MACCRAY ISD 2180
Clara City, MN 56222
MACCRAY Board Room
Monday, Sept. 14, 2026
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 volunteer football coach - T. Tonderum
- 5.4 Approve Employment Agreement with Dishwasher/Food Prep - S. Doering
- 5.5 Approve Employment Agreement with Paraprofessional - D. Pennings
- 5.6 Accept Retirement of Assistant Cook - L. Kruger
- 5.7 Accept Resignation of Paraprofessional - D. Poppen
- 5.8 Approve Employment Agreement with Paraprofessional - A. Hinrichs
- 5.9 Approve Employment Agreement with Paraprofessional - C. Burg
- 5.10 Accept resignation of paraprofessional - J. Hering
- 5.11 Acknowledge Family Medical Leave of Teacher - end of January to end of the school year.
- 5.12 Approve extension of Prime Vendor Contract with IFD.
- 5.13 Approve and adopt the following policies:
  - 5.13.1 Policy 404 - Employment Background Checks
  - 5.13.2 Policy 405 - Veteran's Preference
  - 5.13.3 Policy 406 - Public and Private Personnel Data
  - 5.13.4 Policy 407 - Employee Right to Know - Exposure to Hazardous Substances
  - 5.13.5 Policy 408 - Subpoena of a School District Employee
  - 5.13.6 Policy 409 - Employee Publication, Instructional Materials, Inventions, and Creations
  - 5.13.7 Policy 410 - Family and Medical Leave Policy

6.0 Communication Report
- 6.1 Administrative Reports
  - 6.1.1 Kati Hess - CER
  - 6.1.2 Derik Johnson - Activities
  - 6.1.3 Todd Bertram - Elem.
  - 6.1.4 Judd Wheatley - MS-HS
  - 6.1.5 Adam Holm - District
- 6.2 Committee Reports

6.3 Board Discussion -Sale of FB field, Permanent School Fund, Superintendent Evaluation Summary

7.0 Business items – Action Required

7.1 Certify 26 Payable 27 Levy for the maximum amount.

7.2 Accept donation by Vreeman Construction ($17,317.08), Prinsco ($8,600.47), and Ag Water Management ($2,278.60) for tiling the MACCRAY FFA field, $100 from Immanuel Lutheran Church for school supplies.

8.0 Upcoming Meetings

8.1 Regular Board Meeting, Monday, Oct. 12, MACCRAY Board Room, 6pm.

8.2 Regular Board Meeting, Monday, November 9, MACCRAY Board Room, 6pm.

8.3 Truth in Taxation, Monday, December 14, MACCRAY Board Room, 6pm

8.4 Regular Board Meeting, Monday, December 14, MACCRAY Board Room, following TNT.

9.0 Adjournment

Minutes of the Board of Education
Independent School District #2180
Regular Meeting #2
Monday, Aug. 10, 2026, 6:00 PM
MACCRAY Board Room

Members Present: Julie Alsum, Debi Brandt, Mark Kasella, John Hagemeyer, Ben Donner, (absent - Carmel Thein.)
Others: Adam Holm, Superintendent; Judd Wheatley, MS/HS Principal; Todd Bertram, Elem. Principal; Kim Sandry, Business Manager/HR Director; Greg Peterson, Tech Director; Derik Johnson, AD;

Chair Julie Alsum called the meeting to order at 6:00 pm. Pledge of Allegiance.

Motion by Brandt, second by Hagemeyer, to approve the agenda as presented.
Motion carried by unanimous vote.

Public Comment: none

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

- Adoption of Minutes
- Approve payment of bills and financial reports.
- Accept resignation of dishwasher - L. Seehusen
- Accept resignation of Elementary Teacher - K. Larson
- Accept resignation of paraprofessional - B. Wersal
- Approve one year teacher contract - T. Prekker
- Approve Teacher contract - J. Groothuis
- Approve Teacher contract - J. Hultgren (Tier 1)
- Approve employment agreement with Paraprofessional - A. Caspers
- Approve employment agreement with Paraprofessional - H. Burdorf
- Approve employment agreement with Paraprofessional - M. Kubesh
- Approve and adopt the following policies:
  - Policy 205 - Open Meetings and Closed Meetings - Redline
  - Policy 301 - School District Administration - Redline
  - Policy 302 - Superintendent - Redline
  - Policy 303 - Superintendent Selection - Redline
  - Policy 304 - Superintendent Contract, Duties, and Evaluation - Redline
  - Policy 401 - Equal Employment Opportunity - Redline
  - Policy 402 - Disability Nondiscrimination - Redline
  - Policy 403 - Discipline, Suspension, and Dismissal of School District Employees - Redline
- Approve Coaches:

Football	
Mike Dammann	Asst. Varsity
Mike Collins	Junior High
Volleyball	
Brittany Koenen	Junior High
Dance	
Katlyn Aviles	Head Coach

Communications Reports:
Derik Johnson - Activities
Todd Bertram: Elementary Update

Judd Wheatley: MS/HS update.
Adam Holm: District update.
Board Discussion: Sale of Football Field, Permanent School Fund, Board Authority renewal for operating levy.

Business Items:
Motion by Kasella, second by Hagemeyer, to approve the resolution for board renewal of an expiring referendum revenue authorization.
Roll Call Vote: For: Brandt, Donner, Alsum, Hagemeyer, Kasella.
Against: none
Resolution passed and adopted.

Motion by Hagemeyer, second by Brandt, to approve the 26-27 Student Handbook. Motion carried by unanimous vote.

Motion by Brandt, second by Donner, to approve the resolution for Adam Holm as the Identified Official with Authority (IOwA). Roll Call Vote: For: Brandt, Donner, Kasella, Hagemeyer, Alsum. Against: none. Resolution passed and adopted.

Motion by Alsum, second by Hagemeyer, to approve the resolution accepting donation from the Parent's Club for school year 26-27 and $250 from Faith Evangelical Lutheran Church. Roll Call Vote: For: Brandt, Donner, Kasella, Hagemeyer, Alsum. Against: none. Resolution passed and adopted.

Motion by Brandt, second by Donner, to close the meeting for the school board evaluation of the Superintendent. Motion carried by unanimous vote.

Motion by Brandt, second by Kasella, to open the meeting again to end the school board meeting. Motion carried by unanimous vote.

Meetings and Workshops:
Regular Board Meeting, Monday, Sept. 14, MACCRAY Board Room, 6pm.
Regular Board Meeting, Monday, Oct. 12, MACCRAY Board Room, 6pm.
Regular Board Meeting, Monday, November 9, MACCRAY Board Room, 6pm.

Adjournment of Meeting
Motion by Donner, second by Hagemeyer, for adjournment. Motion carried by unanimous vote. Meeting adjourned at 7:53 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		65392	5627	Check	1	5583		JC Manufacturing Co.		Yes	No	No	08/05/2026	9,807.06
BND2		65393	5628	Check	1	5583		JC Manufacturing Co.		Yes	No	No	08/05/2026	13,490.20
BND2		65401	5629	Check	1	5719		Daniel Niemeyer Construction, LLC		Yes	No	No	08/06/2026	39,453.09
BND2		65440	5630	Check	1	4764		Reszel, Randall		Yes	No	No	08/17/2026	4,975.00
BND2		65439	5631	Check	1	4763		Reszel, Ron		Yes	No	No	08/17/2026	4,975.00
BND2		65441	5632	Check	1	1680		BSN Sports, LLC		Yes	No	No	08/17/2026	2,599.98
BND2		65462	5633	Check	1	4764		Reszel, Randall		Yes	No	No	08/24/2026	7,325.00
BND2		65461	5634	Check	1	4763		Reszel, Ron		Yes	No	No	08/24/2026	7,584.71
BND2		65482	5635	Check	1	2854		CORY'S HOMETOWN ELECTRIC		Yes	No	No	08/28/2026	14,700.00
											Bank Total:			$104,910.04
Pay		65428		Wire	1	00867		PERA		No	No	No	08/14/2026	5,800.54
Pay		65429		Wire	1	00868		MN Teachers Retirement Assoc.		No	No	No	08/14/2026	33,168.06
Pay		65430		Wire	1	2181		Aviben		No	No	No	08/14/2026	12,665.98
Pay		65431		Wire	1	2385		MN Department of Revenue		No	No	No	08/14/2026	7,340.09
Pay		65432		Wire	1	2875		Internal Revenue Service		No	No	No	08/14/2026	47,339.50
Pay		65433		Wire	1	2985		Aviben FLEX		No	No	No	08/14/2026	3,013.59
Pay		65486		Wire	1	00867		PERA		No	No	No	08/28/2026	6,278.21
Pay		65487		Wire	1	00868		MN Teachers Retirement Assoc.		No	No	No	08/28/2026	31,859.26
Pay		65488		Wire	1	2181		Aviben		No	No	No	08/28/2026	12,665.98
Pay		65489		Wire	1	2385		MN Department of Revenue		No	No	No	08/28/2026	7,149.18
Pay		65490		Wire	1	2875		Internal Revenue Service		No	No	No	08/28/2026	46,794.83
Pay		65491		Wire	1	2985		Aviben FLEX		No	No	No	08/28/2026	3,013.49
Pay		65382	63357	Check	1	2985		Aviben FLEX		Yes	No	No	08/03/2026	140.38
Pay		65381	63358	Check	1	2943		Sweep Hardware		Yes	No	No	08/03/2026	90.47
Pay		65384	63359	Check	1	2359		Amazon Capital Services		Yes	No	No	08/03/2026	10,560.61
Pay		65386	63360	Check	1	2614		Butch's Lawn Service		Yes	No	No	08/03/2026	800.00
Pay		65385	63361	Check	1	00048		Clara City Telephone Company		Yes	No	No	08/03/2026	398.08
Pay		65387	63362	Check	1	4716		School Datebooks		Yes	No	No	08/04/2026	1,200.68
Pay		65388	63363	Check	1	3139		Rambow, Inc.		Yes	No	No	08/04/2026	672.00
Pay		65389	63364	Check	1	3943		JAMF Software		Yes	No	No	08/04/2026	105.60
Pay		65390	63365	Check	1	4553		Nordic Solar HoldCo Phase 2, LLC		Yes	No	No	08/04/2026	8,552.52
Pay		65391	63366	Check	1	3032		MN Bureau of Criminal Apprehension		Yes	No	No	08/04/2026	30.00
Pay		65394	63367	Check	1	5717		Kienitz, Brady		Yes	No	No	08/05/2026	1,755.00
Pay		65396	63368	Check	1	3032		MN Bureau of Criminal Apprehension		Yes	No	No	08/05/2026	15.00
Pay		65395	63369	Check	1	00734		Tostenson, Inc.		Yes	No	No	08/05/2026	390.00
Pay		65397	63370	Check	1	00046		Clara City Herald		Yes	No	No	08/05/2026	187.75
Pay		65400	63372	Check	1	3589		Dirty Dog Productions		Yes	No	No	08/06/2026	142.78

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		65399	63373	Check	1	1936		Palmer Bus Service, Inc		Yes	No	No	08/06/2026	13,689.92
Pay		65402	63374	Check	1	00044		City of Clara City		Yes	No	No	08/06/2026	2,802.79
Pay		65403	63375	Check	1	5720		American Waterworks		Yes	No	No	08/07/2026	2,104.95
Pay		65404	63376	Check	1	3032		MN Bureau of Criminal Apprehension		Yes	No	No	08/07/2026	15.00
Pay		65405	63377	Check	1	4649		Westbrock, Renae		Yes	No	No	08/07/2026	812.00
Pay		65410	63378	Check	1	1680		BSN Sports, LLC		Yes	No	No	08/10/2026	49.98
Pay		65411	63379	Check	1	2854		CORY'S HOMETOWN ELECTRIC		Yes	No	No	08/10/2026	5,732.31
Pay		65406	63380	Check	1	00077		Farmers Coop Oil Co.		Yes	No	No	08/10/2026	247.48
Pay		65412	63381	Check	1	5166		GreatAmerica Financial Svcs.		Yes	No	No	08/10/2026	441.45
Pay		65407	63382	Check	1	00308		SW & WC Service Cooperative		Yes	No	No	08/10/2026	74,723.92
Pay		65413	63383	Check	1	5682		Voyager Sopris Learning		Yes	No	No	08/10/2026	154.00
Pay		65408	63384	Check	1	00844		West Central Sanitation, Inc.		Yes	No	No	08/10/2026	1,525.66
Pay		65409	63385	Check	1	1469		Xcel Energy		Yes	No	No	08/10/2026	30,279.32
Pay		65414	63386	Check	1	4242		Turbo Turf, LLC		Yes	No	No	08/10/2026	464.32
Pay		65415	63387	Check	1	01432		Chappell Central, Inc.		Yes	No	No	08/11/2026	9,309.52
Pay		65416	63388	Check	1	5715		Sportsfield Specialties, Inc.		Yes	No	No	08/11/2026	8,198.24
Pay		65418	63389	Check	1	5171		Follett Content Solutions, LLC		Yes	No	No	08/11/2026	937.21
Pay		65419	63390	Check	1	3032		MN Bureau of Criminal Apprehension		Yes	No	No	08/11/2026	30.00
Pay		65420	63391	Check	1	4542		American Door Works		Yes	No	No	08/12/2026	262.50
Pay		65421	63392	Check	1	3592		Dooley's Natural Gas		Yes	No	No	08/12/2026	10,980.12
Pay		65422	63393	Check	1	5595		Holm, Adam		Yes	No	No	08/13/2026	66.70
Pay		65425	63394	Check	1	1039		Citizens Alliance Bank		Yes	No	No	08/14/2026	250.00
Pay		65427	63395	Check	1	4802		Colonial Life		Yes	No	No	08/14/2026	1,112.13
Pay		65426	63396	Check	1	3402		Lake Region Bank		Yes	No	No	08/14/2026	100.00
Pay		65424	63397	Check	1	00881		NCPERS Group Life Ins. c/o Member Ber		Yes	No	No	08/14/2026	8.00
Pay		65423	63398	Check	1	00023		UNUM Life Insurance Company		Yes	No	No	08/14/2026	232.61
Pay		65434	63399	Check	1	00666		West Central Roofing Cont.		Yes	No	No	08/14/2026	542.94
Pay		65435	63400	Check	1	1680		BSN Sports, LLC		Yes	No	No	08/14/2026	2,955.00
Pay		65436	63401	Check	1	3032		MN Bureau of Criminal Apprehension		Yes	No	No	08/14/2026	15.00
Pay		65437	63402	Check	1	5721		ACGC Heat JO Volleyball		Yes	No	No	08/17/2026	100.00
Pay		65438	63403	Check	1	5166		GreatAmerica Financial Svcs.		Yes	No	No	08/17/2026	2,850.42
Pay		65446	63404	Check	1	5462		Bertram, Todd		Yes	No	No	08/17/2026	343.52
Pay		65445	63405	Check	1	2450		Brothers Fire & Security		Yes	No	No	08/17/2026	2,029.50
Pay		65444	63406	Check	1	1680		BSN Sports, LLC		Yes	No	No	08/17/2026	974.77
Pay		65443	63407	Check	1	00046		Clara City Herald		Yes	No	No	08/17/2026	120.00
Pay		65447	63408	Check	1	5722		Nissen Slabjacking, Inc		Yes	No	No	08/17/2026	620.00
Pay		65448	63409	Check	1	4793		Off Center Tavern		Yes	No	No	08/18/2026	248.72
Pay		65449	63410	Check	1	00105		Hillyard, Inc.		Yes	No	No	08/18/2026	191.81

