

ULEN-HITTERDAL SCHOOL DISTRICT
REGULAR SCHOOL BOARD MEETING
WEDNESDAY, MAY 14th, 2025
6:00 PM IN THE BOARDROOM

<u>Elected</u>	<u>Roll Call</u>	<u>Term Exp.</u>	<u>Elected</u>	<u>Roll Call</u>	<u>Term Exp.</u>
2025	___ Nick Theis	2029			
2025	___ Shelly Thordal	2029	2023	___ Donna Jacob	2027
2025	___ Nolan Braseth	2029	2023	___ Laura Tweten	2027
2023	___ Jennie Wibe-Bjerke	2027	2025	___ Troy Amundson	2027

AGENDA

- I. Call to Order – Pledge of Allegiance
- II. Open Mic: (The Open Mic. segment is the agenda item that allows members of the public to address the Board on any issues they deem appropriate. Speaking time is limited to two minutes per person. It is requested by the Board that visitors refrain from addressing the Board during the Action Agenda unless invited to do so by the Board or Superintendent.)
- III. Special Reports: None
- IV. Good News: Ted Critchley
 - A. Art & Literacy Night
 - B. FFA State Convention
 - C. Personal Finance State Convention
 - D. New York City Trip
 - E. State Music Competition
 - F. Student of the Month/Student of the Quarter
 - G. D.A.R.E. Graduation Ceremony
 - H. Teacher Appreciation Week
- V. Approval of Minutes
- VI. Approval of Claims and Liquid Transfers
- VII. Reports:
 - A. Special Ed/Title Program – Laura Tweten
 - B. ECFE/Community Ed – Shelly Thordal
 - C. Student & Minority Liaison – Troy Amundson, Shelly Thordal, Laura Tweten
 - D. Negotiations – Troy Amundson, Nolan Braseth, Laura Tweten
 - E. Meet & Confer – Nick Theis, Jennie Wibe-Bjerke, Laura Tweten
 - F. Technology/Vocational – Troy Amundson, Nolan Braseth, Donna Jacob
 - G. Marketing/Co-Curricular – Troy Amundson, Jennie Wibe-Bjerke, Nick Theis

- H. Facilities/Finance/Personnel – Jennie Wibe-Bjerke, Nolan Braseth, Donna Jacob
- I. Food Service/Wellness – Troy Amundson, Nick Theis
- J. MSHSL – Jennie Wibe-Bjerke
- K. Worlds Best Workforce – Laura Tweten, Donna Jacob

VIII. Dean of Students Report: Ted Critchley

- A. Spring Concerts
- B. Community Clean-Up Day
- C. Elementary Field Trips
- D. Schedules & Registration
- E. Preschool Screening
- F. Graduation
- G. Appreciation Message to Ulen-Hitterdal School District

IX. AD Report: Ryan Pahl

- A. Activities Registration for 25-26 (Enclosed)
- B. Spring Sports Update and Postseason Dates
- C. Summer Rec. Information

X. Superintendent Report: Dustin Flaten

- A. WIDA/MCA/MTAS/ACT Testing
- B. Staffing Updates
- C. Project Updates

XI. Approval of Agenda

XII. Action Agenda:

- A. Recommendation to hire Margo Jensen as the High School Special Education teacher for the 2025-2026 school year.
- B. Recommendation to hire Morgan Crompton as the varsity girls' volleyball coach for the 2025-2026 school year.
- C. Recommendation to hire Tyler Syliaasen as varsity assistant football coach for the 2025-2026 school year.
- D. Recommendation to hire Tyler Hausauer as JH football coach for the 2025-2026 school year.
- E. Recommendation to hire Stacey Cable as JH volleyball coach for the 2025-2026 school year.

- F. Recommendation to approve the resignation of Ted Critchley from his Dean of Students and head boys' basketball positions. (Enclosed)
 - G. Recommendation to approve the resignation of Steve Radniecki as head varsity softball coach. (Enclosed)
 - H. Recommendation to approve the Co-pairing agreement for the 2025-2027 school years.
 - I. Recommendation to approve the contract with Lakes Area Turf Services for the 2025-2026 school year. (Enclosed)
 - J. Recommendation to adopt the Resolution for Membership with the MSHSL. (Enclosed)
- XIII. Upcoming Meetings and Special Events: Regular School Board Meeting to be held on Wednesday, June 11th at 6 p.m.
- XIV. Adjourn

