

INDEPENDENT SCHOOL DISTRICT NO. 283

6311 Wayzata Blvd
St. Louis Park, Minnesota
Tuesday, December 12, 2023 6:30 PM
Room 21
6300 Walker Street
St. Louis Park, Minnesota 55416

AGENDA

- 1. CALL TO ORDER**
- 2. LAND ACKNOWLEDGEMENT**
- 3. APPROVAL OF AGENDA**
- 4. SUPERINTENDENT'S REPORT**
- 5. DISCUSSION ITEMS**
 - A. Enrollment and Budget Update 2
- 6. CONSENT AGENDA**
 - A. Business**
 - 1) Payroll 21
 - 2) Recap of Expenditures 23
 - 3) Electronic Fund Transfers 45
 - 4) Accounts Payable Disbursements 50
 - 5) Investment Holdings 76
 - 6) Donations 77
 - B. Minutes 78**
 - C. Field Trips**
 - 1) France 82
- 7. ACTION AGENDA**
 - A. Labor Agreement - SEIU Local 284, Custodial/Maintenance Personnel 85**
 - B. Levy Certification Payable 2024 192**
- 8. COMMUNICATIONS AND TRANSMITTALS**
- 9. ADJOURNMENT**

Enrollment and Budget Update



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December 12, 2023
School Board Meeting

Presented by

Patricia Magnuson, Director of Business Services



St. Louis Park
Public Schools

Presentation Purpose

The purpose of this presentation is to:

- provide an update regarding fall 2023 (FY2024) K-12 enrollment
- provide enrollment insights using FY2023 MARSS data
- “Submit an enrollment report to the Board by June 30 of each year,” as called for in School Board Policy 545, Park Spanish Immersion Admissions Policy

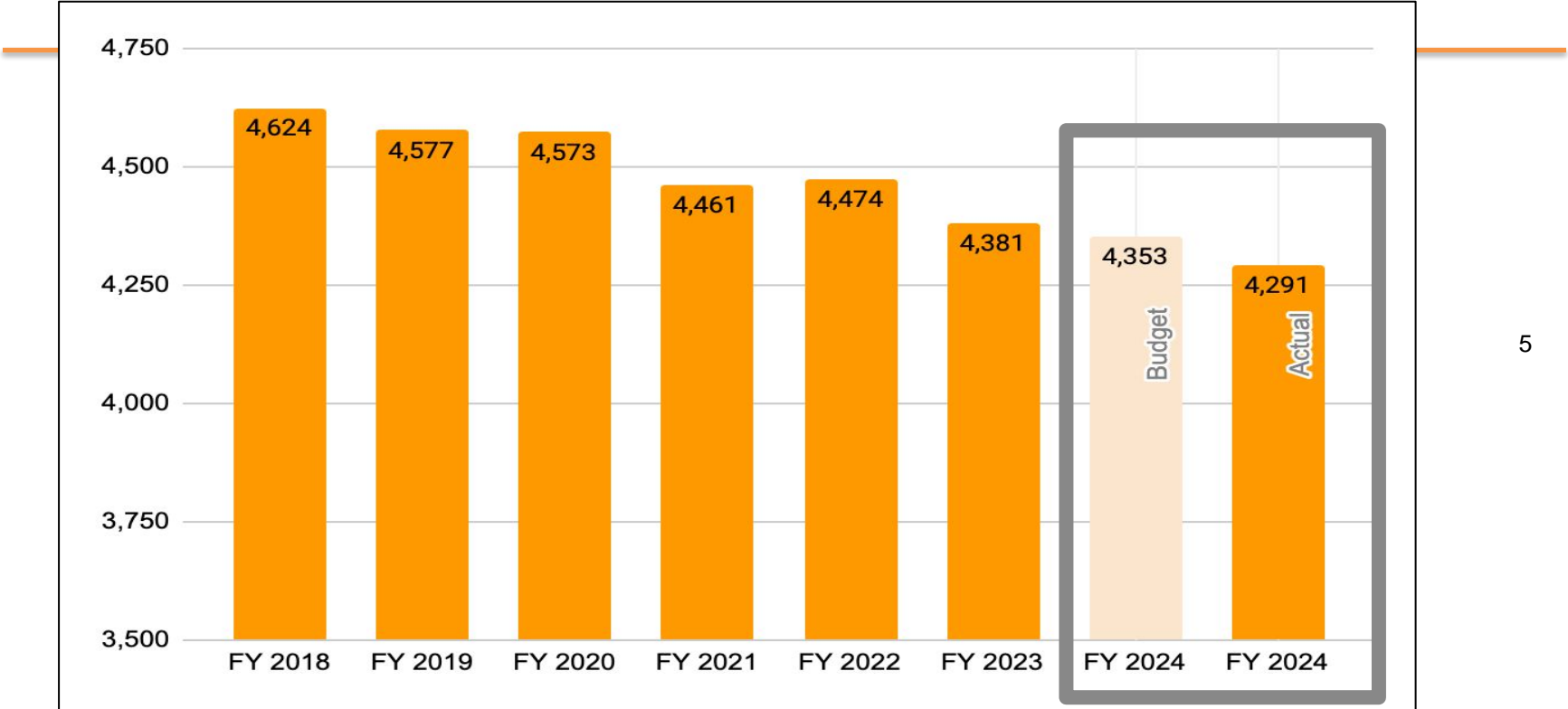
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FY 2024 Enrollment

K-12 enrollment down from trends and projections



K-12 Enrollment down 62 students (1.4%) from budget



Source: MARSS fall data FY 2017- 2023; Dec. 1, 2023 PowerSchool FY 2024



St. Louis Park
Public Schools

FY 2024 Preliminary Fall Enrollment

12/3/2023														
FY 2024 (Fall 2023) Actual Enrollment														
School	K	1	2	3	4	5	6	7	8	9	10	11	12	K-12
Aquila	83	76	90	76	92	86								503
Peter Hobart	85	52	71	67	98	90								463
Susan Lindgren	72	66	89	59	69	63								418
Park Immersion	90	91	94	83	82	85								525
Elem Total	330	285	344	285	341	324	-	-	-	-	-	-	-	1,909
SLP Middle							313	320	316					949
SLP Senior										323	361	377	372	1,433
Secondary Total	-	-	-	-	-	-	313	320	316	323	361	377	372	2,382
K-12 Total	330	285	344	285	341	324	313	320	316	323	361	377	372	4,291

Source: Dec. 1, 2023 PowerSchool FY 2024



FY 2024 Preliminary Fall Enrollment vs Projection

Greater than 3 students below projections

Greater than 3 students above projections

()

Bracketed numbers indicate below projections;
no brackets indicate above projections

12/3/2023														
FY 2024 (Fall 2023) Actual vs. Projection														
School	K	1	2	3	4	5	6	7	8	9	10	11	12	K-12
Aquila	(12)	(5)	2	(3)	(7)	3								(22)
Peter Hobart	27	3	4	1	(3)	9								41
Susan Lindgren	(9)	(3)	9	(1)	(6)	2								(8)
Park Spanish Immersion	(6)	(5)	2	(5)	(4)	-								(18)
Elem Total	-	(10)	17	(8)	(20)	14								(7)
SLP Middle							2	(9)	(4)					(11)
SLP Senior										(30)	5	(2)	(17)	(44)
Secondary Total							2	(9)	(4)	(30)	5	(2)	(17)	(55)
K-12 Total	-	(10)	17	(8)	(20)	14	2	(9)	(4)	(30)	5	(2)	(17)	(62)

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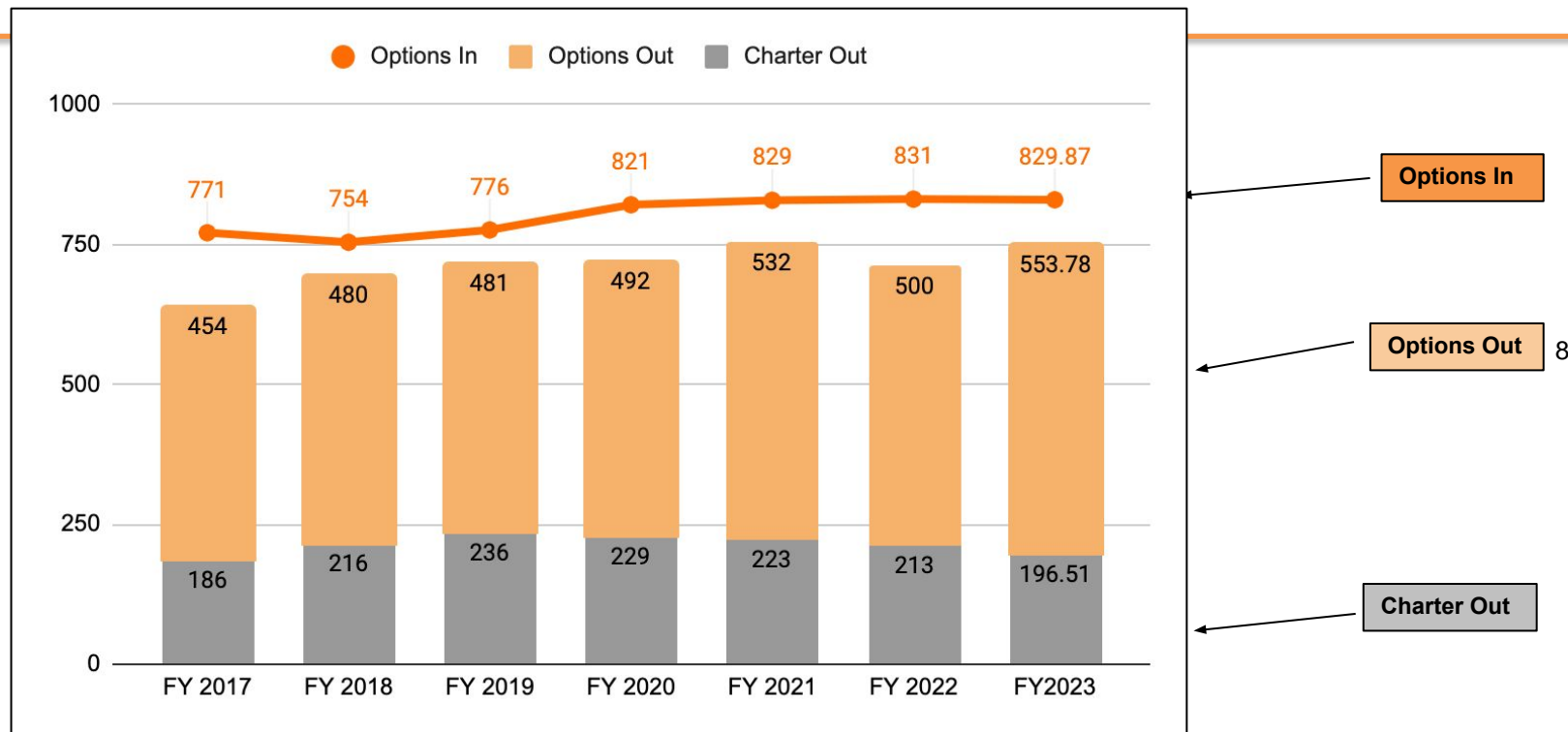
Source: Dec. 1, 2023 PowerSchool FY 2024

December 12, 2023 School Board Meeting



St. Louis Park
Public Schools

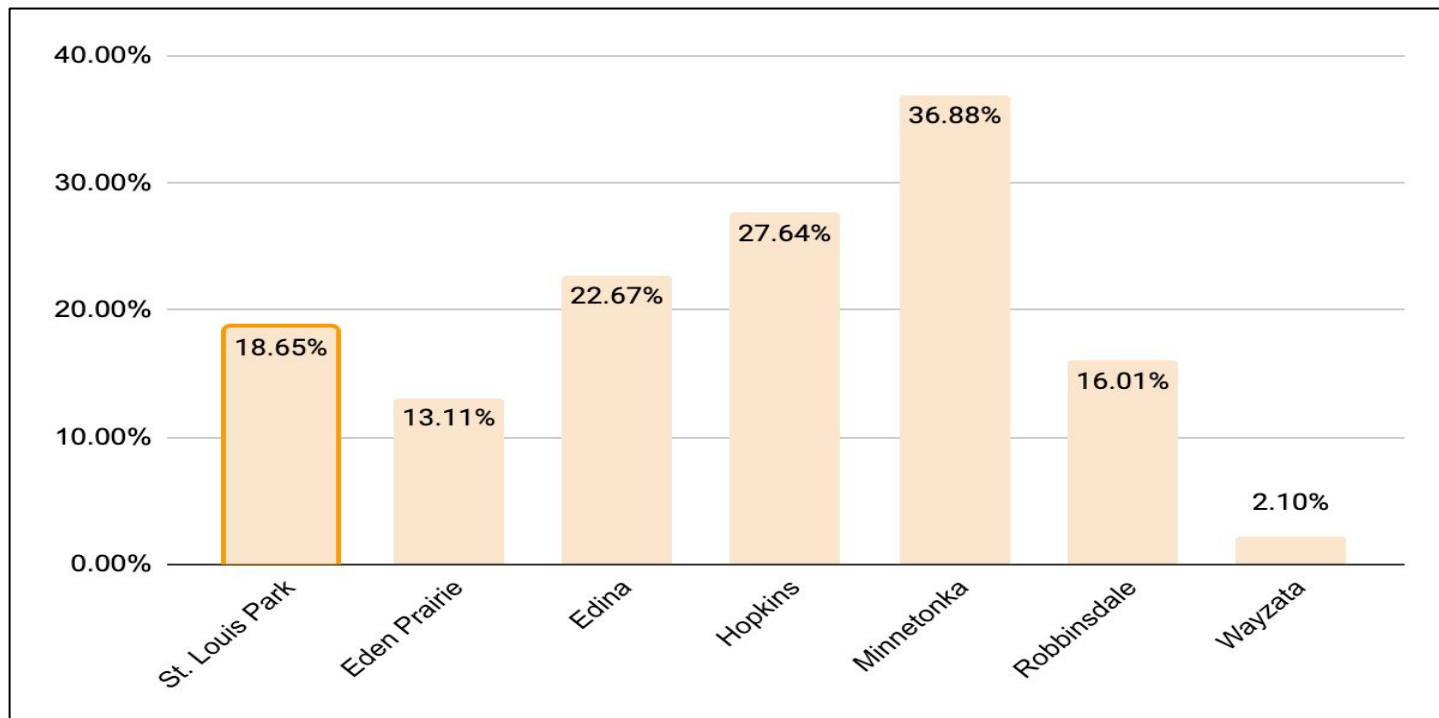
Continued Net Gains in Enrollment Options



Source: MARSS year end data FY 2024



Open Enrollment Mid-Range in Comparison to Neighbors: % of total student population

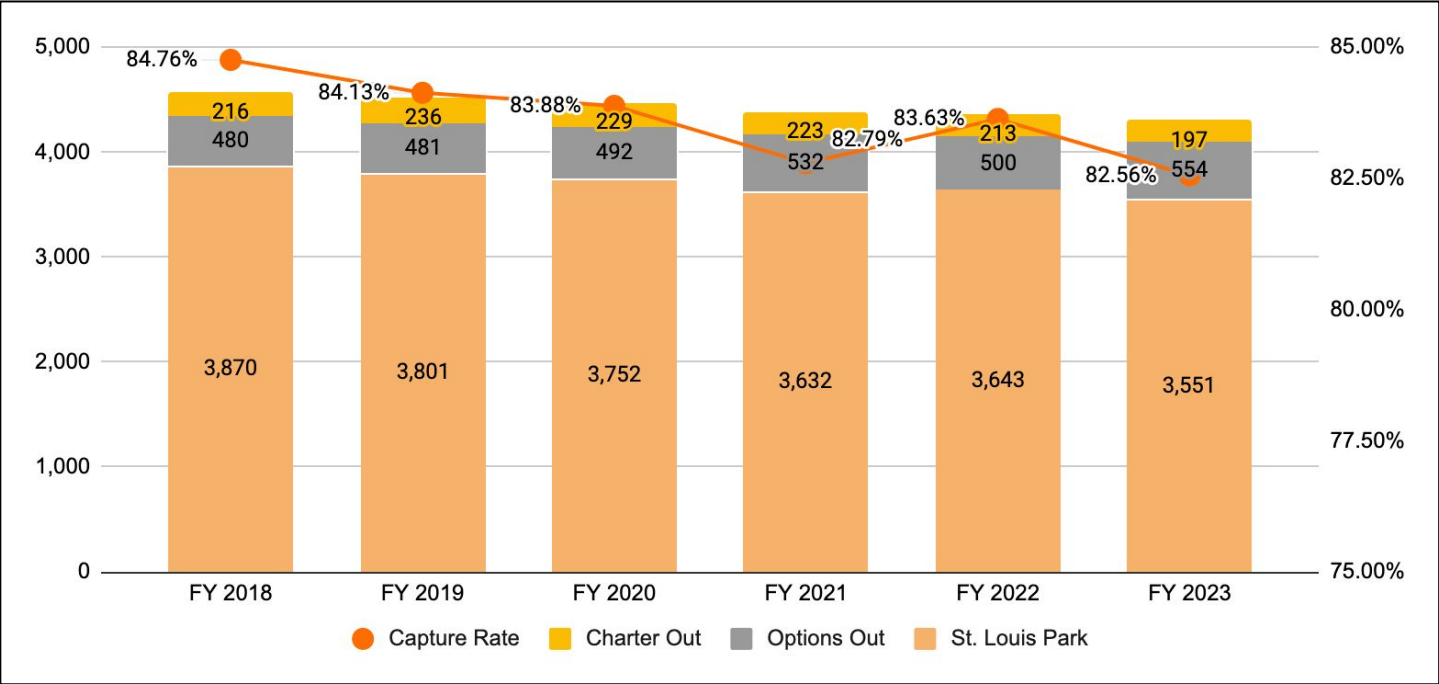


Source: MARSS year end data FY 2023



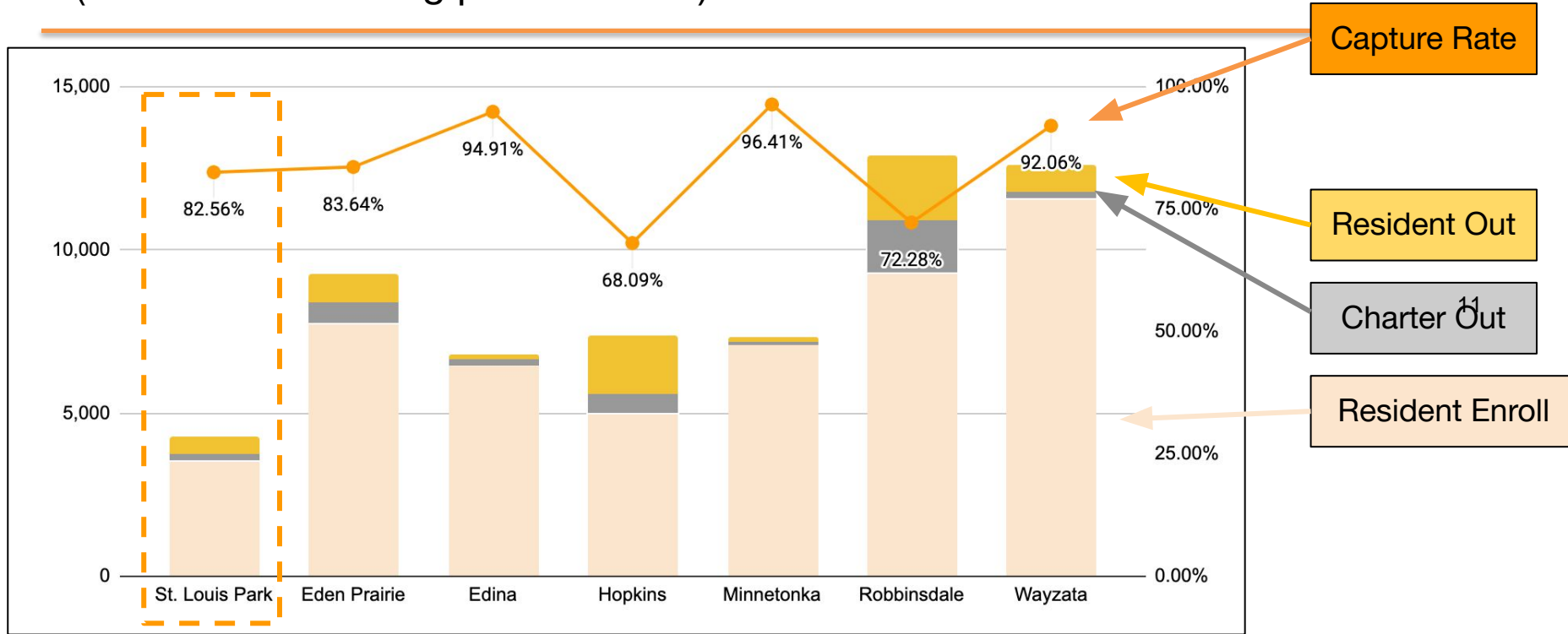
Steady Resident Capture Rate

(of families choosing public school)



Source: MARSS year end data FY 2018 - 2023

Capture Rate Mid-Range Compared to Neighbors (of families choosing public school)



Source: MARSS year end data FY 2023

December 12, 2023 School Board Meeting



**St. Louis Park
Public Schools**

St. Louis Park Families Choose **Other Public Schools**

(districts enrolling 20 or more SLP students in FY 2023)

	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023		
	Net incoming/(outgoing)						ADM In	ADM Out	Net incoming/(outgoing)
Minneapolis	398	378	381	425	414	469	500	39	461
Hopkins	(19)	(33)	(22)	(46)	(39)	(54)	112	170	(59)
Robbinsdale	63	77	75	86	91	98	122	22	100
Edina	(96)	(89)	(88)	(86)	(114)	(114)	5	119	(114)
Minnetonka	(64)	(60)	(81)	(88)	(94)	(102)	2	121	(119)

Source: MARSS year end data FY 2023



St. Louis Park Families Choose Public Charter Schools

(charter schools enrolling 20 or more SLP students in FY 2021)

	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Agamim Classical Academy	31	56	55	50	48	36	31
Eagle Ridge Academy	15	19	30	37	38	36	35
International Spanish Language Academy	32	38	36	28	25	27	21

Source: MARSS year end data FY 2023

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Resident Students Attend Private Schools

(schools enrolling 20 or more SLP students in FY 2022 or 2023)

	FY 2020	FY 2021	FY 2022	FY 2023
Benilde-St. Margaret's	91	94	101	101
Heilicher Jewish Day School	70	69	74	64
Breck School	44	48	50	53
The Blake School	31	33	29	27
Bais Yaakov High School	41	31	47	46
Yeshiva of Minneapolis	data not available	25	26	18
Carondelet Catholic School	24	24	21	9
Our Lady of Grace	11	18	17	20
Notre Dame Academy	18	24	20	18

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Source: compulsory attendance report, all grades

FY 2023 Enrollment

Park Spanish Immersion Elementary School applicant numbers outpace available seats

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Fall 2023 Initial PSI Kindergarten Lottery Results

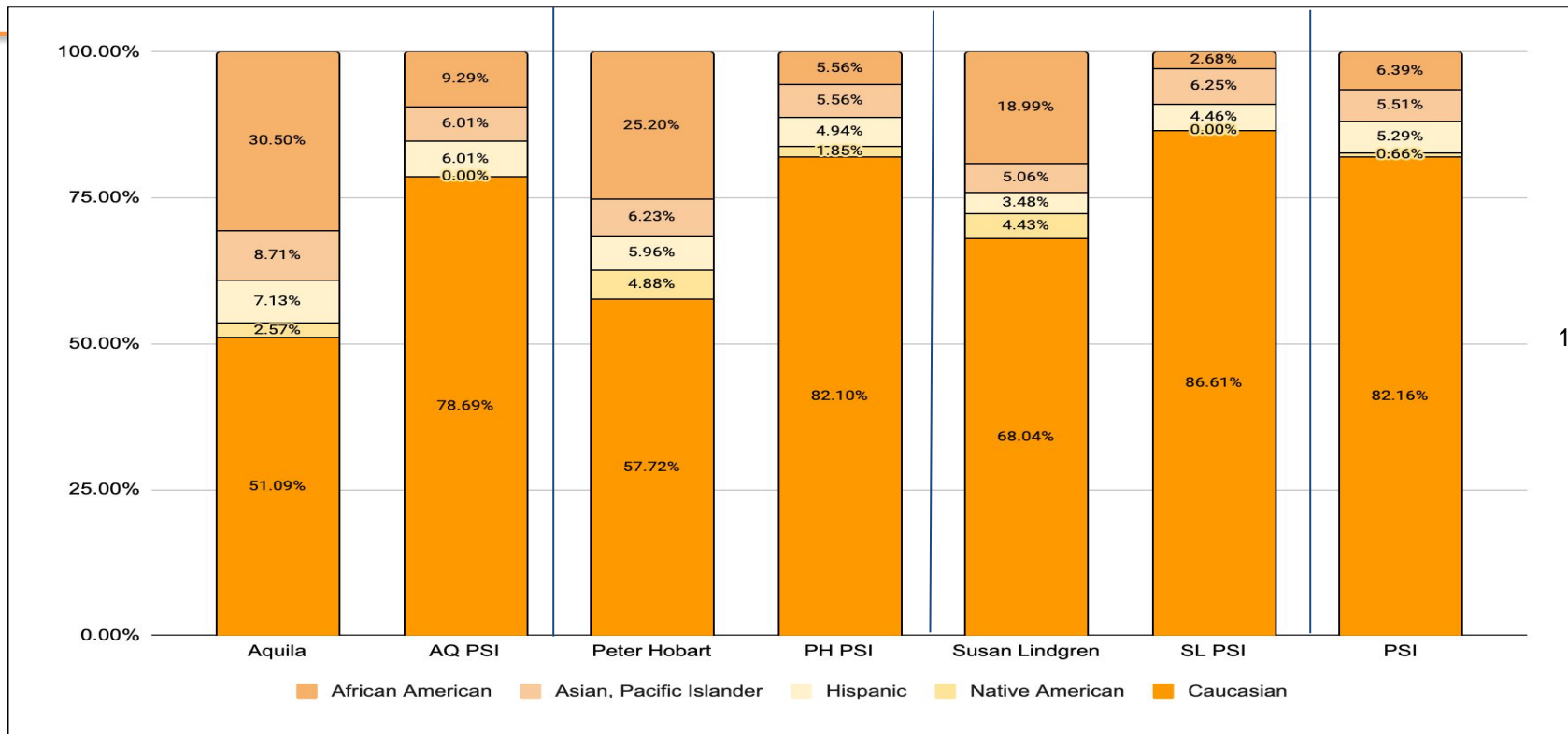
Feb 2023; 78 accepted from 150 (111 resident) applications received (0 residents & 0 non-residents remain on waitlist as of December 6, 2023)		
26	Siblings (resident)	Policy 545.3
34	Resident Students	Policy 545.6
6	Free/Reduced (4 resident, 2 non-resident)	Policy 545.6
9	Staff (4 resident, 5 non-resident)	Not in policy
3	Enrollment Options	Policy 545.5
96	Total accepted	

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Resident K-5 Students Choose PSI

Home attendance area	K-5 Resident enrolled at PSI	K-5 Resident Enrolled at Boundary School	% enrolled at PSI
Aquila	183	505	26.60% ¹⁷
Peter Hobart	162	369	30.51%
Susan Lindgren	112	316	26.17%

Racial Makeup of **Resident** K-5 Students Enrolled at Boundary School and PSI



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Enrollment Update Summary

- FY 2023 K-12 enrollment behind projections
- Capture rate mid-range in comparison to neighboring districts
- Gain more students than our lost through enrollment options
- Park Spanish Immersion Elementary School not reflective of the racial makeup of the residents who choose St. Louis Park Public Schools

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Next Steps

- Elementary Schools welcoming families for the Class of 2036
- Update FY2024 budget with actual enrollment results
- Complete FY2025 enrollment projections

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**6311 WAYZATA BLVD
ST. LOUIS PARK, MN 55416**

CONSENT AGENDA - BUSINESS

items for the school board meeting on

The following items are recommended for approval:

MOTION: Moved by: _____ 2nd _____

Vote: _____

A. Payroll

Net Payroll from November 15, 2023 in the amount of: \$ 1,379,850.38

Net Payroll from November 30, 2023 in the amount of: \$ 1,284,561.31

Total Payroll:	\$ 2,664,411.69
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B. Accounts Payable Disbursements

The following accounts payable disbursements have taken place since November 1, 2023 and are reflected on the attached spreadsheet.

C. Electronic Fund Transfers

The following electronic funds transfers have taken place since November 1, 2023 and are reflected on the attached spreadsheet.

D. Harris Bank Charges

The following credit card transactions have taken place since November 1, 2023

and are reflected on the attached spreadsheet.

E. Investments

The district holds the attached investments as of November 31, 2023

F. Approval of Minutes

Transaction Search - Company

All amounts are tax inclusive and displayed in their billing currency

As an administrator you may make adjustments to these transactions

BMO, 11/01/2023 to 11/30/2023

Mapped Cards

Billing Account 022412

Posting Date	Tran Date	Account	Supplier	Amount
11/06/2023	11/06/2023	XXXX-XXXX-XXXX-2412	Payment - Automatic Pymt Received	-162,452.59
Debit Total USD				0.00
Credit Total USD				-162,452.59
Total USD				-162,452.59

Schrader Abby

Posting Date	Tran Date	Account	Supplier	Amount
11/23/2023	11/23/2023	XXXX-XXXX-XXXX-6547	Amzn Mktp Us	-110.00 ?
11/28/2023	11/27/2023	XXXX-XXXX-XXXX-6547	Target.Com	-16.14 ?
Debit Total USD				0.00
Credit Total USD				-126.14
Total USD				-126.14

LUGO ABIGAIL

Posting Date	Tran Date	Account	Supplier	Amount
11/02/2023	11/01/2023	XXXX-XXXX-XXXX-1171	Amzn Mktp US 175ue8bm3	124.00 ?
11/02/2023	11/02/2023	XXXX-XXXX-XXXX-1171	Amzn Mktp US 2p1k59453	129.77 ?
11/03/2023	11/01/2023	XXXX-XXXX-XXXX-1171	Samsclub.Com	137.88 ?
11/03/2023	11/02/2023	XXXX-XXXX-XXXX-1171	Amzn Mktp US X55jr9qa3	80.99 ?
11/03/2023	11/02/2023	XXXX-XXXX-XXXX-1171	S&s Activewear	266.69 ?
11/06/2023	11/03/2023	XXXX-XXXX-XXXX-1171	Samsclub.Com	301.42 ?
11/06/2023	11/03/2023	XXXX-XXXX-XXXX-1171	Sq Deca Inc.	312.00 ?
11/06/2023	11/05/2023	XXXX-XXXX-XXXX-1171	Amzn Mktp US lx49p0273	44.63 ?
11/06/2023	11/05/2023	XXXX-XXXX-XXXX-1171	Amazon.Com 8a4bv5ct3	121.31 ?
11/13/2023	11/11/2023	XXXX-XXXX-XXXX-1171	Amazon.Com	-43.49 ?
11/14/2023	11/13/2023	XXXX-XXXX-XXXX-1171	Mprolineco	67.46 ?
11/14/2023	11/14/2023	XXXX-XXXX-XXXX-1171	Amzn Mktp US Pr8ln3ca3	64.17 ?
11/14/2023	11/14/2023	XXXX-XXXX-XXXX-1171	Amzn Mktp US Zm6jo4xj3	68.30 ?
11/15/2023	11/13/2023	XXXX-XXXX-XXXX-1171	Samsclub.Com	65.44 ?
Debit Total USD				3,308.91
Credit Total USD				-110.95
23 Total USD				3,197.96

Posting Date	Tran Date	Account	Supplier	Amount	
11/15/2023	11/14/2023	XXXX-XXXX-XXXX-1171	Amazon.Com 7f0wh0103	40.76	?
11/15/2023	11/14/2023	XXXX-XXXX-XXXX-1171	Amazon.Com Cf7wd3ex3	110.27	?
11/15/2023	11/14/2023	XXXX-XXXX-XXXX-1171	S&s Activewear	225.98	?
11/16/2023	11/15/2023	XXXX-XXXX-XXXX-1171	Sq Deca Inc.	13.00	?
11/16/2023	11/15/2023	XXXX-XXXX-XXXX-1171	Mprolineco	-67.46	?
11/16/2023	11/15/2023	XXXX-XXXX-XXXX-1171	Amzn Mktp US Aa6l56do3	68.30	?
11/16/2023	11/15/2023	XXXX-XXXX-XXXX-1171	Amzn Mktp US R46qf8e43	72.25	?
11/16/2023	11/15/2023	XXXX-XXXX-XXXX-1171	Amazon.Com Se6lg2ai3	85.85	?
11/16/2023	11/15/2023	XXXX-XXXX-XXXX-1171	In Spirit Box Llc	198.00	?
11/16/2023	11/15/2023	XXXX-XXXX-XXXX-1171	Mprolineco	263.39	?
11/20/2023	11/16/2023	XXXX-XXXX-XXXX-1171	Samsclub.Com	166.54	?
11/23/2023	11/21/2023	XXXX-XXXX-XXXX-1171	Chick-Fil-A #03600	267.51	?
11/28/2023	11/27/2023	XXXX-XXXX-XXXX-1171	Sq Deca Inc.	13.00	?
Debit Total USD				3,308.91	
Credit Total USD				-110.95	
Total USD				3,197.96	

Tsuchiya Theiler Alison

Posting Date	Tran Date	Account	Supplier	Amount	
11/03/2023	11/02/2023	XXXX-XXXX-XXXX-0824	Follett School Solutio	648.11	?
11/16/2023	11/15/2023	XXXX-XXXX-XXXX-0824	Follett School Solutio	421.97	?
11/17/2023	11/17/2023	XXXX-XXXX-XXXX-0824	Amzn Mktp US 6k8il8iw3	39.45	?
11/21/2023	11/20/2023	XXXX-XXXX-XXXX-0824	Amzn Mktp US Ao2su9cq3	74.50	?
11/21/2023	11/20/2023	XXXX-XXXX-XXXX-0824	Follett School Solutio	190.35	?
11/28/2023	11/27/2023	XXXX-XXXX-XXXX-0824	Follett School Solutio	416.02	?
11/29/2023	11/28/2023	XXXX-XXXX-XXXX-0824	Amazon.Com Fk2cr0go3	21.55	?
Debit Total USD				1,811.95	
Credit Total USD				0.00	
Total USD				1,811.95	

Dorgan Anne

Posting Date	Tran Date	Account	Supplier	Amount	
11/01/2023	10/30/2023	XXXX-XXXX-XXXX-2942	Odp Bus Sol Llc # 1010	7.61	?
11/01/2023	10/31/2023	XXXX-XXXX-XXXX-2942	Amazon.Com Cg5yf3ne3	35.70	?
11/01/2023	10/31/2023	XXXX-XXXX-XXXX-2942	Amzn Mktp US 8c22t5pl3	109.71	?
11/02/2023	10/31/2023	XXXX-XXXX-XXXX-2942	Odp Bus Sol Llc # 1010	45.22	?
11/02/2023	11/01/2023	XXXX-XXXX-XXXX-2942	Amzn Mktp US K47zk2743	29.48	?
11/03/2023	11/02/2023	XXXX-XXXX-XXXX-2942	Amazon.Com 7s2n606m3	6.38	?
Debit Total USD				7,137.64	
Credit Total USD				-85.98	
Total USD				7,051.66	

Posting Date	Tran Date	Account	Supplier	Amount	
11/03/2023	11/02/2023	XXXX-XXXX-XXXX-2942	Amazon.Com Ux2v68pr3	131.94	?
11/06/2023	11/03/2023	XXXX-XXXX-XXXX-2942	Target.Com	27.55	?
11/06/2023	11/03/2023	XXXX-XXXX-XXXX-2942	Amzn Mktp Us	-85.98	?
11/06/2023	11/03/2023	XXXX-XXXX-XXXX-2942	Culligan Brooklyn Park	90.15	?
11/06/2023	11/03/2023	XXXX-XXXX-XXXX-2942	Costco Delivery 652	254.09	?
11/06/2023	11/03/2023	XXXX-XXXX-XXXX-2942	Costco Delivery 652	254.99	?
11/06/2023	11/03/2023	XXXX-XXXX-XXXX-2942	Costco Delivery 652	255.59	?
11/06/2023	11/03/2023	XXXX-XXXX-XXXX-2942	Costco Delivery 652	370.20	?
11/06/2023	11/04/2023	XXXX-XXXX-XXXX-2942	Amzn Mktp US Si3s831e3	15.86	?
11/06/2023	11/04/2023	XXXX-XXXX-XXXX-2942	Amazon.Com 9y7z76r03	35.32	?
11/06/2023	11/05/2023	XXXX-XXXX-XXXX-2942	Amzn Mktp US 4p8o70kr3	71.98	?
11/06/2023	11/05/2023	XXXX-XXXX-XXXX-2942	B2b Prime Pp5a14g53	129.00	?
11/06/2023	11/06/2023	XXXX-XXXX-XXXX-2942	Costco Delivery 652	320.72	?
11/08/2023	11/08/2023	XXXX-XXXX-XXXX-2942	Amzn Mktp US 864d306t3	48.96	?
11/09/2023	11/08/2023	XXXX-XXXX-XXXX-2942	Amzn Mktp US Qn7m16hl3	22.94	?
11/09/2023	11/08/2023	XXXX-XXXX-XXXX-2942	Amazon.Com 793qv0wo3	74.34	?
11/09/2023	11/09/2023	XXXX-XXXX-XXXX-2942	Amzn Mktp US Of7zq3p63	13.71	?
11/09/2023	11/09/2023	XXXX-XXXX-XXXX-2942	Amzn Mktp US Ey1mz8w23	40.35	?
11/13/2023	11/10/2023	XXXX-XXXX-XXXX-2942	Target.Com	59.54	?
11/13/2023	11/10/2023	XXXX-XXXX-XXXX-2942	Costco Delivery 652	253.13	?
11/13/2023	11/10/2023	XXXX-XXXX-XXXX-2942	Costco Delivery 652	272.93	?
11/13/2023	11/10/2023	XXXX-XXXX-XXXX-2942	Costco Delivery 652	273.02	?
11/13/2023	11/11/2023	XXXX-XXXX-XXXX-2942	Target.Com	9.58	?
11/13/2023	11/12/2023	XXXX-XXXX-XXXX-2942	Amzn Mktp US 8t8y57ip3	7.99	?
11/13/2023	11/12/2023	XXXX-XXXX-XXXX-2942	Amazon.Com Lb3ep69o3	14.38	?
11/13/2023	11/12/2023	XXXX-XXXX-XXXX-2942	Amzn Mktp US 8o8oz29x3	71.98	?
11/13/2023	11/13/2023	XXXX-XXXX-XXXX-2942	Costco Delivery 652	267.11	?
11/15/2023	11/14/2023	XXXX-XXXX-XXXX-2942	Amzn Mktp US Iv9uv6pz3	91.83	?
11/17/2023	11/16/2023	XXXX-XXXX-XXXX-2942	Amzn Mktp US Ha7jl08l3	24.48	?
11/17/2023	11/16/2023	XXXX-XXXX-XXXX-2942	Amzn Mktp US 350m24w03	25.48	?
11/17/2023	11/16/2023	XXXX-XXXX-XXXX-2942	Amzn Mktp US L77ar63j3	27.98	?
11/17/2023	11/16/2023	XXXX-XXXX-XXXX-2942	Amzn Mktp US Rx0ad5sv3	39.99	?
11/17/2023	11/16/2023	XXXX-XXXX-XXXX-2942	Amzn Mktp US Rd2b24ka3	71.98	?
11/20/2023	11/17/2023	XXXX-XXXX-XXXX-2942	Amazon.Com 594a26ns3	63.48	?
11/20/2023	11/17/2023	XXXX-XXXX-XXXX-2942	Amzn Mktp US Zd4ht8mk3	66.17	?
11/20/2023	11/17/2023	XXXX-XXXX-XXXX-2942	Costco Delivery 652	251.56	?
11/20/2023	11/17/2023	XXXX-XXXX-XXXX-2942	Costco Delivery 652	259.76	?
11/20/2023	11/17/2023	XXXX-XXXX-XXXX-2942	Costco Delivery 652	311.43	?
Debit Total USD				7,137.64	
Credit Total USD				-85.98	
Total USD				7,051.66	

Posting Date	Tran Date	Account	Supplier	Amount	
11/20/2023	11/18/2023	XXXX-XXXX-XXXX-2942	Amzn Mktp US 4q2ma7ei3	59.89	?
11/20/2023	11/19/2023	XXXX-XXXX-XXXX-2942	Amzn Mktp US Lf2gg50r3	55.97	?
11/20/2023	11/20/2023	XXXX-XXXX-XXXX-2942	Costco Delivery 652	252.79	?
11/22/2023	11/21/2023	XXXX-XXXX-XXXX-2942	Target.Com	17.96	?
11/22/2023	11/21/2023	XXXX-XXXX-XXXX-2942	Amzn Mktp US Nf9gl6r33	19.99	?
11/27/2023	11/24/2023	XXXX-XXXX-XXXX-2942	Amazon.Com P27vt68e3	61.60	?
11/28/2023	11/27/2023	XXXX-XXXX-XXXX-2942	Costco Delivery 652	251.83	?
11/28/2023	11/27/2023	XXXX-XXXX-XXXX-2942	Costco Delivery 652	251.83	?
11/28/2023	11/27/2023	XXXX-XXXX-XXXX-2942	Costco Delivery 652	266.62	?
11/28/2023	11/27/2023	XXXX-XXXX-XXXX-2942	Costco Delivery 652	505.45	?
11/29/2023	11/27/2023	XXXX-XXXX-XXXX-2942	Odp Bus Sol Llc # 1010	54.46	?
11/29/2023	11/28/2023	XXXX-XXXX-XXXX-2942	Target.Com	24.00	?
11/29/2023	11/29/2023	XXXX-XXXX-XXXX-2942	Costco Delivery 652	290.86	?
11/30/2023	11/29/2023	XXXX-XXXX-XXXX-2942	Amzn Mktp US Ke74a53a3	10.56	?
11/30/2023	11/29/2023	XXXX-XXXX-XXXX-2942	Amzn Mktp US Yq6qn1vm3	17.59	?
11/30/2023	11/29/2023	XXXX-XXXX-XXXX-2942	Amzn Mktp US 8b1fo7dz3	21.59	?
11/30/2023	11/29/2023	XXXX-XXXX-XXXX-2942	Amzn Mktp US 049w08nk3	119.06	?
Debit Total USD				7,137.64	
Credit Total USD				-85.98	
Total USD				7,051.66	

Valentine Brian

Posting Date	Tran Date	Account	Supplier	Amount	
11/02/2023	10/30/2023	XXXX-XXXX-XXXX-5304	Www.Dalcoonline.Com	768.76	?
11/03/2023	11/02/2023	XXXX-XXXX-XXXX-5304	Hillyard Inc Minneapol	374.64	?
11/03/2023	11/02/2023	XXXX-XXXX-XXXX-5304	Hillyard Inc Minneapol	446.98	?
11/06/2023	11/01/2023	XXXX-XXXX-XXXX-5304	Www.Dalcoonline.Com	445.17	?
11/13/2023	11/09/2023	XXXX-XXXX-XXXX-5304	Www.Dalcoonline.Com	895.31	?
11/13/2023	11/10/2023	XXXX-XXXX-XXXX-5304	Hillyard Inc Minneapol	58.98	?
11/13/2023	11/10/2023	XXXX-XXXX-XXXX-5304	Hillyard Inc Minneapol	709.54	?
11/14/2023	11/13/2023	XXXX-XXXX-XXXX-5304	Horizon Commercial Poo	125.66	?
11/20/2023	11/16/2023	XXXX-XXXX-XXXX-5304	Officemax/Depot 6419	100.75	?
11/20/2023	11/16/2023	XXXX-XXXX-XXXX-5304	The Home Depot #2806	137.56	?
11/22/2023	11/20/2023	XXXX-XXXX-XXXX-5304	Menards Golden Valley	51.56	?
11/27/2023	11/20/2023	XXXX-XXXX-XXXX-5304	Www.Dalcoonline.Com	698.86	?
11/29/2023	11/27/2023	XXXX-XXXX-XXXX-5304	Dalco Enterprises	21.86	?
11/30/2023	11/27/2023	XXXX-XXXX-XXXX-5304	Www.Dalcoonline.Com	519.32	?
Debit Total USD				5,354.95	
Credit Total USD				0.00	
Total USD				5,354.95	

Posting Date	Tran Date	Account	Supplier	Amount	
11/15/2023	11/14/2023	XXXX-XXXX-XXXX-5376	Republic Services Tras	198.51	?
11/15/2023	11/14/2023	XXXX-XXXX-XXXX-5376	Republic Services Tras	907.79	?
11/21/2023	11/20/2023	XXXX-XXXX-XXXX-5376	Aspen Waste Systems	9,618.84	?
Debit Total USD				10,725.14	
Credit Total USD				0.00	
Total USD				10,725.14	

SCHROEDER BRITTANI

Posting Date	Tran Date	Account	Supplier	Amount	
11/03/2023	11/02/2023	XXXX-XXXX-XXXX-1158	Www.Mshsl.Org	39.00	?
Debit Total USD				39.00	
Credit Total USD				0.00	
Total USD				39.00	

Grossinger Brooks

Posting Date	Tran Date	Account	Supplier	Amount	
11/21/2023	11/20/2023	XXXX-XXXX-XXXX-9485	Amzn Mktp US 8l9cm3ue3	22.38	?
11/23/2023	11/22/2023	XXXX-XXXX-XXXX-9485	Amzn Mktp US 8s3yr0ak3	71.94	?
Debit Total USD				94.32	
Credit Total USD				0.00	
Total USD				94.32	

Young Darrell

Posting Date	Tran Date	Account	Supplier	Amount	
11/03/2023	11/02/2023	XXXX-XXXX-XXXX-3989	Culligan Brooklyn Park	60.60	?
11/23/2023	11/22/2023	XXXX-XXXX-XXXX-3989	Culligan Brooklyn Park	60.60	?
11/29/2023	11/28/2023	XXXX-XXXX-XXXX-3989	Target 00021899	251.40	?
Debit Total USD				372.60	
Credit Total USD				0.00	
Total USD				372.60	

Carson Deborah

Posting Date	Tran Date	Account	Supplier	Amount	
11/08/2023	11/07/2023	XXXX-XXXX-XXXX-9869	Amazon.Com Yf5q33e03	38.29	?
11/08/2023	11/08/2023	XXXX-XXXX-XXXX-9869	Amzn Mktp US l81tn3el3	76.74	?
11/09/2023	11/07/2023	XXXX-XXXX-XXXX-9869	Odp Bus Sol Llc # 1010	186.18	?
11/15/2023	11/13/2023	XXXX-XXXX-XXXX-9869	Premium Waters Inc	43.98	?
11/16/2023	11/15/2023	XXXX-XXXX-XXXX-9869	Gopher Family Brands	1,146.53	?
Debit Total USD				2,149.93	
Credit Total USD				-149.00	
Total USD				2,000.93	

Posting Date	Tran Date	Account	Supplier	Amount	
11/17/2023	11/16/2023	XXXX-XXXX-XXXX-9869	Minnetesol	235.00	?
11/20/2023	11/17/2023	XXXX-XXXX-XXXX-9869	Amzn Mktp US Fh4fh77r3	35.87	?
11/21/2023	11/20/2023	XXXX-XXXX-XXXX-9869	Amzn Mktp US Ls9xw2ya3	24.94	?
11/21/2023	11/20/2023	XXXX-XXXX-XXXX-9869	Amzn Mktp US W39c00hh3	41.79	?
11/22/2023	11/21/2023	XXXX-XXXX-XXXX-9869	Amazon.Com 0h5qw9vs3	21.61	?
11/22/2023	11/21/2023	XXXX-XXXX-XXXX-9869	Thinking Moves Llc	-149.00	?
11/22/2023	11/21/2023	XXXX-XXXX-XXXX-9869	Thinking Moves Llc	149.00	?
11/22/2023	11/21/2023	XXXX-XXXX-XXXX-9869	Sq Minnesota Music Ed	150.00	?
Debit Total USD				2,149.93	
Credit Total USD				-149.00	
Total USD				2,000.93	

SCOTT ERIKA

Posting Date	Tran Date	Account	Supplier	Amount	
11/17/2023	11/16/2023	XXXX-XXXX-XXXX-9135	Lunds&byerlys Slp	39.53	?
11/20/2023	11/17/2023	XXXX-XXXX-XXXX-9135	Caribou Coffee Co #134	44.91	?
11/23/2023	11/22/2023	XXXX-XXXX-XXXX-9135	Amzn Mktp US Sm0b06mr3	46.95	?
11/27/2023	11/26/2023	XXXX-XXXX-XXXX-9135	Amazon.Com Ub9kz7323	33.28	?
11/29/2023	11/28/2023	XXXX-XXXX-XXXX-9135	Amzn Mktp US Mk5tq0n13	18.39	?
11/29/2023	11/28/2023	XXXX-XXXX-XXXX-9135	Amzn Mktp US V30pk3o03	143.03	?
11/30/2023	11/29/2023	XXXX-XXXX-XXXX-9135	Amzn Mktp US 3h4vx25i3	7.49	?
11/30/2023	11/29/2023	XXXX-XXXX-XXXX-9135	Amazon.Com Om3vx7y93	134.30	?
Debit Total USD				467.88	
Credit Total USD				0.00	
Total USD				467.88	

Adeed Faduma

Posting Date	Tran Date	Account	Supplier	Amount	
11/08/2023	11/05/2023	XXXX-XXXX-XXXX-0029	Courtyard By Marriott	220.65	?
11/08/2023	11/07/2023	XXXX-XXXX-XXXX-0029	Central States Confere	175.00	?
11/08/2023	11/07/2023	XXXX-XXXX-XXXX-0029	Central States Confere	175.00	?
11/08/2023	11/07/2023	XXXX-XXXX-XXXX-0029	Central States Confere	175.00	?
11/08/2023	11/07/2023	XXXX-XXXX-XXXX-0029	Central States Confere	175.00	?
11/08/2023	11/07/2023	XXXX-XXXX-XXXX-0029	Central States Confere	175.00	?
11/08/2023	11/07/2023	XXXX-XXXX-XXXX-0029	Central States Confere	175.00	?
11/20/2023	11/17/2023	XXXX-XXXX-XXXX-0029	Target 00006932	27.48	?
Debit Total USD				1,298.13	
Credit Total USD				0.00	
Total USD				1,298.13	

Bailey Freida

Posting Date	Tran Date	Account	Supplier	Amount	
11/14/2023	11/13/2023	XXXX-XXXX-XXXX-6177	Amazon.Com Sf3yj6up3	258.10	
11/15/2023	11/14/2023	XXXX-XXXX-XXXX-6177	Minnetesol	100.00	
11/15/2023	11/14/2023	XXXX-XXXX-XXXX-6177	Minnetesol	1,410.00	
11/20/2023	11/18/2023	XXXX-XXXX-XXXX-6177	Amazon Prime T96us54b3	16.27	
11/23/2023	11/22/2023	XXXX-XXXX-XXXX-6177	Amazon.Com Ae51r9hd3	174.50	
Debit Total USD				1,958.87	
Credit Total USD				0.00	
Total USD				1,958.87	

Holmbeck Greg

Posting Date	Tran Date	Account	Supplier	Amount	
11/06/2023	11/05/2023	XXXX-XXXX-XXXX-2999	Blooket	250.00	
11/07/2023	11/06/2023	XXXX-XXXX-XXXX-2999	Nytimes Nytimes Disc	4.04	
11/09/2023	11/08/2023	XXXX-XXXX-XXXX-2999	Amzn Mktp US 7642z0lt3	24.98	
11/15/2023	11/14/2023	XXXX-XXXX-XXXX-2999	Amazon.Com Gh1z35403	17.19	
11/15/2023	11/14/2023	XXXX-XXXX-XXXX-2999	Amazon.Com Ma2hb2al3	20.63	
11/16/2023	11/15/2023	XXXX-XXXX-XXXX-2999	Brainpop Llc	1,684.56	
11/17/2023	11/16/2023	XXXX-XXXX-XXXX-2999	Amazon.Com 312xl0493	9.89	
11/17/2023	11/16/2023	XXXX-XXXX-XXXX-2999	Follett School Solutio	517.02	
Debit Total USD				2,528.31	
Credit Total USD				0.00	
Total USD				2,528.31	

Middleton Heidi

Posting Date	Tran Date	Account	Supplier	Amount	
11/02/2023	11/01/2023	XXXX-XXXX-XXXX-0213	Amzn Mktp US Hv3r13tp3	24.99	
11/02/2023	11/01/2023	XXXX-XXXX-XXXX-0213	Gleason Printing Inc	173.27	
11/03/2023	11/01/2023	XXXX-XXXX-XXXX-0213	Odp Bus Sol Llc # 1010	85.37	
11/03/2023	11/02/2023	XXXX-XXXX-XXXX-0213	Amazon.Com 3l97q4b83	40.69	
11/06/2023	11/04/2023	XXXX-XXXX-XXXX-0213	Amzn Mktp US Nu8f64s33	9.99	
11/08/2023	11/06/2023	XXXX-XXXX-XXXX-0213	City Of St Louis Park	80.00	
11/08/2023	11/07/2023	XXXX-XXXX-XXXX-0213	Amazon.Com F55043wc3	23.84	
11/08/2023	11/08/2023	XXXX-XXXX-XXXX-0213	Amzn Mktp US We3sg8b43	26.99	
11/08/2023	11/08/2023	XXXX-XXXX-XXXX-0213	Amzn Mktp US Vs7kk7g33	26.99	
11/09/2023	11/08/2023	XXXX-XXXX-XXXX-0213	Amzn Mktp US Z35u57nz3	235.97	
11/15/2023	11/14/2023	XXXX-XXXX-XXXX-0213	Amzn Mktp US Qp8f12k13	86.84	
11/16/2023	11/15/2023	XXXX-XXXX-XXXX-0213	Amzn Mktp US 5t8636ns3	4.97	
11/17/2023	11/16/2023	XXXX-XXXX-XXXX-0213	Amzn Mktp US M90hj9i33	7.95	
Debit Total USD				1,155.29	
Credit Total USD				0.00	
Total USD				1,155.29	

Posting Date	Tran Date	Account	Supplier	Amount	
11/17/2023	11/16/2023	XXXX-XXXX-XXXX-0213	Amzn Mktp US 7o3y140c3	9.97	
11/17/2023	11/16/2023	XXXX-XXXX-XXXX-0213	Amzn Mktp US 7c7nu7fw3	16.99	
11/20/2023	11/17/2023	XXXX-XXXX-XXXX-0213	Odp Bus Sol Llc # 1010	36.67	
11/20/2023	11/17/2023	XXXX-XXXX-XXXX-0213	Melio All In One - Tra	240.00	
11/24/2023	11/22/2023	XXXX-XXXX-XXXX-0213	Odp Bus Sol Llc # 1010	23.80	
Debit Total USD				1,155.29	
Credit Total USD				0.00	
Total USD				1,155.29	

Deonarine Jagatnarine

Posting Date	Tran Date	Account	Supplier	Amount	
11/01/2023	10/27/2023	XXXX-XXXX-XXXX-3973	Www.Dalcoonline.Com	332.40	
11/01/2023	10/31/2023	XXXX-XXXX-XXXX-3973	Hillyard Inc Minneapol	300.98	
11/01/2023	10/31/2023	XXXX-XXXX-XXXX-3973	Hillyard Inc Minneapol	311.52	
11/02/2023	10/30/2023	XXXX-XXXX-XXXX-3973	Www.Dalcoonline.Com	612.40	
11/02/2023	10/30/2023	XXXX-XXXX-XXXX-3973	Dalco Enterprises	1,251.00	
11/02/2023	10/31/2023	XXXX-XXXX-XXXX-3973	Dalco Enterprises	612.40	
11/03/2023	11/02/2023	XXXX-XXXX-XXXX-3973	Metro Water Conditioni	612.52	
11/03/2023	11/02/2023	XXXX-XXXX-XXXX-3973	Metro Water Conditio 1	612.52	
11/08/2023	11/07/2023	XXXX-XXXX-XXXX-3973	Hillyard Inc Minneapol	482.56	
11/15/2023	11/14/2023	XXXX-XXXX-XXXX-3973	Hillyard Inc Hutchinso	516.50	
11/15/2023	11/14/2023	XXXX-XXXX-XXXX-3973	Hillyard Inc Minneapol	653.63	
11/16/2023	11/15/2023	XXXX-XXXX-XXXX-3973	Hillyard Inc Minneapol	1,243.01	
Debit Total USD				7,541.44	
Credit Total USD				0.00	
Total USD				7,541.44	

Watts Jane

Posting Date	Tran Date	Account	Supplier	Amount	
11/01/2023	10/31/2023	XXXX-XXXX-XXXX-6043	Amazon.Com Kc55v7w13	606.51	
11/01/2023	11/01/2023	XXXX-XXXX-XXXX-6043	Amzn Mktp US Om3q42op3	6.97	
11/02/2023	11/01/2023	XXXX-XXXX-XXXX-6043	Amzn Mktp US 7i4uz57b3	50.85	
11/09/2023	11/09/2023	XXXX-XXXX-XXXX-6043	Amazon.Com 5v6ae7cd3	96.77	
11/13/2023	11/09/2023	XXXX-XXXX-XXXX-6043	Heggerty Literacy Res	-89.00	
11/13/2023	11/11/2023	XXXX-XXXX-XXXX-6043	Amazon.Com Ak3w18853	6.99	
11/13/2023	11/11/2023	XXXX-XXXX-XXXX-6043	Amazon.Com Tc83t12k0	36.88	
11/16/2023	11/15/2023	XXXX-XXXX-XXXX-6043	Amzn Mktp US Aa82k0fd3	14.98	
11/17/2023	11/15/2023	XXXX-XXXX-XXXX-6043	Odp Bus Sol Llc # 1068	17.99	
Debit Total USD				1,148.60	
Credit Total USD				-158.00	
Total USD				990.60	

Posting Date	Tran Date	Account	Supplier	Amount	
11/17/2023	11/15/2023	XXXX-XXXX-XXXX-6043	Odp Bus Sol Llc # 1010	41.64	?
11/17/2023	11/16/2023	XXXX-XXXX-XXXX-6043	Lakeshore Learning Mat	34.02	?
11/17/2023	11/16/2023	XXXX-XXXX-XXXX-6043	Minnetesol	235.00	?
11/21/2023	11/20/2023	XXXX-XXXX-XXXX-6043	Amazon.Com	-69.00	?
Debit Total USD				1,148.60	
Credit Total USD				-158.00	
Total USD				990.60	

Pickford Janet

Posting Date	Tran Date	Account	Supplier	Amount	
11/01/2023	10/30/2023	XXXX-XXXX-XXXX-5484	Northern Star Base Cam	860.00	?
11/03/2023	11/01/2023	XXXX-XXXX-XXXX-5484	Odp Bus Sol Llc # 1010	71.80	?
11/09/2023	11/08/2023	XXXX-XXXX-XXXX-5484	Amzn Mktp US Pj5qd3503	27.84	?
11/09/2023	11/08/2023	XXXX-XXXX-XXXX-5484	Amzn Mktp US 4611s27e3	28.72	?
11/09/2023	11/09/2023	XXXX-XXXX-XXXX-5484	Amzn Mktp US Xm8lx7pe3	27.08	?
11/13/2023	11/09/2023	XXXX-XXXX-XXXX-5484	Odp Bus Sol Llc # 1010	105.45	?
11/13/2023	11/11/2023	XXXX-XXXX-XXXX-5484	Amzn Mktp US Qe5mg8th3	53.50	?
11/15/2023	11/14/2023	XXXX-XXXX-XXXX-5484	Quizlet.Com	102.57	?
11/17/2023	11/14/2023	XXXX-XXXX-XXXX-5484	Odp Bus Sol Llc # 1029	66.98	?
11/20/2023	11/17/2023	XXXX-XXXX-XXXX-5484	Odp Bus Sol Llc # 1010	128.18	?
11/22/2023	11/22/2023	XXXX-XXXX-XXXX-5484	Minnesota Elementary S	240.00	?
11/30/2023	11/28/2023	XXXX-XXXX-XXXX-5484	Odp Bus Sol Llc # 1010	145.70	?
Debit Total USD				1,857.82	
Credit Total USD				0.00	
Total USD				1,857.82	

Halseth Jeff

Posting Date	Tran Date	Account	Supplier	Amount	
11/03/2023	11/02/2023	XXXX-XXXX-XXXX-5172	Building Controls & So	219.69	?
11/15/2023	11/14/2023	XXXX-XXXX-XXXX-5172	Building Controls & So	567.60	?
11/21/2023	11/20/2023	XXXX-XXXX-XXXX-5172	Zarnoth Brush Works In	558.00	?
Debit Total USD				1,345.29	
Credit Total USD				0.00	
Total USD				1,345.29	

Bongaarts Joanne

Posting Date	Tran Date	Account	Supplier	Amount	
11/01/2023	11/01/2023	XXXX-XXXX-XXXX-2259	Amazon.Com Jq8621ov3	36.00	?
Debit Total USD				538.15	
Credit Total USD				0.00	
Total USD				538.15	

Posting Date	Tran Date	Account	Supplier	Amount	
11/06/2023	11/05/2023	XXXX-XXXX-XXXX-2259	Amazon.Com Lk3zg80j3	59.99	?
11/07/2023	11/06/2023	XXXX-XXXX-XXXX-2259	Follett School Solutio	86.78	?
11/08/2023	11/07/2023	XXXX-XXXX-XXXX-2259	Follett School Solutio	73.15	?
11/13/2023	11/10/2023	XXXX-XXXX-XXXX-2259	Amazon.Com Md55y8gn3	13.89	?
11/13/2023	11/11/2023	XXXX-XXXX-XXXX-2259	Amazon.Com l08e22o53	18.53	?
11/13/2023	11/11/2023	XXXX-XXXX-XXXX-2259	Amazon.Com 5c8q799f3	126.49	?
11/16/2023	11/14/2023	XXXX-XXXX-XXXX-2259	Demco Inc	79.92	?
11/21/2023	11/20/2023	XXXX-XXXX-XXXX-2259	Novel Effect, Inc.	43.40	?
Debit Total USD				538.15	
Credit Total USD				0.00	
Total USD				538.15	

Hatzenbeller Jodi

Posting Date	Tran Date	Account	Supplier	Amount	
11/01/2023	10/30/2023	XXXX-XXXX-XXXX-9282	Menards Golden Valley	25.40	?
11/02/2023	11/01/2023	XXXX-XXXX-XXXX-9282	Walmart.Com 8009666546	134.64	?
11/03/2023	11/01/2023	XXXX-XXXX-XXXX-9282	Menards Golden Valley	44.85	?
11/22/2023	11/20/2023	XXXX-XXXX-XXXX-9282	Dramatic Publishing Ec	485.12	?
Debit Total USD				690.01	
Credit Total USD				0.00	
Total USD				690.01	

MCBRIDE-BIBBY JULIA

Posting Date	Tran Date	Account	Supplier	Amount	
11/01/2023	10/31/2023	XXXX-XXXX-XXXX-8128	Center For The Collabo	1,200.00	?
11/01/2023	11/01/2023	XXXX-XXXX-XXXX-8128	Amazon.Com Hn6hx3fx3	267.96	?
11/02/2023	11/01/2023	XXXX-XXXX-XXXX-8128	Book Creat Book Creat	2,520.00	?
11/03/2023	11/01/2023	XXXX-XXXX-XXXX-8128	The Math Learning Cent	82.00	?
11/03/2023	11/02/2023	XXXX-XXXX-XXXX-8128	Chipotle 0226	9.50	?
11/10/2023	11/05/2023	XXXX-XXXX-XXXX-8128	Courtyard By Marriott	846.77	?
11/10/2023	11/05/2023	XXXX-XXXX-XXXX-8128	Courtyard By Marriott	846.77	?
11/10/2023	11/06/2023	XXXX-XXXX-XXXX-8128	Courtyard By Marriott	846.77	?
11/15/2023	11/14/2023	XXXX-XXXX-XXXX-8128	Cub Foods Knollwood	21.98	?
11/15/2023	11/15/2023	XXXX-XXXX-XXXX-8128	Papa Johns #1216	62.66	?
11/20/2023	11/17/2023	XXXX-XXXX-XXXX-8128	Springhill Mn West	330.12	?
11/30/2023	11/29/2023	XXXX-XXXX-XXXX-8128	Caribou Coffee Co #123	42.95	?
Debit Total USD				7,077.48	
Credit Total USD				0.00	
Total USD				7,077.48	

Mueller Kara

Posting Date	Tran Date	Account	Supplier	Amount	
11/06/2023	11/05/2023	XXXX-XXXX-XXXX-6488	Amazon.Com 8c36v6jg3	42.68	?
11/07/2023	11/06/2023	XXXX-XXXX-XXXX-6488	Blue & White Taxi	37.92	?
11/08/2023	11/07/2023	XXXX-XXXX-XXXX-6488	Blue & White Taxi	37.92	?
11/09/2023	11/08/2023	XXXX-XXXX-XXXX-6488	Blue & White Taxi	37.92	?
11/10/2023	11/09/2023	XXXX-XXXX-XXXX-6488	Blue & White Taxi	37.92	?
11/13/2023	11/11/2023	XXXX-XXXX-XXXX-6488	Panera Bread #601307 O	424.32	?
11/13/2023	11/12/2023	XXXX-XXXX-XXXX-6488	Panera Bread #601307 O	-20.00	?
11/13/2023	11/12/2023	XXXX-XXXX-XXXX-6488	Amzn Mktp US 7f0hc6ds3	841.86	?
11/14/2023	11/13/2023	XXXX-XXXX-XXXX-6488	Blue & White Taxi	37.92	?
11/14/2023	11/13/2023	XXXX-XXXX-XXXX-6488	Careersafe Online	65.00	?
11/15/2023	11/14/2023	XXXX-XXXX-XXXX-6488	Eventbrite.Com Org Fee	9.99	?
11/15/2023	11/14/2023	XXXX-XXXX-XXXX-6488	Blue & White Taxi	31.60	?
11/15/2023	11/14/2023	XXXX-XXXX-XXXX-6488	Amzn Mktp US 4q78v9du3	161.37	?
11/16/2023	11/15/2023	XXXX-XXXX-XXXX-6488	Blue & White Taxi	31.60	?
11/17/2023	11/16/2023	XXXX-XXXX-XXXX-6488	Blue & White Taxi	31.60	?
11/21/2023	11/20/2023	XXXX-XXXX-XXXX-6488	Amzn Mktp US Wj7am2j33	42.12	?
11/28/2023	11/27/2023	XXXX-XXXX-XXXX-6488	Blue & White Taxi	29.60	?
11/28/2023	11/27/2023	XXXX-XXXX-XXXX-6488	Blue & White Taxi	-31.60	?
11/29/2023	11/28/2023	XXXX-XXXX-XXXX-6488	Blue & White Taxi	29.60	?
11/29/2023	11/29/2023	XXXX-XXXX-XXXX-6488	Adobe Acrobat Std	169.17	?
Debit Total USD				2,100.11	
Credit Total USD				-51.60	
Total USD				2,048.51	

O'Brion Kelleen

Posting Date	Tran Date	Account	Supplier	Amount	
11/02/2023	11/01/2023	XXXX-XXXX-XXXX-4137	Target 00021899	46.29	?
11/06/2023	11/03/2023	XXXX-XXXX-XXXX-4137	Target 00000059	37.52	?
11/06/2023	11/04/2023	XXXX-XXXX-XXXX-4137	Target 00023135	9.58	?
11/14/2023	11/13/2023	XXXX-XXXX-XXXX-4137	Target 00021899	76.61	?
11/15/2023	11/14/2023	XXXX-XXXX-XXXX-4137	American Red Cross	48.00	?
11/15/2023	11/14/2023	XXXX-XXXX-XXXX-4137	American Red Cross	324.00	?
11/28/2023	11/27/2023	XXXX-XXXX-XXXX-4137	Target 00021899	105.87	?
Debit Total USD				647.87	
Credit Total USD				0.00	
Total USD				647.87	

Mackenzie Kelson

Posting Date	Tran Date	Account	Supplier	Amount	
11/01/2023	10/31/2023	XXXX-XXXX-XXXX-2572	Amzn Mktp US Wy0a442v3	15.33	?
11/03/2023	11/01/2023	XXXX-XXXX-XXXX-2572	Continental Clay Compa	98.84	?