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		65450	63411	Check	1	4326		Kennedy & Graven, Chartered		Yes	No	No	08/19/2026	140.00
Pay		65452	63412	Check	1	5723		LuLu Beans Coffee		Yes	No	No	08/20/2026	116.40
Pay		65451	63413	Check	1	00308		SW & WC Service Cooperative		Yes	No	No	08/20/2026	2,200.00
Pay		65453	63414	Check	1	3962		Indianhead Foodservice Distributor		Yes	No	No	08/20/2026	4,180.18
Pay		65454	63415	Check	1	5515		Office of MNIT Services		Yes	No	No	08/20/2026	50.67
Pay		65455	63416	Check	1	00457		Torkelson's Lock Service		Yes	No	No	08/20/2026	834.50
Pay		65456	63417	Check	1	5345		ORIGO Education Inc		Yes	No	No	08/21/2026	7,779.20
Pay		65458	63418	Check	1	3538		MSHSL		Yes	No	No	08/21/2026	2,744.00
Pay		65459	63419	Check	1	3552		West Central Conference		Yes	No	No	08/24/2026	400.00
Pay		65464	63420	Check	1	01432		Chappell Central, Inc.		Yes	No	No	08/24/2026	216.88
Pay		65463	63421	Check	1	00105		Hillyard, Inc.		Yes	No	No	08/24/2026	3,614.75
Pay		65465	63422	Check	1	5572		PensionPortal.com		Yes	No	No	08/24/2026	4,247.00
Pay		65466	63423	Check	1	2401		SCHOLASTIC INC		Yes	No	No	08/24/2026	219.78
Pay		65468	63424	Check	1	2923		VISA - CABank		Yes	No	No	08/24/2026	5,637.58
Pay		65469	63425	Check	1	3139		Rambow, Inc.		Yes	No	No	08/25/2026	1,080.00
Pay		65475	63426	Check	1	1451		CDW Government, Inc		Yes	No	No	08/27/2026	4,781.00
Pay		65477	63427	Check	1	3580		Pohlmeier, Rich		Yes	No	No	08/27/2026	150.00
Pay		65476	63428	Check	1	3422		Rettmann, Paul		Yes	No	No	08/27/2026	150.00
Pay		65479	63429	Check	1	1680		BSN Sports, LLC		Yes	No	No	08/27/2026	584.94
Pay		65478	63430	Check	1	01432		Chappell Central, Inc.		Yes	No	No	08/27/2026	1,683.25
Pay		65480	63431	Check	1	5039		Donner's Garage Inc		Yes	No	No	08/27/2026	1,560.26
Pay		65481	63432	Check	1	5455		Hennen, Erika		Yes	No	No	08/27/2026	307.09
Pay		65484	63433	Check	1	4053		Music Theatre International		Yes	No	No	08/28/2026	2,845.00
Pay		65485	63434	Check	1	2496		SHI International Corp		Yes	No	No	08/28/2026	2,126.38
Pay		65494	63435	Check	1	1039		Citizens Alliance Bank		Yes	No	No	08/28/2026	250.00
Pay		65496	63436	Check	1	4802		Colonial Life		Yes	No	No	08/28/2026	1,112.13
Pay		65495	63437	Check	1	3402		Lake Region Bank		Yes	No	No	08/28/2026	100.00
Pay		65493	63438	Check	1	00881		NCPERS Group Life Ins. c/o Member Ber		Yes	No	No	08/28/2026	8.00
Pay		65492	63439	Check	1	00023		UNUM Life Insurance Company		Yes	No	No	08/28/2026	232.61
Pay		65498	63440	Check	1	00048		Clara City Telephone Company		Yes	No	No	08/31/2026	402.20
Pay		65502	63441	Check	1	5455		Hennen, Erika		Yes	No	No	08/31/2026	92.72
Pay		65500	63442	Check	1	3962		Indianhead Foodservice Distributor		Yes	No	No	08/31/2026	1,630.15
Pay		65501	63443	Check	1	4066		University of Oregon		Yes	No	No	08/31/2026	1,000.00
Pay		65499	63444	Check	1	1469		Xcel Energy		Yes	No	No	08/31/2026	26,127.72
Pay		65505	63445	Check	1	4234		Clean Site LLC		Yes	No	No	08/31/2026	110.00
												Bank Total:		$496,365.78
SA		65383	23189	Check	1	2951		MACCRAY Scholarship Fund		Yes	No	No	08/03/2026	500.00

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
SA		65417	23190	Check	1	4483		Hudl, Inc		Yes	No	No	08/11/2026	13,164.67
SA		65442	23191	Check	1	1680		BSN Sports, LLC		Yes	No	No	08/17/2026	2,559.95
SA		65457	23192	Check	1	4280		Viking Coca-Cola		Yes	No	No	08/21/2026	1,196.50
SA		65460	23193	Check	1	4259		Bosch, Lindsey		Yes	No	No	08/24/2026	60.22
SA		65467	23194	Check	1	2923		VISA - CABank		Yes	No	No	08/24/2026	1,109.92
SA		65483	23195	Check	1	4280		Viking Coca-Cola		Yes	No	No	08/28/2026	1,056.00
SA		65497	23196	Check	1	1680		BSN Sports, LLC		Yes	No	No	08/31/2026	369.99
SA		65504	23197	Check	1	4282		First Choice Food & Beverage		Yes	No	No	08/31/2026	581.33
SA		65503	23198	Check	1	3139		Rambow, Inc.		Yes	No	No	08/31/2026	645.00

Bank Total: $21,243.58

Report Total: $622,519.40

Ind. School District #2180
Exp Summary - Fd, Pro Series
Period Ending August 31, 2026

Sequence: Fd, Pro

	Description	27ORIG Annual Budget	Period 202702	Year To Date	% YTD	Encumbrances	% YTD + Enc	Remaining Balance
01	General							
	000 Administration	793,383.00	51,097.30	107,855.24	14%	204.98	14%	685,322.78
	100 District Support Services	361,639.00	31,298.09	53,661.44	15%	0.00	15%	307,977.56
	200 Elem & Secondary Regular Instr	5,133,222.00	52,822.32	123,919.17	2%	15,340.13	3%	4,993,962.70
	300 Vocational Education Instr	326,495.00	1,245.60	1,797.56	1%	0.00	1%	324,697.44
	400 Special Education Instr	2,347,183.00	53,130.75	59,057.15	3%	0.00	3%	2,288,125.85
	600 Instructional Support Services	546,203.00	37,548.41	156,102.14	29%	14,993.07	31%	375,107.79
	700 Pupil Support Services	1,594,934.00	23,899.81	25,955.97	2%	0.00	2%	1,568,978.03
	800 Sites & Buildings	971,793.00	119,847.37	164,593.35	17%	0.00	17%	807,199.65
	900 Fiscal & Other Fixed Costs	170,000.00	0.00	161,387.99	95%	0.00	95%	8,612.01
01	**General**	12,244,852.00	370,889.65	854,330.01	7%	30,538.18	7%	11,359,983.81
02	Food Service							
	700 Pupil Support Services	629,616.00	19,511.16	27,821.27	4%	0.00	4%	601,794.73
02	**Food Service**	629,616.00	19,511.16	27,821.27	4%	0.00	4%	601,794.73
04	Community Service							
	500 Community Ed & Services	663,856.00	15,320.86	33,333.33	5%	126.38	5%	630,396.29
04	**Community Service**	663,856.00	15,320.86	33,333.33	5%	126.38	5%	630,396.29
05	Capital Outlay							
	200 Elem & Secondary Regular Instr	0.00	0.00	1,415.00	0%	0.00	0%	(1,415.00)
	800 Sites & Buildings	488,726.00	26,753.93	106,716.92	22%	0.00	22%	382,009.08
05	**Capital Outlay**	488,726.00	26,753.93	108,131.92	22%	0.00	22%	380,594.08
07	Debt Redemption							
	900 Fiscal & Other Fixed Costs	3,411,710.00	0.00	469,955.00	14%	0.00	14%	2,941,755.00
07	**Debt Redemption**	3,411,710.00	0.00	469,955.00	14%	0.00	14%	2,941,755.00
21	Student Activity							
	200 Elem & Secondary Regular Instr	0.00	21,243.58	24,343.58	0%	0.00	0%	(24,343.58)
21	**Student Activity**	0.00	21,243.58	24,343.58	0%	0.00	0%	(24,343.58)
	Report Totals:	17,438,760.00	453,719.18	1,517,915.11	9%	30,664.56	9%	15,890,180.33

INVESTMENTS OUTSTANDING
June 30, 2026

MSDMAX Fund – MSDLAF	
MSDMAX Fund Balance as of June 30, 2026	$2,707.53
Interest - July 31, 2026	$8.28
Interest – August 31, 2026	$8.36
BALANCE	**$2,724.17**

LIQUID ASSET FUND	
Money Market Balance as of June 30, 2026	$1,833.78
Interest – July 31, 2026	$5.47
Interest – August 31, 2026	$5.49
BALANCE	**$1,844.74**

Citizens Alliance Bank
High Yield Money Market Savings

Balance as of June 12, 2026	$2,988,166.15
Interest – July 15, 2026 ($840,000 transferred out)	$8,244.30
Interest – August 14, 2026 (($500,000 transferred in)	$5,084.26
BALANCE	**$2,661,494.71**

Citizens Alliance Bank
Certificate of Deposit

Balance as of June 22, 2026	$2,037,772.07
Interest – July 22, 2026	$6,012.82
Interest – August 21, 2026	$6,231.58
BALANCE	**$2,050,016.47**

MACCRAY PUBLIC SCHOOLS

EMPLOYMENT AGREEMENT
With
Samantha Doering

JOB TITLE: Dishwasher/Prep

DEPARTMENT: Food Service

REPORTS TO: Head cook

JOB SUMMARY

Perform food service dishwashing work as assigned. Work is performed under the general direction of the Food Service Director, Principal, Business Manager, and Superintendent.

TERMS OF EMPLOYMENT

Hours: 10:00 am – 2:00 pm
Probation Period: 6 months
Wage: $18.00 per hour
Pay Dates: 15th and 30th of each month
Other fringe benefits = Per the MACCRAY Food Service Conditions of Employment.

EVALUATION

Performance of this job will be evaluated by the Food Service Director, Head Cook, and 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 14 day of AUGUST, 2026.

Samantha Doering
Dishwasher/Prep

IN WITNESS WHEREOF, we have subscribed
My signature this _____ day of _____, 2026.

_____
School Board Chair

_____
School Board Clerk

MACCRAY PUBLIC SCHOOLS

2026-2027 EMPLOYMENT AGREEMENT
With
Darcie Pennings

JOB TITLE: Instructional Assistant/Paraprofessional

DEPARTMENT: Special Education

REPORTS TO: Principal, SPED Teacher

JOB SUMMARY

Works with students as directed by the SPED Teacher. Additional supervision of students may be assigned by the principal.

TERMS OF EMPLOYMENT

8 Hours – TBD/School Days
Probation Period: 6 months
Wage: $18.00 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 Special Education Teacher/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 18 day of 08, 2026.

David Pennings
Instructional Assistant

IN WITNESS WHEREOF, we have subscribed
My signature this _____ day of _____, 2026.

_____
School Board Chair

_____
School Board Clerk

MACCRAY PUBLIC SCHOOLS

2026-2027 EMPLOYMENT AGREEMENT
With
Autumn Hinrichs

JOB TITLE: Instructional Assistant/Paraprofessional

DEPARTMENT: Special Education

REPORTS TO: Principal, SPED Teacher

JOB SUMMARY

Works with students as directed by the SPED Teacher. Additional supervision of students may be assigned by the principal.

TERMS OF EMPLOYMENT

8 Hours – TBD/School Days
Probation Period: 6 months
Wage: $18.00 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 Special Education Teacher/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 27 day of Aug, 2026.

_____
Instructional Assistant

IN WITNESS WHEREOF, we have subscribed
My signature this _____ day of _____, 2026.

_____
School Board Chair

_____
School Board Clerk

MACCRAY PUBLIC SCHOOLS

2026-2027 EMPLOYMENT AGREEMENT
With
Chelsey Burg

JOB TITLE: Instructional Assistant/Paraprofessional

DEPARTMENT: Special Education

REPORTS TO: Principal, SPED Teacher

JOB SUMMARY

Works with students as directed by the SPED Teacher. Additional supervision of students may be assigned by the principal.

TERMS OF EMPLOYMENT

8 Hours – TBD/School Days
Probation Period: 6 months
Wage: $18.00 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 Special Education Teacher/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 10 day of Sept, 2026.

_____
Instructional Assistant

IN WITNESS WHEREOF, we have subscribed
My signature this _____ day of _____, 2026.

_____
School Board Chair

_____
School Board Clerk

FOODSERVICE DISTRIBUTOR

UniPro FOODSERVICE

August 21, 226

RE: RFP Contract Renewal

Indianhead Foodservice Distributor (IFD)

Pursuant to the RFP contract between The Western MN 5 school Co-operative (ACGC, Benson, BHLS, BOLD, Dawson-Boyd, GFW< LQP, MACCRAY, Morris, St. Mary's and IFD, the contract will be renewed with the original pricing structure as agreed upon in the original procurement contract. This renewal is for a 1-year term commencing July 1, 2026, through June 30, 2027. It is the third renewal of the optional four 1-year renewal periods as specified in the RFP and in compliance with Minnesota & USDA procurement guidelines.

The undersigned parties certify adherence to the original contract and are authorized to sign this renewal.

Please sign and return to IFD.

IFD
Authorized signee: Glennis Kitzrow

Authorized Signature: Glennis A. Kitzrow Date: 5-21-26

Title: Sr. Manager Nutrition & Contract Services

Western MN 5

Authorized signee: Margaret Flemming

Authorized Signature: Margaret Flemming Date: 8-21-26

Title: Representative for Western MN 5

313 N Hastings Place, P. O. Box 1506, Eau Claire, WI 54702-1506
715-834-6513 + FAX 715-834-3723 + www.callifd.com

When our Customers are satisfied...We succeed!

SCHOOL DISTRICT
Board Policy 404
MACCRAY Public School 2180
Original 1995
Revised: 2022
Reviewed: 2026

~~*Adopted: _____ MSBA/MASA Model Policy 404*~~
~~*Orig. 1995*~~
~~*Revised: _____ Rev. 2026*~~

404 EMPLOYMENT BACKGROUND CHECKS

[NOTE: The provisions of this policy substantially reflect statutory requirements.]

I. PURPOSE

The purpose of this policy is to maintain a safe and healthful environment in the school district in order to promote the physical, social, and psychological well-being of its students. To that end, the school district will seek a criminal history background check for applicants who receive an offer of employment with the school district and on all individuals, except enrolled student volunteers, who are offered the opportunity to provide athletic coaching services or other extracurricular academic coaching services to the school district, regardless of whether any compensation is paid, or such other background checks as provided by this policy. The school district may also elect to do background checks of other volunteers, independent contractors, and student employees in the school district.