CO-CURRICULAR PAIRING **AGREEMENT**

Norman County East Public Schools (NCE) #2215

Ulen-Hitterdal Public Schools (UH) #914

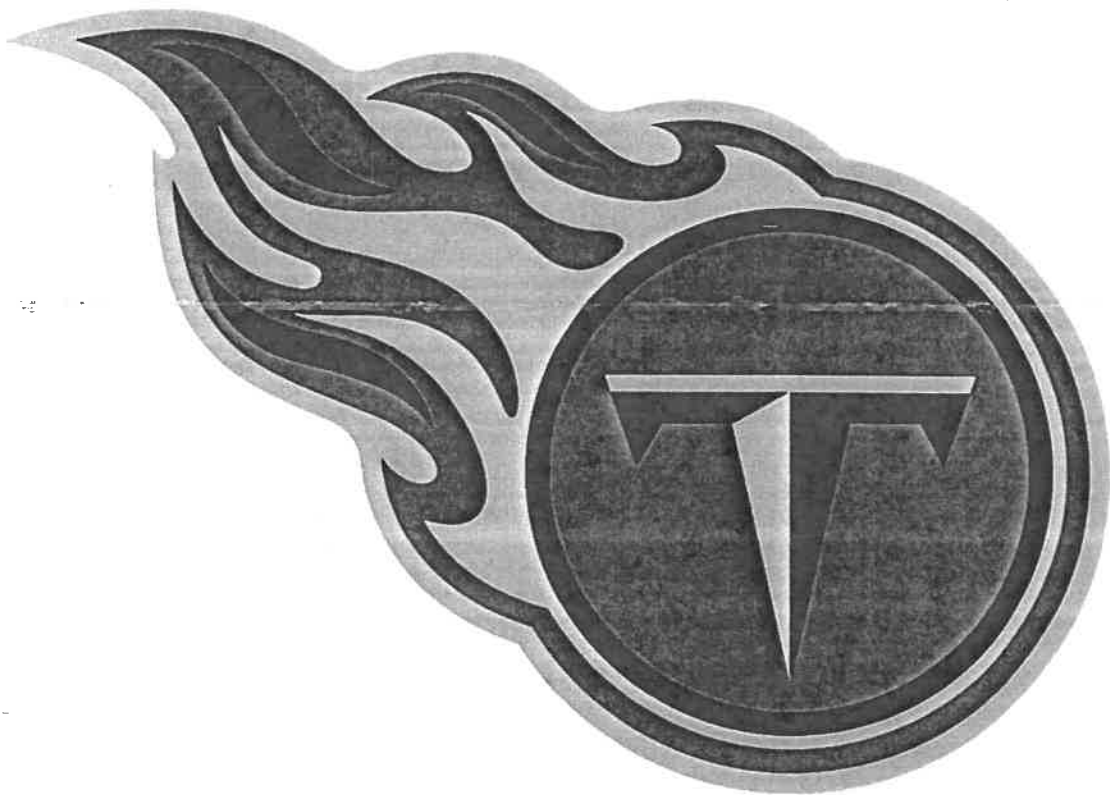


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CO-CURRICULAR PAIRING AGREEMENT

OVERVIEW:

As a result of Resolutions passed by each school board, beginning with the 2013-2014 school year, the co-curricular pairing agreement between NCE and UH is hereby amended to include the following 7-12 activities: Baseball, Softball, Volleyball, Football, Girls and Boys Basketball, Track & Field, as well as One Act Play and Interscholastic Speech. Ulen-Hitterdal will be designated as the "Host School" as defined by the Minnesota State High School League.

FINANCIAL TERMS AND CONDITIONS

GATE RECEIPTS:

- A. 75% of all gate receipts, season activity ticket sales, and any other profits excluding concessions should be a 75-25 split with 75% of all revenue going to Ulen-Hitterdal and 25% of the revenue going to Norman County East.

EXPENSES:

- A. The following expenses will be assessed to each school on a 75/25 percentage basis. 75% of all expenses and costs will be the responsibility of Ulen-Hitterdal Public School while 25% of expenses and costs will be paid by Norman County East Public School.
 - a. Coaches/AD Salary or stipends including payroll costs
 - b. Game officials and workers
 - c. Supplies; score books, training supplies, equipment, additional banners, trophies, awards and any other other supply related expense.
- B. Each School hires their own Transportation Director at their own expense.
- C. Each School District will be financially responsible for ½ of the daily shuttle service. NCE will pay for the early shuttle's transportation while U-H will pay for the late transportation when transferring students between the shared facility sites.
- D. Travel costs to be paid by whoever is providing transportation for the specific event.
- E. Busing and financial costs to away events will be based separately and incurred entirely by each individual school district whose turn it is to provide transportation according to the 75/25 split. U-H is responsible for 75% of the travel to away games, contests, and events. Therefore U-H will provide and pay for bus drivers, buses/vehicles, and any other travel related expenses incurred within the 75% of the particular away games, events, and activities that they have been assigned to. NCE is responsible for 25% of the travel to away games, contests, and events. Therefore NCE will provide bus drivers, buses and any other travel related expense pay in accordance to the 25% of particular games, events, and activities that they have been assigned to. Having to contract out to other transportation agencies due to the inability to find a driver and/or provide a bus/vehicle will be paid entirely by the school district that was unable to provide the driver and/or bus/vehicle from their school district. Expanded travel through playoffs and state tournament expenses will be split 50/50 to cover the costs of any extended team participation beyond the regular season.
- F. Equipment and uniforms will be considered jointly owned and shall be proportionally settled between the districts should the agreement be dissolved.

CO-CURRICULAR PAIRING AGREEMENT

- G. Expense settlement shall be made within 45 days after the final game of the season and will be made in conjunction with gate receipts and any other revenue.
- H. Ulen-Hitterdal will serve as the budgetary host. All coaches and directors salaries will be paid according to the Ulen-Hitterdal Extra-Curricular Salary Schedule. See pages 3-4, COMPENSATION in this document.

TRANSPORTATION

As stated earlier under the Expense section of the co-curricular agreement, busing to away events will be based separately and incurred entirely by each individual district using the 75/25 format. 75% of all busing to away games, activities, and/or events will be arranged by the Ulen-Hitterdal school district and their assigned school Transportation Director. 25% of all busing to away games, activities, and/or events will be arranged by the Norman County East school district and their assigned school Transportation Director. Each school district understands that it is their responsibility to cover the away activities assigned to them. One exception would be the use of both school districts' minibuses and/or vans. In cases where both minibuses from each district are used at the same time for the same event, it will not count towards the fulfillment of either school districts assigned 75/25. Having to contract out to other transportation agencies due to the inability to find a driver and/or provide a bus/vehicle will be paid entirely by the school district that was unable to provide the driver and/or bus/vehicle from their school district. Expanded travel through playoffs and state tournament expenses will be split 50/50 to cover the costs of any extended team participation beyond the regular season. Regarding practices, NCE will run the early shuttle while U-H will operate the late shuttle to transport students to their assigned facilities.