Posting Date	Tran Date	Account	Supplier	Amount	
11/03/2023	11/02/2023	XXXX-XXXX-XXXX-2572	Amzn Mktp US 6v9ug0it3	29.95	?
11/03/2023	11/02/2023	XXXX-XXXX-XXXX-2572	Amzn Mktp US Gw41t5id3	36.74	?
11/03/2023	11/02/2023	XXXX-XXXX-XXXX-2572	Amzn Mktp US 6s9907dj3	61.66	?
11/03/2023	11/03/2023	XXXX-XXXX-XXXX-2572	First Book	149.76	?
11/06/2023	11/04/2023	XXXX-XXXX-XXXX-2572	Gopher Family Brands	593.38	?
11/06/2023	11/05/2023	XXXX-XXXX-XXXX-2572	Amzn Mktp US Cv9rr4je3	9.98	?
11/06/2023	11/05/2023	XXXX-XXXX-XXXX-2572	Amzn Mktp US Jf90o4tc3	125.67	?
11/06/2023	11/06/2023	XXXX-XXXX-XXXX-2572	Amzn Mktp US 6y7f08ro3	272.35	?
11/07/2023	11/06/2023	XXXX-XXXX-XXXX-2572	Amzn Mktp US Sn61v1jj3	36.18	?
11/08/2023	11/07/2023	XXXX-XXXX-XXXX-2572	Amzn Mktp US 5m1ch0rv3	28.97	?
11/08/2023	11/07/2023	XXXX-XXXX-XXXX-2572	Sq Sno Sites	200.00	?
11/08/2023	11/07/2023	XXXX-XXXX-XXXX-2572	Amzn Mktp US Zx3w83ua3	312.78	?
11/09/2023	11/08/2023	XXXX-XXXX-XXXX-2572	Amzn Mktp US Om9bw2l13	65.00	?
11/09/2023	11/08/2023	XXXX-XXXX-XXXX-2572	Amazon.Com Ah7ln9bo3	276.90	?
11/13/2023	11/09/2023	XXXX-XXXX-XXXX-2572	Office Depot #1090	949.02	?
11/13/2023	11/12/2023	XXXX-XXXX-XXXX-2572	Amzn Mktp US Kp9h09pf3	594.83	?
11/15/2023	11/14/2023	XXXX-XXXX-XXXX-2572	Jimmy Johns - 258 - Mo	133.10	?
11/17/2023	11/16/2023	XXXX-XXXX-XXXX-2572	Www.Amazon Andy Carls	242.00	?
11/17/2023	11/16/2023	XXXX-XXXX-XXXX-2572	Flipped Math	500.00	?
11/17/2023	11/16/2023	XXXX-XXXX-XXXX-2572	Amazon.Com 7d83h0cn3	857.20	?
11/17/2023	11/17/2023	XXXX-XXXX-XXXX-2572	Amzn Mktp US Fk3kh8af3	45.14	?
11/20/2023	11/18/2023	XXXX-XXXX-XXXX-2572	Flinn Scientific Inc	402.90	?
11/22/2023	11/21/2023	XXXX-XXXX-XXXX-2572	Pasco Scientific	178.00	?
11/29/2023	11/29/2023	XXXX-XXXX-XXXX-2572	Amzn Mktp US Zo95n76g3	69.99	?
11/30/2023	11/29/2023	XXXX-XXXX-XXXX-2572	Flat.Education Music	110.00	?
Debit Total USD				6,395.67	
Credit Total USD				0.00	
Total USD				6,395.67	

Benshoof Larry

Posting Date	Tran Date	Account	Supplier	Amount	
11/08/2023	11/07/2023	XXXX-XXXX-XXXX-8777	Amzn Mktp US J86o231m3	71.16	?
11/08/2023	11/07/2023	XXXX-XXXX-XXXX-8777	Amazon.Com We5qz3kd3	123.90	?
11/20/2023	11/17/2023	XXXX-XXXX-XXXX-8777	Amzn Mktp US Zk99o2d93	459.60	?
11/27/2023	11/24/2023	XXXX-XXXX-XXXX-8777	Amazon.Com H57mi3333	389.97	?
Debit Total USD				1,044.63	
Credit Total USD				0.00	
Total USD				1,044.63	

Guenther Linda

Posting Date	Tran Date	Account	Supplier	Amount
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Posting Date	Tran Date	Account	Supplier	Amount	
11/01/2023	10/31/2023	XXXX-XXXX-XXXX-6061	Minnesota Association	125.00	
11/01/2023	10/31/2023	XXXX-XXXX-XXXX-6061	Sq Fall Harvest Orcha	170.00	
11/01/2023	10/31/2023	XXXX-XXXX-XXXX-6061	Eb Embracing Student-	585.00	
Debit Total USD				880.00	
Credit Total USD				0.00	
Total USD				880.00	

Ganyo Margaret

Posting Date	Tran Date	Account	Supplier	Amount	
11/01/2023	10/31/2023	XXXX-XXXX-XXXX-8240	Amzn Mktp Us	-16.26	
11/02/2023	11/01/2023	XXXX-XXXX-XXXX-8240	Amzn Mktp US Zz9bt3mm3	24.24	
11/06/2023	11/04/2023	XXXX-XXXX-XXXX-8240	Amzn Mktp US Og61r0233	34.95	
11/06/2023	11/05/2023	XXXX-XXXX-XXXX-8240	Amzn Mktp US 2h9o45u03	42.86	
11/14/2023	11/13/2023	XXXX-XXXX-XXXX-8240	Kahoot! Asa	118.47	
11/14/2023	11/14/2023	XXXX-XXXX-XXXX-8240	Amazon.Com 2b3g45eh3	12.72	
11/15/2023	11/14/2023	XXXX-XXXX-XXXX-8240	Dominos 1924	33.80	
11/16/2023	11/15/2023	XXXX-XXXX-XXXX-8240	Textedly	48.00	
11/16/2023	11/16/2023	XXXX-XXXX-XXXX-8240	Amzn Mktp US Kb0ro76h3	39.98	
11/17/2023	11/16/2023	XXXX-XXXX-XXXX-8240	Amzn Mktp US 1r16f3qd3	5.99	
11/20/2023	11/20/2023	XXXX-XXXX-XXXX-8240	Amzn Mktp US 1f2o99cw3	68.82	
11/29/2023	11/28/2023	XXXX-XXXX-XXXX-8240	Subway 35849	44.40	
Debit Total USD				474.23	
Credit Total USD				-16.26	
Total USD				457.97	

Chambers Michaela

Posting Date	Tran Date	Account	Supplier	Amount	
11/06/2023	11/03/2023	XXXX-XXXX-XXXX-9019	Gen-Z Media	45.00	
11/13/2023	11/09/2023	XXXX-XXXX-XXXX-9019	Odp Bus Sol Llc # 1010	231.26	
11/13/2023	11/10/2023	XXXX-XXXX-XXXX-9019	Amzn Mktp US 5486r3jm3	69.99	
11/13/2023	11/11/2023	XXXX-XXXX-XXXX-9019	Amzn Mktp US Mm2pp8l33	54.95	
11/13/2023	11/11/2023	XXXX-XXXX-XXXX-9019	Amzn Mktp US Tk6my7tb3	340.23	
11/15/2023	11/14/2023	XXXX-XXXX-XXXX-9019	Teacherspayteachers.Co	21.69	
11/17/2023	11/16/2023	XXXX-XXXX-XXXX-9019	Amzn Mktp US C99j82qe3	24.75	
11/27/2023	11/25/2023	XXXX-XXXX-XXXX-9019	Amazon.Com Hf7e04yp3	140.78	
11/28/2023	11/28/2023	XXXX-XXXX-XXXX-9019	Amzn Mktp US Bn15n0c03	228.47	
11/29/2023	11/28/2023	XXXX-XXXX-XXXX-9019	Amzn Mktp US Xa4u13e43	24.60	
11/30/2023	11/28/2023	XXXX-XXXX-XXXX-9019	Odp Bus Sol Llc # 1010	212.26	
Debit Total USD				1,393.98	
Credit Total USD				0.00	
Total USD				1,393.98	

Johnson Pamela

Posting Date	Tran Date	Account	Supplier	Amount	
11/01/2023	10/30/2023	XXXX-XXXX-XXXX-7336	Wsca	-176.25	
11/01/2023	10/31/2023	XXXX-XXXX-XXXX-7336	Amzn Mktp US Tf23p0r43	40.08	
11/06/2023	11/03/2023	XXXX-XXXX-XXXX-7336	Odp Bus Sol Llc # 1010	55.80	
11/06/2023	11/05/2023	XXXX-XXXX-XXXX-7336	Amzn Mktp US J06w70qt3	20.89	
11/06/2023	11/05/2023	XXXX-XXXX-XXXX-7336	Amzn Mktp US Tg8m21q52	95.92	
11/06/2023	11/05/2023	XXXX-XXXX-XXXX-7336	Amzn Mktp US Yz8vx49t3	114.29	
11/06/2023	11/05/2023	XXXX-XXXX-XXXX-7336	Amzn Mktp US Gk5ll8p43	123.01	
11/08/2023	11/07/2023	XXXX-XXXX-XXXX-7336	Minnetesol	705.00	
11/10/2023	11/09/2023	XXXX-XXXX-XXXX-7336	Amzn Mktp US Cv6mx4ch3	25.68	
11/13/2023	11/10/2023	XXXX-XXXX-XXXX-7336	Odp Bus Sol Llc # 1010	129.66	
11/13/2023	11/10/2023	XXXX-XXXX-XXXX-7336	Ukrainian Treasures	1,421.00	
11/20/2023	11/16/2023	XXXX-XXXX-XXXX-7336	Odp Bus Sol Llc # 1010	37.60	
11/20/2023	11/17/2023	XXXX-XXXX-XXXX-7336	Amzn Mktp US 8i81x7323	39.35	
11/20/2023	11/18/2023	XXXX-XXXX-XXXX-7336	Hyatt Regency Boston	922.29	
11/21/2023	11/20/2023	XXXX-XXXX-XXXX-7336	Amzn Mktp US Jh3ii1ik3	103.97	
11/23/2023	11/21/2023	XXXX-XXXX-XXXX-7336	The Home Depot #2806	1,440.98	
11/29/2023	11/28/2023	XXXX-XXXX-XXXX-7336	The Math Learning Cent	28.00	
11/30/2023	11/28/2023	XXXX-XXXX-XXXX-7336	Odp Bus Sol Llc # 1010	50.42	
11/30/2023	11/29/2023	XXXX-XXXX-XXXX-7336	Sq Minnesota Music Ed	300.00	
Debit Total USD				5,653.94	
Credit Total USD				-176.25	
Total USD				5,477.69	

Howard Patrice

Posting Date	Tran Date	Account	Supplier	Amount	
11/01/2023	10/31/2023	XXXX-XXXX-XXXX-3027	Facebk N9c3ws7w62	1.19	
11/02/2023	11/02/2023	XXXX-XXXX-XXXX-3027	Amzn Mktp US Lt7a01yo3	139.98	
11/03/2023	11/02/2023	XXXX-XXXX-XXXX-3027	Amzn Mktp US 0o2qx5oh3	149.94	
11/03/2023	11/02/2023	XXXX-XXXX-XXXX-3027	Amzn Mktp US Uc2yx9003	234.52	
11/03/2023	11/02/2023	XXXX-XXXX-XXXX-3027	Amazon.Com Ed1lu02a3	339.80	
11/06/2023	11/04/2023	XXXX-XXXX-XXXX-3027	Lunds&byerlys Gldn V	10.99	
11/06/2023	11/04/2023	XXXX-XXXX-XXXX-3027	Target 00021899	14.98	
11/06/2023	11/04/2023	XXXX-XXXX-XXXX-3027	Amzn Mktp US Fo0hg5983	49.95	
11/06/2023	11/04/2023	XXXX-XXXX-XXXX-3027	Amzn Mktp US Gi7oa5d63	120.87	
11/06/2023	11/05/2023	XXXX-XXXX-XXXX-3027	Amzn Mktp US Pg1922553	15.56	
11/09/2023	11/08/2023	XXXX-XXXX-XXXX-3027	Target 00002600	116.23	
11/10/2023	11/09/2023	XXXX-XXXX-XXXX-3027	Target 00002600	10.00	
Debit Total USD				5,067.24	
Credit Total USD				0.00	
Total USD				5,067.24	

Posting Date	Tran Date	Account	Supplier	Amount	
11/15/2023	11/15/2023	XXXX-XXXX-XXXX-3027	Www.Volgistics.Com	38.00	?
11/16/2023	11/15/2023	XXXX-XXXX-XXXX-3027	Adobe Inc.	32.55	?
11/16/2023	11/15/2023	XXXX-XXXX-XXXX-3027	Target 00021899	69.95	?
11/17/2023	11/16/2023	XXXX-XXXX-XXXX-3027	Acme Tools Plymouth	57.98	?
11/17/2023	11/16/2023	XXXX-XXXX-XXXX-3027	Acme Tools Plymouth	147.92	?
11/20/2023	11/17/2023	XXXX-XXXX-XXXX-3027	Fsp Usa Inflatables	775.47	?
11/20/2023	11/20/2023	XXXX-XXXX-XXXX-3027	Squarespace Inc.	18.00	?
11/20/2023	11/20/2023	XXXX-XXXX-XXXX-3027	Amzn Mktp US Aq4us3s23	356.88	?
11/22/2023	11/20/2023	XXXX-XXXX-XXXX-3027	A Wok In The Park	230.00	?
11/23/2023	11/22/2023	XXXX-XXXX-XXXX-3027	Primaclassicalcoaching	26.10	?
11/23/2023	11/22/2023	XXXX-XXXX-XXXX-3027	Minnesota Timberwolves	1,650.00	?
11/24/2023	11/23/2023	XXXX-XXXX-XXXX-3027	Canteen Crs Cafe Qps	290.39	?
11/27/2023	11/26/2023	XXXX-XXXX-XXXX-3027	Linkedin Recruiter 894	169.99	?
Debit Total USD				5,067.24	
Credit Total USD				0.00	
Total USD				5,067.24	

Hicks Rachel

Posting Date	Tran Date	Account	Supplier	Amount	
11/01/2023	10/31/2023	XXXX-XXXX-XXXX-0827	Minute Man Press Uptow	420.65	?
11/01/2023	11/01/2023	XXXX-XXXX-XXXX-0827	Facebk Crj9wsp4a2	15.00	?
11/03/2023	11/01/2023	XXXX-XXXX-XXXX-0827	Paypal Minnspra	125.00	?
11/03/2023	11/01/2023	XXXX-XXXX-XXXX-0827	Paypal Minnspra	125.00	?
11/03/2023	11/01/2023	XXXX-XXXX-XXXX-0827	Paypal Minnspra	200.00	?
11/08/2023	11/07/2023	XXXX-XXXX-XXXX-0827	Paypal Minnspra	120.00	?
11/14/2023	11/13/2023	XXXX-XXXX-XXXX-0827	Facebk Gw8nqt34a2	5.99	?
11/15/2023	11/14/2023	XXXX-XXXX-XXXX-0827	Adobe Inc.	29.99	?
11/21/2023	11/20/2023	XXXX-XXXX-XXXX-0827	Chatgpt Subscription	20.00	?
11/28/2023	11/27/2023	XXXX-XXXX-XXXX-0827	Minuteman Minneapolis	826.04	?
Debit Total USD				1,887.67	
Credit Total USD				0.00	
Total USD				1,887.67	

Nelson Robin

Posting Date	Tran Date	Account	Supplier	Amount	
11/10/2023	11/09/2023	XXXX-XXXX-XXXX-4435	Follett School Solutio	454.86	?
Debit Total USD				454.86	
Credit Total USD				0.00	
Total USD				454.86	

Vandewalker Sara

Posting Date	Tran Date	Account	Supplier	Amount	
11/09/2023	11/08/2023	XXXX-XXXX-XXXX-0729	Follett School Solutio	1,760.78	?
11/17/2023	11/16/2023	XXXX-XXXX-XXXX-0729	Follett School Solutio	604.69	?
11/22/2023	11/21/2023	XXXX-XXXX-XXXX-0729	Amazon Prime Jv7p04423	139.00	?
Debit Total USD				2,504.47	
Credit Total USD				0.00	
Total USD				2,504.47	

LAFAYETTE SILVY

Posting Date	Tran Date	Account	Supplier	Amount	
11/13/2023	11/10/2023	XXXX-XXXX-XXXX-9172	Amazon Prime Qn1gg97v3	14.99	?
Debit Total USD				14.99	
Credit Total USD				0.00	
Total USD				14.99	

City Water Slp

Posting Date	Tran Date	Account	Supplier	Amount	
11/30/2023	11/30/2023	XXXX-XXXX-XXXX-6313	Slputilities	2,609.70	?
11/30/2023	11/30/2023	XXXX-XXXX-XXXX-6313	Slputilities	2,671.55	?
11/30/2023	11/30/2023	XXXX-XXXX-XXXX-6313	Slputilities	3,117.33	?
11/30/2023	11/30/2023	XXXX-XXXX-XXXX-6313	Slputilities	3,162.10	?
11/30/2023	11/30/2023	XXXX-XXXX-XXXX-6313	Slputilities	5,000.00	?
11/30/2023	11/30/2023	XXXX-XXXX-XXXX-6313	Slputilities	5,000.00	?
11/30/2023	11/30/2023	XXXX-XXXX-XXXX-6313	Slputilities	5,000.00	?
Debit Total USD				26,560.68	
Credit Total USD				0.00	
Total USD				26,560.68	

Office Depot Slp

Posting Date	Tran Date	Account	Supplier	Amount	
11/16/2023	11/14/2023	XXXX-XXXX-XXXX-8115	Odp Bus Sol Llc # 1010	143.26	?
Debit Total USD				143.26	
Credit Total USD				0.00	
Total USD				143.26	

Verizon Slp

Posting Date	Tran Date	Account	Supplier	Amount	
11/23/2023	11/23/2023	XXXX-XXXX-XXXX-4216	Vzwrlls Apocc Visb	3,915.78	?
Debit Total USD				3,915.78	
Credit Total USD				0.00	
Total USD				3,915.78	

Posting Date	Tran Date	Account	Supplier	Amount	
11/06/2023	11/03/2023	XXXX-XXXX-XXXX-1123	U Oregon Online Paymnt	49.99	
11/06/2023	11/03/2023	XXXX-XXXX-XXXX-1123	Super Duper Publicatio	102.00	
11/06/2023	11/03/2023	XXXX-XXXX-XXXX-1123	Especial Needs	4,785.46	
11/07/2023	11/06/2023	XXXX-XXXX-XXXX-1123	Amzn Mktp US Cn1008kh3	116.66	
11/08/2023	11/07/2023	XXXX-XXXX-XXXX-1123	Tools To Grow Inc	315.00	
11/08/2023	11/08/2023	XXXX-XXXX-XXXX-1123	Www.Amazon 114-138644	16.78	
11/09/2023	11/09/2023	XXXX-XXXX-XXXX-1123	Awl Pearson Education	178.08	
11/10/2023	11/09/2023	XXXX-XXXX-XXXX-1123	Amzn Mktp US 1s9uk96r3	270.00	
11/15/2023	11/14/2023	XXXX-XXXX-XXXX-1123	Minnesota Association	30.00	
11/15/2023	11/15/2023	XXXX-XXXX-XXXX-1123	Amzn Mktp US 0g3n77qt3	128.99	
11/16/2023	11/15/2023	XXXX-XXXX-XXXX-1123	Amzn Mktp US Yb3dv1ee3	18.99	
11/16/2023	11/15/2023	XXXX-XXXX-XXXX-1123	Amzn Mktp US 8m9je3hp3	44.99	
11/16/2023	11/16/2023	XXXX-XXXX-XXXX-1123	Panera Bread #601307 O	191.42	
11/16/2023	11/16/2023	XXXX-XXXX-XXXX-1123	Amzn Mktp US V13t01jp3	229.09	
11/17/2023	11/15/2023	XXXX-XXXX-XXXX-1123	Odp Bus Sol Llc # 1010	58.99	
11/17/2023	11/16/2023	XXXX-XXXX-XXXX-1123	Amzn Mktp US Bz2id7jk3	182.90	
11/20/2023	11/15/2023	XXXX-XXXX-XXXX-1123	Odp Bus Sol Llc # 1010	15.99	
11/20/2023	11/17/2023	XXXX-XXXX-XXXX-1123	Amzn Mktp US le2tf7w23	29.99	
11/20/2023	11/17/2023	XXXX-XXXX-XXXX-1123	Sp Mhs: Multi Health	135.00	
11/20/2023	11/17/2023	XXXX-XXXX-XXXX-1123	Sp Mhs: Multi Health	135.00	
11/20/2023	11/17/2023	XXXX-XXXX-XXXX-1123	Sp Mhs: Multi Health	135.00	
11/20/2023	11/17/2023	XXXX-XXXX-XXXX-1123	Sp Mhs: Multi Health	135.00	
11/20/2023	11/18/2023	XXXX-XXXX-XXXX-1123	Gopher Family Brands	364.00	
11/20/2023	11/18/2023	XXXX-XXXX-XXXX-1123	Gopher Family Brands	364.00	
11/20/2023	11/19/2023	XXXX-XXXX-XXXX-1123	Amzn Mktp US Ui2ij08j3	149.90	
11/21/2023	11/20/2023	XXXX-XXXX-XXXX-1123	Pesi	249.99	
11/21/2023	11/20/2023	XXXX-XXXX-XXXX-1123	Riverside Insights	900.00	
11/22/2023	11/21/2023	XXXX-XXXX-XXXX-1123	Division F Division F	200.00	
11/22/2023	11/21/2023	XXXX-XXXX-XXXX-1123	Division F Division F	320.00	
11/22/2023	11/21/2023	XXXX-XXXX-XXXX-1123	Par, Inc.	882.00	
11/22/2023	11/22/2023	XXXX-XXXX-XXXX-1123	Awl Pearson Education	286.20	
11/27/2023	11/24/2023	XXXX-XXXX-XXXX-1123	Amzn Mktp US Sj1ra7ck3	128.99	
11/27/2023	11/24/2023	XXXX-XXXX-XXXX-1123	Amzn Mktp US Co7qc1833	162.00	
11/28/2023	11/27/2023	XXXX-XXXX-XXXX-1123	Riverside Insights	568.70	
11/29/2023	11/28/2023	XXXX-XXXX-XXXX-1123	Division F Division F	200.00	
11/30/2023	11/30/2023	XXXX-XXXX-XXXX-1123	Panera Bread #601307 O	149.45	
Debit Total USD				12,230.55	
Credit Total USD				0.00	
39 Total USD				12,230.55	

Englund Tammy

Posting Date	Tran Date	Account	Supplier	Amount	
11/02/2023	11/01/2023	XXXX-XXXX-XXXX-3781	Carolina Biologic Supp	18.98	?
11/02/2023	11/01/2023	XXXX-XXXX-XXXX-3781	Carolina Biologic Supp	120.60	?
11/09/2023	11/08/2023	XXXX-XXXX-XXXX-3781	Sams Club #6311	37.82	?
11/10/2023	11/08/2023	XXXX-XXXX-XXXX-3781	Sams Club #6311	-2.92	?
11/13/2023	11/10/2023	XXXX-XXXX-XXXX-3781	Carolina Biologic Supp	752.84	?
11/22/2023	11/21/2023	XXXX-XXXX-XXXX-3781	Carolina Biologic Supp	133.20	?
Debit Total USD				1,063.44	
Credit Total USD				-2.92	
Total USD				1,060.52	

Borgen Tanya

Posting Date	Tran Date	Account	Supplier	Amount	
11/10/2023	11/09/2023	XXXX-XXXX-XXXX-4395	Amzn Mktp US 5r3yu6e13	1,923.21	?
11/20/2023	11/18/2023	XXXX-XXXX-XXXX-4395	Amzn Mktp US Sf2h78ri3	393.39	?
11/23/2023	11/22/2023	XXXX-XXXX-XXXX-4395	Amzn Mktp US 1204i0753	196.79	?
Debit Total USD				2,513.39	
Credit Total USD				0.00	
Total USD				2,513.39	

Odermatt Thomas

Posting Date	Tran Date	Account	Supplier	Amount	
11/02/2023	11/01/2023	XXXX-XXXX-XXXX-4730	Www.lorad.Com	120.00	?
11/06/2023	11/03/2023	XXXX-XXXX-XXXX-4730	Amzn Mktp US 2g7l65kq3	9.49	?
11/06/2023	11/04/2023	XXXX-XXXX-XXXX-4730	Adobe Inc.	21.69	?
11/06/2023	11/04/2023	XXXX-XXXX-XXXX-4730	Apple.Com/Bill	43.40	?
11/06/2023	11/04/2023	XXXX-XXXX-XXXX-4730	Amazon.Com 6g8m65853	49.99	?
11/06/2023	11/04/2023	XXXX-XXXX-XXXX-4730	Amzn Mktp US Rj04z4he3	77.49	?
11/06/2023	11/05/2023	XXXX-XXXX-XXXX-4730	Amzn Mktp US Rf9m88u73	11.99	?
11/06/2023	11/05/2023	XXXX-XXXX-XXXX-4730	Amazon.Com 4h1s55yq3	128.25	?
11/06/2023	11/06/2023	XXXX-XXXX-XXXX-4730	Amzn Mktp US Bz9gq1eu3	153.00	?
11/08/2023	11/07/2023	XXXX-XXXX-XXXX-4730	Amzn Mktp US 4h8jk3hd3	17.66	?
11/09/2023	11/08/2023	XXXX-XXXX-XXXX-4730	Amzn Mktp US 7y31v1sr3	132.79	?
11/09/2023	11/08/2023	XXXX-XXXX-XXXX-4730	Amzn Mktp US Av0fo3c43	133.98	?
11/09/2023	11/08/2023	XXXX-XXXX-XXXX-4730	Amzn Mktp US Rt7u76f03	179.96	?
11/13/2023	11/12/2023	XXXX-XXXX-XXXX-4730	Amazon.Com Wn9rq9vg3	17.99	?
11/13/2023	11/12/2023	XXXX-XXXX-XXXX-4730	Amzn Mktp US Ug0ua4dy3	39.97	?
Debit Total USD				2,333.92	
Credit Total USD				0.00	
40 Total USD				2,333.92	

Posting Date	Tran Date	Account	Supplier	Amount	
11/14/2023	11/13/2023	XXXX-XXXX-XXXX-4730	Blockade Labs	120.00	
11/17/2023	11/16/2023	XXXX-XXXX-XXXX-4730	Amazon.Com Md4lh4563	18.99	
11/17/2023	11/16/2023	XXXX-XXXX-XXXX-4730	Amzn Mktp US Nc4na8c93	19.98	
11/17/2023	11/16/2023	XXXX-XXXX-XXXX-4730	Amzn Mktp US By2uq6lv3	59.23	
11/21/2023	11/20/2023	XXXX-XXXX-XXXX-4730	Bright White Paper Co	867.20	
11/28/2023	11/27/2023	XXXX-XXXX-XXXX-4730	Adobe Creative Cloud	21.69	
11/29/2023	11/28/2023	XXXX-XXXX-XXXX-4730	Amazon.Com Ff7td6fr3	15.09	
11/29/2023	11/28/2023	XXXX-XXXX-XXXX-4730	Adobe Crtv Cld Trial	17.35	
11/29/2023	11/28/2023	XXXX-XXXX-XXXX-4730	Amazon.Com F11hx2tu3	20.80	
11/30/2023	11/29/2023	XXXX-XXXX-XXXX-4730	Amazon.Com K129d59o3	8.57	
11/30/2023	11/29/2023	XXXX-XXXX-XXXX-4730	Amazon.Com LI2az4dv3	27.37	
Debit Total USD				2,333.92	
Credit Total USD				0.00	
Total USD				2,333.92	

Donahue Timothy

Posting Date	Tran Date	Account	Supplier	Amount	
11/03/2023	11/02/2023	XXXX-XXXX-XXXX-9266	Horizon Commercial Poo	558.00	
11/06/2023	11/03/2023	XXXX-XXXX-XXXX-9266	Hillyard Inc Minneapol	137.96	
11/15/2023	11/14/2023	XXXX-XXXX-XXXX-9266	Metro Water Conditioni	615.07	
11/17/2023	11/15/2023	XXXX-XXXX-XXXX-9266	Www.Dalcoonline.Com	461.49	
11/17/2023	11/16/2023	XXXX-XXXX-XXXX-9266	Hillyard Inc Minneapol	849.21	
11/29/2023	11/28/2023	XXXX-XXXX-XXXX-9266	Horizon Commercial Poo	97.45	
Debit Total USD				2,719.18	
Credit Total USD				0.00	
Total USD				2,719.18	

Pickford Timothy

Posting Date	Tran Date	Account	Supplier	Amount	
11/01/2023	10/31/2023	XXXX-XXXX-XXXX-8718	Hillyard Inc Minneapol	597.64	
11/02/2023	10/30/2023	XXXX-XXXX-XXXX-8718	Www.Dalcoonline.Com	688.00	
11/02/2023	10/31/2023	XXXX-XXXX-XXXX-8718	Menards Golden Valley	83.10	
11/03/2023	11/01/2023	XXXX-XXXX-XXXX-8718	Menards Golden Valley	59.98	
11/08/2023	11/07/2023	XXXX-XXXX-XXXX-8718	Amzn Mktp US Aq0hw8li3	53.00	
11/08/2023	11/07/2023	XXXX-XXXX-XXXX-8718	Hillyard Inc Minneapol	1,106.17	
11/15/2023	11/15/2023	XXXX-XXXX-XXXX-8718	Amazon.Com M56hi0ny3	65.43	
11/16/2023	11/15/2023	XXXX-XXXX-XXXX-8718	Hillyard Inc Minneapol	157.25	
11/17/2023	11/14/2023	XXXX-XXXX-XXXX-8718	Www.Dalcoonline.Com	612.40	
Debit Total USD				4,739.84	
Credit Total USD				0.00	
Total USD				4,739.84	

Posting Date	Tran Date	Account	Supplier	Amount	
11/20/2023	11/17/2023	XXXX-XXXX-XXXX-8718	Hillyard Inc Minneapol	49.97	?
11/20/2023	11/17/2023	XXXX-XXXX-XXXX-8718	Horizon Commercial Poo	1,181.16	?
11/20/2023	11/19/2023	XXXX-XXXX-XXXX-8718	Amazon.Com Xb5d476t3	35.74	?
11/22/2023	11/21/2023	XXXX-XXXX-XXXX-8718	Amzn Mktp US R58qx6jn3	50.00	?
Debit Total USD				4,739.84	
Credit Total USD				0.00	
Total USD				4,739.84	

Marble Tom

Posting Date	Tran Date	Account	Supplier	Amount	
11/13/2023	11/10/2023	XXXX-XXXX-XXXX-0299	B&h Photo 800-606-6969	3,598.00	?
11/14/2023	11/14/2023	XXXX-XXXX-XXXX-0299	Amazon.Com Sv9y583b3	2,399.00	?
11/17/2023	11/16/2023	XXXX-XXXX-XXXX-0299	Amzn Mktp US 2p0a15nv3	156.60	?
11/20/2023	11/19/2023	XXXX-XXXX-XXXX-0299	Apple.Com/Us	5,880.00	?
11/21/2023	11/21/2023	XXXX-XXXX-XXXX-0299	Amzn Mktp US Tl6oy9yl3	17.95	?
11/22/2023	11/22/2023	XXXX-XXXX-XXXX-0299	Amzn Mktp US 9l8ip5la3	28.56	?
11/27/2023	11/26/2023	XXXX-XXXX-XXXX-0299	Amzn Mktp US Je19m34w3	17.98	?
11/27/2023	11/26/2023	XXXX-XXXX-XXXX-0299	Amzn Mktp US N411l1113	59.95	?
11/29/2023	11/28/2023	XXXX-XXXX-XXXX-0299	Mediafour Owc	99.99	?
11/29/2023	11/28/2023	XXXX-XXXX-XXXX-0299	Amz Atlas Systems	307.45	?
11/30/2023	11/29/2023	XXXX-XXXX-XXXX-0299	Amazon.Com P68q59pd3	101.97	?
Debit Total USD				12,667.45	
Credit Total USD				0.00	
Total USD				12,667.45	

Halseth Travis

Posting Date	Tran Date	Account	Supplier	Amount	
11/01/2023	10/30/2023	XXXX-XXXX-XXXX-7630	Menards Golden Valley	44.41	?
11/01/2023	10/31/2023	XXXX-XXXX-XXXX-7630	Holiday Stations 0130	66.68	?
11/02/2023	10/31/2023	XXXX-XXXX-XXXX-7630	The Home Depot #2806	84.39	?
11/02/2023	11/01/2023	XXXX-XXXX-XXXX-7630	Amzn Mktp US Ya5xf6kx3	38.99	?
11/02/2023	11/02/2023	XXXX-XXXX-XXXX-7630	Amzn Mktp US Rd6l78be3	30.90	?
11/02/2023	11/02/2023	XXXX-XXXX-XXXX-7630	Amazon.Com H54qb57a3	118.99	?
11/03/2023	11/02/2023	XXXX-XXXX-XXXX-7630	Amzn Mktp US Rq0dr76d3	44.99	?
11/03/2023	11/02/2023	XXXX-XXXX-XXXX-7630	Amzn Mktp US Ck4v01hh3	54.10	?
11/03/2023	11/02/2023	XXXX-XXXX-XXXX-7630	Amazon.Com 1o20s4pt3	62.24	?
11/03/2023	11/02/2023	XXXX-XXXX-XXXX-7630	Amzn Mktp US Wy1428ql3	73.34	?
11/03/2023	11/02/2023	XXXX-XXXX-XXXX-7630	Amazon.Com 2w4tt8oh3	234.94	?
Debit Total USD				7,254.52	
Credit Total USD				0.00	
Total USD				7,254.52	

Posting Date	Tran Date	Account	Supplier	Amount	
11/03/2023	11/03/2023	XXXX-XXXX-XXXX-7630	Amzn Mktp US 2693t0023	199.25	?
11/06/2023	11/03/2023	XXXX-XXXX-XXXX-7630	Amzn Mktp US Tt15x6lr3	14.99	?
11/06/2023	11/03/2023	XXXX-XXXX-XXXX-7630	Nte 5406	105.96	?
11/06/2023	11/03/2023	XXXX-XXXX-XXXX-7630	The Home Depot #2806	158.97	?
11/06/2023	11/03/2023	XXXX-XXXX-XXXX-7630	Amzn Mktp US Zh1za2po3	239.46	?
11/06/2023	11/04/2023	XXXX-XXXX-XXXX-7630	Holiday Stationstore 5	65.06	?
11/07/2023	11/06/2023	XXXX-XXXX-XXXX-7630	Prime Video Channels	11.99	?
11/07/2023	11/06/2023	XXXX-XXXX-XXXX-7630	Amzn Mktp US V88uv5vp3	77.66	?
11/08/2023	11/07/2023	XXXX-XXXX-XXXX-7630	Amzn Mktp US 7x6ni4kl3	10.00	?
11/08/2023	11/07/2023	XXXX-XXXX-XXXX-7630	Amzn Mktp US 4x5ot3vs3	72.78	?
11/08/2023	11/07/2023	XXXX-XXXX-XXXX-7630	Jr S Advanced Recycler	83.00	?
11/08/2023	11/07/2023	XXXX-XXXX-XXXX-7630	Amzn Mktp US At5qq2qd3	111.97	?
11/08/2023	11/07/2023	XXXX-XXXX-XXXX-7630	Amzn Mktp US G08em5133	153.98	?
11/08/2023	11/07/2023	XXXX-XXXX-XXXX-7630	Countryside Services	1,184.83	?
11/09/2023	11/08/2023	XXXX-XXXX-XXXX-7630	Amzn Mktp US Lj9y90813	12.99	?
11/09/2023	11/08/2023	XXXX-XXXX-XXXX-7630	Amazon.Com 8604e9793	45.88	?
11/09/2023	11/08/2023	XXXX-XXXX-XXXX-7630	Department Of Labor An	50.00	?
11/09/2023	11/08/2023	XXXX-XXXX-XXXX-7630	Amazon.Com Ia4cs0913	152.15	?
11/09/2023	11/08/2023	XXXX-XXXX-XXXX-7630	Amzn Mktp US 8e2zs9wo3	209.98	?
11/10/2023	11/09/2023	XXXX-XXXX-XXXX-7630	Holiday Stations 0206	71.69	?
11/13/2023	11/11/2023	XXXX-XXXX-XXXX-7630	Amzn Mktp US Rl8hl14p3	42.10	?
11/13/2023	11/12/2023	XXXX-XXXX-XXXX-7630	Amazon.Com 4c9kj69s3	69.99	?
11/14/2023	11/13/2023	XXXX-XXXX-XXXX-7630	Napa Store 3279001	38.88	?
11/14/2023	11/13/2023	XXXX-XXXX-XXXX-7630	Amzn Mktp US Fp9n986i3	49.94	?
11/16/2023	11/15/2023	XXXX-XXXX-XXXX-7630	Holiday Stations 0206	60.51	?
11/17/2023	11/16/2023	XXXX-XXXX-XXXX-7630	Greenlife Supply Llc	562.26	?
11/17/2023	11/17/2023	XXXX-XXXX-XXXX-7630	Amazon.Com Q13ir6w63	48.56	?
11/20/2023	11/17/2023	XXXX-XXXX-XXXX-7630	Amzn Mktp US Cf1c38lf3	89.95	?
11/20/2023	11/17/2023	XXXX-XXXX-XXXX-7630	Amzn Mktp US 8i7pt5yw3	262.61	?
11/20/2023	11/19/2023	XXXX-XXXX-XXXX-7630	Amzn Mktp US 2h79e6td3	79.26	?
11/20/2023	11/19/2023	XXXX-XXXX-XXXX-7630	Amazon Groce Y397n1db3	93.51	?
11/21/2023	11/20/2023	XXXX-XXXX-XXXX-7630	Amazon Tips Ac0dl86f3	7.00	?
11/21/2023	11/20/2023	XXXX-XXXX-XXXX-7630	Amazon Groce Te3ru9yn3	50.42	?
11/21/2023	11/20/2023	XXXX-XXXX-XXXX-7630	Speedway 04750 6405 Mi	65.22	?
11/21/2023	11/20/2023	XXXX-XXXX-XXXX-7630	Doyle Security Product	214.59	?
11/21/2023	11/20/2023	XXXX-XXXX-XXXX-7630	Partstree.Com	243.90	?
11/21/2023	11/20/2023	XXXX-XXXX-XXXX-7630	Doyle Security Product	996.60	?
11/22/2023	11/20/2023	XXXX-XXXX-XXXX-7630	Menards Golden Valley	153.92	?
Debit Total USD				7,254.52	
Credit Total USD				0.00	
Total USD				7,254.52	

Posting Date	Tran Date	Account	Supplier	Amount	
11/22/2023	11/21/2023	XXXX-XXXX-XXXX-7630	Amazon Tips Fh1l09nb3	5.00	?
11/28/2023	11/27/2023	XXXX-XXXX-XXXX-7630	Amzn Mktp US 7a7nj8jv3	77.97	?
11/29/2023	11/28/2023	XXXX-XXXX-XXXX-7630	Amzn Mktp US 7h0686pe3	9.99	?
11/29/2023	11/28/2023	XXXX-XXXX-XXXX-7630	Amazon Groce 1v3c595k3	138.78	?
11/30/2023	11/29/2023	XXXX-XXXX-XXXX-7630	Amazon Tips Sh0bp9q43	7.00	?
Debit Total USD				7,254.52	
Credit Total USD				0.00	
Total USD				7,254.52	

Dotterer Victoria

Posting Date	Tran Date	Account	Supplier	Amount	
11/10/2023	11/10/2023	XXXX-XXXX-XXXX-8889	Amazon.Com 0x6wa6d93	75.99	?
11/15/2023	11/14/2023	XXXX-XXXX-XXXX-8889	Amazon.Com Es4qk14o3	95.76	?
11/16/2023	11/14/2023	XXXX-XXXX-XXXX-8889	Emagine Willow Creek	341.95	?
11/20/2023	11/17/2023	XXXX-XXXX-XXXX-8889	Target 00002600	25.80	?
11/21/2023	11/20/2023	XXXX-XXXX-XXXX-8889	Cub Foods Knollwood	174.43	?
11/22/2023	11/21/2023	XXXX-XXXX-XXXX-8889	Target 00021899	13.65	?
11/23/2023	11/21/2023	XXXX-XXXX-XXXX-8889	Fun Express	146.74	?
11/23/2023	11/23/2023	XXXX-XXXX-XXXX-8889	Dominos	156.05	?
11/23/2023	11/23/2023	XXXX-XXXX-XXXX-8889	Papa Johns #1216	262.19	?
11/24/2023	11/22/2023	XXXX-XXXX-XXXX-8889	Emagine Willow Creek	-29.31	?
11/27/2023	11/22/2023	XXXX-XXXX-XXXX-8889	Fun Express	34.19	?
11/27/2023	11/24/2023	XXXX-XXXX-XXXX-8889	Amzn Mktp US Fh74221n3	71.56	?
11/27/2023	11/24/2023	XXXX-XXXX-XXXX-8889	Amzn Mktp US Qn2wg8e43	109.35	?
Debit Total USD				1,507.66	
Credit Total USD				-29.31	
Total USD				1,478.35	

ELECTRONIC FUND TRANSFERS October 2023

Deposits into Associated Bank

DATE	FROM		AMOUNT
11/1/23-11/30/2023	FV SECURE ACH	\$	19,733.14
11/1/23-11/30/2023	MN State-MMB ACH	\$	1,273,073.62
11/1/23-11/30/2023	PREFERREDONE	\$	429.61
11/1/23-11/30/2023	TSYS/TRANSFIRST	\$	41,054.55
11/1/23-11/30/2023	STRIPE TICKET SALES	\$	7,923.00
11/1/23-11/30/2023	SQUARE INC.	\$	1,678.80
11/1/23-11/30/2023	BENEFIT EXTRAS	\$	13,377.96
11/24/2023	HENNEPIN COUNTY	\$	10,200,000.00
11/9/2023	ABC INCENTIVES	\$	124.00

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Withdrawals From Associated Bank

DATE	TO	AMOUNT
11/3/23	BENEFIT RESOURCE BRI XFER	\$10,267.40
11/3/23	UMR INC CONCENTR FUNDING	\$147,052.59
11/6/23	DELTA DENTAL DIRECT DEB	\$11,769.02
11/6/23	PREFERREDONE1503 CLAIMS	\$1,491.09
11/9/23	PREFERREDONE1603 ADMIN FEES	\$447.63
11/10/23	BENEFIT RESOURCE BRI XFER	\$9,434.03
11/10/23	UMR INC CONCENTR FUNDING	\$91,738.15
11/13/23	PREFERREDONE1503 CLAIMS	\$129.24
11/14/23	DELTA DENTAL DIRECT DEB	\$5,913.39
11/14/23	DELTA DENTAL DIRECT DEB	\$638.33
11/14/23	UMR INC CONCENTR UMR FEES	\$94,305.62
11/17/23	BENEFIT RESOURCE BRI XFER	\$12,796.96
11/17/23	UMR INC CONCENTR FUNDING	\$62,955.06
11/20/23	DELTA DENTAL DIRECT DEB	\$13,224.13
11/20/23	PREFERREDONE1503 CLAIMS	\$4,152.58
11/21/23	DELTA DENTAL DIRECT DEB	\$2,978.82

11/27/23 BENEFIT RESOURCE BRI XFER	\$13,451.44
11/27/23 PREFERREDONE1503 CLAIMS	\$3,568.06
11/29/23 UMR INC CONCENTR FUNDING INDEPENDEN INDEPENDENT SCH	\$176,380.36
11/29/23 DELTA DENTAL DIRECT DEB 9039029000 4 943035352 MN003	\$8,578.68
11/30/23 BENEFIT RESOURCE BRI XFER	\$2,148.00

Deposits into Citizens Bank				
DESCRIPTION	DATE	FROM	AMOUNT	DESCRIPTION
CLEARSCRIPTS	11/1/23-11/30/2023	BANKCARD PAYMENTS	84,561.05	CE Payments through E
MISC GRANTS/IDEAS PAYMENT & FEDERAL PROGRAMS PAYMENTS	11/1/23-11/30/2023	CITIZENS BANK	123.85	Interest
ADJUSTMENTS				
CREDIT CARD PAYMENTS FOR STUDENT				47
TICKET SALES				
STORIOLE CREDIT CARD PURCHASES				
St. Louis Park ISD 283 BENEFIT EXTRAS I - ACH-				
HENNEPIN COUNTY PROPERTY TAX PAYMENTS				
ABC185723RA0323 Incentives				

Withdrawals From Citizens Bank				
DESCRIPTION	DATE	TO	AMOUNT	DESCRIPTION
VEBA PAYMENT	11/8/2023	BANKCARD PAYMENTS	12,881.69	Fees
UMR PAYMENT	11/11/2023	ELEYO	1,500.00	Fees
DENTAL - CLAIMS PAYMENT	11/1/23-11/30/2023	CITIZENS BANK	75.00	Fees
PREFERRED ONE PAYMENT				
PREFERRED ONE PAYMENT				
VEBA PAYMENT				
UMR PAYMENT				
PREFERRED ONE PAYMENT				
DENTAL - CLAIMS PAYMENT				
DENTAL - CLAIMS PAYMENT				
UMR PAYMENT				
VEBA PAYMENT				
UMR PAYMENT				
DENTAL - CLAIMS PAYMENT				
PREFERRED ONE PAYMENT				
DENTAL - CLAIMS PAYMENT				

VEBA PAYMENT
PREFERRED ONE PAYMENT
UMR PAYMENT
DENTAL - CLAIMS PAYMENT
VEBA PAYMENT

ELEYO

SOURCEWELL
DATE: 12/07/2023
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ST LOUIS ISD 283
CHECK REGISTER - DISBURSEMENT FUND

PAGE NUMBER: 1
ACCTPA21

SELECTION CRITERIA: transact.yr='24' and transact.period='5'
ACCOUNTING PERIOD: 6/24

FUND - 01 - GENERAL

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	BUDGET CODE	ACCNT	-----DESCRIPTION-----	SALES TAX	AMOUNT
A101.00	341239	11/01/23	20057	ANCHOR PAPER COMPAN	011082030000000	383	COPY PAPER - PSI	0.00	634.69
A101.00	341240	11/01/23	20083	ARMSTRONG TORSETH S	063038700000022	305	HS CLRM FFE PH2-OCT	0.00	19,371.73
A101.00	341240	11/01/23	20083	ARMSTRONG TORSETH S	063038700000022	305	HS FD SERV DESIGN-O	0.00	64.86
A101.00	341240	11/01/23	20083	ARMSTRONG TORSETH S	063038700000022	305	HS CLRM RENO FFE-OC	0.00	2,253.51
TOTAL CHECK									21,690.10
A101.00	341241	11/01/23	22440	CAFFREY'S DELI & SU	01199203163000	490	30-SANDWICH PLATERS	0.00	210.00
A101.00	341242	11/01/23	22031	CARE RESOURCE CONNE	01303321000014	305	MENTOR PRGM 1ST HAL	0.00	10,000.00
A101.00	341243	11/01/23	20217	CITY OF ST LOUIS PA	010058100000000	305	FALSE ALARM 06/11/2	0.00	115.00
A101.00	341243	11/01/23	20217	CITY OF ST LOUIS PA	010058100000000	305	FALSE ALARM 03/24/2	0.00	115.00
A101.00	341243	11/01/23	20217	CITY OF ST LOUIS PA	010058100000000	305	FALSE ALARM 07/05/2	0.00	140.00
A101.00	341243	11/01/23	20217	CITY OF ST LOUIS PA	010058100000000	305	FALSE ALARM 06/24/2	0.00	140.00
TOTAL CHECK									510.00
A101.00	341244	11/01/23	20229	COLLABORATIVE STUDE	03005760723000	360	10/01-14 SPED TRAN7	0.00	2,900.00
A101.00	341244	11/01/23	20229	COLLABORATIVE STUDE	03005760728000	360	10/01-14 SPED TRAN7	0.00	12,980.00
TOTAL CHECK									15,880.00
A101.00	341245	11/01/23	20268	CUNINGHAM GROUP ARC	061088700000022	305	PR20-0424.00PLGRD S	0.00	4,832.50
A101.00	341246	11/01/23	20356	EDMENTUM, INC	01303605302000	406	LIBRARY-PRO LIC 23/	0.00	15,991.25
A101.00	341247	11/01/23	22540	ELIZABETH LOFSTAD	011082030000000	358	ASL-FIELD TRIP- 2HR	0.00	60.00
A101.00	341248	11/01/23	20395	EXPRESS SERVICES IN	010058100000000	305	JANITOR SERV 10/29/	0.00	4,369.25
A101.00	341249	11/01/23	20476	GROVES ACADEMY	04702710353000	305	NAVIANCE PACKAGE	0.00	3,273.37
A101.00	341249	11/01/23	20476	GROVES ACADEMY	04702590351000	460	BOOKS&NOVAL MATERIA	0.00	18,927.79
TOTAL CHECK									22,201.16
A101.00	341250	11/01/23	20485	HAMMER SPORTS LLC	013022940000320	305	OFFICIALS 7TH 10/1	0.00	80.00
A101.00	341250	11/01/23	20485	HAMMER SPORTS LLC	013022960000320	305	OFFICIALS MS G 10/9	0.00	129.00
A101.00	341250	11/01/23	20485	HAMMER SPORTS LLC	013022940000320	305	OFFICIALS 7TH 10/16	0.00	129.00
A101.00	341250	11/01/23	20485	HAMMER SPORTS LLC	013022960000325	305	OFFICIALS 7&8 10/26	0.00	170.00
A101.00	341250	11/01/23	20485	HAMMER SPORTS LLC	013022960000325	305	OFFICIALS 7&8 10/16	0.00	170.00
A101.00	341250	11/01/23	20485	HAMMER SPORTS LLC	013032960000325	305	OFFICALS 9A&B 10/17	0.00	180.00
TOTAL CHECK									858.00
A101.00	341251	11/01/23	22178	HEBREW COLLEGE	013032300000000	305	BESOD HA-IVRIT PR23	0.00	750.00
A101.00	341252	11/01/23	20504	HENNEPIN COUNTY TRE	010058100000000	820	23 LICENSE FD MGR-C	0.00	558.00
A101.00	341252	11/01/23	20504	HENNEPIN COUNTY TRE	010058100000000	305	HS PLAN REVIEW FEES	0.00	1,655.00
A101.00	341252	11/01/23	20504	HENNEPIN COUNTY TRE	010058100000000	820	23 LICENSE FD MGR-C	0.00	-558.00
A101.00	341252	11/01/23	20504	HENNEPIN COUNTY TRE	010058100000000	305	HS PLAN REVIEW FEES	0.00	-1,655.00
TOTAL CHECK									0.00
A101.00	341253	11/01/23	20670	KENNEDY & GRAVEN	010051500000000	305	FMLA LEAVE - SEP	0.00	6,525.00
A101.00	341253	11/01/23	20670	KENNEDY & GRAVEN	010051500000000	305	GEN MATTERS-MRW - S	0.00	1,176.00

SOURCEWELL
DATE: 12/07/2023
TIME: 13:54:09

ST LOUIS ISD 283
CHECK REGISTER - DISBURSEMENT FUND

PAGE NUMBER: 2
ACCTPA21

SELECTION CRITERIA: transact.yr='24' and transact.period='5'
ACCOUNTING PERIOD: 6/24

