MACCRAY ISD 2180
Clara City, MN 56222
MACCRAY Board Room
Monday, June 9, 2025
6:00 pm

TENTATIVE AGENDA

Policy 206 – Individual speakers will have three minutes to speak to the board and may do so only during the public comment portion of the meeting. Comments involving data privacy, personal attacks on others, or that may be considered libelous or slanderous, or are initiated after the public comment period, are unacceptable. The board will take no action at the same meeting on an item raised by the public at that meeting to allow for further investigation.

1.0 Call to Order
2.0 Pledge of Allegiance
3.0 Approval of the Agenda/Additions/Deletions
4.0 Public Comment
5.0 Consent Agenda – Action Required
    5.1 Adoption of Minutes
    5.2 Approve payment of bills and financial reports.
    5.3 Approve Contract with CER Director/Tech Coordinator - K. Hess
    5.4 Approve Contract with Technology Director - G. Peterson
    5.5 Approve Employment Agreement with Library Para - C. Pankratz
6.0 Communication Report
    6.1 Administrative Reports
        6.1.1 Denise Smith - CER - written
        6.1.2 Jim Trulock - Activities
        6.1.3 Todd Bertram, Elementary Principal
        6.1.4 Judd Wheatley, High School Principal
        6.1.5 Josh Austad, Superintendent
    6.2 Committee Reports -
    6.3 Board Discussion -
7.0 Business items – Action Required
    7.1 Approve MSHSL membership. (Resolution)
    7.2 Approve MACCRAY Language Access Plan.
    7.3 Approve FY 2026 Original Budget.
    7.4 Approve Bread Contract with Pan-O-Gold for School year 25-26.
8.0 Upcoming Meetings
    8.1 Regular Board Meeting, Monday, July 14, MACCRAY Board Room, 6pm.
    8.2 Regular Board Meeting, Monday, August 11, MACCRAY Board Room, 6pm.
    8.3 Regular Board Meeting, Monday, September 8, MACCRAY Board Room, 6pm.
9.0 Adjournment

Minutes of the Board of Education
Independent School District #2180
Regular Meeting #11
Monday, May 12, 2025, 6:00 PM
MACCRAY Board Room

Members Present: Julie Alsum, Debi Brandt, Mark Kasella, John Hagemeyer, Ben Donner, Carmel Thein.
Others Present: Josh Austad, Superintendent (online); Todd Bertram; Elem. Principal, Judd Wheatley; MS/HS Principal, Kim Sandry, Business Manager; Jesse Westbrock, Tech Director, Jim Trulock, Activities Director.

Chair Julie Alsum called the meeting to order at 6:03 pm. Pledge of Allegiance

Motion by Brandt, second by Kasella, to approve the agenda with the addition of Item 7.2 – Budget Reductions. Motion carried by unanimous vote.

Approval of Consent Agenda:
Motion by Thein, second by Kasella, to approve the consent agenda.
Motion carried by unanimous vote.

- Adoption of Minutes
- Approve payment of bills and financial reports.
- Approve Teacher Contract – A. Engesser
- Accept Resignation – J. Westbrock
- Accept Resignation – S. Rokuro
- Approve FMLA - R. Reardon
- Approve Employee Agreement with Summer ECSE Teacher – E. Hennen
- Accept teacher resignation – A. Ahrndt
- Accept Retirement – E. Tensen

Communications Reports:
Jim Trulock: Activities update
Todd Bertram: Elem. Update
Judd Wheatley: MS/HS Update
Josh Austad: District update.

Committee Reports/Board Discussion: none

Business Items:
Motion by Brandt, second by Kasella, to approve Continuing Contract for the following: A. Hansen, M. Mankenberg, L. Streich, A. Yeager, J. Zuidema, T. Bertram, L. Brinkmann, T. Anderson. Motion carried by unanimous vote.

Meetings and Workshops:

- Regular Board Meeting, Monday, June 9, MACCRAY Board Room, 6pm
- Regular Board Meeting, Monday, July 14, MACCRAY Board Room, 6pm.
- Regular Board Meeting, Monday, August 11, MACCRAY Board Room, 6pm

Adjournment of Meeting
Motion by Thein, second by Alsum, for adjournment. Motion carried by unanimous vote. Meeting adjourned at 6:52 pm.

Respectfully submitted,
Carmel Thein, Clerk
Kim Sandry, Business Manager

Ind. School District #2180

Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void Date	Amount
BND2		62924	5611	Check	1	5528		Huntington National Bank		Yes	No	No	05/05/2025	1,500.00
BND2		62923	5612	Check	1	4559	1099	ICS Consulting, LLC - 138006		Yes	No	No	05/05/2025	1,105.20
												Bank Total:		$2,605.20
Pay		62909		Wire	1	00867		PERA		No	No	No	05/01/2025	15,306.12
Pay		62910		Wire	1	00868		MN Teachers Retirement Assoc.		No	No	No	05/01/2025	34,450.87
Pay		62911		Wire	1	2181		Aviben		No	No	No	05/01/2025	10,589.07
Pay		62912		Wire	1	2385		MN Department of Revenue		No	No	No	05/01/2025	10,032.69
Pay		62913		Wire	1	2875		Internal Revenue Service		No	No	No	05/01/2025	66,166.72
Pay		62914		Wire	1	2985		Aviben FLEX		No	No	No	05/01/2025	2,510.54
Pay		63032		Wire	1	00867		PERA		No	No	No	05/20/2025	14,869.87
Pay		63033		Wire	1	00868		MN Teachers Retirement Assoc.		No	No	No	05/20/2025	34,953.59
Pay		63034		Wire	1	2181		Aviben		No	No	No	05/20/2025	10,589.07
Pay		63035		Wire	1	2385		MN Department of Revenue		No	No	No	05/20/2025	10,109.18
Pay		63036		Wire	1	2875		Internal Revenue Service		No	No	No	05/20/2025	67,058.84
Pay		63037		Wire	1	2985		Aviben FLEX		No	No	No	05/20/2025	2,510.54
Pay		62718	61299	Check	1	3053		BOLD Public Schools		Yes	No	Yes	05/08/2025	(125.00)
Pay		62897	61444	Check	1	2985		Aviben FLEX		Yes	No	No	05/01/2025	136.29
Pay		62898	61445	Check	1	5084		BROUWER, EILEEN		Yes	No	No	05/01/2025	450.00
Pay		62899	61446	Check	1	5552		Language Testing International, Inc		Yes	No	No	05/01/2025	80.00
Pay		62901	61447	Check	1	00528		Bremer Bank		Yes	No	No	05/01/2025	170.00
Pay		62904	61448	Check	1	1039		Citizens Alliance Bank		Yes	No	No	05/01/2025	1,390.75
Pay		62908	61449	Check	1	4802		Colonial Life		Yes	No	No	05/01/2025	1,503.62
Pay		62907	61450	Check	1	4594		Kensington Bank		Yes	No	No	05/01/2025	300.00
Pay		62905	61451	Check	1	3402		Lake Region Bank		Yes	No	No	05/01/2025	100.00
Pay		62902	61452	Check	1	00880		MACCRAY Education Association		Yes	No	No	05/01/2025	3,349.55
Pay		62906	61453	Check	1	4043		MN Child Support Center		Yes	No	No	05/01/2025	58.00
Pay		62903	61454	Check	1	00881		NCPERS Group Life Ins. c/o Member Ber		Yes	No	No	05/01/2025	8.00
Pay		62900	61455	Check	1	00023		UNUM Life Insurance Company		Yes	No	No	05/01/2025	256.17
Pay		62918	61456	Check	1	01432		Chappell Central, Inc.		Yes	No	No	05/01/2025	1,683.25
Pay		62915	61457	Check	1	00044		City of Clara City		Yes	No	No	05/01/2025	1,777.54
Pay		62916	61458	Check	1	00048		Clara City Telephone Company		Yes	No	No	05/01/2025	420.92
Pay		62917	61459	Check	1	00105		Hillyard / Hutchinson		Yes	No	No	05/01/2025	1,946.57
Pay		62919	61460	Check	1	5179		SAAFE, LLC		Yes	No	No	05/01/2025	2,450.00
Pay		62922	61461	Check	1	5554		DeBlieck, Logan		Yes	No	No	05/01/2025	75.00
Pay		62920	61462	Check	1	5434		Doschadis, Kevin		Yes	No	No	05/01/2025	150.00
Pay		62921	61463	Check	1	5553		Lillehaug, Cal		Yes	No	No	05/01/2025	150.00
Pay		62932	61464	Check	1	3406		Benson Schools		Yes	No	No	05/05/2025	150.00

Ind. School District #2180

Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void Date	Amount
Pay		62929	61465	Check	1	1680		BSN Sports, LLC		Yes	No	No	05/05/2025	180.00
Pay		62930	61466	Check	1	1762		Donners Crossroads Truckstop		Yes	No	No	05/05/2025	147.19
Pay		62933	61467	Check	1	5039		Donner's Garage Inc		Yes	No	No	05/05/2025	211.78
Pay		62927	61468	Check	1	00077		Farmers Coop Oil Co.		Yes	No	No	05/05/2025	282.52
Pay		62931	61469	Check	1	2144		Smith, Denise		Yes	No	No	05/05/2025	43.44
Pay		62934	61470	Check	1	5153		Stony Creek Dairy		Yes	No	No	05/05/2025	2,801.93
Pay		62928	61471	Check	1	00308		SW & WC Service Cooperative		Yes	No	No	05/05/2025	2,300.00
Pay		62936	61472	Check	1	5253		Karas, Blake		Yes	No	No	05/05/2025	150.00
Pay		62935	61473	Check	1	3857		Marquart, Cory		Yes	No	No	05/05/2025	150.00
Pay		62946	61474	Check	1	4016		Almich's Market		Yes	No	No	05/05/2025	137.13
Pay		62949	61475	Check	1	5555		Avant Assessment, LLC		Yes	No	No	05/05/2025	79.80
Pay		62948	61476	Check	1	5239		Gueningsman, Rachel		Yes	No	No	05/05/2025	9.88
Pay		62945	61477	Check	1	3962		Indianhead Foodservice Distributor		Yes	No	No	05/05/2025	4,603.26
Pay		62947	61478	Check	1	4553		Nordic Solar HoldCo Phase 2, LLC		Yes	No	No	05/05/2025	8,815.90
Pay		62943	61479	Check	1	2943		Sweep Hardware		Yes	No	No	05/05/2025	70.66
Pay		62950	61480	Check	1	5556		The Centre Stage Manufacturing Co		Yes	No	No	05/05/2025	44.00
Pay		62944	61481	Check	1	3297		Wohlman, Julie		Yes	No	No	05/05/2025	158.67
Pay		62953	61482	Check	1	4245		Wheatley, Judd		Yes	No	No	05/06/2025	47.60
Pay		62955	61483	Check	1	2359		Amazon Capital Services		Yes	No	No	05/06/2025	4,140.40
Pay		62956	61484	Check	1	01432		Chappell Central, Inc.		Yes	No	No	05/06/2025	2,622.75
Pay		62957	61485	Check	1	5239		Gueningsman, Rachel		Yes	No	No	05/06/2025	87.22
Pay		62958	61486	Check	1	3780		Cash		Yes	No	No	05/06/2025	60.00
Pay		62966	61492	Check	1	1936		Palmer Bus Service, Inc		Yes	No	No	05/07/2025	125,392.75
Pay		62969	61493	Check	1	3054		Beekman, Scott		Yes	No	No	05/08/2025	150.00
Pay		62973	61494	Check	1	4380		GRUSSING, MARK		Yes	No	No	05/08/2025	150.00
Pay		62971	61495	Check	1	3962		Indianhead Foodservice Distributor		Yes	No	No	05/08/2025	3,953.03
Pay		62968	61496	Check	1	2126		Menards - Willmar		Yes	No	No	05/08/2025	61.26
Pay		62972	61497	Check	1	3987		Sarlettes Music		Yes	No	No	05/08/2025	225.63
Pay		62970	61498	Check	1	3854		Verkindren, Steve		Yes	No	No	05/08/2025	150.00
Pay		62975	61499	Check	1	2512		Decker Equipment		Yes	No	No	05/08/2025	16.95
Pay		62977	61500	Check	1	1104		Jostens		Yes	No	No	05/08/2025	147.71
Pay		62978	61501	Check	1	1684		MACCRAY Activity Account		Yes	No	No	05/08/2025	18.90
Pay		62979	61502	Check	1	5301		Red Rock Central High School		Yes	No	No	05/08/2025	100.00
Pay		62982	61503	Check	1	5558		Alley on Ash		Yes	No	No	05/09/2025	215.00
Pay		62981	61504	Check	1	5557		BOLD Warrior Basketball Association		Yes	No	No	05/09/2025	125.00
Pay		62980	61505	Check	1	5428		Merritt, Hunter		Yes	No	No	05/09/2025	150.00
Pay		62989	61506	Check	1	5235		Blue Cross Blue Shield of Minnesota		Yes	No	No	05/12/2025	76,958.75
Pay		62985	61507	Check	1	00046		Clara City Herald		Yes	No	No	05/12/2025	367.75