COACHING

HIRING PROCESS:

- A. All coaching positions will be posted internally through email and printed copies in break rooms and externally through district facebook sites and district websites for a minimum of 3 days.
- B. Hiring Committees
 - a. Head Coach- Committee consists of one representative from each school's administrative team and the activities director.
 - b. Assistant coach (JH, C, JV)- Committee consists of one representative from each school's administrative team, the activities director and the head coach.
- C. Interview Sites
 - a. The interview site will be designated by the activities director in communication with the candidates and hiring committee members.
- D. All coaching positions will be filled based on the recommendations from the hiring committee to their respective boards; both school boards will approve all hires.
- E. All volunteer coaches must pass a school issued background check and be approved by both school boards based on the recommendation from the head coach of that sport and AD.

EVALUATION PROCESS:

- F. HEAD COACHES:** All head coaches will be evaluated by the activities director throughout the season and culminate in a sit down, end of season evaluation to take place at the end of the season.
- a. This will be accomplished through:
 - i. Practice observations
 - ii. Contest observations
 - iii. Conversations throughout the season
 - b. The end of season evaluation using an evaluation tool and final write-up will be shared with the head coach by the activities director and a copy will be placed in the coaches administrative file at Ulen-Hitterdal School.
- G. JV AND C TEAM COACHES:** Junior varsity and c-team (varsity assistants) will be evaluated by the head coach and should any concerns arise, they should be brought to the activities director.
- a. End of season player evaluations also include any junior varsity and c-team coaches and are reviewed with the head coach at their end of season evaluation.
 - i. This will be accomplished through:
 1. Practice observations
 2. Contest observations
 3. Conversations throughout the season
 - b. Head coaches will have end of season evaluations with each of their junior varsity and c-team coaches using an evaluation tool from the activities director.
 - i. The end of season evaluation final write-up will be shared with the assistant coach by the head coach and a copy will be placed in the coaches administrative file at Ulen-Hitterdal School.
 - ii. Should any concerns arise throughout the season, the head coach will work in conjunction with the activities director on a proper course of action.
- H. JUNIOR HIGH COACHES:** All junior high coaches will be evaluated by the activities director informally throughout the season and culminate in a sit down, end of season evaluation to take place at the end of the season.
- a. This will be accomplished through:
 - i. Practice observations
 - ii. Contest observations
 - iii. Conversations throughout the season
 - b. The end of season evaluation using an evaluation tool and final write-up will be shared with the head coach by the activities director and a copy will be placed in the coaches administrative file at Ulen-Hitterdal School.
- I.** Should the activities director be a head coach or part of a coaching staff as an assistant, evaluations for the head coach will be conducted by building administrators from both schools.
- J.** In order for the head coach to receive the final portion of their salary, all JV and C team coaches evaluations must be submitted to the AD.
- K.** Should any problems arise with any coaches, junior high through head coach, an improvement plan may be put together by the activities director with input from administration from both schools and the

CO-CURRICULAR PAIRING AGREEMENT

head coach, should it be a junior varsity, c-team or junior high coaches improvement plan. The improvement plan will be communicated to the coach by the activities director.

- L. Termination of any coaches will be handled by superintendents and the activities director and presented as a recommendation to both school's boards for final approval.

COMPENSATION:

Sport	Head Coach %	Assistant Coach %	Junior High %
Football	11%	7.5%	5%
Volleyball	11%	7.5%	5%
Girls Basketball	11%	7.5%	5%
Boys Basketball	11%	7.5%	5%
Softball	11%	7.5%	5%
Baseball	11%	7.5%	5%
Track and Field	Boys- 6% Girls- 6%	7.5%	5%

Ulen-Hitterdal ISD 914
Certified Schedule
2023-2024

Step	BA	BA+10	BA+20	BA+30	MA	MA+10
0	43,714	44,458	45,197	45,936	46,671	47,380
1	44,575	45,356	46,141	46,921	47,708	48,478
2	45,444	46,268	47,095	47,920	48,759	49,598
3	46,319	47,188	48,062	48,930	49,823	50,731
4	47,208	48,125	49,039	49,955	50,905	51,882
5	48,797	49,759	50,724	51,693	52,693	53,746
6	50,405	51,408	52,424	53,439	54,502	55,632
7	52,013	53,073	54,136	55,205	56,329	57,542
8	53,637	54,747	55,862	56,984	58,174	59,473
9	55,272	56,434	57,606	58,781	60,036	61,422
10	56,918	58,135	59,363	60,592	61,915	63,393
11	58,573	59,847	61,132	62,423	63,814	65,387
12	60,241	61,572	62,917	64,263	65,732	67,404
13	61,921	63,311	64,714	66,128	67,665	69,442
14	64,332	65,789	67,257	68,736	70,359	72,250