FUND - 01 - GENERAL

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	BUDGET CODE	ACCNT	-----DESCRIPTION-----	SALES TAX	AMOUNT
TOTAL CHECK								0.00	7,701.00
A101.00	341254	11/01/23	20681	KINECT ENERGY, INC	01005810000000	305	ENERGY MGT FEE NOV	0.00	1,020.00
A101.00	341255	11/01/23	22533	LAKES AREA ELECTRIC	01301810000000	350	ADD OUTLETS-DATA RA	0.00	491.15
A101.00	341256	11/01/23	20707	LEARNING A-Z	01108203000600	401	RAZ-PLUS	0.00	11,086.00
A101.00	341257	11/01/23	22522	LEGO EDUCATION	01106620000019	401	LEGO EDUCATION SET	0.00	7,678.80
A101.00	341258	11/01/23	20747	MALLOY MONTAGUE KAR	01005110000000	305	FY23 AUDIT SERV - S	0.00	9,500.00
A101.00	341259	11/01/23	22382	MESPA	01107050000000	820	CP RENEWAL 23-24	0.00	972.00
A101.00	341260	11/01/23	20816	METRO VOLLEYBALL OF	01303296000325	305	OFFICALS-TOURN 09/3	0.00	1,170.00
A101.00	341261	11/01/23	20846	MINDFUL I CONSULTIN	04500505321000	305	FRAMEWORK INTRO	0.00	200.00
A101.00	341262	11/01/23	22167	MINNESOTA ELITE ASS	01303294000320	305	OFFICIALS 08/26-10/	0.00	2,660.50
A101.00	341262	11/01/23	22167	MINNESOTA ELITE ASS	01303296000320	305	OFFICIALS 08/26-10/	0.00	2,660.50
TOTAL CHECK								0.00	5,321.00
A101.00	341263	11/01/23	20871	MINNJET CONSULTING	01101219317000	358	FALL CONF - 7HRS	0.00	350.00
A101.00	341263	11/01/23	20871	MINNJET CONSULTING	01106219317000	358	PH FALL CONF 3HRS	0.00	150.00
A101.00	341263	11/01/23	20871	MINNJET CONSULTING	04500583354000	358	ECS SCREENING 1.5HR	0.00	75.00
TOTAL CHECK								0.00	575.00
A101.00	341264	11/01/23	22542	MNSAA	01703204414000	366	23 MNSAA CONF DK&SM	0.00	350.00
A101.00	341265	11/01/23	20910	MYHEALTH FOR TEENS	04005590799097	305	Q3 FAM SRVS COL - F	0.00	2,500.00
A101.00	341266	11/01/23	20951	NORMANDALE COMMUNIT	01303211000000	394	HSCEP PRGM FALL23 S	0.00	3,000.00
A101.00	341267	11/01/23	20957	NORTHSTAR BUS LINES	01303296733320	360	1T- COPPER HS 9/26	0.00	350.00
A101.00	341267	11/01/23	20957	NORTHSTAR BUS LINES	01303296733318	360	1T- U OF M 9/21	0.00	212.50
A101.00	341267	11/01/23	20957	NORTHSTAR BUS LINES	01303294733318	360	1T- U OF M 9/21	0.00	212.50
A101.00	341267	11/01/23	20957	NORTHSTAR BUS LINES	01303296733318	360	1T-HYLANDGREENS 10/	0.00	650.00
A101.00	341267	11/01/23	20957	NORTHSTAR BUS LINES	01303294733318	360	1T-HYLANDGREENS 10/	0.00	650.00
A101.00	341267	11/01/23	20957	NORTHSTAR BUS LINES	01303296733318	360	1T-GALEWOODFARM 10/	0.00	663.75
A101.00	341267	11/01/23	20957	NORTHSTAR BUS LINES	01303294733318	360	1T-GALEWOODFARM 10/	0.00	663.75
TOTAL CHECK								0.00	3,402.50
A101.00	341268	11/01/23	20960	NOTRE DAME ACADEMY	03005760720307	360	TRANSPORT REIMB FY2	0.00	1,095.53
A101.00	341269	11/01/23	21216	PARK ADAM TRANSPORT	04500570733000	360	1T- PSI TO CCC 10/2	0.00	416.91
A101.00	341269	11/01/23	21216	PARK ADAM TRANSPORT	01303296733321	360	1T - ORONO INT 10/5	0.00	501.30
A101.00	341269	11/01/23	21216	PARK ADAM TRANSPORT	01303296733320	360	1T - ROGERS HS 10/1	0.00	609.10
A101.00	341269	11/01/23	21216	PARK ADAM TRANSPORT	01303296733321	360	1T- PIO R MS 10/17	0.00	612.00
A101.00	341269	11/01/23	21216	PARK ADAM TRANSPORT	01303294733320	360	1T - WASHBURN 10/12	0.00	462.40
A101.00	341269	11/01/23	21216	PARK ADAM TRANSPORT	01302296733321	360	2T - 10/9 - 10/17	0.00	784.70
A101.00	341269	11/01/23	21216	PARK ADAM TRANSPORT	01302296733325	360	1T- WAYZATA E 10/12	0.00	402.70

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CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	BUDGET CODE	ACCNT	-----DESCRIPTION-----	SALES TAX	AMOUNT
A101.00	341269	11/01/23	21216	PARK ADAM TRANSPORT	01303296733329	360	3T - 09/26 - 10/03	0.00	1,298.80
A101.00	341269	11/01/23	21216	PARK ADAM TRANSPORT	01303296733318	360	1T2B - MANKATO 10/1	0.00	1,226.50
A101.00	341269	11/01/23	21216	PARK ADAM TRANSPORT	01303294733318	360	1T2B - MANKATO 10/1	0.00	1,226.50
A101.00	341269	11/01/23	21216	PARK ADAM TRANSPORT	01303296733325	360	2T - 10/11 - 10/14	0.00	1,442.60
A101.00	341269	11/01/23	21216	PARK ADAM TRANSPORT	01303294733319	360	2T - CDH 10/12&10/1	0.00	966.80
A101.00	341269	11/01/23	21216	PARK ADAM TRANSPORT	01303294733319	360	6T - 09/28 - 10/07	0.00	3,808.40
A101.00	341269	11/01/23	21216	PARK ADAM TRANSPORT	01303296733325	360	5T - 09/26 - 10/07	0.00	3,958.40
A101.00	341269	11/01/23	21216	PARK ADAM TRANSPORT	01303296733320	360	6T - 09/26 - 10/07	0.00	4,301.30
TOTAL CHECK								0.00	22,018.41
A101.00	341270	11/01/23	20160	PAUL H BROOKES PUBL	01005711302000	406	AEPSI RENEWAL-22387	0.00	3,790.00
A101.00	341271	11/01/23	22539	PEMBERTON LAW, P.L.	01005150000000	305	KAH INVESTIGATION-S	0.00	13,563.00
A101.00	341272	11/01/23	21011	PERMABOUND	04701590351000	460	BSM-TEXTBOOKS	0.00	246.80
A101.00	341273	11/01/23	21026	PLASTIC BAGMART	01106203000000	430	ZIPLOCK BAGS	0.00	104.95
A101.00	341274	11/01/23	21036	POWERSCHOOL GROUP L	01005110302000	405	ENROLLMENT ADD-ONS	0.00	7,419.71
A101.00	341275	11/01/23	21139	SCHMITT MUSIC	01303259302000	530	2-SLAB PANIO DOLLY	0.00	975.24
A101.00	341276	11/01/23	22339	SETH MILLER	01108203000000	358	FALL CONF - ASL INT	0.00	65.25
A101.00	341277	11/01/23	21179	STERICYCLE, INC	01303605000000	305	HS-SERV QTY5-10/20/	0.00	179.67
A101.00	341278	11/01/23	22242	SOUNDTRAP US INC	01303605302000	406	SOUNDTRAP FOR EDUCA	0.00	751.00
A101.00	341279	11/01/23	21223	STANDARD INSURANCE	01005930000000	230	BASIC, SUPL, SPOU, CHL	0.00	11,298.16
A101.00	341279	11/01/23	21223	STANDARD INSURANCE	01005930000000	240	STD<D	0.00	11,432.71
TOTAL CHECK								0.00	22,730.87
A101.00	341280	11/01/23	21228	STATE SUPPLY COMPAN	01302810000000	401	IPS MALL IRON 65-18	0.00	37.17
A101.00	341280	11/01/23	21228	STATE SUPPLY COMPAN	01302810000000	401	BLK PIPE CUT TO 27"	0.00	52.00
TOTAL CHECK								0.00	89.17
A101.00	341281	11/01/23	21263	TEACHERS ON CALL A	01005203000000	307	10/16 - 10/20 PSI	0.00	120.49
A101.00	341281	11/01/23	21263	TEACHERS ON CALL A	01005203000000	307	10/16 - 10/20 SL	0.00	109.65
A101.00	341281	11/01/23	21263	TEACHERS ON CALL A	01005203000000	307	10/16 - 10/20 EC SP	0.00	270.90
A101.00	341281	11/01/23	21263	TEACHERS ON CALL A	01005203000000	307	10/16 - 10/20 AQ	0.00	856.60
A101.00	341281	11/01/23	21263	TEACHERS ON CALL A	01005203000000	305	10/16 - 10/20 AQ	0.00	887.38
A101.00	341281	11/01/23	21263	TEACHERS ON CALL A	01005211000000	307	10/16 - 10/20 MS	0.00	1,235.65
A101.00	341281	11/01/23	21263	TEACHERS ON CALL A	01005211000000	307	10/16 - 10/20 HS	0.00	1,341.60
A101.00	341281	11/01/23	21263	TEACHERS ON CALL A	01005203000000	307	10/16 - 10/20 PH	0.00	554.70
A101.00	341281	11/01/23	21263	TEACHERS ON CALL A	01005203000000	305	10/16 - 10/20 PSI	0.00	1,683.45
A101.00	341281	11/01/23	21263	TEACHERS ON CALL A	01005203000000	305	10/16 - 10/20 PH	0.00	2,070.45
A101.00	341281	11/01/23	21263	TEACHERS ON CALL A	01005211000000	307	10/16 - 10/20 TP/LX	0.00	954.60
A101.00	341281	11/01/23	21263	TEACHERS ON CALL A	01005211000000	305	10/16 - 10/20 HS	0.00	2,309.10
A101.00	341281	11/01/23	21263	TEACHERS ON CALL A	01005203000000	305	10/16 - 10/20 SL	0.00	2,367.15
A101.00	341281	11/01/23	21263	TEACHERS ON CALL A	01005211000000	305	10/16 - 10/20 MS	0.00	3,502.35
TOTAL CHECK								0.00	18,264.07

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CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	BUDGET CODE	ACCNT	-----DESCRIPTION-----	SALES TAX	AMOUNT
A101.00	341282	11/01/23	22543	THE SCIENCE MUSEUM	04500570000000	369	ADMIN FEES ON 7/24	0.00	800.00
A101.00	341283	11/01/23	22511	VERTO	01108203000000	358	SPANISH - CONF 10/1	0.00	279.72
A101.00	341283	11/01/23	22511	VERTO	01108203000000	358	SPANISH - CONF 10/1	0.00	545.52
TOTAL CHECK									825.24
A101.00	341284	11/01/23	22334	WACONIA HIGH SCHOOL	01303296000318	369	ENTRY FEE VARSITY	0.00	112.50
A101.00	341284	11/01/23	22334	WACONIA HIGH SCHOOL	01303294000318	369	ENTRY FEE VARSITY	0.00	112.50
TOTAL CHECK									225.00
A101.00	341285	11/01/23	77783	WAYSIDE RECOVERY CE	04005590799097	305	EDU PROG Q3 JUL-SEP	0.00	2,125.00
A101.00	341285	11/01/23	77783	WAYSIDE RECOVERY CE	04005590799097	305	EDU PROG Q4 OCT-DEC	0.00	2,125.00
TOTAL CHECK									4,250.00
A101.00	341286	11/01/23	21372	WENGER CORP	06302875000022	530	KITS & INSTALL	0.00	90,880.28
A101.00	341287	11/01/23	21382	WILLIAM H SADLIER,	04705590351000	460	VOCAB WORKSHOP	0.00	128.87
A101.00	341287	11/01/23	21382	WILLIAM H SADLIER,	04705590351000	460	ITEM# 978-1-4217-10	0.00	68.95
A101.00	341287	11/01/23	21382	WILLIAM H SADLIER,	04705590351000	460	GRAMWORKSHOP	0.00	75.89
A101.00	341287	11/01/23	21382	WILLIAM H SADLIER,	04705590351000	460	VOC WORKSHOP	0.00	197.82
A101.00	341287	11/01/23	21382	WILLIAM H SADLIER,	04705590351000	460	ESTIMATED SHIPPING/	0.00	25.73
TOTAL CHECK									497.26
A101.00	341288	11/01/23	21410	ZANER-BLOSER EDUCAT	04705590351000	460	SUPERKIDS	0.00	1,144.00
A101.00	341288	11/01/23	21410	ZANER-BLOSER EDUCAT	04705590351000	460	ESTIMATED SHIPPING/	0.00	114.40
TOTAL CHECK									1,258.40
A101.00	341289	11/08/23	20033	AID ELECTRIC CORPOR	01107810000000	350	REPLACE GFCI-TRIPPI	0.00	207.48
A101.00	341289	11/08/23	20033	AID ELECTRIC CORPOR	01101810000000	350	FIX BOILER RM LIGHT	0.00	861.77
A101.00	341289	11/08/23	20033	AID ELECTRIC CORPOR	01106810000000	350	FIX MAINTSHOP LIGHT	0.00	133.00
TOTAL CHECK									1,202.25
A101.00	341290	11/08/23	20057	ANCHOR PAPER COMPAN	01106203000000	401	COPY PAPER - PH	0.00	634.69
A101.00	341291	11/08/23	22548	ANGELA BOLLUM	04500506000000	305	CANCELLED CL A378L2	0.00	203.00
A101.00	341292	11/08/23	20088	ARVIG	01005108302000	305	OCT 23 INTERNET SVC	0.00	2,708.20
A101.00	341293	11/08/23	20108	BAYFIELD FRUIT CO L	02005770701000	490	17-CASES LOCAL APPL	0.00	722.50
A101.00	341293	11/08/23	20108	BAYFIELD FRUIT CO L	02005770701000	490	22-CASES LOCAL APPL	0.00	935.00
A101.00	341293	11/08/23	20108	BAYFIELD FRUIT CO L	02005770701000	490	25-CASES LOCAL APPL	0.00	1,062.50
A101.00	341293	11/08/23	20108	BAYFIELD FRUIT CO L	02005770701000	490	20-CASES LOCAL APPL	0.00	849.00
TOTAL CHECK									3,569.00
A101.00	341294	11/08/23	20119	BIX PRODUCE COMPANY	04500570000000	490	FRUIT	0.00	198.10
A101.00	341294	11/08/23	20119	BIX PRODUCE COMPANY	04500570000000	490	FRUIT	0.00	209.30
A101.00	341294	11/08/23	20119	BIX PRODUCE COMPANY	04500570000000	490	APPLE/BANANA/GRAPES	0.00	291.79
A101.00	341294	11/08/23	20119	BIX PRODUCE COMPANY	04500570000000	490	PUMPKINS&FRUIT CHUN	0.00	212.95
A101.00	341294	11/08/23	20119	BIX PRODUCE COMPANY	04500570000000	490	APPLE&FRUIT CHUNK M	0.00	428.01
A101.00	341294	11/08/23	20119	BIX PRODUCE COMPANY	04500570000000	490	APPLE&FRUIT CHUNK M	0.00	155.01

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CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	BUDGET CODE	ACCNT	-----DESCRIPTION-----	SALES TAX	AMOUNT
A101.00	341294	11/08/23	20119	BIX PRODUCE COMPANY	04500570000000	490	BANANA&FRUIT CHUNK	0.00	156.58
A101.00	341294	11/08/23	20119	BIX PRODUCE COMPANY	04500570000000	490	ORANGE WEDGES	0.00	163.30
A101.00	341294	11/08/23	20119	BIX PRODUCE COMPANY	04500570000000	490	BANANA&FRUIT CHUNK	0.00	164.03
A101.00	341294	11/08/23	20119	BIX PRODUCE COMPANY	04500570000000	490	BANANAS & FRUIT	0.00	164.03
A101.00	341294	11/08/23	20119	BIX PRODUCE COMPANY	04500570000000	490	FRUIT CHUNK MIXED	0.00	169.60
A101.00	341294	11/08/23	20119	BIX PRODUCE COMPANY	04500570000000	490	RED GRAPES & APPLES	0.00	171.15
A101.00	341294	11/08/23	20119	BIX PRODUCE COMPANY	04500570000000	490	APPLE/CARROT/PUMPKI	0.00	171.60
A101.00	341294	11/08/23	20119	BIX PRODUCE COMPANY	04500570000000	490	APPL&FRUIT CHUNK MI	0.00	174.26
A101.00	341294	11/08/23	20119	BIX PRODUCE COMPANY	04500570000000	490	ORGAN/APPLES/PUMPKI	0.00	579.22
A101.00	341294	11/08/23	20119	BIX PRODUCE COMPANY	04500570000000	490	APPLES& RED GRAPES	0.00	151.01
A101.00	341294	11/08/23	20119	BIX PRODUCE COMPANY	04500570000000	490	APPLES&FRUIT CHUNK	0.00	177.27
A101.00	341294	11/08/23	20119	BIX PRODUCE COMPANY	04500570000000	490	DAMAGED PRODUCT	0.00	-62.10
TOTAL CHECK								0.00	3,675.11
A101.00	341295	11/08/23	22163	BROWN'S ICE CREAM	02005770701000	490	ICE CREAM - OCT 202	0.00	420.24
A101.00	341297	11/08/23	20213	CINTAS CORPORATION	02005770701000	401	TOWELS/APRONS/GPADS	0.00	44.45
A101.00	341297	11/08/23	20213	CINTAS CORPORATION	02005770701000	401	TOWELS & GPADS	0.00	25.94
A101.00	341297	11/08/23	20213	CINTAS CORPORATION	02005770701000	401	TOWELS & GPADS	0.00	25.94
A101.00	341297	11/08/23	20213	CINTAS CORPORATION	02005770701000	401	TOWELS & GPADS	0.00	25.94
A101.00	341297	11/08/23	20213	CINTAS CORPORATION	02005770701000	401	TOWELS & GRILL PAD	0.00	25.94
A101.00	341297	11/08/23	20213	CINTAS CORPORATION	02005770701000	401	TOWELS & GRILL PADS	0.00	25.94
A101.00	341297	11/08/23	20213	CINTAS CORPORATION	02005770701000	401	TOWELS/APRONS/GPADS	0.00	111.36
A101.00	341297	11/08/23	20213	CINTAS CORPORATION	02005770701000	401	TOWELS/APRONS/GPADS	0.00	44.54
A101.00	341297	11/08/23	20213	CINTAS CORPORATION	02005770701000	401	TOWELS/APRONS/GPADS	0.00	44.54
A101.00	341297	11/08/23	20213	CINTAS CORPORATION	02005770701000	401	TOWELS/APRONS/GPADS	0.00	44.54
A101.00	341297	11/08/23	20213	CINTAS CORPORATION	02005770701000	401	TOWELS/APRONS/GPADS	0.00	44.54
A101.00	341297	11/08/23	20213	CINTAS CORPORATION	02005770701000	401	TOWELS & GPADS	0.00	47.03
A101.00	341297	11/08/23	20213	CINTAS CORPORATION	02005770701000	401	TOWELS & GPADS	0.00	47.03
A101.00	341297	11/08/23	20213	CINTAS CORPORATION	02005770701000	401	TOWELS & GRILL PADS	0.00	47.03
A101.00	341297	11/08/23	20213	CINTAS CORPORATION	02005770701000	401	TOWELS & MOPS	0.00	60.88
A101.00	341297	11/08/23	20213	CINTAS CORPORATION	02005770701000	401	TOWELS/APRONS/GPADS	0.00	111.36
A101.00	341297	11/08/23	20213	CINTAS CORPORATION	02005770701000	490	TOWELS & GRILL PADS	0.00	47.03
A101.00	341297	11/08/23	20213	CINTAS CORPORATION	02005770701000	401	TOWELS & GRILL PADS	0.00	47.03
A101.00	341297	11/08/23	20213	CINTAS CORPORATION	02005770701000	401	MOPS/TOWELS/BPAD	0.00	51.00
A101.00	341297	11/08/23	20213	CINTAS CORPORATION	02005770701000	401	MOP/ TOWELS/ B PAD	0.00	51.00
A101.00	341297	11/08/23	20213	CINTAS CORPORATION	02005770701000	401	TOWELS/APRONS/GPADS	0.00	111.36
A101.00	341297	11/08/23	20213	CINTAS CORPORATION	02005770701000	401	TOWELS/APRONS/GPADS	0.00	111.36
A101.00	341297	11/08/23	20213	CINTAS CORPORATION	02005770701000	401	TOWELS/APRONS/GPADS	0.00	104.56
A101.00	341297	11/08/23	20213	CINTAS CORPORATION	02005770701000	401	TOWELS/APRONS/GPADS	0.00	104.56
A101.00	341297	11/08/23	20213	CINTAS CORPORATION	02005770701000	401	TOWELS/APRONS/GPADS	0.00	104.56
A101.00	341297	11/08/23	20213	CINTAS CORPORATION	02005770701000	401	TOWELS/APRONS/GPADS	0.00	109.13
TOTAL CHECK								0.00	1,669.59
A101.00	341298	11/08/23	20217	CITY OF ST LOUIS PA	01005810000000	330	WATER USAGE-6311 WA	0.00	140.18
A101.00	341299	11/08/23	20256	CPI	01200420419640	367	MEMB ATTEND J WURDE	0.00	200.00
A101.00	341299	11/08/23	20256	CPI	01756640306000	367	DL-COURSE & WORKBOO	0.00	939.80
A101.00	341299	11/08/23	20256	CPI	01200420419640	367	NONVIOLENT CRISIS I	0.00	1,549.00
TOTAL CHECK								0.00	2,688.80

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CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	BUDGET CODE	ACCNT	-----DESCRIPTION-----	SALES TAX	AMOUNT
A101.00	341300	11/08/23	20316	DEPARTMENT OF HUMAN	01005420372000	820	IEP ADMIN FEE FY23	0.00	328.00
A101.00	341301	11/08/23	22079	DYNAMIC FIRE PROTEC	01302865363000	305	ANNUAL FIRE INSPECT	0.00	2,310.00
A101.00	341301	11/08/23	22079	DYNAMIC FIRE PROTEC	01005865352000	401	AED DEF/PADS/BATTER	0.00	8,725.57
A101.00	341301	11/08/23	22079	DYNAMIC FIRE PROTEC	01105865363000	305	ANNUAL FIRE INSPECT	0.00	744.00
A101.00	341301	11/08/23	22079	DYNAMIC FIRE PROTEC	01005865363000	305	ANNUAL FIRE INSPECT	0.00	576.00
A101.00	341301	11/08/23	22079	DYNAMIC FIRE PROTEC	01303865363000	305	ANNUAL FIRE INSPECT	0.00	2,668.00
A101.00	341301	11/08/23	22079	DYNAMIC FIRE PROTEC	01106865363000	305	ANNUAL FIRE INSPECT	0.00	1,638.00
A101.00	341301	11/08/23	22079	DYNAMIC FIRE PROTEC	01301865363000	305	ANNUAL FIRE INSPECT	0.00	1,160.00
A101.00	341301	11/08/23	22079	DYNAMIC FIRE PROTEC	01107865363000	305	ANNUAL FIRE INSPECT	0.00	1,023.00
A101.00	341301	11/08/23	22079	DYNAMIC FIRE PROTEC	01108865363000	305	ANNUAL FIRE INSPECT	0.00	1,032.00
A101.00	341301	11/08/23	22079	DYNAMIC FIRE PROTEC	01101865363000	305	ANNUAL FIRE INSPECT	0.00	1,052.00
TOTAL CHECK								0.00	20,928.57
A101.00	341302	11/08/23	22361	EDUTRAK, LLC	01005770302000	405	GST SER FEE 8/1-6/3	0.00	165.00
A101.00	341302	11/08/23	22361	EDUTRAK, LLC	01005770302000	405	SRED SERVICE	0.00	182.10
TOTAL CHECK								0.00	347.10
A101.00	341303	11/08/23	20395	EXPRESS SERVICES IN	01005810000000	305	JANITOR SERV 11/05/	0.00	4,089.15
A101.00	341304	11/08/23	20414	FOLLETT SCHOOL SOLU	01005108302000	405	HOST SERV RENEWAL	0.00	-12,991.33
A101.00	341304	11/08/23	20414	FOLLETT SCHOOL SOLU	01005108302000	405	HOST SERV RENEWAL	0.00	12,991.33
TOTAL CHECK								0.00	0.00
A101.00	341305	11/08/23	22545	GLORIA LILIANA CAZA	04500593000000	305	CATA SUPRT 9/18-10/	0.00	900.00
A101.00	341305	11/08/23	22545	GLORIA LILIANA CAZA	04500506000000	305	CATA SUPRT 9/18-10/	0.00	900.00
TOTAL CHECK								0.00	1,800.00
A101.00	341306	11/08/23	20647	JUDY GOEBEL	04500506000000	305	CLR PEN DRA - A229L	0.00	250.00
A101.00	341307	11/08/23	20504	HENNEPIN COUNTY TRE	01005810000000	820	23 LICENSE FD MGR-C	0.00	558.00
A101.00	341308	11/08/23	20523	HOUGHTON MIFFLIN	04705590351000	460	STUDENT EDITION VOL	0.00	1,102.46
A101.00	341309	11/08/23	20539	INDIANHEAD FOODSERV	02005770701000	490	AQ FOOD - OCT	0.00	10,351.12
A101.00	341309	11/08/23	20539	INDIANHEAD FOODSERV	02005770701000	490	PH FOOD - OCT	0.00	8,667.36
A101.00	341309	11/08/23	20539	INDIANHEAD FOODSERV	02005770701000	490	SL FOOD - OCT	0.00	7,766.22
A101.00	341309	11/08/23	20539	INDIANHEAD FOODSERV	02005770701000	490	PSI FOOD - OCT	0.00	6,787.32
A101.00	341309	11/08/23	20539	INDIANHEAD FOODSERV	02005770701000	490	CCC FOOD - OCT	0.00	2,797.20
A101.00	341309	11/08/23	20539	INDIANHEAD FOODSERV	02005770701000	490	HS FOOD - OCT	0.00	19,718.43
A101.00	341309	11/08/23	20539	INDIANHEAD FOODSERV	02005770701000	490	MS FOOD - OCT	0.00	21,399.97
A101.00	341309	11/08/23	20539	INDIANHEAD FOODSERV	02005770701000	490	PRE K FOOD - OCT	0.00	1,300.91
A101.00	341309	11/08/23	20539	INDIANHEAD FOODSERV	02005770701000	490	MS FOOD - OCT	0.00	129.60
A101.00	341309	11/08/23	20539	INDIANHEAD FOODSERV	02005770701000	490	AQ FOOD - OCT	0.00	124.20
A101.00	341309	11/08/23	20539	INDIANHEAD FOODSERV	02005770701000	490	PH FOOD - OCT	0.00	124.20
A101.00	341309	11/08/23	20539	INDIANHEAD FOODSERV	02005770701000	490	PSI FOOD - OCT	0.00	124.20
A101.00	341309	11/08/23	20539	INDIANHEAD FOODSERV	02005770701000	490	SL FOOD - OCT	0.00	124.20
TOTAL CHECK								0.00	79,414.93
A101.00	341310	11/08/23	22551	IN-MOTION INTELLIGE	01756640306000	367	BRAIN GYM INTRO	0.00	400.00

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A101.00	341311	11/08/23	20555	INTEREUM, INC	01301810000000	350	DOOR SWAP INSTALL	0.00	880.75
A101.00	341312	11/08/23	22056	ISDTA, LLC	03005760720000	305	ADV SVC OCT 2023	0.00	8,100.00
A101.00	341313	11/08/23	22546	JEAN MILLER	04500506000000	305	CL A158L23 REFUND	0.00	39.00
A101.00	341314	11/08/23	22230	JLG ARCHITECTS	06303870000022	305	22921HSTURF/TRACK O	0.00	6,594.00
A101.00	341315	11/08/23	22536	KAPLAN EARLY LEARNI	01101203000000	401	8-BIG BOOK EASEL	0.00	321.54
A101.00	341316	11/08/23	22549	KAREN A FILLA	01200420740000	305	18HRS CONTRACT SERV	0.00	2,700.00
A101.00	341317	11/08/23	20700	LANGUAGE LINE SERVI	01005219317000	358	SEP-INTERPRETER SER	0.00	2,166.45
A101.00	341318	11/08/23	20707	LEARNING A-Z	01100203302000	406	RAZ PLUS RENEWAL	0.00	5,380.80
A101.00	341319	11/08/23	22547	MEGAN O'MEARA	02000000701000	R099	MEAL ACCT REFUND	0.00	54.60
A101.00	341320	11/08/23	20812	METRO ELEVATOR INC	01105810000000	305	ELEV CALL BACK SER	0.00	380.25
A101.00	341320	11/08/23	20812	METRO ELEVATOR INC	01302810000000	350	ELEV CALL BACK SER	0.00	644.00
A101.00	341320	11/08/23	20812	METRO ELEVATOR INC	01005810000000	305	NOV ELEVATOR SER	0.00	1,450.00
TOTAL CHECK								0.00	2,474.25
A101.00	341321	11/08/23	20854	MINNESOTA ALLIANCE	04500591000000	305	VISTA HOST CASHMAT	0.00	9,250.00
A101.00	341322	11/08/23	20871	MINNJET CONSULTING	04500583354000	358	ECS APPOINT 6.75HRS	0.00	337.50
A101.00	341322	11/08/23	20871	MINNJET CONSULTING	04500583354000	358	ECS SCREENING 3.5HR	0.00	175.00
TOTAL CHECK								0.00	512.50
A101.00	341323	11/08/23	22506	MOSDOS PRESS	04705590351000	460	PERAL STUDENT EDITI	0.00	1,116.00
A101.00	341323	11/08/23	22506	MOSDOS PRESS	04705590351000	460	ESTIMATED SHIPPING/	0.00	111.60
TOTAL CHECK								0.00	1,227.60
A101.00	341324	11/08/23	20701	LARA NEEL	04500506000000	305	BEG KNIT CL A110L23	0.00	200.00
A101.00	341325	11/08/23	20583	JANICE NOVAK	04500506000000	305	THYROID THING A117W	0.00	60.00
A101.00	341325	11/08/23	20583	JANICE NOVAK	04500506000000	305	POSTURE CLASS	0.00	20.00
TOTAL CHECK								0.00	80.00
A101.00	341326	11/08/23	20984	PAN O GOLD BAKING C	02005770701000	490	FOOD-OCT STMT 28304	0.00	2,559.61
A101.00	341327	11/08/23	21216	PARK ADAM TRANSPORT	03005760728000	360	HMLESS TRANSP OCT	0.00	16,085.00
A101.00	341327	11/08/23	21216	PARK ADAM TRANSPORT	03005760720000	360	OCT SAFETY TRAINING	0.00	2,800.00
A101.00	341327	11/08/23	21216	PARK ADAM TRANSPORT	03005760720000	360	TORAH AC ROUTE OCT	0.00	3,385.36
A101.00	341327	11/08/23	21216	PARK ADAM TRANSPORT	03005760717000	360	LATE ACT ROUTE OCT	0.00	4,475.27
A101.00	341327	11/08/23	21216	PARK ADAM TRANSPORT	03005760714000	360	OUT-DIST ROUTE OCT	0.00	67,873.26
A101.00	341327	11/08/23	21216	PARK ADAM TRANSPORT	03005760720000	360	IN-DIST ROUTE OCT 2	0.00	121,891.12
A101.00	341327	11/08/23	21216	PARK ADAM TRANSPORT	03005760723000	360	SPED TRANSP OCT	0.00	271,914.81
A101.00	341327	11/08/23	21216	PARK ADAM TRANSPORT	01303258733000	360	1T- NEW PRAGUE 10/2	0.00	561.60
A101.00	341327	11/08/23	21216	PARK ADAM TRANSPORT	06303870000022	360	CONST BUS STAGED OC	0.00	12,378.50

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A101.00	341327	11/08/23	21216	PARK ADAM TRANSPORT	01303259733000	360	1T- CHANHASSEN 9/27	0.00	725.80	
A101.00	341327	11/08/23	21216	PARK ADAM TRANSPORT	01005610733000	360	1T2B-WESTWOOD 11/2	0.00	586.00	
TOTAL CHECK									0.00	502,676.72
A101.00	341328	11/08/23	22470	PAYDHEALTH	01005170000299	305	OCT COSTAVOIDANCE F	0.00	12,591.04	
A101.00	341329	11/08/23	21021	PHOENIX SCHOOL COUN	04701710353000	305	BSM 50F12 COUNS SER	0.00	30,867.21	
A101.00	341330	11/08/23	21023	PITNEYBOWES RESER	01005110000000	329	POSTAGE RESERVE ACC	0.00	2,500.00	
A101.00	341331	11/08/23	21091	RICOH USA, INC	01101203000000	383	USAGE 08/01 - 10/31	0.00	2,350.49	
A101.00	341331	11/08/23	21091	RICOH USA, INC	01106203000000	383	USAGE 08/01 - 10/31	0.00	2,352.50	
A101.00	341331	11/08/23	21091	RICOH USA, INC	01108203000000	383	USAGE 08/01 - 10/31	0.00	816.66	
A101.00	341331	11/08/23	21091	RICOH USA, INC	01303605000000	383	USAGE 08/01 - 10/31	0.00	651.64	
A101.00	341331	11/08/23	21091	RICOH USA, INC	01302605000000	383	USAGE 08/01 - 10/31	0.00	675.78	
A101.00	341331	11/08/23	21091	RICOH USA, INC	01106203000000	383	USAGE 08/01 - 10/31	0.00	334.02	
A101.00	341331	11/08/23	21091	RICOH USA, INC	01005110000000	383	USAGE 08/01 - 10/31	0.00	97.88	
A101.00	341331	11/08/23	21091	RICOH USA, INC	01108203000000	383	USAGE 08/01 - 10/31	0.00	138.02	
A101.00	341331	11/08/23	21091	RICOH USA, INC	01303605000000	383	USAGE 10/01 - 10/31	0.00	379.51	
A101.00	341331	11/08/23	21091	RICOH USA, INC	01303605000000	383	USAGE 08/01 - 10/31	0.00	219.01	
A101.00	341331	11/08/23	21091	RICOH USA, INC	01107203000000	383	USAGE 08/01 - 10/31	0.00	917.18	
A101.00	341331	11/08/23	21091	RICOH USA, INC	01302605000000	383	USAGE 08/01 - 10/31	0.00	1,230.89	
A101.00	341331	11/08/23	21091	RICOH USA, INC	01302605000000	383	USAGE 08/01 - 10/31	0.00	1,953.08	
A101.00	341331	11/08/23	21091	RICOH USA, INC	01108203000000	383	USAGE 08/01 - 10/31	0.00	2,041.41	
A101.00	341331	11/08/23	21091	RICOH USA, INC	01108203000000	383	USAGE 08/01 - 10/31	0.00	114.12	
A101.00	341331	11/08/23	21091	RICOH USA, INC	01005110000000	383	USAGE 10/01 - 10/31	0.00	2.64	
A101.00	341331	11/08/23	21091	RICOH USA, INC	04500506000000	383	USAGE 08/01 - 10/31	0.00	177.76	
A101.00	341331	11/08/23	21091	RICOH USA, INC	04500570000000	383	USAGE 10/01 - 10/31	0.00	24.93	
TOTAL CHECK									0.00	14,477.52
A101.00	341332	11/08/23	22199	RICOH USA, LLC (CON	01005605302000	380	LEASE 11/30 - 12/29	0.00	11,401.11	
A101.00	341333	11/08/23	22005	ROBERT HALF	01005020000000	305	B MUMM WK END 10/27	0.00	2,642.95	
A101.00	341333	11/08/23	22005	ROBERT HALF	01005020000000	305	B MUMM WK END 10/20	0.00	2,718.02	
TOTAL CHECK									0.00	5,360.97
A101.00	341334	11/08/23	21199	SOLUTRAN, INC	21005105000000	220	HEALTHY SAVINGS OCT	0.00	1,496.91	
A101.00	341335	11/08/23	22280	SOURCEWELL	01005110302000	405	ADV FLEX 10/01-12/3	0.00	3,330.00	
A101.00	341336	11/08/23	21218	ST PAUL BEVERAGE SO	02005770701000	495	ACCT 6404-MILK OCT	0.00	9,629.86	
A101.00	341337	11/08/23	21242	STRAIT STUFF SCREEN	02005770701000	401	67 STAFF T-SHIRTS	0.00	773.50	
A101.00	341337	11/08/23	21242	STRAIT STUFF SCREEN	02005770701000	401	30 STAFF T-SHIRTS	0.00	401.25	
TOTAL CHECK									0.00	1,174.75
A101.00	341338	11/08/23	22550	TCEC METRO, LLC	04500530000000	367	BEHAVIOR PRESENTATI	0.00	125.00	
A101.00	341338	11/08/23	22550	TCEC METRO, LLC	04005509000000	367	BEHAVIOR PRESENTATI	0.00	125.00	
A101.00	341338	11/08/23	22550	TCEC METRO, LLC	04500580325000	367	BEHAVIOR PRESENTATI	0.00	125.00	
TOTAL CHECK									0.00	375.00

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A101.00	341339	11/08/23	21263	TEACHERS ON CALL A	04500580000000	305	10/30 - 11/03 ECFE	0.00	109.65
A101.00	341339	11/08/23	21263	TEACHERS ON CALL A	04500580000000	305	10/23 - 10/27 ECFE	0.00	109.65
A101.00	341339	11/08/23	21263	TEACHERS ON CALL A	01005203000000	307	10/23 - 10/27 EC SP	0.00	412.80
A101.00	341339	11/08/23	21263	TEACHERS ON CALL A	01005211000000	307	10/23 - 10/27 MS	0.00	3,651.29
A101.00	341339	11/08/23	21263	TEACHERS ON CALL A	01005211000000	307	10/23 - 10/27 HS	0.00	3,764.41
A101.00	341339	11/08/23	21263	TEACHERS ON CALL A	01005203000000	305	10/23 - 10/27 PSI	0.00	3,876.45
A101.00	341339	11/08/23	21263	TEACHERS ON CALL A	01005211000000	305	10/30 - 11/03 MS	0.00	4,265.48
A101.00	341339	11/08/23	21263	TEACHERS ON CALL A	01005203000000	305	10/30 - 11/03 PH	0.00	4,547.25
A101.00	341339	11/08/23	21263	TEACHERS ON CALL A	01005203000000	305	10/23 - 10/27 PH	0.00	5,121.30
A101.00	341339	11/08/23	21263	TEACHERS ON CALL A	01005211000000	305	10/23 - 10/27 MS	0.00	5,450.25
A101.00	341339	11/08/23	21263	TEACHERS ON CALL A	01005203000000	305	10/23 - 10/27 SL	0.00	5,682.45
A101.00	341339	11/08/23	21263	TEACHERS ON CALL A	01005211000000	307	10/23 - 10/27 TP/LX	0.00	758.60
A101.00	341339	11/08/23	21263	TEACHERS ON CALL A	01005203000000	305	10/23 - 10/27 AQ	0.00	2,921.85
A101.00	341339	11/08/23	21263	TEACHERS ON CALL A	01005211000000	307	10/30 - 11/03 MS	0.00	3,221.53
A101.00	341339	11/08/23	21263	TEACHERS ON CALL A	01005203000000	305	10/30 - 11/03 AQ	0.00	2,165.84
A101.00	341339	11/08/23	21263	TEACHERS ON CALL A	01005203000000	305	10/30 - 11/03 SL	0.00	2,392.95
A101.00	341339	11/08/23	21263	TEACHERS ON CALL A	01005203000000	307	10/30 - 11/03 AQ	0.00	2,330.48
A101.00	341339	11/08/23	21263	TEACHERS ON CALL A	01005211000000	305	10/23 - 10/27 HS	0.00	9,681.45
A101.00	341339	11/08/23	21263	TEACHERS ON CALL A	01005211000000	305	10/30 - 11/03 HS	0.00	7,933.51
A101.00	341339	11/08/23	21263	TEACHERS ON CALL A	01005203000000	307	10/23 - 10/27 SL	0.00	354.75
A101.00	341339	11/08/23	21263	TEACHERS ON CALL A	01005203000000	307	10/30 - 11/03 EC SP	0.00	335.40
A101.00	341339	11/08/23	21263	TEACHERS ON CALL A	01005211000000	307	10/30 - 11/03 HS	0.00	1,988.08
A101.00	341339	11/08/23	21263	TEACHERS ON CALL A	01005203000000	305	10/30 - 11/03 PSI	0.00	1,711.39
A101.00	341339	11/08/23	21263	TEACHERS ON CALL A	01005203000000	307	10/23 - 10/27 AQ	0.00	922.35
A101.00	341339	11/08/23	21263	TEACHERS ON CALL A	01005203000000	307	10/30 - 11/03 SL	0.00	1,062.54
A101.00	341339	11/08/23	21263	TEACHERS ON CALL A	01005203000000	307	10/23 - 10/27 PH	0.00	1,130.42
A101.00	341339	11/08/23	21263	TEACHERS ON CALL A	01005211000000	307	10/30 - 11/03 TP/LX	0.00	1,496.40
A101.00	341339	11/08/23	21263	TEACHERS ON CALL A	01005203000000	307	10/30 - 11/03 PH	0.00	1,584.39
TOTAL CHECK								0.00	78,982.91
A101.00	341340	11/08/23	21323	TRIO SUPPLY COMPANY	02005770701000	401	SILVERWARE & TRAYS	0.00	2,648.80
A101.00	341340	11/08/23	21323	TRIO SUPPLY COMPANY	02005770701000	401	GLOVES/CUPS/TRAYS	0.00	2,215.05
TOTAL CHECK								0.00	4,863.85
A101.00	341341	11/08/23	21337	UHL COMPANY	06005865366000	305	MAINTCONT 11/01-12/	0.00	56,604.00
A101.00	341342	11/08/23	21348	VIA ACTUARIAL SOLUT	01005110000000	305	GASB 75/16 REVISED	0.00	2,000.00
A101.00	341342	11/08/23	21348	VIA ACTUARIAL SOLUT	01005110000000	305	GASB 75/16 VAL REPO	0.00	11,000.00
A101.00	341342	11/08/23	21348	VIA ACTUARIAL SOLUT	01005110000000	305	GASB 73 VAL REPORT	0.00	4,000.00
TOTAL CHECK								0.00	17,000.00
A101.00	341343	11/08/23	22107	VISTAR	02005770701000	490	ACCT 10428877- FD O	0.00	1,236.32
A101.00	341343	11/08/23	22107	VISTAR	02005770701000	490	ACCT 10428877- FD S	0.00	1,255.66
TOTAL CHECK								0.00	2,491.98
A101.00	341344	11/08/23	21365	VSI CONSTRUCTION, I	06301870000002	305	EQUIPMENT RENTAL OC	0.00	2,077.00
A101.00	341344	11/08/23	21365	VSI CONSTRUCTION, I	06303870000002	520	MOVE CLRM FOR CON-O	0.00	3,171.30
TOTAL CHECK								0.00	5,248.30
A101.00	341345	11/08/23	22224	WEATHERPROOFING TEC	06005870000002	520	ROOF RESTORATION -C	0.00	9,462.81
A101.00	341345	11/08/23	22224	WEATHERPROOFING TEC	06005870000002	520	ROOF RESTORATION -C	0.00	62,046.23

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CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	BUDGET CODE	ACCNT	-----DESCRIPTION-----	SALES TAX	AMOUNT	
A101.00	341345	11/08/23	22224	WEATHERPROOFING	TEC 06005870000022	520	ROOF RESTORATION -	0.00	206,495.61	
A101.00	341345	11/08/23	22224	WEATHERPROOFING	TEC 06005870000022	520	ROOF RESTORATION -	0.00	264,092.76	
A101.00	341345	11/08/23	22224	WEATHERPROOFING	TEC 06005870000022	520	ROOF RESTORATION -	0.00	266,177.10	
A101.00	341345	11/08/23	22224	WEATHERPROOFING	TEC 06005870000022	520	ROOF RESTORATION -	0.00	339,388.26	
TOTAL CHECK									0.00	1,147,662.77
A101.00	341346	11/08/23	21004	PAULA WIECKERT	04500506000000	305	MBSR COURSE A119L23	0.00	590.00	
A101.00	341347	11/08/23	21395	XCEL ENERGY	0110581000000000	332	USAGE 09/27 - 10/26	0.00	3,578.96	
A101.00	341347	11/08/23	21395	XCEL ENERGY	0110781000000000	332	USAGE 09/27 - 10/26	0.00	5,512.09	
A101.00	341347	11/08/23	21395	XCEL ENERGY	0110881000000000	332	USAGE 09/27 - 10/26	0.00	5,168.55	
A101.00	341347	11/08/23	21395	XCEL ENERGY	0130281000000000	332	USAGE 09/27 - 10/26	0.00	4,647.20	
A101.00	341347	11/08/23	21395	XCEL ENERGY	0100585000000000	332	USAGE 09/27 - 10/26	0.00	849.05	
A101.00	341347	11/08/23	21395	XCEL ENERGY	0110681000000000	332	USAGE 09/27 - 10/26	0.00	6,009.19	
A101.00	341347	11/08/23	21395	XCEL ENERGY	0130281000000000	332	USAGE 09/27 - 10/26	0.00	9,674.27	
A101.00	341347	11/08/23	21395	XCEL ENERGY	0130181000000000	332	USAGE 09/27 - 10/26	0.00	8,463.81	
A101.00	341347	11/08/23	21395	XCEL ENERGY	0110181000000000	332	USAGE 09/27 - 10/26	0.00	7,185.06	
A101.00	341347	11/08/23	21395	XCEL ENERGY	0130181000000000	332	USAGE 09/27 - 10/26	0.00	365.91	
A101.00	341347	11/08/23	21395	XCEL ENERGY	0130381000000000	332	USAGE 09/27 - 10/26	0.00	23,700.03	
A101.00	341347	11/08/23	21395	XCEL ENERGY	0130381000000000	332	USAGE 09/27 - 10/26	0.00	1,675.75	
A101.00	341347	11/08/23	21395	XCEL ENERGY	0130181000000000	332	USAGE 09/27 - 10/26	0.00	1,197.03	
A101.00	341347	11/08/23	21395	XCEL ENERGY	0130281000000000	332	USAGE 09/27 - 10/26	0.00	27.37	
A101.00	341347	11/08/23	21395	XCEL ENERGY	0130381000000000	332	USAGE 09/27 - 10/26	0.00	39.65	
TOTAL CHECK									0.00	78,093.92
A101.00	341348	11/15/23	20224	CLERICALSECRETARIAL	01	L215.77	DED:8002 DUES CAPS	0.00	252.40	
A101.00	341349	11/15/23	20357	EDUCATION MINNESOTA	01	L215.77	DED:8003 DUES SPARK	0.00	1,398.16	
A101.00	341350	11/15/23	20807	MESSERLI AND KRAMER	01	L215.81	DED:1002 GARNISHMEN	0.00	101.52	
A101.00	341351	11/15/23	20855	MINNESOTA CHILD SUP	01	L215.81	DED:1500 CHILD SUPP	0.00	1,480.89	
A101.00	341352	11/15/23	20987	PARK ASSOCIATION OF	01	L215.77	DED:8004 DUES TCHR	0.00	17,169.74	
A101.00	341353	11/15/23	21147	SCHOOL SERVICE EMPL	01	L215.71	DED:8000 DUES CUST	0.00	489.11	
A101.00	341353	11/15/23	21147	SCHOOL SERVICE EMPL	01	L215.71	DED:8005 COPE DUES	0.00	29.00	
A101.00	341353	11/15/23	21147	SCHOOL SERVICE EMPL	01	L215.70	DED:8007 DUES NTRN	0.00	37.50	
A101.00	341353	11/15/23	21147	SCHOOL SERVICE EMPL	01	L215.70	DED:8001 DUES NTRN	0.00	294.01	
A101.00	341353	11/15/23	21147	SCHOOL SERVICE EMPL	01	L215.71	DED:8006 DUES CUST	0.00	712.50	
TOTAL CHECK									0.00	1,562.12
A101.00	341354	11/15/23	20057	ANCHOR PAPER COMPAN	0130260500000000	383	COPY PAPER - MS	0.00	847.92	
A101.00	341354	11/15/23	20057	ANCHOR PAPER COMPAN	0130260500000000	383	COPY PAPER - MS	0.00	650.45	
TOTAL CHECK									0.00	1,498.37
A101.00	341355	11/15/23	22065	BENEFIT EXTRAS, INC	2100510500000000	305	OCT ADMIN FEES	0.00	461.50	
A101.00	341356	11/15/23	21298	BLUUM OF MINNESOTA,	16005108795000	555	NX-V2 ANTENNA WI-FI	0.00	45.00	
A101.00	341356	11/15/23	21298	BLUUM OF MINNESOTA,	0100510800000000	305	TECH SERVICES - 10/	0.00	584.00	
TOTAL CHECK									0.00	629.00

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CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	BUDGET CODE	ACCNT	-----DESCRIPTION-----	SALES TAX	AMOUNT	
A101.00	341357	11/15/23	20171	CAPTIVATE MEDIA & C	01005130000000	305	VID RETAIN OCT-DEC	0.00	5,796.00	
A101.00	341358	11/15/23	20192	CENTER FOR THE COLL	01005610308000	305	VIRTUAL PD LEARNING	0.00	2,400.00	
A101.00	341359	11/15/23	20825	MICHAEL CHARETTE	01005605320000	305	NA STORYTELLING EVE	0.00	1,300.00	
A101.00	341360	11/15/23	22561	CHICAGO DISTRIBUTIO	01303620000000	401	LFR - STICKERS	0.00	10.00	
A101.00	341361	11/15/23	22099	CHILED A INSTITUTE,	01005605000303	392	OCT GEN ED TUITION	0.00	557.90	
A101.00	341361	11/15/23	22099	CHILED A INSTITUTE,	01998411740000	392	OCT SPED&INTENSIVE	0.00	9,915.01	
TOTAL CHECK									0.00	10,472.91
A101.00	341362	11/15/23	20229	COLLABORATIVE STUDE	03005760728000	360	10/16-31 SPED TRAN7	0.00	16,060.00	
A101.00	341362	11/15/23	20229	COLLABORATIVE STUDE	03005760723000	360	10/16-31 SPED TRAN7	0.00	2,610.00	
TOTAL CHECK									0.00	18,670.00
A101.00	341363	11/15/23	20235	COMMERCIAL KITCHEN	02005770701000	350	RINSE PROBE REPAIR	0.00	693.00	
A101.00	341363	11/15/23	20235	COMMERCIAL KITCHEN	02005770701000	350	HINGE CAM REPAIR	0.00	695.00	
A101.00	341363	11/15/23	20235	COMMERCIAL KITCHEN	02005770701000	350	THERMOSTAT REPAIR	0.00	579.00	
A101.00	341363	11/15/23	20235	COMMERCIAL KITCHEN	02005770701000	350	DISH MACHINE TRBL S	0.00	222.00	
TOTAL CHECK									0.00	2,189.00
A101.00	341364	11/15/23	20353	ECKROTH MUSIC	01302259000000	430	BAND EQUIP SUPPLIES	0.00	160.00	
A101.00	341364	11/15/23	20353	ECKROTH MUSIC	01302259000000	430	SANIMIST 8OZ	0.00	15.76	
A101.00	341364	11/15/23	20353	ECKROTH MUSIC	01303259302000	530	DRUM MALLETS	0.00	147.80	
A101.00	341364	11/15/23	20353	ECKROTH MUSIC	01302259302000	530	KEYBOARD&BENCH	0.00	938.11	
A101.00	341364	11/15/23	20353	ECKROTH MUSIC	01302259302000	530	ELECTIC KEYBOARDS	0.00	3,659.94	
A101.00	341364	11/15/23	20353	ECKROTH MUSIC	01302259302000	530	5 - TRUMPETS	0.00	2,930.00	
TOTAL CHECK									0.00	7,851.61
A101.00	341365	11/15/23	20365	EHLERS & ASSOCIATES	01005110000000	305	SERIES 2010A	0.00	150.00	
A101.00	341366	11/15/23	22452	ELECTRICAL PRODUCTI	06005870000022	520	FIBER SPLICING TO C	0.00	2,940.00	
A101.00	341367	11/15/23	22545	GLORIA LILIANA CAZA	04500593000000	305	CATA SUPT 10/16-11/	0.00	900.00	
A101.00	341367	11/15/23	22545	GLORIA LILIANA CAZA	04500506000000	305	CATA SUPT 10/16-11/	0.00	900.00	
TOTAL CHECK									0.00	1,800.00
A101.00	341368	11/15/23	22394	HANSON SPORTS LLC	04500508332000	305	MULTI-SPORT STEM CA	0.00	367.50	
A101.00	341369	11/15/23	22105	HEAVY METAL WELDING	01301865380000	350	REPLACE 2-BOILERTUB	0.00	4,880.00	
A101.00	341370	11/15/23	20524	HOUSE OF NOTE CORP	01100259302000	530	4- 1/2 VIOLIN OUTFI	0.00	1,180.00	
A101.00	341370	11/15/23	20524	HOUSE OF NOTE CORP	01100259302000	530	4- 3/4 VIOLIN OUTFI	0.00	1,180.00	
A101.00	341370	11/15/23	20524	HOUSE OF NOTE CORP	01100259302000	530	1- 1/4 BASS OUTFIT	0.00	1,360.00	
A101.00	341370	11/15/23	20524	HOUSE OF NOTE CORP	01100259302000	530	4- 1/2 CELLO OUTFIT	0.00	2,520.00	
TOTAL CHECK									0.00	6,240.00
A101.00	341371	11/15/23	22552	INDIGO SIGNS	01303292000000	401	SWIM RECORD BOARD	0.00	489.75	

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CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	BUDGET CODE	ACCNT	-----DESCRIPTION-----	SALES TAX	AMOUNT
A101.00	341372	11/15/23	20556	INTERMEDIATE DISTRI	01998399830000	390	CAR & TECH ED FY24	0.00	370.09
A101.00	341372	11/15/23	20556	INTERMEDIATE DISTRI	01998211302000	335	SAFE SCHOOL FY24	0.00	5,822.31
A101.00	341372	11/15/23	20556	INTERMEDIATE DISTRI	01998211000000	390	CORE FEE FY24	0.00	5,841.72
A101.00	341372	11/15/23	20556	INTERMEDIATE DISTRI	01998380835000	399	TRANS DISABLED FY24	0.00	1,561.49
A101.00	341372	11/15/23	20556	INTERMEDIATE DISTRI	01998211303000	390	ALC PRGS FY24	0.00	3,169.17
A101.00	341372	11/15/23	20556	INTERMEDIATE DISTRI	01998865347000	390	LGTERM FACILITIE FY	0.00	3,787.97
A101.00	341372	11/15/23	20556	INTERMEDIATE DISTRI	01998211303000	390	ALC STAB FEE FY24	0.00	1,940.77
A101.00	341372	11/15/23	20556	INTERMEDIATE DISTRI	01998211302000	335	LEASE LEVY FY24	0.00	21,448.04
A101.00	341372	11/15/23	20556	INTERMEDIATE DISTRI	01998401740000	396	POF ITINERANT-SERFY	0.00	9,351.56
TOTAL CHECK								0.00	53,293.12
A101.00	341373	11/15/23	22498	JOHNSON PIANO SERVI	04500505321000	305	PIANO TUNING & MAIN	0.00	280.00
A101.00	341374	11/15/23	20654	JW PEPPER & SONS, I	01303259000000	430	BAND SHEET MUSIC	0.00	160.00
A101.00	341374	11/15/23	20654	JW PEPPER & SONS, I	01303259000000	430	BAND SHEET MUSIC	0.00	13.98
A101.00	341374	11/15/23	20654	JW PEPPER & SONS, I	01303259000000	430	BAND SHEET MUSIC	0.00	40.00
TOTAL CHECK								0.00	213.98
A101.00	341375	11/15/23	22562	KAREN JOY DEJESUS	01005610000000	305	CLRM TEACH-TRIBAL C	0.00	2,000.00
A101.00	341376	11/15/23	20776	MASSP	01303050000000	820	MBR 15200 APARKS	0.00	845.00
A101.00	341377	11/15/23	20796	MCEA	04500508332000	366	D YOUNG	0.00	399.00
A101.00	341378	11/15/23	20658	KATHERINE MCGRAW	04500506000000	305	ZUMBA GOLD - FALL	0.00	99.00
A101.00	341378	11/15/23	20658	KATHERINE MCGRAW	04500506000000	305	ZUMBA GOLD -ONLINE	0.00	180.00
A101.00	341378	11/15/23	20658	KATHERINE MCGRAW	04500506000000	305	ZUMBA GOLD - SUMMER	0.00	140.00
A101.00	341378	11/15/23	20658	KATHERINE MCGRAW	04500593000000	305	ENHANCE FITNESS -FA	0.00	960.00
A101.00	341378	11/15/23	20658	KATHERINE MCGRAW	04500593000000	305	ENHANCE FITNESS -SU	0.00	1,040.00
A101.00	341378	11/15/23	20658	KATHERINE MCGRAW	04500506000000	305	ZUMBA - SUMMER&FALL	0.00	1,077.00
TOTAL CHECK								0.00	3,496.00
A101.00	341379	11/15/23	22284	MINI ME SPORTS	04005509000000	305	MINI ME CLASS NOV/D	0.00	930.00
A101.00	341380	11/15/23	20871	MINNJET CONSULTING	04500580325000	358	FALL CONF - 1.5HRS	0.00	125.00
A101.00	341380	11/15/23	20871	MINNJET CONSULTING	04500583354000	358	ECS APPOINT - 3.5HR	0.00	175.00
A101.00	341380	11/15/23	20871	MINNJET CONSULTING	01106402740000	358	IEP MEETING - 1HR	0.00	50.00
A101.00	341380	11/15/23	20871	MINNJET CONSULTING	01100412422000	358	ITI EVALS - 2HRS	0.00	100.00
TOTAL CHECK								0.00	450.00
A101.00	341381	11/15/23	20874	MN ASSOCIATION OF H	01303211000000	820	MAHS MEMBERSHIP	0.00	60.00
A101.00	341382	11/15/23	20927	NCPERS MINNESOTA	01	L215.62	NOV 2023 A DAVIS	0.00	16.00
A101.00	341383	11/15/23	22364	NORTHERN STAR COUNC	01106203000602	369	5GRD FIELD TRIP 02/	0.00	900.00
A101.00	341384	11/15/23	20958	NORTHSTAR MEDIA, IN	01303291000000	383	OCT ECHO PRINTING	0.00	842.93
A101.00	341385	11/15/23	20972	OLYMPIC COMMUNICATI	01107810000000	350	TRBL SHT PAGING ISS	0.00	446.50
A101.00	341385	11/15/23	20972	OLYMPIC COMMUNICATI	01302810000000	350	TRBL SHT PAGING ISS	0.00	1,265.00
TOTAL CHECK								0.00	1,711.50

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CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	BUDGET CODE	ACCNT	-----DESCRIPTION-----	SALES TAX	AMOUNT
A101.00	341386	11/15/23	22560	PAMELA MAIER	02000000701000	R099	MEAL ACCT REFUND	0.00	9.30
A101.00	341387	11/15/23	21216	PARK ADAM TRANSPORT	01005610733000	360	2T2B- WESTWOOD NC	0.00	1,315.40
A101.00	341387	11/15/23	21216	PARK ADAM TRANSPORT	01303258733000	360	1T - SLP MS 10/25	0.00	316.90
A101.00	341387	11/15/23	21216	PARK ADAM TRANSPORT	01005610733000	360	1T- WESTWOOD CTR 11	0.00	364.70
TOTAL CHECK								0.00	1,997.00
A101.00	341388	11/15/23	20992	PARK TAVERN INC	04500570000000	369	2HR BOWLING 11/3	0.00	1,056.00
A101.00	341389	11/15/23	21013	PERSPECTIVES INC	04005590799097	305	Q4 FAM SRVS FSC GRA	0.00	2,500.00
A101.00	341390	11/15/23	22202	POPE DESIGN GROUP	06101870000022	305	22157 PLAYGROUND RE	0.00	1,341.00
A101.00	341390	11/15/23	22202	POPE DESIGN GROUP	06303870000022	305	22195 HS STRM SHEL	0.00	7,209.59
TOTAL CHECK								0.00	8,550.59
A101.00	341391	11/15/23	22555	PREFERRED STRIPING	01005810000000	350	PARKING LOT STRIPIN	0.00	550.00
A101.00	341392	11/15/23	21044	PROFESSIONAL WIRELE	01303211000000	820	FCC LICENSE RENEWAL	0.00	395.00
A101.00	341393	11/15/23	22209	QUENCH USA, INC	01303211000000	401	WTR COOLER FILTER	0.00	135.00
A101.00	341394	11/15/23	22183	FERIAL RAHAL	01005610000000	305	CLRM TEACH-ARABIC C	0.00	2,000.00
A101.00	341395	11/15/23	22005	ROBERT HALF	01005020000000	305	B MUMM WK END 11/03	0.00	2,669.41
A101.00	341396	11/15/23	22554	ROME CONSULTING	01101640316100	367	SIPPS TRAINING 10/1	0.00	300.00
A101.00	341397	11/15/23	21112	ROSETTA STONE LTD	01005610000000	430	130-SILVER SUBSCRIP	0.00	13,000.00
A101.00	341398	11/15/23	20055	AMY SHADIS	04500511000000	305	LET'S DANCE 10/2-11	0.00	1,152.00
A101.00	341399	11/15/23	21179	STERICYCLE, INC	01108050000000	305	PSI-OCT-DOCU DISPOS	0.00	32.03
A101.00	341400	11/15/23	22280	SOURCEWELL	01005110000000	305	SIS CONS SERV- OCT	0.00	1,925.00
A101.00	341401	11/15/23	22563	SUSAN ALARC'ON ROJA	01005610000000	305	CLRM TEACH-SPANIS C	0.00	2,000.00
A101.00	341402	11/15/23	21280	THE GOOD ACRE	02005770701000	490	OCT - FOOD STATEMEN	0.00	12,109.32
A101.00	341403	11/15/23	21337	UHL COMPANY	01301865380000	350	CHILLER REPAIR - SE	0.00	7,743.85
A101.00	341404	11/15/23	21343	UNIVERSAL ATHLETIC,	01303292000000	401	100 - GOAL NET CLIP	0.00	91.99
A101.00	341405	11/15/23	22282	VENTRIS LEARNING	01005610000000	401	TEACHER MANUALS	0.00	1,204.00
A101.00	341406	11/15/23	22537	WEST MUSIC COMPANY,	01302259302000	530	REMO RT-WEST TUR PA	0.00	5,902.20
A101.00	341407	11/22/23	20057	ANCHOR PAPER COMPAN	01100412419000	401	COPY PAPER - ECSE	0.00	229.00
A101.00	341407	11/22/23	20057	ANCHOR PAPER COMPAN	04500570000000	401	COPY PAPER - KP	0.00	229.00
A101.00	341407	11/22/23	20057	ANCHOR PAPER COMPAN	04500580000000	401	COPY PAPER - ELP/EC	0.00	229.00

