

**INDEPENDENT SCHOOL
DISTRICT #624**



**SCHOOL BOARD
MEETING PACKET**

January 13, 2025

Independent School District No. 624

MISSION STATEMENT

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

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

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

To: Members of the School Board

From: Dr. Wayne Kazmierczak
Superintendent of Schools

Date: January 8, 2025

A meeting of the White Bear Lake Area School Board will be held on **Monday, January 13, 2025** at 5:30 p.m. in Room 112 at District Center, 4855 Bloom Avenue, White Bear Lake, MN. This meeting is open to the public.

AGENDA

A. PROCEDURAL ITEMS

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

B. PUBLIC FORUM

During the Public Forum any person may address the School Board on a topic of interest or concern. Listed below are the procedures.

1. Speakers must reside in the District, be a guardian of a student(s) in the District, be a student in the District or be employed by the District. The School Board will give priority to individuals who wish to address a specific item that is on the agenda for that meeting. After this priority has been applied, any remaining openings to speak - up to the total of ten individuals - will be determined by lot.
2. Public Forum will be open for up to 30 minutes. (3 minutes per speaker, 10 minutes per topic, no more than 3 speakers per topic). Speakers are encouraged to avoid repeating comments that other speakers have made.
3. Those who wish to address the School Board must submit a written request to speak before 3:00 pm on the day of the School Board meeting. Requests must be submitted to the following email address: publiccomment@isd624.org, or by phone at 651-407-7563.

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

C. INFORMATION ITEMS

1. Overview of Welcome to White Bear and Update on Registration Information for 2025-26
2. Superintendent's Report

D. DISCUSSION ITEMS

E. OPERATIONAL ITEMS

1. Action on School Board Operating Procedures for 2025
2. Action on School Board Members' Compensation for 2025
3. Action on Appointment of Intermediate School District 916 Representative for 2025
4. Action on Regular and Work Session Meeting Schedule for 2025-26
5. Action on Official Publication for the School District for 2025
6. Action on Appointment of Compliance Officers
7. Action on Local Education Agency Authorization
8. Action on Designation of Legal Counsel

9. Action on Official Depositories for the School District Funds and Authorized Bank Accounts and Signatures
10. Action on Annual Authorization Allowing Administration to Contract for Budgeted Items
11. Action on Annual Resolution to Increase Micro Purchase Threshold
12. Action on School Board Policies:
 - a. 501, School Weapons Policy;
 - b. 526, Hazing Prohibition.

F. BOARD FORUM

G. ADJOURNMENT

A. PROCEDURAL ITEMS

AGENDA ITEM: **Oath of Office**

MEETING DATE: **January 13, 2025**

SUGGESTED DISPOSITION: **Procedural Item**

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

BACKGROUND:

The following Oath of Office will be administered by Dr. Wayne Kazmierczak, Superintendent, to newly elected School Board members Angela Thompson, Scott Arcand, and Dan Skaar.

Oath of Office

I affirm that I will support the Constitution of the United States and of this state, and that I will discharge faithfully the duties of the office of school board member of Independent School District No. 624 to the best of my judgment and ability.

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

MEETING DATE: **January 13, 2025**

SUGGESTED DISPOSITION: **Procedural Item**

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

BACKGROUND:

The acting Board Chair will facilitate the selection of Board Chair. The elected Board Chair will then facilitate the selection of Vice-Chair, Clerk, and Treasurer for 2025.

The new officers must be nominated and elected:

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

Board member _____ nominates _____

Roll Call Vote or Elected by Acclamation

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

Board member _____ nominates _____

Roll Call Vote or Elected by Acclamation

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

Board member _____ nominates _____

Roll Call Vote or Elected by Acclamation

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

Board member _____ nominates _____

Roll Call Vote or Elected by Acclamation

AGENDA ITEM: **Consent Agenda**
MEETING DATE: **January 13, 2025**
SUGGESTED DISPOSITION: **Action Items**
CONTACT PERSON(S): **Dr. Wayne Kazmierczak, Superintendent**

BACKGROUND:

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

Consent Agenda

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

RECOMMENDED ACTION:

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

AGENDA ITEM: **School Board Minutes**

MEETING DATE: **January 13, 2025**

SUGGESTED DISPOSITION: **Action Item**

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

BACKGROUND:

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

RECOMMENDED ACTION:

Approve minutes.

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

A meeting of the White Bear Lake Area School Board was held on **Monday, December 9, 2024** at 5:30 p.m. in Room 112 at District Center, 4855 Bloom Avenue, White Bear Lake, MN. This meeting was open to the public and a recording is posted on the website.

AGENDA

A. PROCEDURAL ITEMS

1. Chair Ellison called the meeting to order at 5:30 p.m.
2. Roll Call - Present: Beloyed, Daniels, Ellison, Newmaster, Streiff Oji, Thompson, Arcand. Absent: none.
3. Pledge of Allegiance.
4. Beloyed moved and Newmaster seconded to approve the agenda as presented.
Voice vote: Ayes, Beloyed, Daniels, Ellison, Newmaster, Streiff Oji, Thompson, Arcand. Nays, none. Motion carried.
5. Daniels moved and Newmaster seconded to approve the consent agenda consisting of:
 - a) Minutes for Board meeting on November 12, 2024, and November 25, 2024;
 - b) Invoices based upon a random sample, all of which met the standards and guidelines as set by the School Board;
 - c) Resolution regarding acceptance of gifts with thank you letters directed to the donors;
 - d) Field trips;
 - e) Resolution regarding personnel items to include:
 - ❖ **RESIGNATION/TERMINATION/NON-RENEWAL - CERTIFIED STAFF**
MOLLY MUELLER
Psychologist - Willow Lane Elementary
Employed by District 624 since 08/30/2021
Effective Date: 12/20/2024
 - ❖ **RESIGNATION/TERMINATION/NON-RENEWAL - CLASSIFIED STAFF**
VICKIE BJORKMAN
Nutrition Service Assistant - WBLAHS
Employed by District 624 since 09/03/2024
Effective Date: 11/26/2024
 - ELIZABETH EINCK
Paraeducator - WBLAHS
Employed by District 624 since 10/09/2023
Effective Date: 12/06/2024
 - ANGELICA SOLANO MERINO
OST Program Assistant - Vadnais Heights Elementary
Employed by District 624 since 9/18/2020
Effective Date: 10/8/2024
 - REGINA GARCIA
Paraeducator - WBLAHS
Employed by District 624 since 09/16/2024
Effective Date: 12/03/2024
 - GREGORY HEBERT

Bus Driver - Bus Garage
Employed by District 624 since 04/06/2020
Effective Date: 09/03/2024

STEVEN JOHNSON

Custodian - Lincoln Elementary
Employed by District 624 since 02/28/2022
Effective Date: 11/12/2024

SAVANNAH LANE

Paraeducator - WBLAHS
Employed by District 624 since 09/03/2024
Effective Date: 12/06/2024

LUCERO LOPEZ

OST Program Assistant - Willow Lane Elementary
Employed by District 624 since 9/25/2024
Effective Date: 10/30/2024

AMANDA JOSEPHSON

Accounts Payable - District Center
Employed by District 624 since 09/19/2022
Effective Date: 12/05/2024

JOAN MANN

Bus Driver - Bus Garage
Employed by District 624 since 11/08/2021
Effective Date: 09/03/2024

EVERETT MYER

Bus Driver - Bus Garage
Employed by District 624 since 11/08/2021
Effective Date: 09/30/2024

MARY PERRY

Bus Aide - Bus Garage
Employed by District 624 since 05/16/2022
Effective Date: 11/07/2024

THERESA RANCH

Nutrition Service Assistant - Mariner Middle School
Employed by District 624 since 05/02/2023
Effective Date: 12/02/2024

ADAM SENARIGHI

Theatre Technician - District Wide
Employed by District 624 since 08/21/2023
Effective Date: 08/26/2024

KEVIN SIEBENALER

Custodian - Willow Lane Elementary
Employed by District 624 since 10/01/2008
Effective Date: 11/15/2024

❖ **RETIREMENT - CERTIFIED STAFF**

LYNN FARLEY

Bus Aide - Bus Garage
Employed by District 624 since 09/13/2011
Effective Date: 11/06/2024

❖ **RETIREMENT - CLASSIFIED STAFF**

BARBARA LINDEMER

Media Clerk - Matoska International

Employed by District 624 since 08/24/2000

Effective Date: 01/24/2025

TAMELA WANLESS

Nutrition Service Production Lead - WBLAHS

Employed by District 624 since 09/23/1997

Effective Date: 10/03/2024

❖ **CHANGE IN ASSIGNMENT - CLASSIFIED STAFF**

HOLLI BRAASCH

Nutrition Services Assistant - Mariner Middle School

From 18.75/hrs To 22.5/hrs

Effective Date: 11/14/2024

MARY VOSS

From Nutrition Services Assistant - WBLAHS

To Nutrition Services Assistant - Lakeaires Elementary

From 28.75/hrs To 15/hrs

Effective Date: 11/06/2024

APRIL MONIGOLD

Nutrition Services Assistant - Mariner Middle School

From 17.5/hrs To 22.5/hrs

Effective Date: 09/02/2024

TAMARA SCARAMUZZO

Nutrition Services Assistant - Mariner Middle School

From 18.75/hrs To 22.5/hrs

Effective Date: 09/02/2024

JENNIFER SCHULENBERG

Nutrition Services Assistant - Mariner Middle School

From 17.5/hrs To 22.5/hrs

Effective Date: 09/02/2024

JAEMI WILL

Nutrition Services Assistant - Mariner Middle School

From 17.5/hrs To 22.5/hrs

Effective Date: 09/02/2024

❖ **CHANGE IN ASSIGNMENT - NON-AFFILIATED STAFF**

SYNDEY KEENAN

From OST Program Assistant - Lincoln and Vадnais Heights Elementary

To OST Site Leader - Lincoln Elementary

Effective Date: 12/02/2024

❖ **FULL-TIME LEAVE OF ABSENCE - CERTIFIED STAFF**

CARLA FINKE

Special Education Teacher - TEC

Employed by District 624 since 08/24/2000

Effective Date: 8/26/2024 - 11/20-2024

KARI REED

Math Teacher - WBLAHS

Employed by District 624 since 08/24/2015

Effective Date: 8/26/2024 - 11/15/2024

SHIRLEY YANG

School Counselor - WBLAHS

Employed by District 624 since 08/30/2024

Effective Date: 9/03/2024 - 11/22/2024

❖ **FULL-TIME LEAVE OF ABSENCE - CLASSIFIED STAFF**

IRENE NETO

Paraeducator - WBLAHS

Employed by District 624 since 01/26/2024

Effective Date: 09/02/2024 - 11/01/2024

HUONG NGUYEN

Paraeducator - WBLAHS

Employed by District 624 since 09/02/2019

Effective Date: 12/03/2024 - 06/06/2025

THERESA RANCH

Nutrition Service Assistant - Mariner Middle School

Employed by District 624 since 05/02/2023

Effective Date: 09/02/2024 - 11/02/2024

AMANDA TAYLOR

Paraeducator - Mariner Middle School

Employed by District 624 since 09/06/2021

Effective Date: 09/02/2024 - 11/26/2024

❖ **NEW PERSONNEL - CERTIFIED STAFF**

GRACE BROWN

ELL Teacher - Lakeaires and Lincoln Elementary

1.0 FTE MA Step 10 \$42,258

Effective Date: 12/02/2024

HANNA THIELEN

ELL Teacher - Otter Lake Elementary

1.0 FTE MA Step 7 \$43,628

Effective Date: 12/02/2024

❖ **NEW PERSONNEL - CLASSIFIED STAFF**

ELISEO DAVILA

Custodian - WBLAHS

\$22.79 per hour 40 hours per week

Effective Date: 11/25/2024

AMBER DUNN

Paraeducator - Central Middle School

\$22.91 per hour 32.5 hours per week

Effective Date: 11/15/2024

BRAYLON LANE

Student Supervisor - ALC

\$22.91 per hour 22.5 hours per week

Effective Date: 11/11/2024

CORY LEEGARD

Paraeducator - WBLAHS

\$22.91 per hour 32.5 hours per week

Effective Date: 11/11/2024

ANGEL METEKU

Paraeducator - WBLAHS

\$22.91 per hour 32.5 hours per week

Effective Date: 11/25/2024

ANDREA PARISEAU

Paraeducator - Mariner Middle School

\$22.91 per hour 32.5 hours per week

Effective Date: 11/18/2024

LYNNE POLLAK

Nutrition Service Assistant - WBLAHS

\$19.31 per hour 18.75 hours per week

Effective Date: 11/25/2024

PAYTON POPE

Paraeducator - WBLAHS

\$22.91 per hour 32.5 hours per week

Effective Date: 12/02/2024

SYDNEY THOR

Paraeducator - Normandy Park

\$22.91 per hour 24 hours per week

Effective Date: 12/02/2024

JARED VICK

Paraeducator - Central Middle School

\$22.91 per hour 32.5 hours per week

Effective Date: 11/22/2024

APRIL WAGNER

Nutrition Service Assistant - Otter Lake Elementary

\$19.31 per hour 15 hours per week

Effective Date: 12/02/2024

BEVERLY WARZEKA

Nutrition Service Assistant - WBLAHS

\$19.31 per hour 18.75 hours per week

Effective Date: 11/25/2024

❖ **LONG-TERM SUBSTITUTE - CERTIFIED STAFF**

REANNA BENSON

Kindergarten Teacher - Oneka Elementary

1.0 FTE BA Step 1 \$29,921.93

Effective Date: 11/13/2024 - 05/02/2025

EMILY KARLSRUD

Math Teacher - Central Middle School

1.0 FTE BA Step 1 \$18,098.47

Effective Date: 11/19/2024 - 02/28/2025

EDWARD ROCHE

Physical Education Teacher - Willow Lane Elementary

1.0 FTE BA Step 1 \$7,662.12

Effective Date: 12/02/2024 - 01/17/2025

***Roll call vote: Ayes, Beloyed, Daniels, Ellison, Newmaster, Streiff
Oji, Thompson, Arcand. Nays, none. Motion carried.***

B. PUBLIC FORUM - Bill Mahre

C. INFORMATION ITEMS

1. Recognition of Retiring School Board Members - The School Board recognized the invaluable contributions to White Bear Lake Area Schools of outgoing Board member Marge Newmaster. Newmaster served the district on the School Board from January 2016 to December 2024. She began working for the district in 1971.
2. Superintendent's Report - Dr. Kazmierczak mentioned the Galvin Court dedication coming up on December 13. He reported on the Bear's Bulletin and Annual Update. He also mentioned Kindergarten enrollment beginning on December 16. He ended with information on the upcoming winter break.

In order to bring the discussion item, D-1, Presentation and Public Hearing Related to the Proposed 2024 Payable 2025 Property Tax Levy to the board at 6:00 p.m. as prescribed by Minnesota Statutes, section 275.065, the following agenda items were moved earlier in the meeting: D-3, E-3, E-4, E-5, and E-6.