Ulen-Hitterdal ISD 914
Certified Schedule
2024-2025

Step	BA	BA+10	BA+20	BA+30	MA	MA+10
0	45,026	45,792	46,553	47,314	48,072	48,801
1	45,913	46,717	47,525	48,328	49,139	49,932
2	46,807	47,656	48,508	49,357	50,222	51,086
3	47,709	48,604	49,504	50,398	51,318	52,253
4	48,624	49,568	50,511	51,454	52,432	53,439
5	50,261	51,252	52,246	53,243	54,274	55,359
6	51,917	52,951	53,997	55,043	56,138	57,301
7	53,573	54,665	55,760	56,861	58,018	59,268
8	55,246	56,389	57,538	58,693	59,920	61,257
9	56,930	58,127	59,334	60,545	61,837	63,265
10	58,625	59,879	61,144	62,410	63,773	65,295
11	60,330	61,643	62,965	64,296	65,728	67,349
12	62,048	63,420	64,804	66,191	67,703	69,426
13	63,778	65,210	66,655	68,112	69,695	71,525
14	66,262	67,763	69,275	70,798	72,470	74,418

CO-CURRICULAR PAIRING AGREEMENT

ACTIVITIES WORKER/OFFICIALS PAY SCALE

Job/Duty	Proposed Payscale	Job/Duty	Proposed Payscale
Tickets	\$45/night	VBall Line Judges	\$25/game
Score Clock Operator	\$30/game	Libero Tracker	\$20/game
Shot Clock	\$30/game	Live-Streamer	\$30/game
Football Chain Crew	\$30/game	Chaperones	\$30/round trip
Official Scorebook	\$30/game	Supervision	\$60/night
Football Announcer	\$30/game		
<u>Officials</u> *Should Circumstances deem it necessary, changes in the amount to be paid may be made with the approval of the AD and Superintendents*		JH \$35/game \$50/game if certified	C or JV- \$70 C and JV- \$95

UNIFORM PURCHASING SCHEDULE

(6-year rotation)

Football - June 2022 (22-23 Budget)
BBB - June 2023 (23-24 Budget)
Volleyball/Track & Field - June 2024 (24-25 Budget)
Baseball - June 2025 (25-26 Budget)
GBB - June 2026 (26-27 Budget)
Softball - June 2027 (27-28 Budget)

(6-year rotation)

Football - June 2028 (28-29 Budget)
BBB - June 2029 (29-30 Budget)
Volleyball/Track & Field - June 2030 (30-31 Budget)
Baseball - June 2031 (31-32 Budget)
GBB - June 2032 (32-33 Budget)
Softball - June 2033 (33-34 Budget)

The Uniform rotation will allow for the purchase of new varsity uniforms and one of lower level teams' uniforms. I.e. junior varsity, c-team or junior high.

LIVE-STREAMING

A. Live Streaming Link:

<https://fan.hudl.com/usa/mn/ulen/organization/129962/ulen-hitterdal-high-school/video>

- Norman County East will provide live-streaming for all contests in the NCE Gymnasium.
- Ulen-Hitterdal will provide live-streaming for football and all contests in the UH Gymnasium.

INCLEMENT WEATHER PROCEDURE

- Should one or both districts not have in-school learning, and instead use an E-learning/Flex day due to inclement weather, there will be conversations between administrators from both schools and the activities director about after school activities.
- If travel and weather conditions improve or are forecasted to improve by the time practices or contests begin or once travel is scheduled to start for shuttles and away contests, administration and the activities director may continue with regularly scheduled after school activities.

CO-CURRICULAR PAIRING AGREEMENT

- C. Should the two districts not come to an agreement regarding the after school activities, then all contests will be postponed with hopes of rescheduling and practices will be canceled.

HOME-BASE SITES

VOLLEYBALL:

- A. 75% of all 7-12th grade home games will be hosted at U-H. 25% of all 7-12th grade home games will be hosted at NCE.

- B. Breakdown of activities and locations for 2025:

Activity	Total Home Games	UH	NCE
JH Volleyball	5	4	1
ABC Volleyball	6	4	2

- C. Practices will be based on availability to coincide with games scheduled. Scheduled games will take precedence over practice sites allowing for the 75/25 split to be maintained. A team scheduled to have a game at NCE will mean for other teams to practice in Ulen or the Hitterdal gym when and/or if necessary. A team scheduled to have a game at Ulen-Hitterdal will mean for other teams to practice at NCE or the Hitterdal gym when and/or if necessary. High School practices that do not conflict with game schedules will be held in Ulen-Hitterdal or determined through the head coach's discretion. Junior High practices that do not conflict with game schedules will be held at NCE or determined through the head coach's discretion. The Hitterdal gymnasium will be used on occasion only if game schedules prevent the other two facilities from being used or through the discretion of the head coach.
- D. The breakdown of activities and locations will need to be done annually to maintain the 75/25 split. Part A will need to be redone in order to meet the newly created schedule for 2025 and beyond.
- E. All playoff games will be held at Ulen-Hitterdal High School.

FOOTBALL:

- A. UH Will be the "home-base" for all levels of competition for both practices and games.

BASKETBALL:

- A. 75% of all 7-12th grade home games will be hosted at U-H. 25% of all 7-12th grade home games will be hosted at NCE.
- B. The breakdown of activities and locations for 2025-2026 will be as follows:

Activity	Total Home Games	UH	NCE
JH GBB	5	4	1
9-12 GBB	12	9	3
JH BBB	9	7	2
9-12 BBB	14	10	4

CO-CURRICULAR PAIRING AGREEMENT

- C. Practices will be based on availability to coincide with games scheduled. Scheduled games will take precedence over practice sites allowing for the 75/25 split to be maintained. A team scheduled to have a game at NCE will mean for other teams to practice in Ulen or the Hitterdal gym when and/or if necessary. A team scheduled to have a game at Ulen-Hitterdal will mean for other teams to practice at NCE or the Hitterdal gym when and/or if necessary. High School practices that do not conflict with game schedules will be held in Ulen-Hitterdal or determined through the head coach's discretion. Junior High practices that do not conflict with game schedules will be held at NCE or determined through the head coach's discretion. The Hitterdal gymnasium will be used on occasion only if game schedules prevent the other two facilities from being used or through the discretion of the head coach.
- D. The breakdown of activities and locations will need to be done annually to maintain the 75/25 split. Part A will need to be redone in order to meet the newly created schedule for 2025 and beyond.
- E. All playoff games will be held at Ulen-Hitterdal High School.