II. GENERAL STATEMENT OF POLICY

A. The school district shall require that applicants for school district positions who are offered employment in the school and all individuals, except enrolled student volunteers, who are offered the opportunity to provide athletic coaching services or other extracurricular academic coaching services to the school district, regardless of whether any compensation is paid, submit to a criminal history background check. The offer of employment or the opportunity to provide services shall be conditioned upon a determination by the school district that an individual's criminal history does not preclude the individual from employment with, or provision of services to, the school district.

B. The school district specifically reserves any and all rights it may have to conduct background checks regarding current employees, applicants, or service providers without the consent of such individuals.

C. Adherence to this policy by the school district shall in no way limit the school district's right to require additional information, or to use procedures currently in place or other procedures to gain additional background information concerning employees, applicants, volunteers, service providers, independent contractors, and student employees.

III. PROCEDURES

~~A.~~ Normally an individual will not commence employment or provide services until the school district receives the results of the criminal history background check. The school district may ~~conditionally~~ hire ~~an applicant~~ or otherwise allow an individual to provide a

service to a school pending completion of a background check under Minnesota Statutes, section 123B.03, subdivision 1 or obtaining notice of a Professional Educator Licensing and Standards Board action under subdivision 1a but shall notify the individual that the individual's employment or other service may be terminated based on the result of the background check ~~Background checks will be performed by the Minnesota Bureau of Criminal Apprehension (BCA). The BCA shall conduct the background check by retrieving criminal history data as defined in Minn. Stat. § 13.87. The school district reserves the right to also have criminal history background checks conducted by other organizations or agencies.~~ or Professional Educator Licensing and Standards Board action. The school district is not liable for failing to hire or for terminating an individual's employment or other service based on the result of a background check or Professional Educator Licensing and Standards Board action.

Background checks will be performed by the Minnesota Bureau of Criminal Apprehension (BCA). The BCA shall conduct the background check by retrieving criminal history data as defined in Minnesota Statutes, section 13.87. The school district reserves the right to also have criminal history background checks conducted by other organizations or agencies.

B. In order for an individual to be eligible for employment or to provide athletic coaching services or other extracurricular academic coaching services to the school district, except for an enrolled student volunteer, the individual must sign a criminal history consent form, which provides permission for the school district to conduct a criminal history background check, and provide a money order or check payable to either the BCA or to the school district, at the election of the school district, in an amount equal to the actual cost to the BCA and the school district of conducting the criminal history background check. The cost of the criminal history background check is the responsibility of the individual, unless the school district decides to pay the costs for a volunteer, an independent contractor, or a student employee. If the individual fails to provide the school district with a signed Informed Consent Form and fee at the time the individual receives a job offer, or permission to provide services, the individual will be considered to have voluntarily withdrawn the application for employment or request to provide services.

[NOTE: If the school district elects to receive payment, it may, at its discretion, accept payment in the form of a negotiable instrument other than a money order or check and then pay the superintendent of the BCA directly to conduct the background check.]

C. The school district, in its discretion, may elect not to request a criminal history background check on an individual who holds an initial entrance license issued by the Minnesota Professional Educator Licensing and Standards Board or the Commissioner of the Minnesota Department of Education within the twelve (12) months preceding an offer of employment or permission to provide services.

D. The school district may use the results of a criminal background check conducted at the request of another school hiring authority if:

1. the results of the criminal background check are on file with the other school hiring authority or otherwise accessible;

2. the other school hiring authority conducted a criminal background check within the previous twelve (12) months;

3. the individual executes a written consent form giving the school district access

to the results of the check; and

4. there is no reason to believe that the individual has committed an act subsequent to the check that would disqualify the individual for employment or provision of services.

E. For all nonstate residents who are offered employment with or the opportunity to provide athletic coaching services or other extracurricular academic coaching services to the school district, the school district shall request a criminal history background check on such individuals from the superintendent of the BCA and from the government agency performing the same function in the resident state or, if no government entity performs the same function in the resident state, from the Federal Bureau of Investigation. The offer of employment or the opportunity to provide services shall be conditioned upon a determination by the school district that an individual's criminal history does not preclude the individual from employment with, or provision of services to, the school district. Such individuals must provide an executed criminal history consent form.

F. When required, individuals must provide fingerprints to assist in a criminal history background check. If the fingerprints provided by the individual are unusable, the individual will be required to submit another set of prints.

G. Copies of this policy shall be available in the school district's employment office and will be distributed to applicants for employment and individuals who are offered the opportunity to provide athletic coaching services or other extracurricular academic coaching services upon request. The need to submit to a criminal history background check may be included with the basic criteria for employment or provision of services in the position posting and position advertisements.

H. The individual will be informed of the results of the criminal background check(s) to the extent required by law.

I. If the criminal history background check precludes employment with, or provision of services to, the school district, the individual will be so advised.

J. The school district may apply these procedures to other volunteers, independent contractors, or student employees.

K. At the beginning of each school year or when a student enrolls, the school district will notify parents and guardians about this policy and identify those positions subject to a background check and the extent of the school district's discretion in requiring a background check. The school district may include this notice in its student handbook, a school policy guide, or other similar communication. A form notice for this purpose is included with this policy.

IV. CRIMINAL HISTORY CONSENT FORM

A form to obtain consent for a criminal history background check is included with this policy.

Legal References:
Minn. Stat. § 13.04, Subd. 4 (Rights of Subjects of Data)
Minn. Stat. § 13.87, Subd. 1 (Criminal Justice Data)
Minn. Stat. § 123B.03 (Background Check)
Minn. Stat. §§ 299C.60-299C.64 (Minnesota Child, Elder, and Individuals with Disabilities Protection Background Check Act)
Minn. Stat. § 364.09(b) (Exception for School Districts)

Cross References: None

~~*Adopted: _____ MSBA/MASA Model Policy 405*~~
~~*Orig. 1995*~~
~~*Revised: _____ Rev. 2026*~~

405 VETERAN'S PREFERENCE

[NOTE: The provisions of this policy substantially reflect legal requirements.]

I. PURPOSE

The purpose of this policy is to comply with the Minnesota Veterans Preference Act (VPA) which provides preference points for veterans applying for employment with political subdivisions, including school districts, as well as additional rights for veterans in the discharge process.

II. GENERAL STATEMENT OF POLICY

A. The school district's policy is to comply with the VPA regarding veteran's preference rights and mandated preference points to veterans and spouses of deceased veterans or disabled veterans.

B. The school district's policy is also to comply with the VPA requirement that no covered veteran may be removed from public employment except for incompetency or misconduct shown after a hearing upon due notice, upon stated charges, and in writing. This paragraph does not apply to the position of teacher.

C. Veteran's preference points will be applied pursuant to applicable law as follows:

1. A credit of ten (10) points shall be added to the competitive open examination rating of a non-disabled veteran, who so elects, provided that the veteran obtained a passing rating on the examination without the addition of the credit points.

2. A credit of fifteen (15) points shall be added to the competitive open examination rating of a disabled veteran, who so elects, provided that the veteran obtained a passing rating on the examination without the addition of the credit points.

3. A credit of five (5) points shall be added to the competitive promotional examination rating of a disabled veteran, who so elects, provided that (a) the veteran obtained a passing rating on the examination without the addition of the credit points and (b) the veteran is applying for a first promotion after securing public employment.

4. A preference may be used by the surviving spouse of a deceased veteran and by the spouse of a disabled veteran who, because of the disability, is unable to qualify.

D. Eligibility for and application of veteran's preference, the definition of a veteran, and the definition of a disabled veteran for purposes of this policy will be pursuant to the VPA.

E. When notifying applicants that they have been accepted into the selection process, the school district shall notify applicants that they may elect to use veteran's preference.

F. The school district's policy is to use a 100-point hiring system to enable allocation of veteran's preference points. The school district may or may not use a 100-point hiring system for filling teaching positions. If a 100-point hiring system is not used for filling a teaching position, preference points will not be added, but all veteran applicants who have proper licensure for the teaching position will be granted an interview for the position.

G. If the school district does not select a member of the finalist pool who has claimed veteran's preference, the school district shall notify the finalist in writing of the reasons for the rejection and file the notice with the school district's personnel officer.

[NOTE: A school district may require a veteran to complete an initial hiring probationary period as defined in Minnesota Statutes, section 43A.16.]

H. In accordance with the VPA, no honorably discharged veteran shall be removed from a position of employment except for incompetency, misconduct, or good faith abolishment of position.

1. Incompetency or misconduct must be shown after a hearing, upon due notice, upon stated charges, in writing.

2. A veteran must irrevocably elect to be governed either by the VPA or by arbitration provisions set forth in a collective bargaining agreement in the event of a discharge.

I. The VPA and the provisions of this policy do not apply to the position of private secretary, superintendent, head of a department, or any person holding a strictly confidential relation to the school board or school district. The VPA and the provisions of this policy apply to teachers only with respect to the hiring process, as set forth in Paragraph F., above.

Legal References: Minn. Stat. § 43A.11 (Veteran's Preference)
Minn. Stat. § 197.455 (Veteran's Preference Applied)
Minn. Stat. § 197.46 (Veterans Preference Act)
Hall v. City of Champlin, 463 N.W.2d 502 (Minn. 1990)
Young v. City of Duluth, 410 N.W.2d 27 (Minn. Ct. App. 1987)

Cross References: MSBA/MASA Model Policy 401 (Equal Employment Opportunity)

~~*Adopted: _____ MSBA/MASA Model Policy 406*~~
~~*Orig. 1995*~~
~~*Revised: _____ Rev. 2026*~~

406 PUBLIC AND PRIVATE PERSONNEL DATA

~~**[NOTE: The provisions of this policy accurately reflect the Minnesota Government Data Practices Act and are not discretionary in nature.]**~~

I. PURPOSE

The purpose of this policy is to provide guidance to school district employees as to the data the school district collects and maintains regarding its employees, volunteers, independent contractors, and applicants ("personnel").

II. GENERAL STATEMENT OF POLICY

A. All data on individuals collected, created, received, maintained, or disseminated by the school district, which is classified by statute or federal law as public, shall be accessible to the public pursuant to the procedures established by the school district.

B. All other data on individuals is private or confidential.

III. DEFINITIONS

A. "Confidential" means the data are not public and are not accessible to the subject.

B. "Finalist" means an individual who is selected to be interviewed by the school board for a position.

C. "Parking space leasing data" means the following government data on an applicant for, or lessee of, a parking space: residence address, home telephone number, beginning and ending work hours, place of employment, location of parking space, and work telephone number.

D. "Personnel data" means government data on individuals maintained because they are or were employees, applicants for employment, volunteers or independent contractors for the school district. Personnel data include data submitted by an employee to the school district as part of an organized self-evaluation effort by the school district to request suggestions from all employees on ways to cut costs, make the school district more efficient, or to improve school district operations.

E. "Private" means the data is not public and is accessible only to the following: the subject of the data, as limited by any applicable state or federal law; individuals within the school district whose work assignments reasonably require access; entities and agencies as determined by the responsible authority who are authorized by law to gain access to that specific data; and entities or individuals given access by the express written direction of the data subject.

F. "Protected health information" means individually identifiable health information as defined in 45 Code of Federal Regulations, section 160.103, that is transmitted by electronic media, maintained in electronic media, or transmitted or maintained in any other form or medium by a health care provider, in connection with a transaction covered by 45 Code of Federal Regulations, Parts 160, 162 and 164. "Protected health information" excludes individually identifiable health information in education records covered by the Family Educational Rights and Privacy Act, employment records held by a school district in its role as employer, and records regarding a person who has been deceased for more than fifty (50) years.

G. "Public" means that the data is available to anyone who requests it.

H. "Public officials" means business managers; human resource directors; athletic directors whose duties include at least fifty (50) percent of their time spent in administration, personnel, supervision, and evaluation; chief financial officers; directors; and individuals defined as superintendents and principals under Minnesota Rules, part 3512.0100.

IV. PUBLIC PERSONNEL DATA

A. The following information on current and former employees, volunteers and independent contractors of the school district, is public:

1. name;

2. employee identification number, which may not be the employee's Social Security number;

3. actual gross salary;

4. salary range;

5. terms and conditions of employment relationship;

6. contract fees;

7. actual gross pension;

8. the value and nature of employer-paid fringe benefits;

9. the basis for and the amount of any added remuneration, including expense reimbursement, in addition to salary;

10. job title;

11. bargaining unit;

12. job description;

13. education and training background;

14. previous work experience;

15. date of first and last employment;

16. the existence and status of any complaints or charges against the employee,

regardless of whether the complaint or charge resulted in a disciplinary action;

17. the final disposition of any disciplinary action, as defined in Minnesota Statutes, section 13.43, subdivision 2(b), together with the specific reasons for the action and data documenting the basis of the action, excluding data that would identify confidential sources who are employees of the school district;

18. the complete terms of any agreement settling any dispute arising out of the employment relationship, including superintendent buyout agreements, except that the agreement must include specific reasons for the agreement if it involves the payment of more than $10,000 of public money, and such agreement may not have the purpose or effect of limiting access to or disclosure of personnel data or limiting the discussion of information or opinions related to personnel data;

19. work location;

20. work telephone number;

21. badge number;

22. work-related continuing education;

23. honors and awards received; and

24. payroll time sheets or other comparable data that are used only to account for employee's work time for payroll purposes, except to the extent that release of time sheet data would reveal the employee's reasons for the use of sick or other medical leave or other not public data.

B. The following information on current and former applicants for employment by the school district is public:

1. veteran status;

2. relevant test scores;

3. rank on eligible list;

4. job history;

5. education and training; and

6. work availability.

C. Names of applicants are private data except when certified as eligible for appointment to a vacancy or when applicants are considered by the school board to be finalists for public employment.

D. Applicants for appointment to a public body.

1. Data about applicants for appointment to a public body collected by the school district as a result of the applicant's application for employment are private data on individuals except that the following are public:

a. name;

b. city of residence, except when the appointment has a residency requirement that requires the entire address to be public;

c. education and training;

d. employment history;

e. volunteer work;

f. awards and honors;

g. prior government service;

h. any data required to be provided or that are voluntarily provided in an application for appointment to a multimember agency pursuant to Minnesota Statutes, section 15.0597; and

i. veteran status.

2. Once an individual is appointed to a public body, the following additional items of data are public:

a. residential address;

b. either a telephone number or electronic mail address where the appointee can be reached, or both at the request of the appointee;

c. first and last dates of service on the public body;

d. the existence and status of any complaints or charges against an appointee; and

e. upon completion of an investigation of a complaint or charge against an appointee, the final investigative report is public, unless access to the data would jeopardize an active investigation.

3. Notwithstanding Paragraph 2, any electronic mail address or telephone number provided by a public body for use by an appointee shall be public. An appointee may use an electronic mail address or telephone number provided by the public body as the designated electronic mail address or telephone number at which the appointee can be reached.