Ind. School District #2180

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Bank	Batch	Pmt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void Date	Amount
Pay		62990	61508	Check	1	5493		Hastad, Larry		Yes	No	No	05/12/2025	125.00
Pay		62988	61509	Check	1	4868		Kaardal, Bruce		Yes	No	No	05/12/2025	268.60
Pay		62987	61510	Check	1	3303		Miller, Kim		Yes	No	No	05/12/2025	337.00
Pay		62986	61511	Check	1	00844		West Central Sanitation, Inc.		Yes	No	No	05/12/2025	1,446.82
Pay		62992	61512	Check	1	01758		Mitlyng Electric & Refrig., Inc		Yes	No	No	05/12/2025	667.81
Pay		62991	61513	Check	1	00457		Torkelson's Lock Service		Yes	No	No	05/12/2025	221.50
Pay		62993	61514	Check	1	2877		Matheson Tri Gas		Yes	No	No	05/12/2025	38.02
Pay		62995	61515	Check	1	3592		Dooley's Natural Gas		Yes	No	No	05/13/2025	7,431.52
Pay		62996	61516	Check	1	4380		GRUSSING, MARK		Yes	No	No	05/13/2025	210.00
Pay		62994	61517	Check	1	1718		SCHILLER, CLINT		Yes	No	No	05/13/2025	210.00
Pay		62997	61518	Check	1	00763		Pan-O-Gold Baking Company		Yes	No	No	05/13/2025	141.75
Pay		62998	61519	Check	1	5339		Water Walkers Inc		Yes	No	No	05/13/2025	4,053.00
Pay		63000	61520	Check	1	1680		BSN Sports, LLC		Yes	No	No	05/13/2025	519.97
Pay		63001	61521	Check	1	3988		Forum Communications Company		Yes	No	No	05/13/2025	409.00
Pay		63003	61522	Check	1	3961		New Dominion School		Yes	No	No	05/14/2025	3,255.72
Pay		63004	61523	Check	1	4885		Eagle Creek Golf Club		Yes	No	Yes	05/14/2025	135.00
Pay		63004	61523	Check	1	4885		Eagle Creek Golf Club		Yes	No	Yes	05/20/2025	(135.00)
Pay		63005	61524	Check	1	5335		Streich, Laura		Yes	No	No	05/14/2025	101.71
Pay		63006	61525	Check	1	3406		Benson Schools		Yes	No	No	05/14/2025	618.99
Pay		63007	61526	Check	1	01432		Chappell Central, Inc.		Yes	No	No	05/15/2025	686.40
Pay		63010	61527	Check	1	3962		Indianhead Foodservice Distributor		Yes	No	No	05/15/2025	3,468.93
Pay		63009	61528	Check	1	3454		Infinite Campus Inc.		Yes	No	No	05/15/2025	298.00
Pay		63008	61529	Check	1	3144		Laura Ingalls WIlder Museum		Yes	No	No	05/15/2025	216.00
Pay		63015	61530	Check	1	5515		Office of MNIT Services		Yes	No	No	05/16/2025	95.66
Pay		63016	61531	Check	1	5559		Kuperus, Jennifer		Yes	No	No	05/16/2025	27.50
Pay		63018	61532	Check	1	4277		Brouwer Construction		Yes	No	No	05/16/2025	1,341.25
Pay		63019	61533	Check	1	1680		BSN Sports, LLC		Yes	No	No	05/19/2025	141.98
Pay		63020	61534	Check	1	3393		MASBO		Yes	No	No	05/19/2025	115.00
Pay		63022	61535	Check	1	5166		GreatAmerica Financial Svcs.		Yes	No	No	05/19/2025	2,850.42
Pay		63021	61536	Check	1	4830		Trafera Holdings, LLC		Yes	No	No	05/19/2025	88.54
Pay		63024	61537	Check	1	00528		Bremer Bank		Yes	No	No	05/20/2025	170.00
Pay		63027	61538	Check	1	1039		Citizens Alliance Bank		Yes	No	No	05/20/2025	1,022.00
Pay		63031	61539	Check	1	4802		Colonial Life		Yes	No	No	05/20/2025	1,503.62
Pay		63030	61540	Check	1	4594		Kensington Bank		Yes	No	No	05/20/2025	300.00
Pay		63028	61541	Check	1	3402		Lake Region Bank		Yes	No	No	05/20/2025	100.00
Pay		63025	61542	Check	1	00880		MACCRAY Education Association		Yes	No	No	05/20/2025	3,349.55
Pay		63029	61543	Check	1	4043		MN Child Support Center		Yes	No	No	05/20/2025	60.50
Pay		63026	61544	Check	1	00881		NCPERS Group Life Ins. c/o Member Ber		Yes	No	No	05/20/2025	8.00

Ind. School District #2180

Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void Date	Amount
Pay		63023	61545	Check	1	00023		UNUM Life Insurance Company		Yes	No	No	05/20/2025	256.17
Pay		63039	61546	Check	1	00299		Countryside Public Health Serv		Yes	No	No	05/20/2025	708.00
Pay		63041	61547	Check	1	2450		Brothers Fire & Security		Yes	No	No	05/20/2025	568.00
Pay		63043	61548	Check	1	4801		Clara City Speedway		Yes	No	No	05/20/2025	64.60
Pay		63044	61549	Check	1	5069		Jimmys Pizza Granite Falls		Yes	No	No	05/20/2025	233.00
Pay		63042	61550	Check	1	4505		Minnesota West		Yes	No	No	05/20/2025	8,687.88
Pay		63045	61551	Check	1	5561		Zielsdorf Auction and Real Estate		Yes	No	No	05/20/2025	550.00
Pay		63046	61552	Check	1	5459		Boelter, LLC		Yes	No	No	05/20/2025	1,348.10
Pay		63050	61553	Check	1	3780		Cash		Yes	No	No	05/21/2025	390.00
Pay		63048	61554	Check	1	00763		Pan-O-Gold Baking Company		Yes	No	No	05/21/2025	108.90
Pay		63049	61555	Check	1	2923		VISA - CABank		Yes	No	No	05/21/2025	1,021.47
Pay		63053	61556	Check	1	4276		Bramble Park Zoo		Yes	No	No	05/21/2025	450.00
Pay		63052	61557	Check	1	3962		Indianhead Foodservice Distributor		Yes	No	No	05/21/2025	5,598.20
Pay		63051	61558	Check	1	3163		Minnesota Historical Society		Yes	No	No	05/21/2025	992.00
Pay		63054	61559	Check	1	5319		Three Rivers Park District		Yes	No	No	05/22/2025	701.50
Pay		63057	61560	Check	1	5065		BirdBrain Technologies LLC		Yes	No	No	05/22/2025	33.00
Pay		63056	61561	Check	1	2797		Minnesota Department of Health		Yes	No	No	05/22/2025	40.00
Pay		63061	61562	Check	1	5562		Aviles, Danelle		Yes	No	No	05/23/2025	30.00
Pay		63060	61563	Check	1	4572		Hemker Park & Zoo		Yes	No	No	05/23/2025	923.00
Pay		63058	61564	Check	1	00105		Hillyard / Hutchinson		Yes	No	No	05/23/2025	507.09
Pay		63059	61565	Check	1	3139		Rambow, Inc.		Yes	No	No	05/23/2025	2,300.00
Pay		63063	61566	Check	1	3810		Coffee Shoppe		Yes	No	No	05/23/2025	335.00
Pay		63062	61567	Check	1	00077		Farmers Coop Oil Co.		Yes	No	No	05/23/2025	165.00
Pay		63068	61568	Check	1	00056		DAVE'S PLUMBING REPAIR		Yes	No	No	05/23/2025	130.00
Pay		63069	61569	Check	1	3139		Rambow, Inc.		Yes	No	No	05/23/2025	1,715.00
Pay		63073	61570	Check	1	5459		Boelter, LLC		Yes	No	No	05/23/2025	1,139.60
Pay		63072	61571	Check	1	2126		Menards - Willmar		Yes	No	No	05/23/2025	64.95
Pay		63074	61572	Check	1	5171		Follett Content Solutions, LLC		Yes	No	No	05/23/2025	257.39
Pay		63076	61573	Check	1	1104		Jostens		Yes	No	No	05/27/2025	291.65
Pay		63075	61574	Check	1	00763		Pan-O-Gold Baking Company		Yes	No	No	05/27/2025	82.20
Pay		63078	61575	Check	1	4407		Midwest Special Instrument Corp		Yes	No	No	05/27/2025	80.00
Pay		63077	61576	Check	1	00905		Trulock, James		Yes	No	No	05/27/2025	30.46
Pay		63081	61577	Check	1	01432		Chappell Central, Inc.		Yes	No	No	05/28/2025	4,500.24
Pay		63080	61578	Check	1	00105		Hillyard / Hutchinson		Yes	No	No	05/28/2025	260.50
Pay		63082	61579	Check	1	01758		Mitlyng Electric & Refrig., Inc		Yes	No	No	05/28/2025	1,200.14
Pay		63083	61580	Check	1	00862		John's Radiator		Yes	No	No	05/28/2025	311.16

Ind. School District #2180

Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp	Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void Date	Amount
Pay		63086	61581	Check	1	3625		Olson, Bryce		Yes	No	No	05/28/2025	34.99
												Bank Total:		$602,963.57
SA		62926	22907	Check	1	5435		Best Western Plus Willmar		Yes	Yes	No	05/05/2025	3,848.34
SA		62925	22908	Check	1	3621		Minnesota FFA Association		Yes	Yes	No	05/05/2025	2,495.00
SA		62942	22909	Check	1	4016		Almich's Market		Yes	Yes	No	05/05/2025	143.62
SA		62941	22910	Check	1	3993		MACCRAY Football		Yes	Yes	No	05/05/2025	759.58
SA		62951	22911	Check	1	1104		Jostens		Yes	Yes	No	05/06/2025	663.00
SA		62952	22912	Check	1	4371		Pieper, Rhonda		Yes	Yes	No	05/06/2025	385.43
SA		62954	22913	Check	1	2359		Amazon Capital Services		Yes	Yes	No	05/06/2025	298.59
SA		62967	22916	Check	1	3780		Cash		Yes	Yes	No	05/08/2025	500.00
SA		62974	22917	Check	1	3780		Cash		Yes	Yes	No	05/08/2025	200.00
SA		62976	22918	Check	1	1104		Jostens		Yes	Yes	No	05/08/2025	18.90
SA		62983	22919	Check	1	3303		Miller, Kim		Yes	Yes	No	05/12/2025	337.00
SA		62984	22920	Check	1	4371		Pieper, Rhonda		Yes	Yes	No	05/12/2025	114.07
SA		62999	22921	Check	1	1680		BSN Sports, LLC		Yes	Yes	No	05/13/2025	364.95
SA		63002	22922	Check	1	2950		EmbroiDORI		Yes	Yes	No	05/14/2025	501.50
SA		63012	22923	Check	1	3612		National FFA Organization		Yes	Yes	No	05/16/2025	143.00
SA		63011	22924	Check	1	00507		West Central Trophies		Yes	No	No	05/16/2025	50.00
SA		63014	22925	Check	1	3911		Bristle, Laura		Yes	No	No	05/16/2025	50.00
SA		63013	22926	Check	1	00507		West Central Trophies		Yes	No	No	05/16/2025	89.00
SA		63017	22927	Check	1	1935		Willmar Community Ed		Yes	No	No	05/16/2025	100.00
SA		63038	22928	Check	1	5560		Brinkman, Lydia		Yes	Yes	No	05/20/2025	31.39
SA		63040	22929	Check	1	3625		Olson, Bryce		Yes	Yes	No	05/20/2025	180.00
SA		63047	22930	Check	1	2923		VISA - CABank		Yes	Yes	No	05/21/2025	1,967.18
SA		63055	22931	Check	1	2712		Harper, Leah		Yes	Yes	No	05/22/2025	3,965.00
SA		63064	22932	Check	1	1684		MACCRAY Activity Account		Yes	Yes	No	05/23/2025	5,400.00
SA		63065	22933	Check	1	3039		MACCRAY After Prom		Yes	No	No	05/23/2025	300.00
SA		63066	22934	Check	1	5191		MACCRAY Parent's Club		Yes	No	No	05/23/2025	600.00
SA		63067	22935	Check	1	3908		MACCRAY Community Ed.		Yes	Yes	No	05/23/2025	150.00
SA		63070	22936	Check	1	3625		Olson, Bryce		Yes	Yes	No	05/23/2025	58.57
SA		63071	22937	Check	1	2865		Gronseth, Joel		Yes	Yes	No	05/23/2025	68.14
SA		63079	22938	Check	1	5529		Foy, Keegan		Yes	Yes	No	05/27/2025	154.07
SA		63084	22939	Check	1	5563		Lindeman, Pat		Yes	No	No	05/28/2025	358.03
SA		63085	22940	Check	1	3625		Olson, Bryce		Yes	Yes	No	05/28/2025	46.64
												Bank Total:		$24,341.00

Report Total: $629,909.77

Ind. School District #2180
Exp Summary - Fd, Pro Series
Period Ending May 31, 2025

Sequence: Fd, Pro

	Description	25RVSD Annual Budget	Period 202511	Year To Date	% YTD	Encumbrances	% YTD + Enc	Remaining Balance
01	General							
	000 Administration	793,186.00	58,117.58	679,549.33	86%	23.26	86%	113,613.41
	100 District Support Services	354,346.00	29,711.36	304,542.24	86%	0.00	86%	49,803.76
	200 Elem & Secondary Regular Instr	4,827,769.00	399,153.31	3,835,231.80	79%	75.92	79%	992,461.28
	300 Vocational Education Instr	302,295.00	19,800.77	235,151.84	78%	2,854.95	79%	64,288.21
	400 Special Education Instr	2,136,559.00	176,337.54	1,702,660.36	80%	466.61	80%	433,432.03
	600 Instructional Support Services	652,410.00	30,018.64	473,117.13	73%	14,881.75	75%	164,411.12
	700 Pupil Support Services	1,380,199.00	137,618.27	1,283,376.23	93%	610.00	93%	96,212.77
	800 Sites & Buildings	822,436.00	55,503.46	763,261.12	93%	0.00	93%	59,174.88
	900 Fiscal & Other Fixed Costs	143,665.00	0.00	48,922.54	34%	0.00	34%	94,742.46
01	**General**	11,412,865.00	906,260.93	9,325,812.59	82%	18,912.49	82%	2,068,139.92
02	Food Service							
	700 Pupil Support Services	748,485.00	62,185.31	584,761.36	78%	50,878.56	85%	112,845.08
02	**Food Service**	748,485.00	62,185.31	584,761.36	78%	50,878.56	85%	112,845.08
04	Community Service							
	500 Community Ed & Services	547,934.00	58,133.13	530,346.10	97%	0.00	97%	17,587.90
04	**Community Service**	547,934.00	58,133.13	530,346.10	97%	0.00	97%	17,587.90
05	Capital Outlay							
	200 Elem & Secondary Regular Instr	23,030.00	0.00	23,027.33	100%	0.00	100%	2.67
	800 Sites & Buildings	459,962.00	11,942.64	440,869.00	96%	0.00	96%	19,093.00
05	**Capital Outlay**	482,992.00	11,942.64	463,896.33	96%	0.00	96%	19,095.67
07	Debt Redemption							
	900 Fiscal & Other Fixed Costs	3,103,328.00	0.00	3,107,527.50	100%	0.00	100%	(4,199.50)
07	**Debt Redemption**	3,103,328.00	0.00	3,107,527.50	100%	0.00	100%	(4,199.50)
21	Student Activity							
	200 Elem & Secondary Regular Instr	182,800.00	24,341.00	182,198.09	100%	0.00	100%	601.91
21	**Student Activity**	182,800.00	24,341.00	182,198.09	100%	0.00	100%	601.91
	Report Totals:	16,478,404.00	1,062,863.01	14,194,541.97	86%	69,791.05	87%	2,214,070.98

MACCRAY Schools Enrollment 24-25

	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	EOY
Pre-K	0	62	61	61	61	61	65	66	67	68	68
K	39	45	47	48	47	48	48	46	46	46	46
1	46	42	42	43	44	45	43	43	43	44	44
2	58	58	59	59	59	58	58	59	59	59	59
3	60	60	64	64	63	62	60	60	60	60	60
4	49	52	49	49	50	49	49	49	49	49	49
5	60	60	64	62	62	62	62	62	62	62	62
K-5 Subtotal	312	317	325	325	325	324	320	319	319	320	320
PreK-5 Subtotal	312	379	386	386	386	385	385	385	386	388	388
6	61	63	62	63	63	64	63	63	63	63	63
7	66	68	68	68	66	66	66	66	66	66	66
8	63	65	67	66	64	64	65	63	63	63	63
9	52	54	54	52	51	51	49	48	48	48	48
10	53	53	52	51	51	50	48	48	48	48	48
11	61	61	62	62	61	60	59	59	59	59	59
12	48	46	46	46	46	46	46	46	46	46	46
Subtotal	404	410	411	408	402	401	396	393	393	393	393
K-12 Total	716	727	736	733	727	725	716	712	712	713	713
P-12 Total	716	789	797	794	788	786	781	778	779	781	781

MACCRAY Community Ed & Rec
Denise Smith, Director

****

June 2025 School Board Report

Highlights

1) Spring 2025 Booklet Results
   - Youth Enrichment: Theatre: Fractured Fairy Tales, Guitar Intro, Spanish, Art/Craft Classes, Kids Cooking Club, Babysitting 101, Volleyball Skills, Basketball Fundamentals
   - Adult: Pollinator Habitat & Gardens, Sun Catchers, SAIL, Adult Trips, 55+ Driver Improvement, Strength & Conditioning/Fitness, CPR/First Aid
   - Family – Open Gym

2) Summer 2025

   - Youth Activity Booklet – Summer Rec, Camps, Wednesday Trips, Wolverine Workout, Kinder Ready

   - Summer Rec
     * Currently 142 Kids
     * Staff: 20
     * Started – Monday, June 9th and ends on July 17th
     * Growing Tennis Program
     * Shuttle Bussing for Maynard and Clara City
     * All in Raymond – except T-Ball in Clara City and Raymond
       * Night T-Ball Games – June 24th & July 1st
         * Thanks to Debi & Brian Brandt
     * Grades K – 1st: Little Cubs
     * Grades 2nd – 6th: ***New MRVED League***
       * Includes Dawson, Montevideo, LQP, RCW, YME
       * Game Days – Host Sites/2 Games
       * Minors/Grades 2-3 and Majors/Grades 4-6
         * We have three teams in each level
         * Largest in the league. Most only have one team.