BASEBALL:

- A. UH will be the "home-base" for all levels of competition for both practices and games.

SOFTBALL:

- A. NCE will be the "home-base" for all levels of competition for both practices and games.

TRACK & FIELD:

- A. NCE will be the "home-base" for practices, but UH can be used when necessary.

TRAP:

- A. NCE will be the "home-base" for practices, but UH can be used when necessary.

ONE ACT PLAY:

- A. UH will be the "home-base" for all practices and performances. NCE will provide transportation of their students to UH. Fees, transportation to and from competitions and other expenses associated with One Act Play competitions and performances will be split on a 50/50 basis.

INTERSCHOLASTIC SPEECH:

- A. NCE Will be the "home-base" for all practices and performances. UH will provide transportation of their students to NCE. Fees, transportation to and from competitions and other expenses associated with Speech competitions and performances will be split on a 50/50 basis. Speech will require a minimum of 6 participants.

ACADEMIC, ATHLETIC AND ARTS GUIDELINES

EXTRA and CO-CURRICULAR ACTIVITIES:

- A. Students participating in any extracurricular activities must follow the rules of the Minnesota State High School League and Norman County East/Ulen-Hitterdal High Schools. Every student attending school at Norman County East/Ulen-Hitterdal High Schools will complete a Minnesota State High School League permission form. Academic standing, disciplinary matters or enrollment status may limit eligibility for participation.
- B. Any student reported to the office due to unacceptable behavior may be excluded from an extra or co-curricular activity or event. Extracurricular activities include all extra and co-curricular activities like sports, FFA, FCCLA, One Act Play, class officer, choir, band, musicals, student council, Knowledge Bowl, etc.
- C. Ineligible students may practice and accompany the team/group to games/contests and sit within the team bench area during games. **IF** an early dismissal or missing the regular school day is required, then the ineligible student will stay in school and is not allowed to leave early or sit on the bench and join the team.
- D. Students who are academically ineligible or display behaviors considered unbecoming as determined by administration at the time of a school sponsored contest, convention, or trip, considered outside of the curriculum may not be allowed to attend.

SPORTS PER SEASON PARTICIPATION LIMIT:

- A. Students will be able to participate in more than one MSHSL sponsored athletic activities in the same season (fall, winter, spring). The student will declare a primary and secondary sport, with the primary sport taking priority over the secondary when a conflict or dual events occur.

ATTENDANCE ELIGIBILITY:

- A. A student must be in school on time in order to participate in an extracurricular event, unless an advanced makeup slip is acquired or the absence is excused. It is the student's responsibility to inform their coach or advisor if they have not met the attendance requirements for that day. Students who are suspended or serving ISS will not be allowed to participate in extracurricular activities the day(s) of the suspension or ISS. This includes weekends if the punishment carries over to the next week. In addition, students must be to school on time the morning after a MSHSL sponsored athletic activity or the absence must be excused. You will not be allowed to participate in the next MSHSL athletic event for any unexcused absences the day after a MSHSL sponsored athletic activity.

ACADEMIC ELIGIBILITY POLICIES:

A. Norman County East Academic Policy

- a. The academics for students at NCE are closely monitored by the staff. The NCE staff will be addressing poor grades continuously during the school year and will be communicating with students when their grades are failing or at risk of failing.
- b. Students participating in activities may face ineligibility if they are failing one or more of their courses or have poor behavior in their classes.
 - i. Students failing or at risk of failing one or more classes are provided additional support to improve their grades during AIT.
- c. If the student does not show improvement within a reasonable amount of time, they will be deemed academically ineligible for extracurricular contests/performances until their return to participation is approved by the teacher and/or administrator.
- d. If a student's efforts towards achieving passing grades are not met, the student will be academically ineligible until the student has a passing grade in all of their classes.
 - i. Students who are academically ineligible will need to communicate with coaches and make arrangements regarding practices and games/performances until they are deemed eligible for activities.
 - ii. Ineligible students may practice and accompany their team for contests. However, students may be denied the opportunity to travel to away contests or participate in practice if the coach/administration/teacher(s) believes they should concentrate on their academics at those times.

B. Ulen-Hitterdal Academic Policy

- a. Grade checks will be run after the school day on designated Thursday's. Any student on the ineligibility sheet will miss contests/performances beginning the Monday directly after the Thursday grade check if they are not marked as passing.
 - i. The exception being the Quarter and Semester grade checks. These will remain on Friday since that's when these periods end.
- b. Students will immediately be eligible once they are passing their classes. Students will remain ineligible until all of their grades are passing.
 - i. Students should maintain communication with the classroom teacher regarding any failing grades and what it takes to get that grade to a passing mark.
 - ii. Students are still responsible for communicating with the classroom teacher if the grade is passing so the teacher knows to take the student off of the ineligibility list for their class.
- c. Students who have failed the academic quarter will immediately be ineligible for one week.
- d. Students who have failed the academic semester will immediately be ineligible for two weeks.

- C. The activities director, along with NCE and UH administration, will generate a document of grade check dates for each school year.