E. Regardless of whether there has been a final disposition as defined in Minnesota Statutes, section 13.43, subdivision 2(b), upon completion of an investigation of a complaint or charge against a public official, as defined in Minnesota Statutes, section 13.43, subdivision 2(e), or if a public official resigns or is terminated from employment while the complaint or charge is pending, all data relating to the complaint or charge are public, unless access to the data would jeopardize an active investigation or reveal confidential sources. Data relating to a complaint or charge against a public official is public only if:

1. the complaint or charge results in disciplinary action or the employee resigns or is terminated from employment while the complaint or charge is pending; or

2. potential legal claims arising out of the conduct that is the subject of the

complaint or charge are released as part of a settlement agreement

Data that is classified as private under another law is not made public by this provision.

V. PRIVATE PERSONNEL DATA

A. All other personnel data not listed in Article IV. are private data will not be otherwise released unless authorized by law.

B. Data pertaining to an employee's dependents are private data on individuals.

C. Data created, collected, or maintained by the school district to administer employee assistance programs are private.

D. Parking space leasing data with regard to data on individuals are private.

E. An individual's checking account number is private when submitted to a government entity.

F. Notwithstanding classification by any other provision of Minnesota Statutes, chapter 13, upon request from an exclusive representative, personnel data must be disseminated to labor organizations to the extent necessary to conduct elections, investigate and process grievances, and implement the provisions of Minnesota Statutes, chapters 179 and 179A. Personnel data shall be disseminated to labor organizations and the Bureau of Mediation Services ("BMS") to the extent the dissemination is ordered or authorized by the Commissioner of the BMS. Employee Social Security numbers are not necessary to implement the provisions of chapters 179 and 179A.

The home addresses, nonemployer issued phone numbers and email addresses, dates of birth, and emails or other communications between exclusive representatives and their members, prospective members, and nonmembers are private data on individuals.

Dissemination of personnel data to a labor organization pursuant to Minnesota Statutes, section 13.43, subdivision 6, shall not subject the school district to liability under Minnesota Statutes, section 13.08.

Personnel data described under Minnesota Statutes, section 179A.07, subdivision 8, must be disseminated to an exclusive representative under the terms of that subdivision.

G. The school district may display a photograph of a current or former employee to prospective witnesses as part of the school district's investigation of any complaint or charge against the employee.

H. The school district may, if its responsible authority or designee reasonably determines that the release of personnel data is necessary to protect an employee from harm to self or to protect another person who may be harmed by the employee, release data that are relevant to the concerns for safety to:

1. the person who may be harmed and to the attorney representing the person when the data are relevant to obtaining a restraining order;

2. a prepetition screening team conducting an investigation of the employee under Minnesota Statutes, section 253B.07, subdivision 1; or

3. a court, law enforcement agency, or prosecuting authority.

I. Private personnel data or confidential investigative data on employees may be disseminated to a law enforcement agency for the purpose of reporting a crime or alleged crime committed by an employee, or for the purpose of assisting law enforcement in the investigation of a crime or alleged crime committed by an employee.

J. A complainant has access to a statement provided by the complainant to the school district in connection with a complaint or charge against an employee.

K. When allegations of sexual or other types of harassment are made against an employee, the employee does not have access to data that would identify the complainant or other witnesses if the responsible authority determines that the employee's access to that data would:

1. threaten the personal safety of the complainant or a witness; or

2. subject the complainant or witness to harassment.

If a disciplinary proceeding is initiated against the employee, data on the complainant or witness shall be available to the employee as may be necessary for the employee to prepare for the proceeding.

L. The school district must report to the Minnesota Professional Educator Licensing and Standards Board ("PELSB") or the Board of School Administrators ("BOSA"), whichever has jurisdiction over the teacher's or administrator's license, as required by Minnesota Statutes, section 122A.20, subdivision. 2, and shall, upon written request from the licensing board having jurisdiction over the license, provide the licensing board with information about the teacher or administrator from the school district's files, any termination or disciplinary proceeding, and settlement or compromise, or any investigative file in accordance with Minnesota Statutes, section 122A.20, subdivision 2.

~~**[NOTE: The obligation to make a report set forth in this section applies equally to charter school boards and their executive directors and charter school authorizers.]**~~

M. Private personnel data shall be disclosed to the Minnesota Department of Employment and Economic Development for the purpose of administration of the unemployment insurance program under Minnesota Statutes, chapter 268.

N. When a report of alleged maltreatment of a student in an elementary, middle school, high school or charter school is made to the Commissioner of the Minnesota Department of Education ("MDE") under Minnesota Statutes, chapter 260E, data that are relevant and collected by the school facility about the person alleged to have committed maltreatment must be provided to the MDE Commissioner ("Commissioner") on request for purposes of an assessment or investigation of the maltreatment report. Additionally, personnel data may be released for purposes of providing information to a parent, legal guardian, or custodian of a child in accordance with MDE Screening Guidelines.

O. The school district shall release to a requesting school district or charter school private personnel data on a current or former employee related to acts of violence toward or sexual contact with a student, if

1. an investigation conducted by or on behalf of the school district or law enforcement affirmed the allegations in writing prior to release and the investigation resulted in the resignation of the subject of the data; or

2. the employee resigned while a complaint or charge involving the allegations was

pending, the allegations involved acts of sexual contact with a student, and the employer informed the employee in writing, before the employee resigned, that if the employee resigns while the complaint or charge is still pending, the employer must release private personnel data about the employee's alleged sexual contact with a student to a school district or charter school requesting the data after the employee applies for employment with that school district or charter school and the data remain classified as provided in Minnesota Statutes, chapter 13.

Data that are released under this paragraph must not include data on the student.

P. Data submitted by an employee to the school district as part of an organized self-evaluation effort by the school district to request suggestions from all employees on ways to cut costs, make the school district more efficient, or improve the school district operations is private data. An employee who is identified in a suggestion, however, shall have access to all data in the suggestion except the identity of the employee making the suggestion.

Q. Protected health information, as defined in 45 Code of Federal Regulations, Parts 160 and 164, on employees is private and will not be disclosed except as permitted or required by law.

R. Personal home contact information for employees may be used by the school district to ensure that an employee can be reached in the event of an emergency or other disruption affecting continuity of school district operations and may be shared with another government entity in the event of an emergency or other disruption to ensure continuity of operation for the school district or government entity.

S. The personal telephone number, home address, and electronic mail address of a current or former employee of a contractor or subcontractor maintained as a result of a contractual relationship between the school district and a contractor or subcontractor entered on or after August 1, 2012, are private data. These data must be shared with another government entity to perform a function authorized by law. The data also must be disclosed to a government entity or any person for prevailing wage purposes.

T. When a continuing contract teacher is discharged immediately because the teacher's license has been revoked due to a conviction for child abuse or sexual offenses involving a child as set forth in Minnesota Statutes, section 122A.40, subdivision 13(b), or when the Commissioner makes a final determination of child maltreatment involving a teacher under Minnesota Statutes, section 260E.21, subdivision 4, or 260E.35, the school principal or other person having administrative control of the school must include in the teacher's employment record the information contained in the record of the disciplinary action or the final maltreatment determination, consistent with the definition of public data under Minnesota Statutes, section 13.41, subdivision. 5, and must provide PELSB and the licensing division at MDE with the necessary and relevant information to enable PELSB and MDE's licensing division to fulfill their statutory and administrative duties related to issuing, renewing, suspending, or revoking a teacher's license. In addition to the background check required under Minnesota Statutes, section 123B.03, a school board or other school hiring authority must contact PELSB and MDE to determine whether the teacher's license has been suspended or revoked, consistent with the discharge and final maltreatment determinations. Unless restricted by federal or state data practices law or by the terms of a collective bargaining agreement, the responsible authority for a school district must disseminate to another school district private personnel data on a current or former teacher (employee or contractor) of the district, including the results of background investigations, if the requesting school district seeks the information because the subject of the data has applied for employment with the

requesting school district.

VI. MULTIPLE CLASSIFICATIONS

If data on individuals are classified as both private and confidential by Minnesota Statutes, chapter 13, or any other state or federal law, the data are private.

VII. CHANGE IN CLASSIFICATIONS

The school district shall change the classification of data in its possession if it is required to do so to comply with either judicial or administrative rules pertaining to the conduct of legal actions or with a specific statute applicable to the data in the possession of the disseminating or receiving agency.

VIII. RESPONSIBLE AUTHORITY

The school district has designated Business/ HR Director as the authority responsible for personnel data.

The responsible authority, or a school district employee if so designated, shall serve as the school district's data practices compliance official and, as such, shall be the employee to whom persons may direct questions or concerns regarding problems in obtaining access to data or other data practices problems.

IX. EMPLOYEE AUTHORIZATION/RELEASE FORM

An employee authorization form is included as an addendum to this policy.

Legal References:
Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)
Minn. Stat. § 13.02 (Definitions)
Minn. Stat. § 13.03 (Access to Government Data)
Minn. Stat. § 13.05 (Duties of Responsible Authority)
Minn. Stat. § 13.37 (General Nonpublic Data)
Minn. Stat. § 13.39 (Civil Investigation)
Minn. Stat. § 13.41 (Licensing Data)
Minn. Stat. § 13.43 (Personnel Data)
Minn. Stat. § 13.601, subd. 3 (Elected and Appointed Officials)
Minn. Stat. § 15.0597 (Appointment to Multimember Agencies)
Minn. Stat. § 122A.20, Subd. 2 (Mandatory Reporting)
Minn. Stat. § 122A.40, Subds. 13 and 16 (Employment; Contracts; Termination)
Minn. Stat. § 123B.03 (Background Check)
Minn. Stat. § 123B.143, subd. 2 (Disclose Past Buyouts)
Minn. Stat. Ch. 179 (Minnesota Labor Relations Act)
Minn. Stat. Ch. 179A (Minnesota Public Labor Relations Act)
Minn. Stat. § 253B.07 (Judicial Commitment: Preliminary Procedures)
Minn. Stat. Ch. 260E (Reporting of Maltreatment of Minors)
Minn. Stat. Ch. 268 (Unemployment Insurance)
Minn. R. Pt. 1205 (Data Practices)
P.L. 104-191 (HIPAA)
45 C.F.R. Parts 160, 162, and 164 (HIPAA Regulations)

Cross References:
MSBA/MASA Model Policy 206 (Public Participation in School Board Meetings/Complaints about Persons at School Board Meetings and Data Privacy Considerations)
MSBA/MASA Model Policy 515 (Protection and Privacy of Pupil Records)
MSBA/MASA Model Policy 722 (Public Data Requests)

SCHOOL DISTRICT
Board Policy 407
MACCRAY Public School 2180
Original 1995
Revised: 2015
Reviewed: 2026

~~*Adopted: _____*~~ ~~*MSBA/MASA Model Policy 407*~~
~~*Orig. 1995*~~
~~*Revised: _____*~~ ~~*Rev. 2008 2012*~~

407 EMPLOYEE RIGHT TO KNOW – EXPOSURE TO HAZARDOUS SUBSTANCES

[NOTE: School districts are not required by statute to have a policy addressing these issues. However, the provisions of this policy accurately reflect the requirements of Minnesota Statutes, section 182.653.]

I. PURPOSE

The purpose of this policy is to provide school district employees a place of employment and conditions of employment free from recognized hazards that are likely to cause death or serious injury or harm~~. (Minn. Stat. § 182.653, Subd. 2)~~

II. GENERAL STATEMENT OF POLICY

The policy of this school district is to provide information and training to employees who may be "routinely exposed" to a hazardous substance, harmful physical agent, infectious agent, or blood borne pathogen.

III. DEFINITIONS
IV.

A. "Blood borne pathogen~~s~~" means a pathogenic microorganism~~s~~ that is present in human blood and can cause disease in humans. This definition includes, but is not limited to, hepatitis B virus (HBV) and human immunodeficiency virus (HIV).

B. "Commissioner" means the Minnesota Commissioner of Labor and Industry.

C. "Harmful physical agent" means a physical agent determined by the commissioner as a part of the standard for that agent to present a significant risk to worker health or safety or imminent danger of death or serious physical harm to an employee. This definition includes, but is not limited to, radiation, whether ionizing or nonionizing.

D. "Hazardous substance" means a chemical or substance, or mixture of chemicals and substances, which:

1. is regulated by the Federal Occupational Safety and Health Administration under the Code of Federal Regulations; or

2. is either toxic or highly toxic; an irritant; corrosive; a strong oxidizer; a strong sensitizer; combustible; either flammable or extremely flammable; dangerously reactive; pyrophoric; pressure-generating; compressed gas; carcinogen; teratogen; mutagen; reproductive toxic agent; or that otherwise, according to generally accepted documented medical or scientific evidence, may cause substantial acute or chronic personal injury or illness during or as a direct result of any customary or reasonably foreseeable accidental or intentional exposure to the chemical or substance; or

3. is determined by the commissioner as a part of the standard for the chemical or substance or mixture of chemicals and substances to present a significant risk to worker health and safety or imminent danger of death or serious physical harm to an employee as a result of foreseeable use, handling, accidental spill, exposure, or contamination.

E. "Infectious agent" means a communicable bacterium, rickettsia, parasites, virus, or fungus determined by the commissioner by rule, with approval of the commissioner of health, which, according to documented medical or scientific evidence, causes substantial acute or chronic illness or permanent disability as a foreseeable and direct result of any routine exposure to the infectious agent. Infectious agent does not include an agent in or on the body of a patient before diagnosis.

F. "Routinely exposed" means that there is a reasonable potential for exposure during the normal course of assigned work or when an employee is assigned to work in an area where a hazardous substance has been spilled.

V. TARGET JOB CATEGORIES

Annual training will be provided to all full- and part-time employees who are "routinely exposed" to a hazardous substance, harmful physical agent, infectious agent, or blood borne pathogen as set forth above.

VI. TRAINING SCHEDULE

Training will be provided to employees before beginning a job assignment as follows:

A. Any newly hired employee assigned to a work area where he or she is determined to be "routinely exposed" under the guidelines above.

B. Any employee reassigned to a work area where he or she is determined to be "routinely exposed" under the above guidelines.

Legal References: Minn. Stat. Ch. 182 (Occupational Safety and Health)
Minn. Rules Ch. 5205 (Occupational Safety and Health Standards)
Minn. Rules Ch. 5206 (Hazardous Substances; Employee Right to Know Standards)
29 C.F.R. § 1910.1050, App. B (Substance Technical Guidelines)

Cross References: MSBA/MASA Model Policy 420 (Students and Employees with Sexually

Transmitted Infections and Diseases and Certain Other Communicable Diseases and Infectious Conditions)
MSBA/MASA Model Policy 807 (Health and Safety Policy)

SCHOOL DISTRICT
Board Policy 408
MACCRAY Public School 2180
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~~*Adopted: _____*~~ ~~*MSBA/MASA Model Policy 408*~~
~~*Orig. 1995*~~
~~*Revised: _____*~~ ~~*Rev. 2022*~~

408 SUBPOENA OF A SCHOOL DISTRICT EMPLOYEE

I. PURPOSE

The purpose of this policy is to protect the privacy rights of school district employees and students under both state and federal law when requested to testify or provide educational records for a judicial or administrative proceeding.

II. GENERAL STATEMENT OF POLICY

This policy is to provide guidance and direction for school district employees who may be subpoenaed to testify and/or provide educational records for a judicial or administrative proceeding.

