

**INDEPENDENT SCHOOL
DISTRICT #624**



**SCHOOL BOARD
MEETING PACKET**

January 10, 2022

MISSION STATEMENT

The mission of the White Bear Lake Area School District, the community at the forefront of educational excellence, honoring our legacy and courageously building the future, is to ensure each student realizes their unique talents and abilities, and makes meaningful contributions with local and global impact through a vital system distinguished by:

- *Students who design and create their own future*
- *A culture that respects diverse people and ideas*
- *Safe, nurturing and inspiring environments*
- *Exceptional staff and families committed to student success*
- *Abundant and engaged community partners*

INDEPENDENT SCHOOL DISTRICT NO. 624
WHITE BEAR LAKE, MN 55110

To: Members of the School Board

From: Dr. Wayne Kazmierczak
Superintendent of Schools

Date: January 5, 2022

A meeting of the White Bear Lake Area School Board will be held on **Monday, January 10, 2022** at 5:30 p.m. in Room 112 at District Center, 4855 Bloom Avenue, White Bear Lake, MN. This meeting will be open to the public.

AGENDA

A. PROCEDURAL ITEMS

1. Call to Order
2. Oath of Office
3. Roll Call
4. Pledge of Allegiance
5. Approval of Agenda
6. Reorganization of the Board
7. Consent Agenda
 - a) Approval of Minutes
 - b) Payment of Invoices
 - c) Correspondence
 - d) Acceptance of Gifts
 - e) Approval of Field Trips
 - f) Human Resources Items
 - g) Quarterly Investment Report

B. PUBLIC FORUM

Listed below are the procedures for addressing the School Board on a topic of interest or concern.

1. Speakers must reside in the District, be a guardian of a student(s) in the District, be a student in the District or be employed by the District. The School Board will give priority to individuals who wish to address a specific item that is on the agenda for that meeting. After this priority has been applied, any remaining openings to speak - up to the total of ten individuals - will be determined by lot.
2. Public Forum will be open for up to 30 minutes. (3 minutes per speaker, 10 minutes per topic, no more than 3 speakers per topic). Speakers are encouraged to avoid repeating comments that other speakers have made.
3. Those who wish to address the School Board must submit a written request to speak before 3:00 pm on the day of the School Board meeting. Requests must

- be submitted to the following email address: publiccomment@isd624.org, or by phone at 651-407-7563.
4. The School Board Chair will call speakers to the microphone and will recognize one speaker at a time. Speakers must be in person to be recognized. Only those individuals who have been recognized by the School Board Chair will be allowed to speak during the public comment period.
 5. School District policy and data privacy laws preclude the School Board from publicly discussing personnel and student matters or data, including information, which, if discussed in a public meeting could violate law or policy.
 6. Members of the public may not engage in conduct that materially and substantially disrupts any part of a School Board meeting, or that otherwise impedes the School Board's ability to conduct its business in an orderly and efficient fashion.
 7. If a speaker violates any of the established procedures or engages in any prohibited conduct, the Board Chair will rule the speaker out of order.
 8. An appropriate school district official may be assigned to contact the speaker with answers to their questions or with follow-up information.
 9. A handout on the purpose of the Public Forum and the process is available at each regular School Board meeting.
 10. Citizens may be asked to address the School Board on a particular subject during the discussion of that item.

C. INFORMATION ITEMS

1. Student Recognition
2. Superintendent's Report

D. DISCUSSION ITEMS

E. OPERATIONAL ITEMS

1. School Board Operating Procedures for 2022
2. School Board Members' Compensation for 2022
3. Action on Regular and Work Session Meeting Schedule for 2022
4. Action on Appointment of Representative for Equity Alliance MN
5. Action on Appointment of Representative for Intermediate School District 916
6. Action on School Board Committee and School Liaison Assignments
7. Action on Official Depositories for the School District Funds and Authorized Bank Accounts and Signatures

8. Action on Annual Resolution Authorizing Administration to Contract for Budgeted Items
9. Action on Official Publication for the School District for 2022
10. Action on Appointment of Compliance Officers
11. Action on Local Education Agency Authorization
12. Action on Designation of Legal Counsel
13. Action on Bids for Security Systems at North Star Elementary
14. Action on Lease Resolution
15. Action on Tentative Agreement 2021-23 Contract with SEIU Local Unit #284 Secretarial and Clerical Employees
16. Action on Tentative Contract 2021-23 FY with White Bear Lake Principals' Association
17. Action on Tentative Contract 2021-23 FY with Non-Affiliated and Administrative Employees
18. Action on Tentative Contract 2021-23 FY with White Bear Lake Schools' Cabinet Members
19. Action on Tentative Agreement 2021-23 with the Confidential Employee Group
20. Action on School Board Policies:
 - a. Policy 504, Student Dress and Appearance
 - b. Policy 524, Electronic Technologies Acceptable Use Policy
 - c. Policy 730, Use of Electronic Signatures to Conduct Official Business
 - d. Policy 491, Vaccination, Testing, and Face Covering Policy

F. BOARD FORUM

G. ADJOURNMENT

A. PROCEDURAL ITEMS

AGENDA ITEM: **Oath of Office**

MEETING DATE: **January 10, 2022**

SUGGESTED DISPOSITION: **Procedural Item**

CONTACT PERSON(S): **School Board Chair;**
Dr. Wayne A, Kazmierczak, Superintendent

BACKGROUND:

The following Oath of Office will be administered by Dr. Wayne Kazmierczak, Superintendent, to newly elected School Board members Deb Beloyed, Kathleen Daniels, Jessica Ellison, and Chris Streiff-Oji.

Oath of Office

I 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 No. 624 to the best of my judgement and ability.

AGENDA ITEM: **Reorganization of the School Board**

MEETING DATE: **January 10, 2022**

SUGGESTED DISPOSITION: **Procedural Item**

CONTACT PERSON(S): **School Board Chair**

BACKGROUND:

The acting Board Chair will facilitate the selection of Board Chair. The elected Board Chair will then facilitate the selection of Vice-Chair, Clerk, and Treasurer for 2022.

The new officers must be nominated and elected:

- a. **Chair** Nominations are now in order for the office of Chair.

Board member _____ nominates _____

Roll Call Vote or Elected by Acclamation

- b. **Vice-Chair** Nominations are now in order for the office of Vice-Chair.

Board member _____ nominates _____

Roll Call Vote or Elected by Acclamation

- c. **Clerk** Nominations are now in order for the office of Clerk.

Board member _____ nominates _____

Roll Call Vote or Elected by Acclamation

- d. **Treasurer** Nominations are now in order for the office of Treasurer.

Board member _____ nominates _____

Roll Call Vote or Elected by Acclamation

AGENDA ITEM: **Consent Agenda**
MEETING DATE: **January 10, 2022**
SUGGESTED DISPOSITION: **Action Items**
CONTACT PERSON(S): **Dr. Wayne Kazmierczak, Superintendent**

BACKGROUND:

The Consent Agenda is designed to expedite the handling of routine and miscellaneous official business of the School Board. The entire agenda may be adopted by the Board in one motion. The motion for adoption is not debatable and must receive unanimous approval. By request of an individual Board member, an item can be removed from the Consent Agenda and placed upon the regular agenda for consideration and action.

Consent Agenda

- a) Approval of Minutes
- b) Payment of Invoices
- c) Correspondence
- d) Acceptance of Gifts
- e) Field Trip Request(s)
- f) Human Resources Items
- g) Quarterly Investment Report

RECOMMENDED ACTION:

BE IT RESOLVED by the School Board of Independent School District No. 624 that Consent Agenda items, A-7a through A-7g, be approved as written, and a copy of the agenda items is attached to the minutes.

AGENDA ITEM: **School Board Minutes**

MEETING DATE: **January 10, 2022**

SUGGESTED DISPOSITION: **Action Item**

CONTACT PERSON(S): **School Board Clerk**

BACKGROUND:

The School Board minutes from last month's meeting are being presented for approval by the School Board.

RECOMMENDED ACTION:

Approve minutes.

**INDEPENDENT SCHOOL DISTRICT NO. 624
WHITE BEAR LAKE, MN 55110**

A meeting of the White Bear Lake Area School Board was held on **Monday, December 13, 2021** at 5:30 p.m. in Room 112 at District Center, 4855 Bloom Avenue, White Bear Lake, MN. This meeting was open to the public and a recording is posted on the website.

AGENDA

A. PROCEDURAL ITEMS

1. Chair Mullin called the meeting to order at 5:30 p.m.
2. Roll Call - Present: Chapman, Ellison, Mullin, Newmaster, Thompson, Arcand.
Absent: Beloyed.
Ex-Officio: Dr. Wayne Kazmierczak
3. Pledge of Allegiance
4. Thompson moved and Newmaster seconded to approve the agenda as presented.
Voice vote: Ayes, Chapman, Ellison, Mullin, Newmaster, Thompson, Arcand. Nays, none. Motion carried.
5. Chapman moved and Arcand seconded to approve the consent agenda consisting of:

- a) Approval of minutes for regular Board meeting on November 8, 2021, and November 22, 2021;
- b) Payment of invoices based upon a random sample, all of which met the standards and guidelines as set by the School Board;
- c) Passage of resolution regarding acceptance of gifts with thank you letters directed to the donors;
- d) Approval of field trips;
- e) Passage of resolution to approve personnel items to include:

➤ **RESIGNATION/TERMINATION/NON-RENEWAL – CLASSIFIED
STAFF**

MOLLY ABERG – ELL Assistant - WBLAHS - South Campus
Employed by District 624 since 10/25/2004
Effective Date: 11/08/2021

SHELLEY BOROWSKE – Pupil Support Assistant - Hugo Elementary
Employed by District 624 since 11/01/1998
Effective Date: 12/21/2021

STEVEN KOBILKA – Custodian - Central Middle School, TEC & DC
Employed by District 624 since 05/22/2017
Effective Date: 11/09/2021

HAILEY LACHINSKI – Student Supervisor - Central Middle School
Employed by District 624 since 10/26/2021
Effective Date: 11/09/2021

ERIK OLSON – NS Assistant - WLAHS - South Campus
Employed by District 624 since 10/07/2021
Effective Date: 11/04/2021

ANDREW SCHMIDT – Behavior Management Assistant - Matoska Elementary
Employed by District 624 since 09/04/2020

Effective Date: 01/06/2022

JENNIFER SULLIVAN – NS Head Cook - WBLAHS - South Campus

Employed by District 624 since 09/01/2014

Effective Date: 11/03/2021

➤ **RESIGNATION/TERMINATION/NON-RENEWAL – CERTIFIED STAFF**

EMILY PELKE – Language Arts Teacher - Sunrise Park Middle School

Employed by District 624 since 08/30/2021

Effective Date: 12/03/2021

➤ **RETIREMENT – CLASSIFIED STAFF**

ROBERT ARNSDORFF – Custodial Engineer - Central Middle School

Employed by District 624 since 09/23/1986

Effective Date: 09/23/2021

➤ **EXTRA ASSIGNMENT– CERTIFIED STAFF**

SARAH BRUEMMER – .2 Math Teacher - WBLAHS - North Campus

MA + 60, Step 13 \$5,518.69

Effective Date: 09/27/2021 - 12/17/2021

MARK MISGEN – .2 Physical Education - Willow Elementary

MA + 60, Step 13 \$11,322.83

Effective Date: 11/29/2021 - 05/25/2022

➤ **CHANGE IN ASSIGNMENT – NON-AFFILIATED**

ANGELA LUNDBLAD – From Early Childhood Specialist - Normandy Park

To Human Resources Specialist - District Center

\$70,000 (Prorated for the 21-22 SY \$38,500)

Effective Date: 12/13/2021

XAI THAO – Out of School Time Program Assistant Leader - Vadnais Heights Elementary

To Activity Leader - Lincoln Elementary

\$26,669.68

Effective Date: 11/01/2021

➤ **CHANGE IN ASSIGNMENT – CLASSIFIED STAFF**

BRENDA BEDELL – NS Assistant - Sunrise Park Middle School

NS Assistant Manager- Sunrise Park Middle School

Increase in hours, from 21 hrs to 28.45 hrs week

Effective Date: 11/29/2021

JOANNE FORSYTHE – ELL Assistant - Central Middle School

Increase in hours, from 24 hrs to 28 hrs week

Effective Date: 11/22/2021

TERA KUNZE-MOORE– Pupil Support Assistant - Matoska Elementary

Behavior Management Assistant - Matoska Elementary

Effective Date: 01/06/2022

HEIDI SCHUSTER – NS Manager - Vadnais Heights Elementary

NS Assistant - Otter Lake Elementary

Decrease in hours, from 31.25 hrs to 25 hrs week

Effective Date: 11/15/2021

GABRIELLE SCHLOSSER – NS Assistant - Central Middle School

Decrease in hours, from 25 hrs to 18.75 hrs week

Effective Date: 11/22/2021

PANG VANG – From NS Assistant - Sunrise Park Middle School

To NS Production Lead - Sunrise Park Middle School

\$18.17 per hr., 28.75 hrs. per wk., \$14,208.94

Effective Date: 11/15/2021

➤ **NEW PERSONNEL – NON-AFFILIATED**

MOLLY KIEGER– OST Site Supervisor - Oneka Elementary

\$52,996 (Prorated on start date \$26,294.16)

Effective Date: 01-03/2022

➤ **NEW PERSONNEL – CLASSIFIED STAFF**

JEFF CASBY – Custodian - WBLAHS - North Campus & ALC

\$19.09 per hr., plus \$0.30 shift differential 40 hrs. per wk., \$26,835.73

Effective Date: 11/01/2021

SHAWN CHANDLER – Paraeducator - WBLAHS - North Campus

\$19.53 per hr., 32.5 hrs. per wk., \$22,977.04

Effective Date: 11/03/2021

KATHLEEN CHINANDER – Early Childhood Assistant - Birch Lake Elementary

\$19.07 per hr., \$15,751.82

Effective Date: 11/15/2021

MEGAN HODGIN – Administrative Assistant Early Childhood - Normandy Park

\$20.81 per hr., \$35,793.20

Effective Date: 11/10/2021

JANE LANGE – NS Assistant - Sunrise Park Middle School

\$15.70 per hr., 17.5 hrs. per wk., \$9,891.00

Effective Date: 12/7/2021

CHRISTINA PEARSON – NS Head Cook - WBLAHS - South Campus

\$22.62 per hr., 40 hrs. per wk., \$20,928.16

Effective Date: 12/7/2021

WILLIAM PERRY – Paraeducator - TEC

\$19.53 per hr., 32.5 hrs. per wk., \$13,456.17

Effective Date: 01/03/2022

KAREN PETERS – OST Program Assistant - Otter Lake Elementary

\$14.92 per hr., \$8,611.51

Effective Date: 11/10/2021

CHESTER WHITMORE – Paraeducator - WBLAHS - North Campus

\$19.53 per hr., 32.5 hrs. per wk., \$20,846.28

Effective Date: 11/8/2021

➤ **TEMPORARY – CLASSIFIED STAFF**

MARCIA JOHNSON – Full Time Reserve Teacher - WBLAHS - South Campus

\$21.88 per hr., 40 hrs. per wk., \$20,654.72

Effective Date: 12/01/2021 through 06/10/2022

➤ **LONG TERM SUBSTITUTE – CERTIFIED STAFF**

AMANDA CLOUD – 1st Grade Teacher - Matoska Elementary

MA, Step 2, \$1,928.97

Effective Date: 11/17/2021 – 11/26/2021

AMANDA CLOUD – Kindergarten Teacher - Lakeaires Elementary

MA, Step 2, \$10,747.14

Effective Date: 11/29/2021 – 01/28/2022

AMANDA CLOUD – Kindergarten Teacher - Hugo Elementary

MA, Step 2, \$21,218.71

Effective Date: 01/31/2022 – 05/20/2022

JOHN WACHLAROWICZ – Special Education Teacher - TEC

MA, Step 7, \$12,748.81

Effective Date: 11/16/2021 – 01/19/2022

Roll call vote: Ayes, Chapman, Ellison, Mullin, Newmaster, Thompson, Arcand. Nays, none. Motion carried.

B. PUBLIC FORUM - Bill Mahre, Ryan Vernosh

C. INFORMATION ITEMS

1. Recognition of Retiring School Board Members - Dr. Kazmierczak recognized the invaluable contributions to White Bear Lake Area Schools of outgoing Board members Kim Chapman and Don Mullin.
2. Bear Care Health & Wellness Clinic Update - A representative from the Bear Care Health & Wellness Clinic gave an update on their organization.
3. Superintendent's Report - Dr. Kazmierczak spoke about the 2021 Annual Update, boundaries feedback, the Closet, emergency school closing information, and winter break. He recognized School Board member Scott Arcand, who completed the Minnesota School Board Association Workshop Series Phase I-IV.

D. DISCUSSION ITEMS

1. Presentation and Public Hearing Related to the Proposed 2021 Payable 2022 Property Tax Levy - Tim Wald, Assistant Superintendent for Finance and Operations, and Andi Johnson, Director of Finance presented the Proposed 2021 Payable 2022 Property Tax Levy. The public had an opportunity to speak. Public Comments - none.
2. FY 21 Annual Audit Report - Mr. Jim Eichten from the District's auditing firm of Malloy, Montague, Karnowski, Radosovich and Co., P.A. (MMKR), presented the fiscal year 2020-2021 audit report.
3. Dr. Alison Gillespie, Assistant Superintendent for Teaching and Learning, presented a revised version of the 2022-23 calendar and the 2023-24 calendar for discussion.
4. First Reading of School Board Policies; a) Policy 504, Student Dress and Appearance, b) Policy 524, Electronic Technologies Acceptable Use Policy, and c) Policy 730, Use of Electronic Signatures to Conduct Official Business. The policies listed above will be on the January 10, 2022 or subsequent agenda for a second reading.

E. OPERATIONAL ITEMS

1. Chapman moved and Newmaster seconded to approve the action on Certification of 2021 Payable 2022 Property Tax Levy in the amount of \$57,197,058.45. ***Roll***

call vote: Ayes, Chapman, Ellison, Mullin, Newmaster, Thompson, Arcand. Nays, none. Motion carried.

2. Ellison moved and Thompson seconded to approve the action on FY21 Annual Audit Report. ***Roll call vote: Ayes, Chapman, Ellison, Mullin, Newmaster, Thompson, Arcand. Nays, none. Motion carried.***
3. Chapman moved and Arcand seconded to approve the action on 2022-23 and 2023-24 School Year Calendars. ***Voice vote: Ayes, Chapman, Ellison, Mullin, Newmaster, Thompson, Arcand. Nays, none. Motion carried.***
4. Thompson moved and Newmaster seconded to approve the action on the Acceptance of Brosious Grants. ***Roll call vote: Ayes, Chapman, Ellison, Mullin, Newmaster, Thompson, Arcand. Nays, none. Motion carried.***
5. Ellison moved and Newmaster seconded to approve the action on the Name for New Elementary School. ***Voice vote: Ayes, Chapman, Ellison, Mullin, Newmaster, Thompson, Arcand. Nays, none. Motion carried.***
6. Ellison moved and Arcand seconded to approve the action on School Board Policies, a) Policy 503, Student Attendance, b) Policy 533, Wellness, c) Policy 541, Tutoring of Students, d) Policy 805, Waste Reduction and Recycling, and e) Policy 806, Crisis Management Policy. ***Voice vote: Ayes, Chapman, Ellison, Mullin, Newmaster, Thompson, Arcand. Nays, none. Motion carried.***

F. BOARD FORUM

G. NEGOTIATIONS

Thompson moved and Chapman seconded to move into closed session at 7:22 p.m.
Voice vote: Ayes, Chapman, Ellison, Mullin, Newmaster, Thompson, Arcand. Nays, none. Motion carried.

Moved into closed session at 7:29 p.m.

Labor Negotiations - This portion of the meeting was closed pursuant to Minn. Stat. 179A.01 to 179A.25.

H. ADJOURNMENT - Chapman moved and Newmaster seconded to adjourn the meeting at 7:32 p.m. ***Voice vote: Ayes, Chapman, Ellison, Mullin, Newmaster, Thompson, Arcand. Nays, none. Motion carried.***

Submitted by: Jessica Ellison, clerk

AGENDA ITEM: **Monthly Check Registers**

MEETING DATE: **January 10, 2022**

SUGGESTED DISPOSITION: **Action Item**

CONTACT PERSON(S): **Tim Wald, Assistant Superintendent of Finance and Operations;**
Andi Johnson, Director of Finance

BACKGROUND:

Enclosed in this packet are the monthly check registers for the previous period.

RECOMMENDED ACTION:

Administration recommends that the Board approve the payments itemized in the check registers.