NORMAN COUNTY EAST/ULEN HITTERDAL PUBLIC SCHOOLS PLAYING TIME PHILOSOPHY:

- A. **Elementary** – Equal playing time for all participants.
- B. **Jr. High** – Playing time will be shared by all participants, but not on an equal time basis. The coach will ensure that each athlete will play in every game or match, barring any unusual circumstances such as penalties for missing practices or breaking team rules. Football may be an exception to this rule because a major concern is the safety of the athletes. If an athlete's physical stature could put him/her at risk of an injury, the coach could limit his/her playing time.
- C. **C-Team, 9th Grade, Jr. Varsity** – All athletes will get the opportunity to participate. The coach will make every opportunity to get all of the athletes playing time. Some will play more than others.
- D. **Varsity** – Play to win. Majority of the playing time will be limited to a few. There may be athletes that will not get in the game.

COMMUNICATION GUIDELINES:

- A. Our coaches/advisors are hired by the school district because we believe they are people of integrity and have an understanding of how to run activities and programs at our school. They make judgment decisions based on what they believe to be best for their programs and all the students involved. These decisions are based on what they see every day in practice, as well as in games or competition.
- B. We welcome parents/guardians to contact coaches/advisors by calling them at school during school hours and calls should be directed to school contact numbers only. School/professional email addresses are also permissible contact outlets with coaches/advisors. Parents/guardians should not contact coaches/advisors at personal phone numbers or social media outlets except in cases of emergency (e.g. athletic injury or unexpected absences from scheduled events).
- C. If there is a concern or question, this is the proper procedure parents/guardians should follow:
 - 1. Student meets with the coach/advisor. If this does not resolve the situation then go on to step 2.
 - 2. Parent/guardian contacts the coach/advisor and a meeting is scheduled with the student and parent(s)/guardian(s). If this does not resolve the situation go on to step 3. (If the parent/guardian refuses to involve the student in the process, the conflict resolution process is finished, and the issue is compromised)
 - 3. Parent/guardian contacts the activities director and a meeting is scheduled with the student, parent(s)/guardian(s), coach/advisor and activities director. If this does not resolve the situation go on to step 4.
 - 4. Parent/guardian contacts the principal/administration and a meeting is scheduled with the student, parent(s)/guardian(s), coach/advisor, activities director, and principal/administration.
- D. **Note:** Parents/guardians, please do not contact a coach or advisor right after a game or contest if you have a concern or question. Depending upon the circumstances, discuss the situation with your son or daughter and, if necessary, have them talk to the coach/advisor before or after practice the following day. Communication can be a wonderful tool to resolve or clarify an issue or concern as long as we are respectful, courteous, and willing to work together in the best interest of our students, activities, and programs.

SPECTATOR CODE OF ETHICS:

- A. The administrations and school boards of NCE/UH would like to remind all spectators that attending any sporting event is a privilege, not a right and so must be treated as such.
- B. Here at NCE/UH we pride ourselves on demonstrating courtesy to visiting teams and officials and establishing a positive relationship between visitors and hosts. It is the responsibility and duty of all spectators to emphasize the proper ideals of sportsmanship, ethical conduct and fair play and to eliminate all negativities which tend to destroy the best values of the game. As spectators, we need to respect the integrity and judgment of the sports officials at all levels of competition. As spectators, it is your responsibility to be positive role models to the youth in our schools and communities. As spectators, we must conduct ourselves in a manner that will teach the youth of NCE/UH and surrounding communities, good sportsmanship and leadership. Remember there are other spectators that are at the event to enjoy it, so please respect their privilege to be there by being a positive, respectful spectator.

FAN/SPECTATOR BEHAVIOR:

The following additions are consequences for disorderly or unruly student and adult spectator/fan behavior at student events held in association with the Norman County East and Ulen-Hitterdal School Districts. Unruly or disorderly student fan behavior will be handled through normal school discipline due process and possible referral to law enforcement. The assigned event supervisor will report to administration all unruly or unsportsmanlike behavior. Adult spectator behavior will be handled in the following steps if deemed in violation of the NCE/UH School districts conduct policy.

A. Warning (YELLOW CARD):

- a. A warning will be issued to the individual through the use of a "Yellow Card", should the adult spectator's behavior violate policy regarding coaches, contest officials, student-athletes or advisors during or after an event or constitutes participating in unsportsmanlike behavior from the stands.

B. First offense (RED CARD):

- a. The person in question may be suspended from attending the next three home events for that sport or activity, with the consequences to follow into the same sport's next season if need be. This consequence may be reduced to the next two events if the coach or advisor involved receives a formal, written apology from the offending fan before the third event takes place, and a copy of the incident report and apology is transmitted to both NCE and UH board of education to remain on file.

C. Second Offense:

- a. A person involved in a second offense over the course of the calendar year may be suspended from all extra-curricular events for the remainder of the calendar year.

DISSOLUTION OF AGREEMENT

This agreement will be in effect for the 2025-26 and 2026-27 fiscal calendar years, with the fiscal year defined as July 1- June 30. It is understood that the agreement must be reviewed and ratified by each district's school board within the fiscal year to ensure the cooperative remains active for the subsequent year and any years thereafter. If either of the two school districts wishes to dissolve the agreement, a minimum of one fiscal year in advance is required. However, if any part of the agreement is not adhered to by either school district, the requirement for a one-year notice of dissolution shall be waived, permitting either district to notify the other of dissolution without the one-year notice due to the breach of the agreement.