D. DISCUSSION ITEMS

3. First Reading of School Board Policies: a) 501, School Weapons Policy; and b) 526, Hazing Prohibition. The policies listed above will be on the January 13, 2025 or subsequent agenda for a second reading.

E. OPERATIONAL ITEMS

3. Streiff Oji moved and Beloyed seconded to approve the Action on the Acceptance of Brosious Grants. **Roll call vote: Ayes, Beloyed, Daniels, Ellison, Newmaster, Streiff Oji, Thompson, Arcand. Nays, none. Motion carried.**
4. Newmaster moved and Thompson seconded to approve the Action on 2025-26 and 2026-27 School Year Calendars. **Voice vote: Ayes, Beloyed, Daniels, Ellison, Newmaster, Streiff Oji, Thompson, Arcand. Nays, none. Motion carried.**
5. Thompson moved and Daniels seconded to approve the Action on 2025-26 Course Proposals. **Voice vote: Ayes, Beloyed, Daniels, Ellison, Newmaster, Streiff Oji, Thompson, Arcand. Nays, none. Motion carried.**
6. Streiff Oji moved and Newmaster seconded to approve the Action on School Board Policies: a) 419, Tobacco-Free Environment: Possession and Use of Tobacco, Tobacco-Related Devices, and Electronic Delivery Devices; Vaping Awareness and Prevention Instruction; b) 722, Public Data and Data Subject Requests; c) 730, Use of Electronic Signatures to Conduct Official Business; and d) 805, Waste Reduction and Recycling. **Voice vote: Ayes, Beloyed, Daniels, Ellison, Newmaster, Streiff Oji, Thompson, Arcand. Nays, none. Motion carried.**

D. DISCUSSION ITEMS

1. Presentation and Public Hearing Related to the Proposed 2024 Payable 2025 Property Tax Levy - *The Public Hearing started at 6:00 p.m.* Tim Wald, Assistant Superintendent for Finance and Operations, and Andi Johnson, Director of Finance presented the Proposed 2024 Payable 2025 Property Tax Levy. The public had an opportunity to speak after the presentation.

2. Overview of Revised Fiscal Year 2024-25 Budget and Projected Fiscal Year 2025-26 Budget - Andi Johnson, Director of Finance and Tim Wald, Assistant Superintendent for Finance and Operations, presented a revised fiscal year 2024-25 budget. Additionally, a projected budget for fiscal year 2025-26 was presented. The projected budget is used for planning purposes until the preliminary 2025-26 budget is prepared and approved by the Board in June, 2025.

E. OPERATIONAL ITEMS

1. Thompson moved and Newmaster seconded to approve the Action on Certification of 2024 Payable 2025 Property Tax Levy in the amount of \$70,477,860.93. **Roll call vote: Ayes, Beloyed, Daniels, Ellison, Newmaster, Streiff Oji, Thompson, Arcand. Nays, none. Motion carried.**
2. Arcand moved and Streiff Oji seconded to approve the Action on Revised Fiscal Year 2024-25 Budget. **Roll call vote: Ayes, Beloyed, Daniels, Ellison, Newmaster, Streiff Oji, Thompson, Arcand. Nays, none. Motion carried.**

F. BOARD FORUM

- G. ADJOURNMENT** Arcand moved and Newmaster seconded to adjourn the meeting at 6:36 p.m. **Voice vote: Ayes, Beloyed, Daniels, Ellison, Newmaster, Streiff Oji, Thompson, Arcand. Nays, none. Motion carried.**

Submitted by: Scott Arcand, clerk

AGENDA ITEM: **Monthly Check Registers**

MEETING DATE: **January 13, 2025**

SUGGESTED DISPOSITION: **Action Item**

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

BACKGROUND:

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

RECOMMENDED ACTION:

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

White Bear Lake Area Schools
Electronic Transfers - December 2024

		12/13/2024	12/30/2024
Direct Deposit	900724324 - 900725773	2,348,645.36	
Direct Deposit	900725774 - 900727241		2,423,140.25

Check Number	Vendor	Amount	Check Date	Check Type
144198	DS ERICKSON & ASSOC PLLC	(\$390.68)	12/4/2024	V
144400	IUOE LOCAL 70	\$1,534.25	12/4/2024	R
144401	MINNESOTA TEAMSTERS NO. 320	\$721.50	12/4/2024	R
144402	SCHOOL SERVICE EMPLOYEES	\$7,142.26	12/4/2024	R
144403	WBL AREA EDUCATIONAL FOUNDATION	\$2,819.57	12/4/2024	R
144404	DS ERICKSON & ASSOC PLLC	\$273.28	12/4/2024	R
144405	GURSTEL CHARGO ATTORNEYS AT LAW	\$312.54	12/4/2024	R
144406	MESSERLI & KRAMER PA	\$353.03	12/4/2024	R
144407	DS ERICKSON & ASSOC PLLC	\$301.10	12/4/2024	R
242501454	BABIASH, JENNIFER M.	(\$92.30)	12/4/2024	V
144408	WHITE BEAR LIONS CLUB	\$108.00	12/10/2024	R
144409	ADAM, AMANDA	\$31.95	12/12/2024	R
144410	ALL STATE COMMUNICATIONS	\$5,925.00	12/12/2024	R
144450	AMAZON CAPITAL SERVICES	\$18,642.69	12/12/2024	R
144451	AMERICAN FLAGPOLE & FLAG CO	\$159.90	12/12/2024	R
144452	AMERICAN MESSAGING SERVICES	\$16.09	12/12/2024	R
144453	AMPLIFY EDUCATION INC	\$9,721.04	12/12/2024	R
144454	ANDERSON, PATRICIA M.	\$125.80	12/12/2024	R
144455	ARBOR SCIENTIFIC	\$189.97	12/12/2024	R
144456	ARCHETYPE SIGNMAKERS	\$5,685.00	12/12/2024	R
144457	ARVIG	\$1,972.20	12/12/2024	R
144458	B&D ASSOCIATES LLC	\$137,868.75	12/12/2024	R
144459	BALLENTIN, MATTHEW E.	\$151.00	12/12/2024	R
144460	BINMAN, DEBRA	\$137.60	12/12/2024	R
144461	BSN SPORTS, LLC	\$394.32	12/12/2024	R
144462	BURGRAFF, HALEY	\$1,685.05	12/12/2024	R
144463	C-D PRODUCTS, INC	\$572.00	12/12/2024	R
144464	CAP ELECTRIC INC	\$3,146.82	12/12/2024	R
144465	CAPITAL ONE TRADE CREDIT	\$166.46	12/12/2024	R
144466	CAPTIVATE MEDIA & CONSULTING	\$3,500.00	12/12/2024	R
144467	CARDINAL, KATHLEEN T.	\$284.75	12/12/2024	R
144468	CASHSTAR	\$516.50	12/12/2024	R
144469	CENTURY COLLEGE	\$619.00	12/12/2024	R
144470	CHAMPION, DANIEL	\$67.00	12/12/2024	R
144471	CHOUANARD, JANICE	\$48.45	12/12/2024	R
144472	CINTAS CORP	\$142.00	12/12/2024	R
144473	CITY OF WHITE BEAR LAKE	\$4,050.00	12/12/2024	R
144474	CONTINENTAL CLAY CO	\$453.60	12/12/2024	R
144475	CRESCENT ELECTRIC SUPPLY CO	\$271.19	12/12/2024	R
144476	CUSTOM WOODCUTS	\$250.00	12/12/2024	R
144477	DASH SPORTS LLC	\$3,407.00	12/12/2024	R
144478	DEJARLAIS, MARILYN	\$788.16	12/12/2024	R
144479	DELANEY, CONNOR J.	\$181.00	12/12/2024	R
144480	DELL MARKETING LP	\$11,366.32	12/12/2024	R
144481	GANYAW, SAMUEL M.	\$76.50	12/12/2024	R

144482	GARVEY, PATRICIA	\$572.05	12/12/2024	R
144483	GATEWAY MUSIC FESTIVALS & TOURS	\$6,387.00	12/12/2024	R
144484	GEORGAKOPOULOS, TESS	\$35.00	12/12/2024	R
144485	GRAPHIC OPTIONS LLC	\$30.00	12/12/2024	R
144486	GRAYBAR ELECTRIC COMPANY	\$154.86	12/12/2024	R
144487	GREATAMERICA FINANCIAL SERVICES	\$734.69	12/12/2024	R
144488	GROUP MEDICAREBLUE RX	\$11,214.00	12/12/2024	R
144489	H&B SPECIALIZED PRODUCTS INC	\$17,452.00	12/12/2024	R
144490	HAAG, LOIS	\$190.40	12/12/2024	R
144491	HAMER, KAREN	\$382.93	12/12/2024	R
144492	HANSON SPORTS, LLC	\$3,169.30	12/12/2024	R
144493	HOME DEPOT CREDIT SERVICES	\$139.00	12/12/2024	R
144494	HOPPE, LOUANN	\$48.00	12/12/2024	R
144495	HUGO FEED MILL & HARDWARE	\$57.42	12/12/2024	R
144496	HUPPERT, QUINN	\$67.00	12/12/2024	R
144500	IMPERIAL DADE	\$19,474.25	12/12/2024	R
144501	JENSEN, ETOILE W.	\$156.00	12/12/2024	R
144502	KEYS CAFE & BAKERY	\$1,562.40	12/12/2024	R
144503	LABORE, JULIE L.	\$16.00	12/12/2024	R
144504	LANGEVIN, JOE	\$95.00	12/12/2024	R
144505	LEE, ANNIE	\$174.00	12/12/2024	R
144506	LOCKMAN, MARY C.	\$14.40	12/12/2024	R
144507	LUNDGREN, JOANNE M.	\$183.60	12/12/2024	R
144508	LUSARDI, MARK	\$1,244.00	12/12/2024	R
144509	MACKIN EDUCATIONAL RESOURCES	\$527.49	12/12/2024	R
144510	MAERTENS-BRENNY CONSTRUCTION	\$12,177.66	12/12/2024	R
144511	MALMBORGS INC	\$1,518.50	12/12/2024	R
144512	MAXORPLUS, LTD	\$1,500.00	12/12/2024	R
144513	METRO CLEANING SERVICE	\$495.00	12/12/2024	R
144514	MIDWEST BUS PARTS INC	\$208.86	12/12/2024	R
144515	MILLIGAN, THERESA	\$604.35	12/12/2024	R
144516	MN STATE HIGH SCHOOL LEAGUE	\$399.00	12/12/2024	R
144517	MUSIC IS ELEMENTARY	\$25.95	12/12/2024	R
144518	NATIONAL SPEECH & DEBATE ASSOC	\$188.00	12/12/2024	R
144519	NEW LOOK CONTRACTING INC	\$48,758.28	12/12/2024	R
144520	NORTH CENTRAL TRUCK EQUIPMENT	\$111.28	12/12/2024	R
144521	NORTHBOUND CREATIVE	\$525.00	12/12/2024	R
144522	NORTHERN SPEECH SERV INC	\$311.03	12/12/2024	R
144523	O'NEIL, LOIS	\$54.08	12/12/2024	R
144524	OLSON, SUZANNE K.	\$213.25	12/12/2024	R
144525	PARTS TOWN, LLC	\$183.34	12/12/2024	R
144526	PATTERSON, JAMES	\$95.00	12/12/2024	R
144527	PAULSON, MICHAEL J.	\$810.00	12/12/2024	R
144528	PEARSON, CHRIS	\$181.00	12/12/2024	R
144529	PITNEY BOWES PURCHASE POWER	\$50.01	12/12/2024	R
144530	PRESS PUBLICATIONS	\$379.34	12/12/2024	R
144531	PUMP & METER SERVICE INC	\$425.00	12/12/2024	R

144532 RAKOWSKI, DRENA	\$100.00	12/12/2024 R
144533 RIVER FALLS BASEBALL COUNCIL	\$200.00	12/12/2024 R
144534 ROETTGER, DEBRA	\$396.95	12/12/2024 R
144535 ROETTGER, DORIS	\$733.34	12/12/2024 R
144536 ROSEVILLE AREA SCHOOLS ED CENTER	\$35,500.00	12/12/2024 R
144537 SAVELA, MARCIA	\$18.70	12/12/2024 R
144538 SCHMID, RITA	\$18.70	12/12/2024 R
144539 SCHROEDER, JULIE	\$41.25	12/12/2024 R
144540 SCHUMACHER, NANCY	\$48.75	12/12/2024 R
144541 SHIKOWSKY, LOUIS	\$164.00	12/12/2024 R
144542 SPARKPATH	\$750.00	12/12/2024 R
144543 STAFSHOLT, ANGELIKAH J.	\$121.97	12/12/2024 R
144544 SWENSON, KEITH D.	\$500.00	12/12/2024 R
144545 SWENSON, LISA K.	\$500.00	12/12/2024 R
144546 SYNCHRONY BANK	\$69.98	12/12/2024 R
144547 SYSTEMATIC TECHNOLOGIES	\$58,917.34	12/12/2024 R
144548 T-MOBILE	\$816.70	12/12/2024 R
144549 TECHNOLOGY RECOVERY GROUP, LTD	\$436.10	12/12/2024 R
144550 TESSIER, NEIL	\$99.00	12/12/2024 R
144551 TGA OF EASTERN TWIN CITIES	\$810.00	12/12/2024 R
144552 THE FINDING HUMAN INSTITUTE	\$367.83	12/12/2024 R
144553 TWIN CITIES TRANSPORT & RECOVERY INC	\$910.00	12/12/2024 R
144554 TWIN CITY HARDWARE COMPANY INC	\$422.00	12/12/2024 R
144555 VASKE, RYAN	\$67.00	12/12/2024 R
144556 VIKING AUTOMATIC SPRINKLER CO	\$2,340.00	12/12/2024 R
144557 VIKING ELECTRIC SUPPLY	\$2,552.33	12/12/2024 R
144558 VLASIN, DAWN	\$367.20	12/12/2024 R
144559 WALDOCH FARM	\$382.50	12/12/2024 R
144560 WARREN, MICHELE	\$434.40	12/12/2024 R
144561 WELCH, BONNIE	\$49.50	12/12/2024 R
144562 WENGER CORP	\$20,170.49	12/12/2024 R
144563 XCEL ENERGY	\$87,694.35	12/12/2024 R
144564 ZABADAL, GEORGE J.	\$67.00	12/12/2024 R
144565 ZALLAR, CHERYL	\$50.00	12/12/2024 R
144566 ZECH, GINA	\$95.00	12/12/2024 R
144567 THE FINDING HUMAN INSTITUTE	\$9,400.00	12/12/2024 R
242501532 A-1 TIRE SERVICE	\$1,351.04	12/12/2024 A
242501533 ALL LED	\$52,105.40	12/12/2024 A
242501534 ALLEN, HANNAH M.	\$30.15	12/12/2024 A
242501535 ANDERSON, JON C.	\$238.53	12/12/2024 A
242501536 ARK SPORTS INC	\$920.00	12/12/2024 A
242501537 ASHWOOD, WILLIAM J.	\$12.06	12/12/2024 A
242501538 BADWOLF ADVENTURE STUDIOS	\$298.00	12/12/2024 A
242501539 BAKKE, BRENT M.	\$130.00	12/12/2024 A
242501540 BERNIER, TIMMY G.	\$26.80	12/12/2024 A
242501541 BL DALSIN ROOFING	\$106,215.70	12/12/2024 A
242501542 BOWMAN, JANET	\$77.25	12/12/2024 A

