Total			0.50
	BUS DRIVERS - Total	1			1.25
	CLERICAL PARA - DW	PARA CLERICAL	MCINNIS, VICKIE L	0.25	
		PARA CLERICAL - Total			0.25
	CLERICAL PARA - DW - Total				0.25
	CLERICAL PARA RHS	PARA CLERICAL	MCINNIS, VICKIE L	0.68	
		PARA CLERICAL - Total			0.68
	CLERICAL PARA RHS - Total				0.68
	FOOD & NUTRITION RHS	KITCHEN ASSISTANTS	COUGHLIN, AMY L	0.63	
		KITCHEN ASSISTANTS - Total			0.63
	FOOD & NUTRITION RHS - Total				0.63
	LAUNDRY	FAC/LAUNDRY WORKER/BUS DRIVER	GILMORE, JAMIE A	0.50	
		FAC/LAUNDRY WORKER/BUS DRIVER - Total			0.50
	LAUNDRY - Total				0.50
	TEACHERS	ADAPTIVE PHY ED	PADDOCK, JAMES R	1.00	
			POPP, STEPHANIE A	1.00	
		ADAPTIVE PHY ED - Total			2.00
		ENGLISH AS A SECOND LANG	SJOSTEN, JENNIFER K	1.00	
		ENGLISH AS A SECOND LANG - Total			1.00
		INSTRUCTIONAL COACH/MATH INTER	BYRON, MONICA R N	1.00	
		INSTRUCTIONAL COACH/MATH INTER - Total			1.00
		OCCUPATIONAL THERAPIST	LADOUCEUR, TYONE L	0.50	
		OCCUPATIONAL THERAPIST - Total			0.50
MULTI BUILDING SUBS TO	TEACHERS - Total				4.50
MULTI BUILDING SUBS ETC - Total	A DAMIN ODT . AA MONTH	ADMIN ACCIOT O 44 MONTH	JOANDOO EVELVALIA	1.00	8.05
RCEP	ADMIN SPT - 11 MONTH	ADMIN ASSIST 2 - 11 MONTH	CAMPOS, EVELYN K	1.00	1.00
	ADMINI ODT 44 MONTH T-4-1	ADMIN ASSIST 2 - 11 MONTH - Total			1.00
	ADMIN SPT - 11 MONTH - Total	COLINEELOR	ACOSTACANO CASSIE I	1.00	1.00
	TEACHERS	COUNSELOR - Total	ACOSTACANO, CASSIE J	1.00	1.00
		LANGUAGE ARTS	CTADEM TERECA M	1.00	1.00
		LANGUAGE ARTS - Total	STADEM, TERESA M	1.00	1.00
		MATHEMATICS - Total	CDAVELLE IENNIEED S	1.00	1.00
		MATHEMATICS - Total	GRAVELLE, JENNIFER S	1.00	1.00
		SCHOOL SOCIAL WORKER	CARLTON, JILL A	1.00	1.00
		SCHOOL SOCIAL WORKER - Total	CARLTON, SILL A	1.00	1.00
		SCIENCE SCIENCE	JUENEMANN, SHERYL M P	1.00	1.00
		SCIENCE - Total	ODENZIAWAN, OTTERVIE WIT	1.00	1.00
		SOCIAL STUDIES	LENTZ, JULIE SABLE	1.00	1.00
		SOCIAL STUDIES - Total	ELITIZ, OCIE OTOLE	1.00	1.00
		SPEC ED/EBD	HOEHN, MARGARET R	0.75	
		SPEC ED/EBD - Total			0.75
	TEACHERS - Total	12			6.75
RCEP - Total					7.75
RDLS ELEMENTARY	ADMIN SPT - 10.5 MONTH	ADMIN ASSIST 3 -10 1/2 MONTH	HUERTA-ANAYA , ALICIA M	1.00	
		ADMIN ASSIST 3 -10 1/2 MONTH - Total			1.00
	ADMIN SPT - 10.5 MONTH - Total				1.00
	BUILDING CLEANERS	FAC/BUILDING CLEANER	CRUZ ESTEVA , ELSA	1.00	
			MANIKARAN, RISHEDEO	1.00	
		FAC/BUILDING CLEANER - Total			2.00
	BUILDING CLEANERS - Total				2.00
	CUSTODIAL SPECIALISTS	FAC/HEAD CUSTODIAN	KIELTY, PATRICK J	1.00	
		FAC/HEAD CUSTODIAN - Total			1.00
	CUSTODIAL SPECIALISTS - Total				1.00
	FOOD & NUTRITION ELEM	KITCHEN ASSISTANTS	CUATE PLIEGO, LILI	0.96	
			MANIKARAN, YOGEETA J	0.50	
		KITCHEN ASSISTANTS - Total	I am am a same a sa	1.00	1.46
		KITCHEN MANAGER	MEYER, MARY M	1.00	
		KITCHEN MANAGER - Total	LIENDINGS ODAGE M	0.04	1.00
		KITCHEN PRODUCTION COOK	JENNINGS, GRACE M	0.94	0.04
	FOOD & NUTDITION ELEM	KITCHEN PRODUCTION COOK - Total			0.94
	FOOD & NUTRITION ELEM - Total	DADA HEALTH ASSISTANT	DODDICHEZ IENNY	0.00	3.40
	HEALTH ASSIST - ELEM	PARA HEALTH ASSISTANT - Total	RODRIGUEZ, JENNY	0.88	0.88
	HEALTH ASSIST - ELEM - Total	I ANA REALTH ASSISTANT - 10tal			0.88
	INSTRUCTIONAL ELEM - Total	PARA INSTRUCTIONAL	SAAVEDRA, BRIZAIDA	0.88	0.88
	INSTRUCTIONAL LLEIVI	PARA INSTRUCTIONAL - Total	O. V. W. LOIM, DINIZAIDA	0.00	0.88
		PARA INSTRUCTIONAL - Total  PARA INSTRUCTIONAL HQ	HEYER-WALSH, STEPHANIE M	0.88	0.00
			REYES, REEM K	0.82	
		PARA INSTRUCTIONAL HQ - Total		J.02	1.70
	INSTRUCTIONAL ELEM - Total				2.57

	ELEMENTARY PRINCIPAL	SHAHSAVAND, MARTA I	1.00	
	ELEMENTARY PRINCIPAL - Total			1
NAGEMENT TEAM - Total				1
NG PARA ELEM	PARA MANAGERIAL	LUJAMBIO, MAURICIO M	0.47	
		SILVA SEGURA, ARELI	0.57	
		ZETZMAN , MARY M	0.47	
	PARA MANAGERIAL - Total			1
NG PARA ELEM - Total				
TREACH WORKERS EL & RM	OUTREACH-BILINGUAL	BALBUENA RENDON, CARLOS	1.00	
THE TOTT WORKERO EE WINN	OUTREACH-BILINGUAL - Total	BALLBOLIVI NENDON, OFFICEO	1.00	
TDE 4 OU WODWEDO EL O DM . T				
TREACH WORKERS EL & RM - T				
ED PARA ELEM	PARA INSTRUCTIONAL	POLLAND, REBEKAH J	0.81	
	PARA INSTRUCTIONAL - Total			-
ED PARA ELEM - Total				(
JDENT ENGAGEMENT SPECIA	STUDENT ENGAGEMENT SPECIALIST	MENDOZA RODRIGUEZ, IDANIA E	0.94	
	STUDENT ENGAGEMENT SPECIALIST - Tota	ıl		
JDENT ENGAGEMENT SPECIA - 1	Total			
ACHERS	ART	MACK , MAIA M	1.00	
KOTIETO		WACK, WAK W	1.00	
	***	Lavara estatistica	1.00	
	ENGLISH AS A SECOND LANG	ANAYA-GENNRICH, CAROLINA J	1.00	
		FIGUEROA GARCIA, JUAN R	1.00	
		SEYMOUR, ELIZABETH K	1.00	
	ENGLISH AS A SECOND LANG - Total	·		
	GRADE 1	PASCO ALBESA, JOANA I	1.00	
	GRADE 1 - Total	SOO NEDEON, CONTRA I	1.00	
		Inappies union 5	4.00	
	GRADE 1 DUAL LANGUAGE	BARRIOS, HUGO E	1.00	
		MEZA, GENESIS	1.00	
		MORET FRANCO, SONIA	1.00	
		SOSA, JESSICA	1.00	
	GRADE 1 DUAL LANGUAGE - Total	· ·		
	GRADE 2 DUAL LANGUAGE	ARIAS COBOS, AGUSTIN	1.00	
	GRADE 2 DOAL LANGUAGE			
		SALMERON CHACON, JAVIER A	1.00	
	GRADE 2 DUAL LANGUAGE - Total			- :
	GRADE 3 DUAL LANGUAGE	VIRANT, HANNAH M	1.00	
	GRADE 3 DUAL LANGUAGE - Total			
	GRADE 4 DUAL LANGUAGE	MALDONADO MEZA, BRYAN A	1.00	
		OLIVARES, EUDORO A	1.00	
		SMITH, MOLLY E M	1.00	
	GRADE 4 DUAL LANGUAGE - Total			
	GRADE 5 DUAL LANGUAGE	JACQUES, KATHERINE E	1.00	
		RENDON, ALLISON L	1.00	
		ROGAN, KATHRYN T	1.00	
	GRADE 5 DUAL LANGUAGE - Total			
	KINDERGARTEN	PATINO , LESLIKARINA	1.00	
		FATINO, LESLIKARINA	1.00	
	KINDERGARTEN - Total			
	KINDERGARTEN DUAL LANG	CASTRO, MIRNA	1.00	
	MINDERGARTEN DUAL LANG	DE DENIA ANCELA E		
	MINDENGANTEN DUAL LANG	DE PENA, ANGELA E	1.00	
	MINDERGARTEN DUAL LANG	HELLER, ANGELICA	1.00	
	NIEDENGAN I EN DUAL LANG			
	MINDEROANTEN DUAL LANG	HELLER, ANGELICA MATIAS MARTINEZ, BLANCA	1.00	
		HELLER, ANGELICA	1.00	
	KINDERGARTEN DUAL LANG - Total	HELLER, ANGELICA MATIAS MARTINEZ, BLANCA PEREZ, PALOMA	1.00 1.00 1.00	
	KINDERGARTEN DUAL LANG - Total LITERACY/MATH INTERVENTION	HELLER, ANGELICA MATIAS MARTINEZ, BLANCA	1.00	
	KINDERGARTEN DUAL LANG - Total	HELLER, ANGELICA MATIAS MARTINEZ, BLANCA PEREZ, PALOMA	1.00 1.00 1.00	
	KINDERGARTEN DUAL LANG - Total LITERACY/MATH INTERVENTION	HELLER, ANGELICA MATIAS MARTINEZ, BLANCA PEREZ, PALOMA	1.00 1.00 1.00	
	KINDERGARTEN DUAL LANG - Total LITERACY/MATH INTERVENTION LITERACY/MATH INTERVENTION - Total	HELLER, ANGELICA MATIAS MARTINEZ, BLANCA PEREZ, PALOMA  PAULIS DE RANGEL, MEGAN E	1.00 1.00 1.00 1.00	
	KINDERGARTEN DUAL LANG - Total LITERACY/MATH INTERVENTION LITERACY/MATH INTERVENTION - Total LITERACYCOACH LITERACYCOACH - Total	HELLER, ANGELICA MATIAS MARTINEZ, BLANCA PEREZ, PALOMA  PAULIS DE RANGEL, MEGAN E  EGBERG, SARAH M	1.00 1.00 1.00 1.00	
	KINDERGARTEN DUAL LANG - Total LITERACY/MATH INTERVENTION LITERACY/MATH INTERVENTION - Total LITERACYCOACH LITERACYCOACH - Total MATH INTERVENTIONIST	HELLER, ANGELICA MATIAS MARTINEZ, BLANCA PEREZ, PALOMA  PAULIS DE RANGEL, MEGAN E	1.00 1.00 1.00 1.00	
	KINDERGARTEN DUAL LANG - Total LITERACY/MATH INTERVENTION LITERACY/MATH INTERVENTION - Total LITERACYCOACH LITERACYCOACH - Total MATH INTERVENTIONIST MATH INTERVENTIONIST - Total	HELLER, ANGELICA MATIAS MARTINEZ, BLANCA PEREZ, PALOMA  PAULIS DE RANGEL, MEGAN E  EGBERG, SARAH M  ARPIN, JACK	1.00 1.00 1.00 1.00 1.00	
	KINDERGARTEN DUAL LANG - Total LITERACY/MATH INTERVENTION LITERACYCOACH LITERACYCOACH LITERACYCOACH - Total MATH INTERVENTIONIST MATH INTERVENTIONIST - Total MEDIA	HELLER, ANGELICA MATIAS MARTINEZ, BLANCA PEREZ, PALOMA  PAULIS DE RANGEL, MEGAN E  EGBERG, SARAH M	1.00 1.00 1.00 1.00	
	KINDERGARTEN DUAL LANG - Total LITERACY/MATH INTERVENTION LITERACY/MATH INTERVENTION - Total LITERACYCOACH LITERACYCOACH - Total MATH INTERVENTIONIST MATH INTERVENTIONIST - Total MEDIA MEDIA - Total	HELLER, ANGELICA MATIAS MARTINEZ, BLANCA PEREZ, PALOMA  PAULIS DE RANGEL, MEGAN E  EGBERG, SARAH M  ARPIN, JACK	1.00 1.00 1.00 1.00 1.00	
	KINDERGARTEN DUAL LANG - Total LITERACY/MATH INTERVENTION LITERACYCOACH LITERACYCOACH LITERACYCOACH - Total MATH INTERVENTIONIST MATH INTERVENTIONIST - Total MEDIA	HELLER, ANGELICA MATIAS MARTINEZ, BLANCA PEREZ, PALOMA  PAULIS DE RANGEL, MEGAN E  EGBERG, SARAH M  ARPIN, JACK	1.00 1.00 1.00 1.00 1.00	
	KINDERGARTEN DUAL LANG - Total LITERACY/MATH INTERVENTION LITERACY/MATH INTERVENTION - Total LITERACYCOACH LITERACYCOACH - Total MATH INTERVENTIONIST MATH INTERVENTIONIST - Total MEDIA MEDIA - Total	HELLER, ANGELICA MATIAS MARTINEZ, BLANCA PEREZ, PALOMA  PAULIS DE RANGEL, MEGAN E  EGBERG, SARAH M  ARPIN, JACK  CHAMPINE, ADRIAN	1.00 1.00 1.00 1.00 1.00	
	KINDERGARTEN DUAL LANG - Total LITERACY/MATH INTERVENTION LITERACY/MATH INTERVENTION - Total LITERACYCOACH LITERACYCOACH - Total MATH INTERVENTIONIST MATH INTERVENTIONIST - Total MEDIA MEDIA MUSIC MUSIC - Total	HELLER, ANGELICA MATIAS MARTINEZ, BLANCA PEREZ, PALOMA  PAULIS DE RANGEL, MEGAN E  EGBERG, SARAH M  ARPIN, JACK  CHAMPINE, ADRIAN  TAYLOR, KARI L	1.00 1.00 1.00 1.00 1.00 1.00	
	KINDERGARTEN DUAL LANG - Total  LITERACY/MATH INTERVENTION  LITERACY/OACH  LITERACYCOACH  LITERACYCOACH  MATH INTERVENTIONIST  MATH INTERVENTIONIST  MEDIA  MEDIA  MEDIA  MUSIC  MUSIC  HYSICAL EDUCATION	HELLER, ANGELICA MATIAS MARTINEZ, BLANCA PEREZ, PALOMA  PAULIS DE RANGEL, MEGAN E  EGBERG, SARAH M  ARPIN, JACK  CHAMPINE, ADRIAN	1.00 1.00 1.00 1.00 1.00	
	KINDERGARTEN DUAL LANG - Total  LITERACY/MATH INTERVENTION  LITERACYCOACH  LITERACYCOACH  LITERACYCOACH  MATH INTERVENTIONIST  MATH INTERVENTIONIST  MEDIA  MEDIA  MUSIC  MUSIC  MUSIC  PHYSICAL EDUCATION  - Total	HELLER, ANGELICA MATIAS MARTINEZ, BLANCA PEREZ, PALOMA  PAULIS DE RANGEL, MEGAN E  EGBERG, SARAH M  ARPIN, JACK  CHAMPINE, ADRIAN  TAYLOR, KARI L  TOUSIGNANT, JOHN L	1.00 1.00 1.00 1.00 1.00 1.00 1.00	
	KINDERGARTEN DUAL LANG - Total  LITERACY/MATH INTERVENTION  LITERACY/COACH  LITERACYCOACH  LITERACYCOACH  MATH INTERVENTIONIST  MATH INTERVENTIONIST  MEDIA  MEDIA  MEDIA  MUSIC  MUSIC  TOTAI  PHYSICAL EDUCATION  PRE-KINDERGARTEN	HELLER, ANGELICA MATIAS MARTINEZ, BLANCA PEREZ, PALOMA  PAULIS DE RANGEL, MEGAN E  EGBERG, SARAH M  ARPIN, JACK  CHAMPINE, ADRIAN  TAYLOR, KARI L	1.00 1.00 1.00 1.00 1.00 1.00	
	KINDERGARTEN DUAL LANG - Total  LITERACY/MATH INTERVENTION  LITERACYCOACH  LITERACYCOACH  LITERACYCOACH  MATH INTERVENTIONIST  MATH INTERVENTIONIST  MEDIA  MEDIA  MUSIC  MUSIC  MUSIC  PHYSICAL EDUCATION  - Total	HELLER, ANGELICA MATIAS MARTINEZ, BLANCA PEREZ, PALOMA  PAULIS DE RANGEL, MEGAN E  EGBERG, SARAH M  ARPIN, JACK  CHAMPINE, ADRIAN  TAYLOR, KARI L  TOUSIGNANT, JOHN L	1.00 1.00 1.00 1.00 1.00 1.00 1.00	
	KINDERGARTEN DUAL LANG - Total  LITERACY/MATH INTERVENTION  LITERACY/COACH  LITERACYCOACH  LITERACYCOACH  MATH INTERVENTIONIST  MATH INTERVENTIONIST  MEDIA  MEDIA  MEDIA  MUSIC  MUSIC  TOTAI  PHYSICAL EDUCATION  PRE-KINDERGARTEN	HELLER, ANGELICA MATIAS MARTINEZ, BLANCA PEREZ, PALOMA  PAULIS DE RANGEL, MEGAN E  EGBERG, SARAH M  ARPIN, JACK  CHAMPINE, ADRIAN  TAYLOR, KARI L  TOUSIGNANT, JOHN L	1.00 1.00 1.00 1.00 1.00 1.00 1.00	
	KINDERGARTEN DUAL LANG - Total  LITERACY/MATH INTERVENTION  LITERACY/COACH  LITERACYCOACH  LITERACYCOACH  MATH INTERVENTIONIST  MATH INTERVENTIONIST  MEDIA  MEDIA  MEDIA  MUSIC  MUSIC  MUSIC  MUSIC  MUSIC  MUSIC  MUSIC  HYSICAL EDUCATION  PHYSICAL EDUCATION  PRE-KINDERGARTEN  PRE-KINDERGARTEN  PRE-KINDERGARTEN  PRE-KINDERGARTEN  PRE-KINDERGARTEN  SCHOOL SOCIAL WORKER	HELLER, ANGELICA MATIAS MARTINEZ, BLANCA PEREZ, PALOMA  PAULIS DE RANGEL, MEGAN E  EGBERG, SARAH M  ARPIN, JACK  CHAMPINE, ADRIAN  TAYLOR, KARI L  TOUSIGNANT, JOHN L  RUIZ PENA, MARA	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	
	KINDERGARTEN DUAL LANG - Total LITERACY/MATH INTERVENTION LITERACY/COACH LITERACYCOACH LITERACYCOACH MATH INTERVENTIONIST MATH INTERVENTIONIST MEDIA MEDIA MEDIA MUSIC MUSIC MUSIC MUSIC MUSIC MUSIC MUSIC PHYSICAL EDUCATION PHYSICAL EDUCATION PRE-KINDERGARTEN - Total	HELLER, ANGELICA MATIAS MARTINEZ, BLANCA PEREZ, PALOMA  PAULIS DE RANGEL, MEGAN E  EGBERG, SARAH M  ARPIN, JACK  CHAMPINE, ADRIAN  TAYLOR, KARI L  TOUSIGNANT, JOHN L  RUIZ PENA, MARA  SLAGHT, KAREN S K	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	
	KINDERGARTEN DUAL LANG - Total  LITERACY/MATH INTERVENTION  LITERACYCOACH  LITERACYCOACH  MATH INTERVENTIONIST  MATH INTERVENTIONIST  MEDIA  MEDIA  MEDIA  MUSIC  MUSIC  MUSIC  MUSIC  Total  PHYSICAL EDUCATION  PHYSICAL EDUCATION  PRE-KINDERGARTEN  PRE-KINDERGARTEN  PRE-KINDERGARTEN  SCHOOL SOCIAL WORKER  SCHOOL SOCIAL WORKER  SPEC ED/AUTISM	HELLER, ANGELICA MATIAS MARTINEZ, BLANCA PEREZ, PALOMA  PAULIS DE RANGEL, MEGAN E  EGBERG, SARAH M  ARPIN, JACK  CHAMPINE, ADRIAN  TAYLOR, KARI L  TOUSIGNANT, JOHN L  RUIZ PENA, MARA	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	
	KINDERGARTEN DUAL LANG - Total  LITERACY/MATH INTERVENTION  LITERACYCOACH  LITERACYCOACH - Total  MATH INTERVENTIONIST  MEDIA - Total  MUSIC  MUSIC  MUSIC  MUSIC - Total  PHYSICAL EDUCATION  PHYSICAL EDUCATION  PRE-KINDERGARTEN  PRE-KINDERGARTEN  PRE-KINDERGARTEN  PRE-KOOL SOCIAL WORKER  SPEC ED/AUTISM  SPEC ED/AUTISM  SPEC ED/AUTISM  SPEC ED/AUTISM  - Total	HELLER, ANGELICA MATIAS MARTINEZ, BLANCA PEREZ, PALOMA  PAULIS DE RANGEL, MEGAN E  EGBERG, SARAH M  ARPIN, JACK  CHAMPINE, ADRIAN  TAYLOR, KARI L  TOUSIGNANT, JOHN L  RUIZ PENA, MARA  SLAGHT, KAREN S K	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	
	KINDERGARTEN DUAL LANG - Total  LITERACY/MATH INTERVENTION  LITERACYCOACH  LITERACYCOACH  MATH INTERVENTIONIST  MATH INTERVENTIONIST  MEDIA  MEDIA  MEDIA  MUSIC  MUSIC  MUSIC  MUSIC  Total  PHYSICAL EDUCATION  PHYSICAL EDUCATION  PRE-KINDERGARTEN  PRE-KINDERGARTEN  PRE-KINDERGARTEN  SCHOOL SOCIAL WORKER  SCHOOL SOCIAL WORKER  SPEC ED/AUTISM	HELLER, ANGELICA MATIAS MARTINEZ, BLANCA PEREZ, PALOMA  PAULIS DE RANGEL, MEGAN E  EGBERG, SARAH M  ARPIN, JACK  CHAMPINE, ADRIAN  TAYLOR, KARI L  TOUSIGNANT, JOHN L  RUIZ PENA, MARA  SLAGHT, KAREN S K	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	
	KINDERGARTEN DUAL LANG - Total  LITERACY/MATH INTERVENTION  LITERACYCOACH  LITERACYCOACH - Total  MATH INTERVENTIONIST  MEDIA - Total  MUSIC  MUSIC  MUSIC  MUSIC - Total  PHYSICAL EDUCATION  PHYSICAL EDUCATION  PRE-KINDERGARTEN  PRE-KINDERGARTEN  PRE-KINDERGARTEN  PRE-KOOL SOCIAL WORKER  SPEC ED/AUTISM  SPEC ED/AUTISM  SPEC ED/AUTISM  SPEC ED/AUTISM  - Total	HELLER, ANGELICA MATIAS MARTINEZ, BLANCA PEREZ, PALOMA  PAULIS DE RANGEL, MEGAN E  EGBERG, SARAH M  ARPIN, JACK  CHAMPINE, ADRIAN  TAYLOR, KARI L  TOUSIGNANT, JOHN L  RUIZ PENA, MARA  SLAGHT, KAREN S K  BOSTIC, KIERSTEN D	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	
	KINDERGARTEN DUAL LANG - Total  LITERACY/MATH INTERVENTION  LITERACYCOACH  LITERACYCOACH - Total  MATH INTERVENTIONIST  MATH INTERVENTIONIST - Total  MEDIA - Total  MUSIC  MUSIC - Total  PHYSICAL EDUCATION  PHYSICAL EDUCATION  PRE-KINDERGARTEN  PRE-KINDERGARTEN  PRE-KINDERGARTEN  SCHOOL SOCIAL WORKER  SPEC ED/AUTISM  SPEC ED/AUTISM  SPEC ED/LD/AUTISM  - Total	HELLER, ANGELICA MATIAS MARTINEZ, BLANCA PEREZ, PALOMA  PAULIS DE RANGEL, MEGAN E  EGBERG , SARAH M  ARPIN, JACK  CHAMPINE, ADRIAN  TAYLOR, KARI L  TOUSIGNANT, JOHN L  RUIZ PENA, MARA  SLAGHT, KAREN S K  BOSTIC , KIERSTEN D  LANGER, SARAH K	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	
	KINDERGARTEN DUAL LANG - Total  LITERACY/MATH INTERVENTION  LITERACY/MATH INTERVENTION - Total  LITERACYCOACH  LITERACYCOACH - Total  MATH INTERVENTIONIST  MATH INTERVENTIONIST - Total  MEDIA  MEDIA  MEDIA  MEDIA  Total  MUSIC  MUSIC  HYSICAL EDUCATION  PHYSICAL EDUCATION  PRE-KINDERGARTEN  PRE-KINDERGARTEN  PRE-KINDERGARTEN  SCHOOL SOCIAL WORKER  SCHOOL SOCIAL WORKER  SPEC ED/AUTISM  SPEC ED/AUTISM  SPEC ED/LD/AUTISM  SPECED/L/ANG PATHOLOGIST	HELLER, ANGELICA MATIAS MARTINEZ, BLANCA PEREZ, PALOMA  PAULIS DE RANGEL, MEGAN E  EGBERG, SARAH M  ARPIN, JACK  CHAMPINE, ADRIAN  TAYLOR, KARI L  TOUSIGNANT, JOHN L  RUIZ PENA, MARA  SLAGHT, KAREN S K  BOSTIC, KIERSTEN D	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
ACHERS - Total	KINDERGARTEN DUAL LANG - Total  LITERACY/MATH INTERVENTION  LITERACYCOACH  LITERACYCOACH - Total  MATH INTERVENTIONIST  MATH INTERVENTIONIST - Total  MEDIA - Total  MUSIC  MUSIC - Total  PHYSICAL EDUCATION  PHYSICAL EDUCATION  PRE-KINDERGARTEN  PRE-KINDERGARTEN  PRE-KINDERGARTEN  SCHOOL SOCIAL WORKER  SPEC ED/AUTISM  SPEC ED/AUTISM  SPEC ED/LD/AUTISM  - Total	HELLER, ANGELICA MATIAS MARTINEZ, BLANCA PEREZ, PALOMA  PAULIS DE RANGEL, MEGAN E  EGBERG , SARAH M  ARPIN, JACK  CHAMPINE, ADRIAN  TAYLOR, KARI L  TOUSIGNANT, JOHN L  RUIZ PENA, MARA  SLAGHT, KAREN S K  BOSTIC , KIERSTEN D  LANGER, SARAH K	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	

RDLS ELEMENTARY

- Total

	SCHOOL	

ADMIN SPT - 11 MONTH	ADMIN ASSIST 2 - 11 MONTH	CRUZ ESTEVA , JENNIFER J	1.00
	ADMIN ASSIST 2 - 11 MONTH - Total		
	ADMIN ASSIST 3 -11 MONTH	LINDBERG, SHANNON J	1.00
		SANTOS, AUDREY R	1.00
		SCHMIDT, LORI A	1.00
	ADMIN ASSIST 2 44 MONTH Total	COLIMID I, LOIGIA	1.00
	ADMIN ASSIST 3 -11 MONTH - Total	MODALES MODENO LIZETTE A	4.00
	ADMIN ASSIST 4	MORALES MORENO , LIZETTE A	1.00
	ADMIN ASSIST 4 - Total		
ADMIN SPT - 11 MONTH - Total			
BUILDING CLEANERS	FAC/BUILDING CLEANER	BUSTAMANTE MENDOZA, DAVID	1.00
		GOSCHEY, KAY L	1.00
		HANSON, ADAM J	1.00
		HOLLIS, ETHAN J	1.00
		HORN, DAVID A	1.00
		LOVSETH, CHARLIE D	1.00
		MCCLINTON, KEITH	1.00
		STAITE, RYAN A	1.00
	FAC/BUILDING CLEANER - Total		
BUILDING CLEANERS - Total			
CLASSIFIED MANGMNT TEAM	HEALTH SERVICES SUPERVISOR	SWANK, DARBY L	1.00
	HEALTH SERVICES SUPERVISOR - Total		
CLASSIFIED MANGMNT TEAM - Total			
CLERICAL PARA RHS	PARA CLERICAL	BLOOMER, KELLY A	0.79
		HANSON, CHRISTINE	1.00
		NOLLENBERGER, COLLEEN D	0.50
	PARA CLERICAL - Total		
	PARA INSTRUCTIONAL	ANDERSON, CHARLOTTE A	0.42
		LILJENQUIST, JOAN M	0.47
	PARA INSTRUCTIONAL - Total		
CLERICAL PARA RHS - Total			
CUSTODIAL SPECIALISTS	FAC/ENGINEER	WAGNER, RYAN	1.00
	FAC/ENGINEER - Total		
	FAC/HEAD CUSTODIAN	GUSTAFSON, KYLE L	1.00
		GUSTAFSON, KTLE L	1.00
	FAC/HEAD CUSTODIAN - Total		
	FAC/MAINTENANCE	SURE, PATRICK M	1.00
	FAC/MAINTENANCE - Total		
	FAC/NIGHT LEAD PERSON	JUREK, DALLAS P	1.00
	FAC/NIGHT LEAD PERSON - Total		
CUSTODIAL SPECIALISTS - Total			
FOOD & NUTRITION RHS	KITCHEN ASSISTANTS	IBRAHIM, NASHWA M	0.38
		MALAGON AVILA, MARTHA	0.63
		MARTINEZ, OFELIA	0.63
		MOROCHO CUZCO, SEGUNDO R	0.63
		RUBIO SEGURA, ISRAEL	0.63
	KITCHEN ASSISTANTS - Total		
	KITCHEN PRODUCTION COOK	VENTURA RUBIO, ISELA	0.94
		WASHINGTON, PAULA J	0.94
	KITCHEN PRODUCTION COOK - Total		
	KITCHEN PRODUCTION MANAGER	HUSABY, MELISSA M	1.00
	KITCHEN PRODUCTION MANAGER - Total	,	
	SILE. T. TOTAL III MANAGER - TOTAL		
FOOD & NUTRITION DUG Total			
	DADA INCTRUCTONAL	ANDEDOON CHASI OTTE A	0.40
	PARA INSTRUCTIONAL	ANDERSON, CHARLOTTE A	0.42
	PARA INSTRUCTIONAL	BARTLETT, CHRISTINE A	0.50
	PARA INSTRUCTIONAL		
	PARA INSTRUCTIONAL  PARA INSTRUCTIONAL - Total	BARTLETT, CHRISTINE A	0.50
INST HS & DW		BARTLETT, CHRISTINE A	0.50
INST HS & DW - Total		BARTLETT, CHRISTINE A	0.50
INST HS & DW - Total	PARA INSTRUCTIONAL - Total	BARTLETT, CHRISTINE A LILJENQUIST, JOAN M	0.50
INST HS & DW - Total	PARA INSTRUCTIONAL - Total  ADMINISTRATOR ON SPECIAL ASSGN ADMINISTRATOR ON SPECIAL ASSGN - Total	BARTLETT, CHRISTINE A LILJENQUIST, JOAN M  ROSEN, TERESA L	0.50 0.38 0.50
INST HS & DW - Total	PARA INSTRUCTIONAL - Total  ADMINISTRATOR ON SPECIAL ASSGN	BARTLETT, CHRISTINE A LILJENQUIST, JOAN M  ROSEN, TERESA L  FLUCAS, STEVEN T	0.50 0.38 0.50
INST HS & DW - Total	PARA INSTRUCTIONAL - Total  ADMINISTRATOR ON SPECIAL ASSGN ADMINISTRATOR ON SPECIAL ASSGN - Total ASST SECONDARY PRINCIPAL	BARTLETT, CHRISTINE A LILJENQUIST, JOAN M  ROSEN, TERESA L	0.50 0.38 0.50
INST HS & DW - Total	PARA INSTRUCTIONAL - Total  ADMINISTRATOR ON SPECIAL ASSGN ADMINISTRATOR ON SPECIAL ASSGN - Total ASST SECONDARY PRINCIPAL  ASST SECONDARY PRINCIPAL - Total	BARTLETT, CHRISTINE A LILJENQUIST, JOAN M  ROSEN, TERESA L  FLUCAS, STEVEN T VALA, CARRIE A	0.50 0.38 0.50 1.00
INST HS & DW - Total	PARA INSTRUCTIONAL - Total  ADMINISTRATOR ON SPECIAL ASSGN ADMINISTRATOR ON SPECIAL ASSGN - Total ASST SECONDARY PRINCIPAL  ASST SECONDARY PRINCIPAL - Total DIRECTOR OF ATHLETICS	BARTLETT, CHRISTINE A LILJENQUIST, JOAN M  ROSEN, TERESA L  FLUCAS, STEVEN T	0.50 0.38 0.50
INST HS & DW - Total	PARA INSTRUCTIONAL - Total  ADMINISTRATOR ON SPECIAL ASSGN ADMINISTRATOR ON SPECIAL ASSGN - Total ASST SECONDARY PRINCIPAL  ASST SECONDARY PRINCIPAL - Total	BARTLETT, CHRISTINE A LILJENQUIST, JOAN M  ROSEN, TERESA L  FLUCAS, STEVEN T VALA, CARRIE A	0.50 0.38 0.50 1.00 1.00
INST HS & DW - Total	PARA INSTRUCTIONAL - Total  ADMINISTRATOR ON SPECIAL ASSGN ADMINISTRATOR ON SPECIAL ASSGN - Total ASST SECONDARY PRINCIPAL  ASST SECONDARY PRINCIPAL - Total DIRECTOR OF ATHLETICS	BARTLETT, CHRISTINE A LILJENQUIST, JOAN M  ROSEN, TERESA L  FLUCAS, STEVEN T VALA, CARRIE A	0.50 0.38 0.50 1.00
INST HS & DW - Total	PARA INSTRUCTIONAL - Total  ADMINISTRATOR ON SPECIAL ASSGN ADMINISTRATOR ON SPECIAL ASSGN - Total ASST SECONDARY PRINCIPAL  ASST SECONDARY PRINCIPAL - Total DIRECTOR OF ATHLETICS DIRECTOR OF ATHLETICS - Total	BARTLETT, CHRISTINE A LILJENQUIST, JOAN M  ROSEN, TERESA L  FLUCAS, STEVEN T VALA, CARRIE A  ELLERSON, JARED	0.50 0.38 0.50 1.00 1.00
INST HS & DW - Total  MANAGEMENT TEAM	PARA INSTRUCTIONAL - Total  ADMINISTRATOR ON SPECIAL ASSGN ADMINISTRATOR ON SPECIAL ASSGN - Total ASST SECONDARY PRINCIPAL  ASST SECONDARY PRINCIPAL - Total DIRECTOR OF ATHLETICS DIRECTOR OF ATHLETICS - Total PRINCIPAL	BARTLETT, CHRISTINE A LILJENQUIST, JOAN M  ROSEN, TERESA L  FLUCAS, STEVEN T VALA, CARRIE A  ELLERSON, JARED	0.50 0.38 0.50 1.00 1.00
INST HS & DW - Total  MANAGEMENT TEAM  MANAGEMENT TEAM - Total	PARA INSTRUCTIONAL - Total  ADMINISTRATOR ON SPECIAL ASSGN ADMINISTRATOR ON SPECIAL ASSGN - Total ASST SECONDARY PRINCIPAL  ASST SECONDARY PRINCIPAL - Total DIRECTOR OF ATHLETICS DIRECTOR OF ATHLETICS - Total PRINCIPAL PRINCIPAL - Total	BARTLETT, CHRISTINE A LILJENQUIST, JOAN M  ROSEN, TERESA L  FLUCAS, STEVEN T VALA, CARRIE A  ELLERSON, JARED  THEIEN-COLLINS, STACY	0.50 0.38 0.50 1.00 1.00
INST HS & DW - Total  MANAGEMENT TEAM  MANAGEMENT TEAM - Total	PARA INSTRUCTIONAL - Total  ADMINISTRATOR ON SPECIAL ASSGN ADMINISTRATOR ON SPECIAL ASSGN - Total ASST SECONDARY PRINCIPAL  ASST SECONDARY PRINCIPAL - Total DIRECTOR OF ATHLETICS DIRECTOR OF ATHLETICS - Total PRINCIPAL PRINCIPAL - Total  OUTREACH-BILINGUAL	BARTLETT, CHRISTINE A LILJENQUIST, JOAN M  ROSEN, TERESA L  FLUCAS, STEVEN T VALA, CARRIE A  ELLERSON, JARED	0.50 0.38 0.50 1.00 1.00 1.00
INST HS & DW - Total  MANAGEMENT TEAM  MANAGEMENT TEAM - Total  OUTREACH RHS	PARA INSTRUCTIONAL - Total  ADMINISTRATOR ON SPECIAL ASSGN ADMINISTRATOR ON SPECIAL ASSGN - Total ASST SECONDARY PRINCIPAL  ASST SECONDARY PRINCIPAL - Total DIRECTOR OF ATHLETICS DIRECTOR OF ATHLETICS - Total PRINCIPAL PRINCIPAL - Total	BARTLETT, CHRISTINE A LILJENQUIST, JOAN M  ROSEN, TERESA L  FLUCAS, STEVEN T VALA, CARRIE A  ELLERSON, JARED  THEIEN-COLLINS, STACY	0.50 0.38 0.50 1.00 1.00 1.00
INST HS & DW - Total  MANAGEMENT TEAM  MANAGEMENT TEAM - Total  OUTREACH RHS  OUTREACH RHS - Total	PARA INSTRUCTIONAL - Total  ADMINISTRATOR ON SPECIAL ASSGN ADMINISTRATOR ON SPECIAL ASSGN - Total ASST SECONDARY PRINCIPAL  ASST SECONDARY PRINCIPAL - Total DIRECTOR OF ATHLETICS DIRECTOR OF ATHLETICS - Total PRINCIPAL PRINCIPAL - Total  OUTREACH-BILINGUAL OUTREACH-BILINGUAL - Total	BARTLETT, CHRISTINE A LILJENQUIST, JOAN M  ROSEN, TERESA L  FLUCAS, STEVEN T VALA, CARRIE A  ELLERSON, JARED  THEIEN-COLLINS, STACY  JOHNSON, VICTORIA M	0.50 0.38 0.50 1.00 1.00 1.00
INST HS & DW - Total  MANAGEMENT TEAM  MANAGEMENT TEAM - Total  OUTREACH RHS  OUTREACH RHS - Total	PARA INSTRUCTIONAL - Total  ADMINISTRATOR ON SPECIAL ASSGN ADMINISTRATOR ON SPECIAL ASSGN - Total ASST SECONDARY PRINCIPAL  ASST SECONDARY PRINCIPAL - Total DIRECTOR OF ATHLETICS DIRECTOR OF ATHLETICS - Total PRINCIPAL PRINCIPAL - Total  OUTREACH-BILINGUAL	BARTLETT, CHRISTINE A LILJENQUIST, JOAN M  ROSEN, TERESA L  FLUCAS, STEVEN T VALA, CARRIE A  ELLERSON, JARED  THEIEN-COLLINS, STACY  JOHNSON, VICTORIA M  BRIONES SALGADO, GENELEY	0.50 0.38 0.50 1.00 1.00 1.00 1.00
INST HS & DW - Total  MANAGEMENT TEAM  MANAGEMENT TEAM - Total  DUTREACH RHS  OUTREACH RHS - Total	PARA INSTRUCTIONAL - Total  ADMINISTRATOR ON SPECIAL ASSGN ADMINISTRATOR ON SPECIAL ASSGN - Total ASST SECONDARY PRINCIPAL  ASST SECONDARY PRINCIPAL - Total DIRECTOR OF ATHLETICS DIRECTOR OF ATHLETICS - Total PRINCIPAL PRINCIPAL - Total  OUTREACH-BILINGUAL OUTREACH-BILINGUAL - Total	BARTLETT, CHRISTINE A LILJENQUIST, JOAN M  ROSEN, TERESA L  FLUCAS, STEVEN T VALA, CARRIE A  ELLERSON, JARED  THEIEN-COLLINS, STACY  JOHNSON, VICTORIA M  BRIONES SALGADO, GENELEY MATTHEWS JR, WARREN E	0.50 0.38 0.50 1.00 1.00 1.00 1.00
INST HS & DW - Total  MANAGEMENT TEAM  MANAGEMENT TEAM - Total  OUTREACH RHS	PARA INSTRUCTIONAL - Total  ADMINISTRATOR ON SPECIAL ASSGN ADMINISTRATOR ON SPECIAL ASSGN - Total ASST SECONDARY PRINCIPAL  ASST SECONDARY PRINCIPAL - Total DIRECTOR OF ATHLETICS DIRECTOR OF ATHLETICS - Total PRINCIPAL PRINCIPAL - Total  OUTREACH-BILINGUAL OUTREACH-BILINGUAL - Total	BARTLETT, CHRISTINE A LILJENQUIST, JOAN M  ROSEN, TERESA L  FLUCAS, STEVEN T VALA, CARRIE A  ELLERSON, JARED  THEIEN-COLLINS, STACY  JOHNSON, VICTORIA M  BRIONES SALGADO, GENELEY	0.50 0.38 0.50 1.00 1.00 1.00 1.00
INST HS & DW - Total  MANAGEMENT TEAM  MANAGEMENT TEAM - Total  OUTREACH RHS  OUTREACH RHS - Total	PARA INSTRUCTIONAL - Total  ADMINISTRATOR ON SPECIAL ASSGN ADMINISTRATOR ON SPECIAL ASSGN - Total ASST SECONDARY PRINCIPAL  ASST SECONDARY PRINCIPAL - Total DIRECTOR OF ATHLETICS DIRECTOR OF ATHLETICS - Total PRINCIPAL PRINCIPAL - Total  OUTREACH-BILINGUAL OUTREACH-BILINGUAL - Total	BARTLETT, CHRISTINE A LILJENQUIST, JOAN M  ROSEN, TERESA L  FLUCAS, STEVEN T VALA, CARRIE A  ELLERSON, JARED  THEIEN-COLLINS, STACY  JOHNSON, VICTORIA M  BRIONES SALGADO, GENELEY MATTHEWS JR, WARREN E	0.50 0.38 0.50 1.00 1.00 1.00 1.00
INST HS & DW - Total  MANAGEMENT TEAM  MANAGEMENT TEAM - Total  OUTREACH RHS  OUTREACH RHS - Total	PARA INSTRUCTIONAL - Total  ADMINISTRATOR ON SPECIAL ASSGN ADMINISTRATOR ON SPECIAL ASSGN - Total ASST SECONDARY PRINCIPAL  ASST SECONDARY PRINCIPAL - Total DIRECTOR OF ATHLETICS DIRECTOR OF ATHLETICS PRINCIPAL PRINCIPAL - Total  OUTREACH-BILINGUAL OUTREACH-BILINGUAL - Total  PARA SECURITY MONITOR	BARTLETT, CHRISTINE A LILJENQUIST, JOAN M  ROSEN, TERESA L  FLUCAS, STEVEN T VALA, CARRIE A  ELLERSON, JARED  THEIEN-COLLINS, STACY  JOHNSON, VICTORIA M  BRIONES SALGADO, GENELEY MATTHEWS JR, WARREN E	0.50 0.38 0.50 1.00 1.00 1.00 1.00

	PARA SPEC ED - Total			0.79
	PARA SPEC ED HQ	BIEVER, BEAU B	0.79	
		DENESEN, JEFF W	0.79	
		HARVIEUX, DANIEL L	0.91	
		WILLIAMS, MARCUS	0.79	
		ZUBAH, LUCY I	0.88	
	PARA SPEC ED HQ - Total			4.1
PARA RHS - Total				4.9
ENT ENGAGEMENT SPECIA	STUDENT ENGAGEMENT SPECIALIST	SKOOG, BRADLEY J	0.63	
	STUDENT ENGAGEMENT SPECIALIST - Tota		1111	0.63
ENT ENGLOSINENT ORGAN		!		
ENT ENGAGEMENT SPECIA - Tot				0.6
HERS	ART	MICHAEL, KASSANDRA M	0.54	
		MILLER, ADAM J	1.00	
		SACHER, GRACE E	1.00	
	ART - Total			2.5
		ADMPDUCTED CHART	1.00	2.0
	BAND MUSIC	ARMBRUSTER , CHAD T	1.00	
	BAND MUSIC - Total			1.00
	COUNSELOR	JASTROW, DANIELLE M	1.00	
		KELLEY, MORGAN A	1.00	
		LINDE, SARA J	1.00	
		OKEY, JESSICA J	1.00	
	COUNTRIES	ONE I, DECOION I	1.00	
	COUNSELOR - Total			4.00
	ENGLISH AS A SECOND LANG	ANDREWS, JOHANNA K	1.00	
		HEALY, JENNA L	1.00	
		TOEDTER, HANNAH	1.00	
	ENGLISH AS A SECOND LANG - Total			3.00
		EINDLAY LANDWIN MELIOCA E	1.00	3.00
	FAMILY CONSUMER SCIENCE	FINDLAY-LAMPKIN, MELISSA E	1.00	
		LEWIS , JENNIFER K	1.00	
	FAMILY CONSUMER SCIENCE - Total			2.00
	GLOBAL LANG/FRENCH	STEELE, MORGAN L	1.00	
		,		4.00
		LYAIGED MADEL 1115	1.00	1.00
	GLOBAL LANG/GERMAN	KAISER, MADELINE	1.00	
	GLOBAL LANG/GERMAN - Total			1.00
	GLOBAL LANG/SPANISH	BRADSETH CHRISTIANSEN, KRISTEN	0.90	
		HUBER, ERIN M	1.00	
	GLOBALLANG/SDANISH T-4-1		1.00	4.00
	GLOBAL LANG/SPANISH - Total	lanes emples		1.90
	INDUSTRIAL TECH	MACE, CHRISTI JO	1.00	
	INDUSTRIAL TECH - Total			1.00
	LANGUAGE ARTS	HOLLE, KARAH L	0.73	
		JOHNSON, ANNIE MARIE	1.00	
		MUELLER, BONNIE M	1.00	
		PULFORD, KRISTIAN T	1.00	
		SCHIFFLER REBER, NICOLE C	1.00	
		VO, KAYLA E	1.00	
	LANGUAGE ARTS - Total	,		F 70
		leaner au reie initiati		5.73
	LANGUAGE ARTS DUAL IMMERSION	DOOPER-SALAZAR, JENNIFER C	1.00	
	LANGUAGE ARTS DUAL IMMERSION - Total			1.00
	LITERACY/MATH INTERVENTION	ALCOTT, ADAM M	1.00	
	LITERACY/MATH INTERVENTION - Total	· ·		1.00
		CARLIEO MATTHEW C	4.00	1.00
	MARKETING/BUSINESS	CARUSO, MATTHEW S	1.00	
	MARKETING/BUSINESS - Total			1.00
	MATH INTERVENTIONIST	SCHOLZ, KRISTINE L	1.00	
	MATH INTERVENTIONIST - Total			1.00
	MATHEMATICS	HANSON , ALYSSA N	1.00	
		HANSON, ZACHARY	1.00	
		KUPLIC, LEELA M	1.00	
		MULLENBACH, MATTHEW R	1.00	
		SEIBERT, LAURIE E	0.54	
		ZOELLMER, JONATHAN M	1.00	
	MATHEMATICO	ZOLLLIVILIT, JONATTIAN IVI	1.00	
	MATHEMATICS - Total			5.54
	MATHEMATICS DUAL LANG	STREITZ, SARAH L	1.00	
	MATHEMATICS DUAL LANG - Total			1.00
	MEDIA	GLAVAS, MELISSA L	1.00	
				4.00
				1.00
	MEDIA - Total		1.00	
		RESTEMAYER, WHITNEY E		
	MEDIA - Total	RESTEMAYER, WHITNEY E ZEIDLER, MATTHEW M	1.00	
	MEDIA - Total PHY ED/HEALTH		1.00	2 00
	MEDIA - Total PHY ED/HEALTH PHY ED/HEALTH - Total	ZEIDLER, MATTHEW M		2.00
	MEDIA - Total PHY ED/HEALTH  PHY ED/HEALTH - Total PHY ED/SOCIAL STUDIES		1.00	
	MEDIA - Total PHY ED/HEALTH PHY ED/HEALTH - Total	ZEIDLER, MATTHEW M		2.00
	MEDIA - Total PHY ED/HEALTH  PHY ED/HEALTH - Total PHY ED/SOCIAL STUDIES	ZEIDLER, MATTHEW M		
	MEDIA - Total  PHY ED/HEALTH  PHY ED/HEALTH - Total  PHY ED/SOCIAL STUDIES  PHY ED/SOCIAL STUDIES - Total  PHYSICAL EDUCATION	ZEIDLER, MATTHEW M FOGELSON, DANIEL J	1.00	1.00
	MEDIA - Total  PHY ED/HEALTH  PHY ED/HEALTH - Total  PHY ED/SOCIAL STUDIES  PHY ED/SOCIAL STUDIES - Total  PHYSICAL EDUCATION  PHYSICAL EDUCATION - Total	ZEIDLER, MATTHEW M FOGELSON, DANIEL J HOFMANN, TRACIE L	1.00	
	MEDIA - Total  PHY ED/HEALTH  PHY ED/HEALTH - Total  PHY ED/SOCIAL STUDIES  PHY ED/SOCIAL STUDIES  PHY ED/SOCIAL STUDIES - Total  PHYSICAL EDUCATION  PHYSICAL EDUCATION - Total  PSYCHOLOGIST	ZEIDLER, MATTHEW M FOGELSON, DANIEL J	1.00	1.00
	MEDIA - Total  PHY ED/HEALTH  PHY ED/HEALTH - Total  PHY ED/SOCIAL STUDIES  PHY ED/SOCIAL STUDIES - Total  PHYSICAL EDUCATION  PHYSICAL EDUCATION - Total	ZEIDLER, MATTHEW M FOGELSON, DANIEL J HOFMANN, TRACIE L	1.00	1.00
	MEDIA - Total  PHY ED/HEALTH  PHY ED/HEALTH - Total  PHY ED/SOCIAL STUDIES  PHY ED/SOCIAL STUDIES  PHY ED/SOCIAL STUDIES - Total  PHYSICAL EDUCATION  PHYSICAL EDUCATION - Total  PSYCHOLOGIST	ZEIDLER, MATTHEW M FOGELSON, DANIEL J HOFMANN, TRACIE L	1.00	1.00

		SCHOOL SOCIAL WORKER	WELLS, PATRICK T	1.00
		SCHOOL SOCIAL WORKER - Total		
		SCIENCE	BOIE, DAVID M	1.00
			BROWN, MATTHEW L	1.00
			CLARK, DAVID E	1.00
			COLLINS , SAMUEL A	1.00
			DEGIDIO , JORDAN	1.00
			JAVNER , CASSIDY H	1.00
			JENSEN BIVENS, SARAH J	1.00
			KERSTEN OLSON, JENNIFER A	1.00
		OOIENOE T. I.	REKOTEN OLGON, JENNIFEK A	1.00
		SCIENCE - Total		
		SOCIAL STUDIES	AVERY, JON S	1.00
			HARRIS, MICHAEL G	1.00
			MANUEL, ANDREA N	1.00
			OLEJNICAK , KATHERINE	1.00
			PETERSON, CHRISTOPHER A	
				1.00
			POWERS, BENJAMIN C	1.00
			SPEAR, ADAM J	0.72
			WEGNER, KATHRYN L	1.00
		SOCIAL STUDIES - Total		
			MITOURIL IONATUANIA	4.00
		SOCIAL STUDIES DUAL LANG	MITCHELL, JONATHAN A	1.00
		SOCIAL STUDIES DUAL LANG - Total		
		SPEC ED/AUTISM	BLUM, JOSEPH P	1.00
		SPEC ED/AUTISM - Total		
		SPEC ED/DCD	KALBOW, ALEXANDER S	1.00
			MATTSON, EMILY A	1.00
			RHODEN, JANA L	1.00
			WURST, THEODORE	1.00
		SPEC ED/DCD - Total		
		SPEC ED/DCD/LD	CANNON-RATLIFF, LISA M	1.00
		SPEC ED/DCD/LD - Total		
			LOONIEW DODINA	1.00
		SPEC ED/EBD	CONLEY, ROBIN M	1.00
			FINELLI, GAVIN	1.00
			GIBSON, CHRISTINE	1.00
		SPEC ED/EBD - Total	<u> </u>	
		SPEC ED/LD	WOLF, JOEL M	1.00
			WOLF, SOLE IVI	1.00
		SPEC ED/LD - Total		
		SPEC ED/OTHER HEALTH DIS	HATTEN, EMILY	1.00
			NELSON, DEREK J	1.00
		SPEC ED/OTHER HEALTH DIS - Total		
		SPECIAL EDUCATION LEAD	OLSON, SARAH	1.00
		SPECIAL EDUCATION LEAD - Total	1	
			OUAMPERUM OALLAND	4.00
		SPEECH/LANG PATHOLOGIST	CHAMBERLIN, CALLAN L	1.00
		SPEECH/LANG PATHOLOGIST - Total		
		VOCAL MUSIC/ESL	LEWIS, AMBER L	1.00
		VOCAL MUSIC/ESL - Total	<u> </u>	
		WORK EXP. HANDICAPPED TCHR	MCINNES, CALLEN M	1.00
			MOINNES, CALLEN M	1.00
		WORK EXP. HANDICAPPED TCHR - Total		
	TEACHERS - Total			
IELD HIGH SCHOOL - Total				1
IELD MIDDLE SCHOOL	ADMIN SPT - 11 MONTH	ADMIN ASSIST 2 - 11 MONTH	ZALDANA, MARITZA	1.00
		ADMIN ASSIST 2 - 11 MONTH - Total	· · · · · · · · · · · · · · · · · · ·	
		ADMIN ASSIST 3 -11 MONTH	BACH-DOWD, VERONICA	4.00
			DACH-DOWD, VERUNICA	1.00
		ADMIN ASSIST 3 -11 MONTH - Total		
	ADMIN SPT - 11 MONTH - Total			
		EAGINI DING OF EAVED	ADJALO, AFI E	1.00
	BUILDING CLEANERS	FAC/BUILDING CLEANER		1.00
	BUILDING CLEANERS	FAC/BUILDING CLEANER	KAHSAI, MUSYE	
	BUILDING CLEANERS	FAC/BUILDING CLEANER		1.00
	BUILDING CLEANERS	FAC/BUILDING CLEANER	QUINTANA , FELICIA T	1.00
	BUILDING CLEANERS			1.00
		FAC/BUILDING CLEANER - Total	QUINTANA , FELICIA T	
	BUILDING CLEANERS - Total	FAC/BUILDING CLEANER - Total	QUINTANA , FELICIA T SWAGGERT, JACK L	1.00
			QUINTANA , FELICIA T	
	BUILDING CLEANERS - Total	FAC/BUILDING CLEANER - Total	QUINTANA , FELICIA T SWAGGERT, JACK L	1.00
	BUILDING CLEANERS - Total	FAC/BUILDING CLEANER - Total	QUINTANA , FELICIA T SWAGGERT, JACK L  FINDLAY-LAMPKIN, DARRYL FOSSEN, RYAN W	1.00
	BUILDING CLEANERS - Total	FAC/BUILDING CLEANER - Total PARA CAMPUS SUP	QUINTANA , FELICIA T SWAGGERT, JACK L FINDLAY-LAMPKIN, DARRYL	1.00
	BUILDING CLEANERS - Total	PARA CAMPUS SUP  PARA CAMPUS SUP  - Total	QUINTANA , FELICIA T SWAGGERT, JACK L  FINDLAY-LAMPKIN, DARRYL FOSSEN, RYAN W MOTON, JOSHUA	1.00 1.00 1.00 1.00
	BUILDING CLEANERS - Total	FAC/BUILDING CLEANER - Total PARA CAMPUS SUP	QUINTANA , FELICIA T SWAGGERT, JACK L  FINDLAY-LAMPKIN, DARRYL FOSSEN, RYAN W	1.00
	BUILDING CLEANERS - Total	PARA CAMPUS SUP  PARA CAMPUS SUP  - Total	QUINTANA , FELICIA T SWAGGERT, JACK L  FINDLAY-LAMPKIN, DARRYL FOSSEN, RYAN W MOTON, JOSHUA	1.00 1.00 1.00 1.00
	BUILDING CLEANERS - Total	PARA CAMPUS SUP  PARA CAMPUS SUP  - Total	QUINTANA , FELICIA T SWAGGERT, JACK L  FINDLAY-LAMPKIN, DARRYL FOSSEN, RYAN W MOTON, JOSHUA  DAVISON, STEPHANIE A	1.00 1.00 1.00 1.00
	BUILDING CLEANERS - Total CLER PARA + CS MIDDLE	PARA CAMPUS SUP  PARA CAMPUS SUP  PARA CLERICAL  PARA CLERICAL  - Total	QUINTANA , FELICIA T SWAGGERT, JACK L  FINDLAY-LAMPKIN, DARRYL FOSSEN, RYAN W MOTON, JOSHUA  DAVISON, STEPHANIE A	1.00 1.00 1.00 1.00
	BUILDING CLEANERS - Total CLER PARA + CS MIDDLE  CLER PARA + CS MIDDLE - Total	PARA CAMPUS SUP  PARA CAMPUS SUP  PARA CAMPUS SUP  - Total  PARA CLERICAL  PARA CLERICAL  - Total	QUINTANA , FELICIA T SWAGGERT, JACK L  FINDLAY-LAMPKIN, DARRYL FOSSEN, RYAN W MOTON, JOSHUA  DAVISON, STEPHANIE A LEIVA, CYNTHIA V	1.00 1.00 1.00 1.00 1.00
	BUILDING CLEANERS - Total CLER PARA + CS MIDDLE	PARA CAMPUS SUP  PARA CAMPUS SUP  PARA CLERICAL  PARA CLERICAL  PARA CLERICAL  FAC/HEAD CUSTODIAN	QUINTANA , FELICIA T SWAGGERT, JACK L  FINDLAY-LAMPKIN, DARRYL FOSSEN, RYAN W MOTON, JOSHUA  DAVISON, STEPHANIE A	1.00 1.00 1.00 1.00
	BUILDING CLEANERS - Total CLER PARA + CS MIDDLE  CLER PARA + CS MIDDLE - Total	PARA CAMPUS SUP  PARA CAMPUS SUP  PARA CAMPUS SUP  - Total  PARA CLERICAL  PARA CLERICAL  - Total	QUINTANA , FELICIA T SWAGGERT, JACK L  FINDLAY-LAMPKIN, DARRYL FOSSEN, RYAN W MOTON, JOSHUA  DAVISON, STEPHANIE A LEIVA, CYNTHIA V	1.00 1.00 1.00 1.00 1.00