   - Night Baseball – 79 Players
     * 3rd/4th Grades/30 Players - 2 Teams
       (3rd) Nate Hebrink and Steve Condon
       (4th) Jesse Westbrock, Matt Koenen and Tim Beseman
     * 5th/6th Grades/27 Players - 2 Teams
       (5th) Ben Peterson, Clint VanDeRiet, and Matt Wulf
       (6th) Adam Hess, Matt Kleinhuizen and Zach Goeman

* Junior High/22 Players
Cameron Macht and Mark Schleski

3) Youth Scholarship Fund
    a. Balance: $3,165.82
    b. Rec'd CARE Collaborative $1,000 Grant & 2180 Foundation $1,000 Grant
    c. High Need/Summer
        i. Given out $1,304.00 this summer already
    d. Since 2017, given out $15,552.75 in youth scholarships

4) ABE Program & Daycare
    a. Daycare has been incredibly successful in allowing parents to attend classes.
    b. MRVED reimburses the school for daycare expenses and will continue to fund the daycare for the 25-26 school year. MRVED pays for teacher directly.
    c. Thanks to Jennifer VanEps, ABE Teacher, and Amber DeBey, Daycare

5) Community Garden
    a. 13 gardeners and 2 FFA students
    b. 3 new gardeners this year - all plots used
    c. God's Garden – Produce donated to Food Shelf and school

6) Facility Use
    a. Lions Senior Banquet – March 24th
    b. Cenex Annual Meeting - March 25th
    c. Briggs Motley Spring Craft Sale - April 12th
    d. After-Prom – May 2nd
    e. Baccalaureate – May 28th
    f. Seth & Andrea Hinrichs Basketball Camp – July 14th - 17th
    g. Brady Kienitz/Avery Koenen Basketball Camp – August 4th – 7th

Other: MACCRAY 2180 Foundation

* Gave out $19,221.73 in grants to teachers/coaches/advisors for the 24-25 school year.
* Spring fundraiser (Online Auction & Meal) raised $19,768.64.
* We try to keep around $20,000 in the project fund.
* We currently have $200,063.69 in the endowment fund. Interest on this can be used for grants.

Thank you for your support of my work with Community Ed during my tenure as director. I appreciate each of you and I wish you all the best as you lead the MACCRAY School District into the future.

June 2025 Activities Director Report

I. **The softball team ended the season going 2-2 in the Subsection Tournament. In the first game, we beat RCW 6-5 followed by a second round loss to the #1 seed LQPV in a very competitive game losing 0-6. Moving on to Marshall, they upset the South's #2 seed MCC by a score of 6-5 followed by a loss to YME 0-2.**

II. **The baseball team defeated CMCS in the first round of the Subsection Tournament 2-1. We lost in the second round to Section finalist YME 3-4. They were then eliminated by LQPV by a score of 2-6.**

III. **The golf team ended their season with 1 athlete, Logan Dirksen, making it to the 2nd day of the Section Meet.**

IV. **The girls track team had a very successful season. The girls' team took 2nd in the Camden Conference Meet and first in the Subsection Meet. We had 17 athletes qualify for the Section Meet in Redwood Falls. Of those 17 competitors, 5 athletes in 3 different events qualified for the State Meet in St. Michael-Albertville this Tuesday & Wednesday.**

V. **Moving on to State:**
   - **A. Discuss - Emma Thein, 4th place with a state qualifying distance of 114'6".**
   - **B. Girls 4x800 - Brielle Janssen, Frida Barrera, Sam Hultgren and Eva LeGare, 1st place with a time of 9:52.55.**
   - **C. Girls 1600 - Frida Barrera 2nd place with a State qualifying time of 5:17.64.**

VI. **I accepted Nate Hebrink's resignation as our Head Baseball Coach. He served in that role for 15 years. I want to thank Nate for his dedicated service to his athletes and to MACCRAY. We will definitely miss Nate.**

VII. **I am looking into switching the online ticket company we use from Vanco to Gofan. It is what the MSHSL uses as well as Region 3.**

VIII. **I would like to thank Edith Tensen for her last 8 years as my Administrative Assistant and for a total of 33 years at MACCRAY. She has been a fantastice co-worker and her passion and compassion for working with kids is second to none. Enjoy your retirement!**

IX. **MSHSL Resolution for Membership. "Why We Play" Presentation and "MSHSL Partnership" Video.**

June 9, 2025 School Board Meeting
MACCRAY Public School

Mr. Todd Bertram PK-5 Principal

- MDE Reports
  - Read Act Local Literacy Plan: 2024-25
  - Title I Report (MEGS)
  - Discipline/Suspension Report (DIRS)

- Read Act
  - We are gearing up for year 2.
    - Expand testing to K-8 / FastBridge
    - Dyslexia screener -CAPTI (K-12)
    - LETRS Training (year 2)

- English Language Services (EL/ELL/ML)
  - Home Language Questionnaire
    - Required screener / WIDA (K-12)
  - Scores determine service needs
    - Listening, Speaking, Reading, Writing
    - Data drives decisions on service (Frequent/Moderate/Light/Minimal)
  - ACCESS Test
    - Late January/March
    - Results June-August

- End of the Year wrap-up
  - We had a great year!
  - Accomplishments:
    - PBIS (Pride tickets) 2,365
    - Clear expectations and consequences- 124 referrals
      - 1 student had 24 (we continue to work with the family)
    - Open Court Reading (year 1)
    - UFLI Phonics (Grade 3 and MTSS in K-2)
    - Stepping Stones Math (year 2)
    - LETRS Training (year one complete)
    - Modified Breakfast schedule adding more instruction time to our day.
    - Wolverine Way and PRIDE assemblies (4)

Board Report – June 9, 2025
MACCRAY Secondary School

Year-End Wrap:

- Senior awards were held on May 27, and we had a good number of parents attending.
- We provided a new service this year where each senior had individual photos with a diploma as well as multiple group photos taken, prior to commencement. We also had a dedicated photographer at graduation. All of these photos were made available to senior parents to download at no cost. Special thanks to Jen Wassenaar for organizing things.
- Graduation was held the evening of May 30. 46 graduates received their diplomas, and it was a wonderful evening. Thanks to John Hagemeyer for representing the MACCRAY School Board.
- All 6-12 students who met criteria were awarded the Wolverine Way Award. Most families should have received the letter and recognition by the first week of June
- Summer School (credit recovery and homework completion) will run from June 9-July 10.

24-25 By the Numbers:

- 100% graduation rate!
- 240+ of 420 students received the Wolverine Way Award
- 14% reduction in behavior referrals from 23-24
- 93.4% attendance rate.
- Only two referrals for truancy.

Thank you:

- I wanted to recognize and thank Supt. Austad for his leadership and the spirit of positivity that he brought to MACCRAY. He will be missed.

Respectfully Submitted,

Judd K. Wheatley
MACCRAY Secondary School Principal

School Board Report: June 9th, 2025

- Successful completion of the school year
    - Great job Todd and Judd with end of the year events, kindergarten and senior class graduation, Wolverine Way Program, Senior awards (Opportunities to celebrate)
    - End of the year exit interviews and evaluations (staff)
    - MACCRAY is fortunate to have positive leadership with attention to detail
- Staffing for SY 2025-2026
    - Most of our staff is set, actively onboarding and preparing for a successful fall
- Teacher negotiations
    - Continues to be collaborative with mutual respect
    - Challenging with out MN Legislature's final fiscal budgets not set
    - Goal to reach an agreement that is fair, sustainable, and support high quality teaching and learning
- Planning Fall workshops and New Teacher workshops
- Mentorship bootcamp (New Teacher Center and SWWC)
    - Thank you to Jesse Westbrock for his involvement in our mentorship program
    - Building administration/principals will take the lead going forward
- Attended Chippewa County Family Services Governing Board,
    - Preparing for next year
    - Regional partnership is very important for the benefits of our kids and staff
    - Financially, they do support us… social and emotional materials and needs ($27,000)
- Working with Kim and a vendor (Pension Portal) to help staff with financial planning
    - Subscription product
    - Provides financial education and confidence
    - Better understanding of investments and growth over time
- Continual communication and conversation with Mr. Holm

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2025-2026 RESOLUTION FOR MEMBERSHIP IN THE MINNESOTA STATE HIGH SCHOOL LEAGUE
Membership Renewal Form

This form must be completed once for each school in the district.

Must be completed and submitted to MSHSL NOT LATER THAN JULY 31, 2025. Retain one copy for the school files.

RESOLVED, that the Governing Board or Entity of MACCRAY High School (Name of School) located in the State of Minnesota delegates the control, supervision and regulation of interscholastic activities and athletics (referred to in MN Statutes, Section 128C.01) to the Minnesota State High School League, and so hereby certifies to the State Commissioner of Education as provided for by Minnesota Statutes.

FURTHER RESOLVED, that the school listed is authorized by this, the Governing Board of said school district or school to renew its membership in the Minnesota State High School League; and to participate in the approved interscholastic activities and athletics sponsored by said League and its various subdivisions.

FURTHER RESOLVED, that this Governing Board or Entity hereby adopts the Constitution, Bylaws, Policies, Rules and Regulations of said League and all amendments thereto as the same as are published in the latest edition of the League's *Official Handbook*, on file at the office of the school district or school, or as appears on the League's website, as the minimum standards governing participation in said League-sponsored activities and athletics. Further, the administration and responsibility for determining student eligibility and for the supervision of such activities and athletics are assigned to the official representatives identified by this Governing Board or Entity.

Signing this Resolution for Membership affirms that this Governing Board has reviewed all required membership materials provided by the League which defines the purpose and value of education-based activity and athletic and programs and defines each member school's responsibilities.

Member schools must develop and publicize administrative procedures to address eligibility suspensions related to Student Code of Responsibilities (Bylaw 206.2) violations for students participating in activity and athletic programs by member schools.

The above Resolution was adopted by the Governing Board or Entity of this school or district and is recorded in the official minutes of said Board and hereby is certified to the State Commissioner of Education as provided for by law.

The following is taken from the MSHSL Constitution:

208.00 LOCAL CONTROL

208.01 Designated School Representatives
At the beginning of the League's fiscal year, the governing board of each member school shall designate two (2) representatives who are authorized to vote for the member school at all district, region and section meetings and on mail ballots where member schools are called upon to vote.

One of the designated representatives shall be a member of the school's governing board and the other shall be an administrator or full-time faculty member of the member school.

In school districts with multiple schools, the designated representative from the school district's governing body may represent more than one school and is entitled to one vote for each school they represent.

208.02 Designated Activity Representatives
At the beginning of the League's fiscal year, the governing board of each member school shall select individuals to represent its school in the following areas: (a) boys sports; (b) girls sports; (c) speech; and (d) music.

208.03 Local Advisory Committee
Each school is urged to form an advisory committee for League activities. Committee membership is not limited to but shall include a school board member, a student, a parent, and a faculty member, to advise the designated school representatives on all matters relating to the school's membership in the MSHSL.

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MACCRAY High School

Name of School (Please Print)

208.01 VOTE ON BEHALF OF THE HIGH SCHOOL

Carmel Thein

(Designated School Board Member – please print)

Jim Trulock

(Designated School Representative – please print)

theinc@maccray.k12.mn.us

Email Address

trulockj@maccray.k12.mn.us

Email Address

208.02 ACTIVITY REPRESENTATIVES

Jim Trulock

(Boys Sports – please print)

Jim Trulock

(Girls Sports – please print)

Jim Trulock

(Speech – please print)

Jim Trulock

(Music – please print)

208.03 LOCAL ADVISORY COMMITTEE MEMBERS

Carmel Thein

(Board Member—please print)

NA

(Student—please print)

NA

(Parent—please print)

Jim Trulock

(Faculty Member—please print)

Jim Trulock

(Mailing Representative—please print)

The Mailing Representative is the person to whom mailings go. This is usually the Activity Director.

Print Name: Carmel Thein

(Clerk/Secretary - Local Governing Board)

Signed: Signed by: Carmel Thein 6D71EAD5473947F...

(Clerk/Secretary - Local Governing Board)

Date: 5/29/2025

Print Name: Josh Austad

(Superintendent or Head of School)

Signed: DocuSigned by: Josh Austad 2EC27168C85B43F...

(Superintendent or Head of School)

Date: 5/9/2025

Language Access Plan

MACCRAY Schools, District
2025-2026 School Year

Communication with families in a language they can understand provides a foundation for students' academic success and creates a welcoming school community. MACCRAY School District is committed to communicating meaningfully with all families we serve to provide any and all school-related information and foster mutually beneficial, collaborative partnerships. This Language Access Plan is intended to mitigate language barriers so that families can make informed decisions in their children's education.