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CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	BUDGET CODE	ACCNT	-----DESCRIPTION-----	SALES TAX	AMOUNT
TOTAL CHECK								0.00	687.00
A101.00	341408	11/22/23	22180	ARBITERPAY	01303294000321	305	OFFICIALS WINTER23-	0.00	500.00
A101.00	341408	11/22/23	22180	ARBITERPAY	01303296000151	305	OFFICIALS WINTER23-	0.00	1,475.00
A101.00	341408	11/22/23	22180	ARBITERPAY	01303294000322	305	OFFICIALS WINTER23-	0.00	8,850.00
A101.00	341408	11/22/23	22180	ARBITERPAY	01303294000324	305	OFFICIALS WINTER23-	0.00	5,004.00
A101.00	341408	11/22/23	22180	ARBITERPAY	01303296000322	305	OFFICIALS WINTER23-	0.00	4,250.00
TOTAL CHECK								0.00	20,079.00
A101.00	341409	11/22/23	20113	BENILDE-ST MARGARET	01701204414000	366	PROF DEV - REIMBURS	0.00	715.00
A101.00	341409	11/22/23	20113	BENILDE-ST MARGARET	01701204414000	366	PROF DEV - REIMBURS	0.00	3,553.20
TOTAL CHECK								0.00	4,268.20
A101.00	341410	11/22/23	20614	JOHN BORN	04500506000000	305	KYUDO CLASS - A905C	0.00	585.00
A101.00	341411	11/22/23	20189	CDW GOVERNMENT INC	16005108795000	555	DELL CHROMEBOOK 311	0.00	53,214.00
A101.00	341411	11/22/23	20189	CDW GOVERNMENT INC	16005108795000	555	3RD PARTY DISCOUNT	0.00	-4,000.00
A101.00	341411	11/22/23	20189	CDW GOVERNMENT INC	01005108000000	820	CDW EDUCATION COLLA	0.00	1,250.00
A101.00	341411	11/22/23	20189	CDW GOVERNMENT INC	01005108000000	820	COLLAB-CONTRIBUTOR	0.00	1,200.00
A101.00	341411	11/22/23	20189	CDW GOVERNMENT INC	01005108000000	820	COLLAB-CONTRIBUTOR	0.00	-1,101.64
TOTAL CHECK								0.00	50,562.36
A101.00	341412	11/22/23	22214	CESO FINANCE, LLC	01005110000000	305	SEP CONTRL SUP- AUD	0.00	11,269.50
A101.00	341412	11/22/23	22214	CESO FINANCE, LLC	01005110000000	305	SEP CONTRL SUP- COA	0.00	1,294.50
TOTAL CHECK								0.00	12,564.00
A101.00	341413	11/22/23	22131	CMS SOLUTIONS	01005108302000	305	VIRTUALSERVER MIGRA	0.00	517.50
A101.00	341414	11/22/23	20395	EXPRESS SERVICES IN	01005810000000	305	JANITOR SERV 11/19/	0.00	5,121.05
A101.00	341414	11/22/23	20395	EXPRESS SERVICES IN	01005810000000	305	JANITOR SERV 11/12/	0.00	5,180.12
TOTAL CHECK								0.00	10,301.17
A101.00	341415	11/22/23	20403	FELDENKRAIS NATURAL	04500506000000	305	AWR MOVE CL A300W23	0.00	160.00
A101.00	341416	11/22/23	20414	FOLLETT SCHOOL SOLU	01005108302000	405	HOST SERV RENEWAL	0.00	10,237.33
A101.00	341417	11/22/23	20559	INTERNATIONAL BACCA	01302214000000	305	MYP REMOTE EVAL VIS	0.00	2,960.00
A101.00	341418	11/22/23	21356	VICTORIA JUSTER	04500506000000	305	CONVO D&D A179W23	0.00	17.50
A101.00	341418	11/22/23	21356	VICTORIA JUSTER	04500506000000	305	DEVELOP INT A180W23	0.00	17.50
TOTAL CHECK								0.00	35.00
A101.00	341419	11/22/23	20654	JW PEPPER & SONS, I	01303258000000	430	CHOIR SHEET MUSIC	0.00	22.49
A101.00	341419	11/22/23	20654	JW PEPPER & SONS, I	01303258000000	430	CHOIR SHEET MUSIC	0.00	27.98
A101.00	341419	11/22/23	20654	JW PEPPER & SONS, I	01303258000000	430	CHOIR SHEET MUSIC	0.00	40.98
A101.00	341419	11/22/23	20654	JW PEPPER & SONS, I	01303258000000	430	CHOIR SHEET MUSIC	0.00	55.96
TOTAL CHECK								0.00	147.41
A101.00	341420	11/22/23	22533	LAKES AREA ELECTRIC	01303810000000	305	ADD OUTLET&DATA JAC	0.00	2,770.60
A101.00	341421	11/22/23	22566	MARY MIDDLECAMP	04500593000000	305	REFUND CLASS A239L2	0.00	69.00

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A101.00	341422	11/22/23	20796	MCEA	04500505321000	366	P HOWARD	0.00	399.00
A101.00	341423	11/22/23	22284	MINI ME SPORTS	04500530000000	305	1 ADD'L STUDT NOV/D	0.00	60.00
A101.00	341424	11/22/23	22567	MINNDEPENDENT	01705204414000	367	SCHOOL LEADER CONF	0.00	300.00
A101.00	341425	11/22/23	20850	MINNEAPOLIS PUBLIC	04500506000000	305	INDIGENOURS CULTURE	0.00	39.00
A101.00	341426	11/22/23	20871	MINNJET CONSULTING	04500580325000	358	EL FALL CONF - 2.5H	0.00	125.00
A101.00	341426	11/22/23	20871	MINNJET CONSULTING	04500583354000	358	ECS RESCREEN - 3HRS	0.00	150.00
TOTAL CHECK								0.00	275.00
A101.00	341427	11/22/23	20934	NEW WAY HYPNOSIS CL	04500506000000	305	WEIGHT LOSS CLASS	0.00	176.00
A101.00	341428	11/22/23	20683	KIRSTEN OLSON MADAU	04500506000000	305	COOKING CL A149W23	0.00	18.00
A101.00	341429	11/22/23	22568	OSSEO HIGH SCHOOL	01303294000330	369	ENTRY FEE VARSITY	0.00	175.00
A101.00	341429	11/22/23	22568	OSSEO HIGH SCHOOL	01303296000330	369	ENTRY FEE VARSITY	0.00	175.00
TOTAL CHECK								0.00	350.00
A101.00	341430	11/22/23	21216	PARK ADAM TRANSPORT	01302294733320	360	1T- ROBBINSDALE 10/	0.00	319.00
A101.00	341430	11/22/23	21216	PARK ADAM TRANSPORT	01302294733320	360	1T-FAIR CRYSTAL 10/	0.00	319.00
A101.00	341430	11/22/23	21216	PARK ADAM TRANSPORT	01302296733325	360	1T - HOPKINS W 10/2	0.00	342.90
A101.00	341430	11/22/23	21216	PARK ADAM TRANSPORT	01303294733319	360	2T2B- 10/24 & 10/28	0.00	2,497.60
A101.00	341430	11/22/23	21216	PARK ADAM TRANSPORT	01302296733329	360	1T - WAYZATA C 10/2	0.00	366.80
A101.00	341430	11/22/23	21216	PARK ADAM TRANSPORT	01302294733319	360	1T- PAMELA PARK 10/	0.00	390.70
A101.00	341430	11/22/23	21216	PARK ADAM TRANSPORT	01303296733321	360	1T-NEWPRAGUE AC 10/	0.00	746.90
A101.00	341430	11/22/23	21216	PARK ADAM TRANSPORT	01106203733600	360	1T2B- BELL MUSE 11/	0.00	805.40
A101.00	341430	11/22/23	21216	PARK ADAM TRANSPORT	01303294733318	360	2T - 10/25 & 11/4	0.00	585.75
A101.00	341430	11/22/23	21216	PARK ADAM TRANSPORT	01303296733318	360	2T - 10/25 & 11/4	0.00	585.75
A101.00	341430	11/22/23	21216	PARK ADAM TRANSPORT	01005610733000	360	1T2B- WESTWOOD 11/9	0.00	633.80
A101.00	341430	11/22/23	21216	PARK ADAM TRANSPORT	01303296733325	360	2T - 10/25 & 11/4	0.00	883.00
TOTAL CHECK								0.00	8,476.60
A101.00	341431	11/22/23	20988	PARK CENTER HIGH SC	01303296000151	369	ENTRY FEE VARSITY	0.00	350.00
A101.00	341432	11/22/23	21036	POWERSCHOOL GROUP L	01005110302000	315	EFINANCE+ HOSTING	0.00	12,890.56
A101.00	341433	11/22/23	22024	RAK CONSTRUCTION, I	06108870000022	520	PSI ENTRANCE UPGRAD	0.00	32,901.67
A101.00	341433	11/22/23	22024	RAK CONSTRUCTION, I	06303870000022	520	HS DRYWALL REPAIRS	0.00	1,930.11
A101.00	341433	11/22/23	22024	RAK CONSTRUCTION, I	06303870000022	520	MISC SERVICE JOBS	0.00	6,439.28
A101.00	341433	11/22/23	22024	RAK CONSTRUCTION, I	01107810302000	530	TACK BOARDS & MISC	0.00	2,815.30
TOTAL CHECK								0.00	44,086.36
A101.00	341434	11/22/23	21263	TEACHERS ON CALL A	01005203000000	307	11/06 - 11/10 AQ	0.00	2,564.71
A101.00	341434	11/22/23	21263	TEACHERS ON CALL A	01005211000000	307	11/06 - 11/10 HS	0.00	2,162.96
A101.00	341434	11/22/23	21263	TEACHERS ON CALL A	01005203000000	307	11/06 - 11/10 PH	0.00	2,338.60
A101.00	341434	11/22/23	21263	TEACHERS ON CALL A	01005203000000	307	11/06 - 11/10 EC SP	0.00	309.60
A101.00	341434	11/22/23	21263	TEACHERS ON CALL A	01005211000000	307	10/30 - 11/03 TP/LX	0.00	593.40
A101.00	341434	11/22/23	21263	TEACHERS ON CALL A	01005203000000	305	11/06 - 11/10 PH	0.00	4,447.95

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A101.00	341434	11/22/23	21263	TEACHERS ON CALL A	01005203000000	305	11/06 - 11/10 AQ	0.00	3,126.20
A101.00	341434	11/22/23	21263	TEACHERS ON CALL A	01005211000000	307	11/06 - 11/10 MS	0.00	5,439.61
A101.00	341434	11/22/23	21263	TEACHERS ON CALL A	01005203000000	305	11/06 - 11/10 SL	0.00	5,581.96
A101.00	341434	11/22/23	21263	TEACHERS ON CALL A	01005211000000	305	11/06 - 11/10 MS	0.00	5,775.98
A101.00	341434	11/22/23	21263	TEACHERS ON CALL A	01005203000000	305	11/06 - 11/10 DO/MA	0.00	258.00
A101.00	341434	11/22/23	21263	TEACHERS ON CALL A	01005203000000	307	11/06 - 11/10 PSI	0.00	283.80
A101.00	341434	11/22/23	21263	TEACHERS ON CALL A	01005211000000	307	10/30 - 11/03 MS	0.00	-509.19
A101.00	341434	11/22/23	21263	TEACHERS ON CALL A	01005211000000	305	11/06 - 11/10 HS	0.00	8,936.48
A101.00	341434	11/22/23	21263	TEACHERS ON CALL A	01005203000000	307	11/06 - 11/10 SL	0.00	1,184.30
A101.00	341434	11/22/23	21263	TEACHERS ON CALL A	01005203000000	305	11/06 - 11/10 PSI	0.00	6,476.81
TOTAL CHECK								0.00	48,971.17
A101.00	341435	11/22/23	21343	UNIVERSAL ATHLETIC,	01303296302329	530	33 - NIKE SKIRTS	0.00	1,702.02
A101.00	341435	11/22/23	21343	UNIVERSAL ATHLETIC,	50303298301460	401	4 CASES-TENNIS BALL	0.00	520.00
A101.00	341435	11/22/23	21343	UNIVERSAL ATHLETIC,	01303294000322	430	BBALL SCOREBOOKS	0.00	28.00
A101.00	341435	11/22/23	21343	UNIVERSAL ATHLETIC,	01303296000322	430	BBALL SCOREBOOKS	0.00	28.00
A101.00	341435	11/22/23	21343	UNIVERSAL ATHLETIC,	01303296302329	530	17 - NIKE SKIRTS	0.00	880.72
TOTAL CHECK								0.00	3,158.74
A101.00	341436	11/22/23	22537	WEST MUSIC COMPANY,	01302259302000	530	GITAR RACK	0.00	1,416.00
A101.00	341437	11/22/23	22564	WHOLE GRAIN MILLING	02005770701000	490	18 - ROLLED OATS	0.00	559.00
A101.00	341438	11/22/23	22499	ZOOM VIDEO COMMUNIC	01005020000000	405	ZOOM SUBS 11/14-12/	0.00	31.98
A101.00	341439	11/29/23	20033	AID ELECTRIC CORPOR	01302810000000	350	FIX TENNIS LIGHTS	0.00	173.00
A101.00	341439	11/29/23	20033	AID ELECTRIC CORPOR	01101810000000	350	FIX PARKING LOT LIG	0.00	1,649.47
TOTAL CHECK								0.00	1,822.47
A101.00	341440	11/29/23	21358	ALTA	01302211000000	401	SPELLING BEE TROPHY	0.00	23.75
A101.00	341441	11/29/23	20057	ANCHOR PAPER COMPAN	01302605000000	383	COPY PAPER - MS	0.00	728.31
A101.00	341442	11/29/23	20083	ARMSTRONG TORSETH S	06303870000002	305	HS CLRM RENO FFE-NO	0.00	2,233.45
A101.00	341442	11/29/23	20083	ARMSTRONG TORSETH S	06303870000002	305	HS CLRM FFE PH2-NOV	0.00	6,467.20
A101.00	341442	11/29/23	20083	ARMSTRONG TORSETH S	06303870000002	305	CLRM RENO-PR22008-N	0.00	6,855.13
A101.00	341442	11/29/23	20083	ARMSTRONG TORSETH S	06303870000002	305	HS FD SERV DESIGN-N	0.00	96.47
A101.00	341442	11/29/23	20083	ARMSTRONG TORSETH S	06303870000002	305	HS CLRM RENO PH2-NO	0.00	41,451.71
TOTAL CHECK								0.00	57,103.96
A101.00	341443	11/29/23	20088	ARVIG	06005870000002	520	INSTALL TRACER WIRE	0.00	4,424.00
A101.00	341444	11/29/23	20229	COLLABORATIVE STUDE	03005760728000	360	11/01-15 SPED TRAN7	0.00	15,840.00
A101.00	341444	11/29/23	20229	COLLABORATIVE STUDE	03005760723000	360	11/01-15 SPED TRAN7	0.00	2,900.00
TOTAL CHECK								0.00	18,740.00
A101.00	341445	11/29/23	20268	CUNINGHAM GROUP ARC	06303870000002	305	PR22-0211-HSREMOD-O	0.00	37,947.69
A101.00	341445	11/29/23	20268	CUNINGHAM GROUP ARC	06005870000002	305	PR21-0419-MAINTBL-O	0.00	26,911.60
A101.00	341445	11/29/23	20268	CUNINGHAM GROUP ARC	06301870000002	305	PR22-0028-CCREMOD-O	0.00	83,218.31
TOTAL CHECK								0.00	148,077.60

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A101.00	341446	11/29/23	20353	ECKROTH MUSIC	01303259302000	530	TROMBONE/SAX/EUPHON	0.00	6,459.00
A101.00	341446	11/29/23	20353	ECKROTH MUSIC	01302259000000	430	SAX & CLARINET REED	0.00	211.90
A101.00	341446	11/29/23	20353	ECKROTH MUSIC	01302259000000	430	MUSIC STD OF EXCELL	0.00	476.00
A101.00	341446	11/29/23	20353	ECKROTH MUSIC	01100259000000	350	CREDIT INVOICE	0.00	-180.26
A101.00	341446	11/29/23	20353	ECKROTH MUSIC	01302259000000	350	CREDIT INVOICE	0.00	-163.50
A101.00	341446	11/29/23	20353	ECKROTH MUSIC	01302259000000	350	CREDIT INVOICE	0.00	-7.63
A101.00	341446	11/29/23	20353	ECKROTH MUSIC	01302259000000	430	MOUTHPIECE CLEANSER	0.00	5.95
A101.00	341446	11/29/23	20353	ECKROTH MUSIC	01302259000000	350	SAXOPHONE REPAIR	0.00	101.00
A101.00	341446	11/29/23	20353	ECKROTH MUSIC	01302259000000	350	TROMBONE REPAIR	0.00	106.00
A101.00	341446	11/29/23	20353	ECKROTH MUSIC	01302259000000	350	SAXOPHONE REPAIR	0.00	112.00
A101.00	341446	11/29/23	20353	ECKROTH MUSIC	01302259000000	350	SAXOPHONE REPAIR	0.00	136.00
A101.00	341446	11/29/23	20353	ECKROTH MUSIC	01302259000000	430	BAND SUPPLIES	0.00	97.60
A101.00	341446	11/29/23	20353	ECKROTH MUSIC	01302259000000	430	CLARINET REEDS	0.00	49.53
A101.00	341446	11/29/23	20353	ECKROTH MUSIC	01302259000000	350	CLARINET REPAIR	0.00	79.00
A101.00	341446	11/29/23	20353	ECKROTH MUSIC	01302259000000	350	CLARINET REPAIR	0.00	79.00
A101.00	341446	11/29/23	20353	ECKROTH MUSIC	01302259000000	350	TRUMPET REPAIR	0.00	92.00
A101.00	341446	11/29/23	20353	ECKROTH MUSIC	01302259000000	350	SAXOPHONE REPAIR	0.00	176.00
TOTAL CHECK								0.00	7,829.59
A101.00	341447	11/29/23	22569	EXCITED HIPPO CREAT	01107203000602	369	MAGIC SHOW	0.00	1,000.00
A101.00	341448	11/29/23	20395	EXPRESS SERVICES IN	01005810000000	305	JANITOR SERV 11/26/	0.00	2,403.37
A101.00	341449	11/29/23	20485	HAMMER SPORTS LLC	01303296000325	305	OFFICIALS 9 9/20-21	0.00	180.00
A101.00	341450	11/29/23	22105	HEAVY METAL WELDING	01301865380000	350	REPL MANWAY COVER	0.00	1,238.21
A101.00	341451	11/29/23	20509	HILLYARD FLOOR CARE	06302870000022	520	17 HAND DRYERS	0.00	11,415.00
A101.00	341452	11/29/23	20550	INSPEC INC	01005865352000	305	STRM MGT INSPECTION	0.00	1,650.00
A101.00	341453	11/29/23	20551	INSTITUTE FOR ENVIR	01303865358000	305	HS ASBESTOS REMOV-O	0.00	2,152.31
A101.00	341453	11/29/23	20551	INSTITUTE FOR ENVIR	01302865358000	305	MS ASBESTOS REMOV-O	0.00	1,056.50
A101.00	341453	11/29/23	20551	INSTITUTE FOR ENVIR	01005865352000	305	2022-2025 FY24 ENVI	0.00	1,157.25
A101.00	341453	11/29/23	20551	INSTITUTE FOR ENVIR	06301870000022	305	RENO COMMISHING - O	0.00	1,008.00
TOTAL CHECK								0.00	5,374.06
A101.00	341454	11/29/23	20670	KENNEDY & GRAVEN	01005150000000	305	FMLA LEAVE - OCT	0.00	175.00
A101.00	341454	11/29/23	20670	KENNEDY & GRAVEN	01005150000000	305	GEN MATTERS-PAM - O	0.00	125.00
A101.00	341454	11/29/23	20670	KENNEDY & GRAVEN	01005150000000	305	GEN MATTERS-MRW - O	0.00	1,534.00
A101.00	341454	11/29/23	20670	KENNEDY & GRAVEN	01005150000000	305	CF CONTRACT DISP- O	0.00	1,550.00
TOTAL CHECK								0.00	3,384.00
A101.00	341455	11/29/23	20681	KINECT ENERGY, INC	01106810000000	440	USAGE 09/30 - 10/31	0.00	1,650.06
A101.00	341455	11/29/23	20681	KINECT ENERGY, INC	01108810000000	440	USAGE 09/30 - 10/31	0.00	2,203.10
A101.00	341455	11/29/23	20681	KINECT ENERGY, INC	01105810000000	440	USAGE 09/30 - 10/31	0.00	1,457.33
A101.00	341455	11/29/23	20681	KINECT ENERGY, INC	01101810000000	440	USAGE 09/30 - 10/31	0.00	2,504.77
A101.00	341455	11/29/23	20681	KINECT ENERGY, INC	01301810000000	440	USAGE 09/30 - 10/31	0.00	6,718.12
A101.00	341455	11/29/23	20681	KINECT ENERGY, INC	01107810000000	440	USAGE 09/30 - 10/31	0.00	879.99
A101.00	341455	11/29/23	20681	KINECT ENERGY, INC	01303810000000	440	USAGE 09/30 - 10/31	0.00	9,618.25
A101.00	341455	11/29/23	20681	KINECT ENERGY, INC	01302810000000	440	USAGE 09/30 - 10/31	0.00	9,701.63

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A101.00	341455	11/29/23	20681	KINECT ENERGY, INC	01005810000000	440	USAGE 09/30 - 10/31	0.00	395.09
A101.00	341455	11/29/23	20681	KINECT ENERGY, INC	02005770701000	443	USAGE 09/30 - 10/31	0.00	218.31
A101.00	341455	11/29/23	20681	KINECT ENERGY, INC	02005770701000	443	USAGE 09/30 - 10/31	0.00	234.39
A101.00	341455	11/29/23	20681	KINECT ENERGY, INC	02005770701000	443	USAGE 09/30 - 10/31	0.00	545.10
A101.00	341455	11/29/23	20681	KINECT ENERGY, INC	02005770701000	443	USAGE 09/30 - 10/31	0.00	303.33
A101.00	341455	11/29/23	20681	KINECT ENERGY, INC	02005770701000	443	USAGE 09/30 - 10/31	0.00	132.83
A101.00	341455	11/29/23	20681	KINECT ENERGY, INC	02005770701000	443	USAGE 09/30 - 10/31	0.00	140.32
A101.00	341455	11/29/23	20681	KINECT ENERGY, INC	02005770701000	443	USAGE 09/30 - 10/31	0.00	44.20
TOTAL CHECK									36,746.82
A101.00	341456	11/29/23	22533	LAKES AREA ELECTRIC	06301870000022	520	ADD NEW OUTLETS RM	0.00	1,180.00
A101.00	341457	11/29/23	22035	MACMILLAN HOLDINGS	01303605302000	530	FREEDOM MY MIND BOO	0.00	3,712.80
A101.00	341457	11/29/23	22035	MACMILLAN HOLDINGS	01303605302000	530	ESTIMATED SHIPPING/	0.00	70.38
TOTAL CHECK									3,783.18
A101.00	341458	11/29/23	20740	MACPHAIL CENTER FOR	04500570000000	305	EC MUSIC PROG / GRA	0.00	6,458.00
A101.00	341459	11/29/23	20812	METRO ELEVATOR INC	01301810000000	350	ELEV CALL BACK SER	0.00	253.25
A101.00	341460	11/29/23	20850	MINNEAPOLIS PUBLIC	04500583354000	383	8 MPSI FORMS	0.00	148.50
A101.00	341461	11/29/23	20871	MINNJET CONSULTING	01302219317000	358	MS FALL CONF - 5.5H	0.00	275.00
A101.00	341461	11/29/23	20871	MINNJET CONSULTING	01302219317000	358	MS FALL CONF - 9HRS	0.00	450.00
A101.00	341461	11/29/23	20871	MINNJET CONSULTING	01303219317000	358	HS FALL CONF - 3.5H	0.00	175.00
TOTAL CHECK									900.00
A101.00	341462	11/29/23	20878	MN DEPT OF LABOR &	01106810000000	305	ELEVATOR ANNUAL OPE	0.00	100.00
A101.00	341462	11/29/23	20878	MN DEPT OF LABOR &	01107810000000	305	ELEVATOR ANNUAL OPE	0.00	100.00
A101.00	341462	11/29/23	20878	MN DEPT OF LABOR &	01303810000000	305	ELEVATOR ANNUAL OPE	0.00	100.00
A101.00	341462	11/29/23	20878	MN DEPT OF LABOR &	01301810000000	305	ELEVATOR ANNUAL OPE	0.00	200.00
A101.00	341462	11/29/23	20878	MN DEPT OF LABOR &	01105810000000	305	ELEVATOR ANNUAL OPE	0.00	200.00
TOTAL CHECK									700.00
A101.00	341463	11/29/23	20036	MRI SOFTWARE LLC	01005160000000	305	7 - STAFF SCREENING	0.00	140.00
A101.00	341463	11/29/23	20036	MRI SOFTWARE LLC	01005160000000	305	3 - STAFF SCREENING	0.00	27.00
TOTAL CHECK									167.00
A101.00	341464	11/29/23	20912	NAC MECHANICAL & EL	01108810000000	350	TESTED RPZ - 7/19	0.00	302.00
A101.00	341464	11/29/23	20912	NAC MECHANICAL & EL	01303865380000	350	BOILER WTR CONTR IN	0.00	1,789.43
A101.00	341464	11/29/23	20912	NAC MECHANICAL & EL	01106865381000	350	MAINT RM FAUCET REP	0.00	2,000.00
A101.00	341464	11/29/23	20912	NAC MECHANICAL & EL	01101865381000	350	TRBLSHT DISHWASH LE	0.00	1,675.78
A101.00	341464	11/29/23	20912	NAC MECHANICAL & EL	01302865380000	350	REBUILD HWTR MIXVAL	0.00	3,099.91
A101.00	341464	11/29/23	20912	NAC MECHANICAL & EL	01106865380000	350	INST BOLIER FEED PU	0.00	4,321.34
A101.00	341464	11/29/23	20912	NAC MECHANICAL & EL	01106865381000	350	REPL DRINK FOUNTAIN	0.00	5,100.00
A101.00	341464	11/29/23	20912	NAC MECHANICAL & EL	01108810000000	350	REPL COOLER GASKET	0.00	908.71
A101.00	341464	11/29/23	20912	NAC MECHANICAL & EL	01108810000000	350	REPLACE FAUCET RM20	0.00	634.25
A101.00	341464	11/29/23	20912	NAC MECHANICAL & EL	01108810000000	350	REPL FAUCET RM 112	0.00	703.07
A101.00	341464	11/29/23	20912	NAC MECHANICAL & EL	01101810000000	350	TRBL SHT BOILER FEE	0.00	716.00
TOTAL CHECK									21,250.49

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CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	BUDGET CODE	ACCNT	-----DESCRIPTION-----	SALES TAX	AMOUNT
A101.00	341465	11/29/23	20963	NUEVO MUNDO TRANSLA	01303219317000	358	HS EVENT - 6HRS	0.00	300.00
A101.00	341465	11/29/23	20963	NUEVO MUNDO TRANSLA	01302219317000	358	MS FALL CONF - 3HRS	0.00	150.00
TOTAL CHECK									450.00
A101.00	341466	11/29/23	20966	NWEA FINANCE	01005711302000	406	MAP GROWTH K-12	0.00	40,500.00
A101.00	341467	11/29/23	20972	OLYMPIC COMMUNICATI	01303810000000	350	TRBL SHT BELLS R B3	0.00	287.50
A101.00	341468	11/29/23	21216	PARK ADAM TRANSPORT	01005610733000	360	1T2B-WESTWOODNC 10/	0.00	586.00
A101.00	341468	11/29/23	21216	PARK ADAM TRANSPORT	01005610733000	360	1T2B-WESTWOOD NC 11	0.00	586.00
A101.00	341468	11/29/23	21216	PARK ADAM TRANSPORT	01005610733000	360	1T2B-WESTWOOD NC 11	0.00	586.00
TOTAL CHECK									1,758.00
A101.00	341469	11/29/23	20992	PARK TAVERN INC	01199203163000	490	BUFFET & BOWL- 44 Q	0.00	672.36
A101.00	341470	11/29/23	21033	POSTMASTER (BULK MA	04500506000000	329	PERMIT 1113 CE WINT	0.00	1,500.00
A101.00	341470	11/29/23	21033	POSTMASTER (BULK MA	04500505321000	329	PERMIT 1113 CE WINT	0.00	800.00
A101.00	341470	11/29/23	21033	POSTMASTER (BULK MA	04500580325000	329	PERMIT 1113 CE WINT	0.00	100.00
A101.00	341470	11/29/23	21033	POSTMASTER (BULK MA	04500570000000	329	PERMIT 1113 CE WINT	0.00	100.00
A101.00	341470	11/29/23	21033	POSTMASTER (BULK MA	04500508332000	329	PERMIT 1113 CE WINT	0.00	100.00
TOTAL CHECK									2,600.00
A101.00	341471	11/29/23	21069	RED WING SHOE STORE	01005865352000	261	J RODRIGUEZ 10/10	0.00	289.98
A101.00	341471	11/29/23	21069	RED WING SHOE STORE	01005865352000	261	V KORZHENIVSKYI 10/	0.00	260.99
A101.00	341471	11/29/23	21069	RED WING SHOE STORE	01005865352000	261	J SCHLEPPENBACH 11/	0.00	262.98
A101.00	341471	11/29/23	21069	RED WING SHOE STORE	01005865352000	261	S DEONARAIN 10/12	0.00	263.48
A101.00	341471	11/29/23	21069	RED WING SHOE STORE	01005865352000	261	S WILLIAMS 10/11	0.00	143.99
A101.00	341471	11/29/23	21069	RED WING SHOE STORE	01005865352000	261	V KORZHENIVSKYI 11/	0.00	-260.99
TOTAL CHECK									960.43
A101.00	341472	11/29/23	21091	RICOH USA, INC	01005110000000	383	USAGE 08/21 - 11/20	0.00	6.68
A101.00	341472	11/29/23	21091	RICOH USA, INC	01303605000000	383	USAGE 08/21 - 11/20	0.00	15.86
A101.00	341472	11/29/23	21091	RICOH USA, INC	01303605000000	383	USAGE 08/21 - 11/20	0.00	123.82
A101.00	341472	11/29/23	21091	RICOH USA, INC	01302605000000	383	USAGE 08/21 - 11/20	0.00	55.69
A101.00	341472	11/29/23	21091	RICOH USA, INC	01303605000000	383	USAGE 10/01 - 10/31	0.00	45.81
A101.00	341472	11/29/23	21091	RICOH USA, INC	01303292000000	383	USAGE 10/01 - 10/31	0.00	47.10
A101.00	341472	11/29/23	21091	RICOH USA, INC	01005110000000	383	USAGE 08/21 - 11/20	0.00	1,715.07
A101.00	341472	11/29/23	21091	RICOH USA, INC	04500570000000	383	USAGE 08/21 - 11/20	0.00	26.39
TOTAL CHECK									2,036.42
A101.00	341473	11/29/23	22005	ROBERT HALF	01005020000000	305	B MUMM WK END 11/10	0.00	2,809.30
A101.00	341473	11/29/23	22005	ROBERT HALF	01005020000000	305	B MUMM WK END 11/17	0.00	2,991.84
TOTAL CHECK									5,801.14
A101.00	341474	11/29/23	21179	STERICYCLE, INC	01303605000000	305	HS-SERV QTY5-11/15/	0.00	313.25
A101.00	341475	11/29/23	21263	TEACHERS ON CALL A	01005203000000	307	11/13 - 11/17 PSI	0.00	367.65
A101.00	341475	11/29/23	21263	TEACHERS ON CALL A	01005203000000	307	11/13 - 11/17 AQ	0.00	2,594.57
A101.00	341475	11/29/23	21263	TEACHERS ON CALL A	01005211000000	307	11/13 - 11/17 HS	0.00	2,323.67
A101.00	341475	11/29/23	21263	TEACHERS ON CALL A	01005203000000	307	11/13 - 11/17 PH	0.00	2,347.44
A101.00	341475	11/29/23	21263	TEACHERS ON CALL A	01005211000000	307	11/13 - 11/17 MS	0.00	6,081.82

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CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	BUDGET CODE	ACCNT	-----DESCRIPTION-----	SALES TAX	AMOUNT
A101.00	341475	11/29/23	21263	TEACHERS ON CALL A	01005211000000	305	11/13 - 11/17 MS	0.00	7,088.55
A101.00	341475	11/29/23	21263	TEACHERS ON CALL A	01005211000000	307	11/13 - 11/17 TP/LX	0.00	607.42
A101.00	341475	11/29/23	21263	TEACHERS ON CALL A	01005203000000	307	11/13 - 11/17 SL	0.00	857.85
A101.00	341475	11/29/23	21263	TEACHERS ON CALL A	01005203000000	305	11/13 - 11/17 AQ	0.00	2,939.95
A101.00	341475	11/29/23	21263	TEACHERS ON CALL A	01005203000000	305	11/13 - 11/17 PSI	0.00	4,883.09
A101.00	341475	11/29/23	21263	TEACHERS ON CALL A	01005203000000	305	11/13 - 11/17 SL	0.00	3,889.35
A101.00	341475	11/29/23	21263	TEACHERS ON CALL A	01005203000000	305	11/13 - 11/17 PH	0.00	4,218.30
A101.00	341475	11/29/23	21263	TEACHERS ON CALL A	01005211000000	305	11/13 - 11/17 HS	0.00	8,855.88
A101.00	341475	11/29/23	21263	TEACHERS ON CALL A	01005203000000	307	11/13 - 11/17 EC SP	0.00	438.60
A101.00	341475	11/29/23	21263	TEACHERS ON CALL A	04500580000000	305	11/13 - 11/17 ECFE	0.00	425.70
TOTAL CHECK									47,919.84
A101.00	341476	11/29/23	21337	UHL COMPANY	06303870000022	520	TEMP CAMS PROJECT	0.00	8,610.00
A101.00	341476	11/29/23	21337	UHL COMPANY	01108810000000	350	CK BUILDING TEMP/FC	0.00	451.50
A101.00	341476	11/29/23	21337	UHL COMPANY	01301810000000	350	TRBL SHT TEMP CONTR	0.00	543.25
A101.00	341476	11/29/23	21337	UHL COMPANY	01303865380000	350	TRBL SHT CHILLER&FA	0.00	5,324.73
A101.00	341476	11/29/23	21337	UHL COMPANY	01301865380000	350	REPAIR AHU/PUMP/FAN	0.00	1,503.40
A101.00	341476	11/29/23	21337	UHL COMPANY	01105810000000	350	REPLC VALVES&ACTUAT	0.00	364.11
TOTAL CHECK									16,796.99
A101.00	341477	11/29/23	21349	VANASHREE AYURVEDA	04500506000000	305	AYURVEDA CL A128L23	0.00	30.00
A101.00	341478	11/29/23	22224	WEATHERPROOFING TEC	06005870000022	520	ROOF RESTORATION -	0.00	27,170.47
A101.00	341479	11/29/23	21412	ZIEGLER INC	06303870000022	305	ATS PREVENT MAINT	0.00	726.20
A101.00	341479	11/29/23	21412	ZIEGLER INC	06303870000022	305	GENERATOR PREV MAIN	0.00	5,359.00
TOTAL CHECK									6,085.20
A101.00	341480	11/30/23	20807	MESSERLI AND KRAMER	01	L215.81	DED:1002 GARNISHMEN	0.00	101.52
A101.00	341481	11/30/23	20855	MINNESOTA CHILD SUP	01	L215.81	DED:1500 CHILD SUPP	0.00	1,480.89
A101.00	341482	11/30/23	21147	SCHOOL SERVICE EMPL	01	L215.71	DED:8000 DUES CUST	0.00	433.77
A101.00	341482	11/30/23	21147	SCHOOL SERVICE EMPL	01	L215.71	DED:8006 DUES CUST	0.00	750.00
A101.00	341482	11/30/23	21147	SCHOOL SERVICE EMPL	01	L215.70	DED:8001 DUES NTRN	0.00	286.36
A101.00	341482	11/30/23	21147	SCHOOL SERVICE EMPL	01	L215.70	DED:8007 DUES NTRN	0.00	37.50
A101.00	341482	11/30/23	21147	SCHOOL SERVICE EMPL	01	L215.71	DED:8005 COPE DUES	0.00	29.00
TOTAL CHECK									1,536.63
A101.00	V770938	11/01/23	21195	SODHI PROPERTIES LL	01005850302000	571	NOV RENT - INTEREST	0.00	2,665.97
A101.00	V770938	11/01/23	21195	SODHI PROPERTIES LL	01005850302000	570	NOV RENT - PRINCIPA	0.00	14,328.18
TOTAL CHECK									16,994.15
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C	01	L215.29	DED:6028 EMPOWER	0.00	3,011.57
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C	01	L215.49	DED:6068 MEA / ESI	0.00	3,080.00
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C	01	L215.54	DED:6086 VANGUARD	0.00	3,490.61
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C	01	L215.54	DED:6081 VANGUARD	0.00	3,627.27
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C	01	L215.27	DED:6038 FIDELITY	0.00	4,027.69
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C	01	L215.26	DED:6017 ELI	0.00	7,047.53
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C	01	L215.27	DED:6036 FIDELITY	0.00	7,132.29
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C	01	L215.54	DED:6084 VANGUARD	0.00	11,676.01

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CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	BUDGET CODE	ACCNT	-----DESCRIPTION-----	SALES TAX	AMOUNT
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.26	DED:6020 ELI	0.00	12,012.65
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.42	DED:6094 COREBRIDGE	0.00	38.61
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.37	DED:6111 MNDP	0.00	42.00
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.45	DED:6101 WDL & REED	0.00	30.00
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.30	DED:6043 HORM%	0.00	105.63
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.37	DED:6104 MNDP	0.00	119.57
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.23	DED:6007 AETNA	0.00	125.00
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.45	DED:6099 WDL & REED	0.00	144.43
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.30	DED:6041 HORM%	0.00	145.26
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.26	DED:6150 EQUIT ROTH	0.00	150.42
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.29	DED:6013 AMX	0.00	150.93
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.49	DED:6067 MEA / ESI	0.00	208.30
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.49	DED:6066 MEA / ESI	0.00	218.05
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.29	DED:6027 EMPOWER	0.00	247.20
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.36	DED:6057 LINCOLN NL	0.00	249.29
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.29	DED:6015 AMX	0.00	42.00
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.26	DED:6018 ELI	0.00	47.67
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.30	DED:6049 HORACE ANT	0.00	48.88
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.30	DED:6052 HORACE ANT	0.00	50.00
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.30	DED:6046 HORM	0.00	50.00
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.29	DED:6031 EMPOWER	0.00	52.09
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.63	DED:6077 METLIFE	0.00	62.50
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.37	DED:6109 MNDP	0.00	64.79
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.42	DED:6089 COREBRIDGE	0.00	68.43
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.29	DED:6010 AMX	0.00	90.14
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.63	DED:6074 METLIFE	0.00	91.79
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.63	DED:6075 METLIFE	0.00	91.79
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.26	DED:6021 ELI	0.00	99.78
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.23	DED:6001 AETNA	0.00	741.02
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.63	DED:6076 METLIFE	0.00	922.00
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.29	DED:6011 AMX	0.00	927.00
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.37	DED:6105 MNDP	0.00	938.35
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.29	DED:6025 EMPOWER	0.00	1,046.24
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.29	DED:6014 AMX	0.00	1,047.00
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.26	DED:6151 EQUIT ROTH	0.00	1,080.00
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.27	DED:6039 FIDELITY	0.00	1,083.53
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.37	DED:6182 MNDEF ROTH	0.00	1,125.00
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.27	DED:6035 FIDELITY	0.00	1,176.94
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.23	DED:6006 AETNA	0.00	1,200.00
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.29	DED:6008 AMX	0.00	1,228.58
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.23	DED:6004 AETNA	0.00	1,305.00
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.27	DED:6032 FIDELITY	0.00	1,321.04
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.00	DED:6161 EMPWR ROTH	0.00	1,325.00
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.26	DED:6022 ELI	0.00	1,327.00
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.54	DED:6083 VANGUARD	0.00	1,379.79
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.42	DED:6088 COREBRIDGE	0.00	1,390.35
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.36	DED:6060 LINCOLN NL	0.00	300.00
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.42	DED:6093 COREBRIDGE	0.00	307.78
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.37	DED:6107 MNDP	0.00	313.89
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.63	DED:6079 METLIFE	0.00	346.59
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.30	DED:6044 HORM	0.00	350.00

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FUND - 01 - GENERAL

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	BUDGET CODE	ACCNT	-----DESCRIPTION-----	SALES TAX	AMOUNT
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.49	DED:6071 MEA / ESI	0.00	357.50
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.27	DED:6034 FIDELITY	0.00	363.34
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.29	DED:6030 EMPOWER	0.00	370.00
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.42	DED:6091 COREBRIDGE	0.00	384.66
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.54	DED:6082 VANGUARD	0.00	386.28
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.45	DED:6102 WDL & REED	0.00	400.00
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.45	DED:6097 WDL & REED	0.00	414.69
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.54	DED:6085 VANGUARD	0.00	425.22
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.26	DED:6019 ELI	0.00	425.27
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.54	DED:6087 VANGUARD	0.00	437.51
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.26	DED:6023 ELI	0.00	459.57
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.27	DED:6037 FIDELITY	0.00	474.47
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.23	DED:6003 AETNA	0.00	540.43
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.42	DED:6095 COREBRIDGE	0.00	588.15
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.45	DED:6100 WDL & REED	0.00	605.00
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.54	DED:6080 VANGUARD	0.00	605.64
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.37	DED:6110 MNDP	0.00	620.00
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.63	DED:6073 METLIFE	0.00	620.90
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.63	DED:6078 METLIFE	0.00	682.00
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.42	DED:6090 COREBRIDGE	0.00	698.34
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.26	DED:6016 ELI	0.00	1,602.24
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.49	DED:6065 MEA / ESI	0.00	1,621.40
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.37	DED:6108 MNDP	0.00	1,841.34
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.49	DED:6070 MEA / ESI	0.00	2,245.00
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.29	DED:6009 AMX	0.00	2,324.47
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.27	DED:6033 FIDELITY	0.00	2,410.50
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.37	DED:6181 VNDR ROTH	0.00	2,726.83
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.29	DED:6012 AMX	0.00	2,824.18
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.29	DED:6029 EMPOWER	0.00	275.03
A101.00	V770949	11/15/23	20360	EDUCATORS BENEFIT C 01		L215.49	DED:6064 MEA / ESI	0.00	292.66
TOTAL CHECK									108,144.89
A101.00	V770950	11/15/23	20558	INTERNAL REVENUE SE 01		L215.04	DED:*FM MEDICARE	0.00	54,318.28
A101.00	V770950	11/15/23	20558	INTERNAL REVENUE SE 01		L215.04	DED:*FI FICA	0.00	231,163.64
A101.00	V770950	11/15/23	20558	INTERNAL REVENUE SE 01		L215.01	DED:*FT FED TAX	0.00	156,988.38
TOTAL CHECK									442,470.30
A101.00	V770951	11/15/23	20858	MINNESOTA DEPARTMEN 01		L215.02	DED:*SMN MN STATE	0.00	72,842.59
A101.00	V770951	11/15/23	20858	MINNESOTA DEPARTMEN 01		L215.81	DED:1001 GARNISHMEN	0.00	32.95
TOTAL CHECK									72,875.54
A101.00	V770952	11/15/23	21051	PUBLIC EMPLOYEES RE 01		L215.05	DED:0020 PERA	0.00	86,912.63
A101.00	V770953	11/15/23	21264	TEACHERS RETIREMENT 01		L215.06	DED:0010 TRA	0.00	219,309.15
A101.00	V770954	11/15/23	E1115	JENNIFER L ANDERSON 01100412740000	366	63.5MI	- 09/12-10/3	0.00	41.59
A101.00	V770955	11/15/23	E11881	CRISTI A BEIGHTOL 02005770701000	366	4MI	- 10/23-11/01	0.00	2.62
A101.00	V770955	11/15/23	E11881	CRISTI A BEIGHTOL 02005770701000	366	6.5MI	- 09/05-09/27	0.00	4.26
A101.00	V770955	11/15/23	E11881	CRISTI A BEIGHTOL 02005770701000	366	6.5MI	- 09/28-10/17	0.00	4.26
TOTAL CHECK									11.14

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CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	BUDGET CODE	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
A101.00	V770956	11/15/23	E18771	KAREN A BOUTON	01100412740000	366	26.5MI - 08/03-10/2	0.00	17.36
A101.00	V770957	11/15/23	E26289	FREDERICK D BOYLE	01101640316100	367	MNSHAPE CONF REGIST	0.00	200.00
A101.00	V770958	11/15/23	E16097	KIMBERLY M FISHER	01303710000000	320	AUG TO OCT CELL PHO	0.00	150.00
A101.00	V770959	11/15/23	E1267	JOHN P HAGEN	02005770701000	366	8MI - 10/23-10/31	0.00	5.24
A101.00	V770959	11/15/23	E1267	JOHN P HAGEN	02005770701000	366	9MI - 09/18-09/29	0.00	5.90
A101.00	V770959	11/15/23	E1267	JOHN P HAGEN	02005770701000	366	13MI - 10/02-10/17	0.00	8.51
TOTAL CHECK								0.00	19.65
A101.00	V770960	11/15/23	E16633	MEGAN A JONES	04005590799097	401	MUSIC SHOW MATERIAL	0.00	456.00
A101.00	V770961	11/15/23	E543728	KATHRYN E LAIL	01200420419000	366	32MI - 10/04 -11/07	0.00	20.96
A101.00	V770962	11/15/23	E1159	WOOJEONG MA	01107640306100	367	CONF FLIGHT 11/5-11	0.00	621.80
A101.00	V770963	11/15/23	E335756	ANNE N MADIGAN	02005770701000	366	13MI - 09/05-09/21	0.00	8.52
A101.00	V770963	11/15/23	E335756	ANNE N MADIGAN	02005770701000	366	13MI - 10/02-10/24	0.00	8.52
A101.00	V770963	11/15/23	E335756	ANNE N MADIGAN	02005770701000	366	4.5MI - 09/22-09/29	0.00	2.95
A101.00	V770963	11/15/23	E335756	ANNE N MADIGAN	02005770701000	366	4.5MI - 10/25-10/31	0.00	2.95
TOTAL CHECK								0.00	22.94
A101.00	V770964	11/15/23	E448549	SUSANNE M OTOS	01005720000000	366	80MI - 10/02-10/31	0.00	52.40
A101.00	V770964	11/15/23	E448549	SUSANNE M OTOS	01005720000000	366	16MI - 08/28-08/31	0.00	10.48
A101.00	V770964	11/15/23	E448549	SUSANNE M OTOS	01005720000000	366	76MI - 09/07-09/29	0.00	49.78
TOTAL CHECK								0.00	112.66
A101.00	V770965	11/15/23	E1150	SCOTT J PETERSON	01005110000000	320	JUL TO OCT CELL PHO	0.00	200.00
A101.00	V770966	11/15/23	20558	INTERNAL REVENUE SE 01		L215.04	DED:*FM MEDICARE	0.00	46.40
A101.00	V770966	11/15/23	20558	INTERNAL REVENUE SE 01		L215.04	DED:*FI FICA	0.00	198.40
TOTAL CHECK								0.00	244.80
A101.00	V770967	11/15/23	20858	MINNESOTA DEPARTMEN 01		L215.02	DED:*SMN MN STATE	0.00	38.52
A101.00	V770968	11/15/23	21051	PUBLIC EMPLOYEES RE 01		L215.05	DED:0020 PERA	0.00	224.00
A101.00	V770969	11/15/23	20558	INTERNAL REVENUE SE 01		L215.01	DED:*FT FED TAX	0.00	3.64
A101.00	V770969	11/15/23	20558	INTERNAL REVENUE SE 01		L215.04	DED:*FM MEDICARE	0.00	5.28
A101.00	V770969	11/15/23	20558	INTERNAL REVENUE SE 01		L215.04	DED:*FM MEDICARE	0.00	9.54
A101.00	V770969	11/15/23	20558	INTERNAL REVENUE SE 01		L215.04	DED:*FM MEDICARE	0.00	18.94
A101.00	V770969	11/15/23	20558	INTERNAL REVENUE SE 01		L215.04	DED:*FI FICA	0.00	22.56
A101.00	V770969	11/15/23	20558	INTERNAL REVENUE SE 01		L215.04	DED:*FI FICA	0.00	40.76
A101.00	V770969	11/15/23	20558	INTERNAL REVENUE SE 01		L215.04	DED:*FI FICA	0.00	81.02
TOTAL CHECK								0.00	181.74
A101.00	V770970	11/15/23	20858	MINNESOTA DEPARTMEN 01		L215.02	DED:*SMN MN STATE	0.00	5.43
A101.00	V770971	11/15/23	21264	TEACHERS RETIREMENT 01		L215.06	DED:0010 TRA	0.00	30.04

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CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	BUDGET CODE	ACCNT	-----DESCRIPTION-----	SALES TAX	AMOUNT
A101.00	V770972	11/30/23	E18930	ABBY W ABDO	01100412740000	366	112.2MI - 09/05-10/	0.00	73.49
A101.00	V770973	11/30/23	E23034	LACIE M DAVIS	01100412740000	366	79MI - 09/13-10/30	0.00	51.75
A101.00	V770974	11/30/23	E12775	CHRISTINE P GLISCZI	01100412740000	366	93MI - 10/03-10/30	0.00	60.92
A101.00	V770974	11/30/23	E12775	CHRISTINE P GLISCZI	01100412740000	366	109MI - 07/20-09/28	0.00	71.40
TOTAL CHECK									132.32
A101.00	V770975	11/30/23	E13491	ANNE LALONDE LAUX	01005610000000	366	37.5MI - 09/05-09/2	0.00	24.56
A101.00	V770975	11/30/23	E13491	ANNE LALONDE LAUX	01005610000000	366	42.5MI - 10/02-10/2	0.00	27.84
TOTAL CHECK									52.40
A101.00	V770976	11/30/23	E13962	KATHRYN E NINNEMANN	01108050000000	320	JUN - OCT CELL PHON	0.00	200.00
A101.00	V770977	11/30/23	E1210	JANAKI VIVEKANANDA	01101203000600	401	KOPPGRANT WINTER GE	0.00	77.88
A101.00	V770979	11/27/23	20193	CENTERPOINT ENERGY	01005850000000	440	GAS - 6311 W B - OC	0.00	145.92
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.30	DED:6044 HORM	0.00	350.00
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.49	DED:6071 MEA / ESI	0.00	357.50
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.27	DED:6034 FIDELITY	0.00	363.34
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.29	DED:6030 EMPOWER	0.00	370.00
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.54	DED:6082 VANGUARD	0.00	384.28
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.42	DED:6091 COREBRIDGE	0.00	384.66
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.45	DED:6102 WDL & REED	0.00	400.00
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.45	DED:6097 WDL & REED	0.00	414.70
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.26	DED:6019 ELI	0.00	425.27
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.63	DED:6076 METLIFE	0.00	922.00
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.29	DED:6011 AMX	0.00	927.00
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.37	DED:6105 MNDP	0.00	938.35
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.29	DED:6025 EMPOWER	0.00	989.33
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.29	DED:6014 AMX	0.00	1,047.00
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.26	DED:6151 EQUIT ROTH	0.00	1,080.00
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.27	DED:6039 FIDELITY	0.00	1,083.53
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.29	DED:6008 AMX	0.00	1,091.13
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.37	DED:6182 MNDEF ROTH	0.00	1,125.00
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.27	DED:6035 FIDELITY	0.00	1,176.94
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.23	DED:6006 AETNA	0.00	1,200.00
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.00	DED:6161 EMPWR ROTH	0.00	1,325.00
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.54	DED:6083 VANGUARD	0.00	1,377.79
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.23	DED:6004 AETNA	0.00	1,405.00
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.26	DED:6022 ELI	0.00	1,412.00
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.27	DED:6032 FIDELITY	0.00	1,531.72
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.49	DED:6065 MEA / ESI	0.00	1,621.40
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.26	DED:6016 ELI	0.00	1,650.24
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.37	DED:6108 MNDP	0.00	1,841.34
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.49	DED:6070 MEA / ESI	0.00	2,245.00
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.29	DED:6009 AMX	0.00	2,291.92
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.27	DED:6033 FIDELITY	0.00	2,613.18
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.37	DED:6181 VNGRD ROTH	0.00	2,726.83

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CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	BUDGET CODE	ACCNT	-----DESCRIPTION-----	SALES TAX	AMOUNT
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.29	DED:6028 EMPOWER	0.00	3,011.57
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.49	DED:6068 MEA / ESI	0.00	3,080.00
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.29	DED:6012 AMX	0.00	3,124.18
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.42	DED:6088 COREBRIDGE	0.00	3,345.35
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.54	DED:6081 VANGUARD	0.00	3,462.36
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.54	DED:6086 VANGUARD	0.00	3,490.61
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.27	DED:6038 FIDELITY	0.00	4,027.69
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.27	DED:6036 FIDELITY	0.00	7,132.29
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.26	DED:6017 ELI	0.00	7,198.83
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.54	DED:6084 VANGUARD	0.00	11,452.83
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.26	DED:6020 ELI	0.00	12,012.65
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.54	DED:6087 VANGUARD	0.00	437.51
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.27	DED:6037 FIDELITY	0.00	474.47
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.26	DED:6023 ELI	0.00	476.21
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.23	DED:6003 AETNA	0.00	540.43
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.42	DED:6095 COREBRIDGE	0.00	573.73
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.45	DED:6100 WDL & REED	0.00	605.00
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.37	DED:6110 MNDP	0.00	620.00
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.63	DED:6073 METLIFE	0.00	620.90
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.63	DED:6078 METLIFE	0.00	682.00
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.54	DED:6080 VANGUARD	0.00	683.14
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.42	DED:6090 COREBRIDGE	0.00	698.34
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.23	DED:6001 AETNA	0.00	741.02
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.30	DED:6043 HORM%	0.00	105.63
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.37	DED:6104 MNDP	0.00	119.57
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.23	DED:6007 AETNA	0.00	125.00
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.45	DED:6099 WDL & REED	0.00	144.43
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.30	DED:6041 HORM%	0.00	145.26
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.29	DED:6013 AMX	0.00	150.93
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.26	DED:6150 EQUIT ROTH	0.00	155.32
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.49	DED:6067 MEA / ESI	0.00	208.30
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.49	DED:6066 MEA / ESI	0.00	218.05
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.29	DED:6027 EMPOWER	0.00	247.20
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.36	DED:6057 LINCOLN NL	0.00	249.29
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.29	DED:6029 EMPOWER	0.00	275.03
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.49	DED:6064 MEA / ESI	0.00	292.66
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.36	DED:6060 LINCOLN NL	0.00	300.00
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.42	DED:6093 COREBRIDGE	0.00	307.78
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.37	DED:6107 MNDP	0.00	313.89
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.54	DED:6085 VANGUARD	0.00	325.25
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.63	DED:6079 METLIFE	0.00	346.59
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.42	DED:6094 COREBRIDGE	0.00	38.61
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.37	DED:6111 MNDP	0.00	42.00
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.29	DED:6015 AMX	0.00	42.00
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.26	DED:6018 ELI	0.00	47.67
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.30	DED:6049 HORACE ANT	0.00	48.88
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.30	DED:6052 HORACE ANT	0.00	50.00
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.30	DED:6046 HORM	0.00	50.00
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.29	DED:6031 EMPOWER	0.00	52.09
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.63	DED:6077 METLIFE	0.00	62.50
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.37	DED:6109 MNDP	0.00	64.79

SOURCEWELL
DATE: 12/07/2023
TIME: 13:54:09

ST LOUIS ISD 283
CHECK REGISTER - DISBURSEMENT FUND

PAGE NUMBER: 26
ACCTPA21

SELECTION CRITERIA: transact.yr='24' and transact.period='5'
ACCOUNTING PERIOD: 6/24

FUND - 01 - GENERAL

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	BUDGET CODE	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.42	DED:6089 COREBRIDGE	0.00	68.43
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.23	DED:6005 AETNA	0.00	78.00
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.29	DED:6010 AMX	0.00	90.14
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.63	DED:6074 METLIFE	0.00	91.79
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.63	DED:6075 METLIFE	0.00	91.79
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.26	DED:6021 ELI	0.00	99.78
A101.00	V770980	11/30/23	20360	EDUCATORS BENEFIT C 01		L215.45	DED:6101 WDL & REED	0.00	30.00
TOTAL CHECK								0.00	110,641.21
A101.00	V770981	11/30/23	20558	INTERNAL REVENUE SE 01		L215.04	DED:*FI FICA	0.00	230,828.08
A101.00	V770981	11/30/23	20558	INTERNAL REVENUE SE 01		L215.01	DED:*FT FED TAX	0.00	156,975.64
A101.00	V770981	11/30/23	20558	INTERNAL REVENUE SE 01		L215.04	DED:*FM MEDICARE	0.00	54,489.66
TOTAL CHECK								0.00	442,293.38
A101.00	V770982	11/30/23	20858	MINNESOTA DEPARTMEN 01		L215.02	DED:*SMN MN STATE	0.00	72,965.41
A101.00	V770983	11/30/23	21051	PUBLIC EMPLOYEES RE 01		L215.05	DED:0020 PERA	0.00	86,760.84
A101.00	V770984	11/30/23	21264	TEACHERS RETIREMENT 01		L215.06	DED:0010 TRA	0.00	219,979.83
TOTAL CASH ACCOUNT								0.00	5,333,607.03
TOTAL FUND								0.00	5,333,607.03
TOTAL REPORT								0.00	5,333,607.03

Account	Settle	Mature	Description	FDIC#	CUSIP#	Cost	Days	Rate
101	11/30/23		MNTrust Term Series-Flex (VNB)			2,654,470.08		5.35
101	12/15/21	12/15/23	SALLIE MAE BANK/SALT LKE	58177	795451AZ6	249,642.81	730	0.57
101	4/14/23	4/12/24	MainStreet Bank	57742		237,400.00	364	5.28
101	4/14/23	4/12/24	First Internet Bank of Indiana	34607		237,600.00	364	5.17
101	4/14/23	10/10/24	Baxter Credit Union	68187		232,950.00	545	4.83
101	4/14/23	1/27/25	First Bank of Ohio	9450		230,100.00	654	4.75
101	4/14/23	1/27/25	Fieldpoint Private Bank & Trust	58741		228,950.00	654	4.98
101	4/20/23	10/21/24	MORGAN STANLEY PVT BANK	34221	61768ESF1	243,508.83	550	4.65
101	6/10/22	6/10/24	BMO HARRIS BANK NA	16571	05600XFU9	246,698.33	731	2.65
101	6/2/22	6/3/24	BANK HAPOALIM	33686		236,700.00	732	2.65
101	6/8/22	6/10/24	CAPITAL ONE BANK USA NA	33954	14042TGT8	246,701.48	733	2.65
101	6/9/22	6/10/24	UBS BANK USA	57565	90348J3S7	249,715.81	732	2.6
209	11/10/22	8/1/24	DESERT SANDS USD TXBL		250433TY5	472,710.00	630	4.88
209	11/10/22	8/1/24	BERKELEY UNIF SD-TXBL		084154F57	1,322,162.00	630	4.74
209	11/10/22	8/1/25	SADDLEBACK UNIF SCH D		786318LD5	2,446,332.50	995	4.75
209	11/14/22	2/15/24	MCALLEN-REF-TXBL		579083WJ1	1,136,376.01	458	4.78
209	11/14/22	8/1/24	LIBERTY UN HSD		530319SK9	466,395.00	626	4.78
209	11/15/22	10/1/25	HAWAII ST -TXBL		419792A89	1,679,090.00	1051	4.26
209	11/15/22	11/1/25	LAKE CO SD#50-TXBL-B		508624KF9	1,075,146.00	1082	4.29
209	11/7/22	11/15/24	BMO HARRIS BANK, NA	16571		5,000,000.00	739	4.7
209	11/7/22	12/16/24	BMO HARRIS BANK, NA	16571		3,000,000.00	770	4.71
209	11/7/22	1/15/25	BMO HARRIS BANK, NA	16571		3,000,000.00	800	4.71
209	11/7/22	2/18/25	BMO HARRIS BANK, NA	16571		3,000,000.00	834	4.72
209	11/7/22	3/17/25	BMO HARRIS BANK, NA	16571		3,000,000.00	861	4.73
209	11/7/22	4/15/25	BMO HARRIS BANK, NA	16571		3,000,000.00	890	4.74
209	11/7/22	5/15/25	BMO HARRIS BANK, NA	16571		3,000,000.00	920	4.76
209	11/7/22	6/16/25	BMO HARRIS BANK, NA	16571		3,000,000.00	952	4.77
209	11/7/22	7/15/25	BMO HARRIS BANK, NA	16571		4,000,000.00	981	4.78
209	11/8/22	2/15/24	PENTAGON FEDERAL CREDIT UNION (183 day and out)	227		4,000,000.00	464	4.71
209	11/8/22	3/15/24	PENTAGON FEDERAL CREDIT UNION (183 day and out)	227		4,000,000.00	493	4.71
209	11/8/22	4/15/24	PENTAGON FEDERAL CREDIT UNION (183 day and out)	227		3,000,000.00	524	4.73
209	11/8/22	5/15/24	PENTAGON FEDERAL CREDIT UNION (183 day and out)	227		2,500,000.00	554	4.75
209	11/8/22	6/17/24	PENTAGON FEDERAL CREDIT UNION (183 day and out)	227		2,000,000.00	587	4.72
209	11/8/22	7/15/24	PENTAGON FEDERAL CREDIT UNION (183 day and out)	227		2,000,000.00	615	4.7
209	11/8/22	8/15/24	PENTAGON FEDERAL CREDIT UNION (183 day and out)	227		3,000,000.00	646	4.7
209	11/8/22	9/16/24	PENTAGON FEDERAL CREDIT UNION (183 day and out)	227		3,000,000.00	678	4.71
209	11/8/22	10/16/24	PENTAGON FEDERAL CREDIT UNION (183 day and out)	227		3,000,000.00	708	4.63
209	6/28/23	12/28/23	First Technology Federal Credit Union	19976		20,000,000.00	183	5.28
301	1/21/20	6/28/24	FIRST PRYORITY BANK	4185		231,100.00	1620	1.67
301	11/15/21	11/15/24	US TREASURY N/B		91282CDH1	599,073.13	1096	0.58
301	12/28/22	11/17/25	Great Midwest Bank, S.S.B.	29657		222,850.00	1055	4.2
301	12/28/22	11/28/25	CIBC Bank USA	33306		110,000.00	1066	4.16

RESOLUTION ACCEPTING DONATIONS

WHEREAS, Minnesota Statutes 123B.02, Subd. 6 provides: “The board may receive, for the benefit of the district, bequest, donations, or gifts for the proper purpose and apply the same to the purpose designated. In that behalf, the board may act as trustee of any trust created for the benefit of the district, or for the benefit of pupils thereof, including trust created to provide pupils of the district with advanced education after completion of high school, in the advancement of education.”; and

WHEREAS, Minnesota Statutes 465.03 provides: “Any city, county, school district or town may accept a grant or devise of real or personal property and maintain such property for the benefit of its citizens in accordance with the terms prescribed by the donor. Nothing herein shall authorize such acceptance or use for religious or sectarian purposes. Every such acceptance shall be by resolution of the governing body adopted by a two-thirds majority of its members, expressing such terms in full.”;

THEREFORE, BE IT RESOLVED, that the School Board of St. Louis Park Public Schools, ISD 283, gratefully accepts the following donations as identified below:

Donor	Item	Designated Purpose (If Any)
Blackbaud Giving Fund	\$192	Peter Hobart Elementary
Multiple Donors	\$839.55	Senior Program
Sharepoint	\$109	Aquila Elementary

The vote on adoption of the Resolution was as follows

Aye:

Nay:

Absent:

Whereupon, said Resolution was declared duly adopted.