READING SPECIALIST

SCHOOL SOCIAL WORKER

SCHOOL NURSE SCHOOL NURSE - Total

NELSON, LIBBY C

WELLS, PATRICK T

2.00

1.00

1.00

1.00

	FAC/MAINTENANCE - Total			1.00
	FAC/NIGHT LEAD PERSON	URBANSKI, STEPHEN C	1.00	
	FAC/NIGHT LEAD PERSON - Total			1.0
CUSTODIAL SPECIALISTS - Total				3.0
OOD & NUTRITION MIDDLE	KITCHEN ASSISTANTS	HECHT, JENNIFER B	0.72	
		HERMAN, SARA	0.63	
		MONTESINOS SANCHEZ, LIDIA	0.63	
		NEWELL, TANYA M	0.63	
	KITCHEN ASSISTANTS - Total	huaren	1.00	2.5
	KITCHEN MANAGER	NICKELL, JODI A	1.00	
	KITCHEN MANAGER - Total	MATTOON III	0.04	1.0
	KITCHEN PRODUCTION COOK	MATTSON , LI J	0.94	0.0
OOD & NUTRITION MIDDLE - Tota	KITCHEN PRODUCTION COOK - Total			0.9
		ARDI MUNA	0.95	4.5
NSTRUCTIONAL RMS	PARA INSTRUCTIONAL - Total	ABDI, MUNA	0.95	0.9
NSTRUCTIONAL RMS - Total	PARA INSTRUCTIONAL - Total			0.9
IANAGEMENT TEAM	ASST SECONDARY PRINCIPAL	FREEBURG, DAVID A	1.00	0.3
THE TEXT	ACCUSE OF CONTRACT AND	SCHAEFER, ASHLEY	1.00	
	ASST SECONDARY PRINCIPAL - Total	OOT THE ET, FOTILE I	1.00	2.0
	PRINCIPAL	BARLOW, ERICA T	1.00	2.0
	PRINCIPAL - Total			1.0
IANAGEMENT TEAM - Total				3.0
UTREACH WORKERS EL & RM	OUTREACH-BILINGUAL	GONZALEZ HERRERA, MELISSA	1.00	
		MONTEJO MAGANA, JOSE ANTONIO	1.00	
	OUTREACH-BILINGUAL - Total			2.0
OUTREACH WORKERS EL & RM - 1				2.0
PED PARA MIDDLE	PARA SPEC ED	PEDENKO, CHRISTINA	0.91	
		RUSSELL, ANNIKA	0.91	
		VAGLICA, CHELSEA	0.91	
	PARA SPEC ED - Total			2.7
	PARA SPEC ED HQ	FEIGHT, MARIA T	0.91	
		FERREIRA, CATHERINE F	0.81	
		HOLTGRAVE, SHEILA M	0.84	
		JOHNSON, BONNIE M	0.81	
		OLSON, DIANE M	0.81	
		RHOADES, CHRISTINA G	0.91	
		SHIVELY, CARLEEN G	0.91	
		THIBODEAUX, JESSE J	0.84	
	PARA SPEC ED HQ - Total			6.84
PED PARA MIDDLE - Total				9.5
TUDENT ENGAGEMENT SPECIA	STUDENT ENGAGEMENT SPECIALIST	PRICE, SHEMITRA K	0.94	
	STUDENT ENGAGEMENT SPECIALIST - To	otal		0.9
TUDENT ENGAGEMENT SPECIA -				0.9
EACHERS	ART	CULVER, KOURTNEY K	1.00	
	ART - Total	NEEDLEMAN CODEY	1.00	1.0
	BAND MUSIC	NEEDLEMAN, COREY	1.00	4.0
	DAND MICO			1.0
	BAND MUSIC - Total	DEDCLAND TORVI	4.00	
	BAND MUSIC - Total COUNSELOR	BERGLAND, TOBY L	1.00	
	COUNSELOR	BERGLAND, TOBY L SCOTT, KAREN E	1.00	2.0
	COUNSELOR - Total	SCOTT, KAREN E	1.00	2.0
	COUNSELOR	SCOTT, KAREN E  ILLESCAS GOMEZ , EDGAR	1.00	2.0
	COUNSELOR - Total	SCOTT, KAREN E  ILLESCAS GOMEZ , EDGAR  MORTLAND, OLUTOYE F	1.00 1.00 1.00	2.0
	COUNSELOR - Total	SCOTT, KAREN E  ILLESCAS GOMEZ , EDGAR  MORTLAND, OLUTOYE F  PETERSEN, JILL K	1.00 1.00 1.00 1.00	2.0
	COUNSELOR  COUNSELOR - Total  ENGLISH AS A SECOND LANG	SCOTT, KAREN E  ILLESCAS GOMEZ , EDGAR  MORTLAND, OLUTOYE F	1.00 1.00 1.00	
	COUNSELOR  COUNSELOR - Total  ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG - Total	SCOTT, KAREN E  ILLESCAS GOMEZ , EDGAR  MORTLAND, OLUTOYE F  PETERSEN, JILL K  WEINMASTER , TRISTAN N	1.00 1.00 1.00 1.00	
	COUNSELOR  COUNSELOR - Total  ENGLISH AS A SECOND LANG	SCOTT, KAREN E  ILLESCAS GOMEZ , EDGAR  MORTLAND, OLUTOYE F  PETERSEN, JILL K	1.00 1.00 1.00 1.00 1.00	
	COUNSELOR  COUNSELOR - Total  ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG - Total	SCOTT, KAREN E  ILLESCAS GOMEZ , EDGAR  MORTLAND, OLUTOYE F  PETERSEN, JILL K  WEINMASTER , TRISTAN N  ARIAS ORTIZ, LUZ	1.00 1.00 1.00 1.00 1.00	
	COUNSELOR  COUNSELOR - Total  ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG - Total	SCOTT, KAREN E  ILLESCAS GOMEZ , EDGAR  MORTLAND, OLUTOYE F  PETERSEN, JILL K  WEINMASTER , TRISTAN N  ARIAS ORTIZ, LUZ  CHRISTOPHERSEN, BETH J	1.00 1.00 1.00 1.00 1.00 1.00	4.0
	COUNSELOR  COUNSELOR  - Total  ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG  - Total  GLOBAL LANG/SPANISH	SCOTT, KAREN E  ILLESCAS GOMEZ , EDGAR  MORTLAND, OLUTOYE F  PETERSEN, JILL K  WEINMASTER , TRISTAN N  ARIAS ORTIZ, LUZ  CHRISTOPHERSEN, BETH J	1.00 1.00 1.00 1.00 1.00 1.00	4.0
	COUNSELOR  COUNSELOR  ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG  - Total  GLOBAL LANG/SPANISH  - Total	SCOTT, KAREN E  ILLESCAS GOMEZ , EDGAR  MORTLAND, OLUTOYE F  PETERSEN, JILL K  WEINMASTER , TRISTAN N  ARIAS ORTIZ, LUZ  CHRISTOPHERSEN, BETH J  NWAIWU , JACQUELINE O	1.00 1.00 1.00 1.00 1.00 1.00 1.00	4.0
	COUNSELOR  COUNSELOR - Total  ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG - Total  GLOBAL LANG/SPANISH  GLOBAL LANG/SPANISH - Total  GLOBALLANG/SPANISH/SOCIAL STUD	SCOTT, KAREN E  ILLESCAS GOMEZ , EDGAR  MORTLAND, OLUTOYE F  PETERSEN, JILL K  WEINMASTER , TRISTAN N  ARIAS ORTIZ, LUZ  CHRISTOPHERSEN, BETH J  NWAIWU , JACQUELINE O	1.00 1.00 1.00 1.00 1.00 1.00 1.00	4.0
	COUNSELOR  COUNSELOR  - Total  ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG  - Total  GLOBAL LANG/SPANISH  GLOBAL LANG/SPANISH  GLOBALLANG/SPANISH/SOCIAL STUD  GLOBALLANG/SPANISH/SOCIAL STUD - Total	SCOTT, KAREN E  ILLESCAS GOMEZ , EDGAR MORTLAND, OLUTOYE F PETERSEN, JILL K WEINMASTER , TRISTAN N  ARIAS ORTIZ, LUZ CHRISTOPHERSEN, BETH J NWAIWU , JACQUELINE O	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	4.0
	COUNSELOR  COUNSELOR  - Total  ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG  - Total  GLOBAL LANG/SPANISH  GLOBAL LANG/SPANISH  GLOBALLANG/SPANISH/SOCIAL STUD  GLOBALLANG/SPANISH/SOCIAL STUD - Total	SCOTT, KAREN E  ILLESCAS GOMEZ , EDGAR MORTLAND, OLUTOYE F PETERSEN, JILL K WEINMASTER , TRISTAN N  ARIAS ORTIZ, LUZ CHRISTOPHERSEN, BETH J NWAIWU , JACQUELINE O  LIMA, MIGUEL A  Dtal  BLUNT , KRISTINE E	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	4.0
	COUNSELOR  COUNSELOR  - Total  ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG  - Total  GLOBAL LANG/SPANISH  GLOBAL LANG/SPANISH  GLOBALLANG/SPANISH/SOCIAL STUD  GLOBALLANG/SPANISH/SOCIAL STUD - Total	SCOTT, KAREN E  ILLESCAS GOMEZ , EDGAR  MORTLAND, OLUTOYE F  PETERSEN, JILL K  WEINMASTER , TRISTAN N  ARIAS ORTIZ, LUZ  CHRISTOPHERSEN, BETH J  NWAIWU , JACQUELINE O  LIMA, MIGUEL A  DETAIL  BLUNT , KRISTINE E  DETERS, LAURA M	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	4.0
	COUNSELOR  COUNSELOR  - Total  ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG  - Total  GLOBAL LANG/SPANISH  GLOBAL LANG/SPANISH  GLOBALLANG/SPANISH/SOCIAL STUD  GLOBALLANG/SPANISH/SOCIAL STUD - Total	ILLESCAS GOMEZ , EDGAR MORTLAND, OLUTOYE F PETERSEN, JILL K WEINMASTER , TRISTAN N  ARIAS ORTIZ, LUZ CHRISTOPHERSEN, BETH J NWAIWU , JACQUELINE O  LIMA, MIGUEL A  DETERS, LAURA M GREGOR, MARY S	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	4.0
	COUNSELOR  COUNSELOR  - Total  ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG  - Total  GLOBAL LANG/SPANISH  GLOBAL LANG/SPANISH  GLOBALLANG/SPANISH/SOCIAL STUD  GLOBALLANG/SPANISH/SOCIAL STUD - Total	SCOTT, KAREN E  ILLESCAS GOMEZ , EDGAR  MORTLAND, OLUTOYE F PETERSEN, JILL K WEINMASTER , TRISTAN N  ARIAS ORTIZ, LUZ CHRISTOPHERSEN, BETH J NWAIWU , JACQUELINE O  LIMA, MIGUEL A  BLUNT , KRISTINE E DETERS, LAURA M GREGOR, MARY S LOESCH, AARON T	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	4.0
	COUNSELOR  COUNSELOR  - Total  ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG  - Total  GLOBAL LANG/SPANISH  GLOBAL LANG/SPANISH  GLOBALLANG/SPANISH/SOCIAL STUD  GLOBALLANG/SPANISH/SOCIAL STUD - Total	SCOTT, KAREN E  ILLESCAS GOMEZ , EDGAR  MORTLAND, OLUTOYE F PETERSEN, JILL K WEINMASTER , TRISTAN N  ARIAS ORTIZ, LUZ CHRISTOPHERSEN, BETH J NWAIWU , JACQUELINE O  LIMA, MIGUEL A  BLUNT , KRISTINE E DETERS, LAURA M GREGOR, MARY S LOESCH, AARON T OSUJI, VIVIAN C	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	3.0 1.0
	COUNSELOR  COUNSELOR - Total ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG - Total GLOBAL LANG/SPANISH GLOBAL LANG/SPANISH/SOCIAL STUD GLOBALLANG/SPANISH/SOCIAL STUD - Total GRADE 6	SCOTT, KAREN E  ILLESCAS GOMEZ , EDGAR  MORTLAND, OLUTOYE F PETERSEN, JILL K WEINMASTER , TRISTAN N  ARIAS ORTIZ, LUZ CHRISTOPHERSEN, BETH J NWAIWU , JACQUELINE O  LIMA, MIGUEL A  BLUNT , KRISTINE E DETERS, LAURA M GREGOR, MARY S LOESCH, AARON T OSUJI, VIVIAN C	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	3.0 1.0
	COUNSELOR  COUNSELOR - Total ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG - Total GLOBAL LANG/SPANISH GLOBAL LANG/SPANISH/SOCIAL STUD GLOBALLANG/SPANISH/SOCIAL STUD - Total GRADE 6  GRADE 6 - Total	SCOTT, KAREN E  ILLESCAS GOMEZ, EDGAR MORTLAND, OLUTOYE F PETERSEN, JILL K WEINMASTER, TRISTAN N  ARIAS ORTIZ, LUZ CHRISTOPHERSEN, BETH J NWAIWU, JACQUELINE O  LIMA, MIGUEL A  BLUNT, KRISTINE E DETERS, LAURA M GREGOR, MARY S LOESCH, AARON T OSUJI, VIVIAN C SKINNER, JENNA C	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	4.0 3.0 1.0
	COUNSELOR  COUNSELOR -Total ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG -Total GLOBAL LANG/SPANISH  GLOBAL LANG/SPANISH - Total GLOBALLANG/SPANISH/SOCIAL STUD GLOBALLANG/SPANISH/SOCIAL STUD - To GRADE 6  GRADE 6  -Total INSTRUCTIONAL COACH	SCOTT, KAREN E  ILLESCAS GOMEZ, EDGAR MORTLAND, OLUTOYE F PETERSEN, JILL K WEINMASTER, TRISTAN N  ARIAS ORTIZ, LUZ CHRISTOPHERSEN, BETH J NWAIWU, JACQUELINE O  LIMA, MIGUEL A  BLUNT, KRISTINE E DETERS, LAURA M GREGOR, MARY S LOESCH, AARON T OSUJI, VIVIAN C SKINNER, JENNA C	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	4.0 3.0 1.0
	COUNSELOR  COUNSELOR  COUNSELOR  ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG  - Total  GLOBAL LANG/SPANISH  GLOBAL LANG/SPANISH/SOCIAL STUD  GLOBALLANG/SPANISH/SOCIAL STUD - Total  GRADE 6  GRADE 6  - Total  INSTRUCTIONAL COACH  INSTRUCTIONAL COACH	SCOTT, KAREN E  ILLESCAS GOMEZ, EDGAR MORTLAND, OLUTOYE F PETERSEN, JILL K WEINMASTER, TRISTAN N  ARIAS ORTIZ, LUZ CHRISTOPHERSEN, BETH J NWAIWU, JACQUELINE O  LIMA, MIGUEL A  DETERS, LAURA M GREGOR, MARY S LOESCH, AARON T OSUJI, VIVIAN C SKINNER, JENNA C	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	4.0 3.0 1.0
	COUNSELOR  COUNSELOR  COUNSELOR  ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG  - Total  GLOBAL LANG/SPANISH  GLOBAL LANG/SPANISH/SOCIAL STUD  GLOBALLANG/SPANISH/SOCIAL STUD - Total  GRADE 6  GRADE 6  - Total  INSTRUCTIONAL COACH  INSTRUCTIONAL COACH	ILLESCAS GOMEZ, EDGAR MORTLAND, OLUTOYE F PETERSEN, JILL K WEINMASTER, TRISTAN N  ARIAS ORTIZ, LUZ CHRISTOPHERSEN, BETH J NWAIWU, JACQUELINE O  LIMA, MIGUEL A  DETERS, LAURA M GREGOR, MARY S LOESCH, AARON T OSUJI, VIVIAN C SKINNER, JENNA C  STEPHENS, KATHARINE B  BURGGRAFF, ERIN A	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	4.00 3.00 1.00 6.00

	_			_	
		LANGUAGE ARTO	LEIKNES, LISA A	1.00	= 0
		LANGUAGE ARTS - Total	DRUMANON TON T	1.00	5.0
		MATHEMATICS	DRUMMOND, JON T	1.00	
			GIFFORD, GRETCHEN A	1.00	
			JOHNSON, ELIZABETH H	1.00	
			LUNA-ROBLEDO, MARIA DEL CARMEN DEL MARIA	1.00	
			ROOT, ANDREW G	1.00	
			STANLEY , DAVID L	1.00	
		MATHEMATICS - Total			6.0
		MEDIA	EDWARDS, NATHAN	1.00	
		MEDIA - Total			1.0
		MUSIC	ERICKSON, KEVIN L	1.00	
		MUSIC - Total			1.0
		PHY ED/HEALTH	LEDUC, STEVEN J	1.00	
			VALDEZ, LISA A R	1.00	
		PHY ED/HEALTH - Total			2.0
		PHYSICAL EDUCATION	BURNS, PATRICIA L	1.00	
		PHYSICAL EDUCATION - Total			1.0
		PSYCHOLOGIST	WILLIAMS, MELISSA J	1.00	1.0
			WILLIAMO, WILLIOOA 3	1.00	4.0
		PSYCHOLOGIST - Total	DDIJITT AUDDA I	1.00	1.0
		READING SPECIALIST	PRUITT , AUDRA L	1.00	
		READING SPECIALIST - Total	WHITEODE MICHELL 5	4.55	1.0
		SCHOOL NURSE	WHITESIDE, MICHELLE R	1.00	
		SCHOOL NURSE - Total			1.0
		SCHOOL SOCIAL WORKER	CORCORAN, JOSEPH C	1.00	
			KEEN, NICOLE A	1.00	
		SCHOOL SOCIAL WORKER - Total			2.0
		SCIENCE	AYLWARD, GARY T	1.00	
			MARINELLO, LAUREN	1.00	
			MCCLENDON , LAURA	1.00	
			VONRUDEN, GREGORY A	1.00	
			ZELLAR , ELIZABETH F	1.00	
		SCIENCE - Total	•		5.0
		SOCIAL STUDIES	CUNNINGHAM, MICHAEL W	1.00	
			HOLM, SARAH L	1.00	
			SICOLI, JOANA D	1.00	
		SOCIAL STUDIES - Total			3.00
		SOCIAL STUDIES UAL LANG	COCHRANE, CORRINE J	1.00	3.00
		SOCIAL STUDIES DUAL LAING		1.00	
		COCIAL CTUDIES DUST 1 AND T 1	REDETZKE, RYAN D	1.00	0.00
		SOCIAL STUDIES DUAL LANG - Total	human and a service	1.00	2.00
		SPEC ED/AUTISM	WHEELER, LEAH C	1.00	
		SPEC ED/AUTISM - Total			1.00
		SPEC ED/DCD	RICE-HANSON, ALAINA M D	1.00	
		SPEC ED/DCD - Total			1.00
		SPEC ED/EBD	MAIERS, CARL J	1.00	
			ROLL, JOSEPHINE M	1.00	
		SPEC ED/EBD - Total			2.00
		SPEC ED/LD	KOKKU, JESSICA	1.00	
			LYTLE, CHRISTINA	1.00	
			RITT, SHANNON L	1.00	
		SPEC ED/LD - Total	·		3.00
		SPEC ED/OTHER HEALTH DIS	KESTLER, KATRINA L	1.00	270
			PETERSEN, MICHAEL	1.00	
		SPEC ED/OTHER HEALTH DIS - Total	. 2.2.OETT, WIGHT CE	1.00	2.00
			ARTICLE KRISTINE	1.00	2.00
		SPEECH/LANG PATHOLOGIST	ARTIGUE, KRISTIN E	1.00	4.0
		SPEECH/LANG PATHOLOGIST - Total	la	1.00	1.00
		STEM TEACHER	BLUMA, MEGAN	1.00	
		STEM TEACHER - Total			1.00
		TOSA-TEACHER PROGRAM COORDINAT	MAGNUSON, JULIE ANNE	1.00	
		TOSA-TEACHER PROGRAM COORDINAT - Total			1.00
	TEACHERS - Total				62.00
ELD MIDDLE SCHOOL - Total					96.92
ELEMENTARY	ADMIN SPT - 11 MONTH	ADMIN ASSIST 3 -11 MONTH	RITTER, CHRISTINE M	1.00	
		ADMIN ASSIST 3 -11 MONTH - Total			1.0
	ADMIN SPT - 11 MONTH - Total				1.0
	BUILDING CLEANERS	FAC/BUILDING CLEANER	GROSE-THOMPSON, KYLE A	1.00	
			MANIKARAN, DEVIKA	1.00	
		1	MICHALSKY, RALPH J	1.00	
			STUECK GARY R	1 00	
		FAC/RIIII DING CI FANED - Total	STUECK, GARY R	1.00	4.00
		FAC/BUILDING CLEANER - Total	STUECK, GARY R	1.00	4.00
	BUILDING CLEANERS - Total		<u>'</u>		4.00 4.00
		FAC/BUILDING CLEANER - Total  PARA CLERICAL	PONCIUS, KAMERON J	1.00	
	BUILDING CLEANERS - Total		PONCIUS, KAMERON J RHODES, LUCINDA P	1.00	
	BUILDING CLEANERS - Total		PONCIUS, KAMERON J	1.00	

ISACAISAD OUCTOS	LIQUINIQUE BANESS	1.00	1.9
FAC/HEAD CUSTODIAN	JOHNSON, RANDY K	1.00	
			1.0
	JAYAMANNE, LALINDA D	1.00	
FAC/MAINTENANCE - Total			1.0
			2.0
KITCHEN ASSISTANTS	HERNANDEZ-BALBUENA, GUADALUPE P	0.96	
	LANNERS, LEAH M	0.44	
	QUAN, YONG HUA	0.81	
KITCHEN ASSISTANTS - Total			2.2
KITCHEN MANAGER	JOHNSON MYRICK , RACHEL M	1.00	
KITCHEN MANAGER - Total			1.0
KITCHEN PRODUCTION COOK	GAERTNER, KARIN V	0.75	
KITCHEN PRODUCTION COOK - Total			0.7
PARA MANAGERIAL	MITHUN, JOAN E	0.63	
PARA MANAGERIAL - Total			0.6
			4.5
PARA HEALTH ASSISTANT	JACKSON, LAURIE B	1.00	
PARA HEALTH ASSISTANT - Total			1.0
			1.0
PARA INSTRUCTIONAL	ALAIMO, RYAN	0.88	
	MARTIN, EMERSON	0.88	
PARA INSTRUCTIONAL - Total			1.7
PARA INSTRUCTIONAL HQ	SMITH, DANE A	1.00	
PARA INSTRUCTIONAL HQ - Total	•		1.0
			2.7
ELEMENTARY PRINCIPAL	WINTER AHSENMACHER, AMY J	1.00	
ELEMENTARY PRINCIPAL - Total			1.0
			1.0
PARA CLERICAL	RHODES, LUCINDA P	0.28	
			0.2
	CARLSON-ONICH, JOSEPH M	0.34	
PARA MANAGERIAI - Total	WITTION, CONTRE	0.04	1.0
1 AIG MAIGHEET - TOWN			1.3
OUTREACH-BILINGUAL	SALGADO GAXIOLA LIOSE A	1.00	1.0
	ONE ON DO ON WHOLE IT, WOOLE IT	1.00	1.0
			1.0
	SHIMKUS ALEX P	0.81	1.0
	OTHWINGO, ALEX I	0.01	0.8
	ANDERSON ARELY G	0.81	0.0
PANA SPECEDTIQ			
	WILLIAMS , I AMIKA L	0.88	
DADA ODEO ER US			0 1
PARA SPEC ED HQ - Total			
	launaraa		8.5 9.3
STUDENT ENGAGEMENT SPECIALIST	BURGESS, LARRY	0.94	9.3
STUDENT ENGAGEMENT SPECIALIST STUDENT ENGAGEMENT SPECIALIST - Total		0.94	9.0
STUDENT ENGAGEMENT SPECIALIST STUDENT ENGAGEMENT SPECIALIST - Total			9.0
STUDENT ENGAGEMENT SPECIALIST STUDENT ENGAGEMENT SPECIALIST - Total tal ART		0.94	9.0 9.0 9.0
STUDENT ENGAGEMENT SPECIALIST STUDENT ENGAGEMENT SPECIALIST - Total stal ART - Total	EDSTROM, RACHEL M	1.00	9.0 9.0 9.0
STUDENT ENGAGEMENT SPECIALIST STUDENT ENGAGEMENT SPECIALIST - Total  tal  ART ART - Total  BEHAVIOR SPECIALIST			9.3 0.9 0.9 1.0
STUDENT ENGAGEMENT SPECIALIST STUDENT ENGAGEMENT SPECIALIST - Total  ART ART - Total  BEHAVIOR SPECIALIST BEHAVIOR SPECIALIST - Total	EDSTROM, RACHEL M SCHROEDER, ANNIE	1.00	9.3 0.9 0.9
STUDENT ENGAGEMENT SPECIALIST STUDENT ENGAGEMENT SPECIALIST - Total  ART ART - Total  BEHAVIOR SPECIALIST BEHAVIOR SPECIALIST COMPUTER LITERACY INSTR	EDSTROM, RACHEL M	1.00	9. 0. 0. 1.
STUDENT ENGAGEMENT SPECIALIST STUDENT ENGAGEMENT SPECIALIST - Total  ART ART - Total  BEHAVIOR SPECIALIST BEHAVIOR SPECIALIST - Total	EDSTROM, RACHEL M SCHROEDER, ANNIE	1.00	9. 0. 0. 1.
STUDENT ENGAGEMENT SPECIALIST STUDENT ENGAGEMENT SPECIALIST - Total  ART ART - Total  BEHAVIOR SPECIALIST BEHAVIOR SPECIALIST COMPUTER LITERACY INSTR	EDSTROM, RACHEL M SCHROEDER, ANNIE	1.00	9. 0. 0. 1.
STUDENT ENGAGEMENT SPECIALIST STUDENT ENGAGEMENT SPECIALIST - Total  ART ART - Total  BEHAVIOR SPECIALIST BEHAVIOR SPECIALIST - Total COMPUTER LITERACY INSTR COMPUTER LITERACY INSTR - Total	EDSTROM, RACHEL M SCHROEDER, ANNIE FLITSCH, MARNI L	1.00	9.: 0.: 1.: 1.:
STUDENT ENGAGEMENT SPECIALIST STUDENT ENGAGEMENT SPECIALIST - Total  ART ART - Total  BEHAVIOR SPECIALIST BEHAVIOR SPECIALIST - Total COMPUTER LITERACY INSTR COMPUTER LITERACY INSTR - Total DEAN OF STUDENTS	EDSTROM, RACHEL M SCHROEDER, ANNIE FLITSCH, MARNI L	1.00	9.: 0.: 1.: 1.:
STUDENT ENGAGEMENT SPECIALIST STUDENT ENGAGEMENT SPECIALIST - Total  ART ART - Total  BEHAVIOR SPECIALIST - Total  COMPUTER LITERACY INSTR COMPUTER LITERACY INSTR - Total  DEAN OF STUDENTS - Total	EDSTROM, RACHEL M  SCHROEDER, ANNIE  FLITSCH, MARNI L  MEULEMANS, RYAN M	1.00 1.00 1.00	9.: 0.: 1.: 1.:
STUDENT ENGAGEMENT SPECIALIST STUDENT ENGAGEMENT SPECIALIST - Total  ART ART - Total  BEHAVIOR SPECIALIST - Total  COMPUTER LITERACY INSTR COMPUTER LITERACY INSTR - Total  DEAN OF STUDENTS - Total	EDSTROM, RACHEL M  SCHROEDER, ANNIE  FLITSCH, MARNI L  MEULEMANS, RYAN M  DAVIS, PATRICIA G M	1.00 1.00 1.00 1.00	9. 0. 0. 1.
STUDENT ENGAGEMENT SPECIALIST STUDENT ENGAGEMENT SPECIALIST - Total  ART ART - Total BEHAVIOR SPECIALIST - Total COMPUTER LITERACY INSTR COMPUTER LITERACY INSTR - Total DEAN OF STUDENTS DEAN OF STUDENTS DEAN OF STUDENTS - Total ENGLISH AS A SECOND LANG	EDSTROM, RACHEL M  SCHROEDER, ANNIE  FLITSCH, MARNI L  MEULEMANS, RYAN M  DAVIS, PATRICIA G M  KROEKER, CHARITY C	1.00 1.00 1.00 1.00 1.00	9. 0. 0. 1. 1.
STUDENT ENGAGEMENT SPECIALIST STUDENT ENGAGEMENT SPECIALIST - Total  ART ART - Total BEHAVIOR SPECIALIST BEHAVIOR SPECIALIST COMPUTER LITERACY INSTR COMPUTER LITERACY INSTR - Total DEAN OF STUDENTS DEAN OF STUDENTS DEAN OF STUDENTS - Total ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG - Total	EDSTROM, RACHEL M  SCHROEDER, ANNIE  FLITSCH, MARNI L  MEULEMANS, RYAN M  DAVIS, PATRICIA G M  KROEKER, CHARITY C  SUTTON, LAURA A	1.00 1.00 1.00 1.00 1.00 1.00	9. 0. 0. 1. 1.
STUDENT ENGAGEMENT SPECIALIST STUDENT ENGAGEMENT SPECIALIST - Total  ART ART - Total BEHAVIOR SPECIALIST - Total COMPUTER LITERACY INSTR COMPUTER LITERACY INSTR - Total DEAN OF STUDENTS DEAN OF STUDENTS DEAN OF STUDENTS - Total ENGLISH AS A SECOND LANG	EDSTROM, RACHEL M  SCHROEDER, ANNIE  FLITSCH, MARNI L  MEULEMANS, RYAN M  DAVIS, PATRICIA G M  KROEKER, CHARITY C  SUTTON, LAURA A  HUTSON, BAILEY C	1.00 1.00 1.00 1.00 1.00 1.00 1.00	9. 0. 0. 1. 1.
STUDENT ENGAGEMENT SPECIALIST STUDENT ENGAGEMENT SPECIALIST - Total  ART ART - Total BEHAVIOR SPECIALIST BEHAVIOR SPECIALIST COMPUTER LITERACY INSTR COMPUTER LITERACY INSTR - Total DEAN OF STUDENTS DEAN OF STUDENTS DEAN OF STUDENTS - Total ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG - Total	EDSTROM, RACHEL M  SCHROEDER, ANNIE  FLITSCH, MARNI L  MEULEMANS, RYAN M  DAVIS, PATRICIA G M  KROEKER, CHARITY C  SUTTON, LAURA A  HUTSON, BAILEY C  KEGAN, LESLIE K	1.00 1.00 1.00 1.00 1.00 1.00 1.00	9. 0. 0. 1. 1.
STUDENT ENGAGEMENT SPECIALIST STUDENT ENGAGEMENT SPECIALIST - Total  ART ART - Total BEHAVIOR SPECIALIST BEHAVIOR SPECIALIST COMPUTER LITERACY INSTR COMPUTER LITERACY INSTR - Total DEAN OF STUDENTS DEAN OF STUDENTS DEAN OF STUDENTS - Total ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG - Total	EDSTROM, RACHEL M  SCHROEDER, ANNIE  FLITSCH, MARNI L  MEULEMANS, RYAN M  DAVIS, PATRICIA G M  KROEKER, CHARITY C  SUTTON, LAURA A  HUTSON, BAILEY C  KEGAN, LESLIE K  PROVOST, DIANE C	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	9.: 0.3 0.3 1.0 1.0
STUDENT ENGAGEMENT SPECIALIST STUDENT ENGAGEMENT SPECIALIST - Total  ART ART - Total BEHAVIOR SPECIALIST BEHAVIOR SPECIALIST COMPUTER LITERACY INSTR COMPUTER LITERACY INSTR - Total DEAN OF STUDENTS DEAN OF STUDENTS DEAN OF STUDENTS - Total ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG - Total	EDSTROM, RACHEL M  SCHROEDER, ANNIE  FLITSCH, MARNI L  MEULEMANS, RYAN M  DAVIS, PATRICIA G M  KROEKER, CHARITY C  SUTTON, LAURA A  HUTSON, BAILEY C  KEGAN, LESLIE K  PROVOST, DIANE C  STRASZEWSKI, MARISSA A	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	
STUDENT ENGAGEMENT SPECIALIST STUDENT ENGAGEMENT SPECIALIST - Total  ART ART - Total BEHAVIOR SPECIALIST BEHAVIOR SPECIALIST COMPUTER LITERACY INSTR COMPUTER LITERACY INSTR - Total DEAN OF STUDENTS DEAN OF STUDENTS DEAN OF STUDENTS - Total ENGLISH AS A SECOND LANG  ENGLISH AS A SECOND LANG - Total	EDSTROM, RACHEL M  SCHROEDER, ANNIE  FLITSCH, MARNI L  MEULEMANS, RYAN M  DAVIS, PATRICIA G M  KROEKER, CHARITY C  SUTTON, LAURA A  HUTSON, BAILEY C  KEGAN, LESLIE K  PROVOST, DIANE C	1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00	9.3 0.9 0.9 1.0 1.0
	FAC/HEAD CUSTODIAN - Total FAC/MAINTENANCE FAC/MAINTENANCE - Total  KITCHEN ASSISTANTS  KITCHEN ASSISTANTS - Total KITCHEN MANAGER KITCHEN MANAGER - Total KITCHEN PRODUCTION COOK KITCHEN PRODUCTION COOK - Total PARA MANAGERIAL - Total  PARA MANAGERIAL - Total  PARA HEALTH ASSISTANT PARA HEALTH ASSISTANT PARA INSTRUCTIONAL PARA INSTRUCTIONAL PARA INSTRUCTIONAL - Total  PARA INSTRUCTIONAL HQ	FAC/HEAD CUSTODIAN - Total FAC/MAINTENANCE	FACIHEAD CUSTODIAN

	T.	1	GILBERT, KINYA M	1.00	
			HANSEN, JUDY L	1.00	
			SELLMEYER, ANIKA M	1.00	
		GRADE 2 - Total	<u> </u>		4.0
		GRADE 3	LARSON, BETHANN M	1.00	
			MCKEAND, MELISSA A	1.00	
			MOBLEY, AMBERLY K	1.00	
			SANDVIG, SANDRA	1.00	
		GRADE 3 - Total	CARD VIO, CARDIO	1.00	4.0
		GRADE 4	ALLEN , CARRIE A	1.00	7.0
		GRADE 4			
			GLICK, KATHLEEN R	1.00	
			OLSON, CHRISTOPHER A	1.00	
			PREGLER, CHRISTOPHER J	1.00	
		GRADE 4 - Total			4.0
		GRADE 4/5	ONISHI, ANDREW K	1.00	
		GRADE 4/5 - Total			1.00
		GRADE 5	DYER, PAMELA MARIE	1.00	
			HOLETZ, KAREN L	1.00	
			MCMILLAN, OMAR E	1.00	
		GRADE 5 - Total			3.0
		KINDERGARTEN	JENSEN , TAYLOR L	1.00	
			JOHNSON, CHELSEA M	1.00	
			LAHREN, MICHELLE L	1.00	
			MUNSON, JENNIFER E	1.00	
			SWENSON, KASSANDRA L	1.00	
		KINDERGARTEN - Total		50	5.00
		LITERACY INTERVENTION	KING-LYBECK, CYNTHIA S	1.00	5.00
		ELIZIONO I IIVIELIVENITION	KREBSBACH, VANESSA L	0.50	
		LITERACY INTERVENTION T-4-1	INCEDODACII, VAINESSA L	0.50	4.5
		LITERACYCOACH	DICHEL ALICON M	4.00	1.50
		LITERACYCOACH	PICHEL, ALISON M	1.00	
		LITERACYCOACH - Total	LAMBREY OUR COURTS	1.0	1.00
		MATH INTERVENTIONIST	AWBREY, CHRISTINE J	1.00	
		MATH INTERVENTIONIST - Total			1.00
		MUSIC	MYLES, GAYLE E	1.00	
		MUSIC - Total			1.00
		PHYSICAL EDUCATION	HOERAUF, JOAN M	1.00	
		PHYSICAL EDUCATION - Total			1.00
		PRE-KINDERGARTEN	GORDON, KATHLEEN E	1.00	
			LOSIER, LORINDA A	1.00	
		PRE-KINDERGARTEN - Total			2.00
		SCHOOL SOCIAL WORKER	ALFARO-GLOVER, JENNIFER N	1.00	
		SCHOOL SOCIAL WORKER - Total	<u> </u>		1.00
		SPEC ED-EBD/LD	SAGMOE, MARIBETH W	1.00	
		SPEC ED-EBD/LD - Total			1.00
		SPEC ED/DCD/LD	OKELL, CASSANDRA L	1.00	
		SPEC ED/DCD/LD - Total	12.00		1.00
		SPEC ED/EBD	GULLAND, KIRSTIN M	1.00	
		SPEC ED/EBD - Total	3022 0.0, 10.01010	1.00	1.00
		SPEC ED/EBD - Total SPEC ED/MMI	WEGI FITNER HANNAH I	1.00	1.00
			WEGLEITNER , HANNAH J	1.00	4.04
		SPEC ED/MSMI - Total	MILLIDED CITY OLUMBIA	4.00	1.0
		SPEC ED/MSMI	MILLIBERGITY, QUINN A	1.00	
		SPEC ED/MSMI - Total	Imputation and the		1.0
		SPEC ED/OTHER HEALTH DIS	TOLLMAN, SADIE	1.00	
		SPEC ED/OTHER HEALTH DIS - Total			1.0
		SPEECH/LANG PATHOLOGIST	SYRIKA , ASIMINA	1.00	
		SPEECH/LANG PATHOLOGIST - Total			1.0
		TALENT DEVELOPMENT	SARAZINE, DARCI J	1.00	
		TALENT DEVELOPMENT - Total			1.0
	TEACHERS - Total				49.5
M ELEMENTARY - Total					80.4
RIDAN HILLS ELEMENTARY	ADMIN SPT - 10.5 MONTH	ADMIN ASSIST 3 -10 1/2 MONTH	GILLIGAN , VIKKI L	1.00	
		ADMIN ASSIST 3 -10 1/2 MONTH - Total			1.0
	ADMIN SPT - 10.5 MONTH - Total				1.0
	BUILDING CLEANERS	FAC/BUILDING CLEANER	MOROCHO, TERESA	1.00	
		FAC/BUILDING CLEANER - Total			1.0
	BUILDING CLEANERS - Total				1.0
	CLERICAL PARA ELEM	PARA CLERICAL	KILIBARDA, ISABELLA C	1.00	1.0
	OLLINOAL I AIX ELEIVI		MEIDANDA, IOADELLA C	1.00	1.0
	CLEDICAL DADA FLES	PARA CLERICAL - Total			
	CLERICAL PARA ELEM - Total	FACILIFAD OLIOTODIAN	ODOGOMAN WILLIAMS	1.00	1.0
	CUSTODIAL SPECIALISTS	FAC/HEAD CUSTODIAN	GROSSMAN, WILLIAM P	1.00	
		FAC/HEAD CUSTODIAN - Total			1.0
	CUSTODIAL SPECIALISTS - Total				1.0
	FOOD & MUTDITION FLEM	KITCHEN ASSISTANTS	RUBIO SEGURA, PATRICIA	0.94	
	FOOD & NUTRITION ELEM				
	FOOD & NOTRITION ELEM		SARMIENTO, CARMEN	0.69	

	KITCHEN MANAGER	MEDVEC, SHERRI L	1.00
	KITCHEN MANAGER - Total		1.
OOD & NUTRITION ELEM - Tota	ı İ		2.
OOD & NUTRITION MIDDLE	KITCHEN ASSISTANTS	ENGLUND, GLORIA M	0.63
	KITCHEN ASSISTANTS - Total		0.
OOD & NUTRITION MIDDLE - Tot	al		0.
EALTH ASSIST - ELEM	PARA HEALTH ASSISTANT	MAZURKIEWICZ, ALLISHA R	0.88
	PARA HEALTH ASSISTANT - Total		0.
IEALTH ASSIST - ELEM - Total			0.
NSTRUCTIONAL ELEM	PARA INST/MANG	MCCARTY, TIFFANY R	0.38
	PARA INST/MANG - Total		0.
	PARA INSTRUCTIONAL	FITZGERALD, NANCY M	0.50
	PARA INSTRUCTIONAL - Total		0.
	PARA INSTRUCTIONAL HQ	WEBSTER, KARI L	0.88
	PARA INSTRUCTIONAL HQ - Total		0.
ISTRUCTIONAL ELEM - Total		loma outra a constant a	1.
ANAGEMENT TEAM	ELEMENTARY PRINCIPAL	STACHEL, NANCY J	1.00
	ELEMENTARY PRINCIPAL - Total		1.
IANAGEMENT TEAM - Total	DADA INIOTIMANIO	MOOARTY TIFFANNE	1.
IANG PARA ELEM	PARA INST/MANG	MCCARTY, TIFFANY R	0.34
	PARA INST/MANG - Total	EITZOEDALD MANOVAA	0.24
	PARA INSTRUCTIONAL PARA INSTRUCTIONAL - Total	FITZGERALD, NANCY M	0.34
IANG PARA ELEM - Total	PARA INSTRUCTIONAL - Total		0.
	OUTREACH-BILINGUAL	CARTA ELINICE	0.
UTREACH WORKERS EL & RM	OUTREACH-BILINGUAL - Total	GARZA, EUNICE	1.00
OUTREACH WORKERS EL & RM -			
PED PARA ELEM		AHLSTROM, DEBBIE L	0.81
I LD FARA ELEM	PARA SPEC ED HQ	HELLESVIG, LEONA A	0.84
		JUNG, ALEXANDRA S	0.84
		LIEN, LESLIE A	0.88
		MCCULLOUGH, CATHERINE J	0.75
		NIDAY, JOHN J	0.73
		RICKER, ELIZABETH W	0.88
		WEIBEL, MEGHAN	0.75
		WETTERBERG, MORGAN	0.88
	PARA SPEC ED HQ - Total	WETTERBERG, MORGAN	7.
PED PARA ELEM - Total	r Alta of Eo Eb fig - Total		7.
EACHERS	ART	KAMHOLZ, NICHOL W	0.80
EXCITETO	ART - Total	TO WITTOLE, MOTIOE W	0.00
	ENGLISH AS A SECOND LANG	RUMMEL, ANN M	1.00
		VOIGT, LORI M	1.00
	ENGLISH AS A SECOND LANG - Total	70.01, 20.11.11	2.
	GRADE 1	BUSTA-LOKEN, ERICA A	1.00
	S.V.BE .	HALPERN , THERESA L	1.00
		REDLIN, KAREN E	1.00
	GRADE 1 - Total	TESENT, TO WELL E	3.
	GRADE 2	ERICSON, MOLLY C	1.00
	STATE 2	GREGERSEN, MARY JO	1.00
		MILLER, LEJEUNE A	1.00
		SANDHOLM, MARGUERITE A	1.00
	GRADE 2 - Total		4.
	- 10tul	KROUNI CTACV A	1.00
	GRADE 3	KRUHN, STALLY A	1.00
	GRADE 3	KROHN, STACY A WIEBER , KATHLEEN M	1.00
		WIEBER , KATHLEEN M	1.00
	GRADE 3 - Total	WIEBER , KATHLEEN M	2.
		WIEBER , KATHLEEN M BERRES, SARAH E	1.00
	GRADE 3 - Total	WIEBER , KATHLEEN M  BERRES, SARAH E BOIE, JASON P	1.00 1.00
	GRADE 3 - Total GRADE 4	WIEBER , KATHLEEN M BERRES, SARAH E	1.00 1.00 1.00
	GRADE 3 - Total GRADE 4  GRADE 4 - Total	WIEBER, KATHLEEN M  BERRES, SARAH E  BOIE, JASON P  MCCABE, CONNOR	1.00 1.00 1.00 1.00
	GRADE 3 - Total GRADE 4	WIEBER, KATHLEEN M  BERRES, SARAH E BOIE, JASON P MCCABE, CONNOR  SIMMONS, TIMOTHY T	1.00 1.00 1.00 1.00 3.
	GRADE 3 - Total GRADE 4  GRADE 4 - Total GRADE 5	WIEBER, KATHLEEN M  BERRES, SARAH E  BOIE, JASON P  MCCABE, CONNOR	1.00 1.00 1.00 1.00 3. 1.00
	GRADE 3         - Total           GRADE 4         - Total           GRADE 5         - Total	WIEBER, KATHLEEN M  BERRES, SARAH E BOIE, JASON P MCCABE, CONNOR  SIMMONS, TIMOTHY T	2. 1.00 1.00 1.00 3. 1.00 1.00
	GRADE 3 - Total GRADE 4  GRADE 4 - Total GRADE 5	WIEBER, KATHLEEN M  BERRES, SARAH E BOIE, JASON P MCCABE, CONNOR  SIMMONS, TIMOTHY T ZEH, MARY C	1.00 1.00 1.00 1.00 3. 1.00
	GRADE 3         - Total           GRADE 4         - Total           GRADE 5         - Total	WIEBER, KATHLEEN M  BERRES, SARAH E  BOIE, JASON P  MCCABE, CONNOR  SIMMONS, TIMOTHY T  ZEH, MARY C  ANDERSON, BRITTANY F  PERRY, KAIA	2. 1.00 1.00 1.00 3. 1.00 1.00 2. 1.00 1.00
	GRADE 3 - Total GRADE 4 - Total GRADE 5 GRADE 5 - Total KINDERGARTEN	WIEBER, KATHLEEN M  BERRES, SARAH E  BOIE, JASON P  MCCABE, CONNOR  SIMMONS, TIMOTHY T  ZEH, MARY C  ANDERSON, BRITTANY F	2. 1.00 1.00 1.00 3. 1.00 1.00 2. 1.00 1.00 1.00 1.00 1.00
	GRADE 3 - Total GRADE 4 - Total GRADE 5 - Total KINDERGARTEN - Total	WIEBER, KATHLEEN M  BERRES, SARAH E BOIE, JASON P MCCABE, CONNOR  SIMMONS, TIMOTHY T ZEH, MARY C  ANDERSON, BRITTANY F PERRY, KAIA THOMPSON, TRICIA D	1.00 1.00 1.00 3. 1.00 1.00 2. 1.00 1.00 1.00 1.00 3.
	GRADE 3 - Total GRADE 4 - Total GRADE 5 GRADE 5 - Total KINDERGARTEN - Total LITERACYCOACH	WIEBER, KATHLEEN M  BERRES, SARAH E  BOIE, JASON P  MCCABE, CONNOR  SIMMONS, TIMOTHY T  ZEH, MARY C  ANDERSON, BRITTANY F  PERRY, KAIA	1.00 1.00 1.00 3. 1.00 1.00 2. 1.00 1.00 1.00 3. 1.00 3. 1.00 3. 1.00 1.00
	GRADE 3 - Total GRADE 4 - Total GRADE 5 GRADE 5 - Total KINDERGARTEN - Total LITERACYCOACH LITERACYCOACH - Total	WIEBER, KATHLEEN M  BERRES, SARAH E BOIE, JASON P MCCABE, CONNOR  SIMMONS, TIMOTHY T ZEH, MARY C  ANDERSON, BRITTANY F PERRY, KAIA THOMPSON, TRICIA D  BAYLEY, JENNIFER L	1.00 1.00 1.00 3. 1.00 1.00 2. 1.00 1.00 1.00 3. 1.00 1.00 1.00 1.00
	GRADE 3 - Total GRADE 4 - Total GRADE 5 GRADE 5 - Total KINDERGARTEN - Total LITERACYCOACH LITERACYCOACH LITERACYCOACH MATH INTERVENTIONIST	WIEBER, KATHLEEN M  BERRES, SARAH E BOIE, JASON P MCCABE, CONNOR  SIMMONS, TIMOTHY T ZEH, MARY C  ANDERSON, BRITTANY F PERRY, KAIA THOMPSON, TRICIA D	1.00 1.00 1.00 3. 1.00 1.00 2. 1.00 1.00 1.00 3. 1.00 1.00 1.00 1.00
	GRADE 3 - Total GRADE 4  GRADE 5  GRADE 5 - Total KINDERGARTEN  KINDERGARTEN - Total LITERACYCOACH LITERACYCOACH LITERACYCOACH MATH INTERVENTIONIST MATH INTERVENTIONIST - Total	WIEBER, KATHLEEN M  BERRES, SARAH E  BOIE, JASON P  MCCABE, CONNOR  SIMMONS, TIMOTHY T  ZEH, MARY C  ANDERSON, BRITTANY F  PERRY, KAIA  THOMPSON, TRICIA D  BAYLEY, JENNIFER L  SUNDAL, ELIZABETH M	1.00 1.00 1.00 3. 1.00 1.00 2. 1.00 1.00 3. 1.00 3. 1.00 1.00 1.00 1.
	GRADE 3 - Total GRADE 4  GRADE 4 - Total GRADE 5  GRADE 5 - Total KINDERGARTEN  KINDERGARTEN  LITERACYCOACH LITERACYCOACH LITERACYCOACH MATH INTERVENTIONIST MATH INTERVENTIONIST MATH INTERVENTIONIST - Total MEDIA	WIEBER, KATHLEEN M  BERRES, SARAH E BOIE, JASON P MCCABE, CONNOR  SIMMONS, TIMOTHY T ZEH, MARY C  ANDERSON, BRITTANY F PERRY, KAIA THOMPSON, TRICIA D  BAYLEY, JENNIFER L	2. 1.00 1.00 1.00 3. 1.00 2. 1.00 1.00 3. 1.00 3. 1.00 1.00 1.00 1.
	GRADE 3 - Total GRADE 4  GRADE 5  GRADE 5 - Total KINDERGARTEN  KINDERGARTEN - Total LITERACYCOACH LITERACYCOACH LITERACYCOACH - Total MATH INTERVENTIONIST MATH INTERVENTIONIST MATH INTERVENTIONIST MEDIA MEDIA  MEDIA  - Total	WIEBER, KATHLEEN M  BERRES, SARAH E  BOIE, JASON P  MCCABE, CONNOR  SIMMONS, TIMOTHY T  ZEH, MARY C  ANDERSON, BRITTANY F  PERRY, KAIA  THOMPSON, TRICIA D  BAYLEY, JENNIFER L  SUNDAL, ELIZABETH M  BERDAHL, BARBARA E	2. 1.00 1.00 1.00 3. 1.00 2. 1.00 1.00 1.00 1.00 1.00 1.00
	GRADE 3 - Total GRADE 4  GRADE 4 - Total GRADE 5  GRADE 5 - Total KINDERGARTEN  KINDERGARTEN  LITERACYCOACH LITERACYCOACH LITERACYCOACH MATH INTERVENTIONIST MATH INTERVENTIONIST MATH INTERVENTIONIST - Total MEDIA	WIEBER, KATHLEEN M  BERRES, SARAH E  BOIE, JASON P  MCCABE, CONNOR  SIMMONS, TIMOTHY T  ZEH, MARY C  ANDERSON, BRITTANY F  PERRY, KAIA  THOMPSON, TRICIA D  BAYLEY, JENNIFER L  SUNDAL, ELIZABETH M	2. 1.00 1.00 1.00 3. 1.00 2. 1.00 1.00 3. 1.00 3. 1.00 1.00 1.00 1.

	1		PHYSICAL EDUCATION - Total			1.00
			PRE-KINDERGARTEN	SAUER, AMANDA	1.00	
			PRE-KINDERGARTEN - Total			1.00
			SCHOOL SOCIAL WORKER	TOLLEFSON-HAUER, CHELSEY J	1.00	
			SCHOOL SOCIAL WORKER - Total			1.00
			SPEC ED/AUTISM	GREELEY, DEBORAH J	1.00	
			SPEC ED/AUTISM - Total	1-		1.00
			SPEC ED/DCD	BASTIAN, SHELBY T	1.00	
			SPEC ED/DCD - Total			1.00
			SPEC ED/EBD	WELLS, OWEN J	1.00	
			SPEC ED/EBD - Total			1.00
			SPEC ED/LD	AVILA, KATHERINE E	1.00	
				THARP, GAY L	1.00	
			SPEC ED/LD - Total		1.00	2.00
			SPEC ED/MSMI	TOBEY, MICHELLE A	1.00	2.00
			SPEC ED/MSMI - Total		1.00	1.00
			SPEECH/LANG PATHOLOGIST	THOMPSON, DANA L	1.00	1.00
			SPEECH/LANG PATHOLOGIST - Total	THOMAS SOIN, DANNEL	1.00	1.00
			TALENT DEVELOPMENT	CREIGHTON, JESSICA J	1.00	1.00
			TALENT DEVELOPMENT - Total	CIVEIGHTON, SESSIONS	1.00	1.00
			TOSA - STUDENT ENGAGEMENT SPEC	THEOBALD, BETHANY S	0.60	1.00
			TOSA - STUDENT ENGAGEMENT SPEC - Total		0.00	0.60
	TEACHERS	- Total	103A - 310DENT ENGAGEMENT SPEC - Total			35.00
SHERIDAN HILLS ELEMENTARY - T		- I Otal				54.91
OUTH EDUCATION CENTER	SPED PARA ELEM		PARA SPEC ED	FOX, TAHJAH	0.94	34.31
OO THE BOOK HON CENTER	OI LD I AIVA LLLIW		PARA SPEC ED - Total	I OA, TATIOATI	0.54	0.94
	SPED PARA ELEM	- Total	TAKA OF EO ED - Total			0.94
	SPED PARA RHS	- Iotai	PARA SPEC ED HQ	KNOBLAUCH , CATHERINE A	0.94	0.34
	OI LD I AIVA IVIO		TAIN OF LO LD FIG	PEER, STEVEN C	0.91	
				RUTHERFORD, JENNIFER E	0.91	
				WOLDUM, JENNIFER L.B.	0.91	
			PARA SPEC ED HQ - Total	WOLDOW, JENNIFER L.B.	0.91	3.66
	SPED PARA RHS	- Total	FARA SPECED NQ - Total			3.66
	TEACHERS	- I Otal	SCHOOL SOCIAL WORKER	LILLED CUZANNE A	1.00	3.00
	TEACHERS			HILLER, SUZANNE A	1.00	1.00
				DADAITIC KIMAM	4.00	1.00
			SPEC ED/AUTISM	DARAITIS, KIM M	1.00	4.00
			SPEC ED/AUTISM - Total	DALLANGED DDEW	4.00	1.00
			SPEC ED/DCD	BALLANGER, DREW	1.00	4.00
			SPEC ED/ERD - Total	LARCON LINDSEV M	4.00	1.00
			SPEC ED/EBD	LARSON, LINDSEY M	1.00	4.00
			SPEC ED/EBD - Total	LIAMA CHAD A	1.00	1.00
			SPECIAL ED/LITERACYCOACH	JAMA, SUAD A	1.00	4
			SPECIAL ED/LITERACYCOACH - Total	SPANGLER-WAGNER, JENNIFER L	1.00	1.00
					1.00	
			WORK EXP. HANDICAPPED TCHR	SPANGLER-WAGNER, JENNIFER L	1.00	4
	TE LOUE - C		WORK EXP. HANDICAPPED TCHR - Total	SPANGLER-WAGNER, JENNIFER L	1.00	
OUTH EDUCATION CENTER - To	TEACHERS	- Total		GFANGLEN-WAGNEN, JENNIFEN L	1.00	1.00 6.00 10.59

#### **Board of Education**

Independent School District 280 Richfield, Minnesota

#### **Organizational Meeting, January 3, 2022**

**Subject: Commendations** 

Richfield Public Schools would like to thank the MN Home Outlet in Burnsville for donating 100 pairs of boots to the students enrolled in RPS early childhood programs. The boots brought smiles to many faces! Thank you to MN Home Outlet for their generosity in ensuring that Richfield students have the gear they need to enjoy winter in Minnesota!