Language Access Rights

If you are a parent or guardian of a student in public schools and your dominant language is not English, you have the following rights established by federal law:

- School districts must have a process for identifying your language needs.
- Schools must provide information in a language you understand.
- School districts must provide effective language assistance to you, such as by offering translated materials or a language interpreter.
- Schools must provide you with language assistance even if your child is proficient in English or you have some English proficiency.
- Schools must provide translation or interpretation from appropriate and competent individuals and may not rely on or ask students, siblings, friends, or untrained school staff to translate or interpret for you.
- Language assistance must be free to you.

🔗 Fact Sheet: Information for Limited English Proficient (LEP) Parents and Guardians and for Schools and School Districts that Communicate with Them

Language Identification Procedures

MACCRAY School District will determine parent/guardian language needs through the following procedures:

1. **Enrollment Survey**: Upon registration, parents/guardians will identify their preferred language and method of communication. This survey is translated into the following language(s), common in our community:
    a. Spanish
    b. Chuukese

    Enrollment staff are trained in procedures for accessing qualified interpreters to help parents complete enrollment paperwork if needed.
2. **Student Information System**: The preferred language and method of communication of parents/guardians will be visible to all staff in Infinite Campus.
3. **Preferred Language Lists:** School secretaries will distribute preferred language lists to classroom teachers upon request.
4. **Teacher Communication:** Teachers are encouraged to inquire about communication preferences in their own communication with families.

Tools and Resources to Provide Language Access

See the Appendix for a list of language access resources.

School staff will use the following resources aimed at removing language barriers for families in our school community:

Resource	Description/Procedures	When to Use
TransAct ParentNotices	TransACT provides written forms or notices required by ESSA, translated into: Spanish, Arabic, Hmong, Russian, Somali, Vietnamese, and Karen All Minnesota districts and charter schools can utilize the TransACT website with free access. Individuals within the district can activate their free account at: https://minnesota-doe.parentnotices.com	• Required ESSA parent notifications
Professional Document Translation	Translated copies of district documents are available in the District Office in the following languages: a. Spanish	• Formal documents requiring signature from parents • Frequently circulated

Resource	Description/Procedures	When to Use
	b. Chuukese To request document translation, contact Sonia Stark.	documents such as: registration and enrollment forms, student code of content, report cards, etc.
Professional Interpreter 🔗Working with Language Interpreters: Information for Teachers	The Multilingual teacher, Sonja Stark maintains a list of qualified interpreters that can be contracted to provide language assistance. Create a Google Int. Request Form	• District-wide initiatives or meetings • Parent/teacher conferences • MTSS/Child Study/IEP Meetings
Multilingual Staff *Note: Students, siblings, friends, and untrained staff members are not considered qualified translators or interpreters, even if they are bilingual.	Multilingual staff may be asked to provide language assistance if they are proficient in the target language, have knowledge of specialized terms or concepts needed for the task in both languages, and are trained in the role of an interpreter or translator*.	• Family engagement events • Phone calls home

Resource	Description/Procedures	When to Use
Telephone Interpretation Services	MACCRAY School District has contracted with Transperfect, an on-demand telephone interpretation service.	• Phone calls home • Parent/teacher conferences
Communication Platform(s)	School or classroom communication platforms often have capabilities to send messages in multiple languages. MACCRAY School District requires the use of Class Dojo for classroom communication.	• Notification of upcoming events • Newsletters • Reminder texts to parents

Dissemination

This plan will be published on the MACCRAY School District website [maccray.k12.mn.us]. This information will be shared with all staff during a fall inservice.

District-specific example:
Our school district will take a multi-stakeholder approach to communicating with families about their language access rights and the resources available to them.

- ***Enrollment secretaries** are responsible for providing all families with a copy of this Language Access Plan as part of the enrollment process.*
- ***School principals** will link the Language Access Plan in school-wide communications including newsletters and announcements. Principals are also responsible for sending communications in families' preferred language, according to the preferred language list maintained by **school secretaries**.*
- ***Classroom teachers** will share the Language Access Plan in beginning-of-the-year communications. Classroom teachers are also responsible for sending communications in families' preferred language, according to the preferred language list maintained by **school secretaries**.*
- ***English Language Development staff**, including **Parent Resource Assistants** will share language access information at all informational meetings held for families of multilingual students.*

Training on the Language Access Plan is provided to all teachers at New Teacher Orientation, and is reviewed with staff annually by building principals in August during regularly scheduled professional development or staff meetings.

To request additional training or review procedures for effectively working with interpreters, staff should contact the district contract listed below, their school administrator, or building ELD teacher.

Continuous Improvement

This policy will be reviewed annually by the Administration to ensure its effectiveness and alignment with evolving needs and best practices.

District Contact

Superintendent, is available to answer questions regarding language access.

Adam Holm
320-847-2154 ext. 1109

For questions regarding language needs of specific students or families, contact your school's MLL teacher, Sonja Stark.
320-847-2154 ext. 1142

Appendix: Language Access Resources

Please note that the inclusion of resources in this non-exhaustive list does not constitute an endorsement by Project MOMENTUM/Southeast Service Cooperative. These resources are provided for informational purposes only, and schools or districts are encouraged to conduct their own research and evaluation to determine the appropriateness and suitability of each resource for their specific needs and context.

Professional Document Translation Resources (Minnesota)

- MDE Translated Documents
- Minnesota Translations
- JR Language Translation Services, Inc
- The Bridge World Language Center
- Global Translation and Interpreter, LLC
- University Language Center
- Parent Resource Center

Professional Interpreter Resources (Minnesota)

- Minnesota Department of Health Interpreter Search
- Interpreters in Minnesota
- University Language Center
- Parent Resource Center

Interpreter Training Resources

- Staff Development and Resources for Spoken Language Interpreters and Cultural Liaisons
- National Accreditation of Educational Translators and Interpreters of Spoken Languages
- American Translators Association
- How to Work Effectively with Interpreters

Telephone Interpretation Services

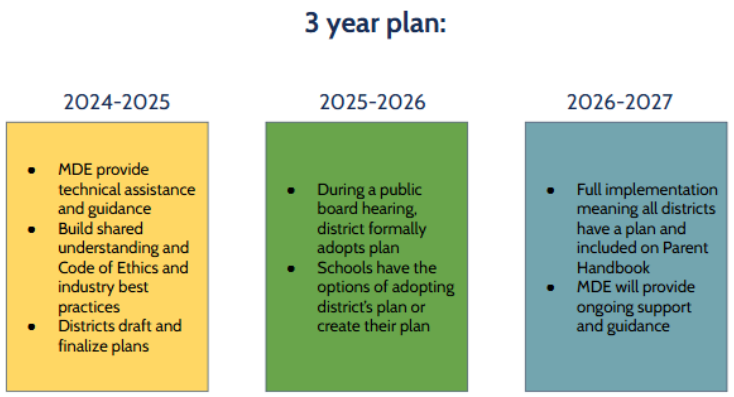
- LanguageLine Solutions
- Propio
- Dialog One
- Lexikeet Language Services
- Multilingual Solutions
- Language Scientific

Some districts create their own databases of district-employed on-call interpreters. Examples include:

- ISD 518 On-Call Interpreter Information
- Saint Paul Public Schools On-Call Interpreters Database

Communication Platforms with Multiple Languages

- Bloomz
- Class Dojo
- Remind
- Talking Points



FY 2026 Original Budget

	Revised Budget	Original Budget	
Revenues	2024-2025	2025-2026	Difference
General Fund	11,605,436	11,444,992	(160,444)
Food Service	686,077	606,300	(79,777)
Community Service	321,869	329,998	8,129
Capital Outlay (LTFM)	499,622	427,530	(72,092)
Debt Redemption	3,251,093	3,117,531	(133,562)
Totals	**16,364,097**	**15,926,351**	**(437,746)**

	Revised Budget	Original Budget	
Expenditures	2024-2025	2025-2026	Difference
General Fund	11,412,865	11,644,160	231,295
Food Service	748,485	650,378	(98,107)
Community Service	547,934	538,859	(9,075)
Capital Outlay Includes (H & S)	482,992	502,776	19,784
Debt Redemption	3,103,328	3,124,080	20,752
Totals	**16,295,604**	**16,460,253**	**164,649**

FY2026 Original Budget	Revenues	Expenditures	Difference
General Fund	11,444,992	11,644,160	(199,168)
Food Service	606,300	650,378	(44,078)
Community Service	329,998	538,859	(208,861)
Capital Outlay Includes (H&S)	427,530	502,776	(75,246)
Debt Redemption	3,117,531	3,124,080	(6,549)
Totals	**15,926,351**	**16,460,253**	**(533,902)**

Date: May 15, 2025

To: Superintendent and School Board

From: Food Service Director, Julie Wohlman

Subject: Bread Proposal with Western MN 5

We received two bread proposals. One from Pan-O-Gold and one from Bimbo Bakeries.

I am recommending that we go with Pan-O-Gold for the 2025-2026 school year. We conducted our Evaluation Criteria of the proposals which are attached. Pan-O-Gold met/exceeded all of the requirements over Bimbo Bakeries.

We also have the option to negotiate for three 1-year renewals.

Evaluation Criteria

The following companies were rated on a point system each point equaling 25%.

Price - 50%
Availability of Products as listed - 25%
Service/Past History/References/Quality - 25%

	Pan O gold	Bimbo Bakery	Comments
Prices- 50%	4 50%	3 37%	Pan-O-Gold: Consistent with current climate. Bimbo: High Usage product was higher priced.
Availability of products as listed- 25%	4 25%	1 6%	Pan-O-Gold: As requested by group Bimbo: One school district was not included. Some of the products did not meet the requirements.
Service/Past History/References/ Quality- 25%	3 18%	1 6%	Pan-O-Gold: Past service by all the districts has been good. Bimbo: Two districts have used in the past and have had issues.
Total Points	11 93%	5 49%	

Reference: Yellow Medicine East: Bimbo had poor quality and service.
Minnewaska: Bimbo did not finish their contract.

Pan O Gold: 9 voted yes
GFW was absent
BOLD did not vote. They hold the board chair position.

MACCRAY
COMMUNITY EDUCATION & REC

Summer 2025 Activity Packet



Check out the many fun summer activities!

Summer Rec Programs

Camps & Activities

Don't miss out! Register!

Register early! Summer Rec fees go up by $10.00 after May 16th!

Register using current grades 2024-25 School Year!



Welcome to our summer 2025 activity booklet. It is filled with information on summer rec activities, fields trips, and summer camp information. Contact me at 320-847-2154, ext. 1106 if you have any questions or concerns. I wish everyone a safe, fun, and enjoyable summer 2025!

Denise Smith, CER Director

REGISTER & PAY

Below are options:

1) You can register and pay online: https://www.maccray.k12.mn.us/communityed. Click on "Pay and Register" and then "Youth". You will have to set up an account the first time using the system.
2) Return the registration form and payment to one of the school offices.
3) Mail your registration and payment to my attention at MACCRAY, Box 690, Clara City, 56222.

Note:

- Use **CURRENT 2024-25** grade for registration.
- Your registration will not be complete until payment is made.
- **SUMMER REC FEES go up by $10 after** Friday, May 16.





Youth scholarships are available for all youth activities. To inquire about one, call 320-847-2154, Ext. 1106. It is our philosophy that ALL youth should be allowed the opportunity to participate in Community Ed youth programming no matter the family's ability to pay the fees. Contact me for scholarship information ***prior*** to registration. ***Limited scholarships after deadline dates.***

Clara City Aquatic Center will be open this summer. Contact the city offices at 320-847-2142 for information or questions.

Check out your community library this summer for possible youth programming.
Clara City: 320-847-3535
Raymond: 320-967-4411
Maynard: 320-367-2143





KINDER Ready

This class is for children who will be entering kindergarten in the fall. We will be working on social interactions, listening skills, motor skills, academics, and more!

12 Sessions for $50
Scholarships available

Registration deadline: June 4th
Register with Denise through Community Education

https://www.maccray.k12.mn.us/communityed

Minimum class size of 10
Maximum class size of 20

No transportation provided

Tuesday, Wednesday, Thursday
9:00AM-12:00PM

June 17, 18, 19
June 24, 25, 26
July 8, 9, 10
July 15, 16, 17

In room 320,
Ms. K's preschool room

MACCRAY 2025 SUMMER REC

REMINDERS & CHANGES

* We will be joining the newly formed MRVED Summer Rec league. We are excited to be playing some new schools/towns. Game Day schedules will be handed out the first week of summer rec.

* Summer rec will **all** be in Raymond again this summer, **except t-ball will be in both Raymond and Clara City**. T-ball will be from 8:00 – 8:45 on Mondays and Wednesdays.

* Shuttle busses will be provided to and from Maynard and Clara City. Schedule on summer rec page.

* Use the **"current"** 2024-25 grade of your child for registration for all activities listed in the booklet.

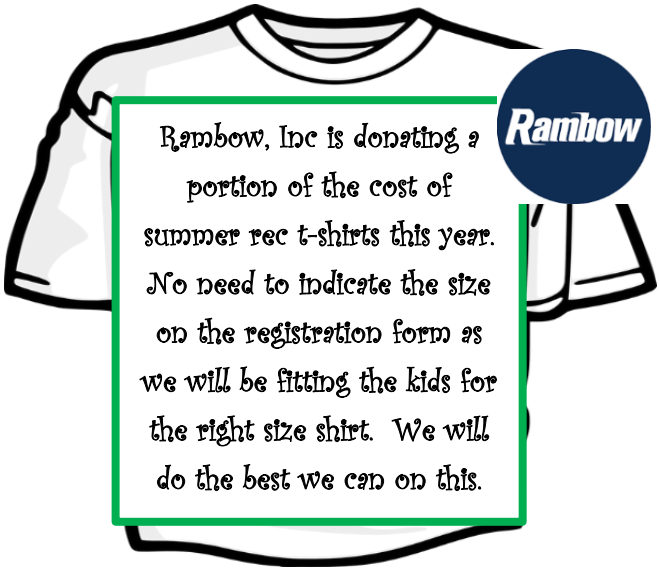
* Summer rec is **RAIN or SHINE**! If the weather is bad, we will move indoors in the Raymond Event Center, former Raymond school, until the weather improves. For T-Ball in Clara City, we will move into the HS gym if the weather is bad. The practice times will be the same. If a game is cancelled, we will have summer rec during normal practice times – rain or shine.

* **Little Cubs** will be for girls and boys that are completing **kindergarten and first grade this year**. Kids will have the choice of hitting off a batting tee or live pitching. They will have practice Monday through Thursday – not Fridays. On Wednesdays, Little Cubs will have a game instead of practice. We may line up some games with RCW and YME, also. Teams will be randomly picked, and similar Level A rules will apply for the games.

* We will be using REMIND exclusively to communicate to parents about summer rec information.