White Bear Lake Area Schools				
Electronic Transfers - December 2021				
			12/15/2021	12/30/2021
Direct Deposit	627540-628992		2,088,431.57	
Direct Deposit	628993-630444			2,164,533.76

Check Number	Vendor	Check Amount	Check Date	Check Type
119953	BREAKOUT INC	(\$20.94)	12/16/2021	V
120004	EAGLE BROOK CHURCH	(\$18,500.76)	12/7/2021	V
120278	24 25 CREATIVE LLC	\$500.00	12/1/2021	R
120279	A+ DRIVING SCHOOL	\$21,250.00	12/1/2021	R
120280	ALL STATE COMMUNICATIONS	\$4,450.00	12/1/2021	R
120281	AMAZON CAPITAL SERVICES	\$0.00	12/1/2021	C
120282	AMAZON CAPITAL SERVICES	\$0.00	12/1/2021	C
120283	AMAZON CAPITAL SERVICES	\$0.00	12/1/2021	C
120284	AMAZON CAPITAL SERVICES	\$0.00	12/1/2021	C
120285	AMAZON CAPITAL SERVICES	\$0.00	12/1/2021	C
120286	AMAZON CAPITAL SERVICES	\$0.00	12/1/2021	C
120287	AMAZON CAPITAL SERVICES	\$0.00	12/1/2021	C
120288	AMAZON CAPITAL SERVICES	\$0.00	12/1/2021	C
120289	AMAZON CAPITAL SERVICES	\$0.00	12/1/2021	C
120290	AMAZON CAPITAL SERVICES	\$0.00	12/1/2021	C
120291	AMAZON CAPITAL SERVICES	\$0.00	12/1/2021	C
120292	AMAZON CAPITAL SERVICES	\$0.00	12/1/2021	C
120293	AMAZON CAPITAL SERVICES	\$0.00	12/1/2021	C
120294	AMAZON CAPITAL SERVICES	\$0.00	12/1/2021	C
120295	AMAZON CAPITAL SERVICES	\$0.00	12/1/2021	C
120296	AMAZON CAPITAL SERVICES	\$0.00	12/1/2021	C
120297	AMAZON CAPITAL SERVICES	\$0.00	12/1/2021	C
120298	AMAZON CAPITAL SERVICES	\$8,785.59	12/1/2021	R
120299	ANDERSON, PATRICIA M.	\$254.36	12/1/2021	R
120300	ARAMARK UNIFORM SERVICES	\$0.00	12/1/2021	C
120301	ARAMARK UNIFORM SERVICES	\$359.00	12/1/2021	R
120302	ARNOLD, RITA	\$176.00	12/1/2021	R
120303	ASL INTERPRETING SERVICES INC	\$256.00	12/1/2021	R
120304	ATC GROUP SERVICES LLC	\$389.32	12/1/2021	R
120305	BENSON, SYLVIA	\$269.45	12/1/2021	R
120306	BONSE, LINDA M.	\$52.00	12/1/2021	R
120307	BOWMAN, JANET	\$72.00	12/1/2021	R
120308	BRAND, AMY C.	\$100.00	12/1/2021	R
120309	BROWN, BRUCE	\$200.00	12/1/2021	R
120310	BURCH, JOHN C.	\$12.00	12/1/2021	R
120311	CANEFF, JAKE A.	\$154.00	12/1/2021	R
120312	CARDINAL, KATHLEEN T.	\$683.40	12/1/2021	R
120313	CHOUANARD, JANICE	\$208.89	12/1/2021	R
120314	CINTAS CORP #470	\$706.85	12/1/2021	R
120315	CITY OF WHITE BEAR LAKE	\$1,174.21	12/1/2021	R
120316	CITY OF WHITE BEAR LAKE	\$15,718.81	12/1/2021	R
120317	CITY OF WHITE BEAR LAKE	\$20,628.94	12/1/2021	R
120318	COMCAST	\$293.35	12/1/2021	R
120319	COMMITTEE FOR CHILDREN	\$58.00	12/1/2021	R
120320	CONTINENTAL RESEARCH CORP	\$416.31	12/1/2021	R
120321	COSTUME WORLD	\$802.00	12/1/2021	R

120322 CRAFT, PATRICIA S.	\$89.25	12/1/2021 R
120323 DALCO CORPORATION	\$0.00	12/1/2021 C
120324 DALCO CORPORATION	\$0.00	12/1/2021 C
120325 DALCO CORPORATION	\$4,310.56	12/1/2021 R
120326 DANIELS, DIANE L.	\$86.70	12/1/2021 R
120327 DEJARLAIS, MARILYN	\$595.21	12/1/2021 R
120328 DELLWOOD COUNTRY CLUB	\$2,759.71	12/1/2021 R
120329 DEMCO INC	\$511.05	12/1/2021 R
120330 DOFFING, SHARON K.	\$171.50	12/1/2021 R
120331 DOMEIER, MARILYN	\$72.25	12/1/2021 R
120332 DOMINOS PIZZA	\$180.42	12/1/2021 R
120333 DONATELLI'S	\$478.21	12/1/2021 R
120334 DOOR SERVICE COMPANY	\$240.00	12/1/2021 R
120335 DOYLE, MELISSA	\$171.00	12/1/2021 R
120336 EAGLE BROOK CHURCH	\$9,250.38	12/1/2021 R
120336 EAGLE BROOK CHURCH	(\$9,250.38)	12/7/2021 V
120337 ECCO MIDWEST, INC	\$26,100.00	12/1/2021 R
120338 ECKROTH MUSIC	\$374.93	12/1/2021 R
120339 EDUCERE, LLC	\$1,147.50	12/1/2021 R
120340 EISENHUTH, JEANNE	\$136.00	12/1/2021 R
120341 EMERGENCY CONTRACTORS SERVICES INC	\$31,000.00	12/1/2021 R
120342 EMERGENCY CONTRACTORS SERVICES INC	\$22,500.00	12/1/2021 R
120343 ENGSTRAN, CLAUDIA	\$184.45	12/1/2021 R
120344 ETS NORTH METRO LLC	\$3,833.33	12/1/2021 R
120345 FLINN SCIENTIFIC INC	\$149.46	12/1/2021 R
120346 FOLLETT SCHOOL SOLUTIONS INC	\$838.85	12/1/2021 R
120347 FRASSATI CATHOLIC ACADEMY	\$16,632.06	12/1/2021 R
120348 FRATTALONES HARDWARE STORES	\$0.00	12/1/2021 C
120349 FRATTALONES HARDWARE STORES	\$472.95	12/1/2021 R
120350 FRONTRUNNER SCREEN PRINTING	\$303.00	12/1/2021 R
120351 FUN EXPRESS LLC	\$61.10	12/1/2021 R
120352 GARVEY, PATRICIA	\$387.18	12/1/2021 R
120353 GEPHART TRUCKING	\$12,260.00	12/1/2021 R
120354 GRADOZ, COLETTE	\$28.00	12/1/2021 R
120355 GRAINGER	\$75.82	12/1/2021 R
120356 GREATER WBL COMM FOUNDATION	\$1,000.00	12/1/2021 R
120357 HAAG, LOIS	\$99.20	12/1/2021 R
120358 HALLBERG ENGINEERING INC	\$2,750.00	12/1/2021 R
120359 HAMER, KAREN	\$313.23	12/1/2021 R
120360 HASTINGS WRESTLING CLUB	\$140.00	12/1/2021 R
120361 HAYES, DEBORAH M.	\$239.60	12/1/2021 R
120362 HEGGERTY PHONEMIC AWARENESS	\$129.58	12/1/2021 R
120363 HISDAHL INC	\$726.00	12/1/2021 R
120364 HOGLUND BUS COMPANY	\$0.00	12/1/2021 C
120365 HOGLUND BUS COMPANY	\$568.38	12/1/2021 R
120366 HOME DEPOT CREDIT SERVICES	\$0.00	12/1/2021 C
120367 HOME DEPOT CREDIT SERVICES	\$0.00	12/1/2021 C
120368 HOME DEPOT CREDIT SERVICES	\$1,767.49	12/1/2021 R

120369 HUBBARD, MICHELLE K.	\$157.60	12/1/2021 R
120370 IMPRESSION SIGNS AND GRAPHICS	\$150.00	12/1/2021 R
120371 INNOVATIVE OFFICE SOLUTIONS	\$73.80	12/1/2021 R
120372 INNOVATIVE MARKETING CONSULTANTS	\$1,575.00	12/1/2021 R
120373 ISD #1 MINNEAPOLIS PUBLIC SCHOOLS	\$248.22	12/1/2021 R
120374 IXL LEARNING	\$550.00	12/1/2021 R
120375 J GRAMMOND PHOTOGRAPHY	\$15.00	12/1/2021 R
120376 JAMAR COMPANY	\$1,439.49	12/1/2021 R
120377 JAYTECH INC	\$0.00	12/1/2021 C
120378 JAYTECH INC	\$16,581.16	12/1/2021 R
120379 JENSEN, ETOILE W.	\$93.20	12/1/2021 R
120380 JIMMY'S CONFERENCE & BANQUET CTR	\$4,758.43	12/1/2021 R
120381 JR WRESTLING	\$360.00	12/1/2021 R
120382 JW PEPPER & SON INC	\$308.99	12/1/2021 R
120383 KEENAN, DAWN L.	\$136.60	12/1/2021 R
120384 KENNEDY & GRAVEN CHARTERED	\$305.50	12/1/2021 R
120385 KINNI SPORT & POWER	\$77.65	12/1/2021 R
120386 KOCH MECHANICAL LLC	\$0.00	12/1/2021 C
120387 KOCH MECHANICAL LLC	\$17,593.00	12/1/2021 R
120388 KOREEN, GLORIA	\$456.66	12/1/2021 R
120389 KULLY SUPPLY COMPANY	\$209.81	12/1/2021 R
120390 LALIBERTE, ELAINE	\$102.00	12/1/2021 R
120391 LANGER'S TREE SERVICE	\$5,185.00	12/1/2021 R
120392 LARSON, BEVERLEY M.	\$108.59	12/1/2021 R
120393 LEUTGEB, VIRGINIA (GINNY)	\$202.00	12/1/2021 R
120394 LINDE GAS & EQUIPMENT INC	\$56.15	12/1/2021 R
120395 LINDENMEYR MUNROE	\$660.35	12/1/2021 R
120396 LITCH, KARLA K.	\$118.20	12/1/2021 R
120397 THE LODGE AT GIANTS RIDGE	\$200.00	12/1/2021 R
120398 LUNDGREN, JOANNE M.	\$180.20	12/1/2021 R
120399 MAC RUNNEL, MINDY L.	\$526.58	12/1/2021 R
120400 MALLOY/MONTAGUE/KARNOWSKI & CO	\$10,500.00	12/1/2021 R
120401 MCDONOUGH'S WATERJETTING AND DRAIN CLEANING	\$456.80	12/1/2021 R
120402 MERRY, VANESSA A.	\$150.00	12/1/2021 R
120403 METRO MEALS ON WHEELS INC	\$75.25	12/1/2021 R
120404 MIDWEST BUS PARTS INC	\$82.70	12/1/2021 R
120405 MILLIGAN, THERESA	\$699.13	12/1/2021 R
120406 MN SAFETY COUNCIL INC	\$736.00	12/1/2021 R
120407 MSP COMMUNICATIONS	\$1,300.00	12/1/2021 R
120408 MVP & ASSOCIATES	\$1,200.00	12/1/2021 R
120409 NATL RECOGNITION PRODUCTS	\$17,461.48	12/1/2021 R
120410 NORCENTRONIX DISTRIBUTING	\$170.00	12/1/2021 R
120411 NORTH CENTRAL BLUE BIRD BUS SALES	\$792.72	12/1/2021 R
120412 NORTHBOUND CREATIVE	\$1,173.00	12/1/2021 R
120413 O'NEIL, LOIS	\$66.09	12/1/2021 R
120414 O'REILLY AUTOMOTIVE INC	\$0.00	12/1/2021 C
120415 O'REILLY AUTOMOTIVE INC	\$763.96	12/1/2021 R
120416 OLSON, SUZANNE K.	\$143.65	12/1/2021 R

120417 PARTS TOWN, LLC	\$478.65	12/1/2021 R
120418 PEDIATRIC HOME SERVICE	\$637.50	12/1/2021 R
120419 PRESS PUBLICATIONS	\$1,175.14	12/1/2021 R
120420 PUNDSACK, ALICE	\$17.00	12/1/2021 R
120421 PUSH PEDAL PULL	\$398.00	12/1/2021 R
120422 QUISTAD, IDA	\$92.23	12/1/2021 R
120423 R & R SPECIALTIES INC	\$37.50	12/1/2021 R
120424 RAMSEY COUNTY PARKS/REC DEPT	\$0.00	12/1/2021 C
120425 RAMSEY COUNTY PARKS/REC DEPT	\$29,814.26	12/1/2021 R
120426 RAMSEY COUNTY	\$35,969.00	12/1/2021 R
120427 READ NATURALLY INC	\$1,380.00	12/1/2021 R
120428 RINEHART, ELIZABETH M.	\$73.80	12/1/2021 R
120429 RINK-TEC INTERNATIONAL INC	\$142.50	12/1/2021 R
120430 ROETTGER, DEBRA	\$235.03	12/1/2021 R
120431 ROTTGER, DORIS	\$268.18	12/1/2021 R
120432 ROYAL TIRE	\$182.28	12/1/2021 R
120433 SAIKO, KATHY	\$20.00	12/1/2021 R
120434 SCHIERMAN, MICHAEL D.	\$650.00	12/1/2021 R
120435 SCHLECT, CHRISTOPHER	\$1,700.00	12/1/2021 R
120436 SCHOLASTIC BOOK FAIRS	\$5,709.32	12/1/2021 R
120437 OZAKHUN, SELEN S.	\$15.00	12/1/2021 R
120438 SHAR PRODUCTS CO.	\$182.89	12/1/2021 R
120439 SKOW, KAREN L.	\$240.00	12/1/2021 R
120440 SMITLEY, SHARON L.	\$100.00	12/1/2021 R
120441 STAFSHOLT, ANGELIKAH J.	\$38.35	12/1/2021 R
120442 STAR TRIBUNE	\$58.27	12/1/2021 R
120443 STATE SUPPLY CO	\$380.01	12/1/2021 R
120444 STOUT, GAYLE E.	\$48.00	12/1/2021 R
120445 STRAND, TROY A.	\$67.00	12/1/2021 R
120446 STREAMLINE DESIGN INC	\$2,399.00	12/1/2021 R
120447 SUMMIT FIRE PROTECTION	\$418.50	12/1/2021 R
120448 SUNDE LAND SURVEYING LLC	\$1,828.10	12/1/2021 R
120449 TEACHER SYNERGY LLC	\$312.78	12/1/2021 R
120450 TR ENVIRONMENTAL CONSULTING LLC	\$280.00	12/1/2021 R
120451 TRADE PRESS INC	\$2,880.00	12/1/2021 R
120452 TUPY, JENNIFER	\$110.00	12/1/2021 R
120453 TWIN CITY JANITOR SUPPLY CO	\$863.84	12/1/2021 R
120454 UNIVERSITY OF WI EAU CLAIRE	\$500.00	12/1/2021 R
120455 US FOODS CULINARY EQUIP & SUPPLIES	\$1,081.76	12/1/2021 R
120456 VARSITY SPIRIT FASHIONS	\$3,128.15	12/1/2021 R
120457 VIKING ELECTRIC SUPPLY	\$73.80	12/1/2021 R
120458 WEISS, ANNE E.	\$46.40	12/1/2021 R
120459 WELLNER LAW PLLC	\$200.00	12/1/2021 R
120460 WL HALL COMPANY	\$1,875.00	12/1/2021 R
120461 WOLD ARCHITECTS AND ENGINEERS	\$0.00	12/1/2021 C
120462 WOLD ARCHITECTS AND ENGINEERS	\$0.00	12/1/2021 C
120463 WOLD ARCHITECTS AND ENGINEERS	\$0.00	12/1/2021 C
120464 WOLD ARCHITECTS AND ENGINEERS	\$228,259.65	12/1/2021 R

120465 IUOE LOCAL 70	\$1,524.01	12/3/2021 R
120466 SCHOOL SERVICE EMPLOYEES	\$0.00	12/3/2021 C
120467 SCHOOL SERVICE EMPLOYEES	\$6,399.50	12/3/2021 R
120468 GURSTEL CHARGO ATTORNEYS AT LAW	\$286.80	12/3/2021 R
120469 CITY OF WHITE BEAR LAKE	\$25.00	12/3/2021 R
120470 CITY OF WHITE BEAR LAKE	\$25.00	12/3/2021 R
120471 A-1 HYDRAULIC SALES & SERVICE INC	\$234.66	12/8/2021 R
120472 ABBOTT RAPID DX NORTH AMERICA LLC	\$4,824.00	12/8/2021 R
120473 ACOUSTICS ASSOCIATES INC	\$15,698.00	12/8/2021 R
120474 ADVANTAGE EDUCATIONAL PROGRAMS	\$2,328.00	12/8/2021 R
120475 ALBIN AQUISITION CORP	\$1,066.00	12/8/2021 R
120476 ALLSTREAM	\$5,524.21	12/8/2021 R
120477 AMAZON CAPITAL SERVICES	\$0.00	12/8/2021 C
120478 AMAZON CAPITAL SERVICES	\$0.00	12/8/2021 C
120479 AMAZON CAPITAL SERVICES	\$0.00	12/8/2021 C
120480 AMAZON CAPITAL SERVICES	\$0.00	12/8/2021 C
120481 AMAZON CAPITAL SERVICES	\$0.00	12/8/2021 C
120482 AMAZON CAPITAL SERVICES	\$0.00	12/8/2021 C
120483 AMAZON CAPITAL SERVICES	\$0.00	12/8/2021 C
120484 AMAZON CAPITAL SERVICES	\$0.00	12/8/2021 C
120485 AMAZON CAPITAL SERVICES	\$0.00	12/8/2021 C
120486 AMAZON CAPITAL SERVICES	\$6,672.79	12/8/2021 R
120487 AMERICAN STRUCTURAL METALS INC	\$1,495,447.25	12/8/2021 R
120488 ARAMARK UNIFORM SERVICES	\$242.07	12/8/2021 R
120489 ARCH LANGUAGE NETWORK	\$140.00	12/8/2021 R
120490 ASL INTERPRETING SERVICES INC	\$544.00	12/8/2021 R
120491 ATC GROUP SERVICES LLC	\$4,967.23	12/8/2021 R
120492 BEVSO	\$0.00	12/8/2021 C
120493 BEVSO	\$0.00	12/8/2021 C
120494 BEVSO	\$21,673.05	12/8/2021 R
120495 BLADE, JULIE M.	\$208.91	12/8/2021 R
120496 BLICK ART MATERIALS	\$33.45	12/8/2021 R
120497 BRAUN INTERTEC CORPORATION	\$10,342.50	12/8/2021 R
120498 BSN SPORTS, LLC	\$3,545.35	12/8/2021 R
120499 CANEFF, JAKE A.	\$154.00	12/8/2021 R
120500 CAP ELECTRIC INC	\$1,262.58	12/8/2021 R
120501 CAPITAL ONE TRADE CREDIT	\$291.44	12/8/2021 R
120502 CINTAS CORP #470	\$228.64	12/8/2021 R
120503 CITY OF WHITE BEAR LAKE	\$120.00	12/8/2021 R
120504 CL BENSON CO INC	\$602.88	12/8/2021 R
120505 COMCAST	\$1,875.05	12/8/2021 R
120506 CONNEY SAFETY PRODUCTS LLC	\$128.88	12/8/2021 R
120507 CONSTANTINE DANCE CLASSES	\$384.00	12/8/2021 R
120508 CONTINENTAL RESEARCH CORP	\$447.72	12/8/2021 R
120509 CORNERSTONE OCCUPATIONAL HEALTH SPECIALISTS	\$30.00	12/8/2021 R
120510 DALCO CORPORATION	\$0.00	12/8/2021 C
120511 DALCO CORPORATION	\$3,848.29	12/8/2021 R
120512 DELLWOOD COUNTRY CLUB	\$2,460.75	12/8/2021 R

120513 DEMCO INC	\$432.41	12/8/2021 R
120514 DONATELLI'S	\$2,255.00	12/8/2021 R
120515 DOOR SERVICE COMPANY	\$1,456.75	12/8/2021 R
120516 DOUGLAS, SANDRA L.	\$275.00	12/8/2021 R
120517 DEFINITIVE TECHNOLOGY SOLUTIONS	\$0.00	12/8/2021 C
120518 DEFINITIVE TECHNOLOGY SOLUTIONS	\$14,624.05	12/8/2021 R
120519 EAGLE BROOK CHURCH	\$37,001.52	12/8/2021 R
120520 EBERT INC.	\$184,415.90	12/8/2021 R
120521 ECKROTH MUSIC	\$0.00	12/8/2021 C
120522 ECKROTH MUSIC	\$417.14	12/8/2021 R
120523 EDUTRAK SOFTWARE	\$3,863.00	12/8/2021 R
120524 ENGSTROM, MARK	\$171.00	12/8/2021 R
120525 FASTENAL COMPANY	\$49.17	12/8/2021 R
120526 FIRST STUDENT INC	\$0.00	12/8/2021 C
120527 FIRST STUDENT INC	\$400,978.73	12/8/2021 R
120528 FLINN SCIENTIFIC INC	\$131.07	12/8/2021 R
120529 FRATTALONES HARDWARE STORES	\$0.00	12/8/2021 C
120530 FRATTALONES HARDWARE STORES	\$101.76	12/8/2021 R
120531 GENERATION GENIUS INC	\$995.00	12/8/2021 R
120532 GOPHER	\$1,080.11	12/8/2021 R
120533 GRAINGER	\$1,217.74	12/8/2021 R
120534 HARRIS, JOSEPH W.	\$94.00	12/8/2021 R
120535 HISDAHL INC	\$1,537.90	12/8/2021 R
120536 HOBART SERVICE	\$471.00	12/8/2021 R
120537 HOLCOMB, BRADLEY P.	\$94.00	12/8/2021 R
120538 I KNOW IT	\$150.00	12/8/2021 R
120539 INNOVATIVE OFFICE SOLUTIONS	\$0.00	12/8/2021 C
120540 INNOVATIVE OFFICE SOLUTIONS	\$1,850.02	12/8/2021 R
120541 ISD #1 MINNEAPOLIS PUBLIC SCHOOLS	\$275.00	12/8/2021 R
120542 JIMMY JOHNS #869	\$33.17	12/8/2021 R
120543 JOHN FOLEY MASONRY INC	\$56,851.80	12/8/2021 R
120544 JOHNSON, SHARON A.	\$584.08	12/8/2021 R
120545 JR'S ADVANCED RECYCLERS	\$85.00	12/8/2021 R
120546 JW PEPPER & SON INC	\$119.39	12/8/2021 R
120547 KADRMAS, STACEY R.	\$112.50	12/8/2021 R
120548 KATH FUEL OIL SERVICE CO	\$22.50	12/8/2021 R
120549 KEYSTONE INTERPRETING SOLUTIONS	\$6,329.95	12/8/2021 R
120550 KIDZART	\$324.00	12/8/2021 R
120551 KIMBALL MIDWEST	\$582.20	12/8/2021 R
120552 KOCH MECHANICAL LLC	\$0.00	12/8/2021 C
120553 KOCH MECHANICAL LLC	\$10,210.00	12/8/2021 R
120554 KRAFT MECHANICAL LLC	\$490.00	12/8/2021 R
120555 KRAUS ANDERSON CONSTRUCTION CO	\$71,492.50	12/8/2021 R
120556 KULLY SUPPLY COMPANY	\$391.00	12/8/2021 R
120557 LANDGRAFF, MARCIA J.	\$577.00	12/8/2021 R
120558 LANGER'S TREE SERVICE	\$3,150.00	12/8/2021 R
120559 LINDENMEYR MUNROE	\$1,462.72	12/8/2021 R
120559 LINDENMEYR MUNROE	(\$1,462.72)	12/8/2021 V

120560 LITERACY RESOURCES LLC	\$195.94	12/8/2021 R
120561 MAC RUNNEL, MINDY L.	\$90.00	12/8/2021 R
120562 MACKIN EDUCATIONAL RESOURCES	\$1,164.57	12/8/2021 R
120563 MCMASTER-CARR	\$26.95	12/8/2021 R
120564 MID CITY SERVICES - INDUSTRIAL LAUNDRY	\$87.68	12/8/2021 R
120565 MINVALCO INC	\$649.74	12/8/2021 R
120566 MN CLAY	\$279.66	12/8/2021 R
120567 MN COACHES INC	\$1,400.00	12/8/2021 R
120568 MOBILE RADIO ENGINEERING INC	\$29.50	12/8/2021 R
120569 MUSKA ELECTRIC COMPANIES	\$427,025.00	12/8/2021 R
120570 NAPA AUTO PARTS	\$35.78	12/8/2021 R
120571 NATURESEAL INC	\$4,167.02	12/8/2021 R
120572 NELCO	\$2,762.03	12/8/2021 R
120573 NEVCO INC	\$88.90	12/8/2021 R
120574 NORTH CENTRAL BLUE BIRD BUS SALES	\$1,082.76	12/8/2021 R
120575 NORTHBOUND CREATIVE	\$1,806.80	12/8/2021 R
120576 NORTHEAST METRO INTERMEDIATE DISTRICT 916	\$49,543.00	12/8/2021 R
120577 O'REILLY AUTOMOTIVE INC	\$510.12	12/8/2021 R
120578 ON SITE SANITATION INC	\$165.00	12/8/2021 R
120579 OXYGEN SERVICE COMPANY INC	\$401.93	12/8/2021 R
120580 PAI	\$431.25	12/8/2021 R
120581 PAN-O-GOLD	\$0.00	12/8/2021 C
120582 PAN-O-GOLD	\$0.00	12/8/2021 C
120583 PAN-O-GOLD	\$4,654.60	12/8/2021 R
120584 PINEHAVEN FARM	\$1,007.00	12/8/2021 R
120585 POVOLNY, KATHLEEN	\$120.00	12/8/2021 R
120586 PRO-ED INC	\$233.20	12/8/2021 R
120587 PROFORMA	\$212.47	12/8/2021 R
120588 R & R SPECIALTIES INC	\$37.50	12/8/2021 R
120589 RACHEL CONTRACTING LLC	\$652,023.98	12/8/2021 R
120590 RAMSEY SOLUTIONS	\$89.94	12/8/2021 R
120591 RED CEDAR STEEL ERECTORS INC	\$57,000.00	12/8/2021 R
120592 RELIABLE MEDICAL SUPPLY INC	\$1,293.50	12/8/2021 R
120593 ROBERTS, ZACHARY J.	\$90.00	12/8/2021 R
120594 RUPP ANDERSON SQUIRES	\$1,078.00	12/8/2021 R
120595 SCHOLASTIC	\$806.34	12/8/2021 R
120596 SCHWARTZ, LUCILLE & DAVID	\$5,000.00	12/8/2021 R
120597 SKETCHFORSCHOOLS PUBLISHING	\$399.00	12/8/2021 R
120598 SKUPA, NANCY	\$1,333.75	12/8/2021 R
120599 SOLIANT	\$5,150.50	12/8/2021 R
120600 STANKIEWICZ, NANCY J.	\$375.00	12/8/2021 R
120601 STAPLES	\$0.00	12/8/2021 C
120602 STAPLES	\$0.00	12/8/2021 C
120603 STAPLES	\$0.00	12/8/2021 C
120604 STAPLES	\$373.93	12/8/2021 R
120605 STATE SUPPLY CO	\$380.01	12/8/2021 R
120606 STEVE WEISS MUSIC	\$183.90	12/8/2021 R
120607 SUPERIOR AUTOMOTIVE	\$305.00	12/8/2021 R