## P-CARD, CHECK RUNS, E-PAYS & WIRES FOR 12/20/2021 BOARD REPORTS

BANK 05	DATE	AMOUNT
Checks	12/2/2021	200 407 00
Checks	12/2/2021	209,497.00
	12/6/2021	2,500.00
	12/9/2021	72,347.50
E-Pays	12/1/2021	3,880.89
Pcards-NOVEMBER Paid 12/3/2	<b>21</b> 12/3/2021	36,883.53
CHECK REGISTER BANK 05 TOTA	AL =	325,108.92

В	REAKDOWN	
01-206-00		217,263.58
02-206-00		62,664.51
03-206-00		29,219.37
04-206-00		14,762.71
06-206-00		796.75
07-206-00		-
18-206-00		-
20-206-00		306.00
21-206-00		96.00
47-206-00		-
	BANK TOTAL =	325,108.92

FUND	CHECK	DATE	VENDOR	TYPE	AMOUNT
01	V611370	12/01/2021	ERICA T BARLOW	R	70.00
01	V611371	12/01/2021	MIRIAM A CASTRO SANJUAN	R	40.00
01	V611372	12/01/2021	MARY L CLARKSON	R	70.00
01	V611373	12/01/2021	SONYA COLEMAN	R	2.30
01	V611374	12/01/2021	LATANYA R DANIELS	R	70.00
01	V611375	12/01/2021	GEORGE A DENNIS	R	35.00
01	V611376	12/01/2021	MEGAN M STECHER	R	70.00
01	V611377	12/01/2021	JARED ELLERSON	R	70.00
01	V611378	12/01/2021	JUAN R FIGUEROA GARCIA	R	250.00
01	V611379	12/01/2021	PETER J FITZPATRICK	R	40.00
01	V611380	12/01/2021	STEVEN T FLUCAS	R	70.00
01	V611381	12/01/2021	MICHAEL L FRANKENBERG	R	70.00
01	V611382	12/01/2021	DAVID A FREEBURG	R	70.00
01	V611383	12/01/2021	AREND J GEURINK	R	70.00
01	V611384	12/01/2021	JAMES A GILLIGAN	R	70.00
01	V611385	12/01/2021	CHRISTINA M GONZALEZ	R	70.00
01	V611386	12/01/2021	KYLE L GUSTAFSON	R	40.00
01	V611387	12/01/2021	KEVIN D HARRIS	R	40.00
01	V611388	12/01/2021	ANGELICA HELLER	R	39.50
01	V611389	12/01/2021	JAMES L HILL	R	40.00
01	V611390	12/01/2021	JESSICA M HOFFMAN	R	40.00
01	V611391	12/01/2021	CRAIG D HOLJE	R	70.00
01	V611392	12/01/2021	CORY J KLINGE	R	70.00
01	V611393	12/01/2021	DANIEL E KRETSINGER	R	70.00
01	V611394	12/01/2021	ANOOP KUMAR	R	40.00
01	V611395	12/01/2021	LISA A LEIKNES	R	396.48
01	V611396	12/01/2021	SHANNON J LINDBERG	R	40.00
01	V611397	12/01/2021	JOHN M LORENZINI	R	70.00
01	V611398	12/01/2021	COLLEEN M MAHONEY	R	70.00
01	V611399	12/01/2021	STACIE L MAHOWALD	R	29.62
01	V611400	12/01/2021	DANIEL P MCGINN	R	40.00
01	V611401	12/01/2021	DOUG R MCMEEKIN	R	70.00
01	V611402	12/01/2021	CAROLE R MCNAUGHTON-COMMERS	R	70.00
01	V611403	12/01/2021	KENT D MEYER	R	70.00
01	V611404	12/01/2021	ALECIA M MOBLEY	R	70.00
01	V611405	12/01/2021	ERIN H NEILON	R	40.00
01	V611406	12/01/2021	ROBERT G OLSON	R	40.00
01	V611407	12/01/2021	LAURA B OTTERNESS	R	70.00
01	V611408	12/01/2021	MARK S PEDERSEN	R	40.00
01	V611409	12/01/2021	DARBY L SWANK	R	70.00
01	V611410	12/01/2021	DENNIS E PETERSON	R	35.00
01	V611411	12/01/2021	CASSANDRA QUAM	R	70.00
01	V611412	12/01/2021	KEITH D RIEF	R	40.00
01	V611413	12/01/2021	TERESA L ROSEN	R	70.00
01	V611414	12/01/2021	TIMECKA MARIE SANCHEZ-MICHAELS	R	70.00
01	V611415	12/01/2021	ASHLEY SCHAEFER	R	70.00
01	V611416	12/01/2021	NANCY J STACHEL	R	70.00
01	V611417	12/01/2021	PATRICK M SURE	R	40.00
01	V611418	12/01/2021	STACY THEIEN-COLLINS	R	70.00

01	V611419	12/01/2021	STEVEN P UNOWSKY	R	150.00
01	V611420	12/01/2021	STEPHEN C URBANSKI	R	40.00
01	V611421	12/01/2021	CARRIE A VALA	R	70.00
01	V611422	12/01/2021	JENNIFER K VALLEY	R	70.00
01	V611423	12/01/2021	RYAN WAGNER	R	40.00
01	V611424	12/01/2021	REBECCA S WALD	R	40.00
01	V611425	12/01/2021	DEBRA A WEBSTER	R	22.99
01	V611426	12/01/2021	KASYA L WILLHITE	R	70.00
01	V611427	12/01/2021	AMY J WINTER AHSENMACHER	R	70.00
01	303160	12/02/2021	BEN FRANKLIN ELECTRIC INC	R	6,135.00
01	303161	12/02/2021	BERRY COFFEE COMPANY INC.	R	39.80
01	303162	12/02/2021	BERWALD ROOFING CO	R	24,035.00
01	303163	12/02/2021	BESSER WELDING & FABRICATION	R	580.00
01	303164	12/02/2021	BEST PLUMBING SPECIALTIES, INC.	R	96.20
01	303165	12/02/2021	BIX FRUIT COMPANY	R	4,930.23
01	303166	12/02/2021	BRAMBILLA'S LEASE SYSTEMS, INC	R	2,161.00
01	303167	12/02/2021	BSI MECHANICAL, INC.	R	2,957.43
01	303168	12/02/2021	BSN SPORTS, LLC	R	1,500.00
01	303169	12/02/2021	CARQUEST AUTO PARTS	R	216.11
01	303170	12/02/2021	CINTAS CORPORATION NO 2	R	213.70
01	303171	12/02/2021	COMCAST	R	267.00
01	303172	12/02/2021	COMCAST BUSINESS	R	244.74
01	303173	12/02/2021	COMMERCIAL KITCHEN	R	1,085.00
01	303174	12/02/2021	DECKER EQUIPMENT INC	R	115.66
01	303175	12/02/2021	DOOR SERVICE COMPANY OF THE TWIN CI	R	1,172.50
01	303176	12/02/2021	ECM PUBLISHERS INC	R	139.00
01	303177	12/02/2021	ECOLAB INC	R	698.95
01	303178	12/02/2021	EXPLORE LEARNING, LLC	R	875.00
01	303179	12/02/2021	FLICEK WELDING	R	2,500.00
01	303180	12/02/2021	FREEWHEEL BIKE RICHFIELD	R	27.00
01	303181	12/02/2021	GLASS DOCTOR OF MINNEAPOLIS	R	437.91
01	303182	12/02/2021	WW GRAINGER INC	R	801.25
01	303183	12/02/2021	HASTINGS PUBLIC SCHOOLS	R	33.00
01	303184	12/02/2021	HENNEPIN COUNTY TREASURER	R	3,362.70
01	303185	12/02/2021	HILLYARD	R	8,900.83
01	303186	12/02/2021	HOGLUND BUS CO INC	R	443.58
01	303187	12/02/2021	HOTSY MINNESOTA	R	542.45
01	303188	12/02/2021	HR SIMPLIFIED INC.	R	600.00
01	303189	12/02/2021	HUBERT COMPANY, LLC	R	949.55
01	303190	12/02/2021	IIX INSURANCE INFORMATION EXCHANGE	R	60.20
01	303190	12/02/2021	INSTITUTE FOR ENVIROMENTAL	R	521.50
01	303191	12/02/2021	KINECT ENERGY INC	R	525.00
01	303192	12/02/2021	HAAG COMPANIES, INC.	R	128.00
01	303193	12/02/2021	KREMER SERVICES LLC	R	1,000.00
01	303194	12/02/2021	LAKEVILLE NORTH HIGH SCHOOL	R R	250.00
01	303193	12/02/2021	LOFFLER COMPANIES	R R	975.00
01	303196		MARKS TOWING	R R	165.00
		12/02/2021			
01	303198	12/02/2021 12/02/2021	MEDSOURCE SALES LLC MIDWEST BUS PARTS INC	R R	1,164.00 60.90
01	303199				

01	303201	12/02/2021	MINUTEMAN PRESS OF RICHFIELD	R	535.51
01	303202	12/02/2021	MN DEPT OF LABOR AND INDUSTRY	R	590.00
01	303203	12/02/2021	THE PROPHET CORPORATION	R	581.12
01	303204	12/02/2021	MPLS PUBLIC SCHOOL SPECIAL DIST 1	R	20,929.84
01	303205	12/02/2021	MSDSONLINE	R	6,699.00
01	303206	12/02/2021	MTI DISTRIBUTING CO	R	82.51
01	303207	12/02/2021	NCS PEARSON INC	R	280.37
01	303208	12/02/2021	NEWS 2 YOU INC	R	219.65
01	303209	12/02/2021	OLYMPIC COMMUNICATIONS INC	R	10,128.25
01	303210	12/02/2021	PAN O GOLD BAKING CO	R	821.14
01	303211	12/02/2021	PROFESSIONAL WIRELESS COMMUNICATION	R	2,527.23
01	303212	12/02/2021	PTM DOCUMENT SYSTEMS	R	163.77
01	303213	12/02/2021	RUPP ANDERSON SQUIRES & WALDSPURGER	R	171.50
01	303214	12/02/2021	RYAN JEANNIE M	R	689.27
01	303215	12/02/2021	SCHOLASTIC INC	R	574.15
01	303216	12/02/2021	SCHWAB-VOLLHABER	R	631.82
01	303217	12/02/2021	SHAVOR SYDNEY	R	40.00
01	303218	12/02/2021	SONEN ISABELLA	R	60.00
01	303219	12/02/2021	STEVE WEISS MUSIC INC	R	1,441.85
01	303220	12/02/2021	TAFFE SARAH ANN	R	8,492.23
01	303221	12/02/2021	THE RETROFIT COMPANIES, INC.	R	2,782.50
01	303222	12/02/2021	TIERNEY BROTHERS INC	R	3,807.55
01	303223	12/02/2021	TRIO SUPPLY COMPANY	R	2,455.03
01	303224	12/02/2021	TRISTATE BOBCAT INC	R	1,037.49
01	303225	12/02/2021	TWIN CITY FILTER SERVICE INC	R	339.36
01	303226	12/02/2021	TWIN CITY HARDWARE	R	191.29
01	303227	12/02/2021	TWIN CITY TRANSPORTATION	R	1,376.20
01	303228	12/02/2021	UNIVERSITY LANGUAGE CENTER	R	194.00
01	303229	12/02/2021	UPPER LAKES FOODS	R	24,744.99
01	303230	12/02/2021	VELOCITY DRAIN SERVICES INC	R	1,884.69
01	303231	12/02/2021	VERIZON WIRELESS	R	273.61
01	303232	12/02/2021	VISTAR	R	197.92
01	303233	12/02/2021	ALLSTATE PETERBILT OF S ST PAUL	R	380.80
01	303234	12/02/2021	WIESE USA, INC.	R	1,571.47
01	303235	12/02/2021	WORLD FUEL SERVICES, INC.	R	22,184.74
01	303236	12/02/2021	XCEL ENERGY	R	14,642.52
01	303237	12/02/2021	ZACK'S INC.	R	118.44
01	303238	12/02/2021	MASBO	R	1,895.00
01	V2201061	12/03/2021	P-CARD BAIRD LISA	R	7,025.97
01	V2201061 V2201062	12/03/2021	P-CARD BARLOW ERICA	R	140.00
01	V2201062 V2201063	12/03/2021	P-CARD BROWN MATTHEW	R	1,090.76
01	V2201065	12/03/2021	P-CARD BRUNNER PATTI	R	11,901.47
01	V2201003 V2201066	12/03/2021	P-CARD BURT EMILY	R	760.77
01	V2201066 V2201067	12/03/2021	P-CARD GARUSO MATTHEW	R R	1,168.65
01					
	V2201068	12/03/2021	P-CARD DINGMAN KRISTI	R P	1,265.00
01	V2201069	12/03/2021	P-CARD EDWARDS NATHAN	R	158.80
01	V2201070	12/03/2021	P-CARD FINDLEY LAMPKIN MELISSA	R	1,182.20
01	V2201071	12/03/2021	P-CARD GEURINK AREND	R	930.77
01	V2201072	12/03/2021	P-CARD GULLICKSON KEVIN	R	77.97
01	V2201073	12/03/2021	P-CARD KRETSINGER DAN	R	1,604.78

01	V2201074	12/03/2021	P-CARD LEWIS JENNIFER	R	1,207.13
01	V2201075	12/03/2021	P-CARD MACE CHRISTI JO	R	2,161.82
01	V2201076	12/03/2021	P-CARD MAHONEY COLLEEN	R	395.40
01	V2201077	12/03/2021	P-CARD MANNING MICHAEL	R	232.00
01	V2201078	12/03/2021	P-CARD MCGINN DAN	R	743.04
01	V2201079	12/03/2021	P-CARD MCNAUGHTON COMMERS CAROLE	R	295.84
01	V2201080	12/03/2021	P-CARD MORALES LIZETTE	R	1,477.64
01	V2201080	12/03/2021	P-CARD MORRISSEY MELISSA	R	462.44
01	V2201081	12/03/2021	P-CARD SHAHSAVAND MARTA	R	81.92
01	V2201082	12/03/2021	P-CARD SMITH DANE	R	73.52
01	V2201083	12/03/2021	P-CARD STACHEL NANCY	R	268.94
01	V2201085	12/03/2021	P-CARD VALLEY JENNIFER	R	1,000.79
01	V2201085 V2201086	12/03/2021	P-CARD WILLHITE KASYA	R	610.89
01	V2201080 V2201087	12/03/2021	P-CARD WINTER AMY	R	565.02
01	303239	12/06/2021	MARIA PAULA MEDINA TRUJILLO	R	1,250.00
01	303239	12/06/2021		R	
01	303240	12/06/2021	NELSON ENRIQUE ESCOBAR ESCOBAR ALLIED PROFESSIONALS, INC.	R R	1,250.00 1,964.16
01			ARVIG ENTERPRISES INC		
	303242	12/09/2021		R	1,107.90
01	303243	12/09/2021	BIX FRUIT COMPANY	V	0.00
01	303244	12/09/2021	BIX FRUIT COMPANY	R	3,872.91
01	303245	12/09/2021	BRAND FARMS	R	999.00
01	303246	12/09/2021	CENTURYLINK	R	43.77
01	303247	12/09/2021	CITY OF RICHFIELD	R	11,603.02
01	303248	12/09/2021	DISTRIBUTIVE EDUCATION CLUBS	R	429.00
01	303249	12/09/2021	DICK BLICK COMPANY	R	58.26
01	303250	12/09/2021	EDFIRST MN LLC	R	7,359.30
01	303251	12/09/2021	EDUCATORS BENEFIT CONSULTANTS LLC	R	102.00
01	303252	12/09/2021	FREEWHEEL BIKE RICHFIELD	R	45.98
01	303253	12/09/2021	GROTH MUSIC COMPANY	R	589.00
01	303254	12/09/2021	HAAS MUSICAL INSTRUMENT REPAIR, INC	R	243.80
01	303255	12/09/2021	HEARTLAND BUSINESS SYSTEMS LLC	R	330.00
01	303256	12/09/2021	HENNEPIN COUNTY TREASURER	R	3,693.00
01	303257	12/09/2021	HERFF JONES INC	R	336.78
01	303258	12/09/2021	ULMER, INGA	R	250.00
01	303259	12/09/2021	HOME DEPOT U.S.A.	R	505.67
01	303260	12/09/2021	JEFF R SCHAD	R	500.00
01	303261	12/09/2021	JODI KARELS	R	89.20
01	303262	12/09/2021	KEANE SENSE OF RHYTHM INC	R	325.00
01	303263	12/09/2021	LEARNING A-Z	R	118.00
01	303264	12/09/2021	MCEA	R	3,133.00
01	303265	12/09/2021	METRO TRANSIT	R	485.00
01	303266	12/09/2021	MINUTEMAN PRESS OF RICHFIELD	R	840.99
01	303267	12/09/2021	MINUTEMAN PRESS-BLOOMINGTON	R	50.00
01	303268	12/09/2021	MISF	R	35.00
01	303269	12/09/2021	NORTHERN SALT INC	R	4,245.00
01	303270	12/09/2021	NOVAK JANICE SOPHIE	R	80.00
01	303271	12/09/2021	ONE OF ONE CLOTHING	R	532.70
01	303272	12/09/2021	PAN O GOLD BAKING CO	R	293.44
01	303273	12/09/2021	PITNEY BOWES GLOBAL FINANCIAL SVC	R	1,104.42
01	303274	12/09/2021	PRO ED INC	R	70.00

01	303275	12/09/2021	RED PEPPER SOFTWARE, LLC	R	600.00
01	303276	12/09/2021	SCHMITT MUSIC CREDIT	R	170.19
01	303277	12/09/2021	ST LOUIS PARK PUBLIC SCHOOLS	R	645.26
01	303278	12/09/2021	TIERNEY BROTHERS INC	R	425.34
01	303279	12/09/2021	TRAFFIC SAFETY WAREHOUSE	R	172.50
01	303280	12/09/2021	TRIO SUPPLY COMPANY	R	627.34
01	303281	12/09/2021	TWIN CITY HARDWARE	R	630.00
01	303282	12/09/2021	UPPER LAKES FOODS	R	17,428.78
01	303283	12/09/2021	VELOCITY DRAIN SERVICES INC	R	396.00
01	303284	12/09/2021	VERIZON WIRELESS	R	29.69
01	303285	12/09/2021	WAGNER GREENHOUSES INC	R	1,155.00
01	303286	12/09/2021	XCEL ENERGY	R	48.10
01	303287	12/09/2021	YOGA OPTIONS, LLC	R	162.00
01	303288	12/09/2021	CITY OF RICHFIELD	R	4,422.00

TOTAL EPAYS, CHECKS & PCARDS

325,108.92

#### SUPERINTENDENT'S REPORT AND AGENDA

Regular Meeting of the Board of Education Independent School District No. 280, Richfield, Minnesota

Richfield Public Schools *inspires* and *empowers* each individual to learn, grow and *excel* 

### Monday, December 20, 2021 7:00 p.m. School Board Meeting

#### I. CALL TO ORDER

The regular meeting of the Board of Education of ISD 280, Hennepin County, Richfield, Minnesota was held on Monday, December 20, 2021 in the boardroom at the Richfield Public Schools district office. Chair Tim Pollis called the Regular Board Meeting to order at 7 p.m. with the following school board members in attendance: Brakke, Cole, Maleck, Smisek, and Toensing.

Administrators present were Superintendent Unowsky, Assistant Superintendent Daniels, Executive Director Clarkson, and Chief HR & Admin Officer Holje. Student representatives present were Elsy Cruz Parra, Helen Dombrock, and Corrina Jones.

#### II. REVIEW AND APPROVAL OF THE AGENDA

Motion by Toensing, seconded by Maleck, and unanimously carried, the Board of Education approved the agenda.

#### III. INFORMATION AND PROPOSALS -- NON-ACTION ITEMS

- A. Public Comment
- B. Superintendent Update
  - 1. Reminder About Board Reorganization in January
  - 2. World's Best Workforce
  - 3. Audit Report
- C. Commendations

#### IV. CONSENT AGENDA

Motion by Brakke, seconded by Smisek, and unanimously carried, the Board of Education approved the consent agenda.

- A. Routine Matters
  - 1. Minutes of the regular meeting held December 6, 2021
  - 2. General Disbursements as of 12/9/21 in the amount of \$325,108.92
  - 3. Year-to-Date Finance Update
- B. Personnel Items

#### Classified Part Time - Food & Nutrition Services

**Kimberlyn Leitner** – 25 hr/wk – Kitchen Assistant – RMS Effective 12/13/2021

#### <u>Classified Part Time Resignation - Facilities & Transportation</u>

**Al Iverson** – Bus Driver – Garage Effective 01/04/2021

#### <u>Classified Part Time Time Resignation – Paraprofessional</u>

Christine Hanson – 37.5 hr/wk – Attendance Clerk
Effective 12/21/2021
Cara Halvorson – 35 hr/wk – SPED Paraprofessional – RSTEM
Effective 1/7/2022

#### V. OLD BUSINESS

A. Policy 452: Evaluation and Development of Professional Staff & Administrative Guideline 452.1 - third read

Motion by Maleck, seconded by Cole, and unanimously carried, the Board of Education approved the revised policy.

B. Policy 713: Post-Issuance Debt Compliance & Administrative Guideline 713.1 - second read

#### VI. NEW BUSINESS

- A. Policy 781: School Activities & Administrative Guideline 781.1 proposal to repeal policy and move guideline
- B. Non-Resident Tuition Rate for 2021-2022

Motion by Brakke, seconded by Maleck, and unanimously carried, the Board of Education approved the tuition rate.

- C. RPS Legislative Platform
- D. Acceptance of Fiscal Year 2021 Final Audit Report

Motion by Cole, seconded by Smisek, and unanimously carried, the Board of Education accepted the report.

E. Resolution Designating Polling Places for 2022

Motion by Toensing, seconded by Maleck, and unanimously carried, the Board of Education approved the resolution.

#### F. Donations

Motion by Toensing, seconded by Maleck, and unanimously carried, the Board of Education accepted the donations with gratitude.

#### VII. ADVANCE PLANNING

- A. Legislative Update
- B. Information and Questions from Board
- C. Future Meeting Dates

1-3-2022 7:00 p.m. Board Organizational Meeting

Tuesday, 1-18-2022 7:00 p.m. Regular Board Meeting - Public Comment

D. Suggested/Future Agenda Items

#### VIII. ADJOURN REGULAR MEETING

Chair Pollis adjourned the meeting at 8:46 p.m.

FUND	<b>CHECK</b>	DATE	VENDOR	TYPE	<b>AMOUNT</b>
)1	303289	12/16/2021	AHA STARLINERS DANCE TEAM	R	200.00
)1	303290	12/16/2021	ALLIED PROFESSIONALS, INC.	R	1,632.00
)1	303291	12/16/2021	ALTMAN ADAM	R	420.00
)1	303292	12/16/2021	ANDERSON ALEXUS	R	20.00
)1	303293	12/16/2021	BARBELN BRIAN	R	183.00
)1	303294	12/16/2021	BARNETTE COSS	R	64.00
)1	303295	12/16/2021	BAYERL JULIE M	R	61.00
1	303296	12/16/2021	BIX FRUIT COMPANY	R	5,412.60
)1	303297	12/16/2021	BRAND FARMS	R	999.00
)1	303298	12/16/2021	BRIDGING	R	240.00
)1	303299	12/16/2021	BRUMLEY JOHN B	R	101.00
)1	303300	12/16/2021	CANTONE MICHAEL S.	R	82.00
)1	303301	12/16/2021	CATALYST BUYING GROUP LLC	R	189.99
)1	303302	12/16/2021	CHRISTIAN MICHAEL P	R	35.00
01	303303	12/16/2021	CHRISTIAN NICHOLAS	R	50.00
01	303304	12/16/2021	CHURCHILL LEE	R	64.00
01	303305	12/16/2021	CITY OF RICHFIELD	R	225.00
)1	303306	12/16/2021	COMCAST BUSINESS	R	539.74
)1	303307	12/16/2021	COMMERCIAL KITCHEN	R	1,036.88
)1	303308	12/16/2021	CRAIG, JILL	R	61.00
)1	303309	12/16/2021	CRISIS PREVENTION INSTITUTE INC	R	599.8
)1	303310	12/16/2021	CUB FOODS	R	386.35
)1	303311	12/16/2021	DISTRIBUTIVE EDUCATION CLUBS	R	52.00
)1	303312	12/16/2021	DELGADO MICHEAL	R	82.00
)1	303313	12/16/2021	DICKS LAKEVILLE SANITATION INC	R	7,338.20
)1	303314	12/16/2021	DIGITAL INSURANCE LLC	R	3,607.00
)1	303315	12/16/2021	PURCHASE POWER	R	4,600.00
)1	303316	12/16/2021	ECM PUBLISHERS INC	R	436.50
)1	303317	12/16/2021	EDEN PRAIRIE PARKS & RECREATION	R	1,762.50
1	303318	12/16/2021	ESX TECHNOLOGY SOLUTIONS, LLC	R	355.00
)1	303319	12/16/2021	FINANGER PHILLIP J	R	105.00
)1	303320	12/16/2021	FRONTLINE TECHNOLOGIES GROUP LLC	R	1,000.00
)1	303321	12/16/2021	GOEBEL JUDITH K	R	150.00
)1	303322	12/16/2021	GRIFFITHS DANNY W	R	82.00
)1	303323	12/16/2021	HABERMANN HENRY	R	64.00
)1	303324	12/16/2021	HANKS, DANE AUGUST	R	20.00
)1	303325	12/16/2021	HARRINGTON NATHAN	R	82.00
)1	303326	12/16/2021	HASTINGS CREAMERY LLC	R	10,388.72
)1	303327	12/16/2021	HAUGEN CHRIS	R	82.00
)1	303328	12/16/2021	HEALY CHUCK	R	82.00
)1	303329	12/16/2021	HERMAN ZACHARY	R	64.00
1	303330	12/16/2021	HOBART SERVICE	R	966.13
1	303331	12/16/2021	HOLLINS DREKAL	R	101.00
)1	303332	12/16/2021	HOLLOWAY PARIS	R	10.00
)1	303333	12/16/2021	HOLT JAMES B JR	R	82.00
)1	303334	12/16/2021	HUBERT COMPANY, LLC	R	113.5
01	303335	12/16/2021	INDOFF INC	R	319.02
01	303336	12/16/2021	INNOVATIVE OFFICE SOLUTIONS LLC	R	134.42
)1	303337	12/16/2021	JAMES E MARSHALL JR	R	20.00

01	303338	12/16/2021	JOERGER BRYCE	R	20.00
01	303339	12/16/2021	JOHNSEN NICOLE	R	33.50
01	303340	12/16/2021	JOHNSON LEAH	R	82.00
01	303341	12/16/2021	KEMNETZ BRYAN	R	82.00
01	303342	12/16/2021	KIDCREATE STUDIO	R	714.00
01	303343	12/16/2021	KYLLO KARLEA	R	82.00
01	303344	12/16/2021	LANGUAGE LINE SERVICE	R	1,284.38
01	303345	12/16/2021	LEGBA NIA	R	10.00
01	303346	12/16/2021	LKO PRODUCTIONS LLC	R	400.00
01	303347	12/16/2021	LOFFLER COMPANIES	R	153.00
01	303348	12/16/2021	MASON TERRI	R	61.00
01	303349	12/16/2021	MATH LEARNING CENTER	R	28,043.63
01	303350	12/16/2021	MATRIX COMMUNICATIONS INC	R	5,290.00
01	303351	12/16/2021	MCDONOUGH PAT	R	82.00
01	303352	12/16/2021	MINUTEMAN PRESS-BLOOMINGTON	R	59.00
01	303353	12/16/2021	MULLENBACH LINDA	R	61.00
01	303354	12/16/2021	MURLOWSKI SCOTT	R	82.00
01	303355	12/16/2021	NAVARRO RAYMOND	R	60.00
01	303356	12/16/2021	NEARPOD, INC.	R	2,200.00
01	303357	12/16/2021	OCCUPATIONAL MEDICINE CONSULTANTS	R	24.00
01	303358	12/16/2021	OKEY CHRIS	R	150.00
01	303359	12/16/2021	PAN O GOLD BAKING CO	R	938.29
01	303360	12/16/2021	PATE MARVIN	R	101.00
01	303361	12/16/2021	PAYDHEALTH	R	18,465.22
01	303362	12/16/2021	HOLISTIC KNEADS LLC	R	240.00
01	303363	12/16/2021	PREMIUM WATERS INC	R	33.99
01	303364	12/16/2021	RATH AMY	R	61.00
01	303365	12/16/2021	RICK JONES	R	420.00
01	303366	12/16/2021	RIVERSIDE INSIGHTS	R	706.20
01	303367	12/16/2021	SCHOOL SPECIALTY, LLC	R	29.09
01	303368	12/16/2021	SLATER TOM	R	183.00
01	303369	12/16/2021	SOCIAL THINKING	R	476.74
01	303370	12/16/2021	ST. PETER WILLIAM	R	101.00
01	303371	12/16/2021	THOMPSON ERROL	R	101.00
01	303372	12/16/2021	THUROW BENNETT	R	101.00
01	303373	12/16/2021	TILLMAN KATHRYN	R	33.50
01	303374	12/16/2021	TRIO SUPPLY COMPANY	R	1,476.17
01	303375	12/16/2021	TULLY BRIDGET	R	76.00
01	303376	12/16/2021	UNITED HEALTHCARE INSURANCE CO	R	503.63
01	303377	12/16/2021	UNITED HEALTHCARE/AARP MEDICARE RX	R	101.20
01	303377	12/16/2021	UNITED HEARTHCARE /AARP MEDICARE RX	R	101.20
01	303378	12/16/2021	UPPER LAKES FOODS	R	22,193.06
01	303379	12/16/2021	VIG SOLUTIONS INC	R	5,508.00
01	303380	12/16/2021	VRIEZE TYLER	R	82.00
01 01	303382	12/16/2021 12/16/2021	XCEL ENERGY YOUTH ENRICHMENT LEAGUE (YEL!)	R R	558.18 2,620.00
	303383 V611428				
01	V611428	12/16/2021	ERICA T BARLOW	R	70.00
01 01	V611429	12/16/2021	ANGELA M FISH	R	10.20 175.00
	V611430	12/16/2021	GUADALUPE P HERNANDEZ-BALBUENA	R	
01	V611431	12/16/2021	MARGARET R HOEHN	R	77.32

01	V611432	12/16/2021	SARAH J JESPERSON	R	12.95
01	V611433	12/16/2021	COURTNEY W LADUKE	R	25.00
01	V611434	12/16/2021	KIMBERLYN LEITNER	R	89.74
01	V611435	12/16/2021	STACIE L MAHOWALD	R	33.82
01	V611436	12/16/2021	ALECIA M MOBLEY	R	24.93
01	V611437	12/16/2021	LIZETTE A MORALES MORENO	R	94.81
01	V611438	12/16/2021	ERIN H NEILON	R	53.29
01	V611439	12/16/2021	STEVEN C PEER	R	148.74
01	V611440	12/16/2021	GRACE E SACHER	R	346.61
01	V611441	12/16/2021	DANE A SMITH	R	21.73
01	V611442	12/16/2021	STEVEN C WILSON	R	19.00
01	V611443	12/16/2021	LEE ANN WISE	R	10.00
01	303384	12/22/2021	BERWALD ROOFING CO	R	11,645.13
01	303385	12/22/2021	CORVAL CONSTRUCTORS, INC.	R	33,023.23
01	303386	12/22/2021	DENNIS ENVIRONMENTAL OPERATION	R	6,606.00
01	303387	12/22/2021	ECM PUBLISHERS INC	R	41.65
01	303388	12/22/2021	ICS CONSULTING, INC.	R	6,651.30
01	303389	12/22/2021	INNOVATIVE OFFICE SOLUTIONS LLC	R	643.04
01	303390	12/22/2021	INSTITUTE FOR ENVIROMENTAL	R	742.50
01	303391	12/22/2021	ROCHON CORPORATION MINNESOTA	R	88,747.79
01	303392	12/22/2021	SAFETYFIRST PLAYGROUND MAINTENANCE	R	80,520.00
01	303393	12/22/2021	SHAW-LUNDQUIST ASSOCIATES, INC.	R	133,405.41
01	303394	12/22/2021	SHERWIN WILLIAMS CO	R	867.27
01	303395	12/22/2021	WASCHE COMMERCIAL FINISHES, INC.	R	1,890.00
01	303396	12/22/2021	WOLD ARCHITECTS AND ENGINEERS	R	6,767.09
01	303397	12/22/2021	ALL STATE COMMUNICATIONS INC	R	26,750.86
01	303398	12/22/2021	ALLIED PROFESSIONALS, INC.	R	1,636.80
01	303399	12/22/2021	AMPLIFIED IT LLC	R	2,750.00
01	303400	12/22/2021	APPRIZE TECHNOLOGIES	R	300.00
01	303401	12/22/2021	AVANT ASSESSMENT LLC	R	1,034.80
01	303402	12/22/2021	BATTERIES R US	R	3,857.80
01	303403	12/22/2021	BEN FRANKLIN ELECTRIC INC	R	4,780.00
01	303404	12/22/2021	BERRY COFFEE COMPANY INC.	R	20.85
01	303405	12/22/2021	BIX FRUIT COMPANY	R	5,920.02
01	303406	12/22/2021	BCBS OF MINNESOTA & BLUE PLUS	R	10,120.00
01	303407	12/22/2021	BRAND FARMS	R	999.00
01	303408	12/22/2021	BREAKDOWN SPORTS USA, INC.	R	95.00
01	303409	12/22/2021	BRINK'S INCORPORATED	R	1,446.22
01	303410	12/22/2021	BSI MECHANICAL, INC.	R	2,152.35
01	303411	12/22/2021	BSN SPORTS, LLC	R	620.00
01	303412	12/22/2021	CANON USA	R	4,166.53
01	303413	12/22/2021	CAPTIVATE MEDIA & CONSULTING	R	1,488.00
01	303414	12/22/2021	CARQUEST AUTO PARTS	R	24.70
01	303415	12/22/2021	CDW GOVERNMENT INC	R	2,177.55
01	303416	12/22/2021	CHIEFS TOWING INC	R	215.06
01	303417	12/22/2021	CHOUINARD DYLAN	R	101.00
01	303418	12/22/2021	CINTAS CORPORATION NO 2	R	320.55
01	303419	12/22/2021	CITY OF RICHFIELD	R	100.00
01	303420	12/22/2021	CITY OF RICHFIELD	R	12,216.21
01	303421	12/22/2021	CONTINENTAL RESEARCH CORP	R	630.71

01	303422	12/22/2021	DARK KNIGHT SOLUTIONS, LLC	R	350.00
01	303423	12/22/2021	DICK BLICK COMPANY	R	895.89
01	303424	12/22/2021	ECOLAB INC	R	633.23
01	303425	12/22/2021	EDUCATORS BENEFIT CONSULTANTS LLC	R	432.97
01	303426	12/22/2021	ESX TECHNOLOGY SOLUTIONS, LLC	R	1,155.00
01	303427	12/22/2021	FLUENCY MATTERS	R	40.95
01	303428	12/22/2021	FURTHER	R	6,102.00
01	303429	12/22/2021	WW GRAINGER INC	R	2,501.32
01	303430	12/22/2021	GREEN SCIENCE SOLUTIONS	R	2,100.00
01	303431	12/22/2021	GROUP MEDICAREBLUE RX	R	7,659.00
01	303432	12/22/2021	HAWKINS INC	R	5,779.92
01	303433	12/22/2021	HEALTHJOY LLC	R	12,376.00
01	303434	12/22/2021	HEARTLAND BUSINESS SYSTEMS LLC	R	1,980.00
01	303435	12/22/2021	HILLYARD	R	8,531.37
01	303436	12/22/2021	HOGLUND BUS CO INC	R	53.07
01	303437	12/22/2021	IDEAL ENERGIES LLC	R	992.09
01	303438	12/22/2021	INNOVATIVE OFFICE SOLUTIONS LLC	R	2,532.83
01	303439	12/22/2021	INSTITUTE FOR ENVIROMENTAL	R	6,475.25
01	303440	12/22/2021	JONATHAN SANTOS	R	500.00
01	303441	12/22/2021	JW PEPPER & SON INC	R	598.00
01	303442	12/22/2021	KIDCREATE STUDIO	R	714.00
01	303443	12/22/2021	KINECT ENERGY INC	R	25,351.54
01	303444	12/22/2021	KOCH SCHOOL BUS SERVICE, INC.	R	4,214.88
01	303445	12/22/2021	LAKEVILLE NORTH LAKE LINER DANCE TM	R	240.00
01	303446	12/22/2021	LIFESAVER FIRE PROTECTION LLC	R	5,249.00
01	303447	12/22/2021	LOFFLER	R	1,225.09
01	303448	12/22/2021	LOFFLER COMPANIES	R	3,195.00
01	303449	12/22/2021	MADISON NATIONAL LIFE INS CO INC	R	16,139.12
01	303450	12/22/2021	MARKS TOWING	R	165.00
01	303451	12/22/2021	MASSP-MN ASSOCIATION	R	865.00
01	303452	12/22/2021	MATRIX COMMUNICATIONS INC	R	1,365.74
01	303453	12/22/2021	MCDONOUGH'S SEWER SERVICES, INC.	R	418.50
01	303454	12/22/2021	MESSERLI & KRAMER	R	394.27
01	303455	12/22/2021	METRO APPLIANCE RECYCLING	R	2,827.90
01	303456	12/22/2021	METROPOLITAN MECHANICAL CONTRACTORS	R	1,353.50
01	303457	12/22/2021	MIDWEST BUS PARTS INC	R	216.03
01	303457	12/22/2021	MN DEPT OF LABOR AND INDUSTRY	R	100.00
01	303459	12/22/2021	MTN-METROPOLITAN TRANSP NETWORK	R	299,230.00
01	303460	12/22/2021	MULTILINGUAL WORD INC	R	76.00
01	303461	12/22/2021	NORTHLAND VISIONS	R	500.00
01	303461	12/22/2021	NUSS TRUCK & EQUIPMENT	R	606.00
01	303462	12/22/2021	PAN O GOLD BAKING CO	R	672.32
01	303464	12/22/2021	PAPCO, INC.	R	66.11
01	303464	12/22/2021	PARLAY IDEAS INC.	R R	320.00
01	303465	12/22/2021	PAUL, RYAN P	R R	101.00
01	303466	12/22/2021	RANDALL STANDRIDGE MUSIC LLC	R R	50.00
01	303468	12/22/2021	SCHOOL SERVICE EMPLOYEES LINION	R	300.78
01	303469	12/22/2021	SCHOOL SERVICE EMPLOYEES UNION	R	8,473.99
01	303470	12/22/2021	SCHUMACHER ELEVATOR COMPANY SEPTERAN STUDENT TRANSPORTATION	R	2,256.00
01	303471	12/22/2021	SEPTRAN STUDENT TRANSPORTATION	R	7,540.00

01	303472	12/22/2021	SMARTSENSE BY DIGI	R	330.00
01	303473	12/22/2021	STARTING LINE FLOOR COATINGS, INC.	R	2,475.00
01	303474	12/22/2021	THREE RIVERS PARK DISTRICT	R	1,650.00
01	303475	12/22/2021	TOLL COMPANY	R	81.88
01	303476	12/22/2021	TRAFERA HOLDINGS, INC.	R	1,798.00
01	303477	12/22/2021	TRANSPORTATION PLUS, INC.	R	25,035.00
01	303478	12/22/2021	TRIO SUPPLY COMPANY	R	2,197.05
01	303479	12/22/2021	UHL COMPANY INC	R	2,905.77
01	303480	12/22/2021	UNITED STATES TREASURER	R	860.00
01	303481	12/22/2021	UNIVERSAL ATHLETIC SERVICE INC	R	456.00
01	303482	12/22/2021	UNIVERSITY LANGUAGE CENTER	R	135.00
01	303483	12/22/2021	UPPER LAKES FOODS	R	18,893.82
01	303484	12/22/2021	VARSITY SPIRIT FASHION	R	980.25
01	303485	12/22/2021	VSP VISION SERVICE PLAN	R	3,542.63
01	303486	12/22/2021	TREMCO/WEATHERPROOFING TECH, INC.	R	1,401.78
01	303487	12/22/2021	XCEL ENERGY	R	1,558.13
01	303488	12/22/2021	YOUTH ENRICHMENT LEAGUE (YEL!)	R	980.00
01	303489	12/28/2021	AMAZON.COM SYNCB/AMAZON	V	0.00
01	303490	12/28/2021	AMAZON.COM SYNCB/AMAZON	V	0.00
01	303491	12/28/2021	AMAZON.COM SYNCB/AMAZON	V	0.00
01	303492	12/28/2021	AMAZON.COM SYNCB/AMAZON	V	0.00
01	303493	12/28/2021	AMAZON.COM SYNCB/AMAZON	R	6,528.34
01	303494	12/29/2021	ALLIED PROFESSIONALS, INC.	R	4,620.00
01	303495	12/29/2021	AZIZI ORHAN	R	62.00
01	303496	12/29/2021	BRIGHT MORNING CONSULTING INC.	R	2,600.00
01	303497	12/29/2021	BSN SPORTS, LLC	R	1,000.00
01	303498	12/29/2021	CITY OF RICHFIELD	R	225.00
01	303499	12/29/2021	COMCAST	R	267.00
01	303500	12/29/2021	DICK BLICK COMPANY	R	184.72
01	303501	12/29/2021	DOTAS EUGENE	R	101.00
01	303502	12/29/2021	ECM PUBLISHERS INC	R	133.05
01	303503	12/29/2021	EDFIRST MN LLC	R	4,186.92
01	303504	12/29/2021	EDUCATORS BENEFIT CONSULTANTS LLC	R	102.00
01	303505	12/29/2021	FINANGER PHILLIP J	R	35.00
01	303506	12/29/2021	FOLLETT EDUCATIONAL	R	7,197.00
01	303507	12/29/2021	HOPE CHURCH	R	14,413.77
01	303508	12/29/2021	HR SIMPLIFIED INC.	R	707.00
01	303509	12/29/2021	INNOVATIVE OFFICE SOLUTIONS LLC	R	3,033.81
01	303510	12/29/2021	INTERMEDIATE DISTRICT 287	R	608,845.32
01	303511	12/29/2021	KNOWBE4, INC	R	474.00
01	303512	12/29/2021	LOFFLER COMPANIES	R	11,221.80
01	303513	12/29/2021	MALLOY MONTAGUE KARNOWSKI & RADO	R	10,000.00
01	303514	12/29/2021	MINUTEMAN PRESS OF RICHFIELD	R	2,096.22
01	303515	12/29/2021	NAVARRO RAYMOND	R	101.00
01	303516	12/29/2021	NCS PEARSON INC	R	360.40
01	303510	12/29/2021	NEW READERS PRESS	R R	69.50
01	303517	12/29/2021	OKEY CHRIS	R	50.00
01	303518	12/29/2021	PREMIER LIGHTING INC	R R	3,545.00
01	303520	12/29/2021	RICHFIELD READY	R R	20.00
01	303521	12/29/2021	SAGE PUBLICATIONS INC	R	1,429.00

01	303522	12/29/2021	SCHOOL SPECIALTY, LLC	R	58.92
01	303523	12/29/2021	SOUERS RANDY	R	82.00
01	303524	12/29/2021	SOURCEWELL TECHNOLOGY	R	60,867.42
01	303525	12/29/2021	SWANK MOTION PICTURES, INC.	R	1,375.00
01	303526	12/29/2021	TAFFE SARAH ANN	R	8,492.23
01	303526	12/29/2021	TAFFE SARAH ANN	V	-8,429.23
01	303527	12/29/2021	TAYLOR BRANDON	R	82.00
01	303528	12/29/2021	THOM DAVID	R	82.00
01	303529	12/29/2021	TRA	R	241.44
01	303530	12/29/2021	TRAFERA HOLDINGS, INC.	R	8,525.00
01	303531	12/29/2021	TRISTATE BOBCAT INC	R	3,500.00
01	303532	12/29/2021	ROBERT WEBER	R	64.00
01	303533	12/29/2021	WORLD CUP SUPPLY INC	R	633.66
01	303534	12/29/2021	XCEL ENERGY	R	58,654.82
			TOTAL CHECK & E-PAY REGISTER		1,924,607.09

# CHECKS & E-PAYS FOR 01/03/2022 BOARD REPORTS

BANK 05		DATE	AMOUNT	
CHECKS		12/16/2021		138,885.45
		12/22/2021		595,119.98
		12/28/2021		6,528.34
		12/29/2021		811,309.77
Constructio	on Checks	12/22/2021		371,550.41
E-PAYS		12/16/2021		1,213.14
CHECK REG	ISTER BANK 05 T	OTAL =		1,924,607.09

BREAKDOWN					
01-206-00		1,117,981.93			
02-206-00		76,380.56			
03-206-00		339,239.05			
04-206-00		17,210.92			
06-206-00		337,643.41			
07-206-00		-			
18-206-00		-			
20-206-00		34,484.66			
21-206-00		1,666.56			
47-206-00		-			
	BANK TOTAL =	1,924,607.09			

#### **RICHFIELD PUBLIC SCHOOLS**

Investment Holdings as of December 29, 2021

Description	Matures	Rate	Cost	General Operating	Custodial (Scholarships)	Refunding	OPEB Bond
BMO HARRIS BANK, NA	01/26/22	0.28%	4,000,000.00	4,000,000.00	-	-	-
WESTERN ALLIANCE BANK / TORREY PINES BANK	02/04/22	0.20%	249,200.00	249,200.00	-	-	-
PREFERRED BANK	02/04/22	0.10%	249,700.00	249,700.00	-	-	-
CUSTOMERS BANK	02/18/22	0.11%	249,700.00	249,700.00	-	-	-
MN TRUST TERM SERIES	11/15/22	0.12%	1,500,000.00	1,500,000.00	-	-	-
US TREASURY N/B	06/30/23	0.25%	1,998,011.64	1,998,011.64	-	-	-
STATE BANK OF INDIA	11/29/23	0.40%	249,739.23	249,739.23	-	-	-
SYNCHRONY BANK	11/30/23	0.40%	249,739.23	249,739.23	-	-	-
MN TRUST TERM SERIES	01/25/22	0.03%	2,400,000.00	-	-	2,400,000.00	-
US TREASURY N/B	10/31/22	0.06%	124,082.34	-	124,082.34	-	-
SALLIE MAE BANK/SALT LKE	08/25/23	0.30%	249,248.07	-	249,248.07	-	-
VERITEX COMMUNITY BANK	01/20/22	0.09%	249,700.00	-	-	-	249,700.00
GBC INTERNATIONAL BANK	01/20/22	0.09%	249,700.00	-	-	-	249,700.00
Bank OZK	02/28/22	2.65%	230,100.00	-	-	-	230,100.00
TULSA CO ISD #3-TXBL	04/01/22	2.58%	693,178.90	-	-	-	693,178.90
HONOLULU CITY and CNTY	10/01/22	1.58%	965,371.30	-	-	-	965,371.30
HONOLULU-E-TXBL	10/01/22	1.61%	282,931.00	-	-	-	282,931.00
TEXAS ST-C-REF-TXBL	10/01/22	1.61%	784,606.90	-	-	-	784,606.90
Trustar Bank	10/26/22	0.05%	249,800.00	-	-	-	249,800.00
GREENSTATE CREDIT UNION	10/26/22	0.07%	249,800.00	-	-	-	249,800.00
SERVISFIRST BANK	10/26/22	0.05%	249,800.00	-	-	-	249,800.00
ROBBINSDALE ISD-B-REF	02/01/23	0.13%	2,716,236.55	-	-	-	2,716,236.55
HAWAII-FA-TXBL	10/01/23	1.62%	882,359.50	-	-	-	882,359.50
NYC -TXBL -REF -D	08/01/24	0.38%	506,600.00	-	-	-	506,600.00
Total Investments Held		_	19,829,604.66	8,746,090.10	373,330.41	2,400,000.00	8,310,184.15

#### **Board of Education**

Independent School District 280 Richfield, Minnesota

#### Organizational Meeting, January 3, 2022

**Subject: Post-Issuance Debt Compliance** 

(Recommended by the Superintendent)

Passage upon a third read of Policy 713: Post-Issuance Debt Compliance and Administrative Guideline 713.1: Post-Issuance Debt Compliance Procedures. Both the policy and the guideline have been updated to incorporate changes to statute.

#### Attachments:

Policy 713: Post-Issuance Debt Compliance – redlined Administrative Guideline 713.1 – redlined Ehlers Model Policy Ehlers Model Guideline

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#### RICHFIELD -PUBLIC -SCHOOLS

#### **Post-Issuance Debt Compliance Policy**

The School Board (the "Board") of Independent School District No. 280 (Richfield), Minnesota (the "District") has chosen, by policy, to take steps to help ensure that all obligations will be in compliance with all applicable federal regulations. This policy may be amended, as necessary, in the future.

#### **IRS** Background

The Internal Revenue Service (IRS) is responsible for enforcing compliance with the Internal Revenue Code (the "Code") and regulations promulgated thereunder ("Treasury Regulations") governing certain obligations (for example: tax-exempt obligations, Build America Bonds, Recovery Zone Development Bonds and various "Tax Credit" Bonds). The IRS encourages issuers and beneficiaries of these obligations to adopt and implement a post-issuance debt compliance policy and procedures to safeguard against post-issuance violations.

#### **SEC Background**

The Securities and Exchange Commission (SEC) is responsible for enforcing compliance with the SEC Rule 15c2-12 (the "Rule"). Governments or governmental entities issuing obligations generally have a requirement to meet specific continuing disclosure standards set forth in continuing disclosure agreements ("CDA"). Unless the issuer, obligated person, or a specific obligation is exempt from compliance with CDAs, these agreements are entered into at the time of obligation issuance to enable underwriter(s) to comply with the Rule. The Rule sets forth certain obligations of (i) underwriters to receive, review and disseminate official statements prepared by issuers of most primary offerings of municipal securities, (ii) underwriters to obtain CDAs from issuers and other obligated persons to provide material event disclosure and annual financial information on a continuing basis, and (iii) broker-dealers to have access to such continuing disclosure in order to make recommendations of municipal securities transactions in the secondary market. The SEC encourages issuers and beneficiaries adopt and implement a post-issuance debt compliance policy and procedures to safeguard against Rule violations.

When obligations are issued, the CDA commits the issuer or obligated person to provide certain annual financial information and material event notices to the public. Issuers and other obligated persons may also choose to provide periodic, voluntary financial information and filings to investors in addition to fulfilling the specific responsibilities delineated in their CDA. It is important to note that issuers and other obligated persons should not give any one investor certain information that is not readily available to all market participants by disseminating information to the marketplace, at large. Issuers and other obligated persons should be aware that any disclosure activities determined to be "communicating to the market" can be subject to regulatory scrutiny.

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#### **Post-Issuance Debt Compliance Policy Objective**

The District desires to monitor these obligations to ensure compliance with the Code and Treasury Regulations and the SEC Rule. To help ensure compliance, the District has developed the following policy (the "Post Issuance Debt Compliance Policy"). The Post Issuance Debt Compliance Policy This policy shall apply to the obligations mentioned above, including bonds, notes, loans, lease purchase contracts, lines of credit, commercial paper or any other form of debt that is subject to compliance.

#### **Post-Issuance Debt Compliance Policy**

The Director of Finance is designated as the District's agent who is responsible for post-issuance compliance of these obligations.

The Director of Finance shall assemble all relevant documentation, records and activities required to ensure post-issuance debt compliance as further detailed in corresponding procedures (the "Post-Issuance Debt Compliance Procedures"). Administrative Guideline 713.1: Post-Issuance Debt Compliance Procedures. At a minimum, the Post-Issuance Debt Compliance Procedures for each qualifying obligation will address the following:

- 1. General post-issuance compliance;
- 2. Proper and timely use of obligation proceeds and obligation financed propertyGeneral recordkeeping;
- 3. Arbitrage yield restriction and rebate;
- 4. Timely filings and other general requirements; Expenditure and asset documentation to be assembled and retained;
- 5. Miscellaneous documentation to be assembled and retained;
- 5-6. Additional undertakings or and activities that support points 1 through 4-5 above;
- 6-7 Maintenance of proper records related to the obligations and the investment of proceeds of obligationsContinuing disclosure obligations;
- 7.8. Other requirements that become necessary in the future Compliance with future requirements.

The Director of Finance shall apply the Post-Issuance Debt Compliance Procedures to each qualifying obligation and maintain a record of the results. Further, the Director of Finance will ensure that the Post-Issuance Debt Compliance Policy and Procedures are updated on a regular and as needed basis.

The Director of Finance or any other individuals responsible for assisting the Director of Finance -in maintaining records needed to ensure post-issuance debt compliance, are authorized to expend funds as needed to attend training or secure use of other educational resources for ensuring compliance such as consulting, publications, and compliance assistance.

Most of the provisions of this Post-Issuance Debt Compliance Policy are not applicable to taxable governmental obligations unless there is a reasonable possibility that the District may refund their taxable governmental obligation, in whole or in part, with the proceeds of a tax-exempt governmental obligation. If

Policy Number 713 pg. 3

this refunding possibility exists, then the Director of Finance shall treat the taxable governmental obligation as if such issue were an issue of tax-exempt governmental obligations and comply with the requirements of this Post-Issuance Debt Compliance Policypolicy.

#### **Private Activity Bonds**

The District may issue tax-exempt obligations that are "private activity" bonds because either (1) the bonds finance a facility that is owned by the District but used by one or more qualified 501(c)(3) organizations, or (2) the bonds are so-called "conduit bonds", where the proceeds are loaned to a qualified 501(c)(3) organization or another private entity that finances activities eligible for tax-exempt financing under federal law (such as certain manufacturing projects and certain affordable housing projects). Prior to the issuance of either of these types of bonds, the Director of Finance shall take steps necessary to ensure that such obligations will remain in compliance with the requirements of this Post-Issuance Debt Compliance Policy.

In a case where compliance activities are reasonably within the control of a private party (i.e., a 501(c)(3) organization or conduit borrower), the Director of Finance may determine that all or some portion of compliance responsibilities described in this Post-Issuance Debt Compliance Policypolicy shall be assigned to the relevant party. In the case of conduit bonds, the conduit borrower will be assigned all compliance responsibilities other than those required to be undertaken by the District under federal law. In a case where the Director of Finance is concerned about the compliance ability of a private party, the Director of Finance may require that a trustee or other independent third party be retained to assist with record keeping for the obligation and/or that the trustee or such third party be responsible for all or some portion of the compliance responsibilities.

The Director of Finance is additionally authorized to seek the advice, as necessary, of bond counsel and/or its financial advisor to ensure the District is in compliance with this Post-Issuance Debt Compliance Policy.

Cross References: Internal Revenue Code Section 148
Treasury Regulation Section 1.150-2

Treasury Regulation Section 1.150-Treasury Regulation Section 1.141

ADOPTED RATIFIED BY THE BOARD OF EDUCATION: March 7, 2016

REVISED BY THE BOARD OF EDUCATION: January 3, 2022

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#### **RICHFIELD PUBLIC -SCHOOLS**

#### **Post-Issuance Debt Compliance Procedures**

The School Board (the "Board") of Independent School District No. 280 (Richfield), Minnesota (the "District") has adopted the attached Post-Issuance Debt Compliance Policy dated February 16, 2016. The Post-Issuance Debt Compliance Policy applies to qualifying debt obligations issued by the District. As directed by the adoption of the Post-Issuance Debt Compliance Policy, the Director of Finance will perform the following Post-Issuance Debt Compliance Procedures for all of the District's outstanding debt.

#### 1. General Post-Issuance Compliance

- a. Ensure written procedures and/or guidelines have been put in place for individuals to follow when more than one person is responsible for ensuring compliance with Post-Issuance Debt Compliance Procedures.
- b. Ensure training and/or educational resources for post-issuance compliance have been approved and obtained.
- c. The Director of Finance understands that there are options for voluntarily correcting failures to comply with post-issuance compliance requirements (such as remedial actions under Section 1.141-12 of the Treasury Regulations and the ability to enter into a closing agreement under the Tax-Exempt Bonds Voluntary Closing Agreement Program described in Notice 2008-31 (the "VCAP Program")).

#### 2. General Recordkeeping

- a. Retain records and documents for the obligation- and all obligations issued to refund the obligation for a period of at least seven years following the final payment of the obligation. (or iflf ansuch obligation is refunded, then the final payment of the refunding bond) obligation becomes the beginning of the period unless otherwise directed by the District's bond counsel.
- b. Retain beth paper and electronic (preferred) and/or paper versions of records and documents for the obligation.
- c. General records and documentation to be assembled and retained:
  - i. Description of the purpose of the obligation (referred to as the project) and the state statute authorizing the project.
  - ii. Record of tax-exempt status or revocation of tax-exempt status, if applicable.
  - iii. Any correspondence between the District and the IRS.
  - iv. Audited financial statements.
  - iv.v. All accounting audits of property financed by the obligation.
  - v.vi. Bond Obligation transcripts, official statements and other offering documents of the obligation.

Section 700 Non-Instruction	
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- ii. Minutes and resolutions authorizing the issuance of the obligation.
- Certifications of the issue price of the obligation.
- Any formal elections for the obligation (i.e. election to employ an accounting methodology other than the specific tracing
  - Appraisals, demand surveys, or feasibility studies for property financed by the obligation.
  - All information reports filed for the obligations.
- All management contracts and other service agreements, research contracts, and naming rights contracts.
- ii. Documents related to governmental grants, associated with construction, renovation or purchase of property financed with the obligation.
- Reports of any prior IRS examinations of the District or the District's obligation.
- All correspondence related to the above (faxes, emails, or letters).
- e Yield Restriction and Rebate Recordkeeping
  - rivestment and arbitrage documentation to be assembled and etained
    - i. An accounting of all deposits, expenditures, interest income and asset balances associated with each fund established in connection with the obligation. This includes an accounting of all monies deposited to the Debt debt Service service Account fund to make debt service payments on the obligation, regardless of the source derived. Accounting for expenditures and assets is described in further detail in Section 4.
    - ii. Statements prepared by Trustee or Investment Provider.
    - iii. Documentation of at least quarterly allocations of investments and investment earnings to each obligation (i.e. uncommingling analysis).
    - iv. Documentation for investments made with obligation proceeds such as:
      - 1. Investment contracts (i.e. guaranteed investment contracts).
      - 2. Credit enhancement transactions (i.e. bond insurance contracts).
      - 3. Financial derivatives (e.g. swaps, caps, etcand collars).
      - 4. Bidding of financial products.
        - Investments acquired with obligation proceeds are purchased at fair market value (e.g.i.e. three bid safe harbor rules for open market securities needed in advance refunding escrows).
  - b. Computations of the arbitrage yield.
  - c. Computations of yield restriction and rebate amounts including but not limited to:

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- i. Compliance in meeting the "Temporary Period from Yield Restriction Exception" and limiting the investment of funds after the temporary period expires.
- ii. Compliance in meeting the "Rebate Exception".
  - 1. Qualifying for the "Small Issuer Exception"
  - 2. Qualifying for a "Spending Exception"
    - 6 Month Spending Exception
      - 18 Month Spending Exception
      - 24 Month Spending Exception
  - 3. Qualifying for the "Bona Fide Debt Service Fund Exception"
  - 4. Quantifying arbitrage on all funds established in connection with the obligation in lieu of satisfying arbitrage exceptions (including Reserve reserve Funds funds and Debt debt Service-service Funds.)
- d. Computations of yield restriction and rebate payments.
- Timely Tax Form 8038-T filing, if applicable.
  - i. Remit any arbitrage liability associated with the obligation to the IRS at each five year anniversary date of the obligation, and the date in which the obligation is no longer outstanding (redemption or maturity date), whichever comes sooner, within 60 days of said date.
- f. Timely Tax Form 8038-R filing, if applicable.
  - f.a.i. Remit the form after the date in which the obligation is no longer outstanding (redemption or maturity date), whichever comes sooner, within 2 years of said date.
- g. Procedures or guidelines for monitoring instances where compliance with applicable yield restriction requirements depends on subsequent reinvestment of obligation proceeds in lower yielding investments (for example:e.g. reinvestment in zero coupon SLGS).
- 4. Expenditure and Asset Documentation to be Assembled and Retained
  - a. Documentation of allocations of obligation proceeds to expenditures (i.ee.g. allocation of proceeds to expenditures for the construction, renovation or purchase of facilities owned and used in the performance of exempt purposes).
    - Such allocation will be done not later than the earlier of: eighteen (18) months after the later of the date the expenditure is paid, or the date the project, if any, that is financed by the tax-exempt bond issueobligation is placed in service; or

the date sixty (60) days after the earlier of the fifth anniversary of the issue date of the tax exempt bond issue obligation, or the date sixty (60) days after the retirement of the tax exempt bond issueobligation.

b. Documentation of allocations of obligation proceeds to issuance costs

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- Copies of requisitions, draw schedules, draw requests, invoices, bills and cancelled checks related to obligation proceed expenditures during the construction period.
- d. Copies of all contracts entered into for the construction, renovation or purchase of facilities financed with obligation proceeds.
- e. Records of expenditure reimbursements incurred prior to issuing bonds for facilitiesobligations for projects financed with obligation proceeds (Declaration declaration of Official Intentintent/Reimbursement reimbursement Resolutions including all modifications).
- f. List of all facilities and equipment financed with obligation proceeds.
- Depreciation schedules for depreciable property financed with obligation proceeds.
- h. Documentation that tracks the purchase and sale of assets financed with obligation proceeds.
- i. Documentation of timely payment of principal and interest payments on the obligation.
- Tracking of all issue proceeds and the transfer of proceeds into the debt service fund as appropriate.
- k. Documentation that excess earnings from a Reserve Fund is are transferred to the Debt Service Fund on an annual basis. Excess earnings are balances in a Reserve Fund that exceed the Reserve Fund requirement.

#### 5. Miscellaneous Documentation to be Assembled and Retained

- Ensure that the project, while the obligation is outstanding, will avoid IRS private activity concerns.
- <u>b. i.</u>—The Director of Finance shall monitor the use of all obligation-financed facilities in order to:
  - i. determine Determine whether private business uses of obligation-financed facilities have exceeded the *de minimus* limits set forth in Section 141(b) of the Code as a result of:
  - 1) sale of the facilities;
  - 2) sale of District capacity rights;
  - 3) (including sale of capacity rights, leases and subleases of facilities (including easements or use arrangements for areas outside the four walls, (e.g., hosting of cell phone towers),
  - 4) leasehold improvement contracts, licenses, management contracts (in which the District authorizes a third party to operate a facility, (e.g. cafeteria);
  - ,5) research contracts;
  - 6) preference arrangements (in which the District permits a third party preference, such as (e.g. parking in a public parking lot), joint ventures, limited liability companies or partnership arrangements):
  - 7) output contracts or other contracts for use of utility facilities (including contracts with large utility users);

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Non-Instructional Operations

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insurance, letter of credit, or hedging transactions (i.e. interest rate swap, cap).

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c. The Director of Finance will monitor all "qualified tax-exempt debt obligations" (often referred to as "bank qualified" obligations) within the first calendar year to determine if the limit is exceeded, and if exceeded, will address accordingly. For tax-exempt debt obligations issued during years 2009 and 2010, the limit-is was \$30,000,000 (The limit was \$10,000,000 prior to 2009. In 2011 and thereafter it will remain at \$10,000,000 unless changed by Congress). During this period, the limit also applieds to pooled financings of the governing body and provides a separate \$30,000,000 for each 501 (c)(3) conduit borrower. In 2011 and thereafter it is \$10,000,000 unless changed by Congress.

d. Comply with Continuing Disclosure Requirements.

i. If applicable, the timely filing of annual information agreed to in the Continuing Disclosure Certificate.

ii. Give notice of any Material Event.

- e.d. Identify any post-issuance change to terms of bonds obligations which could be treated as a current refunding of "old" bonds obligations by "new" bonds obligations, often referred to as a "reissuance".
- fe. The Director of Finance will consult with the District's bond counsel prior to any sale, transfer, change in use or change in users of obligation-financed property which may require "remedial action" under applicable Treasury Regulations or resolution pursuant to the VCAP Program.
  - i. A remedial action has the effect of curing a deliberate action taken by the District which results in satisfaction of the private business test or private loan test. Remedial actions under Section 1.141-12(d)(e) and (f) include the redemption of non-qualified bends-obligations and/or alternative uses of proceeds or the facility (i.e. to be used for another qualified purpose-instead).
- g. The Director of Finance will ensure that the appropriate tax form for federal subsidy payments is prepared and filed in a timely fashion for applicable obligations (i.e. e.g. Build America Bonds).

#### 7. Continuing Disclosure Obligations

a. Identify a position at the District to be responsible for compliance with continuing disclosure obligations as defined by the Rule and any policies of the District.

The position responsible for compliance may have the ability to assign responsibilities, delegate where appropriate or engage a dissemination agent or third-party service providers to perform all or some of the duties described in this section. The District cannot delegate its compliance responsibilities.

c. The District should specify how providers or delegated authorities will be monitored and supervised.

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- d. The District should identify the documents that set forth the respective requirements being monitored at the time of closing for each obligation.
- e. The District should catalog all outstanding Continuing Disclosure
  Agreements and establish consolidated filing requirements based
  on the outstanding CDAs
- on the outstanding CDAs.

  f. The District should identify the frequency of the actions to be undertaken to ensure compliance, establish a system or filing alerts or reminders to administer the filing requirements.
- g. The Director of Finance for compliance must be made aware of any new outstanding debt, changes to obligation or loan covenants, events of acceleration or default that would materially affect investors.
- h. The District should review a compliance checklist to verify compliance with CDA requirements, at least annually, although it may be advisable to provide more frequent reviews in connection to specific material events.
- The District should monitor mandatory material events specifically identified in accordance with the Rule and file required notices within 10 days of occurrence.
  - 1. Principal and interest payment delinquencies.
  - 2. Non-payment related defaults, if material.
  - 3. Unscheduled draws on debt service reserves reflecting financial difficulties.
  - 4. Unscheduled draws on credit enhancements reflecting financial difficulties.
  - Substitution of credit or liquidity providers or their failure to perform.
  - 6. Adverse tax opinion, IRS notices or material events affecting the tax status of the obligation.
  - 7. Modifications to rights of security holders, if material.
  - 8. Obligation calls, if material.
  - 9. Defeasances.
  - 10. Release, substitution or sale of property securing repayment of the obligations, if material.
  - 11. Rating Changes.
  - 12. Bankruptcy, insolvency, receivership, or similar event of the obligated person(s).
  - 13. Merger, consolidation, or acquisition of the obligated person, if material.
  - 14. Appointment of a successor or additional trustee, or change of name of a trustee, if material.
  - 15. Incurrence of financial obligation of the District, if material, or agreement to covenants, events of default, remedies, priority rights, or other similar terms of a financial obligation of the District, any of which affect security holders, if material.

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Non-Instructional Operations pg. 8 16. Default, event of acceleration, termination event, 2 modification of terms, or other similar events under the 3 terms of the financial obligation of the District, any of which 4 reflect financial difficulties. 5 Formatted: Indent: Left: 1.5", No bullets or numbering 6 j. In addition to the mandatory material events, the District should Formatted: Indent: Left: 0.75", No bullets or 7 review and file any additional or voluntary event notices. numbering 8 k. The District should maintain a catalog of all outstanding 9 obligations whether publicly offered or privately placed, and the terms 10 and conditions that govern default or acceleration provisions. I. Any missed filing requirement should be remedied with a failure 11 to file notice as soon as possible once the late filing is identified and 12 13 the required information is available to file. 14 m. Sensitive information such as bank accounts and wire Formatted: Indent: Left: 0.75", Space After: 3 pt, No 15 information should be redacted from documents prior to posting on bullets or numbering 16 EMMA. 17 n. The District needs to monitor for changes in law and regulations that effect continuing disclosure obligations and review disclosure 18 19 policies and procedures periodically to ensure compliance and 20 consistency with regulation and market expectations. 21 Formatted: No bullets or numbering Compliance with Future Requirements 22 <del>7.</del>8. 23 24 a. Take measures to comply with any future requirements issued 25 beyond the date of these Post-Issuance Debt Compliance 26 Procedures which are essential to ensuring compliance with the 27 applicable state and federal regulations. 28 29 Cross References: Internal Revenue Code Section 148 30 Treasury Regulation Section 1.150-2 31 Treasury Regulation Section 1.141 32 33 34 ADOPTED BY THE BOARD OF EDUCATION: Dated:

Policy Number 713.1

March 7, 2016

Section 700

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Revised: January 3, 2022

# Independent School District No. 280 (Richfield Public Schools), Minnesota Post-Issuance Debt Compliance Policy

The Board of Education (the "Board") of the Independent School District No. 280 (Richfield Public Schools), Minnesota (the "District") has chosen, by policy, to take steps to help ensure that all obligations will be in compliance with all applicable federal regulations. This policy may be amended, as necessary, in the future.

#### **IRS Background**

The Internal Revenue Service (IRS) is responsible for enforcing compliance with the Internal Revenue Code (the "Code") and regulations promulgated thereunder ("Treasury Regulations") governing certain obligations (for example: tax-exempt obligations, Build America Bonds, Recovery Zone Development Bonds and various "Tax Credit" Bonds). The IRS encourages issuers and beneficiaries of these obligations to adopt and implement a post-issuance debt compliance policy and procedures to safeguard against post-issuance violations.

#### **SEC Background**

The Securities and Exchange Commission (SEC) is responsible for enforcing compliance with the SEC Rule 15c2-12 (the "Rule"). Governments or governmental entities issuing obligations generally have a requirement to meet specific continuing disclosure standards set forth in continuing disclosure agreements ("CDA"). Unless the issuer, obligated person, or a specific obligation is exempt from compliance with CDAs, these agreements are entered into at the time of obligation issuance to enable underwriter(s) to comply with the Rule. The Rule sets forth certain obligations of (i) underwriters to receive, review and disseminate official statements prepared by issuers of most primary offerings of municipal securities, (ii) underwriters to obtain CDAs from issuers and other obligated persons to provide material event disclosure and annual financial information on a continuing basis, and (iii) broker-dealers to have access to such continuing disclosure in order to make recommendations of municipal securities transactions in the secondary market. The SEC encourages issuers and beneficiaries adopt and implement a post-issuance debt compliance policy and procedures to safeguard against Rule violations.

When obligations are issued, the CDA commits the issuer or obligated person to provide certain annual financial information and material event notices to the public. Issuers and other obligated persons may also choose to provide periodic, voluntary financial information and filings to investors in addition to fulfilling the specific responsibilities delineated in their CDA. It is important to note that issuers and other obligated persons should not give any one investor certain information that is not readily available to all market participants by disseminating information to the marketplace, at large. Issuers and other obligated persons should be aware that any disclosure activities determined to be "communicating to the market" can be subject to regulatory scrutiny.

#### Post-Issuance Debt Compliance Policy Objective

The District desires to monitor these obligations to ensure compliance with the IRS Code, Treasury Regulations and the SEC Rule. To help ensure compliance, the District has

developed the following policy (the "Post-Issuance Debt Compliance Policy"). The Post-Issuance Debt Compliance Policy shall apply to the obligations mentioned above, including bonds, notes, loans, lease purchase contracts, lines of credit, commercial paper or any other form of debt that is subject to compliance.