III. DATA CLASSIFICATION

A. Educational Data

1. State Law

The Minnesota Government Data Practices Act (MGDPA), Minnesota Statutes chapter 13, classifies all educational data, except for directory information as designated by the school district, as private data on individuals. The state statute provides that **private data on individuals may not be released, except pursuant to a valid court order or informed consent by the subject of the data or a parent if the subject of the data is a minor.**

2. Federal Law

The Family Educational Rights and Privacy Act (FERPA), 20 United States Code section 1232g, provides that educational data may not be released, except pursuant to informed consent by the individual subject of the data or any lawfully issued subpoena. Regulations promulgated under the federal law require that the school district must first make a reasonable effort to notify the parent of the student, or the student if the student is 18 years of age or older, of the subpoena in advance of releasing the information pursuant to the subpoena.

B. Personnel Data

The MGDPA ~~Minn. Stat. Ch. 13~~, also classifies all personnel data, except for certain data specifically classified as public, as private data on individuals. The state statute provides

that **private data on individuals may not be released, except pursuant to a valid court order or informed consent by the subject of the data.**

IV. APPLICATION AND PROCEDURES

A. Any employee who receives a subpoena for any purpose related to employment is to inform the building administrator or designated supervisor when the employee receives the subpoena. The building administrator or designated supervisor shall immediately inform the superintendent that the employee has received a subpoena.

B. No employee may release educational data, personnel data, or any other data of any kind without consultation in advance with the school district official who is designated as the authority responsible for the collection, use and dissemination of data.

C. Payment for attendance at judicial or administrative proceedings and the retention of witness and mileage fees is to be determined in accordance with the applicable school board policies and collective bargaining agreements.

D. The administration shall not release any information except in strict compliance with state and federal law and this policy. Recognizing that an unauthorized release may expose the school district or its employees to civil or criminal penalties or loss of employment, the administration shall confer with school district legal counsel prior to release of such data.

Legal References:
Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)
Minn. Rules 1205.0100, Subp. 5 ~~(Minnesota Rules Regarding Data Practices)~~ (How These Rules Apply)
20 U.S.C. § 1232g (Family Educational Rights and Privacy Act)

Cross References:
MSBA/MASA Model Policy 211 (Criminal or Civil Action Against School District, School Board Member, Employee, or Student)
MSBA/MASA Model Policy 515 (Protection and Privacy of Pupil Records)
MSBA ~~Service Manual, Chapter 13~~Law Bulletin "I" (School Records – Privacy – Access to Data)

SCHOOL DISTRICT
Board Policy 409
MACCRAY Public School 2180
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~~*Adopted: _____ MSBA/MASA Model Policy 409*~~
~~*Orig. 1995*~~
~~*Revised: _____ Rev. 2008*~~

409 EMPLOYEE PUBLICATIONS, INSTRUCTIONAL MATERIALS, INVENTIONS, AND CREATIONS

I. PURPOSE

The purpose of this policy is to identify and reserve the proprietary rights of the school district to certain publications, instructional materials, inventions, and creations which employees may develop or create, or assist in developing or creating, while employed by the school district.

II. GENERAL STATEMENT OF POLICY

Unless the employee develops, creates or assists in developing or creating a publication, instructional material, computer program, invention or creation entirely on the employee's own time and without the use of any school district facilities or equipment, the employee shall immediately disclose and, on demand of the school district, assign any rights to publications, instructional materials, computer programs, materials posted on websites, inventions or creations which the employee develops or creates or assists in developing or creating during the term of employee's employment ~~and for _____ *[school district should select time]* thereafter.~~ In addition, employees shall sign such documents and perform such other acts as may be necessary to secure the rights of the school district relating to such publications, instructional materials, computer programs, materials posted on websites, inventions and/or creations, including domestic and foreign patents and copyrights.

III. NOTICE OF POLICY

The school district shall give employees notice of this policy by such means as are reasonably likely to inform them of this policy.

Legal References: Minn. Stat. § 181.78 (Agreements; Terms Relating to Inventions)
17 U.S.C. § 101 *et seq.* (Copyrights)

Cross References: None

~~*Adopted: _____ MSBA/MASA Model Policy 410*~~
~~*Orig. 1995*~~
~~*Revised: _____ Rev. 2026*~~

410 FAMILY AND MEDICAL LEAVE POLICY

[NOTE: School districts are required by statute to have a policy addressing these issues.]

I. PURPOSE

The purpose of this policy is to provide for family and medical leave to school district employees in accordance with the Family and Medical Leave Act of 1993 (FMLA). ~~and also with parenting leave under state law.~~

II. GENERAL STATEMENT OF POLICY

The following procedures and policies regarding family and medical leave are adopted by the school district, pursuant to the requirements of the FMLA. ~~And consistent with the requirements of the Minnesota parenting leave laws.~~

III. DEFINITIONS

A. "Covered active duty" means:

1. in the case of a member of a regular component of the Armed Forces, duty during the deployment of the member with the Armed Forces to a foreign country; and

2. in the case of a member of a reserve component of the Armed Forces, duty during the deployment of the member with the Armed Forces to a foreign country under a call or order to active duty under a provision of law referred to in 10 United States Code, section 101(a)(13)(B).

B. "Covered servicemember" means:

1. a member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness; or

2. a covered veteran who is undergoing medical treatment, recuperation, or therapy for a serious injury or illness and who was a member of the Armed Forces, including a member of the National Guard or Reserves~~, at any time during the period of five years preceding the date on which the veteran undergoes that medical treatment, recuperation, or therapy~~. and was discharged or released under conditions other than dishonorable, at any time during the period of five years preceding the first date the eligible employee

takes FMLA leave to care for the covered veteran.

C. "Eligible employee" means an employee who has been employed by the school district for a total of at least twelve (12) months and who has been employed for at least 1,250 hours of service during the 12-month period immediately preceding the commencement of the leave. An employee returning from fulfilling his or her Uniformed Services Employment and Reemployment Rights Act (USERRA)-covered service obligation shall be credited with the hours of service that would have been performed but for the period of absence from work due to or necessitated by USERRA-covered service. In determining whether the employee met the hours of service requirement, and to determine the hours that would have been worked during the period of absence from work due to or necessitated by USERRA-covered service, the employee's pre-service work schedule can generally be used for calculations.

While the twelve (12) months of employment need not be consecutive, employment periods prior to a break in service of seven years or more may not be counted unless: (1) the break is occasioned by the employee's fulfillment of his or her ~~National Guard or Reserve military~~ USERRA-covered service obligation; or (2) a written agreement, including a collective bargaining agreement, exists concerning the school district's intention to rehire the employee after the break in service.

D. "Military caregiver leave" means leave taken to care for a covered servicemember with a serious injury or illness.

E. "Next of kin of a covered servicemember" means the nearest blood relative other than the covered servicemember's spouse, parent, son, or daughter, in the following order of priority: blood relatives who have been granted legal custody of the covered servicemember by court decree or statutory provisions, brothers and sisters, grandparents, aunts and uncles, and first cousins, unless the covered servicemember has specifically designated in writing another blood relative as his or her nearest blood relative for purposes of military caregiver leave under the FMLA. When no such designation is made and there are multiple family members with the same level of relationship to the covered servicemember, all such family members shall be considered the covered servicemember's next of kin, ~~all such family members shall be considered the covered servicemember's next of kin,~~ and the employee may take FMLA leave to provide care to the covered servicemember, either consecutively or simultaneously. When such designation has been made, the designated individual shall be deemed to be the covered servicemember's only next of kin.

F. "Outpatient status" means, with respect to a covered servicemember who is a current member of the Armed Forces, the status of a member of the Armed Forces assigned to:

1. a military medical treatment facility as an outpatient; or

2. a unit established for the purpose of providing command and control of members of the Armed Forces receiving care as outpatients.

G. "Qualifying exigency" means a situation where the eligible employee seeks leave for one or more of the following reasons:

1. to address any issues that arise from a short-notice deployment (seven (7) calendar days or less) of a covered military member;

2. to attend military events and related activities of a covered military member;

3. to address issues related to childcare and school activities of a covered military

member's child;

4. to address financial and legal arrangements for a covered military member;

5. to attend counseling provided by someone other than a health care provider for oneself, a covered military member, or his/her child;

6. to spend up to fifteen (15) calendar days with a covered military member who is on short-term, temporary rest and recuperation leave during a period of deployment;

7. to attend post-deployment activities related to a covered military member;

8. to address care needs of a covered military member's parent who is incapable of self-care; and

9. to address other events related to a covered military member that both the employee and school district agree is a qualifying exigency.

H. "Serious health condition" means an illness, injury, impairment, or physical or mental condition that involves:

1. inpatient care in a hospital, hospice, or residential medical care facility; or

2. continuing treatment by a health care provider.

I. "Spouse" means a husband or wife. For purposes of this definition, husband or wife refers to the other person with whom an individual entered into marriage as defined or recognized under state law for purposes of marriage in the state in which the marriage was entered into or, in the case of a marriage entered into outside of any state, if the marriage is valid in the place where entered into and could have been entered into in at least one state. This definition includes an individual in a same-sex or common law marriage that either: (1) was entered into in a state that recognizes such marriages; or (2) if entered into outside of any state, is valid in the place where entered into and could have been entered into in at least one state.

J. "Veteran" has the meaning given in 38 United States Code, section 101.

IV. LEAVE ENTITLEMENT

A. Twelve-week Leave under Federal Law

1. Eligible employees are entitled to a total of twelve (12) work weeks of unpaid family or medical leave during the applicable 12-month period as defined below, plus any additional leave as required by law. Leave may be taken for one (1) or more of the following reasons in accordance with applicable law:

a. birth of the employee's child and to care for such child;

b. placement of an adopted or foster child with the employee;

c. to care for the employee's spouse, son, daughter, or parent with a serious health condition;

d. the employee's serious health condition makes the employee unable to perform the functions of the employee's job; and/or

e. any qualifying exigency arising from the employee's spouse, son, daughter, or parent being on covered active duty, or notified of an impending call or order to covered active duty in the Armed Forces.

2. For the purposes of this policy, "year" is defined as a rolling 12-month period measured backward from the date an employee's leave is to commence.

[NOTE: An employer is permitted to choose any one of the following methods for determining the 12–month period in which the twelve (12) weeks of FMLA leave entitlement occurs: (a) the calendar year; (b) any fixed 12–month leave year, such as a fiscal year, a year required by State law, or a year starting on an employee's anniversary date;(c) the 12–month period measured forward from the date any employee's first FMLA leave; or (d) a "rolling" 12–month period measured backward from the date an employee uses any FMLA leave. It is recommended, however, that school districts use the 12-month rolling measurement as it prevents employees from stacking 12-week leave entitlement that could occur if, for example, a calendar or fiscal year is utilized. Where a calendar, fiscal or similar period is used, an employee could use twelve (12) weeks at the end of the period and then again at the beginning of the period, providing an entitlement to a leave of twenty-four (24) consecutive weeks. If a school district changes its definition of a "year" in this policy, it must give employees notice of at least sixty (60) days before implementing this change.]

3. An employee's entitlement to FMLA leave for the birth, adoption, or foster care of a child expires at the end of the 12-month period beginning on the date of the birth or placement.

4. A "serious health condition" typically requires either inpatient care or continuing treatment by or under the supervision of a health care provider, as defined by applicable law. Family and medical leave generally is not intended to cover short-term conditions for which treatment and recovery are very brief.

5. A "serious injury or illness," in the case of a member of the Armed Forces, including a member of the National Guard or Reserves, means:

a. injury or illness that was incurred by the member in the line of duty on active duty in the Armed Forces or that existed before the beginning of the member's active duty and was aggravated by service in the line of duty on active duty in the Armed Forces and that may render the member medically unfit to perform the duties of the member's office, grade, rank, or rating; and

b. ~~a "serious injury or illness,"~~ in the case of a covered veteran who was a member of the Armed Forces, including a member of the National Guard or Reserves, at any time, during the period of five (5) years preceding the date on which the veteran undergoes the medical treatment, recuperation, or therapy, means a qualifying injury or illness that was incurred by the member in the line of duty on active duty in the Armed Forces or that existed before the beginning of the member's active duty and was aggravated by service in the line of duty in the Armed Forces and that manifested itself before or after the member became a veteran, and is:

(1) a continuation of a serious injury or illness that was incurred or aggravated when the covered veteran was a member of the Armed Forces and rendered the servicemember unable to perform the duties of the servicemember's office, grade, rank, or rating; or

(2) a physical or mental condition for which the covered veteran has received a U.S. Department of Veterans Affairs Service-Related Disability (VASRD) rating of fifty (50) percent or greater and such VASRD rating is based, in whole or in part, on the condition precipitating the need for military caregiver leave; or

(3) a physical or mental condition that substantially impairs the covered veteran's ability to secure or follow a substantially gainful occupation by reason of a disability or disabilities related to military service, or would do so absent treatment; or

(4) an injury, including a psychological injury, on the basis of which the covered veteran has been enrolled in the Department of Veterans Affairs Program of Comprehensive Assistance for Family Caregivers.

6. Eligible spouses employed by the school district are limited to an aggregate of twelve (12) weeks of leave during any 12-month period for the birth and care of a newborn child or adoption of a child, the placement of a child for foster care, or to care for a parent. This limitation for spouses employed by the school district does not apply to leave taken: by one (1) spouse to care for the other spouse who is seriously ill; to care for a child with a serious health condition; because of the employee's own serious health condition; or pursuant to Subparagraph IV.A.1.e. above.

7. Depending on the type of leave, intermittent or reduced schedule leave may be granted in the discretion of the school district or when medically necessary. However, part-time employees are only eligible for a pro-rata portion of leave to be used on an intermittent or reduced schedule basis, based on their average hours worked per week. Where an intermittent or reduced schedule leave is foreseeable based on planned medical treatment, the school district may transfer the employee temporarily to an available alternative position for which the employee is qualified and which better accommodates recurring periods of leave than does the employee's regular position, and which has equivalent pay and benefits.

8. If an employee requests a leave for the serious health condition of the employee or the employee's spouse, child, or parent, the employee will be required to submit sufficient medical certification. In such a case, the employee must submit the medical certification within fifteen (15) days from the date of the request or as soon as practicable under the circumstances.

9. If the school district has reason to doubt the validity of a health care provider's certification, it may require a second opinion at the school district's expense. If the opinions of the first and second health care providers differ, the school district may require certification from a third health care provider at the school district's expense. An employee may also be required to present a certification from a health care provider indicating that the employee is able to return to work.

10. Requests for leave shall be made to the school district. When leave relates to an employee's spouse, son, daughter, parent, or covered servicemember being on covered active duty, or notified of an impending call or order to covered active duty pursuant to Subparagraph IV.A.1.e. above, and such leave is foreseeable, the employee shall provide reasonable and practical notice to the school district of the need for leave. For all other leaves, employees must give thirty (30) days' written notice of a leave of absence where practicable. The failure to provide the required notice may result in a delay of the requested leave. Employees are expected to make a reasonable effort to schedule leaves resulting from planned medical treatment so as not to disrupt unduly the operations of the school district, subject to and in coordination with the health care provider.

11. The school district may require that a request for leave under Subparagraph IV.A.1.e. above be supported by a copy of the covered military member's active duty orders or other documentation issued by the military indicating active duty or a call to active duty status and the dates of active duty service. In addition, the school district may require the employee to provide sufficient certification supporting the qualifying exigency for which leave is requested.