A huge thanks goes to the MACCRAY 2180 Foundation for a generous grant towards the cost of the summer rec t-shirts so that we can offer them for free to our kids!



Rambow, Inc is donating a portion of the cost of summer rec t-shirts this year. No need to indicate the size on the registration form as we will be fitting the kids for the right size shirt. We will do the best we can on this.

MACCRAY 2025 SUMMER REC

Teams & Practice Times (both boys & girls)

Minors - Grades 2 & 3: 9:15 – 10:15 a.m.

Majors – Grades 4, 5, & 6: 10:30 – 11:30 a.m.

Games:

- ***Tuesdays for Minors***
- ***Thursdays for Majors***

Little Cubs

Grades: "Completed" Kindergarten & 1st

Time: 9:15 – 10:15 a.m. (M, T, W)

Time: 10:30 – 11:30 (Thursdays)

Monday through Thursday – not Fridays



Starts: Monday, June 9th

Ends: Wednesday, July 16th

Games: Wednesdays

Tennis

Mondays & Fridays - 9:15 – 11:30 a.m.

Free if in the ball program and player does it after/before ball practice. Ends on Monday July 14th.



If only doing tennis, the fee is $30.00.

Questions, contact Cassandra, Summer Rec Director, at 320-212-3436 or strommerc@maccray.k12.mn.us.

Important Information

- **Start Date: Monday, June 9th.**
- We are joining a new MRVED Summer Rec league that includes Dawson-Boyd, Lac Qui Parle, MACCRAY, Montevideo, RCW, and YME.
  - There will be game days for the different levels-Tuesdays for Minors and Thursdays for Majors.
  - Game days bring three or four schools together at one location and teams will have two games.
- We encourage both girls and boys to sign up for our ball program. Teams are a mix of both.
- No summer rec on Juneteenth (June 19th) and the week of July 4th.
- The fee for Minors and Majors is $60 per participant if paid by **Friday, May 16th - *$70 after that date.***
- The fee for Little Cubs is $50.00 if paid by **Friday, May 16th - *$60 after that date.***
- Maximum fee will be for three children – *free for 4th or more children. Note on registration form.*
- There are limited scholarships and preference will be given to requests made by May 16th.
- Registration form and payment are due by **Friday, May 16th**, to any of the MACCRAY offices or mailed to Denise at MACCRAY, Box 690, Clara City, 56222. You can also register & pay online. Late fees will apply after this date.
- A complete practice and game schedule will be distributed the first day of summer rec.
- REMIND team code information will be given out the first week.



Shuttle Bus Times

Bus Stop Maynard: front of old school. Bus Stop Clara City: MS/HS emain entrance.

9:15 – 10:15 Practice: **Pick-Up**: 8:45 Maynard & 9:00 CC **Return**: 10:45 CC & 11:00 Maynard

10:30 – 11:30 Practice: **Pick-Up**: 10:00 Maynard & 10:15 CC **Return**: 11:45 CC & 12:00 Maynard

2025 SUMMER REC T-BALL



- **Who**: Kids ages 4 years old to pre-Kindergarten
- **Where**: Raymond - JV Softball Field/Behind Raymond Event Center
  Clara City - Baseball Field/Front of High School
- **When**: Mondays & Wednesdays
- **Time**: 8:00 – 8:45 a.m.
- **Begins**: Wednesday, June 11th
- **Ends**: Wednesday, July 16th
- **Cost**: **$35 if paid by Friday, May 16th - *$45 after that date.***
- **Questions**:
  - Contact Cassandra at 320-212-3436 or strommerc@maccray.k12.mn.us.

T-Ball Games



Ages: 4, 5, and 6

Dates: Tuesdays

June 24th & July 1st

Location: Varsity Softball Field in Raymond

Behind Former Raymond School

Time: 6:30 – 7:30 p.m.



*Note: You do not need to be part of the summer rec morning program to participate in these games.

Questions - contact Debi Brandt at 320-905-2346.



Scholarships available by calling Denise at 320-847-2154, Ext. 1106. Limited scholarships after Friday, May 16th.

Wednesday Fun Trips



Redwood Falls Acquatic Center – Redwood Falls

Date: Wednesday – June 18th

Cost: $20.00

Pack a snack and water.



Bus pickup and estimated drop-off times at the schools:

Clara City – MS/HS Entrance: Pick-up 11:45 – Return 4:45 p.m.

Raymond – Front Old School: Pick-up 12:00 – Return 4:30 p.m.



Dorothy Olson Aquatic Center - Willmar

Date: Wednesday – June 25th

Cost: $20.00

Pack a snack and water.

For pool trips, bring swimsuit, towel, plastic bag, and sunscreen.

Bus pickup and estimated drop-off times at the schools:

Clara City – MS/HS Entrance: Pick-up 12:30 – Return 4:45 p.m.

Raymond – Front Old School: Pick-up 12:45 – Return 4:30 p.m.



Hutchinson Aquatic Center - Hutchinson

Date: Wednesday – July 9th

Cost: $25.00

Pack a lunch, snacks, and water.

Bus pickup and estimated drop-off times at the schools:

Clara City – MS/HS Entrance: Pick-up 11:15 – Return 5:00 p.m.

Raymond – Front Old School: Pick-up 11:30 – Return 4:45 p.m.

Grades

Completed 2nd grade and up.

Kids under 2nd grade need to have someone 16 or older with them.

Big Kahuna Fun Park - Spicer

Date: Wednesday, July 16th

Fee: $45.00

Pack snacks & water or money for concessions.

Bus pickup and estimated drop-off times at the schools:

Clara City - MS/HS Entrance: Pick-Up at 12:00 – Return 5:30

Raymond – Front Old School: Pick-Up at 12:15 – Return 5:15

Deadline to register for Wednesday trips is one week prior to the trip.



Clara City Aquatic Center 2025

(Tentative Schedule-Subject to Staffing and Other Changes)

Open Date: Friday-June 6th to Friday August 22nd

Hours: Monday - Friday 12:30 p.m. to 7:00 p.m.
Saturdays 12:30 p.m. to 5:00 p.m.
Sunday: Closed

Admission: $5.00/person per day or $50.00/card for 10 swim days

Swimming Lessons: Learn to Swim Program ($45)

Contact the city offices at 320-847-2142 for information or questions.

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Deadline to register is one week prior to start date of camps.



Scholarships are available for camps. Call 847-2154, Ext. 1106.



Baseball Camp

Catching, fielding, throwing, and batting…..you will learn all the fundamentals at this baseball camp. Get ready for the summer baseball season! Two players will be randomly selected to be bat boys at a varsity baseball game!

Date: Saturday, May 17th
Grades & Time: 1st – 3rd: 1:00 – 2:00 p.m.
4th – 6th: 2:00 – 3:00 p.m.
Cost: $15.00
Location: Raymond JV Baseball Field
Coaches: Nate Hebrink and Tyler Wrede



Softball Camp

Learn all the fundamentals of softball at this camp – throwing, fielding, catching, and batting. Join the fun and be ready for the summer softball season.

Date: Saturday, May 17th
Grades: 3rd – 6th
Time: 10:00 a.m. – 12:00 p.m.
Cost: $15.00
Location: Raymond Varsity Softball Field
Coaches: Nancy Thoma



Elementary Dance Camp

Calling all elementary girls wanting to see what it takes to be on the school dance team. This camp will teach dance moves, jumps, and teamwork. Enjoy making new friends and working hard on dance skills.

Dates: Tuesday - Thursday: May 13th through 16th
Grades: Preschool/Age 4 – 6th Grade
Time: 3:30 – 4:30 p.m. (After-School)
Cost: $30.00 – includes a t-shirt
Location: Elementary Double Gym
Coaches: Head Coach Janie Albertson



Golf Camp

Learn the basics of golf – what clubs to use, putting, drives, golf etiquette, and so much more! Golfers need their own clubs.

Dates: Tuesday and Thursday: June 3rd and 5th
Grades & Times: 1st – 3rd: 2:00 – 3:00 p.m.
4th – 6th: 3:00 – 4:00 p.m.
Cost: $20.00
Location: Hawk Creek Country Club/Raymond
Coaches: Bryce Olson & Tyler Anderson



Boys & Girls Basketball Camp

This camp will teach breakdown drills, fundamental play, and team scheme along with situational games. Great opportunity to learn and advance your basketball skills!

Dates: Tuesday through Thursday, June 10th – 12th
Grades & Times:
2nd – 3rd: 1:30 – 2:30 p.m.
4th – 5th: 2:30 – 3:30 p.m.
6th - 8th: 3:30 – 5:00 p.m.
Cost: $35.00 – includes a t-shirt
Location: Elementary Double Gym
Coaches: Head Boys Coach Lucas Post & Head Girls Coach Shaun Condon

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Higher Heights Volleyball Camp

This camp will teach all the fundamentals of volleyball and it is a great starter for our young athletes and a way to improve skills for our most experienced volleyball player.
Campers will be honorary volleyball players at a fall varsity volleyball game!

Dates: Monday through Wednesday – August 11th – 13th
Grades & Times: K – 3rd: 5:00 – 6:00 p.m.
4th – 6th: 6:00 – 7:15 p.m.
Cost: $45.00 – includes a t-shirt
Location: Elementary Double Gym
Coach: Varsity Coach Tory Brouwer

NOTE: DEADLINE TO REGISTER: JULY 21st



Wolverine Football Camps



Date: Monday through Thursday, July 28th – 31st
Grades/Times: 2nd and 3rd at 5:00 – 6:15 p.m. (Prep for Fall Flag Football)
4th and 5th at 6:30 – 7:45 p.m. (Prep for Fall 56er Football)

Date: Monday through Thursday, August 4th – 7th
Grades/Times: 6th and 7th at 6:00 – 7:30 p.m. (Prep for Junior High Football)

Location: Football Complex – Clara City. If bad weather, it will be in the HS gym.

Bring: Shorts, T-shirts, and tennis shoes or football cleats. This is a NO contact camp.

Purpose: Youth campers will receive fundamental instruction in a positive atmosphere. Campers will learn all aspects of football including positions, techniques, equipment, running form, and safety. Each athlete will receive instructions on how to safely play football while having fun.

Cost: $50.00 (Includes a t-shirt)

Coaches: MACCRAY Football Coaching Staff



MACCRAY WOLVERINES



WOLVERINE Summer Workout

Workouts will consist of cardio and weightlifting along with some agility and conditioning. This is open to any student willing to work hard to get in better shape and wanting to be more successful in sports.

Note: This is for 6th grade and above.

Dates/Times: Starts on Monday, June 2nd & ends on Friday, August 1st
* No lifting/workout the week of July 4th
* Hours: 6:00 – 9:00 a.m.

Location: High School Fitness Center

Cost: $70

Coaches: Cole Christopher

Register with the email listed below for this camp - NOT through Community Ed

★ SUMMER BASKETBALL EXPERIENCE ★

WITH SETH & ANDREA HINRICHS

@MACCRAY ELEMENTARY DOUBLE GYM

JULY

14 - 17

BOYS & GIRLS



AM SESSION:
9:00-12:00: PM
7TH -11TH GRADE

PM SESSION:
1:00-4:00PM
1ST - 6TH GRADE

FOCUSING ON FUNDAMENTALS, MENTAL SKILLS, AND HAVING FUN!

$50 (~~$75~~ AFTER MAY 31ST) SNACKS & TEE SHIRT INCL.

TO REGISTER (FOR NOW):
SEND US AN EMAIL HINRICHSSA@GMAIL.COM



SETH & ANDREA LIVE IN GERMANY WITH THEIR CHILDREN WHERE SETH PLAYS PROFESSIONAL BASKETBALL & ANDREA IS A MENTAL PERFORMANCE COACH FOR STUDENT ATHLETES



Register with the QR code below for this camp - NOT through Community Ed.



Library Summer Fun!

Family Storytime!

Come enjoy crafts, songs, and treats at the Clara City Library every Thursday at 10AM. Starting June 5th through Aug 7th.



Read for Prizes! Kids & Teens

RAFFLE

Kids (grades k-6), and Teens (grades 6-12), can read books to be entered into prizes!
Example prizes: hoverboard, lulumelon, school bling, pool, barbie set, led light strips, and more!

Dragon Academy Program!

Come join Brock and his animatronic baby Dragon while kiddos help him train!
Wed Aug 6th at 4pm at the Clara City Library!





June and July Activities and Take and Makes!

Follow us on Facebook and check in at the library for fun Kids and Teen events and take and makes for June and July!

Clara City Public & Maynard Library

KIDS MAKER MARKET

SUPPORT LOCAL KID MAKERS AS THEY SELL THEIR WARES!



KID SIGN-UP: Call and talk to Char at the library. Must be 13 or Younger AND have a Parent with the whole time.

June 9th
July 14th
August 11th

3-6 PM

CLARA CITY LIBRARY

Clara City Library- 320-847-3535

Denise R. Smith, Director
MACCRAY School District
P.O. Box 690; Clara City, MN 56222
320-847-2154, Ext. 1106; smithd@maccray.k12.mn.us

Each participant needs his/her own form. If needed, make additional copies.

Note – you can pay and register online – https://www.maccray.k12.mn.us/communityed.

Child's Name: _____

Age: _____ Gr: _____ Gender: _____ Special Needs: _____

Parent/Guardian: _____

Address: _____ Zip _____

Preferred Phone: _____ _____

Email: _____

T-Shirt (Circle): Yth S : Yth M : Yth L : Adult S : Adult M : Adult L : Adult XL

- ***T-shirt sizes needed for camps only – not for summer rec. We will be fitting the kids for their shirts for summer rec. All shirts will be green this year.***

ACTIVITY	**FEE** *(Note the fees on summer rec information if paid after May 16th)*

Total Due: _____ (Playing both morning and night baseball – deduct $10.)

In consideration of participation in the MACCRAY Community Education and Recreation activities, I hereby acknowledge and do enter this program at my own risk, assuming all known and unknown risks. I agree to indemnify and hold harmless the MACCRAY School District #2180, community education, and its employees and the City of Raymond and its employees from any and all injuries that may occur. All persons under the age of 18 years old must have a parent/guardian signature to participate in this activity. I also authorize emergency medical treatment of the above named child by qualified medical and emergency personnel if needed.

Parent/Guardian Signature (if applicable): _____

Date: _____

Fees go up by $10 after Friday, May 16th. Family maximum for summer rec – 3 children; 4 or more are free.

Scholarships available for programming.
Call Denise at 320-847-2154, Ext. 1106 for more information.
Limited scholarships after Friday, May 16th.