Approved by: _____
Board Chair

Approved by: _____
Board Clerk

Date: _____

Date: _____

INDEPENDENT SCHOOL DISTRICT NO. 283

November 28, 2023, at 5:00 PM Special Board Meeting - Closed Session MINUTES

The special meeting of the School Board of Independent School District No. 283 of St. Louis Park, Hennepin County, Minnesota, convened at 5:09 p.m. on Tuesday, November 28, 2023, in the Central Community Center - District Office, 6300 Walker Street, Room 252, St. Louis Park, MN 55416. Present: Anne Casey, Colin Cox, Virginia Mancini, Sarah Davis, Heather Wilsey, Ken Morrison (5:13 p.m.), Abdihakim Ibrahim, Interim Superintendent Dr. Maguire, Patricia Magnuson-Director of Business Services, Freida Bailey-Principal on Special Assignment, Silvy Lafeyette-Director of Assessment, Research and Evaluation and Maggie Wallner-Attorney.

CALL TO ORDER

Board Chair Anne Casey called the meeting to order at 5:09 p.m. at the Central Community Center - District Office, Room 252.

APPROVAL OF AGENDA

The special board meeting agenda was presented for approval. *Motion by Cox, seconded by Mancini, to approve the meeting agenda. All in favor. Motion carried unanimously.*

ADJOURNMENT TO CLOSED SESSION

Meeting moved to a closed session under 13D.05, subd, 3 (b) of the Open Meeting Law for attorney-client privileged communication regarding response to threatened litigation by First Liberty organization. *Motion by Casey, seconded by Mancini. All in favor. Motion carried unanimously.*

ADJOURNMENT TO OPEN SESSION

Board Chair Anne Casey recommended that the School Board move to return to an open session. *Motion by Cox, seconded by Wilsey. All in favor. Motion carried unanimously.*

ADJOURNMENT

Motion was heard and seconded to adjourn the meeting. Meeting adjourned at 6:39 p.m.

Submitted by
Barb Mumm,
Temporary Executive Assistant to the Board

Signed: Chair _____ Clerk _____

Date _____ Date _____

INDEPENDENT SCHOOL DISTRICT NO. 283

November 28, 2023, at 6:30 PM Regular Board Meeting MINUTES

The regular meeting of the School Board of Independent School District No. 283 of St. Louis Park, Hennepin County, Minnesota, convened at 6:47 p.m. on Tuesday, November 28, 2023, in the Central Community Center - District Office, 6300 Walker Street, Room 55, St. Louis Park, MN 55416. Present: Anne Casey, Colin Cox, Virginia Mancini, Sarah Davis, Heather Wilsey, Ken Morrison, Abdihakim Ibrahim and Interim Superintendent Dr. Maguire. Also present were members of the Superintendent's Cabinet.

CALL TO ORDER

Board Chair Anne Casey called the regular meeting to order at 6:47 p.m. at the Central Community Center - District Office.

LAND ACKNOWLEDGEMENT

Board Chair Casey recited the Land Acknowledgement "We are gathered on the land of the Dakota and Ojibwe peoples. I ask you to join me in acknowledging the Dakota and Ojibwe community, their elders, both past and present, as well as future generations. St. Louis Park Public Schools also acknowledges that it was founded upon exclusions and erasures of many Indigenous Peoples, including those on whose land this school district is located. This acknowledgment demonstrates a commitment to dismantling the ongoing legacies of colonial power and the district's desire to support the ongoing work of local Indigenous communities to thrive in our schools."

APPROVAL OF AGENDA

The regular board meeting agenda was presented for approval. *Motion by Morrison, seconded by Mancini, to approve the meeting agenda. All in favor. Motion carried unanimously.*

OPEN FORUM

There were four Open Forum participants.

SUPERINTENDENT REPORT

Dr. Maguire started her report by reading the St. Louis Park Schools mission statement "St. Louis Park Public Schools sees, inspires, and empowers each learner to live their brilliance in an environment that centers student voice and experience to create racially equitable learning that energizes and enhances the spirit of our community."

Student Activities

The Middle School fall athletics season had over 250 athletes in grades 6-8th grade competing at the middle school level (football, volleyball, boys & girls soccer, girls tennis and girls speed swimming) and over 50 7th & 8th graders competing at the high school level.

Currently, girls basketball is in full swing and we have two teams competing against area middle schools until winter break. We also have many middle school athletes competing in multiple high school winter sports. Boys basketball starts in January.

December is an action packed month in terms of student activities at the high school level. We have many musical performances scheduled in addition to athletic events. Community members can find specific information about dates, times and locations on the District's website.

CERTIFICATES OF ELECTION FOR 2023 SCHOOL BOARD GENERAL ELECTION

Resolution Authorizing Issuance of Certificates of Special Election and Directing School District Clerk to Perform Other Election Related Duties after the time for contesting the election has passed (7 days after canvassing date) and the candidate's final campaign financial reports have been submitted, the clerk of the school board is directed to deliver said certificates to the persons entitled thereto and issue a form of acceptance of office and oath of office. *Motion by Ibrahim, seconded by Davis, to approve the resolution. All in favor. Motion carried unanimously.*

DISCUSSION ITEMS

Review of 2024-25 and 2025-26 School Calendars

Rick Kreyer, Director, Human Resources, reviewed the 2024-25 school calendar recommendations and a draft of the 2025-26 school year calendar with the School Board.

FY2023 Year-End Audit Preview

Patricia Magnuson, Director, Business Services, discussed the FY2023 Year-End Audit Preview with the School Board.

Superintendent Search: Review MSBA Executive Search Services Proposal

Barb Dorn, MSBA, presented MSBA's Executive Service Services Proposal, she provided a high level summary of the proposal and answered various questions from the School Board.

Superintendent Search: Review Draft Communication Plan

Ashley Sukhu, Communications Senior Specialist, reviewed a draft of the communication plan to be used for informational updates as it relates to the superintendent search. She talked about the different forms of media that could be used to reach internal and external stakeholders to keep them informed about the progress of the search.

CONSENT AGENDA

At the recommendation of Board Chair Casey, *Motion by Ibrahim, seconded by Wilsey, to approve the Consent Agenda as presented. All in favor. Motion carried unanimously.*

ACTION AGENDA

At the recommendation of Board Chair Casey, *Motion by Cox, seconded by Morrison, to approve the MSBA Executive Search Services Proposal. All in favor. Motion carried unanimously.*

At the recommendation of Board Chair Casey, *Motion by Davis, seconded by Ibrahim, to approve the labor agreement for School Nutrition employees for 2023-25 as presented. All in favor. Motion carried unanimously.*

COMMUNICATION AND TRANSMITTALS

Board Vice Chair Cox mentioned he attended Family Connect Day at the high school. He appreciated the teachers who participated and the effort they put into the work for the day and really enjoyed his time there.

Director Mancini mentioned "Coffee with the Principal" being held next Tuesday at the high school, 3:00pm-3:30pm.

Board Chair Casey reminded everyone of the upcoming event/meetings on 12/12. There is a reception for outgoing board members Ken Morrison and Heather Wilsey at 5:00pm, the Truth in Taxation Hearing at 6:00pm, and the regular board meeting at 6:30pm.

ADJOURNMENT

Motion was heard and seconded to adjourn the meeting. Meeting adjourned at 9:14 p.m.

The next regular meeting will be held on December 12, 2023, at 6:30 p.m. in the Central Community Center - District Office, Room 21.

Submitted by
Barb Mumm,
Temporary Executive Assistant to the Board

Signed: Chair _____ Clerk _____

Date _____ Date _____

POLICY 610 APPENDIX A
ISD NO. 283, ST. LOUIS PARK PUBLIC SCHOOLS
ST. LOUIS PARK, MINNESOTA
PROPOSAL FOR FIELD TRIP

An extended educational trip requires overnight accommodations for students/participants, whether during or outside the regular school year. Proposals must be fully approved before trip organizers sign any contracts with travel agencies, collect any trip related fees, or begin fundraising activities. Refer to Policy and Procedure 610 – Field Trips for guidance.

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Date Submitted:	11/14/23	School:	St. Louis Park High School
District Staff:	Kyle Sweeney		
Organization:			
Destination:	France		
Departure Date:	June 12, 2024	Return Date:	June 26, 2024
# of Class Days Missed:	0		
# of Students Traveling:	8	# of Students <i>not</i> Traveling:	
Goal or purpose of trip (value to students' educational program)			
French language immersion and French culture.			
What will students learn during the trip?			
Students will learn to speak French in an authentic environment - being in France and staying with a French host family. They will learn about culture through experience, dealing with cultural differences in real time, talking about them, reflecting, and working through them.			
How will student learning be evaluated?			
There is no evaluation connected to this trip.			

Agency/Organization coordinating travel arrangements?	
Xperitas	
Transportation Plans:	
June 12th 2024: Depart Minneapolis 7.40pm, arrive Paris 11am (on June 13th) June 26th 2024: Depart Nice 9.30am, arrive Paris 11.05am Depart Paris 3.30pm, arrive Minneapolis 5.30pm	
In country travel: public transport, coach bus	
Description of Trip Plan and Route:	
4 days in Paris, 5 day family stay in Toulon, 3 days in the South of France visiting Nice, Avignon, Arles, and Nîmes.	
How is the trip being financed? (Include data for students, advisors, supervisors, etc.)	
Students pay for trip on own, receive scholarships from Xperitas (https://xperitas.org/resources/financial-aid), or fundraise. Chaperone fees are included in student price.	
What is the total cost per student?	\$4574 (\$4774 if registered after June 15, 2023)
If fundraising is part of the financing, briefly describe the fund raising plans and attach a copy of the fundraising request.	
Fundraising is included if students want to participate. We were told to wait for board approval before starting fundraising.	

Supervisors going on the trip: (parents, teachers, list school)

All extended education trips involving both male and female participants shall require both adult male and female chaperones

1. Kyle Sweeney	7.
2. Jenny Puzzo (if number of registrants allows for 2 chaperones	8.
3.	9.
4.	10.
5.	11.
6.	12.
84	

Ratio of supervisors to students: 1:6

(For the purpose of supervision, the ratio of adults to students must be a minimum of 1:15)

Describe plans to insure quality instruction for members of class or organization **not** going on trip (attach instructional plans, if possible)

No plans needed, summer trip.

All extended educational trips require parent/guardian authorization. Describe steps taken to inform and involve parents and secure their approval (attach copies of information and permission documents)

Parents register their student via the Xperitas website

I have reviewed the proposal. The proposal complies with School Board Policy 610 Field Trips.


Signature of Principal


Approval Date

Signature or Superintendent or Designee

Approval Date

TENTATIVE AGREEMENT SUMMARY

SAINT LOUIS PARK PUBLIC SCHOOLS and CUSTODIAL AND MAINTENANCE EMPLOYEES 2023-25 Terms and Conditions of Employment

Date of Proposal: 11/2/2023 – TA

Term: Two (2) years, July 1, 2023, through June 30, 2025

Employees Covered: 31 total employees (30.5 FTE) as of June 30, 2023

Wages: 11/2/2023 TA See economic proposals

Year 1: 7/1/2023: Ave increase to CLS 1-5 Steps 5-12 is 3%. Steps 1-4 increased more to provide higher entry wages. CLS 6 \$1.00/hr over CLS5, CLS 7 is \$1.00/hr over CLS6. The typical starting step on the schedule for employees who have custodial or maintenance experience will be Step 5. HR has discretion to grant step placement based on experience and to make a competitive offer.

Increase 15-25 year Career Increments. See Salary and CI Schedules

Employees in CLS2-6 who are properly licensed for the classification can continue to get up to two steps per year up to Step 12 as of July 1 of each year of the agreement.

This would be retro to July 1, 2023 for any employees (or back to their start date for new employees hired after July 1) who are active as of the date of the union ratification of this contract. Also retro for any retirees who retire after July 1 up to Board ratification of the agreement. Not retro for employees who quit after July 1 to the ratification of the agreement by the Union.

Year 2: 7/1/2024: Remove Steps 1-5 of the schedule and renumber Steps 1-8. Add former \$.35/hr night premium to CLS 1 and 2 and then add 3% to all CLS 1-6 rates. Add a new Step 9 \$.25/hr over step 8. The typical starting step on the schedule for employees who have custodial or maintenance experience will be Step 1. HR has discretion to grant step placement based on experience and to make a competitive offer. Move Grounds Foreman and Large Building Night Foreman title to CLS 6 and end the extra hourly night differential.

Create a new 10-year Career Increment and increase 15-25 year Career Increments as show with schedules.

Employees in CLS2-6 who are properly licensed for the classification can continue to get up to two steps per year up to new Step 9 as of July 1 of each year of the agreement.

Pool License and Small Building No Night Lead differentials changed from hourly premiums to annual stipends paid each check. Pool Operator 1 from \$.50/hr to \$1,080/yr stipend. Pool Operator 2 from \$.25/hr to \$540/yr stipend.

Small Building no Night Lead (Lennox) different moved from \$.35/hr to \$744/yr stipend.

Health Insurance: Article 11.2 Employer Contribution

The District will contribute up to the following amounts to the coverage selected by eligible employees regularly scheduled to work six (6) or more hours per day 30 hours per week. For employees working at least 4 hours per day but less than 6 hours, the employer will contribute 50% of the amounts shown below:

A. District Health Insurance Program Non-Deductible/Standard Co-pay:

District Contributions Standard-Plan A per month	July 1, 2023	July 1, 2024	July 1, 2025
Employee	\$600	\$610	\$625
Employee + 1	\$1,250	\$1,265	\$1,280
Family	\$1,650	\$1,665	\$1,700

B. District Health Insurance Program Deductible/VEBA:

District Contributions VEBA-Plan B per month	July 1, 2023	July 1, 2024	July 1, 2025
Employee	\$668	\$685	\$700
Employee + 1	\$1,380	\$1,410	\$1,430
Family	\$1,820	\$1,840	\$1,860

TENTATIVE AGREEMENT SUMMARY

9.6. Clothing Allowance: In addition to the Clothing Allowance, the District will continue the practice of reimbursing custodial/maintenance personnel for the purchase of job-related safety shoes or work boots to a maximum of \$250.00 per year. Employees who are reimbursed for safety shoes or work boots through this program will need to routinely wear the safety shoes or boots as part of the regular job expectations.

Custodial Group Specific Proposals

1. Employee Information (Art 5.3, 5.6 and 5.8) update language in these sections to conform with changes in PELRA for dues deductions and information provided to employee groups.
2. Holidays (Art 6.3) Add Juneteenth Holiday to list named holidays.
3. New Employee Step Advancement (Art 8.2) Language changed to move the date from Jan 15 to Feb 1 to be newly hired and get step increase credit on July 1 for that first year.
4. Deduction (Art 8.4) Add unpaid debts like school lunch fund, to list of items that need to be repaid upon termination.
5. Step Placement with Demotion (new Art 8.6) Language updated to spell out how it works when a person promotes and we don't spell out the practice of doing that in reverse and creating the least economic loss when a person demotes to a lower paid title. Also, a loss of pay due to a not having the correct license for the position would result in a demotion.
6. Extra Compensation (Art 9) For 2024-25, the night and license premiums are moved to schedule as many of these for ease of processing in new eFinanceplus HR/payroll system. Clarified that overtime on a call-back basis for unscheduled work on an emergency basis would be paid double time on designated holidays.
7. Vacation (Art 10.3) Added language that affirms the need for employees to put their time off requests in the system. Also, increased accrual rates for people with 4-9 years of service completed from 17 to 19 days
8. Vacation other rules (Art 10.4.D) Language changed to expand vacation carryover to 2x the employee's annual accrual rate.
9. Group Insurance (Art 11) Changed language to better define eligibility and modify the grid describing contributions and prorated VEBA amounts for less than 1.0 FTE.
10. HealthCare Savings Plan (Art 11.6) Clarified how prorating works for less than full time based on Health Insurance Eligibility levels. Also note that the district is responsible only for the contribution amounts and employees are responsible for checking and notifying the district of there are discrepancies in the contribution amounts.
11. Sick Time (Art 12.2) Updated reference that employees are responsible for entering their time off into the District time off system. Coordinated our sick leave plan with new MN ESST leave laws so as not to add that on top of our system but coordinate so they work with each other like FMLA and sick leave.
12. Sick Time (Art 12.2.K) Added language to clarify how sick leave works with Worker's Compensation claims.
13. Emergency Leave (Art 12.3) updated language to reflect changes from last contract changes that moved most emergency leave into additional vacation time accrual rates.
14. Deferred Compensation (Art 13) Added language to clarify how contributions are prorated for less than full time FTE and partial year. Also note that the district is responsible only for the contribution amounts and employees are responsible for checking and notifying the district of there are discrepancies in the contribution amounts.
15. Vacancies and Transfers (Art 14) discuss language to spell out that can request a transfer to a demotional position as well as to a position in the same title/classification.
16. Lay Off (Art 15) Streamlined language so that seniority is within classification and license held. People who are laid off or bumped are least senior in that classification. Probationary employees, including those not properly licensed, would be considered least senior in the class and would bump the least senior person in the next lowest title if they hold more seniority than the in that lower title (Class 6 bumps to Class 5, Class 5 bumps to Class 4, etc...). Layoff/bump cannot create a promotion.
17. Severance – deleted this appendix as no employees are covered any more.

TENTATIVE AGREEMENT SUMMARY

Tentative Agreement Date: 11-02-2023

Proposed Ratification Vote Date: 12-6-2023 at Lennox Fireplace Room

Proposed Board Approval Date: 12-12-2023

Target New Rates Date: 1-15-2026

Target Rates Backpay Date: 1-15-2026

Target OT/Voucher Backpay Date: 1-31-2026

The District reserves the right to add, delete or modify to the list of proposals and correct clerical errors.

TENTATIVE AGREEMENT SUMMARY

Salary Schedules

Previous Contract 2022-23 Base Year		Previous Contract Schedule							
Custodial Group		CLS1	CLS2	CLS3	CLS4	CLS5	CLS6	CLS7	
1		\$15.00	\$15.50	\$16.50	\$17.75	\$18.75	\$19.75	\$20.75	
2		\$15.50	\$16.00	\$17.00	\$18.25	\$19.25	\$20.25	\$21.25	
3		\$15.75	\$16.25	\$17.50	\$18.75	\$20.00	\$21.00	\$22.00	
4		\$16.00	\$16.50	\$18.00	\$19.50	\$20.50	\$21.50	\$22.50	
5		\$16.25	\$16.75	\$18.50	\$20.00	\$21.00	\$22.00	\$23.00	
6		\$16.50	\$17.00	\$19.00	\$20.54	\$21.61	\$22.61	\$23.61	
7		\$17.00	\$17.50	\$19.50	\$21.14	\$22.20	\$23.20	\$24.20	
8		\$17.50	\$18.00	\$20.00	\$21.73	\$22.80	\$23.80	\$24.80	
9		\$18.00	\$18.50	\$20.50	\$22.50	\$23.50	\$24.50	\$25.50	
10		\$18.50	\$19.00	\$21.00	\$23.00	\$25.00	\$26.00	\$27.00	
11		\$18.75	\$19.25	\$22.50	\$24.00	\$26.50	\$27.50	\$28.50	
12		\$19.00	\$19.50	\$23.00	\$25.00	\$27.00	\$28.00	\$29.00	
13		\$19.00	\$19.50	\$23.00	\$25.00	\$27.00	\$28.00	\$29.00	
14		\$19.00	\$19.50	\$23.00	\$25.00	\$27.00	\$28.00	\$29.00	15 yr
15		\$19.50	\$20.00	\$23.50	\$25.50	\$27.50	\$28.50	\$29.50	\$ 0.50
16		\$19.50	\$20.00	\$23.50	\$25.50	\$27.50	\$28.50	\$29.50	
17		\$19.50	\$20.00	\$23.50	\$25.50	\$27.50	\$28.50	\$29.50	
18		\$19.50	\$20.00	\$23.50	\$25.50	\$27.50	\$28.50	\$29.50	
19		\$19.50	\$20.00	\$23.50	\$25.50	\$27.50	\$28.50	\$29.50	20 yr
20		\$20.00	\$20.50	\$24.00	\$26.00	\$28.00	\$29.00	\$30.00	\$ 1.00
21		\$20.00	\$20.50	\$24.00	\$26.00	\$28.00	\$29.00	\$30.00	
22		\$20.00	\$20.50	\$24.00	\$26.00	\$28.00	\$29.00	\$30.00	
23		\$20.00	\$20.50	\$24.00	\$26.00	\$28.00	\$29.00	\$30.00	
24		\$20.00	\$20.50	\$24.00	\$26.00	\$28.00	\$29.00	\$30.00	25 yr
25		\$20.50	\$21.00	\$24.50	\$26.50	\$28.50	\$29.50	\$30.50	\$ 1.50

2023-24 Schedule

2023-24		July 1, 2023 - June 30, 2025 Salary Schedules							
STEP	Custodial Group	CLS1	CLS2	CLS3	CLS4	CLS5	CLS6	CLS7	
1		\$15.74	\$16.25	\$18.06	\$19.60	\$20.63	\$21.63	\$22.63	
2		\$15.99	\$16.50	\$18.31	\$19.85	\$20.88	\$21.88	\$22.88	
3		\$16.24	\$16.75	\$18.56	\$20.10	\$21.13	\$22.13	\$23.13	
4		\$16.49	\$17.00	\$18.81	\$20.35	\$21.38	\$22.38	\$23.38	
5		\$16.74	\$17.25	\$19.06	\$20.60	\$21.63	\$22.63	\$23.63	
6		\$17.00	\$17.51	\$19.57	\$21.16	\$22.26	\$23.26	\$24.26	
7		\$17.51	\$18.03	\$20.09	\$21.77	\$22.87	\$23.87	\$24.87	
8		\$18.03	\$18.54	\$20.60	\$22.38	\$23.48	\$24.48	\$25.48	
9		\$18.54	\$19.06	\$21.12	\$23.18	\$24.21	\$25.21	\$26.21	
10		\$19.06	\$19.57	\$21.63	\$23.69	\$25.75	\$26.75	\$27.75	
11		\$19.31	\$19.83	\$23.18	\$24.72	\$27.30	\$28.30	\$29.30	
12		\$19.57	\$20.09	\$23.69	\$25.75	\$27.81	\$28.81	\$29.81	
13		\$19.57	\$20.09	\$23.69	\$25.75	\$27.81	\$28.81	\$29.81	
14		\$19.57	\$20.09	\$23.69	\$25.75	\$27.81	\$28.81	\$29.81	15 yr
15		\$20.57	\$21.09	\$24.69	\$26.75	\$28.81	\$29.81	\$30.81	\$1.00
16		\$20.57	\$21.09	\$24.69	\$26.75	\$28.81	\$29.81	\$30.81	
17		\$20.57	\$21.09	\$24.69	\$26.75	\$28.81	\$29.81	\$30.81	
18		\$20.57	\$21.09	\$24.69	\$26.75	\$28.81	\$29.81	\$30.81	
19		\$20.57	\$21.09	\$24.69	\$26.75	\$28.81	\$29.81	\$30.81	20 yr
20		\$20.82	\$21.34	\$24.94	\$27.00	\$29.06	\$30.06	\$31.06	\$1.25
21		\$20.82	\$21.34	\$24.94	\$27.00	\$29.06	\$30.06	\$31.06	
22		\$20.82	\$21.34	\$24.94	\$27.00	\$29.06	\$30.06	\$31.06	
23		\$20.82	\$21.34	\$24.94	\$27.00	\$29.06	\$30.06	\$31.06	
24		\$20.82	\$21.34	\$24.94	\$27.00	\$29.06	\$30.06	\$31.06	25 yr
25		\$21.32	\$21.84	\$25.44	\$27.50	\$29.56	\$30.56	\$31.56	\$1.75

CLS 1 and 2 continue to get \$.35/hr night shift premium in addition to rates shown above
 CLS 5 Night Foremen in Large Buildings get \$1.00 premium over CLS 5 rates shown above
 Small Building no Night Lead (Lennox) is still \$.35/hr over CLS 3 rates shown above

TENTATIVE AGREEMENT SUMMARY

See expanded Schedule with license premiums in the contract.

2024-25		Custodial Group							
STEP		CLS1	CLS2	CLS3	CLS4	CLS5	CLS6	CLS7	
		Previous Steps 1-4 deleted and steps renumbered.							
Old Step	New Step								
5	1	\$18.00	\$18.50	\$19.63	\$21.22	\$22.28	\$23.31	\$24.34	
6	2	\$18.25	\$18.78	\$20.16	\$21.79	\$22.93	\$23.96	\$24.99	
7	3	\$18.78	\$19.31	\$20.69	\$22.43	\$23.55	\$24.58	\$25.61	
8	4	\$19.31	\$19.84	\$21.22	\$23.05	\$24.19	\$25.22	\$26.25	
9	5	\$19.84	\$20.37	\$21.75	\$23.87	\$24.93	\$25.96	\$26.99	
10	6	\$20.37	\$20.90	\$22.28	\$24.40	\$26.52	\$27.55	\$28.58	
11	7	\$20.63	\$21.16	\$23.87	\$25.46	\$28.11	\$29.14	\$30.17	
12	8	\$20.90	\$21.43	\$24.40	\$26.52	\$28.64	\$29.67	\$30.70	
	9	\$21.15	\$21.68	\$24.65	\$26.77	\$28.89	\$29.92	\$30.95	10 yr
	10	\$21.65	\$22.18	\$25.15	\$27.27	\$29.39	\$30.42	\$31.45	\$0.50
	11	\$21.65	\$22.18	\$25.15	\$27.27	\$29.39	\$30.42	\$31.45	
	12	\$21.65	\$22.18	\$25.15	\$27.27	\$29.39	\$30.42	\$31.45	
	13	\$21.65	\$22.18	\$25.15	\$27.27	\$29.39	\$30.42	\$31.45	
	14	\$21.65	\$22.18	\$25.15	\$27.27	\$29.39	\$30.42	\$31.45	15 yr
15	15	\$22.40	\$22.93	\$25.90	\$28.02	\$30.14	\$31.17	\$32.20	\$1.25
16	16	\$22.40	\$22.93	\$25.90	\$28.02	\$30.14	\$31.17	\$32.20	
17	17	\$22.40	\$22.93	\$25.90	\$28.02	\$30.14	\$31.17	\$32.20	
18	18	\$22.40	\$22.93	\$25.90	\$28.02	\$30.14	\$31.17	\$32.20	
19	19	\$22.40	\$22.93	\$25.90	\$28.02	\$30.14	\$31.17	\$32.20	20 yr
20	20	\$22.90	\$23.43	\$26.40	\$28.52	\$30.64	\$31.67	\$32.70	\$1.75
21	21	\$22.90	\$23.43	\$26.40	\$28.52	\$30.64	\$31.67	\$32.70	
22	22	\$22.90	\$23.43	\$26.40	\$28.52	\$30.64	\$31.67	\$32.70	
23	23	\$22.90	\$23.43	\$26.40	\$28.52	\$30.64	\$31.67	\$32.70	
24	24	\$22.90	\$23.43	\$26.40	\$28.52	\$30.64	\$31.67	\$32.70	25 yr
25	25	\$23.15	\$23.68	\$26.65	\$28.77	\$30.89	\$31.92	\$32.95	\$2.00

CLS 1 and 2 separate \$.35/hr night shift premium ends and is built into the rates shown above

Night Foremen in Large Buildings moved to CLS 6 and separate \$1.00 premium ends

Small Building no Night Lead (Lennox) \$.35/hr becomes an annual Stipend of \$744/yr (\$31/check).

Career Increment Increases 2023-25

CAREER INCREMENT LOOKUP			
	Yr0	Yr1	Yr2
0	\$ -	\$ -	\$ -
10		\$ -	\$ 0.50
11			
12			
15	\$ 0.50	\$ 1.00	\$ 1.25
20	\$ 1.00	\$ 1.25	\$ 1.75
25	\$ 1.50	\$ 1.75	\$ 2.00

CI YR0	CI YR1	CI YR2	
\$ 10,440	\$ 16,182	\$ 26,100	Base
	\$ 5,742	\$ 9,918	new cost
	55.0%	61.3%	% increase



**St. Louis Park
Public Schools**

Achieving success, one student at a time!

~~2021-2023~~2023-2025

AGREEMENT

Between

INDEPENDENT SCHOOL DISTRICT NO. 283

St. Louis Park, Minnesota

and

SCHOOL SERVICE EMPLOYEES

SEIU LOCAL 284, CTW

Custodial/Maintenance Personnel

Effective July 1, ~~2021-2023~~ – June 30, ~~2023~~2025

Board Approved_____

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ARTICLE 1- PURPOSE

1.1. Parties:

This AGREEMENT is entered into between the St. Louis Park Public Schools, Independent School District No. 283, St. Louis Park, Minnesota hereinafter referred to as the School Board or the District, and School Service Employees, SEIU Local 284, hereinafter referred to as exclusive representative, pursuant to and in compliance with the Public Employment Labor Relations Act of 1971, as amended, hereinafter referred to as P.E.L.R.A. of 1971 to provide the terms and conditions of employment for custodial/maintenance personnel during the duration of this Agreement.

ARTICLE 2 - DEFINITIONS

2.1. School Board or District:

For purposes of this Agreement, the term District or School Board shall mean the School Board or its designated representative.

2.2. Other Terms:

Terms not defined in this Agreement shall have those meanings as defined by P.E.L.R.A. of 1971.

ARTICLE 3 - RECOGNITION OF EXCLUSIVE REPRESENTATIVE

3.1. Recognition:

In accordance with P.E.L.R.A. of 1971, the School Board recognizes School Service Employees, SEIU Local 284, as the exclusive representative of custodial/maintenance personnel employed by the School Board of Independent School District No. 283, which exclusive representative shall have those rights and duties as prescribed by P.E.L.R.A. of 1971 and as described in the provisions of this Agreement.

3.2. Appropriate Unit:

The exclusive representative shall represent all custodial/maintenance personnel of Independent School District No. 283, St. Louis Park, Minnesota, who are employed for more than 14 hours per week and for more than 67 work days per year, including those on leave of absence who are guaranteed a position upon their return, excluding supervisory employees and confidential employees who devote more than 50% of their time to administrative or supervisory duties, and all other employees excluded by P.E.L.R.A. of 1971.

ARTICLE 4 - SCHOOL DISTRICT RIGHTS

4.1. Inherent Managerial Rights:

The parties recognize that the School Board is not required to meet and negotiate on matters of inherent managerial policy, which include, but are not limited to, such areas of discretion or policy as the functions and programs of the employer, its overall budget, utilization of technology, the organizational structure, selection, direction and number of personnel, and that all management rights and management functions not expressly delegated in this Agreement are reserved to the School Board.

4.2. Management Responsibilities:

The parties recognize the right and obligation of the School Board to efficiently manage and conduct the operation of the District within its legal limitations and with its primary obligation to provide educational opportunity for the students of the District.

4.3. Effect of Laws, Rules and Regulations:

The parties recognize that all employees covered by this Agreement shall perform the services prescribed by the District. The parties also recognize the right, obligation and duty of the School Board and its duly designated officials to promulgate reasonable rules, regulations, directives and orders from time to time as deemed necessary insofar as such reasonable rules, regulations, directives and orders are not inconsistent with the terms of this Agreement. The parties further recognize that the School Board, all employees covered by this Agreement, and all provisions of this Agreement are subject to the laws of the State of Minnesota, Federal laws, rules and regulations of the Minnesota Department of Education, and valid rules regulations and orders of State and Federal governmental agencies. Any provision of this Agreement found to be in violation of any such laws, rules, regulations, directives and orders shall be null and void and without force and effect.

ARTICLE 5 - EMPLOYEE RIGHTS5.1. Right to Views:

Nothing contained in this Agreement shall be construed to limit, impair or affect the right of any custodial/maintenance employee or the employee's representative to the expression or communication of a view, grievance, complaint or opinion on any matter related to the conditions or compensation of public employment or their betterment, so long as the same is not designed to and does not interfere with the full, faithful and proper performance of the duties of employment or circumvent the rights of the exclusive representative.

5.2. Right to Join:

Custodial/maintenance personnel shall have the right to form and join labor or employee organizations, and shall have the right not to form and join such organizations.

5.3. Request for Dues Deduction, Authorization and Remittance:

Employees have the right to request and be allowed payroll deduction for the Union and for the Union's political action committee. The District will commence deductions within thirty days of receiving notice from the Union of the authorized deduction(s). The District will remit deductions to the Union within thirty days of the deduction. The notice will include certification from the Union that the Union has and will maintain a signed authorization from the employee for whom deductions will be made. A valid signed authorization includes, but is not limited to, an electronically signed authorization. The District may require a copy of the signed authorization form only if a dispute arises about the existence or terms of the authorization. The dues deduction authorization remains in effect until the District receives notice from the Union that an employee has changed or cancelled their authorization in writing in accordance with the terms of the original authorizing document.

~~Custodial/maintenance personnel shall have the right to request and be allowed dues check off for the exclusive representative provided that dues check off and the proceeds thereof shall not be allowed any organization that has lost its right to dues check off pursuant to P.E.L.R.A. of 1971. Upon receipt of a properly executed authorization of the employee involved (examples of which include paper authorization, electronic authorization or audio-recorded phone authorization), the District will deduct from the employee's paycheck the dues or premier dues that the employee has agreed to pay to the exclusive representative during the period provided in said authorization. The Union will notify the District of the dues to be deducted from each employee's pay. Deductions shall be made over 24 pay periods and transmitted to the designated exclusive representative. The District shall furnish to the exclusive representative monthly an alphabetized list of employees from whom such deductions have been made. The District agrees to honor and implement all the terms of the dues checkoff authorizations submitted by the Union and agreed to the employees. The District shall adhere to the specific provisions in each dues check-off authorization regarding the duration, renewal, procedure for revocation, amount of dues deducted (including premier member), and all other provisions agreed to by the employee as stated in the authorization, irrespective of the employee's membership in the Union.~~

The Union agrees that the District's only obligation is to deduct and remit the dues indicated by the Union to be deducted from each employee's pay. The Union agrees to hold~~save~~ the District harmless from any actions growing

out of these deductions and assumes full responsibility for the disposition of funds so deducted once they have been remitted by the District.

5.4. Direct Deposit: The District shall allow direct deposit to a credit union or other eligible banking institutions that accept standard ACH deductions.

5.5. Personnel Files:

Pursuant to M.S. §122A.40, Subd. 19, all evaluations and files relating to each individual employee shall be available during regular school business hours to said employee upon reasonable notice. The employee shall have the right to reproduce any of the contents of the files and to submit for inclusion in the file written information in response to any material contained therein. The District may destroy such files as provided by law.

5.6. Employee Information:

Not later than September 15 of each school year, the District shall provide the Union with a bargaining unit list of employees with the following contact information: name, job title, worksite location (including location within a facility when appropriate), home address, work telephone number, home and personal cell phone numbers on file with the District, date of hire, work email address, personal email address on file with the District, wage, number of hours normally scheduled in a day, number of duty days contracted for, and whether the position is a nine (9) month or twelve (12) month assignment. The District will provide this information to the Union in an Excel file or similar format agreed to by the Union. ~~including name, home address, work location, classification, number of hours normally scheduled to work in a week, wage schedule placement, date of employment and electronic mail addresses.~~ The District shall inform the Union and the Union Steward(s) of all new hires within the first fifteen (15) seven (7) calendar days of hire and shall provide the Union with the employee information specified in this section.

Every 120 calendar days the District shall provide to the Union in an Excel file or similar format agreed to by the Union the following information for all bargaining unit employees: name; job title; worksite location, including location within a facility when appropriate; home address; work telephone number; home and personal cell phone numbers on file with the District; date of hire; and work email address and personal email address on file with the District.

The District must notify an exclusive representative within fifteen (15) calendar days of the separation of employment or transfer out of the bargaining unit of a bargaining unit employee.

5.7. Union Orientation:

The District shall permit a Union-designated representative to meet with each newly hired employee for not less than thirty (30) fifteen (15) minutes within the first fourteen (14) calendar days of the new employee's first day of employment. This meeting shall occur during the newly hired employee's regularly scheduled hours of work and the employee shall be in pay status. This meeting is not to interfere with the new employee's normal work. The District shall provide new employees with the name and contact information for the Union steward. The District shall also give each new employee a Union orientation packet prepared by the Union.

5.8. Union Access:

Employees shall have the right to post notices of activities and matters of Union concern on bulletin boards designated for Union purposes, at least one of which shall be provided in each school building. Employees may use the district mail service and Custodial/Maintenance staff mailboxes and email for communications to Custodial/Maintenance staff. The District will allow the Union to meet with bargaining unit members in District facilities regarding collective bargaining, the administration of the collective bargaining agreement, grievances and other workplace-related complaints and issues, and internal matters involving the governance or business of the Union, provided such use does not interfere with the District's business operations.

ARTICLE 6 - THE WORK YEAR**6.1. Employee Duty Days:**

The employee shall perform services on those days as determined by the School Board, including those legal holidays on which the School Board is authorized to conduct school, and pursuant to such authority has determined to conduct school.

6.2. School Closings:

When an emergency closing has been declared by the District, all custodial/maintenance employees who reported for, and completed their assigned shifts, shall receive an additional day off as compensation. It is understood that this additional day of compensation shall not be deducted from the employee's vacation or sick days. This additional day off may be taken with permission of the Facilities Manager and preferably during the student summer months or non-instructional days for students.

- A. If all other 12-month employee groups are required to work, custodial/maintenance employees shall not receive an additional day off, unless similar compensation is provided to the other groups.
- B. Personnel unable to report for duty or working less than a full shift will be paid but must elect to have their non-work time charged against their sick leave accrual or, vacation accrual, ~~or emergency leave~~. Employees having no leave or vacation days will not be paid for the hours not worked.
- C. Notwithstanding the preceding conditions, the Facilities Manager may schedule a nonpaid Saturday work opportunity for affected personnel within the same 40-hour work week, following which the participants' leave or vacation deduction would be restored. Employees normally scheduled for Saturday work could make alternate arrangements.

6.3. Holidays:

- A. Holidays shall include:

Independence Day	New Year's Day
Labor Day	Dr. Martin Luther King, Jr. Day
Thanksgiving Day	President's Day
The day after Thanksgiving	Spring Holiday (Friday of Spring Break)
Christmas Eve	Memorial Day
Christmas Day	<u>Juneteeth (June 19th)</u>
New Year's Eve	

- B. School in Session: The District reserves the right, if school is in session, to cancel the above holidays and establish another holiday in lieu thereof. If school is in session on any of the designated holidays as provided in this Section and another day off is provided in lieu thereof, overtime shall not apply on the designated canceled holiday, and the employee shall be compensated at regular rates of pay. Any scheduled holiday, which falls within an employee's vacation period, shall not be counted as a vacation day.
- C. Eligibility: In order to be eligible for holiday pay, an employee must have worked the employee's regular workday before and after the holiday unless the employee is on paid leave or vacation under the provisions of this Agreement.
- D. Application: For purposes of this Article, it is understood and agreed by the parties that holiday pay shall be allowed only to those custodial/maintenance personnel who are employed at least four (4) ~~six (6)~~ or more hours per day.

ARTICLE 7 - THE WORK DAY**7.1. Work Hours:**

The specific work hours for each employee may vary according to the needs of the custodial/maintenance program of the District. The hours will be designated by the Facilities Manager. Split shifts may be assigned with the consent of the employee.

7.2. Additional Activities:

Custodial/Maintenance personnel are obligated to accept assignments beyond the regular work hours as required by the District. An effort will be made to obtain volunteers and such assignments will be equitably rotated insofar as it is practicable.

7.3. Work Week:

The normal work week for full-time custodial/maintenance employees shall be 40 hours per week, eight (8) hours per day. Second-shift employees other than the night lead in secondary buildings ~~housing that have a~~ Community Education center (currently this is Central Community Center) ~~service centers~~ shall work Saturday and/or Sunday as required.

ARTICLE 8 - BASIC COMPENSATION**8.1. Rates of Pay 202~~31~~-2~~42~~ and 202~~42~~-2~~53~~:**

- A. The wages and salaries reflected in Schedule A, attached hereto, shall be part of the Agreement for the 202~~31~~-2~~42~~ school year, and the wages and salaries reflected in Schedule B, attached hereto, shall be part of the Agreement for the 202~~42~~-2~~53~~ school year, subject to the right of the School Board to withhold increases in the form of increments for just cause.
- B. Custodial/Maintenance personnel shall advance on the salary schedule one (1) step each year of the agreement subject to the right of the Board as defined in this Section to withhold step increases for just cause. For the purpose of this section the employee also must have been actively paid on the payroll at least (a) 1000 hours if the employee is a 12-month, 40-hour per week employee, or (b) 50% of the hours for that person's FTE, if the employee is a less than 12-month or less than 40 hour per week employee. This annual step increase will not be withheld unless the employee is notified of the deficiency in writing and given reasonable opportunity to correct the deficiency. An action withholding this annual step increase shall be subject to the grievance procedure.
- C. Effective July 1, 202~~31~~, if the employee holds the proper license for the position held as specified in the wage appendix of this contract, the employee will advance an additional step, up to two steps per year up to step 12, subject to the provisions in 8.1.A above. The withholding of the additional step increase in 8.1.C, shall not be grievable beyond Step 2 of the grievance procedure, if the District can show that the employee does not hold the proper license. For employees who obtain the proper license after July 1 of any year will receive the additional step starting at the next available pay period and this will not be retroactive.
- Effective July,1 2024, if the employee holds the proper license for the position held as specified in the wage appendix of this contract, the employee will advance an additional step, up to two steps per year up to Step 9, subject to the provisions in 8.1.A above. For employees who obtain the proper license after July 1 of any year will receive the additional step starting at the next available pay period and this will not be retroactive. The withholding of the additional step increase in 8.1.C, shall not be grievable beyond Step 2 of the grievance procedure, if the District can show that the employee does not hold the proper license.

8.2. New Employees:

A new employee shall be eligible for step advancement on the following July 1, if employed prior to ~~January 15~~February 1. An employee hired after ~~January 15~~February 1 shall be eligible for any salary schedule increase in the current step rate on July 1, but shall not be eligible for step advancement until the following July 1, unless they obtain the proper license for that classification and would then be granted one step starting on the next available pay-period. This step will not be retroactive. Thereafter, such a new employee shall be subject to all provisions of this Article.

8.3. Method of Payment:

- A. Custodial/maintenance personnel regularly employed shall receive their salary in 24 equal payments; with paydays to be on the 15th and the last day of each month. The District may choose to move payroll to 26 payments and pay every other Friday. In the event the District plans to move pay dates, it will give the Union not less than six (6) months of notice and meet and confer on the plan for implementing the change.
- B. In the event that pay dates fall on a weekend or holiday, the payday shall be the preceding workday.

8.4. Deduction:

In the event that a custodial/maintenance employee is absent without leave and a pay deduction is to be made for such absence, the amount of the deduction shall be one (1) hour's pay for each hour's absence. Deductions for absences of less than a full day shall be prorated accordingly. If an employee leaves employment and has used

more days than credited for sick or vacation or has unpaid debts, such as, school lunch account, then the pay deduction will be made from the final check.

8.5. Step Placement with a Promotion:

Custodians who subsequently move to a promotional assignment within the unit will be placed at the step that produces at least a 5% promotional increase per pay class when moved to the new classification (movement from CLS 2 to CLS 3 = at least 5%, movement from CLS 3 to CLS 5 = at least 10%, etc.) but not to exceed the employee's current step number.

8.6. Step Placement as the result of Demotion or Move to Lower Pay Grade:

Custodians who subsequently move to a position in a lower pay grade (demote) within the unit will be placed at the closest step that produces not more than a 5% decrease per pay class when moved to the new classification (movement from CLS 3 to CLS 2 = up to 5%, movement from CLS 5 to CLS 3 = up to 10%, etc.) and this may exceed the employee's step number when they were in the higher classification before move to the lower classification.

ARTICLE 9 - EXTRA COMPENSATION AND ASSIGNMENT

9.1. Overtime:

Scheduled overtime work in excess of 40 hours worked on evenings, Saturdays, or Sundays, or designated holidays, shall be paid at the rate of time and one-half, except as otherwise designated in Article 6.3.B. and Article 7.3.~~C.~~

A. Guaranteed Minimum:

1. Overtime, as defined above, which runs contiguous to regular employment times, shall be paid at the rate of time and one-half only for the hours actually worked.
 2. Overtime for regularly scheduled boiler checks shall be paid at the rate of time and one-half for up to one and one half hours (1.5 hours) for each elementary or secondary building check insofar as such building checks are authorized and required by the District.
 3. Overtime on a call-back basis for unscheduled work on an emergency basis (not contiguous to regular employment), shall be paid at the rate of time and one-half as noted above with a guaranteed minimum of two hours, except that Sundays and holidays shall be at double time.
- ~~For purposes of this Subdivision it is understood and agreed by the parties that this statement [RK1] shall not apply to regularly scheduled building checks and those services covered by Article 9.1 and Article 7.3.~~

- B. Outside Grounds Crew: Personnel assigned to the outside Grounds Crew shall also serve as replacements for absent building custodians only in the event of an emergency situation. In the event they are not notified of second and third shift assignments before reporting to work at 6:00 A.M. for their regular duties, they shall be paid at the rate of time and one-half for the time period from 6:00 A.M. to 8:00 A.M., with the subsequent eight hours at straight time.

9.2. Working in a Higher Classification:

In the temporary absence of a higher classified employee in this bargaining unit or a Building Operations Coordinator (BOC), the employee who holds the proper license and is assigned by the Facilities Manager or designee as the replacement for this absence shall be paid a \$1.00/hr premium per level of classification (e.g., *movement from CLS 2 to CLS 3 = \$1.00/hr movement from CLS 3 to CLS 5 = \$2.00/hr*) If the assignment to be covered is the Grounds Crew Lead or Night Lead at the High School, Middle School or Central the payment will begin as of the first day. Other positions covered will begin as of the third day of absence covered. If the assignment is known to be three or more days from the start, then the premium pay will start day one of the assignment.

9.3. Jury Duty:

An employee who serves on jury duty will be granted the day or days necessary, as stipulated by the court to discharge this responsibility, without any salary deduction or loss of basic leave allowance. The compensation received for jury duty service shall be kept by the employee. If an employee is released from jury duty for a full or half day, the employee shall report back to work for the remainder of the day while on paid status.

9.4. Night Pay:

- ~~A.~~ Custodial employees in Class 1 or Class 2 assignments who are regularly employed between the hours of 6:00 P.M. and 12:00 midnight shall receive thirty-five (\$.35) per hour ~~above the salary schedule rates for the months so employed.~~ Effective July 1, 2024, the separate \$.35/hr differential will be discontinued and has been included in the 2024-25 salary schedule and Class 1 or Class 2 employees be paid at the scheduled rates of pay for their classification.
- ~~B.~~ ~~Custodial employees in Class 1 or Class 2 assignments who are not regularly employed between the hours of 6:00 P.M. and 12:00 midnight shall receive at Night Differential of thirty five cents (\$.35) per hour for shifts starting on or after 2:30 PM.~~
- ~~AC.~~ Custodial employees ~~in Class 1 or Class 2 assignments~~ who are regularly employed between the hours of 12:00 midnight and 6:00 A.M. shall receive fifty cents (\$.50) per hour ~~above the salary schedule rates for the months so employed.~~
- ~~BD.~~ Effective starting July 1, 2023²³, the Grounds Foreman and the Night Custodial Forman ~~positions in Class 5~~ who are regularly assigned to a large building (Central, MS, HS) will receive an additional \$~~1.00-50~~/hr premium. Effective starting July 1, 2023, the Grounds Foreman and the Night Custodial Forman who are regularly assigned to a large building (Central, MS, HS) will be paid on the Class 6 of the Salary Schedule and no longer receive the additional \$1.00/hr differential.

9.5. Building Check Pay:

The District shall pay time and one-half for up to one and one half hours (1.5 hrs) for each elementary or secondary building check insofar as such building checks are authorized and required by the District (also see Overtime Article 9.1.A.2).

9.6. Clothing Allowance:

The District will reimburse custodial/maintenance personnel for the purchase of job-related clothing to a maximum of \$240.00 per year. Payments shall be processed on or about September 1st of each fiscal year. Employees may purchase their own work pants and be reimbursed as part of the annual max. The District will select a vendor for shirts, jackets or other SLP logo items. Items purchased through approved vendors or approved work pants will go against the \$240 annual limit. Uniforms shall be similar in color and style throughout the District. If a new employee leaves the district within the first 12 months, they must return their uniforms provided for that year or will be assessed the cost of the uniforms on their final check.

In addition to the Clothing Allowance, the District will reimburse custodial/maintenance personnel for the purchase of job-related safety shoes or work boots to a maximum of \$250.00 per year. Employees who are reimbursed for safety shoes or work boots through this program will need to routinely wear the safety shoes or boots as part of the regular job expectations.

The details ~~around of provided~~ uniforms and safety shoes/boots or reimbursement will be addressed through Labor-Management meet and confer discussions.

9.7. Small Building Without Night Lead Person Differential:

In buildings where there is no Night Lead, one person will be designated by the Facilities Manager to receive a Small Building without Night Lead Differential of thirty-five cents (\$.35) per hour. Effective July 1, 2024, this differential will be converted to an annual stipend and paid over the 24 pay-periods.

A full-time Class 3 custodian who is designated by the Facilities Manager to receive the Small Building without Night Lead Differential will receive an annual stipend of \$744 (\$31.00/pp).

9.8. License Premiums:

Boiler Licenses: Effective July 1, 2022, in addition to the basic hourly pay rates in Schedule ~~D~~A and Schedule B, employees will receive the following additional payments for obtaining specified licenses (See expanded Salary Matrix with License Premiums):

- CLS 1 or higher with a Specialist Boiler License _____ \$.25/hr
- CLS 2 or higher with a Second Class Boiler License _____ \$.50/hr
- CLS 3 or higher with a First Class Boiler License _____ \$.75/hr
- CLS 4 or higher with a Chief's Boiler License _____ \$1.00/hr

The boiler license premiums will not be stacked or cumulative. Employees will receive the premium pay for the highest level of valid boiler license held.

Pool Operator License: A Custodial Foreman or Grounds Foreman~~An employee~~ who holds a valid Pool Operator License and is regularly assigned to a location that has a pool that is being operated and maintained will receive a Pool Operator 1 License premium of fifty cents per hour (\$.50/hr). A Custodial Foreman or Grounds Foreman~~An employee~~ who holds a valid Pool Operator License and is regularly assigned to a location that does not have a pool will receive a Pool Operator 2 License premium of twenty-five cents per hour (\$.25/hr) and may occasionally be assigned to cover at a site with a pool as needed. An employee with a Second Class Boiler License, who also has the Pool Operator License will also receive the Pool Operator 2 premium ~~will be paid to employees if they are regularly scheduled to work Saturdays or Sundays. with a Second Class Boiler License or higher and will be in addition to the Boiler License Premium.~~

Pool Operator License: Effective July 1, 2024, the Pool Operator License premiums will be converted to an annual stipend and paid over the 24 pay-periods.

A full-time Custodial Foreman or Grounds Foreman who holds a valid Pool Operator License and is regularly assigned to a location that has a pool that is being operated and maintained will receive a Pool Operator 1 annual stipend of \$1080 (\$45/pp).

A full-time Custodial Foreman or Grounds Foreman who holds a valid Pool Operator License and is regularly assigned to a location that does not have a pool will receive a Pool Operator 2 annual stipend of \$540 (\$22.50/pp) and may occasionally be assigned to cover at a site with a pool as needed.

A full-time employee with a Second Class Boiler License, who is assigned to work Saturdays or Sundays, and who also has the Pool Operator License will also receive the Pool Operator 2 annual stipend of \$540 (\$22.50/pp).

ARTICLE 10 – VACATIONS

10.1. Eligibility:

This Article shall apply to employees who are regularly employed on a 12-month basis and 40-hour week on a regular assignment and shall not apply to 9 1/2 month or part-time employees.

10.2. Earned Vacation:

Full-time employees under these provisions shall accrue vacation as follows:

- ~~5/6 (.83333) of a day for each month of service for each year during the first four years of service (0-3 years completed) in the District, to a maximum of 10 days in any one year.~~
- ~~1 1/4 (1.25) days for each month of service for each year after completing four (4) years of service in the District, to a maximum of 15 days in any one year.~~
- ~~1 2/3 (1.66667) days for each month of service for each year after completing ten (10) years of service in the District, to a maximum of 20 days in any one year.~~

~~In addition to the above accrued days, employees shall be granted additional vacation days according to the following schedule:~~

- ~~Upon completion of 16 years – 1 additional day to total 21 days~~
- ~~Upon completion of 17 years – 2 additional days to total 22 days~~
- ~~Upon completion of 18 years – 3 additional days to total 23 days~~
- ~~Upon completion of 19 years – 4 additional days to total 24 days~~
- ~~Upon completion of 20 years – 5 additional days to total 25 days~~

~~Note: employees hired prior to Oct 1, 2019, will be eligible for a maximum of 30 day of vacation upon completion of 30 years of employment in the School District.~~

Effective July 1, 202~~32~~³², the vacation accrual process will be as follows:

- 0 – 3 year completed = 15 days (or .057692 days of vacation per days paid)
- 4 – 9 years completed = 1~~9~~⁷ days (or ~~.065385-07307692~~ days of vacation per days paid)
- 10 – 15 years completed = 23 days (or .088462 days of vacation per days paid)
- 16 – 19 years completed = 25 days (or .096154 days of vacation per days paid)
- 20 plus years completed = 27 days (or .130846 days of vacation per days paid)

~~Note: employees hired prior to Oct 1, 2019, will be eligible for a maximum of 30 day of vacation upon completion of 30 years of employment in the School District.~~

All daily vacation accrual calculations are based on 5 days per week for 52 weeks or 260 days per full year.

Note: employees hired prior to Oct 1, 2019, will continue to be eligible for a maximum of 30 day of vacation upon completion of 30 years of employment in the School District.

10.3. Application:

- A. Vacation is accrued in the contract/fiscal year from July 1 through June 30. Vacation days cannot be taken until the days have been approved in advance by the District Facilities Manager or designee. It is the employee's responsibility to ~~Employees will~~ request vacation time off by putting this request into the District's online time off system. Requests should be put in as soon as possible to allow for planning and coverage, but at least five (5) days before the day(s) off requested.
- B. An employee shall be entitled to receive the pro rata pay for unused vacation time provided such employee provides the District with at least two weeks advance written notice of the employee's resignation time, to the employee's supervisor or Human Resources, unless such termination is by reason of death or disability. There will be no vacation payout if the employee resigns within the first year of employment. If an employee resigns having used more vacation than they have accrued, the employee shall have the salary paid for any vacation days taken deducted from the employee's final check. The maximum payout under this section will be up to a maximum of 15 days of pay.

10.4. Other Vacation Rules:

- A. Employees may be allowed to split their vacation into less than full days at the discretion of the District Facilities Manager or designee.
- B. Employees will be allowed to take their vacation while school is in session, upon the approval of the District Facilities Manager or designee. Vacations requested with less than five (5) days notice in advance will typically not be approved, unless an Emergency precluded the ability to request the time off in advance. Vacation requests for the last week of school or the five (5) days before the start of a new school year will typically not be approved. All vacation requests are subject to ability to cover shifts and meet department needs. It is recommended that vacation request be put in as early as possible to provide time to cover and the best chance of being approved.
- C. An employee shall not forfeit vacation under the rules of this section if a vacation request consistent with this section is denied by the District.
- D. Unused v~~V~~acation days accrued as of June 30 of each year will roll over to the next school year, up to a maximum of two times (2x) the employee's accrual rate in Article 10.2. The following July 1, when the new accrual is given, if the remaining days plus the new accrual amount exceeds 2x the accrual rate, then the excess days above 2x the accrual rate will be forfeited. Example, for employees who have an accrual rate of 20 days, they can never have more than 40 days in their vacation bank. If they have 25 days remaining, as of June 30th, when the new 20 days of vacation are given on July 1, the total balance would be 45 days and the five (5) excess days would be forfeited to bring the total back down to 40 days or 2x the accrual rate. This gives employees up to 24 months to use their vacation time. must be taken no later than January 31 of the following contract year, unless otherwise approved in writing by the District. Vacation will not be carried over from year to year except as noted above. There will be no payment in lieu of vacation, except as otherwise provided in Section 10.3.B hereof.

ARTICLE 11 - GROUP INSURANCE**11.1. Selection of Carrier:**

The selection of the insurance carrier and policy shall be made by the District. Opportunity shall be afforded to the Union to meet and confer on such matters. The District shall contribute toward a portion of the premium for health insurance for the ~~2021-2023~~2023-2025 Health Plans under the terms of the policies of insurance carried by the District for employees. The employee must enroll to receive health plan coverage. Employees who are eligible under Section 11.9 of this article may enroll in any of the Employee, Employee+1, or Family coverage options. The employee shall pay the difference through payroll deduction between the District contribution listed below and the total cost of the health plan coverage selected.