242501543	BRAUN INTERTEC CORPORATION	\$9,039.75	12/12/2024	A
242501544	BRIGHTSTAR CARE OF ST PAUL	\$3,375.00	12/12/2024	A
242501545	BROMELAND, SARA A.	\$449.99	12/12/2024	A
242501546	BURDICK, NATHAN I.	\$63.31	12/12/2024	A
242501547	CDW GOVERNMENT INC	\$19,800.00	12/12/2024	A
242501548	CEL PUBLIC RELATIONS, INC	\$4,500.00	12/12/2024	A
242501549	CONTINENTAL RESEARCH CORP	\$1,278.39	12/12/2024	A
242501550	CRAFT, PATRICIA S.	\$57.80	12/12/2024	A
242501551	CUSTOM REFRIGERATION	\$1,496.49	12/12/2024	A
242501552	DERBY, SARA A.	\$160.00	12/12/2024	A
242501553	DOMEIER, MARILYN	\$225.25	12/12/2024	A
242501554	DOMINO'S PIZZA	\$0.00	12/12/2024	C
242501555	DOMINO'S PIZZA	\$1,474.70	12/12/2024	A
242501556	DOOR SERVICE COMPANY	\$362.50	12/12/2024	A
242501557	DOUGLAS, SANDRA L.	\$325.00	12/12/2024	A
242501558	ENGSTRAN, PAUL A.	\$65.00	12/12/2024	A
242501559	ESBOLDT, LISA A.	\$345.05	12/12/2024	A
242501560	GARCIA ANDERSON, ODELIS M.	\$68.11	12/12/2024	A
242501561	GIESE, TANYA R.	\$118.75	12/12/2024	A
242501562	GILE, KRISTI L.	\$61.64	12/12/2024	A
242501563	GRAINGER	\$1,793.04	12/12/2024	A
242501564	GRUNDHAUSER, CECELIA	\$103.50	12/12/2024	A
242501565	HAINLIN, ROBERTA	\$441.60	12/12/2024	A
242501566	HALVERSON, CHLOE E.	\$45.23	12/12/2024	A
242501567	HAY CREEK ENTERTAINMENT	\$1,539.99	12/12/2024	A
242501568	HISDAHL INC	\$598.00	12/12/2024	A
242501569	HUBBARD, MICHELLE K.	\$133.60	12/12/2024	A
242501570	HUGHES, PAUL D.	\$65.79	12/12/2024	A
242501571	IFD	\$246.57	12/12/2024	A
242501572	IMMEL, COLLEEN M.	\$145.40	12/12/2024	A
242501573	INNOVATIVE OFFICE SOLUTIONS	\$69,544.53	12/12/2024	A
242501574	INSTITUTE FOR ENVIRONMENTAL ASSESSMENT	\$874.15	12/12/2024	A
242501575	IXL LEARNING	\$7,750.00	12/12/2024	A
242501576	JAYTECH INC	\$7,041.06	12/12/2024	A
242501577	JOHNSTON, CHRISTA L.	\$53.60	12/12/2024	A
242501578	JORGENSEN, AMY L.	\$544.83	12/12/2024	A
242501579	JW PEPPER & SON INC	\$1,294.49	12/12/2024	A
242501580	KEANE, JACQUELINE A.	\$74.03	12/12/2024	A
242501581	KEYSTONE INTERPRETING SOLUTIONS	\$4,916.00	12/12/2024	A
242501582	KFI ENGINEERS	\$24,443.34	12/12/2024	A
242501583	KONE INC	\$62.39	12/12/2024	A
242501584	KULLY SUPPLY COMPANY	\$81.64	12/12/2024	A
242501585	LEHENBAUER, MICHAEL L.	\$8.37	12/12/2024	A
242501586	LEMON, SARAH E.	\$81.74	12/12/2024	A
242501587	LIGHT SWITCH LLC	\$1,120.90	12/12/2024	A
242501588	LITCH, KARLA K.	\$588.00	12/12/2024	A
242501589	MEALS ON WHEELS	\$70.00	12/12/2024	A

242501590 MEIER, ALYCIA M.	\$47.24	12/12/2024 A
242501591 MERSCH, NICOLE A.	\$159.12	12/12/2024 A
242501592 MICHAELSON, RUTH F.	\$82.40	12/12/2024 A
242501593 MN SAFETY COUNCIL INC	\$1,035.00	12/12/2024 A
242501594 MRI SOFTWARE LLC	\$719.00	12/12/2024 A
242501595 NACHTSHEIM, JOHN J.	\$188.91	12/12/2024 A
242501596 NASCO EDUCATION	\$66.90	12/12/2024 A
242501597 NCS PEARSON INC	\$113.55	12/12/2024 A
242501598 NORTH CENTRAL INTERNATIONAL, LLC	\$0.00	12/12/2024 C
242501599 NORTH CENTRAL INTERNATIONAL, LLC	\$0.00	12/12/2024 C
242501600 NORTH CENTRAL INTERNATIONAL, LLC	\$3,136.64	12/12/2024 A
242501601 O'LEARY, CHADRICK J.	\$138.53	12/12/2024 A
242501602 O'REILLY AUTOMOTIVE INC	\$0.00	12/12/2024 C
242501603 O'REILLY AUTOMOTIVE INC	\$568.11	12/12/2024 A
242501604 ODAA TRANSPORTATION SERVICES	\$62,730.00	12/12/2024 A
242501605 OLSON, KATHLEEN F.	\$112.05	12/12/2024 A
242501606 ON SITE SANITATION INC	\$19.25	12/12/2024 A
242501607 OXYGEN SERVICE COMPANY INC	\$221.08	12/12/2024 A
242501608 PADDEN, MICHELLE E.	\$48.44	12/12/2024 A
242501609 PATTON, VINCENT W.	\$991.72	12/12/2024 A
242501610 PAYDHEALTH	\$28,951.66	12/12/2024 A
242501611 PETERSON BROS ROOFING & CONST	\$0.00	12/12/2024 C
242501612 PETERSON BROS ROOFING & CONST	\$29,784.87	12/12/2024 A
242501613 PHOENIX SCHOOL COUNSELING LLC	\$4,753.42	12/12/2024 A
242501614 PITTENGER, VICKI	\$104.80	12/12/2024 A
242501615 POMP'S TIRE SERVICE	\$2,358.36	12/12/2024 A
242501616 QUAAS, BETH A.	\$32.16	12/12/2024 A
242501617 QUISTAD, IDA	\$145.35	12/12/2024 A
242501618 R & R SPECIALTIES INC	\$65.00	12/12/2024 A
242501619 REETZ, RUSSELL A.	\$390.00	12/12/2024 A
242501620 REEVES, BROOKE E.	\$26.80	12/12/2024 A
242501621 REMITZ, KYLE P.	\$130.00	12/12/2024 A
242501622 RIVERSIDE INSIGHTS	\$3,470.40	12/12/2024 A
242501623 SATHER, JOELLE L.	\$95.26	12/12/2024 A
242501624 SCHOOL HEALTH CORPORATION	\$22.44	12/12/2024 A
242501625 SHAVERS, BRENTON D.	\$9,400.00	12/12/2024 A
242501625 SHAVERS, BRENTON D.	(\$9,400.00)	12/12/2024 V
242501626 SOLIANT HEALTH, LLC	\$11,912.25	12/12/2024 A
242501627 STAPLES	\$232.00	12/12/2024 A
242501628 STATE SUPPLY CO	\$80.72	12/12/2024 A
242501629 STEWART, SCOTT J.	\$19.00	12/12/2024 A
242501630 SUMMIT ORTHOPEDICS	\$725.00	12/12/2024 A
242501631 TEACHERS ON CALL	\$0.00	12/12/2024 C
242501632 TEACHERS ON CALL	\$0.00	12/12/2024 C
242501633 TEACHERS ON CALL	\$0.00	12/12/2024 C
242501634 TEACHERS ON CALL	\$0.00	12/12/2024 C
242501635 TEACHERS ON CALL	\$88,143.18	12/12/2024 A

242501636 TEAMWORKS INTERNATIONAL INC	\$368.09	12/12/2024 A
242501637 TECH ACADEMY	\$45.00	12/12/2024 A
242501638 TEXTEIJL	\$60.00	12/12/2024 A
242501639 TRADE PRESS INC	\$718.00	12/12/2024 A
242501640 TRANSLANGUAGES, LLC	\$971.08	12/12/2024 A
242501641 TREASURED TRANSPORTATION LLC	\$154,620.20	12/12/2024 A
242501642 TROSKE, CARRIE L.	\$390.00	12/12/2024 A
242501643 TWIN PINES IMPRINTING	\$1,114.53	12/12/2024 A
242501644 UHL COMPANY INC	\$841.97	12/12/2024 A
242501645 ULVIN, JOHN M.	\$397.65	12/12/2024 A
242501646 US OMNI & TSACG COMPLIANCE SERVICES, INC	\$287.64	12/12/2024 A
242501647 VERIZON WIRELESS	\$689.32	12/12/2024 A
242501648 VESTIS SERVICES	\$0.00	12/12/2024 C
242501649 VESTIS SERVICES	\$0.00	12/12/2024 C
242501650 VESTIS SERVICES	\$1,343.80	12/12/2024 A
242501651 WHITE BEAR LAWN & SNOW	\$1,369.00	12/12/2024 A
242501652 WL HALL COMPANY	\$2,527.50	12/12/2024 A
242501653 WPS	\$59.40	12/12/2024 A
242501654 ZAYO GROUP LLC	\$8,532.42	12/12/2024 A
9996513 AIG	\$4,937.18	12/13/2024 R
9996514 AMERICAN FUNDS	\$72,832.61	12/13/2024 R
9996515 AMERIPRISE FINANCIAL SERVICES	\$26,278.64	12/13/2024 R
9996516 AXA EQUITABLE	\$24,892.40	12/13/2024 R
9996517 BENEFIT RESOURCE, INC	\$88,701.07	12/13/2024 R
9996518 DEPT OF SOCIAL SERVICES - CHILD SUPPORT SERVI	\$142.37	12/13/2024 R
9996519 EDUCATION MN ESI BILLING TRUST	\$27,944.92	12/13/2024 R
9996531 INTERNAL REVENUE SERVICE	\$795,446.61	12/13/2024 R
9996532 METROPOLITAN LIFE	\$2,188.85	12/13/2024 R
9996533 MN DEPT OF HUMAN SERVICES	\$3,887.13	12/13/2024 R
9996536 MN DEPT OF REVENUE	\$129,361.61	12/13/2024 R
9996537 MN REVENUE	\$1,550.91	12/13/2024 R
9996538 MN STATE RETIREMENT	\$4,405.56	12/13/2024 R
9996539 PCS RETIREMENT - ASPIRE FINANCIAL SERVICES	\$5,463.10	12/13/2024 R
9996543 PUBLIC EMP RETIREMENT ASSOC	\$148,653.04	12/13/2024 R
9996545 TEACHERS RETIREMENT ASSOC	\$433,487.01	12/13/2024 R
9996546 VANGUARD SMALL BUSINESS SERVICES	\$48,857.97	12/13/2024 R
9996547 WHITE BEAR LAKE TEACHERS ASSOC (WIRE)	\$38,967.84	12/13/2024 R
144628 AMAZON CAPITAL SERVICES	\$27,585.81	12/18/2024 R
144629 MANY FACES	\$9,541.21	12/18/2024 R
144630 PONTAN, JESSICA L.	\$750.00	12/18/2024 R
144631 PREMIER BIOTECH	\$546.65	12/18/2024 R
9996548 SAM'S CLUB/SYNCHRONY BANK	\$632.45	12/20/2024 R
9996549 AIG	\$4,937.18	12/30/2024 R
9996550 AMERICAN FUNDS	\$72,875.81	12/30/2024 R
9996551 AMERIPRISE FINANCIAL SERVICES	\$25,578.54	12/30/2024 R
9996552 AXA EQUITABLE	\$24,892.40	12/30/2024 R
9996553 BENEFIT RESOURCE, INC	\$87,345.11	12/30/2024 R

9996554 DEPT OF SOCIAL SERVICES - CHILD SUPPORT SERVI	\$142.37	12/30/2024 R
9996556 EDUCATION MN ESI BILLING TRUST	\$27,944.92	12/30/2024 R
9996579 INTERNAL REVENUE SERVICE	\$821,968.37	12/30/2024 R
9996580 METROPOLITAN LIFE	\$2,188.85	12/30/2024 R
9996581 MN DEPT OF HUMAN SERVICES	\$3,887.13	12/30/2024 R
9996588 MN DEPT OF REVENUE	\$134,769.24	12/30/2024 R
9996589 MN REVENUE	\$791.12	12/30/2024 R
9996590 MN STATE RETIREMENT	\$4,405.56	12/30/2024 R
9996591 PCS RETIREMENT - ASPIRE FINANCIAL SERVICES	\$5,603.10	12/30/2024 R
9996593 PUBLIC EMP RETIREMENT ASSOC	\$159,367.68	12/30/2024 R
9996595 TEACHERS RETIREMENT ASSOC	\$436,318.05	12/30/2024 R
9996596 VANGUARD SMALL BUSINESS SERVICES	\$48,689.55	12/30/2024 R
9996597 WHITE BEAR LAKE TEACHERS ASSOC (WIRE)	\$38,948.79	12/30/2024 R
	\$5,126,801.13	

RESOLUTION FOR ACCEPTANCE OF GIFTS

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

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

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

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

AGENDA ITEM: **Acceptance of Gifts**

MEETING DATE: **January 13, 2025**

SUGGESTED DISPOSITION: **Action Item**

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

Donation	Donor	Recipient
hospital bed	Lacy and Jeffrey Helget	Early Childhood Program
\$300.00	White Bear Lake Area Hockey Association	Central Middle School Central Serves Club
\$10.00	Ryan Wagner	Central Middle School
\$10.00	BB Landscaping LLC	Central Middle School
\$10.00	Timothy and Erin Rossbach	Central Middle School
\$10.00	True X Chang	Central Middle School
\$500.00	Parkview United Church	Mariner Middle School Black Student Union
\$50.00	Eric Bakke and Linn Eckman	White Bear Lake Area High School Fellowship of Christian Athletes
\$100.00	Roger and Shloe Donoghue	White Bear Lake Area High School Fellowship of Christian Athletes
\$150.00	Cup and Cone	White Bear Lake Area High School Winter Wonderland
\$200.00	Comstock & Sons Inc	White Bear Lake Area High School Winter Wonderland
\$600.00	Ann and Matthew Holmstrom	White Bear Lake Area High School Winter Wonderland
\$750.00	WBL Hockey Alumni Assoc	White Bear Lake Area High School Hockey Program
\$1,000.00	Redeemer Holiday Fair	White Bear Lake Area High School Black Student Union

\$500.00	Redeemer Holiday Fair	Senior Center Meals on Wheels
\$2,075.00	Bald Eagle Sportsmen's Association	White Bear Lake Area High School Trap Team
\$1,246.53	WBL Boys Cross Country Inc	White Bear Lake Area High School Cross Country Team
\$100.00	Richard Ziertman	Senior Center
\$50.00	Judith Peters	Senior Center
\$50.00	Janet Bowser	Senior Center
\$200.00	Kathleen Eberwine	Senior Center
\$60.00	Shirley Lefevre	Senior Center
\$140.00	Shirley Lefevre	Senior Center Meals on Wheels
\$15.00	Kathleen and Anthony Zajac	Senior Center Meals on Wheels
\$280.00	Philip and Mary Louise Matteson	Senior Center Meals on Wheels
\$70.00	Noreen Flory	Senior Center Meals on Wheels
\$250.00	South Shore Trinity Lutheran Church	Senior Center Meals on Wheels
\$500.00	Barbara Guiser	Senior Center Meals on Wheels
\$50.00	Barbara Green	Senior Center Meals on Wheels
\$50.00	Richard Amey	Senior Center Meals on Wheels
\$50.00	Henry Kaldahl	Senior Center Meals on Wheels
\$25.00	Sharon Schmidt	Senior Center Meals on Wheels

RECOMMENDED ACTION:

Approve.