MACCRAY Public Schools
ISD 2180 *Maynard – Clara City - Raymond*

CONTRACT

Establishing the

Terms and Conditions of Employment

By and Between

MACCRAY Schools

And

Kati Hess
Community Education and Recreation Director
Technology Coordinator

July 1, 2025 – June 30, 2026

ARTICLE 1 - PURPOSE

This Agreement entered into by and between the School Board of MACCRAY Schools hereinafter called the District, and Kati Hess, CER/Tech- Coordinator, has as its objective the establishment of the terms and conditions of employment for the period herein established. CER 70% and Tech Coordinator 30% approximately.

ARTICLE 2 - DEFINITIONS

Subd. 2.1 P.E.L.R.A. Of 1971 shall mean the Public Employment Labor Relations Act of 1971, as amended.
Subd. 2.2 Superintendent shall mean the Superintendent of MACCRAY Schools or a designated representative.
Subd. 2.3 School Board shall mean the School Board of MACCRAY Schools or its designated representative.
Subd. 2.4 CER/Tech/Technology Coordinator (CER/Tech)will mean the employee covered by the agreement.
Subd. 2.5 Parties shall mean the District and the CER/Tech/Technology Coordinator.
Subd. 2.6 Other Terms not defined in the Agreement shall have those meanings as defined by the P.E.L.R.A.

ARTICLE 3 - RECOGNITION

Subd. 3.1 Appropriate Unit: In accordance with PELRA. The Dist. recognizes the Association as the exclusive representative of all management personnel included within the bargaining unit certified by the Bureau of Mediation Services. "All MACCRAY Schools employees, who are certify by the MN Department of Education as a CER/Tech who are employed for more than 14 hrs. per week & more than 100 workdays per yr. & who devote 50% of their time to administrative/supervisory duties in the capacity of CER/Tech."
Subd. 3.2 Bargaining Unit Dispute. In the event of a dispute between the District and the CER/Tech as to the inclusion or exclusion within the bargaining unit of a newly created or modified job classification, either party may petition the Bureau of Mediation Services in accordance with the P.E.L.R.A.

ARTICLE 4 – CER/TECH RIGHTS

Subd. 4.1 Use of Facilities: The CER/Tech shall have the right to use District Buildings before or after hours for meetings, scheduling such use with the Superintendent provided that the CER/Tech shall not interfere with or interrupt school operations. Expenses incident to the meeting shall be borne by the CER/Tech in Accordance with District policy.
Subd 4.2 Indemnification: The CER/Tech shall indemnify and hold the District harmless against any and all claims, orders, or judgments made against the District in the administration of Section 4.4 of the Article.
Subd. 4.3 Personnel Files: The CER/Tech shall have the right to review her/her individual Personnel file in accordance with applicable Minnesota statutes.
Subd. 4.4 Meet and Confer: The CER/Tech has the right on an annual basis to request two (2) meet and confer meetings with the School Board.

ARTICLE 5 - DISTRICT RIGHTS

Subd. 5.1 Inherent Managerial Rights: The CER/Tech recognizes that the District is not required to meet and negotiate on matters of Inherent managerial policy, which include but are not limited to, such areas of discretion or policy as the functions and programs of the District, its overall budget, the utilization of technology, the organizational structure, and the selection, direction, or number of personnel.
Subd. 5.2 Reservation of Managerial Rights: The foregoing enumeration of District rights shall not be deemed to exclude other inherent management rights. Any and all management rights and functions not expressly delegated by the Agreement are reserved to the District.
Subd. 5.3 Laws, Rules and Regulations: The parties agree to abide by applicable State and Federal Laws, rules established by the State Department of Education, and rules and regulations established by the School Board, provided such rules and regulations are not in conflict with the Agreement.

ARTICLE 6 - DUTY YEAR

Subd. 6.1 The normal duty year shall be considered 1512 hours.
Subd. 6.2 Specific Duty Year: These specific duty days during the calendar period July 1 through June 30 shall be established by the Director and the Superintendent. The Superintendent reserves the right to designate specific calendar days during the period of July 1 through June 30 as mandatory duty days.

Subd. 6.3 Management Commitment: The District and the Director concur that the management nature of the duties and responsibilities of the Director covered by the Agreement requires a commitment to whatever time is necessary to accomplish such managerial duties and responsibilities.

ARTICLE 7 - DUTY DAYS

Normal Duty Day:

Subd. 7.1 The CER/Tech shall have 1512 hours to be spread throughout 12 months. The duty day will be as needed and as agreed upon with the CER Director and Superintendent or Business Manager.

Subd. 7.3 The CER/Tech because of her duties and responsibilities, agree to commit whatever time is necessary to accomplish such duties and responsibilities.

Subd. 7.4 The CER/Tech will communicate her schedule to District Leadership. (Superintendent, Business Manager, and Technology Director)

ARTICLE 8 – COMPENSATION

Subd. 8.1 Salary Schedule: The annual salary of the CER/Tech employed by individual continuing contract for the 2025-2026 duty year is established by Schedule A, attached hereto, and shall be considered part of the Agreement.

Subd. 8.2 Annual Salary: The CER/Tech employed by an individual continuing contract will be paid an annual salary. The CER/Tech employed for a duty year less than that established by Article 6, Section 6.1 and 6.2, shall be paid a prorated annual salary.

Subd. 8.3 Daily Rate: For the purposes of calculating daily rate, the CER/Tech's annual individually contracted salary divided by the duty year established by Article 6, Sections 6.1 and 6.2 shall equal daily rate. (8 hours per day)

Subd. 8.4 Mileage: The CER/Tech shall be reimbursed at the Federal mileage rate for the use of their personal automobile to conduct authorized and approved travel on the behalf of the District.

Subd. 8.5 Work Stoppage: The CER/Tech, in the event of a strike or work stoppage by other District employees, shall report for duty to carry out School Board policies and directives.

ARTICLE 9 - INSURANCE

Subd. 9.1 Selection: The selection of the insurance carrier & policy shall be made by the School District as provided by law.

Subd. 9.2 Claims against School District: It is understood that the School District's only obligation is to purchase insurance policy and pay such amount as agreed to here-in and no claim shall be made against the School District as a result of a denial of insurance benefits by an Insurance carrier.

Subd. 9.3 Duration of Insurance Contribution: The CER/Tech is eligible for School District contribution as provided in the Article as long as the CER/Tech is employed by the School District. Upon termination of employment, all School District contributions shall cease. The CER/Tech may remain in the plan for 18 months by paying her own premium as provided by M.S. 62A.17.

Subd. 9.4 Eligibility: The School District contribution will be provided to all CER/Techs and provided on a pro rata basis for those CER/Techs employed on a part time basis.

Subd. 9.5 Benefits: The School District will contribute to the CER/Tech account under the MACCRAY ISD #2180 Flexible Benefits Plan on a monthly basis during the term of the CER/Tech's employment the District contribution for health insurance which the CER/Tech may elect to apply toward the cost of benefits available under the Flexible Benefits Plan.

CORE BENEFITS – 1. Health and Hospitalization insurance - $0

Subd. 9.6 Highly compensated employee component of the ACA. In the event the Contract will cause or does cause penalties, fees, or fines to be assessed against the School District, the parties agree to reopen negotiations that result in a revised Contract between the parties that eliminates or reduces penalties, fees, or fines to be assessed against the School District.

Subd. 9.7 Eligibility: The eligibility of the CER/Tech and the CER/Tech's dependent(s) and beneficiary(ties) for insurance benefits shall be governed by the terms of the insurance policies purchased by the School District pursuant to the article.

Subd. 9.8 Claims Against the School District: The School District's only obligation is to purchase the insurance policies described in the article, and no claim shall be made against the School District as a result of denial of insurance benefits by an insurer if the School District has purchased the policies and paid the premiums described in the article.

ARTICLE 10 - LEAVES OF ABSENCE

Subd. 10.1 Paid Time Off:

Subd. 10.11 The CER/Tech shall earn Paid Time Off at the rate of 136 hours each year of employment. The CER/Tech will be credited one-year sick leave allowance upon completion of their first day of service. Deductions for absences will be made on the same basis as granted

Subd. 10.12 Unused Paid Time Off hours at June 30 of each year will roll into Sick Leave (ESST) which will accumulate to a maximum of 300 hours.

Subd. 10.13 ESST shall be allowed whenever an employee's absence is found to have been due to reasons set forth in Minnesota Statutes, section 181.9447.

Subd. 10.14 When permissible by law, the School District may require an employee to furnish documentation indicating any absence in excess of three (3) consecutive days was due to a qualifying event pursuant to Subdivision 3(2.) of this Section, in order to receive ESST pay. The employee will be advised when documentation is required.

Subd. 10.15. Leave will be deducted from accumulated ESST until ESST is exhausted.

Subd. 10.16. Approval/Notice: Employee shall provide his/her supervisor with at least seven (7) days advance notice of the need for use of ESST if the need for leave is foreseeable. If the need for ESST is unforeseeable, notice shall be provided as soon as practicable. ESST may be approved only upon the employee's submission of a request using the authorized ESST pay request form available electronically.

Subd. 10.17. Concurrent Usage. To the extent permissible by law and School District policy, all paid and unpaid leave provided pursuant to this Agreement (including accrued sick leave and ESST) shall be used concurrently with any other paid or unpaid leave provided by law (i.e., FMLA leave, ADA leave, etc.). Sick leave accrued and retained pursuant to Subd. 1. shall not be deemed to be paid leave provided in addition to ESST.

Subd. 10.18. Separation. An employee shall not be paid for unused accumulated sick leave/ESST upon termination, resignation, retirement, or other separation from employment. If an employee is rehired within 180 days of separation from employment, only ESST accrued after January 1, 2024, and unused at the time of said separation shall be reinstated upon rehire.

Subd. 10.2 Bereavement Leave: Five (5) day's bereavement leave per death in the immediate will be granted. Immediate family is to be defined as follows: spouse, mother or father, son or daughter, son-in-law or daughter-in-law, mother-in-law or father-in-law, grandparents, grandchildren, brother, sister, brother-in-law or sister-in-law. Up to two (2) additional days may be granted for the death of friends and/or relatives. Days used will not be deducted from sick leave.

Subd. 10.3 Emergency Leave: Emergency leave may be granted at the discretion of the Superintendent. All emergency leave will be deducted from sick leave.

Subd. 10.4 Child Care Leave:

Subd. 10.41 A childcare leave may be granted by the School District, subject to the provisions of the section to one (1) parent of a child, provided such parent is caring for the child on a full-time basis.

Subd. 10.42 A CER/Tech making application of childcare leave shall inform the Superintendent in writing of intention to take the leave at least two (2) calendar months before commencement
of the intended leave. In case of adoption, the two (2) calendar month notification shall be waived.

Subd. 10.43 If the reason for the childcare leave is occasioned by pregnancy, a CER/Tech may elect to utilize sick leave pursuant to the sick leave provision of the Agreement in lieu of seeking childcare pursuant to the Section. A pregnant CER/Tech will also provide at the time of the leave of application, a statement from her physician indicating date of delivery. Said CER/Tech making application & receiving approval for childcare leave under the Agreement's terms may also qualify for sick leave based on the terms of the Agreement provided the sick leave shall not be used between the beginning and ending dates of the childcare leave.

Subd. 10.44 Three days of the yearly accrued sick leave may be allowed for an adoption of a child by a person covered under the master agreement. Pay shall be allowed for the leave and the days of absence shall be deducted from their sick leave.

Subd. 10.45 The school district may adjust the proposed beginning or ending date of a childcare leave so that the dates of the leave coincide with some natural breaks in the school year – i.e. winter vacation, spring vacation, semester break,

end of a grading period, end of the school year, or the like. The availability of a substitute may also be considered by the school board in the granting of a childcare leave or the duration hereof.

Subd. 10.46 In making a determination concerning the commencement & duration of a child care leave, the board shall not, in any event, be required to: 1.Grant any leave more than 12 months in duration, 2. Permit the CER/Tech to return to her or her employment prior to the date designated in the request for Child cares leave.

Subd. 10.47 A CER/Tech returning from childcare leave shall be re-employed in a position which he or she is licensed unless previously discharged or placed on unrequested leave of absence.

Subd. 10.48 Failure of the CER/Tech to return pursuant to the date determined under her section shall constitute grounds for termination unless the School District and the CER/Tech mutually agrees to an extension of the leave.

Subd. 10.49 A CER/Tech who returns from childcare leave within the provisions of her section shall retain all previous experience credit for pay purposes, seniority, and any unused leave time accumulated under the provisions of the agreement at the commencement of the beginning of the leave. The CER/Tech shall not accrue additional experience credit for pay purposes or leave time during the period of absence for childcare leave.

Subd. 10.6 Professional Leave: Professional Leave may be granted subject to the Superintendent's approval.

Subd. 10.7 Holidays: The CER/Tech shall receive the following paid holidays: Labor Day, Thanksgiving Day, Christmas Day, New Years Day, Good Friday, Memorial Day, Juneteenth, and July 4th.

ARTICLE 11 – RETIREMENT SAVINGS PLAN

Subd. 11.1 403 (b) Plan: The MACCRAY School District shall maintain a 403(b) retirement savings plan for the CER/Tech and will match up to $3000.

ARTICLE 12 - GRIEVANCE PROCEDURE

Subd. 12.1 Grievance Definition: A "grievance" shall mean an allegation by the CER/Tech resulting in a dispute or disagreement between the CER/Tech and the School District as to the interpretation or application of terms and conditions contained in her agreement.

Subd. 12.2 Representative: The CER/Tech or School District may be represented during any stop of the procedure by any person or agent designated by such part to act in her behalf.

Subd. 12.3 Definitions and Interpretations:

Subd. 12.31 Extension: Time limits specified in her Agreement may be extended by mutual agreement.

Subd. 12.32 Days: Reference today regarding time periods in her procedure shall refer to working days. A working day is defined as all weekdays not designated as a legal holiday by State Law.

Subd. 12.33 Computation of Time: In computing any period of time prescribed or allowed by procedures herein, the date of the act, event, or default for which the designated period to time begins to run shall not be included. The last day of the period so computed shall be counted, unless it is a Saturday, or Sunday, a legal holiday, in which event the period runs until the end of the next day, which is not a Saturday, a Sunday or a legal holiday.

Subd. 12.34 Filing and Postmark: The filing or service of any notice or document herein shall be timely. It is personally served or if it bears a certified postmark of the United States Postal Service within the time period.

Subd. 12.4 Time Limitation and Waiver: Grievances shall not be valid for consideration unless the grievance is submitted in writing to the School District's designee, setting forth the facts and the specific provision of the Agreement allegedly violated, and the relief sought within **TWENTY DAYS** (20) after the date the event giving rise to the grievance occurred. Failure to file any grievance within such period shall be deemed a waiver hereof. Failure to appeal a grievance from one leave to another within the time periods hereafter provided shall constitute a waiver of the grievance. An effort shall first be made to adjust an alleged grievance informally between the CER/Tech and the District.