12. During the period of a leave permitted under this policy, the school district will provide health insurance under its group health plan under the same conditions coverage would have been provided had the employee not taken the leave. The employee will be responsible for payment of the employee contribution to continue group health insurance coverage during the leave. An employee's failure to make necessary and timely contributions may result in termination of coverage. An employee who does not return to work after the leave may be required, in some situations, to reimburse the school district for the cost of the health plan premiums paid by it.

13. The school district may request or require the employee to substitute accrued paid leave for any part of the 12-week period. Employees may be allowed to substitute paid leave for unpaid leave by meeting the requirements set out in the administrative directives and guidelines established for the implementation of this policy, if any. Employees eligible for leave must comply with the family and medical leave directives and guidelines prior to starting leave. The superintendent shall be responsible to develop directives and guidelines as necessary to implement this policy. Such directives and guidelines shall be submitted to the school board for annual review.

    The school district shall comply with written notice requirements as set forth in federal regulations.

14. Employees returning from a leave permitted under this policy are eligible for reinstatement in the same or an equivalent position as provided by law. However, the employee has no greater right to reinstatement or to other benefits and conditions of employment than if the employee had been continuously employed during the leave.

~~B. Six-week Leave An employee who does not qualify for parenting leave under Paragraphs IV.A.1.a. or IV.A.1.b. above may qualify for a six-week unpaid parenting leave for birth or adoption of a child. The employee may qualify if he or she has worked for the school district for at least 12 consecutive months and has worked an average number of hours per week equal to one-half of the full time equivalent. This leave is separate and exclusive of the family and medical leave described in the preceding paragraphs~~

B. Twenty-six-week Servicemember Family Military Leave

1. An eligible employee who is the spouse, son, daughter, parent, or next of kin of a covered servicemember shall be entitled to a total of twenty-six (26) work weeks of leave during a 12-month period to care for the servicemember. The leave described in this paragraph shall be available only during a single 12-month period. For purposes of this leave, the need to care for a servicemember includes both physical and psychological care.

2. During a single 12-month period, an employee shall be entitled to a combined total of twenty-six (26) work weeks of leave under Paragraphs IV.A. and IV.C. above.

3. The 12-month period referred to in this section begins on the first day the eligible employee takes leave to care for a covered servicemember and ends twelve (12) months after that date.

4. Eligible spouses employed by the school district are limited to an aggregate of twenty-six (26) weeks of leave during any 12-month period if leave is taken for birth of the employee's child or to care for the child after birth; for placement of a child with the employee for adoption or foster care or to care for the child after placement; to care for the employee's parent with a serious health condition; or to care for a covered servicemember with a serious injury or illness.

5. The school district may request or require the employee to substitute accrued paid leave for any part of the 26-week period. Employees may be allowed to substitute paid leave for unpaid leave by meeting the requirements set out in the administrative directives and guidelines established for the implementation of this policy, if any. Employees eligible for leave must comply with the family and medical leave directives and guidelines prior to starting leave.

6. An employee will be required to submit sufficient medical certification issued by the health care provider of the covered servicemember and other information in support of requested leave and eligibility for such leave under this section within fifteen (15) days from the date of the request or as soon as practicable under the circumstances.

7. The provisions of Subparagraphs IV.A.7., IV.A.10., IV.A.12., IV.A.13., and IV.A.14. above shall apply to leaves under this section.

V. SPECIAL RULES FOR INSTRUCTIONAL EMPLOYEES

A. An instructional employee is one whose principal function is to teach and instruct students in a class, a small group, or an individual setting. This includes, but is not limited to, teachers, coaches, driver's education instructors, and special education assistants.

B. Instructional employees who request foreseeable medically necessary intermittent or reduced work schedule leave greater than twenty (20) percent of the workdays in the leave period may be required to:

1. take leave for the entire period or periods of the planned medical treatment; or

2. move to an available alternative position for which the employee is qualified, and which provides equivalent pay and benefits, but not necessarily equivalent duties.

C. Instructional employees who request continuous leave near the end of a semester may be required to extend the leave through the end of the semester. The number of weeks remaining before the end of a semester does not include scheduled school breaks, such as summer, winter, or spring break.

1. If an instructional employee begins leave for any purpose more than five (5) weeks before the end of a semester and it is likely the leave will last at least three (3) weeks, the school district may require that the leave be continued until the end of the semester.

2. If the ~~instructional~~ employee begins leave for a purpose other than the employee's own serious health condition during the last five (5) weeks of a semester, the school district may require that the leave be continued until the end of the semester if the leave will last more than two (2) weeks or if the employee's return from leave would occur during the last two (2) weeks of the semester.

3. If the instructional employee begins leave for a purpose other than the employee's own serious health condition during the last three (3) weeks of the semester and the leave will last more than five (5) working days, the school district may require the employee to continue taking leave until the end of the semester.

4. If the school district requires an instructional employee to extend leave through the end of a semester as set forth in this paragraph, only the period of leave until the employee is ready and able to return to work shall be charged against the employee's FMLA leave entitlement. Any additional leave required by the school district to the end of the school term is not counted as FMLA leave but as an unpaid or paid leave, to the extent the instructional employee has accrued paid leave available and the school district shall maintain the employee's group health insurance and restore the employee to the same or equivalent job, including other benefits, at the conclusion of the leave.

VI. OTHER

A. The provisions of this policy are intended to comply with applicable law, including the FMLA and applicable regulations. Any terms used from the FMLA will have the same meaning as defined by the FMLA and/or applicable regulations. To the extent that this policy is ambiguous or contradicts applicable law, the language of the applicable law will prevail.

B. The requirements stated in the collective bargaining agreement between employees in a certified collective bargaining unit and the school district regarding family and medical leaves (if any) shall be followed.

VII. DISSEMINATION OF POLICY

A. ~~This policy shall be conspicuously posted in each school district building in areas accessible to employees.~~ A poster prepared by the U.S. Department of Labor summarizing the major provisions of the Family and Medical Leave Act and informing employees how to file a complaint shall be conspicuously posted in each school district building in areas accessible to employees and applicants for employment.

B. This policy will be reviewed at least annually for compliance with state and federal law.

[NOTE: The school board may choose a review cycle for this policy.]

Legal References:

~~Minn. Stat. §§ 181.940-181.944 (Parenting Leave)~~
10 U.S.C. § 101 *et seq.* (Armed Forces General Military Law)
29 U.S.C. § 2601 *et seq.* (Family and Medical Leave Act)
38 U.S.C. § 101 (Definitions)
29 C.F.R. Part 825 (Family and Medical Leave Act)

Cross References: ~~MSBA Service Manual, Chapter 13, School Law Bulletin "M" (Statutory Provisions Which Grant Leaves to Licensed as well as Non-Licensed School District Employees – Family and Medical Leave Act Summary)~~

MACCRAY Community Ed & Rec
Kati Hess, Director

September 2026 School Board Report

Summer Programming Update

- See Summer 2026 Activities Breakdown sheet.
- Summer Rec. Morning baseball had 117 kids in grades PK-6th grade participate.
- Amy Bratsch did an amazing job planning, coordinating, and managing summer activities for all ages while creating an inclusive and safe environment for players and coaches.

Youth Scholarship Program

- Scholarships used this summer helped:
  - 7 Families
  - 15 Students (PK-10th Grade)
  - Used for Summer Rec., Night Ball, Sports Camps, Fitness Center, and Day Trips.

Facilities Usage

- Summer Camps - Brady Kienitz, Sydney Thein, Varsity Coaches
- Pumpkin Patch Party - Saturday, October 31st
- Briggs Motley Craft Fair - Saturday, November 7th

Fall 2026 Catalog – Sept/Oct/Nov

- Program breakdown:
  - 4 ECFE classes/activities (1 & 2 year-olds/ 3 to 5 year-olds/ Pumpkin Patch Party)
  - 6 Youth enrichment classes (Arts & Crafts/Guitar/ Robotics/ Musical)
  - 8 Youth athletic activities (Tennis/56ers/Flag/Volleyball/Dance/ Karate)
  - 5 Adult enrichment classes (Herbs/ 55+ Driving/ ABE/ First Aid & CPR)
  - 3 Adult athletic activities (Walkers/ SAIL/ Line Dancing)
- New this year
  - Line Dancing Lesson with Kristi Lilleberg - Thursday, Nov. 12th @ 6-8pm
    - Lilleberg Family Foundation, in memory of Nick Lilleberg, helps families battling cancer and provides college scholarships to those pursuing a four-year degree in the field of Agriculture.
  - Youth Football Experience - Sponsored by the Booster Club - Saturday, Sept. 19th
    - Taking a charter bus to a St. John's vs Hamline College football game. It is FREE for the first 42 students to sign up.

Other News

- Community Ed. & Rec. has tons of opportunities for students to earn service-learning hours. Please let students know to come see me if they need hours.
- Applied for two grants to help offset the cost of our SAIL program.
- Looking at other grant options for programs that need new or updated equipment such as youth softball and baseball.

MACCRAY Community Ed & Rec
Summer 2026 Activities Breakdown

Summer Rec.

Coaches (1 adult + 18 HS)	19
T-Ball (4 & 5 yr. olds)	30
Little Cubs (K & 1st)	24
Baseball- Minors (2nd & 3rd)	20
Baseball- Majors (4th-6th)	32
Tennis Only (K-6th)	11

Wednesday Trips

Redwood Falls - June 17	Rained Out
Hutchinson - June 24	20
Benson - July 1	22
Big Kahuna- Spicer - July 15	32

Night League

Night League Softball	32
3rd - 6 5th - 7 4th - 8 6th - 11	
Parent Volunteer Coaches	5
Night League Baseball	73
3rd - 15 5th - 16 4th - 13 6th - 16 7/8th - 13	
Parent Volunteer Coaches	10

Youth Camps

Golf Camp Coaches (1st-6th)	24
Open Mat Wrestling Coaches (K-11th)	14
Basketball Camp Coaches (2nd-7th)	56
Football Camp Coaches (2nd-7th)	61
Volleyball Camp Coaches (K-6th)	28
Wolverine Workout (6th-11th)	51
Basketball Camp Brady (3rd-11th	39
Volleyball Camp Thein (5th-7th)	20

Kinder Ready

12 days total in June & July	7

Adult Activities

Coed Sand Volleyball - 1x week	6 teams
SAILS - Summer - 1x week	14
Doubles Tennis - 1x week	8
Men's Basketball - 1x week	10-14

MACCRAY
COMMUNITY EDUCATION & REC



Fall Activities Catalog

SEPT – OCT – NOV
2026

Fall 2026
September, October & November
Programs & Classes

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Whether you're interested in teaching, coaching, or simply have a new idea, your involvement can help us grow and strengthen our Community Education & Recreation programs.

Call Kati at 320-847-2154 ext. 1106 or email hessk@maccray.k12.mn.us

Let's work together to create opportunities, inspire others, and build a Community Ed & Rec Department that truly serves everyone!

Remember to register early to secure your spot in a class!

Online Registration & Payment Option

We use RegWerks for our online registration and payment option. There are no fees for paying online. Below is how to access the system:

1. Go to: **www.maccray.k12.mn.us/communityed**
2. Click on "**Register for programs here!**"
3. **Log in to the Web Store**. You will need to set up an account initially to access the system. After that, just log in!
    - Setting up an account – one parent or guardian creates a family account and adds all family members.
    - Registrations are recorded and tracked based on the Account Holder's email address. Please use one account for all family members.
4. From there, you will be able to see the classes offered for the current season.
    - They are separated by **Early Childhood, Youth, and Adult**. Click on the category that fits what you are looking for.
5. **Fill out the required information** and **add to the Shopping Cart**. When done, click on your Shopping Cart to pay.

Still have questions about registration? Contact Kati at 320-847-2154, Ext. 1106 or email questions to hessk@maccray.k12.mn.us

Cancellation & Refund Policy

Class Cancellations:

- If a class is canceled due to low enrollment, you will receive a full refund.
- If a class is postponed because of weather, we will reschedule when possible. If you cannot attend the new date, you will receive a full refund.

Participant Cancellations:

- If you need to cancel your registration, you must do so at least two days before the class begins. A $5 processing fee may apply.
- No refunds will be issued once the class has started.

If **MACCRAY Public Schools close due to weather**, all Community Education & Recreation classes and activities are canceled as well. For updates, check:

- Q102 / 102.5 FM
- The MACCRAY school website
- The CER Facebook page

Community Education Staff

Kati Hess
CER Director
320-847-2154, Ext. 1106
hessk@maccray.k12.mn.us

Kristine Klosterboer
Early Childhood Coordinator, ECFE, Early Childhood Screening & Preschool
320-847-2154, Ext. 1320
klosterboerk@maccray.k12.mn.us

Heather Shamla
Preschool Secretary & Billing
320-847-2154, Ext. 1306
shamlah@maccray.k12.mn.us

CER Advisory Council

Debi Brandt
Kristine Klosterboer
Jovita Harguth
Meghan Sunderland
Kendra Peterson
Kailee Carlson
Lindsey Bosch
Renae Westbrock



If you are interested in joining the CER Advisory Council, please contact the director. We meet four times a year to give feedback, ideas, and suggestions for future programming.

MACCRAY Community Education and Recreation's Vision Statement

To create comprehensive educational, recreational, and wellness programs for community members of all ages – birth to golden ages.

MACCRAY Early Education Programs

Early Childhood classes, events, and services are held at the MACCRAY Elementary School and are for families with children **ages birth to not yet in kindergarten.** Each class requires a minimum of five students to run. **Sibling care is available for all classes. Please let us know when you register so we have someone available. Also, let us know of any allergies that your child has, as some of our classes have food as part of them.**

Early Childhood Education Programs offered include:

ECFE

(Early Childhood Family Education)

ECFE is based on the idea that the family provides a child's first and most significant learning environment. Parents are the child's first and most important teachers. ECFE's goal is to enhance the ability of all parents and other family members to provide the best possible environment for their child's learning and growth.

Register online for all ECFE classes.

School Readiness

MACCRAY school readiness/preschool is a program for children 3 to 5 years of age who are not yet enrolled in Kindergarten. The goal of our preschool program is to provide children with a fun and enriched preschool experience that will assist parents with the emotional, social, intellectual, and physical development of their child. More information in the next couple of pages.

Contact Kristine Klosterboer with questions about our school readiness programming.

Early Childhood Screening

Early Childhood Screening is required for all children before starting kindergarten. Children may be screened beginning at age 3.
More information about screening dates is in the next couple of pages.

Contact Kristine Klosterboer for early childhood screening questions and information.

Early Childhood Staff:

Kristine Klosterboer:
Early Childhood Coordinator ECFE,
Early Childhood Screening, & School Readiness/ Preschool
klosterboerk@maccray.k12.mn.us
or 320-847-2154, Ext. 1320

Heather Shamla:
Preschool Secretary
Preschool Billing/Questions
shamlah@maccray.k12.mn.us
or 320-847-2154, Ext. 1306



Early Childhood Screening

Is your child 3 years old? Then it's time for screening!

Screening dates for the 2026-2027 school year:
Monday, September 14th, 2026 &
Monday, February 1st, 2027
at the MACCRAY Elementary School

Did you know that screening is required in the state of Minnesota? Screening allows health and developmental concerns to be addressed at least one to two years before a child enters kindergarten.