120608	TEAMVIEWER GMBH	\$1,503.00	12/8/2021	R
120609	TR ENVIRONMENTAL CONSULTING LLC	\$1,072.00	12/8/2021	R
120610	TRADE PRESS INC	\$2,147.00	12/8/2021	R
120611	TRANE US INC	\$954.00	12/8/2021	R
120612	TRIO SUPPLY COMPANY	\$0.00	12/8/2021	C
120613	TRIO SUPPLY COMPANY	\$0.00	12/8/2021	C
120614	TRIO SUPPLY COMPANY	\$0.00	12/8/2021	C
120615	TRIO SUPPLY COMPANY	\$0.00	12/8/2021	C
120616	TRIO SUPPLY COMPANY	\$0.00	12/8/2021	C
120617	TRIO SUPPLY COMPANY	\$0.00	12/8/2021	C
120618	TRIO SUPPLY COMPANY	\$8,661.60	12/8/2021	R
120619	TWIN CITY JANITOR SUPPLY CO	\$840.00	12/8/2021	R
120620	TWIN CITIES TRANSPORT & RECOVERY INC	\$200.00	12/8/2021	R
120621	TWOWAYRADIO.COM	\$1,182.62	12/8/2021	R
120622	ULTRA CONCRETE LLC	\$351,667.39	12/8/2021	R
120623	UNITED REFRIGERATION	\$57.74	12/8/2021	R
120624	UNIVERSITY OF MN OFC OF STUDENT FINANCE	\$1,015.00	12/8/2021	R
120625	US FOODS CULINARY EQUIP & SUPPLIES	\$390.06	12/8/2021	R
120626	VANDALIA GLASSWORKS	\$660.00	12/8/2021	R
120627	VARSITY SPIRIT FASHIONS	\$5,588.20	12/8/2021	R
120628	VER-TECH INC	\$178.15	12/8/2021	R
120629	VERIZON WIRELESS	\$1,202.45	12/8/2021	R
120630	VIKING ELECTRIC SUPPLY	\$0.00	12/8/2021	C
120631	VIKING ELECTRIC SUPPLY	\$2,722.51	12/8/2021	R
120632	WHITE BEAR LAKE SPORTS CENTER	\$4,788.00	12/8/2021	R
120633	WEIDNER PLUMBING & HEATING CO	\$154,208.75	12/8/2021	R
120634	WELLS CONCRETE PRODUCTS CO	\$17,902.84	12/8/2021	R
120635	WESTERN PSYCHOLOGICAL SERVICES	\$368.50	12/8/2021	R
120636	WINDSTREAM	\$1,953.18	12/8/2021	R
120637	XCEL ENERGY	\$3,801.52	12/8/2021	R
120638	LINDENMEYR MUNROE	\$1,564.56	12/8/2021	R
120639	IDEAL PRINTERS	\$974.40	12/13/2021	R
120640	A+ DRIVING SCHOOL	\$10,890.00	12/15/2021	R
120641	AMAZON CAPITAL SERVICES	\$0.00	12/15/2021	C
120642	AMAZON CAPITAL SERVICES	\$0.00	12/15/2021	C
120643	AMAZON CAPITAL SERVICES	\$0.00	12/15/2021	C
120644	AMAZON CAPITAL SERVICES	\$0.00	12/15/2021	C
120645	AMAZON CAPITAL SERVICES	\$0.00	12/15/2021	C
120646	AMAZON CAPITAL SERVICES	\$0.00	12/15/2021	C
120647	AMAZON CAPITAL SERVICES	\$0.00	12/15/2021	C
120648	AMAZON CAPITAL SERVICES	\$0.00	12/15/2021	C
120649	AMAZON CAPITAL SERVICES	\$0.00	12/15/2021	C
120650	AMAZON CAPITAL SERVICES	\$0.00	12/15/2021	C
120651	AMAZON CAPITAL SERVICES	\$0.00	12/15/2021	C
120652	AMAZON CAPITAL SERVICES	\$0.00	12/15/2021	C
120653	AMAZON CAPITAL SERVICES	\$0.00	12/15/2021	C
120654	AMAZON CAPITAL SERVICES	\$0.00	12/15/2021	C
120655	AMAZON CAPITAL SERVICES	\$6,027.32	12/15/2021	R

120656	AMIDON, MIKE	\$124.00	12/15/2021	R
120657	ANDERSON, CARLY	\$220.00	12/15/2021	R
120658	APADANA	\$12,805.61	12/15/2021	R
120659	ARAMARK UNIFORM SERVICES	\$158.21	12/15/2021	R
120660	ARRIOLA, MARK W.	\$94.00	12/15/2021	R
120661	AUTONATION FORD WBL	\$572.08	12/15/2021	R
120662	BACHMEIER, AMY L.	\$131.00	12/15/2021	R
120663	BARTHOLD	\$378.40	12/15/2021	R
120664	BELL, ROYCE	\$64.00	12/15/2021	R
120665	BERGELAND, JOHN O.	\$182.00	12/15/2021	R
120666	BERTHIAUME, DAVID	\$94.00	12/15/2021	R
120667	BERWALD ROOFING COMPANY INC	\$8,305.87	12/15/2021	R
120668	BEST BUY BUSINESS ADVANTAGE ACCT	\$89.97	12/15/2021	R
120669	BLICK ART MATERIALS	\$654.16	12/15/2021	R
120670	BLUEBIRD SCREEN PRINT	\$12,352.92	12/15/2021	R
120671	BOOSHIE INC	\$312.40	12/15/2021	R
120672	BORAH TEAMWEAR	\$1,497.50	12/15/2021	R
120673	BOWMAN, BRADLEY J.	\$64.00	12/15/2021	R
120674	BRETH-ZENZEN FIRE PROTECTION LLC	\$3,241.50	12/15/2021	R
120675	BSN SPORTS, LLC	\$2,412.00	12/15/2021	R
120676	CFI SYSTEMS	\$1,240.00	12/15/2021	R
120677	CHILDREN'S DEFENSE FUND	\$29,100.00	12/15/2021	R
120678	CINA, GRETA	\$16.00	12/15/2021	R
120679	CINTAS CORP #470	\$213.36	12/15/2021	R
120680	CITY OF WHITE BEAR LAKE	\$7,609.02	12/15/2021	R
120681	COMO LUBE & SUPPLIES	\$35.00	12/15/2021	R
120682	CONTINENTAL CLAY CO	\$110.60	12/15/2021	R
120683	CONTINENTAL RESEARCH CORP	\$485.64	12/15/2021	R
120684	COOGAN-BURKE, MARY	\$220.00	12/15/2021	R
120685	COONS, SHAUNA L.	\$315.00	12/15/2021	R
120686	COOPER, KENNETH E.	\$64.00	12/15/2021	R
120687	CPSI	\$7,608.00	12/15/2021	R
120688	CROWE, ROBERT J.	\$82.00	12/15/2021	R
120689	CUMMINS SALES AND SERVICE	\$563.59	12/15/2021	R
120690	CUSTOM INK LLC	\$1,065.25	12/15/2021	R
120691	DALCO CORPORATION	\$0.00	12/15/2021	C
120692	DALCO CORPORATION	\$0.00	12/15/2021	C
120693	DALCO CORPORATION	\$0.00	12/15/2021	C
120694	DALCO CORPORATION	\$0.00	12/15/2021	C
120695	DALCO CORPORATION	\$8,716.93	12/15/2021	R
120696	DECKER INC	\$205.51	12/15/2021	R
120697	DELANEY, CONNOR J.	\$154.00	12/15/2021	R
120698	DELGADO, AFTON	\$150.00	12/15/2021	R
120699	DEMCO INC	\$155.19	12/15/2021	R
120700	DERAAD, MAX D.	\$694.20	12/15/2021	R
120701	DEY DISTRIBUTING	\$16.58	12/15/2021	R
120702	DIONNE, VINCENT	\$200.00	12/15/2021	R
120703	DOMINOS PIZZA	\$0.00	12/15/2021	C

120704 DOMINOS PIZZA	\$0.00	12/15/2021 C
120705 DOMINOS PIZZA	\$4,327.50	12/15/2021 R
120706 DEFINITIVE TECHNOLOGY SOLUTIONS	\$83.84	12/15/2021 R
120707 ECKROTH MUSIC	\$65.78	12/15/2021 R
120708 EVHS DEBATE	\$60.00	12/15/2021 R
120709 FASTENAL COMPANY	\$93.10	12/15/2021 R
120710 FASTSIGNS	\$91.32	12/15/2021 R
120711 FIDELITY SECURITY LIFE INSURANCE CO	\$2,952.62	12/15/2021 R
120712 FLAGHOUSE INC	\$1,532.68	12/15/2021 R
120713 FORMATIVE	\$1,149.00	12/15/2021 R
120714 FRATTALONES HARDWARE STORES	\$0.00	12/15/2021 C
120715 FRATTALONES HARDWARE STORES	\$425.49	12/15/2021 R
120716 FUN EXPRESS LLC	\$653.48	12/15/2021 R
120717 GARDNER, TRAVIS	\$82.00	12/15/2021 R
120718 GILSON, RYAN	\$82.00	12/15/2021 R
120719 GLASS, CHRISTEN J.	\$93.00	12/15/2021 R
120720 GRAINGER	\$0.00	12/15/2021 C
120721 GRAINGER	\$2,118.86	12/15/2021 R
120722 GREATAMERICA FINANCIAL SERVICES	\$334.85	12/15/2021 R
120723 GROCH, MIKE	\$82.00	12/15/2021 R
120724 GROUP MEDICAREBLUE RX	\$12,533.00	12/15/2021 R
120725 GUERIN, KERRY	\$82.00	12/15/2021 R
120726 GUTHRIE THEATER	\$220.00	12/15/2021 R
120727 HART, HEATHER N.	\$75.50	12/15/2021 R
120728 HEALTHPARTNERS	\$4,021.10	12/15/2021 R
120729 HISDAHL INC	\$76.00	12/15/2021 R
120730 HOENIGSCHMIDT, KAYLEA	\$0.00	12/15/2021 C
120731 HOENIGSCHMIDT, KAYLEA	\$1,713.00	12/15/2021 R
120732 HOGLUND BUS COMPANY	\$673.89	12/15/2021 R
120733 IFD	\$0.00	12/15/2021 C
120734 IFD	\$0.00	12/15/2021 C
120735 IFD	\$0.00	12/15/2021 C
120736 IFD	\$0.00	12/15/2021 C
120737 IFD	\$0.00	12/15/2021 C
120738 IFD	\$165,204.51	12/15/2021 R
120739 INC, ROY C	\$170.00	12/15/2021 R
120740 INNOVATIVE OFFICE SOLUTIONS	\$331.95	12/15/2021 R
120741 INTERSTATE POWER SYSTEMS INC	\$45.92	12/15/2021 R
120742 J GRAMMOND PHOTOGRAPHY	\$15.00	12/15/2021 R
120743 JOHN HENRY FOSTER	\$179.09	12/15/2021 R
120744 JACKSON, FRANK	\$101.00	12/15/2021 R
120745 JOHNSON, KEITH	\$93.00	12/15/2021 R
120746 JOHNSON CONTROLS FIRE PROTECTION LP	\$872.40	12/15/2021 R
120747 JW PEPPER & SON INC	\$25.00	12/15/2021 R
120748 KATH FUEL OIL SERVICE CO	\$11,436.30	12/15/2021 R
120749 KENNEDY, LEIGH	\$78.00	12/15/2021 R
120750 KEYSTONE INTERPRETING SOLUTIONS	\$468.60	12/15/2021 R
120751 KFI ENGINEERS	\$3,449.07	12/15/2021 R

120752 KIMBALL MIDWEST	\$91.27	12/15/2021 R
120753 KOCH MECHANICAL LLC	\$0.00	12/15/2021 C
120754 KOCH MECHANICAL LLC	\$0.00	12/15/2021 C
120755 KOCH MECHANICAL LLC	\$19,232.00	12/15/2021 R
120756 KOVARIK, DAN	\$94.00	12/15/2021 R
120757 KRAUS ANDERSON CONSTRUCTION CO	\$335,924.97	12/15/2021 R
120758 KULLY SUPPLY COMPANY	\$835.94	12/15/2021 R
120759 LABELLE, PAUL H.	\$64.00	12/15/2021 R
120760 LEARNING A-Z	\$2,540.00	12/15/2021 R
120761 LEARNING WITHOUT TEARS	\$69.93	12/15/2021 R
120762 LEHNER, KENNETH	\$101.00	12/15/2021 R
120763 LIBERTY CLASSICAL ACADEMY	\$6,035.00	12/15/2021 R
120764 LIEBKE, LISA	\$60.00	12/15/2021 R
120765 LINDENMEYR MUNROE	\$62.50	12/15/2021 R
120766 LISA'S PHOTOGRAPHY	\$450.00	12/15/2021 R
120767 LITERACY RESOURCES LLC	\$431.95	12/15/2021 R
120768 LIVINGSTON, TYLER	\$82.00	12/15/2021 R
120769 LOEFFLER SHOES	\$159.95	12/15/2021 R
120770 LORENZ BUS SERVICE INC	\$706.25	12/15/2021 R
120771 MACPHAIL CENTER FOR MUSIC	\$11,423.00	12/15/2021 R
120772 MAPLE GROVE CRIMSON CHEERLEADING	\$280.00	12/15/2021 R
120773 MCGOWAN, TIM	\$82.00	12/15/2021 R
120774 MCMASTER-CARR	\$61.60	12/15/2021 R
120775 MED COMPASS	\$35.00	12/15/2021 R
120776 MEDICINE CHEST PHARMACY	\$840.00	12/15/2021 R
120777 MEDTOX LABORATORIES	\$42.02	12/15/2021 R
120778 MENTH, MICHAEL	\$118.00	12/15/2021 R
120779 METRO ECSU	\$3,150.00	12/15/2021 R
120780 METRO MEALS ON WHEELS INC	\$5,526.60	12/15/2021 R
120781 MID CITY SERVICES - INDUSTRIAL LAUNDRY	\$0.00	12/15/2021 C
120782 MID CITY SERVICES - INDUSTRIAL LAUNDRY	\$0.00	12/15/2021 C
120783 MID CITY SERVICES - INDUSTRIAL LAUNDRY	\$1,651.25	12/15/2021 R
120784 MINNEAPOLIS COMMUNITY EDUCATION	\$130.00	12/15/2021 R
120785 MN DEPT OF LABOR & INDUSTRY	\$200.00	12/15/2021 R
120786 MN SAFETY COUNCIL INC	\$1,495.00	12/15/2021 R
120787 MN UTILITIES & EXCAVATING LLC	\$3,095.10	12/15/2021 R
120788 MOBILE RADIO ENGINEERING INC	\$455.20	12/15/2021 R
120789 MURPHY, LYNNE M	\$90.00	12/15/2021 R
120790 NAC MECHANICAL & ELECTRICAL SERV	\$2,635.00	12/15/2021 R
120791 NAPA AUTO PARTS	\$48.88	12/15/2021 R
120792 NASP INC	\$1,239.00	12/15/2021 R
120793 NATIONAL SPEECH & DEBATE ASSOC	\$149.00	12/15/2021 R
120794 NATL SCHOOL BOARDS ASSOC	\$920.00	12/15/2021 R
120795 NAVIGATE360 LLC	\$49.50	12/15/2021 R
120796 NCPERS GROUP LIFE INS	\$128.00	12/15/2021 R
120797 NELSON, RICK	\$171.00	12/15/2021 R
120798 NORTH CENTRAL BLUE BIRD BUS SALES	\$0.00	12/15/2021 C
120799 NORTH CENTRAL BLUE BIRD BUS SALES	\$0.00	12/15/2021 C

120800 NORTH CENTRAL BLUE BIRD BUS SALES	\$1,106.11	12/15/2021 R
120801 NORTHBOUND CREATIVE	\$868.50	12/15/2021 R
120802 NORTHEAST METRO INTERMEDIATE DISTRICT 916	\$228,635.07	12/15/2021 R
120803 NOVAK, JANICE S.	\$260.00	12/15/2021 R
120804 O'REILLY AUTOMOTIVE INC	\$0.00	12/15/2021 C
120805 O'REILLY AUTOMOTIVE INC	\$515.93	12/15/2021 R
120806 OXYGEN SERVICE COMPANY INC	\$20.24	12/15/2021 R
120807 PAI	\$675.00	12/15/2021 R
120808 PEASE, STEVEN	\$64.00	12/15/2021 R
120809 PERRY, DWAIN	\$82.00	12/15/2021 R
120810 PETERSEN, BILL	\$64.00	12/15/2021 R
120811 PETERS, BRIAN	\$101.00	12/15/2021 R
120812 PINE TREE APPLE ORCHARD	\$0.00	12/15/2021 C
120813 PINE TREE APPLE ORCHARD	\$5,079.00	12/15/2021 R
120814 PRESS PUBLICATIONS	\$1,205.38	12/15/2021 R
120815 PRIOR LAKE CHEERLEADING	\$504.00	12/15/2021 R
120816 PROFESSIONAL BINDING PROD INC	\$299.94	12/15/2021 R
120817 QUICK, CHRISTINE (TIA)	\$149.75	12/15/2021 R
120818 QUISTAD, CHARLES	\$58.00	12/15/2021 R
120819 R & R SPECIALTIES INC	\$1,545.00	12/15/2021 R
120820 RAMSEY COUNTY	\$6,194.00	12/15/2021 R
120821 REALLY GREAT READING CO.	\$634.84	12/15/2021 R
120822 REEVES, CAITLYN	\$124.00	12/15/2021 R
120823 RETHLAKE, DAYNA	\$82.00	12/15/2021 R
120824 ROBERTS, ZACHARY J.	\$180.00	12/15/2021 R
120825 ROYALTY SPORTS PERFORMANCE APPAREL LLC	\$3,794.00	12/15/2021 R
120826 SAARI, ALICIA	\$237.39	12/15/2021 R
120827 SAXON LANES AMF	\$150.00	12/15/2021 R
120828 SCHOLASTIC	\$194.94	12/15/2021 R
120829 SCHOOL HEALTH CORPORATION	\$61.30	12/15/2021 R
120830 SCHOOL SPECIALTY LLC	\$50.30	12/15/2021 R
120831 SEARCH INSTITUTE	\$245.00	12/15/2021 R
120832 SHAR PRODUCTS CO.	\$318.52	12/15/2021 R
120833 SINGLETON, DON	\$182.00	12/15/2021 R
120834 SKOW, KAREN L.	\$240.00	12/15/2021 R
120835 SKUPA, NANCY	\$288.50	12/15/2021 R
120836 SNOW, MICHAEL R.	\$82.00	12/15/2021 R
120837 SOLIANT	\$1,652.00	12/15/2021 R
120838 SPED FORMS LLC	\$195.00	12/15/2021 R
120839 SPRIGGS PLUMBING & HEATING INC	\$2,716.38	12/15/2021 R
120840 STANDARD INSURANCE COMPANY	\$38,547.15	12/15/2021 R
120841 STAPLES	\$0.00	12/15/2021 C
120842 STAPLES	\$0.00	12/15/2021 C
120843 STAPLES	\$792.44	12/15/2021 R
120844 STAR TRIBUNE	\$145.00	12/15/2021 R
120845 STATE SUPPLY CO	\$718.93	12/15/2021 R
120846 SUMMIT FIRE PROTECTION	\$732.00	12/15/2021 R
120847 SYSCO OF WESTERN MN	\$1,033.84	12/15/2021 R

120848	TEACHER SYNERGY LLC	\$68.85	12/15/2021	R
120849	TEAMWORKS INTERNATIONAL INC	\$1,258.40	12/15/2021	R
120850	TERSCH PRODUCTS	\$177.86	12/15/2021	R
120851	TR ENVIRONMENTAL CONSULTING LLC	\$5,676.00	12/15/2021	R
120852	TRADE PRESS INC	\$147.00	12/15/2021	R
120853	TRI-STATE BOBCAT	\$203.09	12/15/2021	R
120854	TRIMARK HOCKENBERGS	\$16,713.73	12/15/2021	R
120855	TURCOTTE, AMBER	\$124.00	12/15/2021	R
120856	TWIN CITY HARDWARE COMPANY INC	\$1,658.16	12/15/2021	R
120857	UHL COMPANY INC	\$20,576.60	12/15/2021	R
120858	US FOODS CULINARY EQUIP & SUPPLIES	\$119.96	12/15/2021	R
120859	V!ROC	\$1,500.00	12/15/2021	R
120860	VANG, STEPHANIE	\$1,400.00	12/15/2021	R
120861	VEVEA, JACOB	\$122.00	12/15/2021	R
120862	VIKING ELECTRIC SUPPLY	\$1,009.77	12/15/2021	R
120863	VISUALZ - DO NOT USE	\$74.75	12/15/2021	R
120864	VOIT, JORDAN	\$82.00	12/15/2021	R
120865	WAYMON, TRAVIS J.	\$650.00	12/15/2021	R
120866	WAYNE, TODD	\$101.00	12/15/2021	R
120867	WB AREA EMERGENCY FOOD SHELF	\$3,717.40	12/15/2021	R
120868	WHITE BEAR CENTER FOR THE ARTS	\$6,375.00	12/15/2021	R
120869	WHITE BEAR LOCKSMITH INC	\$255.00	12/15/2021	R
120870	WBLA EDUCATIONAL FOUNDATION	\$500.00	12/15/2021	R
120871	WHITING, BRUCE	\$425.00	12/15/2021	R
120872	WOLD, BRYCE Z.	\$77.00	12/15/2021	R
120873	WOODBURY HIGH SCHOOL	\$250.00	12/15/2021	R
120874	WOODRICH, WARD F. III	\$124.00	12/15/2021	R
120875	XCEL ENERGY	\$2,022.97	12/15/2021	R
120876	ZABADAL, GEORGE J.	\$165.00	12/15/2021	R
120877	DS ERICKSON & ASSOC PLLC	\$290.51	12/16/2021	R
120878	GURSTEL CHARGO ATTORNEYS AT LAW	\$372.94	12/16/2021	R
120879	MESSERLI & KRAMER PA	\$274.80	12/16/2021	R
120880	IUOE LOCAL 70	\$1,524.01	12/16/2021	R
120881	SCHOOL SERVICE EMPLOYEES	\$0.00	12/16/2021	C
120882	SCHOOL SERVICE EMPLOYEES	\$6,867.21	12/16/2021	R
9993184	AIG	\$6,829.34	12/15/2021	R
9993185	AMERICAN FUNDS	\$79,721.65	12/15/2021	R
9993186	AMERIPRISE FINANCIAL SERVICES	\$17,464.68	12/15/2021	R
9993187	AXA EQUITABLE	\$35,372.83	12/15/2021	R
9993188	BENEFIT RESOURCE, INC	\$88,238.48	12/15/2021	R
9993189	EDUCATION MN ESI BILLING TRUST	\$32,062.82	12/15/2021	R
9993190	INTERNAL REVENUE SERVICE	\$0.00	12/15/2021	C
9993191	INTERNAL REVENUE SERVICE	\$0.00	12/15/2021	C
9993192	INTERNAL REVENUE SERVICE	\$0.00	12/15/2021	C
9993193	INTERNAL REVENUE SERVICE	\$0.00	12/15/2021	C
9993194	INTERNAL REVENUE SERVICE	\$0.00	12/15/2021	C
9993195	INTERNAL REVENUE SERVICE	\$0.00	12/15/2021	C
9993196	INTERNAL REVENUE SERVICE	\$0.00	12/15/2021	C