#### **Post-Issuance Debt Compliance Policy**

The Director of Finance of the District is designated as the District's agent who is responsible for post-issuance compliance of these obligations.

The Director of Finance shall assemble all relevant documentation, records and activities required to ensure post-issuance debt compliance as further detailed in corresponding procedures (the "Post-Issuance Debt Compliance Procedures"). At a minimum, the Post-Issuance Debt Compliance Procedures for each qualifying obligation will address the following:

- 1. General Post-Issuance Compliance
- 2. General Recordkeeping
- 3. Arbitrage Yield Restriction and Rebate Recordkeeping
- 4. Expenditure and Asset Documentation to be Assembled and Retained
- 5. Miscellaneous Documentation to be Assembled and Retained
- 6. Additional Undertakings and Activities that Support Sections 1 through 5 above
- 7. Continuing Disclosure Obligations
- 8. Compliance with Future Requirements

The Director of Finance shall apply the Post-Issuance Debt Compliance Procedures to each qualifying obligation and maintain a record of the results. Further, the Director of Finance will ensure that the Post-Issuance Debt Compliance Policy and Procedures are updated on a regular and as needed basis.

The Director of Finance or any other individuals responsible for assisting the Director of Finance in maintaining records needed to ensure post-issuance debt compliance, are authorized to expend funds as needed to attend training or secure use of other educational resources for ensuring compliance such as consulting, publications, and compliance assistance.

Most of the provisions of this Post-Issuance Debt Compliance Policy are not applicable to taxable governmental obligations unless there is a reasonable possibility that the District may refund their taxable governmental obligation, in whole or in part, with the proceeds of a tax-exempt governmental obligation. If this refunding possibility exists, then the Director of Finance shall treat the taxable governmental obligation as if such issue were an issue of tax-exempt governmental obligations and comply with the requirements of this Post-Issuance Debt Compliance Policy.

#### **Private Activity Bonds**

The District may issue tax-exempt obligations that are "private activity" bonds because either (1) the bonds finance a facility that is owned by the District but used by one or more qualified 501(c)(3) organizations, or (2) the bonds are so-called "conduit bonds", where the proceeds are loaned to a qualified 501(c)(3) organization or another private entity that finances activities eligible for tax-exempt financing under federal law (such as certain

manufacturing projects and certain affordable housing projects). Prior to the issuance of either of these types of bonds, the Director of Finance shall take steps necessary to ensure that such obligations will remain in compliance with the requirements of this Post-Issuance Debt Compliance Policy.

In a case where compliance activities are reasonably within the control of a private party (i.e., a 501(c)(3) organization or conduit borrower), the Director of Finance may determine that all or some portion of compliance responsibilities described in this Post-Issuance Debt Compliance Policy shall be assigned to the relevant party. In the case of conduit bonds, the conduit borrower will be assigned all compliance responsibilities other than those required to be undertaken by the District under federal law. In a case where the Director of Finance is concerned about the compliance ability of a private party, the Director of Finance may require that a trustee or other independent third party be retained to assist with record keeping for the obligation and/or that the trustee or such third party be responsible for all or some portion of the compliance responsibilities.

The Director of Finance is additionally authorized to seek the advice, as necessary, of bond counsel and/or its financial advisor to ensure the District is in compliance with this Post-Issuance Debt Compliance Policy.

Adopted this date by the Independent School District No. 280 (Richfield Public Schools), Minnesota

#### Independent School District No. 280 (Richfield Public Schools), Minnesota Post-Issuance Debt Compliance Procedures

The Board of Education (the "Board]") of the Independent School District No. 280 (Richfield Public Schools), Minnesota (the "District") has adopted the attached Post-Issuance Debt Compliance Policy dated \_\_\_\_\_. The Post-Issuance Debt Compliance Policy applies to qualifying debt obligations issued by the District. As directed by the adoption of the Post-Issuance Debt Compliance Policy, the Director of Finance of the District will perform the following Post-Issuance Debt Compliance Procedures for all of the District's outstanding debt.

#### 1) General Post-Issuance Compliance

- a) Ensure written procedures and/or guidelines have been put in place for individuals to follow when more than one person is responsible for ensuring compliance with Post-Issuance Debt Compliance Procedures.
- b) Ensure training and/or educational resources for post-issuance compliance have been approved and obtained.
- c) The Director of Finance understands that there are options for voluntarily correcting failures to comply with post-issuance compliance requirements (e.g. as remedial actions under Section 1.141-12 of the Treasury Regulations and the ability to enter into a closing agreement under the Tax-Exempt Bonds Voluntary Closing Agreement Program described in Notice 2008-31(the "VCAP Program")).

#### 2) General Recordkeeping

- a) Retain records and documents for the obligation and all obligations issued to refund the obligation for a period of at least seven years following the final payment of the obligation. If an obligation is refunded, then the final payment of the refunding obligation becomes the beginning of the period unless otherwise directed by the District's bond counsel.
- b) Retain electronic (preferred) and/or paper versions of records and documents for the obligation.
- c) General records and documentation to be assembled and retained:
  - i) Description of the purpose of the obligation (i.e. the project or projects) and the state statute authorizing the project.
  - Record of tax-exempt status or revocation of tax-exempt status, if applicable.
  - iii) Any correspondence between the District and the IRS.
  - iv) Audited financial statements.
  - v) All accounting audits of property financed by the obligation.
  - vi) Obligation transcripts, official statements, and other offering documents of the obligation.
  - vii) Minutes and resolutions authorizing the issuance of the obligation.

- viii) Certifications of the issue price of the obligation.
- ix) Any formal elections for the obligation (i.e. an election to employ an accounting methodology other than the specific tracing method).
- x) Appraisals, demand surveys, or feasibility studies for property financed by the obligation.
- xi) All information reports filed for the obligations.
- xii) All management contracts and other service agreements, research contracts, and naming rights contracts.
- xiii) Documents related to governmental grants associated with construction, renovation or purchase of property financed by the obligation.
- xiv) Reports of any prior IRS examinations of the District or the District's obligation.
- xv) All correspondence related to the above (faxes, emails, or letters).
- 3) Arbitrage Yield Restriction and Rebate Recordkeeping
  - a) Investment and arbitrage documentation to be assembled and retained:
    - i) An accounting of all deposits, expenditures, interest income and asset balances associated with each fund established in connection with the obligation. This includes an accounting of all monies deposited to the debt service fund to make debt service payments on the obligation, regardless of the source derived. Accounting for expenditures and assets is described in further detail in Section 4.
    - ii) Statements prepared by Trustee and/or Investment Provider.
    - iii) Documentation of at least quarterly allocations of investments and investment earnings to each obligation.
    - iv) Documentation for investments made with obligation proceeds such as:
      - (1) investment contracts (i.e. guaranteed investment contracts),
      - (2) credit enhancement transactions (i.e. obligation insurance contracts),
      - (3) financial derivatives (e.g. swaps, caps, and collars), and
      - (4) bidding of financial products:
        - (a) Investments acquired with obligation proceeds are purchased at fair market value (e.g. three bid safe harbor rule for open market securities needed in advance refunding escrows).
  - b) Computations of the arbitrage yield.
  - c) Computations of yield restriction and rebate amounts including but not limited to:
    - Compliance in meeting the "Temporary Period from Yield Restriction Exception" and limiting the investment of funds after the temporary period expires.
    - ii) Compliance in meeting the "Rebate Exception."
      - (1) qualifying for the "Small Issuer Exception,"
      - (2) qualifying for a "Spending Exception,"
        - (a) 6-Month Spending Exception
        - (b) 18-Month Spending Exception

- (c) 24-Month Spending Exception
- (3) qualifying for the "Bona Fide Debt Service Fund Exception," and
- (4) quantifying arbitrage on all funds established in connection with the obligation in lieu of satisfying arbitrage exceptions including reserve funds and debt service funds.
- d) Computations of yield restriction and rebate payments.
- e) Timely Tax Form 8038-T filing, if applicable.
  - i) Remit any arbitrage liability associated with the obligation to the IRS at each five-year anniversary date of the obligation, and the date in which the obligation is no longer outstanding (redemption or maturity date), whichever comes sooner, within 60 days of said date.
- f) Timely Tax Form 8038-R filing, if applicable.
  - Remit the form after the date in which the obligation is no longer outstanding (redemption or maturity date), whichever comes sooner, within 2 years of said date.
- g) Procedures or guidelines for monitoring instances where compliance with applicable yield restriction requirements depends on subsequent reinvestment of obligation proceeds in lower yielding investments (e.g. reinvestment in zero coupon SLGS).
- 4) Expenditure and Asset Documentation to be Assembled and Retained
  - a) Documentation of allocations of obligation proceeds to expenditures (e.g. allocation of proceeds to expenditures for the construction, renovation or purchase of facilities owned and used in the performance of exempt purposes).
    - i) Such allocation will be done not later than the earlier of:
      - (1) eighteen (18) months after the later of the date the expenditure is paid, or the date the project, if any, that is financed by the obligation is placed in service; or
      - (2) the date sixty (60) days after the earlier of the fifth anniversary of the issue date of the obligation, or the date sixty (60) days after the retirement of the obligation.
  - b) Documentation of allocations of obligation proceeds to issuance costs.
  - c) Copies of requisitions, draw schedules, draw requests, invoices, bills, and cancelled checks related to obligation proceed expenditures during the construction period.
  - d) Copies of all contracts entered into for the construction, renovation or purchase of facilities financed with obligation proceeds.
  - e) Records of expenditure reimbursements incurred prior to issuing obligations for projects financed with obligation proceeds (declaration of official intent/reimbursement resolutions including all modifications).
  - f) List of all facilities and equipment financed with obligation proceeds.

- g) Depreciation schedules for depreciable property financed with obligation proceeds.
- h) Documentation that tracks the purchase and sale of assets financed with obligation proceeds.
- i) Documentation of timely payment of principal and interest payments on the obligation.
- j) Tracking of all issue proceeds and the transfer of proceeds into the debt service fund as appropriate.
- k) Documentation that excess earnings from a Reserve Fund are transferred to the Debt Service Fund on an annual basis. Excess earnings are balances in a Reserve Fund that exceed the Reserve Fund requirement.
- 5) Miscellaneous Documentation to be Assembled and Retained
  - a) Ensure that the project, while the obligation is outstanding, will avoid IRS private activity concerns.
  - b) The Director of Finance shall monitor the use of all obligation-financed facilities in order to:
    - Determine whether private business uses of obligation-financed facilities have exceeded the *de minimus* limits set forth in Section 141(b) of the Code as a result of:
      - (1) sale of the facilities;
      - (2) sale of District capacity rights;
      - (3) leases and subleases of facilities including easements or use arrangements for areas outside the four walls (e.g. hosting of cell phone towers);
      - (4) leasehold improvement contracts, licenses, management contracts in which the District authorizes a third party to operate a facility (e.g. cafeteria):
      - (5) research contracts:
      - (6) preference arrangements in which the District permits a third-party preference (e.g. parking in a public parking lot, joint ventures, limited liability companies or partnership arrangements);
      - (7) output contracts or other contracts for use of utility facilities including contracts with large utility users;
      - (8) development agreements which provide for guaranteed payments or property values from a developer;
      - (9) grants or loans made to private entities including special assessment agreements;
      - (10) naming rights agreements; and
      - (11) any other arrangements that provide special legal entitlements to nongovernmental persons.
    - ii) Determine whether private security or payments that exceed the *de minimus* limits set forth in Section 141(b) of the Code have been provided

by nongovernmental persons with respect to such obligation-financed facilities.

- c) The Director of Finance shall provide training and educational resources to any District staff that have the primary responsibility for the operation, maintenance, or inspection of obligation-financed facilities with regard to the limitations on the private business use of obligation-financed facilities and as to the limitations on the private security or payments with respect to obligation-financed facilities.
- d) The District shall undertake the following with respect to the obligations:
  - i) An annual review of the books and records maintained by the District with respect to such obligations.
  - ii) An annual physical inspection of the facilities financed with the proceeds of such obligations, conducted by the Director of Finance with the assistance of any District staff who have the primary responsibility for the operation, maintenance, or inspection of such obligation-financed facilities.
- e) Changes in the project that impact the terms or commitments of the obligation are properly documented and necessary certificates or opinions are on file.
- 6) Additional Undertakings and Activities that Support Sections 1 through 5 above:
  - a) The Director of Finance will notify the District's bond counsel, financial advisor and arbitrage provider of any survey or inquiry by the IRS immediately upon receipt. Usually responses to IRS inquiries are due within 21 days of receipt. Such IRS responses require the review of the above-mentioned data and must be in writing. As much time as possible is helpful in preparing the response.
  - b) The Director of Finance will consult with the District's bond counsel, financial advisor and arbitrage provider before engaging in post-issuance credit enhancement transactions (e.g. obligation insurance, letter of credit, or hedging transaction).
  - c) The Director of Finance will monitor all "qualified tax-exempt debt obligations" (often referred to as "bank qualified" obligations) within the first calendar year to determine if the limit is exceeded, and if exceeded, will address accordingly. For obligations issued during years 2009 and 2010 the limit was \$30,000,000. During this period, the limit also applied to pooled financings of the governing body and provides a separate \$30,000,000 for each 501 (c)(3) conduit borrower. In 2011 and thereafter it is \$10,000,000 unless changed by Congress.
  - d) Identify any post-issuance change to terms of obligations which could be treated as a current refunding of "old" obligations by "new" obligations, often referred to as a "reissuance."
  - e) The Director of Finance will consult with the District's bond counsel prior to any sale, transfer, change in use or change in users of obligation-financed

property which may require "remedial action" under applicable Treasury Regulations or resolution pursuant to the VCAP Program.

- i) A remedial action has the effect of curing a deliberate action taken by the District which results in satisfaction of the private business test or private loan test. Remedial actions under Section 1.141-12(d)(e) and (f) include the redemption of non-qualified obligations and/or the alternative uses of proceeds or the facility (i.e. to be used for another qualified purpose).
- f) The Director of Finance will ensure that the appropriate tax form for federal subsidy payments is prepared and filed in a timely fashion for applicable obligations (e.g. Build America Bonds).

#### 7) Continuing Disclosure Obligations

- a) Identify a position at the District to be responsible for compliance with continuing disclosure obligations as defined by the Rule and any policies of the District.
- b) The position responsible for compliance may have the ability to assign responsibilities, delegate where appropriate or engage a dissemination agent or third-party service providers to perform all or some of the duties described in this section. The District cannot delegate its compliance responsibilities.
- c) The District should specify how providers or delegated authorities will be monitored and supervised.
- d) The District should identify the documents that set forth the respective requirements being monitored at the time of closing for each obligation.
- e) The District should catalog all outstanding Continuing Disclosure Agreements and establish consolidated filing requirements based on the outstanding CDAs.
- f) The District should identify the frequency of the actions to be undertaken to ensure compliance, establish a system or filing alerts or reminders to administer the filing requirements.
- g) The Director of Finance for compliance must be made aware of any new outstanding debt, changes to obligation or loan covenants, events of acceleration or default that would materially affect investors.
- h) The District should review a compliance checklist to verify compliance with CDA requirements, at least annually, although it may be advisable to provide more frequent reviews in connection to specific material events.
- The District should monitor mandatory material events specifically identified in accordance with the Rule and file required notices within 10 days of occurrence.
  - i) Principal and interest payment delinquencies.
  - ii) Non-payment related defaults, if material.
  - iii) Unscheduled draws on debt service reserves reflecting financial difficulties.

- iv) Unscheduled draws on credit enhancements reflecting financial difficulties.
- v) Substitution of credit or liquidity providers or their failure to perform.
- vi) Adverse tax opinion, IRS notices or material events affecting the tax status of the obligation.
- vii) Modifications to rights of security holders, if material.
- viii) Obligation calls, if material.
- ix) Defeasances.
- x) Release, substitution or sale of property securing repayment of the obligations, if material.
- xi) Rating Changes.
- xii) Bankruptcy, insolvency, receivership, or similar event of the obligated person(s).
- xiii) Merger, consolidation, or acquisition of the obligated person, if material.
- xiv) Appointment of a successor or additional trustee, or change of name of a trustee, if material.
- xv) Incurrence of financial obligation of the District, if material, or agreement to covenants, events of default, remedies, priority rights, or other similar terms of a financial obligation of the District, any of which affect security holders, if material.
- xvi) Default, event of acceleration, termination event, modification of terms, or other similar events under the terms of the financial obligation of the District, any of which reflect financial difficulties.
- j) In addition to the mandatory material events, the District should review and file any additional or voluntary event notices.
- k) The District should maintain a catalog of all outstanding obligations whether publicly offered or privately placed, and the terms and conditions that govern default or acceleration provisions.
- I) Any missed filing requirement should be remedied with a failure to file notice as soon as possible once the late filing is identified and the required information is available to file.
- m) Sensitive information such as bank accounts and wire information should be redacted from documents prior to posting on EMMA.
- n) The District needs to monitor for changes in law and regulations that effect continuing disclosure obligations and review disclosure policies and procedures periodically to ensure compliance and consistency with regulation and market expectations.

#### 8) Compliance with Future Requirements

a) Take measures to comply with any future requirements issued beyond the date of these Post-Issuance Debt Compliance Procedures which are essential to ensuring compliance with the applicable state and federal regulations.

#### **Board of Education**

Independent School District 280 Richfield, Minnesota

#### Organizational Meeting, January 3, 2022

**Subject: School Activities** 

(Recommended by the Superintendent)

A repeal of Policy 781 and transfer of Administrative Guideline 781.1 to Policy 651, thereby renaming it as Administrative Guideline 651.2. Policy 651 was revised by the board on May 17, 2021 to be inclusive of all school activities rather than just athletics. Because of this, Policy 651 and Administrative Guideline 651.1 now generally cover the information presented in Policy 781, making Policy 781 unnecessary.

#### **Attachments:**

Policy 781: School Activities

Administrative Guideline 781.1 - redlined Policy 651: Athletic & Activity Program

Administrative Guideline 651.1

MSBA Model Policy 510: School Activities

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#### RICHFIELD PUBLIC SCHOOLS

#### SCHOOL ACTIVITIES

#### I. **PURPOSE**

The purpose of this policy is to impart to students, employees and the community the school district's policy related to the student activity program.

#### II. **GENERAL STATEMENT OF POLICY**

School activities provide additional opportunities for students to pursue special interests that contribute to their physical, mental and emotional well-being. They are of secondary importance in relationship to the formal instructional program; however, they complement the instructional program by providing additional opportunities for healthy youth development through programs that encourage participation, healthy life styles and a sense of accomplishment.

#### III. **RESPONSIBILITY**

- The school board expects all students who participate in school sponsored activities to represent the school and community in a responsible manner. All rules pertaining to student conduct and student discipline extend to school activities.
- B. It shall be the responsibility of the superintendent to disseminate information needed to inform students, parents, staff and the community of the opportunities available within the school activity program and the rules of participation.
- C. Those students who participate in Minnesota State High School League (MSHSL) activities must also abide by the league rules. It shall be the responsibility of those employees who conduct MSHSL activities to familiarize students and parents with all applicable rules, penalties, and opportunities. Elementary students in grades 1-6 are not eligible for participation in any MSHSL sponsored activity.
- The superintendent shall be responsible for conducting an annual evaluation D. of school activity programs and presenting the results and recommendations to the school board.
- E. Activity fees will be charged for each of the activities as outlined in the attached Administrative Guidelines.

and 123B.36 (Authorized Fees)

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Cross Reference: Board Policy 651 - Mission and Philosophy of the Richfield

**Legal Reference:** Minn. Stat. 123B.49 (Co-curricular and Extracurricular Activities)

Interscholastic and Activity Program.

ADOPTED BY THE BOARD OF EDUCATION: April 19, 1999

REVIEWED BY THE BOARD OF EDUCATION: May 2, 2005; May 15, 2006; March

5, 2007, April 6, 2009, May 3, 2010, May 2, 2011, May 21, 2012, May 20, 2013, September 3, 2013, June 17, 2014, June 22, 2015, October 5,

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2015

REVISED BY THE BOARD OF EDUCATION: June 19, 2000; May 21, 2001, April

15, 2002, April 7, 2008

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#### **RICHFIELD PUBLIC SCHOOLS**

#### ADMINISTRATIVE GUIDELINES

#### **SCHOOL ACTIVITY FEES**

#### INTRODUCTION

It is the policy of the State of Minnesota that public school education shall be free and no pupil shall be denied an education. Minnesota State Statute 123B.36 also recognizes that school boards may establish fees to support certain student activities. These administrative guidelines delineate school activity fees, pursuant to Board Policy 781651.

#### **ACTIVITIES SUBJECT TO FEES** II.

Minnesota State High School League Activities

Participants in Interscholastic athletics and fine arts activities governed by the Minnesota State High School League will be charged a fee. In addition a late fee of \$25 will be assessed for each season as per the registration calendar published by the Athletic Director.

#### B. Other Fees

- 1. A program fee of \$35/student shall be charged for participation in the summer school programs by grade level (grades K-10) where funding is not provided by the state.
- 2. Additional fees as listed in the attached schedule.

#### III. **FEE EXCEPTIONS**

#### A. Fee Waiver

The student of a parent / quardian applying and qualifying for the Free or Reduced Lunch Program and providing the verification of income shall be eligible for a reduced fee.

- A student who qualifies for a reduced price lunch will receive a 25% discount.
- 2. A student who qualifies for a free lunch will receive a 50% discount.
- 3. A full waiver may be allowed for students qualifying for the discount noted above at the discretion of the Athletic Director or Activities

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#### Administrative Guidelines 781.1651.2

Non-Instructional Operations

Page 2

CoordinatorActivities Director upon consideration of extenuating circumstances.

The homeless student as defined in Section 103(a) (1) (2) of P.L. 100-77 participating in an activity under this guideline shall have their fee paid by the Parent Teacher Organization (P.T.O.), Title I funds, other donations, or the fee will be waived.

#### B. Third Season Free

Students participating in all three seasons will pay no fee to participate in the third season. This special rate is exclusive of the established late registration fee.

Legal References:

Minn. Stat. § 123B.36 (Authorized Fees) Minn. Stat. § 123B.37 (Prohibited Fees)

Cross References:

Board Policy 781 (Student Activities)

Board Policy 651 (Mission and Philosophy of the Richfield

Interscholastic Athletic and Activity Program)

Dated: April 19, 1999

Reviewed: April 6, 2009, May 3, 2010, May 21, 2012, June 17, 2014 Revised: June 19, 2000; May 21, 2001; June 19, 2001; April 15, 2002;

July 21, 2003; April 5, 2004, May 2, 2005, July 11, 2005; May 15, 2006; August 21, 2006; March 5, 2007, April 7, 2008, May 2, 2011, May 20, 2013, September 3, 2013, June 22, 2015, October 5, 2015;

December 20, 2021

Section 700

Administrative Guidelines 781.1651.2

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Non-Instructional Operations
RICHFIELD PUBLIC SCHOOLS ACTIVITY FEES
AMOUNT APPLICABLE BY GRADE LEVELS

AMOUNT AF	PPLICABLE	BY GRADE LE	VELS	
ACTIVITY	.GR 5-12	.GR 7-12#	.GR 6-8##	.GR 9-12
BAND – HONORS & JAZZ			\$10 each	
BAND – SUMMER (\$20 uniform fee in N/A to color guard)			\$65	\$110+\$20
BASEBALL#				\$182
BASKETBALL – B/G#			\$95	\$252
CHEERLEADING (per season)				\$50
CROSS COUNTRY RUNNING – B/G#		\$168		
NORDIC SKIING – B/G#		\$196	<del>\$95</del>	
WINTER COMPETITIVE DANCE				\$196
FALL PERFORMANCE DANCE				\$95
DIVING#		\$196		
FOOTBALL#			\$95	\$210
GOLF – B/G#		\$182		
GRADUATION FEE (Excluding cap & gown cost)				No Charge
GYMNASTICS#		\$210		
HOCKEY – B <mark>/G</mark> #			<u>\$95</u>	\$238
INSTRUMENT RENTAL (one time fee)	\$65			
INTRAMURAL (including middle school Academic, athletic & art intramurals, & Clubs meeting outside the school day)	Ψ00		\$10 each	\$30 each
MATH TEAM (one time fee)			\$10	\$50
PARKING PERMIT (per semester)				\$100
ÄLPINE SKIIŃG#		\$196		
SOCCER – B/G#			\$95	\$168
SOFTBALL#		\$182		
SPEECH#				\$75
SWIMMING – B/G#		\$196		
SWIMMING - SYNCHRONIZED#		\$ <del>196</del> <u>182</u>		
TENNIS – B/G#		<del>\$154</del>	\$95	<u>\$154</u>
THEATRE (Fall Play, Musical & RMS Play) One-Act# play			\$30 each	\$65
TRACK – B/G#			\$95	\$182
VOLLEYBALL#			\$95	\$182
WRESTLING#		<del>\$210</del>	\$95	<u>\$210</u>
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# RICHFIELD PUBLIC SCHOOLS ATHLETIC/CO-CURRICULAR

#### REDUCED FEE REQUEST FORM

Reduced fees shall be based on the following criteria.

- A student who qualifies for a reduced price lunch will receive a 25% discount.
- A student who qualifies for a free lunch will receive a 50% discount.

Student's Name	Date:
Parent/Guardian Name	Sport/Activity
Address	
Telephone	Reduced rate
Reason	
Student Signature	Parent/Guardian Signature
For office use only:	
Action taken:	
<del>Athletic Director/Co-Curricula</del> Date	r Activity CoordinatorActivities Directo

#### RICHFIELD PUBLIC SCHOOLS

## ATHLETIC AND ACTIVITY PROGRAM

#### I. MISSION

The mission of the Richfield Public Schools extra-curricular program is to promote healthy youth development through programs that encourage participation, healthy life styles, development of positive attitudes and skills, and a sense of accomplishment.

#### II. VALUE AND PURPOSES

A. Consistent with the mission of the extra-curricular program, the Board of Education believes that extra-curricular activities can be a vital educational experience and can contribute to healthy youth development.

B. The Board of Education recognizes several important purposes for an extra-curricular program that includes athletics and activities:

1. The program should provide students with the opportunity to have fun, learn through competition, learn to respect other participants, and to abide by the rules of the activity.

2. It should provide students and the community an opportunity to develop pride in themselves and their schools.

3. It should aid students in managing time and priorities in order to enjoy leisure-time activities while promoting refinement and expansion of skills.

4. It should promote and develop the physical, mental and psychological attributes of participants.

5. Finally, the program should develop the self-concept, self discipline, cooperative spirit, leadership potential, citizenship, and character of the participants.

#### III. EXTRA-CURRICULAR PROGRAM EXPECTATIONS

A. The school athletic and activities program must build on students' desire for participation in athletics and activities. Since each person is unique, it is essential that learners be provided an environment with options and alternatives that reflect student interests.

B. Extra-curricular experiences must:

1. Help students to maintain and build understandings, skills and attitudes that contribute to their successful participation; and

2. Nurture self-respect, interests, enthusiasm, physical development, motivation and capacity for enjoyment.

C. The extra-curricular program shall be reviewed and evaluated on a periodic basis and coaches shall be evaluated annually. The review and evaluation process for the program and coaches shall include opportunities for feedback from parents and students.

#### IV. EXPECTATIONS REGARDING STUDENT PARTICIPATION

Participation in the extra-curricular program is a privilege. A student can earn and maintain that privilege by adhering to Minnesota State High School League and school district requirements, as outlined in Administrative Guidelines 651.1. Failure to meet MSHSL and / or local expectations may result in suspension or revocation of participation privileges.

#### V. EXPECTATIONS OF PROGRAM ADMINISTRATION AND STAFF

A. Administrators and staff designated by the superintendent to administer the athletics and activities programs, along with the coaches and activity advisors, are primarily responsible for attaining extra-curricular program goals and maintaining program standards. Therefore, these individuals should view themselves as teachers and as role models in the areas of character, behavior and leadership.

B. The Superintendent is authorized to develop administrative guidelines to facilitate implementation of this policy.

C. The policy and administrative guidelines shall be included in a Coaches/Advisors Handbook, which shall be revised regularly.

# VI. ADDITION AND DELETION OF ATHLETICS AND ACTIVITIES OFFERINGS

 The Board recognizes that student interest in athletics and activities participation changes over time and that offerings available to students must change in response. In addition, the School Board supports the goal of gender equity in athletics and activities programs. Therefore, the School Board charges the Activities Director with the development and implementation of a process to regularly survey student interest regarding offerings. The superintendent is responsible for the implementation of a

process for considering the addition and deletion of athletics and activities.

A. Secondary students will be surveyed at least every other year to determine interest in athletics and activities offerings. The information collected through student surveys will be used to identify potential additions or deletions to offerings. Students also may initiate consideration of program changes through petitions directed to the school principal demonstrating substantial student interest in a particular athletic or activity offering.

B. Potential athletic or activity offering additions will be considered on the following criteria. It is not required that all criteria are met for a new offering to be approved:

1. It will address a gender imbalance in athletic offerings.

2. It will address a gender imbalance in participation rates.

3. There is sufficient interest and ability to sustain a viable program.

4. There is a reasonable expectation of competition and/or participation.

5. The activity is sponsored by the Minnesota State High School League (MSHSL) or there is a reasonable expectation that it soon will be.

6. Appropriate facilities and coaching/supervision are available, or can be provided to accommodate the program.

Athletic or activity programs may be considered for deletion when any of the above criteria no longer are satisfied.

C. Potential athletics and activities program changes will be reviewed initially by the Activities Director and appropriate school principal in light of the above criteria. The Activities Director will obtain feedback from the District Activities Advisory Committee related to any potential program changes. The building principal is responsible for forwarding the requests to the superintendent with a recommendation. The superintendent, in turn, will review the request and forward it with a recommendation and supporting data to the School Board for action. Athletics and activities offerings considered for deletion also will be presented to the School Board with a recommendation and supporting rationale for Board consideration and action.

 Section 600 Educational Program

## Board Policy 651 page 4

1	D. The addition and deletion of levels of competition within an activity
2	will be governed by the number of participants and budget
3	considerations. Where the number of participants justifies two or
4	more levels of competition at least one assistant coach/advisor wil
5	be provided for each of the levels below varsity. Activities where
6	specific coaching/advising specialties are required may be
7	allocated additional assistant coaches/advisors.
8	
9	
10	Legal Reference:
11	20 U.S.C. § 1681 et seq. (Title IX of the Education Amendments of 1972)
12	
13	
14	RATIFIED BY THE BOARD OF EDUCATION: October 2, 1978
15	
16	REVISED BY THE BOARD OF EDUCATION: June 18, 1990; December 17,
17	1990; February 1, 1999; September 7, 2004; May 17, 2021
18	
19	REAFFIRMED BY THE BOARD OF EDUCATION: July 15, 2013
20	
21	
22	

# 2 RICHFIELD PUBLIC SCHOOLS 3

**ADMINISTRATIVE GUIDELINES** 

#### **ATHLETICS AND ACTIVITIES**

The purpose of these administrative guidelines is to guide implementation of Board Policy 651: Athletic and Activity Program.

#### I. REQUIREMENTS FOR PARTICIPATION IN ATHLETICS AND ACTIVITIES:

A. In order to participate in athletics or activities governed by the Minnesota State High School League, a student must meet all of the eligibility requirements as defined in Sections 100 and 200 of the Minnesota State High School League Bylaws.

B. In addition, a student must be on track toward graduation according to the MSHSL guidelines to participate in MSHSL athletics. Student participation in activities not governed by MSHSL will be allowed without course credit earning restrictions.

#### II. EXTRA-CURRICULAR PROGRAM REVIEW AND EVALUATION

A. A review and evaluation of the extra-curricular program shall be conducted in conjunction with the rotational review of Board Policy 651 and administrative guidelines 651.1.

B. The review process shall include opportunities for participation and formal written input from students and parents.

C. The Coaches / Advisors Handbook shall be revised to reflect changes in the extra-curricular program, policies and guidelines resulting from the program review and evaluation.

#### III. EVALUATION OF COACHES / ACTIVITY SUPERVISORS

A formal evaluation shall be completed at the end of the athletic season or activity, and shall include the following components:

A. The head coach or activity supervisor will submit a report to the Activities Director that includes information pertaining to student participation, accomplishments in relation to goals, an evaluation of assistant coaches / activity supervisors, and suggestions for program improvement.

B. The Activities Director will complete a written evaluation of the head coach / activity supervisor, based on multiple sources of information, including the report referenced in III.A above, observation records, and feedback from students, parents, and others familiar with the program or activity.

C. The Activities Director shall include all necessary forms for evaluation and reporting in the Coaches / Advisors Handbook.

IV. COMMUNICATIONS

A. The Activities Director is expected to provide relevant information about the interscholastic athletic and activity program to coaches and activity supervisors, students, parents, and the public.

B. The Superintendent authorizes the Activities Director and coaches to develop a statement of philosophy and beliefs, provided that the statement is aligned with Board Policy 651.

C. Feedback and ideas from parents, students, and interested community members will be obtained in conjunction with the extra-curricular program review described in Section I above, with opportunities for additional feedback via student surveys, written correspondence, telephone calls and conferences.

D R

Dated: September 7, 2004 Reviewed: July 15, 2013 Revised: May 17, 2021

Reference: Minnesota State High School League Official Handbook

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APPENDIX ATHLETIC PROGRAM PHILOSOPHY

The following statement was developed by coaches and is included in the Coaches Handbook:

We believe that the opportunity for participation in a wide variety of studentselected activities is a vital part of the student's educational experiences. This participation is a privilege that carries with it responsibilities to the school, other participants and the community. The purpose of athletics and activities program is to provide experiences that help young people to develop physically, mentally, socially and emotionally.

Athletics and activities should be available to all students who develop an interest in participating, regardless of their individual abilities. Accordingly, whenever feasible, appropriate skill levels should be established within athletics and activities, so students may become involved regardless of their level of skills.

Leadership should be of the highest quality and exemplify the type of behavior. which the program attempts to develop. Leadership success is measured in terms of the goals of the athletic and activity program rather than solely on the victories or defeats. Coaches, advisors or sponsors will provide guidance in the development of good sportsmanship, cooperation, leadership and selfactualization.

It is intended that the athletic and activities programs be conducted in accordance with existing Board of Education policies and guidelines. Winning is considered a worthy goal, but good sportsmanship and the wellbeing of participants are considered more important. The programs are, at all times, to be conducted in such a manner as to justify them as educational activities.

Dated: September 7, 2004 Reviewed: July 15, 2013 Revised: May 17, 2021

Adopted:	MSBA/MASA Model Policy 510
	Orig. 1995
Revised:	Rev. 2019

#### 510 SCHOOL ACTIVITIES

#### I. PURPOSE

The purpose of this policy is to impart to students, employees, and the community the school district's policy related to the student activity program.

#### II. GENERAL STATEMENT OF POLICY

School activities provide additional opportunities for students to pursue special interests that contribute to their physical, mental, and emotional well-being. They are of secondary importance in relationship to the formal instructional program; however, they complement the instructional program in providing students with additional opportunities for growth and development.

#### III. RESPONSIBILITY

- A. The school board expects all students who participate in school-sponsored activities to represent the school and community in a responsible manner. All rules pertaining to student conduct and student discipline extend to school activities.
- B. The school board expects all spectators at school sponsored activities, including parents, employees, and other members of the public, to behave in an appropriate manner at those activities. Students and employees may be subject to discipline and parents and other spectators may be subject to sanctions for engaging in misbehavior or inappropriate, illegal, or unsportsmanlike behavior at these activities or events.
- C. The superintendent shall be responsible for disseminating information needed to inform students, parents, staff, and the community of the opportunities available within the school activity program and the rules of participation.
- D. Those students who participate in Minnesota State High School League (MSHSL) activities must also abide by the league rules. Those employees who conduct MSHSL activities shall be responsible for familiarizing students and parents with all applicable rules, penalties, and opportunities.
- E. The superintendent shall be responsible for conducting an annual evaluation of school activity programs and presenting the results and any recommendations to the school board.
- F. The school board will ensure that any funds raised for extracurricular activities will be spent only on extracurricular activities.

Legal References: Minn. Stat. § 123B.49 (Extracurricular Activities; Insurance)

Cross References: MSBA/MASA Model Policy 503 (Student Attendance)

MSBA/MASA Model Policy 506 (Student Discipline)

MSBA/MASA Model Policy 713 (Student Activity Accounting)

#### **Board of Education**

Independent School District 280 Richfield, Minnesota

#### Organizational Meeting, January 3, 2022

#### **Subject: Legislative Platform**

(Recommended by the Superintendent)

Approval of the following legislative platform. Based on the RPS mission and current realities, these particular issues and policies are proposed as the most important to achieve our legislative priorities:

#### Suggested priorities:

#### STABILIZE EDUCATION FUNDING

- Link the basic formula and local optional revenue to inflation to provide a stable and consistent funding stream that allows school boards and administrators to engage in long-range planning
- Allow locally-elected school boards to renew an existing operating referendum at the same level
- Increase special education and English learner funding to reduce the shortfalls in these important programs

#### INCREASE AND DIVERSIFY TEACHER AND STAFF WORKFORCE

- Remove barriers and provide incentives to address the shortage of substitute teachers, school bus drivers, paraprofessionals, and other staff
- Continue to expand programs and incentives to attract, develop and retain teachers of color

#### REDUCE MANDATES AND ENHANCE LOCAL CONTROL

- Replace the high school MCA exams with a nationally recognized college entrance exam
- Change open meeting law to allow for hybrid board meetings as an option

#### Attached:

RPS 2022 Legislative Platform AMSD 2022 Legislative Platform



# Richfield Public Schools 2022 Legislative Platform

#### STABILIZE EDUCATION FUNDING

- Link the basic formula and local optional revenue to inflation to provide a stable and consistent funding stream that allows school boards and administrators to engage in long-range planning
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# **Association of Metropolitan School Districts**

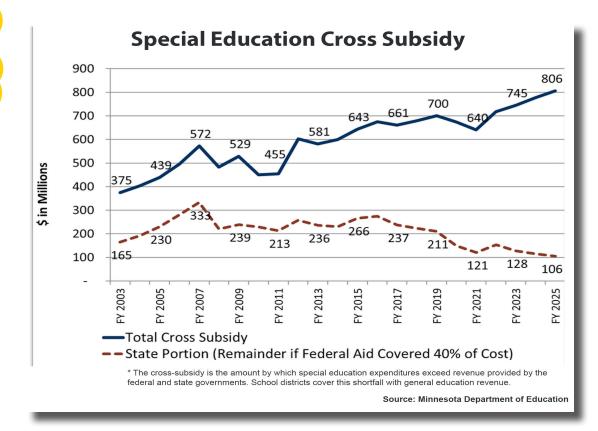
# LEGISLATIVE PLATFORM

**2022** 

The AMSD Board of Directors recognizes that the 2022 session is not a budget-setting session.

At the same time, it is critical that state policymakers strengthen Minnesota's education funding system which is not providing adequate, equitable or reliable resources for our schools. As the chart to the right shows, the special education cross-subsidy (shortfall) is projected to grow to \$806 million by FY 2025. Similarly, the shortfall in the English learner program was more than \$117 million in FY 2020. The basic formula would be \$598 per pupil higher today if it had simply kept pace with inflation since 2003.

AMSD is committed to helping students recover from the



COVID-19 pandemic and closing opportunity gaps based on race and socioeconomic status. The federal government provided significant, one-time emergency funding over the past two years to help school districts address technology and internet connectivity, increased transportation costs, personal protective equipment, cleaning and sanitization supplies, and the loss of revenue related to enrollment decline. However, the federal aid is one-time funding and does not negate the need for reliable and predictable state funding.

The AMSD Board of Directors urges the Goveror and Legislators to stabilize the education funding system by addressing the following critical issues in the 2022 legislative session.

# **ABOUT AMSD**

The Association of Metropolitan School Districts represents 44 K-12 school districts, five intermediate/ cooperative districts and two integration districts. AMSD member school districts enroll more than one-half of all public school students in Minnesota. AMSD stands ready to assist state policymakers by providing current research and data to help them make informed decisions.







# **Association of Metropolitan School Districts**

# STABILIZE EDUCATION FUNDING

- Link the basic formula and local optional revenue to inflation to provide a stable and consistent funding stream that allows school boards and administrators to engage in long-range planning;
- Allow locally-elected school boards to renew an existing operating referendum at the same level;
- Increase special education and English learner funding to reduce the shortfalls in these important programs; and
- Increase equalization of the operating referendum, local optional, and debt service levies to reduce taxpayer and education funding disparities.

# ENSURE SAFE, MODERN SCHOOL FACILITIES

- Increase the Safe Schools levy and state aid to allow school districts and intermediate school districts to hire additional support staff to address the mental health needs of students; and
- Remove the per-pupil limit and expand allowable uses of Long-Term Facilities Revenue to allow school districts and intermediate school districts to enhance safety through security modifications, remodeling and additions to existing buildings.

# INCREASE AND DIVERSIFY TEACHER WORKFORCE

- Remove barriers and provide incentives to address the shortage of substitute teachers, school bus drivers, paraprofessionals, and other staff;
   Continue to expand programs and incentives to
- Continue to expand programs and incentives to attract, develop and retain teachers of color; and
- Maintain multiple pathways to licensure in the tiered licensing system.

## REDUCE MANDATES AND ENHANCE LOCAL CONTROL

Oppose any new unfunded mandates and allow school districts greater flexibility to:

- Implement a competency-based education model in lieu of seat time requirements;
- Replace the high school MCA exams with a nationally recognized college entrance exam;
- Post minutes and budget information on the district website rather than be published in a newspaper;
- Establish the school calendar that best meets the needs of their students and community; and
- Recover the rapidly escalating costs associated with data information requests.

# AMSD MEMBER DISTRICTS

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

CONTACT AMSD: 612-430-7750 or email Scott Croonquist at <a href="mailto:scroonquist@amsd.org">scroonquist@amsd.org</a>

#### **Board of Education**

Independent School District 280 Richfield, Minnesota

#### Organizational Meeting, January 3, 2022

**Subject: Employee COVID-19 Vaccination and Testing** 

(Recommended by the Superintendent)

A second read of new Policy 403: Employee COVID-19 Vaccination and Testing. A first read of the model policy from RASW (our legal team) took place on 12/6/21. This new RPS policy was created using the RASW model policy as a starting point, with notations where it has been individualized for Richfield Public Schools.

Minnesota School Boards Association (MSBA) has shared information that the emergency temporary standard (ETS), which requires employers with over 100 employees to implement mandatory testing and/or vaccinations, will now be effective starting January 10, 2022, with possible consequences implemented for noncompliant employers by February 9, 2022. RPS tentatively plans to finalize this policy on January 18, for full implementation beginning January 31.

#### Attachments:

Policy 403: Employee COVID-19 Vaccination and Testing - redlined RASW Model Vaccination, Testing, and Face Covering Policy

Section 400	
Personnel	

#### Policy Number 403

2 RICHFIELD PUBLIC SCHOOLS 3 **EMPLOYEE COVID-19 VACCINATION AND TESTING** 4 5 6 **PURPOSE** I. 7 The school district has adopted ratified this policy on mandatory vaccination to safeguard the health of its employees from the hazard of 8 9 COVID-19. This policy complies with the Occupational Safety and Health Administration's ("OSHA") Emergency Temporary 10 Standard Vaccination and Testing (29 CFR Part 1910, Subpart U) ("ETS"). 11 12 II. **DEFINITIONS** 13 For purposes of this policy, the following definition applies: "Fully vaccinated" means: 14 A. A person's status 2 weeks after completing primary vaccination 15 16 with a COVID-19 vaccine with, if applicable, at least the minimum recommended interval between doses in accordance with the 17 18 approval, authorization, or listing that is: 1. Approved or authorized for emergency use by the U.S. Food 19 20 and Drug Administration ("FDA"); 21 2. Listed for emergency use by the World Health Organization 22 ("WHO"); or 23 3. Administered as part of a clinical trial at a U.S. site, if the 24 recipient is documented to have primary vaccination with the 25 active (not placebo) COVID-19 vaccine candidate, for which 26 vaccine efficacy has been independently confirmed (e.g., by a data and safety monitoring board) or if the clinical trial 27 participant at U.S. sites had received a COVID-19 vaccine that 28 29 is neither approved nor authorized for use by FDA but is listed 30 for emergency use by WHO; or 31 A person's status 2 weeks after receiving the second dose of any combination of two doses of a COVID- 19 vaccine that is approved 32 33 or authorized by the FDA, or listed as a two-dose series by the 34 WHO (i.e., a heterologous primary series of such vaccines, 35 receiving doses of different COVID-19 vaccines as part of one 36 primary series). The second dose of the series must not be 37 received earlier than 17 days (21 days with a 4-day grace period) 38 after the first dose. "COVID-19 test" means a test for SARS-CoV-2 that is: 39 B.

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Policy Number 403 Personnel Cleared, approved, or authorized, including in an Emergency Use 1 2 Authorization ("EUA"), by the FDA to detect current infection with 3 the SARSCoV-2 virus (e.g., a viral test); 4 Administered in accordance with the authorized instructions; and 5 Not both self-administered and self-read unless observed by the school district or an authorized telehealth proctor. Examples of 6 tests that satisfy this requirement include tests with specimens that 7 8 are processed by a laboratory (including home or on-site collected specimens which are processed either individually or as pooled 9 specimens), proctored over-the-counter tests, point of care tests, 10 and tests where specimen collection and processing is either done 11 12 or observed by the school district. C. 13 "Face covering" means a covering that: 14 Completely covers the nose and mouth; 15 Is made with two or more layers of a breathable fabric that is tightly woven (i.e., fabrics that do not let light pass through when held up 16 17 to a light source); 18 Is secured to the head with ties, ear loops, or elastic bands that go behind the head. If gaiters are worn, they should have two layers of 19 20 fabric or be folded to make two layers; 21 Fits snugly over the nose, mouth, and chin with no large gaps on 22 the outside of the face: and 23 is a solid piece of material without slits, exhalation valves, visible 24 holes, punctures, or other openings. 25 This definition includes clear face coverings or cloth face coverings with a 26 clear plastic panel that, despite the noncloth material allowing light to pass 27 through, otherwise meet this definition and which may be used to facilitate 28 communication with people who are deaf or hard of hearing or others who 29 need to see a speaker's mouth or facial expressions to understand speech or sign language respectively is defined in Policy 548: COVID-19 30 31 Face Covering. 32 III. SCOPE 33 A. Only in Effect if Legally Required. This policy will only be in 34 effect if OSHA or Minnesota OSHA are enforcing the ETS and the District or its employees could be subject to sanctions for 35

noncompliance with the ETS. This school district will not enforce

the provisions of this policy if the ETS is expired, subject to a court

order staying its implementation, or otherwise not legally binding on

the school district.

Section 400

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- B. Application to All Employees. This policy applies to all employees of the school district, except for employees who do not report to a workplace where other individuals (such as students, coworkers, or visitors) are present; employees while working from home; and employees who work exclusively outdoors. The following job categories fall within an exception to this policy:
  - [Identify specific groups of employees or job categories, if any, that are not covered by this policy because they fall under these exceptions.]
- Application to Independent Contractors and Volunteers.

  Independent contractors and volunteers are not considered school district employees for purposes of this policy. Independent contractors and volunteers will be required to comply with COVID-19 mitigation protocols established for building visitors.
- D.C. Intersection with Other Policies and Procedures. If this policy or any subsection of this policy conflicts with any other school district policy or procedure, this policy will be followed.

#### IV. VACCINATION

- A. **Employee Choice.** The school district is not imposing a vaccine mandate for its employees in order to comply with the requirements of the ETS. Employees may choose to be vaccinated against COVID-19. Any employee not fully vaccinated by January 431, 2022 will be subject to the weekly testing and face covering requirements of this policy until they become fully vaccinated. The face covering requirements set forth in this policy will begin on December 6, 2021 or when the face covering requirement in the ETS is legally enforceable against the school district, whichever occurs later. Weekly testing requirements set forth in this policy will begin on January 4, 2022 or when the testing requirements set forth in the ETS become legally enforceable against the school district, whichever occurs later.
- B. Deadlines. To be considered fully vaccinated by January 431, 2022, an employee must receive the final dose of a primary COVID-19 vaccination by no later than December 21 January 17, 20221.
- C. Vaccine Availability. Employees are responsible for scheduling their own vaccination appointments. Employees may schedule a vaccination appointment through their own medical provider, local pharmacies, mass-vaccination clinics, community vaccination sites, or any other place where COVID-19 vaccines are offered. Information about vaccination locations is available through

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Minnesota's COVID-19 Response webpage at: <a href="https://mn.gov/covid19/vaccine/find-vaccine/locations/index.jsp.">https://mn.gov/covid19/vaccine/find-vaccine/locations/index.jsp.</a>.

- D. Time to Receive Vaccination. The school district will provide a reasonable amount of time to each employee to receive their primary vaccination dose or doses. An employee may take up to four hours of paid duty time, at the employee's regular rate of pay, per primary vaccination dose to travel to a vaccination site, receive a vaccination, and return to work. This means a maximum of eight hours of paid duty time for employees receiving two primary vaccine doses.
  - If an employee spends less time getting the vaccine, only the amount of paid duty time needed for a primary vaccination appointment will be granted. Given the widespread availability of the COVID-19 vaccine in Minnesota, the school district expects that employees will schedule vaccination appointments in a way that minimizes the need to be absent from work.
  - 2. Employees who take longer than four hours to get the vaccine must contact their supervisor immediately and must explain the reason for the additional time (e.g., they may need to travel long distances to get the vaccine). Any additional time requested will be granted, if reasonable, but will not be paid. In that situation, the employee can elect to use accrued paid leave to cover the additional time needed to obtain a primary vaccination dose.
  - 3. If an employee is vaccinated outside of their approved duty time, the employee will not be compensated.
  - 4. The school district will not reimburse employees for transportation costs (e.g., gas money, train/bus fare, etc.) incurred to receive the vaccination.
- E. **Time for Recovery.** The school district will provide reasonable time and paid sick leave to employees who are unable to work due to side effects experienced following any primary vaccination doses.
  - The school district will provide no more than two days of paid leave per primary vaccination dose for employees who are unable to work due to vaccination side effects. Any request for additional leave will be governed by the school district's established procedures for requesting a medical leave.

[NOTE: School districts may provide more paid time, if they elect to do so. The ETS does not specify how much recovery time is "reasonable."

OSHA's FAQ guidance suggests that a two-day cap would be considered reasonable based on what is currently known about side effects.]

- Employees who have available accrued sick leave or paid time off ("PTO) will be required to use their available accrued leave for recovery time. Employees who have no sick leave will be granted up to two days of paid sick leave immediately following each dose, if necessary for the employee to recover from side effects.
- The following procedures apply for requesting and granting duty time to obtain the COVID-19 vaccine or sick leave to recover from side effects:
  - a. If an employee has available accrued leave, the employee must report the use of leave for vaccine side effects in the same manner as the employee would ordinarily report leave due to personal illness.
  - b. If an employee does not have sufficient accrued sick leave to cover the time period needed to recover from side effects of the vaccination, the employee must notify their supervisor upon learning of the need for leave. The school district will provide up to two days of paid leave if the employee is unable to work due to side effects from a primary vaccination dose.

#### V. REPORTING VACCINATION STATUS

A. **Obligation to Report**. All employees are required to report their vaccination status and, if vaccinated, provide proof of vaccination as set forth in this section. Employees must provide truthful and accurate information about their COVID-19 vaccination status. Employees who do not comply with this policy may be subject to discipline. Vaccination status information must be reported to the school district by the deadline set forth by school district administrationJanuary 31, 2022. This deadline will beis based on the date the ETS will be legally enforceable against the school district. In order to comply with this reporting requirement, employees must provide proof of their vaccination status, including whether they are fully or partially vaccinated. Acceptable forms of proof are outlined below. Employees who are not vaccinated must also report their vaccination status.

- B. **Reporting.** The superintendent will be responsible for developing a system through which employees will report their vaccination status.
- C. Proof of Vaccination. All vaccinated employees are required to provide proof of vaccination status, regardless of where they received their vaccination.
  - 1. Acceptable "proof of vaccination status" includes:
    - The record of immunization from a health care provider or pharmacy;
    - b. A copy of a COVID-19 Vaccination Record Card;
    - c. A copy of medical records documenting the vaccination;
    - d. A copy of immunization records from a public health, state, or tribal immunization information system; or
    - e. A copy of any other official documentation that contains the type of vaccine administered, date(s) of administration, and the name of the healthcare professional(s) or clinic site(s) administering the vaccine(s).
  - 2. Proof of vaccination generally should include the employee's name, the type of vaccine administered, the date(s) of administration, and the name of the healthcare professional(s) or clinic site(s) that administered the vaccine. In some cases, state immunization records may not include one or more of these data fields, such as clinic site. In those circumstances, the school district will still accept the state immunization record as acceptable proof of vaccination.
  - Employees may submit a physical copy of a vaccination record or employees may provide a digital copy, including, for example, a digital photograph, scanned image, or PDF of such a record that clearly and legibly displays the necessary vaccination information.

- 4. An employee who does not possess their COVID-19 vaccination record card (e.g. because it was lost or stolen) should contact their vaccination provider to obtain a new copy or other acceptable documentation of their vaccination status. If the employee is unable to produce acceptable proof of vaccination after contacting the vaccine provider, then they may attest to their vaccination as described below.
- 5. In instances where an employee is unable to produce acceptable proof of vaccination status, the employee may submit a signed and dated statement by the employee:
  - Attesting to the employee's vaccination status (fully vaccinated or partially vaccinated);
  - b. Attesting that the employee has lost or are otherwise unable to produce proof of vaccination; and
  - c. Including the following language in the attestation: "I declare that this statement about my vaccination status is true and accurate. I understand that knowingly providing false information regarding my vaccination status on this form may subject me to criminal penalties."

An employee who attests to their vaccination status should, to the best of their recollection, include the following information in their attestation: the type of vaccine administered; date(s) of administration; and the name of the health care professional(s) or clinic site(s) administering the vaccine(s).

- D. Treated as Unvaccinated if No Proof or Attestation. An employee who does not provide acceptable proof of vaccination status, or an attestation, is treated as not fully vaccinated for purposes of this policy.
- E. Penalty for Providing False Information. Employees are prohibited from knowingly supplying false statements or documentation regarding their vaccination status under 18 U.S.C. § 1001 and section 17(g) of the Occupational Safety and Health Act ("OSH Act"). Employees who violate those laws may be subject to criminal penalties.

F. **Recordkeeping.** The school district will maintain a roster of each employee's vaccination status and maintain records of acceptable proof of vaccination for each employee who is fully vaccinated or partially vaccinated. These records are considered to be employee medical records, and will be maintained in a confidential manner as required by law.

#### VI. FACE COVERINGS

A. Mandatory if Not Fully Vaccinated. Beginning Monday,
December 6, 2021 or when the ETS is legally enforceable against
the school district, whichever occurs later, any employee who is not
fully vaccinated must wear a face covering over their nose and
mouth while indoors at school or while in a school vehicle while
occupied by any other passengers. Employees must replace their
face covering if it becomes wet, soiled, or damaged (e.g., ripped,
has holes, or has broken ear loops).

[NOTE: This section will need to be modified for school districts that have opted to require face coverings for all employees, regardless of vaccination status. Some school districts have adopted a specific face covering policy. In those school districts, the face covering policy should be cross referenced with this policy.

- B. Exceptions to Face Covering Requirement. Any employee who is not fully vaccinated does not have to wear a face covering:
  - When the employee is alone in a room with floor to ceiling walls and a closed door;
  - For a limited time while the employee is eating or drinking at the workplace or for identification purposes in compliance with safety and security requirements;
  - 3. When the employee is wearing a "respirator" or "facemask", as defined by the ETS;
  - 4. Where the school district has advised the employee a face covering is not required because it has determined that the use of face coverings is infeasible or creates a greater hazard (e.g., when it is important to see the employee's mouth for reasons related to their job duties, when the work requires the use of the

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employee's uncovered mouth, or when the use of a face covering presents a risk of serious injury or death to the employee.)

Cost for Face Coverings. Employees are generally responsible for acquiring their own face coverings. The school district will not pay or reimburse employees for any costs associated with acquiring their own face coverings.

[NOTE: This language can be modified for school districts who do make disposable face coverings available to employees.]

#### VII. COVID-19 TESTING

- A. **Test Requirement.** Beginning Tuesday, January 4Monday, January 31,-2022 or the date on which the mandatory testing requirement in the ETS becomes legally enforceable against the school district, whichever occurs later, any employee who is not fully vaccinated must participate in weekly COVID-19 testing. Any employee who is not fully vaccinated and who reports to the workplace at least once every seven days:
  - Must be tested for COVID-19 at least once every seven days; and
  - Must provide documentation of the most recent COVID-19 test result to the school district no later than the seventh day following the date on which the employee last provided a test result

The superintendent is responsible for developing a protocol for employees to report COVID-19 test results and will communicate the protocol to all employees.

- B. Testing Following Longer Absences. Any employee who is not fully vaccinated and who does not report to the workplace during a period of seven or more days:
  - Must be tested for COVID-19 within seven days prior to returning to the workplace; and
  - 2. Must provide documentation of that COVID-19 test result to the school district in the manner to be determined by the superintendent upon return to the workplace.

- C. Failure to Provide Test Result. If an employee who is not fully vaccinated does not provide documentation of a COVID-19 test result as required by this policy, they will be removed from the workplace until they provide a test result. Such removal will result in the employee being placed on an unpaid leave of absence until they provide documentation of a COVID-19 test result.
- D. Exemption for Recent Infection. Employees who are not fully vaccinated and who have received a positive COVID-19 test, or have been diagnosed with COVID-19 by a licensed healthcare provider, are not required to undergo COVID-19 testing for 90 days following the date of their positive test or diagnosis.
- E. **Record of Testing.** The District will maintain a record of each test result provided by each employee under this policy. These records are considered to be employee medical records and will be maintained in a confidential manner as required by law.
- F. Cost of Testing. The school district will not pay or reimburse employees for any costs associated with COVID-19 testing.

[NOTE: School districts may pay for employee testing, but are not legally required to do so. This is confirmed by an opinion from the Minnesota Attorney General's Office. See Op. Atty. Gen. 125a-33 (August 27, 1963).

G. Availability of Testing. Employees may schedule their own testing appointments. Information about testing locations is available online at: <a href="https://mn.gov/covid19/get-tested/testing-locations/index.jsp">https://mn.gov/covid19/get-tested/testing-locations/index.jsp</a>.

# VIII. MANDATORY REPORTING OF COVID-19 DIAGNOSIS OR POSITIVE TEST

- A. Reporting and Removal from Workplace Following Positive Test. Regardless of an employee's vaccination status:
  - The school district requires all employees to promptly notify
     [INSERT DESIGNEE] their supervisor when they have tested
     positive for COVID-19 or have been diagnosed with COVID-19
     by a licensed healthcare provider; and
  - The school district will immediately remove from the workplace any employee who receives a positive COVID-19 test or is diagnosed with COVID-19 by a licensed healthcare provider and keep the employee removed until the employee:
    - Receives a negative result on a COVID-19 nucleic acid amplification test (NAAT) following a positive result on a

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COVID-19 antigen test if the employee chooses to use a NAAT test for confirmatory testing;

- Meets the return to work criteria in CDC's "Isolation Guidance" (available online at https://www.osha.gov/sites/default/files/CDC's Isolation Guidance.pdf); or
- Receives a recommendation to return to work from a licensed healthcare provider.
- B. Return to Work after Positive Test. Under CDC's "Isolation Guidance," asymptomatic employees may return to work once 10 days have passed since the positive test, and symptomatic employees may return to work after all the following are true:
  - 1. At least 10 days have passed since symptoms first appeared, and
  - 2. At least 24 hours have passed with no fever without feverreducing medication, and
  - 3. Other symptoms of COVID-19 are improving (loss of taste and smell may persist for weeks or months and need not delay the end of isolation).

If the CDC's Isolation Guidance changes following the adoption ratification of this policy, the school district will follow the current version of the guidance for purposes of this policy.

C. Status of Leave After Positive Test. The District will not provide any paid time off to any employee for removal from the workplace as a result of a positive COVID-19 test or diagnosis of COVID-19. Employees may use accrued paid leave to receive pay for their absences.

[NOTE: School districts may elect to provide more paid leave to employees who are unable to work due to a positive test or diagnosis, but are not required to do <del>so.]</del>

D. Exposure to COVID-19. Employees who are exposed to an individual with a confirmed case of COVID-19 will be subject to the quarantine protocols set forth in the school district's overall COVID-19 mitigation strategy.

IXVIII. **NEW HIRES** 

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testing, and face covering requirements outlined in this policy as of the start date of their employment. Candidates for employment will be notified of the requirements of this policy following a job offer and prior to the start of employment.

B. New employees must provide acceptable proof of vaccination prior to their first day of work. A new employee who cannot provide acceptable proof of vaccination must submit results from a COVID-19 test taken within the previous seven days prior to the employee's first day of work.

All new employees are required to comply with the vaccination,

#### IX. EXEMPTIONS

- A. Accommodations. An Employee may be entitled to a reasonable accommodation from the District if the employee is unable to comply with the requirements of this policy because of a medical condition, disability, or a sincerely held religious belief, practice or observance.
- B. Requests for Reasonable Accommodation. Requests for reasonable accommodations must be initiated by the individual employee and submitted in writing to [INSERT DESIGNATED CONTACT]Craig Holje at [INSERT E MAIL ADDRESS craig.holje@rpsmn.org].
- C. Determination of Reasonable Accommodation. Requests for reasonable accommodations will be addressed on a case-by-case basis by school administration the District human resources department.

#### XI. QUESTIONS

Questions regarding this policy should be directed to:

[<del>Name]</del> [<del>Title]</del> [<del>Address]</del> [<del>Phone Number]</del> [<del>Emai</del>l]Craig Holje Chief HR & Admin Officer

7001 Harriet Ave S. Richfield, MN 55423

craig.holje@rpsmn.org

612-798-6031

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XII. DISSEMINATION OF THIS POLICY AND INFORMATION TO EMPLOYEES

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- A. Dissemination of Policy. The superintendent will distribute a copy of this policy to all employees via the school district's e-mail system following its adoption\_ratification.
- B. **Other Required Disclosures to Employees.** The ETS requires the District to provide the following information to employees:

The full text of OSHA's ETS is available online at: https://www.federalregister.gov/documents/2021/11/05/2021-23643/covid-19-vaccination-and-testing-emergency-temporary-standard.