TEAM NAME

As determined through the existing pairing agreement, the team shall be the NCE-UH Titans.

TEAM LOGO



CO-CURRICULAR PAIRING AGREEMENT

SIGNATURES

UH BOARD CHAIR

DATE

NCE BOARD CHAIR

DATE

UH BOARD CLERK

DATE

NCE BOARD CLERK

DATE



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

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

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

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

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

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

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

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

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

The following is taken from the MSHSL Constitution:

208.00 LOCAL CONTROL

208.01 Designated School Representatives

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

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

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

208.02 Designated Activity Representatives

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

208.03 Local Advisory Committee

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

Name of School (Please Print)

208.01 VOTE ON BEHALF OF THE HIGH SCHOOL

(Designated School Board Member – please print)

(Designated School Representative – please print)

Email Address

Email Address

208.02 ACTIVITY REPRESENTATIVES

(Boys Sports – please print)

(Girls Sports – please print)

(Speech – please print)

(Music – please print)

208.03 LOCAL ADVISORY COMMITTEE MEMBERS

(Board Member—please print)

(Student—please print)

(Parent—please print)

(Faculty Member—please print)

(Mailing Representative—please print)

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

Print Name: _____
(Clerk/Secretary - Local Governing Board)

Print Name: _____
(Superintendent or Head of School)

Signed: *Signature required*

(Clerk/Secretary - Local Governing Board)

electronically through DocuSign

Date: _____

Signed: *Signature required*

(Superintendent or Head of School)

electronically through DocuSign

Date: _____

To Whom It May Concern,

I am using this letter to notify you that I am resigning my post as head coach of the NCE/UH softball team effective at the end of the spring, 2025 season. I have certainly enjoyed the twenty-eight years I have spent in the position but the time is right in my life for me to make my retirement complete.

I want to thank the administration at Norman County East and Ulen-Hitterdal for their support over the years. It's been a great ride!

Sincerely,

A handwritten signature in black ink, appearing to read "Steve Radniecki". The signature is fluid and cursive, with the first name "Steve" written in a larger, more prominent script than the last name "Radniecki".

Steve Radniecki

May 8, 2025

Mr. Dustin Flaten
Superintendent
Ulen-Hitterdal Public School

Mr. Flaten,

Please accept this letter as my formal resignation from both of my positions as Dean of Students and Head Boys Basketball Coach at Ulen-Hitterdal Public School.

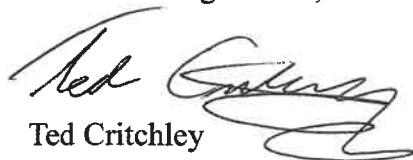
It has been both an honor and a privilege to serve in my first administrative role in such a supportive and inspiring environment. I am deeply grateful for the opportunity to grow under the guidance of such a tremendous leader as yourself while receiving unwavering support from the School Board, dedicated teachers, the communities upon which the district was founded, and, most importantly, the amazing students of District 914.

The connections and relationships made with students over these past two years run deep. Their warmth, cooperation, and positive spirit have left a lasting impact on me. Watching them succeed in academics, arts, and athletics has been one of the greatest rewards of my professional career. I will miss them tremendously and will smile more proudly as I watch their successes take place from afar.

As I look ahead, I am excited to return to the classroom part-time and engage in online instruction while continuing my passion for coaching basketball at Fargo South High School. Though I am transitioning to a new career, I will carry with me all the lessons I've learned from the meaningful relationships formed at Ulen-Hitterdal Public School.

Please know how appreciative I am for this chapter in my life and how much I have valued being a part of such a positive, thriving school district.

With sincere gratitude,


Ted Critchley



Consulting and Services
Services and Irrigation

Turf Management

Dan Redig
Lakesareaturf@hotmail.com
218-850-4527

2025 TURF PROPOSAL FOR ULEN HITTERDAL SCHOOL

This proposal is for turf services of the Football and baseball field at Ulen-Hitterdal School for the 2025 season. It is designed to provide a quality; playable sports turf to withstand the rigors of use by the sports teams. Utilizing cultural, chemical, and mechanical practices to insure healthy playable turf.

PROGRAM DETAILS:

Football Field Program: Two applications of slow-release turf grade granular fertilizer. One application of liquid bio-stimulant plant and root enhancer. One core aeration and *topdressing*. Two shatter tine slicer aerations. One application broadleaf weed control.

****Topdressing sand not included****

COST: \$4,625.00

BASEBALL INFIELD PROGRAM: Two applications of slow-release turf grade fertilizer. One application of liquid bio-stimulant and root enhancer. One core aeration and *topdressing* to infield and sidelines only. One application broadleaf weed control.

****Topdressing sand not included****

COST: \$2,495.00

BASEBALL OUTFIELD PROGRAM: Two applications of slow-release turf grade fertilizer. One application of liquid bio-stimulant and root enhancer. One application broadleaf weed control.

COST: \$1695.00

PRACTICE FOOTBALL FIELD: One application of broadleaf weed control.

COST: \$450.00

SOFTBALL FIELD PROGRAM: One application of broadleaf weed control.

COST: \$375.00

IRRIGATION SYSTEM WINTERIZATION: Blow out both irrigation systems, football, and baseball field. *School responsible for draining any back-flow prevention devices*.

COST: \$700.00

TOTAL COST: \$10,340.00

*Field program includes materials, **excluding sand, equipment, and labor needed to complete the work. All work to be done in a workmanlike fashion and to be scheduled at the direction of LAKES AREA TURF SERVICES LLC. Any additional work performed to be approved by ULEN HITTERDAL SCHOOL before completing. This price is good for 45 days from date below.*

3-4-25

SIGNED: _____ DAN REDIG, LAKES AREA TURF SERVICES LLC.