9993197	INTERNAL REVENUE SERVICE	\$0.00	12/15/2021	C
9993198	INTERNAL REVENUE SERVICE	\$0.00	12/15/2021	C
9993199	INTERNAL REVENUE SERVICE	\$0.00	12/15/2021	C
9993200	INTERNAL REVENUE SERVICE	\$0.00	12/15/2021	C
9993201	INTERNAL REVENUE SERVICE	\$0.00	12/15/2021	C
9993202	INTERNAL REVENUE SERVICE	\$0.00	12/15/2021	C
9993203	INTERNAL REVENUE SERVICE	\$0.00	12/15/2021	C
9993204	INTERNAL REVENUE SERVICE	\$0.00	12/15/2021	C
9993205	INTERNAL REVENUE SERVICE	\$740,914.05	12/15/2021	R
9993206	METROPOLITAN LIFE	\$1,259.55	12/15/2021	R
9993207	MN DEPT OF HUMAN SERVICES	\$1,362.60	12/15/2021	R
9993208	MN DEPT OF REVENUE	\$0.00	12/15/2021	C
9993209	MN DEPT OF REVENUE	\$0.00	12/15/2021	C
9993210	MN DEPT OF REVENUE	\$0.00	12/15/2021	C
9993211	MN DEPT OF REVENUE	\$120,647.96	12/15/2021	R
9993212	MN STATE RETIREMENT	\$7,809.45	12/15/2021	R
9993213	PCS RETIREMENT - ASPIRE FINANCIAL SERVICES	\$2,758.88	12/15/2021	R
9993214	PUBLIC EMP RETIREMENT ASSOC	\$0.00	12/15/2021	C
9993215	PUBLIC EMP RETIREMENT ASSOC	\$0.00	12/15/2021	C
9993216	PUBLIC EMP RETIREMENT ASSOC	\$0.00	12/15/2021	C
9993217	PUBLIC EMP RETIREMENT ASSOC	\$115,487.66	12/15/2021	R
9993218	TEACHERS RETIREMENT ASSOC	\$0.00	12/15/2021	C
9993219	TEACHERS RETIREMENT ASSOC	\$0.00	12/15/2021	C
9993220	TEACHERS RETIREMENT ASSOC	\$399,590.84	12/15/2021	R
9993221	VANGUARD SMALL BUSINESS SERVICES	\$37,818.86	12/15/2021	R
9993222	WHITE BEAR LAKE TEACHERS ASSOC (WIRE)	\$40,094.53	12/15/2021	R
9993223	SAM'S CLUB/SYNCHRONY BANK	\$0.00	12/21/2021	C
9993224	SAM'S CLUB/SYNCHRONY BANK	\$0.00	12/21/2021	C
9993225	SAM'S CLUB/SYNCHRONY BANK	\$0.00	12/21/2021	C
9993226	SAM'S CLUB/SYNCHRONY BANK	\$0.00	12/21/2021	C
9993227	SAM'S CLUB/SYNCHRONY BANK	\$0.00	12/21/2021	C
9993228	SAM'S CLUB/SYNCHRONY BANK	\$3,126.97	12/21/2021	R
9993229	AIG	\$6,829.34	12/31/2021	R
9993230	AMERICAN FUNDS	\$79,434.17	12/31/2021	R
9993231	AMERIPRISE FINANCIAL SERVICES	\$17,464.68	12/31/2021	R
9993232	AXA EQUITABLE	\$35,093.83	12/31/2021	R
9993233	BENEFIT RESOURCE, INC	\$88,259.92	12/31/2021	R
9993234	EDUCATION MN ESI BILLING TRUST	\$32,212.82	12/31/2021	R
9993235	INTERNAL REVENUE SERVICE	\$0.00	12/31/2021	C
9993236	INTERNAL REVENUE SERVICE	\$0.00	12/31/2021	C
9993237	INTERNAL REVENUE SERVICE	\$0.00	12/31/2021	C
9993238	INTERNAL REVENUE SERVICE	\$0.00	12/31/2021	C
9993239	INTERNAL REVENUE SERVICE	\$0.00	12/31/2021	C
9993240	INTERNAL REVENUE SERVICE	\$0.00	12/31/2021	C
9993241	INTERNAL REVENUE SERVICE	\$0.00	12/31/2021	C
9993242	INTERNAL REVENUE SERVICE	\$0.00	12/31/2021	C
9993243	INTERNAL REVENUE SERVICE	\$0.00	12/31/2021	C
9993244	INTERNAL REVENUE SERVICE	\$0.00	12/31/2021	C

9993245	INTERNAL REVENUE SERVICE	\$0.00	12/31/2021	C
9993246	INTERNAL REVENUE SERVICE	\$0.00	12/31/2021	C
9993247	INTERNAL REVENUE SERVICE	\$758,307.17	12/31/2021	R
9993248	METROPOLITAN LIFE	\$1,049.81	12/31/2021	R
9993249	MN DEPT OF HUMAN SERVICES	\$1,362.60	12/31/2021	R
9993250	MN DEPT OF REVENUE	\$0.00	12/31/2021	C
9993251	MN DEPT OF REVENUE	\$124,993.02	12/31/2021	R
9993252	MN STATE RETIREMENT	\$7,809.45	12/31/2021	R
9993253	PCS RETIREMENT - ASPIRE FINANCIAL SERVICES	\$2,758.88	12/31/2021	R
9993254	PUBLIC EMP RETIREMENT ASSOC	\$0.00	12/31/2021	C
9993255	PUBLIC EMP RETIREMENT ASSOC	\$0.00	12/31/2021	C
9993256	PUBLIC EMP RETIREMENT ASSOC	\$126,232.18	12/31/2021	R
9993257	TEACHERS RETIREMENT ASSOC	\$400,437.55	12/31/2021	R
9993258	VANGUARD SMALL BUSINESS SERVICES	\$37,994.35	12/31/2021	R
9993259	WHITE BEAR LAKE TEACHERS ASSOC (WIRE)	\$40,026.16	12/31/2021	R
212200442	ANDERSON, JON C.	\$32.06	12/8/2021	A
212200443	BEACH, RODNEY W.	\$131.04	12/8/2021	A
212200444	BEGE, JEFFREY T.	\$111.47	12/8/2021	A
212200445	CUNNINGHAM, ANGELA A.	\$96.88	12/8/2021	A
212200446	DE LA PAZ, DESIREE A.	\$35.95	12/8/2021	A
212200447	DERBY, SARA A.	\$68.48	12/8/2021	A
212200448	DURAND, JENNIFER A.	\$318.24	12/8/2021	A
212200449	ERICKSON, PATRICE M.	\$70.05	12/8/2021	A
212200450	FITZPATRICK, RYAN M.	\$979.98	12/8/2021	A
212200451	GACEK, MELISSA A.	\$319.33	12/8/2021	A
212200452	GEDNALSKE, KIRK M.	\$24.95	12/8/2021	A
212200453	GILLESPIE, ALISON C.	\$55.27	12/8/2021	A
212200454	GRACE, JENNA M.	\$241.99	12/8/2021	A
212200455	GUTHRIE, ASHLEY M.	\$65.00	12/8/2021	A
212200456	HARRIMAN, GRETCHEN E.	\$52.26	12/8/2021	A
212200457	HIGGINS, SHEILA J.	\$130.00	12/8/2021	A
212200458	IMMEL, COLLEEN M.	\$236.43	12/8/2021	A
212200459	KLECKER, KEVIN W.	\$276.54	12/8/2021	A
212200460	LEMIEUX, TAMARA M.	\$58.52	12/8/2021	A
212200461	LOCKE, LYNNAE D.	\$10.64	12/8/2021	A
212200462	LU, JOAN M.	\$35.84	12/8/2021	A
212200463	LUNDBLAD, ANGELA C.	\$130.00	12/8/2021	A
212200464	MCKENZIE, MICHAEL G.	\$261.52	12/8/2021	A
212200465	MILLER, MOLLY M.	\$55.72	12/8/2021	A
212200466	MISGEN, MARK A.	\$30.78	12/8/2021	A
212200467	MOORE, JENNIFER R.	\$109.20	12/8/2021	A
212200468	PATRICK, MEGAN L.	\$57.18	12/8/2021	A
212200469	PHETTEPLACE, WANDA M.	\$38.75	12/8/2021	A
212200470	RANCOUR, RACHEL	\$26.32	12/8/2021	A
212200471	RAU, EMILY J.	\$129.64	12/8/2021	A
212200472	REEVES, BROOKE E.	\$46.98	12/8/2021	A
212200473	ROLOFF, STEPHANIE H.	\$79.88	12/8/2021	A
212200474	ROSSITER, DANIEL J.	\$145.60	12/8/2021	A

212200475	SICARD, BROOKE E.	\$39.14	12/8/2021	A
212200476	STAFKI, MEGAN E.	\$69.05	12/8/2021	A
212200477	STEFFENS, CORINNE T.	\$105.56	12/8/2021	A
212200478	STONEHOUSE, JULIA L.	\$280.00	12/8/2021	A
212200479	SYNAN, ERIN K.	\$36.75	12/8/2021	A
212200480	TELAIE, CASSANDRA	\$81.74	12/8/2021	A
212200481	TESSMAN, JILEEN M.	\$908.52	12/8/2021	A
212200482	TROSKE, CARRIE L.	\$65.00	12/8/2021	A
212200483	VOLLMER, JENNA D.	\$59.36	12/8/2021	A
212200484	WARREN, TIMOTHY R.	\$248.20	12/8/2021	A
212200485	YANG, SYRA	\$118.96	12/8/2021	A
212200486	YOUNKER, KATHRYN R.	\$100.00	12/8/2021	A
212200487	ZETTEL, ANN M.	\$11.76	12/8/2021	A
212200488	ANDERSON, MARGARET A.	\$456.80	12/15/2021	A
212200489	BEACH, RODNEY W.	\$176.40	12/15/2021	A
212200490	BILSKEMPER, JOSHUA P.	\$31.88	12/15/2021	A
212200491	BRISTOW, JILL K.	\$99.00	12/15/2021	A
212200492	BUTTERS-LEVAHN, REBECCA J.	\$727.20	12/15/2021	A
212200493	CARLINSCHAUER, KYLE L.	\$217.04	12/15/2021	A
212200494	CARLSON-CASA DE CALVO, JANET L.	\$68.88	12/15/2021	A
212200495	DRANGE, ANGELA M.	\$54.32	12/15/2021	A
212200496	FUHRMAN, SARAH J.	\$13.98	12/15/2021	A
212200497	GALYON, AMY R.	\$87.92	12/15/2021	A
212200498	GUTHRIE, ASHLEY M.	\$12.65	12/15/2021	A
212200499	JESMER, MICHAEL P.	\$202.44	12/15/2021	A
212200500	KILGO, GRACE C.	\$79.58	12/15/2021	A
212200501	LANIGAN, CHERYL D.	\$240.56	12/15/2021	A
212200502	LEHN, BRIDGET N.	\$247.92	12/15/2021	A
212200503	LU, JOAN M.	\$80.92	12/15/2021	A
212200504	MADER, SETH A.	\$327.00	12/15/2021	A
212200505	MOREAU, CALLI M.	\$99.00	12/15/2021	A
212200506	MOSSER, LORI J.	\$390.00	12/15/2021	A
212200507	MUELLER, JACOB D.	\$149.75	12/15/2021	A
212200508	MUNDELL, GERALD K.	\$839.98	12/15/2021	A
212200509	NACHTSHEIM, JOHN J.	\$63.84	12/15/2021	A
212200510	NETTLETON, ELOISE E.	\$43.18	12/15/2021	A
212200511	NOVOTNY, CHELSEA M.	\$53.97	12/15/2021	A
212200512	RIEBOW, MATTHEW R.	\$67.76	12/15/2021	A
212200513	SCHMALTZ, GARY J.	\$38.00	12/15/2021	A
212200514	SCHMITZ, KAREN M.	\$99.00	12/15/2021	A
212200515	SCHWARTZ, LISA C.	\$124.94	12/15/2021	A
212200516	TOLONEN, CLAY S.	\$80.49	12/15/2021	A
212200517	YOUNG, MATTHEW V.	\$385.00	12/15/2021	A
212200518	ZITELMAN, MARLA A.	\$73.35	12/15/2021	A
		\$9,409,986.08		

RESOLUTION FOR ACCEPTANCE OF GIFTS

WHEREAS, the School Board believes it necessary and appropriate to accept the gifts that are reflected upon the following pages; and

WHEREAS, these gifts are consistent with State laws, School Board policy, and administrative practices; and

WHEREAS, acceptance of these gifts are consistent with the mission and educational programs of the White Bear Lake Area Schools; and

THEREFORE BE IT RESOLVED, that the School Board authorizes the acceptance and use of the following gifts:

AGENDA ITEM: **Acceptance of Gifts**

MEETING DATE: **January 10, 2022**

SUGGESTED DISPOSITION: **Action Item**

CONTACT PERSON(S): **Tim Wald, Assistant Superintendent of Finance and Operations;**
Andi Johnson, Director of Finance

Donation	Donor	Recipient
\$250.00	Bradley Tansom	Willow Lane Elementary 3rd grade Minnow Tank
\$10.00	Target c/o CyberGrants, LLC	Hugo Elementary
\$200.00	Signature Orthodontics Wendy Sydlewski	Central Middle School
\$5,000	Northern Tool of White Bear Lake Dan Kaufman	WBL Career Pathways CTE Teachers for Course Equipment \$3,000 to Delroy Nyren, Dan Rossiter and Fred Feirn at WBLAHS-North Campus \$2,000 to Josh Dery at WBLAHS-South Campus
\$1,550.00	H.B. Fuller Company	White Bear Lake High School - South Campus Safety equipment and experiences for Career Pathway students
\$8,500.00	White Bear Lake Basketball Assn	White Bear Lake High School - South Campus Varsity Girls Basketball Program
\$5,000.00	WBL Lions Club, Charitable Gambling Committee	White Bear Lake High School - South Campus Football Program
\$100.00	Premier Banks	White Bear Lake High School - South Campus
\$50.00	White Bear Lake American Legion Auxiliary 168	Senior Center Donation
\$100.00	Thomas Adamich	Senior Center Meals on Wheels Donation
\$500.00	Kathy Schwartz	Senior Center

		Meals on Wheels Donation
\$500.00	3M Foundation Volunteer Match	Senior Center Meals on Wheels
\$50.00	Darlene Hanson	Senior Center Fundraiser
\$25.00	Mary Swanson	Senior Center Fundraiser
\$25.00	Russell Isabrandt	Senior Center Fundraiser
\$25.00	Leonard Jablonski	Senior Center Fundraiser
\$50.00	Richard Ingberg	Senior Center Fundraiser
\$25.00	Sherry Schletty	Senior Center Fundraiser
\$20.00	Geraldine Buttermore	Senior Center Fundraiser
\$25.00	Claudia Vescio	Senior Center Fundraiser
\$25.00	Robert Lundberg	Senior Center Fundraiser
\$100.00	Richard Ziertman	Senior Center Fundraiser
\$25.00	Frances Smith	Senior Center Fundraiser
\$20.00	Carol Reed	Senior Center Fundraiser
\$10.00	Phyllis Vacha	Senior Center Fundraiser
\$50.00	Anita Giuliani	Senior Center Fundraiser
\$100.00	Cindi Krasky	Senior Center Fundraiser
\$100.00	Michael & Sylvia Lovett	Senior Center Fundraiser
\$100.00	Patricia Krumm	Senior Center Fundraiser
\$100.00	Nancy L Pakko	Senior Center Fundraiser
\$200.00	Dee Pierce	Senior Center Fundraiser
\$100.00	Sandra Korthuis	Senior Center Fundraiser
\$100.00	Barbara Farm	Senior Center Fundraiser
\$25.00	Leroy Looser	Senior Center Fundraiser
\$25.00	Rita Seger	Senior Center Fundraiser
\$50.00	Lenny & Mickey Pederson	Senior Center Fundraiser
\$50.00	Nicola Hyser	Senior Center Fundraiser
\$50.00	Mike Dittman	Senior Center Fundraiser
\$50.00	William Pope	Senior Center Fundraiser
\$25.00	Carol Carver	Senior Center Fundraiser
\$25.00	Orlin Knudson	Senior Center Fundraiser
\$10.00	Sally Ann Brandt	Senior Center Fundraiser
\$50.00	Shirley Ann Lefevre	Senior Center Fundraiser
\$50.00	Don Mingo	Senior Center Fundraiser
\$25.00	Anonymous	Senior Center Fundraiser

\$50.00	Greg & Rita Arnold	Senior Center Fundraiser
\$25.00	Carol Lau	Senior Center Fundraiser
\$25.00	Marjorie Helseth	Senior Center Fundraiser
\$25.00	Andrea West	Senior Center Fundraiser
\$5.00	Nancy Haynes	Senior Center Fundraiser
\$100.00	Rick & Joyce Gwizdala	Senior Center Fundraiser
\$50.00	Judith Peters	Senior Center Fundraiser
\$25.00	Kathleen Cardinal	Senior Center Fundraiser
\$1,000.00	Dennis Homel	Senior Center Fundraiser
\$50.00	Victoria Schoeller	Senior Center Fundraiser
\$25.00	Susan Clancy	Senior Center Fundraiser
\$50.00	Richard Amey	Senior Center Fundraiser
\$50.00	Gary Vidlock	Senior Center Fundraiser
\$100.00	Linda Manders	Senior Center Fundraiser
\$50.00	Rita Renslow	Senior Center Fundraiser
\$25.00	Richard Ingberg	Senior Center Fundraiser
\$25.00	Richard Ingberg	Senior Center Fundraiser
\$25.00	Anne Weiss	Senior Center Fundraiser
\$25.00	Phyllis Kaiser	Senior Center Fundraiser
\$25.00	Sharron Vail	Senior Center Fundraiser
\$100.00	Carole Brower	Senior Center Fundraiser
\$5.00	Marcia Savela	Senior Center Donation
\$25.00	Carol & Lynn Farley	Senior Center Fundraiser
\$25.00	Barbara Peterson	Senior Center Fundraiser
\$200.00	Karen Garvin & Jan Brundige	Senior Center Fundraiser
\$50.00	B B Mackenzie	Senior Center Fundraiser
\$125.00	Brett Fisher	Senior Center Fundraiser
\$25.00	Patricia Lopez	Senior Center Fundraiser
\$15.00	Janice Rapheal	Senior Center Fundraiser
\$25.00	Lois O'Neil	Senior Center Fundraiser
\$50.00	Gail Stucky	Senior Center Fundraiser

RECOMMENDED ACTION:

Approve.

AGENDA ITEM: **Field Trip Request**

MEETING DATE: **January 10, 2022**

SUGGESTED DISPOSITION: **Action Item**

CONTACT PERSON(S): **Dr. Alison Gillespie, Assistant Superintendent for Teaching and Learning**

BACKGROUND:

School Board Policy #610 – Field Trips, requires School Board approval of any overnight field trip. The following field trips are being presented by the administration to the School Board for approval.

Date	Destination	Requesting Staff Member	Grade/ Team	School Days Missed	Students Attending	Total Cost per Student	Total Cost of Trip	Source of Revenue	Transportation	Purpose
3/16 - 3/18/22	Deep Portage Environmental Camp	Kristin Erickson, Carrie Carlson, and Mike Selb	Otter Lake 5th Grade	3	70	\$215	\$21,000	Parents/ Fundraising	Private buses	To expand the 5th grade science curriculum to include hands-on activities.

RECOMMENDATION:

Approve the field trips listed as recommended by the administration.

RESOLUTION FOR HUMAN RESOURCES ITEMS

WHEREAS, the School Board believes it necessary and appropriate to approve the human resources items that are reflected upon the following pages; and

WHEREAS, that human resources items, A-7(f), as revised be approved on the premise that they conform to previously Board approved actions or contractual agreements.

THEREFORE BE IT RESOLVED, that the School Board authorizes the approval of the human resources items listed in Consent Agenda Items A-7(f).