11.2. Employer Contribution:

The District will contribute up to the following amounts to the coverage selected by eligible employees who are employed at least 6 (six) or more hours per day (.75 FTE). Employees who are regularly assigned at least four (4) hours but less than six (6) hours (.50 -.7499 FTE) will receive one half the contributions amount below:

A. District Health Insurance Program Non-Deductible/Standard Co-pay:

<u>District Contributions Standard-Plan A per month</u>	<u>July 1, 2023</u>	<u>July 1, 2024</u>	<u>July 1, 2025*</u>
<u>Employee</u>	<u>\$600</u>	<u>\$610</u>	<u>\$625</u>
<u>Employee + 1</u>	<u>\$1,250</u>	<u>\$1,265</u>	<u>\$1,280</u>
<u>Family</u>	<u>\$1,650</u>	<u>\$1,665</u>	<u>\$1,700</u>

B. District Health Insurance Program Deductible/VEBA:

<u>District Contributions VEBA-Plan B per month</u>	<u>July 1, 2023</u>	<u>July 1, 2024</u>	<u>July 1, 2025*</u>
<u>Employee</u>	<u>\$668</u>	<u>\$685</u>	<u>\$700</u>
<u>Employee + 1</u>	<u>\$1,380</u>	<u>\$1,410</u>	<u>\$1,430</u>
<u>Family</u>	<u>\$1,820</u>	<u>\$1,840</u>	<u>\$1,860</u>

*contribution amounts for 7-1-2025 will be subject to bargaining in the 2025-2027 bargaining cycle.

~~A. District Health Insurance Program Non-Deductible/Standard Co-pay:~~

District Contributions Standard-Plan A	Employee	Employee + 1	Family
July 1, 2021	\$590	\$1,240	\$1,635
July 1, 2022	\$590	\$1,240	\$1,635
July 1, 2023	\$590	\$1,240	\$1,635

~~B. District Health Insurance Program Deductible/VEBA:~~

District Contributions VEBA-Plan B	Employee	Employee + 1	Family
July 1, 2021	\$620	\$1,280	\$1,695
July 1, 2022	\$635	\$1,315	\$1,745
July 1, 2023	\$650	\$1,340	\$1,780

~~*contribution amounts for 7-1-2023 will be subject to bargaining in the 2023-2025 bargaining cycle.~~

For eligible employees who select the \$1,000 Deductible Health Insurance Plan, the District will deposit \$1,000 annually into an ~~employee-owned~~employee-owned Health Reimbursement Account (HRA) during active employment. The District will deposit that amount by September 1 of each the plan year.

The eligibility and employer contributions for employees working at least four (4) hours (.50 FTE) but less than six (6) hours (.75 FTE) shall be 1/2 the amounts in this Section 11.2 including the VEBA contribution.

11.3. Dental Insurance:

The District shall contribute toward a portion of the premium for dental insurance for the ~~2021-2023~~2023-2025 Dental Plans under the terms of the policies of insurance carried by the District for employees. The employee must enroll to receive ~~health~~Dental plan coverage. Employees may enroll in either Employee or Family coverage options. The employee shall pay the difference between the District contribution and the total cost of the dental plan coverage selected. The District will contribute up to the following amounts to the coverage selected by eligible employees who are employed at least six (6) or more hours per day (.75 FTE). Employees who are regularly assigned at least four (4) hours but less than six (6) hours (.50 - .7499 FTE) will receive one half the contributions amount below:

D <u>D</u> istrict Dental Contributions <u>per month</u>	Employee <u>Employee</u> <u>July 1, 2023</u>	Family <u>Family</u> <u>July 1, 2024</u>
July 1, 2021 <u>Employee</u>	\$56.35/ mo	\$ 56.35 <u>90</u> / mo
July 1, 2022 <u>Family</u>	\$ 56.35 <u>90.00</u> / mo	\$ 90.00 <u>00</u> / mo

~~I~~In the event that a successor agreement has not been entered into by July 1, 2025~~3~~, District's contribution shall not exceed the dollar amount of the premium in effect as of July 1, ~~2022~~2024.

11.4. Group Income Protection – Long-Term Disability (LTD):

- A. The District will pay the premium for the LTD insurance in force on the effective day of this Agreement for all eligible custodial/maintenance employees who qualify for and are enrolled in the LTD plan.
- B. Subject to the provisions of the policy, the plan provides for a benefit payment of 2/3 (two-thirds) of basic income as provided in Schedule A and B hereof. The plan shall include a cost of living adjustment factor.

11.5. Life Insurance:

The District will provide a group term life insurance plan providing \$50,000 of life insurance for each eligible custodial/maintenance employee employed by the District who qualifies for and is enrolled in the life insurance plan.

11.6. Health Care Savings Plan in Lieu of Retiree Health Insurance:

- A. Employees hired after July 1, 2005, and eligible for health insurance coverage will participate in a Health Care Savings Plan (HCSP). Upon completing five years of service, employees will be automatically enrolled in the plan before the first contribution is made by the District on their behalf. Employees hired prior to July 1, 2005 and eligible for health insurance coverage who previously elected to participate in this HCSP will continue with this program with the understanding that payments will not be retroactive prior to 2005 and that there is no re-election of the retiree health insurance program in Appendix B A11.6 in the future.
- B. Employees who have completed the required full years of service by June 30th of any year after 2005 and are eligible for health insurance coverage will receive the following annual contributions to the employee's HCSP account:
 - \$1,000 annually after five (5) ~~full-completed~~ years of employment
 - \$2,500 annually after ten (10) ~~completed full~~ years of employment
 - \$5,000 annually after fifteen (15) ~~completed full~~ years of employment
- ~~C. C. The maximum total District contributions to any employee's HCSP account will be \$50,000. The contributions listed above are for employees eligible for full-time health insurance contributions listed in Art 11.2 and employees working .5FTE to less than .75FTE will receive ½ the contribution amounts.~~
- ~~D. The District is only responsible for the required contributions amounts. In the event of a District error in making the contributions, the District will correct the amounts contributed but is not responsible for any estimated gains or losses in the funds values. It is also the responsibility of the employee to track contributions amounts at least annually and notify the District promptly if the employee feels the amount contributed is incorrect, so that it can be corrected.~~
- ~~E. The maximum total District contributions to any employee's HCSP account will be \$50,000.~~

11.7. Claims Against the District:

It is understood that the District's only obligation under this Article is to purchase insurance policies and pay such premium amounts as agreed to herein, and no claim shall be made against the District as a result of a denial of insurance benefits.

11.8. Duration of Insurance Contributions:

An employee is eligible for monthly District contributions as provided in this Article as long as the employee is employed by the District in a position covered by this agreement and is working enough hours to meet the eligibility requirements of Article 11.9. Upon termination of employment, leaving a position covered by the

Custodial unit or if the hours of work drop below .5 FTE, all Board participation and contribution shall cease effective at the end of the month following the last working day in an eligible position.

11.9. Eligibility:

- A. For purposes of this Article it is understood and agreed by the parties that group insurance District contributions shall apply only to those custodial/maintenance employees who are employed at least 6 (six) or more hours per day.
- B. The eligibility and employer contributions for employees working at least four (4) hours but less than six (6) hours shall be as follows:
- The District contribution to the health insurance program shall be 1/2 the amounts in Section 11.2
 - Dental insurance as stated in Section 11.3.
 - Long Term Disability as stated in Section 11.4
 - Life insurance in 1/2 the coverage amount stated in 11.5.
 -

ARTICLE 12 - LEAVES OF ABSENCE12.1. ~~Basic Sick and Safe~~ Leave Allowance:

~~Sick and Safe Leave (hereinafter referred to as "Sick Leave") will be available to all employees working at least 80 hours per year. Sick leave will accrue with hours on the payroll (. Regular active employees who are scheduled at least .5 FTE (four hours per day or more) will receive an advance of ten (10) days of leave each July 1st granted for the full school year July 1st to June 30th. A leave allowance advance of twelve (12) days with pay shall be granted for each full school year provided an employee has served a minimum of twenty (20) working days each year and is employed at least six (6) or more hours per day. Effective 7/1/2022 with the change in vacation plan accrual rates, the leave allowance shall be ten (10) days with pay for each full school year.~~ Leave not used during any school year may accumulate without limit. Individuals who are employed after ~~the commencement July 1~~ of the school year shall receive ~~basic sick~~ leave on a pro-rata basis. Individuals leaving employment prior to end of the school year shall have their ~~basic leave~~ allowance pro-rated accordingly, and used but not ~~yet~~ earned sick leave shall be deducted from the employee's final check. Effective January 1, 2024, employees working less than an average of four (4) hours per day will receive one (1) hour of sick leave for every 30 hours paid (.03333 earned sick and safe leave for every hour on the payroll in accordance with MN State Statute 181.032). These employees working less than an average of four (4) hours per day may earn up to 48 hours of sick leave per year and may carry over unused leave up to a maximum of eighty (80) hours in their sick leave bank in any one year.

12.2. Sick Leave:

- A. A custodial/maintenance employee may use one (1) day of accumulated leave for each day of personal illness. The employee may also use sick leave in hourly increments for time missed due to less than full day absences for scheduled doctor appointments with three (3) days advanced notice and approval of the supervisor.
- B. Sick leave pay shall be allowed by the District whenever an employee's absence is found to have been due to illness which prevented the employee's attendance at ~~school work~~ and performance of duties on that day or days or as otherwise allowed in this Section.
- C. The District may require a custodial/maintenance employee to furnish a medical certificate as evidence of illness, indicating such absence was due to illness, in order to qualify for sick leave.
- D. In the event that a medical certificate will be required, the employee will be so advised.
- E. It is the responsibility of the employee to enter requested sick leave into the District's online time off system as soon as possible, but typically before the start of the employee's scheduled shift start time. Falsifying time off requests or repeatedly not entering time off after receiving notice may result in corrective action. Sick leave pay shall be approved only upon submission of a signed request upon the authorized form available at the principal's or appropriate supervisor's office.

F. An employee may use one (1) day of accumulated sick leave for each day of illness or disability of the employee's child, for such reasonable periods as the employee's attendance with the child may be necessary, on the same terms the employee is able to use sick leave benefits for the employee's own illness. ~~(Minn. Stat. § 181.9413).~~

- G. ~~For necessary absence because of illness in the immediate family, or to receive or to provide assistance to the immediate family member in the event of domestic abuse, stalking or sexual assault, the custodial/maintenance employee, upon approval of the Director of Human Resources, may use up to twenty (20) of the days from accumulated leave allowance in any one school year at no salary deduction. An employee may use up to six (6) days (48 hours) for necessary absence because of illness in the Immediate Family from accumulated leave allowance in any one school year at no salary deduction. The immediate family shall be interpreted to mean husband, wife, father, mother, brother, sister, son, daughter, father-in-law, mother-in-law, grandparent, grandchild and step parent, or as further defined by Minn. Stat. § 181.9413~~
- H. ~~An employee may use up to six (6) days (48 hours) for necessary absence because of illness in the Close Family from accumulated leave allowance in any one school year at no salary deduction. For necessary absence because of illness in the close family, the custodial/maintenance employee, upon approval of the Director of Human Resources, may use up to three (3) of the days from accumulated leave allowance in any one school year at no salary deduction. The Close Family shall be interpreted to mean: son-in-law, daughter-in-law, brother-in-law, and sister-in-law. Close family shall also include any other person residing in or who has resided in the same household as the employee and who clearly stands in the same relationship with the employee.~~
- I. ~~Use of sick leave with pay for reasons beyond what is defined in this Article 12.2 A-H will be available to the employee based on MN State Statute 181.9413, this includes absence required because of illness in the Immediate Family, or to receive or to provide assistance to the immediate family member in the event of domestic abuse, stalking or sexual assault, the custodial/maintenance employee, upon approval of the Director of Human Resources, may use up to twenty (20) of the days from accumulated leave allowance in any one school year at no salary deduction. Effective December 31, 2023, MN State Statute 181.9413 is repealed and replaced with MN State Statute 181.032 (Earned Sick and Safe Time-ESST). Effective January 1, 2024, use of Sick and Safe leave with pay, beyond relationships and uses defined in this Article 12.2 A-H, will be available to the employee based on definitions of uses described in MN State Statute 181.032 for eligible employees (see Appendix D in the back of this contract). The Earned Sick and Safe leave described under MN State Statute 181.032 is contained within this contract's more generous leave provision of ten (10) days within Article 12 and not in addition to it.~~
- HJ. ~~After accumulated sick leave has been used, and under conditions of a chronic or continuous illness or disability as certified by a medical doctor, an additional number of days of sick leave may be granted by the School Board Superintendent or designated representative.~~
- J. ~~Eligible employees may access up to a maximum of 160 hours of accumulated and unused sick leave in a school year for the care of relatives in accordance with Minn. Stat. § 181.9413 and sections G, H and I of this Article.~~
- K. ~~Worker's Compensation Leave: When a custodial/maintenance employee is injured on the job in the service of the District and collecting Workers Compensation insurance as well as drawing on sick leave and receiving full salary from the District, the employee's salary shall be reduced by an amount equal to the insurance payments and only that fraction of the days not covered by insurance will be deducted from the employee's accrued sick leave. Prior to collecting pay from Worker's Compensation for a compensable work injury, employees will use available sick leave. Based on Worker's Compensation rules, some or all this used sick leave will be credited back based on the length of time off according to Worker's Compensation rules. Consult with Human Resources on use of sick time for work related injuries.~~
- LJ. Long-term Disability Leave: At the time an employee becomes eligible to receive long-term disability compensation as provided in this Agreement, the employee will not also receive a regular check from the District for those same days, but may draw upon available Sick Leave to cover the employee cost of any insurance benefits as long as the employee continues on long-term disability compensation.

~~ML~~. For purposes of this section it is understood and agreed by the parties that sick leave shall be allowed only to those custodial/maintenance personnel who are employed at least six (6) or more hours per day. This provision will no longer be effective January 1, 2024 and sick and safe leave under ESSL would be available to employees working more than 80 hours per year in accordance with MN State Statute 181.032 (Earned Sick and Safe Leave-ESSL) Refer to eligibility in Article 12.1.

12.3. Emergency Leave:

- ~~A. A custodial/maintenance employee may be granted emergency leave at the discretion of the Facilities Manager of no more than two (2) days per year, such leave to be deducted from the accumulated leave. Emergencies which qualify for use of this leave allowance are those extraordinary situations that arise requiring the employee's emergency attention which cannot be attended to when school is not in session and which are not covered under other policies. Effective 7/1/2022 with the change in vacation plan accrual rates, this leave allowance of two days per year will be removed.~~
- ~~B. During the 2021-22 school year, requests for such leave must be made in the District's online time-off portal at least two (2) days in advance, except in cases of extreme emergency. If an emergency makes it impossible to submit a written request in advance, an oral request shall be submitted to the Facilities Manager and then confirmed in writing immediately upon the return of the employee. The request shall state the reason for the proposed leave. The Human Resource Director reserves the right to refuse to grant such leave.~~

- ~~C~~A. Effective July 1, 2022, in the case of religious holidays or extreme emergency, leave with pay under this section may be granted by the Director of Human Resources. An emergency day normally shall not be granted for the day preceding or the day following holidays or vacations and the first five (5) days and the last five (5) days of the school year.
- ~~B~~. Requests for such leave must be made in the District's online time-off portal at least two (2) days in advance, except in cases of extreme emergency. If an emergency makes it impossible to submit a written request in advance, an oral request shall be submitted to the Facilities Manager and then confirmed in writing immediately upon the return of the employee. The request shall state the reason for the proposed leave. The Human Resource Director reserves the right to refuse to grant such leave.
- D. For purposes of this Section it is understood and agreed by the parties that emergency leave shall be allowed to those custodial/maintenance personnel who are employed at least ~~four (4) six (6)~~ or more hours per day.

12.4. Bereavement Leave:

Employees eligible for sick leave also may be granted up to five (5) days bereavement leave within a contract year for death in the immediate family or close family (as defined in Section 12.2). The amount of leave allowed under this provision is subject to the discretion of the Director of Human Resources and shall not be deducted from sick leave. Additional requests for Bereavement consistent with this section may be granted and days in excess of five Bereavement Leave (5) days would be deducted from available accumulated leave. Requests to be absent from work for other than immediate or close family (as defined in Section 12.2, may be granted based overall attendance and ability to cover the assignment. Any of these days granted would be deducted from available accumulated leave.

12.5. General Leaves of Absence:

- A. Custodial/maintenance employees with a minimum of three (3) years of experience in the District and employed at least six (6) or more hours per day may apply for an unpaid leave of absence subject to the provisions of this Section. The granting of such leave shall be at the discretion of the District.
- B. Such leave may be granted by the District for Peace Corps, Vista, extended illness of the employee, extended illness of the employee's family, adoption, civic activities or other reasons deemed appropriate by the District.
- C. A custodial/maintenance employee on leave is eligible to participate in group insurance programs if permitted under the insurance policy provisions, but shall pay the entire premium, except as provided in Section 12.5.D, for such programs as the employee wishes to retain, commencing with the beginning of the leave. It is the responsibility of the employee to make arrangements with the Business Office to pay to the District the monthly premium amounts in advance on such date as determined by the District.
- D. A custodial/maintenance employee on leave of absence due to extended illness or injury and who qualifies for LTD income protection payments shall be eligible for a continuing District premium contribution for the District Health Insurance Program for up to twenty-four (24) months from the commencement of the illness or injury.
- E. A custodial/maintenance employee on leave of absence under this Section shall retain such amount of sick leave days, experience credit and other accrued benefits which the employee had accrued, if any, at the time the employee went on leave for use upon the employee's return. No additional sick leave, experience credit or other benefits shall accrue for the period of time that an employee is on leave except as otherwise provided herein.
- F. For purposes of this Section it is understood and agreed by the parties that general leaves of absence shall be allowed only to those custodial/maintenance personnel who are employed at least ~~six-four (46)~~ or more hours per day.

12.6. Child Care Leave:

- A. The District shall grant upon request of the employee a child care leave, without pay, to one parent of a pre-school child, natural or adopted, subject to the provisions of this section. For purposes of this section, the term child care shall include but not be limited to the period of time when an employee is pregnant.
- B. In event of pregnancy, an employee may continue her duties until the onset of the disability and thereafter utilize disability leave with pay during the period of disability. Thereafter, an employee may request a child care leave. However, if the employee requests a child care leave prior to the onset of disability, such child care leave shall be in effect from the date of commencement through the period of child birth and recovery.
- C. In the interest of planning for staffing, an employee seeking a child care leave shall notify the Human Resources office in writing, as soon as practicable, concerning the employee's plans relating to the period of absence for the child care leave, and also at such time, provide a physician's statement indicating the estimated date of delivery of the child.
- D. An employee may take a child care leave of up to twelve (12) months. The commencement and return date of child care leave shall be determined by mutual agreement between the employee and the Superintendent or her/his designee, taking into account the continuity of the custodial/maintenance program and the desires of the employee.
- E. In approving a child care leave of absence, the District shall not be required to grant any leave more than twelve (12) months in duration or permit the employee to return to employment prior to the date designated in the approved child care leave.
- F. An employee returning from child care leave shall be reemployed in the same custodial/maintenance position and/or classification.
- G. A custodial/maintenance employee on child care leave is eligible to participate in those group insurance programs for which the employee was eligible prior to their child care leave. During the first twelve (12) weeks of child care leave the District shall continue to make its contribution toward the group insurance programs. After the twelve (12) week leave permitted by the Family and Medical Leave Act of 1993 it is the responsibility of the employee to make arrangements with the Business Office to pay the District the monthly premium amounts in advance and on such date as determined by the District. The right to continue participation in such group insurance programs: however, will terminate if the employee does not return to the District pursuant to this Section.
- H. Accrued Benefits: A custodial/maintenance employee on leave of absence under this Section shall retain such number of sick leave days, experience credit, and other accrued benefits, if any, at the time the employee went on leave for use upon the employee's return. No additional sick leave, experience credit or other benefits shall accrue for the period of time that a custodial/maintenance employee is on leave except as otherwise provided herein.
- I. A father or same sex partner following the birth of his/her child, may use up to ~~five (5) days~~ 48 hours (six full-time days) of ESS leave as part of accumulated sick leave. The leave must commence within the first twelve (12) months after the birth.

ARTICLE 13 - DEFERRED COMPENSATION**13.1. Deferred Compensation Matching Program:**

Eligible employees include ~~(a) employees hired on or after July 1, 1999. _and (b) employees hired prior to July 1, 1999 who elected this Deferred Compensation Matching Program and do not participate in the District Severance Pay Program (see Appendix B A13.1-A13.5).~~ All regularly scheduled employees working 20 hours or more per week in the St. Louis Park District will be eligible to participate in the deferred compensation matching program. The District will match the amount an employee contributes up to the amounts defined in Section 13.1.C. District contribution will be on a prorated d basis for part years worked and FTE eligibility for health insurance. An employee working .75 FTE or more will receive the full contributions below. Employees working .5 FTE but less than .75 FTE will receive ½ the contribution amounts in 13.1.C.

- A. Eligible employees must elect to participate in the deferred compensation program. Participation will continue at the same level until the Payroll Department is notified in writing of any changes.
- B. The District will pay its matching share of FICA taxes as provided in Minnesota Deferred Compensation legislation.
- C. Effective July 1, 2019, the District will match eligible employee contributions annually in the following amounts:
 - \$500 maximum: New employees to 4 years of completed service in the District.
 - \$750 maximum: Employees who have completed 5-9 years of service in the District.
 - \$1,000 maximum: Employees who have completed 10-14 years of service in the District.
 - \$1,250 maximum: Employees who have completed 15-19 years of service in the District.
 - \$1,500 maximum: Employees who have completed 20 or more years of service in the District.
- C. The District is only responsible for the required contributions amounts. In the event of a District error in making the contributions, the District will correct the amounts contributed but is not responsible for any estimated gains or losses in the funds values. It is also the responsibility of the employee to track contributions amounts annually and notify the District promptly if the employee feels the amount contributed is incorrect, so that it can be corrected within the year the error was made.

ARTICLE 14 - VACANCIES AND TRANSFERS**14.1. Posting of Vacancies:**

All permanent vacancies in full-time positions will be posted for a 10-day period.

- A. A permanent vacancy is defined as one anticipated to last more than six months. A temporary vacancy is defined as one anticipated to last less than six months. A position may be filled temporarily pending completion of posting and application procedures.
- B. Posting of vacancies shall contain the normal work hours, building location, and job title.

14.2. Application for Vacancies:

All employees under this Agreement may submit application in writing on the Human Resource Department online application for any vacancy which is posted pursuant to this Article.

14.3. Filling of Vacancies:

Notice of the candidate selected to fill the vacancy shall be given within 15 working days after the closing of the posting and the successful candidate shall begin the new position within 60 calendar days. In order to make a lateral move to a small building without a night lead, an employee must hold a valid second class boiler's license prior to the first day of work in the small building.

14.4. Frequency of Movement:

Any employee successfully bidding on and subsequently serving in an opening of lateral movement or one with a lower classification, may not make another voluntary lateral or demotional move for the remainder of the school year in which the movement took place. Nothing in this section will prevent employees from applying for promotions at any time.

14.5. Application of Seniority:

In filling a vacancy in which one or more of the internal/employee applicants is in a lower classification than that being filled, all qualified applicants shall be considered and the selection shall be determined in accordance with Section 14.6 herein.

14.6. Promotion Positions:

For purposes of this Section, a promotion is defined as moving to a classification involving an increase in pay. In filling positions involving a promotion as defined in this Section 14.6, the position shall be filled by the District with the best-qualified candidate as determined by the District. In making its determination the District shall consider the employee's qualifications and aptitude for the position as well as the length of service with the District along with other relevant factors. The Union may ask for a review of the District's determination up to Level 2 of the Grievance Procedures.

In a promotional move, the employee shall obtain the boiler's license required for the position, when they are eligible to take the exam, for the specific boiler's license required for the new position.

14.7. Outside Applicants:

The District reserves the right to fill any position with an outside applicant if no internal candidates apply or if internal candidates do not have the needed qualifications for the position.

14.8. Voluntary Transfers:

- A. Custodial/maintenance employees desiring a transfer to an assignment in the same classification or lower classification shall submit a written request to the District Facility Manager stating the specific assignment or nature of the assignment and the school or schools preferred. Such request shall be acknowledged in writing.
- B. Each transfer applicant shall be notified of the status of that application on or before June 1st of the school year in which the request is made.

14.9. Administrative Transfers:

The District reserves the right to transfer personnel as conditions may require. Seniority and posting shall not apply in an administrative transfer involving two permanent employees. Transfers of this nature will be discussed with the exclusive representative's agent prior to final disposition.

ARTICLE 15 - LAY OFF**15.1. Procedures:**

In the event of layoffs, custodial/maintenance personnel shall be ~~terminated~~ laid off pursuant to the provisions of this Article.

15.2. Seniority:

For the purpose of this Article, all custodial/maintenance personnel shall have seniority commensurate with their total continuous years of service in each classification in this bargaining unit.

15.3. Lay Off and Recall:

The selection of employees for ~~lay off termination~~ shall be made in reverse seniority order within each job classification ~~the total bargaining unit~~, except in cases of inability of the employee to perform the duties of the assignment or in cases of termination for cause. Employees will be recalled in seniority order.

In the event of staff reduction, the employee whose job has been eliminated shall have the right, if qualified, to replace ~~another employee~~ the least senior employee within the same classification or a lower classification with less seniority. ~~total bargaining unit with lesser seniority~~. The employee so replaced shall then have the right to exercise his/her seniority and bump the least senior person in the same or lower classification and the process shall continue until all available positions are filled. A vacant position will always be considered "least senior" for the purpose of this Article. Article 15.2 shall apply to all such position changes, except that if the performance of an employee who exercised seniority rights is unsatisfactory, the position shall be declared open. The displaced employee shall then compete with all other personnel in subsequent postings. No employee may take the place of another more senior employee or obtain a greater number of hours as a result of bumping.

15.4. Lay Off Application:

An employee on lay off shall retain seniority and right to recall within classification in seniority order for a period of eighteen months after date of lay off.

15.5. Termination of Seniority:

Seniority rights shall terminate upon resignation or termination of an employee pursuant to this Agreement or after eighteen consecutive months of lay off.

15.6. Ties in Seniority:

In case of layoffs, in the event of a tie in seniority, the tie shall be broken by lot. This tie breaker shall apply only to lay off situations and shall not be applicable for any other purposes in this contract.

ARTICLE 16 - PROBATIONARY PERIOD**16.1. Initial Probationary Period:**

The first twelve (12) months of continuous service an employee is in a position covered by this agreement will be the initial probationary period. During this initial probationary period, the District shall have the unqualified right to discharge such employee; and during this probationary period, the employee shall have no recourse to the grievance procedure in the event the District ends the employment during probation. A probationary employee shall have the right to bring a grievance on any other provisions of the contract alleged to have been violated. The District may extend this initial probationary period beyond the first 12 months for the following reasons:

- A. **Class 2 positions:** The District may extend the initial probationary period for up to an additional twelve months, if a Class 2 employee does not possess a Special Class Boiler License. This extended probationary period will end upon the employee earning the Special Class License and the employee will become a regular employee. If the employee does not have a Special Boiler License at the conclusion of the extended probationary period, the District will either

1. Terminate employment,

2. Demote the employee to a Class 1 position.

B. Class 3 or above: The District may extend the probationary period for up to eighteen months for a Class 3 or above employee, if the employee does not possess a Second Class Boiler License at the conclusion of the initial 12-month probationary period or. This extended probationary period will end upon the employee earning the Second Class License and the employee will become a regular employee. If the employee does not have a Second Class License at the conclusion of the extended probationary period, the District will either:

1. Terminate employment,
2. Demote the employee to a Class II position (if the employee has a Special License) or to a Class I position (if the employee does not have a Special License).

16.2. Probationary Period - Change of Classification:

An employee who has completed the initial probationary period in 16.1 and who transferred or promoted to a different classification shall serve a new probationary period of ninety (90) calendar days in any such new classification, of which at least 45 days of the probationary period must be when school is in session. During this ninety (90) calendar day probationary period, if it is determined by the District that the employee's performance in the new classification is unsatisfactory, or the employee does not have the correct license yet for the new assignment, the District shall have the right to reassign the employee to the employee's former classification or extend the probationary period as described in 16.4 License Requirements.

16.3. Completion of Probationary Period:

An employee who has completed the initial probationary period may be suspended without pay, discharged or disciplined only for just cause. An employee who has completed the initial probationary period and is suspended without pay, discharged or otherwise disciplined shall have access to the grievance procedure. An employee whose initial probationary period has been extended pursuant to Section 16.1.A or 16.1.B and is suspended without pay, discharged or otherwise disciplined without just cause shall have access to the grievance procedure. Failure to obtain the Special License pursuant to Section 16.1.A or Second Class License pursuant to 16.1.B constitutes just cause.

16.4 License Requirements

A. The following boiler license is required of each employee:

1. Class 1 – no license required;
2. Class 2 – Special License;
3. Class 3 and higher – Second Class.

B. A newly hired employee who does not possess the required license may have their initial probationary period extended pursuant to Section 16.1.

C. A current employee who transfers into or is promoted into a different classification must either possess the license required for the position or obtain the license in accordance with the following requirements:

Class 2 Positions: If promoted into a Class 2 position, the employee must obtain a Special Class License within twelve months of being promoted into the position. If the employee does not obtain a Special Class License within this twelve month period, the District will demote the employee to a Class I position.

Class 3 or above Positions: If promoted into a Class 3 or above position and the employee does not have a Special License, they must obtain a Special License within twelve months of being transferred or promoted into the position. If the employee does not obtain the Special License within this period, the District will demote the employee to a Class 1 position.

If the employee does obtain the Special License, then the employee must then obtain a Second Class License within eighteen months of obtaining the Special License. If the employee does not obtain the Second Class License within eighteen months, the District will demote the employee to a Class 2 position.

If an employee promoted into a Class 3 or above position possesses a Special License at the time of promotion, that employee must obtain a Second Class License within eighteen (18) months of being transferred or promoted into the position. If the employee does not obtain the Second Class License within this eighteen (18) month period, the District will demote the employee to a Class 2 position.

D. Demotions due to failure to obtain and / or maintain proper license constitutes just cause, except to the extent that an individual might be able to show disparate treatment or disparate application of the provisions of this section by the School District. Before an employee would be demoted, they will be given the opportunity to show that they do in fact possess the proper license.

ARTICLE 17 - EMPLOYEE EVALUATION

17.1. Evaluation:

All formal evaluations of employees shall be conducted openly and with full knowledge of the employee concerned by an administrator or supervisor of the District. It is understood that formal evaluation of employees shall not be performed by a member of the appropriate unit.

17.2. Procedure:

Formal evaluations of personnel shall be in writing or online system. Two (2) copies of the written evaluation shall be submitted to the employee at the time of personal conference or within five (5) working days thereafter, one (1) to be signed and returned to the administration, the other to be retained by the employee. When using an online evaluation process, the employee will be given access to the online evaluation and be able to review and sign online. In the event that the employee feels that the evaluation was incomplete or unjust, the employee may put those objections in writing and have them attached to the evaluation report to be placed in the employee's personnel file. In lieu thereof, the employee may file a grievance under the grievance procedure stating the evaluation was factually inaccurate. All evaluations shall be based-upon valid criteria.

ARTICLE 18 – CORRECTIVE ACTION**18.1. Corrective Action:**

The District recognizes the concept of progressive discipline. The purpose of the taking corrective action through progressive steps of discipline is to inform the employee of the correct way to perform the job and of any consequences for not making needed changes. The corrective action process consists of informal and formal steps consisting informal coaching conversations and of formal actions of: 1) oral reprimand, 2) written reprimand, 3) suspension without pay, and 4) termination. The employee shall be allowed representation at any stage of formal discipline. A conference between the employee and his/her supervisor shall be held prior to the imposition of written reprimand, suspension without pay or termination.

Normally, District will utilize the levels of progressive discipline in order. However, in the case of more serious infractions, the District reserves the right to impose discipline, at any level, consistent with the seriousness of the infraction. Normally, a written warning and time to correct, when appropriate, will precede a suspension without pay or termination.

18.2. Grounds for Disciplinary Action:

The imposition of an oral reprimand shall not be subject to the grievance procedure. An employee may challenge the contents of any written materials pursuant to the provisions of Article 5.5 herein. An employee shall receive a written reprimand, be suspended without pay or terminated only for just cause and such action shall be subject to the grievance procedure. This provision does not preclude or supersede the provision contained at Article 16.1 herein.

18.3. Opportunity to Meet:

Suspension without pay or termination of employment shall be imposed only by the Superintendent. If a suspension without pay is to be considered pursuant to Section 2 hereof, the employee shall be afforded an opportunity to meet with the Superintendent. The employee may elect to have representation in attendance at any such meeting. In the absence of the Superintendent, another District Office administrator may act as the Superintendent's designee for purposes of this section.

18.4. Subject to Arbitration:

Suspension without pay or termination of employment shall take effect only after written notification from the Superintendent to the employee and Union stating the grounds for suspension without pay. The Union shall have the right to invoke the grievance procedures set forth in this Agreement at the arbitration level, provided written notification requesting arbitration is sent to the Superintendent within five (5) working days after receipt of the written notice of suspension without pay. The arbitrator's authority shall include a review of whether the suspension without pay, and length thereof, was appropriate considering all circumstances surrounding the action.

18.5. Time of Suspension:

Suspension without pay shall take effect upon receipt by the employee of the written notice of suspension or shall take effect as otherwise indicated in the written notice. The suspension shall continue in effect for the time period provided in the written notice of suspension without pay. The maximum suspension without pay shall not exceed the length of one school year.

18.6. Suspension with Pay:

The parties acknowledge that the District has the right to impose a suspension with pay as a disciplinary action under special circumstances. Such an action on the part of the District would be subject to the just cause standard as provided for suspensions without pay. If used, the suspension with pay shall have the same weight in the progressive process as the same length suspension without pay.

18.7. Application of Suspension Without Pay:

Suspension without pay shall not apply to an employee who is removed from duty pending investigation of allegations, which period shall be covered by a paid Administrative Leave and which shall not be subject to the grievance procedure.

ARTICLE 19 - GRIEVANCE PROCEDURE**19.1. Purpose and Procedure:**

- A. Good morale is maintained, whenever problems arise, by the sincere efforts of all persons concerned working toward constructive solutions in an atmosphere of courtesy, cooperation and good faith. The parties acknowledge that it is desirable for an employee and the employee's immediate supervisor to informally resolve grievances. However, since all matters cannot be resolved satisfactorily in this manner, a formal process must be provided as an alternative. Thus, this formal grievance procedure has been developed as a means of securing, at the lowest possible administrative level, prompt and equitable solutions to those disputes not settled on an informal basis.
- B. The parties agree that grievance proceedings shall be kept as informal and confidential as may be appropriate to any level of the procedure. Further, it is agreed that the investigation and processing of any grievance shall be conducted in a professional manner at such times as not to cause undue interruptions of established work schedules.

19.2. Representative:

The employee may be represented during any step of this procedure by any person or agent designated by such employee to act on the employee's behalf. The District may be represented during any step of this procedure by its designated representative.

19.3. Grievance Definition:

A "grievance" shall mean an allegation by an employee or a group of employees resulting from a dispute or disagreement as to the interpretation or application of any term or terms of this Agreement.

19.4. Definitions and Interpretations:

- A. The term "employee", except where otherwise indicated, is considered to apply to all members of the appropriate unit.
- B. Grievant: An "aggrieved employee" or "grievant" is the employee or employees making the claim.
- C. Time Limits: The time limits provided in the grievance procedure shall be strictly observed but may be extended by written mutual agreement of the parties concerned. In the event a grievance is filed after May 1, of any year, and strict adherence to the time limits may result in hardship to any party, the parties shall make reasonable efforts to process such grievance prior to the end of the school year.
- D. Working Days: Reference to "days" regarding time periods in this procedure shall refer to working days. A working day is defined as all days excluding Saturdays, Sundays and holidays as defined by this Agreement.
- E. Computing Time: In computing any period of time prescribed or allowed by procedures herein, the date of the act, event, or default from which the designated period of time begins to run shall not be included. The last day of the period so computed shall be counted, unless it is a Saturday, Sunday, or a legal holiday, in which event the period runs until the end of the next day which is not a Saturday, Sunday, or legal holiday.
- F. Filing/Service of Process: The filing or service of any notice, or document herein shall be timely if it is personally served or if it bears a certified postmark of the United States Postal Service or time stamp on the District's email service to the Superintendent or appropriate District Administrator within the time period.
- G. Grievance Form: The grievance form which must be used for filing of grievances shall be provided by the District. Such form shall be readily accessible in all school buildings or electronically available on the District's website. (See [Attachment B-Appendix C](#) – Grievance Form)

19.5. Adjustment of Grievance, Time Limitation and Waiver:

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

Informal

If an employee believes there has been a grievance, the employee shall discuss the matter with the responsible supervisor and/or the human resources director within fifteen (15) days of the occurrence of the act which gives rise to the grievance or within fifteen (15) days after the employee acquired or should have acquired knowledge of the facts which give rise to the grievance. If the grievance is not resolved as a result of this meeting, the employee, with the Union's consent, may file a formal written grievance. Failure to grieve at the informal step within the time period set forth above shall be deemed a waiver thereof. Failure to appeal a grievance from one level to another within the periods hereafter provided shall also constitute a waiver of the grievance.

Formal

- A. Level 1: The formal written grievance, signed by the employee involved and approved by the Union must be presented to the responsible supervisor within fifteen (15) days after the responsible supervisor and/or Human Resources Director respond to the grievance at the informal step. An employee, with the Union's consent, may file a formal written grievance within fifteen (15) days after the informal grievance submission if no response has been received by that time. The responsible supervisor shall meet with the employee and the employee's Union representative within ten (10) days after receipt of the written grievance and give a written answer to the grievance within seven (7) days of the meeting. The Union has seven (7) days in which to either accept the answer or appeal it in writing to the next level.
- B. Level 2: If the grievance has not been resolved in Level 1, it may then be processed to Level 2 by the Union presenting the written grievance to the Superintendent. The Superintendent or his/her designee shall meet within fifteen (15) days after receipt of the written appeal to discuss the problem with the employee and the employee's Union representative. Within ten (10) days of the meeting the Superintendent or his/her designee shall submit his/her written answer to the grievance. The Union has seven (7) days in which to either accept the answer or appeal it in writing to the next level. Such appeal shall be served in the Office of the Superintendent.
- C. Denial of Grievance: Failure by the District to issue a decision within the time periods provided herein shall constitute a denial of the grievance, and the Union may appeal it to the next level. This shall not negate the obligation of the District to respond in writing at each level of this procedure.
- D. Step Waiver: Provided both parties (the Union and the District) agree in writing, a step of this grievance procedure may be bypassed and the grievance taken directly to the Bureau of Mediation Services (BMS) Grievance Mediation or Arbitration. Grievance mediation is optional and voluntary. If mediation is pursued, the contractual timelines for processing a grievance shall be delayed during the period of mediation. Should the matter be unable to be resolved in mediation, the parties retain the right to move to the Arbitration procedure outlined in Section 19.6.

19.6. Arbitration:

- A. Procedure: In the event that the parties (the Union and the District) are unable to resolve a grievance it may be submitted by the Union to arbitration as defined herein.
- B. Selection of Arbitrator: Upon submission of a grievance to arbitration under the terms of this procedure, the Union may request a list of seven (7) qualified arbitrators from the Bureau of Mediation Services (BMS). The District and the Union shall determine who is to strike the first name from the list by the toss of a coin. Each party will then alternately strike names until only one remains, who shall be the arbitrator who shall hear and decide the grievance. The Union and the District shall, within fifteen (15) days after getting the list from the BMS, meet to strike names or attempt to agree upon the selection of an arbitrator. Failure to request an arbitrator from the BMS within the time periods provided herein shall constitute a waiver of the grievance.
- C. Hearing: The grievance shall be heard by a single arbitrator. The grievant may be represented by the Union. The parties shall have the right to a hearing at which time both parties will have the

opportunity to submit evidence, offer testimony, present witnesses, and make oral or written arguments relating to the issues before the arbitrator.

- D. Decision: The decision by the arbitrator shall be rendered within thirty (30) days after the close of the hearing. Decisions by the arbitrator in cases properly before him/her shall be final and binding upon the parties, subject; however, to the limitations of arbitration decisions as provided in the P.E.L.R.A. The arbitrator shall issue a written decision and order including findings of fact which shall be based upon substantial and competent evidence presented at the hearing. All witnesses shall be sworn upon oath by the arbitrator.
- E. Expenses: Each party shall bear its own expenses in connection with arbitration, including expenses relating to the party's representatives, witnesses, and any other expenses that the party incurs in connection with presenting its case in arbitration. A transcript or recording shall be made of the hearing at the request of either party. The parties shall share equally fees and expenses of the arbitrator, the cost of the transcript or recording if requested by either or both parties, and any other expenses which the parties mutually agree are necessary for the conduct of the arbitration. However, the party ordering a copy of the transcript shall pay for such copy.
- F. The arbitrator shall not have the power to add to, subtract from, or to modify the terms of the Agreement.

19.7. Election of Remedies and Waiver:

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

ARTICLE 20 - MISCELLANEOUS

20.1. Mileage Allowance:

Mileage allowance shall be paid for authorized use of personal cars in connection with District business in an amount as determined by District policy. The mileage amount shall be in accordance with IRS guidelines.

20.2. Excess Liability Coverage:

The District shall provide liability insurance coverage for employees in excess of the liability coverage carried by the individual employee when their personal automobiles are used for District business.

20.3. Publication of the Agreement:

Copies of this Agreement shall be posted on the District website and made available to all members of the appropriate unit within thirty (30) working days after the Agreement is executed.

20.4. Hold Harmless Clause

The District agrees, subject to the provisions of this section, as a condition of this employment contract, that it shall defend, hold harmless, and indemnify employees from any and all demands, claims, suits, actions and legal proceedings brought against them in his/her individual capacity, or in his/her official capacity as agent and employee of the District, provided the incident arose while the employee was acting within the scope of his/her employment and acting in good faith.

ARTICLE 21 - DURATION**21.1. Term and Reopening Negotiations:**

This Agreement shall remain in full force and effect for a period commencing on July 1, 202~~31~~³⁴, through June 30, 202~~53~~⁵⁶, and thereafter pursuant to P.E.L.R.A. If either party desires to modify or amend this Agreement commencing on July 1, 202~~53~~⁵⁶, it shall give written notice of such intent no later than May 1, 202~~53~~⁵⁶. Unless otherwise mutually agreed, the parties shall not commence negotiations more than 120 days prior to the expiration of this Agreement.

21.2. Effect:

This Agreement constitutes the full and complete Agreement between the School Board and the exclusive representative representing the custodial/maintenance personnel of the District. The provisions herein relating to terms and conditions of employment supersede any and all prior Agreements, resolutions, practices, District policies, rules or regulations concerning terms and conditions of employment inconsistent with these provisions.

21.3. Finality:

Any matters relating to the current contract term, whether or not referred to in this Agreement, shall not be open for negotiations during the term of this Agreement unless mutually agreed to by both parties.

21.4. Severability:

The provisions of this Agreement shall be severable, and if any provision thereof or the application of any such provision under any circumstances is held invalid, it shall not affect any other provision of this Agreement or the application of any provision thereof.

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SIGNATURES:

IN WITNESS WHEREOF, the parties have executed this Agreement as follows:

For

School Service Employees
SEIU Local 284, CTW
450 Southview Blvd.
So. St. Paul, MN 55075

For

____ St. Louis Park Public Schools
Independent School District No. 283
~~6311-6300 Walker Street~~ Wayzata Blvd
St. Louis Park, MN 55416

Union Representative

Chair

Union Steward

Clerk

Asst. Union Steward

Superintendent

Bargaining Team Member

Human Resource Director

Bargaining Team Member

Bargaining Team Member

Dated: _____

Dated: _____

Address to which notices are to be sent:

School Service Employees
SEIU Local 284, CTW
450 Southview Blvd.
So St. Paul, MN 55075

Address to which notices are to be sent:

____ St. Louis Park Public Schools
Independent School District No. 283
~~6425 W. 33rd~~ 6300 Walker Street
St. Louis Park, MN 554~~1~~²6

+

SALARY SCHEDULE A: 202~~31~~³⁴-2~~42~~⁴⁵

INDEPENDENT SCHOOL DISTRICT NO. 283

CUSTODIAL and GROUNDS

(Effective July 1, 202~~31~~³⁴)

Step	CLS1	CLS2	CLS3	CLS4	CLS5	CLS6	CLS7
1	\$15.74 \$15.00	\$16.25 \$15.50	\$18.06 \$16.50	\$19.60 \$17.75	\$20.63 \$18.75	\$21.63 \$19.75	\$22.63 \$20.75
	\$15.99 \$15.25	\$16.50 \$15.75	\$18.31 \$17.00	\$19.85 \$18.25	\$20.88 \$19.25	\$21.88 \$20.25	\$22.88 \$21.25
2	\$16.24 \$15.41	\$16.75 \$15.91	\$18.56 \$17.50	\$20.10 \$18.75	\$21.13 \$20.00	\$22.13 \$21.00	\$23.13 \$22.00
	\$16.49 \$15.74	\$17.00 \$16.24	\$18.81 \$18.00	\$20.35 \$19.50	\$21.38 \$20.50	\$22.38 \$21.50	\$23.38 \$22.50
3	\$16.74 \$16.08	\$17.25 \$16.58	\$19.06 \$18.50	\$20.60 \$20.00	\$21.63 \$21.00	\$22.63 \$22.00	\$23.63 \$23.00
	\$17.00 \$16.42	\$17.51 \$16.92	\$19.57 \$19.00	\$21.16 \$20.54	\$22.26 \$21.61	\$23.26 \$22.61	\$24.26 \$23.61
4	\$17.51 \$16.76	\$18.03 \$17.26	\$20.09 \$19.50	\$21.77 \$21.14	\$22.87 \$22.20	\$23.87 \$23.20	\$24.87 \$24.20
	\$18.03 \$17.09	\$18.54 \$17.59	\$20.60 \$20.00	\$22.38 \$21.73	\$23.48 \$22.80	\$24.48 \$23.80	\$25.48 \$24.80
5	\$18.54 \$18.00	\$19.06 \$18.50	\$21.12 \$20.50	\$23.18 \$22.50	\$24.21 \$23.50	\$25.21 \$24.50	\$26.21 \$25.50
	\$19.06 \$18.25	\$19.57 \$18.75	\$21.63 \$21.00	\$23.69 \$23.00	\$25.75 \$25.00	\$26.75 \$26.00	\$27.75 \$27.00
6	\$19.31 \$18.50	\$19.83 \$19.00	\$23.18 \$22.50	\$24.72 \$24.00	\$27.30 \$26.50	\$28.30 \$27.50	\$29.30 \$28.50
	\$19.57 \$18.75	\$20.09 \$19.25	\$23.69 \$23.00	\$25.75 \$25.00	\$27.81 \$27.00	\$28.81 \$28.00	\$29.81 \$29.00
7	\$19.57 \$18.75	\$20.09 \$19.25	\$23.69 \$23.00	\$25.75 \$25.00	\$27.81 \$27.00	\$28.81 \$28.00	\$29.81 \$29.00
	\$19.57 \$18.75	\$20.09 \$19.25	\$23.69 \$23.00	\$25.75 \$25.00	\$27.81 \$27.00	\$28.81 \$28.00	\$29.81 \$29.00
8	\$20.57 \$19.25	\$21.09 \$19.75	\$24.69 \$23.50	\$26.75 \$25.50	\$28.81 \$27.50	\$29.81 \$28.50	\$30.81 \$29.50
	\$20.57 \$19.25	\$21.09 \$19.75	\$24.69 \$23.50	\$26.75 \$25.50	\$28.81 \$27.50	\$29.81 \$28.50	\$30.81 \$29.50
9	\$20.57 \$19.25	\$21.09 \$19.75	\$24.69 \$23.50	\$26.75 \$25.50	\$28.81 \$27.50	\$29.81 \$28.50	\$30.81 \$29.50
	\$20.57 \$19.25	\$21.09 \$19.75	\$24.69 \$23.50	\$26.75 \$25.50	\$28.81 \$27.50	\$29.81 \$28.50	\$30.81 \$29.50
10	\$20.57 \$19.25	\$21.09 \$19.75	\$24.69 \$23.50	\$26.75 \$25.50	\$28.81 \$27.50	\$29.81 \$28.50	\$30.81 \$29.50
	\$20.57 \$19.25	\$21.09 \$19.75	\$24.69 \$23.50	\$26.75 \$25.50	\$28.81 \$27.50	\$29.81 \$28.50	\$30.81 \$29.50

ST. LOUIS PARK – CUSTODIAL AGREEMENT
July 1, 2023~~31~~ – June 30, 2025~~53~~

19	\$20.57 \$19.25	\$21.09 \$19.75	\$24.69 \$23.50	\$26.75 \$25.50	\$28.81 \$27.50	\$29.81 \$28.50	\$30.81 \$29.50
20	\$20.82 \$19.75	\$21.34 \$20.25	\$24.94 \$24.00	\$27.00 \$26.00	\$29.06 \$28.00	\$30.06 \$29.00	\$31.06 \$30.00
21	\$20.82 \$19.75	\$21.34 \$20.25	\$24.94 \$24.00	\$27.00 \$26.00	\$29.06 \$28.00	\$30.06 \$29.00	\$31.06 \$30.00
22	\$20.82 \$19.75	\$21.34 \$20.25	\$24.94 \$24.00	\$27.00 \$26.00	\$29.06 \$28.00	\$30.06 \$29.00	\$31.06 \$30.00
23	\$20.82 \$19.75	\$21.34 \$20.25	\$24.94 \$24.00	\$27.00 \$26.00	\$29.06 \$28.00	\$30.06 \$29.00	\$31.06 \$30.00
24	\$20.82 \$19.75	\$21.34 \$20.25	\$24.94 \$24.00	\$27.00 \$26.00	\$29.06 \$28.00	\$30.06 \$29.00	\$31.06 \$30.00
25	\$21.32 \$20.25	\$21.84 \$20.75	\$25.44 \$24.50	\$27.50 \$26.50	\$29.56 \$28.50	\$30.56 \$29.50	\$31.56 \$30.50

Employees in Class 2 or above positions requiring boiler licenses and who are fully licensed for the position assigned, may move two steps per year up to Step 12

Career Increments – built into the schedule above starting at Step 15

After 14 years of credited service @ Step 15: \$~~1.00~~~~50~~ additional per hour

After 19 years of credited service @ Step 20: \$~~1.00~~~~25~~ additional per hour

After 24 years of credited service @ Step 25: \$~~1.50~~~~75~~ additional per hour

SALARY SCHEDULE B: 202~~32~~³⁴-2~~43~~⁴⁶

INDEPENDENT SCHOOL DISTRICT NO. 283
CUSTODIAL and GROUNDS
(Effective July 1, 202~~42~~⁴⁶)

<u>Class 1 Salary Schedule</u>
<u>Custodian 1</u>

<u>Class 2 Salary Schedule</u>
<u>Custodian 2</u>

Step	<u>CLS1</u>	<u>CLS1 SPEC</u>	<u>CLS1 2ND</u>	Step	<u>CLS2</u>	<u>CLS2 SPEC</u>	<u>CLS2 2ND</u>
<u>1</u>	<u>\$18.00</u>	<u>\$18.25</u>	<u>\$18.50</u>	<u>1</u>	<u>\$18.51</u>	<u>\$18.76</u>	<u>\$19.01</u>
<u>2</u>	<u>\$18.25</u>	<u>\$18.50</u>	<u>\$18.75</u>	<u>2</u>	<u>\$18.78</u>	<u>\$19.03</u>	<u>\$19.28</u>
<u>3</u>	<u>\$18.78</u>	<u>\$19.03</u>	<u>\$19.28</u>	<u>3</u>	<u>\$19.31</u>	<u>\$19.56</u>	<u>\$19.81</u>
<u>4</u>	<u>\$19.31</u>	<u>\$19.56</u>	<u>\$19.81</u>	<u>4</u>	<u>\$19.84</u>	<u>\$20.09</u>	<u>\$20.34</u>
<u>5</u>	<u>\$19.84</u>	<u>\$20.09</u>	<u>\$20.34</u>	<u>5</u>	<u>\$20.37</u>	<u>\$20.62</u>	<u>\$20.87</u>
<u>6</u>	<u>\$20.37</u>	<u>\$20.62</u>	<u>\$20.87</u>	<u>6</u>	<u>\$20.90</u>	<u>\$21.15</u>	<u>\$21.40</u>
<u>7</u>	<u>\$20.63</u>	<u>\$20.88</u>	<u>\$21.13</u>	<u>7</u>	<u>\$21.16</u>	<u>\$21.41</u>	<u>\$21.66</u>
<u>8</u>	<u>\$20.90</u>	<u>\$21.15</u>	<u>\$21.40</u>	<u>8</u>	<u>\$21.43</u>	<u>\$21.68</u>	<u>\$21.93</u>
<u>9</u>	<u>\$21.15</u>	<u>\$21.40</u>	<u>\$21.65</u>	<u>9</u>	<u>\$21.68</u>	<u>\$21.93</u>	<u>\$22.18</u>
<u>10</u>	<u>\$21.65</u>	<u>\$21.90</u>	<u>\$22.15</u>	<u>10</u>	<u>\$22.18</u>	<u>\$22.43</u>	<u>\$22.68</u>
<u>11</u>	<u>\$21.65</u>	<u>\$21.90</u>	<u>\$22.15</u>	<u>11</u>	<u>\$22.18</u>	<u>\$22.43</u>	<u>\$22.68</u>
<u>12</u>	<u>\$21.65</u>	<u>\$21.90</u>	<u>\$22.15</u>	<u>12</u>	<u>\$22.18</u>	<u>\$22.43</u>	<u>\$22.68</u>
<u>13</u>	<u>\$21.65</u>	<u>\$21.90</u>	<u>\$22.15</u>	<u>13</u>	<u>\$22.18</u>	<u>\$22.43</u>	<u>\$22.68</u>
<u>14</u>	<u>\$21.65</u>	<u>\$21.90</u>	<u>\$22.15</u>	<u>14</u>	<u>\$22.18</u>	<u>\$22.43</u>	<u>\$22.68</u>
<u>15</u>	<u>\$22.40</u>	<u>\$22.65</u>	<u>\$22.90</u>	<u>15</u>	<u>\$22.93</u>	<u>\$23.18</u>	<u>\$23.43</u>
<u>16</u>	<u>\$22.40</u>	<u>\$22.65</u>	<u>\$22.90</u>	<u>16</u>	<u>\$22.93</u>	<u>\$23.18</u>	<u>\$23.43</u>
<u>17</u>	<u>\$22.40</u>	<u>\$22.65</u>	<u>\$22.90</u>	<u>17</u>	<u>\$22.93</u>	<u>\$23.18</u>	<u>\$23.43</u>
<u>18</u>	<u>\$22.40</u>	<u>\$22.65</u>	<u>\$22.90</u>	<u>18</u>	<u>\$22.93</u>	<u>\$23.18</u>	<u>\$23.43</u>
<u>19</u>	<u>\$22.40</u>	<u>\$22.65</u>	<u>\$22.90</u>	<u>19</u>	<u>\$22.93</u>	<u>\$23.18</u>	<u>\$23.43</u>
<u>20</u>	<u>\$22.90</u>	<u>\$23.15</u>	<u>\$23.40</u>	<u>20</u>	<u>\$23.43</u>	<u>\$23.68</u>	<u>\$23.93</u>
<u>21</u>	<u>\$22.90</u>	<u>\$23.15</u>	<u>\$23.40</u>	<u>21</u>	<u>\$23.43</u>	<u>\$23.68</u>	<u>\$23.93</u>
<u>22</u>	<u>\$22.90</u>	<u>\$23.15</u>	<u>\$23.40</u>	<u>22</u>	<u>\$23.43</u>	<u>\$23.68</u>	<u>\$23.93</u>
<u>23</u>	<u>\$22.90</u>	<u>\$23.15</u>	<u>\$23.40</u>	<u>23</u>	<u>\$23.43</u>	<u>\$23.68</u>	<u>\$23.93</u>
<u>24</u>	<u>\$22.90</u>	<u>\$23.15</u>	<u>\$23.40</u>	<u>24</u>	<u>\$23.43</u>	<u>\$23.68</u>	<u>\$23.93</u>
<u>25</u>	<u>\$23.15</u>	<u>\$23.40</u>	<u>\$23.65</u>	<u>25</u>	<u>\$23.68</u>	<u>\$23.93</u>	<u>\$24.18</u>

Class 3 Salary ScheduleCustodial Engineer 3Class 4 Salary ScheduleGrounds CrewmemberElementary Night Foreman

Step	CLS3	CLS3 SPEC	CLS3 2ND	CLS3 1ST	CLS3 CHIEF	Step	CLS4	CLS4 SPEC	CLS4 2ND	CLS4 1ST	CLS4 CHIEF
1	\$19.63	\$19.88	\$20.13	\$20.38	\$20.63	1	\$21.22	\$21.47	\$21.72	\$21.97	\$22.22
2	\$20.16	\$20.41	\$20.66	\$20.91	\$21.16	2	\$21.79	\$22.04	\$22.29	\$22.54	\$22.79
3	\$20.69	\$20.94	\$21.19	\$21.44	\$21.69	3	\$22.43	\$22.68	\$22.93	\$23.18	\$23.43
4	\$21.22	\$21.47	\$21.72	\$21.97	\$22.22	4	\$23.05	\$23.30	\$23.55	\$23.80	\$24.05
5	\$21.75	\$22.00	\$22.25	\$22.50	\$22.75	5	\$23.87	\$24.12	\$24.37	\$24.62	\$24.87
6	\$22.28	\$22.53	\$22.78	\$23.03	\$23.28	6	\$24.40	\$24.65	\$24.90	\$25.15	\$25.40
7	\$23.87	\$24.12	\$24.37	\$24.62	\$24.87	7	\$25.46	\$25.71	\$25.96	\$26.21	\$26.46
8	\$24.40	\$24.65	\$24.90	\$25.15	\$25.40	8	\$26.52	\$26.77	\$27.02	\$27.27	\$27.52
9	\$24.65	\$24.90	\$25.15	\$25.40	\$25.65	9	\$26.77	\$27.02	\$27.27	\$27.52	\$27.77
10	\$25.15	\$25.40	\$25.65	\$25.90	\$26.15	10	\$27.27	\$27.52	\$27.77	\$28.02	\$28.27
11	\$25.15	\$25.40	\$25.65	\$25.90	\$26.15	11	\$27.27	\$27.52	\$27.77	\$28.02	\$28.27
12	\$25.15	\$25.40	\$25.65	\$25.90	\$26.15	12	\$27.27	\$27.52	\$27.77	\$28.02	\$28.27
13	\$25.15	\$25.40	\$25.65	\$25.90	\$26.15	13	\$27.27	\$27.52	\$27.77	\$28.02	\$28.27
14	\$25.15	\$25.40	\$25.65	\$25.90	\$26.15	14	\$27.27	\$27.52	\$27.77	\$28.02	\$28.27
15	\$25.90	\$26.15	\$26.40	\$26.65	\$26.90	15	\$28.02	\$28.27	\$28.52	\$28.77	\$29.02
16	\$25.90	\$26.15	\$26.40	\$26.65	\$26.90	16	\$28.02	\$28.27	\$28.52	\$28.77	\$29.02
17	\$25.90	\$26.15	\$26.40	\$26.65	\$26.90	17	\$28.02	\$28.27	\$28.52	\$28.77	\$29.02
18	\$25.90	\$26.15	\$26.40	\$26.65	\$26.90	18	\$28.02	\$28.27	\$28.52	\$28.77	\$29.02
19	\$25.90	\$26.15	\$26.40	\$26.65	\$26.90	19	\$28.02	\$28.27	\$28.52	\$28.77	\$29.02
20	\$26.40	\$26.65	\$26.90	\$27.15	\$27.40	20	\$28.52	\$28.77	\$29.02	\$29.27	\$29.52
21	\$26.40	\$26.65	\$26.90	\$27.15	\$27.40	21	\$28.52	\$28.77	\$29.02	\$29.27	\$29.52
22	\$26.40	\$26.65	\$26.90	\$27.15	\$27.40	22	\$28.52	\$28.77	\$29.02	\$29.27	\$29.52
23	\$26.40	\$26.65	\$26.90	\$27.15	\$27.40	23	\$28.52	\$28.77	\$29.02	\$29.27	\$29.52
24	\$26.40	\$26.65	\$26.90	\$27.15	\$27.40	24	\$28.52	\$28.77	\$29.02	\$29.27	\$29.52
25	\$26.65	\$26.90	\$27.15	\$27.40	\$27.65	25	\$28.77	\$29.02	\$29.27	\$29.52	\$29.77

Step	CLS1	CLS2	CLS3	CLS4	CLS5	CLS6	CLS7
1	\$15.00	\$15.50	\$16.50	\$17.75	\$18.75	\$19.75	\$20.75
2	\$15.50	\$16.00	\$17.00	\$18.25	\$19.25	\$20.25	\$21.25
3	\$15.75	\$16.25	\$17.50	\$18.75	\$20.00	\$21.00	\$22.00
4	\$16.00	\$16.50	\$18.00	\$19.50	\$20.50	\$21.50	\$22.50
5	\$16.25	\$16.75	\$18.50	\$20.00	\$21.00	\$22.00	\$23.00
6	\$16.50	\$17.00	\$19.00	\$20.54	\$21.61	\$22.61	\$23.61
7	\$17.00	\$17.50	\$19.50	\$21.14	\$22.20	\$23.20	\$24.20
8	\$17.50	\$18.00	\$20.00	\$21.73	\$22.80	\$23.80	\$24.80
9	\$18.00	\$18.50	\$20.50	\$22.50	\$23.50	\$24.50	\$25.50

ST. LOUIS PARK – CUSTODIAL AGREEMENT

July 1, 202~~31~~³⁴ – June 30, 202~~53~~⁵⁴

10	\$18.50	\$19.00	\$21.00	\$23.00	\$25.00	\$26.00	\$27.00	
11	\$18.75	\$19.25	\$22.50	\$24.00	\$26.50	\$27.50	\$28.50	
12	\$19.00	\$19.50	\$23.00	\$25.00	\$27.00	\$28.00	\$29.00	
13	\$19.00	\$19.50	\$23.00	\$25.00	\$27.00	\$28.00	\$29.00	
14	\$19.00	\$19.50	\$23.00	\$25.00	\$27.00	\$28.00	\$29.00	
15	\$19.50	\$20.00	\$23.50	\$25.50	\$27.50	\$28.50	\$29.50	
16	\$19.50	\$20.00	\$23.50	\$25.50	\$27.50	\$28.50	\$29.50	
17	\$19.50	\$20.00	\$23.50	\$25.50	\$27.50	\$28.50	\$29.50	
18	\$19.50	\$20.00	\$23.50	\$25.50	\$27.50	\$28.50	\$29.50	
19	\$19.50	\$20.00	\$23.50	\$25.50	\$27.50	\$28.50	\$29.50	
20	\$20.00	\$20.50	\$24.00	\$26.00	\$28.00	\$29.00	\$30.00	
21	\$20.00	\$20.50	\$24.00	\$26.00	\$28.00	\$29.00	\$30.00	
22	\$20.00	\$20.50	\$24.00	\$26.00	\$28.00	\$29.00	\$30.00	
23	\$20.00	\$20.50	\$24.00	\$26.00	\$28.00	\$29.00	\$30.00	
24	\$20.00	\$20.50	\$24.00	\$26.00	\$28.00	\$29.00	\$30.00	
25	\$20.50	\$21.00	\$24.50	\$26.50	\$28.50	\$29.50	\$30.50	

Class 5 Salary Schedule

Custodial Night Foreman (Small Buildings)

Class 6 Salary Schedule

Custodial Night Foreman (Large Buildings)

Grounds Foreman

Carpenter

Painter – Locksmith

Groundshop Mechanic

Step	CLS5	CLS5 SPEC	CLS5 2ND	CLS5 1ST	CLS5 CHIEF	Step	CLS6	CLS6 SPEC	CLS6 2ND	CLS6 1ST	CLS6 CHIEF
1	\$22.28	\$22.53	\$22.78	\$23.03	\$23.28	1	\$23.31	\$23.56	\$23.81	\$24.06	\$24.31
2	\$22.93	\$23.18	\$23.43	\$23.68	\$23.93	2	\$23.96	\$24.21	\$24.46	\$24.71	\$24.96
3	\$23.55	\$23.80	\$24.05	\$24.30	\$24.55	3	\$24.58	\$24.83	\$25.08	\$25.33	\$25.58
4	\$24.19	\$24.44	\$24.69	\$24.94	\$25.19	4	\$25.22	\$25.47	\$25.72	\$25.97	\$26.22
5	\$24.93	\$25.18	\$25.43	\$25.68	\$25.93	5	\$25.96	\$26.21	\$26.46	\$26.71	\$26.96
6	\$26.52	\$26.77	\$27.02	\$27.27	\$27.52	6	\$27.55	\$27.80	\$28.05	\$28.30	\$28.55
7	\$28.11	\$28.36	\$28.61	\$28.86	\$29.11	7	\$29.14	\$29.39	\$29.64	\$29.89	\$30.14
8	\$28.64	\$28.89	\$29.14	\$29.39	\$29.64	8	\$29.67	\$29.92	\$30.17	\$30.42	\$30.67
9	\$28.89	\$29.14	\$29.39	\$29.64	\$29.89	9	\$29.92	\$30.17	\$30.42	\$30.67	\$30.92
10	\$29.39	\$29.64	\$29.89	\$30.14	\$30.39	10	\$30.42	\$30.67	\$30.92	\$31.17	\$31.42
11	\$29.39	\$29.64	\$29.89	\$30.14	\$30.39	11	\$30.42	\$30.67	\$30.92	\$31.17	\$31.42
12	\$29.39	\$29.64	\$29.89	\$30.14	\$30.39	12	\$30.42	\$30.67	\$30.92	\$31.17	\$31.42
13	\$29.39	\$29.64	\$29.89	\$30.14	\$30.39	13	\$30.42	\$30.67	\$30.92	\$31.17	\$31.42
14	\$29.39	\$29.64	\$29.89	\$30.14	\$30.39	14	\$30.42	\$30.67	\$30.92	\$31.17	\$31.42
15	\$30.14	\$30.39	\$30.64	\$30.89	\$31.14	15	\$31.17	\$31.42	\$31.67	\$31.92	\$32.17
16	\$30.14	\$30.39	\$30.64	\$30.89	\$31.14	16	\$31.17	\$31.42	\$31.67	\$31.92	\$32.17
17	\$30.14	\$30.39	\$30.64	\$30.89	\$31.14	17	\$31.17	\$31.42	\$31.67	\$31.92	\$32.17
18	\$30.14	\$30.39	\$30.64	\$30.89	\$31.14	18	\$31.17	\$31.42	\$31.67	\$31.92	\$32.17
19	\$30.14	\$30.39	\$30.64	\$30.89	\$31.14	19	\$31.17	\$31.42	\$31.67	\$31.92	\$32.17
20	\$30.64	\$30.89	\$31.14	\$31.39	\$31.64	20	\$31.67	\$31.92	\$32.17	\$32.42	\$32.67
21	\$30.64	\$30.89	\$31.14	\$31.39	\$31.64	21	\$31.67	\$31.92	\$32.17	\$32.42	\$32.67
22	\$30.64	\$30.89	\$31.14	\$31.39	\$31.64	22	\$31.67	\$31.92	\$32.17	\$32.42	\$32.67
23	\$30.64	\$30.89	\$31.14	\$31.39	\$31.64	23	\$31.67	\$31.92	\$32.17	\$32.42	\$32.67
24	\$30.64	\$30.89	\$31.14	\$31.39	\$31.64	24	\$31.67	\$31.92	\$32.17	\$32.42	\$32.67
25	\$30.89	\$31.14	\$31.39	\$31.64	\$31.89	25	\$31.92	\$32.17	\$32.42	\$32.67	\$32.92

If used, CLS 7 rates are \$1.00/hr over the CLS 6 rates shown.