DATE: _____

SIGNED: *[Signature]* ULEN HITTERDAL SCHOOL

DATE: 5-8-25

** We would like to add the 2025 additional service proposal*



Consulting and Services
Services and Irrigation

Turf Management

Dan Redig
Lakesareaturf@hotmail.com
218-850-4527

2025 Additional Service Proposal

If desired, these services can be added to the current contract and will be completed in conjunction to other services provided. If core aeration is desired on either field, I'd highly suggest the shatter tine slicer treatments prior. Topdressing to the fields is also an option and would be completed at the same time as the other contracted fields, as always, topdressing sand would be an additional cost.

<i>Core aeration of Softball Field</i>	<i>\$ 1800</i>
<i>Shatter Tine Slicer Treatment to Softball Field</i>	<i>\$ 500</i>
<i>Slow-Release Fertilizer Application to Softball Field. Cost Per Application</i>	<i>\$ 450</i>
<i>Core Aeration to Practice Football Field</i>	<i>\$2000</i>
<i>Shatter Tine Slicer Treatment to Practice Football Field. Cost Per Application</i>	<i>\$500</i>
<i>Slow-Release Fertilizer Application to Practice Football Field. Cost Per Application</i>	<i>\$500</i>



Your registration was last updated on 05/08/2025 at 10:45 AM.

School

Jlen-Hitterdal High School

Registration for Academic Year

2025-2026

Below you will see a list of all sports and activities offered by the Minnesota State High School League.

Those with a pre-filled checkmark are activities you registered for in May 2024. If you added additional activities throughout the year those are not represented here and you'll need to check them to participate in them next year.

Register for next year's activities by confirming there is a checkmark designating those activities and sports.

All schools in a co-op must register for the activity.

Click "SUBMIT" at the bottom to save your changes.

You may make edits on this form up until the registration closing date.

Your **estimated** fee for next year will automatically calculate at the bottom of the form. Invoices will be sent prior to the start of the next school year, when per-activity and per-student fees have been finalized.

Note: Unchecking an activity in which you are involved in a co-op does not remove you from the co-op or dissolve the co-op. To dissolve a co-op, see the Membership Resources link on your dashboard and complete and submit the Cooperative Sponsorship Dissolution Form.

Activities

- | | | | | |
|---|--|--|--|--|
| <input type="checkbox"/> Adapted Bowling, ASD -
\$160 | <input type="checkbox"/> Adapted Bowling, CI -
\$160 | <input type="checkbox"/> Adapted Bowling, PI -
\$160 | <input type="checkbox"/> Adapted Floor Hockey, CI -
\$160 | |
| <input type="checkbox"/> Adapted Floor Hockey, PI -
\$160 | <input type="checkbox"/> Adapted Soccer, CI -
\$160 | <input type="checkbox"/> Adapted Soccer, PI -
\$160 | <input type="checkbox"/> Adapted Softball, CI -
\$160 | |
| <input type="checkbox"/> Adapted Softball, PI -
\$160 | <input type="checkbox"/> Alpine Skiing, Boys -
\$160 | <input type="checkbox"/> Alpine Skiing, Girls -
\$160 | <input type="checkbox"/> Badminton, Girls -
\$160 | |
| <input checked="" type="checkbox"/> Baseball -
\$160 | <input checked="" type="checkbox"/> Basketball, Boys -
\$160 | <input checked="" type="checkbox"/> Basketball, Girls -
\$160 | <input type="checkbox"/> Cheerleading -
\$160 | <input checked="" type="checkbox"/> Clay
Target |
| <input type="checkbox"/> Cross Country Running, Boys -
\$160 | <input type="checkbox"/> Cross Country Running, Girls -
\$160 | <input type="checkbox"/> Dance Team, High Kick -
\$160 | | |
| <input type="checkbox"/> Dance Team, Jazz -
\$160 | <input type="checkbox"/> Debate -
\$160 | <input checked="" type="checkbox"/> Football -
\$160 | <input type="checkbox"/> Golf, Boys -
\$160 | <input type="checkbox"/> Golf, Girls -
\$160 |

- ☐ Gymnastics, Girls - \$160
- ☐ Hockey, Boys - \$160
- ☐ Hockey, Girls - \$160
- ☐ Lacrosse, Boys - \$160
- ☐ Lacrosse, Girls - \$160
- ☒ Music - \$160
- ☐ Nordic Ski Racing, Boys - \$160
- ☐ Nordic Ski Racing, Girls - \$160
- ☒ One Act Play - \$160
- ☐ Robotics
- ☐ Soccer, Boys - \$160
- ☐ Soccer, Girls - \$160
- ☒ Softball, Girls - \$160
- ☐ Speech - \$160
- ☐ Swimming and Diving, Boys - \$160
- ☐ Swimming and Diving, Girls - \$160
- ☐ Synchronized Swimming, Girls - \$160
- ☐ Tennis, Boys - \$160
- ☐ Tennis, Girls - \$160
- ☒ Track and Field, Boys - \$160
- ☒ Track and Field, Girls - \$160
- ☒ Visual Arts - \$160
- ☐ Volleyball, Boys - \$160
- ☒ Volleyball, Girls - \$160
- ☐ Wrestling - \$160

School Fee

\$ 100.00

Per Enrollment Fee

\$ 195.75

Activity Fees

\$ 1,760.00

Total Fees

\$ 2,055.75

SUBMIT