RESIGNATION/TERMINATION/NON-RENEWAL - CLASSIFIED STAFF

MARSHA JACOBSON-SCHMIDT – Bus Aide - Bus Garage

Employed by District 624 since 11/19/2012

Effective Date: 11/22/2021

RYAN KEHOE – Custodian - Central Middle School

Employed by District 624 since 03/02/2009

Effective Date: 12/10/2021

JANE LANGE – Nutrition Services - Sunrise Park Middle School

Employed by District 624 since 12/08/2021

Effective Date: 12/14/2021

JESSICA MOLIN – Nutrition Services - Central Middle School

Employed by District 624 since 09/08/2021

Effective Date: 12/11/2021

ANTHONY REED – Custodian - Lakeaires and Matoska Elementary

Employed by District 624 since 08/01/2019

Effective Date: 12/13/2021

ARISTOTLE TRINITY – Custodian - WBLAHS-South Campus & Vadnais Heights Elementary

Employed by District 624 since 11/01/2021

Effective Date: 11/30/2021

SENG VANG – Paraeducator - WBLAHS - South Campus

Employed by District 624 since 09/02/2019

Effective Date: 12/10/2021

RETIREMENT - CLASSIFIED STAFF

CHERYL BIERMAN – Paraeducator - TEC

Employed by District 624 since 08/28/2003

Effective Date: 12/31/2021

MARY CLARK – Health Assistant - Oneka Elementary

Employed by District 624 since 08/23/2001

Effective Date: 12/10/2021

RETIREMENT - NON-AFFILIATED

MARGARET ANDERSON – Out of School Time Site Supervisor - Oneka Elementary
Employed by District 624 since 09/01/1987
Effective Date: 12/10/2021

CHANGE IN ASSIGNMENT - NON-AFFILIATED

CARRIE TROSKE – From Out of School Site Supervisor - District Center
To Out of School Specialist - District Center
From \$62,006 To \$68,000 (prorated \$40,015.38)
Effective Date: 11/29/2021

JOHN WEUM – Electrician - District Center
Increase in hours, from 28 hrs to 40 hrs per week
Effective Date: 12/06/2021

CHANGE IN ASSIGNMENT - CLASSIFIED STAFF

PATRICIA FERRELL – From Paraeducator - WBLAHS - South Campus
To ELL Paraeducator - WBLAHS - South Campus
Decrease in hours, from 32.5 hrs to 30 hrs week
Effective Date: 12/13/2021

JOANNE FORSYTHE – ELL Assistant - Central Middle School
Increase in hours, from 28 hrs to 30 hrs week
Effective Date: 12/15/2021

PATRICIA KOSTER – ELL Assistant - Birch Lake and Otter Lake Elementary
Increase in hours, from 24 hrs to 30 hrs week
Effective Date: 12/15/2021

DIANE SMITH – OST Assistant - Willow Lane Elementary
Decrease in hours, from 30 hrs to 25 hrs week
Effective Date: 11/03/2021

DIANE SMITH – Lunchroom Playground Supervisor - Willow Lane Elementary
Increase in hours, from 10 hrs to 12.5 hrs week
Effective Date: 11/03/2021

CHANGE IN ASSIGNMENT - CERTIFIED STAFF

MARA BORGES – ELL Teacher & Building Sub - Central Middle School

From .5 FTE ELL Teacher & .5 FTE Building Sub

To .75 FTE ELL Teacher & .25 FTE Building Sub

Effective Date: 12/10/2021

TEMPORARY CHANGE IN ASSIGNMENT - CLASSIFIED STAFF
--

SUZY BAKER – NS Middle School Manager - Sunrise Park Middle School

Temporary increase in hours, from 37.5 hrs to 40 hrs week

Effective Date: 10/01/2021 - 06/10/2022

CORRIEN CORDOVA – Nutrition Service Assistant - Central Middle School

Temporary increase in hours, from 22.5 hrs to 26.25 hrs week

Effective Date: 10/01/2021 - 06/10/2022

STACY DRAKE – Nutrition Service Assistant - Central Middle School

To Nutrition Services Elementary Manager - Vadenais Heights Elementary

Temporary increase in hours, from 22.5 hrs to 35 hrs week

Effective Date: 01/03/2022 - 03/04/2022

PATRICIA GILL – Nutrition Service Assistant - Central Middle School

Temporary increase in hours, from 22.5 hrs to 26.25 hrs week

Effective Date: 10/01/2021 - 06/10/2022

TRACEY KRAMLINGER – NS Middle School Manager - Central Middle School

Temporary increase in hours, from 37.5 hrs to 40 hrs week

Effective Date: 10/01/2021 - 06/10/2022

ALICIA MAHMOOD – Nutrition Service Assistant - WBLAHS - North Campus

Temporary increase in hours, from 18.75 hrs to 22.5 hrs week

Effective Date: 10/01/2021 - 06/10/2022

NANCY MULLEN – Nutrition Service Assistant - Central Middle School

Temporary increase in hours, from 26.25 hrs to 28.75 hrs week

Effective Date: 10/01/2021 - 06/10/2022

GABRIELLE SCHLOSSER – Nutrition Service Assistant - Central Middle School

Temporary increase in hours, from 18.75 hrs to 21.25 hrs week

Effective Date: 11/29/2021 - 06/10/2022

HEIDI SIEBENALER – Nutrition Service Assistant - Central Middle School

Temporary increase in hours, from 18.75 hrs to 25 hrs week

Effective Date: 12/15/2021 - 03/04/2022

FULL TIME LEAVE OF ABSENCE - CERTIFIED STAFF

SARAH FORESTELL – Spanish Teacher - WBLAHS - South Campus

Employed by the District 624 since 08/27/2009

Effective Date: 08/30/2021 through 10/15/2021

KENDRA JANSSEN – Math Teacher - Central Middle School

Employed by the District 624 since 08/22/2016

Effective Date: 12/06/2021 through 03/04/2022

JOSHUA LEHR – Language Arts Teacher - WBLAHS - North Campus

Employed by the District 624 since 08/27/2009

Effective Date: 09/24/2021 through 11/05/2021

SHANNON RIEBOW – PE/Health/Dape Teacher - WBLAHS - North Campus

Employed by the District 624 since 08/24/2011

Effective Date: 08/30/2021 through 10/15/2021

NEW PERSONNEL - NON-AFFILIATED

LANE FLATEN – OST Site Supervisor - Matoska Elementary

\$52,996 (Prorated on start date \$26,294.16)

Effective Date: 01/03/2022

MOLLY KIEGER – OST Site Supervisor - Oneka Elementary

\$52,996 (Prorated on start date \$26,294.16)

Effective Date: 01/03/2022

NEW PERSONNEL - CLASSIFIED STAFF

DOROTHY BECK – Paraeducator - Normandy Park

\$19.53 per hr., 12 hrs. per wk., \$3,352.65

Effective Date: 01/03/2022

DONNA COLEMAN – Paraeducator - WBLAHS - South Campus

\$19.53 per hr., 32.5 hrs. per wk., \$13,456.17

Effective Date: 01/03/2022

LANNIE EDWARDS – Custodian - WBLAHS - South & Vadnais

\$19.09 per hr., plus \$0.30 shift differential 40 hrs. per wk., \$19,855.34

Effective Date: 01/04/2022

BRANDEN FELT – Mechanic - Bus Garage

\$24.76 per hr., 40 hrs. per wk., \$27,335.04

Effective Date: 12/20/2021

MELISSA FRESHWATER – Health Assistant - Oneka Elementary

\$22.50 per hr., 40 hrs. per wk., \$19,080

Effective Date: 01/03/2022

BAYLEE HAMILTON – OST Program Assistant - Otter Lake Elementary

\$14.92 per hr., 20-22.49 hrs. per wk., \$9,864.70

Effective Date: 12/06/2021

SHERRY JECHOREK – NS Assistant - WBLAHS - South Campus

\$15.70 per hr., 18.75 hrs. per wk., \$5,946.37

Effective Date: 01/10/2022

HANNAH MEYER – Paraeducator - WBLAHS - South Campus

\$19.53 per hr., 32.5 hrs. per wk., \$13,456.17

Effective Date: 01/03/2022

BRYN POHLKAMP – Paraeducator - TEC

\$19.53 per hr., 30 hrs. per wk., \$12,421.08

Effective Date: 01/03/2022

HAROLD TRETTNER – Custodian - WBLAHS - Central Middle School & TEC

\$19.09 per hr., plus \$0.30 shift differential 22.5 hrs. per wk., \$12,041.17

Effective Date: 12/20/2021

BREEANN VOLK – OST Program Assistant - Otter Lake Elementary

\$14.92 per hr., 20-22.49 hrs. per wk., \$8,657.30

Effective Date: 01/03/2022

LONG TERM SUBSTITUTE - CERTIFIED STAFF

AMANDA CLOUD – Math Teacher - Central Middle School

MA, Step 1, \$1,231.54

Effective Date: 01/03/2022 - 03/04/2022

ANN GERDING – Physical Education/DAPE - Birch Lake Elementary

MA, Step 1, \$5,346.62

Effective Date: 01/03/2022 - 01/28/2022

AGENDA ITEM: **Quarterly Investment Update**

MEETING DATE: **January 10, 2022**

SUGGESTED DISPOSITION: **Action Item**

CONTACT PERSON(S): **Tim Wald, Assistant Superintendent for
Finance and Operations;
Andi Johnson, Director of Finance**

BACKGROUND:

Policy 705 states, “The investment officer shall prepare and submit to the School Board a quarterly investment report that summarizes recent market conditions, economic developments, and anticipated investment conditions.”

The School District works with two investment advisers, Brian Johnson with Public Financial Management (PFM) who manages the Minnesota School District Liquid Asset Fund Plus (MSDLAF+), a comprehensive cash management program developed as a collaboration of Minnesota Public Schools to pool funds to maximize investment earnings. Operating investments are primarily held and invested by MSDLAF+. Facilities referendum proceeds are managed by Ryan Miles with Ehlers, Inc.

Below you will find the information concerning our investments as of quarter-end. In the money market space, yields on longer money market securities (6 – 12 months) moved higher and offer incremental value versus overnight investments, which remain anchored near zero. The District’s aggregate general operating funds follows the District’s investment policy statement and Minnesota state statutes (Minnesota Statutes 118A.04) as all the investment holdings are of very high quality. The District’s Other Post Employment Benefits (“OPEB”) Trust fund is also in compliance with Minnesota Statutes 356A.

As a reminder, the District can invest its operating general funds in only the most high-quality (low risk) securities as allowed by Minnesota state statutes and the District’s investment policy guidelines. This includes government securities (U.S. Treasuries and Federal Agencies such as Fannie Mae, Freddie Mac, asset and mortgage-backed federal investments, and instruments of other government-sponsored enterprises and instrumentalities); high-grade commercial paper, which is short-term, highly-rated corporate debt; certificates of deposit (collateralized and FDIC-insured); municipal bonds (state and local government securities); collateralized investment

agreements; banker's acceptances; repurchase agreements; and cash/money market funds. Since the permitted investments as allowed by state statute are of the highest safety (and least risk), general operating fund investment earnings generated by governmental entities tend to be low relative to portfolios managed with more latitude.

This quarterly memorandum is submitted in compliance with the Board Policy mandate. For the period ending December 31, 2021, the District's overall general operating funds had the following characteristics:

Operating and Debt Funds Portfolio Summary		
Portfolio Holdings	Closing Market Value	Current Yield
MSDLAF+ Liquid Class	\$31,873,383.90	0.01%
MSDLAF+ MAX Class	\$23,700,511.54	0.03%
MSDLAF+ Managed Account	\$0.00	N/A
<i>Total</i>	<i>\$55,573,895.44</i>	
Operating and Debt Funds Portfolio Summary		
Type of Funds	Market Value	% of Assets
Temporarily Restricted Funds	\$20,099,294.70	36.2%
Unrestricted Funds	\$35,474,600.74	63.8%
<i>Total</i>	<i>\$55,573,895.44</i>	<i>100.0%</i>

The emergence of the Omicron variant presents a risk to the economic recovery trajectory. So far, the Omicron variant has been reported in at least 25 U.S. states, with cases expected to rise because of the recent holiday travel season.

The Omicron variant of the coronavirus has raised both health and economic concerns as the Organization for Economic Co-operation and Development ("OECD") warned that the new variant could lead to higher and more persistent inflation. Though the impact remains to be seen, the strain's potency will determine the severity. Some changes are already being felt as over 50 countries are reportedly introducing travel measures to prevent the spread, and the markets have seen a reflection of the uncertainty in the volatility that has been seen in the fixed-income market.

President Biden re-nominated Jerome Powell to serve as chair of the Fed to another four-year term, citing "steady and decisive leadership." Dr. Lael Brainard, a member of the Federal Reserve Board of Governors since 2014, was nominated to serve as vice chair. Randal Quarles, the previous vice chair for supervision, announced his retirement at year-end, creating a vacancy for this important role overseeing the country's banking system.

The Federal Reserve Open Market Committee met in mid-December and announced its plan to increase the pace of tapering its asset purchases, which may now be completed by March of 2022. This pulls forward the window for potential rate hikes. The market is pricing in two to three rate hikes in 2022 and another couple of hikes in 2023.

Elevated inflation seems likely to persist longer and at higher levels than initially expected. Although Federal Reserve Chair Jerome Powell officially retired the

categorization of inflation as “transitory,” most economists expect inflation to moderate over the next year. The progress on the second prong of the Fed’s dual mandate has also been pointing to a policy change, as the need to support labor markets appears to shrink.

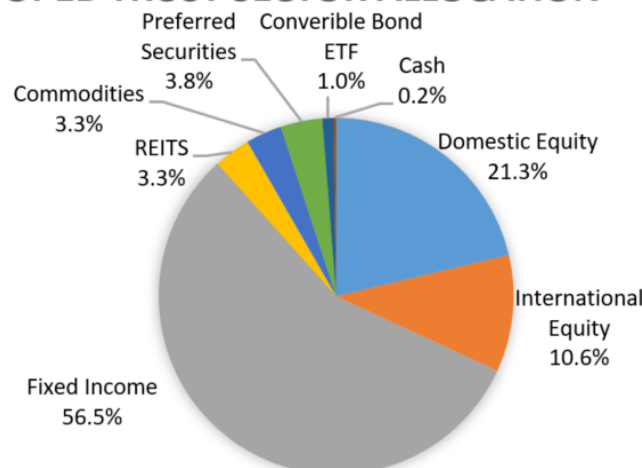
The U.S. Treasury yield curve flattened, as yields on shorter-term maturities (three years and under) rose modestly, while yields on maturities over three years slightly declined. Given yield movements over the quarter, Treasury returns were a mixed bag, with shorter tenors declining and longer tenors advancing. Yields generally increased across the front part of the U.S. Treasury yield curve. The yield curve flattened slightly and rates on the longer end of the curve fell, while overnight rates remained relatively flat.

The U.S. economic recovery momentum ebbed and flowed alongside Covid-19 infection rates. Rising inflation remains a key investor focus as the Fed made a hawkish pivot. Although rates have risen slightly, outsized inflation readings, macroeconomic strength, and heightened rate volatility have encouraged the market to rethink future interest rate movements.

For the second quarter of fiscal year 2022, actual earned income in the MSDLAF+ accounts amounted to \$2,095.43. Prospects of tighter monetary policy and the Omicron variant weighing on expectations for economic growth will drive the fixed income market going forward. With inflation at three-decade highs, investors are betting on multiple interest rate hikes in 2022. As a result, the budget for interest income in FY 2022 is now projected to be approximately \$6,750.

The OPEB Trust account managed by the District at the end of the quarter totaled: ~\$39,881,685.62. As of December 31, 2021, the OPEB investment portfolio was diversified and allocated as follows:

OPEB TRUST SECTOR ALLOCATION



U.S. equity markets continued to advance and reach all-time highs. Even though Omicron variant related cases and an accelerated anticipation of the end of the Fed’s accommodative monetary policy weighed on investor sentiment, the equity markets

largely weathered the risk-off shift by still advancing. The market made big gains in the aftermath of the Federal Reserve's last meeting and has overcome and shrugged off concerns about the Omicron variant's economic impact and has reacted positively to hot consumer inflation data. U.S. stocks rose modestly throughout the final trading week of 2021. The major indexes all had gains of greater than 20% for the 2021 calendar year. However, going forward, Covid-19 cases continue to be a potential detractor.

For the period ending December 31, 2021, the OPEB Trust account had the following preliminary returns:

Other Post-Employment Benefits ("OPEB") Trust Fund Returns		
Portfolio / Benchmark	Quarter-To-Date Return	Year-To-Date Return
OPEB Trust Account	1.99%	6.43%
Blended Benchmark	1.68%	4.44%
<i>Difference</i>	<i>+0.32%</i>	<i>+1.99%</i>

The following page summarizes our 2020A facilities referendum and 2021A facilities maintenance bond proceeds, which are managed by Ehlers Investments. We had the opportunity to take advantage of the high-yield, long-term municipal bonds that were available throughout 2020 and 2021 and continue to find high quality investments to meet the project timelines. We worked with Kraus Anderson to ensure that we will continue to meet our projected cash flow needs while locking in long-term investments as much as possible. The investments purchased are of high credit quality with an average investment rating of AA by S&P. The invested portfolio is structured in a way for investments to mature on a regular basis to meet our payment obligations without needing to sell securities early. In addition the portfolio currently holds \$992,752 in unrealized gains for additional flexibility and reinvestment options. The portfolio's current annualized yield is 2.79%. The total portfolio value plus accrued interest as of December 31, 2021 was valued at \$224,014,083, of which 95% is invested in fixed income securities, while the remaining 5% consists of short term investments maturing within 30 days and cash to provide additional liquidity. Our Net Income for the quarter ending December 31, 2021 totaled \$607,953.

Bond Proceeds Investment Summary

10/01/2021 - 12/31/2021

White Bear Lake Area Agg (209911)

Dated: 01/05/2022

Portfolio Summary

	Portfolio
Client	White Bear Lake Area Schools ISD 624
Custodian	TD Ameritrade
Source Account	---
Beginning Book Value + Accrued	246,813,377.27
Ending Market Value	223,178,904.12
Ending Market Value + Accrued	225,014,083.47
Current Yield	2.79%
Duration	0.87
S&P Rating	AA
Moody's Rating	Aa3

Footnote: 1

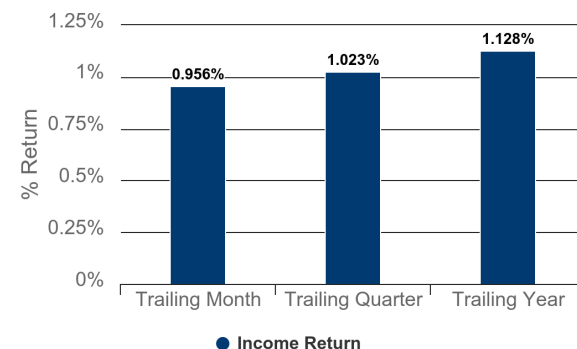
GAAP Income Detail

Account	Net Income
White Bear Lake Area Schl 2021	16,049.82
White Bear Lake Area Schools	591,903.72

Total 607,953.54

Footnotes: 1,2,3

Performance Summary



Portfolio Composition

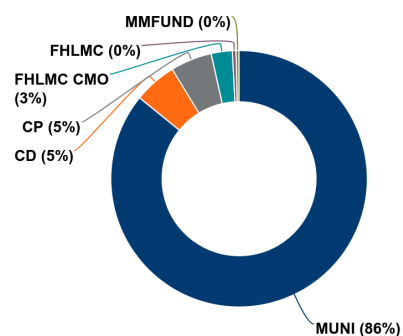
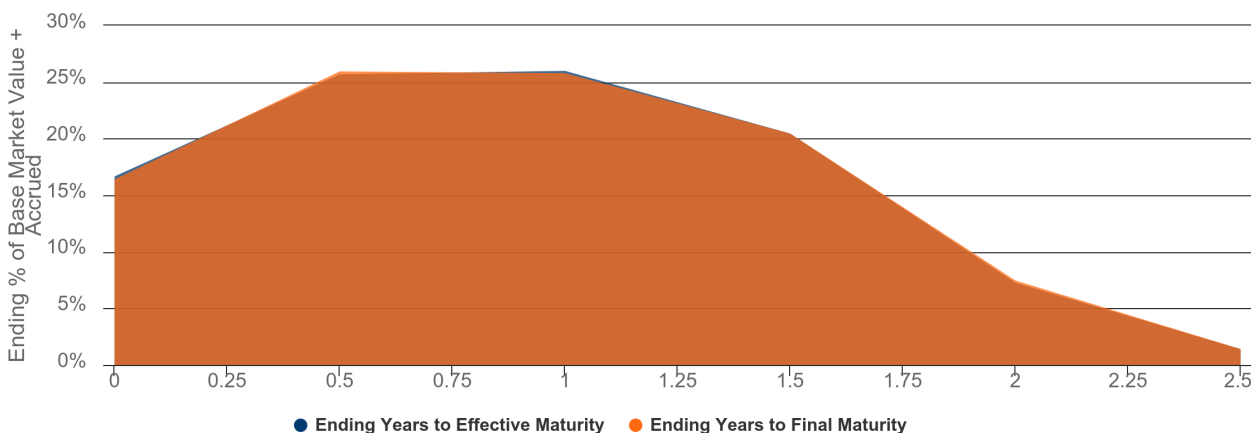


Chart calculated by: % of Market Value + Accrued

Investment Maturity Schedule



Ehlers is the joint marketing name of the following affiliated businesses (collectively, the "Affiliates"): Ehlers & Associates, Inc. ("EA"), a municipal advisor registered with the Municipal Securities Rulemaking Board ("MSRB") and the Securities and Exchange Commission ("SEC"); Ehlers Investment Partners, LLC ("EIP"), an investment adviser registered with the SEC; and Bond Trust Services Corporation ("BTS"), holder of a limited banking charter issued by the State of Minnesota.

Where an activity requires registration as a municipal advisor pursuant to Section 15B of the Exchange Act of 1934 (Financial Management Planning and Debt Issuance & Management), such activity is or will be performed by EA; where an activity requires registration as an investment adviser pursuant to the Investment Advisers Act of 1940 (Investments and Treasury Management), such activity is or will be performed by EIP; and where an activity requires licensing as a bank pursuant to applicable state law (paying agent services shown under Debt Issuance & Management), such activity is or will be performed by BTS. Activities not requiring registration may be performed by any Affiliate.

This communication does not constitute an offer or solicitation for the purchase or sale of any investment (including without limitation, any municipal financial product, municipal security, or other security) or agreement with respect to any investment strategy or program. This communication is offered without charge to clients, friends, and prospective clients of the Affiliates as a source of general information about the services Ehlers provides. This communication is neither advice nor a recommendation by any Affiliate to any person with respect to any municipal financial product, municipal security, or other security, as such terms are defined pursuant to Section 15B of the Exchange Act of 1934 and rules of the MSRB. This communication does not constitute investment advice by any Affiliate that purports to meet the objectives or needs of any person pursuant to the Investment Advisers Act of 1940 or applicable state law.

B. PUBLIC FORUM

Listed below are the procedures for addressing the School Board on a topic of interest or concern.

1. Speakers must reside in the District, be a guardian of a student(s) in the District, be a student in the District, or be employed by the District. The School Board will give priority to individuals who wish to address a specific item that is on the agenda for that meeting. After this priority has been applied, any remaining openings to speak - up to the total of ten individuals - will be determined by lot.
2. Public Forum will be open for up to 30 minutes (3 minutes per speaker, 10 minutes per topic, no more than 3 speakers per topic). Speakers are encouraged to avoid repeating comments that other speakers have made.
3. Those who wish to address the School Board must submit a written request to speak before 3:00 pm on the day of the School Board meeting. Requests must be submitted to the following email address: publiccomment@isd624.org, or by phone at 651-407-7563.
4. The School Board Chair will call speakers to the microphone and will recognize one speaker at a time. Speakers must be in person to be recognized. Only those individuals who have been recognized by the School Board Chair will be allowed to speak during the public comment period.
5. School District policy and data privacy laws preclude the School Board from publicly discussing personnel and student matters or data, including information, which, if discussed in a public meeting could violate law or policy.
6. Members of the public may not engage in conduct that materially and substantially disrupts any part of a School Board meeting, or that otherwise impedes the School Board's ability to conduct its business in an orderly and efficient fashion.
7. If a speaker violates any of the established procedures or engages in any prohibited conduct, the Board Chair will rule the speaker out of order.
8. An appropriate school district official may be assigned to contact the speaker with answers to their questions or with follow-up information.
9. A handout on the purpose of the Public Forum and the process is available at each regular School Board meeting.
10. Citizens may be asked to address the School Board on a particular subject during the discussion of that item.

C. INFORMATION ITEMS

AGENDA ITEM: **Student Recognition**

MEETING DATE: **January 10, 2022**

SUGGESTED DISPOSITION: **Informational Item**

CONTACT PERSON(S): **Dr. Wayne Kazmierczak, Superintendent;**
Marisa Vette, Director of Communication and
Community Relations

BACKGROUND:

We will recognize students who represented the district at a state level during tonight's electronic meeting. Certificates and Bear pins have been distributed to the students. Congratulations, students!