The CDC has published information about COVID-19 vaccine efficacy, safety, and the benefits of being vaccinated. This information can be accessed by visiting: <a href="https://www.cdc.gov/coronavirus/2019-ncov/vaccines/keythingstoknow.html">https://www.cdc.gov/coronavirus/2019-ncov/vaccines/keythingstoknow.html</a>.

Federal regulation, specifically 29 CFR § 1904.35(b)(1)(iv), prohibits the school district from discharging or in any manner discriminating against an employee for reporting a work-related injury or illness.

Section 11(c) of the OSH Act prohibits the District from discriminating against an employee for exercising rights under, or as a result of actions that are required by, the ETS. Section 11(c) also protects the employee from retaliation for filing an occupational safety or health complaint, reporting a work-related injury or illness, or otherwise exercising any rights afforded by the OSH Act.

Federal law, specifically 18 U.S.C. § 1001 and of section 17(g) of the OSH Act, prohibits employees from knowingly supplying false statements or documentation in accordance with this Policy. Anyone who violates those provisions may be subject to criminal penalties.

#### Legal References:

18 U.S.C. § 1001

42 29 CFR § 1904.35(b)(1)(iv)

43 29 CFR § 1910, Subpart U

Sections 11(c) and 17(g) of the Occupational Safety and Health Act (OSH Act)

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#### Cross References:

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Personnel

Policy 548: COVID-19 Face Covering

RATIFIED BY THE BOARD OF EDUCATION: 1/18/22

Policy Number 403

Adopted: [Date], 2021

#### VACCINATION, TESTING, AND FACE COVERING POLICY

#### I. PURPOSE

The school district has adopted this policy on mandatory vaccination to safeguard the health of its employees from the hazard of COVID-19. This policy complies with the Occupational Safety and Health Administration's ("OSHA") Emergency Temporary Standard on Vaccination and Testing (29 CFR Part 1910, Subpart U) ("ETS").

#### II. **DEFINITIONS**

For purposes of this policy, the following definition applies:

## A. "Fully vaccinated" means:

- i. A person's status 2 weeks after completing primary vaccination with a COVID-19 vaccine with, if applicable, at least the minimum recommended interval between doses in accordance with the approval, authorization, or listing that is:
  - a. Approved or authorized for emergency use by the U.S. Food and Drug Administration ("FDA");
  - b. Listed for emergency use by the World Health Organization ("WHO"); or
  - c. Administered as part of a clinical trial at a U.S. site, if the recipient is documented to have primary vaccination with the active (not placebo) COVID–19 vaccine candidate, for which vaccine efficacy has been independently confirmed (e.g., by a data and safety monitoring board) or if the clinical trial participant at U.S. sites had received a COVID–19 vaccine that is neither approved nor authorized for use by FDA but is listed for emergency use by WHO; or
- ii. A person's status 2 weeks after receiving the second dose of any combination of two doses of a COVID- 19 vaccine that is approved or authorized by the FDA, or listed as a two-dose series by the WHO (i.e., a heterologous primary series of such vaccines, receiving doses of different COVID-19 vaccines as part of one primary series). The second dose of the series must not be

received earlier than 17 days (21 days with a 4-day grace period) after the first dose

#### B. "COVID-19 test" means a test for SARS-CoV-2 that is:

- i. Cleared, approved, or authorized, including in an Emergency Use Authorization ("EUA"), by the FDA to detect current infection with the SARSCoV-2 virus (e.g., a viral test);
- ii. Administered in accordance with the authorized instructions; and
- iii. Not both self-administered and self-read unless observed by the school district or an authorized telehealth proctor. Examples of tests that satisfy this requirement include tests with specimens that are processed by a laboratory (including home or on-site collected specimens which are processed either individually or as pooled specimens), proctored over-the-counter tests, point of care tests, and tests where specimen collection and processing is either done or observed by the school district.

### C. "Face covering" means a covering that:

- i. Completely covers the nose and mouth;
- ii. Is made with two or more layers of a breathable fabric that is tightly woven (i.e., fabrics that do not let light pass through when held up to a light source);
- iii. Is secured to the head with ties, ear loops, or elastic bands that go behind the head. If gaiters are worn, they should have two layers of fabric or be folded to make two layers;
- iv. Fits snugly over the nose, mouth, and chin with no large gaps on the outside of the face; and
- v. is a solid piece of material without slits, exhalation valves, visible holes, punctures, or other openings.

This definition includes clear face coverings or cloth face coverings with a clear plastic panel that, despite the noncloth material allowing light to pass through, otherwise meet this definition and which may be used to facilitate communication with people who are deaf or hard-of-hearing or others who need to see a speaker's mouth or facial expressions to understand speech or sign language respectively.

#### III. SCOPE

- A. **Only in Effect if Legally Required.** This policy will only be in effect if OSHA or Minnesota OSHA are enforcing the ETS and the District or its employees could be subject to sanctions for noncompliance with the ETS. This school district will not enforce the provisions of this policy if the ETS is expired, subject to a court order staying its implementation, or otherwise not legally binding on the school district.
- B. **Application to All Employees.** This policy applies to all employees of the school district, except for employees who do not report to a workplace where other individuals (such as students, coworkers, or visitors) are present; employees while working from home; and employees who work exclusively outdoors. The following job categories fall within an exception to this policy:

[Identify specific groups of employees or job categories, if any, that are not covered by this policy because they fall under these exceptions.]

- C. **Application to Independent Contractors and Volunteers.** Independent contractors and volunteers are not considered school district employees for purposes of this policy. Independent contractors and volunteers will be required to comply with COVID-19 mitigation protocols established for building visitors.
- D. **Intersection with Other Policies and Procedures.** If this policy or any subsection of this policy conflicts with any other school district policy or procedure, this policy will be followed.

#### IV. VACCINATION

- A. **Employee Choice.** The school district is not imposing a vaccine mandate for its employees in order to comply with the requirements of the ETS. Employees may choose to be vaccinated against COVID-19. Any employee not fully vaccinated by January 4, 2022 will be subject to the weekly testing and face covering requirements of this policy until they become fully vaccinated. The face covering requirements set forth in this policy will begin on December 6, 2021 or when the face covering requirement in the ETS is legally enforceable against the school district, whichever occurs later. Weekly testing requirements set forth in this policy will begin on January 4, 2022 or when the testing requirements set forth in the ETS become legally enforceable against the school district, whichever occurs later.
- B. **Deadlines.** To be considered fully vaccinated by January 4, 2022, an employee must receive the final dose of a primary COVID-19 vaccination by no later than December 21, 2021.

- C. Vaccine Availability. Employees are responsible for scheduling their own vaccination appointments. Employees may schedule a vaccination appointment through their own medical provider, local pharmacies, mass-vaccination clinics, community vaccination sites, or any other place where COVID-19 vaccines are offered. Information about vaccination locations is available through Minnesota's COVID-19 Response webpage at: <a href="https://mn.gov/covid19/vaccine/find-vaccine/locations/index.jsp">https://mn.gov/covid19/vaccine/find-vaccine/locations/index.jsp</a>.
- D. **Time to Receive Vaccination.** The school district will provide a reasonable amount of time to each employee to receive their primary vaccination dose or doses. An employee may take up to four hours of paid duty time, at the employee's regular rate of pay, per primary vaccination dose to travel to a vaccination site, receive a vaccination, and return to work. This means a maximum of eight hours of paid duty time for employees receiving two primary vaccine doses.
  - i. If an employee spends less time getting the vaccine, only the amount of paid duty time needed for a primary vaccination appointment will be granted. Given the widespread availability of the COVID-19 vaccine in Minnesota, the school district expects that employees will schedule vaccination appointments in a way that minimizes the need to be absent from work.
  - ii. Employees who take longer than four hours to get the vaccine must contact their supervisor immediately and must explain the reason for the additional time (e.g., they may need to travel long distances to get the vaccine). Any additional time requested will be granted, if reasonable, but will not be paid. In that situation, the employee can elect to use accrued paid leave to cover the additional time needed to obtain a primary vaccination dose.
  - iii. If an employee is vaccinated outside of their approved duty time, the employee will not be compensated.
  - iv. The school district will not reimburse employees for transportation costs (e.g., gas money, train/bus fare, etc.) incurred to receive the vaccination.
- E. **Time for Recovery.** The school district will provide reasonable time and paid sick leave to employees who are unable to work due to side effects experienced following any primary vaccination doses.
  - i. The school district will provide no more than two days of paid leave per primary vaccination dose for employees who are unable to work due to vaccination side effects. Any request for additional leave will be governed by the school district's established procedures for requesting a medical leave.

[NOTE: School districts may provide more paid time, if they elect to do so. The ETS does not specify how much recovery time is "reasonable." OSHA's

FAQ guidance suggests that a two-day cap would be considered reasonable based on what is currently known about side effects.]

ii. Employees who have available accrued sick leave or paid time off ("PTO) will be required to use their available accrued leave for recovery time. Employees who have no sick leave will be granted up to two days of paid sick leave immediately following each dose, if necessary for the employee to recover from side effects.

[**NOTE:** *See explanatory note above.*]

- iii. The following procedures apply for requesting and granting duty time to obtain the COVID-19 vaccine or sick leave to recover from side effects:
  - a. If an employee has available accrued leave, the employee must report the use of leave for vaccine side effects in the same manner as the employee would ordinarily report leave due to personal illness.
  - b. If an employee does not have sufficient accrued sick leave to cover the time period needed to recover from side effects of the vaccination, the employee must notify their supervisor upon learning of the need for leave. The school district will provide up to two days of paid leave if the employee is unable to work due to side effects from a primary vaccination dose.

[NOTE: See explanatory note above.]

#### V. REPORTING VACCINATION STATUS

- A. **Obligation to Report**. All employees are required to report their vaccination status and, if vaccinated, provide proof of vaccination as set forth in this section. Employees must provide truthful and accurate information about their COVID-19 vaccination status. Employees who do not comply with this policy may be subject to discipline. Vaccination status information must be reported to the school district by the deadline set forth by school district administration. This deadline will be based on the date the ETS will be legally enforceable against the school district. In order to comply with this reporting requirement, employees must provide proof of their vaccination status, including whether they are fully or partially vaccinated. Acceptable forms of proof are outlined below. Employees who are not vaccinated must also report their vaccination status.
- B. **Reporting.** The superintendent will be responsible for developing a system through which employees will report their vaccination status.

- C. **Proof of Vaccination.** All vaccinated employees are required to provide proof of vaccination status, regardless of where they received their vaccination.
  - i. Acceptable "proof of vaccination status" includes:
    - a. The record of immunization from a health care provider or pharmacy;
    - b. A copy of a COVID-19 Vaccination Record Card;
    - c. A copy of medical records documenting the vaccination;
    - d. A copy of immunization records from a public health, state, or tribal immunization information system; or
    - e. A copy of any other official documentation that contains the type of vaccine administered, date(s) of administration, and the name of the healthcare professional(s) or clinic site(s) administering the vaccine(s).
  - ii. Proof of vaccination generally should include the employee's name, the type of vaccine administered, the date(s) of administration, and the name of the healthcare professional(s) or clinic site(s) that administered the vaccine. In some cases, state immunization records may not include one or more of these data fields, such as clinic site. In those circumstances, the school district will still accept the state immunization record as acceptable proof of vaccination
  - iii. Employees may submit a physical copy of a vaccination record or employees may provide a digital copy, including, for example, a digital photograph, scanned image, or PDF of such a record that clearly and legibly displays the necessary vaccination information.
  - iv. An employee who does not possess their COVID-19 vaccination record card (e.g. because it was lost or stolen) should contact their vaccination provider to obtain a new copy or other acceptable documentation of their vaccination status. If the employee is unable to produce acceptable proof of vaccination after contacting the vaccine provider, then they may attest to their vaccination as described below.
  - v. In instances where an employee is unable to produce acceptable proof of vaccination status, the employee may submit a signed and dated statement by the employee:

- a. Attesting to the employee's vaccination status (fully vaccinated or partially vaccinated);
- b. Attesting that the employee has lost or are otherwise unable to produce proof of vaccination; and
- c. Including the following language in the attestation: "I declare that this statement about my vaccination status is true and accurate. I understand that knowingly providing false information regarding my vaccination status on this form may subject me to criminal penalties."

An employee who attests to their vaccination status should, to the best of their recollection, include the following information in their attestation: the type of vaccine administered; date(s) of administration; and the name of the health care professional(s) or clinic site(s) administering he vaccine(s).

- D. Treated as Unvaccinated if No Proof or Attestation. An employee who does not provide acceptable proof of vaccination status, or an attestation, is treated as not fully vaccinated for purposes of this policy.
- E. **Penalty for Providing False Information.** Employees are prohibited from knowingly supplying false statements or documentation regarding their vaccination status under 18 U.S.C. § 1001 and section 17(g) of the Occupational Safety and Health Act ("OSH Act"). Employees who violate those laws may be subject to criminal penalties.
- F. **Recordkeeping.** The school district will maintain a roster of each employee's vaccination status and maintain records of acceptable proof of vaccination for each employee who is fully vaccinated or partially vaccinated. These records are considered to be employee medical records, and will be maintained in a confidential manner as required by law.

#### VI. FACE COVERINGS

A. **Mandatory if Not Fully Vaccinated.** Beginning Monday, December 6, 2021 or when the ETS is legally enforceable against the school district, whichever occurs later, any employee who is not fully vaccinated must wear a face covering over their nose and mouth while indoors at school or while in a school vehicle while occupied by any other passengers. Employees must replace their face covering if it becomes wet, soiled, or damaged (e.g., ripped, has holes, or has broken ear loops).

[NOTE: This section will need to be modified for school districts that have opted to require face coverings for all employees, regardless of vaccination status. Some school districts have adopted a specific face covering policy. In those school districts, the face covering policy should be cross referenced with this policy.]

- B. **Exceptions to Face Covering Requirement.** Any employee who is not fully vaccinated does not have to wear a face covering:
  - i. When the employee is alone in a room with floor to ceiling walls and a closed door;
  - ii. For a limited time while the employee is eating or drinking at the workplace or for identification purposes in compliance with safety and security requirements;
  - iii. When the employee is wearing a "respirator" or "facemask", as defined by the ETS;
  - iv. Where the school district has advised the employee a face covering is not required because it has determined that the use of face coverings is infeasible or creates a greater hazard (e.g., when it is important to see the employee's mouth for reasons related to their job duties, when the work requires the use of the employee's uncovered mouth, or when the use of a face covering presents a risk of serious injury or death to the employee.)
- C. Cost for Face Coverings. Employees are generally responsible for acquiring their own face coverings. The school district will not pay or reimburse employees for any costs associated with acquiring their own face coverings.

[NOTE: This language can be modified for school districts who do make disposable face coverings available to employees.]

#### VII. COVID-19 TESTING

- A. **Test Requirement.** Beginning Tuesday, January 4, 2022 or the date on which the mandatory testing requirement in the ETS becomes legally enforceable against the school district, whichever occurs later, any employee who is not fully vaccinated must participate in weekly COVID-19 testing. Any employee who is not fully vaccinated and who reports to the workplace at least once every seven days:
  - i. Must be tested for COVID-19 at least once every seven days; and

ii. Must provide documentation of the most recent COVID-19 test result to the school district no later than the seventh day following the date on which the employee last provided a test result.

The superintendent is responsible for developing a protocol for employees to report COVID-19 test results and will communicate the protocol to all employees.

- B. **Testing Following Longer Absences.** Any employee who is not fully vaccinated and who does not report to the workplace during a period of seven or more days:
  - i. Must be tested for COVID-19 within seven days prior to returning to the workplace; and
  - ii. Must provide documentation of that COVID-19 test result to the school district in the manner to be determined by the superintendent upon return to the workplace.
- C. **Failure to Provide Test Result.** If an employee who is not fully vaccinated does not provide documentation of a COVID-19 test result as required by this policy, they will be removed from the workplace until they provide a test result.
- D. **Exemption for Recent Infection.** Employees who are not fully vaccinated and who have received a positive COVID-19 test, or have been diagnosed with COVID-19 by a licensed healthcare provider, are not required to undergo COVID-19 testing for 90 days following the date of their positive test or diagnosis.
- E. **Record of Testing.** The District will maintain a record of each test result provided by each employee under this policy. These records are considered to be employee medical records and will be maintained in a confidential manner as required by law.
- F. Cost of Testing. The school district will not pay or reimburse employees for any costs associated with COVID-19 testing.

[NOTE: School districts may pay for employee testing, but are not legally required to do so. This is confirmed by an opinion from the Minnesota Attorney General's Office. See Op. Atty. Gen. 125a-33 (August 27, 1963).]

G. **Availability of Testing.** Employees may schedule their own testing appointments. Information about testing locations is available online at: <a href="https://mn.gov/covid19/get-tested/testing-locations/index.jsp">https://mn.gov/covid19/get-tested/testing-locations/index.jsp</a>.

# VIII. MANDATORY REPORTING OF COVID-19 DIAGNOSIS OR POSITIVE TEST

- A. Reporting and Removal from Workplace Following Positive Test. Regardless of an employee's vaccination status:
  - i. The school district requires all employees to promptly notify [INSERT DESIGNEE] when they have tested positive for COVID-19 or have been diagnosed with COVID-19 by a licensed healthcare provider; and
  - ii. The school district will immediately remove from the workplace any employee who receives a positive COVID-19 test or is diagnosed with COVID-19 by a licensed healthcare provider and keep the employee removed until the employee:
    - a. Receives a negative result on a COVID-19 nucleic acid amplification test (NAAT) following a positive result on a COVID-19 antigen test if the employee chooses to use a NAAT test for confirmatory testing;
    - b. Meets the return to work criteria in CDC's "Isolation Guidance" (available online at https://www.osha.gov/sites/default/files/CDC's\_Isolation\_Guidance.pdf); or
    - c. Receives a recommendation to return to work from a licensed healthcare provider.
- B. **Return to Work after Positive Test.** Under CDC's "Isolation Guidance," asymptomatic employees may return to work once 10 days have passed since the positive test, and symptomatic employees may return to work after all the following are true:
  - i. At least 10 days have passed since symptoms first appeared, and
  - ii. At least 24 hours have passed with no fever without fever-reducing medication, and
  - iii. Other symptoms of COVID-19 are improving (loss of taste and smell may persist for weeks or months and need not delay the end of isolation).

If the CDC's Isolation Guidance changes following the adoption of this policy, the school district will follow the current version of the guidance for purposes of this policy.

C. Status of Leave After Positive Test. The District will not provide any paid time off to any employee for removal from the workplace as a result of a positive COVID-19 test or diagnosis of COVID-19. Employees may use accrued paid leave to receive pay for their absences.

[NOTE: School districts may elect to provide more paid leave to employees who are unable to work due to a positive test or diagnosis, but are not required to do so.]

D. **Exposure to COVID-19.** Employees who are exposed to an individual with a confirmed case of COVID-19 will be subject to the quarantine protocols set forth in the school district's overall COVID-19 mitigation strategy.

#### IX. NEW HIRES

- A. All new employees are required to comply with the vaccination, testing, and face covering requirements outlined in this policy as of the start date of their employment. Candidates for employment will be notified of the requirements of this policy following a job offer and prior to the start of employment.
- B. New employees must provide acceptable proof of vaccination prior to their first day of work. A new employee who cannot provide acceptable proof of vaccination must submit results from a COVID-19 test taken within the previous seven days prior to the employee's first day of work.

#### X. EXEMPTIONS

- A. **Accommodations.** An Employee may be entitled to a reasonable accommodation from the District if the employee is unable to comply with the requirements of this policy because of a medical condition, disability, or a sincerely held religious belief, practice or observance.
- B. **Requests for Reasonable Accommodation.** Requests for reasonable accommodations must be initiated by the individual employee and submitted in writing to [INSERT DESIGNATED CONTACT] at [INSERT E-MAIL ADDRESS].
- C. **Determination of Reasonable Accommodation.** Requests for reasonable accommodations will be addressed on a case-by-case basis by school administration.

#### XI. QUESTIONS

Questions regarding this policy should be directed to:

[Name]
[Title]
[Address]
[Phone Number]
[Email]

# XII. DISSEMNATION OF THIS POLICY AND INFORMATION TO EMPLOYEES

- A. **Dissemination of Policy.** The superintendent will distribute a copy of this policy to all employees via the school district's e-mail system following its adoption.
- B. **Other Required Disclosures to Employees.** The ETS requires the District to provide the following information to employees:

The full text of OSHA's ETS is available online at: <a href="https://www.federalregister.gov/documents/2021/11/05/2021-23643/covid-19-vaccination-and-testing-emergency-temporary-standard">https://www.federalregister.gov/documents/2021/11/05/2021-23643/covid-19-vaccination-and-testing-emergency-temporary-standard</a>.

The CDC has published information about COVID-19 vaccine efficacy, safety, and the benefits of being vaccinated. This information can be accessed by visiting: <a href="https://www.cdc.gov/coronavirus/2019-ncov/vaccines/keythingstoknow.html">https://www.cdc.gov/coronavirus/2019-ncov/vaccines/keythingstoknow.html</a>.

Federal regulation, specifically 29 CFR § 1904.35(b)(1)(iv), prohibits the school district from discharging or in any manner discriminating against an employee for reporting a work-related injury or illness.

Section 11(c) of the OSH Act prohibits the District from discriminating against an employee for exercising rights under, or as a result of actions that are required by, the ETS. Section 11(c) also protects the employee from retaliation for filing an occupational safety or health complaint, reporting a work-related injury or illness, or otherwise exercising any rights afforded by the OSH Act.

Federal law, specifically 18 U.S.C. § 1001 and of section 17(g) of the OSH Act, prohibits employees from knowingly supplying false statements or documentation in accordance with this Policy. Anyone who violates those provisions may be subject to criminal penalties.

#### **Board of Education**

Independent School District 280 Richfield, Minnesota

#### Organizational Meeting, January 3, 2022

**Subject: Workload Limits for Certain Special Education Teachers** 

(Recommended by the Superintendent)

A first read of Policy 451: Workload Limits for Certain Special Education Teachers and Administrative Guideline 451.1. Minor updates to align to the MSBA model policy have already been included. The policy and guideline will be brought to the Special Education and HR departments for further revisions.

#### **Attachments:**

Policy 451: Workload Limits for Certain Special Education Teachers – redlined

Administrative Guideline 451.1

MSBA Model Policy 427: Workload Limits for Certain Special Education Teachers

#### RICHFIELD PUBLIC SCHOOLS

#### **WORKLOAD LIMITS FOR CERTAIN SPECIAL EDUCATION TEACHERS**

#### I. PURPOSE

The purpose of this policy is to establish general parameters for determining the workload limits of special education staff who provide services to children with disabilities receiving direct special education services 60 percent or less of the instructional day.

#### II. DEFINITIONS

### A. Special Education Staff; Special Education Teacher

"Special education staff" and "special education teacher" both mean a teacher employed by the school district who is licensed under the rules of the Minnesota Board of Teaching Professional Educator Licensing and Standards Board to instruct children with specific disabling conditions.

### B. Direct Services

"Direct services" means special education services provided by a special education teacher when the services are related to instruction, including cooperative teaching.

#### C. Indirect Services

"Indirect services" means special education services provided by a special education teacher which include ongoing progress reviews; cooperative planning; consultation; demonstration teaching; modification and adaptation of the environment, curriculum, materials, or equipment; and direct contact with children with disabilities to monitor and observe.

#### D. Workload

"Workload" means a special education teacher's total number of minutes required for all due process responsibilities, including direct and indirect services, evaluation and reevaluation time, management of individualized education programs (IEPs), travel time, parental contact, and other services required in the IEPs.

#### III. GENERAL STATEMENT OF POLICY

A. Workload limits for special education teachers shall be determined by the appropriate special education administrator, in consultation

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34 35 36 with the building principal and the superintendent.

B. In determining workload limits for special education staff, the school district shall take into consideration the following factors: student contact minutes, evaluation and reevaluation time, indirect services, management of IEPs, travel time, and other services required in the IEPs of eligible students.

#### IV. COLLECTIVE BARGAINING AGREEMENT UNAFFECTED

This policy shall not be construed as a reopening of negotiations between the school district and the special education teachers' exclusive representative, nor shall it be construed to alter or limit in any way the managerial rights or other authority of the school district set forth in the Public Employers Labor Relations Act or in the collective bargaining agreement between the school district and the special education teachers' exclusive representative.

**Legal References:** Minn. Stat. § 179A.07, Subd. 1 (Inherent Managerial Policy) Minn. Rule 3525.0210, Subps. 14, 27, 44, and 49 (Definitions of "Direct Services," "Indirect Services," "Teacher," and "Workload") Minn. Rule 3525.2340, Subp. 4.B. (Case Loads for School-Age Educational Service Alternatives)

Cross References: MSBA/MASA Model Policy 508 (Extended School Year for Certain Students with Individualized Education Programs) MSBA/MASA Model Policy 608 (Instructional Services -Special Education)

ADOPTED RATIFIED BY THE BOARD OF EDUCATION: August 17, 2015

REVISED BY THE BOARD OF EDUCATION: January 18, 2022

42

Reviewed:

Revised: January 18, 2022

1 **RICHFIELD PUBLIC SCHOOLS** 2 3 ADMINISTRATIVE GUIDELINES 4 5 SPECIAL EDUCATION TEACHER WORKLOAD CONSIDERATION 6 7 Annually the district special education administration will complete a workload analysis for special education teachers. The special education workload analysis 8 9 process will begin after the completion of December 1st childcount. 10 11 I. Special education workload analysis consists of the following steps: 12 13 A. Each special education teacher completes the electronic workload 14 analysis form that identifies the following; students served, grade, federal 15 setting, primary disability, direct and indirect service minutes, initial and re-16 evaluations, and number of paraprofessionals they supervise. 17 18 B. Special education lead teacher submits workload analysis forms for all 19 building special education teachers to the district special education 20 administration. 21 22 C. Special education administration summarizes workload data by building 23 and district-wide. 24 25 1. Summary data is reported by center-base/setting III teachers, 26 resource (setting I and II), ECSE, setting IV, Transition 27 programs, and Speech. 28 29 2. Each building and program will receive a summary report for 30 the building and/or program. 31 32 II. Building administration and special education administration utilize the 33 workload analysis to assist with determining special education case-34 management. 35 36 III. The district adheres to caseload limits set forth in Minnesota Rule 3525.2340. 37 38 LEGAL REFERENCE: Minn.Rule 3525.2340 39 40 Dated: August 17, 2015

Adopted:		
Revised:		

#### 427 WORKLOAD LIMITS FOR CERTAIN SPECIAL EDUCATION TEACHERS

[Note: School districts are required by Minn. Rule 3525.2340, Subp. 4.B., to have a policy for determining the workload limits of special education staff who provide services to students who receive direct special education services 60 percent or less of the instructional day.]

[Note: Minn. Stat. § 179A.07, Subd. 1, of the Public Employment Labor Relations Act (PELRA) provides that a public employer is not required to meet and negotiate on matters of inherent managerial policy. Matters of inherent managerial policy include, but are not limited to, the organizational structure, selection of personnel, and direction and number of personnel. MSBA's position is that this policy is not a mandatory subject of bargaining. School districts, therefore, are cautioned to not relinquish their inherent managerial right to determine workload limits for special education teachers.]

#### I. PURPOSE

The purpose of this policy is to establish general parameters for determining the workload limits of special education staff who provide services to children with disabilities receiving direct special education services 60 percent or less of the instructional day.

#### II. DEFINITIONS

#### A. <u>Special Education Staff; Special Education Teacher</u>

"Special education staff" and "special education teacher" both mean a teacher employed by the school district who is licensed under the rules of the Minnesota Professional Educator Licensing and Standards Board to instruct children with specific disabling conditions.

#### B. <u>Direct Services</u>

"Direct services" means special education services provided by a special education teacher when the services are related to instruction, including cooperative teaching.

#### C. <u>Indirect Services</u>

"Indirect services" means special education services provided by a special education teacher which include ongoing progress reviews; cooperative planning; consultation; demonstration teaching; modification and adaptation of the environment, curriculum, materials, or equipment; and direct contact with children with disabilities to monitor and observe.

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"Workload" means a special education teacher's total number of minutes required for all due process responsibilities, including direct and indirect services, evaluation and reevaluation time, management of individualized education programs (IEPs), travel time, parental contact, and other services required in the IEPs.

#### III. GENERAL STATEMENT OF POLICY

- A. Workload limits for special education teachers shall be determined by the appropriate special education administrator, in consultation with the building principal and the superintendent.
- B. In determining workload limits for special education staff, the school district shall take into consideration the following factors: student contact minutes, evaluation and reevaluation time, indirect services, management of IEPs, travel time, and other services required in the IEPs of eligible students.

#### IV. COLLECTIVE BARGAINING AGREEMENT UNAFFECTED

This policy shall not be construed as a reopening of negotiations between the school district and the special education teachers' exclusive representative, nor shall it be construed to alter or limit in any way the managerial rights or other authority of the school district set forth in the Public Employment Labor Relations Act or in the collective bargaining agreement between the school district and the special education teachers' exclusive representative.

Legal References: Minn. Stat. § 179A.07, Subd. 1 (Inherent Managerial Policy)

Minn. Rule 3525.0210, Subps. 14, 27, 44, and 49 (Definitions of "Direct

Services," "Indirect Services," "Teacher," and "Workload")

Minn. Rule 3525.2340, Subp. 4.B. (Case Loads for School-Age Educational

Service Alternatives)

Cross References: MSBA/MASA Model Policy 508 (Extended School Year for Certain Students with

Individualized Education Programs)

MSBA/MASA Model Policy 608 (Instructional Services – Special Education)

#### **NEW BUSINESS - FOR REVIEW**

#### **Board of Education**

Independent School District 280 Richfield, Minnesota

## Organizational Meeting, January 3, 2022

# **Subject: Board Member Represent A School Assignments**

(Recommended by Superintendent)

Board members conduct a yearly review of Represent A School Assignments. Members will review the 2021 appointments to create the draft proposed list for the 2022 calendar year. The Board of Education will take action on Represent A School assignments at the January 18 meeting.

Represent A School Assignments	January 2021 Appointments
Centennial	Paula Cole
Sheridan Hills	Crystal Brakke
RSTEM	Tim Pollis
RDLS	Paula Cole and Peter Toensing
Middle School	Allegra Smisek
High School	Christine Maleck
Central Education & RCEP	Peter Toensing

#### **Board of Education**

Independent School District 280 Richfield, Minnesota

#### Organizational Meeting, January 3, 2022

#### **Subject: Review 2021 Board Liaison Assignments**

(Recommended by Superintendent)

Board members conduct a yearly review of liaison assignments. Members will review the 2021 appointments to create the draft proposed list for the 2022 calendar year. The Board of Education may take action on the Board Liaison Assignments at the January 18 or the February 7 meeting.

ORGANIZATION	PURPOSE	MEETING SCHEDULE & LOCATION	2021 Assignments
Association of	AMSD's primary task is to	7:00am – 9:00am <u>- Website</u>	Toensing
Metropolitan	lobby at the state level for the	Quora Education Center (70 W. Cty Rd B2,	Brakke
School Districts	needs of metropolitan school	Little Canada 55117)	Unowsky
(AMSD)	districts.		Daniels(Alternate)
		February 5, March 5, April 9, May 7, May	
		21	
Activities	Provides Student, Families, and	District Board Room, Typically 3 <sup>rd</sup>	Ellerson
Advisory and	Richfield Community	Wednesday of the Month, 6:30 p.m. –	Unowsky
Fundraising	opportunities for learning &	8:15 p.m.	Toensing(Fundraising)
Advisory	participating beyond the		Brakke (Activities)
Committees	classroom.	Activities Advisory – February, April, June	
		Fundraising Advisory – March, May	
Board	Advisory role	Insurance Committee:	Pollis
Representatives		Jan 13 3:45 pm, Jan 29 7:15 am, Feb 3 3:34	Toensing
<ul><li>Negotiations &amp;</li></ul>		pm, March 4 TBD, March 10 3:45, April 14	
District Insurance		3:45	
Committee			
		Negotiations Team meets as needed	
Community	The mission of Community Ed	2 <sup>nd</sup> Monday of the month, 6:00 p.m 7:30	Cole
Education	is to bring together school and	p.m.	
Advisory Council	community services.	Central Education Center	
		Jan 11, Feb 8, March 8, April 12, May 10	
District		Morning meetings spring/summer	Maleck
Construction			Holje
Committee			
District	Parents, Administration, and	Wednesdays, 5 times per year, 5:00 p.m. –	Maleck
Curriculum	School Staff – advise & support	6:30 p.m.	Smisek
Committee	the implementation of the	District Board Room	Daniels
	curriculum.	February 17, April 21	
District Health,		Quarterly, 7:15 a.m. – 8:15 a.m.	Toensing
Safety &		District Board Room	Smisek
Wellness		February 18, April 15	Holje
Committee			

	T	T.,	1
District		Meets 4 times per year	Maleck
Technology		District Board Room	Klinge
Committee		February 9, April 13	
(ECSU)	Metro ECSU helps schools and		Unowsky
Metropolitan	other government agencies		
Educational	fulfill their missions by		
Cooperative	delivering high quality services		
Service Unit	while reducing costs through		
Executive	collaboration.		
Committee			
Fiscal Planning		2 <sup>nd</sup> Monday of the month	Toensing
Advisory		6:30 p.m. – 8:00 p.m.	Brakke (Alternate)
Committee		District Board Room	Holje
		Jan 11, February 8, March 8, April 12, May	Gilligan
		10	Gilligani
Friends of Wood	Advocacy and fundraising	Usually 3 <sup>rd</sup> Thursday of the month, 5:30	Maleck
			IVIAIECK
Lake (FOWL)	group in support of the nature	p.m.	
	center.	Wood Lake Nature Center	
		Jan 21, Feb 18, March 18, April 15, May	
		20, June 17, July 15	
Headway	Experienced emotional and		Maleck
Emotional Health	mental health care		
Services	professionals		
Hennepin South	HSSC invests in and		McNaughton-
Services	collaborates with community		Commers
Collaborative	partners to ensure quality		
	services to children, youth, and		
Richfield	families in the Bloomington,		
Community	Eden Prairie, and Richfield		
Council/Alliance	communities.		
for Families &			
Children			
Intermediate	Educational partner providing		Brakke
District 287	innovative specialized services		
	to meet the unique learning		
	needs students.		
Metro South	Educational partner providing		McNaughton-
Adult Basic	basic adult education.		Commers
Education			
Minnesota State	Provides opportunities for		Pollis
High School	athletics and fine arts		. 01113
	competition		
League MSRA Dologato		Mosts once yearly (December)	Colo
MSBA Delegate	MSBA supports, promotes and	Meets once yearly (December)	Cole
Assembly	enhances the work of public		
	school boards and public		
	education.		
PELSB Board	Teacher Licensing	Monthly	Unowsky
Richfield	Brings together the business	Meets monthly	Holje
Chamber of	and professional people of the		
Commerce	city to create a better business		
	climate.		
Richfield City	Guides Richfield development	2 <sup>nd</sup> & 4 <sup>th</sup> Tuesday of the Month, 7:00 p.m.	Maleck

Commission if appropriate)		Richfield Municipal Center, Council Chambers	
Richfield Community Services Advisory Commission	City issues related to recreation, parks, public works		Kretsinger
Richfield Foundation	Partners with non-profit and neighborhood organizations to support Richfield community, families, and children.		Toensing Unowsky
Richfield Historical Society	Collects, preserves and shares the story of Richfield	3 <sup>rd</sup> Monday of the month, 7:00 pm	Cole
Richfield Human Rights Commission	Helps to secure human rights and equal opportunity for residents of Richfield	1 <sup>st</sup> Tuesday of the month, 6:30 p.m. Richfield City Hall	Smisek
RPS Foundation	Supports RPS with educational grants for enrichment		Toensing Unowsky
Richfield Spartan Foundation	Supports the youth of Richfield  – Golf Tournament, Scholarships	Meet on an as needed basis Contact: Bill Davis 612-819-9053	Pollis
Safe & Supportive Schools Advisory Committee Lead: Mary Clarkson	Provide input on the alignment of systems and supports to improve school climate and school safety ensuring that all Richfield students have a safe and supportive learning environment that maximizes each student's learning potential.	Parent Mtgs: Quarterly, 6:00 p.m. – 8:00 p.m. February 2  Student Mtgs: Quarterly, 2:00 p.m. – 3:30 p.m. February 4	Brakke (Student) Smisek (Student & Parent) Clarkson Gonzalez
Superintendent Strategic Advisory Committee	Sharing perspectives on meeting the needs of our students, families & residents with school district leadership.	6:30 p.m 8:30 p.m. District Board Room No meetings in the 2020-2021 school year; will restart in fall of 2021	Unowsky Rotation of Board Members (1 per meeting)
Work Experience Advisory Committee	Advises RPS work-based learning program	7:15 a.m. – 8:15 a.m. South Education Center, 7450 Penn Ave. So. January 14, March 11, May 6	Pollis

#### **Board of Education**

Independent School District 280 Richfield, Minnesota

#### Organizational Meeting, January 3, 2022

#### **Subject: HONORARIUM FOR BOARD**

(Recommended by Superintendent)

That the Board of Education sets the Board honorarium at \$500 per month, with an additional \$300 per year for the Clerk and \$600 per year for the Chair.

#### **Background Information**

Since 2006, the Board honorarium has been set at \$500 per month, with an additional \$300 per year for the Clerk and \$600 per year for the Chair. An examination of metro district honorariums has occurred with the RPS board of education honorarium remaining near the median dollar figure.

#### **Board of Education**

Independent School District 280 Richfield, Minnesota

#### Organizational Meeting, January 3, 2022

#### SUBJECT: BID AWARD - RICHFIELD MAINTENANCE BUILDING REMODEL

(Recommended by Superintendent)

That the Board of Education approve the Richfield Public Schools – Richfield Maintenance Building – 2022 Remodeling Bid Award and authorize the administration to enter into contract with CM Construction Company, Inc. for \$308,800.00.

#### **Background Information**

(Prepared by Andy Faulkner & Craig Holje)

On Thursday, December 16, 2021, the District received thirteen (13) bids for the above-referenced project. The District administration along with ICS recommend that the bid be awarded to the lowest responsible bidder, CM Construction Company, Inc. for \$308,800.00.

Specific information and bid tabulation is included in the additional materials in this packet.



1331 Tyler Street NE #101 Minneapolis, Minnesota 55413 ics-builds.com (763) 354-2670

Board of Education ISD #280 – Richfield Public Schools 7001 Harriet Avenue South Richfield, MN 55423

Re: ISD #280 - Richfield Public Schools

Richfield Maintenance Building - 2022 Remodeling

Dear Board Members:

On Thursday, December 16, 2021, we received thirteen (13) bids for the above-referenced project. A copy of the bid tabulation is enclosed for your review.

ICS has reviewed the bids received for the above-referenced project and the apparent low responsible bidder is within the project budget. We have contacted the apparent low bidder, CM Construction Company, Inc. and have confirmed that their bid is valid. Our itemized recommendation is as follows:

Base Bid – \$308,800.00
Alternate No. 01: Sealed Concrete at Breakroom #A110
Not accepted
TOTAL CONTRACT: \$308,800.00

We recommend that the District enter into a contract with CM Construction Company, Inc. of Burnsville, Minnesota for the total bid amount of Three Hundred Eight Thousand Eight Hundred Dollars and Zero/Cents (\$308,800.00).

Upon Board action, we will draft a contract reflecting this amount to the Contractor.

Enclosed are copies of the official bid tabulation, bid forms, bid securities and CM Construction's proposed first tier subcontractor list. Please contact us at 763-354-2670 should you have any questions regarding our recommendation.

Regards,

Auly Fauther

Andy Faulkner Executive Vice President AF/rw

Enclosures cc: file



#### Richfield Maintenance Building - 2022 Remodeling

OWNER: Richfield Public Schools #280 OWNER'S REPRESENTATIVE: ICS

**ARCHITECT: Wold Architects and Engineers** 



#### **BID TABULATIONS**

Thursday, December 16, 2021 @ 2:00 p.m.

#### **SINGLE PRIME**

	BIDDER	BIDDER	BIDDER	BIDDER	BIDDER	BIDDER
	CM Construction Company, Inc. 12215 Nicollet Ave. S. Burnsville, MN 55337 952-895-8223	KUE Contractors, Inc. 130 Central Ave. S. Watkns, MN 55389 320-764-2525	Weber, Inc. 2497 7th Ave. E., Ste 110 North St. Paul, MN 55109 651-770-5350	AVM Construction, LLC 132 Hardman Ct. South St. Paul, MN 55075 651-393-5519	Ebert, Inc. dba Ebert Construction 23350 County Rd. 10 Corcoran, MN 55357 763-498-7844	Rochon Corporation 28 2nd St. N.W., Ste 200 Osseo, MN 55369 763-559-9393
BID SECURITY	Yes	Yes	Yes	Yes	Yes	Yes
ADDENDA REC'D.	1	1	1	1	1	1
BASE BID:	\$308,800.00	\$319,898.00	\$327,000.00	\$329,200.00	\$347,200.00	\$349,000.00
MN Responsible Contractor	Х	Х	Х	X	X	Х
ALTERNATES:						
Alt. No. 1: Sealed concrete at Breakroom #A110	DEDUCT: (2,800.00)	DEDUCT: (\$2,820.00)	DEDUCT: (\$2,430.00)	DEDUCT: (\$2,800.00)	DEDUCT: (\$700.00)	DEDUCT: (\$2,820.00)

#### Richfield Maintenance Building - 2022 Remodeling

OWNER: Richfield Public Schools #280
OWNER'S REPRESENTATIVE: ICS

**ARCHITECT: Wold Architects and Engineers** 



**BID TABULATIONS** 

Thursday, December 16, 2021 @ 2:00 p.m.

SINGLE PRIME

	BIDDER	BIDDER	BIDDER		BIDDER	BIDDER	BIDDER
	Parkos Construction Company 1010 S. Robert St. West St. Paul, MN 55118 651-455-0031	Jorgenson Construction, Inc. 9255 East River Rd. N.W. Minneapolis, MN 55433 763-784-3877	Century Construction Company 820 N. Concord St. #101 South St. Paul, MN 55075 651-451-1020	Versacon, Inc. 9443 Science Center Dr. Minneapolis, MN 55428 763-391-5610	JPMI Construction Co. 2310 County Rd. D West., #105 Saint Paul, MN 55112 651-636-1499	South St. Paul, MN	VSI Construction, Inc. 8780 Valley Forge Ln. Maple Grove, MN 55369 763-493-3000
BID SECURITY	Yes	Yes	Yes	Yes	Yes	Yes	Yes
ADDENDA REC'D.	1	1	1	1	1	1	1
BASE BID:	\$359,800.00	\$360,000.00	\$362,500.00	\$364,580.00	\$393,000.00	\$405,300.00	\$448,750.00
MN Responsible Contractor	х	Х	Х	X	Х	Х	Х
ALTERNATES:							
Alt. No. 1: Sealed concrete at Breakroom #A110	DEDUCT: (\$2,500.00)	DEDUCT: (\$6,500.00)	DEDUCT: (\$2,000.00)	ADD: \$5,721.00	DEDUCT: (\$6,000.00)	DEDUCT: (\$2,820.00)	DEDUCT: (\$718.00)

#### **BID FORM**

BID TO:

RICHFIELD MAINTENANCE BUILDING – 2022 REMODELING 300 WEST 72<sup>nd</sup> STREET RICHFIELD, MINNESOTA

BID TO:

INDEPENDENT SCHOOL DISTRICT #280

DISTRICT OFFICE BOARDROOM 7001 HARRIET AVENUE SOUTH RICHFIELD, MINNESOTA 55423

BID FROM: CM Construction Company, Inc.

We have examined the Contract Documents for the proposed Richfield Maintenance Building – 2022 Remodeling as prepared by Wold Architects and Engineers, St. Paul, Minnesota, and the conditions affecting the work.

In accordance therewith the undersigned proposes to furnish all labor and materials for Construction as set forth in the Contract Documents, including Addenda Nos. \_\_\_\_\_\_ issued thereto.

- 1. Accompanying this proposal is a Bid Security for all work, required to be furnished by Contract Documents, the same being subject to forfeiture in the event of default by the undersigned.
- 2. I agree to complete the Project, provided a contract is executed within 30 calendar days, by May 25, 2021.
- 3. I understand the Owner reserves the right to reject any or all bids, and it is agreed that this bid may not be withdrawn for a period of thirty (30) days from the opening thereof.

#### A. Base Bid

1. The Bidder agrees to perform all work including General, Mechanical and Electrical Construction for the Base Bid Sum of:

Threehondred eight housand eight hundred Dollars \$ 308,800

#### B. Alternates

- 1. The Bidder agrees to add to or deduct from the Base Bid Sum the following amounts to perform the alternate work described in Section 01 23 00, including all associated costs.
  - a. Alternate No. 1 Sealed Concrete at Breakroom #A110

Add beduct Two thousandeys hondred Dollars \$ 2,800

#### C. Responsible Contractor Compliance

1. By signing this bid form, I am an Owner or Officer of the firm name listed on the bid form and I verify under oath that as a Prime Contractor I am in compliance with the Responsible Contractor criteria as defined in Minnesota Statute 16C.285, subd. 3.

DATE12/16/2021
FIRM NAME CM Construction Company, Inc.
OFFICIAL ADDRESS 12215 Nicollet Avenue South
Burnsville, MN 55337
TELEPHONE NUMBER ( 952 ) 895-8223
FAX NUMBER (952) 895-8183
BY Mary Lynn Peterson)
TITLE (Owner or Officer) President
STATE OF Minnesota
)SS.
COUNTY OF <u>Dakota</u>
Sworn to and subscribed to before me this <u>16th</u> day of <u>Dec.</u> , 20 <u>21</u> .
Notary Public, Hennepin County, State of Minnesota
My Commission Expires: 01/31/2025
KRISTINA M DURANT NOTARY PUBLIC MINNESOTA My Commission Expires JANUARY 31, 2025  END OF SECTION 00 41 13
KnikleSent

#### MN RESPONSIBLE CONTRACTOR COMPLIANCE AFFIDAVIT

#### 1. The contractor:

- i. Is in compliance with workers' compensation and unemployment insurance requirements;
- ii. Is currently registered with the Department of Revenue and the Department of Employment and Economic Development if it has employees:
- iii. Has a valid federal tax identification number or a valid Social Security number if an individual; and
- iv. Has filed a certificate of authority to transact business in Minnesota with the secretary of state if a foreign corporation or cooperative;
- 2. The contractor or related entity is in compliance with and, during the three-year period before submitting the verification, has not violated section 177.24, 177.25, 177.41 to 177.44, 181.13, 181.14, or 181.722, and has not violated United States Code, title 29, sections 201 to 219, or United States Code, title 40, sections 3141 to 3148. For purposes of this clause, a violation occurs when a contractor or related entity:
  - i. Repeatedly fails to pay statutorily required wages or penalties on one or more separate projects for a total underpayment of \$25,000 or more within the three-year period;
  - ii. Has been issued an order to comply by the commissioner of labor and industry that has become final;
- iii. Has been issued at least two determination letters within the three-year period by the Department of Transportation finding an underpayment by the contractor or related entity to its own employees;
- iv. Has been found by the commissioner of labor and industry to have repeatedly or willfully violated any of the sections referenced in this clause pursuant to section 177.27;
- v. Has been issued a ruling or findings of underpayment by the administrator of the Wage and Hour Division of the United States Department of Labor that have become final or have been upheld by an administrative law judge or the Administrative Review Board; or
- vi. Has been found liable for underpayment of wages or penalties or misrepresenting a construction worker as an independent contractor in an action brought in a court having jurisdiction.

Provided that, if the contractor or related entity contests a determination of underpayment by the Department of Transportation in a contested case proceeding, a violation does not occur until the contested case proceeding has concluded with a determination that the contractor or related entity underpaid wages or penalties;

- 3. The contractor or related entity is in compliance with and, during the three-year period before submitting the verification, has not violated chapter 326B. For purposes of this clause, a violation occurs when a contractor or related entity has been issued a final administrative or licensing order;
- 4. The contractor or related entity has not, more than twice during the three-year period before submitting the verification, had a certificate of compliance under section 363A.36 revoked or suspended based on the provisions of section 363A.36, with the revocation or suspension becoming final because it was upheld by the Office of Administrative Hearings or was not appealed to the office;
- 5. The contractor or related entity has not received a final determination assessing a monetary sanction from the Department of Administration or Transportation for failure to meet targeted group business, disadvantaged business enterprise, or veteran-owned business goals, due to a lack of good faith effort, more than once during the three-year period before submitting the verification;
- 6. The contractor or related entity is not currently suspended or debarred by the federal government or the state of Minnesota or any of its departments, commissions, agencies, or political subdivisions; and

7. All subcontractors that the contractor intends to use to perform project work have verified to the contractor through a signed statement under oath by an owner or officer that they meet the minimum criteria listed in clauses 1 to 6.

Any violations, suspensions, revocations, or sanctions, as defined in clauses (2) to (5), occurring prior to July 1, 2014, shall not be considered in determining whether a contractor or related entity meets the minimum criteria.

CONTRACTOR OR SUBCONTRACTOR

CM Construction Company, Inc.

Its: President

STATE OF Minnesota

COUNTY OF Dakota

Sworn to and subscribed to before me this 16th day of December, 2021.

Notary Public, Hennepin County, State of Minnesota

My Commission Expires: 01/31/2025

blocut

**END OF SECTION 00 41 15** 

KRISTINA M DURANT
NOTARY PUBLIC
MINNESOTA
My Commission Expires JAN JARY 31, 2025

#### **Bid Bond**

CONTRACTOR:

(Name, legal status and address) CM Construction Company, Inc. (Name, legal status and principal place of business)

12215 Nicollet Ave S

Western Surety Company 151 N Franklin Street Chicago, IL 60606

Burnsville, MN 55337

(Name, legal status and address)

Independent School District No. 280, Richfield Public Schools

7001 Harriet Avenue S. Richfield, MN 55423 BOND AMOUNT:

Five Percent (5%) of Total Amount Bid

PROJECT:

(Name, location or address, and Project number, if any)
Richfield Maintenance Building - 2022 Remodeling

This document has important legal consequences. Consultation with an attorney is encouraged with respect to its completion or modification. Any singular reference to

Contractor, Surety, Owner or other party shall be considered plural where applicable.

The Contractor and Surety are bound to the Owner in the amount set forth above, for the payment of which the Contractor and Surety bind themselves, their heirs, executors, administrators, successors and assigns, jointly and severally, as provided herein. The conditions of this Bond are such that if the Owner accepts the bid of the Contractor within the time specified in the bid documents, or within such time period as may be agreed to by the Owner and Contractor, and the Contractor either (1) enters into a contract with the Owner in accordance with the terms of such bid, and gives such bond or bonds as may be specified in the bidding or Contract Documents, with a surety admitted in the jurisdiction of the Project and otherwise acceptable to the Owner, for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof; or (2) pays to the Owner the difference, not to exceed the amount of this Bond, between the amount specified in said bid and such larger amount for which the Owner may in good faith contract with another party to perform the work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect. The Surety hereby waives any notice of an agreement between the Owner and Contractor to extend the time in which the Owner may accept the bid. Waiver of notice by the Surety shall not apply to any extension exceeding sixty (60) days in the aggregate beyond the time for acceptance of bids specified in the bid documents, and the Owner and Contractor shall obtain the Surety's consent for an extension beyond sixty (60) days.

If this Bond is issued in connection with a subcontractor's bid to a Contractor, the term Contractor in this Bond shall be deemed to be Subcontractor and the term Owner shall be deemed to be Contractor.

When this Bond has been furnished to comply with a statutory or other legal requirement in the location of the Project, any provision in this Bond conflicting with said statutory or legal requirement shall be deemed deleted herefrom and provisions conforming to such statutory or other legal requirement shall be deemed incorporated herein. When so furnished, the intent is that this Bond shall be construed as a statutory bond and not as a common law bond.

Signed and sealed this

16th

day of December, 2021.

CM Construction Company, Inc

(Witness)

(Title) Mary eterson, President

(Surety)

(Principal)

Western Surety Company

(Seal)

(Witness)

Joshua R. Lottis, Attorney-in-Fact

By arrangement with the American Institute of Architects, the National Association of Surety Bond Producers (NASBP) (www.nasbp.org) makes this form document available to its members, affiliates, and associates in Microsoft Word format for use in the regular course of surety business. NASBP vouches that the original text of this document conforms exactly to the text in AIA Document A310-2010, Bid Bond.

#### CORPORATE ACKNOWLEDGMENT

State of Minnesota	
County of Dakota )	
to me personally known, who, being by me of <u>CM Construction Company</u> , <u>Inc.</u> foregoing instrument is the corporate seal	duly sworn, did say that he/she is the President
SUF	RETY ACKNOWLEDGMENT
State of Minnesota ) ) ss	
to me personally know, who being by me du  Western Surety Company  affixed to the foregoing instrument is the co executed in behalf of said corporation by au	r
LIN ULVEN NOTARY PUBLIC - MINNESOTA	Notary Public Ramsey County, Minnesota
My Commission Expires	My commission expires 1/31/2025

## Western Surety Company

#### POWER OF ATTORNEY APPOINTING INDIVIDUAL ATTORNEY-IN-FACT

Know All Men By These Presents, That WESTERN SURETY COMPANY, a South Dakota corporation, is a duly organized and existing corporation having its principal office in the City of Sioux Falls, and State of South Dakota, and that it does by virtue of the signature and seal herein affixed hereby make, constitute and appoint

Jerome T. Ouimet, R. W. Frank, Nicole Stillings, Joshua R. Loftis, Rachel Thomas, Ted Jorgensen, Sandra M. Engstrum, Melinda C. Blodgett, R. C. Bowman, Brian J. Oestreich, Lin Ulven, Emily White, Nathan Weaver, Colby White, Individually

of Minneapolis, MN, its true and lawful Attorney(s)-in-Fact with full power and authority hereby conferred to sign, seal and execute for and on its behalf bonds, undertakings and other obligatory instruments of similar nature

#### - In Unlimited Amounts -

and to bind it thereby as fully and to the same extent as if such instruments were signed by a duly authorized officer of the corporation and all the acts of said Attorney, pursuant to the authority hereby given, are hereby ratified and confirmed.

This Power of Attorney is made and executed pursuant to and by authority of the By-Law printed on the reverse hereof, duly adopted, as indicated, by the shareholders of the corporation.

In Witness Whereof, WESTERN SURETY COMPANY has caused these presents to be signed by its Vice President and its corporate seal to be hereto affixed on this 13th day of July, 2021.

A A STATE OF THE S

WESTERN SURETY COMPANY

Paul T. Bruflat, Vice President

State of South Dakota County of Minnehaha · ss

On this 13th day of July, 2021, before me personally came Paul T. Bruflat, to me known, who, being by me duly sworn, did depose and say: that he resides in the City of Sioux Falls, State of South Dakota; that he is the Vice President of WESTERN SURETY COMPANY described in and which executed the above instrument; that he knows the seal of said corporation; that the seal affixed to the said instrument is such corporate seal; that it was so affixed pursuant to authority given by the Board of Directors of said corporation and that he signed his name thereto pursuant to like authority, and acknowledges same to be the act and deed of said corporation.

My commission expires

March 2, 2026



M. Bent Notary Public

#### CERTIFICATE

I, L. Nelson, Assistant Secretary of WESTERN SURETY COMPANY do hereby certify that the Power of Attorney hereinabove set forth is still in force, and further certify that the By-Law of the corporation printed on the reverse hereof is still in force. In testimony whereof I have hereunto subscribed my name and affixed the seal of the said corporation this 16th day of December. 2021



WESTERN SURETY COMPANY

J. Nelson, Assistant Secretary

Form F4280-7-2012

Go to www.cnasurety.com > Owner / Obligee Services > Validate Bond Coverage, if you want to verify bond authenticity.

#### **Authorizing By-Law**

#### ADOPTED BY THE SHAREHOLDERS OF WESTERN SURETY COMPANY

This Power of Attorney is made and executed pursuant to and by authority of the following By-Law duly adopted by the shareholders of the Company.

Section 7. All bonds, policies, undertakings, Powers of Attorney, or other obligations of the corporation shall be executed in the corporate name of the Company by the President, Secretary, and Assistant Secretary, Treasurer, or any Vice President, or by such other officers as the Board of Directors may authorize. The President, any Vice President, Secretary, any Assistant Secretary, or the Treasurer may appoint Attorneys in Fact or agents who shall have authority to issue bonds, policies, or undertakings in the name of the Company. The corporate seal is not necessary for the validity of any bonds, policies, undertakings, Powers of Attorney or other obligations of the corporation. The signature of any such officer and the corporate seal may be printed by facsimile.

#### **BID FORM**

БП	J F.	COPOSAL FOR:	RICHFIELD MAINTENANCE BUILDING - 2022 REMODELING 300 WEST 72 <sup>nd</sup> STREET RICHFIELD, MINNESOTA
ВШ	то	):	INDEPENDENT SCHOOL DISTRICT #280 DISTRICT OFFICE BOARDROOM 7001 HARRIET AVENUE SOUTH RICHFIELD, MINNESOTA 55423
BIL	FR	OM: KUE	Contractors, Inc.
			ract Documents for the proposed Richfield Maintenance Building $-2022$ Remodeling a and Engineers, St. Paul, Minnesota, and the conditions affecting the work.
In a	ccor	dance therewith the to Documents, including	undersigned proposes to furnish all labor and materials for Construction as set forth in the ag Addenda Nos. 1 issued thereto.
1.			posal is a Bid Security for all work, required to be furnished by Contract Documents, the relature in the event of default by the undersigned.
2.	I aş	gree to complete the l	Project, provided a contract is executed within 30 calendar days, by May 25, 2021.
3.	I u wit	nderstand the Owne	r reserves the right to reject any or all bids, and it is agreed that this bid may not be of thirty (30) days from the opening thereof.
A.	Bas	se Bid	
	1.	The Bidder agrees Base Bid Sum of:	to perform all work including General, Mechanical and Electrical Construction for the
			Dollars \$ 319,898
В.	Alt	ernates	
	1.		to add to or deduct from the Base Bid Sum the following amounts to perform the alternate Section 01 23 00, including all associated costs.
		a. Alternate No.	1 Sealed Concrete at Breakroom #A110  Dollars \$ 2,820
C.	Dec	sponsible Contractor	
О.	1.	By signing this bid	form, I am an Owner or Officer of the firm name listed on the bid form and I verify under e Contractor I am in compliance with the Responsible Contractor criteria as defined in

DATE	December 16, 2021	
FIRM NAME	KUE Contractors, Inc.	
OFFICIAL ADDRESS	130 Central Ave S, PO Box 408	
9	Watkins, MN 55389	
TELEPHONE NUMBER	( 320 )764-2525	
FAX NUMBER	320 ) 764-2524	
ву	Ce	
TITLE (Owner or Office	r) Joseph L. Kuechle, President	
		DIANNA L ERTL Notary Public Minnesota
STATE OF Minneso	)SS.	My Commission Expires Jan. 31, 2025
COUNTY OF Meeke	,	plianna J. OCC
Sworn to and subscribed	to before me this <u>16th</u> day of <u>Dec</u> , 2	20 <u>21</u> .
Notary Public,	Meeker County, State	ofMinnesota
My Commission Expires	January 31, 2025	_

No. 212116

END OF SECTION 00 41 13

#### MN RESPONSIBLE CONTRACTOR COMPLIANCE AFFIDAVIT

The undersigned, the Owner or Officer of KUE Contractors, Inc.	(Prime or Sub-Contractor Name) verify
under oath that as a contractor I am in compliance with the following minimum	criteria per Minnesota Statute 16C.285
Subd. 3:	•

#### 1. The contractor:

- i. Is in compliance with workers' compensation and unemployment insurance requirements:
- ii. Is currently registered with the Department of Revenue and the Department of Employment and Economic Development if it has employees;
- iii. Has a valid federal tax identification number or a valid Social Security number if an individual; and
- iv. Has filed a certificate of authority to transact business in Minnesota with the secretary of state if a foreign corporation or cooperative;
- 2. The contractor or related entity is in compliance with and, during the three-year period before submitting the verification, has not violated section 177.24, 177.25, 177.41 to 177.44, 181.13, 181.14, or 181.722, and has not violated United States Code, title 29, sections 201 to 219, or United States Code, title 40, sections 3141 to 3148. For purposes of this clause, a violation occurs when a contractor or related entity:
  - i. Repeatedly fails to pay statutorily required wages or penalties on one or more separate projects for a total underpayment of \$25,000 or more within the three-year period;
  - ii. Has been issued an order to comply by the commissioner of labor and industry that has become final;
  - iii. Has been issued at least two determination letters within the three-year period by the Department of Transportation finding an underpayment by the contractor or related entity to its own employees;
  - iv. Has been found by the commissioner of labor and industry to have repeatedly or willfully violated any of the sections referenced in this clause pursuant to section 177.27;
  - v. Has been issued a ruling or findings of underpayment by the administrator of the Wage and Hour Division of the United States Department of Labor that have become final or have been upheld by an administrative law judge or the Administrative Review Board; or
  - vi. Has been found liable for underpayment of wages or penalties or misrepresenting a construction worker as an independent contractor in an action brought in a court having jurisdiction.

Provided that, if the contractor or related entity contests a determination of underpayment by the Department of Transportation in a contested case proceeding, a violation does not occur until the contested case proceeding has concluded with a determination that the contractor or related entity underpaid wages or penalties;

- 3. The contractor or related entity is in compliance with and, during the three-year period before submitting the verification, has not violated chapter 326B. For purposes of this clause, a violation occurs when a contractor or related entity has been issued a final administrative or licensing order;
- 4. The contractor or related entity has not, more than twice during the three-year period before submitting the verification, had a certificate of compliance under section 363A.36 revoked or suspended based on the provisions of section 363A.36, with the revocation or suspension becoming final because it was upheld by the Office of Administrative Hearings or was not appealed to the office;
- 5. The contractor or related entity has not received a final determination assessing a monetary sanction from the Department of Administration or Transportation for failure to meet targeted group business, disadvantaged business enterprise, or veteran-owned business goals, due to a lack of good faith effort, more than once during the three-year period before submitting the verification;
- 6. The contractor or related entity is not currently suspended or debarred by the federal government or the state of Minnesota or any of its departments, commissions, agencies, or political subdivisions; and

7. All subcontractors that the contractor intends to use to perform project work have verified to the contractor through a signed statement under oath by an owner or officer that they meet the minimum criteria listed in clauses 1 to 6.