Screening is an early look at a child's development and is conducted by qualified professionals to help identify specific needs a child may have in these areas:

- Fine and gross motor skills
- Vision and hearing
- Speech and language development
- Height and weight
- Cognitive development
- Immunizations

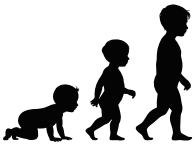


The state of Minnesota requires a health and development screening for every child before kindergarten entry in a public school. The MACCRAY School District offers this service at no cost. Screening should be completed before a child turns five years old and may be scheduled as early as three years of age.

Please contact Kristine Klosterboer at klosterboerk@maccray.k12.mn.us or 320-847-2154, Ext. 1320 to schedule an appointment or if you are new to the district.

New baby or new to the district?

Being on the census ensures you will receive ECFE, screening, and kindergarten information when your child is eligible. If you are new to the community, recently had a new baby, or moved to a new address, call Heather at 320-847-2154, Ext. 1306 or email shamlah@maccray.k12.mn.us to ensure that you are on our school census list.





Fall ECFE Classes

EARLY CHILDHOOD FAMILY EDUCATION

Little Turkeys on the Loose

Gobble, gobble! Join us for a fun fall-themed ECFE class filled with turkey - themed stories, songs, crafts, games, and hands-on activities. A fun way for little ones and their grown-ups to celebrate the season together!

Two dates offered; please register for only one.

Date: Thursday, November 5th **OR** Thursday, November 12th
Time: 5:00 – 6:00 pm
Location: MACCRAY Elementary Preschool Classrooms
Ages: **1-2 Years Old**
Cost: $5.00
Attendance: 5 Min. / 12 Max.

Pre-register online for all classes to ensure a spot.
Sibling care is provided for all ECFE classes, but must be noted during registration.

Scan QR code with you camera or visit the link below for the registration site.

maccray.revtrak.net/rw-community-ed-and-rec-/#/list

Sliding Fee Scale

Free: Current family monthly gross income of $1800 or less
Half Price: If family monthly income is below the following guidelines
Full Price: If family monthly exceeds the guidelines below
No family will be denied access due to inability to pay.

Household Size	2	3	4	5	6	7	8
Monthly Income	2,583	3,204	3,870	4,536	5,202	5,868	6,534

M-Cubs

Join us for fun-filled activities focused on learning, laughter, and connection!

These free classes feature rotating themed activities like art projects, games, songs, and hands-on play to keep little ones engaged. Each session includes parent-and-child time, parent-only time, and child-only time; supporting independence for kids and connection for parents.

Date: Thursdays, October 1st, 8th & 22nd
Time: 5:00 – 6:00 pm
Location: MACCRAY Elementary Preschool Classrooms
Ages: **3-5 Years Old (not in Kindergarten)**
Cost: Free - but registration required
Attendance: 5 Min. / 12 max.

Turkey Feathers and Fun

Get ready for a fun-filled Thanksgiving celebration! Children and their grown-ups will explore colorful turkey feathers through creative crafts, playful activities, and stories. We'll celebrate the fall season while making memories and getting into the Thanksgiving spirit!

Date: Thursday, November 19th
Time: 5:00 – 6:00 pm
Location: MACCRAY Elementary Preschool Classrooms
Ages: **3-5 Years Old** (not in Kindergarten)
Cost: $5.00
Attendance: 5 Min. / 12 max.

MACCRAY Preschool

Welcome to MACCRAY Preschool! MACCRAY Preschool is a program for children 3 to 5 years of age who are not yet enrolled in kindergarten. The goal of our preschool program is to provide children with a fun and enriched experience that will assist parents with the emotional, social, intellectual, and physical development of their child. Our preschool programs offer fun and meaningful experiences for the children through music, literacy, writing, math, science, technology, as well as fine and gross motor activities. We continue to implement the Creative Curriculum for Preschool into the classrooms, along with the Teaching Strategies Gold, to assess student progress throughout the school year.

MACCRAY Preschool Class Options

3-Year-Old Preschool Class

***Must be 3 by September 1st of the current school year**

* School Day is 8:00 am to 3:30 pm
2 Full Days – Days TBD ($160/Month)
4 Full Days - Tuesdays through Fridays ($320/Month)

4-Year-Old Preschool Class

* School Day is 8:00 am to 3:30 pm
2 Full Days – Days TBD ($160/Month)
4 Full Days - Tuesdays through Fridays ($320/Month)



Children who are eligible to participate in MACCRAY preschool programming must:

- **be 3 years old or older on or before September 1 of the current school year**
- **be toilet-trained**
- **meet current Minnesota immunization requirements**

ONLINE RESOURCES

Registration Link:

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

Scholarship Link:

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

Preschool Calendar Link:

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

**Programming will run from September through May.

*Fees are charged to pay for program costs.

*Scholarships are available for qualifying families. Information available on the MACCRAY school website or email Heather at shamlah@maccray.k12.mn.us with questions.

*We are a four-star Parent Aware-rated school readiness program with the goal of preparing all children for kindergarten.

*Parents interested in preschool classes can find information on the MACCRAY schools website at www.maccray.k12.mn.us or send inquiries to klosterboerk@maccray.k12.mn.us.

COME CELEBRATE
THE SEASON WITH US!

PUMPKIN PATCH PARTY

Treats, Crafts, Games & More!

SATURDAY
OCTOBER 31ST
9:00 - 11:00 AM

$5 entry fee ($10 Family Max)
For children ages birth to 3rd Grade
(Parents must attend)

MACCRAY Elementary School
711 Wolverine Dr.
Clara City, MN 56222

Youth Enrichment & Athletics



Catch the Sunshine!

Bring a little color and sparkle to your home! Create beautiful sun and wind catchers using fun colors, shapes, and materials. A creative way to welcome the beginning of fall!

Grade: 1st - 3rd
Date: Wednesday, September 23rd

Grades: Kindergarten
Date: Wednesday, September 30th

Time: 3:30 – 5:00 pm
Cost: $20.00
Location: Elementary Classroom
Instructor: Linda Ruschen



Autumn Fun for Everyone!

Get creative with a fun mix of fall-inspired crafts! This class will feature colorful flowers, pumpkins, and playful bugs as we create seasonal decorations to enjoy at home.

Grade: 1st - 3rd
Date: Wednesday, October 7th

Grades: Kindergarten
Date: Wednesday, October 21st

Time: 3:30 – 5:00 pm
Cost: $20.00
Location: Elementary Classroom
Instructor: Linda Ruschen



Thankful, Proud & Creative

Celebrate history and creativity with a fun collection of patriotic and pilgrim-themed crafts! Create festive projects inspired by our country's history and the Thanksgiving season.

Grades: 1st - 3rd
Date: Wednesday, November 11th

Grades: Kindergarten
Date: Wednesday, November 18th

Time: 3:30 – 5:00 pm
Cost: $20.00
Location: Elementary Classroom
Instructor: Linda Ruschen



Intro to Guitar

This class is designed for students with little to no experience who are eager to learn the basics of playing guitar. It focuses on introducing basic concepts like parts of the guitar, tuning, strumming techniques, and simple chords. While we'll cover all of these fundamentals in class, regular practice at home will be important for building skills and progressing at your own pace. No prior experience is necessary - just a willingness to learn and have fun! Students are required to provide their own guitar, tuner, and pick.

Grades: 3rd - 5th
Date: Tuesdays, Sept. 22nd - Oct. 20th
Time: 3:30 – 4:30 pm
Cost: $40.00
Location: Elementary Music Room
Instructor: Kayla Schwinghammer
Maximum #: 8



Say Cheese!
We may take pictures during activities for promotional purposes. If you object to your or your child's photo being used. Please let us know.

*Due to the instructor being on leave, there will be no Fall 4H classes.

4H Robotics

Get ready to build, create, and explore! In this hands-on 4-H robotics class, students will learn the basics of robotics, engineering, and problem-solving while designing and building their own projects. A fun opportunity to explore STEM, work as a team, and see their ideas come to life!

Grades: 3rd - 6th
Dates: Mondays, Dec. 14th and Jan. 25th
Time: 9:00 – 11:00 am
Cost: $15.00
Location: HS Ag Kitchen Classroom



Please remember to pick up your child on time from all activities. The time of instructors and volunteers is very important, and they cannot leave until all children are picked up.



Jr. Players - Annie

Get ready to put on a smile and step into the spotlight as a Junior Player in this year's high school musical: Annie! Whether you're a natural-born performer or excited to try something new, this is your chance to experience the magic of theater and be part of a fun, energetic production. Join us this fall for an unforgettable opportunity to perform, make new friends, and help bring the beloved story of Annie to life on stage!

Grades: 2nd – 5th
Cost: $30.00
Location: MACCRAY Performing Arts Auditorium
Instructor: Kayla Schwinghammer

Dates/ Times:
Practices will begin the week of October 26th and will generally be held from 3:30-4:30 pm on school days. A full dress rehearsal will take place during the week of the musical. Parents will receive a detailed schedule by email before practices begin.

Public Performances:
November 13th & 14th at 7:00 p.m.
November 15th at 2:00 p.m.



Volleyball Camp

This camp offers athletes a unique chance to learn from high-level experience. Sjea brings a wealth of knowledge, energy, and passion to the court as she teaches skill development and technique through drills, teamwork activities, and competitive play. Athletes will have the opportunity to build confidence, improve their fundamentals, and have fun while growing their love for the game!

Date: Saturday, October 3rd
Time/Grades: K - 3rd at 9:00 - 10:30 am
4th - 8th at 11:00 – 1:00 pm
Cost: $25.00
Location: Elementary Double Gym
Instructor: Sjea Ashburn



Karate

Empower. Grow. Have Fun! Karate is more than just a martial art — it's a path to confidence, discipline, and lifelong skills. This inclusive class welcomes students of all ages and abilities, with experienced instructors who tailor techniques to match each individual's pace and level. Through focused training, students will improve physical coordination, build character, and develop a strong sense of respect for themselves and others. While the emphasis is on personal growth and martial arts skills, every class is designed to be uplifting, empowering, and fun! Come grow with us—one kick at a time!



Date: Mondays – Starts on October 5th
Ends on December 14th
Time: 6:15 – 7:00 p.m. - Beginners (white)
7:10 – 8:00 p.m. - Intermediate
(orange, gold, green, blue)
8:10 – 9:00 p.m. - Advanced
(purple, brown, red)
Cost: $35.00
Location: Elementary Shelter Gym #3
Instructor: Nate Speiser & Ben Donner





Saturday Flag Football

Get ready to hit the field this fall! Join us on two Saturdays for an exciting introduction to flag football that teaches the fundamentals of the game in a fun and supportive environment. Kids will build essential skills like passing, catching, defending, and working as a team, all while enjoying the thrill of the game. This is a great way to get active and make new friends!

Grades: 1st & 2nd Boys & Girls
Date: Saturday, Oct. 10th & 24th
Time: 10:00 – 11:30 am
Cost: $25.00
Location: MACCRAY Turf Football Field
Instructor: Seth Falk



Scholarships are available for all youth programming. Contact the Community Ed. & Rec. Department to find out more.



Volleyball League

This is a youth volleyball program for 5th and 6th grade girls to learn the fundamentals of the game while having fun. We will be scrimmaging RCW and NLS youth teams and participate in a tournament at ACGC on October 24th. The season starts the week of September 8th and runs through October 24th. A full schedule will be handed out on the first day of practice.

Grades: 5th and 6th Girls
Cost: $25.00, plus the cost of a jersey. This league will use the same green jerseys as last fall and spring youth volleyball. Jerseys will need to be purchased for new and incoming 5th graders for $20.
Deadline: **Thursday, September 3rd. This is a HARD deadline due to forming teams and ordering jerseys.**
Location: Elementary Double Gym

For more information, visit:
maccray.k12.mn.us/volleyball26





Junior Aces

5th and 6th grade girls are invited to learn the game of tennis from our high school players and coaches this fall! Junior Aces will learn the fundamentals of tennis, develop their skills, and have fun while building confidence on the court.

Dates/ Times: Mondays:
August 31st @ 3:00 - 3:30 pm
September 14th @ 3:30 - 4:00 pm
September 21st @ 3:00 - 3:30 pm

Grades: 5th and 6th Girls
Cost: $25.00 - includes a t-shirt
Location: Clara City Tennis Courts
Instructor: Girls Tennis Coaching Staff & Players

CRAM THE COURT EVENT!
Thursday, September 17th @ 4:30 pm
Junior Aces will be recognized at this homecoming event.

MACCRAY WOLVERINES

YOUTH FOOTBALL EXPERIENCE!

SJU ST. JOHN'S UNIVERSITY

PRESENTED BY THE MACCRAY FOOTBALL BOOSTER CLUB

Join us for an exciting day of college football, team spirit, and unforgettable memories!

DATE:	SATURDAY, SEPTEMBER 19TH
AMOUNT:	FREE!
EVENT:	ST. JOHN'S FOOTBALL GAME VS. HAMLINE @ 1:00PM
GRADES:	1–5 AND PARENT CHAPERONES
LIMITS:	FIRST 10–12 PARENTS FIRST 42 KIDS

- FIRST 42 KIDS TO SIGN-UP GO!
- NEAR ST. JOSEPH
- LEAVE TIME: TBD
- STOPPING HALF WAY TO RUN AROUND AT A LOCATION TBD
- KIDS ONLY NEED MONEY FOR FOOD



GO JOHNNIES!

★ TEAMWORK. TRADITION. JOHNNIE PRIDE. ★

REGISTER THROUGH THE COMMUNITY ED. & REC. WEBSITE

IF YOU'D LIKE TO CHAPERONE, PLEASE EMAIL TRENT CARLSON, HEAD FOOTBALL COACH AT CARLSONT@MACCRAY.K12.MN.US

REGISTRATION IS ON A FIRST COME FIRST SERVE BASIS. DON'T WAIT TO GET YOUR NAME ON THE LIST!

Football Booster Event: Page 12

Middle & High School



MACCRAYWEIGHTS

Student Fitness Center Hours

Students in grades 6th through 12th are invited to use the school fitness center for free after school until 5:30 pm on school days for supervised fitness and strength training. This is a great opportunity to build healthy habits, improve athletic performance, and learn proper technique in a safe and supportive environment. The fitness center will only be open if a supervisor is available.

Follow "***MACCRAY Weights***" on Instagram for a detailed schedule throughout the year.







Adult Enrichment & Athletics



Cooking with Herbs

Take your cooking to the next level with fresh herbs! Learn how to use herbs as a flavorful, healthy alternative to salt and pepper, discover how to pair different herbs with a variety of cuisines, and explore simple ways to dry and preserve herbs. Includes free herbs to take home and plenty of taste testing!

Date: Wednesday, September 9th
Time: 6:30 – 7:30 pm
Cost: $20.00
Location: High School Ag Room
Instructor: Karen Andol - L&E Greenhouse



Line Dancing Lesson

Kick up your heels and have some fun learning popular line dances in a relaxed, beginner-friendly class! Dance instructor Kristi Lilleberg-Barber, from the Lilleberg Family Foundation, will teach easy-to-follow versions of popular line dances in a fun and welcoming environment.