Honoree Name	Honor
Gianna Mcleod, 12th grade	2021 MSHSL State Diving Championship
Lauren Eckerle, 12th grade	Girls Soccer All-State Participant
Gavin Rogers, 12th grade	Boys Soccer All-State
Anya Krzoska, 12th grade	MMEA High School All State Choir
Ella Flood, 12th grade	MMEA High School All State Choir
Grace Fink, 12th grade	MMEA High School All State Choir
Audrey Graw, 11th grade	MMEA High School All State Choir
Samuel Anderson, 10th grade	MN ACDA 9-10 Honor Choir
Spencer Anderson, 10th grade	MN ACDA 9-10 Honor Choir

Simon Anderson, 10th grade	MN ACDA 9-10 Honor Choir
Andrew Friendt, 10th grade	MN ACDA 9-10 Honor Choir
Gilberto Garrido, 10th grade	MN ACDA 9-10 Honor Choir
Penguin Efta, 10th grade	MN ACDA 9-10 Honor Choir
Paige Larsen, 10th grade	MN ACDA 9-10 Honor Choir
Kipper Lundberg, 10th grade	MN ACDA 9-10 Honor Choir
Sanyu Mwassa, 10th grade	MN ACDA 9-10 Honor Choir
Ellia Groneberg, 9th grade	MN ACDA 9-10 Honor Choir

AGENDA ITEM: **Superintendent's Report**
MEETING DATE: **January 10, 2022**
SUGGESTED DISPOSITION: **Information Item**
CONTACT PERSON(S): **Dr. Wayne Kazmierczak, Superintendent**

BACKGROUND:

Dr. Kazmierczak will provide information on current issues and events pertaining to the White Bear Lake Area Schools.

D. DISCUSSION ITEMS

E. OPERATIONAL ITEMS

AGENDA ITEM: **School Board Operating Procedures for 2022**

MEETING DATE: **January 10, 2022**

SUGGESTED DISPOSITION: **Operational Item**

CONTACT PERSON(S): **School Board Chair**

BACKGROUND:

At the organizational meeting of the White Bear Lake Area School Board the School Board members approve the Rules of Order and Board Agenda format for the year.

Attached are the recommended Rules of Order and Board Agenda format. Please note that on the first page, item c., the time was changed to 8:00 p.m. from 9:30 p.m. to reflect the change to Board meeting start times, currently 5:30 p.m. rather than 7:00 p.m.

RECOMMENDATION:

Approve the Rules of Order and Board Agenda format for 2022.

RULES OF ORDER

Roll call vote shall be made on all items with any financial impact, and on any items where dissent is noted on a voice vote and a division of the house is requested.

Roll call votes shall always proceed alphabetically with the first member to be called rotated alphabetically at successive Board meetings.

Any item may be changed on the agenda, either in placement or in status (discussion, action...) by consensus or by passage of a motion to suspend the rules for that purpose.

Any items for which no written explanatory information is supplied in the Board packet, will be treated as items in the Public or Board Forum with no action unless the Board suspends the rules and places the item on the agenda for action.

The Chair and the superintendent shall develop the meeting agenda. Board members may request items to be placed on an upcoming agenda by contacting the Chair, or in the Chair's absence the superintendent by Tuesday prior to the Board meeting. All written material and appropriate explanatory material for agenda items must be provided to the superintendent's office by noon on the Wednesday prior to the meeting for inclusion in the agenda packet. If such written material is required and not provided in a timely manner, the topic may be pulled from the agenda.

Members of the public may make requests to have items placed on a Board agenda by contacting the Chair in the same manner as Board members. If the Chair does not honor the request, the request shall be made known to the Board and the Board shall determine the disposition of the request.

Robert's Rules of order will be followed except that:

- a. Suspension of the rules and limitation of debate require only a simple majority of those voting rather than a 2/3 majority.
- b. If no motion is immediately forthcoming on an action item when requested by the Chair, a nominal period of time, not to exceed five minutes, is allowed for questions before a motion for action is required.
- c. Board business will automatically terminate at 8:00 p.m. and the Chair will declare the meeting adjourned unless there is a motion, supported by a majority vote, extending the meeting by a specific amount of time.

BOARD AGENDA 2022

A. PROCEDURAL ITEMS	Roll call, Pledge of Allegiance, approve agenda, approve consent agenda to include minutes, payment of invoices, correspondence, gifts, field trips and personnel items.
B. PUBLIC FORUM	During the Public Forum any person may address the School Board on a topic of interest or concern.
<u>Public Forum Guidelines</u> Listed below are the procedures for addressing the School Board on a topic of interest or concern. 1. Speakers must reside in the District, be a guardian of a student(s) in the District, be a student in the District or be employed by the District. The School Board will give priority to individuals who wish to address a specific item that is on the agenda for that meeting. After this priority has been applied, any remaining openings to speak - up to the total of ten individuals - will be determined by lot. 2. Public Forum will be open for up to 30 minutes. (3 minutes per speaker, 10 minutes per topic, no more than 3 speakers per topic). Speakers are encouraged to avoid repeating comments that other speakers have made. 3. Those who wish to address the School Board must submit a written request to speak before 3:00 pm on the day of the School Board meeting. Requests must be submitted to the following email address: publiccomment@isd624.org, or by phone at 651-407-7563. 4. The School Board Chair will call speakers to the microphone and will recognize one speaker at a time. Speakers must be in person to be recognized. Only those individuals who have been recognized by the School Board Chair will be allowed to speak during the public comment period. 5. School District policy and data privacy laws preclude the School Board from publicly discussing personnel and student matters or data, including information, which, if discussed in a public meeting could violate law or policy. 6. Members of the public may not engage in conduct that materially and substantially disrupts any part of a School Board meeting, or that otherwise impedes the School Board's ability to conduct its business in an orderly and efficient fashion. 7. If a speaker violates any of the established procedures or engages in any prohibited conduct, the Board Chair will rule the speaker out of order. 8. An appropriate school district official may be assigned to contact the speaker with answers to their questions or with follow-up information. 9. A handout on the purpose of the Public Forum and the process is available at each regular School Board meeting. 10. Citizens may be asked to address the School Board on a particular subject during the discussion of that item.	
C. INFORMATION ITEMS	No discussion.
D. DISCUSSION ITEMS	An instructional report, first reading of new policies, etc.
E. OPERATIONAL ITEMS	All non-personnel action items.
F. BOARD FORUM	Board "news"; same rules as Public Forum.
G. ADJOURNMENT	

AGENDA ITEM: **School Board Members' Compensation for 2022**

MEETING DATE: **January 10, 2022**

SUGGESTED DISPOSITION: **Operational Item**

CONTACT PERSON(S): **School Board Chair**

BACKGROUND:

The board member's compensation for the year is set at our organizational meeting. State law allows the clerk, treasurer, and superintendent of any district to receive such compensation as may be fixed by the board. The law also allows the board to fix compensation for the other members of the Board (Minnesota Statute 123B.09, Subd. 12).

White Bear School Board members were compensated at the following rates in 2021:

Year	Chair	Vice-Chair	Clerk	Treasurer	Members
2021	\$5,450	\$5,250	\$5,450	\$5,250	\$5,050

RECOMMENDATION:

The School Board recommends to keep the same compensation levels for 2022.

Year	Chair	Vice-Chair	Clerk	Treasurer	Members
2022	\$5,450	\$5,250	\$5,450	\$5,250	\$5,050

AGENDA ITEM: **Action on Regular and Work Session Meeting Schedule for 2022**

MEETING DATE: **January 10, 2022**

SUGGESTED DISPOSITION: **Operational Item**

CONTACT PERSON(S): **Dr. Wayne Kazmierczak, Superintendent**

BACKGROUND:

The White Bear Lake Area School Board holds their regular School Board meetings on the second Monday of the month, and work sessions on the fourth Monday of the month except during the months of June, July and December when there is no work session scheduled.

Additionally, in order to conduct school district activities on Indigenous Peoples Day the School Board must pass a resolution to authorize such action.

RECOMMENDATION:

Approve the Regular and Work Session Meeting Schedule for January 2022 to August 2023. Approve the following resolution:

BE IT RESOLVED by the School Board of Independent School District 624 that the attached School Board Meeting calendar be approved and adopted for the 2020-21 school year and that pursuant to Minn. Stat. §645.44, Subd. 5, the School Board of Independent School District 624 has determined that Indigenous Peoples Day is not a legal holiday, and therefore, public business, including School Board and informational meetings, may be transacted on that day.

2022-2023 Meeting Schedule
White Bear Lake Area School Board
District Center, 4855 Bloom Avenue, White Bear Lake

Date	Meeting Type	Tentative Time*	Location
January 10, 2022	Organizational and Regular	5:30 p.m.	District Center – Room 112
January 24, 2022	Work Session	5:30 p.m.	District Center – Room 112
February 14, 2022	Regular	5:30 p.m.	District Center – Room 112
February 28, 2022	Work Session	5:30 p.m.	District Center – Room 112
March 14, 2022	Regular	5:30 p.m.	District Center – Room 112
March 28, 2022	Work Session	5:30 p.m.	District Center – Room 112
April 11, 2022	Regular	5:30 p.m.	District Center – Room 112
April 25, 2022	Work Session	5:30 p.m.	District Center – Room 112
May 9, 2022	Regular	5:30 p.m.	District Center – Room 112
May 23, 2022	Work Session	5:30 p.m.	District Center – Room 112
June 13, 2022	Regular	5:30 p.m.	District Center – Room 112
July 11, 2022	Regular	5:30 p.m.	District Center – Room 112
August 8, 2022	Regular	5:30 p.m.	District Center – Room 112
August 22, 2022	Work Session	5:30 p.m.	District Center – Room 112
September 12, 2022	Regular	5:30 p.m.	District Center – Room 112
September 26, 2022	Work Session	5:30 p.m.	District Center – Room 112
October 10, 2022	Regular	5:30 p.m.	District Center – Room 112
October 24, 2022	Work Session	5:30 p.m.	District Center – Room 112
November 14, 2022	Regular	5:30 p.m.	District Center – Room 112
November 28, 2022	Work Session	5:30 p.m.	District Center – Room 112
December 12, 2022	Regular	5:30 p.m.	District Center – Room 112
January 9, 2023	Organizational and Regular	5:30 p.m.	District Center – Room 112
January 23, 2023	Work Session	5:30 p.m.	District Center – Room 112
February 13, 2023	Regular	5:30 p.m.	District Center – Room 112
February 27, 2023	Work Session	5:30 p.m.	District Center – Room 112
March 13, 2023	Regular	5:30 p.m.	District Center – Room 112
March 27, 2023	Work Session	5:30 p.m.	District Center – Room 112
April 10, 2023	Regular	5:30 p.m.	District Center – Room 112
April 24, 2023	Work Session	5:30 p.m.	District Center – Room 112
May 8, 2023	Regular	5:30 p.m.	District Center – Room 112
May 22, 2023	Work Session	5:30 p.m.	District Center – Room 112
June 12, 2023	Regular	5:30 p.m.	District Center – Room 112
July 10, 2023	Regular	5:30 p.m.	District Center – Room 112
August 14, 2023	Regular	5:30 p.m.	District Center – Room 112
August 28, 2023	Work Session	5:30 p.m.	District Center – Room 112

**If a School Board meeting is canceled or held virtually due to inclement weather or other unforeseen circumstances, the meeting time and date may be adjusted.*

Approved by the School Board on _____

AGENDA ITEM: **Action on Appointment of Representative For
Equity Alliance MN**

MEETING DATE: **January 10, 2022**

SUGGESTED DISPOSITION: **Operational Item**

CONTACT PERSON(S): **School Board Chair**

BACKGROUND:

Each year the White Bear Lake Area School Board appoints a member of our School Board to serve on the Equity Alliance MN Board. We recommend that Jessica Ellison be appointed to serve on the Equity Alliance MN Board for 2022.

RECOMMENDATION:

Appoint Jessica Ellison as White Bear Lake Area School's representative to Equity Alliance MN for 2022.

AGENDA ITEM: **Action on Appointment of Representative For
Intermediate School District 916**

MEETING DATE: **January 10, 2022**

SUGGESTED DISPOSITION: **Operational Item**

CONTACT PERSON(S): **School Board Chair**

BACKGROUND:

Each year the White Bear Lake Area School Board appoints a member of our School Board to serve on the Intermediate School District 916 Board. We recommend that Kathleen Daniels serve on the Intermediate School District 916 Board for 2022.

RECOMMENDATION:

Appoint Kathleen Daniels as White Bear Lake Area School's representative to Intermediate School District 916 Board for 2022.

AGENDA ITEM: **Action on School Board Committee and School Liaison Assignments**

MEETING DATE: **January 10, 2022**

SUGGESTED DISPOSITION: **Operational Item**

CONTACT PERSON(S): **School Board Chair;**
Dr. Wayne Kazmierczak, Superintendent

BACKGROUND:

At the August 23, 2021 meeting the School Board Committee and School Liaison assignments were assigned. The assignments need to be updated to reflect the change in newly elected School Board members

RECOMMENDATION:

The board chair and superintendent are recommending the attached School Board Committee and School Liaison assignments be approved.

INDEPENDENT SCHOOL DISTRICT #624
SCHOOL BOARD COMMITTEE and SCHOOL LIAISON ASSIGNMENTS
January 10, 2022 - January 8, 2024

School	Arcand	Beloyed	Daniels	Ellison	Newmaster	Streiff-Oji	Thompson
Birch Lake				X			
Hugo/Oneka		X					
Lakeaires		X					
Lincoln						X	
Matoska Int'l	X						
Otter Lake					X		
Vadnais Heights				X			
Willow Lane							X
Central					X		
Sunrise	X						
North Campus						X	
South Campus			X				
ECFE					X		
ALC							X
TEC			X				
Committee	Arcand	Beloyed	Daniels	Ellison	Newmaster	Streiff-Oji	Thompson
American Indian Parent Committee							X
Assoc. of Metropolitan School Districts					X		
Community Services Advisory					X		
Finance Advisory Committee		X		X			
Metro ECSU						X	
Policy Committee				X		X	
Ramsey County League of Local Governments	X						
Special Education Parent Advisory							X
Systems Accountability	X	X					X
WBLAEF		X	X				
Other District Boards	Arcand	Beloyed	Daniels	Ellison	Newmaster	Streiff-Oji	Thompson
Equity Alliance Board				X			
N.E. Metro District 916 Board			X				
MSHSL	X						

Approved at the August 23, 2021 School Board Meeting.

AGENDA ITEM: **Action on Official Depositories for School District Funds and Authorized Bank Accounts and Signatures**

MEETING DATE: **January 10, 2022**

SUGGESTED DISPOSITION: **Operational Item**

CONTACT PERSON(S): **Tim Wald, Assistant Superintendent for Finance and Operations;**
Andi Johnson, Director of Finance

BACKGROUND:

Be it resolved by the School Board of Independent School District #624, White Bear Lake, MN, that the following bank accounts are designated as official depositories January 10, 2022 to January 9, 2023 and that the authorized signers and those designated to electronically transfer funds shown be approved.

<u>Account Name</u>	<u>Bank Name</u>	<u>Authorized Signers</u>
General Account	MSDLAF US Bank	*Board Chair *Board Clerk *Board Treasurer
Business Account	Bremer Bank	Wayne A. Kazmierczak Timothy Wald Andrea Johnson
Cafeteria Account	Bremer Bank	Wayne A. Kazmierczak Timothy Wald Andrea Johnson
Dist. Petty Cash Acct	Bremer Bank	Wayne A. Kazmierczak Timothy Wald Andrea Johnson
Central Petty Cash	Bremer Bank	Cathryn Peterson Timothy Wald Andrea Johnson

Sunrise Petty Cash	Bremer Bank	Christina Pierre Timothy Wald Andrea Johnson
North Petty Cash	Bremer Bank	Angela Nelson Dion Harriman Timothy Wald
South Petty Cash	Bremer Bank	Donald Bosch Carrie Barth Timothy Wald

*Facsimile signature to be used: with all three signatures required.

Electronic Transfers

The following individuals are authorized to initiate electronic transfers from the above designated accounts:

Wayne A. Kazmierczak
Timothy Wald
Andrea Johnson
Seth Mader
Jenna Battaglia

RECOMMENDATION:

Approve the list of official depositories for School District funds and authorized bank accounts and signatures for 2022.

AGENDA ITEM: **Action on Annual Resolution Authorizing
Administration to Contract for Budgeted Items**

MEETING DATE: **January 10, 2022**

SUGGESTED DISPOSITION: **Operational Item**

CONTACT PERSON(S): **Dr. Wayne A. Kazmierczak, Superintendent;
Tim Wald, Assistant Superintendent for Finance
and Operations**

BACKGROUND:

Minnesota Statutes section 123B.52 addresses the Superintendent's and Business Manager's authority to lease, purchase, and contract for goods and services. In our Administration, the title of the Business Manager is Assistant Superintendent for Finance and Operations. Subdivision 2 states, "The board may authorize its superintendent or business manager to lease, purchase, and contract for goods and services within the budget as approved by the board." The Board's delegation of authority under this provision applies so long as the estimated amount of a transaction does not exceed \$175,000. In those instances, the Board must explicitly authorize the transaction. The Board renews this authority to enter into contracts at its annual organizational meeting in January.

RECOMMENDATION:

Confirm the School Board's understanding that the Superintendent and Assistant Superintendent for Finance and Operations have been duly authorized to lease, purchase, and contract for goods and services within the budget as approved by the Board in amounts up to \$175,000 and restatement of authorization for the same pursuant to Minnesota Statutes section 123B.52, subdivision 2.

AGENDA ITEM: **Action on Official Publication for the School District for 2022**

MEETING DATE: **January 10, 2022**

SUGGESTED DISPOSITION: **Operational Item**

CONTACT PERSON(S): **Dr. Wayne Kazmierczak, Superintendent**

BACKGROUND:

In past years, legal notices and minutes have been published in the White Bear Press. In addition, the full minutes are available on the district's website www.isd624.org.

A proposal has been submitted by Press Publications to name the White Bear Press as the official school district/legal publication newspaper for 2022. The White Bear Press will increase from \$19.42 per column inch, in 7-point type at 9 lines per inch to \$20.97 per column inch, in 7-point type at 9 lines per inch. The discounted rate for the Vadnais Heights Press and The Citizen for a second insertion will increase from \$9.81 per column inch to \$10.30 per column inch for both papers.

Our recommendation below is based on our review of Minnesota Statutes pertaining to the requirements of the School District's official newspaper.

RECOMMENDATION:

Approve the White Bear Press as the legal publication for White Bear Lake Area Schools for 2022.

AGENDA ITEM: **Action on Appointment of Compliance Officers**

MEETING DATE: **January 10, 2022**

SUGGESTED DISPOSITION: **Operational Item**

CONTACT PERSON(S): **Dr. Wayne A. Kazmierczak, Superintendent**

BACKGROUND:

Each November the administration certifies to the Minnesota Department of Education that we are in compliance with federal laws and regulations and state laws and rules prohibiting discrimination.

Some of our policies specifically state that a legal responsibility for receiving complaints is assigned to a position, (e.g., the Director of Human Resources). Other policies require that the School Board “annually designate the person” to whom the responsibility is assigned.

To remove ambiguity and assure compliance in all of our policies we are asking the School Board to take action on the following appointments:

District ADA/504 Coordinator:
Lisa Ouren
Director of Student Support Services
White Bear Lake Area Schools
4855 Bloom Avenue
White Bear Lake, MN 55110

District Human Rights Officer:
Matthew Mons
Director of Human Resources and
General Counsel
White Bear Lake Area Schools
4855 Bloom Avenue
White Bear Lake, MN 55110

Title IX Coordinator:
Dr. Alison Gillespie
Assistant Superintendent for Teaching and Learning
White Bear Lake Area Schools
4855 Bloom Avenue
White Bear Lake, MN 55110

RECOMMENDATION:

Approve the appointment of Matthew Mons, Director of Human Resources and General Counsel, as the District Human Rights Officer; Dr. Alison Gillespie, Assistant Superintendent for Teaching and Learning, as the Title IX Coordinator; and Lisa Ouren, Director of Student Support Services, as the District ADA/504 Coordinator in conformance with School Board policies.

AGENDA ITEM: **Action on Local Education Agency
Authorization**

MEETING DATE: **January 10, 2022**

SUGGESTED DISPOSITION: **Operational Item**

CONTACT PERSON(S): **Dr. Wayne Kazmierczak, Superintendent**

BACKGROUND:

In recent years, the School Board of White Bear Lake Area Schools has authorized the superintendent as the Local Education Agency (LEA) representative for the purpose of reviewing and approving documents required for compliance to federal programs included in the Elementary and Secondary Education Act (ESEA). The LEA Representative will ensure the school district will maintain compliance with the appropriate federal statutes, regulations, and procedures and will act as the responsible authority in all matters relating to the administration of federal programs.

RECOMMENDATION:

Authorize Dr. Wayne Kazmierczak, Superintendent, as the Local Education Agency (LEA) representative for the purpose of reviewing and approving documents required for compliance to federal programs included in the Elementary and Secondary Education Act (ESEA) for 2022.

AGENDA ITEM: **Action on Designation of Legal Counsel**

MEETING DATE: **January 10, 2022**

SUGGESTED DISPOSITION: **Operational Item**

CONTACT PERSON(S): **Dr. Wayne Kazmierczak, Superintendent**

BACKGROUND:

At our organizational meeting we advise that the School Board of White Bear Lake Area Schools designates: *Knutson, Flynn and Deans; Ratwik, Roszak, and Maloney; Rupp, Anderson, Squires and Waldsperger, P.A.; and others as needed* as our legal counsel for calendar year 2022. Mathew Mons, Director of Human Resources, will also be acting as our general counsel.

Authorized personnel to contact legal counsel includes: School Board Chair, School Board Vice-Chair, Superintendent, Assistant Superintendent for Teaching and Learning, Assistant Superintendent for Finance and Operations, Director of Human Resources, Director of Student Services, Director of Community Services and Recreation, Director of Communications and Community Relations, and Director of Technology and Innovation.

RECOMMENDATION:

Approve *Knutson, Flynn and Deans; Ratwik, Roszak, and Maloney; Rupp, Anderson, Squires and Waldsperger, P.A.; and others as needed* for 2022. The School Board approves authorized personnel to contact legal counsel, including: School Board Chair, School Board Vice-Chair, Superintendent, Assistant Superintendent for Teaching and Learning, Assistant Superintendent for Finance and Operations, Director of Human Resources, Director of Student Services, Director of Community Services and Recreation, Director of Communications and Community Relations, and Director of Technology and Innovation.

AGENDA ITEM: **Action on Bids for Security Systems
(Cameras, Access Control, Door Intercom,
and Intrusion Detection) at North Star
Elementary**

MEETING DATE: **January 10, 2022**

SUGGESTED DISPOSITION: **Operational Items**

CONTACT PERSON(S): **Tim Wald, Assistant Superintendent for
Finance and Operations;
Dan Roeser, Director of Building Operations**

BACKGROUND:

Attached please find the bid tabulation sheets and Engineers Recommendation Letter for the Security Systems project at North Star Elementary. Bids were opened on January 4, 2022. After reviewing the bids with our Project Engineer at True North Consulting Group, it is recommended we award the bid to the low bidder, Pro-Tec with a base bid of \$199,935.14. The highest bid for the project was \$259,500.

RECOMMENDATION:

Accept the bid for the Security Systems Package as presented to Pro-Tec in the amount of \$199,935.14.

WBLAS New ES Security - Bid Tab Sheet								
Bids received by 2:00pm on 1-04-22								
Bidder	Bid Amount	Addendums	Bid Bond	Insurance	Responsible Contractor Forms	Technology Useage Agreement	Tennessen Notice	Qualifications
All State	257,850.00	X	X	X	X	X	X	X
Gephart	259,500.00	X	X	X	X	X	X	X
Pro-Tec	199,935.14	X	X	X	X	X	X	X



January 05, 2022

Dan Roeser
White Bear Lake Area Schools

Re: White Bear Lake Area Schools District Wide Security Upgrades, New ES - Letter of Recommendation for Bid Award

Dan,
On January 4th, 2022 the District received bids from All State Communications for \$257,850, Gephart for \$259,500 and Pro-Tec for \$199,935.14.