Any violations, suspensions, revocations, or sanctions, as defined in clauses (2) to (5), occurring prior to July 1, 2014, shall not be considered in determining whether a contractor or related entity meets the minimum criteria.

CONTRACTOR OR SUBCONTRACTOR

KUE Contractors, Inc.

Its: Joseph L. Kuechle, President

STATE OF \_\_\_\_Minnesota

)SS.

COUNTY OF <u>Meeker</u>

Sworn to and subscribed to before me this 16th day of December, 2021

Notary Public, Meeker County, State of

aira J. ESS

DIANNA L ERTL
Notary Public
Minnesota
My Commission Expires Jan. 31, 2025

Minnesota

My Commission Expires: January 31, 2025

END OF SECTION 00 41 15

No. 212116

00 41 15-2



## **BAIA** Document A310™ – 2010

#### Bid Bond

CONTRACTOR:

(Name, legal status and address) KUE CONTRACTORS, INC. 130 CENTRAL AVENUE SOUTH P.O. BOX 408 WATKINS, MN 55389

OWNER:

(Name, legal status and address)

INDEPENDENT SCHOOL DISTRICT NO. 280 RICHFIELD PUBLIC SCHOOLS 7001 HARRIET AVENUE SOUTH **RICHFIELD, MN 55423** 

SURETY:

(Name, legal status and principal place of business)

ATLANTIC SPECIALTY INSURANCE **COMPANY** 605 HIGHWAY 169 NORTH, SUITE 800 PLYMOUTH, MN 55441

This document has important legal consequences, Consultation with an attorney is encouraged with respect to its completion or modification.

Any singular reference to Contractor, Surety, Owner or other party shall be considered plural where applicable.

**BOND AMOUNT:** 

Five Percent of the Amount of the Attached Bid---- (5%)

PROJECT:

(Name, location or address, and Project number, if any)

Richfield Maintenance Building - 2022 Remodeling, Richfield, Minnesota

The Contractor and Surety are bound to the Owner in the amount set forth above, for the payment of which the Contractor and Surety bind themselves, their heirs, executors, administrators, successors and assigns, jointly and severally, as provided herein. The conditions of this Bond are such that if the Owner accepts the bid of the Contractor within the time specified in the bid documents, or within such time period as may be agreed to by the Owner and Contractor, and the Contractor either (1) enters into a contract with the Owner in accordance with the terms of such bid, and gives such bond or bonds as may be specified in the bidding or Contract Documents, with a surety admitted in the jurisdiction of the Project and otherwise acceptable to the Owner, for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof; or (2) pays to the Owner the difference, not to exceed the amount of this Bond, between the amount specified in said bid and such larger amount for which the Owner may in good faith contract with another party to perform the work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect. The Surety hereby waives any notice of an agreement between the Owner and Contractor to extend the time in which the Owner may accept the bid. Waiver of notice by the Surety shall not apply to any extension exceeding sixty (60) days in the aggregate beyond the time for acceptance of bids specified in the bid documents, and the Owner and Contractor shall obtain the Surety's consent for an extension beyond sixty (60) days.

If this Bond is issued in connection with a subcontractor's bid to a Contractor, the term Contractor in this Bond shall be deemed to be Subcontractor and the term Owner shall be deemed to be Contractor.

When this Bond has been furnished to comply with a statutory or other legal requirement in the location of the Project, any provision in this Bond conflicting with said statutory or legal requirement shall be deemed deleted herefrom and provisions conforming to such statutory or other legal requirement shall be deemed incorporated herein. When so furnished, the intent is that this Bond shall be construed as a statutory bond and not as a common law bond.

Signed and sealed this 16th day of December, 2021

A 112	KUE CONTRACTORS, INC.
(Witness) P (Wilcher	Principal) (Seal)
(n)	(Title) Joseph L. Kuechle, President AILANTIC SPECIALTY INSURANCE COMPANY
(Witness) J Clinqual	(Surety) (Seal)
l ·	(Title) Sean McBride, Attorney-in-Fact

CAUTION: You should sign an original AIA Contract Document, on which this text appears in RED. An original assures that changes will not be obscured.

#### ACKNOWLEDGMENT OF SURETY

State of Minnesota) County of Hennepin)

On this 16th day of December, 2021, before me personally appeared Sean McBride to me known, who, being by me duly sworn, did depose and say: that s/he resides at, that s/he is the Attorney-in-Fact of ATLANTIC SPECIALTY INSURANCE COMPANY, the corporation described in and which executed the annexed instrument; that s/he knows the corporate seal of said corporation; that the seal affixed to said instrument is such corporate seal; that it was so affixed by order of the Board of Directors of said corporation; that s/he signed his/her name thereto by like order; and that the liabilities of said corporation do not exceed it assets as ascertained in the manner provided by law.



Notary Public

#### ACKNOWLEDGMENT OF CORPORATION

State of Minnesota)
County of Meeker

On the 16th day of December, 2021, before me personally appeared Joseph L. Kuechle, to me known, who being by me first duly sworn, did depose and say that s/he resides in Watkins, MN, that s/he is the President of KUE CONTRACTORS, INC., the corporation described in and which executed the foregoing instrument; that s/he knows the corporate seal of said corporation, that the corporate seal affixed to said instrument is such corporate seal, that it was so affixed by order and authority of the Board of directors of said corporation, and that s/he signed his/her name thereto by like order and authority.

DIANNA L ERTL Notary Public Minnesota My Commission Expires Jan. 31, 2025 Monne J Est Notary Public



#### **Power of Attorney**

KNOW ALL MEN BY THESE PRESENTS, that ATLANTIC SPECIALTY INSURANCE COMPANY, a New York corporation with its principal office in Plymouth, Minnesota, does hereby constitute and appoint: **Michael J. Jacobs, Mary Jo Dingwall, Carl Godziek, Sean McBride, Yaralitza Rivas**, each individually if there be more than one named, its true and lawful Attorney-in-Fact, to make, execute, seal and deliver, for and on its behalf as surety, any and all bonds, recognizances, contracts of indemnity, and all other writings obligatory in the nature thereof; provided that no bond or undertaking executed under this authority shall exceed in amount the sum of: **unlimited** and the execution of such bonds, recognizances, contracts of indemnity, and all other writings obligatory in the nature thereof in pursuance of these presents, shall be as binding upon said Company as if they had been fully signed by an authorized officer of the Company and sealed with the Company seal. This Power of Attorney is made and executed by authority of the following resolutions adopted by the Board of Directors of ATLANTIC SPECIALTY INSURANCE COMPANY on the twenty-fifth day of September, 2012:

Resolved: That the President, any Senior Vice President or Vice-President (each an "Authorized Officer") may execute for and in behalf of the Company any and all bonds, recognizances, contracts of indemnity, and all other writings obligatory in the nature thereof, and affix the seal of the Company thereto; and that the Authorized Officer may appoint and authorize an Attorney-in-Fact to execute on behalf of the Company any and all such instruments and to affix the Company seal thereto; and that the Authorized Officer may at any time remove any such Attorney-in-Fact and revoke all power and authority given to any such Attorney-in-Fact.

Resolved: That the Attorney-in-Fact may be given full power and authority to execute for and in the name and on behalf of the Company any and all bonds, recognizances, contracts of indemnity, and all other writings obligatory in the nature thereof, and any such instrument executed by any such Attorney-in-Fact shall be as binding upon the Company as if signed and sealed by an Authorized Officer and, further, the Attorney-in-Fact is hereby authorized to verify any affidavit required to be attached to bonds, recognizances, contracts of indemnity, and all other writings obligatory in the nature thereof.

This power of attorney is signed and sealed by facsimile under the authority of the following Resolution adopted by the Board of Directors of ATLANTIC SPECIALTY INSURANCE COMPANY on the twenty-fifth day of September, 2012:

Resolved: That the signature of an Authorized Officer, the signature of the Secretary or the Assistant Secretary, and the Company seal may be affixed by facsimile to any power of attorney or to any certificate relating thereto appointing an Attorney-in-Fact for purposes only of executing and sealing any bond, undertaking, recognizance or other written obligation in the nature thereof, and any such signature and seal where so used, being hereby adopted by the Company as the original signature of such officer and the original seal of the Company, to be valid and binding upon the Company with the same force and effect as though manually affixed.

IN WITNESS WHEREOF, ATLANTIC SPECIALTY INSURANCE COMPANY has caused these presents to be signed by an Authorized Officer and the seal of the Company to be affixed this twenty-seventh day of April, 2020.

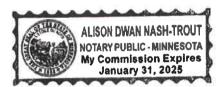
SEAL 1986 OF SEAL

Ву

Paul J. Brehm, Senior Vice President

STATE OF MINNESOTA HENNEPIN COUNTY

On this twenty-seventh day of April, 2020, before me personally came Paul J. Brehm, Senior Vice President of ATLANTIC SPECIALTY INSURANCE COMPANY, to me personally known to be the individual and officer described in and who executed the preceding instrument, and he acknowledged the execution of the same, and being by me duly sworn, that he is the said officer of the Company aforesaid, and that the seal affixed to the preceding instrument is the seal of said Company and that the said seal and the signature as such officer was duly affixed and subscribed to the said instrument by the authority and at the direction of the Company.



Notary Public

I, the undersigned, Secretary of ATLANTIC SPECIALTY INSURANCE COMPANY, a New York Corporation, do hereby certify that the foregoing power of attorney is in full force and has not been revoked, and the resolutions set forth above are now in force.

Signed and sealed. Dated 16th day of December 2021.

This Power of Attorney expires January 31, 2025 SEAL 1986 ON YORK

Kara Barrow, Secretary

#### **BID FORM**

**BID PROPOSAL FOR:** RICHFIELD MAINTENANCE BUILDING - 2022 REMODELING 300 WEST 72nd STREET RICHFIELD, MINNESOTA BID TO: INDEPENDENT SCHOOL DISTRICT #280 DISTRICT OFFICE BOARDROOM 7001 HARRIET AVENUE SOUTH RICHFIELD, MINNESOTA 55423 BID FROM: Weber, Inc. We have examined the Contract Documents for the proposed Richfield Maintenance Building - 2022 Remodeling as prepared by Wold Architects and Engineers, St. Paul, Minnesota, and the conditions affecting the work. In accordance therewith the undersigned proposes to furnish all labor and materials for Construction as set forth in the Contract Documents, including Addenda Nos. \_\_1\_\_\_\_ issued thereto. Accompanying this proposal is a Bid Security for all work, required to be furnished by Contract Documents, the same being subject to forfeiture in the event of default by the undersigned. I agree to complete the Project, provided a contract is executed within 30 calendar days, by May 25, 2021. 2. 3. I understand the Owner reserves the right to reject any or all bids, and it is agreed that this bid may not be withdrawn for a period of thirty (30) days from the opening thereof. Base Bid The Bidder agrees to perform all work including General, Mechanical and Electrical Construction for the 1. Base Bid Sum of: Dollars \$ 327, 200 Alternates B The Bidder agrees to add to or deduct from the Base Bid Sum the following amounts to perform the alternate 1. work described in Section 01 23 00, including all associated costs. Alternate No. 1 Sealed Concrete at Breakroom #A11( Elhousend Low Elinha Responsible Contractor Compliance

1. By signing this bid form, I am an Owner or Officer of the firm name listed on the bid form and I verify under oath that as a Prime Contractor I am in compliance with the Responsible Contractor criteria as defined in Minnesota Statute 16C.285, subd. 3.

FIRM NAME Weber, Inc.
OFFICIAL ADDRESS 2497 7th Ave. East, Suite 110
North St. Paul, MN 55109
TELEPHONE NUMBER (651) 770-5350
FAX NUMBER (651) 770-5385
BY Stephen T. Weber
TITLE (Owner or Officer) President
STATE OF Minnesota )
)SS.
COUNTY OF Ramsey
Sworn to and subscribed to before me this 16 day of Dec. 2021.
Notary Public, County, State of Ramsey, Minnesota
My Commission Expires: 01-31-2024
#*************************************

DATE December 16, 2021

END OF SECTION 00 41 13

#### MN RESPONSIBLE CONTRACTOR COMPLIANCE AFFIDAVIT

The undersigned, the Owner or Officer of	Weber,	Inc.	(Prime or Sub-Contract	or Name) verify
under oath that as a contractor I am in co	mpliance with	the following minimum	criteria per Minnesota	Statute 16C.285
Subd. 3:				

#### 1. The contractor:

- i. Is in compliance with workers' compensation and unemployment insurance requirements;
- ii. Is currently registered with the Department of Revenue and the Department of Employment and Economic Development if it has employees;
- iii. Has a valid federal tax identification number or a valid Social Security number if an individual; and
- iv. Has filed a certificate of authority to transact business in Minnesota with the secretary of state if a foreign corporation or cooperative;
- 2. The contractor or related entity is in compliance with and, during the three-year period before submitting the verification, has not violated section 177.24, 177.25, 177.41 to 177.44, 181.13, 181.14, or 181.722, and has not violated United States Code, title 29, sections 201 to 219, or United States Code, title 40, sections 3141 to 3148. For purposes of this clause, a violation occurs when a contractor or related entity:
  - i. Repeatedly fails to pay statutorily required wages or penalties on one or more separate projects for a total underpayment of \$25,000 or more within the three-year period;
  - ii. Has been issued an order to comply by the commissioner of labor and industry that has become final;
  - iii. Has been issued at least two determination letters within the three-year period by the Department of Transportation finding an underpayment by the contractor or related entity to its own employees;
  - iv. Has been found by the commissioner of labor and industry to have repeatedly or willfully violated any of the sections referenced in this clause pursuant to section 177.27;
  - v. Has been issued a ruling or findings of underpayment by the administrator of the Wage and Hour Division of the United States Department of Labor that have become final or have been upheld by an administrative law judge or the Administrative Review Board; or
  - vi. Has been found liable for underpayment of wages or penalties or misrepresenting a construction worker as an independent contractor in an action brought in a court having jurisdiction.

Provided that, if the contractor or related entity contests a determination of underpayment by the Department of Transportation in a contested case proceeding, a violation does not occur until the contested case proceeding has concluded with a determination that the contractor or related entity underpaid wages or penalties;

- 3. The contractor or related entity is in compliance with and, during the three-year period before submitting the verification, has not violated chapter 326B. For purposes of this clause, a violation occurs when a contractor or related entity has been issued a final administrative or licensing order;
- 4. The contractor or related entity has not, more than twice during the three-year period before submitting the verification, had a certificate of compliance under section 363A.36 revoked or suspended based on the provisions of section 363A.36, with the revocation or suspension becoming final because it was upheld by the Office of Administrative Hearings or was not appealed to the office;
- 5. The contractor or related entity has not received a final determination assessing a monetary sanction from the Department of Administration or Transportation for failure to meet targeted group business, disadvantaged business enterprise, or veteran-owned business goals, due to a lack of good faith effort, more than once during the three-year period before submitting the verification;
- 6. The contractor or related entity is not currently suspended or debarred by the federal government or the state of Minnesota or any of its departments, commissions, agencies, or political subdivisions; and

7. All subcontractors that the contractor intends to use to perform project work have verified to the contractor through a signed statement under oath by an owner or officer that they meet the minimum criteria listed in clauses 1 to 6.

Any violations, suspensions, revocations, or sanctions, as defined in clauses (2) to (5), occurring prior to July 1, 2014, shall not be considered in determining whether a contractor or related entity meets the minimum criteria.

CONTRACTOR OR SUBCONTRACTOR

Weber, Inc

By:

Preident

STATE OF Minnesota

COUNTY OF Ramsey

Sworn to and subscribed to before me this \_\_16 day of \_Dec.\_\_\_, 2021 .

County, State of Ramsey, Minnesota

My Commission Expires:

**END OF SECTION 00 41 15** 

Notary Public-Minnesota

My Commission Expires Jan 31, 2028

# **AIA** Document A310™ – 1970

#### **Bid Bond**

KNOW ALL MEN BY THESE PRESENTS, that we (Here insert full name and address or legal title of Contractor) Weber, Inc.
2497 7th Avenue East- 110 Franklyn Center North St. Paul. MN 55109

as Principal, hereinafter called the Principal, and (Here insert full name and address or legal title of Surety)
United Fire & Casualty Company
118 Second Ave SE
Cedar Rapids, IA 52407

a corporation duly organized under the laws of the State of **lowa** as Surety, hereinafter called the Surety, are held and firmly bound unto (Here insert full name and address or legal title of Owner)

ISD #280 - Richfield Public Schools

ISD #280 - Richfield Public Schools 7001 Harriet Ave S. Richfield, MN 55423

as Obligee, hereinafter called the Obligee, in the sum of Five Percent (5%) of the Amount of the Bid

Dollars (\$ 5% ), for the payment

of which sum well and truly to be made, the said Principal and the said Surety, bind ourselves, our heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

WHEREAS, the Principal has submitted a bid for (Here insert full name, address and description of project)

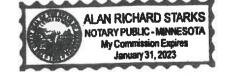
Interior Remodel, create new men's toilet, break room, open office, private office & management room, new walls, flooring, acoustic ceilings, lights, hvac & plumbing

NOW, THEREFORE, if the Obligee shall accept the bid of the Principal and the Principal shall enter into a Contract with the Obligee in accordance with the terms of such bid, and give such bond or bonds as may be specified in the bidding or Contract Documents with good and sufficient surety for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof, or in the event of the failure of the Principal to enter such Contract and give such bond or bonds, if the Principal shall pay to the Obligee the difference not to exceed the penalty hereof between the amount specified in said bid and such larger amount for which the Obligee may in good faith contract with another party to perform the Work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect.

Signed and sealed this	16th	day of December, 2021
Van Ma	7	Weber, Inc. (Principal) (Seal)
(Witness)	and approximate the property of the second section, s	(Title) President - Stephen T. Weber
		United Fire & Casualty Company (Surety)
(Witness)	7	(Title) Name Alemdar (Seal)
		Attorney-in-Fact

#### INDIVIDUAL OR PARTNERSHIP ACKNOWLEDGMENT

STATE OF	8
COUNTY OF	SS
On the day of	,, before me personally appeared
	to me
known to be the person(s) described in and v Principal(s), and acknowledged to me that and deed.	who executed the foregoing instrument, as he executed the same as his/her/their free act
(Notary Seal)	
CORPORATE	ACKNOWLEDGMENT
STATE OF Minnesota	
COUNTY OF Ramsey	SS
corporation described in and which executed seal of said corporation; that the seal affixed so affixed by order of the board of directors on name thereto by like order  (Notary Seal)	before me personally appeared no being by me duly sworn, did say that he/she is the Inc. , the the foregoing instrument; that he/she knows the to said instrument is such corporate seal; that it was of said corporation; and that he/she signed his/her  IVAN RICHARD WEISS JR Notary Public-Minnesota  My Commission Expires Jan 31, 2028
STATE OF MINNESOTA	SS
COUNTY OF Hennepin	
me known, who being duly sworn, did say the control from and case the seal affixed to the foregoing instrument is instrument was signed and sealed in behalf of	, before me personally appeared Name Alemdar to at he/she is the aforesaid officer or attorney-in-fact of the a corporation; that a the corporate seal of said corporation, and that said of said corporation by the aforesaid officer, by resaid officer acknowledged said instrument to be
Ato	
(Notary Seat)	





UNITED FIRE & CASUALTY COMPANY, CEDAR RAPIDS, IA UNITED FIRE & INDEMNITY COMPANY, WEBSTER, TX FINANCIAL PACIFIC INSURANCE COMPANY, ROCKLIN, CA CERTIFIED COPY OF POWER OF ATTORNEY

(original on file at Home Office of Company – See Certification)

Inquiries: Surety Department 118 Second Ave SE Cedar Rapids, IA 52401

KNOW ALL PERSONS BY THESE PRESENTS, That United Fire & Casualty Company, a corporation duly organized and existing under the laws of the State of Iowa; United Fire & Indemnity Company, a corporation duly organized and existing under the laws of the State of Texas; and Financial Pacific Insurance Company, a corporation duly organized and existing under the laws of the State of California (herein collectively called the Companies), and having their corporate headquarters in Cedar Rapids, State of Iowa, does make, constitute and appoint

MARILYN HENTGES, KATIE RANDOLPH, KELLY PRESTON, JANE THOMPSON, BARB MICHAELS, LINDA JACKSON, ALAN STARKS, JEFFREY SETTEM. MELISSA NORDIN, NAME ALEMDAR. TYLER GERADS. EACH INDIVIDUALLY

their true and lawful Attorney(s)-in-Fact with power and authority hereby conferred to sign, seal and execute in its behalf all lawful bonds, undertakings and other obligatory instruments of similar nature provided that no single obligation shall exceed \$100,000,000 and to bind the Companies thereby as fully and to the same extent as if such instruments were signed by the duly authorized officers of the Companies and all of the acts of said Attorney, pursuant to the authority hereby given and hereby ratified and confirmed.

The Authority hereby granted shall expire the 1st day of March, 2023 unless sooner revoked Company, United Fire & Indemnity Company, and Financial Pacific Insurance Company.

by United Fire & Casualty

This Power of Attorney is made and executed pursuant to and by authority of the following bylaw duly adopted on May 15, 2013, by the Boards of Directors of United Fire & Casualty Company, United Fire & Indemnity Company, and Financial Pacific Insurance Company.

"Article VI - Surety Bonds and Undertakings"

Section 2, Appointment of Attorney-in-Fact. "The President or any Vice President, or any other officer of the Companies may, from time to time, appoint by written certificates attorneys-in-fact to act in behalf of the Companies in the execution of policies of insurance, bonds, undertakings and other obligatory instruments of like nature. The signature of any officer authorized hereby, and the Corporate seal, may be affixed by facsimile to any power of attorney or special power of attorney or certification of either authorized hereby; such signature and seal, when so used, being adopted by the Companies as the original signature of such officer and the original seal of the Companies, to be valid and binding upon the Companies with the same force and effect as though manually affixed. Such attorneys-in-fact, subject to the limitations set of forth in their respective certificates of authority shall have full power to bind the Companies by their signature and execution of any such instruments and to attach the seal the Companies thereto. The President or any Vice President, the Board of Directors or any other officer of the Companies may at any time revoke all power and authority previously given to any attorney-in-fact.







IN WITNESS WHEREOF, the COMPANIES have each caused these presents to be signed by its vice president and its corporate seal to be hereto affixed this 1st day of March, 2021

UNITED FIRE & CASUALTY COMPANY UNITED FIRE & INDEMNITY COMPANY FINANCIAL PACIFIC INSURANCE COMPANY

Ву:

Tries Decision

State of Iowa, County of Linn, ss:

On 1st day of March, 2021, before me personally came Dennis J. Richmann to me known, who being by me duly swom, did depose and say; that he resides in Cedar Rapids, State of Iowa; that he is a Vice President of United Fire & Casualty Company, a Vice President of United Fire & Indemnity Company, and a Vice President of Financial Pacific Insurance Company the corporations described in and which executed the above instrument; that he knows the seal of said corporations; that the seal affixed to the said instrument is such corporate seal; that it was so affixed pursuant to authority given by the Board of Directors of said corporations and that he signed his name thereto pursuant to like authority, and acknowledges same to be the act and deed of said corporations.



Patti Waddell Iowa Notarial Seal Commission number 713274 My Commission Expires 10/26/2022 atti Wassell Notary Public

My commission expires: 10/26/2022

I, Mary A. Bertsch, Assistant Secretary of United Fire & Casualty Company and Assistant Secretary of United Fire & Indemnity Company, and Assistant Secretary of Financial Pacific Insurance Company, do hereby certify that I have compared the foregoing copy of the Power of Attorney and affidavit, and the copy of the Section of the bylaws and resolutions of said Corporations as set forth in said Power of Attorney, with the ORIGINALS ON FILE IN THE HOME OFFICE OF SAID CORPORATIONS, and that the same are correct transcripts thereof, and of the whole of the said originals, and that the said Power of Attorney has not been revoked and is now in full force and effect.

In testimony whereof I have hereunto subscribed my name and affixed the corporate seal of the said Corporations

this 16th day of DECEMBER

\_\_, 20<u>21</u>\_\_.







By: May A Bortsch
Assistant Secretary,

UF&C & UF&I & FPIC

#### **BID FORM**

RICHFIELD MAINTENANCE BUILDING - 2022 REMODELING BID PROPOSAL FOR: 300 WEST 72nd STREET RICHFIELD, MINNESOTA INDEPENDENT SCHOOL DISTRICT #280 BID TO: DISTRICT OFFICE BOARDROOM 7001 HARRIET AVENUE SOUTH RICHFIELD, MINNESOTA 55423 **AVM Construction LLC** BID FROM: We have examined the Contract Documents for the proposed Richfield Maintenance Building - 2022 Remodeling as prepared by Wold Architects and Engineers, St. Paul, Minnesota, and the conditions affecting the work. In accordance therewith the undersigned proposes to furnish all labor and materials for Construction as set forth in the Contract Documents, including Addenda Nos. 1 issued thereto. Accompanying this proposal is a Bid Security for all work, required to be furnished by Contract Documents, the same being subject to forfeiture in the event of default by the undersigned. I agree to complete the Project, provided a contract is executed within 30 calendar days, by May 25, 2021. 2. I understand the Owner reserves the right to reject any or all bids, and it is agreed that this bid may not be 3. withdrawn for a period of thirty (30) days from the opening thereof. Base Bid The Bidder agrees to perform all work including General, Mechanical and Electrical Construction for the Base Bid Sum of: thursey two hunder Dollars & B. Alternates The Bidder agrees to add to or deduct from the Base Bid Sum the following amounts to perform the alternate work described in Section 01 23 00, including all associated costs. Alternate No. 1 Sealed Concrete at Breakroom #A110 Dollars \$ 2,800,00

#### Responsible Contractor Compliance

By signing this bid form, I am an Owner or Officer of the firm name listed on the bid form and I verify under oath that as a Prime Contractor I am in compliance with the Responsible Contractor criteria as defined in Minnesota Statute 16C.285, subd. 3.

Two thousand eight hundred

DATEDecember 16, 2021		
FIRM NAME AVM Construction LLC		
OFFICIAL ADDRESS132 Hardman Court		
South St. Paul, MN 55075		
TELEPHONE NUMBER 651 393-5519  FAX NUMBER (651)348-2161		
BY Michelle L. Biggs		
TITLE (Owner or Officer) CEO		
STATE OF Minnesota  )SS.  COUNTY OF Dakota  ANDREW B. BIGGS  Notary Public State of Minnesota My Commission Expire January 31, 2023		
Sworn to and subscribed to before me this 16th day of December, 2021.		
Notary Public, Dakota County, State of Minnesota My Commission Expires: January 31, 2023		
END OF SECTION 00 41 13		

#### MN RESPONSIBLE CONTRACTOR COMPLIANCE AFFIDAVIT

The undersigned, the Owner or Officer of		(Prime or Sub-Contract	
under oath that as a contractor I am in co	mpliance with the following minimum	criteria per Minnesota	Statute 16C.285
Subd. 3:			

#### 1. The contractor:

- i. Is in compliance with workers' compensation and unemployment insurance requirements;
- ii. Is currently registered with the Department of Revenue and the Department of Employment and Economic Development if it has employees;
- iii. Has a valid federal tax identification number or a valid Social Security number if an individual; and
- iv. Has filed a certificate of authority to transact business in Minnesota with the secretary of state if a foreign corporation or cooperative;
- 2. The contractor or related entity is in compliance with and, during the three-year period before submitting the verification, has not violated section 177.24, 177.25, 177.41 to 177.44, 181.13, 181.14, or 181.722, and has not violated United States Code, title 29, sections 201 to 219, or United States Code, title 40, sections 3141 to 3148. For purposes of this clause, a violation occurs when a contractor or related entity:
  - i. Repeatedly fails to pay statutorily required wages or penalties on one or more separate projects for a total underpayment of \$25,000 or more within the three-year period;
  - ii. Has been issued an order to comply by the commissioner of labor and industry that has become final;
  - iii. Has been issued at least two determination letters within the three-year period by the Department of Transportation finding an underpayment by the contractor or related entity to its own employees;
  - iv. Has been found by the commissioner of labor and industry to have repeatedly or willfully violated any of the sections referenced in this clause pursuant to section 177.27;
  - v. Has been issued a ruling or findings of underpayment by the administrator of the Wage and Hour Division of the United States Department of Labor that have become final or have been upheld by an administrative law judge or the Administrative Review Board; or
  - vi. Has been found liable for underpayment of wages or penalties or misrepresenting a construction worker as an independent contractor in an action brought in a court having jurisdiction.

Provided that, if the contractor or related entity contests a determination of underpayment by the Department of Transportation in a contested case proceeding, a violation does not occur until the contested case proceeding has concluded with a determination that the contractor or related entity underpaid wages or penalties;

- 3. The contractor or related entity is in compliance with and, during the three-year period before submitting the verification, has not violated chapter 326B. For purposes of this clause, a violation occurs when a contractor or related entity has been issued a final administrative or licensing order;
- 4. The contractor or related entity has not, more than twice during the three-year period before submitting the verification, had a certificate of compliance under section 363A.36 revoked or suspended based on the provisions of section 363A.36, with the revocation or suspension becoming final because it was upheld by the Office of Administrative Hearings or was not appealed to the office;
- 5. The contractor or related entity has not received a final determination assessing a monetary sanction from the Department of Administration or Transportation for failure to meet targeted group business, disadvantaged business enterprise, or veteran-owned business goals, due to a lack of good faith effort, more than once during the three-year period before submitting the verification;
- 6. The contractor or related entity is not currently suspended or debarred by the federal government or the state of Minnesota or any of its departments, commissions, agencies, or political subdivisions; and

7. All subcontractors that the contractor intends to use to perform project work have verified to the contractor through a signed statement under oath by an owner or officer that they meet the minimum criteria listed in clauses 1 to 6.

Any violations, suspensions, revocations, or sanctions, as defined in clauses (2) to (5), occurring prior to July 1, 2014, shall not be considered in determining whether a contractor or related entity meets the minimum criteria.

CONTRACTOR OR SUBCONTRACTOR

AVM Construction LLC

By: Michelle L. Biggs

Its: CEO

STATE OF Minnesota

)SS.

COUNTY OF \_\_Dakota\_\_

Auto Bargo

ANDREW B. BIGGS
Notary Public
State of Minnesota
My Commission Expires
January 31, 2023

Sworn to and subscribed to before me this 16th day of December, 2021

Notary Public, Dakota

County, State of Minnesota

My Commission Expires: January 31, 2023

END OF SECTION 00 41 15



### **Contractor Compliance Statement**

## AFFIRMATIVE ACTION AND EQUAL PAY COMPLIANCE CERTIFICATIONS FOR THE STATE OF MINNESOTA – MINNESOTA DEPARTMENT OF HUMAN RIGHTS

As CEO of AVM Construction LLC, I formally affirm that this Company has not employed more than 40 full-time employees within Minnesota (primary place of business) on a single working day during the previous 12 months.

#### **CONTRACTOR'S AFFIDAVIT**

By signing this document, I certify that I am an owner of the company, and I swear under oath that to the best of my knowledge, information and belief that the above statement is to be true.

Authorized Signature of Owner:  Michelle L. Biggs	Date:December 16, 2021
STATE OF Minnesota ) ss COUNTY OF Dakota )	
On this 16th day of December , 2021, to me personally known, who being by me duly of AVM Construction LLC , all corporation by authority of its Board of Directors aid instrument to be the free act and deed of ANDREW B. BIGGS  Notary Public State of Minnesota My Commission Expires January 31, 2023	y sworn, did say that he/she is theCEO

#### Bid Bond

CONTRACTOR:

(Name, legal status and address) **AVM Construction LLC** 

132 Hardman Court

South Saint Paul, MN 55075 OWNER:

(Name, legal status and address)
Independent School District No. 280, Richfield Public Schools

7001 Harriet Avenue S. Richfield, MN 55423 BOND AMOUNT:

Five Percent (5%) of Total Amount Bid

(Name, location or address, and Project number, if any)
Richfield Maintenance Building - 2022 Remodeling

SURETY:

(Name, legal status and principal place of business)

Fidelity and Deposit Company of Maryland

1299 Zurich Way, 5th Floor Schaumburg, IL 60196-1056

This document has important legal consequences. Consultation with an attorney is encouraged with respect to its completion or modification.

Any singular reference to Contractor, Surety, Owner or other party shall be considered plural where applicable.

The Contractor and Surety are bound to the Owner in the amount set forth above, for the payment of which the Contractor and Surety bind themselves, their heirs, executors, administrators, successors and assigns, jointly and severally, as provided herein. The conditions of this Bond are such that if the Owner accepts the bid of the Contractor within the time specified in the bid documents, or within such time period as may be agreed to by the Owner and Contractor, and the Contractor either (1) enters into a contract with the Owner in accordance with the terms of such bid, and gives such bond or bonds as may be specified in the bidding or Contract Documents, with a surety admitted in the jurisdiction of the Project and otherwise acceptable to the Owner, for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof; or (2) pays to the Owner the difference, not to exceed the amount of this Bond, between the amount specified in said bid and such larger amount for which the Owner may in good faith contract with another party to perform the work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect. The Surety hereby waives any notice of an agreement between the Owner and Contractor to extend the time in which the Owner may accept the bid. Waiver of notice by the Surety shall not apply to any extension exceeding sixty (60) days in the aggregate beyond the time for acceptance of bids specified in the bid documents, and the Owner and Contractor shall obtain the Surety's consent for an extension beyond sixty (60) days.

If this Bond is issued in connection with a subcontractor's bid to a Contractor, the term Contractor in this Bond shall be deemed to be Subcontractor and the term Owner shall be deemed to be Contractor.

When this Bond has been furnished to comply with a statutory or other legal requirement in the location of the Project, any provision in this Bond conflicting with said statutory or legal requirement shall be deemed deleted herefrom and provisions conforming to such statutory or other legal requirement shall be deemed incorporated herein. When so furnished, the intent is that this Bond shall be construed as a statutory bond and not as a common law bond.

Signed and sealed this

16th

day of December, 2021.

**AVM Construction LLC** (Principal)

(Title) Michelle L. Biggs, CEC

Fidelity and Deposit Company of Maryland

(Surety)

(Title) R.C. Bowman, Attorney-in-Fact



By arrangement with the American Institute of Architects, the National Association of Surety Bond Producers (NASBP) (www.nasbp.org) makes this form document available to its members, affiliates, and associates in Microsoft Word format for use in the regular course of surety business. NASBP vouches that the original text of this document conforms exactly to the text in AIA Document A310-2010, Bid Bond.

(Seal)

(Seal)

# LIMITED LIABILITY COMPANY ACKNOWLEDGMENT

State of Minnesota )	
County of DAXOTA ) ss	
ANDREW B. BIGGS Notary Public State of Minnesota	say that (s)he is the <u>CEO</u> of which executed the foregoing instrument, and that (s)he
SURETY	ACKNOWLEDGMENT
State of Wisconsin )	
County of Dane ) ss	
On this <u>16th</u> day of <u>December</u> to me personally know, who being by me duly sw Fidelity and Deposit Company of Maryland	
	ate seal of said corporation and that said instrument was
executed in behalf of said corporation by authori	ty of its Board of Directors; and that said
R.C. Bowman acknowledged sa	aid instrument to be the free act and deed of said corporation.
	Notary Public Dane County, Wisconsin My commission expires 9/19/2022

¢ 3



# ZURICH AMERICAN INSURANCE COMPANY COLONIAL AMERICAN CASUALTY AND SURETY COMPANY FIDELITY AND DEPOSIT COMPANY OF MARYLAND POWER OF ATTORNEY

KNOW ALL MEN BY THESE PRESENTS: That the ZURICH AMERICAN INSURANCE COMPANY, a corporation of the State of New York, the COLONIAL AMERICAN CASUALTY AND SURETY COMPANY, a corporation of the State of Illinois, and the FIDELITY AND DEPOSIT COMPANY OF MARYLAND a corporation of the State of Illinois (herein collectively called the "Companies"), by Robert D. Murray, Vice President, in pursuance of authority granted by Article V, Section 8, of the By-Laws of said Companies, which are set forth on the reverse side hereof and are hereby certified to be in full force and effect on the date hereof, do hereby nominate, constitute, and appoint R. W. FRANK, Brian J. OESTREICH, Melinda C. BLODGETT, Nathan WEAVER, Joshua R. LOFTIS, R.C. BOWMAN, Ted JORGENSEN, Nicole STILLINGS and C. WHITE, of Minneapolis, Minnesota, its true and lawful agent and Attorney-in-Fact, to make, execute, seal and deliver, for, and on its behalf as surety, and as its act and deed: any and all bonds and undertakings, and the execution of such bonds or undertakings in pursuance of these presents, shall be as binding upon said Companies, as fully and amply, to all intents and purposes, as if they had been duly executed and acknowledged by the regularly elected officers of the ZURICH AMERICAN INSURANCE COMPANY at its office in New York, New York., the regularly elected officers of the FIDELITY AND DEPOSIT COMPANY OF MARYLAND at its office in Owings Mills, Maryland., in their own proper persons.

The said Vice President does hereby certify that the extract set forth on the reverse side hereof is a true copy of Article V, Section 8, of the By-Laws of said Companies, and is now in force.

IN WITNESS WHEREOF, the said Vice-President has hereunto subscribed his/her names and affixed the Corporate Seals of the said ZURICH AMERICAN INSURANCE COMPANY, COLONIAL AMERICAN CASUALTY AND SURETY COMPANY, and FIDELITY AND DEPOSIT COMPANY OF MARYLAND, this 18th day of November, A.D. 2021.

EALT SEALT S

ATTEST:

ZURICH AMERICAN INSURANCE COMPANY COLONIAL AMERICAN CASUALTY AND SURETY COMPANY FIDELITY AND DEPOSIT COMPANY OF MARYLAND

By: Robert D. Murray Vice President

By: Dawn E. Brown Secretary

State of Maryland County of Baltimore

On this 18th day of November, A.D. 2021, before the subscriber, a Notary Public of the State of Maryland, duly commissioned and qualified, Robert D. Murray, Vice President and Dawn E. Brown, Secretary of the Companies, to me personally known to be the individuals and officers described in and who executed the preceding instrument, and acknowledged the execution of same, and being by me duly sworn, deposeth and saith, that he/she is the said officer of the Company aforesaid, and that the seals affixed to the preceding instrument are the Corporate Seals of said Companies, and that the said Corporate Seals and the signature as such officer were duly affixed and subscribed to the said instrument by the authority and direction of the said Corporations.

IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed my Official Seal the day and year first above written.

and and a second

Constance A. Dunn, Notary Public My Commission Expires: July 9, 2023

onstance a. Dum

#### **EXTRACT FROM BY-LAWS OF THE COMPANIES**

"Article V, Section 8, Attorneys-in-Fact. The Chief Executive Officer, the President, or any Executive Vice President or Vice President may, by written instrument under the attested corporate seal, appoint attorneys-in-fact with authority to execute bonds, policies, recognizances, stipulations, undertakings, or other like instruments on behalf of the Company, and may authorize any officer or any such attorney-in-fact to affix the corporate seal thereto; and may with or without cause modify of revoke any such appointment or authority at any time."

#### CERTIFICATE

I, the undersigned, Vice President of the ZURICH AMERICAN INSURANCE COMPANY, the COLONIAL AMERICAN CASUALTY AND SURETY COMPANY, and the FIDELITY AND DEPOSIT COMPANY OF MARYLAND, do hereby certify that the foregoing Power of Attorney is still in full force and effect on the date of this certificate; and I do further certify that Article V, Section 8, of the By-Laws of the Companies is still in force.

This Power of Attorney and Certificate may be signed by facsimile under and by authority of the following resolution of the Board of Directors of the ZURICH AMERICAN INSURANCE COMPANY at a meeting duly called and held on the 15th day of December 1998.

RESOLVED: "That the signature of the President or a Vice President and the attesting signature of a Secretary or an Assistant Secretary and the Seal of the Company may be affixed by facsimile on any Power of Attorney...Any such Power or any certificate thereof bearing such facsimile signature and seal shall be valid and binding on the Company."

This Power of Attorney and Certificate may be signed by facsimile under and by authority of the following resolution of the Board of Directors of the COLONIAL AMERICAN CASUALTY AND SURETY COMPANY at a meeting duly called and held on the 5th day of May, 1994, and the following resolution of the Board of Directors of the FIDELITY AND DEPOSIT COMPANY OF MARYLAND at a meeting duly called and held on the 10th day of May, 1990.

RESOLVED: "That the facsimile or mechanically reproduced seal of the company and facsimile or mechanically reproduced signature of any Vice-President, Secretary, or Assistant Secretary of the Company, whether made heretofore or hereafter, wherever appearing upon a certified copy of any power of attorney issued by the Company, shall be valid and binding upon the Company with the same force and effect as though manually affixed.







By:

Mary Jean Pethick Vice President

TO REPORT A CLAIM WITH REGARD TO A SURETY BOND, PLEASE SUBMIT A COMPLETE DESCRIPTION OF THE CLAIM INCLUDING THE PRINCIPAL ON THE BOND, THE BOND NUMBER, AND YOUR CONTACT INFORMATION TO:

Zurich Surety Claims 1299 Zurich Way Schaumburg, IL 60196-1056 www.reportsfclaims@zurichna.com 800-626-4577

#### **BID FORM**

RICHFIELD MAINTENANCE BUILDING - 2022 REMODELING

	300 WEST 72 <sup>nd</sup> STREET RICHFIELD, MINNESOTA
ВІГ	D TO: INDEPENDENT SCHOOL DISTRICT #280 DISTRICT OFFICE BOARDROOM 7001 HARRIET AVENUE SOUTH RICHFIELD, MINNESOTA 55423
BIL	FROM: Ebert, Inc. dba: Ebert Construction
	have examined the Contract Documents for the proposed Richfield Maintenance Building – 2022 Remodeling a pared by Wold Architects and Engineers, St. Paul, Minnesota, and the conditions affecting the work.
	accordance therewith the undersigned proposes to furnish all labor and materials for Construction as set forth in the atract Documents, including Addenda Nos1 issued thereto.
1.	Accompanying this proposal is a Bid Security for all work, required to be furnished by Contract Documents, th same being subject to forfeiture in the event of default by the undersigned.
2.	I agree to complete the Project, provided a contract is executed within 30 calendar days, by May 25, 2021.
3.	I understand the Owner reserves the right to reject any or all bids, and it is agreed that this bid may not b withdrawn for a period of thirty (30) days from the opening thereof.
	D D'1
A.	Base Bid
	1. The Bidder agrees to perform all work including General, Mechanical and Electrical Construction for th Base Bid Sum of:
	Thinese hundred thirty sony thousand Dollars & 347,200
В.	Alternates 400 kindud
	<ol> <li>The Bidder agrees to add to or deduct from the Base Bid Sum the following amounts to perform the alternate work described in Section 01 23 00, including all associated costs.</li> </ol>
	a. Alternate No. 1 Sealed Concrete at Breakroom #A110
	Add/Deduct Seven Mondred Dollars \$ 700.00
C.	Responsible Contractor Compliance

Minnesota Statute 16C.285, subd. 3.

**BID PROPOSAL FOR:** 

1. By signing this bid form, I am an Owner or Officer of the firm name listed on the bid form and I verify under oath that as a Prime Contractor I am in compliance with the Responsible Contractor criteria as defined in

DATE12/16/2021
FIRM NAMEEbert, Inc. dba: Ebert Construction
OFFICIAL ADDRESS 23350 County Road 10
Corcoran, MN 55357
TELEPHONE NUMBER (763) 498-7844
FAX NUMBER (763) 498-9951
TITLE (Owner or Officer) Vice President/Secretary
Consider the De total
STATE OF Minnesota ) SS.  COUNTY OF Hennepin  BRENDA MARIE SCHULTZ NOTARY PUBLIC MINNESOTA My Commission Expires Jan. 31. 2026
Sworn to and subscribed to before me this 16th day of <u>Dec.</u> , 20 21.
Notary Public, Hennepin County, State of Minnesota My Commission Expires:   1   3   20 2 (e )

END OF SECTION 00 41 13

#### MN RESPONSIBLE CONTRACTOR COMPLIANCE AFFIDAVIT

The undersigned, the Owner or Officer of <u>Ebert, Inc. dba: Ebert Construction</u> (Prime or Sub-Contractor Name) verify under oath that as a contractor I am in compliance with the following minimum criteria per Minnesota Statute 16C.285 Subd. 3:

#### 1. The contractor:

- i. Is in compliance with workers' compensation and unemployment insurance requirements;
- ii. Is currently registered with the Department of Revenue and the Department of Employment and Economic Development if it has employees;
- iii. Has a valid federal tax identification number or a valid Social Security number if an individual; and
- iv. Has filed a certificate of authority to transact business in Minnesota with the secretary of state if a foreign corporation or cooperative;
- 2. The contractor or related entity is in compliance with and, during the three-year period before submitting the verification, has not violated section 177.24, 177.25, 177.41 to 177.44, 181.13, 181.14, or 181.722, and has not violated United States Code, title 29, sections 201 to 219, or United States Code, title 40, sections 3141 to 3148. For purposes of this clause, a violation occurs when a contractor or related entity:
  - i. Repeatedly fails to pay statutorily required wages or penalties on one or more separate projects for a total underpayment of \$25,000 or more within the three-year period;
  - ii. Has been issued an order to comply by the commissioner of labor and industry that has become final;
  - iii. Has been issued at least two determination letters within the three-year period by the Department of Transportation finding an underpayment by the contractor or related entity to its own employees;
  - iv. Has been found by the commissioner of labor and industry to have repeatedly or willfully violated any of the sections referenced in this clause pursuant to section 177.27;
  - v. Has been issued a ruling or findings of underpayment by the administrator of the Wage and Hour Division of the United States Department of Labor that have become final or have been upheld by an administrative law judge or the Administrative Review Board; or
  - vi. Has been found liable for underpayment of wages or penalties or misrepresenting a construction worker as an independent contractor in an action brought in a court having jurisdiction.

Provided that, if the contractor or related entity contests a determination of underpayment by the Department of Transportation in a contested case proceeding, a violation does not occur until the contested case proceeding has concluded with a determination that the contractor or related entity underpaid wages or penalties;

- 3. The contractor or related entity is in compliance with and, during the three-year period before submitting the verification, has not violated chapter 326B. For purposes of this clause, a violation occurs when a contractor or related entity has been issued a final administrative or licensing order;
- 4. The contractor or related entity has not, more than twice during the three-year period before submitting the verification, had a certificate of compliance under section 363A.36 revoked or suspended based on the provisions of section 363A.36, with the revocation or suspension becoming final because it was upheld by the Office of Administrative Hearings or was not appealed to the office;
- 5. The contractor or related entity has not received a final determination assessing a monetary sanction from the Department of Administration or Transportation for failure to meet targeted group business, disadvantaged business enterprise, or veteran-owned business goals, due to a lack of good faith effort, more than once during the three-year period before submitting the verification;
- 6. The contractor or related entity is not currently suspended or debarred by the federal government or the state of Minnesota or any of its departments, commissions, agencies, or political subdivisions; and

7. All subcontractors that the contractor intends to use to perform project work have verified to the contractor through a signed statement under oath by an owner or officer that they meet the minimum criteria listed in clauses 1 to 6.

Any violations, suspensions, revocations, or sanctions, as defined in clauses (2) to (5), occurring prior to July 1, 2014, shall not be considered in determining whether a contractor or related entity meets the minimum criteria.

CONTRACTOR OR SUBCONTRACTOR

Ebert, Inc. dba: Ebert Construction

By: \_\_\_\_\_ Markus R. Ebe

Its: Vice President/Secretary

STATE OF Minnesota
)SS.
COUNTY OF Hennepin

BRENDA MARIE SCHULTZ NOTARY PUBLIC MINNESOTA My Commission Expires Jan. 1, 2026

Sworn to and subscribed to before me this 16th day of December, 20 21.

Notary Public, \_\_\_\_ Hennepin \_\_\_ County, State of \_\_\_\_ Minnesota \_\_\_\_ My Commission Expires: \_\_\_\_ \( \frac{1}{31} \) \( \frac{30210}{30210} \)

**END OF SECTION 00 41 15** 



Merchants Bonding Company (Mutual) P.O. Box 14498, Des Moines, Iowa 50306-3498 Phone: (800) 678-8171 Fax: (515) 243-3854

### **Bid Bond**

#### CONTRACTOR:

(Name, legal status and address)

Ebert, Inc. dba Ebert Construction 23350 County Road 10 Corcoran, MN 55357

#### OWNER:

(Name, legal status and address)

Independent School District No. 280 7001 Harriet Ave. S Richfield, MN 55423

**BOND AMOUNT: Five Percent (5%) of the Amount Bid** 

#### PROJECT:

(Name, location or address, and Project number, if any)
Richfield Maintenance Building - 2022 Remodeling

#### SURETY:

(Name, legal status and principal place of business)

Merchants Bonding Company (Mutual)

A Corporation 6700 Westown Parkway, West Des Moines, IA 50266

This document has important legal consequences. Consultation with an attorney is encouraged with respect to its completion or modification.

Any singular reference to Contractor, Surety, Owner or other party shall be considered plural where applicable.

The Contractor and Surety are bound to the Owner in the amount set forth above, for the payment of which the Contractor and Surety bind themselves, their heirs, executors, administrators, successors and assigns, jointly and severally, as provided herein. The conditions of this Bond are such that if the Owner accepts the bid of the Contractor within the time specified in the bid documents, or within such time period as may be agreed to by the Owner and Contractor, and the Contractor either (1) enters into a contract with the Owner in accordance with the terms of such bid, and gives such bond or bonds as may be specified in the bidding or Contract Documents, with a surety admitted in the jurisdiction of the Project and otherwise acceptable to the Owner, for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof; or (2) pays to the Owner the difference, not to exceed the amount of this Bond, between the amount specified in said bid and such larger amount for which the Owner may in good faith contract with another party to perform the work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect. The Surety hereby waives any notice of an agreement between the Owner and Contractor to extend the time in which the Owner may accept the bid. Waiver of notice by the Surety shall not apply to any extension exceeding sixty (60) days in the aggregate beyond the time for acceptance of bids specified in the bid documents, and the Owner and Contractor shall obtain the Surety's consent for an extension beyond sixty (60) days.

If this Bond is issued in connection with a subcontractor's bid to a Contractor, the term Contractor in this Bond shall be deemed to be Subcontractor and the term Owner shall be deemed to be Contractor.

When this Bond has been furnished to comply with a statutory or other legal requirement in the location of the Project, any provision in this Bond conflicting with said statutory or legal requirement shall be deemed deleted herefrom and provisions conforming to such statutory or other legal requirement shall be deemed incorporated herein. When so furnished, the intent is that this Bond shall be construed as a statutory bond and not as a common law bond.

Signed and sealed this 10th

day of December

2021

(Principal) (Seal)

(Witness) Markus Ross Ebert Vice President & Secretary (Title)

(Surety)

Merchants Bonding Company (Mutual)

I sala KIII

Attorney-In-Fact

(11 1111033)

(Title) Karla Deutsch Hunt

Printed in cooperation with American Institute of Architects (AIA). The language in this

CON 0657 (2/15)

document conforms exactly to the language used in AIA Document A310-Bid Bond-2010

## **ACKNOWLEDGMENT OF INDIVIDUAL**

State of		ACKNOWLEDGMENT OF PRINCIPAL
State of	) ss. )	
On this	day of hefore me	nersonally appeared
known to me to be the purposes therein cont		personally appeared, form, who acknowledged that this bond was executed for the
Notary Seal		Notary Public
	ACKNOWLEDGMENT OF	PARTNERSHIP
State of County of	) ) ss. )	ACKNOWLEDGMENT OF PRINCIPAL
On this known to me to be a p was executed on beha	day of, , before me partner in the partnership whose name is subscribed alf of the partnership for the purposes therein contains	personally appeared, d on this bond form, who acknowledged to me that the bond ned.
Notary Seal		Notary Public
	ACKNOWLEDGMENT OF	
State of Minnesota	) ) ss.	ACKNOWLEDGMENT OF PRINCIPAL
County of Hennepin	)	
the Vice President of a	a corporation whose name is subscribed on this bor the bond for the purposes therein contained.	ed <u>Markus Ross Ebert</u> , who acknowledged that he or she is nd form, and that, as a corporate officer, he or she is
Notary Seal	BRENDA MARIE SCHULTZ  NOTARY PUBLIC  MINNESOTA  My Commission Expires Jan. 31, 2026	Bresser M Schutter Notary Public
	ACKNOWLEDGMENT	OF SURETY
State of Minnesota	}	ACKNOWLEDGMENT OF SURETY
County of Hennepin	) ss. )	
On this the day of the attorney in fact wh	o is authorized on behalf of Merchants Bonding Con	Karla Deutsch Hunt , who acknowledged that he or she is npany , corporation, on the behalf of the corporation.
Notary Seal	DIANE M. CHAMBERS  NOTARY PUBLIC - MINNESOTA  My Commission Expires Jan. 31, 2026	Notary Public



Know All Persons By These Presents, that MERCHANTS BONDING COMPANY (MUTUAL) and MERCHANTS NATIONAL BONDING, INC., both being corporations of the State of Iowa (herein collectively called the "Companies") do hereby make, constitute and appoint, individually,

Aileen Geving; Christine Scott; Christopher James; Dee Ann Briegel; Emily Tschimperle; Gregg K Boomgard; James Erickson; Janet L Roth; John C Klein; Karla Deutsch Hunt; Kim Neary; Kristin B Schiferl; Kristin M Bakos; Larry Sumbs; Megan Nicole Scott; Rita Carlson; Stephen M Klein; Tracy Chehoski; Wendy M Schmid

their true and lawful Attorney(s)-in-Fact, to sign its name as surety(ies) and to execute, seal and acknowledge any and all bonds, undertakings, contracts and other written instruments in the nature thereof, on behalf of the Companies in their business of guaranteeing the fidelity of persons, guaranteeing the performance of contracts and executing or guaranteeing bonds and undertakings required or permitted in any actions or proceedings allowed by law.

This Power-of-Attorney is granted and is signed and sealed by facsimile under and by authority of the following By-Laws adopted by the Board of Directors of Merchants Bonding Company (Mutual) on April 23, 2011 and amended August 14, 2015 and adopted by the Board of Directors of Merchants National Bonding, Inc., on October 16, 2015.

"The President, Secretary, Treasurer, or any Assistant Treasurer or any Assistant Secretary or any Vice President shall have power and authority to appoint Attorneys-in-Fact, and to authorize them to execute on behalf of the Company, and attach the seal of the Company thereto, bonds and undertakings, recognizances, contracts of indemnity and other writings obligatory in the nature thereof."

"The signature of any authorized officer and the seal of the Company may be affixed by facsimile or electronic transmission to any Power of Attorney or Certification thereof authorizing the execution and delivery of any bond, undertaking, recognizance, or other suretyship obligations of the Company, and such signature and seal when so used shall have the same force and effect as though manually fixed."

In connection with obligations in favor of the Florida Department of Transportation only, it is agreed that the power and aut hority hereby given to the Attorney-in-Fact includes any and all consents for the release of retained percentages and/or final estimates on engineering and construction contracts required by the State of Florida Department of Transportation. It is fully understood that consenting to the State of Florida Department of Transportation making payment of the final estimate to the Contractor and/or its assignee, shall not relieve this surety company of any of its obligations under its bond.

In connection with obligations in favor of the Kentucky Department of Highways only, it is agreed that the power and authority hereby given to the Attorney-in-Fact cannot be modified or revoked unless prior written personal notice of such intent has been given to the Commissioner-Department of Highways of the Commonwealth of Kentucky at least thirty (30) days prior to the modification or revocation.

In Witness Whereof, the Companies have caused this instrument to be signed and sealed this 18th day of

f February

, 2020

MERCHANTS BONDING COMPANY (MUTUAL)
MERCHANTS NATIONAL BONDING, INC.

President

STATE OF IOWA COUNTY OF DALLAS ss.

On this 18th day of February 2020 , before me appeared Larry Taylor, to me personally known, who being by me duly sworn did say that he is President of MERCHANTS BONDING COMPANY (MUTUAL) and MERCHANTS NATIONAL BONDING, INC.; and that the seals affixed to the foregoing instrument are the Corporate Seals of the Companies; and that the said instrument was signed and sealed in behalf of the Companies by authority of their respective Boards of Directors.



### **POLLY MASON**

Commission Number 750576 My Commission Expires January 07, 2023 tolly mason

Notary Public

(Expiration of notary's commission does not invalidate this instrument)

I, William Warner, Jr., Secretary of MERCHANTS BONDING COMPANY (MUTUAL) and MERCHANTS NATIONAL BONDING, INC., do hereby certify that the above and foregoing is a true and correct copy of the POWER-OF-ATTORNEY executed by said Companies, which is still in full force and effect and has not been amended or revoked.

In Witness Whereof, I have hereunto set my hand and affixed the seal of the Companies on this 10th day of December

, 2021 .

TIONAL STATE OF THE PROPERTY O

Secretary

William Harner Jr.

POA 0018 (1/20)

# WORKFORCE CERTIFICATE OF COMPLIANCE

The Commissioner of the Minnesota Department of Human Rights by the signature below attests that **EBERT CONSTRUCTION, INC.** is hereby certified as a contractor under the Minnesota Human Rights Act, §363A.

Certificate start date: 4/27/2018
Certificate expiration date: 4/26/2022

**Minnesota Department of Human Rights** 

FOR THE DEPARTMENT BY:

Kevin M. Lindsey, Commissioner



# EQUAL PAY CERTIFICATE OF COMPLIANCE

The Commissioner of the Minnesota Department of Human Rights by the signature below attests that EBERT CONSTRUCTION, INC. is hereby certified as a contractor under the Minnesota Human Rights Act, §363A.44.

Certificate start date: August 7, 2018

Certificate expiration date: August 6, 2022

Minnesota Department of Human Rights

FOR THE DEPARTMENT BY:

Kevin M. Lindsey, Commissioner

#### MN RESPONSIBLE CONTRACTOR COMPLIANCE AFFIDAVIT

The undersigned, the Owner or Officer of Rochon Corporation (Prime or Sub-Contractor Name) verify under oath that as a contractor I am in compliance with the following minimum criteria per Minnesota Statute 16C.285 Subd. 3:

#### 1. The contractor:

- i. Is in compliance with workers' compensation and unemployment insurance requirements;
- ii. Is currently registered with the Department of Revenue and the Department of Employment and Economic Development if it has employees;
- iii. Has a valid federal tax identification number or a valid Social Security number if an individual; and
- iv. Has filed a certificate of authority to transact business in Minnesota with the secretary of state if a foreign corporation or cooperative;
- 2. The contractor or related entity is in compliance with and, during the three-year period before submitting the verification, has not violated section 177.24, 177.25, 177.41 to 177.44, 181.13, 181.14, or 181.722, and has not violated United States Code, title 29, sections 201 to 219, or United States Code, title 40, sections 3141 to 3148. For purposes of this clause, a violation occurs when a contractor or related entity:
  - i. Repeatedly fails to pay statutorily required wages or penalties on one or more separate projects for a total underpayment of \$25,000 or more within the three-year period;
  - ii. Has been issued an order to comply by the commissioner of labor and industry that has become final;
  - iii. Has been issued at least two determination letters within the three-year period by the Department of Transportation finding an underpayment by the contractor or related entity to its own employees;
  - iv. Has been found by the commissioner of labor and industry to have repeatedly or willfully violated any of the sections referenced in this clause pursuant to section 177.27;
  - v. Has been issued a ruling or findings of underpayment by the administrator of the Wage and Hour Division of the United States Department of Labor that have become final or have been upheld by an administrative law judge or the Administrative Review Board; or
  - vi. Has been found liable for underpayment of wages or penalties or misrepresenting a construction worker as an independent contractor in an action brought in a court having jurisdiction.

Provided that, if the contractor or related entity contests a determination of underpayment by the Department of Transportation in a contested case proceeding, a violation does not occur until the contested case proceeding has concluded with a determination that the contractor or related entity underpaid wages or penalties;

- 3. The contractor or related entity is in compliance with and, during the three-year period before submitting the verification, has not violated chapter 326B. For purposes of this clause, a violation occurs when a contractor or related entity has been issued a final administrative or licensing order;
- 4. The contractor or related entity has not, more than twice during the three-year period before submitting the verification, had a certificate of compliance under section 363A.36 revoked or suspended based on the provisions of section 363A.36, with the revocation or suspension becoming final because it was upheld by the Office of Administrative Hearings or was not appealed to the office;
- 5. The contractor or related entity has not received a final determination assessing a monetary sanction from the Department of Administration or Transportation for failure to meet targeted group business, disadvantaged business enterprise, or veteran-owned business goals, due to a lack of good faith effort, more than once during the three-year period before submitting the verification;
- 6. The contractor or related entity is not currently suspended or debarred by the federal government or the state of Minnesota or any of its departments, commissions, agencies, or political subdivisions; and

7. All subcontractors that the contractor intends to use to perform project work have verified to the contractor through a signed statement under oath by an owner or officer that they meet the minimum criteria listed in clauses 1 to 6.

Any violations, suspensions, revocations, or sanctions, as defined in clauses (2) to (5), occurring prior to July 1, 2014. shall not be considered in determining whether a contractor or related entity meets the minimum criteria.