If used, CLS 8 rates are \$2.00/hr over the CLS 6 rates shown.

Employees in Class 2 or above positions requiring boiler licenses and who are fully licensed for the position assigned, may move two steps per year up to Step 9. Fully Licensed for Class 2 = a current Specialist Boiler License. Fully Licensed for Class 3 or above = a current Second Class Boilers License. ~~12~~

Career Increments – built into the schedule above starting at Step ~~15~~10

After 9 years of credited service @Step 10: \$.50 additional per hour

After 14 years of credited service @Step 15: \$~~1.25~~.50 additional per hourAfter 19 years of credited service @Step 20: \$1.~~75~~.00 additional per hourAfter 24 years of credited service @Step 25: \$~~2.00~~1.50 additional per hour

APPENDIX A: CUSTODIAL/MAINTENANCE POSITIONS**CLASS 1 (A11)***

Custodian 1

CLASS 2 (A12)*

Custodian 2

Food Delivery Driver

Mail Delivery Driver

CLASS 3 (B21)*

Custodian-Engineer

CLASS 4 (B22)*

Elementary Night Foreman

Grounds ~~Crewmember~~person**CLASS 5 (B23)***Custodial Foreman (Days)Custodial Foreman (Large Building Nights) 2023-24Grounds Foreman 2023-24~~Grounds Foreman~~**CLASS 6 (B24)**Custodial Foreman (Large Building Nights) Effective July 1, 2024Grounds Foreman Effective July 1, 2024**CLASS ~~7~~6 (B24)*+**

Carpenter

Grounds Shop Mechanic

Painter, Painter/Locksmith

CLASS ~~8~~7 (B31)*~~Head Grounds~~person~~Head Custodian – Elementary (w/o BOC assigned)~~~~Building Engineer – Head Custodian with Night Foreman (MS or HS) (w/o BOC assigned)~~

Mechanic/Welding Specialist

Electrical Repair Specialist

Mechanical Systems Specialist**

Plumbing Repair Specialist **

~~* – Band, Grade and Sub-Grade as Determined via District Pay Equity Study~~~~+ – Any person promoted to B24 will receive \$20 per month differential~~~~** B-3-1 Stipends \$200 per month on Mechanical Systems Specialist and Plumbing Repair Specialist~~

The “Head” positions in Class 7 will be used when there is no Building Operations Supervisor or other supervisory position and the “Head” reports directly to the Facilities Manager.

APPENDIX B: Provisions that apply to employees hired prior to specified dates:**Retiree Health Insurance (formerly Article 11.6 for employees hired prior to 7-1-2005)****A11.6. District Medical Insurance Contribution for Eligible Retirees (hired prior to July 1, 2005):**

- A. Eligibility: Full-time custodial/maintenance personnel who were hired prior to July 1, 2005, have not elected the Health Care Savings Plan option in Section 11.7, and have completed at least twenty (20) years of continuous service with the District who are at least (55) years of age shall be eligible for insurance contribution pursuant to the provisions of this section upon submission of a written resignation accepted by the School Board. Such benefits shall not be granted to any employee who is discharged for cause by the District.
- B. An eligible employee retiring pursuant to this section shall be eligible for insurance benefits as provided in this section.
- C. The employee shall be eligible to continue participation in the District group medical insurance program if permitted by the terms of the policy with the insurance carrier, until the date of the age of Medicare eligibility. Except as otherwise provided in Section 11.6.E, the employee shall pay the entire premium for such coverage.
- D. Except as noted in Section 11.6.E., the District shall contribute the dollar amount provided in Section 11.2 of this Article, in effect at the time of the employee's retirement until the employee reaches the age of Medicare eligibility or the expiration of six (6) years from the date of the employee's retirement, whichever occurs first. The portion of the premium not contributed by the District shall be borne by the employee.
- E. For full-time custodial/maintenance personnel who have completed at least thirty (30) years of continuous service with the District and who are at least fifty-five (55) years of age, the District shall contribute the dollar amount provided in Section 11.2 of this Article, in effect at the time of the employee's retirement until the employee reaches the age of Medicare eligibility or the expiration of eight (8) years from the date of the employee's retirement, whichever occurs first. The portion of the premium not contributed by the District shall be borne by the employee.
- F. An employee who has reached the age of Medicare eligibility and has maintained continuous coverage under this section, and has a spouse who is not Medicare eligible shall be eligible to purchase the District health insurance program at group rates covering such spouse by paying the entire premium for such coverage, until such time that the spouse reaches the age of Medicare eligibility or upon the expiration of six years from the date the employee became eligible for Medicare; whichever occurs first.
- G. It is the responsibility of the employee to make arrangements with the school Business Office to pay to the District such monthly premium amounts, payable by the employee, in advance and on such date as determined by the District.

~~Severance (formerly Article 13 Section 13.1-13.5 for employees hired prior to 7-1-1999)~~**~~A13.1. Severance Eligibility:~~**

~~Only employees who (a) where hired prior to July 1, 1999, and (b) who did not elect to participate in the Deferred Compensation Matching Program (see Section 13.6) will be eligible to participate in the District's Severance Pay Program Subject to M.S. 465.72. Full-time custodial/maintenance personnel who have completed at least twenty (20) years of continuous service with the District who are at least fifty-five (55) years of age shall be eligible for severance pay, pursuant to the provisions of this Article upon submission of a written resignation accepted by the School Board. Severance pay shall not be granted to any employee who is discharged for cause by the District.~~

~~A13.2. Number of Days:~~

- ~~A. An eligible employee, upon early retirement, shall receive as severance pay an amount representing one hundred fifteen (115) days' pay.~~
- ~~B. In addition to the severance pay provided in 13.2.A, an eligible employee shall receive, as severance pay upon retirement, the amount obtained by multiplying the employee's daily rate of pay by one-half (1/2) times the employee's number of unused leave days, but in any event not to exceed one hundred (100) days' pay.~~
- ~~C. Employee's eligible for Severance will continue to receive 12 days of sick leave accrual per year until retirement.~~

~~A13.3. Daily Rate of Pay:~~

~~In applying these provisions an employee's daily rate of pay shall be the daily rate at the time of retirement, as provided in the basic salary schedule for the fiscal year, and shall not include any additional compensation for overtime, or other extra compensation.~~

~~A13.4. Payment:~~

- ~~A. The District shall provide payment equal to the value of the employee's severance pay directly into the employee's 403b custodial account or other tax-sheltered provision of the Internal Revenue Code, and employees will no longer receive any direct payment from the District for severance pay as provided in Article 13 of the collective bargaining agreement for any employee eligible for tax-sheltering of such funds pursuant to Minn. Stat. § 356.24 and the Internal Revenue Code.~~
- ~~B. The District's annual contribution into the employee's 403b account or other tax-sheltered provision pursuant to Minn. Stat. § 356.24 and provisions of the Internal Revenue Code shall not exceed the annual IRS contribution limit for such contributions. If any part of the severance pay due to the employee exceeds the IRS contribution limits for a given year, any such amount shall be paid to an account on behalf of the employee for a health care savings plan maintained by the State of Minnesota or a mutually agreed upon account for such plans pursuant to the provisions of Minn. Stat. § 356.24, consistent with IRS limitations and consistent with the payment schedule as provided in Article 13 of the collective bargaining agreement.~~

~~A13.5. Limitations:~~

- ~~A. Notwithstanding any other provision of this Article, the District's maximum obligation under this Article for members of this bargaining unit shall not exceed the sum of \$75,000.00 for all retirees in any one fiscal year.~~
- ~~B. Severance pay applications will be processed in the order received. In the event an application would constitute a liability to the District in excess of the limitation stated in 13.5.A., the amount exceeding the limitation would not be paid during that fiscal year. However, those employees, if any, not receiving a full severance payment in one fiscal year will have priority to receive the balance in the following fiscal year prior to any custodial/maintenance employee resigning and eligible in the subsequent year.~~

~~C. Application of this Article shall not have a payment in excess of that allowable under M.S. 465.72, as amended.~~

~~ATTACHMENT~~ APPENDIX C: GRIEVANCE FORM

**CUSTODIAL AND GROUNDS EMPLOYEES
GRIEVANCE REPORT FORM
St. Louis Park Public Schools**

Name: _____

Building: _____

Date Grievance Occurred: _____

Statement of Facts:

Specific Provisions of Agreement Allegedly Violated:

Particular Relief Sought:

Dated: _____

Signature of Grievant

APPENDIX D: MINNESOTA EARNED SICK AND SAFE TIME EMPLOYEE NOTICE

Employees in Minnesota are entitled to earned sick and safe time, a form of paid leave. Employees must accrue at least one hour of earned sick and safe time for every 30 hours they work, up to at least 48 hours in a year. As a regular employee working at least four hours per day or more, the earned sick leave plan in your employee agreement is more generous than required in Minnesota Statutes § 181.9447, subdivision 9 and incorporates the definitions of time off under the statute. If you are a temporary employee or an employee who is scheduled to work less than four hours per day, then you will receive the earned sick and safe leave of one hour of earned sick and safe time for every 30 hours they work, up to at least 48 hours in a year as specified in Minnesota Statutes § 181.9447, subdivision 9. A year for purposes of the employee's earned sick and safe time accrual is: July 1st to June 30th each year.

The earned sick and safe time hours the employee has available, as well as those that have been used in the most recent pay period, must be indicated on the employee's earnings statement that they receive at the end of each pay period. Earned sick and safe time must be paid at the same hourly rate employees earn from employment. Employees are not required to seek or find a replacement for their shift to use earned sick and safe time. They may use earned sick and safe time for all or part of a shift, depending on their need.

Earned sick and safe time can be used for:

an employee's mental or physical illness, treatment or preventive care;

the mental or physical illness, treatment or preventive care of an employee's family member;

absence due to domestic abuse, sexual assault or stalking of an employee or their family member;

closure of an employee's workplace due to weather or public emergency or closure of their family member's school or care facility due to weather or public emergency; and

when determined by a health authority or health care professional that an employee or their family member is at risk of infecting others with a communicable disease.

Notifying employer, documentation

An employer can require their employees to provide up to seven days of advance notice when possible (for example, when an employee has a medical appointment scheduled in advance) before using sick and safe time. An employer can also require their employees to provide certain documentation regarding the reason for their use of earned sick and safe time if they use it for more than three consecutive days.

For regular full and part-time employees scheduled at least four hours per day or more, you should refer to your employee agreement about reporting sick time off. In general, you should report your time off using the district's online time off reporting system. If an employee plans to use earned sick and safe time for an appointment, preventive care or another permissible reason they know of in advance, they should enter that time off request in the online time off system as far in advance as possible, but at least two days in advance. In situations where an employee cannot provide advance notice, the employee should, should report that absence as soon as possible and before the start of your shift if possible.

For temporary employees who typically work less than four hours per day or casual employees who do not work five days per week on a regular basis, if you need to request time off you should notify your supervisor to record the time off as far in advance as possible. If a temporary employee plans to use earned sick and safe time for an appointment, preventive care or another permissible reason they know of in advance, they should notify their

supervisor as far in advance as possible, but at least two days in advance. In situations where a temporary employee cannot provide advance notice, the employee should, should report that absence to their supervisor as soon as possible and before the start of the shift that day, if possible.

Retaliation, right to file complaint

It is against the law for an employer to retaliate, or to take negative action, against an employee for using or requesting earned sick and safe time or otherwise exercising their earned sick and safe time rights under the law. If an employee believes they have been retaliated against or improperly denied earned sick and safe time, they can file a complaint with the Minnesota Department of Labor and Industry. They can also file a civil action in court for earned sick and safe time violations.

For more information

Contact the Minnesota Department of Labor and Industry's Labor Standards Division at 651-284-5075 or <https://www.dli.mn.gov/laborlaw> or visit the department's earned sick and safe time webpage at <https://dli.mn.gov/sick-leave>

This document contains important information about your employment. Check the box at the left and give it to Human Resources or your supervisor to receive the information in this language.

Spanish/Español	Este documento contiene información importante sobre su empleo. Marque la casilla a la izquierda para recibir esta información en este idioma.
Hmong/Hmoob	Daim ntawv no muaj cov xov tseem ceeb hais txog thaum koj ua hauj lwj. Khij lub npaov ntawm sab laug yog koj xav tau cov xov tseem ceeb no txhais ua lus Hmoob.
Vietnamese/Việt ngữ	Tài liệu này chứa thông tin quan trọng về việc làm của quý vị. Đánh dấu vào ô bên trái để nhận thông tin này bằng Việt ngữ.
Simp. Chinese/简体中文	本文件包含与您的雇用相关的重要信息。勾选左边的方框将接收以这种语言提供的信息。
Russian/русский	Данный документ содержит важную информацию о вашем трудоустройстве. Отметьте галочкой квадрат слева для получения этой информации на данном языке.
Somali/Soomaali	Dokumentigan waxaa ku qoran macluumaad muhiim ah oo ku saabsan shaqadaada. Calaamadi sanduugan haddii aad rabto inaad macluumaadkan ku hesho luqaddan.
Laotian/ລາວ	ເອກະສານນີ້ມີຂໍ້ມູນທີ່ສໍາຄັນກ່ຽວກັບການຈ້າງງານຂອງທ່ານ. ກວດເບິ່ງກ່ອງທີ່ຢູ່ເບື້ອງຊ້າຍເພື່ອຮັບຂໍ້ມູນນີ້ໃນພາສາລາວ.
Korean/한국어	이 문서에는 귀하의 고용 형태에 관련된 중요한 정보가 담겨있습니다. 이 언어로 이 정보를 받기를 원하시면 왼쪽 상자에 체크하여 주세요.
Tagalog/Tagalog	Ang dokumentong ito ay nagtataglay ng mahalagang impormasyon tungkol sa iyong pagtatrabaho. Lagyan ng tsek ang kahon sa kaliwa upang matanggap ang impormasyong ito sa wikang ito.
Oromo/Oromoo	Waraqaan kun waayee hojii keetii odeeffannoo barbaachisoo ta'an qabatee jira. Saaxinnii karaa bitaatti argamu kana irratti mallattoo godhi yoo afaan Kanaan barreeffama argachuu barbaadde.
Amharic/አማርኛ	ይህ ደብዳቤ ለአብዛኞቹ ሰራተኛ አስፈላጊ መረጃ የያዘ ነው። ይህንን ደብዳቤ በስተግራ በኩል ባለው ቋንቋ ተተርጉሞ እንዲሰጥኩኝ ከፈለጉ በዛው በስተግራ በኩል ባለው ሳጥን ውስጥ ምልክት ያድርጉ።
Karen/ကညီကျိာ်	လိာ်တိလိာ်မိတခါအံလံာ်တုာ်တုာ်ကျိာ်အကျိာ်လိာ်အတုာ်အံးဒီးနတုာ်ပံးတုာ်မုနုာ်လိာ်. တိးနုာ်တုာ်အံးလိာ်အတုာ်တုာ်ကျိာ်လိာ်အတုာ်အံးဒီးနတုာ်ပံးတုာ်မုနုာ်လိာ်.
Arabic/العربية	يحتوي هذا المستند على معلومات مهمة حول عملك. ضع علامة في المربع على اليمين للحصول على هذه المعلومات في هذه اللغة.



**St. Louis Park
Public Schools**

Achieving success, one student at a time!

**2023-2025
AGREEMENT**

Between

**INDEPENDENT SCHOOL DISTRICT NO. 283
St. Louis Park, Minnesota**

and

**SCHOOL SERVICE EMPLOYEES
SEIU LOCAL 284, CTW**

Custodial/Maintenance Personnel

Effective July 1, 2023 – June 30, 2025

Board Approved 12-12-2023

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ARTICLE 1- PURPOSE**1.1. Parties:**

This AGREEMENT is entered into between the St. Louis Park Public Schools, Independent School District No. 283, St. Louis Park, Minnesota hereinafter referred to as the School Board or the District, and School Service Employees, SEIU Local 284, hereinafter referred to as exclusive representative, pursuant to and in compliance with the Public Employment Labor Relations Act of 1971, as amended, hereinafter referred to as P.E.L.R.A. of 1971 to provide the terms and conditions of employment for custodial/maintenance personnel during the duration of this Agreement.

ARTICLE 2 - DEFINITIONS**2.1. School Board or District:**

For purposes of this Agreement, the term District or School Board shall mean the School Board or its designated representative.

2.2. Other Terms:

Terms not defined in this Agreement shall have those meanings as defined by P.E.L.R.A. of 1971.

ARTICLE 3 - RECOGNITION OF EXCLUSIVE REPRESENTATIVE**3.1. Recognition:**

In accordance with P.E.L.R.A. of 1971, the School Board recognizes School Service Employees, SEIU Local 284, as the exclusive representative of custodial/maintenance personnel employed by the School Board of Independent School District No. 283, which exclusive representative shall have those rights and duties as prescribed by P.E.L.R.A. of 1971 and as described in the provisions of this Agreement.

3.2. Appropriate Unit:

The exclusive representative shall represent all custodial/maintenance personnel of Independent School District No. 283, St. Louis Park, Minnesota, who are employed for more than 14 hours per week and for more than 67 work days per year, including those on leave of absence who are guaranteed a position upon their return, excluding supervisory employees and confidential employees who devote more than 50% of their time to administrative or supervisory duties, and all other employees excluded by P.E.L.R.A. of 1971.

ARTICLE 4 - SCHOOL DISTRICT RIGHTS**4.1. Inherent Managerial Rights:**

The parties recognize that the School Board is not required to meet and negotiate on matters of inherent managerial policy, which include, but are not limited to, such areas of discretion or policy as the functions and programs of the employer, its overall budget, utilization of technology, the organizational structure, selection, direction and number of personnel, and that all management rights and management functions not expressly delegated in this Agreement are reserved to the School Board.

4.2. Management Responsibilities:

The parties recognize the right and obligation of the School Board to efficiently manage and conduct the operation of the District within its legal limitations and with its primary obligation to provide educational opportunity for the students of the District.

4.3. Effect of Laws, Rules and Regulations:

The parties recognize that all employees covered by this Agreement shall perform the services prescribed by the District. The parties also recognize the right, obligation and duty of the School Board and its duly designated officials to promulgate reasonable rules, regulations, directives and orders from time to time as deemed necessary insofar as such reasonable rules, regulations, directives and orders are not inconsistent with the terms of this Agreement. The parties further recognize that the School Board, all employees covered by this Agreement, and all provisions of this Agreement are subject to the laws of the State of Minnesota, Federal laws, rules and regulations of the Minnesota Department of Education, and valid rules regulations and orders of State and Federal governmental agencies. Any provision of this Agreement found to be in violation of any such laws, rules, regulations, directives and orders shall be null and void and without force and effect.

ARTICLE 5 - EMPLOYEE RIGHTS**5.1. Right to Views:**

Nothing contained in this Agreement shall be construed to limit, impair or affect the right of any custodial/maintenance employee or the employee's representative to the expression or communication of a view, grievance, complaint or opinion on any matter related to the conditions or compensation of public employment or their betterment, so long as the same is not designed to and does not interfere with the full, faithful and proper performance of the duties of employment or circumvent the rights of the exclusive representative.

5.2. Right to Join:

Custodial/maintenance personnel shall have the right to form and join labor or employee organizations, and shall have the right not to form and join such organizations.

5.3. Request for Dues Deduction, Authorization and Remittance:

Employees have the right to request and be allowed payroll deduction for the Union and for the Union's political action committee. The District will commence deductions within thirty days of receiving notice from the Union of the authorized deduction(s). The District will remit deductions to the Union within thirty days of the deduction. The notice will include certification from the Union that the Union has and will maintain a signed authorization from the employee for whom deductions will be made. A valid signed authorization includes, but is not limited to, an electronically signed authorization. The District may require a copy of the signed authorization form only if a dispute arises about the existence or terms of the authorization. The dues deduction authorization remains in effect until the District receives notice from the Union that an employee has changed or cancelled their authorization in writing in accordance with the terms of the original authorizing document.

The Union agrees that the District's only obligation is to deduct and remit the dues indicated by the Union to be deducted from each employee's pay. The Union agrees to hold the District harmless from any actions growing out of these deductions and assumes full responsibility for the disposition of funds so deducted once they have been remitted by the District.

5.4. Direct Deposit: The District shall allow direct deposit to a credit union or other eligible banking institutions that accept standard ACH deductions.

5.5. Personnel Files:

Pursuant to M.S. §122A.40, Subd. 19, all evaluations and files relating to each individual employee shall be available during regular school business hours to said employee upon reasonable notice. The employee shall have the right to reproduce any of the contents of the files and to submit for inclusion in the file written information in response to any material contained therein. The District may destroy such files as provided by law.

5.6. Employee Information:

Not later than September 15 of each school year, the District shall provide the Union with a bargaining unit list of employees with the following contact information: name, job title, worksite location (including location within a facility when appropriate), home address, work telephone number, home and personal cell phone numbers on file

with the District, date of hire, work email address, personal email address on file with the District, wage, number of hours normally scheduled in a day, number of duty days contracted for, and whether the position is a nine (9) month or twelve (12) month assignment. The District will provide this information to the Union in an Excel file or similar format agreed to by the Union. The District shall inform the Union and the Union Steward(s) of all new hires within the first fifteen (15) calendar days of hire and shall provide the Union with the employee information specified in this section.

Every 120 calendar days the District shall provide to the Union in an Excel file or similar format agreed to by the Union the following information for all bargaining unit employees: name; job title; worksite location, including location within a facility when appropriate; home address; work telephone number; home and personal cell phone numbers on file with the District; date of hire; and work email address and personal email address on file with the District.

The District must notify an exclusive representative within fifteen (15) calendar days of the separation of employment or transfer out of the bargaining unit of a bargaining unit employee.

5.7. Union Orientation:

The District shall permit a Union-designated representative to meet with each newly hired employee for not less than thirty (30) minutes within the first fourteen (14) calendar days of the new employee's first day of employment. This meeting shall occur during the newly hired employee's regularly scheduled hours of work and the employee shall be in pay status. This meeting is not to interfere with the new employee's normal work. The District shall provide new employees with the name and contact information for the Union steward. The District shall also give each new employee a Union orientation packet prepared by the Union.

5.8. Union Access:

Employees shall have the right to post notices of activities and matters of Union concern on bulletin boards designated for Union purposes, at least one of which shall be provided in each school building. Employees may use the district mail service and Custodial/Maintenance staff mailboxes and email for communications to Custodial/Maintenance staff. The District will allow the Union to meet with bargaining unit members in District facilities regarding collective bargaining, the administration of the collective bargaining agreement, grievances and other workplace-related complaints and issues, and internal matters involving the governance or business of the Union, provided such use does not interfere with the District's business operations.

ARTICLE 6 - THE WORK YEAR

6.1. Employee Duty Days:

The employee shall perform services on those days as determined by the School Board, including those legal holidays on which the School Board is authorized to conduct school, and pursuant to such authority has determined to conduct school.

6.2. School Closings:

When an emergency closing has been declared by the District, all custodial/maintenance employees who reported for, and completed their assigned shifts, shall receive an additional day off as compensation. It is understood that this additional day of compensation shall not be deducted from the employee's vacation or sick days. This additional day off may be taken with permission of the Facilities Manager and preferably during the student summer months or non-instructional days for students.

- A. If all other 12-month employee groups are required to work, custodial/maintenance employees shall not receive an additional day off, unless similar compensation is provided to the other groups.
- B. Personnel unable to report for duty or working less than a full shift will be paid but must elect to have their non-work time charged against their sick leave accrual or vacation accrual. Employees having no leave or vacation days will not be paid for the hours not worked.

- C. Notwithstanding the preceding conditions, the Facilities Manager may schedule a nonpaid Saturday work opportunity for affected personnel within the same 40-hour work week, following which the participants' leave or vacation deduction would be restored. Employees normally scheduled for Saturday work could make alternate arrangements.

6.3. Holidays:

- A. Holidays shall include:

Independence Day	New Year's Day
Labor Day	Dr. Martin Luther King, Jr. Day
Thanksgiving Day	President's Day
The day after Thanksgiving	Spring Holiday (Friday of Spring Break)
Christmas Eve	Memorial Day
Christmas Day	Juneteeth (June 19 th)
New Year's Eve	

- B. School in Session: The District reserves the right, if school is in session, to cancel the above holidays and establish another holiday in lieu thereof. If school is in session on any of the designated holidays as provided in this Section and another day off is provided in lieu thereof, overtime shall not apply on the designated canceled holiday, and the employee shall be compensated at regular rates of pay. Any scheduled holiday, which falls within an employee's vacation period, shall not be counted as a vacation day.
- C. Eligibility: In order to be eligible for holiday pay, an employee must have worked the employee's regular workday before and after the holiday unless the employee is on paid leave or vacation under the provisions of this Agreement.
- D. Application: For purposes of this Article, it is understood and agreed by the parties that holiday pay shall be allowed only to those custodial/maintenance personnel who are employed at least four (4) or more hours per day.

ARTICLE 7 - THE WORK DAY**7.1. Work Hours:**

The specific work hours for each employee may vary according to the needs of the custodial/maintenance program of the District. The hours will be designated by the Facilities Manager. Split shifts may be assigned with the consent of the employee.

7.2. Additional Activities:

Custodial/Maintenance personnel are obligated to accept assignments beyond the regular work hours as required by the District. An effort will be made to obtain volunteers and such assignments will be equitably rotated insofar as it is practicable.

7.3. Work Week:

The normal work week for full-time custodial/maintenance employees shall be 40 hours per week, eight (8) hours per day. Second-shift employees other than the night lead in secondary buildings that have a Community Education center (currently this is Central Community Center) shall work Saturday and/or Sunday as required.

ARTICLE 8 - BASIC COMPENSATION**8.1. Rates of Pay 2023-24 and 2024-25:**

- A. The wages and salaries reflected in Schedule A, attached hereto, shall be part of the Agreement for the 2023-24 school year, and the wages and salaries reflected in Schedule B, attached hereto, shall be part of the Agreement for the 2024-25 school year, subject to the right of the School Board to withhold increases in the form of increments for just cause.
- B. Custodial/Maintenance personnel shall advance on the salary schedule one (1) step each year of the agreement subject to the right of the Board as defined in this Section to withhold step increases for just cause. For the purpose of this section the employee also must have been actively paid on the payroll at least (a) 1000 hours if the employee is a 12-month, 40-hour per week employee, or (b) 50% of the hours for that person's FTE, if the employee is a less than 12-month or less than 40 hour per week employee. This annual step increase will not be withheld unless the employee is notified of the deficiency in writing and given reasonable opportunity to correct the deficiency. An action withholding this annual step increase shall be subject to the grievance procedure.
- C. Effective July 1, 2023, if the employee holds the proper license for the position held as specified in the wage appendix of this contract, the employee will advance an additional step, up to two steps per year up to step 12, subject to the provisions in 8.1.A above. The withholding of the additional step increase in 8.1.C, shall not be grievable beyond Step 2 of the grievance procedure, if the District can show that the employee does not hold the proper license. For employees who obtain the proper license after July 1 of any year will receive the additional step starting at the next available pay period and this will not be retroactive.

Effective July,1 2024, if the employee holds the proper license for the position held as specified in the wage appendix of this contract, the employee will advance an additional step, up to two steps per year up to Step 9, subject to the provisions in 8.1.A above. For employees who obtain the proper license after July 1 of any year will receive the additional step starting at the next available pay period and this will not be retroactive. The withholding of the additional step increase in 8.1.C, shall not be grievable beyond Step 2 of the grievance procedure, if the District can show that the employee does not hold the proper license.

8.2. New Employees:

A new employee shall be eligible for step advancement on the following July 1, if employed prior to February 1. An employee hired after February 1 shall be eligible for any salary schedule increase in the current step rate on July 1, but shall not be eligible for step advancement until the following July 1, unless they obtain the proper license for that classification and would then be granted one step starting on the next available pay-period. This step will not be retroactive. Thereafter, such a new employee shall be subject to all provisions of this Article.

8.3. Method of Payment:

- A. Custodial/maintenance personnel regularly employed shall receive their salary in 24 equal payments; with paydays to be on the 15th and the last day of each month. The District may choose to move payroll to 26 payments and pay every other Friday. In the event the District plans to move pay dates, it will give the Union not less than six (6) months of notice and meet and confer on the plan for implementing the change.
- B. In the event that pay dates fall on a weekend or holiday, the payday shall be the preceding workday.

8.4. Deduction:

In the event that a custodial/maintenance employee is absent without leave and a pay deduction is to be made for such absence, the amount of the deduction shall be one (1) hour's pay for each hour's absence. Deductions for absences of less than a full day shall be prorated accordingly. If an employee leaves employment and has used more days than credited for sick or vacation or has unpaid debts, such as, school lunch account, then the pay deduction will be made from the final check.

8.5. Step Placement with a Promotion:

Custodians who subsequently move to a promotional assignment within the unit will be placed at the step that produces at least a 5% promotional increase per pay class when moved to the new classification (movement from CLS 2 to CLS 3 = at least 5%, movement from CLS 3 to CLS 5 = at least 10%, etc.) but not to exceed the employee's current step number.

8.6. Step Placement as the result of Demotion or Move to Lower Pay Grade:

Custodians who subsequently move to a position in a lower pay grade (demote) within the unit will be placed at the closest step that produces not more than a 5% decrease per pay class when moved to the new classification (movement from CLS 3 to CLS 2 = up to 5%, movement from CLS 5 to CLS 3 = up to 10%, etc.) and this may exceed the employee's step number when they were in the higher classification before move to the lower classification.

ARTICLE 9 - EXTRA COMPENSATION AND ASSIGNMENT**9.1. Overtime:**

Scheduled overtime work in excess of 40 hours worked on evenings, Saturdays or Sundays, shall be paid at the rate of time and one-half, except as otherwise designated in Article 6.3.B. and Article 7.3.

A. Guaranteed Minimum:

1. Overtime, as defined above, which runs contiguous to regular employment times, shall be paid at the rate of time and one-half only for the hours actually worked.
2. Overtime for regularly scheduled boiler checks shall be paid at the rate of time and one-half for up to one and one half hours (1.5 hours) for each elementary or secondary building check insofar as such building checks are authorized and required by the District.
3. Overtime on a call-back basis for unscheduled work on an emergency basis (not contiguous to regular employment), shall be paid at the rate of time and one-half as noted above with a guaranteed minimum of two hours, except that Sundays and holidays shall be at double time.

- B. Grounds Crew: Personnel assigned to the Grounds Crew shall also serve as replacements for absent building custodians only in the event of an emergency situation. In the event they are not notified of second and third shift assignments before reporting to work at 6:00 A.M. for their regular duties, they shall be paid at the rate of time and one-half for the time period from 6:00 A.M. to 8:00 A.M., with the subsequent eight hours at straight time.

9.2. Working in a Higher Classification:

In the temporary absence of a higher classified employee in this bargaining unit or a Building Operations Coordinator (BOC), the employee who holds the proper license and is assigned by the Facilities Manager or designee as the replacement for this absence shall be paid a \$1.00/hr premium per level of classification (e.g., *movement from CLS 2 to CLS 3 = \$1.00/hr movement from CLS 3 to CLS 5 = \$2.00/hr*) If the assignment to be covered is the Grounds Crew Lead or Night Lead at the High School, Middle School or Central the payment will begin as of the first day. Other positions covered will begin as of the third day of absence covered. If the assignment is known to be three or more days from the start, then the premium pay will start day one of the assignment.

9.3. Jury Duty:

An employee who serves on jury duty will be granted the day or days necessary, as stipulated by the court to discharge this responsibility, without any salary deduction or loss of basic leave allowance. The compensation received for jury duty service shall be kept by the employee. If an employee is released from jury duty for a full or half day, the employee shall report back to work for the remainder of the day while on paid status.

9.4. Night Pay:

Custodial employees in Class 1 or Class 2 assignments who are regularly employed between the hours of 6:00 P.M. and 12:00 midnight shall receive thirty-five (\$.35) per hour above the salary schedule rates for the months so employed. Effective July 1, 2024, the separate \$.35/hr differential will be discontinued and has been included in the 2024-25 salary schedule and Class 1 or Class 2 employees be paid at the scheduled rates of pay for their classification.

- A. Custodial employees who are regularly employed between the hours of 12:00 midnight and 6:00 A.M. shall receive fifty cents (\$.50) per hour above the salary schedule rates for the months so employed.
- B. Effective starting July 1, 2023, the Grounds Foreman and the Night Custodial Forman who are regularly assigned to a large building (Central, MS, HS) will receive an additional \$1.00/hr premium. Effective starting July 1, 2023, the Grounds Foreman and the Night Custodial Forman who are regularly assigned to a large building (Central, MS, HS) will be paid on the Class 6 of the Salary Schedule and no longer receive the additional \$1.00/hr differential.

9.5. Building Check Pay:

The District shall pay time and one-half for up to one and one half hours (1.5 hrs) for each elementary or secondary building check insofar as such building checks are authorized and required by the District (also see Overtime Article 9.1.A.2).

9.6. Clothing Allowance:

The District will reimburse custodial/maintenance personnel for the purchase of job-related clothing to a maximum of \$240.00 per year. Payments shall be processed on or about September 1st of each fiscal year. Employees may purchase their own work pants and be reimbursed as part of the annual max. The District will select a vendor for shirts, jackets or other SLP logo items. Items purchased through approved vendors or approved work pants will go against the \$240 annual limit. Uniforms shall be similar in color and style throughout the District. If a new employee leaves the district within the first 12 months, they must return their uniforms provided for that year or will be assessed the cost of the uniforms on their final check.

In addition to the Clothing Allowance, the District will reimburse custodial/maintenance personnel for the purchase of job-related safety shoes or work boots to a maximum of \$250.00 per year. Employees who are reimbursed for safety shoes or work boots through this program will need to routinely wear the safety shoes or boots as part of the regular job expectations.

The details around uniforms and safety shoes/boots or reimbursement will be addressed through Labor-Management meet and confer discussions.

9.7. Small Building Without Night Lead Person Differential:

In buildings where there is no Night Lead, one person will be designated by the Facilities Manager to receive a Small Building without Night Lead Differential of thirty-five cents (\$.35) per hour. Effective July 1, 2024, this differential will be converted to an annual stipend and paid over the 24 pay-periods.

A full-time Class 3 custodian who is designated by the Facilities Manager to receive the Small Building without Night Lead Differential will receive an annual stipend of \$744 (\$31.00/pp).

9.8. License Premiums:

Boiler Licenses: Effective July 1, 2022, in addition to the basic hourly pay rates in Schedule A and Schedule B, employees will receive the following additional payments for obtaining specified licenses (See expanded Salary Matrix with License Premiums):

- | | |
|--|-----------|
| • CLS 1 or higher with a Specialist Boiler License | \$.25/hr |
| • CLS 2 or higher with a Second Class Boiler License | \$.50/hr |
| • CLS 3 or higher with a First Class Boiler License | \$.75/hr |
| • CLS 4 or higher with a Chief's Boiler License | \$1.00/hr |

The boiler license premiums will not be stacked or cumulative. Employees will receive the premium pay for the highest level of valid boiler license held.

Pool Operator License: A Custodial Foreman or Grounds Foreman who holds a valid Pool Operator License and is regularly assigned to a location that has a pool that is being operated and maintained will receive a Pool Operator 1 License premium of fifty cents per hour (\$.50/hr). A Custodial Foreman or Grounds Foreman who holds a valid Pool Operator License and is regularly assigned to a location that does not have a pool will receive a Pool Operator 2 License premium of twenty-five cents per hour (\$.25/hr) and may occasionally be assigned to cover at a site with a pool as needed. An employee with a Second Class Boiler License, who also has the Pool Operator License will also receive the Pool Operator 2 premium if they are regularly scheduled to work Saturdays or Sundays.

Pool Operator License: Effective July 1, 2024, the Pool Operator License premiums will be converted to an annual stipend and paid over the 24 pay-periods.

A full-time Custodial Foreman or Grounds Foreman who holds a valid Pool Operator License and is regularly assigned to a location that has a pool that is being operated and maintained will receive a Pool Operator 1 annual stipend of \$1080 (\$45/pp). A full-time Custodial Foreman or Grounds Foreman who holds a valid Pool Operator License and is regularly assigned to a location that does not have a pool will receive a Pool Operator 2 annual stipend of \$540 (\$22.50/pp) and may occasionally be assigned to cover at a site with a pool as needed.

A full-time employee with a Second Class Boiler License, who is assigned to work Saturdays or Sundays, and who also has the Pool Operator License will also receive the Pool Operator 2 annual stipend of \$540 (\$22.50/pp).

ARTICLE 10 – VACATIONS

10.1. Eligibility:

This Article shall apply to employees who are regularly employed on a 12-month basis and 40-hour week on a regular assignment and shall not apply to 9 1/2 month or part-time employees.

10.2. Earned Vacation:

Full-time employees under these provisions shall accrue vacation as follows:

Effective July 1, 2023, the vacation accrual process will be as follows:

- 0 – 3 year completed = 15 days (or .057692 days of vacation per days paid)
- 4 – 9 years completed = 19 days (or .07307692 days of vacation per days paid)
- 10 – 15 years completed = 23 days (or .088462 days of vacation per days paid)
- 16 – 19 years completed = 25 days (or .096154 days of vacation per days paid)
- 20 plus years completed = 27 days (or .130846 days of vacation per days paid)

All daily vacation accrual calculations are based on 5 days per week for 52 weeks or 260 days per full year.

Note: employees hired prior to Oct 1, 2019, will continue to be eligible for a maximum of 30 day of vacation upon completion of 30 years of employment in the School District.

10.3. Application:

- A. Vacation is accrued in the contract/fiscal year from July 1 through June 30. Vacation days cannot be taken until the days have been approved in advance by the District Facilities Manager or designee. It is the employee's responsibility to request vacation time off by putting this request into the District's online time off system. Requests should be put in as soon as possible to allow for planning and coverage, but at least five (5) days before the day(s) off requested.
- B. An employee shall be entitled to receive the pro rata pay for unused vacation time provided such employee provides the District with at least two weeks advance written notice of the employee's resignation time, to the employee's supervisor or Human Resources, unless such termination is by reason of death or disability. There will be no vacation payout if the employee resigns within the first year of employment. If an employee resigns having used more vacation than they have accrued, the employee shall have the salary paid for any vacation days taken deducted from the employee's final check. The maximum payout under this section will be up to a maximum of 15 days of pay.

10.4. Other Vacation Rules:

- A. Employees may be allowed to split their vacation into less than full days at the discretion of the District Facilities Manager or designee.
- B. Employees will be allowed to take their vacation while school is in session, upon the approval of the District Facilities Manager or designee. Vacations requested with less than five (5) days notice in advance will typically not be approved, unless an Emergency precluded the ability to request the time off in advance. Vacation requests for the last week of school or the five (5) days before the start of a new school year will typically not be approved. All vacation requests are subject to ability to cover shifts and meet department needs. It is recommended that vacation request be put in as early as possible to provide time to cover and the best chance of being approved.
- C. An employee shall not forfeit vacation under the rules of this section if a vacation request consistent with this section is denied by the District.
- D. Unused vacation days accrued as of June 30 of each year will roll over to the next school year, up to a maximum of two times (2x) the employee's accrual rate in Article 10.2. The following July 1, when the new accrual is given, if the remaining days plus the new accrual amount exceeds 2x the accrual rate, then the excess days above 2x the accrual rate will be forfeited. Example, for employees who have an accrual rate of 20 days, they can never have more than 40 days in their vacation bank. If they have 25 days remaining, as of June 30th, when the new 20 days of vacation are given on July 1, the total balance would be 45 days and the five (5) excess days would be forfeited to bring the total back down to 40 days or 2x the accrual rate. This gives employees up to 24 months to use their vacation time. There will be no payment in lieu of vacation, except as otherwise provided in Section 10.3.B hereof.

ARTICLE 11 - GROUP INSURANCE**11.1. Selection of Carrier:**

The selection of the insurance carrier and policy shall be made by the District. Opportunity shall be afforded to the Union to meet and confer on such matters. The District shall contribute toward a portion of the premium for health insurance for the 2023-2025 Health Plans under the terms of the policies of insurance carried by the District for employees. The employee must enroll to receive health plan coverage. Employees who are eligible under Section 11.9 of this article may enroll in any of the Employee, Employee+1, or Family coverage options. The employee shall pay the difference through payroll deduction between the District contribution listed below and the total cost of the health plan coverage selected.

11.2. Employer Contribution:

The District will contribute up to the following amounts to the coverage selected by eligible employees who are employed at least 6 (six) or more hours per day (.75 FTE). Employees who are regularly assigned at least four (4) hours but less than six (6) hours (.50 -.7499 FTE) will receive one half the contributions amount below:

A. District Health Insurance Program Non-Deductible/Standard Co-pay:

District Contributions Standard-Plan A per month	July 1, 2023	July 1, 2024	July 1, 2025*
Employee	\$600	\$610	\$625
Employee + 1	\$1,250	\$1,265	\$1,280
Family	\$1,650	\$1,665	\$1,700

B. District Health Insurance Program Deductible/VEBA:

District Contributions VEBA-Plan B per month	July 1, 2023	July 1, 2024	July 1, 2025*
Employee	\$668	\$685	\$700
Employee + 1	\$1,380	\$1,410	\$1,430
Family	\$1,820	\$1,840	\$1,860

*contribution amounts for 7-1-2025 will be subject to bargaining in the 2025-2027 bargaining cycle.

For eligible employees who select the \$1,000 Deductible Health Insurance Plan, the District will deposit \$1,000 annually into an employee-owned Health Reimbursement Account (HRA) during active employment. The District will deposit that amount by September 1 of each the plan year.

The eligibility and employer contributions for employees working at least four (4) hours (.50 FTE) but less than six (6) hours (.75 FTE) shall be 1/2 the amounts in this Section 11.2 including the VEBA contribution.

11.3. Dental Insurance:

The District shall contribute toward a portion of the premium for dental insurance for the 2023-2025 Dental Plans under the terms of the policies of insurance carried by the District for employees. The employee must enroll to receive Dental plan coverage. Employees may enroll in either Employee or Family coverage options. The employee shall pay the difference between the District contribution and the total cost of the dental plan coverage selected. The District will contribute up to the following amounts to the coverage selected by eligible employees who are employed at least six (6) or more hours per day (.75 FTE). Employees who are regularly assigned at least four (4) hours but less than six (6) hours (.50 -.7499 FTE) will receive one half the contributions amount below:

District Dental Contributions per month	July 1, 2023	July 1, 2024
Employee	\$56.35	\$56.35
Family	\$90.00	\$90.00

In the event that a successor agreement has not been entered into by July 1, 2025, District's contribution shall not exceed the dollar amount of the premium in effect as of July 1, 2024.

11.4. Group Income Protection – Long-Term Disability (LTD):

- A. The District will pay the premium for the LTD insurance in force on the effective day of this Agreement for all eligible custodial/maintenance employees who qualify for and are enrolled in the LTD plan.
- B. Subject to the provisions of the policy, the plan provides for a benefit payment of 2/3 (two-thirds) of basic income as provided in Schedule A and B hereof. The plan shall include a cost of living adjustment factor.

11.5. Life Insurance:

The District will provide a group term life insurance plan providing \$50,000 of life insurance for each eligible custodial/maintenance employee employed by the District who qualifies for and is enrolled in the life insurance plan.

11.6. Health Care Savings Plan in Lieu of Retiree Health Insurance:

- A. Employees hired after July 1, 2005, and eligible for health insurance coverage will participate in a Health Care Savings Plan (HCSP). Upon completing five years of service, employees will be automatically enrolled in the plan before the first contribution is made by the District on their behalf. Employees hired prior to July 1, 2005 and eligible for health insurance coverage who previously elected to participate in this HCSP will continue with this program with the understanding that payments will not be retroactive prior to 2005 and that there is no re-election of the retiree health insurance program in Appendix B A11.6 in the future.
- B. Employees who have completed the required full years of service by June 30th of any year after 2005 and are eligible for health insurance coverage will receive the following annual contributions to the employee's HCSP account:
 - \$1,000 annually after five (5) completed years of employment
 - \$2,500 annually after ten (10) completed years of employment
 - \$5,000 annually after fifteen (15) completed years of employment
- C. The contributions listed above are for employees eligible for full-time health insurance contributions listed in Art 11.2 and employees working .5FTE to less than .75FTE will receive ½ the contribution amounts.
- D. The District is only responsible for the required contributions amounts. In the event of a District error in making the contributions, the District will correct the amounts contributed but is not responsible for any estimated gains or losses in the funds values. It is also the responsibility of the employee to track contributions amounts at least annually and notify the District promptly if the employee feels the amount contributed is incorrect, so that it can be corrected.
- E. The maximum total District contributions to any employee's HCSP account will be \$50,000.

11.7. Claims Against the District:

It is understood that the District's only obligation under this Article is to purchase insurance policies and pay such premium amounts as agreed to herein, and no claim shall be made against the District as a result of a denial of insurance benefits.

11.8. Duration of Insurance Contributions:

An employee is eligible for monthly District contributions as provided in this Article as long as the employee is employed by the District in a position covered by this agreement and is working enough hours to meet the eligibility requirements of Article 11.9. Upon termination of employment, leaving a position covered by the Custodial unit or if the hours of work drop below .5 FTE, all Board participation and contribution shall cease effective at the end of the month following the last working day in an eligible position.

11.9. Eligibility:

- A. For purposes of this Article it is understood and agreed by the parties that group insurance District contributions shall apply only to those custodial/maintenance employees who are employed at least 6 (six) or more hours per day.
- B. The eligibility and employer contributions for employees working at least four (4) hours but less than six (6) hours shall be as follows:
- The District contribution to the health insurance program shall be 1/2 the amounts in Section 11.2
 - Dental insurance as stated in Section 11.3.
 - Long Term Disability as stated in Section 11.4
 - Life insurance in 1/2 the coverage amount stated in 11.5.

ARTICLE 12 - LEAVES OF ABSENCE**12.1. Sick and Safe Leave Allowance:**

Sick and Safe Leave (hereinafter referred to as “Sick Leave”) will be available to all employees working at least 80 hours per year. Sick leave will accrue with hours on the payroll (. Regular active employees who are scheduled at least .5 FTE (four hours per day or more) will receive an advance of ten (10) days of leave each July 1st granted for the full school year July 1st to June 30th. Leave not used during any school year may accumulate without limit. Individuals who are employed after July 1 of the school year shall receive sick leave on a pro-rata basis. Individuals leaving employment prior to end of the school year shall have their leave allowance pro-rated accordingly, and used but not yet earned sick leave shall be deducted from the employee's final check. Effective January 1, 2024, employees working less than an average of four (4) hours per day will receive one (1) hour of sick leave for every 30 hours paid (.03333 earned sick and safe leave for every hour on the payroll in accordance with MN State Statute 181.032) These employees working less than an average of four (4) hours per day may earn up to 48 hours of sick leave per year and may carry over unused leave up to a maximum of eighty (80) hours in their sick leave bank in any one year.

12.2. Sick Leave:

- A. A custodial/maintenance employee may use one (1) day of accumulated leave for each day of personal illness. The employee may also use sick leave in hourly increments for time missed due to less than full day absences for scheduled doctor appointments with three (3) days advanced notice and approval of the supervisor.
- B. Sick leave pay shall be allowed by the District whenever an employee's absence is found to have been due to illness which prevented the employee's attendance at work and performance of duties on that day or days or as otherwise allowed in this Section.
- C. The District may require a custodial/maintenance employee to furnish a medical certificate as evidence of illness, indicating such absence was due to illness, in order to qualify for sick leave.
- D. In the event that a medical certificate will be required, the employee will be so advised.
- E. It is the responsibility of the employee to enter requested sick leave into the District's online time off system as soon as possible, but typically before the start of the employee's scheduled shift start time. Falsifying time off requests or repeatedly not entering time off after receiving notice may result in corrective action.
- F. An employee may use one (1) day of accumulated sick leave for each day of illness or disability of the employee's child, for such reasonable periods as the employee's attendance with the child may be necessary, on the same terms the employee is able to use sick leave benefits for the employee's own illness.

- G. An employee may use up to six (6) days (48 hours) for necessary absence because of illness in the Immediate Family from accumulated leave allowance in any one school year at no salary deduction. Immediate Family shall be interpreted to mean husband, wife, father, mother, brother, sister, son, daughter, father-in-law, mother-in-law, grandparent, grandchild and step parent.
- H. An employee may use up to six (6) days (48 hours) for necessary absence because of illness in the Close Family from accumulated leave allowance in any one school year at no salary deduction. The Close Family shall be interpreted to mean: son-in-law, daughter-in-law, brother-in-law, and sister-in-law. Close family shall also include any other person residing in or who has resided in the same household as the employee and who clearly stands in the same relationship with the employee.
- I. Use of sick leave with pay for reasons beyond what is defined in this Article 12.2 A-H will be available to the employee based on MN State Statute 181.9413, this includes absence required because of illness in the Immediate Family, or to receive or to provide assistance to the immediate family member in the event of domestic abuse, stalking or sexual assault, the custodial/maintenance employee, upon approval of the Director of Human Resources, may use up to twenty (20) of the days from accumulated leave allowance in any one school year at no salary deduction. Effective December 31, 2023, MN State Statute 181.9413 is repealed and replaced with MN State Statute 181.032 (Earned Sick and Safe Time-ESST). Effective January 1, 2024, use of Sick and Safe leave with pay, beyond relationships and uses defined in this Article 12.2 A-H, will be available to the employee based on definitions of uses described in MN State Statute 181.032 for eligible employees (see Appendix D in the back of this contract). The Earned Sick and Safe leave described under MN State Statute 181.032 is contained within this contract's more generous leave provision of ten (10) days within Article 12 and not in addition to it.
- J. After accumulated sick leave has been used, and under conditions of a chronic or continuous illness or disability as certified by a medical doctor, an additional number of days of sick leave may be granted by the Superintendent or designated representative.
- K. Worker's Compensation Leave: When a custodial/maintenance employee is injured on the job in the service of the District and collecting Workers Compensation insurance as well as drawing on sick leave and receiving full salary from the District, the employee's salary shall be reduced by an amount equal to the insurance payments and only that fraction of the days not covered by insurance will be deducted from the employee's accrued sick leave. Prior to collecting pay from Worker's Compensation for a compensable work injury, employees will use available sick leave. Based on Worker's Compensation rules, some or all this used sick leave will be credited back based on the length of time off according to Worker's Compensation rules. Consult with Human Resources on use of sick time for work related injuries.
- J. Long-term Disability Leave: At the time an employee becomes eligible to receive long-term disability compensation as provided in this Agreement, the employee will not also receive a regular check from the District for those same days, but may draw upon available Sick Leave to cover the employee cost of any insurance benefits as long as the employee continues on long-term disability compensation.
- L. For purposes of this section it is understood and agreed by the parties that sick leave shall be allowed only to those custodial/maintenance personnel who are employed at least six (6) or more hours per day. This provision will no longer be effective January 1, 2024 and sick and safe leave under ESSL would be available to employees working more than 80 hours per year in accordance with MN State Statute 181.032 (Earned Sick and Safe Leave-ESSL) Refer to eligibility in Article 12.1.

12.3. Emergency Leave:

- A. Effective July 1, 2022, in the case of religious holidays or extreme emergency, leave with pay under this section may be granted by the Director of Human Resources. An emergency day normally shall not be granted for the day preceding or the day following holidays or vacations and the first five (5) days and the last five (5) days of the school year.
- B. Requests for such leave must be made in the District's online time-off portal at least two (2) days in advance, except in cases of extreme emergency. If an emergency makes it impossible to submit a written request in advance, an oral request shall be submitted to the Facilities Manager and then confirmed in writing immediately upon the return of the employee. The request shall state the reason for the proposed leave. The Human Resource Director reserves the right to refuse to grant such leave.
- D. For purposes of this Section it is understood and agreed by the parties that emergency leave shall be allowed to those custodial/maintenance personnel who are employed at least four (4) or more hours per day.

12.4. Bereavement Leave:

Employees eligible for sick leave also may be granted up to five (5) days bereavement leave within a contract year for death in the immediate family or close family (as defined in Section 12.2). The amount of leave allowed under this provision is subject to the discretion of the Director of Human Resources and shall not be deducted from sick leave. Additional requests for Bereavement consistent with this section may be granted and days in excess of five Bereavement Leave (5) days would be deducted from available accumulated leave. Requests to be absent from work for other than immediate or close family (as defined in Section 12.2, may be granted based overall attendance and ability to cover the assignment. Any of these days granted would be deducted from available accumulated leave.

12.5. General Leaves of Absence:

- A. Custodial/maintenance employees with a minimum of three (3) years of experience in the District and employed at least six (6) or more hours per day may apply for an unpaid leave of absence subject to the provisions of this Section. The granting of such leave shall be at the discretion of the District.
- B. Such leave may be granted by the District for Peace Corps, Vista, extended illness of the employee, extended illness of the employee's family, adoption, civic activities or other reasons deemed appropriate by the District.
- C. A custodial/maintenance employee on leave is eligible to participate in group insurance programs if permitted under the insurance policy provisions, but shall pay the entire premium, except as provided in Section 12.5.D, for such programs as the employee wishes to retain, commencing with the beginning of the leave. It is the responsibility of the employee to make arrangements with the Business Office to pay to the District the monthly premium amounts in advance on such date as determined by the District.
- D. A custodial/maintenance employee on leave of absence due to extended illness or injury and who qualifies for LTD income protection payments shall be eligible for a continuing District premium contribution for the District Health Insurance Program for up to twenty-four (24) months from the commencement of the illness or injury.
- E. A custodial/maintenance employee on leave of absence under this Section shall retain such amount of sick leave days, experience credit and other accrued benefits which the employee had accrued, if any, at the time the employee went on leave for use upon the employee's return. No additional sick leave, experience credit or other benefits shall accrue for the period of time that an employee is on leave except as otherwise provided herein.
- F. For purposes of this Section it is understood and agreed by the parties that general leaves of absence shall be allowed only to those custodial/maintenance personnel who are employed at least four (4) or more hours per day.