Subd. 12.5 Adjustment of Grievance: The School District and CER/Tech shall attempt to adjust all grievances which may arise during Employment of any CER/Tech within the District in the following manner:

Subd. 12.51 Level I: If the grievance is not resolved through informal discussions, the School District designee shall give a written decision on the grievance to the parties involved within **FIVE DAYS** after the receipt of the written grievance.

Subd. 12.52 Level II: In the event the grievance is not resolved in Level I, the decision rendered may be appealed to the School District provided such appeal is made in writing within **FIVE DAYS** after receipt of the decision in Level I. If a grievance is properly appealed to the School District, the School District shall set a time to hear the grievance within **FIFTEEN DAYS** after the meeting, the School District, a committee or representative of the board may be designed by the

board to hear the appeal at her level and report its findings and recommendations to the School District. The School District shall then render its decision.

Subd. 12.6 School District Review: The School District reserves the right to review any decision issued under Level I of her procedure provided the School District or its representative notify the parties of its intention to review within **TEN DAYS** after the decision has been rendered. In the event the School District reviews a grievance under her section, the School District reserves the right to reserve or modify such decision.

Subd. 12.7 Denial of Grievance: Failure by the School District or its representative to issue a decision within the time periods provided herein shall constitute a denial of the grievance and the CER/Tech may appeal it to the next level.

Subd. 12.8 Arbitration Procedures: If the CER/Tech and the School District is unable to resolve any grievance, the grievance may be submitted to Arbitration as defined herein:

Subd. 12.81 Request: A request to submit a grievance to arbitration must be in writing signed by the aggrieved party, and such request must be filed in the Office of the Superintendent within **TEN DAYS** following the decision in Level II of the Grievance procedure.

Subd. 12.82 Prior Procedures Required: No grievance shall be considered by the Arbitrator which has not been first duly processed in accordance with the grievance procedure and appeal provisions.

Subd. 12.83 Selection of Arbitrator: Upon the proper submission of a grievance under the terms of her procedure, the parties shall, within **TEN DAYS** after the request to arbitrate, attempt to agree upon the selection of an arbitrator. If no agreement on an arbitrator is reached, either party may request the PELRA to appoint an arbitrator, pursuant to MS 179.70 subd. 4, providing such requests are made within **TWENTY DAYS** after request for arbitration. The request shall ask that the appointment be made within **THIRTY DAYS** after the receipt of said request. Failure to agree upon an arbitrator or the failure to request an arbitrator from the PELRA within the time periods provided herein shall constitute a waiver of the grievance.

Subd. 12.84 Submission of Grievance Information: Upon appointment of the arbitrator, the appealing party and the School District shall **five days** prior to the arbitration hearing forward to the arbitrator the submission of the grievance which shall include the following: 1. The issue involved, 2. Statement of the facts, 3.Position of the grievant, & 4.The written documents relating to Article 12 Sections 4 and 5 of the grievance procedure..

Subd. 12.85 Hearing: The grievance shall be heard by a single arbitrator *and both parties may be represented by such person or persons* as they may choose and designate, and the parties shall have the right to a hearing at which time both parties will have the opportunity to submit evidence, offer testimony, and make oral or written arguments relating to the issues before the arbitrator. The proceeding before the arbitrator shall be a hearing de novo.

Subd. 12.86 Decision: the decision by the arbitrator shall be rendered within **THIRTY DAYS** after the close of the hearing. decision by the arbitrator in cases properly before him shall \be final and binding upon the parties, subject however, to the limitations of arbitration decisions are provided by in the PELRA.

Subd. 12.87 Expense: Each party shall bear its own expense in connection with arbitration including expenses relating to the parties' representatives, witness, and any other expenses which the party incurs in connection with presenting its case in arbitration. A transcript or recording shall be made of the hearing at the request of either party. The parties shall share equally the fees and expenses of the Arbitrator, the cost of the transcript or recording if requested by either or both parties, and other expenses, which the parties mutually agree, are necessary for the conduct of the arbitration. However, the party ordering a copy of such transcript shall pay for such copy.

Subd. 12.88 Jurisdiction: The arbitrator shall have jurisdiction over disputes or disagreement relating to grievances properly before the arbitrator pursuant to the terms of her procedure. The jurisdiction of the arbitrator shall not extend to the proposed changes. In terms and conditions of employment as defined herein and contained in her written agreement; not shall an arbitrator have jurisdiction over any grievance which has not been submitted to arbitration in compliance with the terms of the grievance and arbitration procedure as outlined herein. The jurisdiction of the arbitrator shall include, but is not limited to, such areas of discretion or policy as the functions and programs of the employer, its overall budget, utilization of technology, the organizational structure, and selection and direction and number of personnel. In considering any issue in dispute, in the order the arbitrator shall give due consideration to the statutory rights and obligations of the public school district to efficiency manage and conduct its operation within the legal limitations surrounding the financing of such operations.

Subd. 12.89 Duplication: A party shall not institute a grievance action & a Court action on the same action & time.

ARTICLE 13 - Unrequested Leave of Absence

Subd. 13.1 In the event it is necessary for the District to reduce the number of CER/Techs covered by her Agreement, the work force shall be reduced in accordance with MN Stat. 125.12, 6b.

ARTICLE 14 - Indemnification and Provision of Counsel

Subd. 14.1 In the event that an action is brought, or a claim is made against the CER/Tech arising out of or in connection with CER/Tech's employment, and the CER/Tech is acting within the scope of employment or official duties, the School District shall defend and indemnify to the extent permitted by law. Indemnification, as provided in the section, shall not apply in the case of malfeasance in office or willful or wanton neglect of duty, and the obligation of the School District herein shall be subject to the limitations as provided in Minnesota Statutes, Chapter 466.

ARTICLE 15 - Duration

Subd. 15.1 Term of Contract: The Agreement shall remain in full force and effect for a period commencing July 1, 2025 except as specifically provided otherwise in the Agreement, through June 30, 2026 and hereafter until modified or terminated pursuant to the PELRA of 1971 as amended.

Subd. 15.2 Modification: if either party desires to modify or terminate the Agreement effective on July 1, 2026, it shall give written notice of such intent no later than May 1, 2026. Unless otherwise mutually agreed, the parties shall not commence negotiations more than 90 calendar days prior to the expiration of the Agreement.

Subd. 15.3 Effect: The Agreement constitutes the full and complete agreement between the District and the CER/Tech. The provision herein Supersedes and takes precedence over any and all prior Agreement, resolutions, practices, district policies, rules or regulations concerning the terms and conditions of employment.

Subd. 15.4 Finality: It is further agreed that any matters relating to the terms and conditions of employment, whether or not referred to in the Agreement, shall not be open for negotiations during the term of the Agreement.

Subd. 15.5 Severability: The provisions of the Agreement shall be severable, and if any provision hereof or the application of any such provision under and circumstances is held invalid, it shall not affect any other provision of the Agreement or the application of any provisions hereof under different circumstances.

SCHEDULE A – CER/Tech

2025-2026 $48,500

Agreed to as the full and complete settlement of the terms and conditions of employment by the signatures of the following representatives of the District and the CER/Tech

For: MACCRAY School Board

_____ _____

CER Director/Technology Coordinator Chairman

_____

Clerk

Dated this _____ day of _____, 20__

Dated this _____ day of _____, 20__

CONTRACT

Establishing the

Terms and Conditions of Employment

By and Between

MACCRAY Schools

And

Greg Peterson
Technology Director

July 1, 2025 – June 30, 2027

ARTICLE 1 - PURPOSE

This Agreement entered into by and between the School Board of MACCRAY Schools hereinafter called the District, and Greg Peterson, hereinafter called the Technology Director, has as its objective the establishment of the terms and conditions of employment for certain management personnel for the period herein established.

ARTICLE 2 - DEFINITIONS

Subd. 2.1 P.E.L.R.A. Of 1971 shall mean the Public Employment Labor Relations Act of 1971, as amended.
Subd. 2.2 Superintendent shall mean the Superintendent of MACCRAY Schools or a designated representative.
Subd. 2.3 School Board shall mean the School Board of MACCRAY Schools or its designated representative.
Subd. 2.4 Technology Director will mean management personnel covered by this agreement.
Subd. 2.5 Parties shall mean the District and Associations.
Subd. 2.6 Other Terms not defined in this Agreement shall have those meanings as defined by the P.E.L.R.A.

ARTICLE 3 - RECOGNITION

Subd. 3.1 Appropriate Unit: In accordance with PELRA. The Dist. recognizes the Association as the exclusive representative of all management personnel included within the bargaining unit certified by the Bureau of Mediation Services.
Subd. 3.2 Bargaining Unit Dispute. In the event of a dispute between the District and the Technology Director as to the inclusion or exclusion within the bargaining unit of a newly created or modified job classification, either party may petition the Bureau of Medication Services in accordance with the P.E.L.R.A.

ARTICLE 4 – TECHNOLOGY DIRECTOR

Subd. 4.1 Use of Facilities: The Technology Director shall have the right to use District Buildings before or after hours for meetings, scheduling such use with the Superintendent provided that this shall not interfere with or interrupt school operations. Expenses incident to the meeting shall be borne by the Technology Director in Accordance with District policy.
Subd 4.2 Indemnification: The Technology Director shall indemnify and hold the District harmless against any and all claims, orders, or judgments made against the District in the administration of Section 4.4 of this Article.
Subd. 4.3 Personnel Files: Technology Director shall have the right to review his/her individual Personnel file in accordance with applicable Minnesota statutes.

ARTICLE 5 - DISTRICT RIGHTS

Subd. 5.1 Inherent Managerial Rights: The Technology Director recognizes that the District is not required to meet and negotiate on matters of Inherent managerial policy, which include but are not limited to, such areas of discretion or policy as the functions and programs of the District, its overall budget, the utilization of technology, the organizational structure, and the selection, direction, or number of personnel.
Subd. 5.2 Reservation of Managerial Rights: The foregoing enumeration of District rights shall not be deemed to exclude other inherent management rights. Any and all management rights and functions not expressly delegated by this Agreement are reserved to the District.
Subd. 5.3 Laws, Rules and Regulations: The parties agree to abide by applicable State and Federal Laws, rules established by the State Department of Education, and rules and regulations established by the School Board, provided such rules and regulations are not in conflict with this Agreement.

ARTICLE 6 - DUTY YEAR

Subd. 6.1 The normal duty year shall be considered as 208 days (1768 hours).
Subd. 6.2 Specific Duty Year: These specific duty days during the calendar period July 1 through June 30 shall be established by the Technology Director and the Superintendent. The Superintendent reserves the right to designate specific calendar days during the period of July 1 through June 30 as mandatory duty days.

Subd. 6.3 Management Commitment: The District and the Technology Director concur that the management nature of the duties and responsibilities of the Technology Director covered by this Agreement requires a commitment to whatever time is necessary to accomplish such managerial duties and responsibilities.

ARTICLE 7 - DUTY DAYS

Subd. 7.1 Normal Duty Day:

Subd. 7.11 The Technology Director shall normally be on duty during the period established as the teacher's basic duty day on teacher work days and/or as directed by the Superintendent. (As communicated with Supt. and Business Manager – remaining hours as Technology Director determines.)

Subd. 7.12 Technology Director, because of his/her managerial duties and responsibilities agree to commit whatever time is necessary to accomplish such managerial duties and responsibilities.

ARTICLE 8 – COMPENSATION

Subd. 8.1 Salary Schedule: The annual salary of the Technology Director employed by individual continuing contract for the 2025-2026 and 2026-2027 duty year is established by Schedule A, attached hereto, and shall be considered part of the Agreement.

Subd. 8.2 Annual Salary: The Technology Director employed by an individual continuing contract will be paid an annual salary. Technology Director employed for a duty year less than that established by Article 6, Section 6.1 and 6.2, shall be paid a prorated annual salary.

Subd. 8.3 Daily Rate: For the purposes of calculating daily rate, the Technology Director annual individually contracted salary divided by the duty year established by Article 6, Sections 6.1 and 6.2 shall equal daily rate.

Subd. 8.4 Mileage: Technology Director shall be reimbursed at the Federal mileage rate for the use of Their personal automobile to conduct authorized and approved travel on the behalf of the District.

Subd. 8.5 Dues: The District will pay all annual professional dues.

Subd. 8.6 Work Stoppage: Technology Director, in the event of a strike or work stoppage by other District employees, shall report for duty to carry out School Board policies and directives.

Subd. 8.7 Additional Duties: The Technology Director or his designee will live stream School Board meetings for an additional stipend of $100 per meeting.

ARTICLE 9 - GROUP INSURANCE

Subd. 9.1 Selection: The selection of the insurance carrier & policy shall be made by the School District as provided by law.

Subd. 9.2 Claims against School District: It is understood that the School District's only obligation is to purchase insurance policy and pay such amount as agreed to here-in and no claim shall be made against the School District as a result of a denial of insurance benefits by an insurance carrier.

Subd. 9.3 Duration of Insurance Contribution: The Technology Director is eligible for School District contribution as provided in this Article as long as the Technology Director is employed by the School District. Upon termination of employment, all School District contributions shall cease. The Technology Director may remain in the plan for 18 months by paying his/her own premium as provided by M.S. 62A.17.

Subd. 9.4 Eligibility: The School District contribution will be provided to all Technology Directors and provided on a pro rata basis for those Technology Directors working 25 hours or more per week. All Technology Directors may participate in CORE BENEFITS.

Subd. 9.5 Benefits: The School District will contribute to the Technology Director account under the MACCRAY ISD 2180 Flexible Benefits Plan on a monthy basis during the term of the Technology Director employment, amount of **$11,000**, which the Technology Director may elect to apply toward the cost of benefits available under the Flexible Benefits Plan (including HSA) (Unused contribution will be deposited into an HSA in June. –CORE BENEFITS – 1. Health and Hospitalization insurance.

ARTICLE 10 - LEAVES OF ABSENCE

Subd. 10.1 Paid Time Off:

Subd. 10.11 The Technology Director shall earn Paid Time Off at the rate of 170 hours each year of employment. The CER/Tech will be credited one-year PTO allowance upon completion of their first day of service. Deductions for absences will be made on the same basis as granted.

Subd. 10.12 Unused Paid Time Off hours at June 30 of each year will roll into Sick Leave (ESST) which will accumulate to a maximum of 400 hours.

Subd. 10.13 ESST shall be allowed whenever an employee's absence is found to have been due to reasons set forth in Minnesota Statutes, section 181.9447.

Subd. 10.14 When permissible by law, the School District may require an employee to furnish documentation indicating any absence in excess of three (3) consecutive days was due to a qualifying event pursuant to Subdivision 3(2.) of this Section, in order to receive ESST pay. The employee will be advised when documentation is required.

Subd. 10.15. Leave will be deducted from accumulated ESST until ESST is exhausted.