CONTRACTOR OR SUBCONTRACTOR

Rochon Corporation

STATE OF Mansota )SS.
COUNTY OF Henrepin )

Sworn to and subscribed to before me this 16th day of Occ

Notary Public, Large County, State of Moneson

My Commission Expires: Jan 31 2025

**END OF SECTION 00 41 15** 



# **Bid Bond**

KNOW ALL MEN BY THESE PRESENTS, that we (Here insert full name and address or legal title of Contractor)
Rochon Corporation
28 2nd Street NW
Osseo, MN 55369

as Principal, hereinafter called the Principal, and (Here insert full name and address or legal title of Surety)
Nationwide Mutual Insurance Company
1100 Locust St.
Des Moines, IA 50391

a corporation duly organized under the laws of the State of as Surety, hereinafter called the Surety, are held and firmly bound unto (Here insert full name and address or legal title of Owner)

ISD #280 - Richfield Public Schools
7001 Harriet Ave S.

7001 Harriet Ave S. Richfield, MN 55423

as Obligee, hereinafter called the Obligee, in the sum of Dollars (\$ 5%) of the Amount of the Bid

Dollars (\$ 5% ), for the payment

of which sum well and truly to be made, the said Principal and the said Surety, bind ourselves, our heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

WHEREAS, the Principal has submitted a bid for (Here insert full name, address and description of project)

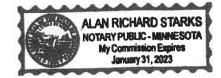
# Office area remodeling, conversion of existing shop space to meeting room/ break area, toilet room upgrades

NOW, THEREFORE, if the Obligee shall accept the bid of the Principal and the Principal shall enter into a Contract with the Obligee in accordance with the terms of such bid, and give such bond or bonds as may be specified in the bidding or Contract Documents with good and sufficient surety for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof, or in the event of the failure of the Principal to enter such Contract and give such bond or bonds, if the Principal shall pay to the Obligee the difference not to exceed the penalty hereof between the amount specified in said bid and such larger amount for which the Obligee may in good faith contract with another party to perform the Work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect.

Signed and sealed this	16th	day of December, 2021	
Mr. B		Rochon Corporation (Principal)	(Seal)
1/100 12	AND AND A SAME OF THE PARTY OF		
(Witness)		may con	9
		(Title)	
		Nationwide Mutual Insurance Col	mpany
		(Surety)	
(Witness)		Lalen	)
		(Title) Name Alemdar Attorney-in-Fact	(Seal)
		Attorney-iii-i act	

# INDIVIDUAL OR PARTNERSHIP ACKNOWLEDGMENT

STATE OF _			
COUNTY OF			SS -
On the	day of		_,, before me personally appeared
			to me
			who executed the foregoing instrument, ashe executed the same as his/her/their free act
una acca.			
(Notary Seal)			
		CORPORATE	ACKNOWLEDGMENT
STATE OF			
COUNTY OF			SS
On the 16	day of 【	December, to me known, when	before me personally appeared ho being by me duly sworn, did say that he/she is the the
seal of said co	rporation; to	hat the seal affixed board of directors o	d the foregoing instrument; that he/she knows the to said instrument is such corporate seal; that it was of said corporation; and that he/she signed his/her
(Notary Seal)			
	AC	KNOWLEDGMEN	IT OF CORPORATE SURETY
STATE OF MI	NNESOTA		
COUNTY OF I	-lennepin		SS
me known, who had affixed the seal affixed instrument was authority of its	o being dulted by the state of the forest signed and board of directions.	y sworn, did say tha Mutual insegoing instrument is d sealed in behalf o	, before me personally appeared Name Alemdar to at he/she is the aforesaid officer or attorney-in-fact of the Sware Company, a corporation; that is the corporate seal of said corporation, and that said of said corporation by the aforesaid officer, by resaid officer acknowledged said instrument to be
	6	1	
(Notary Seal)			



#### Power of Attorney

KNOW ALL MEN BY THESE PRESENTS THAT:

Nationwide Mutual Insurance Company, an Ohio corporation

hereinafter referred to severally as the "Company" and collectively as "the Companies" does hereby make, constitute and appoint:

ALAN STARKS, NAME ALEMDAR, JEFFREY SETTEM, MELISSA NORDIN, BARB A MICHAELS, DAVID M DETERDING, JEHBEH KROMA, DAWN BLAISDELL, MARILYN HENTGES

each in their individual capacity, its true and lawful attorney-in-fact, with full power and authority to sign, seal, and execute on its behalf any and all bonds and undertakings, and other obligatory instruments of similar nature, in penalties not exceeding the sum of

and to bind the Company thereby, as fully and to the same extent as if such instruments were signed by the duly authorized officers of the Company; and all acts of said Attorney pursuant to the authority given are hereby ratified and confirmed.

This power of attorney is made and executed pursuant to and by authority of the following resolution duly adopted by the board of directors of the Company:

"RESOLVED, that the president, or any vice president be, and each hereby is, authorized and empowered to appoint attorneys-in-fact of the Company, and to authorize them to execute and deliver on behalf of the Company any and all bonds, forms, applications, memorandums, undertakings, recognizances, transfers, contracts of indemnity, policies, contracts guaranteeing the fidelity of persons holding positions of public or private trust, and other writings obligatory in nature that the business of the Company may require; and to modify or revoke, with or without cause, any such appointment or authority; provided, however, that the authority granted hereby shall in no way limit the authority of other duly authorized agents to sign and countersign any of said documents on behalf of the Company."

"RESOLVED FURTHER, that such attorneys-in-fact shall have full power and authority to execute and deliver any and all such documents and to bind the Company subject to the terms and limitations of the power of attorney issued to them, and to affix the seal of the Company thereto; provided, however, that said seal shall not be necessary for the validity of any such documents."

This power of attorney is signed and sealed under and by the following bylaws duly adopted by the board of directors of the Company.

Execution of Instruments. Any vice president, any assistant secretary or any assistant treasurer shall have the power and authority to sign or attest all approved documents, instruments, contracts, or other papers in connection with the operation of the business of the company in addition to the chairman of the board, the chief executive officer, president, treasurer or secretary; provided, however, the signature of any of them may be printed, engraved, or stamped on any approved document, contract, instrument, or other papers of the Company.

IN WITNESS WHEREOF, the Company has caused this instrument to be sealed and duly attested by the signature of its officer the 27th day of February, 2019.

Antonio C. Albanese, Vice President of Nationwide Mutual Insurance Company

#### **ACKNOWLEDGMENT**

STATE OF NEW YORK, COUNTY OF NEW YORK: ss

On this 27th day of February, 2019, before me came the above-named officer for the Company aforesaid, to me personally known to be the officer described in and who executed the preceding instrument, and he acknowledged the execution of the same, and being by me duly sworn, deposes and says, that he is the officer of the Company aforesaid, that the seal affixed hereto is the corporate seal of said Company, and the said corporate seal and his signature were duly affixed and subscribed to said instrument by the authority and direction of said Company.

Suzanne C. Delio No 02056126649 Qualified in Westchester County Commission Expires September 16, 2021

My Commission Expires

day of

#### CERTIFICATE

I, Laura B. Guy, Assistant Secretary of the Company, do hereby certify that the foregoing is a full, true and correct copy of the original power of attorney issued by the Company; that the resolution included therein is a true and correct transcript from the minutes of the meetings of the boards of directors and the same has not been revoked or amended in any manner; that said Antonio C. Albanese was on the date of the execution of the foregoing power of attorney the duly elected officer of the Company, and the corporate seal and his signature as officer were duly affixed and subscribed to the said instrument by the authority of said board of directors; and the foregoing power of attorney is still in full force and effect.

IN VITNESS WHEREOF, I have hereunto subscribed my name as Assistant Secretary, and affixed the corporate seal of said Company this 16th , 2021

DECEMBER

Assistant Secretary

Laura B. Guy

#### **BID FORM**

**BID PROPOSAL FOR:** 

RICHFIELD MAINTENANCE BUILDING - 2022 REMODELING

300 WEST 72<sup>nd</sup> STREET RICHFIELD, MINNESOTA

BID TO:

INDEPENDENT SCHOOL DISTRICT #280

DISTRICT OFFICE BOARDROOM 7001 HARRIET AVENUE SOUTH RICHFIELD, MINNESOTA 55423

BID FROM: Rochon Corporation

We have examined the Contract Documents for the proposed Richfield Maintenance Building – 2022 Remodeling as prepared by Wold Architects and Engineers, St. Paul, Minnesota, and the conditions affecting the work.

In accordance therewith the undersigned proposes to furnish all labor and materials for Construction as set forth in the Contract Documents, including Addenda Nos. 1, 12/9/21 issued thereto.

- 1. Accompanying this proposal is a Bid Security for all work, required to be furnished by Contract Documents, the same being subject to forfeiture in the event of default by the undersigned.
- 2. I agree to complete the Project, provided a contract is executed within 30 calendar days, by May 25, 2021.
- 3. I understand the Owner reserves the right to reject any or all bids, and it is agreed that this bid may not be withdrawn for a period of thirty (30) days from the opening thereof.

#### A. Base Bid

1. The Bidder agrees to perform all work including General, Mechanical and Electrical Construction for the Base Bid Sum of:

Three Hundred Fourty Nine Thousand Dollars \$ 349,000.00

#### B. Alternates

- 1. The Bidder agrees to add to or deduct from the Base Bid Sum the following amounts to perform the alternate work described in Section 01 23 00, including all associated costs.
  - a. Alternate No. 1 Sealed Concrete at Breakroom #A110

Add Deduce Two Thousand Eight Hundred twith Dollars \$ 2,820.

#### C. Responsible Contractor Compliance

1. By signing this bid form, I am an Owner or Officer of the firm name listed on the bid form and I verify under oath that as a Prime Contractor I am in compliance with the Responsible Contractor criteria as defined in Minnesota Statute 16C.285, subd. 3.

DATE 12/16/2021
FIRM NAME Rochon Corporation
OFFICIAL ADDRESS 28 2nd Street NW Suite 200
Osseo, MN 55369
TELEPHONE NUMBER (763 ) 559-9393
FAX NUMBER (763 ) 559-8101
BY Jerry Braton
TITLE (Owner or Officer) CEO
STATE OF Minnesota  SSS.  COUNTY OF Lempin  Sworn to and subscribed to before me this Lutter day of Dec., 20 21.  Notary Public, Lempin  County, State of Minnesota  My Commission Expires: 31, 2025

END OF SECTION 00 41 13

#### **BID FORM**

300 WEST 72nd STREET

RICHFIELD MAINTENANCE BUILDING - 2022 REMODELING

**BID PROPOSAL FOR:** 

		RICHFIELD, MINNESOTA
BID	TO:	INDEPENDENT SCHOOL DISTRICT #280 DISTRICT OFFICE BOARDROOM 7001 HARRIET AVENUE SOUTH RICHFIELD, MINNESOTA 55423
BID	FROM:	Parkos Construction Company
We prep	have examinated by Wo	ined the Contract Documents for the proposed Richfield Maintenance Building $-2022$ Remodeling as old Architects and Engineers, St. Paul, Minnesota, and the conditions affecting the work.
In a Con	ccordance t tract Docun	herewith the undersigned proposes to furnish all labor and materials for Construction as set forth in the nents, including Addenda Nos. 1 issued thereto.
1.		lying this proposal is a Bid Security for all work, required to be furnished by Contract Documents, the g subject to forfeiture in the event of default by the undersigned.
2.	I agree to	complete the Project, provided a contract is executed within 30 calendar days, by May 25, 2021.
3.	I understa withdrawn	nd the Owner reserves the right to reject any or all bids, and it is agreed that this bid may not be for a period of thirty (30) days from the opening thereof.
A.	Base Bid	
В.	Base	Bidder agrees to perform all work including General, Mechanical and Electrical Construction for the Bid Sum of:  1882 hundred Fifty NINE thousand Dollars \$ 359,800.00  Eight hundred dollars Notice—
		Bidder agrees to add to or deduct from the Base Bid Sum the following amounts to perform the alternate described in Section 01 23 00, including all associated costs.
		Alternate No. 1 Sealed Concrete at Breakroom #A110  Deduct Dollars \$ 2,500.00
C.		le Contractor Compliance

Minnesota Statute 16C.285, subd. 3.

1. By signing this bid form, I am an Owner or Officer of the firm name listed on the bid form and I verify under oath that as a Prime Contractor I am in compliance with the Responsible Contractor criteria as defined in

December 16th,2021
FIRM NAME Parkos Construction Company
OFFICIAL ADDRESS 1010 S Robert Street
West St Paul, Minnesota 55118
TELEPHONE NUMBER (651) 455-0031  FAX NUMBER (651) 450-7740  BY John W Parkos Jr  TITLE (Owner or Officer) Vice President
STATE OF Minnesota )SS. COUNTY OF Ramsey
Sworn to and subscribed to before me this 16 day of 12, 2021.
Notary Public, Ramsey  County, State of Minnesota  My Commission Expires: 1/31/2025  END OF SECTION 00 41 13  KIMBERLY M. SEMPLI

#### MN RESPONSIBLE CONTRACTOR COMPLIANCE AFFIDAVIT

The undersigned, the Owner or Officer of <u>Parkos Construction Company</u> (Prime or Sub-Contractor Name) verify under oath that as a contractor I am in compliance with the following minimum criteria per Minnesota Statute 16C.285 Subd. 3:

#### 1. The contractor:

- i. Is in compliance with workers' compensation and unemployment insurance requirements;
- ii. Is currently registered with the Department of Revenue and the Department of Employment and Economic Development if it has employees;
- iii. Has a valid federal tax identification number or a valid Social Security number if an individual; and
- iv. Has filed a certificate of authority to transact business in Minnesota with the secretary of state if a foreign corporation or cooperative;
- 2. The contractor or related entity is in compliance with and, during the three-year period before submitting the verification, has not violated section 177.24, 177.25, 177.41 to 177.44, 181.13, 181.14, or 181.722, and has not violated United States Code, title 29, sections 201 to 219, or United States Code, title 40, sections 3141 to 3148. For purposes of this clause, a violation occurs when a contractor or related entity:
  - i. Repeatedly fails to pay statutorily required wages or penalties on one or more separate projects for a total underpayment of \$25,000 or more within the three-year period;
  - ii. Has been issued an order to comply by the commissioner of labor and industry that has become final;
  - iii. Has been issued at least two determination letters within the three-year period by the Department of Transportation finding an underpayment by the contractor or related entity to its own employees;
  - iv. Has been found by the commissioner of labor and industry to have repeatedly or willfully violated any of the sections referenced in this clause pursuant to section 177.27;
  - v. Has been issued a ruling or findings of underpayment by the administrator of the Wage and Hour Division of the United States Department of Labor that have become final or have been upheld by an administrative law judge or the Administrative Review Board; or
  - vi. Has been found liable for underpayment of wages or penalties or misrepresenting a construction worker as an independent contractor in an action brought in a court having jurisdiction.

Provided that, if the contractor or related entity contests a determination of underpayment by the Department of Transportation in a contested case proceeding, a violation does not occur until the contested case proceeding has concluded with a determination that the contractor or related entity underpaid wages or penalties;

- 3. The contractor or related entity is in compliance with and, during the three-year period before submitting the verification, has not violated chapter 326B. For purposes of this clause, a violation occurs when a contractor or related entity has been issued a final administrative or licensing order;
- 4. The contractor or related entity has not, more than twice during the three-year period before submitting the verification, had a certificate of compliance under section 363A.36 revoked or suspended based on the provisions of section 363A.36, with the revocation or suspension becoming final because it was upheld by the Office of Administrative Hearings or was not appealed to the office;
- 5. The contractor or related entity has not received a final determination assessing a monetary sanction from the Department of Administration or Transportation for failure to meet targeted group business, disadvantaged business enterprise, or veteran-owned business goals, due to a lack of good faith effort, more than once during the three-year period before submitting the verification;
- 6. The contractor or related entity is not currently suspended or debarred by the federal government or the state of Minnesota or any of its departments, commissions, agencies, or political subdivisions; and

7. All subcontractors that the contractor intends to use to perform project work have verified to the contractor through a signed statement under oath by an owner or officer that they meet the minimum criteria listed in clauses 1 to 6.

Any violations, suspensions, revocations, or sanctions, as defined in clauses (2) to (5), occurring prior to July 1, 2014, shall not be considered in determining whether a contractor or related entity meets the minimum criteria.

	CONTRACTOR OR SUBCONTRACTOR  Parkos Construction Company  By: John W Parkos Jr
	/its:Vice President
STATE OF Minnesota	V
COUNTY OF Ramsey )SS.	
Sworn to and subscribed to before me this 16 day of 12	KIMBERLY M. SEMF
Notary Public, Ramsey County, State of Minneso	My Commission Ember 1 - 04
My Commission Expires: 1/31/2021	mes

**END OF SECTION 00 41 15** 



## **Bid Bond**

KNOW ALL MEN BY THESE PRESENTS, that we (Here insert full name and address or legal title of Contractor) Parkos Construction Company 1010 South Robert Street West St. Paul, MN 55118

as Principal, hereinafter called the Principal, and (Here insert full name and address or legal title of Surety)
United Fire & Casualty Company
118 Second Ave SE
Cedar Rapids, IA 52407

a corporation duly organized under the laws of the State of lowa as Surety, hereinafter called the Surety, are held and firmly bound unto (Here insert full name and address or legal title of Owner) ISD #280 - Richfield Public Schools 7001 Harriet Ave S. Richfield, MN 55423

as Obligee, hereinafter called the Obligee, in the sum of Five Percent (5%) of the Amount of the Bid

Dollars (\$ 5% ), for the payment of which sum well and truly to be made, the said Principal and the said Surety, bind ourselves, our heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

WHEREAS, the Principal has submitted a bid for (Here insert full name, address and description of project)

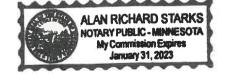
Richfield Maintenance Building 2022 remodeling- office area remodeling, conversion of existing shop space into meeting room/ break area, toilet room upgrade

NOW, THEREFORE, if the Obligee shall accept the bid of the Principal and the Principal shall enter into a Contract with the Obligee in accordance with the terms of such bid, and give such bond or bonds as may be specified in the bidding or Contract Documents with good and sufficient surety for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof, or in the event of the failure of the Principal to enter such Contract and give such bond or bonds, if the Principal shall pay to the Obligee the difference not to exceed the penalty hereof between the amount specified in said bid and such larger amount for which the Obligee may in good faith contract with another party to perform the Work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect.

Signed and sealed this 16th	day of December, 2021
Xim MSinh	Parkos Construction Company (Principal) (Seal)
(Wilness)	(Title)
1111	(Surety)
(Witness)	Lalends
	(Title) Name Alemdar (Seal) Attorney-in-Fact

## INDIVIDUAL OR PARTNERSHIP ACKNOWLEDGMENT

STATE OF
COUNTY OF
On the day of,, before me personally appeared
to me
known to be the person(s) described in and who executed the foregoing instrument, as Principal(s), and acknowledged to me thathe executed the same as his/her/their free act and deed.
(Notary Seal)
CORPORATE ACKNOWLEDGMENT
STATE OF MINNESOLA
STATE OF MINNESOLA SS COUNTY OF RAMS CY
On the day of December, 2021, before me personally appeared to me known, who being by me duly sworn, did say that he/she is the of Carlot and that he/she knows the corporation described in and which executed the foregoing instrument; that he/she knows the seal of said corporation; that the seal affixed to said instrument is such corporate seal; that it was so affixed by order of the board of directors of said corporation; and that he/she signed his/her many public Mindesota.
ACKNOWLEDGMENT OF CORPORATE SURETY
STATE OF MINNESOTA
COUNTY OF Hennepin
On the 16 day of December, 2021, before me personally appeared Name Alemdar to me known, who being duly sworn, did say that he/she is the aforesaid officer or attorney-in-fact of the United Fire and Casualty Ompany, a corporation; that the seal affixed to the foregoing instrument is the corporate seal of said corporation, and that said instrument was signed and sealed in behalf of said corporation by the aforesaid officer, by authority of its board of directors; and the aforesaid officer acknowledged said instrument to be the free act and deed of said corporation.
(NOTON) SOUL





#### UNITED FIRE & CASUALTY COMPANY, CEDAR RAPIDS, IA UNITED FIRE & INDEMNITY COMPANY, WEBSTER, TX FINANCIAL PACIFIC INSURANCE COMPANY, ROCKLIN, CA CERTIFIED COPY OF POWER OF ATTORNEY

(original on file at Home Office of Company – See Certification)

Inquiries: Surety Department 118 Second Ave SE Cedar Rapids, IA 52401

KNOW ALL PERSONS BY THESE PRESENTS, That United Fire & Casualty Company, a corporation duly organized and existing under the laws of the State of Iowa; United Fire & Indemnity Company, a corporation duly organized and existing under the laws of the State of Texas; and Financial Pacific Insurance Company, a corporation duly organized and existing under the laws of the State of California (herein collectively called the Companies), and having their corporate headquarters in Cedar Rapids, State of Iowa, does make, constitute and appoint

MARILYN HENTGES, KATIE RANDOLPH, KELLY PRESTON, JANE THOMPSON, BARB MICHAELS, LINDA JACKSON, ALAN STARKS, JEFFREY SETTEM, MELISSA NORDIN, NAME ALEMDAR, TYLER GERADS, EACH INDIVIDUALLY

their true and lawful Attorney(s)-in-Fact with power and authority hereby conferred to sign, seal and execute in its behalf all lawful bonds, undertakings and other obligatory instruments of similar nature provided that no single obligation shall exceed \$100,000,000.00 and to bind the Companies thereby as fully and to the same extent as if such instruments were signed by the duly authorized officers of the Companies and all of the acts of said Attorney, pursuant to the authority hereby given and hereby ratified and confirmed.

The Authority hereby granted shall expire the 1st day of March, 2023 unless sooner revoked Company, United Fire & Indemnity Company, and Financial Pacific Insurance Company.

by United Fire & Casualty

This Power of Attorney is made and executed pursuant to and by authority of the following bylaw duly adopted on May 15, 2013, by the Boards of Directors of United Fire & Casualty Company, United Fire & Indemnity Company, and Financial Pacific Insurance Company.

"Article VI - Surety Bonds and Undertakings"

Section 2, Appointment of Attomey-in-Fact. "The President or any Vice President, or any other officer of the Companies may, from time to time, appoint by written certificates attomeys-in-fact to act in behalf of the Companies in the execution of policies of insurance, bonds, undertakings and other obligatory instruments of like nature. The signature of any officer authorized hereby, and the Corporate seal, may be affixed by facsimile to any power of attomey or special power of attomey or certification of either authorized hereby; such signature and seal, when so used, being adopted by the Companies as the original signature of such officer and the original seal of the Companies, to be valid and binding upon the Companies with the same force and effect as though manually affixed. Such attomeys-in-fact, subject to the limitations set of forth in their respective certificates of authority shall have full power to bind the Companies by their signature and execution of any such instruments and to attach the seal the Companies thereto. The President or any Vice President, the Board of Directors or any other officer of the Companies may at any time revoke all power and authority previously given to any attomey-in-fact.







IN WITNESS WHEREOF, the COMPANIES have each caused these presents to be signed by its vice president and its corporate seal to be hereto affixed this 1st day of March, 2021

UNITED FIRE & CASUALTY COMPANY UNITED FIRE & INDEMNITY COMPANY FINANCIAL PACIFIC INSURANCE COMPANY

By:

lice President

State of Iowa, County of Linn, ss:

On 1st day of March, 2021, before me personally came Dennis J. Richmann to me known, who being by me duly swom, did depose and say; that he resides in Cedar Rapids, State of Iowa; that he is a Vice President of United Fire & Casualty Company, a Vice President of United Fire & Indemnity Company, and a Vice President of Financial Pacific Insurance Company the corporations described in and which executed the above instrument; that he knows the seal of said corporations; that the seal affixed to the said instrument is such corporate seal; that it was so affixed pursuant to authority given by the Board of Directors of said corporations and that he signed his name thereto pursuant to like authority, and acknowledges same to be the act and deed of said corporations.



Patti Waddell Iowa Notarial Seal Commission number 713274 My Commission Expires 10/26/2022 atti Wollell
Notary Public
My commission expires: 10/26/2022

My commission expires: 10/26/2022

I, Mary A. Bertsch, Assistant Secretary of United Fire & Casualty Company and Assistant Secretary of United Fire & Indemnity Company, and Assistant Secretary of Financial Pacific Insurance Company, do hereby certify that I have compared the foregoing copy of the Power of Attorney and affidavit, and the copy of the Section of the bylaws and resolutions of said Corporations as set forth in said Power of Attorney, with the ORIGINALS ON FILE IN THE HOME OFFICE OF SAID CORPORATIONS, and that the same are correct transcripts thereof, and of the whole of the said originals, and that the said Power of Attorney has not been revoked and is now in full force and effect.

In testimony whereof I have hereunto subscribed my name and affixed the corporate seal of the said Corporations this 16th \_\_\_\_\_ day of \_DECEMBER \_\_\_\_\_\_\_\_\_, 2021 \_\_\_.





By: Mary A Butsch
Assistant Secretary,

UF&C & UF&I & FPIC

BP A0045 122017

#### **BID FORM**

RICHFIELD MAINTENANCE BUILDING - 2022 REMODELING BID PROPOSAL FOR: 300 WEST 72nd STREET RICHFIELD, MINNESOTA BID TO: INDEPENDENT SCHOOL DISTRICT #280 DISTRICT OFFICE BOARDROOM 7001 HARRIET AVENUE SOUTH RICHFIELD, MINNESOTA 55423 Jorgenson Construction Inc. BID FROM: We have examined the Contract Documents for the proposed Richfield Maintenance Building - 2022 Remodeling as prepared by Wold Architects and Engineers, St. Paul, Minnesota, and the conditions affecting the work. In accordance therewith the undersigned proposes to furnish all labor and materials for Construction as set forth in the Contract Documents, including Addenda Nos. 1 issued thereto. Accompanying this proposal is a Bid Security for all work, required to be furnished by Contract Documents, the same being subject to forfeiture in the event of default by the undersigned. I agree to complete the Project, provided a contract is executed within 30 calendar days, by May 25, 2021. 2. I understand the Owner reserves the right to reject any or all bids, and it is agreed that this bid may not be 3. withdrawn for a period of thirty (30) days from the opening thereof. Base Bid Α The Bidder agrees to perform all work including General, Mechanical and Electrical Construction for the Three hundred and sixty thrusand dollars \$ 360,000 B Alternates The Bidder agrees to add to or deduct from the Base Bid Sum the following amounts to perform the alternate work described in Section 01 23 00, including all associated costs. Alternate No. 1 Sealed Concrete at Breakroom #A110 five hundred dollars Dollars \$ 6,500.00 Responsible Contractor Compliance

1. By signing this bid form, I am an Owner or Officer of the firm name listed on the bid form and I verify under oath that as a Prime Contractor I am in compliance with the Responsible Contractor criteria as defined in Minnesota Statute 16C.285, subd. 3.

DATE12/16/21
FIRM NAME Jorgenson Construction Inc.
OFFICIAL ADDRESS 9255 East River Road NW
Minneapolis, MN 55433
TELEPHONE NUMBER ( 763 ) 784-3877
FAX NUMBER (763) 784-1583
BY COCO
TITLE (Owner or Officer) Aaron Weed, COO
STATE OFMinnesota)
COUNTY OF Anoka )SS.
Sworn to and subscribed to before me this 16th day of Dec., 20 21.  Notary Public, Anoka County, State of Minnesota
My Commission Expires: 1/31/22

END OF SECTION 00 41 13

SCOTT A GACEK NOTARY PUBLIC - MINNESOTA My Commission Expires Jan. 31, 2022

#### MN RESPONSIBLE CONTRACTOR COMPLIANCE AFFIDAVIT

The undersigned, the Owner or Officer of \_\_Jorgenson Construction Inc. \_\_ (Prime or Sub-Contractor Name) verify under oath that as a contractor I am in compliance with the following minimum criteria per Minnesota Statute 16C.285 Subd. 3:

#### 1. The contractor:

- i. Is in compliance with workers' compensation and unemployment insurance requirements;
- ii. Is currently registered with the Department of Revenue and the Department of Employment and Economic Development if it has employees:
- iii. Has a valid federal tax identification number or a valid Social Security number if an individual; and
- iv. Has filed a certificate of authority to transact business in Minnesota with the secretary of state if a foreign corporation or cooperative;
- 2. The contractor or related entity is in compliance with and, during the three-year period before submitting the verification, has not violated section 177.24, 177.25, 177.41 to 177.44, 181.13, 181.14, or 181.722, and has not violated United States Code, title 29, sections 201 to 219, or United States Code, title 40, sections 3141 to 3148. For purposes of this clause, a violation occurs when a contractor or related entity:
  - i. Repeatedly fails to pay statutorily required wages or penalties on one or more separate projects for a total underpayment of \$25,000 or more within the three-year period;
  - ii. Has been issued an order to comply by the commissioner of labor and industry that has become final;
  - iii. Has been issued at least two determination letters within the three-year period by the Department of Transportation finding an underpayment by the contractor or related entity to its own employees;
  - iv. Has been found by the commissioner of labor and industry to have repeatedly or willfully violated any of the sections referenced in this clause pursuant to section 177.27;
  - v. Has been issued a ruling or findings of underpayment by the administrator of the Wage and Hour Division of the United States Department of Labor that have become final or have been upheld by an administrative law judge or the Administrative Review Board; or
  - vi. Has been found liable for underpayment of wages or penalties or misrepresenting a construction worker as an independent contractor in an action brought in a court having jurisdiction.

Provided that, if the contractor or related entity contests a determination of underpayment by the Department of Transportation in a contested case proceeding, a violation does not occur until the contested case proceeding has concluded with a determination that the contractor or related entity underpaid wages or penalties;

- 3. The contractor or related entity is in compliance with and, during the three-year period before submitting the verification, has not violated chapter 326B. For purposes of this clause, a violation occurs when a contractor or related entity has been issued a final administrative or licensing order;
- 4. The contractor or related entity has not, more than twice during the three-year period before submitting the verification, had a certificate of compliance under section 363A.36 revoked or suspended based on the provisions of section 363A.36, with the revocation or suspension becoming final because it was upheld by the Office of Administrative Hearings or was not appealed to the office;
- 5. The contractor or related entity has not received a final determination assessing a monetary sanction from the Department of Administration or Transportation for failure to meet targeted group business, disadvantaged business enterprise, or veteran-owned business goals, due to a lack of good faith effort, more than once during the three-year period before submitting the verification;
- 6. The contractor or related entity is not currently suspended or debarred by the federal government or the state of Minnesota or any of its departments, commissions, agencies, or political subdivisions; and

7. All subcontractors that the contractor intends to use to perform project work have verified to the contractor through a signed statement under oath by an owner or officer that they meet the minimum criteria listed in clauses 1 to 6.

Any violations, suspensions, revocations, or sanctions, as defined in clauses (2) to (5), occurring prior to July 1, 2014, shall not be considered in determining whether a contractor or related entity meets the minimum criteria.

> CONTRACTOR OR SUBCONTRACTOR Jorgenson Construction Inc.

> > By:

COO Its:

STATE OF Minnesota

COUNTY OF Anoka

Sworn to and subscribed to before me this 16th day of December, 20 21 .

Notary Public

AnokaCounty, State of Minnesota

My Commission Expires:

SCOTT A GACEK

1/31/22

NOTARY PUBLIC-MINNESOTA Commission Expires Jan. 31, 2022

**END OF SECTION 00 41 15** 



## Bid Bond

#### CONTRACTOR:

(Name, legal status and address)
Jorgenson Construction, Inc.
9255 East River Road NW,
Coon Rapids, MN 55433
OWNER:

(Name, legal status and address)

Richfield Public Schools ISD #280 7001 Harriet Ave. Richfield, MN 55423

BOND AMOUNT: Five Percent of Amount Bid (5%)

DDO IECT.

(Name, location or address, and Project number, if any)
Richfield Public Schools Maintenance Building

#### SURETY:

(Name, legal status and principal place
of business)
Fidelity & Deposit Company of Maryland
1299 Zurich Way, 5th Floor
Schaumburg, IL 60196
This document consequence

This document has important legal consequences. Consultation with an attorney is encouraged with respect to its completion or modification.

Any singular reference to Contractor, Surety, Owner or other party shall be considered plural where applicable.

The Contractor and Surety are bound to the Owner in the amount set forth above, for the payment of which the Contractor and Surety bind themselves, their heirs, executors, administrators, successors and assigns, jointly and severally, as provided herein. The conditions of this Bond are such that if the Owner accepts the bid of the Contractor within the time specified in the bid documents, or within such time period as may be agreed to by the Owner and Contractor, and the Contractor either (1) enters into a contract with the Owner in accordance with the terms of such bid, and gives such bond or bonds as may be specified in the bidding or Contract Documents, with a surety admitted in the jurisdiction of the Project and otherwise acceptable to the Owner, for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof; or (2) pays to the Owner the difference, not to exceed the amount of this Bond, between the amount specified in said bid and such larger amount for which the Owner may in good faith contract with another party to perform the work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect. The Surety hereby waives any notice of an agreement between the Owner and Contractor to extend the time in which the Owner may accept the bid. Waiver of notice by the Surety shall not apply to any extension exceeding sixty (60) days in the aggregate beyond the time for acceptance of bids specified in the bid documents, and the Owner and Contractor shall obtain the Surety's consent for an extension beyond sixty (60) days.

If this Bond is issued in connection with a subcontractor's bid to a Contractor, the term Contractor in this Bond shall be deemed to be Subcontractor and the term Owner shall be deemed to be Contractor.

When this Bond has been furnished to comply with a statutory or other legal requirement in the location of the Project, any provision in this Bond conflicting with said statutory or legal requirement shall be deemed deleted herefrom and provisions conforming to such statutory or other legal requirement shall be deemed incorporated herein. When so furnished, the intent is that this Bond shall be construed as a statutory bond and not as a common law bond.

Signed and sealed this 16th	day of December, 2021
(Witness)	Jorgenson Construction, Inc. (Principal) (Seal)
Sum Mandl (Witness)	(Title) Aaron Weed, COO Fidelity & Deposit Company of Maryland (Surety) (Seal)
(Witness)	(Title) Nicole M. Coty Attorney in fact
CAUTION: You should sign an original AIA (	Nicole M. Coty Attorney in fact Contract Document, on which this text appears in RED. An original assures that

AlA Document A310<sup>TM</sup> – 2010. Copyright © 1963, 1970 and 2010 by The American Institute of Architects. All rights reserved. WARNING: This Alla® Document Is protected by U.S. Copyright Law and International Treatles. Unauthorized reproduction or distribution of this Alla® Document, or any portion of it, may result in severe civil and criminal penalties, and will be prosecuted to the maximum extent possible under the law. Purchasers are permitted to reproduce ten (10) copies of this document when completed. To report copyright violations of AlA Contract Documenta, e-mail. The American Institute of Architects' legal counsel, copyright@aia.org.

lnit.

# CORPORATE ACKNOWLEDGMENT

STATE OF Minnesota
COUNTY OF Anoka
On the 16th day of December 2021 before me personally
appeared, <u>Aaron Weed</u> to me, who being duly sworn, did depose and
say: that s/he resides in Maple Grove, MN that s/he is the COO
of the Jorgenson Construction, Inc the corporation
described in and which executed the foregoing instrument; that s/he knows the seal of said
corporation; that the seal affixed to said instrument is such corporate seal; that it was so
affixed by order of the board of directors of said corporation; and that s/he signed her/his
name thereto by like order.
SCOTT A GACEK  NOTARY PUBLIC - MINNESOTA  My Commission Expires Jan. 31, 2022
ACKNOWLEDGMENT OF CORPORATE SURETY
STATE OF MINNESOTA COUNTY OF Dakota
On the 16th day of December 2021 before
On the 16th day of December 2021 before me personally appeared, Nicole M. Coty to me known, who being
duly sworn, did say: that s/he resides in Minnesota that s/he is the aforesaid
officer or attorney in fact of Fidelity & Deposit Company of Maryland
a corporation, that the seal affixed to the foregoing instrument is the corporate seal of said
corporation; and that said instrument as signed and sealed on behalf of said corporation by
the aforesaid officer, by authority of its board of directors; and the aforesaid officer
acknowledged said instrument to be the free act and deed of said corporation//
(SEAL)
JESSICA ANN OLSON NOTARY PUBLIC MINNESOTA  Notary Public

# ZURICH AMERICAN INSURANCE COMPANY COLONIAL AMERICAN CASUALTY AND SURETY COMPANY FIDELITY AND DEPOSIT COMPANY OF MARYLAND POWER OF ATTORNEY

KNOW ALL MEN BY THESE PRESENTS: That the ZURICH AMERICAN INSURANCE COMPANY, a corporation of the State of New York, the COLONIAL AMERICAN CASUALTY AND SURETY COMPANY, a corporation of the State of Illinois, and the FIDELITY AND DEPOSIT COMPANY OF MARYLAND a corporation of the State of Illinois (herein collectively called the "Companies"), by Robert D. Murray, Vice President, in pursuance of authority granted by Article V, Section 8, of the By-Laws of said Companies, which are set forth on the reverse side hereof and are hereby certified to be in full force and effect on the date hereof, do hereby nominate, constitute, and appoint Litton S. FIELD, JR., Amanda PLANTENBERG, Nicole M. COTY, Jessica A. OLSON, Jacqueline RILEY, Nicole M. SAJI of Mendota Heights, Minnesota, EACH, its true and lawful agent and Attorney-in-Fact, to make, execute, seal and deliver, for, and on its behalf as surety, and as its act and deed: any and all bonds and undertakings, and the execution of such bonds or undertakings in pursuance of these presents, shall be as binding upon said Companies, as fully and amply, to all intents and purposes, as if they had been duly executed and acknowledged by the regularly elected officers of the ZURICH AMERICAN INSURANCE COMPANY at its office in New York, New York., the regularly elected officers of the COLONIAL AMERICAN CASUALTY AND SURETY COMPANY at its office in Owings Mills, Maryland., and the regularly elected officers of the FIDELITY AND DEPOSIT COMPANY OF MARYLAND at its office in Owings Mills, Maryland., in their own proper persons.

The said Vice President does hereby certify that the extract set forth on the reverse side hereof is a true copy of Article V, Section 8, of the By-Laws of said Companies, and is now in force.

IN WITNESS WHEREOF, the said Vice-President has hereunto subscribed his/her names and affixed the Corporate Seals of the said ZURICH AMERICAN INSURANCE COMPANY, COLONIAL AMERICAN CASUALTY AND SURETY COMPANY, and FIDELITY AND DEPOSIT COMPANY OF MARYLAND, this 16th day of July, A.D. 2021.







ATTEST: ZURICH AMERICAN INSURANCE COMPANY COLONIAL AMERICAN CASUALTY AND SURETY COMPANY FIDELITY AND DEPOSIT COMPANY OF MARYLAND

By: Robert D. Murray Vice President

Dawn & Brown

By: Dawn E. Brown

Secretary

State of Maryland County of Baltimore

On this 16th day of July, A.D. 2021, before the subscriber, a Notary Public of the State of Maryland, duly commissioned and qualified, Robert D. Murray, Vice President and Dawn E. Brown, Secretary of the Companies, to me personally known to be the individuals and officers described in and who executed the preceding instrument, and acknowledged the execution of same, and being by me duly sworn, deposeth and saith, that he/she is the said officer of the Company aforesaid, and that the seals affixed to the preceding instrument are the Corporate Seals of said Companies, and that the said Corporate Seals and the signature as such officer were duly affixed and subscribed to the said instrument by the authority and direction of the said Corporations.

IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed my Official Seal the day and year first above written.



Constance A. Dunn, Notary Public My Commission Expires: July 9, 2023

rotance a. Dunn

Authenticity of this bond can be confirmed at bondvalidator.zurichna.com or 410-559-8790

#### EXTRACT FROM BY-LAWS OF THE COMPANIES

"Article V, Section 8, Attorneys-in-Fact. The Chief Executive Officer, the President, or any Executive Vice President or Vice President may, by written instrument under the attested corporate seal, appoint attorneys-in-fact with authority to execute bonds, policies, recognizances, stipulations, undertakings, or other like instruments on behalf of the Company, and may authorize any officer or any such attorney-in-fact to affix the corporate seal thereto; and may with or without cause modify of revoke any such appointment or authority at any time."

#### **CERTIFICATE**

I, the undersigned, Vice President of the ZURICH AMERICAN INSURANCE COMPANY, the COLONIAL AMERICAN CASUALTY AND SURETY COMPANY, and the FIDELITY AND DEPOSIT COMPANY OF MARYLAND, do hereby certify that the foregoing Power of Attorney is still in full force and effect on the date of this certificate; and I do further certify that Article V, Section 8, of the By-Laws of the Companies is still in force.

This Power of Attorney and Certificate may be signed by facsimile under and by authority of the following resolution of the Board of Directors of the ZURICH AMERICAN INSURANCE COMPANY at a meeting duly called and held on the 15th day of December 1998.

RESOLVED: "That the signature of the President or a Vice President and the attesting signature of a Secretary or an Assistant Secretary and the Seal of the Company may be affixed by facsimile on any Power of Attorney...Any such Power or any certificate thereof bearing such facsimile signature and seal shall be valid and binding on the Company."

This Power of Attorney and Certificate may be signed by facsimile under and by authority of the following resolution of the Board of Directors of the COLONIAL AMERICAN CASUALTY AND SURETY COMPANY at a meeting duly called and held on the 5th day of May, 1994, and the following resolution of the Board of Directors of the FIDELITY AND DEPOSIT COMPANY OF MARYLAND at a meeting duly called and held on the 10th day of May, 1990.

RESOLVED: "That the facsimile or mechanically reproduced seal of the company and facsimile or mechanically reproduced signature of any Vice-President, Secretary, or Assistant Secretary of the Company, whether made heretofore or hereafter, wherever appearing upon a certified copy of any power of attorney issued by the Company, shall be valid and binding upon the Company with the same force and effect as though manually affixed.

IN TESTIMONY WHEREOF, I have hereunto subscribed my name and affixed the corporate seals of the said Companies, this 16th day of \_\_\_\_\_December \_\_\_\_\_, \_2021\_.







By:

Brian M. Hodges Vice President

TO REPORT A CLAIM WITH REGARD TO A SURETY BOND, PLEASE SUBMIT A COMPLETE DESCRIPTION OF THE CLAIM INCLUDING THE PRINCIPAL ON THE BOND, THE BOND NUMBER, AND YOUR CONTACT INFORMATION TO:

Zurich Surety Claims
1299 Zurich Way
Schaumburg, IL 60196-1056
www.reportsfclaims@zurichna.com
800-626-4577

#### MINUTES OF FIRST MEETING OF BOARD OF DIRECTORS

0F

#### JORGENSON CONSTRUCTION, INC.

The first meeting of the Board of Directors of Jorgenson Construction, Inc. was held in the City of East Bethel, County of Anoka, State of Minnesota, at 1:00 p.m. on April 1, 1983.

Stanley M. Jorgenson, the director, was present. Stanley M. Jorgenson was chosen Chairman of the meeting. Bonnie L. Jorgenson was chosen Secretary of the meeting.

The Chairman stated that the first order of business was the election of officers. The following persons were nominated for the offices set forth after their respective names to serve until their successors are duly elected and qualified:

Stanley M. Jorgenson - Chief Executive Officer Bonnie L. Jorgenson - Chief Financial Officer

No further nominations being made, the nominations were closed and a vote taken. The Chairman announced that the aforesaid persons had been duly elected to the offices set forth after their respective names to serve until their successors are duly elected and qualified.

On motion duly made and seconded, the following resolutions were unanimously adopted:

RESOLVED, that the form of Stock Certificate submitted to this meeting be adopted as the form of Stock Certificate of this Corporation and that the Chief Executive Officer and Chief Financial Officer are hereby authorized to issue said certificates on behalf of the Corporation.

RESOLVED, that the Corporation not adopt a corporate seal at this time.

RESOLVED, that all unpaid subscriptions of shareholders for shares of this Corporation are hereby due and payable in full to the Chief Financial Officer of the Corporation.

RESOLVED, that no By-Laws be adopted at this time.

RESOLVED, that the Chief Financial Officer or the Chief Executive Officer of the Corporation is hereby authorized to open a bank account or accounts in the name of the Corporation with Fidelity Bank and Trust Company, in the City of Minneapolis, State of Minnesota, for the deposit of the Corporation, such funds to be withdrawn by check drawn on said bank, signed by either the Chief Executive Officer, the Chief Financial Officer or any other person designated by the Board of Directors.

RESOLVED, that the Chief Executive Officer shall sign all notes, loans, leases and deeds on behalf of the Corporation. Either the Chief Executive Officer or the Chief Financial Officer may sign for permits and other related documents.

RESOLVED, that the Corporation shall elect to be taxed as a Subchapter S Corporation for its first fiscal year running from April 1, 1983 to October 31, 1983. Thereafter, the fiscal year of the Corporation shall be November 1 through October 31.

FURTHER RESOLVED, that this Corporation does hereby adopt a plan, a copy of which is attached hereto as Exhibit "A", to offer common stock of the Corporation for sale for money or property or both to all persons interested in purchasing the same, the quantity of said stock to consist of 10,000 shares, the maximum amount to be received by the Corporation in consideration for stock shall be \$100,000.00.

FURTHER RESOLVED, that this plan shall be and remain in full force and effect from the date hereof for a period of twenty-three months thereafter or the date on which the last share of the Corporation subject to this plan is issued, and shall thereafter terminate.

FURTHER RESOLVED, that this resolution shall not be deemed to be authorizing a public offering or sale of the securities except in accordance with the provisions of State and Federal laws relating to the public sale and offering of securities.

FURTHER RESOLVED, that this plan is adopted pursuant to the provisions of Section 1244 of the Internal Revenue Code of the United States.

There being no further business, on motion duly made and seconded, the meeting was adjourned.

Chief Executive

Attest:

Chief Financial 058

# ACTION IN WRITING OF BOARD OF DIRECTORS OF JORGENSON CONSTRUCTION INC.

The undersigned, being the sole member of the Board of Directors of Jorgenson Construction Inc., a Minnesota corporation, acting pursuant to the provisions of Minnesota Statutes, in lieu of a meeting of the Board Of Directors of this corporation, do hereby adopt the following resolutions, effective March 1, 2020:

RESOLVED: that the following persons are nominated and unanimously elected to the offices set forth after their names, to serve until their successors are duly elected and qualified:

Stanley M. Jorgenson - Chief Executive Officer

Bonnie L. Jorgenson - Chief Financial Officer

Matthew M. Jorgenson – Vice President

Steven McMahon - Vice President of Construction

Aaron Weed - Chief Operating Officer

tanley M. Jorgenson - Chief Executive Officer

Bonnie L. Jorgenson Chief Financial Officer

Matthew M. Jorgenson-Vice-President

Steven McMahon – Vice President of Construction

Aaron Weed - Chief Operating Officer

Dated: 3/1/2020

## **BID FORM**

RII	) PK	OPOSAL FOR:	300 WEST 72 <sup>nd</sup> STREET RICHFIELD, MINNESOTA	UILDING – 2022 REMODELING
BIL	то	:	INDEPENDENT SCHOOL DISTRICT OFFICE BOARDROOM 7001 HARRIET AVENUE SOUTH RICHFIELD, MINNESOTA 55423	1
BIE	FRO	DM: Centu	ry Construction	Company
We prep	have ared	e examined the Contra by Wold Architects a	act Documents for the proposed Ric nd Engineers, St. Paul, Minnesota, ar	hfield Maintenance Building – 2022 Remodeling as d the conditions affecting the work.
In a Con	ccore	dance therewith the un Documents, including	ndersigned proposes to furnish all lal g Addenda Nos issued the	por and materials for Construction as set forth in the reto.
1.	Acc san	companying this prop ne being subject to for	osal is a Bid Security for all work, refeiture in the event of default by the u	equired to be furnished by Contract Documents, the ndersigned.
2.	I ag	ree to complete the Pr	oject, provided a contract is executed	within 30 calendar days, by May 25, 2021.
3.	I u with	nderstand the Owner ndrawn for a period of	reserves the right to reject any or fthirty (30) days from the opening the	all bids, and it is agreed that this bid may not be reof.
A.	Bas	e Bid		
	1.	Base Bid Sum of:		fre hundred \$ 362,500
В.	Alte	ernates		
	1.	The Bidder agrees to work described in Se	o add to or deduct from the Base Bid ection 01 23 00, including all associat	Sum the following amounts to perform the alternate ed costs.
		a. Alternate No. 1	Sealed Concrete at Breakroom #A11	0
		Add/Deduct 1	wo thousand	Dollars \$ 2,000
C.	Res	ponsible Contractor C	ompliance	
	1.	By signing this bid for oath that as a Prime	orm, I am an Owner or Officer of the Contractor I am in compliance wit	firm name listed on the bid form and I verify under the the Responsible Contractor criteria as defined in

Minnesota Statute 16C.285, subd. 3.

DATE
STATE OF

## MN RESPONSIBLE CONTRACTOR COMPLIANCE AFFIDAVIT

The undersigned, the Owner or Officer of Contractor I am in compliance with the following minimum criteria per Minnesota Statute 16C.285 Subd. 3:

## The contractor:

- i. Is in compliance with workers' compensation and unemployment insurance requirements;
- ii. Is currently registered with the Department of Revenue and the Department of Employment and Economic Development if it has employees;
- iii. Has a valid federal tax identification number or a valid Social Security number if an individual; and
- iv. Has filed a certificate of authority to transact business in Minnesota with the secretary of state if a foreign corporation or cooperative;
- 2. The contractor or related entity is in compliance with and, during the three-year period before submitting the verification, has not violated section 177.24, 177.25, 177.41 to 177.44, 181.13, 181.14, or 181.722, and has not violated United States Code, title 29, sections 201 to 219, or United States Code, title 40, sections 3141 to 3148. For purposes of this clause, a violation occurs when a contractor or related entity:
  - i. Repeatedly fails to pay statutorily required wages or penalties on one or more separate projects for a total underpayment of \$25,000 or more within the three-year period;
  - ii. Has been issued an order to comply by the commissioner of labor and industry that has become final;
  - iii. Has been issued at least two determination letters within the three-year period by the Department of Transportation finding an underpayment by the contractor or related entity to its own employees;
  - iv. Has been found by the commissioner of labor and industry to have repeatedly or willfully violated any of the sections referenced in this clause pursuant to section 177.27;
  - v. Has been issued a ruling or findings of underpayment by the administrator of the Wage and Hour Division of the United States Department of Labor that have become final or have been upheld by an administrative law iudge or the Administrative Review Board; or
  - vi. Has been found liable for underpayment of wages or penalties or misrepresenting a construction worker as an independent contractor in an action brought in a court having jurisdiction.

Provided that, if the contractor or related entity contests a determination of underpayment by the Department of Transportation in a contested case proceeding, a violation does not occur until the contested case proceeding has concluded with a determination that the contractor or related entity underpaid wages or penalties;

- 3. The contractor or related entity is in compliance with and, during the three-year period before submitting the verification, has not violated chapter 326B. For purposes of this clause, a violation occurs when a contractor or related entity has been issued a final administrative or licensing order;
- 4. The contractor or related entity has not, more than twice during the three-year period before submitting the verification, had a certificate of compliance under section 363A.36 revoked or suspended based on the provisions of section 363A.36, with the revocation or suspension becoming final because it was upheld by the Office of Administrative Hearings or was not appealed to the office;
- 5. The contractor or related entity has not received a final determination assessing a monetary sanction from the Department of Administration or Transportation for failure to meet targeted group business, disadvantaged business enterprise, or veteran-owned business goals, due to a lack of good faith effort, more than once during the three-year period before submitting the verification;
- 6. The contractor or related entity is not currently suspended or debarred by the federal government or the state of Minnesota or any of its departments, commissions, agencies, or political subdivisions; and

7. All subcontractors that the contractor intends to use to perform project work have verified to the contractor through a signed statement under oath by an owner or officer that they meet the minimum criteria listed in clauses 1 to 6.

Any violations, suspensions, revocations, or sanctions, as defined in clauses (2) to (5), occurring prior to July 1, 2014, shall not be considered in determining whether a contractor or related entity meets the minimum criteria.

> CONTRACTOR OR SUBCONTRACTOR Century Construction Co.

STATE OF MV

COUNTY OF Steams )SS.

Sworn to and subscribed to before me this MB day of Dec. , 20 21

Colby A Peterson **Notary Public** Minnesota My Commission Expires January 31, 202

Notary Public, Colly Patition County, State of Steams UN My Commission Expires: 1/31/23

## **Document A310<sup>TM</sup> - 2010**

Conforms with The American Institute of Architects AIA Document 310

## **Bid Bond**

## **CONTRACTOR:**

(Name, legal status and address)
Senoma, Inc.dba Century Construction
Company

820 N Concord St #101 South St. Paul, MN 55075

#### OWNER:

(Name, legal status and address)
ISD #280 - Richfield Public Schools
7001 Harriet Ave South
Richfield, MN 55423

## SURETY:

(Name, legal status and principal place of business)
West Bend Mutual Insurance Company
1900 South 18th Avenue
West Bend. WI 53095

This document has important legal consequences. Consultation with an attorney is encouraged with respect to its completion or modification.

Any singular reference to Contractor, Surety, Owner or other party shall be considered plural where applicable.

BOND AMOUNT: \$ Five Percent of Total Amount Bid (5%)

## PROJECT:

(Name, location or address, and Project number, if any)

Richfield Schools Maintenance Building Remodel - General Contractor Work Scope

Richfield, MN
The Contractor and Surety are bound to the Owner in the amount set forth above, for the payment of which the Contractor and Surety bind themselves, their heirs, executors, administrators, successors and assigns, jointly and severally, as provided herein. The conditions of this Bond are such that if the Owner accepts the bid of the Contractor within the time specified in the bid documents, or within such time period as may be agreed to by the Owner and Contractor, and the Contractor either (1) enters into a contract with the Owner in accordance with the terms of such bid, and gives such bond or bonds as may be specified in the bidding or Contract Documents, with a surety admitted in the jurisdiction of the Project and otherwise acceptable to the Owner, for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof; or (2) pays to the Owner the difference, not to exceed the amount of this Bond, between the amount specified in said bid and such larger amount for which the Owner may in good faith contract with another party to perform the work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect. The Surety hereby waives any notice of an agreement between the Owner and Contractor to extend the time in which the Owner may accept the bid. Waiver of notice by the Surety shall not apply to any extension exceeding sixty (60) days in the aggregate beyond the time for acceptance of bids specified in the bid documents, and the Owner and Contractor shall obtain the Surety's consent for an extension beyond sixty (60) days.

If this Bond is issued in connection with a subcontractor's bid to a Contractor, the term Contractor in this Bond shall be deemed to be Subcontractor and the term Owner shall be deemed to be Contractor.

When this Bond has been furnished to comply with a statutory or other legal requirement in the location of the Project, any provision in this Bond conflicting with said statutory or legal requirement shall be deemed deleted herefrom and provisions conforming to such statutory or other legal requirement shall be deemed incorporated herein. When so furnished, the intent is that this Bond shall be construed as a statutory bond and not as a common law bond.

Signed and scaled this 6th day of December 2021

Senoma\_Inc dba Century Construction Company (Principal)

(Witness)

West Bend Mutual Insurance Company (Seal)

(Witness)

West Bend Mutual Insurance Company (Seal)

## LIMITED LIABILITY COMPANY ACKNOWLEDGEMENT

STATE OF	)
COUNTY OF	ss )
On the	20
on the day of	, 20, before me to me known, who, being by me duly sworn, did depose that he/she is a member, manager, or
and said that he/she regides in	that hadre is a marriage marriage and depose
officer of the limited liability company of	unat ne/sne is a member, manager, or
he/she is duly authorized to execute the foregoing	and that agreement in the name of and for the limited liability company.
·	
	Notary Public,
	County,
(Notarial Seal)	My commission expires
CORPORATE	E ACKNOWLEDGEMENT
4/4/1	
COUNTY OF Steam 5	)
COUNTY OF GRAM 5	)
On the 14th day of personally appeared	pose and say: that he resides in South St. Paul
personally appeared	mark laster
to me known, who being by me duly sworn, did de	epose and say: that he resides in South 5th faul
that he is the	President of the
Senoma, Inc.dba Century Construction Company	
the corporation described in and which execut	ted the foregoing instrument; that he knows the seal of said
corporation; that the seal affixed to said instrumen	t is such corporate seal; that it was so affixed by order of the board
of directors of said corporation; and that he signed	his name thereto by like order.
	111 Potentia
Colby A Peterson Notary Public	Notary Public, County, Searn 5
Minnesota	County, Steams
Contain My Commission Expires January 31, 2023	My commission expires
	ENTE OF CODDOD AND CYTOFOX
ACKNOWLEDGEM	ENT OF CORPORATE SURETY
STATE OF Minnesota	
COLINITY OF Palet	ss
COUNTY OF Dakota	
On the day of	December , 2021 , before me
appeared Amy Burns	Boodings, Solit Me
**	sworn, did say that he is the aforesaid officer or attorney in fact of
the West Bend Mutual Insurance Company	, a corporation; that the seal affixed to the foregoing
	a, and that said instrument was signed and sealed in behalf of said
	of its board of directors, and the aforesaid officer acknowledged
said instrument to be the free act and deed of said	
	· · · · · · · · · · · · · · · · · · ·
	Notary Public, Mollelle
AMPERICATION	County, Scott Amber Rae Weeks
AMBER RAE WEEKS (NotaNOTARYAP) BLIC	My commission expires 01/31/2025
MINNESOTA My Commission Expires 04/24/2005	1.1) Commission on piece on one of the order





<b>Bond</b>	No.	
Dona	INO.	

## **POWER OF ATTORNEY**

Know all men by these Presents, That West Bend Mutual Insurance Company, a corporation having its principal office in the City of West Bend, Wisconsin does make, constitute and appoint:

Rocklyn C Bullis, Amy M Burns, Dennis G Diessner, Jonathon Diessner, Lisa Flick, Mark N Kampf, Jeffrey J Larson, Thomas M Reuder, Yaralitza Rivas, Rebecca Thornburg

lawful Attorney(s)-in-fact, to make, execute, seal and deliver for and on its behalf as surety and as its act and deed any and all bonds, undertakings and contracts of suretyship, provided that no bond or undertaking or contract of suretyship executed under this authority shall exceed in amount the sum of:

Ten Million Dollars (\$10,000,000)

This Power of Attorney is granted and is signed and sealed by facsimile under and by the authority of the following Resolution adopted by the Board of Directors of West Bend Mutual Insurance Company at a meeting duly called and held on the 21st day of December, 1999.

Appointment of Attorney-In-Fact. The president or any vice president, or any other officer of West Bend Mutual Insurance Company may appoint by written certificate Attorneys-In-Fact to act on behalf of the company in the execution of and attesting of bonds and undertakings and other written obligatory instruments of like nature. The signature of any officer authorized hereby and the corporate seal may be affixed by facsimile to any such power of attorney or to any certificate relating therefore and any such power of attorney or certificate bearing such facsimile signatures or facsimile seal shall be valid and binding upon the company, and any such power so executed and certified by facsimile signatures and facsimile seal shall be valid and binding upon the company in the future with respect to any bond or undertaking or other writing obligatory in nature to which it is attached. Any such appointment may be revoked, for cause, or without cause, by any said officer at any time.

In witness whereof, the West Bend Mutual Insurance Company has caused these presents to be signed by its president undersigned and its corporate seal to be hereto duly attested by its secretary this 17th day of August, 2021.

Attest

Christopher C. Zwygart

Secretary

State of Wisconsin County of Washington CORPORATE SEAL # 5

Kevin A. Steiner

Chief Executive Officer/President

On the 17th day of August, 2021, before me personally came Kevin A. Steiner, to me known being by duly sworn, did depose and say that he resides in the County of Washington, State of Wisconsin; that he is the President of West Bend Mutual Insurance Company, the corporation described in and which executed the above instrument; that he knows the seal of the said corporation; that the seal affixed to said instrument is such corporate seal; that is was so affixed by order of the board of directors of said corporation and that he signed his name thereto by like order.



Matthew E. Carlton Senior Corporate Attorney

Notary Public, Washington Co., WI My Commission is Permanent

The undersigned, duly elected to the office stated below, now the incumbent in West Bend Mutual Insurance Company, a Wisconsin corporation authorized to make this certificate, Do Hereby Certify that the foregoing attached Power of Attorney remains in full force effect and has not been revoked and that the Resolution of the Board of Directors, set forth in the Power of Attorney is now in force.

Signed and sealed at West Bend, Wisconsin this 6th day of

December

2021

Heather Dunn

Vice President - Chief Financial Officer

Notice: Any questions concerning this Power of Attorney may be directed to the Bond Manager at West Bend Mutual Insurance Company.

## **BID FORM**

**BID PROPOSAL FOR:** RICHFIELD MAINTENANCE BUILDING - 2022 REMODELING 300 WEST 72nd STREET RICHFIELD, MINNESOTA BID TO: INDEPENDENT SCHOOL DISTRICT #280 DISTRICT OFFICE BOARDROOM 7001 HARRIET AVENUE SOUTH RICHFIELD, MINNESOTA 55423 Versacon, Inc. BID FROM: We have examined the Contract Documents for the proposed Richfield Maintenance Building - 2022 Remodeling as prepared by Wold Architects and Engineers, St. Paul, Minnesota, and the conditions affecting the work. In accordance therewith the undersigned proposes to furnish all labor and materials for Construction as set forth in the Contract Documents, including Addenda Nos. 1 issued thereto. Accompanying this proposal is a Bid Security for all work, required to be furnished by Contract Documents, the same being subject to forfeiture in the event of default by the undersigned. 2. I agree to complete the Project, provided a contract is executed within 30 calendar days, by May 25, 2021. 3. I understand the Owner reserves the right to reject any or all bids, and it is agreed that this bid may not be withdrawn for a period of thirty (30) days from the opening thereof. Base Bid A. The Bidder agrees to perform all work including General, Mechanical and Electrical Construction for the Base Bid Sum of: inundred gignty B. Alternates The Bidder agrees to add to or deduct from the Base Bid Sum the following amounts to perform the alternate work described in Section 01 23 00, including all associated costs. Alternate No. 1 Sealed Concrete at Breakroom #A110 Responsible Contractor Compliance

No. 212116 00 41 13-1 Bid Form

Minnesota Statute 16C.285, subd. 3.