AGENDA ITEM: **Field Trip Request**

MEETING DATE: **January 13, 2025**

SUGGESTED DISPOSITION: **Action Item**

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

BACKGROUND:

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

Date and Destination	Requesting Staff Member	Grade/ Team	School Days Missed	Students Attending	Total Cost per Student	Total Cost of Trip and Source of Revenue	Trans- portation
2/7 - 2/8/2025 Moorhead High School	Traci Bowermaster	WBLAHS Speech Team	0	~20	\$100	\$4140 Speech Team Budget, Activities Office and families	District Bus
Purpose: Moorhead has one of the most competitive teams in the state and puts on a highly competitive tournament.							

RECOMMENDED ACTION:

Approve the field trips listed as recommended by the administration.

RESOLUTION FOR HUMAN RESOURCES ITEMS

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

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

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

INDEPENDENT SCHOOL DISTRICT NO.624
Department of Human Resource

January 2025

❖ **RESIGNATION/TERMINATION/NON-RENEWAL - CERTIFIED STAFF**

JOHN NACHTSHEIM

Social Worker - Oneka Elementary

Employed by District 624 since 08/21/2017

Effective Date: 12/20/2024

❖ **RESIGNATION/TERMINATION/NON-RENEWAL - CLASSIFIED STAFF**

ABIGAIL CLINCH

OST Assistant - Oneka Elementary

Lunchroom/Playground Supervisor - Willow Lane Elementary

Employed by District 624 since 08/28/2024

Effective Date: 11/26/2024

ELIZABETH EINCK

Student Supervisor - WBLAHS

Employed by District 624 since 10/09/2023

Effective Date: 12/06/2024

JENNIFER GRISER

Student Supervisor - WBLAHS

Employed by District 624 since 09/03/2013

Effective Date: 12/20/2024

DARNISHA HANNA

Nutrition Services Assistant - WBLAHS

Employed by District 624 since 09/03/2024

Effective Date: 01/16/2025

MEGAN HARRINGTON

Paraeducator - Central Middle School

Employed by District 624 since 09/05/2023

Effective Date: 01/10/2025

ASHLEY HOIT

Nutrition Services Assistant - Central Middle School

Employed by District 624 since 09/11/2023

Effective Date: 12/20/2024

TIFFANY PAVLAK

Nutrition Services Assistant - Lincoln Elementary

Employed by District 624 since 09/02/2024

Effective Date: 12/06/2024

KRISTEN ROWETON

Early Childhood Assistant - Birch Lake Elementary
Employed by District 624 since 10/21/2024
Effective Date: 12/20/2024

PAULA VAZQUEZ

Student Supervisor - Mariner Middle School
Employed by District 624 since 08/29/2018
Effective Date: 12/19/2024

DIANE WIMPERIS

OST Assistant - Oneka Elementary
Employed by District 624 since 11/01/2023
Effective Date: 12/04/2024

❖ **RESIGNATION/TERMINATION/NON-RENEWAL - NON-AFFILIATED STAFF**

JESSICA WERLEIN

OST Site Supervisor - Birch Lake Elementary
Employed by District 624 since 08/14/2024
Effective Date: 01/08/2025

❖ **RETIREMENT - CERTIFIED STAFF**

MICHAEL MOSTAD

Science Teacher - WBLAHS
Employed by District 624 since 08/24/1998
Effective Date: 01/22/2025

❖ **RETIREMENT - CLASSIFIED STAFF**

SUZANNE KNOPS

Student Supervisor - WBLAHS
Employed by District 624 since 09/24/2015
Effective Date: 01/10/2025

❖ **CHANGE IN ASSIGNMENT - CLASSIFIED STAFF**

ASHLEY ANDERSON

Student Supervisor - WBLAHS
From 33.75/hrs To 35/hrs
Effective Date: 12/05/2024

SAVANNAH LANE

From Student Supervisor - WBLAHS
To Float Early Childhood Assistant - Elementary Buildings
From 32.5/hrs To 27.5/hrs
From \$22.91 to \$21.52
Effective Date: 12/12/2024

DAVID SCHMIDT

Student Supervisor - WBLAHS

From 33.75/hrs To 35/hrs

Effective Date: 12/05/2024

❖ **FULL-TIME LEAVE OF ABSENCE - CLASSIFIED STAFF**

KATHLEEN HAINEY

NS Assistant - WBLAHS

Employed by District 624 since 09/20/1999

Effective Date: 10/10/2024 - 01/01/2025

❖ **NEW PERSONNEL - CERTIFIED STAFF**

ANGELINA ALIENDRES

Kindergarten Teacher Dual Immersion - Matoska/Otter Lake Elementary

1.0 FTE BA Step 1 \$51,257

Effective Date: 08/25/2025

❖ **NEW PERSONNEL - CLASSIFIED STAFF**

HANNAH BEARL

OST Program Assistant - Oneka Elementary

\$19.39 per hour 20-22.49 hours per week

Effective Date: 1/2/2025

AMANDA BEFORT

Accounts Payable Clerk - District Center

\$23.63 per hour 40 hours per week

Effective Date: 12/16/2024

CARTER CAHILL

Student Supervisor - WBLAHS

\$22.79 per hour 35 hours per week

Effective Date: 01/02/2025

LUCIA GARCIA MORAN

NS Assistant - WBLAHS

\$19.31 per hour 18.75 hours per week

Effective Date: 01/02/2025

NATHANIEL GLEWWE

Theatre Technician - District Wide

\$27.58 per hour 40 hours per week

Effective Date: 01/06/2025

BARBARA IANNAZZO

NS Assistant - Central Middle School
\$19.31 per hour 18.75 hours per week
Effective Date: 12/17/2024

DONAL INGRAM

Student Supervisor - Mariner Middle School
\$22.79 per hour 40 hours per week
Effective Date: 01/02/2025

LANA KELLY

Student Supervisor - WBLAHS
\$22.79 per hour 35 hours per week
Effective Date: 01/06/2025

JORDAN LYNN

Student Supervisor - WBLAHS
\$22.79 per hour 35 hours per week
Effective Date: 01/02/2025

MONWARA SULTANA

OST Program Assistant - Lincoln Elementary
\$19.39 per hour 15-17.499 hours per week
Effective Date: 01/02/2024

IZEL THAO

OST Program Assistant - Oneka Elementary
\$19.39 per hour 15-17.499 hours per week
Effective Date: 12/16/2024

JULIA VELKY

Paraeducator - WBLAHS
\$22.79 per hour 40 hours per week
Effective Date: 12/02/2024

❖ **NEW PERSONNEL - NON-AFFILIATED STAFF**

MEREDITH BAUER

Field Technician Tier II - District Wide
40 hours per week \$62,500 annually
Effective Date: 12/16/2024

❖ **LONG-TERM SUBSTITUTE - CERTIFIED STAFF**

ERIN SAMUELS

Kindergarten Teacher - Matoska International
1.0 FTE MA Step 1 \$19,716.09
Effective Date: 01/02/2025 - 04/04/2025

SEBASTIAN STUDIER

Language Arts Teacher - WBLAHS

1.0 FTE BA Step 1 \$22,325.85

Effective Date: 01/02/2025 - 05/05/2025

❖ **LONG-TERM SUBSTITUTE - CLASSIFIED STAFF**

JENNA SCHRANKLER

Paraeducator - Birch Lake Elementary

\$22.91 per hour 15 hours per week

Effective Date: 12/10/2024 - 03/14/2025

AGENDA ITEM: **Quarterly Investment Update**

MEETING DATE: **January 13, 2025**

SUGGESTED DISPOSITION: **Action Item**

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

BACKGROUND:

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

Below you will find the information concerning our investments as of quarter-end. Credit spreads in the short end of the curve inched slightly wider into year-end while U.S. Treasury Bill yields drifted lower in response to the Fed’s rate cut and adjustment to the reverse repurchase agreement rate. Meanwhile, yields and spreads in the back end of the money market yield curve climbed as the market priced in a slower pace of rate cuts in 2025. Nevertheless, the District’s total overall aggregate general operating funds and bond proceeds funds follow the District’s investment policy statement and Minnesota state statutes (Minnesota Statute 118A.04) as all the investment holdings are of extremely high quality. In addition, the District’s Other Post-Employment Benefits (“OPEB”) Trust fund is also in compliance with Minnesota Statute 356A.

As a reminder, the District can invest its operating general funds and bond proceeds funds in only the most high-quality (minimal risk) securities as allowed by Minnesota state statutes and the District’s investment policy. This includes government securities (U.S. Treasuries and Federal Agencies such as Fannie Mae, Freddie Mac, and mortgage-backed federal investments, and instruments of other government-sponsored enterprises); high-grade commercial paper, which is short-term, highly-rated debt of corporate issuers; certificates of deposit (collateralized and FDIC-insured); municipal bonds (state and local government securities); collateralized investment agreements; banker’s acceptances; repurchase agreements; and cash/money market funds or local government investment pools. Since the permitted investments as allowed by state statute are of the highest safety (and least risk), general operating fund and bond fund investment earnings generated by governmental entities like the District tend to be low relative to portfolios managed with more latitude.

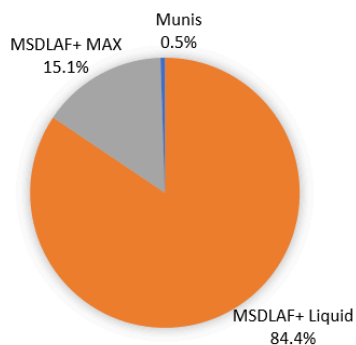
This quarterly memorandum is submitted in compliance with the Board Policy mandate. For the period ending December 31, 2024, the District's overall operating and bond proceeds funds had the following characteristics:

Operating and Debt Funds Portfolio Summary		
Portfolio Holdings	Closing Market Value	Current Yield
MSDLAF+ Liquid Class	\$121,315,403.01	4.34%
MSDLAF+ MAX Class	\$21,644,413.54	4.41%
MSDLAF+ Managed Accounts	\$759,230.88	N/A
<u>Total</u>	<u>\$143,719,047.43</u>	

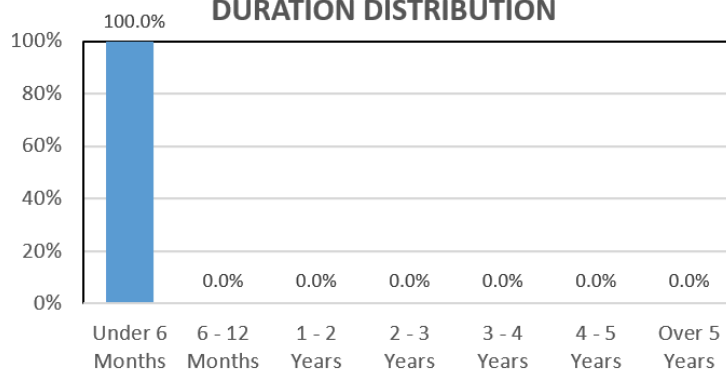
Operating and Debt Funds Portfolio Summary		
Type of Funds	Market Value	% of Assets
Temporarily Restricted Funds	\$127,434,809.34	88.7%
Unrestricted Funds	\$16,284,238.09	11.3%
<u>Total</u>	<u>\$143,719,047.43</u>	<u>100.0%</u>

Operating and Debt Funds Investment Allocation		
Investment Type	Closing Market Value	Percent
U.S. Treasuries	\$0.00	0.00%
Federal Agencies	\$0.00	0.00%
Certificates of Deposit	\$0.00	0.00%
Commercial Paper	\$0.00	0.00%
Municipal Bonds	\$759,230.88	0.53%
LGIP	\$142,959,816.55	99.47%
<u>Total</u>	<u>\$143,719,047.43</u>	<u>100.00%</u>

SECTOR ALLOCATION



DURATION DISTRIBUTION



The Republican sweep of the Presidency and Congress resulted in an increase in volatility as investors digested the impact of the new administration's policy proposals. Areas of focus include taxes, tariffs, immigration, and deregulation, which the market generally expects could result in more growth, larger budget deficits, and higher inflation. The market has been paying particular attention to cabinet appointments in an attempt to gain insight into the execution of these policy proposals. In addition, the market has seen a continued backup in yields as it weighs increased optimism around

economic growth and heightened volatility as the impact of fiscal policy comes into better focus.

The economic outlook has not altered appreciably after the outcome of the U.S. election. A second Trump administration will result in meaningful shifts to economic policy – across trade, immigration, and fiscal. However, it will take time for changes to be implemented and impact the economy. An assumed increase in tariffs will temporarily interrupt the disinflation process in 2025. Easier tax policy will offset the drag on growth from trade and immigration restrictions but add to inflationary pressure.

The Federal Open Market Committee (“FOMC”) lowered its policy rate for the third consecutive meeting in December. However, the most recent decision in December was about as unabashedly “hawkish” of a rate cut as one can imagine.

As expected, the FOMC cut the target range for the Fed Funds rate by 25 basis points to 4.25% – 4.50% at its December meeting. The post-meeting statement included only substantive change. The forward guidance language now noted that “the extent and timing” of additional Fed Funds rate moves would be based on the incoming data, the outlook, and the balance of risks. This hints at a slower pace of rate cuts ahead.

Importantly, the FOMC’s median “dot” projection now implies just 50 basis points (or 2x 25 basis points) in rate cuts in the 2025 calendar year, down from the 100 basis points (or 4x 25 basis points) implied back in September. The Committee also revised the terminal rate higher to 3.0% from 2.9% previously. The median economics forecasts showed a higher inflation forecast through 2026, a lower path for the unemployment rate, and higher GDP growth in calendar year 2025.