In memory of Nickolas Lilleberg, the Lilleberg Family Foundation was created by Nick's wife and children. Their mission is to help families battling cancer and provide college scholarships to those pursuing a four-year degree in the field of Agriculture.

Date: Thursday, November 12th
Time: 6:00 – 8:00 pm
Age/Cost: $15.00 - Students 9th - 12th Grade
$25.00 - Adults
Location: Elementary Double Gym
Instructor: Kristi Lilleberg-Barber

No Experience? No problem!
Your two left feet are welcome here.

SAILs Fitness

Stay Active & Independent for Life (SAIL)

This fitness class is an evidence-based strength, balance, and fitness program for older adults. Performing exercises that improve strength, balance, and fitness are the single most important activity that adults can do to stay active and independent for life. SAIL focuses on exercises which improve strength, balance and fitness levels. Attendees feel better and are able to stay independent longer. **It is FUN! It is SAFE! It WORKS!**

Dates: Tuesdays & Thursdays
September 8th – November 24th
Time: 8:30 – 9:30 am
Cost: $40.00
Location: Bethany Reformed Church
Instructor: Eileen Brouwer

COMMUNITY ED. & REC. POLICY STATEMENT

The MACCRAY Community Ed & Rec Department does not provide accident insurance for the participants in any of its programs/activities. Participants assume all inherent risk of injury resulting from their involvement in programs/activities.



55+ Driver Improvement

Want to get a discount on your car insurance? This class is what you need to start saving money! You only need a 4-hour refresher class every three years to keep that discount in place. This class is also for "new" people who haven't taken a 55+ driver improvement class yet.

Only a 4-hour course every 3 years is needed to start getting a discount on your car insurance! Ask your agent about it.

Date: Wednesday, November 18th
Time: 5:00 – 9:00 pm
Cost: $30.00
Location: High School Ag Kitchen
Instructor: Larry Hastad and/or Jim Trulock

Build Your Future – One Step at a Time

Are you 17 or older and looking to take the next step in your education or career? Our Adult Basic Education (ABE) classes offer a supportive and flexible learning environment where you can:

- Work toward earning your **GED**
- Strengthen essential skills in **reading, writing, and math**
- Learn basic **computer and technology skills**
- Study for the **driver's knowledge test**
- Explore opportunities through **online learning**



Whether you're looking to advance your career, continue your education, or gain confidence in everyday skills, ABE is here to support your goals.

Classes are held in-person **every Tuesday from 5:00 – 8:00 p.m.** in the **High School Media Center**.
To make attending easier for parents, **free daycare is provided** as part of the program.

For more information, contact:
📞 Jennifer VanEps: 320-847-2154, Ext. 1364
✉️ vanepsj@maccray.k12.mn.us
🌐 www.mrvedabe.com

Save-A-Life First Aid & CPR

CPR Training

Learn the lifesaving steps of CPR and how to use an AED for adults, children, and infants. Hands-on practice will help you feel prepared in an emergency

Dates: Sept. 3rd, Oct. 7th, Nov. 4th, or Dec. 3rd
Time: 6:15 – 9:15 pm
Location: Willmar Middle School
Instructor: Deb Brandt
Register at: willmar.arux.app/course/2484/2026-fall—2/cpr

First Aid Training

Learn how to respond to common injuries and emergencies with confidence. This hands-on class covers basic first aid skills and when to seek further medical help.

Dates: Sept. 9th, Oct. 14th, Nov. 11th, or Dec. 8th
Time: 6:15 – 9:15 pm
Location: Willmar Middle School
Instructor: Deb Brandt
Register at: willmar.arux.app/course/2485/2026-fall—2/first-aid

Wolverine Walkers

Stay active by walking indoors! Community members are welcome to use the school hallways for walking during evening hours when we are not hosting a home game or event.

Dates: Mondays & Wednesdays
September - May
Check the school calendar for no-walking dates.
Time: 6:00 – 8:00 pm
Cost: ***Free*** **–** *Online registration is required.*
Location: Enter the building by the fitness center doors near the event entrance.

Stay connected and keep updated on new programming throughout the year. "MACCRAY Community Ed. & Rec."

MACCRAY PUBLIC SCHOOLS
2026-2027
Approved Feb. 9, 2026

August 17
First Day of Fall Practice

August 26
Open House - 12:00p-600p
(Pay fees, meet teachers, passes, computers - Pictures run 12:30-5:30)

September 1
First day of School

May 27
Last Day of School - 8:00 am-12:00 pm

School Events
Homecoming: Sept. 14-18
Homecoming Coronation: 9/14 @1:30PM
Snow Week: Feb. 1-5
Snow Week Coronation: 2/1 @1:30PM
Prom: May 14

Quarter/Semester End Dates
1st Quarter: 10/29
2nd Quarter/1st Sem: 1/14
3rd Quarter: 3/19
4th Quarter/2nd Sem: 5/27

P/T Conferences
Fall Date: Oct. 30 - 8:00 am-4:00 pm
Spr Date: Mar. 2 - 4:00 pm-8:00 pm **(6-12 Only)**
Mar. 11 - 4:00 pm-8:00 pm

School Holiday Breaks
Labor Day Break: Sept 4-7
MEA Break: Oct. 15 & 16
Thanksgiving: Nov. 26 & 27
Winter Break: Dec. 23-Jan. 1
Spring Break Weekend: Feb. 12-15
Easter Weekend: Mar 26-29

Commencement
Friday, May 28 at 7:00 pm

Faculty Workshops
Aug 18: New Teacher Workshop
Aug. 24-25: Back to School Inservice
August 27: Teacher Flex Day (8/7-8/28)
September 28: Professional Development
December 23: 7:30-12:30
January 15: Semester Work Day
March 15: Professional Development
May 27: 12:00-4:30
May 28: End-of-Year Wrap-up

Make-Up Days
Make-up days have been built into the calendar and will be used at the Superintendent's discretion. Please pay attention to messaging for closed or eLearning instructions.

August '26

Su	M	Tu	W	Th	F	S
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September '26

Su	M	Tu	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October '26

Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November '26

Su	M	Tu	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December '26

Su	M	Tu	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

January '27

Su	M	Tu	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February '27

Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March '27

Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April '27

Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May '27

Su	M	Tu	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

2026-2027 Qtr. Days

1st Quarter:	35
2nd Quarter:	37
3rd Quarter:	37
4th Quarter:	40
Total Student Days:	**149**

No School | Faculty Workshop | End of Quarter | Holiday No School
P/T Conferences | First/Last day of School | (Off) Make-Up Days, if needed

MACCRAY Community Education & Recreation

COURSE REGISTRATION

(One form per person)

To register, complete the information requested below and mail it to the address listed above along with your payment. Make checks payable to "MACCRAY Community Ed. & Rec." Make copies if needed or, register and pay online at https://www.maccray.k12.mn.us/communityed.

Participant Name: _____ Grade/Age (if applicable): _____

Parent's Name (if applicable): _____

Address & City/Zip: _____

Email Address: _____

Preferred Phone Number: _____

Shirt/ Jersey Size (if applicable): _____

Class Name: _____ Fee: _____

Class Name: _____ Fee: _____

Class Name: _____ Fee: _____

Total of all fees: _____

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 also agree to indemnify and hold harmless the MACCRAY School District #2180, Community Education, and its employees from any and all injuries I may incur. All persons under the age of 18 years old must have a parent/guardian signature to participate in activities.

Adult Participant Signature: _____

Parent/Guardian Signature (if applicable): _____

Date:_____

MACCRAY Community Ed & Rec

Kati Hess, Director
MACCRAY Public School District #2180
P.O. Box 690; Clara City, MN 56222
320-847-2154, Ext. 1106; hessk@maccray.k12.mn.us
CER Facebook | MACCRAY Facebook | Instagram

September 2026 Activities Director Report

1. **Start of the Fall Season is off and running:**
    a. **Volleyball Report**
    b. **Football Report**
    c. **Tennis Report**
    d. **Cross Country Report**
2. **Bound System**
    a. **Passes and Ticketing**
    b. **App vs URL**
3. **Hudl and Sponsors**
    a. **Plan Going Forward**
4. **Coaching positions that still need to be filled:**
    a. **Boy Basketball C-Squad**
    b. **Track: Assistant X 2**

September, 14 (2026) School Board Meeting
MACCRAY Elementary School

<u>Mr. Todd Bertram PK-5 Principal</u>

- Celebrations
  - Back to School Workshop Days
    - SWWC: Reading instruction with Open Court
    - Compass: New Math standards
    - Julie Dikken: Phonics and Morphology training
  - Successful Open House / Great attendance /
  - A Great first week of school
    - Staff really liked the 3 day week to start
    - schedules are set and routines are being established

- We continue to implement the ***Science of Reading*** into all grade levels.
  - Preschool: Heggerty / Phonics (10 minutes)
  - Kindergarten: UFLI/Phonics (30 minutes) WIN time (20 minutes)
  - First & Second Gr.: UFLI/Phonics & WIN time for (1 hour)
  - Third, Fourth, & Fifth Gr.: Origins / Morphology

- Intervention time/ WIN time
  - Driven by Teacher input/Fastbridge/Capti/MCA data
  - Differentiated instruction in small groups

- Morning Check-ins
  - Get to know our students
  - Build relationships
  - Create a sense of community
  - Morning announcements

<u>Upcoming Events</u>

- Bus Safety
- Emergency Drills
- Preschool screening (9-14)
- Homecoming (14th-18th)
- Professional Development Day (9-28)
- Walk-Bike to school (10-7)

MACCRAY WOLVERINES SCHOOL BOARD UPDATE

September 11, 2026

GOAL:

The environment of the MACCRAY School District will be safe, nurturing, and professional.

Maynard Land Sale

Kunkel Electric has evaluated the lights at the Maynard property and plans to remove them by the end of September. Kunkel Electric has generously agreed to remove and store the lights for MACCRAY at no cost to the district. The land sale process continues to move forward, and we anticipate completion this fall.

Back to School Update

We had a fantastic first week back at MACCRAY! Students returned with energy and enthusiasm, ready to learn, connect with friends, and get involved. Our staff did an outstanding job preparing for the new school year and creating welcoming, positive, and productive learning environments for every student.

Auditors

The auditors will be onsite this week to conduct the district's annual audit. Staff have been preparing the necessary financial records and documentation to support the process. We appreciate their work in reviewing the district's financial practices and ensuring our records remain accurate, complete, and compliant with requirements.

Open House

Our Open House was a great success, with strong attendance from families across all grade levels. It was wonderful to see so many families in our schools, meeting teachers, connecting with staff, and learning more about the opportunities and experiences planned for the year ahead. Thank you to everyone who took the time to join us.

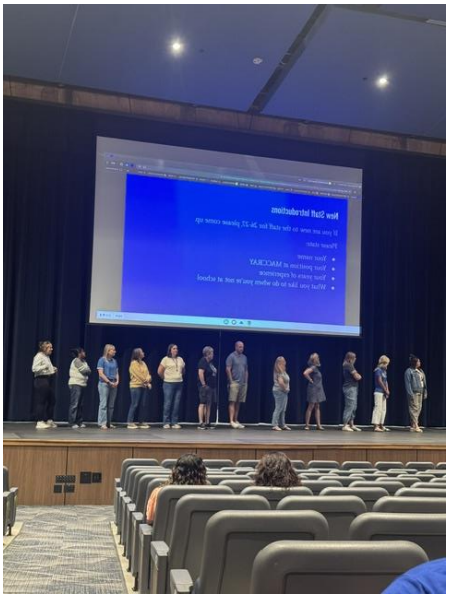
Fall Activities

Fall activities are officially underway! Our students are getting involved in athletics, arts, and other extracurricular opportunities. The energy and school spirit have been exciting to see, and we look forward to a great fall season. We encourage our families and community members to come out, support our students, and be part of the MACCRAY experience.


















HEAVEN

	EOY	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	EOY
Pre-K	76	77									
K	46	49									
1	45	49									
2	45	47									
3	60	45									
4	56	59									
5	53	58									
K-5 Subtota	305	307	0	0	0	0	0	0	0	0	0
eK-5 Subto	381	384	0	0	0	0	0	0	0	0	0
6	61	56									
7	64	59									
8	67	65									
9	61	69									
10	49	60									
11	45	48									
12	55	44									
Subtotal	402	401	0	0	0	0	0	0	0	0	0
K-12 Total	707	708	0	0	0	0	0	0	0	0	0
P-12 Total	783	785	0	0	0	0	0	0	0	0	0

Taxes Payable 2027
2180-01-000-000 MACCRAY School District
kimsandry
Maximum

Home/Levy Method

Home/Levy Method

Record successfully saved!

Levy Method

You need to specify your Levy Method before you can perform edits or certify your levy. Please check a Method below and click Save Levy Method button.

- If you choose Maximum as your Levy Method, you can view your levy data by going to each section on the left navigation but you are not allowed to edit. You can go to Validate/Certify Levy section and certify your levy directly.
- If you choose Specific Dollar Amount as your Levy Method, you can edit your levy data by going to each section on the left navigation.
- If you change your Levy Method from Specific Dollar Amount to Maximum, the Proposed that you previously entered will be refreshed with levy limits.

For further information about Levy Certifcation. contact the following:

Program Finance at **mde.levy@state.mn.us**
Emails will be redirected to the appropriate staff person within Program Finance.

Define your Levy Method:

(•) Maximum ( ) Specific Dollar Amount

Save Levy Method Cancel

District Levy Summary

Subtotals By Levy Category

Title	Limit	Proposed	Certified
GENERAL - RMV VOTER	1,003,649.74	1,003,649.74	0.00
GENERAL - RMV OTHER	436,163.91	436,163.91	0.00
GENERAL - NTC VOTER	0.00	0.00	0.00
GENERAL - NTC OTHER	484,968.63	484,968.63	0.00
COMMUNITY SERVICE - NTC OTHER	74,280.81	74,280.81	0.00
GENERAL DEBT - NTC VOTER	2,985,361.76	2,985,361.76	0.00
GENERAL DEBT - NTC OTHER	285,185.40	285,185.40	0.00
OPEB DEBT - NTC VOTER	0.00	0.00	0.00
OPEB DEBT - NTC OTHER	0.00	0.00	0.00

Subtotals By Fund

Title	Limit	Proposed	Certified
GENERAL FUND	1,924,782.28	1,924,782.28	0.00
COMMUNITY SERVICES FUND	74,280.81	74,280.81	0.00
GENERAL DEBT SERVICE FUND	3,270,547.16	3,270,547.16	0.00
OPEB/PENSION DEBT SERVICE FUND	0.00	0.00	0.00

Subtotals By Tax Base

Title	Limit	Proposed	Certified
REFERENDUM MARKET VALUE	1,439,813.65	1,439,813.65	0.00
NET TAX CAPACITY	3,829,796.60	3,829,796.60	0.00

Subtotals By Truth In Taxation Category

Title	Limit	Proposed	Certified
VOTER APPROVED	3,989,011.50	3,989,011.50	0.00
OTHER	1,280,598.75	1,280,598.75	0.00

Total Levy

Title	Limit	Proposed	Certified
TOTAL LEVY	5,269,610.25	5,269,610.25	0.00