The bid pack included complete building wide interior/exterior video surveillance systems, electronic access door control systems, door intercom systems, intrusion detection systems, and lock down systems for the new elementary school, now called Northstar Elementary. The cabling for these systems is being furnished and installed under Kraus Anderson and this project included the termination of this cabling to the new equipment furnished and installed under this contract. This project will connect to the existing headend servers that were furnished under bid pack 1, currently in progress.

True North Consulting Group (TNCG) has evaluated the bids received by the three companies and all meet the minimum qualifications and submitted all the correct documents. Based on the bids received with Pro-Tec being the lowest responsible bidder, TNCG recommends the District pursue a contract with Pro-Tec for \$199,935.14.

Pro-Tec meets or exceeds all the minimum level of qualifications and certifications required to install, support and service the District's Avigilon security systems and the Bosch intrusion detection system. Pro-Tec also acknowledged all addenda as well as provided their bid bond, insurance, Minnesota responsible contractor forms and is a union contractor who exceeds prevailing wages.

Thank you,

Brandon Frazier
Director | Security Technologies
True North Consulting Group

AGENDA ITEM: **Action on Lease Resolution**

MEETING DATE: **January 10, 2022**

SUGGESTED DISPOSITION: **Operational Item**

CONTACT PERSON(S): **Tim Wald, Assistant Superintendent for**
Finance and Operations;
Andi Johnson, Director of Finance

BACKGROUND:

The District owns the property at 4871 Bald Eagle Avenue. This property is on the west side of Bald Eagle Avenue, backs up to Lincoln Elementary, and is being held as a location for a possible future walkway from the North Campus/Central Middle School site to future practice fields at Lincoln Elementary. Until the property is needed as a walkway the District will make the property available for lease.

RECOMMENDATION:

Approve the resolution to make the property at 4871 Bald Eagle Avenue, White Bear Lake available as a rental.

EXTRACT OF MINUTES OF MEETING
OF THE SCHOOL BOARD OF
INDEPENDENT SCHOOL DISTRICT NO. 624
(WHITE BEAR LAKE AREA SCHOOLS)
STATE OF MINNESOTA

Pursuant to due call and notice thereof, a regular meeting of the School Board of Independent School District No. 624 (White Bear Lake Area Schools), State of Minnesota, was held in said school district on January 10, 2022, at 5:30 o'clock p.m.

The following Board members were present:

and the following were absent:

Member _____ introduced the following resolution and moved its adoption:

**RESOLUTION AUTHORIZING THE LEASE OF REAL PROPERTY FOR OTHER
THAN SCHOOL PURPOSES, AND
TAKING OTHER ACTIONS WITH RESPECT THERETO**

WHEREAS, Independent School District No. 624 (White Bear Lake Area Schools) (the “District”) presently owns real property comprised of a house and land located at 4871 Bald Eagle Avenue, White Bear Lake, Minnesota (the “Property”); and

WHEREAS, the Property was purchased with a portion of the proceeds of the School District’s General Obligation School Building Bonds, Series 2020A (the “Bonds”); and

WHEREAS, the Property is not presently used for school purposes; and

WHEREAS, Section 123B.51, subdivision 4(a) of the Minnesota Statutes, as amended,

provides as follows: “The board may lease to any person, business, or organization real property that is not needed for school purposes, or part of the property that is not needed for school purposes if the board determines that leasing part of the property does not interfere with the educational programs taking place on the property. The board may charge and collect reasonable consideration for the lease and may determine the terms and conditions of the lease...”; and

WHEREAS, Section 123B.51, subdivision 4(b) of the Minnesota Statutes, as amended, provides, in part, as follows: “ In districts with outstanding bonds, the net proceeds of the lease must be first deposited in the debt retirement fund of the district in an amount sufficient to meet when due that percentage of the principal and interest payments for outstanding bonds that is ascribable to the payment of expenses necessary and incidental to the ... purchase of the particular building or property that is leased. Any remaining net proceeds in these districts may be deposited in either the debt redemption fund or operating capital account.”; and

WHEREAS, Section 123B.51, subdivision 4(c) of the Minnesota Statutes, as amended, provides as follows: “The board may make capital improvements to the real property, not exceeding in cost the replacement value of the property, to facilitate its rental, and the lease of the improved property, or part of it, shall provide for rentals which will recover the cost of the improvements over the initial term of the lease. Notwithstanding [Section 123B.51, subdivision 4(b)], the portion of the rentals representing the cost of the improvements shall be deposited in the operating capital account of the district and the balance of the rentals shall be used as provided in [Section 123B.51, subdivision 4(b)].”; and

WHEREAS, the District desires to lease and rent the Property to a qualified renter, under

terms and conditions acceptable to the District.

NOW, THEREFORE, BE IT RESOLVED by the School Board of Independent School District No. 624 as follows:

1. The District is hereby authorized to take necessary and appropriate action to lease and rent the Property to a qualified renter under terms and conditions acceptable to the District. The Superintendent and Assistant Superintendent for Finance and Operations are authorized to execute and deliver the lease on behalf of the District. The School Board finds and determines that leasing the Property will not interfere with the District's educational programs.

2. The administration of the School District is authorized and directed to establish the terms and conditions of the lease, including the term of the lease and the amount of the rent, and to select the qualified renter pursuant to reasonable and appropriate criteria.

3. The District is hereby authorized to make capital improvements to the Property, not exceeding in cost the replacement value of the Property, to facilitate its rental, in accordance with and subject to Section 123B.51, subdivision 4(c).

4. The net proceeds of the lease for the Property shall be deposited into the District's debt redemption fund for the purpose of making principal and interest payments on the Bonds, in accordance with Section 123B.51, subdivision 4(b), except that if capital improvements are made to the Property, the net proceeds of the lease shall first be deposited in the District's operating capital account to pay the costs of the capital improvements, and the remaining balance, if any, shall be deposited in the debt redemption fund for the Bonds, in accordance with Section 123B.51, subdivision 4(c).

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

and the following voted against:

whereupon said resolution was declared duly passed and adopted.

CERTIFICATION

[illegible]

I, the undersigned, being the fully qualified and acting Clerk of Independent School District No. 624 hereby certify that the attached and foregoing is a full, true and correct transcript of the minutes of a regular meeting of the School Board of Independent School District No. 624 duly called and held on the date therein indicated, so far as such minutes relate to a Resolution Authorizing the Lease of Real Property for Other Than School Purposes, and Taking Other Actions With Respect Thereto, and that said resolution included therein is a full, true and correct copy of the original thereof.

WITNESS MY HAND officially as such Clerk this day of January 2022.

By: _____
Clerk of the School Board
Independent School District No. 624

AGENDA ITEM: **Tentative Agreement 2021-23 Contract with
SEIU Local Unit #284 Secretarial and Clerical
Employees**

MEETING DATE: **January 10, 2022**

SUGGESTED DISPOSITION: **Operational Item**

CONTACT PERSON(S): **Matt Mons, Director of Human Resources**

BACKGROUND:

The District has reached a tentative agreement with SEIU Local Unit #284 Secretarial and Clerical Employees for the 2021-2023 contract. The unit voted to ratify the tentative agreement on December 15, 2021. The Board has received a summary sheet of the proposed salary/benefits and language changes. Matt Mons, Director of Human Resources will be available to answer questions.

RECOMMENDATION:

Approve the proposed 2021-23 Master Agreement with the SEIU Local Unit #284 Secretarial and Clerical Employees by passing the following resolution.

RESOLUTION:

WHEREAS, the parties have reached a tentative agreement on the July 1, 2021 - June 30, 2023 Contract;

WHEREAS, the Secretarial and Clerical Employees have ratified the Contract;

THEN BE IT HEREBY RESOLVED that the School Board of Independent School District No. 624 approves the 2021-23 Agreement and authorized the Chair and Clerk to execute the Agreement on behalf of the School Board.

AGENDA ITEM: **Tentative Contract 2021-23 FY with White Bear Lake Principals' Association**

MEETING DATE: **January 10, 2022**

SUGGESTED DISPOSITION: **Operational Item**

CONTACT PERSON(S): **Matt Mons, Director of Human Resources**

BACKGROUND:

The District has reached a tentative agreement with the White Bear Lake Principals' Association. The unit voted to support the ratified tentative agreement. Matt Mons, Director of Human Resources will be available to answer questions.

RECOMMENDATION:

Approve the proposed 2021-23 Master Agreement with the White Bear Lake Principals' Association by passing the following resolution.

RESOLUTION:

WHEREAS, the parties have reached a tentative agreement on the July 1, 2021 - June 30, 2023 Contract;

WHEREAS, the White Bear Lake Principals' Association members have ratified the Contract;

THEN BE IT HEREBY RESOLVED that the School Board of Independent School District No. 624 approves the 2021-23 Agreement and authorizes the Chair and Clerk to execute the Agreement on behalf of the School Board.

AGENDA ITEM: **Tentative Contract 2021-23 FY with
Non-Affiliated and Administrative Employees**

MEETING DATE: **January 10, 2022**

SUGGESTED DISPOSITION: **Operational Item**

CONTACT PERSON(S): **Matt Mons, Director of Human Resources**

BACKGROUND:

The District has reached a tentative agreement with the District's Non-Affiliated Employees. Matt Mons, Director of Human Resources will be available to answer questions.

RECOMMENDATION:

Approve the proposed salaries and benefit contributions for Non-Affiliated Employees for the 2021-23 fiscal years by passing the following resolution.

RESOLUTION:

WHEREAS, the parties have reached a tentative agreement on recommended salary values and insurance contributions;

THEN BE IT HEREBY RESOLVED that the School Board of Independent School District No. 624 approves the 2021-23 salaries and insurance contributions and authorizes the Chair and Clerk to execute the agreement on behalf of the School Board.

AGENDA ITEM: **Tentative Contract 2021-23 FY with White Bear Lake Schools' Cabinet Members**

MEETING DATE: **January 10, 2022**

SUGGESTED DISPOSITION: **Operational Item**

CONTACT PERSON(S): **Matt Mons, Director of Human Resources**

BACKGROUND:

The District has reached a tentative agreement with White Bear Lake Area Schools' Cabinet members. Matt Mons, Director of Human Resources will be available to answer questions.

RECOMMENDATION:

Approve the proposed salaries and benefit contributions for White Bear Lake Area Schools' Cabinet members for the 2021-23 fiscal years by passing the following resolution.

RESOLUTION:

WHEREAS, the parties have reached a tentative agreement on recommended salary values and insurance contributions;

THEN BE IT HEREBY RESOLVED that the School Board of Independent School District No. 624 approves the 2021-23 salaries and insurance contributions and authorizes the Chair and Clerk to execute the agreement on behalf of the School Board.

AGENDA ITEM: **Tentative Agreement 2021-23 with the
Confidential Employee Group**

MEETING DATE: **January 10, 2022**

SUGGESTED DISPOSITION: **Operational Item**

CONTACT PERSON(S): **Matt Mons, Director of Human Resources**

BACKGROUND:

The District has reached a tentative agreement with the Confidential Employee Group. Matt Mons, Director of Human Resources will be available to answer questions.

RECOMMENDATION:

Approve the proposed 2021-23 Master Agreement with the Confidential Employee Group by passing the following resolution.

RESOLUTION:

WHEREAS, the parties have reached a tentative agreement on recommended salary values and insurance contributions;

THEN BE IT HEREBY RESOLVED that the School Board of Independent School District No. 624 approves the 2021-23 agreement and authorizes the Chair and Clerk to execute the agreement on behalf of the School Board.

AGENDA ITEM: **Policy 504, Student Dress and Appearance**

MEETING DATE: **January 10, 2022**

SUGGESTED DISPOSITION: **Operational Item**

CONTACT PERSON(S): **Dr. Alison Gillespie, Assistant Superintendent
for Teaching and Learning;**
**Matt Mons, Director of Human Resources and
General Counsel**

BACKGROUND:

School Board Policy 504, Student Dress and Appearance, was reviewed by the School Board Policy Committee and Cabinet, had a first reading in December and is being recommended for a second reading. The changes to this policy are in section II and the Legal References.

The purpose of this policy is to enhance the education of students by establishing expectations of dress and grooming that are related to educational goals.

RECOMMENDATION:

Approve School Board Policy 504, Student Dress and Appearance, as recommended by the School Board Policy Committee and Cabinet.

Adopted: July 22, 1996
Revised: June 11, 2001
Revised: August 25, 2003
Revised: November 8, 2007
Revised: March 11, 2013
Revised: June 10, 2017
Revised:

*White Bear Lake Area
School District #624 Policy 504*

Revised: January 11, 2010
Revised: February 10, 2014
Revised: July 15, 2019

504 STUDENT DRESS AND APPEARANCE

I. PURPOSE

The purpose of this policy is to enhance the education of students by establishing expectations of dress and grooming that are related to educational goals.

II. GENERAL STATEMENT OF POLICY

A. The policy of this school district is to encourage students to be dressed appropriately for school activities. This is a joint responsibility of the student and the student's parent(s) or guardian(s).

~~B. Appropriate clothing includes, but is not limited to, the following:~~

~~1. Clothing appropriate for the weather.~~

~~2. Clothing that does not create a health or safety hazard.~~

~~3. Clothing appropriate for the activity (i.e., physical education or the classroom).~~

C. Inappropriate clothing includes, but is not limited to, the following:

1. Clothing that is disruptive to the educational process.

2. Clothing bearing a message or image which is lewd, vulgar, or obscene.

3. Apparel promoting products or activities that are illegal for use by minors.

4. Objectionable emblems, badges, symbols, signs, words, objects or pictures on clothing or jewelry communicating a message that is racist, sexist, or otherwise derogatory to a protected minority group, evidences gang membership or affiliation, or approves, advances or provokes any form of religious, racial or sexual harassment and/or violence against other individuals as defined in School Board Policy 413.

5. Attire that creates a material and substantial disruption to the educational process, school operations, or a school sponsored activity; that can reasonably be forecasted to create such a disruption; or that reflects aggression, including microaggression, toward any protected class.

6. Clothing or accessories with words, pictures, caricatures, based on stereotypes of a specific gender, race, ethnicity, nationality, religion, sexual orientation, or disability.

7. Clothing or accessories with American Indian team names, logos or mascots that depict stereotypes.

8. Any apparel or footwear that would damage school property.

~~6. Head coverings that conceal a student's identity are not allowed to be worn in the building except with the approval of the building principal (e.g. student undergoing chemotherapy; medical situations or student's religious practice or belief.)~~

~~7. Attire that indicates or suggests gang association. "Gang," as defined in this policy, means any ongoing organization, association or group of three or more persons, whether formal or informal, having as one of its primary activities the commission of one or more criminal acts, which has an identifiable name or identifying sign or symbol, and whose members individually or collectively engage in or whose members engaged in a pattern of criminal gang activity. "Pattern of criminal gang activity" means the commission, attempt to commit, conspiring to commit, or solicitation of two or more criminal acts, provided the criminal acts were committed on separate dates or by two or more persons who are members of or belong to the same criminal street gang.~~

D. It is not the intention of this policy to abridge the rights of students to express political, religious, philosophical, or similar opinions by wearing apparel on which such messages are stated. Such messages are acceptable as long as they are not racist, sexist, lewd, vulgar, obscene, defamatory or profane, or do not advocate violence or harassment against others. Specifically, but not exclusively, wearing or displaying the Confederate flag, a swastika, and KKK signs are prohibited on school property or while attending school district activities.

III. PROCEDURES

A. When, in the judgment of the administration, a student's appearance, grooming, or mode of dress interferes with or disrupts the educational process or school activities, or poses a threat to the health or safety of the student or others, the student will be directed to make modifications or will be sent home for the day. Parents/guardians will be notified.

- B. The administration may recommend a form of dress considered appropriate for a specific event and communicate the recommendation to students and parents/guardians.
- C. Likewise, an organized student group may recommend a form of dress for students considered appropriate for a specific event and make such recommendation to the administration for approval.

Legal References: U. S. Const., amend. I
Tinker v. Des Moines Indep. Sch. Dist., 393 U.S. 503, 89 S.Ct. 733, 21 L.Ed.2d 731 (1969)
B.W.A. v. Farmington R-7 Sch. Dist., 554 F.3d 734 (8th Cir. 2009)
Lowry v. Watson Chapel Sch. Dist., 540 F.3d 752 (8th Cir. 2008)
Stephenson v. Davenport Cmty. Sch. Dist., 110 F.3d 1303 (8th Cir. 1997)
B.H. ex rel. Hawk v. Easton Area School Dist., 725 F.3d 293 (3rd Cir. 2013)
D.B. ex rel. Brogdon v. Lafon, 217 Fed.Appx. 518 (6th Cir. 2007)
Hardwick v. Heyward, 711 F.3d 426 (4th Cir. 2013) ~~No. 4:06-cv-1042-TLW, 2012 WL 761249 (D.S.C.) Mar. 8, 2012)~~
Madrid v. Anthony, 510 F.Supp.2d 425 (S.D. Tex. 2007)
McIntire v. Bethel School, Indep. Sch. Dist. No. 3, 804 F.Supp. 1415 (W.D. Okla. 1992)
Hicks v. Halifax County Bd. of Educ., 93 F.Supp.2d 649 (E.D. N.C. 1999)
Olesen v. Bd. of Educ. of Sch. Dist. No. 228, 676 F.Supp. 820, (N.D. Ill. 1987)

Cross References: WBLASB Policy 413 (Harassment and Violence)
WBLASB Policy 506 (Student Discipline)
WBLASB Policy 525 (Violence Prevention)

AGENDA ITEM: **Policy 524, Electronic Technologies
Acceptable Use Policy**

MEETING DATE: **January 10, 2022**

SUGGESTED DISPOSITION: **Operational Item**

CONTACT PERSON(S): **Steve Asper, Director of Technology and
Innovation;**
**Matt Mons, Director of Human Resources and
General Counsel**

BACKGROUND:

School Board Policy 524, Electronic Technologies Acceptable Use Policy, was reviewed by the School Board Policy Committee and Cabinet, had a first reading in December and is being recommended for a second reading. The changes to this policy are in sections VI, IX, XII, XIII, and the Legal and Cross References.

The purpose of this policy is to set forth policies and guidelines for access to the school district computer system and acceptable and safe use of the internet, including electronic communications.

RECOMMENDATION:

Approve School Board Policy 524, Electronic Technologies Acceptable Use Policy, as recommended by the School Board Policy Committee and Cabinet.

Adopted: September 8, 1997
Revised: February 28, 2000
Revised: December 10, 2001
Revised: May 9, 2011
Revised: February 8, 2016
Annual Review: April 13, 2020

*White Bear Lake Area
School District #624 Policy 524*

Revised: January 13, 2014
Annual Review: March 5, 2018
Annual Review: March 1, 2021

524 ELECTRONIC TECHNOLOGIES ACCEPTABLE USE POLICY

I. PURPOSE

The purpose of this policy is to set forth policies and guidelines for access to the school district computer system and acceptable and safe use of the internet, including electronic communications.

II. DEFINITIONS

- A. The term “users” refers to any person using the district’s electronic technologies.
- B. The term “internet” refers to an electronic communications network that connects computer networks and organizational computer facilities around the world.
- C. The term “network” refers to the district’s intranet or servers, which restricts access to authorized users, which may include students, staff, parents, contractors, vendors, and volunteers.
- D. The term “electronic technologies” refers to, but is not limited to, computers and peripherals, printers, telephones, and the applications they support and/or access.
- E. The term “learning management system (LMS)” refers to a software application for the administration, documentation, tracking, reporting and delivery of e-learning education supporting any courses or training programs.

III. GENERAL STATEMENT OF POLICY

In making decisions regarding student and employee access to the school district computer system and the internet, including electronic communications, the school district considers its own stated educational mission, goals, and objectives. The goal in providing these resources is to facilitate resource sharing, innovation and communication and to support the mission of the District in ensuring that our students develop a love of learning, excel academically, are inspired to realize their dreams and become engaged citizens with a global understanding. The school district expects that faculty will blend thoughtful use of the school district computer system and the Internet throughout the curriculum and will provide guidance and instruction to students in their use.

IV. LIMITED EDUCATIONAL PURPOSE

The school district is providing students and employees with access to the school district electronic technologies, which includes internet access. It is not the purpose of district electronic technologies to provide students and employees with unlimited access to the internet or to create a limited public forum for the discussion of issues. Access to district electronic technologies is limited to educational purposes, which includes use of district electronic technologies for classroom activities, educational research, professional or career development activities, and for school administration. Users are expected to use district electronic technologies to further educational and professional goals consistent with the mission of the school district and school policies. Uses which might be acceptable on a user's private personal account on another system may not be acceptable on this limited-purpose network.

V. USE OF DISTRICT ELECTRONIC TECHNOLOGIES AND THE INTERNET IS A PRIVILEGE

The use of the district electronic technologies and access to use of the internet is a privilege, not a right. Acceptable use of the district's electronic technologies is the responsibility of the user. The school district has the right to monitor its district electronic technologies and enforce this policy. Depending on the nature and degree of the violation and the number of previous violations, unacceptable use of the district electronic technologies or the internet may result in one or more of the following consequences: suspension or cancellation of use or access privileges; payments for damages and repairs; discipline under other appropriate school district policies, including suspension, expulsion, exclusion, or termination of employment; or civil or criminal liability under other applicable laws.

VI. UNACCEPTABLE USES

- A. Users are responsible for anything set on the network with their name or IP address on it. Users shall not engage in any activity that disrupts or hinders the performance of the district's electronic technologies. **Specifically While not an exhaustive list,** the following uses of the district's electronic technologies are considered unacceptable:
 - 1. Users will not use the district electronic technologies to access, review, upload, download, store, print, post, receive, transmit, or distribute:
 - a. pornographic, obscene, or sexually explicit material or other visual depictions that are deemed by the district to be inappropriate and/or otherwise harmful to minors;
 - b. obscene, abusive, profane, lewd, vulgar, rude, inflammatory, threatening, disrespectful, or sexually explicit language;
 - c. materials that use language or images that are inappropriate in the education setting or disruptive to the educational process;

- d. information or materials that could cause damage or danger of disruption to the educational process;
 - e. materials that use language or images that advocate violence or discrimination toward other people (hate literature) or that may constitute harassment or discrimination.
2. Personal use of district electronic technologies must be appropriately limited, consistent with provisions in this and other district policies, and shall not interfere with school duties or responsibilities.
 3. Users will not use the district electronic technologies to knowingly or recklessly post, transmit, or distribute false or defamatory information about a person or organization, or to harass another person, use language that is abusive, hostile, demeaning, disrespectful or threatening toward another person, or to engage in personal attacks, including prejudicial or discriminatory attacks.
 4. Users will not use the district electronic technologies to engage in any illegal act or violate any local, state, or federal statute or law.
 5. Users will not use the district electronic technologies to vandalize, damage, or disable the property of another person or organization; will not make deliberate attempts to degrade or disrupt equipment, software, or district electronic technologies performance by spreading computer viruses or by any other means; will not tamper with, modify, or change the district electronic technologies software, hardware, or wiring or take any action to violate the school district's security system; and will not use the district electronic technologies in such a way as to disrupt the use of district electronic technologies by other users.
 6. Users will not use the district electronic technologies to gain unauthorized access to information resources or to access another person's materials, information, or files without permission.
 7. Users will not use the district's electronic technologies to post private information about themselves or another person. This prohibition shall not prevent private information from being posted in the ordinary course of business by school personnel. Private information includes personal contact information about themselves or other persons, or other personally identifiable information including, but not limited to, address, telephone numbers, identification numbers, account numbers, access codes or passwords, labeled photographs, or other information that would make the individual's identity easily traceable, and will not repost a message that was sent to the user privately without permission of the person who sent the message.