Cleveland Fed President Hammack formally dissented from the decision, while three other non-voters implicitly joined her by placing dots for 2024 consistent with not cutting rates at the December meeting. These submissions are often interpreted as “soft dissents.” In the post-meeting press conference, Fed Chair Jerome Powell described the decision to cut as a “closer call” than previous rate cuts. He also said the upward revisions to inflation was perhaps the biggest factor behind officials writing down to a more gradual pace of cuts.

On balance, Chair Powell seemed to have a more dovish view than the message implied by the broader committee. For example, he emphasized that despite firmer inflation readings of late, price pressures remain on track toward the 2.0% target. Likewise, there were multiple instances where Powell sought to shift attention to the labor market that by “so many measures” is softer than it was pre-pandemic and is still “gradually and in an orderly way” cooling. That said, while the Fed cut rates by 25 basis points at its December meeting, this was about as “hawkish” of a cut as it gets – even implying the possibility that the easing cycle is nearly over.

The U.S. Treasury yield curve twisted and steepened through the quarter as short-term yields declined while longer-term yields drifted higher. Higher for longer rate sentiment sent longer yields higher while a December cut and the expectation for one to two more in 2025 sent shorter term yields lower. Yields on 3-month, 2-year, and 10-year U.S.

Treasuries ended the quarter at 4.31%, 4.24%, and 4.57%, respectively. The difference between the 10-year and 3-month yield became positive for the first time in over two years. Despite the ongoing backup in rates, the market is still looking to the Fed for signals regarding the pace of rate cuts moving forward.

Overall, housing activity remains subdued amid still-elevated interest rates, low affordability, a cooling labor market, and a steady decline in the total stock of units under construction. Mortgage rates, while off their recent highs, are still above 6.50% on average. This continues to weigh heavily on supply/demand dynamics in the housing market. The Fed cut its policy rate by 50 basis points in September, followed by another 25 basis points in November and December. As the Fed continues to unwind its restrictive monetary policy in the 2025 calendar year, most investors expect mortgage rates to decline slowly, which will bring some buyers back into the market.

Residential construction has trended mostly sideways in 2024 amid elevated mortgage rates, poor affordability, and tight credit. Looking ahead, lower Fed policy rates will be supportive, though downward pressures from a softer labor market will limit a rebound in homebuilding in 2025. Furthermore, lower rates reduce builders' costs for construction/land development, reducing capital costs. This would help lift margins and allow builders to continue offering sales incentives to attract buyers. Looking ahead to 2025, there is a baseline expectation of stabilization in housing demand and a modest recovery in homebuilding. However, affordability will remain a headwind. There also remain downside risks from sticky mortgage rates, as well as labor shortages, and/or higher building costs if President-elect Trump's policies on immigration and tariffs are taken at face value.

The U.S. economy keeps humming along as real GDP is set to grow, powered by a strong labor force and productivity growth. Growth is expected to slow in 2025 on the lagged effect of still-restrictive monetary policy and the trade policy drag. Subsequently, growth is expected to reaccelerate in 2026 on post-election expectations for expansionary fiscal policy as the impact from trade tensions moderate.

Consumers confidently continue to spend, consistent with the strong near 3.0% growth pace that has prevailed for much of the past year. This is being supported by softer prices and continued real income growth. Nevertheless, high interest rates, elevated prices, and modest softening in the labor market remain headwinds, particularly at the low-end of the income bracket. Real consumption is expected to slow in early 2025.

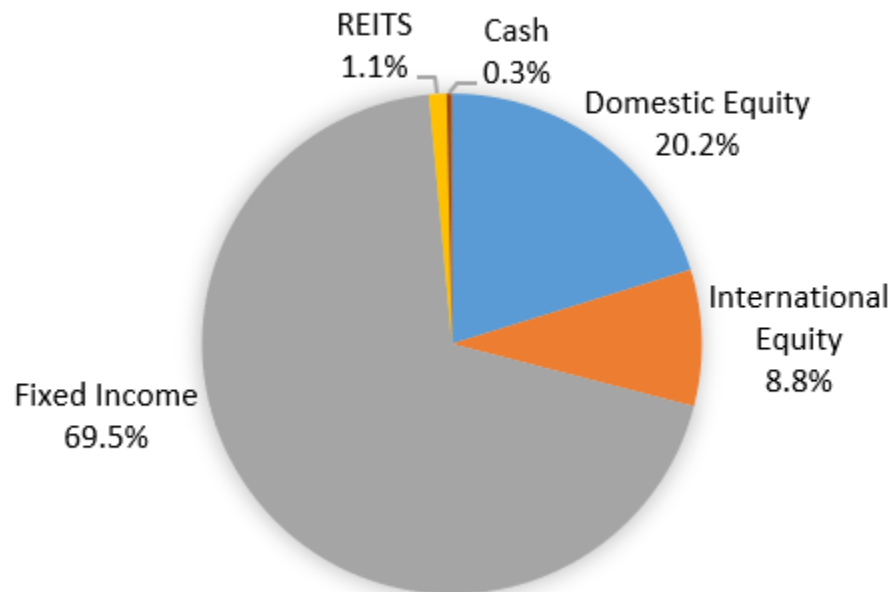
Another key support for the economy has been non-residential investment, which has risen by near 4.0% in the past four quarters. The expectation is that this strength will moderate into 2025, as aggregate demand slows, a policy-related boost wanes, and trade restrictions pose added uncertainty.

The steady disinflation observed throughout 2024 is expected to be interrupted by the implementation of tariffs in 2025. However, this increase may be viewed as more of a bump in the road back to the Fed's 2.0% target. Likewise, the Fed most likely will not overreact, keeping to a shallow pace of easing. Downside risks of a recession stem from elevated price pressures keeping monetary policy tight. Consequently, higher-for-longer

rates weigh on financial and housing markets, risking a significant deterioration in investment and hiring activity. Post-election, increased trade policy protections, and tighter immigration policy could worsen headwinds in the 2025 calendar year.

The OPEB Trust account managed by the District at the end of the quarter totaled: ~\$33,405,470.36. As of December 31, 2024, the OPEB investment portfolio was diversified and allocated as follows:

OPEB TRUST SECTOR ALLOCATION



The U.S. economy may continue to outperform consensus expectations. Strong macro fundamentals and solid economic momentum will drive continued above-potential U.S. economic growth. However, economic tail risks will be much wider due to President-elect Trump's contrasting mix of pro-growth and deflationary policies. U.S. core consumer price inflation will level off at a rate well above the Fed's target. The lack of economic slack, combined with solid growth and the potential for policy shocks, imply a meaningful upside risk to inflation. It is possible that the Fed might halt its easing campaign in 2025 as it becomes clearer that the underlying trend in consumer price inflation is higher than perceived. The central bank will continue to revise up its long-term nominal neutral policy rate forecast if that is the case.

It is the understanding of some market participants that U.S. core consumer price index ("CPI") inflation is leveling off at a much higher level than the fed and bond investors currently expect, which may force an upward revision in inflation expectations and bond yields. This might create periodic and meaningful turbulence for risk assets as the 2025 calendar year progresses. However, select global risk asset markets should perform better (at least in relative terms) as the trade cycle improves further and the U.S. exceptionalism theme crests.

Investors will be forced to rethink and revise up longer-term inflation expectations and demand a greater term premium, which in turn could trigger higher U.S. Treasury yields. Larger government budget deficits and heightened policy uncertainty will add to upward pressure on the term premium and yields. As a result, some investors expect the benchmark 10-year U.S. Treasury yield to retest and ultimately break through its previously cyclical high of 5.00%. Corporate bonds and emerging market debt should continue to outperform, but already tight spreads will limit absolute total returns. Most other major central banks will most likely remain more dovish except the Bank of Japan, which may lift rates faster than is currently expected.

There is room for greater upside surprises in non-U.S. economies, given that expectations are very low. Pessimism regarding global trade may also be overdone. However, President-elect Trump is a wildcard, but his bark may be greater than his bite since U.S. consumers and the Treasury market will not tolerate an inflation tax, and equity prices would suffer if a full-blown trade war occurred. Thus, the global trade cycle might surprise the consensus and continue to strengthen in 2025. Policy uncertainty may keep emerging market asset prices under pressure in the near run, but the outlook is constructive on a one-year view. Emerging market currencies will remain hamstrung by U.S. dollar strength in the near term, but positive growth and policy drivers could lead to modest appreciation on a 6 – 12-month horizon. Total returns on emerging market bonds might be more muted in 2025 than in 2024.

Solid global growth may provide underlying support for equities and other risk assets, but elevated political noise and higher government bond yields will create meaningful turbulence. It could be increasingly difficult for the dominant U.S. to generate upside surprises as the 2025 year progresses because of already elevated earnings expectations and valuations, particularly in the technology sector. Equity market leadership could eventually shift to select non-U.S. markets, including emerging markets (especially ex-China for now), Japan, and the Euro area, as these markets are more than likely going to be boosted by a further upswing in the global trade cycle. In terms of U.S. equities, healthy economic growth and rising earnings should support U.S. stock prices in 2025. However, returns might be more subdued and volatile after two years of strong gains. The combination of high valuations at the index level, upside risks to U.S. bond yields, and heightened policy uncertainty as the next Trump administration takes office warrants some caution.

B. PUBLIC FORUM

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

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

C. INFORMATION ITEMS

AGENDA ITEM: **Overview of Welcome to White Bear and
Update on Registration Information for 2025-26**

MEETING DATE: **January 13, 2025**

SUGGESTED DISPOSITION: **Information Item**

CONTACT PERSON(S): **Marisa Vette, Director of Communications and
Community Relations**

BACKGROUND:

Marisa Vette, Director of Communications and Community Relations will present information about January's Welcome to White Bear activities. The schedule of events will be covered, along with elements of the enrollment process that allow us to serve each family.



Elementary



Elementary

2025-26 Enrollment

Online enrollment and paper enrollment forms are available on the district's [Enroll](#) page.

- Dec. 16: Kindergarten registration process opens
- Jan. 15: Open enrollment applications will be considered (*priority given to in-district students*)

Welcome to White Bear!

We are excited to welcome families and let them check out our buildings and programs in person. If you are interested in touring any of our district elementaries, contact the school and we will personalize a tour at a time that works best for you. School contact information can be found [here](#). Those families who have not already done so may register their child(ren) for kindergarten at the school tours.

Exciting New Offering - Spanish Dual Immersion program!

A new Elementary Spanish Dual Immersion Program launching in the fall of 2025, located at Matoska International and Otter Lake Elementary, is designed to serve both Spanish-speaking and non-Spanish-speaking students together in a bilingual environment that values the contributions of every student and family. See additional information on the district's [Immersion](#) page.

- Jan. 8: Evening tours at Matoska and Otter (*the sites for the Dual Spanish Immersion*), 5-6:30 p.m. ([English flyer](#) / [Spanish flyer](#))
- Jan. 9: Evening tours at Matoska and Otter (*the sites for the Dual Spanish Immersion*), 5-6:30 p.m. ([English flyer](#) / [Spanish flyer](#))

Kindergarten Gathering

Students will have a chance to meet the kindergarten teachers and tour their schools at in-person events planned at the district's elementary buildings later this spring.

Find additional information about our Kindergarten and Elementary offerings [here](#).

Elementary

I'm a Bear!
Enroll to receive a Kindergarten Welcome Packet, including a special "I'm a Bear" t-shirt!



EXCITING NEWS...
We're launching a Spanish Dual Immersion program for elementary students!

2025-26 ELEMENTARY GUIDE GRADES K THROUGH 5

White Bear Lake Area Schools

PLEASE NOTE: Children develop at different rates, and some may not master all skills during the kindergarten year. It is not expected that during the kindergarten year, every child will master all skills. This is a guide of what we expect children to learn by the end of the year.

Help your child develop skills for kindergarten providing experiences in the following areas:

Self-Concept

- Know first and last name (I am John Anderson.)
- Identify and express feelings ("I am sad.")
- Identify and point to self and others (me, you, him, her, it)
- Share and take turns cooperatively play games with others
- Listen to a speaker (one washing, one listening, quiet and still)

Self-Concept Skills

- Can tell the difference independently
- Practice social hygiene (hand wash, wash hands, etc.)
- Identify and express feelings ("I am sad.")
- Identify and point to self and others (me, you, him, her, it)
- Follow simple directions (one: "First order, then sit.")
- Share and take turns cooperatively play games with others
- Listen to a speaker (one washing, one listening, quiet and still)

Physical

- Practice social hygiene (hand wash, wash hands, etc.)
- Identify and express feelings ("I am sad.")
- Identify and point to self and others (me, you, him, her, it)
- Follow simple directions (one: "First order, then sit.")
- Share and take turns cooperatively play games with others
- Listen to a speaker (one washing, one listening, quiet and still)

Cognitive

- Can tell the difference independently
- Practice social hygiene (hand wash, wash hands, etc.)
- Identify and express feelings ("I am sad.")
- Identify and point to self and others (me, you, him, her, it)
- Follow simple directions (one: "First order, then sit.")
- Share and take turns cooperatively play games with others
- Listen to a speaker (one washing, one listening, quiet and still)

Elementary

NOW OFFERING Spanish Dual Immersion Program

WHITE BEAR LAKE AREA SCHOOLS

isid624.org

NOW ENROLLING KINDERGARTEN FALL 2025

Do you have 15 minutes?
That's about how long it'll take to register your child to be a Bear!

- Student-centered instruction
- More academic opportunities
- Students are agents and owners of their own learning
- Our educators inspire, facilitate, and challenge students
- We are transforming learning

KINDERGARTEN ENROLLMENT OPENED DEC. 16!

NEW SPANISH DUAL IMMERSION PROGRAM INFO ON REVERSE!

FOLLOW US!

White Bear Lake Area Schools

EXCITING NEWS...
We're launching a Spanish Dual Immersion program for incoming kindergarten students!

Find details at www.isid624.org/immersion

Translations:
Para Español por favor llame al 651-407-7625
Xav tau nawn Hmoob rau hau 651-407-7623



Elementary



Exciting Announcement!

JOIN US

FOR THIS EXCITING PROGRAM

AS WE BUILD

BILINGUAL SKILLS AND BRIGHT FUTURES!

District Launches Elementary Spanish Dual Immersion Program for 2025-26

[LEARN MORE HERE!](#)

Exciting announcement!

Elementary Spanish Dual Immersion Program

2025-26

White Bear Lake Area Schools is launching a Spanish Dual Immersion program for elementary students!

The program will be offered at Otter Lake Elementary and Matoska International with each school serving its own designated elementary students. This is a pilot program for the 2025-26 school year.

Participants will have a year of English and Spanish, experiencing unique benefits such as:

- academic growth,
- enhanced language and cultural understanding,
- social and emotional development, and
- expanded future opportunities.

Families across the district will be able to choose this option during kindergarten registration. Transportation will be available to resident families throughout the district for students enrolled in this program.