Subd. 10.16. Approval/Notice: Employee shall provide his/her supervisor with at least seven (7) days advance notice of the need for use of ESST if the need for leave is foreseeable. If the need for ESST is unforeseeable, notice shall be provided as soon as practicable. ESST may be approved only upon the employee's submission of a request using the authorized ESST pay request form available electronically.

Subd. 10.17. Concurrent Usage. To the extent permissible by law and School District policy, all paid and unpaid leave provided pursuant to this Agreement (including accrued sick leave and ESST) shall be used concurrently with any other paid or unpaid leave provided by law (i.e., FMLA leave, ADA leave, etc.). Sick leave accrued and retained pursuant to Subd. 1. shall not be deemed to be paid leave provided in addition to ESST.

Subd. 10.18. Separation. An employee shall not be paid for unused accumulated sick leave/ESST upon termination, resignation, retirement, or other separation from employment. If an employee is rehired within 180 days of separation from employment, only ESST accrued after January 1, 2024, and unused at the time of said separation shall be reinstated upon rehire.

Subd. 10.2 Holidays:

Subd. 10.21 The Technology Director shall receive the following holidays: Labor Day, Thanksgiving Day, Christmas Day, New Years Day, Good Friday, Memorial Day, Juneteenth, and July 4th.

Subd. 10.3 Bereavement Leave: Five (5) day's bereavement leave per death in the immediate will be granted. Immediate family is to be defined as follows: wife or husband, mother or father, son or daughter, son-in-law or daughter-in-law, mother-in-law or father-in-law, grandparents, grandchildren, brother, sister, brother-in-law or sister-in-law. Up to two (2) additional days may be granted for the death of friends and/or relatives. Days used will not be deducted from sick leave.

Subd. 10.4 Emergency Leave: Emergency leave may be granted at the discretion of the Superintendent. All emergency leaves will be deducted from sick leave.

Subd. 10.5 Childcare Leave:

Subd. 10.51 A childcare leave may be granted by the School District, subject to the provisions of this section to one (1) parent of a child, provided such parent is caring for the child on a full-time basis.

Subd. 10.52 A Technology Director making application of childcare leave shall inform the Superintendent in writing of intention to take the leave at least two (2) calendar months before commencement of the intended leave. In case of adoption, the two (2) calendar month notification shall be waived.

Subd. 10.53 If the reason for the childcare leave is occasioned by pregnancy, a Technology Director may elect to utilize sick leave pursuant to the sick leave provision of the Agreement in lieu of seeking childcare pursuant to this Section. A pregnant Technology Director will also provide at the time of the leave of application, a statement from her physician indicating date of delivery. Said Technology Director making application & receiving approval for childcare leave under this Agreement's terms may also qualify for sick leave based on the terms of this Agreement provided the sick leave shall not be used between the beginning and ending dates of the childcare leave.

Subd. 10.54 Three days of the yearly accrued sick leave may be allowed for an adoption of a child by a person covered under this master agreement. Pay shall be allowed for this leave and the days of absence shall be deducted from their sick leave.

Subd. 10.55 The school district may adjust the proposed beginning or ending date of a childcare leave so that the dates of the leave coincide with some natural breaks in the school year – i.e. winter vacation, spring vacation, semester break, end of a grading period, end of the school year, or the like. The availability of a substitute may also be considered by the school board in the granting of a childcare leave or the duration thereof.

Subd. 10.56 In making a determination concerning the commencement & duration of a childcare leave, the board shall not, in any event, be required to: 1. Grant any leave more than 12 months in duration., 2. Permit the Community Ed Director /Technology Director to return to his or her employment prior to the date designated in the request for Childcares leave.

Subd. 10.57 A Technology Director returning from childcare leave shall be re-employed in a position which he or she is licensed unless previously discharged or placed on unrequested leave of absence.

Subd. 10.58 Failure of the Technology Director to return pursuant to the date determined under this section shall constitute grounds for termination unless the School District and the Technology Director mutually agrees to an extension of the leave.

Subd. 10.59 A Technology Director who returns from childcare leave within the provisions of this section shall retain all previous experience credit for pay purposes, seniority, and any unused leave time accumulated under the provisions of this agreement at the commencement of the beginning of the leave. The Technology Director shall not accrue additional experience credit for pay purposes or leave time during the period of absence for childcare leave.

Subd. 10.50 A Technology Director on Childcare leave is eligible to participate in group insurance programs if permitted under the insurance policy provisions, but shall pay the entire premium for such programs as the Technology Director wishes to retain, commencing with the beginning of the childcare leave. The right to continue participation in such group's insurance programs, however, will terminate if the Technology Director does not return to the School District pursuant to this section.

Subd. 10.7 Professional Leave: Professional Leave may be granted subject to the Superintendent's approval.

ARTICLE 11 – RETIREMENT SAVINGS PLAN

Tax-Sheltered Annuities: The Technology Director is eligible to participate in a tax-sheltered annuity plan through payroll deduction established pursuant to Section 403(b) of the Internal Revenue Code of 1986, M.S. 123B.02, Subd. 15., School District policy, and as otherwise provided by law. The School District shall match the Technology Director's Section 403(b) contributions up to $2,000 per year.

ARTICLE 12 - GRIEVANCE PROCEDURE

Subd. 13.1 Grievance Definition: A "grievance" shall mean an allegation by a Technology Director resulting in a dispute or disagreement between the Technology Director and the School District as to the interpretation or application of terms and conditions contained in this agreement.

Subd. 13.2 Representative: The Technology Director or School District may be represented during any stop of the procedure by any person or agent designated by such part to act in his behalf.

Subd. 13.3 Definitions and Interpretations:

Subd. 13.31 Extension: Time limits specified in this Agreement may be extended by mutual agreement.

Subd. 13.32 Days: Reference to "day" regarding time periods in this procedure shall refer to working days. A working day is defined as all weekdays not designated as a legal holiday by State Law.

Subd. 13.33 Computation of Time: In computing any period of time prescribed or allowed by procedures herein, the date of the act, event, or default for which the designated period to time begins to run shall not be included. The last day of the period so computed shall be counted, unless it is a Saturday, or Sunday, a legal holiday, in which event the period runs until the end of the next day, which is not a Saturday, a Sunday or a legal holiday.

Subd. 13.34 Filing and Postmark: The filing or service of any notice or document herein shall be timely. It is personally served or if it bears a certified postmark of the United States Postal Service within the time period.

Subd. 13.4 Time Limitation and Waiver: Grievances shall not be valid for consideration unless the grievance is submitted in writing to the School District's designee, setting forth the facts and the specific provision of the Agreement allegedly violated and the particular relief sought within **TWENTY DAYS** (20) after the date the event giving rise to the grievance occurred. Failure to file any grievance within such period shall be deemed a waiver thereof. Failure to appeal a grievance from one leave to another within the time periods hereafter provided shall constitute a waiver of the grievance. An effort shall first be made to adjust an alleged grievance informally between the Technology Director and the District.

Subd. 13.5 Adjustment of Grievance: The School District and Technology Director shall attempt to adjust all grievances which may arise during the course of Employment of any Technology Director within the District in the following manner:

Subd. 13.51 Level I: If the grievance is not resolved through informal discussions, the School District designee shall give a written decision on the grievance to the parties involved within **FIVE DAYS** after the receipt of the written grievance.

Subd. 13.52 Level II: In the event the grievance is not resolved in Level I, the decision rendered may be appealed to the School District, provided such appeal is made in writing within **FIVE DAYS** after receipt of the decision in Level I. If a grievance is properly appealed to the School District, the School District shall set a time to hear the grievance within **FIFTEEN DAYS** after the meeting, the School District, a committee or representative of the board may be designed by the board to hear the appeal at this level and report its findings and recommendations to the School District. The School District shall then render its decision.

Subd. 13.6 School District Review: The School District reserves the right to review any decision issued under Level I of this procedure provided the School District or its representative notify the parties of its intention to review within **TEN DAYS** after the decision has been rendered. In the event the School District reviews a grievance under this section, the School District reserves the right to reserve or modify such decision.

Subd. 13.7 Denial of Grievance: Failure by the School District or its representative to issue a decision within the time periods provided herein shall constitute a denial of the grievance and the Technology Director may appeal it to the next level.

Subd. 13.8 Arbitration Procedures: In the event that the Technology Director and the School District is unable to resolve any grievance, the grievance may be submitted to Arbitration as defined herein:

Subd. 13.81 Request: A request to submit a grievance to arbitration must be in writing signed by the aggrieved party, and such request must be filed in the Office of the Superintendent within **TEN DAYS** following the decision in Level II of the Grievance procedure.

Subd. 13.82 Prior Procedures Required: No grievance shall be considered by the Arbitrator which has not been first duly processed in accordance with the grievance procedure and appeal provisions.

Subd. 13.83 Selection of Arbitrator: Upon the proper submission of a grievance under the terms of this procedure, the parties shall within **TEN DAYS** after the request to arbitrate, attempt to agree upon the selection of an arbitrator. If no

agreement on an arbitrator is reached, either party may request the PELRA to appoint an arbitrator, pursuant to MS 179.70 subd. 4, providing such request is made within **TWENTY DAYS** after request for arbitration. The request shall ask that the appointment be made within **THIRTY DAYS** after the receipt of said request. Failure to agree upon an arbitrator or the failure to request an arbitrator from the PELRA within the time periods provided herein shall constitute a waiver of the grievance.

Subd. 13.84 Submission of Grievance Information: Upon appointment of the arbitrator, the appealing party and the School District shall **five days** prior to the arbitration hearing forward to the arbitrator the submission of the grievance which shall include the following: 1. The issue involved, 2. Statement of the facts, 3. Position of the grievant, & 4.The written documents relating to Article 12 Sections 4 and 5 of the grievance procedure..

Sub. 13.85 Hearing: The grievance shall be heard by a single arbitrator *and both parties may be represented by such person or persons* as they may choose and designate, and the parties shall have the right to a hearing at which time both parties will have the opportunity to submit evidence, offer testimony, and make oral or written arguments relating to the issues before the arbitrator. The proceeding before the arbitrator shall be a hearing denovo.

Sub. 13.86 Decision: the decision by the arbitrator shall be rendered within **THIRTY DAYS** after the close of the hearing. decision by the arbitrator in cases properly before him shall \be final and binding upon the parties, subject however, to the limitations of arbitration decisions are provided by in the PELRA.

Subd. 13.87 Expense: Each party shall bear its own expense in connection with arbitration including expenses relating to the parties representatives, witness, and any other expenses which the party incurs in connection with presenting its case in arbitration. A transcript or recording shall be made of the hearing at the request of either party. The parties shall share equally fees and expenses of the Arbitrator, the cost of the transcript or recording if requested by either or both parties, and other expenses, which the parties mutually agree, are necessary for the conduct of the arbitration. However, the party ordering a copy of such transcript shall pay for such copy.

Subd. 13.88 Jurisdiction: The arbitrator shall have jurisdiction over disputes or disagreement relating to grievances properly before the arbitrator pursuant to the terms of this procedure. The jurisdiction of the arbitrator shall not extend to propose changes, in terms and conditions of employment as defined herein and contained in this written agreement; not shall an arbitrator have jurisdiction over any grievance which has not been submitted to arbitration in compliance with the terms of the grievance and arbitration procedure as outlined herein. The jurisdiction of the arbitrator shall include, but is not limited to, such areas of discretion or policy as the functions and programs of the employer. Its overall budget, utilization of technology, the organizational structure, and selection and direction and number of personnel. In considering any issue in dispute, in the order the arbitrator shall give due consideration to the statutory rights and obligations of the public school district to efficiency manage and conduct its operation within the legal limitations surrounding the financing of such operations.

Subd. 13.89 Duplication: A party shall not institute a grievance action & a Court action on the same action & time..

ARTICLE 13 - Indemnification and Provision of Counsel

Subd. 15.1 In the event that an action is brought or a claim is made against the Technology Director arising out of or in connection with Technology Director's employment, and the Technology Director is acting within the scope of employment or official duties, the School District shall defend and indemnify to the extent permitted by law. Indemnification, as provided in this section, shall not apply in the case of malfeasance in office or willful or wanton neglect of duty, and the obligation of the School District herein shall be subject to the limitations as provided in Minnesota Statutes, Chapter 466.

ARTICLE 14 - Duration

Subd. 15.1 Term of Contract: This Agreement shall remain in full force and effect for a period commencing July 1, 2025 except as specifically provided otherwise in the Agreement, through June 30, 2027 and thereafter until modified or terminated pursuant to the PELRA of 1971 as amended.

Subd. 15.2 Modification: if either party desires to modify or terminate this Agreement effective on July 1, 2027, it shall give written notice of such intent no later than May 1, 2027. Unless otherwise mutually agreed, the parties shall not commence negotiations more than 90 calendar days prior to the expiration of this Agreement.

Subd. 15.3 Effect: This Agreement constitutes the full and complete agreement between the District and the Technology Director. The provision herein Supersedes and takes precedence over any and all prior Agreement, resolutions, practices, district policies, rules or regulations concerning the terms and conditions of employment.

Subd. 15.4 Finality: It is further agreed that any matters relating to the terms and conditions of employment, whether or not referred to in this Agreement, shall not be open for negotiations during the term of this Agreement.

Subd. 15.5 Severability: The provisions of this Agreement shall be severable, and if any provision thereof or the application of any such provision under and circumstances is held invalid, it shall not affect any other provision of the Agreement or the application of any provisions thereof under different circumstances.

SCHEDULE A - Technology Director

2025-2026 $ 58,000 2026-2027 $60,000

Agreed to as the full and complete settlement of the terms and conditions of employment by the signatures of the following representatives of the District and the Technology Director.

Technology Director

IN WITTNESS WHEREOF, I have subscribed My signature this _____ day of _____, 20____.

_____
Technology Director

For: MACCRAY School Board

IN WITNESS WHEREOF, we have subscribed our signatures this _____ day of _____, 20____.

_____
School Board Chair

_____
School Board Clerk

MACCRAY PUBLIC SCHOOLS

2025-26 EMPLOYMENT AGREEMENT
With
Char Pankratz

JOB TITLE: Library Paraprofessional

DEPARTMENT: Elementary

REPORTS TO: Principal

JOB SUMMARY

Works with students in the Library, manages library, books, and book fair.

TERMS OF EMPLOYMENT

8 Hours – TBD/School Days
Probation Period: 6 months
Wage: $17.25 per hour
Pay Dates: 15th and 30th of each month
Other fringe benefits per the MACCRAY School Educational Assistant Terms and Conditions of Employment.

EVALUATION

Performance of this job will be evaluated by the Elementary Principal.

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

IN WITNESS WHEREOF, I have subscribed
My signature this 6th day of June, 2025.

Educational Assistant - Library

IN WITNESS WHEREOF, we have subscribed
My signature this _____ day of _____, 2025.

School Board Chair

School Board Clerk