12.6. Child Care Leave:

- A. The District shall grant upon request of the employee a child care leave, without pay, to one parent of a pre-school child, natural or adopted, subject to the provisions of this section. For purposes of this section, the term child care shall include but not be limited to the period of time when an employee is pregnant.
- B. In event of pregnancy, an employee may continue her duties until the onset of the disability and thereafter utilize disability leave with pay during the period of disability. Thereafter, an employee may request a child care leave. However, if the employee requests a child care leave prior to the onset of disability, such child care leave shall be in effect from the date of commencement through the period of child birth and recovery.
- C. In the interest of planning for staffing, an employee seeking a child care leave shall notify the Human Resources office in writing, as soon as practicable, concerning the employee's plans relating to the period of absence for the child care leave, and also at such time, provide a physician's statement indicating the estimated date of delivery of the child.
- D. An employee may take a child care leave of up to twelve (12) months. The commencement and return date of child care leave shall be determined by mutual agreement between the employee and the Superintendent or her/his designee, taking into account the continuity of the custodial/maintenance program and the desires of the employee.
- E. In approving a child care leave of absence, the District shall not be required to grant any leave more than twelve (12) months in duration or permit the employee to return to employment prior to the date designated in the approved child care leave.
- F. An employee returning from child care leave shall be reemployed in the same custodial/maintenance position and/or classification.
- G. A custodial/maintenance employee on child care leave is eligible to participate in those group insurance programs for which the employee was eligible prior to their child care leave. During the first twelve (12) weeks of child care leave the District shall continue to make its contribution toward the group insurance programs. After the twelve (12) week leave permitted by the Family and Medical Leave Act of 1993 it is the responsibility of the employee to make arrangements with the Business Office to pay the District the monthly premium amounts in advance and on such date as determined by the District. The right to continue participation in such group insurance programs: however, will terminate if the employee does not return to the District pursuant to this Section.
- H. Accrued Benefits: A custodial/maintenance employee on leave of absence under this Section shall retain such number of sick leave days, experience credit, and other accrued benefits, if any, at the time the employee went on leave for use upon the employee's return. No additional sick leave, experience credit or other benefits shall accrue for the period of time that a custodial/maintenance employee is on leave except as otherwise provided herein.
- I. A father or same sex partner following the birth of his/her child, may use up to 48 hours (six full-time days) of ESS leave as part of accumulated sick leave. The leave must commence within the first twelve (12) months after the birth.

ARTICLE 13 - DEFERRED COMPENSATION**13.1. Deferred Compensation Matching Program:**

Eligible employees include employees hired on or after July 1, 1999. All regularly scheduled employees working 20 hours or more per week in the St. Louis Park District will be eligible to participate in the deferred compensation matching program. The District will match the amount an employee contributes up to the amounts defined in Section 13.1.C. District contribution will be on a prorated basis for part years worked and FTE eligibility for health insurance. An employee working .75 FTE or more will receive the full contributions below. Employees working .5 FTE but less than .75 FTE will receive ½ the contribution amounts in 13.1.C.

- A. Eligible employees must elect to participate in the deferred compensation program. Participation will continue at the same level until the Payroll Department is notified in writing of any changes.
- B. The District will pay its matching share of FICA taxes as provided in Minnesota Deferred Compensation legislation.
- C. Effective July 1, 2019, the District will match eligible employee contributions annually in the following amounts:
 - \$500 maximum: New employees to 4 years of completed service in the District.
 - \$750 maximum: Employees who have completed 5-9 years of service in the District.
 - \$1,000 maximum: Employees who have completed 10-14 years of service in the District.
 - \$1,250 maximum: Employees who have completed 15-19 years of service in the District.
 - \$1,500 maximum: Employees who have completed 20 or more years of service in the District.
- C. The District is only responsible for the required contributions amounts. In the event of a District error in making the contributions, the District will correct the amounts contributed but is not responsible for any estimated gains or losses in the funds values. It is also the responsibility of the employee to track contributions amounts annually and notify the District promptly if the employee feels the amount contributed is incorrect, so that it can be corrected within the year the error was made.

ARTICLE 14 - VACANCIES AND TRANSFERS**14.1. Posting of Vacancies:**

All permanent vacancies in full-time positions will be posted for a 10-day period.

- A. A permanent vacancy is defined as one anticipated to last more than six months. A temporary vacancy is defined as one anticipated to last less than six months. A position may be filled temporarily pending completion of posting and application procedures.
- B. Posting of vacancies shall contain the normal work hours, building location, and job title.

14.2. Application for Vacancies:

All employees under this Agreement may submit application in writing on the Human Resource Department online application for any vacancy which is posted pursuant to this Article.

14.3. Filling of Vacancies:

Notice of the candidate selected to fill the vacancy shall be given within 15 working days after the closing of the posting and the successful candidate shall begin the new position within 60 calendar days. In order to make a lateral move to a small building without a night lead, an employee must hold a valid second class boiler's license prior to the first day of work in the small building.

14.4. Frequency of Movement:

Any employee successfully bidding on and subsequently serving in an opening of lateral movement or one with a lower classification, may not make another voluntary lateral or demotional move for the remainder of the school year in which the movement took place. Nothing in this section will prevent employees from applying for promotions at any time.

14.5. Application of Seniority:

In filling a vacancy in which one or more of the internal/employee applicants is in a lower classification than that being filled, all qualified applicants shall be considered and the selection shall be determined in accordance with Section 14.6 herein.

14.6. Promotion Positions:

For purposes of this Section, a promotion is defined as moving to a classification involving an increase in pay. In filling positions involving a promotion as defined in this Section 14.6, the position shall be filled by the District with the best-qualified candidate as determined by the District. In making its determination the District shall consider the employee's qualifications and aptitude for the position as well as the length of service with the District along with other relevant factors. The Union may ask for a review of the District's determination up to Level 2 of the Grievance Procedures.

In a promotional move, the employee shall obtain the boiler's license required for the position, when they are eligible to take the exam, for the specific boiler's license required for the new position.

14.7. Outside Applicants:

The District reserves the right to fill any position with an outside applicant if no internal candidates apply or if internal candidates do not have the needed qualifications for the position.

14.8. Voluntary Transfers:

- A. Custodial/maintenance employees desiring a transfer to an assignment in the same classification or lower classification shall submit a written request to the District Facility Manager stating the specific assignment or nature of the assignment and the school or schools preferred. Such request shall be acknowledged in writing.
- B. Each transfer applicant shall be notified of the status of that application on or before June 1st of the school year in which the request is made.

14.9. Administrative Transfers:

The District reserves the right to transfer personnel as conditions may require. Seniority and posting shall not apply in an administrative transfer involving two permanent employees. Transfers of this nature will be discussed with the exclusive representative's agent prior to final disposition.

ARTICLE 15 - LAY OFF**15.1. Procedures:**

In the event of layoffs, custodial/maintenance personnel shall be laid off pursuant to the provisions of this Article.

15.2. Seniority:

For the purpose of this Article, all custodial/maintenance personnel shall have seniority commensurate with their total continuous years of service in each classification in this bargaining unit.

15.3. Lay Off and Recall:

The selection of employees for lay off shall be made in reverse seniority order within each job classification, except in cases of inability of the employee to perform the duties of the assignment or in cases of termination for cause. Employees will be recalled in seniority order.

In the event of staff reduction, the employee whose job has been eliminated shall have the right, if qualified, to replace the least senior employee within the same classification or a lower classification with less seniority. The employee so replaced shall then have the right to exercise his/her seniority and bump the least senior person in the same or lower classification and the process shall continue until all available positions are filled. A vacant position will always be considered "least senior" for the purpose of this Article. Article 15.2 shall apply to all such position changes, except that if the performance of an employee who exercised seniority rights is unsatisfactory, the position shall be declared open. The displaced employee shall then compete with all other personnel in subsequent postings. No employee may take the place of another more senior employee or obtain a greater number of hours as a result of bumping.

15.4. Lay Off Application:

An employee on lay off shall retain seniority and right to recall within classification in seniority order for a period of eighteen months after date of lay off.

15.5. Termination of Seniority:

Seniority rights shall terminate upon resignation or termination of an employee pursuant to this Agreement or after eighteen consecutive months of lay off.

15.6. Ties in Seniority:

In case of layoffs, in the event of a tie in seniority, the tie shall be broken by lot. This tie breaker shall apply only to lay off situations and shall not be applicable for any other purposes in this contract.

ARTICLE 16 - PROBATIONARY PERIOD**16.1. Initial Probationary Period:**

The first twelve (12) months of continuous service an employee is in a position covered by this agreement will be the initial probationary period. During this initial probationary period, the District shall have the unqualified right to discharge such employee; and during this probationary period, the employee shall have no recourse to the grievance procedure in the event the District ends the employment during probation. A probationary employee shall have the right to bring a grievance on any other provisions of the contract alleged to have been violated. The District may extend this initial probationary period beyond the first 12 months for the following reasons:

- A. **Class 2 positions:** The District may extend the initial probationary period for up to an additional twelve months, if a Class 2 employee does not possess a Special Class Boiler License. This extended probationary period will end upon the employee earning the Special Class License and the employee will become a regular employee. If the employee does not have a Special Boiler License at the conclusion of the extended probationary period, the District will either

1. Terminate employment,
2. Demote the employee to a Class 1 position.

B. **Class 3 or above:** The District may extend the probationary period for up to eighteen months for a Class 3 or above employee, if the employee does not possess a Second Class Boiler License at the conclusion of the initial 12-month probationary period or . This extended probationary period will end upon the employee earning the Second Class License and the employee will become a regular employee. If the employee does not have a Second Class License at the conclusion of the extended probationary period, the District will either:

1. Terminate employment,
2. Demote the employee to a Class II position (if the employee has a Special License) or to a Class I position (if the employee does not have a Special License).

16.2. Probationary Period - Change of Classification:

An employee who has completed the initial probationary period in 16.1 and who transferred or promoted to a different classification shall serve a new probationary period of ninety (90) calendar days in any such new classification, of which at least 45 days of the probationary period must be when school is in session. During this ninety (90) calendar day probationary period, if it is determined by the District that the employee's performance in the new classification is unsatisfactory, or the employee does not have the correct license yet for the new assignment, the District shall have the right to reassign the employee to the employee's former classification or extend the probationary period as described in 16.4 License Requirements.

16.3. Completion of Probationary Period:

An employee who has completed the initial probationary period may be suspended without pay, discharged or disciplined only for just cause. An employee who has completed the initial probationary period and is suspended without pay, discharged or otherwise disciplined shall have access to the grievance procedure. An employee whose initial probationary period has been extended pursuant to Section 16.1.A or 16.1.B and is suspended without pay, discharged or otherwise disciplined without just cause shall have access to the grievance procedure. Failure to obtain the Special License pursuant to Section 16.1.A or Second Class License pursuant to 16.1.B constitutes just cause.

16.4 License Requirements

A. The following boiler license is required of each employee:

1. Class 1 – no license required;
2. Class 2 – Special License;
3. Class 3 and higher – Second Class.

B. A newly hired employee who does not possess the required license may have their initial probationary period extended pursuant to Section 16.1.

C. A current employee who transfers into or is promoted into a different classification must either possess the license required for the position or obtain the license in accordance with the following requirements:

Class 2 Positions: If promoted into a Class 2 position, the employee must obtain a Special Class License within twelve months of being promoted into the position. If the employee does not obtain a Special Class License within this twelve month period, the District will demote the employee to a Class I position.

Class 3 or above Positions: If promoted into a Class 3 or above position and the employee does not have a Special License, they must obtain a Special License within twelve months of being transferred or promoted into the position. If the employee does not obtain the Special License within this period, the District will demote the employee to a Class 1 position.

If the employee does obtain the Special License, then the employee must then obtain a Second Class License within eighteen months of obtaining the Special License. If the employee does not obtain the Second Class License within eighteen months, the District will demote the employee to a Class 2 position.

If an employee promoted into a Class 3 or above position possesses a Special License at the time of promotion, that employee must obtain a Second Class License within eighteen (18) months of being transferred or promoted into the position. If the employee does not obtain the Second Class License within this eighteen (18) month period, the District will demote the employee to a Class 2 position.

D. Demotions due to failure to obtain and / or maintain proper license constitutes just cause, except to the extent that an individual might be able to show disparate treatment or disparate application of the provisions of this section by the School District. Before an employee would be demoted, they will be given the opportunity to show that they do in fact possess the proper license.

ARTICLE 17 - EMPLOYEE EVALUATION

17.1. Evaluation:

All formal evaluations of employees shall be conducted openly and with full knowledge of the employee concerned by an administrator or supervisor of the District. It is understood that formal evaluation of employees shall not be performed by a member of the appropriate unit.

17.2. Procedure:

Formal evaluations of personnel shall be in writing or online system. Two (2) copies of the written evaluation shall be submitted to the employee at the time of personal conference or within five (5) working days thereafter, one (1) to be signed and returned to the administration, the other to be retained by the employee. When using an online evaluation process, the employee will be given access to the online evaluation and be able to review and sign online. In the event that the employee feels that the evaluation was incomplete or unjust, the employee may put those objections in writing and have them attached to the evaluation report to be placed in the employee's personnel file. In lieu thereof, the employee may file a grievance under the grievance procedure stating the evaluation was factually inaccurate. All evaluations shall be based-upon valid criteria.

ARTICLE 18 – CORRECTIVE ACTION**18.1. Corrective Action:**

The District recognizes the concept of progressive discipline. The purpose of the taking corrective action through progressive steps of discipline is to inform the employee of the correct way to perform the job and of any consequences for not making needed changes. The corrective action process consists of informal and formal steps consisting informal coaching conversations and of formal actions of: 1) oral reprimand, 2) written reprimand, 3) suspension without pay, and 4) termination. The employee shall be allowed representation at any stage of formal discipline. A conference between the employee and his/her supervisor shall be held prior to the imposition of written reprimand, suspension without pay or termination.

Normally, District will utilize the levels of progressive discipline in order. However, in the case of more serious infractions, the District reserves the right to impose discipline, at any level, consistent with the seriousness of the infraction. Normally, a written warning and time to correct, when appropriate, will precede a suspension without pay or termination.

18.2. Grounds for Disciplinary Action:

The imposition of an oral reprimand shall not be subject to the grievance procedure. An employee may challenge the contents of any written materials pursuant to the provisions of Article 5.5 herein. An employee shall receive a written reprimand, be suspended without pay or terminated only for just cause and such action shall be subject to the grievance procedure. This provision does not preclude or supersede the provision contained at Article 16.1 herein.

18.3. Opportunity to Meet:

Suspension without pay or termination of employment shall be imposed only by the Superintendent. If a suspension without pay is to be considered pursuant to Section 2 hereof, the employee shall be afforded an opportunity to meet with the Superintendent. The employee may elect to have representation in attendance at any such meeting. In the absence of the Superintendent, another District Office administrator may act as the Superintendent's designee for purposes of this section.

18.4. Subject to Arbitration:

Suspension without pay or termination of employment shall take effect only after written notification from the Superintendent to the employee and Union stating the grounds for suspension without pay. The Union shall have the right to invoke the grievance procedures set forth in this Agreement at the arbitration level, provided written notification requesting arbitration is sent to the Superintendent within five (5) working days after receipt of the written notice of suspension without pay. The arbitrator's authority shall include a review of whether the suspension without pay, and length thereof, was appropriate considering all circumstances surrounding the action.

18.5. Time of Suspension:

Suspension without pay shall take effect upon receipt by the employee of the written notice of suspension or shall take effect as otherwise indicated in the written notice. The suspension shall continue in effect for the time period provided in the written notice of suspension without pay. The maximum suspension without pay shall not exceed the length of one school year.

18.6. Suspension with Pay:

The parties acknowledge that the District has the right to impose a suspension with pay as a disciplinary action under special circumstances. Such an action on the part of the District would be subject to the just cause standard as provided for suspensions without pay. If used, the suspension with pay shall have the same weight in the progressive process as the same length suspension without pay.

18.7. Application of Suspension Without Pay:

Suspension without pay shall not apply to an employee who is removed from duty pending investigation of allegations, which period shall be covered by a paid Administrative Leave and which shall not be subject to the grievance procedure.

ARTICLE 19 - GRIEVANCE PROCEDURE**19.1. Purpose and Procedure:**

- A. Good morale is maintained, whenever problems arise, by the sincere efforts of all persons concerned working toward constructive solutions in an atmosphere of courtesy, cooperation and good faith. The parties acknowledge that it is desirable for an employee and the employee's immediate supervisor to informally resolve grievances. However, since all matters cannot be resolved satisfactorily in this manner, a formal process must be provided as an alternative. Thus, this formal grievance procedure has been developed as a means of securing, at the lowest possible administrative level, prompt and equitable solutions to those disputes not settled on an informal basis.
- B. The parties agree that grievance proceedings shall be kept as informal and confidential as may be appropriate to any level of the procedure. Further, it is agreed that the investigation and processing of any grievance shall be conducted in a professional manner at such times as not to cause undue interruptions of established work schedules.

19.2. Representative:

The employee may be represented during any step of this procedure by any person or agent designated by such employee to act on the employee's behalf. The District may be represented during any step of this procedure by its designated representative.

19.3. Grievance Definition:

A "grievance" shall mean an allegation by an employee or a group of employees resulting from a dispute or disagreement as to the interpretation or application of any term or terms of this Agreement.

19.4. Definitions and Interpretations:

- A. The term "employee", except where otherwise indicated, is considered to apply to all members of the appropriate unit.
- B. Grievant: An "aggrieved employee" or "grievant" is the employee or employees making the claim.
- C. Time Limits: The time limits provided in the grievance procedure shall be strictly observed but may be extended by written mutual agreement of the parties concerned. In the event a grievance is filed after May 1, of any year, and strict adherence to the time limits may result in hardship to any party, the parties shall make reasonable efforts to process such grievance prior to the end of the school year.
- D. Working Days: Reference to "days" regarding time periods in this procedure shall refer to working days. A working day is defined as all days excluding Saturdays, Sundays and holidays as defined by this Agreement.
- E. Computing Time: In computing any period of time prescribed or allowed by procedures herein, the date of the act, event, or default from which the designated period of time begins to run shall not be included. The last day of the period so computed shall be counted, unless it is a Saturday, Sunday, or a legal holiday, in which event the period runs until the end of the next day which is not a Saturday, Sunday, or legal holiday.
- F. Filing/Service of Process: The filing or service of any notice or document herein shall be timely if it is personally served or if it bears a certified postmark of the United States Postal Service or time stamp on the District's email service to the Superintendent or appropriate District Administrator within the time period.

- G. **Grievance Form:** The grievance form which must be used for filing of grievances shall be provided by the District. Such form shall be readily accessible in all school buildings or electronically available on the District's website. (See Appendix C – Grievance Form)

19.5. Adjustment of Grievance, Time Limitation and Waiver:

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

Informal

If an employee believes there has been a grievance, the employee shall discuss the matter with the responsible supervisor and/or the human resources director within fifteen (15) days of the occurrence of the act which gives rise to the grievance or within fifteen (15) days after the employee acquired or should have acquired knowledge of the facts which give rise to the grievance. If the grievance is not resolved as a result of this meeting, the employee, with the Union's consent, may file a formal written grievance. Failure to grieve at the informal step within the time period set forth above shall be deemed a waiver thereof. Failure to appeal a grievance from one level to another within the periods hereafter provided shall also constitute a waiver of the grievance.

Formal

- A. **Level 1:** The formal written grievance, signed by the employee involved and approved by the Union must be presented to the responsible supervisor within fifteen (15) days after the responsible supervisor and/or Human Resources Director respond to the grievance at the informal step. An employee, with the Union's consent, may file a formal written grievance within fifteen (15) days after the informal grievance submission if no response has been received by that time. The responsible supervisor shall meet with the employee and the employee's Union representative within ten (10) days after receipt of the written grievance and give a written answer to the grievance within seven (7) days of the meeting. The Union has seven (7) days in which to either accept the answer or appeal it in writing to the next level.
- B. **Level 2:** If the grievance has not been resolved in Level 1, it may then be processed to Level 2 by the Union presenting the written grievance to the Superintendent. The Superintendent or his/her designee shall meet within fifteen (15) days after receipt of the written appeal to discuss the problem with the employee and the employee's Union representative. Within ten (10) days of the meeting the Superintendent or his/her designee shall submit his/her written answer to the grievance. The Union has seven (7) days in which to either accept the answer or appeal it in writing to the next level. Such appeal shall be served in the Office of the Superintendent.
- C. **Denial of Grievance:** Failure by the District to issue a decision within the time periods provided herein shall constitute a denial of the grievance, and the Union may appeal it to the next level. This shall not negate the obligation of the District to respond in writing at each level of this procedure.
- D. **Step Waiver:** Provided both parties (the Union and the District) agree in writing, a step of this grievance procedure may be bypassed and the grievance taken directly to the Bureau of Mediation Services (BMS) Grievance Mediation or Arbitration. Grievance mediation is optional and voluntary. If mediation is pursued, the contractual timelines for processing a grievance shall be delayed during the period of mediation. Should the matter be unable to be resolved in mediation, the parties retain the right to move to the Arbitration procedure outlined in Section 19.6.

19.6. Arbitration:

- A. **Procedure:** In the event that the parties (the Union and the District) are unable to resolve a grievance it may be submitted by the Union to arbitration as defined herein.
- B. **Selection of Arbitrator:** Upon submission of a grievance to arbitration under the terms of this procedure, the Union may request a list of seven (7) qualified arbitrators from the Bureau of Mediation Services (BMS). The District and the Union shall determine who is to strike the first name

from the list by the toss of a coin. Each party will then alternately strike names until only one remains, who shall be the arbitrator who shall hear and decide the grievance. The Union and the District shall, within fifteen (15) days after getting the list from the BMS, meet to strike names or attempt to agree upon the selection of an arbitrator. Failure to request an arbitrator from the BMS within the time periods provided herein shall constitute a waiver of the grievance.

- C. Hearing: The grievance shall be heard by a single arbitrator. The grievant may be represented by the Union. The parties shall have the right to a hearing at which time both parties will have the opportunity to submit evidence, offer testimony, present witnesses, and make oral or written arguments relating to the issues before the arbitrator.
- D. Decision: The decision by the arbitrator shall be rendered within thirty (30) days after the close of the hearing. Decisions by the arbitrator in cases properly before him/her shall be final and binding upon the parties, subject; however, to the limitations of arbitration decisions as provided in the P.E.L.R.A. The arbitrator shall issue a written decision and order including findings of fact which shall be based upon substantial and competent evidence presented at the hearing. All witnesses shall be sworn upon oath by the arbitrator.
- E. Expenses: Each party shall bear its own expenses in connection with arbitration, including expenses relating to the party's representatives, witnesses, and any other expenses that the party incurs in connection with presenting its case in arbitration. A transcript or recording shall be made of the hearing at the request of either party. The parties shall share equally fees and expenses of the arbitrator, the cost of the transcript or recording if requested by either or both parties, and any other expenses which the parties mutually agree are necessary for the conduct of the arbitration. However, the party ordering a copy of the transcript shall pay for such copy.
- F. The arbitrator shall not have the power to add to, subtract from, or to modify the terms of the Agreement.

19.7. Election of Remedies and Waiver:

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

ARTICLE 20 - MISCELLANEOUS

20.1. Mileage Allowance:

Mileage allowance shall be paid for authorized use of personal cars in connection with District business in an amount as determined by District policy. The mileage amount shall be in accordance with IRS guidelines.

20.2. Excess Liability Coverage:

The District shall provide liability insurance coverage for employees in excess of the liability coverage carried by the individual employee when their personal automobiles are used for District business.

20.3. Publication of the Agreement:

Copies of this Agreement shall be posted on the District website and made available to all members of the appropriate unit within thirty (30) working days after the Agreement is executed.

20.4. Hold Harmless Clause

The District agrees, subject to the provisions of this section, as a condition of this employment contract, that it shall defend, hold harmless, and indemnify employees from any and all demands, claims, suits, actions and legal proceedings brought against them in his/her individual capacity, or in his/her official capacity as agent and employee of the District, provided the incident arose while the employee was acting within the scope of his/her employment and acting in good faith.

ARTICLE 21 - DURATION**21.1. Term and Reopening Negotiations:**

This Agreement shall remain in full force and effect for a period commencing on July 1, 2023, through June 30, 2025, and thereafter pursuant to P.E.L.R.A. If either party desires to modify or amend this Agreement commencing on July 1, 2025, it shall give written notice of such intent no later than May 1, 2025. Unless otherwise mutually agreed, the parties shall not commence negotiations more than 120 days prior to the expiration of this Agreement.

21.2. Effect:

This Agreement constitutes the full and complete Agreement between the School Board and the exclusive representative representing the custodial/maintenance personnel of the District. The provisions herein relating to terms and conditions of employment supersede any and all prior Agreements, resolutions, practices, District policies, rules or regulations concerning terms and conditions of employment inconsistent with these provisions.

21.3. Finality:

Any matters relating to the current contract term, whether or not referred to in this Agreement, shall not be open for negotiations during the term of this Agreement unless mutually agreed to by both parties.

21.4. Severability:

The provisions of this Agreement shall be severable, and if any provision thereof or the application of any such provision under any circumstances is held invalid, it shall not affect any other provision of this Agreement or the application of any provision thereof.

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SIGNATURES:

IN WITNESS WHEREOF, the parties have executed this Agreement as follows:

For

School Service Employees
SEIU Local 284, CTW
450 Southview Blvd.
So. St. Paul, MN 55075

For

St. Louis Park Public Schools
Independent School District No. 283
6300 Walker Street
St. Louis Park, MN 55416

Union Representative

Chair

Union Steward

Clerk

Asst. Union Steward

Superintendent

Bargaining Team Member

Human Resource Director

Bargaining Team Member

Bargaining Team Member

Dated: _____

Dated: _____

Address to which notices are to be sent:

School Service Employees
SEIU Local 284, CTW
450 Southview Blvd.
So St. Paul, MN 55075

Address to which notices are to be sent:

St. Louis Park Public Schools
Independent School District No. 283
6300 Walker Street
St. Louis Park, MN 55416

SALARY SCHEDULE A: 2023-24

INDEPENDENT SCHOOL DISTRICT NO. 283
CUSTODIAL and GROUNDS
(Effective July 1, 2023)

Step	CLS1	CLS2	CLS3	CLS4	CLS5	CLS6	CLS7
1	\$15.74	\$16.25	\$18.06	\$19.60	\$20.63	\$21.63	\$22.63
2	\$15.99	\$16.50	\$18.31	\$19.85	\$20.88	\$21.88	\$22.88
3	\$16.24	\$16.75	\$18.56	\$20.10	\$21.13	\$22.13	\$23.13
4	\$16.49	\$17.00	\$18.81	\$20.35	\$21.38	\$22.38	\$23.38
5	\$16.74	\$17.25	\$19.06	\$20.60	\$21.63	\$22.63	\$23.63
6	\$17.00	\$17.51	\$19.57	\$21.16	\$22.26	\$23.26	\$24.26
7	\$17.51	\$18.03	\$20.09	\$21.77	\$22.87	\$23.87	\$24.87
8	\$18.03	\$18.54	\$20.60	\$22.38	\$23.48	\$24.48	\$25.48
9	\$18.54	\$19.06	\$21.12	\$23.18	\$24.21	\$25.21	\$26.21
10	\$19.06	\$19.57	\$21.63	\$23.69	\$25.75	\$26.75	\$27.75
11	\$19.31	\$19.83	\$23.18	\$24.72	\$27.30	\$28.30	\$29.30
12	\$19.57	\$20.09	\$23.69	\$25.75	\$27.81	\$28.81	\$29.81
13	\$19.57	\$20.09	\$23.69	\$25.75	\$27.81	\$28.81	\$29.81
14	\$19.57	\$20.09	\$23.69	\$25.75	\$27.81	\$28.81	\$29.81
15	\$20.57	\$21.09	\$24.69	\$26.75	\$28.81	\$29.81	\$30.81
16	\$20.57	\$21.09	\$24.69	\$26.75	\$28.81	\$29.81	\$30.81
17	\$20.57	\$21.09	\$24.69	\$26.75	\$28.81	\$29.81	\$30.81
18	\$20.57	\$21.09	\$24.69	\$26.75	\$28.81	\$29.81	\$30.81
19	\$20.57	\$21.09	\$24.69	\$26.75	\$28.81	\$29.81	\$30.81
20	\$20.82	\$21.34	\$24.94	\$27.00	\$29.06	\$30.06	\$31.06
21	\$20.82	\$21.34	\$24.94	\$27.00	\$29.06	\$30.06	\$31.06
22	\$20.82	\$21.34	\$24.94	\$27.00	\$29.06	\$30.06	\$31.06
23	\$20.82	\$21.34	\$24.94	\$27.00	\$29.06	\$30.06	\$31.06
24	\$20.82	\$21.34	\$24.94	\$27.00	\$29.06	\$30.06	\$31.06
25	\$21.32	\$21.84	\$25.44	\$27.50	\$29.56	\$30.56	\$31.56

Employees in Class 2 or above positions requiring boiler licenses and who are fully licensed for the position assigned, may move two steps per year up to Step 12

Career Increments – built into the schedule above starting at Step 15

After 14 years of credited service @ Step 15: \$1.00 additional per hour

After 19 years of credited service @ Step 20: \$1.25 additional per hour

After 24 years of credited service @ Step 25: \$1.75 additional per hour

SALARY SCHEDULE B: 2024-25

INDEPENDENT SCHOOL DISTRICT NO. 283
CUSTODIAL and GROUNDS
(Effective July 1, 2024)

Class 1 Salary Schedule
Custodian 1

Class 2 Salary Schedule
Custodian 2

Step	CLS1	CLS1 SPEC	CLS1 2ND	Step	CLS2	CLS2 SPEC	CLS2 2ND
1	\$18.00	\$18.25	\$18.50	1	\$18.51	\$18.76	\$19.01
2	\$18.25	\$18.50	\$18.75	2	\$18.78	\$19.03	\$19.28
3	\$18.78	\$19.03	\$19.28	3	\$19.31	\$19.56	\$19.81
4	\$19.31	\$19.56	\$19.81	4	\$19.84	\$20.09	\$20.34
5	\$19.84	\$20.09	\$20.34	5	\$20.37	\$20.62	\$20.87
6	\$20.37	\$20.62	\$20.87	6	\$20.90	\$21.15	\$21.40
7	\$20.63	\$20.88	\$21.13	7	\$21.16	\$21.41	\$21.66
8	\$20.90	\$21.15	\$21.40	8	\$21.43	\$21.68	\$21.93
9	\$21.15	\$21.40	\$21.65	9	\$21.68	\$21.93	\$22.18
10	\$21.65	\$21.90	\$22.15	10	\$22.18	\$22.43	\$22.68
11	\$21.65	\$21.90	\$22.15	11	\$22.18	\$22.43	\$22.68
12	\$21.65	\$21.90	\$22.15	12	\$22.18	\$22.43	\$22.68
13	\$21.65	\$21.90	\$22.15	13	\$22.18	\$22.43	\$22.68
14	\$21.65	\$21.90	\$22.15	14	\$22.18	\$22.43	\$22.68
15	\$22.40	\$22.65	\$22.90	15	\$22.93	\$23.18	\$23.43
16	\$22.40	\$22.65	\$22.90	16	\$22.93	\$23.18	\$23.43
17	\$22.40	\$22.65	\$22.90	17	\$22.93	\$23.18	\$23.43
18	\$22.40	\$22.65	\$22.90	18	\$22.93	\$23.18	\$23.43
19	\$22.40	\$22.65	\$22.90	19	\$22.93	\$23.18	\$23.43
20	\$22.90	\$23.15	\$23.40	20	\$23.43	\$23.68	\$23.93
21	\$22.90	\$23.15	\$23.40	21	\$23.43	\$23.68	\$23.93
22	\$22.90	\$23.15	\$23.40	22	\$23.43	\$23.68	\$23.93
23	\$22.90	\$23.15	\$23.40	23	\$23.43	\$23.68	\$23.93
24	\$22.90	\$23.15	\$23.40	24	\$23.43	\$23.68	\$23.93
25	\$23.15	\$23.40	\$23.65	25	\$23.68	\$23.93	\$24.18

Class 3 Salary Schedule

Custodial Engineer 3

Class 4 Salary Schedule

Grounds Crewmember

Elementary Night Foreman

Step	CLS3	CLS3 SPEC	CLS3 2ND	CLS3 1ST	CLS3 CHIEF	Step	CLS4	CLS4 SPEC	CLS4 2ND	CLS4 1ST	CLS4 CHIEF
1	\$19.63	\$19.88	\$20.13	\$20.38	\$20.63	1	\$21.22	\$21.47	\$21.72	\$21.97	\$22.22
2	\$20.16	\$20.41	\$20.66	\$20.91	\$21.16	2	\$21.79	\$22.04	\$22.29	\$22.54	\$22.79
3	\$20.69	\$20.94	\$21.19	\$21.44	\$21.69	3	\$22.43	\$22.68	\$22.93	\$23.18	\$23.43
4	\$21.22	\$21.47	\$21.72	\$21.97	\$22.22	4	\$23.05	\$23.30	\$23.55	\$23.80	\$24.05
5	\$21.75	\$22.00	\$22.25	\$22.50	\$22.75	5	\$23.87	\$24.12	\$24.37	\$24.62	\$24.87
6	\$22.28	\$22.53	\$22.78	\$23.03	\$23.28	6	\$24.40	\$24.65	\$24.90	\$25.15	\$25.40
7	\$23.87	\$24.12	\$24.37	\$24.62	\$24.87	7	\$25.46	\$25.71	\$25.96	\$26.21	\$26.46
8	\$24.40	\$24.65	\$24.90	\$25.15	\$25.40	8	\$26.52	\$26.77	\$27.02	\$27.27	\$27.52
9	\$24.65	\$24.90	\$25.15	\$25.40	\$25.65	9	\$26.77	\$27.02	\$27.27	\$27.52	\$27.77
10	\$25.15	\$25.40	\$25.65	\$25.90	\$26.15	10	\$27.27	\$27.52	\$27.77	\$28.02	\$28.27
11	\$25.15	\$25.40	\$25.65	\$25.90	\$26.15	11	\$27.27	\$27.52	\$27.77	\$28.02	\$28.27
12	\$25.15	\$25.40	\$25.65	\$25.90	\$26.15	12	\$27.27	\$27.52	\$27.77	\$28.02	\$28.27
13	\$25.15	\$25.40	\$25.65	\$25.90	\$26.15	13	\$27.27	\$27.52	\$27.77	\$28.02	\$28.27
14	\$25.15	\$25.40	\$25.65	\$25.90	\$26.15	14	\$27.27	\$27.52	\$27.77	\$28.02	\$28.27
15	\$25.90	\$26.15	\$26.40	\$26.65	\$26.90	15	\$28.02	\$28.27	\$28.52	\$28.77	\$29.02
16	\$25.90	\$26.15	\$26.40	\$26.65	\$26.90	16	\$28.02	\$28.27	\$28.52	\$28.77	\$29.02
17	\$25.90	\$26.15	\$26.40	\$26.65	\$26.90	17	\$28.02	\$28.27	\$28.52	\$28.77	\$29.02
18	\$25.90	\$26.15	\$26.40	\$26.65	\$26.90	18	\$28.02	\$28.27	\$28.52	\$28.77	\$29.02
19	\$25.90	\$26.15	\$26.40	\$26.65	\$26.90	19	\$28.02	\$28.27	\$28.52	\$28.77	\$29.02
20	\$26.40	\$26.65	\$26.90	\$27.15	\$27.40	20	\$28.52	\$28.77	\$29.02	\$29.27	\$29.52
21	\$26.40	\$26.65	\$26.90	\$27.15	\$27.40	21	\$28.52	\$28.77	\$29.02	\$29.27	\$29.52
22	\$26.40	\$26.65	\$26.90	\$27.15	\$27.40	22	\$28.52	\$28.77	\$29.02	\$29.27	\$29.52
23	\$26.40	\$26.65	\$26.90	\$27.15	\$27.40	23	\$28.52	\$28.77	\$29.02	\$29.27	\$29.52
24	\$26.40	\$26.65	\$26.90	\$27.15	\$27.40	24	\$28.52	\$28.77	\$29.02	\$29.27	\$29.52
25	\$26.65	\$26.90	\$27.15	\$27.40	\$27.65	25	\$28.77	\$29.02	\$29.27	\$29.52	\$29.77

Class 5 Salary Schedule

Custodial Night Foreman (Small Buildings)

Class 6 Salary Schedule

Custodial Night Foreman (Large Buildings)

Grounds Foreman

Carpenter

Painter – Locksmith

Groundshop Mechanic

Step	CLS5	CLS5 SPEC	CLS5 2ND	CLS5 1ST	CLS5 CHIEF	Step	CLS6	CLS6 SPEC	CLS6 2ND	CLS6 1ST	CLS6 CHIEF
1	\$22.28	\$22.53	\$22.78	\$23.03	\$23.28	1	\$23.31	\$23.56	\$23.81	\$24.06	\$24.31
2	\$22.93	\$23.18	\$23.43	\$23.68	\$23.93	2	\$23.96	\$24.21	\$24.46	\$24.71	\$24.96
3	\$23.55	\$23.80	\$24.05	\$24.30	\$24.55	3	\$24.58	\$24.83	\$25.08	\$25.33	\$25.58
4	\$24.19	\$24.44	\$24.69	\$24.94	\$25.19	4	\$25.22	\$25.47	\$25.72	\$25.97	\$26.22
5	\$24.93	\$25.18	\$25.43	\$25.68	\$25.93	5	\$25.96	\$26.21	\$26.46	\$26.71	\$26.96
6	\$26.52	\$26.77	\$27.02	\$27.27	\$27.52	6	\$27.55	\$27.80	\$28.05	\$28.30	\$28.55
7	\$28.11	\$28.36	\$28.61	\$28.86	\$29.11	7	\$29.14	\$29.39	\$29.64	\$29.89	\$30.14
8	\$28.64	\$28.89	\$29.14	\$29.39	\$29.64	8	\$29.67	\$29.92	\$30.17	\$30.42	\$30.67
9	\$28.89	\$29.14	\$29.39	\$29.64	\$29.89	9	\$29.92	\$30.17	\$30.42	\$30.67	\$30.92
10	\$29.39	\$29.64	\$29.89	\$30.14	\$30.39	10	\$30.42	\$30.67	\$30.92	\$31.17	\$31.42
11	\$29.39	\$29.64	\$29.89	\$30.14	\$30.39	11	\$30.42	\$30.67	\$30.92	\$31.17	\$31.42
12	\$29.39	\$29.64	\$29.89	\$30.14	\$30.39	12	\$30.42	\$30.67	\$30.92	\$31.17	\$31.42
13	\$29.39	\$29.64	\$29.89	\$30.14	\$30.39	13	\$30.42	\$30.67	\$30.92	\$31.17	\$31.42
14	\$29.39	\$29.64	\$29.89	\$30.14	\$30.39	14	\$30.42	\$30.67	\$30.92	\$31.17	\$31.42
15	\$30.14	\$30.39	\$30.64	\$30.89	\$31.14	15	\$31.17	\$31.42	\$31.67	\$31.92	\$32.17
16	\$30.14	\$30.39	\$30.64	\$30.89	\$31.14	16	\$31.17	\$31.42	\$31.67	\$31.92	\$32.17
17	\$30.14	\$30.39	\$30.64	\$30.89	\$31.14	17	\$31.17	\$31.42	\$31.67	\$31.92	\$32.17
18	\$30.14	\$30.39	\$30.64	\$30.89	\$31.14	18	\$31.17	\$31.42	\$31.67	\$31.92	\$32.17
19	\$30.14	\$30.39	\$30.64	\$30.89	\$31.14	19	\$31.17	\$31.42	\$31.67	\$31.92	\$32.17
20	\$30.64	\$30.89	\$31.14	\$31.39	\$31.64	20	\$31.67	\$31.92	\$32.17	\$32.42	\$32.67
21	\$30.64	\$30.89	\$31.14	\$31.39	\$31.64	21	\$31.67	\$31.92	\$32.17	\$32.42	\$32.67
22	\$30.64	\$30.89	\$31.14	\$31.39	\$31.64	22	\$31.67	\$31.92	\$32.17	\$32.42	\$32.67
23	\$30.64	\$30.89	\$31.14	\$31.39	\$31.64	23	\$31.67	\$31.92	\$32.17	\$32.42	\$32.67
24	\$30.64	\$30.89	\$31.14	\$31.39	\$31.64	24	\$31.67	\$31.92	\$32.17	\$32.42	\$32.67
25	\$30.89	\$31.14	\$31.39	\$31.64	\$31.89	25	\$31.92	\$32.17	\$32.42	\$32.67	\$32.92

If used, CLS 7 rates are \$1.00/hr over the CLS 6 rates shown.

If used, CLS 8 rates are \$2.00/hr over the CLS 6 rates shown.

Employees in Class 2 or above positions requiring boiler licenses and who are fully licensed for the position assigned, may move two steps per year up to Step 9. Fully Licensed for Class 2 = a current Specialist Boiler License. Fully Licensed for Class 3 or above = a current Second Class Boilers License.

Career Increments – built into the schedule above starting at Step 10

After 9 years of credited service @Step 10: \$.50 additional per hour

After 14 years of credited service @Step 15: \$1.25 additional per hour

After 19 years of credited service @Step 20: \$1.75 additional per hour

After 24 years of credited service @Step 25: \$2.00 additional per hour

APPENDIX A: CUSTODIAL/MAINTENANCE POSITIONS

CLASS 1 (A11)

Custodian 1

CLASS 2 (A12)

Custodian 2

Food Delivery Driver

Mail Delivery Driver

CLASS 3 (B21)

Custodian-Engineer

CLASS 4 (B22)

Elementary Night Foreman

Grounds Crewmember

CLASS 5 (B23)

Custodial Foreman (Days)

Custodial Foreman (Large Building Nights) 2023-24

Grounds Foreman 2023-24

CLASS 6 (B24)

Custodial Foreman (Large Building Nights) Effective July 1, 2024

Grounds Foreman Effective July 1, 2024

CLASS 7 (B24)

Carpenter

Grounds Shop Mechanic

Painter, Painter/Locksmith

CLASS 8 (B31)

Mechanic/Welding Specialist

Electrical Repair Specialist

Mechanical Systems Specialist

Plumbing Repair Specialist

The “Head” positions in Class 7 will be used when there is no Building Operations Supervisor or other supervisory position and the “Head” reports directly to the Facilities Manager.

APPENDIX B: Provisions that apply to employees hired prior to specified dates:**Retiree Health Insurance (formerly Article 11.6 for employees hired prior to 7-1-2005)****A11.6. District Medical Insurance Contribution for Eligible Retirees (hired prior to July 1, 2005):**

- A. Eligibility: Full-time custodial/maintenance personnel who were hired prior to July 1, 2005, have not elected the Health Care Savings Plan option in Section 11.7, and have completed at least twenty (20) years of continuous service with the District who are at least (55) years of age shall be eligible for insurance contribution pursuant to the provisions of this section upon submission of a written resignation accepted by the School Board. Such benefits shall not be granted to any employee who is discharged for cause by the District.
- B. An eligible employee retiring pursuant to this section shall be eligible for insurance benefits as provided in this section.
- C. The employee shall be eligible to continue participation in the District group medical insurance program if permitted by the terms of the policy with the insurance carrier, until the date of the age of Medicare eligibility. Except as otherwise provided in Section 11.6.E, the employee shall pay the entire premium for such coverage.
- D. Except as noted in Section 11.6.E., the District shall contribute the dollar amount provided in Section 11.2 of this Article, in effect at the time of the employee's retirement until the employee reaches the age of Medicare eligibility or the expiration of six (6) years from the date of the employee's retirement, whichever occurs first. The portion of the premium not contributed by the District shall be borne by the employee.
- E. For full-time custodial/maintenance personnel who have completed at least thirty (30) years of continuous service with the District and who are at least fifty-five (55) years of age, the District shall contribute the dollar amount provided in Section 11.2 of this Article, in effect at the time of the employee's retirement until the employee reaches the age of Medicare eligibility or the expiration of eight (8) years from the date of the employee's retirement, whichever occurs first. The portion of the premium not contributed by the District shall be borne by the employee.
- F. An employee who has reached the age of Medicare eligibility and has maintained continuous coverage under this section, and has a spouse who is not Medicare eligible shall be eligible to purchase the District health insurance program at group rates covering such spouse by paying the entire premium for such coverage, until such time that the spouse reaches the age of Medicare eligibility or upon the expiration of six years from the date the employee became eligible for Medicare; whichever occurs first.
- G. It is the responsibility of the employee to make arrangements with the school Business Office to pay to the District such monthly premium amounts, payable by the employee, in advance and on such date as determined by the District.

APPENDIX C: GRIEVANCE FORM

CUSTODIAL AND GROUNDS EMPLOYEES

GRIEVANCE REPORT FORM

St. Louis Park Public Schools

Name: _____

Building: _____

Date Grievance Occurred: _____

Statement of Facts:

Specific Provisions of Agreement Allegedly Violated:

Particular Relief Sought:

Dated: _____

Signature of Grievant

APPENDIX D: MINNESOTA EARNED SICK AND SAFE TIME EMPLOYEE NOTICE

Employees in Minnesota are entitled to earned sick and safe time, a form of paid leave. Employees must accrue at least one hour of earned sick and safe time for every 30 hours they work, up to at least 48 hours in a year. As a regular employee working at least four hours per day or more, the earned sick leave plan in your employee agreement is more generous than required in [Minnesota Statutes § 181.9447, subdivision 9](#) and incorporates the definitions of time off under the statute. If you are a temporary employee or an employee who is scheduled to work less than four hours per day, then you will receive the earned sick and safe leave of one hour of earned sick and safe time for every 30 hours they work, up to at least 48 hours in a year as specified in [Minnesota Statutes § 181.9447, subdivision 9](#). A year for purposes of the employee's earned sick and safe time accrual is: July 1st to June 30th each year.

The earned sick and safe time hours the employee has available, as well as those that have been used in the most recent pay period, must be indicated on the employee's earnings statement that they receive at the end of each pay period. Earned sick and safe time must be paid at the same hourly rate employees earn from employment. Employees are not required to seek or find a replacement for their shift to use earned sick and safe time. They may use earned sick and safe time for all or part of a shift, depending on their need.

Earned sick and safe time can be used for:

- an employee's mental or physical illness, treatment or preventive care;
- the mental or physical illness, treatment or preventive care of an employee's family member;
- absence due to domestic abuse, sexual assault or stalking of an employee or their family member;
- closure of an employee's workplace due to weather or public emergency or closure of their family member's school or care facility due to weather or public emergency; and
- when determined by a health authority or health care professional that an employee or their family member is at risk of infecting others with a communicable disease.

Notifying employer, documentation

An employer can require their employees to provide up to seven days of advance notice when possible (for example, when an employee has a medical appointment scheduled in advance) before using sick and safe time. An employer can also require their employees to provide certain documentation regarding the reason for their use of earned sick and safe time if they use it for more than three consecutive days.

For regular full and part-time employees scheduled at least four hours per day or more, you should refer to your employee agreement about reporting sick time off. In general, you should report your time off using the district's online time off reporting system. If an employee plans to use earned sick and safe time for an appointment, preventive care or another permissible reason they know of in advance, they should enter that time off request in the online time off system as far in advance as possible, but at least two days in advance. In situations where an employee cannot provide advance notice, the employee should, should report that absence as soon as possible and before the start of your shift if possible.

For temporary employees who typically work less than four hours per day or casual employees who do not work five days per week on a regular basis, if you need to request time off you should notify your supervisor to record the time off as far in advance as possible. If a temporary employee plans to use earned sick and safe time for an appointment, preventive care or another permissible reason they know of in advance, they should notify their

supervisor as far in advance as possible, but at least two days in advance. In situations where a temporary employee cannot provide advance notice, the employee should, should report that absence to their supervisor as soon as possible and before the start of the shift that day, if possible.

Retaliation, right to file complaint

It is against the law for an employer to retaliate, or to take negative action, against an employee for using or requesting earned sick and safe time or otherwise exercising their earned sick and safe time rights under the law. If an employee believes they have been retaliated against or improperly denied earned sick and safe time, they can file a complaint with the Minnesota Department of Labor and Industry. They can also file a civil action in court for earned sick and safe time violations.

For more information

Contact the Minnesota Department of Labor and Industry's Labor Standards Division at 651-284-5075 or <https://www.dli.mn.gov/laborlaw> or visit the department's earned sick and safe time webpage at <https://dli.mn.gov/sick-leave>

This document contains important information about your employment. Check the box at the left and give it to Human Resources or your supervisor to receive the information in this language.

Spanish/Español	Este documento contiene información importante sobre su empleo. Marque la casilla a la izquierda para recibir esta información en este idioma.
Hmong/Hmoob	Daim ntawv no muaj cov xov tseem ceeb hais txog thaum koj ua hauj lwj. Khij lub npauv ntawm sab laug yog koj xav tau cov xov tseem ceeb no txhais ua lus Hmoob.
Vietnamese/Việt ngữ	Tài liệu này chứa thông tin quan trọng về việc làm của quý vị. Đánh dấu vào ô bên trái để nhận thông tin này bằng Việt ngữ.
Simp. Chinese/简体中文	本文件包含与您的雇用相关的重要信息。勾选左边的方框将接收以这种语言提供的信息。
Russian/русский	Данный документ содержит важную информацию о вашем трудоустройстве. Отметьте галочкой квадрат слева для получения этой информации на данном языке.
Somali/Soomaali	Dokumentigan waxaa ku qoran macluumaad muhiim ah oo ku saabsan shaqadaada. Calaamadi sanduugan haddii aad rabto inaad macluumaadkan ku hesho luqaddan.
Laotian/ລາວ	ເອກະສານນີ້ມີຂໍ້ມູນທີ່ສໍາຄັນກ່ຽວກັບການຈ້າງງານຂອງທ່ານ. ກວດເບິ່ງກ່ອງທີ່ຢູ່ເບື້ອງຊ້າຍເພື່ອຮັບຂໍ້ມູນນີ້ໃນພາສາລາວ.
Korean/한국어	이 문서에는 귀하의 고용 형태에 관련된 중요한 정보가 담겨있습니다. 이 언어로 이 정보를 받기를 원하시면 왼쪽 상자에 체크하여 주세요.
Tagalog/Tagalog	Ang dokumentong ito ay nagtataglay ng mahalagang impormasyon tungkol sa iyong pagtatrabaho. Lagyan ng tsek ang kahon sa kaliwa upang matanggap ang impormasyong ito sa wikang ito.
Oromo/Oromoo	Waraqaan kun waayee hojii keetii odeeffannoo barbaachisoo ta'an qabatee jira. Saaxinnii karaa bitaatti argamu kana irratti mallattoo godhi yoo afaan Kanaan barreeffama argachuu barbaadde.
Amharic/አማርኛ	ይህ ደብዳቤ ለአብዛኞቹ ሰራተኛ አስፈላጊ መረጃ የያዘ ነው። ይህንን ደብዳቤ በስተግራ በኩል ባለው ቋንቋ ተተርጉሞ እንዲሰጥ ከፈለጉ በዛው በስተግራ በኩል ባለው ሳጥን ውስጥ ምልክት ያድርጉ።
Karen/ကညီကျိာ်	လိာ်တိလိာ်မိတခါအံၤဟံၤတၢ်ဂ့ၢ်တၢ်ကျိၢ်အကါဒိၣ်လၢအတၢ်အံၤဒီးတၢ်ပံးတၢ်မၤန့ၣ်လီၤ. တၢ်ဒိၣ်တၢ်အံၤအတၢ်တကၤလၢတၢ်ကဒိၣ်တၢ်ဂ့ၢ်တၢ်ကျိၢ်လၢအတၢ်အံၤအဂီၢ်တက့ၢ်.
Arabic/العربية	يحتوي هذا المستند على معلومات مهمة حول عملك. ضع علامة في المربع على اليمين للحصول على هذه المعلومات في هذه اللغة.

ST. LOUIS PARK PUBLIC SCHOOLS - DISTRICT 283
A DETAILED ANALYSIS OF THE FINAL LEVY BY FUND

GENERAL FUND

				Dollar Change	Percent Change
		Proposed Payable 2024	Final Payable 2023	Payable 2024 to 2023	Payable 2024 to 2023
Referendum levy authority/Local optional	* x	\$ 14,446,635.29	\$ 14,044,638.32	\$ 401,997	2.86%
<i>Prior Year Levy Adjustment</i>		\$ 773,329.17	\$ 870,780.04	\$ (97,451)	-11.19%
Equity	*	\$ 245,150.00	\$ 245,150.00	\$ -	0.00%
<i>Prior Year Levy Adjustment</i>		\$ 163.50	\$ (2,393.00)	\$ 2,557	-106.83%
Transition	*	\$ 107,277.64	\$ 107,277.64	\$ -	0.00%
<i>Prior Year Levy Adjustment</i>		\$ 71.55	\$ (1,047.18)	\$ 1,119	-106.83%
Capital project referendum	x	\$ 3,946,885.92	\$ 3,563,578.00	\$ 383,308	10.76%
Operating capital	*	\$ 1,018,025.07	\$ 906,029.92	\$ 111,995	12.36%
<i>Prior Year Levy Adjustment</i>		\$ (9,036.92)	\$ (14,348.43)	\$ 5,312	-37.02%
Alternative teacher compensation	*	\$ 421,790.46	\$ 434,366.82	\$ (12,576)	-2.90%
<i>Prior Year Levy Adjustment</i>		\$ (24,086.83)	\$ (4,857.84)	\$ (19,229)	395.83%
Achievement and integration	*	\$ 257,901.72	\$ 251,126.80	\$ 6,775	2.70%
<i>Prior Year Levy Adjustment</i>		\$ (7,812.88)	\$ (8,019.14)	\$ 206	-2.57%
Reemployment insurance		\$ 389,422.00	\$ 50,000.00	\$ 339,422	678.84%
<i>Prior Year Levy Adjustment</i>		\$ (50,000.00)	\$ (60,000.00)	\$ 10,000	-16.67%
Safe schools		\$ 176,508.00	\$ 176,508.00	\$ -	0.00%
Safe schools intermediate		\$ 73,545.00	\$ 73,545.00	\$ -	0.00%
<i>Prior Year Levy Adjustment</i>		\$ (4,525.23)	\$ (10,243.86)	\$ 5,719	-55.82%
Judgment		\$ - .00	\$ 360,945.06	\$ (360,945)	-100.00%
Career technical	*	\$ 307,844.37	\$ 236,118.26	\$ 71,726	30.38%
<i>Prior Year Levy Adjustment</i>		\$ (47,184.50)	\$ (24,773.08)	\$ (22,411)	90.47%
OPEB		\$ 128,000.00	\$ 209,095.26	\$ (81,095)	-38.78%
<i>Prior Year Levy Adjustment</i>		\$ (30,339.98)	\$ (2,668.00)	\$ (27,672)	1037.18%
Long-term facilities	*	\$ 1,078,068.37	\$ 1,069,273.86	\$ 8,795	0.82%
<i>Prior Year Levy Adjustment</i>	*	\$ 1,242.60	\$ (45,090.80)	\$ 46,333	-102.76%
Building leases		\$ 684,765.20	\$ 746,244.80	\$ (61,480)	-8.24%
<i>Prior Year Levy Adjustment</i>		\$ (485,252.51)	\$ (316,418.93)	\$ (168,834)	53.36%
Facility and equipment bond adjust		\$ (68,250.00)	\$ (68,250.00)	\$ -	0.00%
TIF Adjustment		\$ - .00	\$ - .00	\$ -	0.00%
Abatements	*	\$ 276,366.95	\$ 104,506.43	\$ 171,861	164.45%
<i>Prior Year Levy Adjustment</i>		\$ - .00	\$ - .00	\$ -	
GENERAL FUND TOTALS		\$ 23,606,503.96	\$ 22,891,073.95	\$ 715,430	3.13%

Notes:

- ! District must levy the maximum amount for this component
- x Voter-approved
- * Equalized formula; underlevy could result in the loss of state aid

ST. LOUIS PARK PUBLIC SCHOOLS - DISTRICT 283
A DETAILED ANALYSIS OF THE PRELIMINARY LEVY BY FUND

COMMUNITY SERVICE FUND

				Dollar Change	Percent Change
		Proposed Payable 2024	Final Payable 2023	Payable 2024 to 2023	Payable 2024 to 2023
Community education levy	*	\$ 368,444.49	\$ 344,726.20	\$ 23,718	6.88%
Early childhood levy	*	\$ 196,770.98	\$ 216,123.64	\$ (19,353)	-8.95%
<i>Prior Year Levy Adjustment</i>		\$ (10,553.61)	\$ (46.64)	\$ (10,507)	22527.81%
Home visitation levy	*	\$ 9,978.00	\$ 9,978.00	\$ -	0.00%
<i>Prior Year Levy Adjustment</i>		\$ 180.83	\$ 330.00	\$ (149)	-45.20%
School age care	*	\$ 450,000.00	\$ 450,000.00	\$ -	0.00%
<i>Prior Year Levy Adjustment</i>		\$ 2,041.29	\$ 24,911.02	\$ (22,870)	-91.81%
Adults with disabilities		\$ 5,895.11	\$ 7,500.00	\$ (1,605)	-21.40%
Abatements	*	\$ 13,478.29	\$ 3,935.66	\$ 9,543	242.47%
COMMUNITY SERVICE FUND TOTALS		\$ 1,036,235.38	\$ 1,057,457.88	\$ (21,223)	-2.01%

DEBT SERVICE FUND

				Dollar Change	Percent Change
		Proposed Payable 2024	Final Payable 2023	Payable 2024 to 2023	Payable 2024 to 2023
Scheduled Principal and Interest (105%)					
(Voter Approved)	! x	\$ 17,438,460.00	\$ 17,129,657.67	\$ 308,802	1.80%
(LTFM/Capital Facilities)	!	\$ 2,252,828.00	\$ 2,233,140.00	\$ 19,688	0.88%
Reduction for Debt Excess					
(Voter Approved)	x	\$ (626,113.96)	\$ (232,018.98)	\$ (394,095)	-69.85%
(LTFM/Capital Facilities)		\$ (80,885.89)	\$ (61,145.79)	\$ (19,740)	67.72%
Prior Year Levy Adjustments/Abatements					
(Voter Approved)	x	\$ 186,902.23	\$ 85,928.86	\$ 100,973	117.51%
DEBT SERVICE FUND TOTALS		\$ 19,171,190.38	\$ 19,155,561.76	\$ 15,629	0.08%
Levy Grand Total		\$ 43,813,929.72	\$ 43,104,093.59	\$ 709,836	1.65%

Notes:

! District must levy the maximum amount for this component

x Voter-approved

* Equalized formula; underlevy could result in the loss of state aid

Minnesota Department of Education
Levy Limitation and Certification Report
2023 Payable 2024

District Number-Type: 0283-01
District Name: St. Louis Park Public School District
Home County: HENNEPIN

Date Printed: 12/5/23
Limits Updated: 11/28/23
Certified Submitted: 12/5/23

	LIMIT	PROPOSED	CERTIFIED
SUBTOTALS BY LEVY CATEGORY			
GENERAL - RMV VOTER	11,668,761.73	11,668,761.73	11,668,761.73
GENERAL - RMV OTHER	3,903,865.42	3,903,865.42	3,903,865.42
GENERAL - NTC VOTER	3,946,885.92	3,946,885.92	3,946,885.92
GENERAL - NTC OTHER	4,086,990.89	4,086,990.89	4,086,990.89
COMMUNITY SERVICE - NTC OTHER	1,036,235.38	1,036,235.38	1,036,235.38
GENERAL DEBT - NTC VOTER	16,999,248.27	16,999,248.27	16,999,248.27
GENERAL DEBT - NTC OTHER	2,171,942.12	2,171,942.12	2,171,942.12
OPEB DEBT - NTC VOTER	0.00	0.00	0.00
OPEB DEBT - NTC OTHER	0.00	0.00	0.00
SUBTOTALS BY FUND			
GENERAL FUND	23,606,503.96	23,606,503.96	23,606,503.96
COMMUNITY SERVICES FUND	1,036,235.38	1,036,235.38	1,036,235.38
GENERAL DEBT SERVICE FUND	19,171,190.39	19,171,190.39	19,171,190.39
OPEB/PENSION DEBT SERVICE FUND	0.00	0.00	0.00
SUBTOTALS BY TAX BASE			
REFERENDUM MARKET VALUE	15,572,627.15	15,572,627.15	15,572,627.15
NET TAX CAPACITY	28,241,302.58	28,241,302.58	28,241,302.58
SUBTOTALS BY TRUTH IN TAXATION CATEGORY			
VOTER APPROVED	32,614,895.92	32,614,895.92	32,614,895.92
OTHER	11,199,033.81	11,199,033.81	11,199,033.81
TOTAL LEVY			
TOTAL LEVY	43,813,929.73	43,813,929.73	43,813,929.73

The school district must submit the completed original of this form to the home county auditor by December 28, 2023. A duplicate form must be submitted to Minnesota Department of Education, School Finance Division, 400 NE Stinson Blvd., Minneapolis, MN 55413, by January 7, 2024.

The certified levy listed above is the levy voted by the school board for taxes payable in 2024.

Signature of School Board Clerk _____

Date of Certification _____