By signing this bid form, I am an Owner or Officer of the firm name listed on the bid form and I verify under oath that as a Prime Contractor I am in compliance with the Responsible Contractor criteria as defined in

DATE				
FIRM NAME Versacon, Inc.				
OFFICIAL ADDRESS 9443 Science Center Drive				
Minneapolis, MN 55428				
TELEPHONE NUMBER				
FAX NUMBER (763-391)-5611				
And st				
BY MILES				
TITLE (Owner or Officer) Vice President				
STATE OF Minnesota				
COUNTY OF Hennepin )SS.				
Sworn to and subscribed to before me this 12th day of Dec., 20 21.				
Notary Public, Hennepin County, State of Minnesota				
My Commission Expires: 01/31/2024				

## MN RESPONSIBLE CONTRACTOR COMPLIANCE AFFIDAVIT

The undersigned, the Owner or Officer of	Versacon,	Inc.	(Prime or Sub-Contract	tor Name) verify
under oath that as a contractor I am in con	mpliance with	the following minimum	criteria per Minnesota	Statute 16C.285
Subd. 3:		_	-	

#### 1. The contractor:

- i. Is in compliance with workers' compensation and unemployment insurance requirements;
- ii. Is currently registered with the Department of Revenue and the Department of Employment and Economic Development if it has employees;
- iii. Has a valid federal tax identification number or a valid Social Security number if an individual; and
- iv. Has filed a certificate of authority to transact business in Minnesota with the secretary of state if a foreign corporation or cooperative;
- 2. The contractor or related entity is in compliance with and, during the three-year period before submitting the verification, has not violated section 177.24, 177.25, 177.41 to 177.44, 181.13, 181.14, or 181.722, and has not violated United States Code, title 29, sections 201 to 219, or United States Code, title 40, sections 3141 to 3148. For purposes of this clause, a violation occurs when a contractor or related entity:
  - i. Repeatedly fails to pay statutorily required wages or penalties on one or more separate projects for a total underpayment of \$25,000 or more within the three-year period;
  - ii. Has been issued an order to comply by the commissioner of labor and industry that has become final;
  - iii. Has been issued at least two determination letters within the three-year period by the Department of Transportation finding an underpayment by the contractor or related entity to its own employees;
  - iv. Has been found by the commissioner of labor and industry to have repeatedly or willfully violated any of the sections referenced in this clause pursuant to section 177.27;
  - v. Has been issued a ruling or findings of underpayment by the administrator of the Wage and Hour Division of the United States Department of Labor that have become final or have been upheld by an administrative law judge or the Administrative Review Board; or
  - vi. Has been found liable for underpayment of wages or penalties or misrepresenting a construction worker as an independent contractor in an action brought in a court having jurisdiction.

Provided that, if the contractor or related entity contests a determination of underpayment by the Department of Transportation in a contested case proceeding, a violation does not occur until the contested case proceeding has concluded with a determination that the contractor or related entity underpaid wages or penalties;

- 3. The contractor or related entity is in compliance with and, during the three-year period before submitting the verification, has not violated chapter 326B. For purposes of this clause, a violation occurs when a contractor or related entity has been issued a final administrative or licensing order;
- 4. The contractor or related entity has not, more than twice during the three-year period before submitting the verification, had a certificate of compliance under section 363A.36 revoked or suspended based on the provisions of section 363A.36, with the revocation or suspension becoming final because it was upheld by the Office of Administrative Hearings or was not appealed to the office;
- 5. The contractor or related entity has not received a final determination assessing a monetary sanction from the Department of Administration or Transportation for failure to meet targeted group business, disadvantaged business enterprise, or veteran-owned business goals, due to a lack of good faith effort, more than once during the three-year period before submitting the verification;
- 6. The contractor or related entity is not currently suspended or debarred by the federal government or the state of Minnesota or any of its departments, commissions, agencies, or political subdivisions; and

7.	All subcontractors that the contractor intends to use to perform project work have verified to the contractor through a signed statement under oath by an owner or officer that they meet the minimum criteria listed in clauses 1 to 6.
	y violations, suspensions, revocations, or sanctions, as defined in clauses (2) to (5), occurring prior to July 1, 2014, all not be considered in determining whether a contractor or related entity meets the minimum criteria.

CONTRACTOR OR SUBCONTRACTOR
Versacon, Inc.
By: Vice President
STATE OFMinnesota
COUNTY OF Hennepin )SS.
Sworn to and subscribed to before me this 16th day of December, 2021
Hennepin Notary Public, County, State of Minnesota
My Commission Expires: 01/31/2024



## **Bid Bond**

KNOW ALL MEN BY THESE PRESENTS, that we (Here insert full name and address or legal title of Contractor) Versacon, Inc. 9443 Science Center Drive Minneapolis, MN 55428

as Principal, hereinafter called the Principal, and (Here insert full name and address or legal title of Surety) Hartford Accident and Indemnity Company One Hartford Plaza, T-4 Hartford, CT 06155

a corporation duly organized under the laws of the State of Connecticut as Surety, hereinafter called the Surety, are held and firmly bound unto (Here insert full name and address or legal title of Owner)
ISD #280 - Richfield Public Schools
7001 Harriet Ave S.
Richfield, MN 55423

as Obligee, hereinafter called the Obligee, in the sum of Five Percent (5%) of the Amount of the Bid

Dollars (\$ 5% ), for the payment

of which sum well and truly to be made, the said Principal and the said Surety, bind ourselves, our heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

WHEREAS, the Principal has submitted a bid for (Here insert full name, address and description of project)

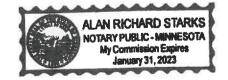
ISD #280- Richfield Mantenance Building

NOW. THEREFORE, if the Obligee shall accept the bid of the Principal and the Principal shall enter into a Contract with the Obligee in accordance with the terms of such bid, and give such bond or bonds as may be specified in the bidding or Contract Documents with good and sufficient surety for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof, or in the event of the failure of the Principal to enter such Contract and give such bond or bonds, if the Principal shall pay to the Obligee the difference not to exceed the penalty hereof between the amount specified in said bid and such larger amount for which the Obligee may in good faith contract with another party to perform the Work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect.

Signed and sealed this	16th	day of D	ecember, 2021	
XION 8		Versacon, Inc.	, /	(Seal)
(Witness)		(Title)		
222			dent and Indemnity C	ompany
(Witness)	0	(Surety)	Dalend	<b>S</b>
		(Title)	Name Alemdar Attorney-in-Fact	(Seal)

## INDIVIDUAL OR PARTNERSHIP ACKNOWLEDGMENT

STATE OF	
COUNTY OF	SS
On the day of	,, before me personally appeared
known to be the person(s) described in and v Principal(s), and acknowledged to me that and deed.	who executed the foregoing instrument, as he executed the same as his/her/their free act
(Notary Seal)	
COUNTY OF HONDON  On the 16 day of Decamber, 2  to me known, where the component of the com	no being by me duly sworn, did say that he/she is the
me known, who being duly sworn, did say that Hartford Accident and the seal affixed to the foregoing instrument is instrument was signed and sealed in behalf of	kristine anne Bell Notary Public Advances in he/she is the aforesaid officer or attorney-in-fact of the a corporate seal of said corporation, and that said of said corporation by the aforesaid officer, by resaid officer acknowledged said instrument to be



## POWER OF ATTORNE

Direct Inquiries/Claims to: THE HARTFORD **BOND, T-11** One Hartford Plaza Hartford, Connecticut 06155 Bond.Claims@thehartford.com

call: 888-266-3488 or fax: 860-757-5835

KNOW ALL PERSONS BY THESE PRESENTS THAT:

	Agency Code: .41-714909
Х	Hartford Fire Insurance Company, a corporation duly organized under the laws of the State of Connecticut
X	Hartford Casualty Insurance Company, a corporation duly organized under the laws of the State of Indiana
X	Hartford Accident and Indemnity Company, a corporation duly organized under the laws of the State of Connecticut
	Hartford Underwriters Insurance Company, a corporation duly organized under the laws of the State of Connecticut
	Twin City Fire Insurance Company, a corporation duly organized under the laws of the State of Indiana
	Hartford Insurance Company of Illinois, a corporation duly organized under the laws of the State of Illinois
	Hartford Insurance Company of the Midwest, a corporation duly organized under the laws of the State of Indiana
	Hartford Insurance Company of the Southeast, a corporation duly organized under the laws of the State of Florida

oncy Code:

having their home office in Hartford, Connecticut, (hereinafter collectively referred to as the "Companies") do hereby make, constitute and appoint, up to the amount of Unlimited:

Stacy Bury, Shelley Mulvihill of Minnetonka MN, Name Alemdar, Dawn Blaisdell, Barb Michaels, Melissa M. Nordin, Kelly Preston, Jeff Settem, Alan Starks of EDEN PRAIRIE, Minnesota

their true and lawful Attorney(s)-in-Fact, each in their separate capacity if more than one is named above, to sign its name as surety(ies) only as delineated above by \( \omega \), and to execute, seal and acknowledge any and all bonds, undertakings, contracts and other written instruments in the nature thereof, on behalf of the Companies in their business of guaranteeing the fidelity of persons, guaranteeing the performance of contracts and executing or guaranteeing bonds and undertakings required or permitted in any actions or proceedings allowed by law.

In Witness Whereof, and as authorized by a Resolution of the Board of Directors of the Companies on May 23, 2016 the Companies have caused these presents to be signed by its Assistant Vice President and its corporate seals to be hereto affixed, duly attested by its Assistant Secretary. Further, pursuant to Resolution of the Board of Directors of the Companies, the Companies hereby unambiguously affirm that they are and will be bound by any mechanically applied signatures applied to this Power of Attorney.













Agency Name: CHRISTENSEN GROUP INC

41-714969





Joelle L. LaPierre, Assistant Vice President

STATE OF FLORIDA

ss. Lake Mary

Shelby Wiggins, Assistant Secretary

COUNTY OF SEMINOLE

On this 13th day of February, 2020, before me personally came Joelle LaPierre, to me known, who being by me duly sworn, did depose and say: that (s)he resides in Seminole County, State of Florida; that (s)he is the Assistant Vice President of the Companies, the corporations described in and which executed the above instrument; that (s)he knows the seals of the said corporations; that the seals affixed to the said instrument are such corporate seals; that they were so affixed by authority of the Boards of Directors of said corporations and that (s)he signed his/her name thereto by like authority.



Jessica Noelle Ciccone My Commission #FF029702 Expires June 20, 2021

I, the undersigned, Assistant Vice President of the Companies, DO HEREBY CERTIFY that the above and foregoing is a true and correct copy of the Power of Attorney executed by said Companies, which is still in full force effective as of 16th of December

Signed and sealed in Lake Mary, Florida.

















#### BID FORM

BID PROPOSAL FOR: RICHFIELD MAINTENANCE BUILDING - 2022 REMODELING

300 WEST 72<sup>nd</sup> STREET RICHFIELD, MINNESOTA

BID TO:

INDEPENDENT SCHOOL DISTRICT #280

DISTRICT OFFICE BOARDROOM 7001 HARRIET AVENUE SOUTH RICHFIELD, MINNESOTA 55423

BID FROM:

JPMI CONSTRUCTION CO

We have examined the Contract Documents for the proposed Richfield Maintenance Building – 2022 Remodeling as prepared by Wold Architects and Engineers, St. Paul, Minnesota, and the conditions affecting the work.

In accordance therewith the undersigned proposes to furnish all labor and materials for Construction as set forth in the Contract Documents, including Addenda Nos. 1 issued thereto.

- 1. Accompanying this proposal is a Bid Security for all work, required to be furnished by Contract Documents, the same being subject to forfeiture in the event of default by the undersigned.
- 2. I agree to complete the Project, provided a contract is executed within 30 calendar days, by May 25, 2021.
- 3. I understand the Owner reserves the right to reject any or all bids, and it is agreed that this bid may not be withdrawn for a period of thirty (30) days from the opening thereof.

## A. Base Bid

1. The Bidder agrees to perform all work including General, Mechanical and Electrical Construction for the Base Bid Sum of:

TITREE HUNDRED NINETY THREE THOUSAND Dollars \$ 393,000.00

## B. Alternates

- The Bidder agrees to add to or deduct from the Base Bid Sum the following amounts to perform the alternate work described in Section 01 23 00, including all associated costs.
  - a. Alternate No. 1 Sealed Concrete at Breakroom #A110

Add/Deduct SIX THOU SAND

\_ Dollars \$ (46,000.00)

## C. Responsible Contractor Compliance

1. By signing this bid form, I am an Owner or Officer of the firm name listed on the bid form and I verify under oath that as a Prime Contractor I am in compliance with the Responsible Contractor criteria as defined in Minnesota Statute 16C.285, subd. 3.

DATE12/16/2021
FIRM NAME
OFFICIAL ADDRESS 2310 County Rd D West, #105
Saint Paul, MN 55112
TELEPHONE NUMBER (651) 636-1499
FAX NUMBER (651 ) 636-1699
BY Jay Hadi
TITLE (Owner or Officer) President
NARASIMHA RAO MANDA Notary Public Minnesota
STATE OF Minnesota )SS.  My Commission Expires Jan 31, 2024
COUNTY OF Ramsey
Sworn to and subscribed to before me this 16th day of Dec., 2021.
Notary Public, Ramsey County, State of Minnesota
My Commission Expires: 01/31/2024

No. 212116

## MN RESPONSIBLE CONTRACTOR COMPLIANCE AFFIDAVIT

The undersigned, the Owner or Officer of JPMI Construction Co (Prime or Sub-Contractor Name) verify under oath that as a contractor I am in compliance with the following minimum criteria per Minnesota Statute 16C.285 Subd. 3:

## 1. The contractor:

- i. Is in compliance with workers' compensation and unemployment insurance requirements;
- ii. Is currently registered with the Department of Revenue and the Department of Employment and Economic Development if it has employees;
- iii. Has a valid federal tax identification number or a valid Social Security number if an individual; and
- iv. Has filed a certificate of authority to transact business in Minnesota with the secretary of state if a foreign corporation or cooperative;
- 2. The contractor or related entity is in compliance with and, during the three-year period before submitting the verification, has not violated section 177.24, 177.25, 177.41 to 177.44, 181.13, 181.14, or 181.722, and has not violated United States Code, title 29, sections 201 to 219, or United States Code, title 40, sections 3141 to 3148. For purposes of this clause, a violation occurs when a contractor or related entity:
  - i. Repeatedly fails to pay statutorily required wages or penalties on one or more separate projects for a total underpayment of \$25,000 or more within the three-year period;
  - ii. Has been issued an order to comply by the commissioner of labor and industry that has become final;
- iii. Has been issued at least two determination letters within the three-year period by the Department of Transportation finding an underpayment by the contractor or related entity to its own employees;
- iv. Has been found by the commissioner of labor and industry to have repeatedly or willfully violated any of the sections referenced in this clause pursuant to section 177.27;
- v. Has been issued a ruling or findings of underpayment by the administrator of the Wage and Hour Division of the United States Department of Labor that have become final or have been upheld by an administrative law judge or the Administrative Review Board; or
- vi. Has been found liable for underpayment of wages or penalties or misrepresenting a construction worker as an independent contractor in an action brought in a court having jurisdiction.

Provided that, if the contractor or related entity contests a determination of underpayment by the Department of Transportation in a contested case proceeding, a violation does not occur until the contested case proceeding has concluded with a determination that the contractor or related entity underpaid wages or penalties;

- 3. The contractor or related entity is in compliance with and, during the three-year period before submitting the verification, has not violated chapter 326B. For purposes of this clause, a violation occurs when a contractor or related entity has been issued a final administrative or licensing order;
- 4. The contractor or related entity has not, more than twice during the three-year period before submitting the verification, had a certificate of compliance under section 363A.36 revoked or suspended based on the provisions of section 363A.36, with the revocation or suspension becoming final because it was upheld by the Office of Administrative Hearings or was not appealed to the office;
- 5. The contractor or related entity has not received a final determination assessing a monetary sanction from the Department of Administration or Transportation for failure to meet targeted group business, disadvantaged business enterprise, or veteran-owned business goals, due to a lack of good faith effort, more than once during the three-year period before submitting the verification;
- 6. The contractor or related entity is not currently suspended or debarred by the federal government or the state of Minnesota or any of its departments, commissions, agencies, or political subdivisions; and

7. All subcontractors that the contractor intends to use to perform project work have verified to the contractor through a signed statement under oath by an owner or officer that they meet the minimum criteria listed in clauses 1 to 6.

Any violations, suspensions, revocations, or sanctions, as defined in clauses (2) to (5), occurring prior to July 1, 2014, shall not be considered in determining whether a contractor or related entity meets the minimum criteria.

	CONTRACTOR OR SUBCONTRACTOR
	JPMI CONSTRUCTION CO
	By:
STATE OF <u>Minnesota</u> ) SS.	^
COUNTY OF Ramsey	Lock
Sworn to and subscribed to before me this 16th day of Decemb	
Notary Public, Ramsey County, State of Minnesot	NARASIMHA RAO MANDA Notary Public Minnesota My Commission Expires Jan 31, 2024
My Commission Expires: 01/31/2024	341 31, 2024

## Bid Bond

**CONTRACTOR:** 

SURETY:

(Name, legal status and address)

(Name, legal status and principal place of business)

JPMI Construction Co.

**Ohio Farmers Insurance Company** 

2310 County Road D West, Suite 105

P.O. Box 5001 Westfield Center, OH 44251-5001

St. Paul, MN 55112

OWNER:

(Name, legal status and address)

Independent School District No. 280, Richfield Public Schools

7001 Harriet Avenue S. Richfield, MN 55423 BOND AMOUNT:

Five Percent (5%) of Total Amount Bid

PROJECT:

(Name, location or address, and Project number, if any)
Richfield Maintenance Building - 2022 Remodeling

This document has important legal consequences. Consultation with an attorney is encouraged with respect to its completion or modification.

Any singular reference to Contractor, Surety, Owner or other party shall be considered plural where applicable.

The Contractor and Surety are bound to the Owner in the amount set forth above, for the payment of which the Contractor and Surety bind themselves, their heirs, executors, administrators, successors and assigns, jointly and severally, as provided herein. The conditions of this Bond are such that if the Owner accepts the bid of the Contractor within the time specified in the bid documents, or within such time period as may be agreed to by the Owner and Contractor, and the Contractor either (1) enters into a contract with the Owner in accordance with the terms of such bid, and gives such bond or bonds as may be specified in the bidding or Contract Documents, with a surety admitted in the jurisdiction of the Project and otherwise acceptable to the Owner, for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof; or (2) pays to the Owner the difference, not to exceed the amount of this Bond, between the amount specified in said bid and such larger amount for which the Owner may in good faith contract with another party to perform the work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect. The Surety hereby waives any notice of an agreement between the Owner and Contractor to extend the time in which the Owner may accept the bid. Waiver of notice by the Surety shall not apply to any extension exceeding sixty (60) days in the aggregate beyond the time for acceptance of bids specified in the bid documents, and the Owner and Contractor shall obtain the Surety's consent for an extension beyond sixty (60) days.

If this Bond is issued in connection with a subcontractor's bid to a Contractor, the term Contractor in this Bond shall be deemed to be Subcontractor and the term Owner shall be deemed to be Contractor.

When this Bond has been furnished to comply with a statutory or other legal requirement in the location of the Project, any provision in this Bond conflicting with said statutory or legal requirement shall be deemed deleted herefrom and provisions conforming to such statutory or other legal requirement shall be deemed incorporated herein. When so furnished, the intent is that this Bond shall be construed as a statutory bond and not as a common law bond.

Signed and sealed this
------------------------

16th

day of December, 2021.

JPMI Construction Co
(Principal)

(Seal)

(Witness)

(Title) Jay Hadi, President

Ohio Farmers Insurance Company

(Surety)

(Seal)

(Witness)

(Title) Brian J. Oestreich, Attorney-in-Fact



By arrangement with the American Institute of Architects, the National Association of Surety Bond Producers (NASBP) (<a href="www.nasbp.org">www.nasbp.org</a>) makes this form document available to its members, affiliates, and associates in Microsoft Word format for use in the regular course of surety business. NASBP vouches that the original text of this document conforms exactly to the text in AIA Document A310-2010, Bid Bond.

## CORPORATE ACKNOWLEDGMENT

State of Minnesota )	
) ss	
County of Ramsey )	
On this <u>16th</u> day of <u>December</u> to me personally known, who, being by me duly of <u>JPMI Construction Co</u> .	•
SURET	Y ACKNOWLEDGMENT
State of Minnesota ) ) ss	
County of Hennepin )	
On this <u>16th</u> day of <u>December</u>	
to me personally know, who being by me duly s	worn, did say that (s)he is the Attorney-in-Fact of
Ohio Farmers Insurance Company	, a corporation, that the seal
	rate seal of said corporation and that said instrument was
executed in behalf of said corporation by author	
Brian J. Oestreich acknowledged	said instrument to be the free act and deed of said corporation.
	Shu may hum
EE67	Notary Public Hennepin County, Minnesota
SANDRA M ENGSTRUM NOTARY PUBLIC - MINNESOTA	My commission expires 1/31/2026
My Commission Expires	wiy continussion expires <u>1/31/2026</u>

General Power of Attorney

## Westfield Insurance Co. Westfield National Insurance Co. Ohio Farmers Insurance Co.

CERTIFIED COPY

Westfield Center, Ohio

Know All Men by These Presents, That WESTFIELD INSURANCE COMPANY, WESTFIELD NATIONAL INSURANCE COMPANY and OHIO FARMERS INSURANCE COMPANY, corporations, hereinafter referred to individually as a "Company" and collectively as "Companies," duly organized and existing under the laws of the State of Ohio, and having its principal office in Westfield Center, Medina County, Ohio, do by these presents make, constitute and appoint

MELINDA C. BLODGETT, R. C. BOWMAN, R. W. FRANK, TED JORGENSEN, JOSHUA R. LOFTIS, KURT C. LUNDBLAD BRIAN J. OESTREICH, JEROME T. OUIMET, JOHN E. TAUER, LIN ULVEN, COLBY D. WHITE, NATHAN WEAVER, JOINTLY **OR SEVERALLY** 

of MINNEAPOLIS and State of MNits true and lawful Attorney(s)-in-Fact, with full power and authority hereby conferred in its name. place and stead, to execute, acknowledge and deliver any and all bonds, recognizances, undertakings, or other instruments or contracts of

LIMITATION: THIS POWER OF ATTORNEY CANNOT BE USED TO EXECUTE NOTE GUARANTEE, MORTGAGE DEFICIENCY, MORTGAGE GUARANTEE, OR BANK DEPOSITORY BONDS.

and to bind any of the Companies thereby as fully and to the same extent as if such bonds were signed by the President, sealed with the corporate seal of the applicable Company and duly attested by its Secretary, hereby ratifying and confirming all that the said Attorney(s)-in-Fact may do in the premises. Said appointment is made under and by authority of the following resolution adopted by the Board of Directors of each of the WESTFIELD INSURANCE COMPANY, WESTFIELD NATIONAL INSURANCE COMPANY and OHIO FARMERS INSURANCE COMPANY:

"Be It Resolved, that the President, any Senior Executive, any Secretary or any Fidelity & Surety Operations Executive or other Executive shall be and is hereby vested with full power and authority to appoint any one or more suitable persons as Attorney(s)-in-Fact to represent and act for

be and is hereby vested with full power and authority to appoint any one or more suitable persons as Attorney(s)-in-ract to represent and act for and on behalf of the Company subject to the following provisions:

The Attorney-in-Fact. may be given full power and authority for and in the name of and on behalf of the Company, to execute, acknowledge and deliver, any and all bonds, recognizances, contracts, agreements of indemnity and other conditional or obligatory undertakings and any and all notices and documents canceling or terminating the Company's liability thereunder, and any such instruments so executed by any such Attorney-in-Fact shall be as binding upon the Company as if signed by the President and sealed and attested by the Corporate Secretary."

"Be it Further Resolved, that the signature of any such designated person and the seal of the Company heretofore or hereafter affixed to any

power of attorney or any certificate relating thereto by facsimile, and any power of attorney or certificate bearing facsimile signatures or facsimile seal shall be valid and binding upon the Company with respect to any bond or undertaking to which it is attached." (Each adopted at a meeting held on February 8, 2000).

In Witness Whereof, WESTFIELD INSURANCE COMPANY, WESTFIELD NATIONAL INSURANCE COMPANY and OHIO FARMERS INSURANCE COMPANY have caused these presents to be signed by their National Surety Leader and Senior Executive and their corporate seals to be hereto affixed this 17th day of JANUARY A.D., 2020 .

Corporate MEURANC Seals Affixed

State of Ohio County of Medina

AND THE PROPERTY OF ARTIONAL NO Constantinament .

WESTFIELD INSURANCE COMPANY WESTFIELD NATIONAL INSURANCE COMPANY OHIO FARMERS INSURANCE COMPANY

By: Gary W. Stumper, National Surety Leader and Senior Executive

On this 17th day of JANUARY A.D., 2020, before me personally came Gary W. Stumper to me known, who, being by me duly sworn, did depose and say, that he resides in Hartford, CT; that he is National Surety Leader and Senior Executive of WESTFIELD INSURANCE COMPANY, WESTFIELD NATIONAL INSURANCE COMPANY and OHIO FARMERS INSURANCE COMPANY, the companies described in and which executed the above instrument; that he knows the seals of said Companies; that the seals affixed to said instrument are such corporate seals; that they were so affixed by order of the Boards of Directors of said Companies; and that he signed his name thereto by like order.

Notarial Seal Affixed

State of Ohio County of Medina

ss.:

SS.



David A. Kotnik, Attorney at Law, Notary Public My Commission Does Not Expire (Sec. 147.03 Ohio Revised Code)

I, Frank A. Carrino, Secretary of WESTFIELD INSURANCE COMPANY, WESTFIELD NATIONAL INSURANCE COMPANY and OHIO FARMERS INSURANCE COMPANY, do hereby certify that the above and foregoing is a true and correct copy of a Power of Attorney, executed by said Companies, which is still in full force and effect; and furthermore, the resolutions of the Boards of Directors, set out in the Power of Attorney are in full force and effect.

In Witness Whereof, I December A.D., 2021 I have hereunto set my hand and affixed the seals of said Companies at Westfield Center, Ohio, this 16th day of







Frank A. Carrino, Secretary

## Bid Bond

CONTRACTOR:

SURETY:

(Name, legal status and address)

(Name, legal status and principal place of business)

Meisinger Construction Company, Inc Ohio Farmers Insurance Company

121 Bridgepoint Way

P.O. Box 5001 Westfield Center, OH 44251-5001

South St. Paul, MN 55075

OWNER:

(Name, legal status and address)

independent School District No. 280, Richfield Public Schools

7001 Harriet Avenue S. Richfield, MN 55423 BOND AMOUNT:

Five Percent (5%) of Total Amount Bid

PROJECT:

(Name, location or address, and Project number, if any)
Richfield Maintenance Building - 2022 Remodeling

This document has important legal consequences. Consultation with an attorney is encouraged with respect to its completion or modification.

Any singular reference to Contractor, Surety, Owner or other party shall be considered plural where applicable.

The Contractor and Surety are bound to the Owner in the amount set forth above, for the payment of which the Contractor and Surety bind themselves, their heirs, executors, administrators, successors and assigns, jointly and severally, as provided herein. The conditions of this Bond are such that if the Owner accepts the bid of the Contractor within the time specified in the bid documents, or within such time period as may be agreed to by the Owner and Contractor, and the Contractor either (1) enters into a contract with the Owner in accordance with the terms of such bid, and gives such bond or bonds as may be specified in the bidding or Contract Documents, with a surety admitted in the jurisdiction of the Project and otherwise acceptable to the Owner, for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof; or (2) pays to the Owner the difference, not to exceed the amount of this Bond, between the amount specified in said bid and such larger amount for which the Owner may in good faith contract with another party to perform the work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect. The Surety hereby waives any notice of an agreement between the Owner and Contractor to extend the time in which the Owner may accept the bid. Waiver of notice by the Surety shall not apply to any extension exceeding sixty (60) days in the aggregate beyond the time for acceptance of bids specified in the bid documents, and the Owner and Contractor shall obtain the Surety's consent for an extension beyond sixty (60) days.

If this Bond is issued in connection with a subcontractor's bid to a Contractor, the term Contractor in this Bond shall be deemed to be Subcontractor and the term Owner shall be deemed to be Contractor.

When this Bond has been furnished to comply with a statutory or other legal requirement in the location of the Project, any provision in this Bond conflicting with said statutory or legal requirement shall be deemed deleted herefrom and provisions conforming to such statutory or other legal requirement shall be deemed incorporated herein. When so furnished, the intent is that this Bond shall be construed as a statutory bond and not as a common law bond.

Signed	and	sealed	this

16th

day of December, 2021.

Meisinger Construction Company, Inc. (Principal) (Seal) (Title) Thomas M. Meisinger, President Ohio Farmers Insurance Company (Surety) (Seal)

(Title) Brian J. Oestreich, Attorney-in-Fact



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## CORPORATE ACKNOWLEDGMENT

State of Minnesota			
County of Dakota ) ss			
On this <u>16th</u> day of <u>December</u> to me personally known, who, being by me dul of <u>Meisinger Construction Company</u> , Inc. foregoing instrument is the corporate seal of see behalf of said corporation by authority of its Boacknowledged said instrument to be the free a	y sworn, did say that he/she is , a corporation aid corporation, and that said pard of Directors, and that said	s the <u>President</u> n, that the seal affixed to the instrument was executed in d <u>Thomas M. Meisinger</u>	
HEIDI A. SQUIRE NOTARY PUBLIC - MINNESOTA My Commission Expires Jan. 31, 2025  My commission expires 1.31.			
SURETY ACKNOWLEDGMENT State of Minnesota )			
County of Hennepin )			
On this16thday of			
·	said instrument to be the free	e act and deed of said corporation.	
SANDRA M ENGSTRUM HOTARY PUBLIC - MINNESOTA My Commission Expires January 31, 2026	Notary Public Hennepin  My commission expires 1/31/2		
701,2020	iviy commission expires 1/31/2	2020	

General Power of Attorney POWER NO. 2260452 13

# Westfield Insurance Co. Westfield National Insurance Co. Ohio Farmers Insurance Co.

Westfield Center, Ohio

## CERTIFIED COPY

Know All Men by These Presents, That WESTFIELD INSURANCE COMPANY, WESTFIELD NATIONAL INSURANCE COMPANY and OHIO FARMERS INSURANCE COMPANY, corporations, hereinafter referred to individually as a "Company" and collectively as "Companies," duly organized and existing under the laws of the State of Ohio, and having its principal office in Westfield Center, Medina County, Ohio, do by these presents make, constitute and appoint

MELINDA C. BLODGETT, R. C. BOWMAN, R. W. FRANK, TED JORGENSEN, JOSHUA R. LOFTIS, KURT C. LUNDBLAD, BRIAN J. OESTREICH, JEROME T. OUIMET, JOHN E. TAUER, LIN ULVEN, COLBY D. WHITE, NATHAN WEAVER, JOINTLY OR SEVERALLY

of MINNEAPOLIS and State of MNits true and lawful Attorney(s)-in-Fact, with full power and authority hereby conferred in its name, place and stead, to execute, acknowledge and deliver any and all bonds, recognizances, undertakings, or other instruments or contracts of suretyship-

LIMITATION: THIS POWER OF ATTORNEY CANNOT BE USED TO EXECUTE NOTE GUARANTEE, MORTGAGE DEFICIENCY, MORTGAGE GUARANTEE, OR BANK DEPOSITORY BONDS.

and to bind any of the Companies thereby as fully and to the same extent as if such bonds were signed by the President, sealed with the corporate seal of the applicable Company and duly attested by its Secretary, hereby ratifying and confirming all that the said Attorney(s)-in-Fact may do in the premises. Said appointment is made under and by authority of the following resolution adopted by the Board of Directors of each of the WESTFIELD INSURANCE COMPANY, WESTFIELD NATIONAL INSURANCE COMPANY and OHIO FARMERS INSURANCE COMPANY:

"Be It Resolved, that the President, any Senior Executive, any Secretary or any Fidelity & Surety Operations Executive or other Executive shall

"Be It Resolved, that the President, any Senior Executive, any Secretary or any Fidelity & Surety Operations Executive or other Executive shall be and is hereby vested with full power and authority to appoint any one or more suitable persons as Attorney(s)-in-Fact to represent and act for and on behalf of the Company subject to the following provisions:

The Attorney-in-Fact. may be given full power and authority for and in the name of and on behalf of the Company, to execute, acknowledge and

The Attorney-in-Fact. may be given full power and authority for and in the name of and on behalf of the Company, to execute, acknowledge and deliver, any and all bonds, recognizances, contracts, agreements of indemnity and other conditional or obligatory undertakings and any and all notices and documents canceling or terminating the Company's liability thereunder, and any such instruments so executed by any such Attorney-in-Fact shall be as binding upon the Company as if signed by the President and sealed and attested by the Corporate Secretary."

"Be it Further Resolved, that the signature of any such designated person and the seal of the Company heretofore or hereafter affixed to any

"Be it Further Resolved, that the signature of any such designated person and the seal of the Company heretofore or hereafter affixed to any power of attorney or any certificate relating thereto by facsimile, and any power of attorney or certificate bearing facsimile signatures or facsimile seal shall be valid and binding upon the Company with respect to any bond or undertaking to which it is attached." (Each adopted at a meeting held on February 8, 2000).

in Witness Whereof, WESTFIELD INSURANCE COMPANY, WESTFIELD NATIONAL INSURANCE COMPANY and OHIO FARMERS INSURANCE COMPANY have caused these presents to be signed by their National Surety Leader and Senior Executive and their corporate seals to be hereto affixed this 17th day of JANUARY A.D., 2020

Corporate Seals Affixed SEAL

SEAL \*\*

SINSURAL CHARTERED &

WESTFIELD INSURANCE COMPANY WESTFIELD NATIONAL INSURANCE COMPANY OHIO FARMERS INSURANCE COMPANY

Gary W. Stumper, National Surety Leader and

On this 17th day of JANUARY A.D., 2020, before me personally came Gary W. Stumper to me known, who, being by me duly sworn, did depose and say, that he resides in Hartford, CT; that he is National Surety Leader and Senior Executive of WESTFIELD INSURANCE COMPANY, WESTFIELD NATIONAL INSURANCE COMPANY and OHIO FARMERS INSURANCE COMPANY, the companies described in and which executed the above instrument; that he knows the seals of said Companies; that the seals affixed to said instrument are such corporate seals; that they were so affixed by order of the Boards of Directors of said Companies; and that he signed his name thereto by like order.

Notarial Seal Affixed

State of Ohio

County of Medina

State of Ohio County of Medina

ss.:

SS.



Dand Wolsten

**David A. Kotnik,** Attorney at Law, *Notary Public*My Commission Does Not Expire (Sec. 147.03 Ohio Revised Code)

I, Frank A. Carrino, Secretary of WESTFIELD INSURANCE COMPANY, WESTFIELD NATIONAL INSURANCE COMPANY and OHIO FARMERS INSURANCE COMPANY, do hereby certify that the above and foregoing is a true and correct copy of a Power of Attorney, executed by said Companies, which is still in full force and effect; and furthermore, the resolutions of the Boards of Directors, set out in the Power of Attorney are in full force and effect.

In Witness Whereof, I have hereunto set my hand and affixed the seals of said Companies at Westfield Center, Ohio, this 16th day of December A.D., 2021 .







Frank A larino Secretary

Frank A. Carrino, Secretary

BPOAC2 (combined) (06-02)

## **BID FORM**

BID PROPOSAL FOR: RICHFIELD MAINTENANCE BUILDING - 2022 REMODELING

		300 WEST 72 <sup>nd</sup> STREET RICHFIELD, MINNESOTA
BIC	) TO:	INDEPENDENT SCHOOL DISTRICT #280 DISTRICT OFFICE BOARDROOM 7001 HARRIET AVENUE SOUTH RICHFIELD, MINNESOTA 55423
BID	FRO	Meisinger Construction Company, Inc.
		examined the Contract Documents for the proposed Richfield Maintenance Building – 2022 Remodeling as by Wold Architects and Engineers, St. Paul, Minnesota, and the conditions affecting the work.
		lance therewith the undersigned proposes to furnish all labor and materials for Construction as set forth in the Documents, including Addenda Nos. 1 issued thereto.
1.		companying this proposal is a Bid Security for all work, required to be furnished by Contract Documents, the being subject to forfeiture in the event of default by the undersigned.
2.	I ag	ree to complete the Project, provided a contract is executed within 30 calendar days, by May 25, 2021.
3.		nderstand the Owner reserves the right to reject any or all bids, and it is agreed that this bid may not be ndrawn for a period of thirty (30) days from the opening thereof.
A.	Base	e Bid
	1.	The Bidder agrees to perform all work including General, Mechanical and Electrical Construction for the Base Bid Sum of:
		Dollars \$ 405, 300
В.	Alte	ernates
	1.	The Bidder agrees to add to or deduct from the Base Bid Sum the following amounts to perform the alternate work described in Section 01 23 00, including all associated costs.
		a. Alternate No. 1 Sealed Concrete at Breakroom #A110
		Add/Deduct Dollars \$ 2800
C.	Res	ponsible Contractor Compliance
	1.	By signing this bid form, I am an Owner or Officer of the firm name listed on the bid form and I verify under oath that as a Prime Contractor I am in compliance with the Responsible Contractor criteria as defined in Minnesota Statute 16C.285, subd. 3.

DATE12/16/21
FIRM NAME Meisinger Construction Company, Inc.
OFFICIAL ADDRESS 121 Bridgepoint Way, South St. Paul, MN 55075
TELEPHONE NUMBER ( 651.452.4778
FAX NUMBER ( ) 651.452.4868
BY Thomas M. Meisinger 7777 777
TITLE (Owner or Officer) President
STATE OFMinnesota
COUNTY OF
Sworn to and subscribed to before me this 16th day of, 2021
Notary Public, Ramsey County, State of Minnesota
My Commission Expires: 1/31/2025



## MN RESPONSIBLE CONTRACTOR COMPLIANCE AFFIDAVIT

The undersigned, the Owner or Officer of Meisinger Construction Company, Inc. (Prime or Sub-Contractor Name) verify under oath that as a contractor I am in compliance with the following minimum criteria per Minnesota Statute 16C.285 Subd. 3:

## 1. The contractor:

- i. Is in compliance with workers' compensation and unemployment insurance requirements;
- ii. Is currently registered with the Department of Revenue and the Department of Employment and Economic Development if it has employees;
- iii. Has a valid federal tax identification number or a valid Social Security number if an individual; and
- iv. Has filed a certificate of authority to transact business in Minnesota with the secretary of state if a foreign corporation or cooperative;
- 2. The contractor or related entity is in compliance with and, during the three-year period before submitting the verification, has not violated section 177.24, 177.25, 177.41 to 177.44, 181.13, 181.14, or 181.722, and has not violated United States Code, title 29, sections 201 to 219, or United States Code, title 40, sections 3141 to 3148. For purposes of this clause, a violation occurs when a contractor or related entity:
  - i. Repeatedly fails to pay statutorily required wages or penalties on one or more separate projects for a total underpayment of \$25,000 or more within the three-year period;
  - ii. Has been issued an order to comply by the commissioner of labor and industry that has become final;
  - iii. Has been issued at least two determination letters within the three-year period by the Department of Transportation finding an underpayment by the contractor or related entity to its own employees;
  - iv. Has been found by the commissioner of labor and industry to have repeatedly or willfully violated any of the sections referenced in this clause pursuant to section 177.27;
  - v. Has been issued a ruling or findings of underpayment by the administrator of the Wage and Hour Division of the United States Department of Labor that have become final or have been upheld by an administrative law judge or the Administrative Review Board; or
  - vi. Has been found liable for underpayment of wages or penalties or misrepresenting a construction worker as an independent contractor in an action brought in a court having jurisdiction.

Provided that, if the contractor or related entity contests a determination of underpayment by the Department of Transportation in a contested case proceeding, a violation does not occur until the contested case proceeding has concluded with a determination that the contractor or related entity underpaid wages or penalties;

- 3. The contractor or related entity is in compliance with and, during the three-year period before submitting the verification, has not violated chapter 326B. For purposes of this clause, a violation occurs when a contractor or related entity has been issued a final administrative or licensing order;
- 4. The contractor or related entity has not, more than twice during the three-year period before submitting the verification, had a certificate of compliance under section 363A.36 revoked or suspended based on the provisions of section 363A.36, with the revocation or suspension becoming final because it was upheld by the Office of Administrative Hearings or was not appealed to the office;
- 5. The contractor or related entity has not received a final determination assessing a monetary sanction from the Department of Administration or Transportation for failure to meet targeted group business, disadvantaged business enterprise, or veteran-owned business goals, due to a lack of good faith effort, more than once during the three-year period before submitting the verification;
- 6. The contractor or related entity is not currently suspended or debarred by the federal government or the state of Minnesota or any of its departments, commissions, agencies, or political subdivisions; and

7. All subcontractors that the contractor intends to use to perform project work have verified to the contractor through a signed statement under oath by an owner or officer that they meet the minimum criteria listed in clauses 1 to 6.

Any violations, suspensions, revocations, or sanctions, as defined in clauses (2) to (5), occurring prior to July 1, 2014, shall not be considered in determining whether a contractor or related entity meets the minimum criteria.

CONTRACTOR OR SUBCONTRACTOR Meisinger Construction Company, Inc.

- in will

By: Thomas M. Meisinger

Its: President

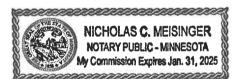
STATE OF Minnesota
)SS.
COUNTY OF Dakota
)

Sworn to and subscribed to before me this 16th day of December, 20 21

Notary Public, Ramsey (

County, State of Minnesota

My Commission Expires: \_\_\_\_1/31/2025



#### **BID FORM**

**BID PROPOSAL FOR:** RICHFIELD MAINTENANCE BUILDING - 2022 REMODELING 300 WEST 72nd STREET RICHFIELD, MINNESOTA BID TO: INDEPENDENT SCHOOL DISTRICT #280 DISTRICT OFFICE BOARDROOM 7001 HARRIET AVENUE SOUTH RICHFIELD, MINNESOTA 55423 ISI CONSTRUCTION, INC BID FROM: We have examined the Contract Documents for the proposed Richfield Maintenance Building - 2022 Remodeling as prepared by Wold Architects and Engineers, St. Paul, Minnesota, and the conditions affecting the work. In accordance therewith the undersigned proposes to furnish all labor and materials for Construction as set forth in the Contract Documents, including Addenda Nos. \_\_\_\_/\_\_\_ issued thereto. Accompanying this proposal is a Bid Security for all work, required to be furnished by Contract Documents, the 1. same being subject to forfeiture in the event of default by the undersigned. 2. I agree to complete the Project, provided a contract is executed within 30 calendar days, by May 25, 2021. 3. I understand the Owner reserves the right to reject any or all bids, and it is agreed that this bid may not be withdrawn for a period of thirty (30) days from the opening thereof. Base Bid Α The Bidder agrees to perform all work including General, Mechanical and Electrical Construction for the 1. Base Bid Sum of: hundred forty eight thousand Dollars \$ 448, 7500 В. Alternates 1. The Bidder agrees to add to or deduct from the Base Bid Sum the following amounts to perform the alternate work described in Section 01 23 00, including all associated costs.

## C. Responsible Contractor Compliance

1. By signing this bid form, I am an Owner or Officer of the firm name listed on the bid form and I verify under oath that as a Prime Contractor I am in compliance with the Responsible Contractor criteria as defined in Minnesota Statute 16C.285, subd. 3.

eignteen Dollars \$ 718:

Alternate No. 1 Sealed Concrete at Breakroom #A110

DATE
FIRM NAME VSI CONSTRUCTION, INC.
OFFICIAL ADDRESS 8780 Valley FORGE IN
Maple Grove, MN 55369
TELEPHONE NUMBER (763) 493-3000
FAX NUMBER (763) 428 -3954
BY Lu D. Sutherland
TITLE (Owner or Officer) (EO
STATE OF Minnesota )SS. COUNTY OF Home pin )
COUNTY OF Acade Pin )  SS.  My Commission Expires January 31, 2022
Sworn to and subscribed to before me this 16 day of 2021.
My Commission Expires: //3//2012



## ATA Document A310™ – 2010

Bond No. RB0087721

## **Bid Bond**

CONTRACTOR:

Name, legal status and address) VSI Construction, Inc. 8780 Valley Forge Lane North

Maple Grove, MN 55369

OWNER:

(Name, legal status and address)

ISD#280-Richfield Public Schools

SURETY:

(Name, legal status and principal place of This document has important legal

business)

Granite Re, Inc. 14001 Quailbrook Drive

Oklahoma City, OK 73134

consequences. Consultation with an attorney is encouraged with respect to its completion or modification.

Any singular reference to Contractor, Surety, Owner or other party shall be considered plural where applicable.

BOND AMOUNT: Five Percent of the Bid Amount (5% of Bid Amount)

PROJECT: Richfield Maintenance Building - 2022 Remodel (Name, location or address, and Project number, if any)

The Contractor and Surety are bound to the Owner in the amount set forth above, for the payment of which the Contractor and Surety bind themselves, their heirs, executors, administrators, successors and assigns, jointly and severally, as provided herein. The conditions of this Bond are such that if the Owner accepts the bid of the Contractor within the time specified in the bid documents, or within such time period as may be agreed to by the Owner and Contractor, and the Contractor either (1) enters into a contract with the Owner in accordance with the terms of such bid, and gives such bond or bonds as may be specified in the bidding or Contract Documents, with a surety admitted in the jurisdiction of the Project and otherwise acceptable to the Owner, for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof; or (2) pays to the Owner the difference, not to exceed the amount of this Bond, between the amount specified in said bid and such larger amount for which the Owner may in good faith contract with another party to perform the work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect. The Surety hereby waives any notice of an agreement between the Owner and Contractor to extend the time in which the Owner may accept the bid. Waiver of notice by the Surety shall not apply to any extension exceeding sixty (60) days in the aggregate beyond the time for acceptance of bids specified in the bid documents, and the Owner and Contractor shall obtain the Surety's consent for an extension beyond sixty (60) days.

If this Bond is issued in connection with a subcontractor's bid to a Contractor, the term Contractor in this Bond shall be deemed to be Subcontractor and the term Owner shall be deemed to be Contractor.

When this Bond has been furnished to comply with a statutory or other legal requirement in the location of the Project, any provision in this Bond conflicting with said statutory or legal requirement shall be deemed deleted herefrom and provisions conforming to such statutory or other legal requirement shall be deemed incorporated herein. When so furnished, the intent is that this Bond shall be construed as a statutory bond and not as a common law bond.

Signed and sealed this 13th day of December, 2021

(Witness)

(Witness)

Init.

VSI Construction (Principal)

(Title) Granite Re,

(Surety)

(Title)Troy Staples, Attorney-in-Fact

(Seal)

CAUTION: You thould sign an original AIA Contract Document, on which this text appears in RED. An original assures that rhanges will one be obscured.

AIA Document A310\*\*— 2010. Copyright ©1963, 1970 and 2010 by The American Institute of Architects. All rights reserved. WARNING: the AXA Copyright that softieternational freaters, Liminthonies reproduction to destinance of this AFA for much sense of an example and Change penalties, and values to ended to the insense extent position of the contract penalties.

Purchasers are permitted to reproduce ten (10) copies of this document when completed. To report copyright violations of AIA Contract Documents, e-mail The American Institute of Architects' legal counsel, copyright@aia.org.

1.41 我没有到了我们的是我们的一种想象的是什么不知识是是 

## **ACKNOWLEDGMENT OF PRINCIPAL (Individual)**

State of)	
County of	
On this day of	in the year before me personally come(s
and executed the foregoing instrument and acknow	vledge(s) to me that he/she executed the same.
	Notary Public
ACKNOWLE	EDGMENT OF PRINCIPAL (Partnership)
State of)	
(County of)	
	in the year before me personally come(s)
	to me known and known to me to be the person who is described in and
executed the foregoing instrument and acknowledg	ges to me that he/she executed the same as for the act and deed of the said co-partnership.
	Notary Public
ACKNOWLE	EDGMENT OF PRINCIPAL (Corporation)
State of Minnesota) County of Henne pin	
County of Hennepi's	
	December, in the year 221, before me personally come(s)
Len Jatherland	to me known, who, being duly sworn, deposes and says that he/she is of the VSI Constraction Inc
	the corporation described in and which executed the foregoing instrument; that he/she knows the seal
	instrument is such corporate seal; that it was so affixed by the order of the Board of Directors of said
corporation, and that he/she signed his/her name th	
PATRICK ARTHUR DEE NOTARY PUBLIC - MINNESOTA My Commission Expires	Notary Public
January 25, 2022	CKNOWLEDGMENT OF SURETY
State of Minnecota \	
State of Minnesota )	
County of <u>Dakota</u> )	
	ar 2021, before me personally come(s) <u>Troy Staples</u> , Attorney(s)-in-Fact of <u>Granite Re, Inc.</u> with whom
	duly sworn, says that he/she is (are) the Attorney(s)-in-Fact of Granite Re, Inc. company described in e/she know(s) the corporate seal of such company; and that seal affixed to the within instrument is
·	r of the Board of Directors of said company/and that he/she signed said instrument as Attorney(s)-in-
Fact of the said company by like order.	

Notary Public

ANDREA MARIE CONNOLLY DEES

NOTARY PUBLIC - MINI ESOTA

My Continication Expires Jan. 31, 2025

## GRANITE RE, INC.

## **GENERAL POWER OF ATTORNEY**

Know all Men by these Presents:

That GRANITE RE, INC., a corporation organized and existing under the laws of the State of MINNESOTA and having its principal office at the City of OKLAHOMA CITY in the State of OKLAHOMA does hereby constitute and appoint:

WANDA FRANZ; TOM LAHL; TOM KEMP: LISA M. FRANCOUR; JENNIFER BOYLES; ZACHARY PATE; TROY STAPLES; NICHOLAS HOCHBAN its true and lawful Attorney-in-Fact(s) for the following purposes; to wit:

To sign its name as surety to, and to execute, seal and acknowledge any and all bonds, and to respectively do and perform any and all acts and things set forth in the resolution of the Board of Directors of the said GRANITE RE, INC. a certified copy of which is hereto annexed and made a part of this Power of Attorney; and the said GRANITE RE, INC. through us, its Board of Directors, hereby ratifies and confirms all and whatsoever the said:

WANDA FRANZ; TOM LAHL; TOM KEMP: LISA M. FRANCOUR; JENNIFER BOYLES; ZACHARY PATE; TROY STAPLES; NICHOLAS HOCHBAN may lawfully do in the premises by virtue of these presents.

In Witness Whereof, the said GRANITE RE, INC. has caused this instrument to be sealed with its corporate seal, duly attested by the signatures of its President and Assistant Secretary, this 3rd day of January, 2020.

STATE OF OKLAHOMA

SS

COUNTY OF OKLAHOMA )

Kenneth D. Whittington, President

- Y

On this 3rd day of January, 2020, before me personally came Kenneth D. Whittington, President of the GRANITE RE, INC. Company and Kyle P. McDonald, Assistant Secretary of said Company, with both of whom I am personally acquainted, who being by me severally duly sworn, said, that they, the said Kenneth D. Whittington and Kyle P. McDonald were respectively the President and the Assistant Secretary of GRANITE RE, INC., the corporation described in and which executed the foregoing Power of Attorney; that they each knew the seal of said corporation; that the seal affixed to said Power of Attorney was such corporate seal, that it was so fixed by order of the Board of Directors of said corporation, and that they signed their name thereto by like order as President and Assistant Secretary, respectively, of the Company.

My Commission Expires:

April 21, 2023

Commission #: 11003620



Notary Public

GRANITE RE, INC.

Certificate

THE UNDERSIGNED, being the duly elected and acting Assistant Secretary of Granite Re, Inc., a Minnesota Corporation, HEREBY CERTIFIES that the following resolution is a true and correct excerpt from the July 15, 1987, minutes of the meeting of the Board of Directors of Granite Re, Inc. and that said Power of Attorney has not been revoked and is now in full force and effect.

"RESOLVED, that the President, any Vice President, the Assistant Secretary, and any Assistant Vice President shall each have authority to appoint individuals as attorneys-in-fact or under other appropriate titles with authority to execute on behalf of the company fidelity and surety bonds and other documents of similar character issued by the Company in the course of its business. On any instrument making or evidencing such appointment, the signatures may be affixed by facsimile. On any instrument conferring such authority or on any bond or undertaking of the Company, the seal, or a facsimile thereof, may be impressed or affixed or in any other manner reproduced; provided, however, that the seal shall not be necessary to the validity of any such instrument or undertaking."

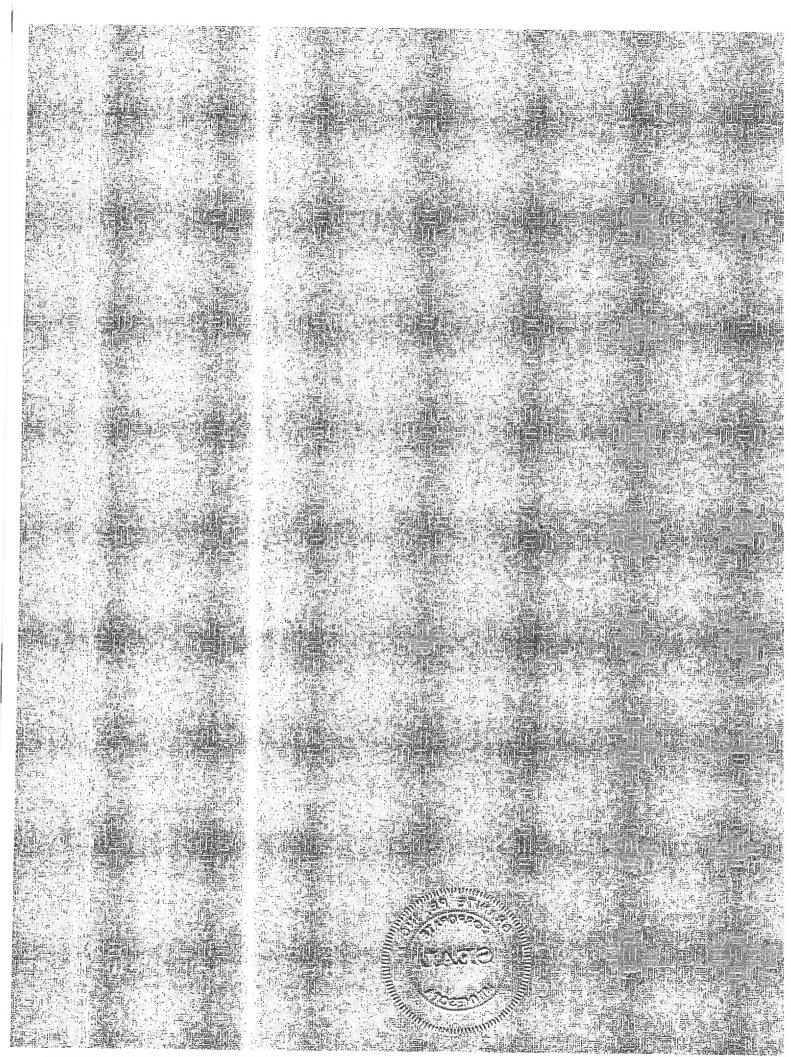
IN WITNESS WHEREOF, the undersigned has subscribed this certificate and affixed the corporate seal of the Corporation this

13th day of Decen

2021

KI Mound

Kyle P. McDonald, Assistant Secretary



## MN RESPONSIBLE CONTRACTOR COMPLIANCE AFFIDAVIT

The undersigned, the Owner or Officer of <u>VSI CONSTRUCTION</u>, /NC. (Prime or Sub-Contractor Name) verify under oath that as a contractor I am in compliance with the following minimum criteria per Minnesota Statute 16C.285 Subd. 3:

## 1. The contractor:

- i. Is in compliance with workers' compensation and unemployment insurance requirements;
- ii. Is currently registered with the Department of Revenue and the Department of Employment and Economic Development if it has employees;
- iii. Has a valid federal tax identification number or a valid Social Security number if an individual; and
- iv. Has filed a certificate of authority to transact business in Minnesota with the secretary of state if a foreign corporation or cooperative;
- 2. The contractor or related entity is in compliance with and, during the three-year period before submitting the verification, has not violated section 177.24, 177.25, 177.41 to 177.44, 181.13, 181.14, or 181.722, and has not violated United States Code, title 29, sections 201 to 219, or United States Code, title 40, sections 3141 to 3148. For purposes of this clause, a violation occurs when a contractor or related entity:
  - i. Repeatedly fails to pay statutorily required wages or penalties on one or more separate projects for a total underpayment of \$25,000 or more within the three-year period;
  - ii. Has been issued an order to comply by the commissioner of labor and industry that has become final;
  - iii. Has been issued at least two determination letters within the three-year period by the Department of Transportation finding an underpayment by the contractor or related entity to its own employees;
  - iv. Has been found by the commissioner of labor and industry to have repeatedly or willfully violated any of the sections referenced in this clause pursuant to section 177.27;
  - v. Has been issued a ruling or findings of underpayment by the administrator of the Wage and Hour Division of the United States Department of Labor that have become final or have been upheld by an administrative law judge or the Administrative Review Board; or
  - vi. Has been found liable for underpayment of wages or penalties or misrepresenting a construction worker as an independent contractor in an action brought in a court having jurisdiction.

Provided that, if the contractor or related entity contests a determination of underpayment by the Department of Transportation in a contested case proceeding, a violation does not occur until the contested case proceeding has concluded with a determination that the contractor or related entity underpaid wages or penalties;

- 3. The contractor or related entity is in compliance with and, during the three-year period before submitting the verification, has not violated chapter 326B. For purposes of this clause, a violation occurs when a contractor or related entity has been issued a final administrative or licensing order;
- 4. The contractor or related entity has not, more than twice during the three-year period before submitting the verification, had a certificate of compliance under section 363A.36 revoked or suspended based on the provisions of section 363A.36, with the revocation or suspension becoming final because it was upheld by the Office of Administrative Hearings or was not appealed to the office;
- 5. The contractor or related entity has not received a final determination assessing a monetary sanction from the Department of Administration or Transportation for failure to meet targeted group business, disadvantaged business enterprise, or veteran-owned business goals, due to a lack of good faith effort, more than once during the three-year period before submitting the verification;
- 6. The contractor or related entity is not currently suspended or debarred by the federal government or the state of Minnesota or any of its departments, commissions, agencies, or political subdivisions; and

7.	All subcontractors that the contractor intends to use to perform project work have verified to the contractor through
	a signed statement under oath by an owner or officer that they meet the minimum criteria listed in clauses 1 to 6.

Any violations, suspensions, revocations, or sanctions, as defined in clauses (2) to (5), occurring prior to July 1, 2014, shall not be considered in determining whether a contractor or related entity meets the minimum criteria.

BY: LEN D. SUTHERL

STATE OF // Innes of 9 )SS.
COUNTY OF Hennepin)

Sworn to and subscribed to before me this  $\frac{16^{+1}}{4}$  day of  $\frac{\sqrt{2000}}{2000}$  and  $\frac{\sqrt{2000}}{2000}$ .

PATRICK ARTHUR NOTARY PUBLIC - MINNE My Commission Exi January 31, 202

Notary Public, Ja truck after County, State of Minnesota My Commission Expires: 1/31/2022 Henney.

## **ATTACHMENT A**

## FIRST-TIER SUBCONTRACTORS LIST

## SUBMIT PRIOR TO EXECUTION OF A CONSTRUCTION CONTRACT

PROJECT TITLE: Rich Field Maintenance Bldg 2022

Minn. Stat. §16C.285, Subd. 5: A prime contractor or subcontractor shall include in its verification of compliance under subdivision 4 a list of all of its first-tier subcontractors that it intends to retain for work on the project. Prior to execution of a construction contract and as a condition precedent to the execution of a construction contract, the apparent successful prime contractor shall submit to the contracting authority a supplemental verification under oath confirming compliance with subdivision 3, clause (7). Each contractor or subcontractor shall obtain from all subcontractors with which it will have a direct contractual relationship a signed statement under oath by an owner or officer verifying that they meet all of the minimum criteria in subdivision 3 prior to the execution of a construction contract with each subcontractor.

First-Tier Subcontractor Names (Legal name of company as registered with the Secretary of State)	Name of city where company home office is located
Becson Comp	Fuidky, MN
ENVISION 6/253	Roseville, MN
Methopolitan TILE	New Buighton, MN
Januarys Acoustics	Watertown, MN
St. Paul Lino	Ezgen, MN
Nakasone Painting	St. Prul, MN
Thelen HTG	Brainend, MN
Muska PlumbiNG	Roseville, MN
Deley Electric	New port, MN
,	

SUPPLEMENTAL CERTIFICATION FOR ATTACHMENT A

By signing this document I certify that I am an owner or officer of the company, and I swear under oath that:

All first-tier subcontractors listed on Attachment A have verified through a signed statement under oath by an owner or officer that they meet the minimum criteria to be a responsible contractor as defined in Minn. §16C.285

Authorized Şignatµre of Owner or Officer:	Printed Name:
Chury Churco -	Charles M. Peterson
Title: Ulce President	Date: 12/2(/2(
Company Name: Con Struction	Company, INC.

## **Board of Education**

Independent School District 280 Richfield, Minnesota

## Organizational Meeting, January 3, 2022

## SUBJECT: AUTHORIZATION FOR BOARD MEMBERS TO SUBSTITUTE / BE EMPLOYED ON A CASUAL / TEMPORARY BASIS

(Recommended by Superintendent)

That the Board of Education authorize Member Tim Pollis to perform casual part-time services during the 2021-2022 school year.

## **Background Information**

(Prepared by Craig Holje)

Member Pollis is interested in applying to be a substitute teacher and/or substitute paraprofessional during the 21-22 school-year.

The maximum amount that can be earned in one fiscal year by a Board Member according to Minnesota State Statute 123B.195 is \$8,000. A majority of the school board must approve the employment at a board meeting at which all board members are present.

## **Board of Education**

Independent School District 280 Richfield, Minnesota

## **Organization Meeting, January 3, 2022**

**Subject: Donations** 

(Recommended by the Superintendent)

That the Board of Education accept the following donations with gratitude.

**The RPS General Fund** received donations of \$25.00 from Michelle Burnside of Richfield and \$10.00 from Lisa Ferrara of Freehold, NJ.