Find information and updates at [isd624.org/immersion](#)

White Bear Lake Area Schools • Appointments • 651-407-7500 • Facebook • Twitter

¡Anuncio emocionante!

Programación de Inmersión en español para la primaria

2025-26

White Bear Lake Area Schools está lanzando un programa de inmersión dual en español para estudiantes de primaria!

Este programa se ofrecerá en Otter Lake Elementary y Matoska International, con cada escuela sirviendo a sus propios estudiantes de primaria. Este es un programa piloto para el año escolar 2025-26.

Los participantes experimentarán los beneficios de:

- mayor crecimiento académico,
- mayor comprensión de la cultura y el idioma,
- mayor desarrollo de habilidades de comprensión lectora,
- desarrollo social y emocional,
- y mayores oportunidades de aprendizaje.

Las familias de toda la zona podrán elegir esta opción durante la inscripción de kindergarten. Se ofrecerá transporte a las familias de toda la zona para los estudiantes inscritos en este programa.

Encuentre información completa en [isd624.org/immersion](#)

White Bear Lake Area Schools • Appointments • 651-407-7500 • Facebook • Twitter

WE 62.4 SECONDS

The Week in 62.4 Seconds | October 25, 2024

Copy link

October 25, 2024

Watch on YouTube

Join us for an Open House!

Elementary Spanish Dual Immersion Program

Enrolling kindergartners for 2025-26!

Starting in the Fall of 2025, Otter Lake Elementary and Matoska International will host an optional Kindergarten Spanish Dual Immersion program.

Program participants will learn in a mix of English and Spanish, experiencing unique benefits such as:

- academic growth,
- enhanced language and cultural understanding,
- social and emotional development, &
- expanded future opportunities.

Families across the district will be able to choose this option during kindergarten registration. Transportation will be available to resident families throughout the district for students enrolled in this program.

Our Vision

Our global learners will thrive in a dynamic, bilingual, and biliterate environment that nurtures curiosity, values high academic achievement, embraces cultural heritage, fosters a love for learning, and collaborates with family and community to ensure success in a diverse, interconnected world.

Open House Options:

5-6:30 p.m.

Jan. 8 and Jan. 9

at Matoska International
(2530 Spruce Place, WBL)

and Otter Lake Elementary
(1401 County Rd 112, WBL)

At both sites, families will be able to:

- Tour the school
- Register their child in person. District staff members will be there to help. Families who wish to enroll in person should bring the following required documents if possible:
 - registering student's proof of age
 - registering student's vaccine records
 - proof of address (ex. utility bill)

Find information and updates at
[isd624.org/immersion](#)
[isd624.org/enroll](#)

KINDERGARTEN
ENROLLMENT
OPENS DEC. 18!



White Bear Lake Area Schools • 651-407-7500 • Facebook • Twitter • YouTube • isd624

Middle School



Middle School

2025-26 Incoming Sixth Grade Registration

- Jan. 9: Family Information Night
 - Central Middle School families - 6-7:30 p.m. info session at District Community Auditorium
 - Mariner Middle School families - 5-7 p.m. "Meet Mariner" event at Mariner Middle School
- Jan. 10-17: Registration window is open.

2025-26 Incoming Seventh & Eighth Grade Registration

- Jan. 10-17: Registration window is open.

Find additional information about our Middle School offerings [here](#).



Middle School



WHITE BEAR LAKE
AREA SCHOOLS

2025-2026
REGISTRATION GUIDE
GRADES 6-8



High School



High School

Parent Information Night:

- Jan. 6 at WBLAHS
 - 6 p.m. - Welcome and presentation for Class of 2029
 - 7 p.m. - Welcome and presentation for Class of 2026, 2027 and 2028

There will be opportunities to meet with department leaders following each presentation.

2025-26 Incoming 9-12 Grade Registration

- Jan. 6 - Feb. 7: Registration window is open.

Find additional information about our High School offerings [here](#).

High School



wblahs.isd624.org/support/counseling/course-guide

White Bear Lake Area High School

ABOUT ACADEMICS ACTIVITIES STUDENTS FAMILIES SUPPORT CONTACT

Course Guide



Explore a variety of courses designed to help students reach their academic and personal goals. Whether you're looking for core classes, electives, or advanced programs, you'll find detailed descriptions and delivery options to fit your needs.

REGISTRATION INFORMATION
STUDENT/VAE

- + Grade Level Planning Worksheets
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- + Advanced Placement
- + Earn College Credit
- + Career Pathways

Use the dropdown menus or search bar to find courses. To clear your selections, click the 'All' option in the dropdowns or delete text from the search bar.

Filter by Grade: Filter by Subject / Level: Keyword Search: SEARCH

World Language
German 1
2 Trimester / 2 Credit
Prerequisite: None
Course Number: HS2855
Grade 09 Grade 10 Grade 11 Grade 12
Course Information →

Advanced Placement
AP Computer Science Principles Exam Prep
1 Trimester / 1 Credit
Prerequisite: AP Computer Science Principles
Course Number: HS1754
Grade 09 Grade 10 Grade 11 Grade 12
Course Information →

Advanced Placement
AP Computer Science A Exam Prep
1 Trimester / 1 Credit
Prerequisite: AP Computer Science A
Course Number: HS1753
Grade 09 Grade 10 Grade 11 Grade 12
Course Information →

Special Education
Transition Exploration A/B/C
1-3 Trimesters / 1-3 Credits
Prerequisite: IEP / Case Manager approval
Course Number: HS3165, HS3166, HS3167
Grade 09 Grade 10 Grade 11 Grade 12
Course Information →

Special Education
Language Arts Essentials 12 A/B/C
2-3 Trimesters / 2-3 Credits
Prerequisite: IEP / Case manager approval
Course Number: HS3135, HS3136, HS3137
Grade 12
Course Information →

Special Education
Language Arts Essentials 10 A/B/C
2-3 Trimesters / 2-3 Credits
Prerequisite: IEP / Case manager approval
Course Number: HS3127, HS3128, HS3129
Grade 10
Course Information →

NEW Education Elective
Unified Class Partner A/B
1-2 Trimesters / 1-2 Credits
Prerequisite: Application may be required for this course due to the number of openings available.
Course Number: HS2930/HS2931
Grade 09 Grade 10 Grade 11 Grade 12
Course Information →

NEW College Credit Education Elective
Individualization An Educator

NEW College Credit Education Elective
Individualization An Educator

NEW College Credit Education Elective
Individualization An Educator



Early Childhood



Early Childhood

2025-26 Registration

- Jan. 27: Preschool Registration Guide will be made available online.
- Feb. 13, 8 a.m.: Preschool registration window opens.

Preschool Open House Events

- Feb. 4: Preschool Open House events from 4:30-6 p.m. at Birch Lake, Lakeaires, Normandy Park, Oneka, Otter Lake, Vadnais and Willow Lane.
- Feb. 11: Preschool Open House event from 4:30-6 p.m. at Tamarack Nature Center.

Find additional information about our Early Childhood program [here](#).

GO BEARS!



AGENDA ITEM: **Superintendent's Report**
MEETING DATE: **January 13, 2025**
SUGGESTED DISPOSITION: **Information Item**
CONTACT PERSON(S): **Dr. Wayne Kazmierczak, Superintendent**

BACKGROUND:

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

D. DISCUSSION ITEMS

E. OPERATIONAL ITEMS

AGENDA ITEM: **School Board Operating Procedures for 2024**
MEETING DATE: **January 13, 2025**
SUGGESTED DISPOSITION: **Operational Item**
CONTACT PERSON(S): **School Board Chair**

BACKGROUND:

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

Attached are the recommended Rules of Order and Board Agenda format.

RECOMMENDED ACTION:

Approve the Rules of Order and Board Agenda format for 2025.

RULES OF ORDER

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

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

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

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

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

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

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

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

BOARD AGENDA

A. PROCEDURAL ITEMS	Roll call, Pledge of Allegiance, approve agenda, approve consent agenda to include minutes, payment of invoices, correspondence, gifts, field trips and personnel items.
B. PUBLIC FORUM	During the Public Forum any person may address the School Board on a topic of interest or concern.
<p><u>Public Forum Guidelines</u></p> <p>Listed below are the procedures for addressing the School Board on a topic of interest or concern.</p> <ol style="list-style-type: none"> 1. Speakers must reside in the District, be a guardian of a student(s) in the District, be a student in the District or be employed by the District. The School Board will give priority to individuals who wish to address a specific item that is on the agenda for that meeting. After this priority has been applied, any remaining openings to speak - up to the total of ten individuals - will be determined by lot. 2. Public Forum will be open for up to 30 minutes. (3 minutes per speaker, 10 minutes per topic, no more than 3 speakers per topic). Speakers are encouraged to avoid repeating comments that other speakers have made. 3. Those who wish to address the School Board must submit a written request to speak before 3:00 pm on the day of the School Board meeting. Requests must be submitted to the following email address: publiccomment@isd624.org, or by phone at 651-407-7563. 4. The School Board Chair will call speakers to the microphone and will recognize one speaker at a time. Speakers must be in person to be recognized. Only those individuals who have been recognized by the School Board Chair will be allowed to speak during the public comment period. 5. School District policy and data privacy laws preclude the School Board from publicly discussing personnel and student matters or data, including information, which, if discussed in a public meeting could violate law or policy. 6. Members of the public may not engage in conduct that materially and substantially disrupts any part of a School Board meeting, or that otherwise impedes the School Board's ability to conduct its business in an orderly and efficient fashion. 7. If a speaker violates any of the established procedures or engages in any prohibited conduct, the Board Chair will rule the speaker out of order. 8. An appropriate school district official may be assigned to contact the speaker with answers to their questions or with follow-up information. 9. A handout on the purpose of the Public Forum and the process is available at each regular School Board meeting. 10. Citizens may be asked to address the School Board on a particular subject during the discussion of that item. 	
C. INFORMATION ITEMS	No discussion.
D. DISCUSSION ITEMS	An instructional report, first reading of new policies, etc.
E. OPERATIONAL ITEMS	All non-personnel action items.
F. BOARD FORUM	Board "news"; same guidelines as Public Forum.
G. ADJOURNMENT	

AGENDA ITEM: **School Board Members' Compensation for 2025**

MEETING DATE: **January 13, 2025**

SUGGESTED DISPOSITION: **Operational Item**

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

BACKGROUND:

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

White Bear School Board members were compensated at the following rates in 2024:

Year	Chair	Vice-Chair	Clerk	Treasurer	Members
2024	\$5,450	\$5,250	\$5,450	\$5,250	\$5,050

RECOMMENDED ACTION:

The School Board recommends keeping the same compensation levels for 2025.

Year	Chair	Vice-Chair	Clerk	Treasurer	Members
2025	\$5,450	\$5,250	\$5,450	\$5,250	\$5,050

AGENDA ITEM: **Action on Appointment of Intermediate
School District 916 Representative for 2025**

MEETING DATE: **January 13, 2025**

SUGGESTED DISPOSITION: **Operational Item**

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

BACKGROUND:

Each year the White Bear Lake Area School Board appoints a member of our School Board to serve on the Intermediate School District 916 Board. We recommend that Kathleen Daniels serve on the Intermediate School District 916 Board for 2025.

RECOMMENDED ACTION:

Appoint Kathleen Daniels as White Bear Lake Area School's representative to Intermediate School District 916 Board for 2025.

AGENDA ITEM: **Action on Regular and Work Session Meeting
Schedule for 2025-26**

MEETING DATE: **January 13, 2025**

SUGGESTED DISPOSITION: **Operational Item**

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

BACKGROUND:

The White Bear Lake Area School Board holds their regular School Board meetings on the second Monday of the month, and work sessions on the fourth Monday of the month except during the months of June, July and December when there is no work session scheduled. The March 2025 and 2026 regular meetings will be held on the first Monday of the month due to spring break and the May 2025 and 2026 work sessions will be held on the third Monday of the month due to Memorial Day.

RECOMMENDED ACTION:

Approve the Regular and Work Session Meeting Schedule for January 2025 to August 2026.

2025-26 School Board Meeting Schedule

White Bear Lake Area School Board
Sunrise Park District Service Center
2399 Cedar Ave, White Bear Lake

Date	Meeting Type	Time*	Location
January 13, 2025	Organizational and Regular	5:30 p.m.	4855 Bloom Ave – Room 112
January 27, 2025	Work Session	5:30 p.m.	4855 Bloom Ave – Room 112
February 10, 2025	Regular	5:30 p.m.	4855 Bloom Ave – Room 112
February 24, 2025	Work Session	5:30 p.m.	4855 Bloom Ave – Room 112
March 3, 2025**	Regular	5:30 p.m.	2399 Cedar Ave – Room 200
March 24, 2025	Work Session	5:30 p.m.	2399 Cedar Ave – Room 200
April 14, 2025	Regular	5:30 p.m.	2399 Cedar Ave – Room 200
April 28, 2025	Work Session	5:30 p.m.	2399 Cedar Ave – Room 200
May 12, 2025	Regular	5:30 p.m.	2399 Cedar Ave – Room 200
May 19, 2025***	Work Session	5:30 p.m.	2399 Cedar Ave – Room 200
June 9, 2025	Regular	5:30 p.m.	2399 Cedar Ave – Room 200
July 14, 2025	Regular	5:30 p.m.	2399 Cedar Ave – Room 200
August 11, 2025	Regular	5:30 p.m.	2399 Cedar Ave – Room 200
August 25, 2025	Work Session	5:30 p.m.	2399 Cedar Ave – Room 200
September 8, 2025	Regular	5:30 p.m.	2399 Cedar Ave – Room 200
September 22, 2025	Work Session	5:30 p.m.	2399 Cedar Ave – Room 200
October 13, 2025	Regular	5:30 p.m.	2399 Cedar Ave – Room 200
October 27, 2025	Work Session	5:30 p.m.	2399 Cedar Ave – Room 200
November 10, 2025	Regular	5:30 p.m.	2399 Cedar Ave – Room 200
November 24, 2025	Work Session	5:30 p.m.	2399 Cedar Ave – Room 200
December 8, 2025	Regular	5:30 p.m.	2399 Cedar Ave – Room 200
January 12, 2026	Organizational and Regular	5:30 p.m.	2399 Cedar Ave – Room 200
January 26, 2026	Work Session	5:30 p.m.	2399 Cedar Ave – Room 200
February 9, 2026	Regular	5:30 p.m.	2399 Cedar Ave – Room 200
February 23, 2026	Work Session	5:30 p.m.	2399 Cedar Ave – Room 200
March 2, 2026**	Regular	5:30 p.m.	2399 Cedar Ave – Room 200
March 23, 2026	Work Session	5:30 p.m.	2399 Cedar Ave – Room 200
April 13, 2026	Regular	5:30 p.m.	2399 Cedar Ave – Room 200
April 27, 2026	Work Session	5:30 p.m.	2399 Cedar Ave – Room 200
May 11, 2026	Regular	5:30 p.m.	2399 Cedar Ave – Room 200
May 18, 2026***	Work Session	5:30 p.m.	2399 Cedar Ave – Room 200
June 8, 2026	Regular	5:30 p.m.	2399 Cedar Ave – Room 200
July 13, 2026	Regular	5:30 p.m.	2399 Cedar Ave – Room 200
August 10, 2026	Regular	5:30 p.m.	2399 Cedar Ave – Room 200
August 24, 2026	Work Session	5:30 p.m.	2399 Cedar Ave – Room 200

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

***The March 2025 and 2026 School Board Regular meetings will be held on the first Monday in March because of spring break.*

****The May 2025 and 2026 School Board Work Sessions will be held on the third Monday in May because of Memorial Day.*

AGENDA ITEM: **Action on Official Publication for the School District for 2025**

MEETING DATE: **January 13, 2025**

SUGGESTED DISPOSITION: **Operational Item**

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

BACKGROUND:

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

A proposal has been submitted by Press Publications to name the *White Bear Press* as the official school district/legal publication newspaper for 2025. The *White Bear Press* will increase from \$22.95 per column inch, in 7-point type at 9 lines per inch to \$24.10 per column inch, in 7-point type at 9 lines per inch. The discounted rate for the *Vadnais Heights Press* and *The Citizen* for a second insertion will increase from \$13.91 per column inch to \$14.61 per column inch for both papers.