- a. This paragraph does not prohibit the posting of employee contact information on school district web pages or communications between employees and other individuals when such communications are made for education-related purposes (e.g., communications with parents or other staff members related to students).
- b. Employees creating or posting school-related web pages may include personal contact information about themselves on a web page. However, employees may not post personal contact information or other personally identifiable information about students unless:
 - (1) such information is classified by the school district as directory information and verification is made that the school district has not received notice from a parent/guardian or eligible student that such information is not to be designated as directory information in accordance with Policy 515; or
 - (2) such information is not classified by the school district as directory information but written consent for release of the information to be posted has been obtained from a parent/guardian or eligible student in accordance with Policy 515.

In addition, prior to posting any personal contact or personally identifiable information on a school-related webpage, employees shall obtain written approval of the content of the postings from the building administrator.

- c. These prohibitions specifically prohibit a user from utilizing the school district system to post personal information about a user or another individual on social networks, including, but not limited to, social networks such as “Facebook,” “Twitter,” “Instagram,” “Snapchat,” “TikTok,” ~~and~~ “Reddit,” and similar websites or applications.
8. Users will not attempt to gain unauthorized access to district electronic technologies or any other system through district electronic technologies, attempt to log in through another person’s account, or use computer accounts, access codes, or network identification other than those assigned to the user. Messages and records on the district electronic technologies may not be encrypted without the permission of appropriate school authorities.

9. Users will not use district electronic technologies to violate copyright laws or usage licensing agreements, or otherwise to use another person's property without the person's prior approval or proper citation, including the downloading or exchanging of pirated software or copying software to or from any school computer, and will not plagiarize works on the internet.
10. Users will not use district electronic technologies for conducting business, for unauthorized commercial purposes, for promotion of political views or social agendas, including political campaigning, or for financial gain unrelated to the mission of the school district. Users will not use district electronic technologies to offer or provide goods or services or for product advertisement. Users will not use district electronic technologies to purchase goods or services for personal use without authorization from the appropriate school district official.
11. Students in the course of completing assignments, projects, and exams for class, including assignments, projects, and exams involving the use of collaborative and social networking tools on the internet, are expected to abide by the Electronic Technologies Acceptable Use Policy and policies and procedures regarding student discipline, student code of conduct, bullying prevention, copyright and plagiarism.

- B. The school district has a special interest in regulating off-campus speech that materially disrupts classwork or involves substantial disorder or invasion of the rights of others. Users engaging in the foregoing unacceptable uses of the internet when off school district premises also may be in violation of this policy as well as other school district policies. Examples of such violations may include, but are not limited to, ~~situations~~ serious or severe bullying or harassment targeting particular individuals, threats aimed at teachers or other students, failure to follow rules concerning lessons, the writing of papers, the use of computers, or participation in other online school activities, and breaches of school security devices. ~~where district electronic technologies are compromised or if a school district employee or student is negatively impacted.~~ If the school district receives a report of an unacceptable use originating from a non-school computer or resource, the school district may investigate such reports to the best of its ability. Students or employees may be subject to disciplinary action for such conduct, including, but not limited to, suspension or cancellation of the use or access to the school district electronic technologies and the internet and discipline under other appropriate school district policies, including suspension, expulsion, exclusion, or termination of employment.
- C. If a user inadvertently accesses unacceptable materials or an unacceptable internet site, the user shall immediately disclose the inadvertent access to an appropriate school district official. In the case of a school district employee, the immediate disclosure shall be to the employee's immediate supervisor and/or the building administrator. In certain rare instances, a user may access otherwise unacceptable

materials if necessary to complete an assignment and if done with the prior approval of and with appropriate guidance from the appropriate teacher or, in the case of a school district employee, the building administrator.

VII. FILTER

- A. With respect to any of its computers with internet access, the school district will monitor the online activities of minors and adults and employ technology protection measures during any use of such computers by minors and adults. The technology protection measures utilized will block or filter internet access to visual depictions that are obscene, child pornography, violent or harmful to minors:
- B. The term “harmful to minors” means any picture, image, graphic image file, or other visual depiction that:
 - 1. Taken as a whole and with respect to minors, appeals to a prurient interest in nudity, sex, or excretion; or
 - 2. Depicts, describes, or represents, in a patently offensive way with respect to what is suitable for minors, an actual or simulated sexual act or sexual contact, actual or simulated normal or perverted sexual acts, or a lewd exhibition of the genitals; and
 - 3. Taken as a whole, lacks serious literary, artistic, political, or scientific value as to minors.
- C. Software filtering technology shall be narrowly tailored and shall not discriminate based on viewpoint.
- D. Access to chat rooms, discussion boards, school-issued email and other forms of direct electronic communications are limited to applications approved by the district and/or hosted within the district domain for the safety and security of minors.
- E. An administrator, supervisor, or other person authorized by the superintendent may disable the technology protection measure, during use by an adult, to enable access for bona fide research or other lawful purposes.
- F. The school district will educate students about appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms and cyberbullying awareness and response.

VIII. CONSISTENCY WITH OTHER SCHOOL POLICIES

- A. Use of the school district electronic technologies and use of the internet shall be consistent with school district policies and the mission of the school district.

- B. Students who are permitted to bring their own electronic devices to school will comply with school-specific guidelines for the use of personal electronic devices in school.

IX. NO EXPECTATION OF PRIVACY

- A. By authorizing use of district electronic technologies, the school district does not relinquish control over materials stored or transmitted on district electronic technologies files. Users should expect no privacy in the contents of files on district electronic technologies.
- B. Routine maintenance and monitoring of district electronic technologies may lead to a discovery that a user has violated this policy, another school district policy, or the law.
- C. An investigation or search will be conducted if school authorities have a reasonable suspicion that the search will uncover a violation of law or school district policy.
- D. Parents/guardians may have the right at any time to investigate or review the contents of their child's files and email files in accordance with the school district's Protection and Privacy of Pupil Records Policy. Parents/guardians have the right to request the termination of their child's individual account at any time.
- E. School district employees should be aware that the school district retains the right at any time to investigate or review the contents of their files and email files. In addition, school district employees should be aware that data and other materials in files maintained on the district electronic technologies may be subject to review, disclosure or discovery under Minnesota Statutes Chapter 13 (~~the~~ Minnesota Government Data Practices Act).
- F. The school district will cooperate fully with local, state and federal authorities in any investigation concerning or related to any illegal activities or activities not in compliance with school district policies conducted through district electronic technologies.

X. ELECTRONIC TECHNOLOGIES ACCEPTABLE USE AGREEMENT

- A. The proper use of district electronic technologies and internet, and the educational value to be gained from proper use of electronic technologies and the internet, is the joint responsibility of students, parents/guardians and employees of the school district.
- B. The Electronic Technologies Acceptable Use Policy will be referenced in the student handbook and employee handbook, and will be posted on the district website. Paper copies will be available to parents upon request. Supervising

teachers will provide guidance and instruction on acceptable use of the internet. Parents may request that their child not use the internet by notifying the school.

- C. All users shall be responsible for the protection and security of their passwords. Users shall have the ability to change passwords and maintain the confidentiality of log-on codes.

XI. LIMITATION ON SCHOOL DISTRICT LIABILITY

Use of district electronic technologies is at the user's own risk. District electronic technologies are provided on an "as is, as available" basis. The school district will not be responsible for any damage users may suffer, including, but not limited to, loss, damage, or unavailability of data stored on school district tapes, hard drives, or servers, or for delays or changes in or interruptions of service or misdeliveries or nondeliveries of information or materials, regardless of the cause. The school district is not responsible for the accuracy or quality of any advice or information obtained through or stored on district electronic technologies. The school district will not be responsible for financial obligations arising through unauthorized use of district electronic technologies or the internet.

XII. USER NOTIFICATION

- A. All users shall be notified of the school district policies relating to electronic technologies acceptable use.
- B. This notification shall include the following:
 - 1. Notification that electronic technologies acceptable use is subject to compliance with school district policies.
 - 2. Disclaimers limiting the school district's liability relative to:
 - a. Information stored on school district diskettes, hard drives or servers, CD, DVD, jump drives, memory sticks, or any other storage device.
 - b. Information retrieved through school district computers, networks or online resources.
 - c. Personal property used to access school district computers, networks or online resources.
 - d. Unauthorized financial obligations resulting from use of school district resources/accounts to access the internet.
 - 3. A description of the privacy rights and limitations of school sponsored/managed internet accounts.

4. Notification that, even though the school district may use technical means to limit student internet access, these limits do not provide a foolproof means for enforcing the provisions of this acceptable use policy.
5. Notification that goods and services can be purchased over the internet that could potentially result in unwanted financial obligations and that any financial obligation incurred by a user through the internet is the sole responsibility of the user.
6. Notification that the collection, creation, reception, maintenance, and dissemination of data via the internet, including electronic communications, is governed by Public and Private Personnel Data Policy, and Protection and Privacy of Pupil Records Policy.
6. Notification that, should the user violate the school district's acceptable use policy, the user's access privileges may be revoked, school disciplinary action may be taken and/or appropriate legal action may be taken.
7. Notification that all provisions of the Acceptable Use policy are subordinate to local, state and federal laws.
8. Notification that student email addresses may be provided to District-approved third-party providers for access to educational tools and content.

XIII. PARENT/GUARDIAN RESPONSIBILITY; NOTIFICATION OF STUDENT INTERNET USE

- A. Outside of school, parents/guardians bear responsibility for the same guidance of internet use as they exercise with information sources such as television, telephones, radio, movies and other possibly offensive media. Parents/guardians are responsible for monitoring their student's use of the district electronic technologies and of the internet if the student is accessing district electronic technologies from home or a remote location.
- B. Parents/guardians will be notified that their students will be using school district resources/accounts to access the internet and that the school district will provide parents the option to request alternative activities not requiring internet access. This notification should include:
 1. A copy of the user notification form provided to the student user
 2. A description of parent/guardian responsibilities.

3. A notification that the parents/guardians have the option to request alternative educational activities not requiring internet access and the material to exercise this option.
4. A statement that the electronic technologies acceptable use agreement must be signed by the user; **and** the parent or guardian; ~~and the supervising teacher~~ prior to use by the student.
5. A statement that the school district's electronic technologies acceptable use policy is available for parental/guardian review.

XIV. IMPLEMENTATION; POLICY REVIEW

- A. The school district administration may develop appropriate guidelines and procedures necessary to implement this policy for submission to the School Board for approval. Upon approval by the School Board, such guidelines and procedures shall be an addendum to this policy.
- B. The administration shall revise the student and parent/guardian notifications, if necessary, to reflect the adoption of these guidelines and procedures.
- C. The school district's internet policies and procedures are available for review by all parents, guardians, staff and members of the community.
- D. The School Board shall conduct an annual review of this policy.

Legal References: Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)
 15 U.S.C. § 6501 *et seq.* (Children's Online Privacy Protection Act)
 17 U.S.C. § 101 *et seq.* (Copyrights)
20 U.S.C. § 1232g (Family Educational Rights and Privacy Act)
~~20 U.S.C. § 6701 *et seq.* (Enhancing Education Through Technology Act of 2001)~~
 47 U.S.C. § 254 (Children's Internet Protection Act of 2000 (CIPA))
 47 C.F.R. §54.520 (FCC regulations implementing CIPA)
 Minn. Stat. § 121A.031 (School Student Bullying Policy)
 Minn. Stat. § 125B.15 (Internet Access for Students)
 Minn. Stat. § 125B.26 (Telecommunications/Internet Access Equity Aid)
Mahanoy Area Sch. Dist. v. B.L., 594 U.S. 141 S. Ct. 2038 (2021)
~~Tinker v. Des Moines Indep. Cmty. Sch. Dist., 393 U.S. 503, 89 S.Ct. 733, 21 L.Ed.2d 731 (1969)~~
~~United States v. American Library Association, 539 U.S. 194, 123 S.Ct. 2297, 56 L.Ed.2d 221 (2003)~~
~~R.S. v. Minnewaska Area Sch. Dist. No. 2149, 12-588, 2012 WL 3870868 (D. Minn. 2012)~~
894 F.Supp.2d 1128 No.
~~Tatro v. Univ. of Minnesota, 800 N.W.2d 811 (Minn. App. 2011), aff'd on other grounds 816 N.W.2d 509 (Minn. 2012)~~
~~S.J.W. v. Lee's Summit R-7 Sch. Dist., 696 F.3d 771 (8th Cir. 2012)~~

~~*Kowalski v. Berkeley County Sch.*, 652 F.3d 565 (4th Cir. 2011)~~
~~*Layshock v. Hermitage Sch. Dist.*, 650 F.3d 205 (3rd Cir. 2011)~~
Parents, Families and Friends of Lesbians and Gays, Inc. v. Camdenton R-III Sch. Dist., 853 F.Supp.2d 888 (W.D. Mo. 2012)
M.T. v. Cent. York Sch. Dist., 937 A.2d 538 (Pa. Commw. Ct. 2007)

Cross References: MSBA Model Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)
MSBA Model policy 406 (Public and Private Personnel Data)
MSBA Model Policy 505 (Distribution of Nonschool Sponsored Materials on School Premises by Students and Employees)
WBLASB Policy 506 (Student Discipline)
WBLASB Policy 514 (Bullying Prohibition Policy)
WBLASB Policy 515 (Protection and Privacy of Pupil Records)
WBLASB Policy 519 (Interviews of Students by Outside Agencies)
WBLASB Policy 521 (Student Disability Nondiscrimination)
WBLASB Policy 522 (Title IX ~~Student~~ Sex Nondiscrimination Grievance Procedures and Process)
WBLASB Policy 603 (Curriculum Development)
WBLASB Policy 604 (Instructional Curriculum)
WBLASB Policy 606 (Textbooks and Instructional Material)
WBLASB Policy 806 (Crisis Management Policy)
WBLASB Policy 904 (Distribution of Materials on School District Property by Nonschool Persons)

AGENDA ITEM: **Policy 730, Use of Electronic Signatures to Conduct Official Business**

MEETING DATE: **January 10, 2022**

SUGGESTED DISPOSITION: **Operational Item**

CONTACT PERSON(S): **Steve Asper, Director of Technology and Innovation**

BACKGROUND:

School Board Policy 730, Use of Electronic Signatures to Conduct Official Business, was reviewed by the School Board Policy Committee and Cabinet, had a first reading in December and is being recommended for a second reading. The changes to this policy are in sections III, V, and the Cross References.

The purpose of this policy is to document the School board's desire to allow school district representatives to send and accept electronic signatures for the purpose of conducting official business to the extent permitted by law and to outline the extent to which the school district will send, accept, and rely on electronic signatures.

RECOMMENDATION:

Approve School Board Policy 730, Use of Electronic Signatures to Conduct Official Business, as recommended by the School Board Policy Committee and Cabinet.

Not an MSBA Policy

730 USE OF ELECTRONIC SIGNATURES TO CONDUCT OFFICIAL BUSINESS

I. PURPOSE

The purpose of this policy is to document the School Board's desire to allow school district representatives to send and accept electronic signatures for the purpose of conducting official business to the extent permitted by law and to outline the extent to which the school district will send, accept, and rely on electronic signatures.

II. GENERAL STATEMENT OF POLICY

The School Board delegates to the Superintendent the authority to determine the extent to which the School District will send, accept, and otherwise create, generate, communicate, store, process, use, and rely upon electronic signatures to and from other persons. For an electronic transaction to be valid, each party must agree to conduct the transaction electronically. If a law prohibits a transaction from occurring electronically, the transaction must occur in the manner specified by law.

III. DEFINITIONS

- A. **Authentication:** "Authentication" means the process used to ascertain the identity of a person or the integrity of specific information. Authentication ensures that the user applying an electronic signature is in fact who they say they are and is authorized to sign.
- B. **Electronic signature:** "Electronic signature" means a digital or digitized signature made by electronic sound, symbol or process that is attached to or logically associated with a record and that is executed or adopted with the intent to sign the record.
- C. **Transaction:** "Transaction" means an action or set of actions occurring between two or more persons relating to the conduct of business, commercial, or governmental affairs.

IV. GENERAL STANDARDS

- A. This policy shall only apply to transactions between the District and parties that have consented to conduct transactions by electronic means. Consent to conduct transactions by electronic means is determined from the context of the transaction and surrounding circumstances, including the parties' conduct.

- B. An electronic signature is attributable to a person if it was the act of the person. The act of the person may be shown in any manner, including a showing of the efficacy of any authentication or other security procedure the District applies to determine the person to which the electronic signature was attributable. The effect of an electronic signature shall be determined from the context and surrounding circumstances at the time of its creation, execution, or adoption, including the parties' agreement to engage in an electronic transaction, if any.
- C. Electronic signatures shall be retained with their associated records according to the school district's regular records retention schedule.

V. AUTHORITY AND RESPONSIBILITIES

- A. The Superintendent is delegated authority to determine the extent to which the school district will accept and use electronic signatures to facilitate transactions involving official school district business.
- B. The Superintendent shall adopt and implement all system procedures necessary to accept and use electronic signatures to the extent determined by the Superintendent. The District's system procedures shall **be** developed in consultation with other appropriate District personnel and shall ensure that all legal requirements are met. Any potential operational risk associated with the use of an electronic signature must be offset by the anticipated benefit of receiving electronic signatures. Consistent with Minnesota law, these system procedures may specify:
 - 1. The manner and format in which the electronic records attached to the electronic signatures will be created, generated, sent, communicated, received, and stored and the systems established for those purposes;
 - 2. The type of electronic signature required, the manner and format in which the electronic signature must be affixed to the electronic record, and the identity of, or criteria that must be met by, any third party used by a person filing a document to facilitate a transaction;
 - 3. Control processes and procedures that will ensure adequate preservation, disposition, integrity, security, confidentiality, and auditability of electronic records; and
 - 4. Any other required attributes for electronic records which are specified for corresponding nonelectric records or reasonably necessary under the circumstances.
- C. Nothing in this policy is intended to authorize any individual to provide an electronic signature on behalf of the School Board or school district, unless he or

she has been granted such authority pursuant to a delegation of authority by the School Board, a specific School Board policy, or a law.

- D. The District may maintain official records in an electronic format provided that the relevant record retention schedule is updated to reflect electronic record management and the electronic records are trustworthy, complete, accessible, and durable.

Legal References: Minn. Stat. § 325L.01 *et seq.* (Uniform Electronic Transactions Act)
Minn. Stat. § 123B.09, Subd. 1 (School Boards Powers)
Minn. Stat. § 123B.02, Subd. 1 (School District Powers)
Minn. Stat. § 15.17 (Official Records)
SN4, LLC v. Anchor Bank, fsb, 848 N.W.2d 559, 562 (Minn. App. 2014)

Cross References: ~~White Bear Lake Area Schools~~ **WBLASB** Policy 208 (Development, Adoption, and Implementation of Policies)
~~White Bear Lake Area Schools~~ **WBLASB** Policy 305 (Policy Implementation)

AGENDA ITEM: **Policy 491, Vaccination, Testing, and Face Covering Policy**

MEETING DATE: **January 10, 2022**

SUGGESTED DISPOSITION: **Operational Item**

CONTACT PERSON(S): **Dr. Wayne Kazmierczak, Superintendent**

BACKGROUND:

School Board Policy 491, Vaccination, Testing, and Face Covering Policy, was reviewed by the School Board Policy Committee and Cabinet.

The purpose of this policy is to safeguard the health of the school district 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").

RECOMMENDATION:

Approve School Board Policy 491, Vaccination, Testing, and Face Covering Policy, as recommended by the School Board Policy Committee and Cabinet.

491 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:

1. A person's status two 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
2. A person's status two 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:
1. 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);
 2. Administered in accordance with the authorized instructions; and
 3. 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:
1. Completely covers the nose and mouth;
 2. 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);
 3. 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;
 4. Fits snugly over the nose, mouth, and chin with no large gaps on the outside of the face; and
 5. 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 non cloth 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 school 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.
- 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 February 9, 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 January 10, 2022 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 February 9, 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 February 9, 2022, an employee must receive the final dose of a primary COVID-19 vaccination by no later than January 26, 2022.
- 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:
<https://mn.gov/covid19/vaccine/find-vaccine/locations/index.jsp>.
- 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.

1. 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.
1. 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. Any request for additional leave will be governed by the school district's established procedures for requesting a medical leave.

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.
 - 1. 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).
 - 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
 - 3. 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:
 - 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 healthcare 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 January 10, 2022 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 Not Fully Vaccinated must wear a face covering regardless of the district's masking guidance for other stakeholders. Employees must replace their face covering if it becomes wet, soiled, or damaged (e.g., ripped, has holes, or has broken ear loops).

- B. Exceptions to Face Covering Requirement. Any employee who is not fully vaccinated does not have to wear a face covering:
1. When the employee is alone in a room with floor to ceiling walls and a closed door;
 2. 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 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.

VII. COVID-19 TESTING

- A. Test Requirement. Beginning February 9, 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:
1. Must be tested for COVID-19 at least once every seven days; and
 2. 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:
 - 1. 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.
- 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 school 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.
- G. Availability of Testing. Employees may schedule their own testing appointments. Information about testing locations is available online at:
<https://mn.gov/covid19/get-tested/testing-locations/index.jsp>.

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:
 - 1. The school district requires all employees to promptly complete a ISD624 COVID-19 Diagnosis Reporting Form, which is found on the district's website, when they have tested positive for COVID-19 or have been diagnosed with COVID-19 by a licensed healthcare provider; and

2. 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”; or
 - c. Receives a recommendation to return to work from a licensed healthcare provider.

- B. Return to Work after a Positive Test. The school district will continue to follow the Center for Disease Control (CDC) Isolation Guidance.

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

- C. Status of Leave After Positive Test. Generally, the school district will not provide any additional 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. Employees who are fully vaccinated or have been provided a reasonable accommodation may be refunded three (3) sick days.
- 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 reasonable accommodation from the school 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 the Human Resources Department at HR@isd624.org.
- 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 the Human Resources Department at HR@isd624.org

XIII. DISSEMINATION 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 school 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:

<https://www.cdc.gov/coronavirus/2019-ncov/vaccines/keythingstoknow.html>.

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 school 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: Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)
Minn. Stat. Ch. 182 (Occupational Safety and Health)
Minn. Stat. § 363A.20 (Exemption Based on Employment)
Minn. R. Pt. 5205.0010, subp. 2, QQ (Adoption of Federal Occupational Health and Safety Standards by Reference)
29 C.F.R. § 1910.501 (Emergency Temporary Standard on Vaccination and Testing)
42 U.S.C. § 2000-e, et seq. (Equal Employment Opportunity)
42 U.S.C. § 12101, et seq. (Americans with Disabilities Act)
29 C.F.R. § 1630.14(d)(4) (Medical Examinations and Inquiries Specifically Permitted)

Cross References: WBLASB Policy 401 (Equal Employment Opportunity)
WBLASB Policy 402 (Disability Nondiscrimination Policy)
WBLASB Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)
WBLASB Policy 406 (Public and Private Personnel Data)
WBLASB Policy 412 (Expense Reimbursement)
WBLASB Policy 807 (Health and Safety)
Centers for Disease Control’s “Isolation Guidance” found at:
<https://www.cdc.gov/coronavirus/2019-ncov/your-health/quarantine-isolation.html>.