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

RECOMMENDED ACTION:

Approve the *White Bear Press* as the legal publication for White Bear Lake Area Schools for 2025.

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

MEETING DATE: **January 13, 2025**

SUGGESTED DISPOSITION: **Operational Item**

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

BACKGROUND:

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

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

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

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

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

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

RECOMMENDED ACTION:

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

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

MEETING DATE: **January 13, 2025**

SUGGESTED DISPOSITION: **Operational Item**

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

BACKGROUND:

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

RECOMMENDED ACTION:

Authorize Dr. Wayne Kazmierczak, Superintendent, as the Local Education Agency (LEA) representative for the purpose of reviewing and approving documents required for compliance to federal programs included in the Elementary and Secondary Education Act (ESEA) for 2025.

AGENDA ITEM: **Action on Designation of Legal Counsel**
MEETING DATE: **January 13, 2025**
SUGGESTED DISPOSITION: **Operational Item**
CONTACT PERSON(S): **Dr. Wayne Kazmierczak, Superintendent**

BACKGROUND:

It is recommended that the School Board of White Bear Lake Area Schools designate: *Knutson, Flynn and Deans, P.A.; Ratwik, Roszak and Maloney, P.A.; Squires, Waldsperger and Mace, P.A.; and others as needed* as our legal counsel for the calendar year 2025. Mathew Mons, Director of Human Resources, will also be acting as our general counsel.

RECOMMENDED ACTION:

Move to approve *Knutson, Flynn and Deans, P.A.; Ratwik, Roszak and Maloney, P.A.; Squires, Waldsperger and Mace, P.A.; and others as needed* as our legal counsel for the calendar year 2025.

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

MEETING DATE: **January 13, 2025**

SUGGESTED DISPOSITION: **Operational Item**

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

BACKGROUND:

Be it resolved by the School Board of Independent School District #624, White Bear Lake, MN, that the following bank accounts are designated as official depositories January 13, 2025 to January 12, 2026 and that the authorized signers and those designated to electronically transfer funds be approved.

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

Mariner Petty Cash

Bremer Bank

Christina Pierre
Timothy Wald
Andrea Johnson

WBLAHS Petty Cash

Bremer Bank

Russell Reetz
Carrie Barth
Matthew Young
Timothy Wald
Andrea Johnson

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

Electronic Transfers

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

Wayne A. Kazmierczak
Timothy Wald
Andrea Johnson
Sarah Andre
Stephanie Wendel
Megan Frost

RECOMMENDED ACTION:

Approve the list of official depositories for School District funds and authorized bank accounts and signatures for 2025.

AGENDA ITEM: **Action on Annual Authorization Allowing
Administration to Contract for Budgeted
Items**

MEETING DATE: **January 13, 2025**

SUGGESTED DISPOSITION: **Operational Item**

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

BACKGROUND:

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

RECOMMENDED ACTION:

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

AGENDA ITEM: **Action on Annual Resolution to Increase Micro Purchase Threshold**

MEETING DATE: **January 13, 2025**

SUGGESTED DISPOSITION: **Operational Item**

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

BACKGROUND:

State and federal statutes currently establish different purchasing thresholds related to contracting and bidding. Federal statute allows school districts to establish alternate thresholds as long as the school board annually approves this resolution, which will allow the school district to follow state purchasing procedures for all contracting and bidding, regardless of funding source.

Summary of the purchasing thresholds:

	State Statute Threshold	Federal Statute Threshold	State & Federal Thresholds after Resolution
Sealed bids required	\$175,000+	\$250,000+	\$175,000+
Two or more quotes required	\$25,000 - \$175,000	\$10,000 - \$250,000	\$25,000 - \$175,000
Single quote permitted (two or more encouraged if practicable)	< \$25,000	< \$10,000	< \$25,000

RECOMMENDATION:

Approve the Annual Resolution to Increase Micro Purchase Threshold.

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

Pursuant to due call and notice thereof, a regular meeting of the School Board of Independent School District No. 624 was held on the 13th day of January, 2025, at 5:30 p.m.

The following Board members were present:

and the following were absent:

Member _____ introduced the following resolution and moved its adoption:

RESOLUTION TO INCREASE MICRO PURCHASE THRESHOLD

WHEREAS, a School District entering into an agreement for the sale or purchase of supplies, materials, equipment or the rental thereof, or the construction, alteration, repair or maintenance of real or personal property must abide by the Minnesota statutes relating to contracting and bidding.

Minn. Stat. § 471.345, the Uniform Municipal Contracting Law, was established to provide dollar limits for all municipalities upon contracts which shall or may be entered into on the basis of competitive bids, quotations, or purchase or sale in the open market. Minn. Stat. § 471.345. Generally, the following thresholds apply:

1. For contracts over \$175,000 – sealed bids, solicited by public notice and subject to the particular requirements of the governmental subdivision.
2. For contracts from \$25,000 to \$175,000 – sealed bids or direct negotiation, with two quotations whenever possible.
3. For contracts of \$25,000 or less – open market or quotations (with at least two contract quotations, if practicable).

WHEREAS, the School District must have and use documented procurement procedures, consistent with State, local, and tribal laws and regulations and the standards of this 2 CFR § 200.318, for the acquisition of property or services required under a Federal award or subaward.

WHEREAS, all procurement transactions for the acquisition of property or services required under a Federal award must be conducted in a manner providing full and open competition consistent with the standards of 2 CFR § 200.319 and 2 CFR § 200.320.

2 CFR § 200.320 Methods of Procurement to be followed:

1. For contracts over the Simplified Acquisition Threshold, generally defined as \$250,000 in the Federal Acquisition Regulations (FAR) – formal procurement methods such as sealed bids or proposals are appropriate.
2. For contracts determined to be “small purchases”, that is the aggregate dollar amount of which is higher than the micro-purchase threshold and smaller than the Simplified Acquisition Threshold, price or rate quotations must be obtained from an adequate number of qualified sources.
3. For contracts determined to be “Micro-purchases”, currently defined in the Federal Acquisition Regulations (FAR) as \$10,000 or less– Micro-purchases may be awarded without soliciting competitive price or rate quotations if the non-Federal entity considers the price to be reasonable based on research, experience, purchase history or other information and documents it files accordingly. Purchase cards can be used for micro-purchases if procedures are documented and approved by the non-Federal entity.

WHEREAS, *2 CFR 200.320 (a)(1)(iv) allows for the School District to increase their micro-purchase threshold up to \$50,000.* Non-Federal entities may establish a threshold higher than the micro-purchase threshold identified in the FAR in accordance with the requirements of this section. The School District may self-certify a threshold up to \$50,000 on an annual basis and must maintain documentation to be made available to the Federal awarding agency and auditors in accordance with 2 CFR § 200.334. The self-certification must include a justification, clear identification of the threshold, and supporting documentation of a higher threshold consistent with State law.

THEREFORE; BE IT RESOLVED that the School Board approves an increase to White Bear Lake Area Schools’ federal Micro-purchase threshold of \$10,000 to \$25,000 to be consistent with Minnesota Stat. § 471.345, subd. 5, as allowed by 2 CFR § 200.320(a)(1)(iv), for the acquisition of property or services under a Federal award.

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

and the following voted against the same:

whereupon said resolution was declared duly passed and adopted.

STATE OF MINNESOTA)
) SS.
COUNTY OF RAMSEY)

I, the undersigned, being the fully qualified and acting Clerk of Independent School District No. 624, State of Minnesota, hereby certify that the attached and foregoing is a full, true and correct transcript of the minutes of a meeting of the School Board of Independent School District No. 624, duly called and held on the date therein indicated, so far as such minutes relate to increasing the micro purchase threshold and that said resolution included therein is a full, true and correct copy of the original thereof.

WITNESS MY HAND officially as such Clerk this 13th day of January , 2025.

Clerk
Independent School District No. 624 (White Bear Lake)
State of Minnesota

AGENDA ITEM: **Policy 501, School Weapons Policy**

MEETING DATE: **January 13, 2025**

SUGGESTED DISPOSITION: **Operational Item**

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

BACKGROUND:

School Board Policy 501, School Weapons Policy, was reviewed by the School Board Policy Committee and Cabinet, had a first reading in December and is being recommended for a second reading. The changes to this policy are in sections I, II, III, IV, V, and VI, and the legal references.

The purpose of this policy is to assure a safe school environment for students, staff and the public.

RECOMMENDATION:

Approve School Board Policy 501, School Weapons Policy, as recommended by the School Board Policy Committee and Cabinet.

Adopted: October 9, 1995
Revised: June 11, 2001
Revised: January 10, 2005
Revised: May 8, 2017
Revised: _____

White Bear Lake Area
School District #624 Policy 501

Revised: April 11, 2022

501 SCHOOL WEAPONS POLICY

I. PURPOSE

The purpose of this policy is to assure a safe school environment for students, staff, and the public.

II. GENERAL STATEMENT OF POLICY

No student or nonstudent, including adults and visitors, shall possess, use, or distribute a weapon when in a school location except as provided in this policy. The school district will act to enforce this policy and to discipline or take appropriate action against any student, teacher, administrator, school employee, volunteer, or member of the public who violates this policy.

III. DEFINITION

A. “Weapon”

1. A “weapon” means any object, device, or instrument designed as a weapon or through its use is capable of threatening or producing bodily harm or which may be used to inflict self-injury including, but not limited to, any firearm, whether loaded or unloaded; airguns; pellet guns; BB guns; all knives; blades; clubs; metal knuckles; nunchucks; throwing stars; explosives; fireworks; mace and other propellants; stun guns; ammunition; poisons; chains; arrows; and objects that have been modified to serve as a weapon.
2. No student shall possess, use, or distribute any object, device, or instrument having the appearance of a weapon, and such objects, devices, or instruments shall be treated as weapons including, but not limited to, weapons listed above which are broken or non-functional, look-alike guns; toy guns; and any object that is a facsimile of a real weapon.
3. No student shall use any object, device, or instrument designed for other purposes (e.g., lasers or laser pointers, belts, combs, pencils, files, scissors, etc.) to inflict bodily harm and/or intimidate. Such use will be treated as the possession and use of a weapon.

- B. “School Location” includes any school building or school grounds, whether leased, rented, owned or controlled by the school, locations of school activities or trips, bus stops, school buses or school vehicles, school-contracted vehicles, the area of entrance or departure from school premises or events, all locations where school-related functions are conducted, and anywhere students are under the jurisdiction of the school district.
- C. “Possession” means having a weapon on one’s person or in an area subject to one’s control in a school location.
- D. “Dangerous Weapon” means any firearm, whether loaded or unloaded, or any device designed as a weapon and capable of producing death or great bodily harm, any combustible or flammable liquid or other device or instrumentality that, in the manner it is used or intended to be used, is calculated or likely to produce death or great bodily harm, or any fire that is used to produce death or great bodily harm. As used in this definition, “flammable liquid” means any liquid having a flash point below 100 degrees Fahrenheit and having a vapor pressure not exceeding 40 pounds per square inch (absolute) at 100 degrees Fahrenheit but does not include intoxicating liquor. As used in this subdivision, “combustible liquid” is a liquid having a flash point at or above 100 degrees Fahrenheit.

IV. EXCEPTIONS

- A. A student who finds a weapon on the way to school or in the school building, or a student who discovers that they accidentally have a weapon in their possession, and takes the weapon to the building administrator’s office, a student shall not be considered to possess a weapon. If it would be impractical or dangerous to take the weapon to the building administrator’s office, a student shall not be considered to possess a weapon if they immediately turn the weapon over to an administrator or staff member as soon as practicable notifies an administrator, teacher, or head coach of the weapon’s location.
- B. It shall not be a violation of this policy if a nonstudent commits acts which would otherwise violate this policy, but the nonstudent falls within one of the following categories:
 - 1. Is a licensed peace officer, military personnel, or student or nonstudent participating in military training, who are performing official duties;
 - 2. Is authorized to carry a pistol under Minnesota Statutes, Section 624.714 while in a motor vehicle or outside of a motor vehicle for

the purpose of directly placing a firearm in, or retrieving it from, the trunk or rear area of the vehicle;

3. Who keeps or stores in a motor vehicle pistols in accordance with Minnesota Statutes, **S**sections 624.714 or 624.715 or other firearms in accordance with Minnesota Statutes, **S**section 97B.045;
 - a. Section 624.714 specifies procedures and standards for obtaining pistol permits and penalties for the failure to do so. Section 624.715 defines an exception to the pistol permit requirements for “antique firearms which are carried or possessed as curiosities or for their historical significance or value.”
 - b. Section 97B.045 generally provides that a firearm may not be transported in a motor vehicle unless it is (1) unloaded and in a gun case without any portion of the firearm exposed; (2) unloaded and in the closed trunk; or (3) a handgun carried in compliance with Sections 624.714 and 624.715.
4. Is participating in firearms safety or marksmanship courses or activities conducted on school property;
5. A ceremonial color guard who is in possession of unloaded dangerous weapons, BB guns, or replica firearms.
6. A gun or knife show held on school property;
7. Is in possession of dangerous weapons, BB guns, or replica firearms with written permission of the principal or other person having general control and supervision of the School or the director of a child care center;
8. Is on unimproved property owned or leased by a child care center, school or school district unless the person knows that a student is currently present on the land for a school-related activity.

C. Policy Application to Instructional Equipment/Tools

While the school district and the school takes a firm “Zero Tolerance” position on the possession, use, or distribution of weapons by students, such a position is not meant to interfere with instruction or the use of appropriate equipment and tools by students. Such equipment and tools, when properly possessed, used, and stored, shall not be considered in violation of the rule against the possession, use, or distribution of weapons by students. However, when authorized instructional and work equipment and tools are used in a potentially dangerous or threatening

manner, such possession and use will be treated as the possession and use of a weapon.

D. Firearms in School Parking Lots and Parking Facilities

A school district may not prohibit the lawful carry or possession of firearms in a school parking lot or parking facility. For purposes of this policy, the “lawful” carry or possession of a firearm in a school parking lot or parking facility is specifically limited to nonstudent permit-holders authorized under Minnesota Statutes, ~~S~~ section 624.714 to carry a pistol in the interior of a vehicle or outside the motor vehicle for the purpose of directly placing a firearm in, or retrieving it from, the trunk or rear area of the vehicle. Any possession or carry of a firearm beyond the immediate vicinity of a permit-holder’s vehicle shall constitute a violation of this policy.

V. CONSEQUENCES FOR STUDENT WEAPON POSSESSION/USE/ DISTRIBUTION

A. The school district takes a position of “Zero Tolerance” in regard to the possession, use, or distribution of weapons by students. Consequently, the minimum consequence for students willfully possessing, using, or distributing weapons without authorization or outside the Exceptions listed in Section IV above shall include:

1. immediate out-of-school suspension;
2. confiscation of the weapon;
3. immediate notification of police;
4. parent or guardian notification; and
5. recommendation to the Superintendent of dismissal ~~for~~ not to exceed one year.

B. Pursuant to Minnesota law, a student who brings a firearm, as defined by federal law, to school will be expelled for at least one year. The School Board may modify this requirement on a case-by-case basis.

C. The building principal shall, as soon as practicable, refer to the criminal justice or juvenile delinquency system, as appropriate, a student who brings a firearm to school unlawfully.

D. Administrative Discretion

While the school district takes a “Zero Tolerance” position on the possession, use, or distribution of weapons by students, the Superintendent may use discretion in determining whether, under the

circumstances, a course of action other than the minimum consequences specified above is warranted. If so, other appropriate action may be taken, including consideration of a recommendation for lesser discipline.

VI. CONSEQUENCES FOR WEAPON POSSESSION/USE/DISTRIBUTION BY NONSTUDENTS

A. Employees

1. An employee who violates the terms of this policy is subject to disciplinary action, including non-renewal, suspension, or discharge as deemed appropriate by the School Board.
2. Sanctions against employees, including non-renewal, suspension, or discharge, shall be pursuant to and in accordance with applicable statutory authority, collective bargaining agreements, and school district policies.
3. When an employee violates the weapons policy, law enforcement may be notified, as appropriate.

B. Other Nonstudents

1. Any member of the public who violates this policy shall be informed of the policy and asked to leave the school location. Depending on the circumstances, the person may be barred from future entry to school locations. In addition, if the person is a student in another school district, that school district may be contacted concerning the policy violation.
2. If appropriate, law enforcement will be notified of the policy violation by the member of the public and may be asked to provide an escort to remove the member of the public from the school location.

VII. REPORTS OF DANGEROUS WEAPON INCIDENTS IN SCHOOL ZONES

- A. The school district must electronically report to the Commissioner of Education incidents involving the use or possession of a dangerous weapon in school zones, as required under Minnesota Statutes, Section 121A.06.

Legal References: Minn. Stat. § 97B.045 (Transportation of Firearms)
Minn. Stat. § 121A.05 (Policy to Refer Firearms Possessor ~~Referral to Police~~)
Minn. Stat. § 121A.06 (Reports of Dangerous Weapon Incidents in School Zones)
Minn. Stat. §§ 121A.40-121A.56 (Pupil Fair Dismissal Act)

Minn. Stat. § 121A.44 (Expulsion for Possession of Firearm)
Minn. Stat. § 152.01, subd. 14(a) (Definition of a School Zone)
Minn. Stat. § 609.602, subd. 6 (Definition of Dangerous Weapons)
Minn. Stat. § 609.605 (Trespass)
Minn. Stat. § 609.66 (Dangerous Weapons)
Minn. Stat. § 624.714 (Carrying of Weapons Without Permit;
Penalties)
Minn. Stat. § 624.715 (Exemptions; Antiques and Ornaments)
18 U.S.C. § 921 (Definition of Firearm)
In re C.R.M., 611 N.W. 2d 802 (Minn. 2000)
In re A.D., 883 N.W.2d 251 (Minn. 2016)

Cross References: WBLASB Policy 403 (Discipline, Suspension and Dismissal of School District Employees)
WBLASB Policy 506 (Student Discipline)
WBLASB Policy 525 (Violence Prevention)
WBLASB Policy 903 (Visitors to School District Buildings and Sites)

AGENDA ITEM: **Policy 526, Hazing Prohibition**

MEETING DATE: **January 13, 2025**

SUGGESTED DISPOSITION: **Operational Item**

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

BACKGROUND:

School Board Policy 526, Hazing Prohibition, was reviewed by the School Board Policy Committee and Cabinet, had a first reading in December and is being recommended for a second reading. The changes to this policy are in sections II, III, IV, V, and VI, and the cross references.

The purpose of this policy is to maintain a safe learning environment for students and staff that is free from hazing.

RECOMMENDATION:

Approve School Board Policy 526, Hazing Prohibition, as recommended by the School Board Policy Committee and Cabinet.

Adopted: March 9, 1998
Revised: June 11, 2001
Revised: December 14, 2009
Revised: January 9, 2012
Revised: April 11, 2022

*White Bear Lake Area
School District #624 Policy 526*

Revised: June 8, 2015
Revised: _____

526 HAZING PROHIBITION

I. PURPOSE

The purpose of this policy is to maintain a safe learning environment for students and staff that is free from hazing. Hazing activities of any type are inconsistent with the educational goals of the school district and are prohibited at all times.

II. GENERAL STATEMENT OF POLICY

- A. No student, teacher, administrator, volunteer, contractor, or other employee of the school district shall plan, direct, encourage, aid, or engage in hazing.
- B. No student, teacher, administrator, volunteer, contractor, or other employee of the school district shall permit, condone, or tolerate hazing.
- C. Apparent permission or consent by a person being hazed does not lessen the prohibitions contained in this policy.
- D. Retaliation against a victim, good faith reporter, or a witness of hazing is prohibited.
- E. False accusations or reports of hazing against a student, teacher, administrator, volunteer, contractor, or other employee are prohibited.
- F. A person who engages in an act of hazing, reprisal, retaliation, or false reporting of hazing or permits, condones, or tolerates hazing shall be subject to discipline or other remedial responses for that act in accordance with the school district's policies and procedures.

Consequences for students who commit, tolerate, or are a party to prohibited acts of hazing may range from remedial responses or positive behavioral interventions up to and including suspension and/or expulsion.

Consequences for employees who permit, condone, or tolerate hazing or engage in an act of reprisal or intentional false reporting of hazing may result in disciplinary action up to and including termination or discharge.

Consequences for other individuals engaging in prohibited acts of hazing may include, but not be limited to, exclusion from school district property and events and/or termination of services and/or contracts.

- G. This policy applies to hazing that occurs during and after school hours, on or off school premises or property, at school functions or activities, or on school transportation.
- H. A person who engages in an act that violates school policy or law in order to be initiated into or affiliated with a student organization shall be subject to discipline for that act.
- I. The school district will act to investigate all complaints of hazing and will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor, or other employee of the school district who is found to have violated this policy.

III. DEFINITIONS

- A. “Hazing” means committing an act against a student, or coercing a student into committing an act, that creates a substantial risk of harm to a person, in order for the student to be initiated into or affiliated with a student organization, or for any other school-related purpose. The term hazing includes, but is not limited to:
 - 1. Any type of physical brutality such as whipping, beating, striking, branding, electronic shocking, or placing a harmful substance on the body.
 - 2. Any type of physical activity such as sleep deprivation, exposure to weather, confinement in a restricted area, calisthenics, or other activity that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.
 - 3. Any activity involving the consumption of any alcoholic beverage, drug, tobacco product, or any other food, liquid, or substance that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.
 - 4. Any activity that intimidates or threatens the student with ostracism, ~~that~~ subjects a student to extreme mental stress, embarrassment, shame, or humiliation, ~~that~~ adversely affects the mental health or dignity of the student, or discourages the student from remaining in school. This may include verbal abuse such as yelling, swearing at, and insulting the student.

- 5. Any activity that causes or requires the student to perform a task that involves a violation of state or federal law or of school district policies or regulations.
- B. “Immediately” means as soon as possible but in no event longer than 24 hours.
- C. “On school premises or school district property, or at school functions or activities, or on school transportation” means all school district buildings, school grounds, and school property or property immediately adjacent to school grounds, school bus stops, school buses, school vehicles, school contracted vehicles, or any other vehicles approved for school district purposes, the area of entrance or departure from school grounds, premises, or events, and all school-related functions, school-sponsored activities, events, or trips. School district property also may mean a student’s walking route to or from school for purposes of attending school or school-related functions, activities, or events. While prohibiting hazing at these locations and events, the school district does not represent that it will provide supervision or assume liability at these locations and events.
- D. “Remedial response” means a measure to stop and correct hazing, prevent hazing from recurring, and protect, support, and intervene on behalf of a student who is the target or victim of hazing.
- E. “Student” means a student enrolled in a public school or a charter school.
- F. “Student organization” means a group, club, or organization having students as its primary members or participants. It includes grade levels, classes, teams, activities, or particular school events. A student organization does not have to be an official school organization to come within the terms of this definition.

IV. REPORTING PROCEDURES

- A. Any student who believes they have been the target or victim of hazing or any person who has personally observed or has knowledge or belief of conduct which may constitute hazing shall report the alleged acts immediately to an appropriate school district official designated by this policy such as a coach, counselor, teacher, athletic director, or administrator. A person may report hazing anonymously. However, the school district may not rely solely on an anonymous report to determine discipline or other remedial responses.
- B. The school district encourages the reporting party to use the report form available from the principal or building supervisor of each building or

available from the school district office, but oral reports shall be considered complaints as well.

The building principal, the principal's designee, or the building supervisor (hereinafter the "building report taker") is the person responsible for receiving and investigating reports of hazing at the building level. Any adult school district personnel who receives a report of hazing prohibited by this policy shall inform the building report taker immediately. Any person may report hazing directly to a school district human rights officer or to the sSuperintendent. If the complaint involves the building report taker, the complaint shall be made or filed directly with the aAssistant sSuperintendent or sSuperintendent or the school district human rights officer by the reporting party or complainant.

The building report taker shall ensure that this policy and its procedures, practices, consequences, and sanctions are fairly and fully implemented and shall serve as a primary contact on policy and procedural matters.

- C. A teacher, administrator, volunteer, contractor, and other school employees shall be particularly alert to possible situations, circumstances, or events which might include hazing. Any such person who witnesses, observes, receives a report of, or has other knowledge or belief of conduct which may constitute hazing shall make reasonable efforts to address and resolve the hazing and shall inform the building report taker immediately. School district personnel who fail to inform the building report taker of conduct that may constitute hazing or who fail to make reasonable efforts to address and resolve the hazing in a timely manner may be subject to disciplinary action.
- D. Submission of a good faith complaint or report of hazing by a student or staff member will not affect the complainant or reporter's future employment, grades, activity participation, work assignments, or educational work environment.
- E. Reports of hazing are classified as private educational and/or personnel data and/or confidential investigative data and will not be disclosed except as permitted by law. The building report taker, in conjunction with the responsible authority, shall be responsible for keeping and regulating access to any report of hazing and the record of any resulting investigation.
- F. The school district will respect the privacy of the complainant(s), the individual(s) against whom the complaint is filed, and the witnesses as much as possible, consistent with the school district's legal obligations to investigate, to take appropriate action, and to comply with any discovery or disclosure obligations.

V. SCHOOL DISTRICT ACTION

- A. Within three (3) days of the receipt of a complaint or report of hazing, the school district shall undertake or authorize an investigation by school district officials or a third party designated by the school district.
- B. The building report taker or other appropriate school district officials may take immediate steps, at their discretion, to protect the target or victim of the hazing, the complainant, the reporter, and students, or others pending completion of an investigation of alleged hazing prohibited by this policy.
- C. The alleged perpetrator of the hazing shall be allowed the opportunity to present a defense during the investigation or prior to the imposition of discipline or other remedial responses.
- D. Upon completion of an investigation that determines hazing has occurred, the school district will take appropriate action against students or staff that condoned, planned, directed, encouraged, aided, permitted, or engaged in hazing. Such action may include, but is not limited to, warning, suspension, suspension from Minnesota State High School League activities, ~~Saturday School~~, exclusion, expulsion, transfer, remediation, termination, or discharge. Disciplinary consequences will be adequate to try to deter violations and to appropriately discipline prohibited behavior. School district action taken for violation of this policy will be consistent with the requirements of applicable collective bargaining agreements; applicable statutory authority, including the Minnesota Pupil Fair Dismissal Act; and applicable school district policies, and regulations.
- E. The school district is not authorized to disclose to a victim private educational or personnel data regarding an alleged perpetrator who is a student or employee of the school district. At a parent(s)/guardian(s) request, school officials will notify the parent(s)/guardian(s) of students who are targets or victims of hazing and the parent(s) or guardian(s) of alleged perpetrators of hazing who have been involved in a reported and confirmed hazing incident of the remedial or disciplinary action taken, to the extent permitted by law.
- F. In order to prevent or to respond to hazing committed by or directed against a child with a disability, the school district shall, where determined appropriate by the child's individualized education program (IEP) team or Section 504 team, allow the child's IEP or Section 504 plan to be drafted to address the skills and proficiencies the child needs as a result of the child's disability to allow the child to respond to or not to engage in hazing.

VI. RETALIATION OR REPRISAL

The school district will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor, or other employee of the school district who commits an act of reprisal or who retaliates against any person who asserts, alleges, or makes a good faith report of alleged hazing, who provides information about hazing, who testifies, assists or participates in an investigation of alleged hazing, or who testifies, assists, or participates in a proceeding or hearing relating to such hazing. Retaliation includes, but is not limited to, any form of intimidation, reprisal or harassment, or intentional disparate treatment. Disciplinary consequences will be sufficiently severe to deter violations and to appropriately discipline the individual(s) who engaged in the prohibited conduct. Remedial responses to the prohibited conduct shall be tailored to the particular incident and nature of the conduct.

VII. DISSEMINATION OF POLICY

- A. This policy shall be referenced in each school's student handbook and in each school's building and staff handbooks.
- B. The school district will develop a method of annually disseminating this policy to students, parents/guardians, and employees.

Legal References: Minn. Stat. § 121A.40 - 121A.56 (Pupil Fair Dismissal Act)
Minn. Stat. § 121A.69 (Hazing Policy)
Minn. Stat. § 121A.031 (School Student Bullying Policy)
Minn. Stat. § 121A.0311 (Notice of the Rights and Responsibilities of Students and Parents Under the Safe and Supportive Minnesota Schools Act)

Cross Reference: WBLASB Policy 403 (Discipline, Suspension and Dismissal of School District Employees)
WBLASB Policy 413 (Harassment and Violence)
WBLASB Policy 506 (Student Discipline)
WBLASB Policy 514 (Bullying Prohibition Policy)
WBLASB Policy 525 (Violence Prevention ~~[Applicable to Students and Staff]~~)